Training for the shared journey of peer support

Accelerate your skills in peer support with bespoke training from the Institute of Mental Health - the first nationally accredited education provider in this field.
Introduction

Welcome to our new peer support skills and training brochure provided by the Institute of Mental Health (IMH).

The IMH is a partnership between Nottinghamshire Healthcare Trust and the University of Nottingham. We are the leading national training provider for peer support training and have a highly respected reputation in the field. National policy initiatives are fast ensuring that peer support is becoming integral to mental health service provision and we are supporting organisations to establish peer support roles within services and develop peer working. The IMH, with its partners, has been at the forefront of this movement, having established the first national accredited peer support training module.

A key element of our training is the model of co-facilitation whereby training is delivered by two trainers who between them have clinical expertise and lived experience of distress. These experiences are grounded in academic understanding of recovery and peer support. This enhances the learning experience and offers an opportunity to role model effective co-working of people with different backgrounds, demonstrating effective peer working.

The IMH is committed to working with organisations to identify the most effective model for training delivery to support local development. We have worked with a number of organisations to provide a range of different models of training, whether this is a pre-prepared and planned course or something entirely bespoke.

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Training & Support

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**About us**

The Institute of Mental Health is the UK’s prime location for inter-disciplinary research in the mental health field. The Institute is a partnership between two highly respected organisations, Nottinghamshire Healthcare NHS Trust and the University of Nottingham, bringing together the healthcare and education sectors to achieve ‘Research Excellence for Innovation’.

Since our formation in 2006, the Institute has established a track record of success, with achievements in pioneering education provision and innovative service-facing research, taking the organisation from humble beginnings to the international stage in a short time.

Our mission is to improve people’s lives through the use of ground-breaking research and pioneering educational activities. We are dedicated to improving the care and treatment of people who use our services through innovating, developing, and distributing knowledge about mental health.

We currently attract approximately £6 million in any one year in external research grants to fund our work. We have 21 full-time professors among our staff and publish nearly 250 peer-reviewed journal papers a year. In addition we have 23 of our own unique Managed Innovation Networks (MINs) and more than 200 members including associates, fellows, senior fellows and professors. Our portfolio of training and development opportunities attracts 1000 students each year. Courses offered include one-off modules, diplomas, BA, MA and PhD degrees in mental health subjects.

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**A warm welcome**

Thank you for taking the time to find out more about the wide range of peer support training provision currently available at the Institute of Mental Health.

We have built on our reputation as the first national provider of accredited peer support training and have expanded our training in response to demand. Our new range of provision includes team readiness sessions and consultancy to address organisational change management arising from the introduction of peer support approaches.

If you haven't worked with us before, please do take a look at page 5 to read more about our ethos and values.

All our training can be tailored to support and meet the requirements of your organisation, wherever you are on the journey of peer support. This may require consultancy and advice on how to begin this process, and support to implement and evaluate. Following training you may wish to offer support and continued professional development to your trainees, including workshops to explore specific aspects of peer support.

I am delighted that you are considering learning with us and we hope to hear from you soon.

**Marissa Lambert**

Peer Support Training Lead, IMH
Our view on peer support

There now exists convincing evidence that peer support makes a difference to people using services. It can reduce use of inpatient services, improve personal hope, confidence and control, and facilitate access to community facilities.

The explicit disclosure of personal experience, sharing similar experiences, emotions and subsequent success appears to inspire both belief in personal potential and a recognition that recovery is not about waiting for other people to ‘do it for you’. However, if we are to reap the full potential of lived experience in the workforce then we need to provide high quality training that prepares students for their role and equips them with the skills to find support and information as they need it once employed.

The training provided by the IMH really does build on the theory and practice underpinning peer work to facilitate peers who are confident, competent and safe in developing supportive, recovery focused relationships. It benefits from co-production in planning and developing the course, through delivery and assessment of the course, to learning together in the classroom. The training initially developed from the experiences and explorations undertaken by Penny Arnold from Making Waves and myself and it has been refined and adjusted iteratively through the experience of running it – with over 400 graduates to date!

Peer support is not just about sharing lived experience of mental health problems; it can also be about mutual experiences of trauma, education, culture, shared age group, sexuality and life experiences. It is about drawing on all of our roles and strengths to promote and provide whatever support a person requires to help them move closer to their ambitions. This may be achieved in many different ways which is why the prospectus has broadened to offer workshops in related areas and new modules of more specialised and in-depth knowledge. Alongside this, bespoke training, consultancy and support are available to support service development in a way which appreciates and nurtures the contribution of peer workers in the workforce.

Since peer working is still a relatively new development in the UK, perhaps the most important feature of this training offer is its flexibility, its emergent and responsive nature. We hope that it will continue to develop in response to need, demand and feedback.

Julie Repper
Senior Fellow Institute of Mental Health
Senior consultant ImROC
Recovery Lead Nottinghamshire Healthcare Trust
We acknowledge that peer support can feel relatively new within UK services and that organisations often need support to provide evidence of a business case.

Our materials and learning approaches have been based on relevant legislation, an increasing evidence base of what works and national best practice guidelines, including a range of approaches from survivor groups and international services.

We are pro-active in developing the evidence on best practice in partnership with organisations, and can support you with evaluation of your services and development of bespoke work to support research projects.

The key policy documents to back our provision include:

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<th>Author</th>
<th>Year</th>
<th>Title</th>
<th>Publish location</th>
<th>Publisher</th>
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<tbody>
<tr>
<td>CSIP/NIMHE</td>
<td>2010</td>
<td>Mental Health and the Productivity Challenge</td>
<td>London</td>
<td>King’s Fund</td>
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<tr>
<td>Department of Health</td>
<td>2012</td>
<td>No Health Without Mental Health: Implementation Framework</td>
<td>London</td>
<td>DH</td>
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<tr>
<td>Department of Health</td>
<td>2011</td>
<td>No Health Without Mental Health: A Cross-Government Mental Health Outcomes Strategy for People of all Ages</td>
<td>London</td>
<td>DH</td>
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Recent evidence and supporting material includes:

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<th>Author</th>
<th>Year</th>
<th>Title</th>
<th>Publish location</th>
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<tbody>
<tr>
<td>Machin K. &amp; Repper J.</td>
<td>2013</td>
<td>Recovery: A Carer’s Perspective</td>
<td>London</td>
<td>Centre for Mental Health</td>
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<tr>
<td>Mental Health Foundation</td>
<td>2013</td>
<td>Developing Peer Support for Long Term Conditions</td>
<td>Edinburgh</td>
<td>MHF</td>
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<tr>
<td>Morioka, S., Farrington, S., Hope, P., Brett, K.</td>
<td>2013</td>
<td>The Business Case for People Powered Health</td>
<td>London</td>
<td>Innovation Unit for Public Services, NESTA</td>
</tr>
<tr>
<td>Repper, J. et al.</td>
<td>2013</td>
<td>Peer Support Workers: Theory and Practice</td>
<td>London</td>
<td>Centre for Mental Health</td>
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<tr>
<td>Trachtenberg, M et al.</td>
<td>2013</td>
<td>Peer Support in Mental Health Care: Is it Good Value for Money?</td>
<td>London</td>
<td>Centre for Mental Health</td>
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Our values

A key element of all our training provision is the model of co-production, co-facilitation and co-learning.

All the training is delivered by two trainers, who between them have lived experience of distress and clinical expertise, grounded in an academic understanding of recovery and peer support. Co-production ensures an inclusive environment in which mutuality and reciprocity enable everybody to learn from each other. By being strengths based it acknowledges that everyone is able to contribute something to the shared learning process. These values, coupled with a safe and supportive learning environment create a training experience which is truly recovery focused.

Audience

All our training provision is relevant to health and social care professionals, third sector and private partner agencies, family members and friends supporting individuals with mental health challenges, as well as people with lived experience of distress.

Affordability

We know the value of the bottom line. Public sector and voluntary organisations are facing real pressure on their budgets and we are pleased to say that our courses are among the most competitively priced in the country.

Flexible delivery models can be arranged for all training provision. We can provide training in venues convenient to the participants’ organisations. Courses can be offered as refreshers and tasters. There is no set pathway for our courses, just choose the ones to suit you.
Accredited Peer Support Training

This module for training Peer Support Workers is nationally accredited with the Open University. The Government and Department of Health have both emphasised the importance of peer support, recognising its roles in prevention, early intervention, crisis support, discharge from services and support with long term conditions. This module will help prepare people who have a lived experience of mental distress to work alongside others with similar experiences and to enable them to select aspects of their personal recovery journey to support others. The module utilises the recovery principles of inspiring hope, facilitating opportunity to make meaningful life choices and supporting others to take control of their own recovery.

Target audience
Organisations who seek to employ peer supporters in a variety of roles including Peer Support Workers, Peer Researchers and Service Evaluators, and Peer Advocates. We recommend students have completed a recovery plan (for example, see ReNeW on page 13) and shared their story with their peers.

Accreditation by the Open University
20 credits at Level 4 (certificate level)

Recommended number
Maximum 16 people plus two personal supervisors/mentors

Duration
11 days

Aims
This training aims to:
• Relate ways in which recovery can be supported, facilitated and hindered
• Recognise and suggest solutions for challenges to recovery focused peer support practice
• Reflect on personal development of active listening and communication skills in the context of peer support, identifying personal learning needs and proposing actions for development
• Employ personal stories of recovery to support others experiencing mental health challenges
• Solve problems arising from a range of challenging situations
• Use reflective approaches for on-going development and learning

Core content
Topics covered include:
• Introduction to peer support and recovery
• Identifying personal strengths
• Active listening
• Early warning signs and triggers
• Problem solving
• Story sharing
• Setbacks and challenges
• Giving and receiving feedback
• Working with a range of experiences
• Ethics, values and principles

The peer support training provided a wealth of knowledge on best practice and invaluable insights into the role of Peer Support Workers.

Liverpool - Imagine
Accredited Peer Group Working

The Department of Health’s findings regarding self care recognises that self help groups provide a highly cost effective solution in the drive to increase and improve self care whilst reducing costs and improving outcomes. The use of peer support groups to share experience of treatments and services is instrumental to both the shared decision making and self-directed support agendas within the UK.

This 5 day module will help prepare practitioners in health and social care settings to support people with a wide range of long term physical and mental health conditions through the use of peer led groups. It aims to enable the sharing of lived experiences with fellow peers through a variety of group formats. The module will educate students in the different forms of peer support groups and good practice and will include the best use of on-line forums.

Target audience
The module will be relevant to organisations and individuals across health and social care, including third sector, private partners and statutory agencies. The training is suitable for staff, people who use services and family and friends. This includes professionals seeking a supportive environment in which to explore the use of peer led groups and transferring these skills into practice. We encourage a mixed audience to facilitate sharing of perspectives and networking.

Accreditation by the Open University
20 credits at Level 4 (certificate level)

Recommended number
Maximum 16 people

Duration
5 days

Aims
This training aims to:

• Consider definitions and key dimensions of self help, peer led and mutual aid groups.
• Develop an understanding of the rationale for the use of peer led groups.
• Reflect upon the transition process from professionally led groups to peer led groups.
• Develop an understanding of psychological theories for the underlying processes of groups and group development.
• Employ problem solving techniques to support the application to practice.

Core content
Topics covered include:

• Definitions of peer support, Self Help Groups, and levels of professional involvement.
• The roles / key features of a practitioner supporting groups.
• Evidence and policy drivers, principles of persuasion, psychological processes.
• Identifying key stake holders within current service provision.
• Online Groups and Forums.
• Comparison of member lifecycle between face-to-face and virtual groups.
• Lifecycle of groups.
• Positive Psychology and Motivational Interviewing
Accredited Train the Trainers:  
Facilitating Learning in Diverse Environments

Within a ‘learning organisation’ there is a growing need for enhanced opportunities for staff member, carer and service user involvement in the provision of support for learning (see www.scie.org.uk). This module provides the opportunity for a detailed exploration of the strategies and processes involved in facilitating personal learning and in supporting the training of others in a variety of settings.

It is designed to introduce students to concepts of reflection and identification of their own learning needs in order to support the learning of others. The module will help students refine their educational planning, teaching and facilitation skills through an in-depth exploration of the challenges involved when providing input in a variety of environments for example a Recovery College.

Target audience

This training is suitable for organisations who seek to support and develop the training skills of their workforce as part of their professional development. It is also relevant to staff members, peers and carers who are supporting the learning of others for example within a Recovery College.

Accreditation by the Open University

20 credits at Level 4 (certificate level)

Recommended number

Maximum 15 people

Duration

6 days

Aims

This training aims to:

• Enable students to conduct a review of their personal learning history identifying learning and development needs
• Support students to develop reflective approaches to the teaching of others
• Promote the development of confidence and skill in planning, delivering and evaluating learning/teaching interventions in complex environments.

Core content

Topics covered include:

• Undertaking personal learning needs analysis
• The importance of co-production and valuing different perspectives
• What makes learning environments complex
• Using learning theories to inform educational approaches
• Creating supportive and challenging learning environments
• Constructivist alignment in the design of learning and teaching
• Formulating learning outcomes and assessment criteria
• Creating lesson plans
• Eliciting and giving feedback
• The facilitation of learning ‘performance’
• Evaluating learning/teaching opportunities
Consultancy
- Implementing the Collaborative Recovery Model to Transform Care

This consultancy service leverages our team’s extensive experience in NHS change management and expertise in making use of the latest evidence and best practice toolkits (including the new NHS Change Model) to ensure rigorous delivery of large scale change.

Target audience
Any organisations and agencies who are interested in harnessing the potential of people who have experience of distress. We welcome a mixed audience of staff, volunteers, people with lived experience, family and friends and commissioners.

Aims
To help fully prepare organisations and staff to create an environment which empowers people who have a potential of mental health challenges to work alongside others who have a lived experience. This programme of support packages is designed to make best use of patients and caregivers (together ‘the greatest untapped resource within the NHS’) via co-production.

How we have helped other organisations
Previous requests for consultancy support have seen us:
1. Making the case to commissioners, engaging care alliances to build a shared purpose and secure investment or re-allocation of resources.
2. Readying staff for cultural change, using an appreciative inquiry perspective to mobilise the workforce. Working to ensure organisational commitment by building on strengths to create resilience and realise hopes. Addressing practical concerns regarding recruitment, integration and ‘fit’.
3. Transforming the quality of care experience through participatory care. Developing understanding of themes of story sharing and disclosure, personalisation and positive risk-taking, shared decision making and collaborative recovery coaching.
4. Comprehensive guidance in co-design and co-delivery of user-led education and training programmes. Work to re-define involvement and increase opportunities for building life ‘beyond illness’, stigma and discrimination.
5. Embedding best practice in building sustainable community capacity: establishing and supporting existing social capital and partnership working with third sector providers on service re-design.
6. Incorporating quality assured evaluation tools and independent monitoring to assess initiatives and benchmark current offerings. Helping to reveal insights, good practice and measures of benefit of intervention from multiple stakeholder perspectives.
7. Developing Team Practice Supervision (TPS) as a way of supporting Peer Support Workers. TPS uses a combination of reflective supervision based on a peer group model and small training inputs based on action learning sets. TPS is recovery focused and supported by experienced co-facilitators who have expertise in self-help approaches.

“RDaSH CAMHS services was supported by the Institute of Mental Health to prepare our organisation for working with peers. This involved the delivery of training for the implementation of peer support workers in CAMHS services and the design a CAMHS focused joint training initiative for peers and their supervisors. The training was extremely well received and the feedback was excellent. The Institute has continued to support our project and Peer Support Workers in their role. We feel the project success was grounded by the innovative peer trainers and their approach. Rotherham, Doncaster and South Humber NHS Foundation Trust”
Recovery Principles

This two-day training offers an introduction to recovery and peer support. This can be built on through accessing our accredited 11-day course (See page 8).

Everyone working in, using or supporting someone who needs mental health services should be aware of recovery and what that means for us as individuals. Recovery is on the national agenda and there is evidence of good practice in pockets around the country, with some Trusts opening Recovery Colleges and employing Peer Support Workers. This short course offers an opportunity to familiarise yourself with this work and reflect on what that might mean for you and your organisation.

Target audience
This course is suitable for people who have their own experience of mental distress and people who support them, including staff, family and friends.

Recommended number
Maximum 25 people.

Duration
Two days.

Aims
This training aims to:
• Consider recovery in the context of the national agenda
• Define peer support and its use to promote mental health
• Reflect on the use of personal stories to aid recovery
• Explore the use of language to promote recovery

Core content
Topics covered include:
• Recovery and peer support
• Personal stories
• Recovery language
Readiness for Recovery
Team Preparation

This one-day consultation offers an opportunity to discuss the implementation of peer support roles within your organisation. The facilitators will guide you through the reflective process and enable you to work through any emerging themes specific to your organisation’s implementation of peer support.

The successful introduction of Peer Support Workers requires teams to understand these new roles. It is important for everyone to understand the processes for training, management and support, and to have a supportive space to air their fears and ask questions.

The key element of this workshop is the use of co-production and co-facilitation as it is delivered by two facilitators who between them have clinical expertise and lived experience. This approach acknowledges the value of both perspectives and promotes effective co-working. The shared learning creates a receptive atmosphere, allays fears and supports collaborative working.

Following this, the strategic partnership that we formed with you can be extended further as needed.

**Target audience**
This provision is suitable for organisations that are looking to introduce Peer Support Workers and peer working roles into host teams.

**Recommended number**
Maximum 20 people.

**Duration**
One day.

**Aims**
This training aims to:

- Consider the key principles of team working within practice and the potential benefits and challenges of implementing peer support working
- Undertake a skill-mix review of your team and identify opportunities for Peer Support Workers to harness their lived experience in teams and organisations
- Explore how to promote peer support practices throughout your organisation and transfer relevant information into an agreed action plan for your team/organisation

**Core content**
Topics covered include:

- The role of Peer Support Workers within teams and organisations
- Effective collaborative team working
- Realising hopes and addressing concerns
- Opportunities for Peer Support Workers to harness lived experience in teams
- Supporting current staff members to use their own lived experience of mental health issues

It helped us integrate as a team and get our heads around how Peer Support Workers will add value to what we do and how best to support the Peer Support Worker in this novel territory. To date it has been great having Peer Support Workers working alongside us and I am sure this will continue to gain and add value as we move forward.

*Nottinghamshire Healthcare NHS Trust, Specialist Services Directorate, Substance Misuse.*
Sharing Lived experience and Disclosure

The aim of this training is to help prepare people who have a lived experience of mental distress to share their experiences appropriately with others. Disclosure is at the heart of peer working and sharing stories can have a profound impact on the recovery of others.

There are however, some pitfalls relating to story sharing which might impact on the well-being of the peer and the recovery journey of the listener. In order to address this, we explore how to use personal stories of recovery to help support others experiencing mental health challenges.

We achieve this by considering language use and practical frameworks to support participants to consider their personal boundaries and maintain their well-being when using this approach. In considering these issues, the capacity of the participant to use their own lived experience as a helping tool will be enhanced in preparation for further peer support training.

Target audience

This training is suitable for people with experiences of mental distress who would like to harness this in order to support others.

Recommended number

Maximum 15 people.

Duration

Two days.

Aims

This training aims to:

• Develop an understanding of the impact of disclosure on both the storyteller and their intended audience
• Recognise their own boundaries within personal experiences to avoid over sharing, and model language choices that may facilitate appropriate story sharing
• Identify aspects of stories that might be appropriately shared for the purposes of helping others

Core content

Topics covered include:

• Consideration of the benefits and negative consequences of disclosure
• Exploring how language might be adapted depending on audience and context
• Use of tools to break down disclosure into different levels depending on safety and audience
• Discussions relating to boundaries and where these might be drawn in relation to personal stories
• Support in identifying the impact that story sharing has on personal well-being and solutions to this

Before enrolling on this training I believed that I was ‘just a diagnosis’, an outsider. However, when I shared my story (lived experience) with members of the group, I couldn’t believe their response. They conveyed my achievements - achievements that I did not recognise myself. They had spotted my strengths which empowered me and gave me a sense of hope.

Course participant
Wellness at Work Planning: ReNeW - Resilience Networks and Well-being

This two-day training offers an introduction to the concepts of resilience, recovery and well-being. Together, we reflect on what we mean by these topics and place them in the context of the current mental health agenda. Following this, all participants complete their own plan, contributing to group reflections on how they could use this in practice.

Our ReNeW plan is flexible and can be modified to suit an organisation’s needs. We have used it across different age ranges and in a variety of settings. It can be used personally, for us to reflect on our own well-being, or when we are supporting others, as a tool to assist in conversations.

It is recommended that all peer supporters have the opportunity to develop their own recovery and well-being plan, in order to help prepare them for a peer support role. This will help develop a clear understanding of how to apply the values and principles of recovery planning to themselves and people they will be supporting.

Target audience
This training is suitable for people who have their own experience of mental distress and people who support them, including family, friends and staff.

Recommended number
Maximum 20 people.

Duration
Two days.
As part of our optional consultancy and support package we can offer further consultation days as required to facilitate consideration of implementation within your organisation.

Aims
This training aims to:
- Define resilience, recovery and well-being, in the context of mental health and relate the topics to our own personal experiences
- Consider what can be helpful in promoting well-being, including a range of planning tools
- Experience the process of completing a wellness plan, and consider the benefits and challenges around sharing our plans with others

Core content
Topics covered include:
- Resilience, recovery and well-being
- How to promote resilience
- Tools to support our strengths
- Disclosure and confidentiality
- Positive risk taking
- Triggers and early warning signs

We have found the Institute of Mental Health to be very supportive, flexible and understanding. They offered constructive advice and provided solution focused support to help us get to where we want to be. We’re not there yet, our journey will be long, but the advice, support, and then the peer preparation day and ReNew 2 day workshop have been an important part in helping us lay the foundations for our peer mentor pathway.

The co-produced training was excellent and constructive and well received by all. We look forward to working with IMH again.

Cheshire and Wirral Partnership NHS Foundation Trust
Recovery for Family, Friends and Carers

An estimated 1.5 million people in the UK care for or support a relative or friend who experiences mental health issues. A recent national survey found that 87% of carers thought caring had a negative impact on their own mental health and 91% said they were affected by anxiety or stress (Carers UK, 2012). So how can we support carers?

All our training courses are just as suitable for carers, as they are for people who experience distress. Carers may need to think about their own recovery as well as recovery for the person they support. Clinicians who work with people who experience distress should also be offered training and awareness on how to support carers' own needs.

Our peer support accredited module is suitable for carers who may go on to be employed as Carer Peer Support Workers. It is also suitable for mixed groups to include people who experience distress as well as carers who are open about the impact on their own well-being.

Our training team includes expertise on carers' issues, with facilitators who have previously delivered the Caring with Confidence courses, an integral part of the National Carers Strategy. We can support you to ensure your staff are 'carer-aware' and have a clear understanding of carers' rights in relation to their own assessment and the disclosure of information.

Target audience

We can be flexible to your requirements, whether you need a course run specifically for carers, or if you want to include carers in a mixed group.

We also run a one day training session which is specifically aimed at people supporting a relative or friend who has their own experience of mental distress, chronic health conditions or difficult life situations.

Recommended number

Maximum 15 people.

Duration

One day

Aims

This session focusses on the specific needs of carers and what recovery means from their perspective

Core content

Topics covered include:

• awareness of the needs of carers who support someone experiencing distress
• the impact of a caring role on a carers' own mental health
• how to support carers in a Triangle of Care
• well-being planning for carers
• the role of peer support for carers
Support for Self-Management of Long Term Conditions

Self-management support can help develop a portfolio of techniques and tools to help people choose healthy behaviours. This can facilitate a fundamental transformation of the patient-caregiver relationship into a collaborative partnership (de Silva 2011, quoted in “10 priorities for commissioners,” King’s Fund, 2013.)

Our team has experience in expanding the scope of our Peer Support Worker training to support the self-management of long term conditions. In using a more proactive approach to managing chronic disease it is possible to improve health and wellbeing, reduce the use of hospitals, and enable empowerment by taking control of health inequalities.

Target audience
This training is suitable for people who have their own experience of living with one or more long term conditions and people who support them, including family, friends and staff.

Recommended number
Maximum 15 people.

Duration
Two days.

Aims
This training aims to empower people who have a lived experience of long term conditions to support others with similar experiences / situations, using our ReNeW (Resilience, Networks and Well-being Planning) approach.

Core content
Topics covered include:
- Building resilience
- Shared decision making
- Health coaching
- Personalisation and choice
- Building social capital
Applications of Peer Support - Workshop Seminar Series

The workshops involve participants in a thorough consideration of various potential applications of peer support. They draw on the latest evidence relating to best practice within their subject areas. The co-produced workshops and seminars draw on collective expertise including partners such as Self Help Connect UK and the Academy for Health Coaching.

Target audience
The workshop seminars will be relevant to organisations and individuals across health and social care, including third sector, private partners and statutory agencies. All seminars are suitable for staff, people who use services and family and friends. This includes professionals seeking a supportive environment in which to explore using their own lived experience and transferring these skills into practice. We encourage a mixed audience to facilitate sharing of perspectives and learning, and networking.

Recommended number
Maximum 60 people, though we can run in-house training with much smaller cohorts.

Duration
Two days.

Seminar Topics
Topics covered include:
- Establishing and Sustaining Peer Support/Self Help Groups
- Peer Support and Recovery Coaching
- Peer Support in Forensic Settings
- Peer Support for Caregivers
- Peer Support, Story Sharing and Disclosure
- Peer Researchers and Quality Assurers
- Peer Support and Motivational Interviewing

Please note: The above topics are not an exhaustive list. If you wish to explore a particular peer support related topic, which is relevant to your organisation/service’s needs, we are able to tailor our provision to meet your requirements. For large scale dissemination we can work with you to develop a ‘train the trainer’ model.

Aims
The aim of this series of experiential workshops is to help explore the ways in which people who have a lived experience of mental distress can share their experiences appropriately with others in a range of situations.

Core content
Participants will gain an understanding of the potential for peer support in:
- Long term conditions and difficult life situations including dementia, addictive behaviours, complex grief, chronic depression and multi-morbidity.
- Peers’ different roles including as health coaches, advocates, researchers and quality assurers
- Sessions targeted at specific audiences including psychiatrists, CAMHS workers and commissioners
- Applications in varied clinical settings such as secure environments, IAPT, transitions between services, employment support, and e-clinics/blended online support.

How to book
For more information on the workshop seminar series and how to book on any of the workshop seminars, please contact:
Karen Sugars
Events coordinator
T: 0115 823 2416
E: karen.sugars@nottshc.nhs.uk

“Inspirational, very useful, I will apply the tools in my everyday work.”

Peer Support and Recovery Coaching workshop attendee
Working with and Establishing Peer Support/Self Help Groups

This two-day interactive skills-based workshop utilises the latest evidence from the Universities of Nottingham and Anglia Ruskin from the ESTEEM study (Effective Support for Self Help / Mutual aid groups in health and social care).

It is delivered in partnership with Self Help Connect UK, an award winning social enterprise which has been supporting groups for more than 30 years. This has been recognised by the Department of Health in innovation funding and features as an exemplar of best practice in supporting self-care in the latest Compendium for Long Term Conditions. The first part covers principles and tools (the ‘why?’ and the ‘what?’). The second part covers applications, such as the ‘how?’ and the ‘what if?’

Aims
This training aims to:

• Understand the benefits of groups, from multiple perspectives and agendas
• Reflect on the implications of self-management models and how to apply these in supporting groups to set up and establish themselves
• Build self-confidence when working with common challenges and consider helpful approaches in dealing with problems which may arise within group settings
• Identify resources for making the best use of groups in your work and service integration

Target audience
This practical workshop is targeted at health and social care workers, third sector agencies and key members of support groups.

Recommended number
• Workshop seminar - maximum 60 people
• Bespoke - we can run in-house workshop with much smaller cohorts

Core content
Topics covered include:

• Definitions of mutual aid and social capital in group settings
• The stages of group development and common reasons for closing
• The role of professionals
• Groups as vehicles for personal recovery, surviving and sustaining organisational change
• Psychological perspectives of groups

Duration
Two days.

Thank you - it was a very worthwhile course. I will be able to utilise the information in my organisation to set up a support group.

Workshop participant
Meet the Team

Marissa Lambert
Peer Support Training Lead
Marissa is the Institute of Mental Health’s lead on the development and delivery of the national peer support education provision. Marissa is a qualified Mental Health Nurse and works as an Education and Practice Consultant. She has extensive experience of teaching, supervising and assessing students across a wide range of training. Marissa has specific interests in narrative approaches and supervision within practice. She has taken further post graduate studies including a BA (Hons) in Mental Health Care Practice which focussed on Psychosocial Interventions. Marissa works closely with partners and specialist Peer Trainers to support the implementation of innovative new developments on peer working. Marissa has presented nationally and internationally at recovery events on these themes.

Kieran Fahy
Education and Practice Consultant
Kieran is a Fellow of the Institute of Mental Health. He has been involved in training and development for the past 20 years. His main interests are working with people who experience voices and paranoia. He has led programmes in Sheffield and Manchester as well as working closely with national initiatives. He continues to work with service users and closely with service user-led organisations such as the Hearing Voices Network and the Paranoia Network.

Chris Tandy
Education and Practice Consultant
Chris is a qualified Mental Health Nurse with 29 years’ experience. He has worked alongside people who experience psychosis within community settings. Chris has a MSc in Psychosocial Interventions, a PGCE teaching award and has wide-ranging teaching and specialist clinical supervision experience nationally in mental health and social care training programmes. He is the pathway leader for the Psychological Therapies and Psychosis pathway under the MSc Health and Social Care at the University of Nottingham. He has a strong interest in recovery orientated practice initiatives and social inclusion approaches. Chris delivers joint training initiatives and co-facilitates the Sheffield Hearing Voices group. He is also a member of the National Paranoia Network and Asylum Associates.

Emma Watson
Peer Support Worker and Peer Trainer
Emma has been working as a Peer Support Worker since 2010. She joined the team as one of the independent Peer Trainers for our provision. Emma uses her lived experience and her experience of being a Peer Support Worker to support students in their learning experience. Emma has also completed an MSc in Recovery and is a Peer Support Consultant for the ImROC project which supports recovery orientated developments in mental health organisations. This has given Emma the opportunity to develop a theoretical and organisational understanding of recovery alongside the personal meaning it holds for her. Emma has specific interests in co-production and the development of peer support within mental health organisations; she has presented nationally and internationally on these themes and how they have contributed to her recovery.

Karen Machin
Specialist Peer Trainer
Karen is one of the independent Peer Trainers for our provision. Based in the North West, she is also the North West regional co-ordinator for Time to Change, the campaign in England to end stigma and discrimination around mental health. Karen has brought her lived experience perspective to a range of work, including research, film-making and training, across topics including well-being, suicide, advocacy, peer support and carers. She has presented our work nationally at recovery events and has a specific interest in narrative approaches.

Mat Rawsthorne
Specialist Peer Trainer
One of the independent Peer Trainers in the team, Mat has used his experiences of mutual aid and living with chronic depression to help create and lead a local Community of Interest, educating both clinicians and peers to improve services. As a qualified decision support professional with many years’ experience in facilitating organisational change, he is active in e-Mental Health innovation and a Diffusion Fellow for Self Help Connect UK, an award winning social enterprise specialising in the establishment and growth of peer support groups.
Our Partners

Nottingham Recovery College
The Nottingham Recovery College opened its doors in May 2011, providing a range of courses to help people to develop their skills and understanding, identify their goals and ambitions and give them the confidence and support to access opportunities.

The Nottingham Recovery College aims to provide a base for recovery resources; promote an educational model in supporting people to become experts in self-care; and break down barriers between ‘us’ and ‘them’ by offering training sessions run for and by people with experience of mental or physical health challenges and people with professional experience.

The college brings together two sets of expertise – professional and experience – in a non-stigmatising college environment with the same systems as other educational establishments. In the process of creating a Recovery College we have co-produced and created a ‘college in a box’. Through lessons learnt over several terms we have been running we believe this package provides all the essential administrative and core educational documentation to begin the developing the model of a recovery college.

The courses are designed to put people back in control of their life, helping each person to identify goals and ambitions whilst giving the confidence, skills and support to access opportunities.

We work closely with The Institute of Mental Health (IMH) to train our peer learning support advisors / trainers through accredited courses, this ensures the quality of our service delivery. We also co-produce training with the IMH to enable peer workers to co-deliver recovery focused educational opportunities to those who have lived experience, their family, friends and loved ones as well as Nottinghamshire Healthcare Staff.

Contact Debbie.milanowska@nottshc.nhs.uk for further details

Self Help Nottingham and Nottinghamshire
At the forefront of developing self help group support, Self Help Nottingham and Nottinghamshire has more than 30 years of local experience, with an enviable reputation for helping people to start and grow self help groups to improve their health and wellbeing. The organisation also bridges the gap between these groups and health and social care professionals.

Building on the successful model developed over 30 years in Nottinghamshire, the charity was approached by the Department of Health to use its knowledge and expertise to support other areas of the UK to create thriving and supported self help communities. While Self Help Nottingham and Nottinghamshire remains a beacon of best practice, the charity’s national arm - Self Help Connect UK - now fulfils contracts in different locations in the UK.

Over the last few years, the charity has successfully supported Shropshire, Telford, Worcestershire and Stoke-on-Trent to systemise their approach to their local self help group sector. It is currently working with partner agencies in Leicestershire and London to help them achieve the same goal.

Self Help Connect UK will promote and support the development of specialist resources for self help groups across the UK, and underpin the development of a thriving and sustainable self help group sector.

Dr Tim Anstiss
Director, Academy for Health Coaching

Tim is a medical Doctor with post graduate qualifications in occupational medicine and sport and exercise medicine. He is a member of the British Psychological Association.

After working in cardiology, psychiatry, orthopaedics, research, occupational health, rehab and public health, he established the Academy for Health Coaching in 2007 and has trained thousands of clinicians in Motivational Interviewing, Brief Interventions and Health Coaching.

Tim is passionate about preventative medicine, health as a positive concept and evidence based approaches for protecting and improving psychological health, well-being and resilience.
Further information

For more information on peer support training and how to book courses, please contact:

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For further information on the training provision offered within this prospectus, please contact:

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