HM Prison & Probation Service

NHS England

The Offender Personality Disorder (OPD) programme

Using an evidence-based approach to build better futures for complex and high risk offenders

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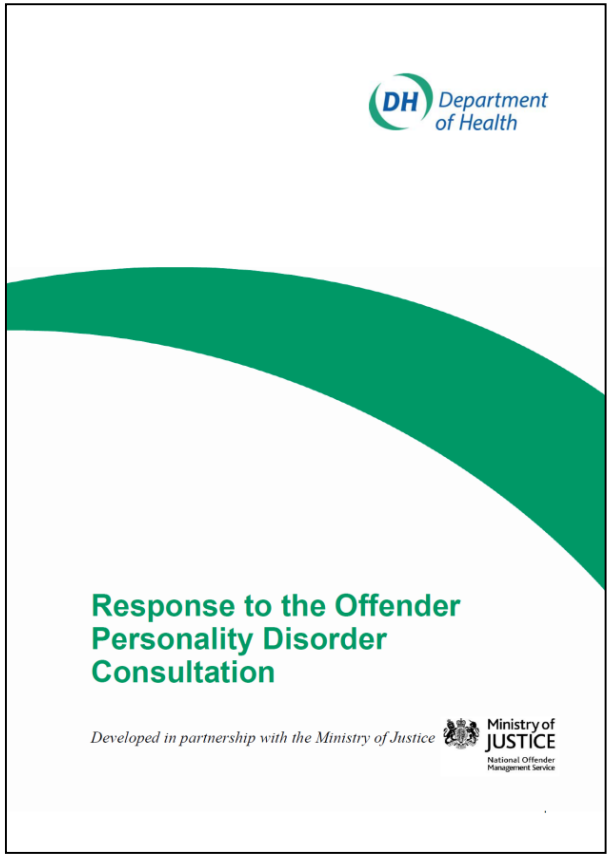
Introduction

- What is the Offender Personality Disorder (OPD) programme?
  - Our principles
  - Our services
- Taking an evidence-based approach
- What might be the critical ingredients?
- Next steps

Strategic context: From DSPD to OPD

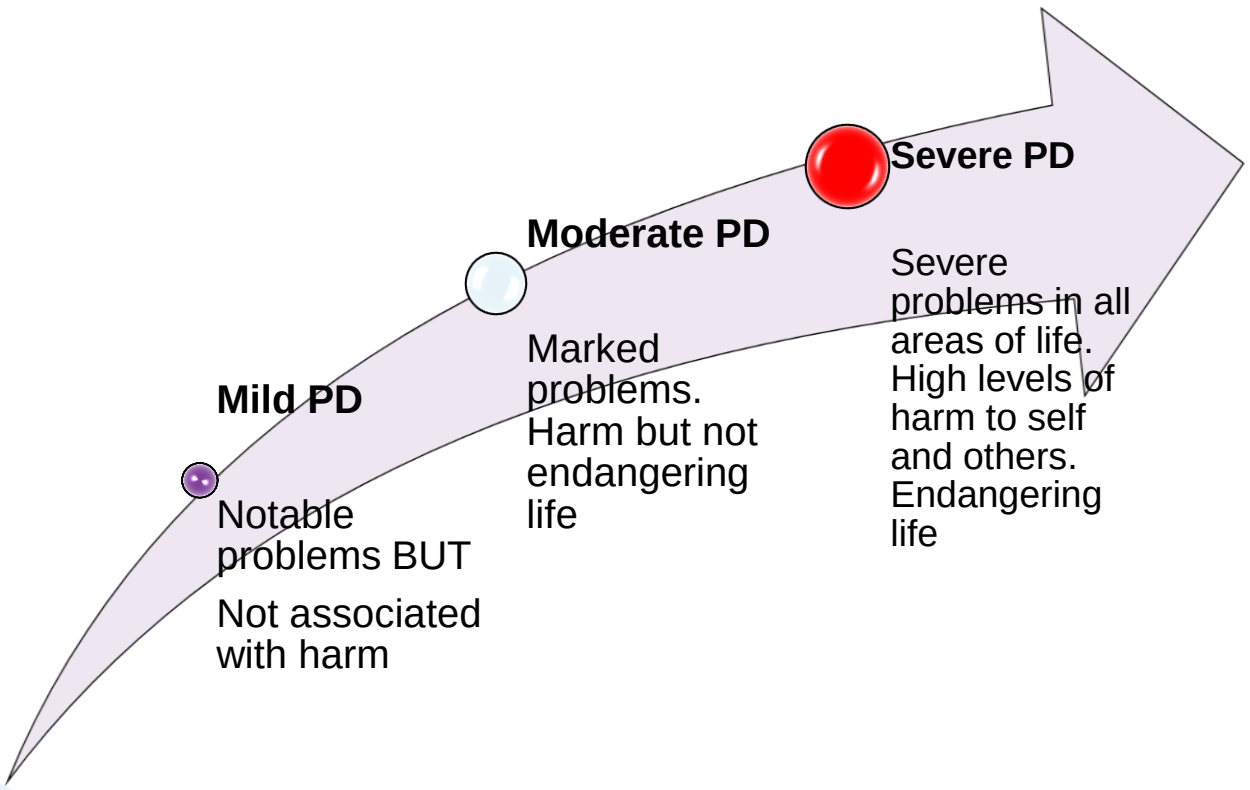


Response to the offender personality disorder consultation Oct 2011, page 11:

"The Government believes that the £69m currently invested in DSPD services can be used more effectively to improve the management of offenders thereby reducing re-offending, risk of harm to the public, and providing more treatment places and high quality services."

- Public protection
- Psychological health improvement
- Workforce development
- Use resources efficiently

Defining ‘personality disorder’



Classification, assessment, prevalence, assessment and effect of PD. Tyrer et al . The Lancet. Vol 385, pp717-726. 2015

Markers for offenders who potentially have PD

- Screen in tool
  - 7 or more checked items on OASys

AND / OR childhood difficulties, mental health problems, history of self harm or suicide, risk of serious harm to staff

Entry criteria for services

Men

- Assessed as presenting a high likelihood of violent or sexual offence repetition and high or very high risk of serious harm to others at some point during their current sentence
- Managed by NPS
- Likely to have a severe personality disorder
- A clinically justifiable link between the personality disorder and the risk.

Women

- Managed by NPS
- Likely to have a severe form of personality disorder
- A clinically justifiable link between the personality disorder and the risk.

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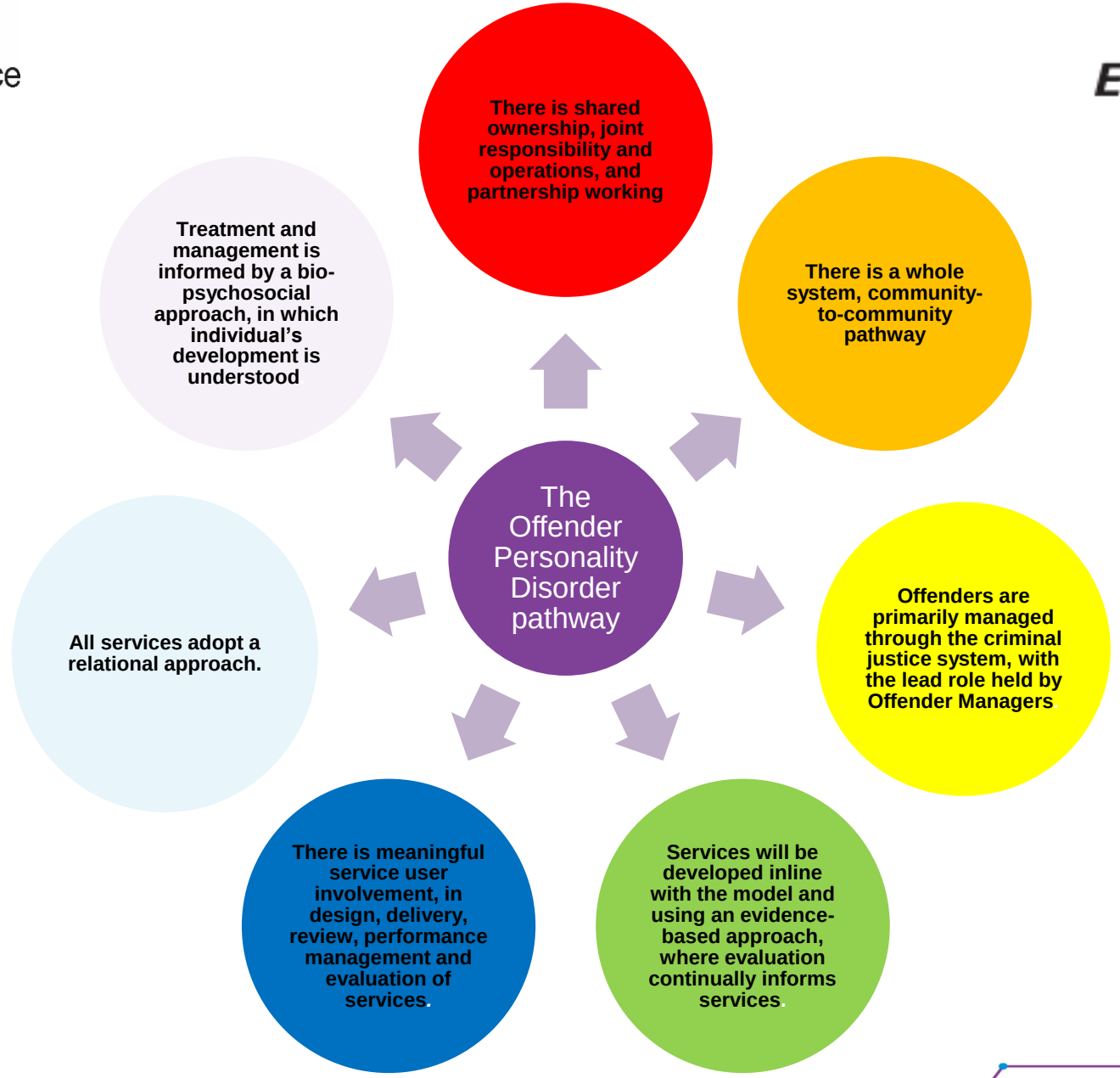
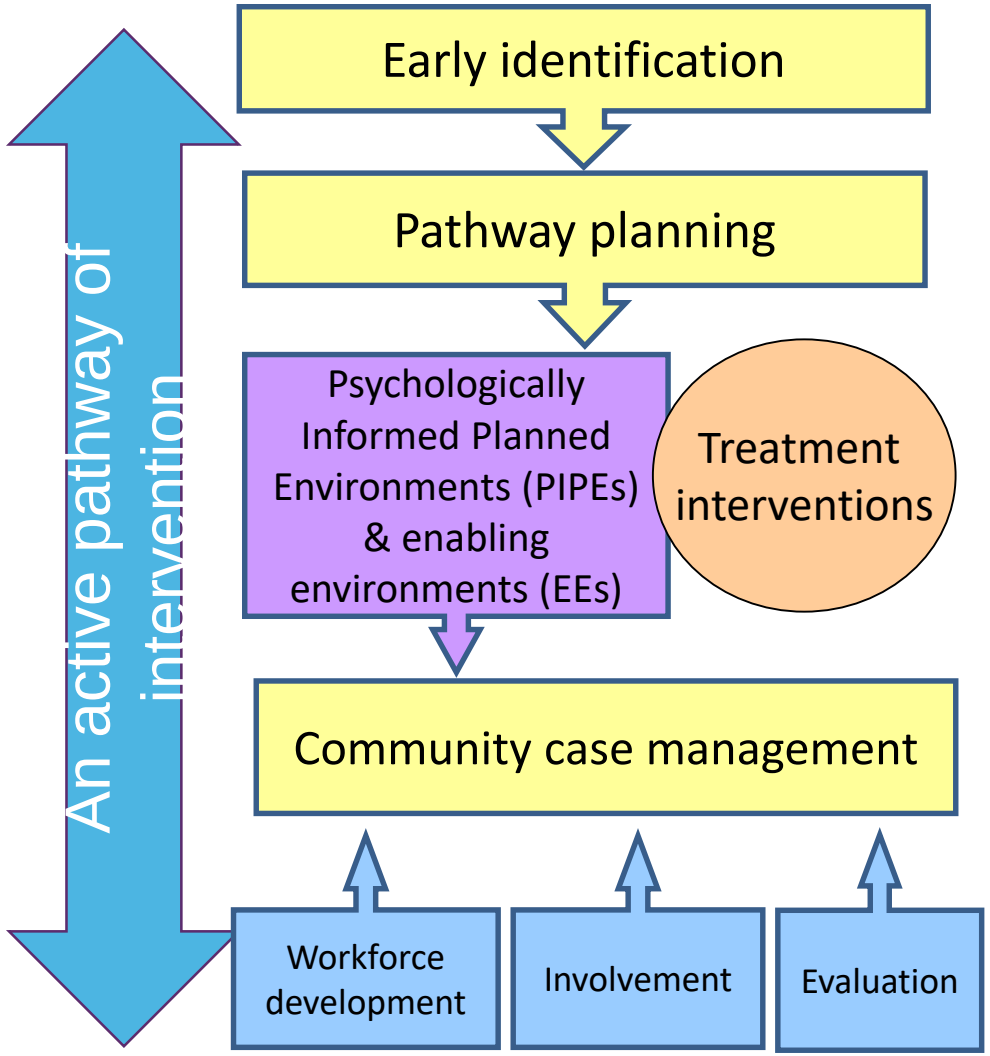


The pathway model



Case identification, consultation, formulation, joint casework, workforce development and support to APs provided (partnership between a health provider and NPS in all probation areas)

Accredited & non-accredited programmes

Introducing PIPEs

ENRICHING EXPERIENCES

SHARED CREATIVITY

SHARED READING

SHARED NARRATIVE

Drawing on Rehabilitative Culture

Staff have **hope**

Staff and residents feel treated **fairly**

Activities that promote learning, **wellbeing**, desistance

Mutually **respectful** staff/resident relationships

Staff promote **future orientation** & identity shift

Residents have **hope**

Staff **encourage** participation in rehabilitation

Taking an evidence-based approach

- Outcomes

Reduce reoffending	Improve psychological health & wellbeing	Workforce: Improved competence, confidence, attitudes	Increased efficiency, cost effectiveness & quality
• Reduction in number & severity of general & violent misconduct • Reduction in serious reoffending • Longer time between reoffending	• Improved relational outcomes • Reduction in number & severity of self-destructive behaviour	• Improved understanding of behaviour & risk factors • Effective risk management	• Improved access & progression • Improve quality of relational environment

- Based on evidence & psychological theory

- National programme of research
  - Revised research & evaluation strategy
  - National & local level evaluations

A National perspective

National Evaluation (NEON)

PIPEs longitudinal study

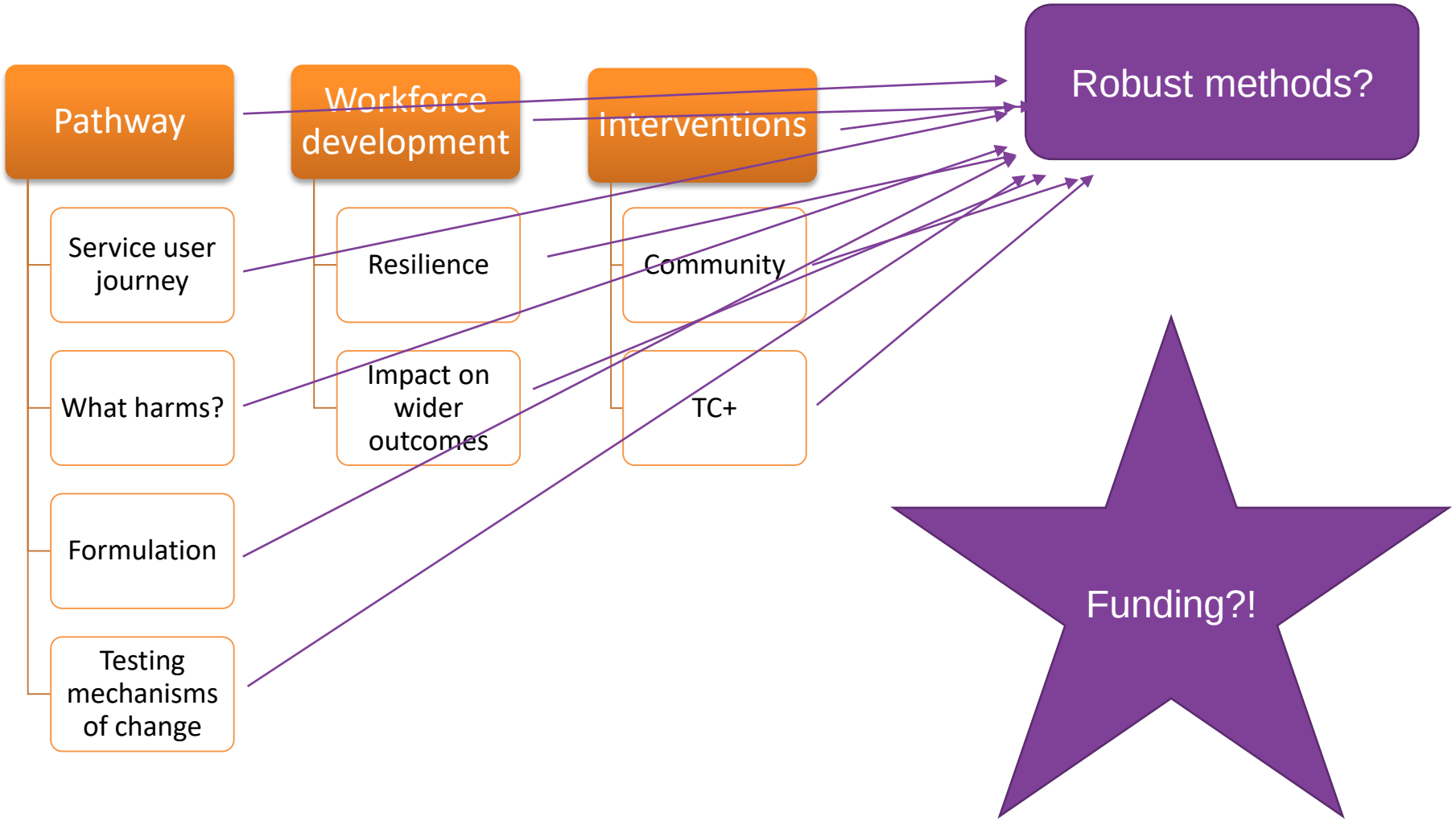
Democratic Therapeutic Communities outcomes study

Mentalisation RCT (MOAM)

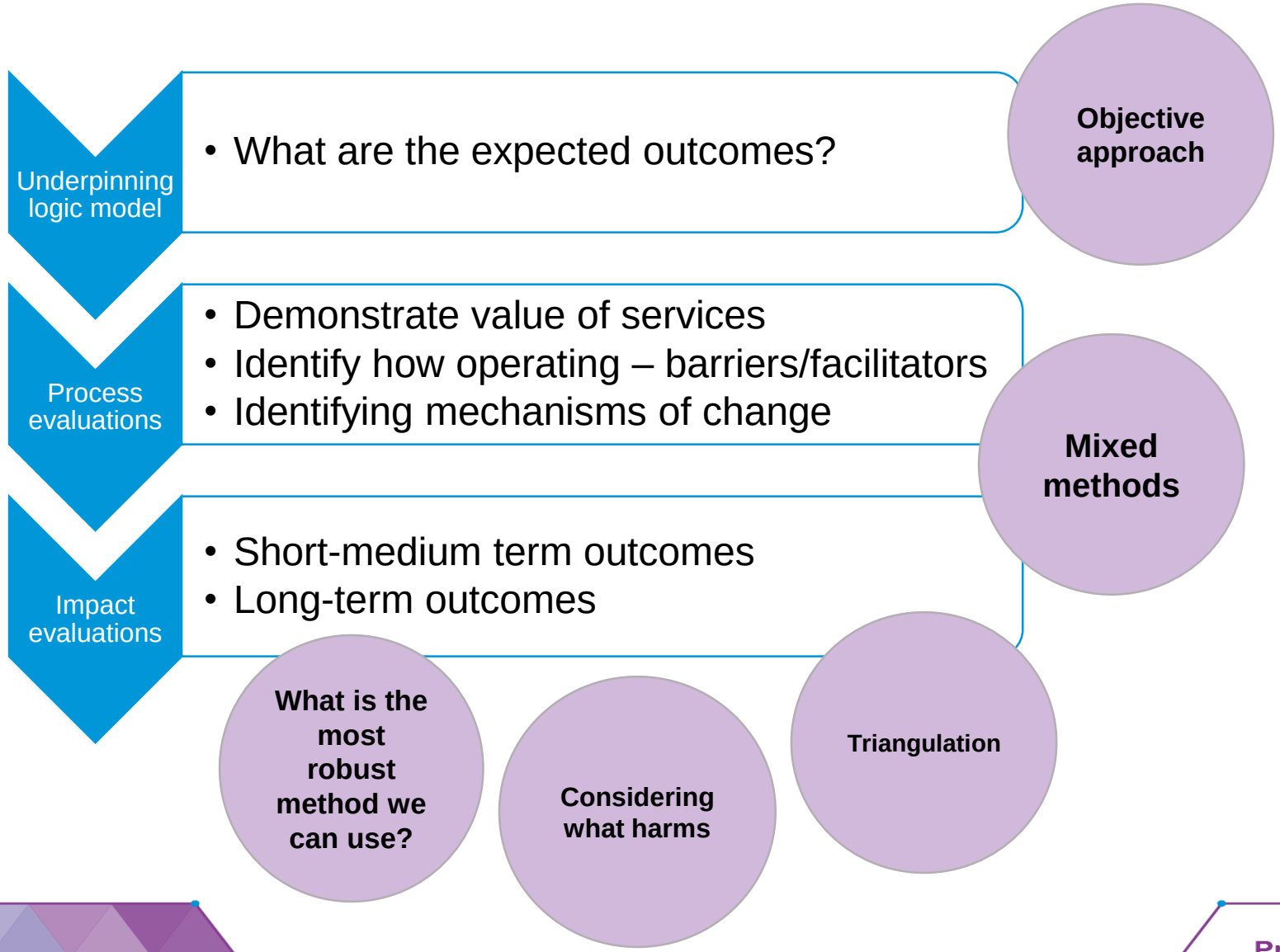
Impact – case formulation

Validation of PCQ (Rehab culture)

Key gaps & next steps



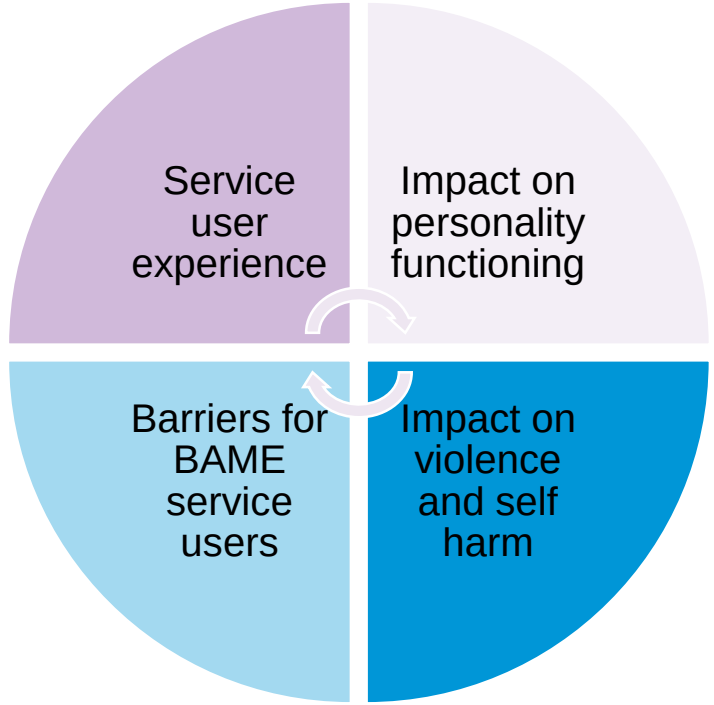
High quality research



The importance of research-informed practice

- Ensuring services are doing what they intend to
  - Reflection
  - Improving services
- Identifying facilitators & barriers
- Identifying potential mechanisms of change

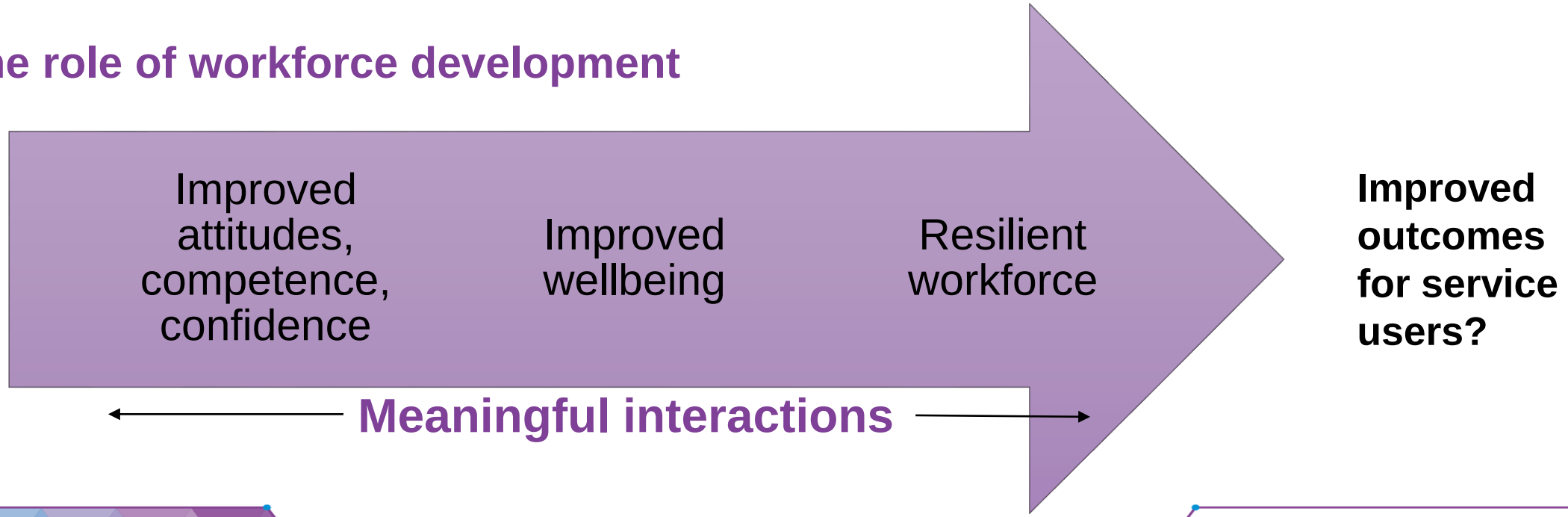
Local Evaluation Priorities



Identifying the critical ingredients

- Working with offenders with ‘personality disorder’
  - Stressful
  - Relentless
  - Challenging behaviour
  - Engagement = difficult & frustrating

The role of workforce development



OPD pathway & empowering the workforce

- Currently, little evidence on:
  - LT impact of training
  - Burnout

- How might the pathway help?

Reflective practice

Supervision

Training

Planning & partnership working

Role of case formulation

- Collaborative case formulation & relationships (Shaw et al., 2017)
- Increased competencies, confidence, understanding (Ramsden)

Relationships as a mechanism of change

- Drawing on rehabilitative cultures
- Enabling Environments
- Hope & relationships - PIPEs
  - Turley et al. (2013) – Observed better interactions between residents than in other comparable locations
  - Current PIPEs impact evaluation

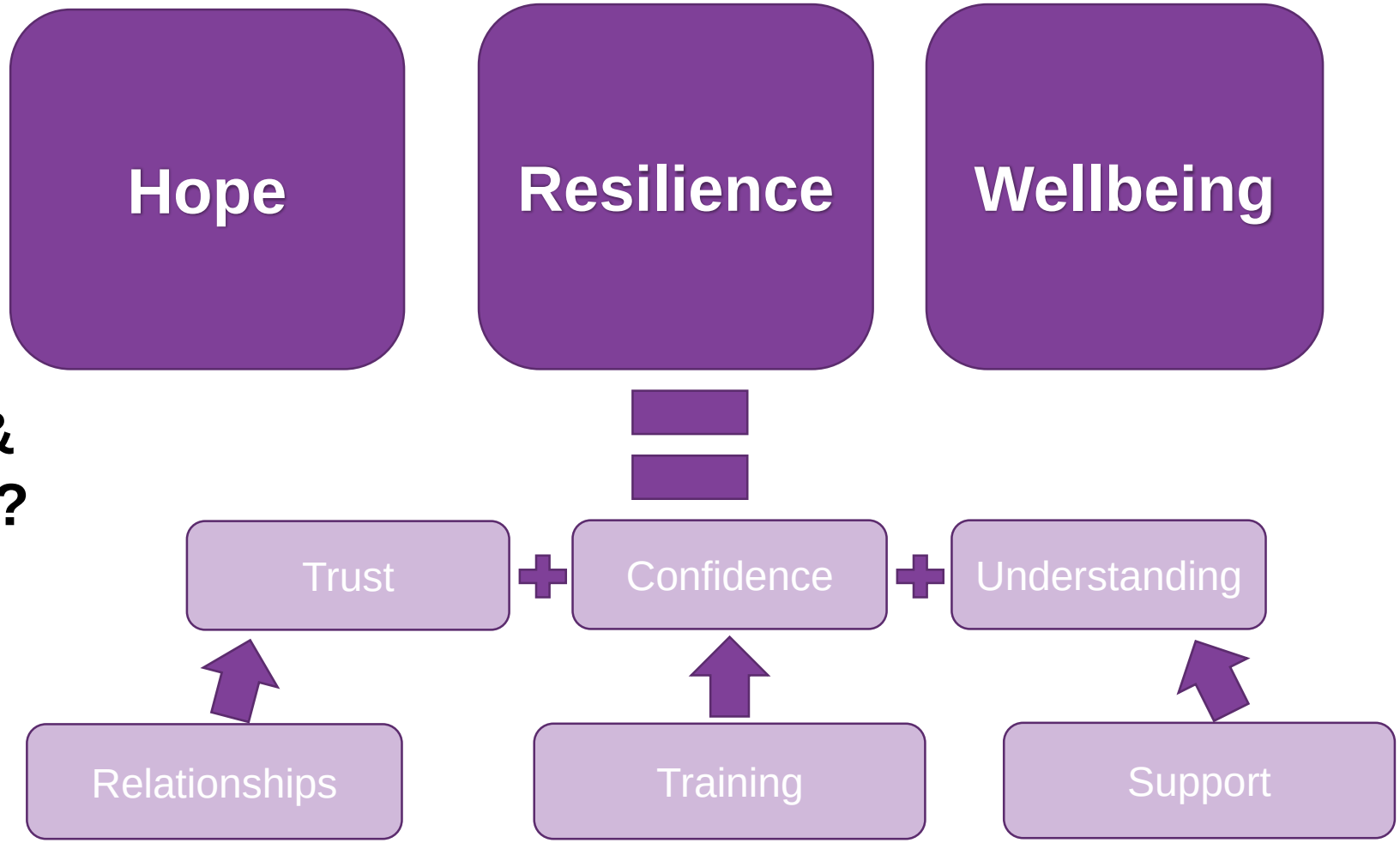
Evidence from treatments

- Willmot & McMurran (2013)
  - Emphasises importance of therapeutic relationship in effecting change

- Jeffcote (2017)
  - Relationships “seen as the primary medium of therapeutic change”

- Fongay
  - Role of epistemic trust?

Hope, Resilience & Wellbeing

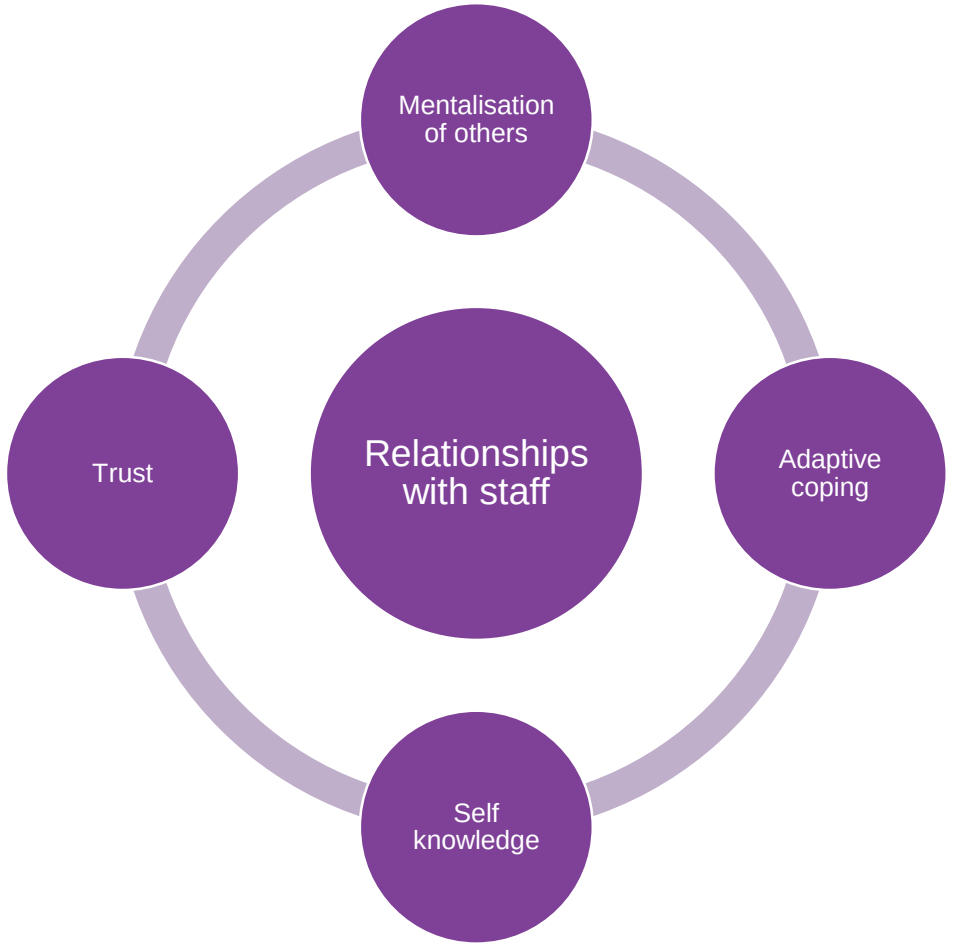


Role of staff & service users?

What does the evidence say?

Processes of change

- Shaw & Foster (Under review) - Perspectives about what changes (if any) had occurred following therapy (1 year)



Processes of change

- McMurran & Delight (2017) – Service users & staff perspectives of change in OPD treatment unit

Changes

Coping | Attitudes | Understanding | Relating/ trust | Optimism | Direction & skills

Experiences leading to change

Reflection | Help & support | Environment | Key work | Partnership working

Mechanisms of change

Relationships with staff | Dealing with situations | Value | Understanding

Processes of change

- McMurran & Delight (2017) – Service users & staff perspectives of change in OPD treatment unit

Changes

Coping | Attitudes | Understanding | Relating/ trust | Optimism | Direction & skills

“Because the staff are genuine, I’m able to approach them knowing I’ll get a solid answer & they’re not just going to fob me off with any old thing & being able to trust like my key worker…”

Experiences leading to change

- Reflection
- Help & support
- Environment
- Key work
- Partnership working

Mechanisms of change

- Relationships with staff
- Dealing with situations
- Value
- Understanding

Processes of change

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Changes

Coping | Attitudes | Understanding | Relating/ trust | Optimism | Direction & skills

"future direction"

Experiences leading to change

Reflection | Help & support | Environment | Key work | Partnership working

Mechanisms of change

Relationships with staff | Dealing with situations | Value | Understanding

Hope, resilience & wellbeing - is it enough?

- Findings align with offenders who have been able to move away from life of crime but we need to know more in relation to impact
  - Overlap with reduction in aggressive incidents

- But…
  - Desistance literature = self identity
  - Preston (2015) – identity & empowerment

- What about wider difficulties?
  - Service user journey
  - Wider environment & culture
  - Lack of services in the community

Concluding thoughts

- Ensuring we take an approach of ‘What works’
- OPD pathway is one of the few opportunities where we can provide meaningful activity in current UK climate
- Mechanisms of change = complex but key to understanding & success
- Next steps for the pathway programme

Discussion points

- In the current UK climate, how far can we really go in improving culture and opportunities in order to achieve these outcomes?
- Developing services – understanding need
- What about the role of prevention?
- How can we encourage a better culture within the wider context of prison & probation?

“I think maybe it gives me time to **reflect** on the past and look at the **future**. In the past, I haven't always been open with members of staff, but since being on here I have been **able to bring my problems up to the staff**. The original situation was that I didn't have confidence in the staff and I felt that I would put myself in a negative position, but looking back I realise that the decision I made was the worst decision possible and I've either came to this decision myself or been helped to sort of look at the whole situation and now I'm trying to put it right here. Certainly, **progression** is the main thing, it's good to hear that lads are moving on, got their C Cats, going to D Cats and are being released. It gives everybody that sort **of little bit of hope for the future**.”