

Making Recovery Real in Dundee

Situation

Name of Event;	Making Recovery Real in Dundee – Peer Recovery Network Co-Design Event
Location;	Central Baptist Church, Ward Road, Dundee
When;	Thursday, 12 December 2019
Time;	12.30pm to 4pm
Participants;	MRR Partner Organisations & Peer Recovery Network members
Facilitated by;	Dundee Volunteer & Voluntary Action and Scottish Recovery Network
Table Hosts;	Michelle Donoghue, Ruth Brown, Lynsey McCallum, Louise Christie
Attendance;	34 people (see appendix 1 – attendance list)

Background

A new Peer Recovery Development Worker, Michelle Donoghue, was employed in September 2019 to take forward the work of Making Recovery Real in Dundee. Through previous engagement activities, it was identified that people with mental health challenges wanted most is to be listened to and by someone who they feel understands them because they have similar experiences. In addition, being able to help others who have similar challenges is one of the activities people with lived experience felt was most significant in terms of their own recovery.

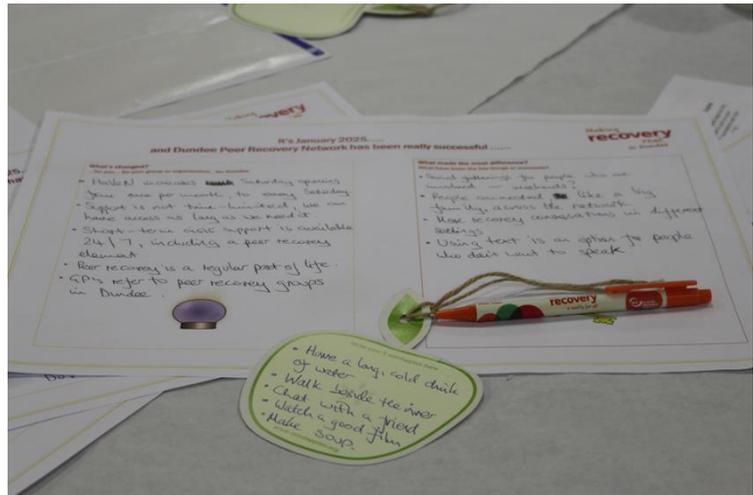
Making Recovery Real in Dundee will take this work forward by supporting voluntary organisations and partner agencies to create, develop, and sustain peer recovery opportunities. Support will include growing local expertise, delivering training, developing resources, hosting events and building networks. An outcome that we will work towards in the growth of the Dundee Peer Recovery Network.

With the new Peer Recovery Development Worker starting, we took this as an opportunity to organise an informal meet and greet to give us the opportunity to connect with current members of the Peer Recovery Network and gain some feedback into what they would like from the Network (see appendix 2 – Peer Recovery Network Informal Meet & Greet). From this meeting, 2 main themes emerged around communication and there was a realisation that there was no set purpose for Network so there would benefit from a development day. This progressed into the planning and organisation of the Peer Recovery Network Co-design event.

Analysis

The main focus of the co-design event was to create a vision for the Peer Recovery Network and how the Network would contribute to this vision (see Appendix 3 – Co-design Event Agenda).

The main themes identified from the worksheets (Appendix 4 & 5 - Transcripts of Co-design Worksheets & Distillation) from the co-design event were as follows;



1. Personal Development & Support

- a) To take a strengths-based approach to empower the Network Members
- b) To develop, promote, deliver and facilitate a route into peer recovery which enables a progression route, including access to learning and development opportunities and volunteer or employment opportunities for individuals who have lived experience of mental health recovery.
- c) To build a peer support community for the Peer Recovery network through activities such as social opportunities, regular network meetings to enable sharing resources, experiences and learning with others.
- d) To hold a celebration awards as part of Volunteers Week to celebrate the work of the Peer Recovery Network

2. Raising Awareness & Communication

- a) Peer Recovery Network Key messages & inspirations;
 - i. Peer Recovery Support is a normal part of everyday life
 - ii. Lead by example
 - iii. Positive messages and stories
 - iv. Engage with all recovery – diagnosed and undiagnosed mental health challenges, drugs and alcohol
 - v. Focus on the recovery not the illness
 - vi. Mental Health Conversations are the norm
 - vii. Dundee leads the way in Mental Health in Scotland
 - viii. People are beginning to listen
 - ix. Want Preventative measures – focus on health and wellbeing

- b) Leaders in communication – be inclusive, transparent and have clear communication lines to give hope, share information about services and highlight good practice;
- c) Influence and shift focus of the mental health agenda through;
 - i. Promoting what we are doing as a community rather than what services are doing
 - ii. Supporting and encouraging positive stories, approaches, anecdotes and helpful tips
 - iii. Gathering evidence and promoting that Peer Recovery works
 - iv. Influencing mental health learning and training providers
 - v. Influence and raise awareness to GP's and Health Professionals the benefits of signposting and working with Third Sector Mental Health organisations
- d) Develop publicity materials and use various forms of communications
 - i. Internal – network newsletter, emails, text messaging, online forum, private Facebook page
 - ii. External – word of mouth, public newsletter (hard copy & online), local radio, TV advert, articles, blogs, bite-size podcast, emails, text messaging

3. Network Activity & Partnership Working

- a) Key message; We can change it by getting together
- b) Offer a consistent and inclusive outreach service on the doorstep of the local communities through the network activity and partnership working
- c) Develop governance arrangements or an operating statement for the Network including code of conduct, remit, membership, commitment, on-going and short-term work plans
- d) Development of short-term projects to bring people together to encourage networking and information sharing
- e) Take an open, holistic and collaborative approach to working together for the greater good with different organisations including drug, alcohol, mental health and other services
- f) Work with partners to work on activities or projects, share resources and funding

4. Schools & Young People

- a) Intergenerational work to promote recovery and support work around emotional intelligence targeted at young people in schools and communities
- b) Have a co-design event and widen the Network to involve young people
- c) Create a young people and mental health film to be used as a film workshop



Recommendations

- 1. Arrange a Peer Recovery Network Meeting to share and receive feedback on the co-design report**
- 2. Meet with Network Members to develop of a 2-year Peer Recovery Network work plan and set outcomes focusing on the above areas of work**
- 3. Identify and establish sub-groups to focus on the above areas of work**

Appendix 1 – Attendance List

Michelle Donoghue
Louise Christie
Ruth Brown
Lynsey McCallum
Sharleen Barker
Hollie Gilchrest
Kerry Malaney
Tabitha McClelland
Angela Redford
Mandie Munro
Scott Oram
Sara Lillie
Mark Porter
David Young
Shirley Townsley
Louisa Reid
Rosie Baldwin
Roger Keech
Robert Cook
Mary Sneddon
Angela Meek
Penny Lorimer
Denise Fitzsimmons
Kevin Hamil
Tracey Beattie
Moirra Cotter
Rachael Duke
Joseph Gallagher
Maggie Simpson
Pauline Hanna
Jackie Low
Kate Low
Ron Lindsay
Fiona Wilson
Lynne Findlay - Registration

Appendix 2 – Peer Recovery Network Informal Meet and Greet 1pm-3pm, 4th October 2019

As the new Peer Recovery Development Worker, I thought it would be useful to organise an informal meet and greet to give me the opportunity to meet those in the Peer Recovery Network and gain some feedback from Peer Workers as to what they would like from my role and from the Network.

Main points from meeting;

- There are no terms of reference for the Network, suggested to have a development day to look at the aims and objectives, membership, accessibility and a work/action plan to feed into the partners group.
- There are 17 third sector services in Dundee and there is no communication between them.
- Discussion around communication in the Network. Facebook isn't suitable for everyone as the paid Peer Recovery Workers are not able to use their personal Facebook account due to their work social media policy. It has been suggested to use mail chimp newsletter for communication purposes. Recommended to look at the Wellbeing Hub in Moray.
- Discussion around idea of updating Sharing Stories Films – while the current film being used is good it is now outdated. Would like to gain more film snapshots of people in recovery and what's helped and hindered it, to have positive and negative stories, it's not all fluffy and how hard it can be.
Discussed stories from all walks of life and also include films from the health care professionals to highlight the positive work that is going on in Dundee. Would recruit volunteers from the Network to help capture these stories on film.
- How to disseminate information from other organisations to each other and to the network?
- Those in attendance would like a better understanding what the different roles were within the Mental Health Involvement & Engagement Team ie what we do and how we feed into strategic planning.
- Suggestions to bring the Partner Group together to ask what they are doing, similar to today's idea
- Discussion on Recovery – it's about the people not all the services, it should be strengths-based and trauma-informed
- Suggested to run mental health activities in the evenings
- More partnership working, share resources

Appendix 3 –Co-Design Event Agenda



Making Recovery Real in Dundee

Peer Recovery Network Co-design Event

Central Baptist Church
Thursday 12th December
12.30pm to 4pm

The focus of the event is to create a vision for the future and identify how a Peer Recovery Network can contribute to achieving the vision.

12.30	Registration & Networking Lunch
1pm	Welcome & Introductions
1.10pm	Table Ice Breaker Mind Apples
1.30pm	Continuing the Story – Making Recovery Real in Dundee Review Film
1.45pm	Our Job Today
1.50pm	Vision for Peer Recovery Network
2.30pm	BREAK
2.45pm	Peer Recovery Network Contributions
3.30pm	Peer2Peer Graduation
	Thank you & Close

Appendix 4 – Transcript of Co-design Event Worksheets

What's changed for you.....for your group or organisation...for Dundee?	What made the most difference? What have been the key things or moments?
<ul style="list-style-type: none"> Workplaces have a standard of MH – individual focussed – a work WRAP – employers should have compulsory MH training, tell them it saves pounds 	<ul style="list-style-type: none"> Peer workers play a major role in the benefits system Universal Income Educational systems to not focus on attainment and competition but more on well-being, community social skills & everyone being successful and happy, more pathways available Expansion of peer support – planted the seeds of recovery Change taken by turning peoples moans into positive steps
<ul style="list-style-type: none"> Stable employment & supportive (norm) 	
<ul style="list-style-type: none"> Overhaul the system & especially ????? supported from primary school emotional intelligence - taught failure is not a thing but learning is 	
<ul style="list-style-type: none"> There will be opportunities for me to go further! 	
<ul style="list-style-type: none"> Mental Health Conversations are the norm! 	
<ul style="list-style-type: none"> “We see strengths” in MH individuals instead of seeing them as lacking 	
<ul style="list-style-type: none"> No elephants in the room 	
<ul style="list-style-type: none"> 50% of jobs in MH (at least) are peer lead 	
<ul style="list-style-type: none"> 	

What's changed for you.....for your group or organisation...for Dundee?	What made the most difference? What have been the key things or moments?
<ul style="list-style-type: none"> Haven increases Saturday opening from once per month, to every Saturday 	<ul style="list-style-type: none"> Social gatherings for people who are involved – Weekends? People connected like a big family, across the network More recovery conversations in different settings Using text is an option for people who don't want to speak
<ul style="list-style-type: none"> Support is not time-limited, we can have access as long as we need it. 	
<ul style="list-style-type: none"> Short-term crisis support is available 24/7, including a peer recovery element 	
<ul style="list-style-type: none"> Peer recovery is a regular part of life 	
<ul style="list-style-type: none"> GP's refer to peer recovery groups in Dundee 	
<ul style="list-style-type: none"> 	
<ul style="list-style-type: none"> 	

<p>What's changed for you.....for your group or organisation...for Dundee?</p>	<p>What made the most difference? What have been the key things or moments?</p>	<p>What's changed for you.....for your group or organisation...for Dundee?</p>	<p>What made the most difference? What have been the key things or moments?</p>
<ul style="list-style-type: none"> • People are finally beginning to listen 		<ul style="list-style-type: none"> • Move away from formal services to more support for informal community groups 	
<ul style="list-style-type: none"> • Dundee leads the way in how mental health is viewed in Scotland 	<ul style="list-style-type: none"> • Communication – Key, stuff on doorstep, community local, getting the right information to everyone – outreach in centres and churches. 	<ul style="list-style-type: none"> • More conversations as to what we as a community are doing well rather than what services aren't doing well – move the focus 	
<ul style="list-style-type: none"> • Think we can change it by getting together 	<ul style="list-style-type: none"> • Being inclusive, having a big reach, breaking down barriers, 	<ul style="list-style-type: none"> • Lead by example from below and maybe services would follow 	
<ul style="list-style-type: none"> • Recovery includes drugs, alcohol, mental health diagnosed & undiagnosed 	<ul style="list-style-type: none"> • taking a holistic approach 	<ul style="list-style-type: none"> • Reach out to more – involve more orgs and networks - better links 	
<ul style="list-style-type: none"> • Preventative measures instead reactive i.e., focus on wellbeing for all 	<ul style="list-style-type: none"> • working in partnership, 	<ul style="list-style-type: none"> • More focus on health – not MH or substance misuse, less labelling of people and better working together for benefit of there?? 	
<ul style="list-style-type: none"> • Shift in culture of decision makers, people at top at power – naturally progressed 	<ul style="list-style-type: none"> • continued bottom-up approach. 	<ul style="list-style-type: none"> • More paid peer workers in services as professional roles, which will change the way services operate. personal qualifications are more important than paper qualifications 	
<ul style="list-style-type: none"> • Drug & alcohol and mental health are working together, not against each other, share resources and funding 	<ul style="list-style-type: none"> • Empowering people, seeing potential in network members – strengths – based using people skills and talents 	<ul style="list-style-type: none"> • Under viewpoint on MH & addictions, look at the reality of people's lives and think?? about 	
<ul style="list-style-type: none"> • Barriers have been broken down 	<ul style="list-style-type: none"> • working with young people to promote recovery. 	<ul style="list-style-type: none"> • More training and learning opportunities – P2P but also other courses 	
<ul style="list-style-type: none"> • GP have responsibility for support MH 	<ul style="list-style-type: none"> • Intergeneration at work, 	<ul style="list-style-type: none"> • 	
<ul style="list-style-type: none"> • There is good stuff going on 			
<ul style="list-style-type: none"> • Leaders in communication – give hope, tell services – aimed at everyone. 			
<ul style="list-style-type: none"> • large network of peer support vols & workers paid jobs. 			
<ul style="list-style-type: none"> • Different routes into peer recovery, not always through medical route, • target minority groups i.e. mens, faith, and disability. 			

Working in partnership allows us to provide a variety of opportunities for everyone that we support through sharing each other's knowledge of the available events	How will Peer Recovery Network work together?	Working in partnership allows us to provide a variety of opportunities for everyone that we support through sharing each other's knowledge of the available events	How will Peer Recovery Network work together?
What will the Peer Recovery Network do?	<ul style="list-style-type: none"> • Social events – decided by members • Sharing events – practice, roles, keeping in the loop • To feed into bigger picture and give ideas on what can work • Share news about all the jobs – actual paid work 	What will the Peer Recovery Network do?	
<ul style="list-style-type: none"> • Support people...by encouraging the of stories, anecdotes, helpful things sharing when you need to is now a possibility 		<ul style="list-style-type: none"> • YP & adult peer recovery network 	
<ul style="list-style-type: none"> • Overcome stigma – to build people's confidence 		<ul style="list-style-type: none"> • Co-design event for YP 	
<ul style="list-style-type: none"> • Offer more accredited learning/training 		<ul style="list-style-type: none"> • Peer2Peer leaflets out in community publicity materials 	
<ul style="list-style-type: none"> • Synergistic approach – different places coming together for the greater good 		<ul style="list-style-type: none"> • Publicity materials 	
<ul style="list-style-type: none"> • Involved in schools & communities, emotional intelligence 		<ul style="list-style-type: none"> • Step 1 – Engaged Step 2 – Development 	
<ul style="list-style-type: none"> • Social events – Organise fun things 		<ul style="list-style-type: none"> • Engage in all recovery 	
<ul style="list-style-type: none"> • After support to individuals in workplace – speak to their managers (act like a ??????) 		<ul style="list-style-type: none"> • Focus on recovery not illness 	
	<ul style="list-style-type: none"> • Keep Communication 	<ul style="list-style-type: none"> • Who's Who? – Mental Health Team App 	
	<ul style="list-style-type: none"> • Influence courses at Uni – Mental health nursing medical 		

<p>Working in partnership allows us to provide a variety of opportunities for everyone that we support through sharing each other's knowledge of the available events</p>	<p>How will Peer Recovery Network work together?</p>	<p>Working in partnership allows us to provide a variety of opportunities for everyone that we support through sharing each other's knowledge of the available events</p>	<p>How will Peer Recovery Network work together?</p>
<p>What will the Peer Recovery Network do?</p>	<ul style="list-style-type: none"> • Social gatherings • Network meetings • Newsletter – Opportunities • Take positive approaches • Shared Learning • Using skills & Knowledge of members • Provide training – Co-ordinated from partners groups • Share resources • Volunteer opportunities – taster workshops, suitable places right infrastructure, taster • Involvement pathways • Drop-Ins • Awards • Feed info to one point – i.e. Michelle • Open to work with external orgs 	<p>What will the Peer Recovery Network do?</p>	<ul style="list-style-type: none"> • Encourage network members to promote the network by word of mouth • Online forum so people can connect with information, even if they don't attend an event or meeting • Clear communication – Facebook, social media, email, mail drops, getting a letter • More paid and unpaid peer roles and people having positive experiences in these roles, good quality support
<ul style="list-style-type: none"> • Recommend people/activities for story capturing i.e. Black community, disabilities, young people 			
<ul style="list-style-type: none"> • Use to promote positive stories of recovery 			
<ul style="list-style-type: none"> • Offer volunteer opportunities 			
<ul style="list-style-type: none"> • Articles/blogs of stories 			
<ul style="list-style-type: none"> • Podcast for network – bite me podcast – 1 question, positive, short, sharp – 10 mins 			
<ul style="list-style-type: none"> • Positive messages 			
<ul style="list-style-type: none"> • Engage local radio 			
<ul style="list-style-type: none"> • Newsletter hard & online 			
<ul style="list-style-type: none"> • TV advert 			
<ul style="list-style-type: none"> • Cross generational work – target schools work young people, mental health, peer support 			
<ul style="list-style-type: none"> • Conversation cafes 			
<ul style="list-style-type: none"> • Outreach in community 			
<ul style="list-style-type: none"> • Liaise with emergency services – connection 			
<ul style="list-style-type: none"> • Sharing training opportunities 			
<ul style="list-style-type: none"> • Film with young people & MH film workshop 			
<ul style="list-style-type: none"> • Widen network to young people 			
<ul style="list-style-type: none"> • Open to Uni – input 			
<ul style="list-style-type: none"> • Evaluate 6 months 			

<p>Working in partnership allows us to provide a variety of opportunities for everyone that we support through sharing each other's knowledge of the available events</p>	<p>How will Peer Recovery Network work together?</p> <ul style="list-style-type: none"> • Regular meetings bi-monthly/quarterly • Facebook page (private group) • Newsletter – for the public, as well network members • Podcasts 	<p>Working in partnership allows us to provide a variety of opportunities for everyone that we support through sharing each other's knowledge of the available events</p>	<p>How will Peer Recovery Network work together?</p> <ul style="list-style-type: none"> • Need some form of rules or constitution • What is the remit & way of working E.g., terms of reference by another name? • What we are about & how we do it? • Ongoing element & short projects • Who should be inclined? – Concern about network getting too big but will evolve and work in different ways. Looking at different ways the network needs
<p>What will the Peer Recovery Network do?</p> <ul style="list-style-type: none"> • Peer recovery café sessions, for mutual support • Collaborate across different organisations • Influence health services, prove that peer recovery is a viable option • Gather evidence that peer recovery works and promote it • Share learning – workshop • Challenge taboos – what does a person with MH challenges look like? Do? etc. 		<p>What will the Peer Recovery Network do?</p> <ul style="list-style-type: none"> • Be transparent – identify the real qualities that all involved? there • Something – award commitment – that people could sign up to and get involved • Place to find other organisations who can work together on particular activities or projects.e.g recovery stories film or hope festival • Good to network and there information but need regular short-term projects which bring people together • Possibilities are around celebrating recovery and training or learning • Partnership working • Training opportunities for peer volunteers and workers • Share experiences and learning with others • Peer workers and peer volunteers – informal opportunities e.g. RecoverTay social night once a month • Keen to see the Network here a campaigning function 	

Appendix 5 – Distillation of Co-design Event Worksheets

Personal Development

- 2 stages of progression route/involvement pathway – 1. Personal development 2. Engagement
- Different routes into peer recovery, not just through medical route
- Strengths-based approaches to empower network members
- Offer personal development, learning and accredited training opportunities
- Opportunities for sharing resources, experience and learning with others
- Volunteer and Employment Opportunities to go further including taster workshops, suitable places, infrastructure, paid roles
- Celebration Awards

Support

- Arrange social gatherings and events including weekends
- Have regular network meetings
- Support is offered for as long as needed
- People connected like a family across the network
- Facebook Page (Private Group)
- Overcome Stigma to build people's confidence

Network Activity

- Young People & Adult Peer Recovery Network
- Hold Peer Recovery Café sessions
- Celebration recovery, training and learning
- Arrange networking and social events
- Short-term projects to bring people together to encourage networking and information sharing
- Governance arrangements/operating statement for network including remit/membership/commitment/ongoing and short-term project work plans
- 6- month Evaluation

Communication

- Leaders in communication – give hope, share information about services, highlight good practice
- Be transparent and have clear communication lines within network – feed into one central point
- Use various forms of communication –
 - Internal – network newsletter, emails, text messaging, online forum, Private Facebook Page
 - External - word of mouth/ network and public newsletter (hard copy & online)/local radio/TV advert/articles/blogs/bitesize podcast/emails/text messaging
- Develop publicity materials to be used in the communities
- Offering an inclusive outreach service on door step of local communities
- Who's Who – mental health team app

Raising Awareness

- Key messages –
 - Engage with all recovery – mental health diagnosed & undiagnosed, drugs and alcohol
 - Focus on recovery not illness
 - Mental health conversations are the norm
 - Dundee leads the way in mental health in Scotland
 - People are beginning to listen
 - Preventative measures – focus on health and wellbeing
 - Peer recovery is a regular part of life
 - Lead by Example
 - Positive messages and stories
- Being inclusive and ensuring barriers are broken down, target minority communities
- Conversations Cafes in different settings in the community – Shifting the focus, promote what we are doing as a community rather than services aren't doing
- Promote, Support and encourage positive stories and approaches, anecdotes and helpful things
- Challenge Taboos
- Gather evidence and promote that peer recovery works and promote
- Influence and shift the culture to health services and decision makers, peer recovery works
- Influence learning/training providers such as at uni – such as mental health nursing, medical and nursing students

Partnership Working

Comment – working together in partnership allows us to provide a variety of opportunities for everyone that we support through sharing each other's knowledge of the available events

- We can change it by getting together
- Take an open, holistic and collaborative approach to working with different organisations
- Drug & Alcohol, Mental Health and other Services working together for the greater good
- Share resources and funding
- Bring together partners to work on activities or projects such as stories film or hope festival
- Liaise with GPs and Emergency Services

Schools & Young People

- Intergenerational work to promote recovery targeted at young people in schools
- Support work around emotional intelligence in schools and communities
- Have a co-design event and widen the Network to involved young people
- Create a young people and mental health film to be used as a film workshop