

Bridging the Gap

PLAN
CARE
DESIRE
CHOICE
ASPIRATION
PROSPECT
CHALLENGE
CO-PRODUCTION
INCLUSION
SUPPORT
CAMPUS
GOALS
HOPE
SPIRIT
GROUP
STUDENT
LEARNING
LIVED-EXPERIENCE
FRIENDSHIP
CONTROL
PARTICIPATE
TOGETHER
SHARE
SKILL
PEER

Humber **Recovery** **Strategy**

HOPE
FORWARD
TOGETHER
RECOVERY

2017 – 2020

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1.0 Foreword



Michele Moran
Chief Executive

***Bridging the Gap** was the choice for the name of our Recovery Strategy. Not only is the Humber Bridge a unique and significant icon in Hull, the current City of Culture, and the wider Yorkshire and Humber region; it is the chosen logo for the Humber Recovery College. The colours of the rainbow were chosen to represent the Trust's passion for inclusivity and our belief that equality and diversity within the Trust is a strength and must always be celebrated and championed.*

We are proud to be the only Recovery College currently within the Humber Coast and Vale Sustainability and Transformation Partnership and by 'bridging the gap' in mental health, we aim to reduce stigmas and health inequalities and raise awareness of the Recovery movement and principles.

*Representing a Trust, whose values are to **Learn, Care and Grow**, it is an absolute pleasure to be able to introduce the Trust's first Recovery Strategy. I extend an open invite to all service users, families, carers and staff, in the spirit of shared learning, lived experience and person centred care, to join us in the growth of Recovery within the Trust. Your ideas, feedback and contribution inform our future development and we look forward to working with you all very much.*

2.0 Introduction

Welcome to 'Bridging the Gap', Humber's Recovery Strategy. This document will provide an overview of Recovery and why it is a Trust priority over the next three years and beyond, taking into account its aims, principles, and objectives. It also seeks to continue to develop its partnerships and alliances and celebrates the success of the Humber Recovery College.

What is Recovery?

In mental health, recovery does not always refer to the process of complete recovery from a mental health problem in the way that we may recover from a physical health problem. The term recovery is most frequently used to describe the personal lived experiences and journeys experienced by people with mental health problems as they work towards living more meaningful and satisfying lives. The continued existence of 'symptoms' is not considered a weakness to achieving these goals. Recovery takes into account the obstacles that people face in their daily lives and focuses on building the resilience of people and not just treating or managing their problems. Recovery helps people rebuild their life and as a result, find meaning in what has happened and a new sense of self and purpose

Definition

Recovery does not mean cure. Rather recovery is an attitude, a stance, and a way of approaching the day's challenges. It is not a perfectly linear journey.

There are times of rapid gains and disappointing relapses. There are times of just living, just staying quiet, resting and regrouping. Each person's journey of recovery is unique. Each person must find what works for them; the aspiration is to live, work and love in a community in which one makes a significant contribution."

(Deegan, 1996)

Whilst recovery is a personal process that is entirely exclusive to the person experiencing it, three concepts that have become central components of the recovery approach are: Hope, Control and Opportunity

HOPE - that it is possible to work towards personal goals as defined by the individual and the belief that things can get better.

CONTROL – the individual becomes an expert in self-care and working out ways of managing problems and making choices so they do not get in the way of finding purpose and direction in life and pursuing goals.

OPPORTUNITY – to be able to build a meaningful and satisfying life irrespective of illness and to be enabled to contribute and participate to that process.

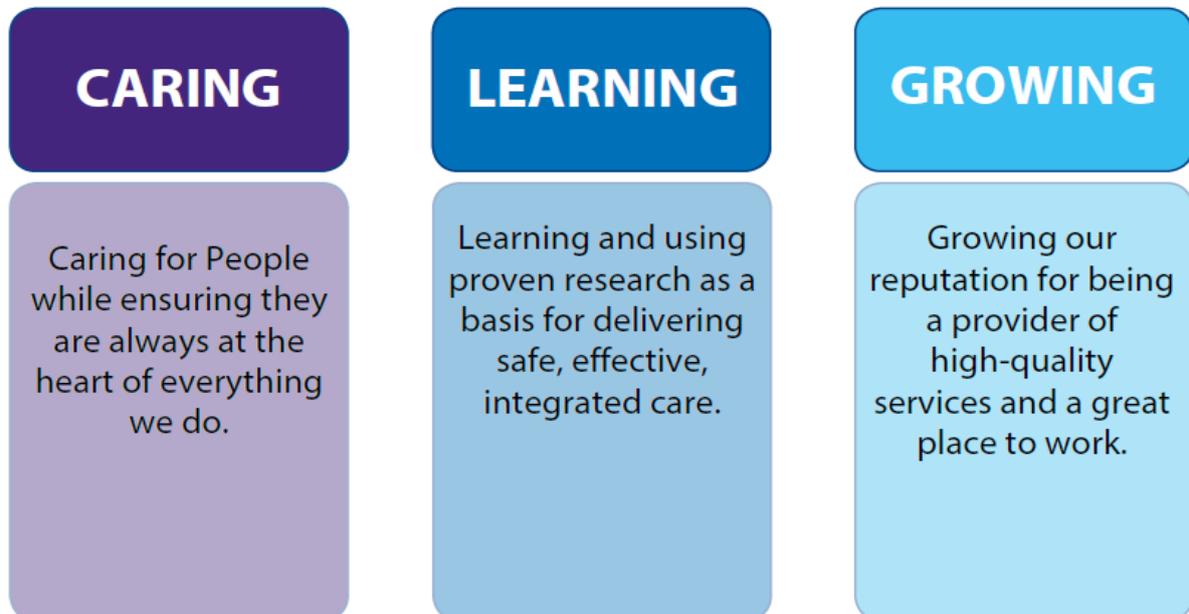
3.0 Humber Mission, Vision and Values

Awarded 'Foundation Trust' status in 2010, Humber Foundation Trust has grown and diversified over the past five years to provide integrated health and social care. We work hard to ensure we are accountable and deliver the best possible services in a highly competitive market. Our mission, vision and values are outlined below:

Trust Mission: Humber NHS Foundation Trust - *a multi-specialty health and social care teaching provider* committed to Caring, Learning and Growing.

Trust Vision: We aim to be a leading provider of integrated health services, recognised for the care compassion and commitment of our staff and known as a great employer and a valued partner.

Trust Values:



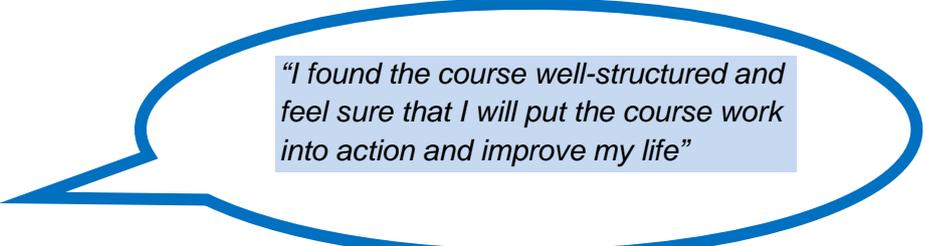
The Trust has enacted these core values in their support and funding of Humber Recovery College.

4.0 Humber Recovery College

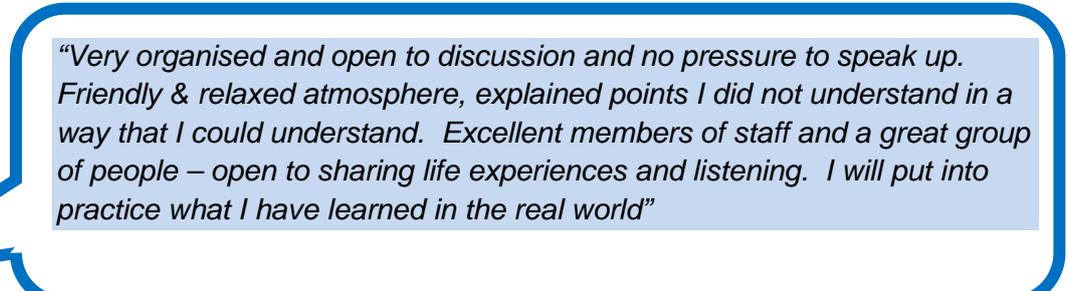
The Recovery College believes in an educational approach to mental wellbeing, supporting individuals to recognise their own resourcefulness, talents and abilities, and arming them with knowledge and helpful tools in order to become experts in their own self-care. The Recovery College is currently the only one in its Humber Vale & Coast Sustainability and Transformation (STP) footprint. The Mental Health Five Year Forward View executive summary states that the *'NHS needs a far more proactive and preventative approach to reduce the long term impact for people experiencing mental health problems and for their families, and to reduce costs for the NHS and emergency services'*. This is further explored by The Humber Coast & Vale STP Supporting People Through Mental Health work stream, which identified 5 key priorities for local implementation, two of which will be supported by rehabilitation/recovery transformation and the aims and objectives of the recovery college pathway, which are; to improve the support for people to progress on their recovery journey and to provide services which maintain independence.

Whilst the Recovery College isn't a service, the emphasis being on co-production, co-delivery and co-participation in the learning (as opposed to a medical model that looks at recovery in terms of 'making people better'), the importance of working with people to focus on their strengths and having a life worth living rather than their problems and diagnosis, cannot be underestimated as a factor toward improved health and wellbeing.

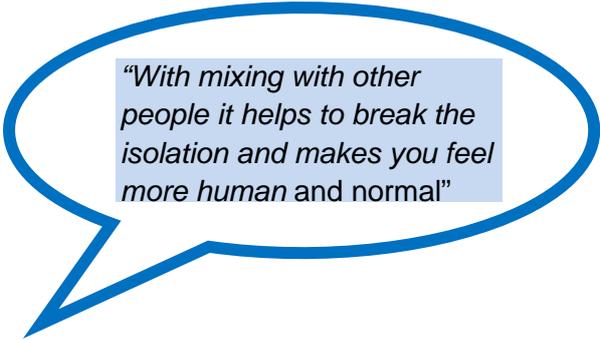
The Recovery College was established in 2015 has just published its fourth prospectus after a successful year that saw two art exhibitions, with the work created by the students, a recovery focused event at Hull University to celebrate Mental Health Awareness week and new and exciting partnerships forming. Courses have been well attended and students have found them beneficial, supportive and empowering:



"I found the course well-structured and feel sure that I will put the course work into action and improve my life"



"Very organised and open to discussion and no pressure to speak up. Friendly & relaxed atmosphere, explained points I did not understand in a way that I could understand. Excellent members of staff and a great group of people – open to sharing life experiences and listening. I will put into practice what I have learned in the real world"



“With mixing with other people it helps to break the isolation and makes you feel more human and normal”



“It helped me in ways I never thought possible. I hope this course keeps going as I have found it very helpful”

4.1 The Recovery Star

The recovery philosophy and approach is easy to describe and endorse but more difficult to deliver and evidence. The recovery star is a tool which allows service users and workers to identify and prioritise areas of a person’s life that they want to change and agree strategies for working towards this change. The tool measures how people move across their ladder of change and towards their recovery goals. It focusses on areas of strengths as well as areas of difficulty and considers all aspects of a person’s life. Goals and actions are agreed collaboratively and captured in a SMART action plan. It provides evidence of achievement and identifies successful strategies and interventions which work well for the person. It supports effective key working by allowing workers to understand which areas of a person’s recovery journey they have the greatest and least impact in. At a team and service level this can inform service developments, training needs and skills gaps.

There are lots of different versions of the Star which can be used in different settings and with families and carers. The Star has been used across the Trust in Mental Health and Learning disability services for several years and we have 5 recovery star trainers.

The Trust is committed to undertaking further work to ensure that the Recovery Star is used consistently as part of a person’s assessment and ongoing recovery journey. The integration of the electronic version of the star into our electronic patient’s records will support this and allow us to evidence recovery focussed outcomes and develop teams and services around identified recovery needs and principles

4.2 Implementing Recovery for Organisational Change (ImROC)

The Recovery College is a member of a national initiative called ImROC. ImROC stands for Implementing Recovery for Organisational Change. ImROC has a clearly defined methodology including 10 organisational challenges. These are:

- Changing the nature of day-to-day interactions
- Delivering comprehensive, co-produced staff training programmes
- Ensuring organisational commitment at all levels
- Shifting understanding of involvement to co-production
- Establishing a 'Recovery College'
- Increasing 'personalisation' and choice
- Transforming the workforce
- Changing the way we approach risk assessment and management
- Redefining user involvement as '*partnerships-between-experts*'
- Supporting staff wellbeing and resilience
- Increasing opportunities for building '*a life beyond illness*'
- Valuing, including and supporting family members and friends

By aligning the Trust's vision and core values to the recovery strategy and adhering to ImROC's 10 organisational challenges we hope to bridge the gap of understanding around mental health and raise awareness of the principles of recovery. The Recovery College will provide a conduit to:

- Help individuals recognise and make use of their existing talents, strengths and resources
- Focus on what makes us well, rather than what makes us ill,
- Facilitate courses and workshops that are co-designed and co-produced with those who access them, and as far as possible, the distinction between students and professionals is avoided
- Promote hope, control and opportunity using a person-centred educational model
- Empower individuals to find their own solutions in a way that works for them

- Help individuals to explore their potential, the possibilities available to them and develop their skills
- Ensure students independently enrol on courses that help them to identify the ways of making sense of their experiences to become experts in managing their own lives

5.0 Aims of the Strategy

The Recovery Strategy has the following aims:

- To continue to support the transformation of the culture of the organisation in order to encompass a recovery focussed approach in all aspects of its work.
- To describe the overarching principles for a recovery oriented approach at Humber Foundation NHS Trust
- To describe key objectives that will drive forward recovery oriented practice within Humber NHS Foundation Trust
- To describe the governance arrangements for assuring continuous improvement within our services and the wider organisation

These aims will be explored further in the Objectives (page 10) and the Governance section (page 14).

6.0 Overarching Principles

- A person-centered coordinated care approach will be at the heart of everything we do
- A recovery focused approach will be reflected in all levels of the Trusts business
- We will listen and respond to feedback and create an environment where it is always welcome
- We will learn from our feedback and continuously strive to improve
- We will proactively seek to work in partnership with the voluntary and community sector as part of our person-centered coordinated approach
- We will champion social value and strive to be at the forefront of addressing social and health inequalities
- We will champion Positive Assets, our employment service, when addressing social and health inequalities
- We will champion and value our volunteers and recognise how our services are enhanced by them
- We will work closely with our Forensic services and the Recovery College faculty and actively seek to reduce the double stigma that is associated with Forensics
- We will proudly be inclusive of all minority groups and recognise that diversity is delicious
- We will embrace and value lived experience in our staff and service users and use this expertise proactively when working to improve our services with the Patient Experience team
- We will work proactively with the research team in developing and evaluating courses and services

7.0 Key Objectives

As part of its five year plan the Trust has identified six strategic goals to deliver key improvements and support its ambition. They are linked to government initiatives, regulator findings and local health need assessments based on discussions with the Sustainability and Transformation Plan (STP) representatives, patients, carers and families, staff, governors and partners. These headline goals are in line with national requirements relating to improving quality and access, delivering transformation and securing finances. They are designed to tackle the challenges presented by an ageing population with changing health needs, including those linked with long-term conditions and triggered by lifestyle choices The Humber Recovery Strategy aligns itself with all of these goals and has outlined them in their key objectives.



Objective 1 Create a sustainable and efficient Recovery College

What We Will do

- Ensure the Recovery College courses remain available to all.
- Staff are offered development opportunities to contribute to the Recovery College
- All staff will be introduced to the Recovery approach in Trust induction programme
- Recovery competencies will be incorporated into the knowledge skills framework for all clinical staff
- Develop revenue capture from private organisations and businesses for Recovery College courses
- Humber Voluntary Services will be aligned with the Recovery College to create a voluntary internship.

How we will know we have achieved it?

- Recovery College continues to grow in size by working in partnership with the voluntary and community sector organisations
- Recovery College becomes self-funded during the lifetime of this Strategy
- The Recovery College and Trust achieves a reputation for quality and social value
- Social Return on Investment (SROI) demonstrated in savings to the Trust

Objective 2 Develop and grow Employment support within the Trust

What we will do

- Creation of a Life beyond Illness pathway (see objective 6)
- Employment support will be part of the recovery approach introduced in staff induction training
- Increase the numbers of trained Individual placement and support employment workers to offer evidence based employment support.
- An electronic system will be created to record all data that aligns itself with non-clinical interventions

How will we know we have achieved it?

-
- The number of students moving to paid employment will increase during the life of this Strategy.
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Objective 3 Support and develop the health and wellbeing of staff

What we will do

- Recovery College courses will be available to our staff as part of the Trusts commitment to improving staff wellbeing
- The Recovery Strategy will support the development of a green travel plan
- Support and contribute to the development of the Trust Health and Wellbeing Strategy with a Recovery focused approach
- Support and contribute to the development of healthy eating policy and transformation of the Trusts staff cafeteria facilities in line with this.

How will we know we have achieved it?

- Reduce level of sickness and absence levels amongst staff
- Improved Staff Survey results

Objective 4 Support the continued development of Peer Support Workers across Trust Services

What we will do

- Promote and develop the role of Peer Support Workers across Trust Services
 - Develop Peer Support Training and ensure regular training programmes are run for Service Users interested in working as Peer Support Workers
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-
- Ensure Peer Support is part of the Trusts Patient Experience Strategy

How will we know we have achieved it?

- Trust is regularly using the skills and knowledge of Service Users, Families and Carers when working towards a person centred care approach
 - Peer Support Workers are employed throughout the Trust so that people accessing the services have the opportunity to receive person centred care that has been created by evidence based co-design and lived experience.
-

Objective 5 Develop Recovery College Alliances and Partnerships

What we will do

- Continue to expand the range of Recovery College courses with the involvement and support of new alliances and partnerships
- The Recovery College steering group has partners as core members
- Creation of a Voluntary Internship in partnership with the voluntary and community Sectors and the Trust

How will we know we have achieved it?

- The Trust is recognised as a front-runner in promoting social value and inclusivity by working in partnership with the voluntary and community sector organisations
 - Outcomes show a reduced sense of isolation and an increase in social connection from Service Users and Recovery College students
 - Health inequalities are reduced within the Sustainability and Transformation Partnership
-

Objective 6 Life beyond illness

What we will do

- Development of Post Natal Mental Health Services and a link to the Recovery College for appropriate courses with childcare attached
- Creation of A Life Beyond Illness pathway using the Recovery College, Positive Assets, Humber Voluntary Services and the voluntary and community sector
- Offer Accredited courses as part of a Recovery College/Positive Assets Life beyond illness pathway
- Humber Voluntary Services will be aligned to the Recovery College and used as part of the Life beyond illness pathway.
- The Recovery College and Positive Assets will provide careers, benefits and education advice as a regular feature

How will we know we have achieved it?

- Social inclusion will be increased by 'bridging the gap' with the voluntary and community sector organisations and the Trust.
- Relationships, networks and future partnerships will be developed with local colleges, community groups and faith communities
- Mindful Employer, Remploy, Maximus and the DWP will signpost to the Life beyond illness pathway
- Hull University and Hull College will support the Life beyond illness pathway

8.0 Governance

The strategic direction, delivery and development of the Recovery College is overseen by the Recovery College Steering Group which is chaired the Chief Operating Officer, who has Executive Lead responsibility for the Recovery College. The Steering Group has representation from each of the operational Care Groups and Corporate directorates of the

Trust as well as representation from the Trusts Council of Governors, Volunteer service and Student representation. The key duties of the Steering group are to:

- Promote and enable the Recovery College to support the delivery of staff Health and Wellbeing initiatives and supports the delivery of the National Health and Wellbeing CQUIN objectives.
- Facilitate and enable the Recovery College to be integrated into clinical pathways across services (where appropriate) to promote recovery and facilitate service transformation and improvement.
- To promote and support the opportunities for partnership working with other agencies and organisations which contribute to the ongoing delivery and development of the Recovery College.
- To ensure that all Recovery College courses are co-produced with students and ensure that Social Return on Investment (SROI) of the Recovery College is appropriately captured and reported.
- To support and develop the Recovery College to achieve future financial sustainability

The Steering Group reports into the Executive Management Team and provides regular updates to the Trust Board.

Further resources:

Link to Recovery College film: <https://vimeo.com/215175247>

Website link: www.humberrecoverycollege.nhs.uk

Twitter: [@HftRecoveryCol](https://twitter.com/HftRecoveryCol)

Facebook: /Humber Recovery College