



This Feels Different

An Intensive Intervention Risk Management service (IIRMs) for women offenders with personality disorder or difficulties who are managed by the National Probation Service (NPS) in Yorkshire and Humber. The Compass Project is an integrated Psychology and Occupational Therapy programme providing a combination of individual and group interventions. The Project aims to assist the women to achieve more successful community living.

This poster aims to explore why Compass has felt different. It has been co-produced by a women who completed Compass, Janea her Offender Manager and Heather a Compass Project staff member.

Realistic aspirations

- Change felt possible with shared formulation based goals
- This helped support a sense of containment and built trust in the staff "they were there to help"

Life after Compass

"overwhelming feeling of achievement comfortable with my own thoughts and feelings because I have a more academic and emotional understanding"

"I have given myself room to be me as well as take on ideas of change and acceptance"

Empowerment

"there was a sense of hope and empowerment throughout Compass"

'Good enough coping'

"It's the little things that can turn out to be the big things"

Women noted that giving themselves permission to be 'good enough' rather than reaching for perfection was a helpful term, as staff the expression of 'good enough' helped us to stay focused on individuals' experiences.

Being flexible

"one size doesn't fit all"

As staff we felt able to be flexible to react to the needs of the group and individuals

The same but different

Women felt able to share their narratives with the group, they were enabled to reflect on their experiences and the experiences of others.

"I found it surprising how different we approached similar experiences"

Practical

Value was placed on putting the learning into practice.

"During one of the weeks we built a paper tower...We noted how the experience of doing something practical together made us think about the learning in a different way."

Reflective

Reflection was incorporated throughout Compass

- Reflecting whilst engaging in meaningful activity
- Weekly reflective phone calls enabled space to think
- Reflective meetings offered opportunities to reflect with professionals and to collaborate on reports and formulations.

Approaches

The approaches used by the staff brought the learning into focus, women noted that previous learning completed in prisons was revisited from different perspectives.

Holistic risk management

Compass seeks to integrate different images of the women holding both the victim and perpetrator in mind.

The relationship with the Offender Manager ensured that thinking from the project was incorporated into risk management.

Motivation

- Women noted that the group helped to hold the motivation there was a "fear of missing out"
- Women had a sense of 'buy in' to the project
- Groups were interesting and energising the learning was pitched at a high level and backed up with practical experiences

High challenge high support

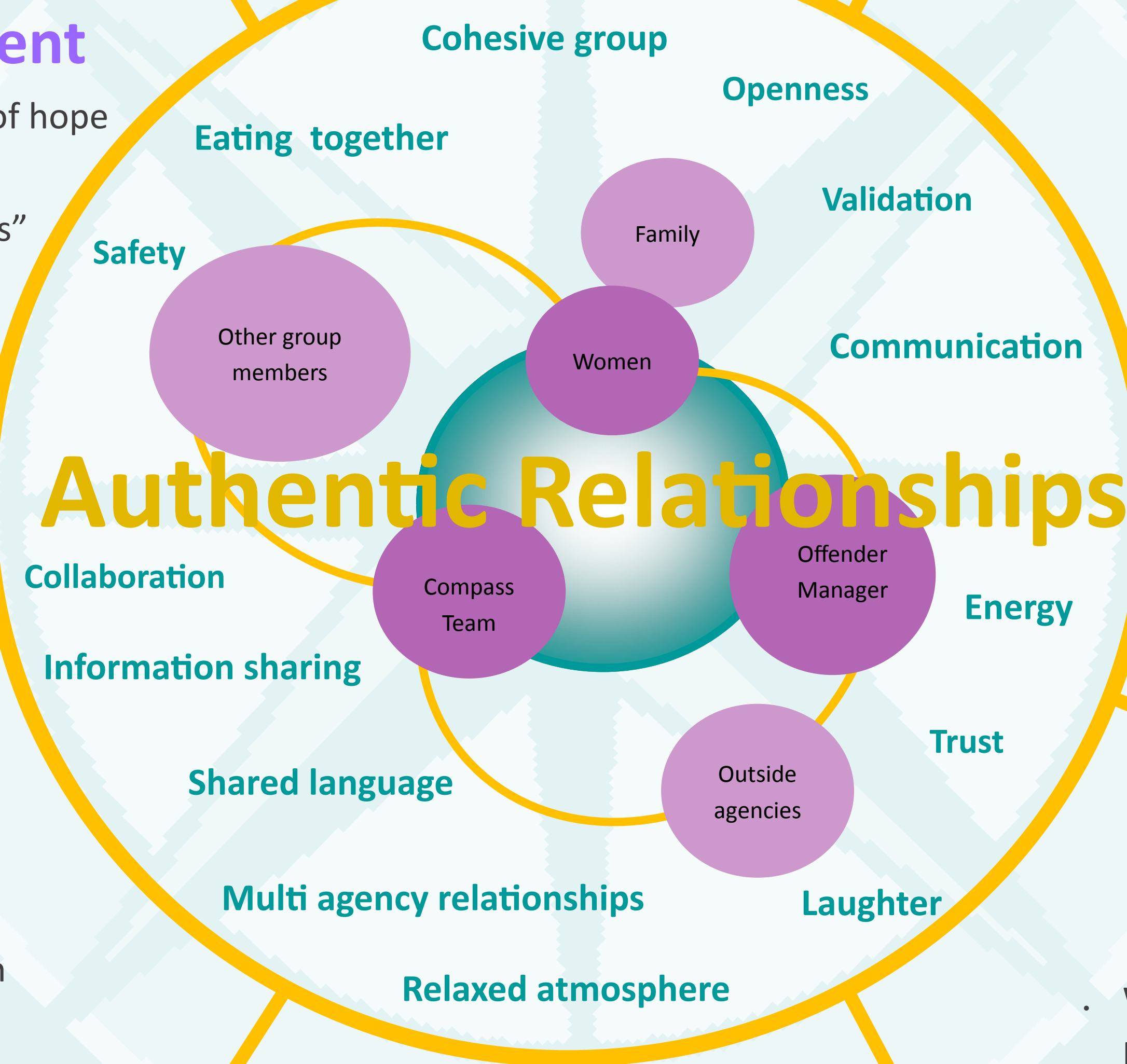
Reality based learning

"Learning was not hypothetical, it didn't feel like a classroom there was a fluid exchange of ideas and opinions."

Expert by profession/ Expert by experience

Women and staff felt able to challenge and notice dynamics of group and individual work thus building a shared language and understanding of experiences. The group was able to sit with uncomfortable feelings, "you were allowed to feel".

Authentic Relationships



Outcomes

Noticing when you need to push yourself and when you need to be kind to yourself

Continuity of care

A sense of self worth

Flexibility in thinking

Integrated learning into life-style

Authentic relationships

Taking the risk can lead to something different

Putting theory in to practice

Increase in confidence

Self awareness

Involvement and Compass

Personality Disorder can be thought about as an *exclusion from self and relationships*. By ensuring that involvement principles are held at the core of Compass this sense of exclusion can be reduced.

Our involvement principles are:

- Women are encouraged and enabled to be active stakeholders in their care and treatment throughout the programme
- Compass is non judgmental based on hope, trust, honesty, authenticity and the recognition of strengths
- Power and responsibility are shared and value given to both women's and staff voices