Centre of Expertise in Personality Disorder
A person first

Training and course prospectus

A collaboration between North West Boroughs Healthcare NHS Foundation Trust's Personality Disorder Hub Service and the Wigan Multi-Agency Personality Disorder Strategy
Foreword

Engaging with and involving our service users is a key part of what we believe in at North West Boroughs Healthcare NHS Foundation Trust.

Service users and carers are actively involved in many ways to help improve the services we provide at the Trust, and our Centre of Expertise in Personality Disorder (CoEPD) is a shining example of this.

Within the centre, experts by experience (EBEs) and experts by occupation (EBOs) work in collaboration to co-produce and co-deliver a broad range of training and courses to raise awareness and understanding of personality disorders. These training packages have enabled attendees to develop their skills around understanding and managing personality disorders, and our staff have already benefitted enormously from the work of the CoEPD.

The CoEPD provides training materials and courses for professionals, carers and people with a diagnosis of personality disorder, and we are proud to now be able to offer these courses externally to organisations like yours. We are sure that you will find something within our prospectus that meets your training and development needs and we look forward to welcoming you onto one of our courses soon.

Bernard Pilkington, Chairman
North West Boroughs Healthcare NHS Foundation Trust

Simon Barber, Chief Executive
North West Boroughs Healthcare NHS Foundation Trust

“Co-production is a way of working whereby citizens, decision makers, people who use services, carers and service providers work together to create a decision or service which works for them all. The approach is value driven and built on the principle that those who use a service are best placed to help design it.”
Welcome to the Centre of Expertise in Personality Disorder…

The Centre of Expertise in Personality Disorder (CoEPD) is a joint venture between North West Boroughs Healthcare NHS Foundation Trust’s highly-acclaimed Personality Disorder Hub and the award-winning Wigan Multi-Agency Personality Disorder Strategy.

The key aims of the centre are:

- To provide a central resource for the promotion of research, training, and vocational experience for personality disorder
- To improve the experience and wellbeing of service users who have a diagnosis of personality disorder
- To raise awareness and reduce the stigma surrounding personality disorder

Within the centre, co-production is at the heart of all of our developments and achievements. We strongly believe that collaboration between a person with lived or carer experience of a personality disorder - an Expert by Experience (EBE) - and a person with experience of working with people with a personality disorder - an Expert by Occupation (EBO) - is essential to recovery.
Understanding personality disorder...

What is a personality disorder?

Personality disorders are conditions which affect the way a person thinks, perceives, feels and relates to others.

If someone has a personality disorder, they may find that their beliefs and attitudes are different from other people’s and it may affect how they cope with life and how they manage relationships with others. Someone with a personality disorder may also find their emotions confusing, exhausting and hard to control, which can be distressing for them and for others around them.

Because it can be very distressing, someone with a personality disorder may develop other mental health problems like depression or anxiety and they may seek other ways of coping such as drinking heavily, using drugs or self-harming.

Personality disorders are common mental health problems. In England, it is estimated that around 1 in 20 people has a personality disorder.

Why do we use the term personality disorder?

Personality disorder is a medical label. A label of personality disorder can be one of the most stigmatising diagnoses, especially if it isn’t delivered in the right way. However, for some people it can be a turning point, offering an explanation of some of the difficulties they have been experiencing, as well as guidance for managing these difficulties.

Within the Centre of Expertise in Personality Disorder, we talk honestly and openly about the condition. We believe in being transparent about personality disorder, dismantling it, highlighting the problems behind the label and enabling people to understand how someone with a personality disorder can change and potentially go on to leave their diagnosis behind.
The Centre of Expertise in Personality Disorder is a partnership between the Trust’s Personality Disorder Hub Service and the Wigan Multi-Agency Strategy. It comprises a varied and skilled team of experts by experience (EBEs) and experts by occupation (EBOs), who bring their valuable skills, knowledge and experiences together to deliver high-quality training packages for professionals, service users and carers.

Since the inception of the Personality Disorder Hub in 2009 and the Wigan Multi-Agency Strategy in 2010, we have achieved a huge amount and we are extremely proud of everything we have accomplished in such a short space of time.

Some of our key achievements to date include:

- Training over 1,000 people in the Knowledge Understanding Framework (Institute of Mental Health and the Department of Health’s personality disorder awareness training)
- Training over 1,000 people in our own bespoke personality disorder training programmes
- Publishing papers in peer review journals, which demonstrate the effectiveness of our training
- Developing nationally acclaimed e-learning courses, training videos and innovative awareness and skills training packages
- The Wigan Multi-Agency Strategy winning a prestigious Nursing Times Award 2011 in the ‘Mental Health’ category and the Personality Disorder Hub being a finalist at the prestigious Health Service Journal (HSJ) Awards in 2012 in the ‘Innovation in Mental Health’ category

Why choose us for your training?

The Centre of Expertise in Personality Disorder now delivers training, both locally and nationally. Some of our clients include: specialist mental health trusts; the police; council services; housing associations; probation services; and voluntary sector organisations. We also deliver training within universities and frequently present at national conferences.

We have provided expert consultation to the Bradley Report at the House of Lords and the national media. We have also had representatives on local and national policy groups including NHS England and the National Institute for Health and Care Excellence (NICE), and have developed innovative new services, such as our peer-led Carer Training Service.

In our team we also have a wealth of experience in delivering and receiving specialist interventions in personality disorder and frequently provide expert advice, supervision and assessment.
What courses and training do we offer?

**Personality Disorder in Mind Level 1**

**Course length – one day**

Personality Disorder in Mind (PDiM) Level 1 is our one-day awareness-raising and educational training course. As with all our training, it has been co-developed and co-delivered by our experts by experience (EBEs) and experts by occupation (EBOs). This training will provide you with an understanding and awareness of personality disorder, including the diagnostic criteria, tips and advice for the effective management of personality disorder, a model of understanding personality disorder and an introduction to national policy. The session is interactive and you will be encouraged to ask questions to both our EBEs and EBOs. You will hear powerful, first-hand accounts from our EBEs and watch our own videos that have been written, filmed and acted out by people with a personality disorder. The key focus of the training is on revitalising compassion towards people living with a personality disorder.

**Personality Disorder in Mind (PDiM) Level 2 (skills development)**

**Course length – two days**

This training course has been developed for staff who have already undertaken PDiM Level 1 or similar awareness training and have a sound knowledge and understanding of personality disorder. This is a two-day training course which focuses on enhancing and developing skills to enable you to effectively support people with a personality disorder. The course is available for both qualified and non-qualified practitioners. The modules include:

- **Module 1** - Enhancing your therapeutic effectiveness through self-awareness
- **Module 2** - Developing clinically effective communication skills
- **Module 3** - Effective problem solving
- **Module 4** - Effective support for people experiencing high distress or crisis

The above modules can also be purchased on an individual basis.

**Criminal Justice Personality Disorder in Mind**

**Course length – one day**

The bespoke Criminal Justice Personality Disorder in Mind course is also an awareness-raising and educational training course which has been specially adapted for staff who are involved in the criminal justice system. The course is similar to PDiM Level 1 and is co-produced by EBEs and EBOs who have experienced the criminal justice system. The format of this training has been well-received and is highly valued by staff in the police, prison service, probation service and the criminal justice system.

**Understanding Personality Disorder**

**Course length – two half-day sessions**

These workshops were specifically developed for people who are either newly diagnosed, or have received a diagnosis of personality disorder but are unsure what their treatment or care pathway may be. The training programme consists of two workshops covering:

- What is a personality disorder?
- Reasons why someone may have a personality disorder
- Coping strategies
- How to help
Knowledge Understanding Framework (KUF) Training

Course length – three days

The Knowledge Understanding Framework (KUF) training is a nationally recognised programme which was commissioned by the Department of Health and the Ministry of Justice in 2007. It was developed by the Institute of Mental Health and Emergence to improve service user experience by raising awareness of personality disorder across the multi-agency workforces. The 3-day awareness programme is the foundation element of the KUF. It aims to help participants increase their awareness of personality disorder and provides the underpinning knowledge and understanding required to work more effectively with people with this diagnosis.

Structured Clinical Management Training

Course length – two days

We have worked with Professor Anthony Bateman and the Anna Freud Centre to develop the bespoke Structured Clinical Management (SCM) training package. SCM is an evidence-based approach which provides generalist mental health practitioners with a model and framework for working with people with borderline personality disorder. The training takes place over two days and is aimed at qualified mental health staff who may not have completed formal psychotherapy training. This training is delivered both locally and nationally. We have also presented evidence on effectiveness of this training at national conferences. You can contact the CoEPD for more information about this training, or you can book directly through the Anna Freud Centre by calling 020 7443 2233.

Carers Require Information to Support Personality Symptoms (CRISPS)

Course length – two half-day sessions

We have developed our CRISPS training for family members and carers of people who have a personality disorder. CRISPS comprises of two workshops which are facilitated by a carer EBE, a service user EBE and also an EBO. The workshops will cover:
- What is a personality disorder?
- Treatment and therapies
- Ways you can support someone with a personality disorder

By delivering the training this way we are able to reach out to carers who are coping with difficult situations. We aim to cover as many aspects of personality disorder as possible and provide reassurance to carers and families that many of their difficulties are understood and shared by others. We also strive to respond to some of these worries and concerns.

Mental Health Awareness Training for Carers

Course length – two half-day sessions

Mental Health Awareness Training for Carers comprises two workshops that have been developed to give carers and family members a general understanding of the different types of mental health difficulties someone may experience. These sessions are also facilitated by a carer EBE and an EBO. The sessions cover:
- An overview of some common mental health problems, including: schizophrenia; bi-polar disorder; obsessive compulsive disorder; post-traumatic stress disorder; depression; and anxiety
- Treatment and therapies
- Coping strategies

Training Education Support (TES)

Course length – 18 half-day sessions (over a period of up to nine months)

TES is an intervention for carers. It provides training, education and support to help carers to cope more effectively with the person they are caring for. Depending on the diagnosis, carers would attend two initial awareness sessions. This would then be followed by six enhanced skills-based workshops covering: improving relationships; validation; coping with emotions; and managing stressful situations. Carers would then progress onto a further 12-module programme of problem solving techniques, including:
- Understanding mental health difficulties
- Supporting recovery from a mental health difficulty
- Relapse prevention
- Coping with symptoms and behaviours
- Communication and problem-solving skills
- Barriers to listening
- Conflict situations
- Stages of change in behaviour
- Impact of mental health difficulties on the family as a whole
- Impact of mental health difficulties on individual family members
- Setting boundaries and limits
- Enhancing relationships within the family

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- Treatment and therapies
- Coping strategies
Other training and projects

E-learning (2 hours)

We were centrally involved in the development of an innovative NHS e-learning personality disorder awareness programme. Our service user-developed videos are at the core of this highly accessible training. The e-learning programme provides an introduction to personality disorder and can be used as an independent training programme or as part of a bespoke training package.

Personality Disorder Film Group

Our pioneering Personality Disorder Film Group has developed several highly acclaimed training videos. These videos are scripted and for the most part are acted by people with lived experience of personality disorder and carers of people with a personality disorder, in collaboration with our film consultant. These extremely powerful videos have been used in many training packages (including e-learning) and are being used by the Department of Health on their personality disorder website. The group is continuing to develop new videos and welcomes commissioned projects to film bespoke training videos for other organisations. You can view a montage of the group's videos on YouTube at: www.youtube.com/watch?v=Pg5YYgvKzFY

Clinical Consultancy Service

At the centre, we have significant experience in developing local and national guidance (including guidance for NICE, NHS England, the Department of Health and the House of Lords). We also have extensive experience in developing, delivering, implementing and receiving NICE-recommended interventions in personality disorder.

Consultation from our Equality, Diversity and Inclusion Team

North West Boroughs Healthcare NHS Foundation Trust’s Equality, Diversity and Inclusion (EDI) Team facilitates a well-established service user and carer involvement scheme. Over the years, the EDI Team have developed a wealth of experience in meaningful involvement and have expertise in training, payment, confidentially and insurance, as well as providing the appropriate support and implementing safeguarding mechanisms. These have been essential in enabling some of our most disadvantaged service users to play a meaningful role in delivering training and education to a wide range of staff across the organisation. Our EDI Team are able to provide training and consultation to other organisations on request.

Consultancy / Assessment and Therapy Services

The CoEPD offers a consultancy service to internal and external agencies. Members of the centre hold a wealth of personal and professional experience, skills and knowledge, and some of the services available include:

- Specialist assessment
- Personality disorder pathway and strategic development
- Supervision
- Therapy requests
- A carer’s perspective
- How to set up a co-production model within an organisation
- Experience in complex assessment and specialist expertise in delivering: dialectical behaviour therapy; mentalisation based therapy; structured clinical management; schema therapy; and cognitive analytic therapy
- Increasing understanding around personality disorder
- Increasing compassionate care within mental health services
- NHS trust governance

How much do our courses cost?

The prices of all of our training courses and packages will vary. You can request a quote and discuss your training needs with us by emailing our team at centreofexpertise@nwbh.nhs.uk or by telephoning us on 01942 264626.
What people have said about our courses

“Excellent training, excellent facilitators and a very informative day! I’m ready to learn more already – thank you!”

“The course has given me more knowledge and understanding of personality disorder and I feel better equipped now.”

“Fantastic training and great frontline involvement from the experts by experience, who were extremely knowledgeable. A brilliant team!”

“This course will enable me to provide better care towards my clients who have a personality disorder in future.”
Glossary of terms

Within the Centre of Expertise in Personality Disorder (CoEPD), we use lots of phrases that relate to personality disorder, including types of therapy that can be used to help manage some of the symptoms associated with the condition. If you are new to personality disorder, you may not have come across some of these phrases before. Below you can view a glossary for these phrases and a short explanation for each.

**Cognitive behavioural therapy (CBT)** - Cognitive behavioural therapy is a type of psychological therapy that can be used to treat a range of common mental health problems, such as anxiety and depression. It aims to change the way we feel by changing the way we think and breaking unhelpful thought patterns.

**Dialectical behaviour therapy (DBT)** - Dialectical behaviour therapy is based on cognitive behavioural therapy and is mainly used to help treat symptoms of borderline personality disorder. It is similar to CBT but it focuses on accepting who you are and places more importance on the relationship between the service user and their therapist.

**Expert by experience (EBE)** - An expert by experience is a term we use within the CoEPD to describe someone who is an expert in personality disorder due to lived experience of the condition or experience of caring for someone with a personality disorder.

**Expert by occupation (EBO)** - An expert by occupation is a term we use within the CoEPD to describe someone who has experience of working with people with a personality disorder.

**Mentalisation based therapy (MBT)** - Mentalisation based therapy is a specific type of psychotherapy designed to help people manage symptoms of borderline personality disorder (BPD). Its focus is on helping people to separate their own thoughts and feelings from those of others around them.

**Schema therapy** - Schema therapy is an integrated approach to treatment that combines the best aspects of cognitive behavioural, experiential, interpersonal and psychoanalytic therapies into one unified model. It can play a key role in helping people to change long-standing negative thinking patterns, when other methods have been unsuccessful.

**Structured clinical management (SCM)** - Structured clinical management is an evidence-based approach which provides generalist mental health practitioners with a model and framework for working with people with borderline personality disorder.
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