

Becoming more useful:



**LATEST DEVELOPMENTS IN THE
YORKSHIRE/HUMBERSIDE PARTNERSHIP
WORKING TO ENHANCE THE CJ
MANAGEMENT OF HIGH RISK OFFENDERS
WITH PERSONALITY DISORDER**

Alternative title:



- Becoming more useful?
-because we believe we are better assessed in terms of our usefulness rather than our 'truth' (BPS, 2011)

OPD Pathway



- A national initiative
- Aims to enhance the criminal justice management of high risk offenders with personality disorder through
 - Partnership approach
 - Early identification
 - Psychologically informed case management
 - Workforce development

Outcomes for the OPD Pathway



- Reduction in serious offending
- Psychological health benefits (for offenders)
- Cost effectiveness
- (Workforce development)

Yorkshire/Humberside



- **In our area:**
 - We have a number of projects which all aim to support the implementation of the pathway.

High risk offenders with PD



- Are heterogeneous
- Face problems which are caused by and exacerbated by the social context
- Often do not want/aren't suitable for psychological therapies
- Have multiple and complex needs
- Frequently have a support system which is emotional (and reactive)

OPD Pathway



- Gives us an opportunity to respond in the way we think is appropriate
 - By working with another agency (probation) to further their goals
 - To work therapeutically by using our mental health expertise to augment the existing response
 - ✦ To help the CJ system to better contain and manage emotion
 - ✦ To feel more confident and be less reactive
 - ✦ To be able to think about ‘minds’

For example



- An OM who recommended release for a man who was disruptive in custody particularly before parole.
- She argued that his behaviour was anxiety based and did not constitute an increase in risk
- She outlined the plan we had in place with the hostel he would be living at and stressed that she felt confident to manage his risk in the community
- He was released and the parole board wrote to him about their understanding of his beh as anxiety based

So...



- We are working with Offender Managers to enhance their knowledge and skills in working with high risk offenders with personality disorder
 - Training
 - Ongoing supervision of practice
 - Team consultations
 - ✦ The semi specialist role (SSOM)

Also



- Working to support Residential Officers (PIPE and other AP interventions)
- Support MAPPA processes
- Active involvement of OMs in direct interventions

Today



- Report on evaluations looking at the impact of intensive support on
 - Risk assessments (SSOMs)
 - Formulation (SSOMs compared with generic OMs)
- Practice developments (the use of CAT informed formulation in MAPPA)
- Focus group data on the impact of working differently

Firstly..



- We hypothesised that a case formulation focussed approach would be evident in naturally occurring data from OMs who had had involvement in the project.

Offender Assessment System (OASys)



- **Risk assessment**
 - Combines standardised actuarial risk assessment with assessment of historical factors and various risk related needs.
 - Includes questions on a number of topics including social circumstances, historical information about offending, childhood problems, psychological and psychiatric problems, thinking styles and attitudes

Sample



2010

Oa7

2012

Oa3

2013

Oa1

2014

Oa4

2015

Oa8

2014

Oa5

2013

Oa2

2014

Oa6

OASys



- ..is not designed to answer the research question
- Or for the purposes of psychologically informed case formulation

A framework for analysis



- Based on existing literature (McMurrnan et al, 2012; Vollm, 2014, Young, 1990)

Framework



- **Cognitive-psychological theory of PD**
 - E.g reference to Attachment style, early experience, trauma, emotional needs, schema domains, sense making (e.g. feelings of abandonment triggered by recent relationship changes)
- **Case formulation process**
 - E.g. reference to importance of onset, motivation or maintenance factors underpinning behaviour, mutual agreement or collaboration with offenders in the development of plans, inferences about the importance of past history on current functioning

Analysis



- Reports were coded
- Data was split into codes for each time frame
- The salience and frequency of themes for each year was looked at
 - Content analysis of keywords compared the relative frequency of references to indicators
 - Text copied across was not included

Matched SSOMs



	2012 (oa3)	2013 (oa1 and oa2)	2014 (oa 4,5 &6)
Psychological refs	0	9	99
Formulation process refs	0	1	29

Unmatched SSOMs



	2010 (oa7)	2015 (oa8)
Psychological refs	4	35
Formulation process refs	0	14

Limitations



- Very small sample
- We don't know how much of this was the psychologists work that was cut and pasted
- We don't know whether this translates into practice developments or changes to supervision

Focus groups



- Fourteen focus groups were held between July 2013 – October 2014
 - 8 within the first year of the project
 - 6 a year later
- Predominantly with OMs but also psychologists and team managers

Some highlights



- Concerns about becoming a specialist seemed to disappear over time
- The partnership appears to be working well (sense of collaboration and sharing)
- That the project provides a theoretical rationale for working differently (decisions are defensible)

Professionalism



- More skilled
- Developing a specialism
- Concern that a focus on “why” may detract from managing risk
- Some concern also voiced about professional identity
 - I’m not a psychologist but I’m talking about psychological ideas

Impact



- Thinking differently
- Not getting drawn into emotional responses

- But personally affected
 - “really hard, emotionally, physically”...but if it wasn't I wouldn't be doing anything differently
 - “the fact that we're getting affected by it means that something is changing”
 - “Part of the role is investing emotionally...and it can be, yeah, quite stressful”

Becoming different (individual differences)



- “I have certain skills which my colleagues don’t”
- “it’s practitioners that would really struggle with this work because they find it too convenient to think of some of the people who we deal with as being inhuman in some way...you can hear people talk in a derogatory way. That’s one of the things I’ve noticed that I get a bit more precious about, y’know, these are our customers, we need to understand them”

Fewer resources and a lack of safety



- “I don’t have time to sit down and read files”
- “the person who’s got it (the SSOM role) hasn’t got any workload relief”
- “It (the project) helps us certainly but it doesn’t take any work away from us...it increases our workload”
- “staff don’t feel safe, end of, and to bring in something that’s different in an environment where staff do not feel safe, the jobs aren’t safe, everything has changed so theyre going to be less likely to open to someone coming in and saying ‘have you thought about doing it this way’? They’re too busy and stressed to do it as well”

Summary



- Actively working to increase the psychological knowledge of those working to manage the risk of high risk offenders with personality disorder
- Formulations are systemic as well as focussed on the individual
- Indications that this
 - Has an impact on knowledge and competencies for working with this population

Summary



- But...we need to be aware of the risks of working in this way too.