



Becoming PIE

# Introductions

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# Introductions

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Believing in people. Inspiring change.

# Introductions

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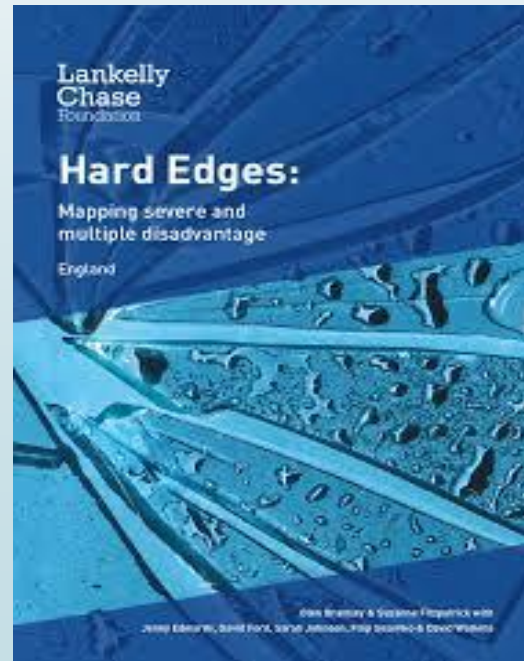


[Who we are](#) [What we do](#) [Toolkits](#) [Reflections](#) [Get in touch](#)



# Workshop

- Acknowledge and respond to key challenges to becoming PIE.
- Look what's going on across the UK and consider our own next steps forward.



85% MEAM cohort experienced abuse in childhood

Hard Edges Report

Lankelly Chase 2015

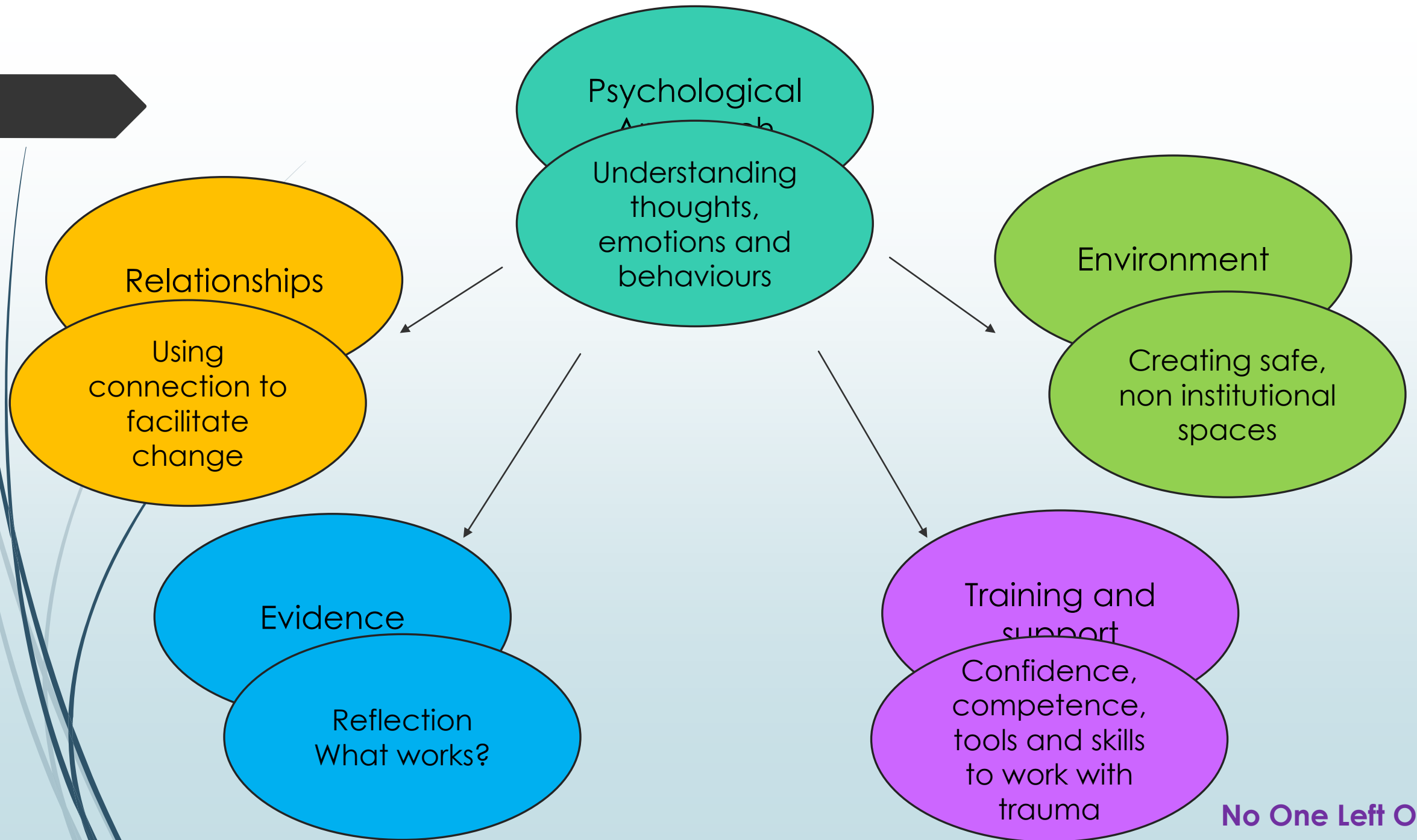
# Workshop

- Key elements of PIE
- Benefits
- Exercise – identify challenges
- Discussion
- Next steps





# Key elements



No One Left Out



# Why be PIE?

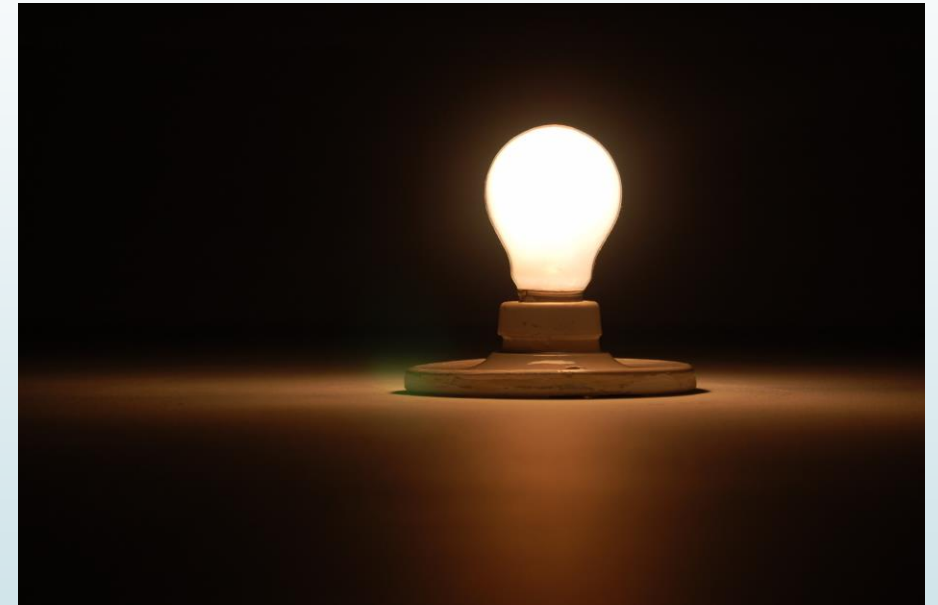
- Responding to childhood trauma/ Adverse childhood experiences (ACES)
- Improved outcomes for clients; for those we are currently failing
- Increased emotional resilience, improved health and wellbeing
- Savings to public services: health , criminal justice etc...

1 in 20 women; repeated, serious physical and sexual abuse both as a child and an adult. 1 in 5 experienced homelessness.



# Over to you

- What do you consider/imagine to be the key considerations when becoming PIE?
- What ideas/ experience/ recommendations do you have for overcoming these?





# Primary considerations

1. Choosing a psychological framework or approach
2. Finding the time and managing change
3. Commissioners expectations
4. Funding and resources
5. Measuring outcomes, evidencing impact

(Identified by Opportunity Nottingham 2018)



# The psychological approach

# Paid for by ..... MAYOR OF LONDON



## The Mayor of London RSIF Award

**aneemo**, is proudly supported by the Mayor of London's Rough Sleeping Innovation Fund. Backed by Westminster City Council and the London Borough of Lambeth aneemo will continue to share best practice and work to address the multiple health inequalities and social exclusions that cause and maintain homelessness.

**aneemo** is developing the first high-tech web-based training solution for front-line staff supporting those who are rough sleeping.

# [www.aneemo.com](http://www.aneemo.com)

## 1. Psychologically Informed Environments

0% COMPLETE

new lecture

- |                                  |   |
|----------------------------------|---|
| <input type="radio"/>            |  Complexity and Social Exclusion<br>(13:47)    |
| <input checked="" type="radio"/> |  PIE and the Psychological Framework<br>(3:28) |
| <input type="radio"/>            |  Environment                                   |
| <input type="radio"/>            |  Managing Relationships                        |
| <input type="radio"/>            |  Staff Support and Training                    |
| <input type="radio"/>            |  Outcome and Evaluation                      |

## PIE and the Psychological Framework

## What is a Psychological Framework and why do we need one?









# Finding time, managing change

- *"Time is our scarcest resource. Organisations have tight restrictions and clear financial management but not about how time is spent."* Harvard business school
- Collective organisational v individual, time management
- Fire-fighting and crisis management
- Facilitate staff ownership and authorship of the change.
- Lead and be the change you want to see, service culture is contagious
- Use existing strengths, skills. Harness enthusiasm, identify PIE champions and delegate tasks. Provide them with time and opportunity to take things forward



# Commissioners expectations

- Education, education, education
- Relationships, relationships, relationships
- Westminster
- SIOR
- Evidence



# Funding and resources

- Mindset and service culture – all behaviour is telling us something
- Leadership
- Time and commitment
- Co-production
- Staff autonomy



# PIE on a budget



# Dream PIE





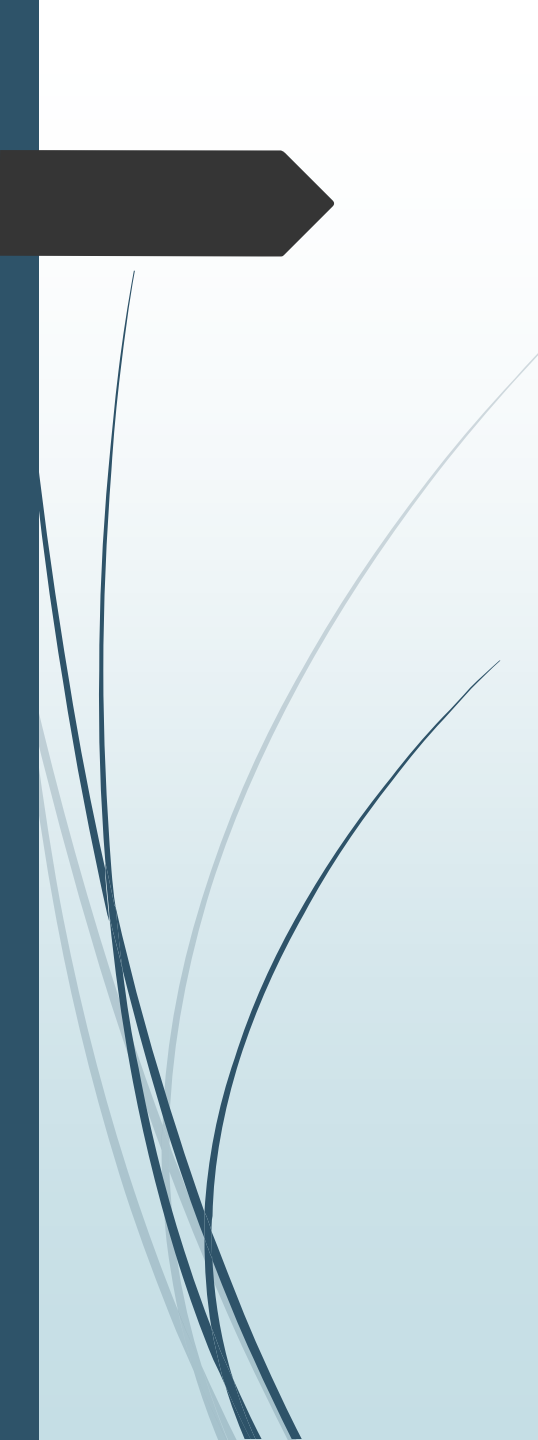
# Measuring outcomes/evidencing impact

- Commissioned outcomes
- Stories
- It is about the money, money, money



- ✓ A&E attendance -57% ; Hospital in-patient admissions -27%
- ✓ Substance Misuse treatment +61% compared to 2 year baseline
- ✓ Increased engagement in preventative health care for neglected LTCs
- ✓ Nights in Custody – 84%, Prison Stay - 87% (£2000 pp pa)

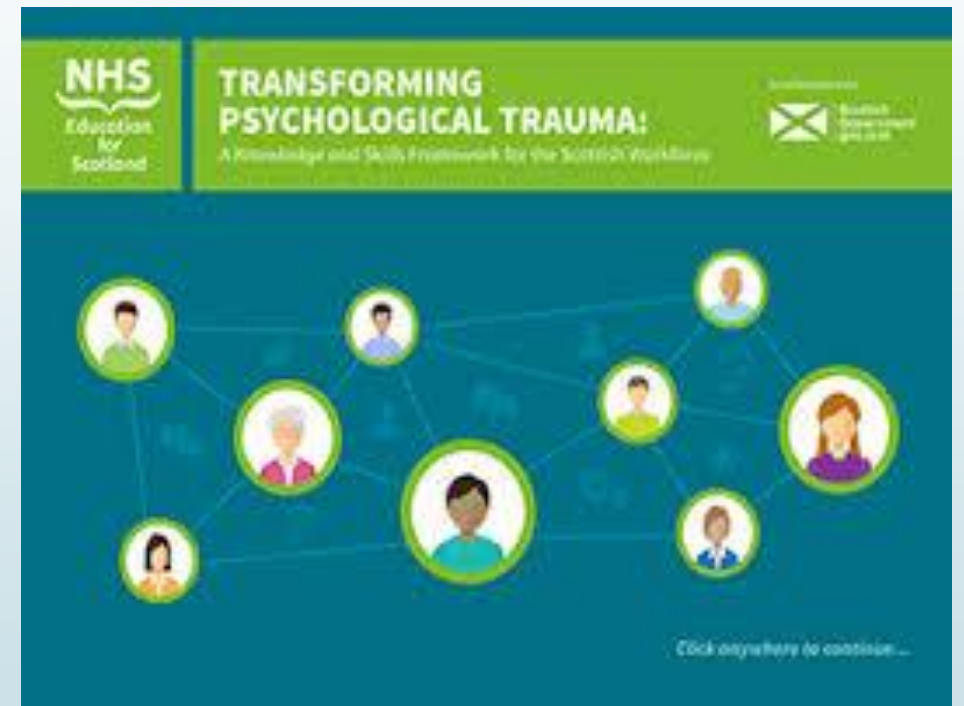
Waterloo Project



	Social	Economic
Service Users	<p><u>Improved</u>  Engagement  Health, wellbeing, self care, relationships  Diagnosis &amp; treatment</p> <p><u>Reduced</u>  Damaging behaviours  Evictions and abandonments</p>	<p><u>Reduced</u>  Use of A&amp;E  Emergency hospital admissions.  Contact with criminal justice system  Inappropriate diagnosis</p>
Staff	<p><u>Increased</u>  Personal and professional development  Motivation  Resilience</p> <p><u>Reduced</u>  Emotional exhaustion</p>	<p><u>Increased</u>  Work force development  Health and wellbeing</p> <p><u>Reduced</u>  Sickness  Absenteeism  Turnover</p>

# What's happening elsewhere?

- NHS Education Scotland have introduced a national training programme
- “Transforming Psychological Trauma”





# What's happening elsewhere?

Three training programmes:

- **1 Day Psychologically Informed Environments (PIE) Foundation**
- **3 Day PIE Training**
- **1 Day Psychologically Informed leadership**

- Wales have developed the ACE skills and knowledge framework; delivering training to public and voluntary sector agencies from schools to the police, hospital staff and housing officers.



# PIE off Piste!



# Next steps and reflections

What 3 actions are you going to take?

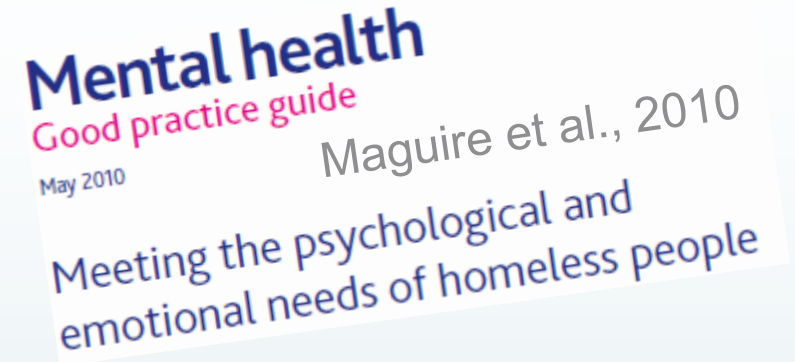
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- 2.
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# Sources of Guidance



**PIE Tool Kit**  
(No One Left Out: Solutions Ltd. 2015)



**No One Left Out** works with organisations to become a reflective, trauma responsive, [psychologically informed environment \(PIE\)](#)



# Final comments or questions?



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