

- ✧ Working in teams: group processes; dealing with splits, conflict and avoidance.
- ✧ Communicating complex psychological concepts: skills, methods and approaches.
- ✧ Consulting to and formulating cases with teams: opportunities and obstacles.
- ✧ Advanced reflective practice skills.

In the afternoons, advanced students facilitate the small group case consultations and formulations being presented by students on the Intermediate level course, under supervision of the course staff. This gives “live” practice and experience in leading the group. A fellow, Advanced level, student acts as a “critical friend” to provide constructive feedback.

The afternoons conclude with a supervision session, to develop and refine students’ skills in leading groups of staff who are working under challenging circumstances.

Experts by Experience

Each course gives a central teaching role to Experts by Experience: people who have lived with personality disorder and weathered the criminal justice system. They offer valuable insights, having personally lived with what can be a stigmatising diagnostic label, thereby complementing the views of professionals. They introduce perspectives and insights that we believe greatly enrich our courses.

Assessment and evaluation

Based upon the LPP Competencies Framework, assessment of students’ progress is carried out via self-assessment and peer evaluation at the end of each study day. In parallel, the LPP Training Lead

and LPP course staff also carry out an assessment based on their observations of the level of understanding, knowledge and skills that each student attains.

At the end of each study day, feedback on the course is sought from the students attending. At the end of the year, students are invited to discuss their overall experience of the teaching, supervision and support with all the course staff.

Time and Place

The course is held on Thursdays at the NPS’s London offices in Buckingham Palace Road, which is the regular meeting place for Specialist Probation Officers and Psychological Therapists.

Course staff

Dr Kingsley Norton
LPP PERSONALITY DISORDER CONSULTANT

Angus Cameron
NPS LONDON PATHWAYS LEAD

Caitriona Higgins
LPP TRAINING LEAD

SENIOR LPP CLINICIANS

EXPERTS BY EXPERIENCE

Dr Celia Taylor
LPP CONSULTANT FORENSIC PSYCHIATRIST

Joan Woolcock
COURSE ADMINISTRATOR

Working With Personality-Disordered Offenders

Intermediate and Advanced level training courses for London pathways practitioners, to promote safe and effective assessment, treatment and risk management.

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Introduction to the courses

We recognize that the quality and capacity of the workforce is key to the delivery of the Government's Offender and Personality Disorder Strategy. For this reason, the London Pathways Partnership (LPP) and the National Probation Service (NPS) in London have developed two specialist training courses. These will enable our practitioners to become proficient and confident in the knowledge, theory and skills needed to work effectively with this challenging group of offenders. Our courses are based on the highly valued Postgraduate Certificate Course, *Personality Disorder in Context: Psychosocial Perspectives on Working with Personality Disorder*, and on our shared experience of developing staff within our services.

The courses are organized at two levels: Intermediate and Advanced. Entry is based on prior training and experience. On completion, successful 'students' will be formally certified as having met the relevant standards in the Domains of the LPP Competencies Framework.

Intermediate level course

This course has spaces for up to 20 students per year, and covers the LPP competencies in Domains I and II (Assessment and Formulation; Case Consultation).

Eligible students include:

- ✧ Newly appointed Specialist Probation Officers.
- ✧ Newly qualified Psychological Therapists.
- ✧ Interested Probation Officers and/or those wishing to take up the Specialist Probation Officer role.
- ✧ OTs and Senior Prison Officers.

Students should have completed an introductory training in personality disorder, such as the Knowledge and Understanding Framework (KUF) Basic Awareness Modules or the new LPP Induction Training (for more information, please contact our Course Administrator).

What the Intermediate level course covers

The course runs over 12 monthly study days through the year. Each has a theme and begins with a formal lecture by an invited expert in the field, followed by a reading seminar discussing relevant, classic or new, important papers.

The themes of the Study Days include:

- ✧ What is PD: its sub-types and presentations.
- ✧ What is PD: its links to offending and co-morbid mental disorders.
- ✧ Origins of PD and offending behaviour.
- ✧ Understanding the meaning of violence and other criminal behaviour.
- ✧ How to build a positive working alliance.
- ✧ How to identify and formulate cases.
- ✧ Safeguarding staff, teams and organisation.
- ✧ Risk assessment: when to worry and what to do about it.
- ✧ Treatment: what works for whom.
- ✧ Supporting desistance and enabling protective factors.
- ✧ Planning pathways: relevant services and agencies.
- ✧ The place of consultation and reflective practice.

The afternoons focus on developing students' skills in case presentation, formulation and consultation, with opportunities to practice in small groups under expert supervision.

Advanced level course

This course has spaces for up to 15 students per year, and covers the competencies in Domains III and IV (Workforce Development; Leadership).

Eligible students include:

- ✧ Experienced Specialist Probation Officers.
- ✧ Experienced Psychological Therapists.
- ✧ Experienced OTs and Senior Prison Officers.

Students should have completed the Intermediate level course or equivalent training (for more information, please contact our Course Administrator).

What the Advanced level course covers

The course runs over 6 Study Day, which are held every two months through the year, each with a broad theme. The mornings focus on knowledge and theory, with reading seminars, direct teaching, and in depth presentations by students of challenges within their workplace. These might involve difficulties with an individual offender, a team or inter-agency working. The aim is to explore and understand the personal, interpersonal and group processes that might be at play. The morning sessions are led by LPP staff and an invited expert.

The themes of the Study Days include:

- ✧ Offender-practitioner interactions, associated problems and potential solutions.
- ✧ Organisations and cultures: what hinders and what helps effective inter-agency working.