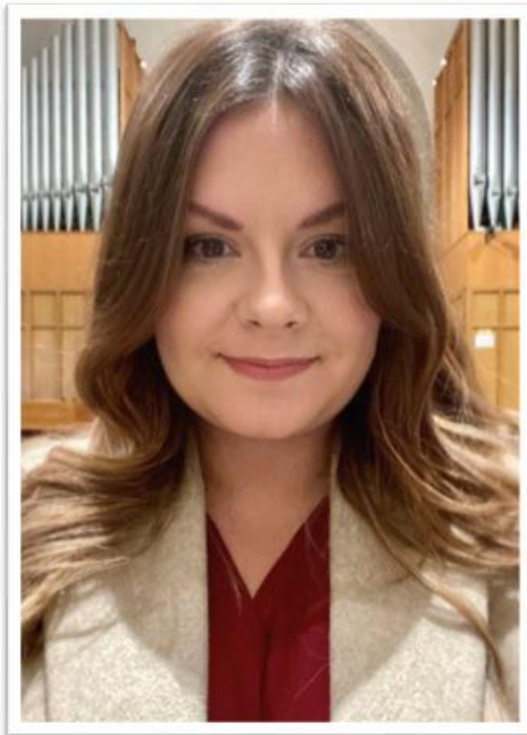


SUMMER 2023 NEWSLETTER LONDON PPN

Welcome to the Summer edition of the PPN London Newsletter. In this Issue, you'll discover the latest updates, insights and resources from across the diverse world of the psychological professions. The Network would love to hear what is happening in your profession and area of work. We invite you to get in touch to share your stories, celebrations, questions and insights.

Spotlight



Emma Lockhart, Professional Lead PWP & Zachary Glaser, Lead PWP

Psychological Wellbeing Practitioners [PWPs] are specialised professionals who work in NHS Talking Therapies. They are trained to provide comprehensive patient-centred assessments and evidence-based therapeutic interventions for individuals

experiencing common mental health issues, such as anxiety and depression. PWP work within the framework of the stepped care model, offering low-intensity interventions that aim to improve psychological well-being and support recovery. These interventions often include guided self-help, cognitive behavioural therapy [CBT] techniques, and psychoeducation. PWPs work collaboratively with individuals, to develop coping strategies and effectively manage their mental health. Their focus on early intervention and prevention makes PWPs a crucial part of the mental health workforce, contributing to the overall well-being of individuals and communities.

Step into the fascinating world of Psychological Wellbeing Practitioners [PWPs] as we engage in conversation with Emma and Zach, Co-chairs of the New Community of Practice [COP] for PWPs in London. Beyond their personal journeys, we delve into the challenges and exciting opportunities that lie ahead for PWPs. Together we uncover the pressing need for recognition, clarity about career pathways, and wider access to the profession.

Recruitment and retention pose significant challenges for the PWP workforce in London. Contributing to these issues is the pace and high volume of work, which can lead to burnout. In addition, to the experience of some PWPs of a lack of recognition of the value of their role. Plus, the misperception that PWPs have an 'easy role' as healthcare professionals within the NHS. However, the measurable effectiveness of PWPs in terms of recovery rates, and the number of clients they serve, makes their contributions invaluable to the field of mental health.

Access into the PWP profession is another significant challenge, with entry requirements by some training programmes requiring degrees. This can create a barrier for hopeful applicants that may impact on workforce diversity. Emma and Zach advocate for widening access with alternative pathways that recognise the value of skills and experiences beyond formal education. They believe that curiosity, empathy, and compassion are what truly matter, and by removing formal education barriers, the profession can attract individuals from diverse backgrounds and increase representation.

Historically, career progression for PWPs has been more linear than it is now, with limited options for advancement. Emma and Zach are determined to shift the perception of the PWP role and create longer-term, diverse career opportunities. Current initiatives involve introducing new roles such as Community Engagement

PWPs, Lead PWPs, and Care Coordinators. Furthermore, Preceptorship Programmes and other career development opportunities are being developed to support broader skill development in leadership, project management, supervision, and strategic working. These initiatives will retain talented staff and illustrate how PWPs can forge a fulfilling and long-term career with the role, ultimately enhancing the quality of care provided.

By addressing undervaluation, access, and career pathways through the growth of the PWP CoP, Emma and Zach envision transforming the PWP profession into a more inclusive and supportive workforce. As co-chairs they are driven by their aspirations to be agents of change and advocates for their profession. Emma highlights the value of collaboration and communication between PWPs, education providers, and NHS England, emphasising the importance of a unified effort. In concert, Zach aims to raise awareness of the significant work PWPs do and promote their contributions across the ever-evolving mental health landscape.

Emma and Zach share compelling messages for fellow practitioners, policymakers, and the public. They urge practitioners to gain a deeper understanding of the PWP role by engaging in conversations with experienced PWPs and shadowing their sessions. To the public, they emphasise the importance of early intervention, [encouraging individuals to seek help at the first signs of distress] and emphasising the empowering nature of PWP therapy.

Addressing policymakers, Emma and Zach discussed the notion of recovery solely measured via numbers. They advocate for a more nuanced approach that focuses on change and individualised goals over time. They call for equitable remuneration, improved career progression, and the removal of unnecessary barriers to access.

Emma and Zach's leadership of Community of Practice reflects their desire to see PWPs valued, supported, and recognised for their contributions. Through collective effort and meaningful conversations, they strive to support the COP to think about positive change, to address systemic issues, and to ensure a sustainable and fulfilling future for PWPs.

Latest News & Developments

NHS Long Term Workforce Plan & The Psychological Professions

Message from Adrian Whittington, National Clinical Lead for Psychological Professions

The NHS Long Term Workforce Plan was launched on Friday 30 June 2023. It sets out an ambition for a growing and sustainable NHS workforce through to 2037.

It contains a lot that can help to shape a more psychological NHS. It will, though, of course need to be supplemented by pathway-specific and profession-specific plans at local, system, regional and national levels.

Some highlights from the Plan:

- The Plan highlights a need to grow the psychological professions by an additional 24,000 - 26,000 posts by 2037, across both mental health and physical health settings;
- Expansion in NHS Talking Therapies for anxiety and depression, psychological therapies for severe mental health problems, and children and young people's services (including mental health support teams) are highlighted specifically, but the growth spans all pathways;
- This growth will require a combination of psychologists, psychological therapists and psychological practitioners;
- The plan sets out an indicative education model for continued expansion of clinical psychology and child and adolescent psychotherapy training.
- The plan also highlights an NHS commitment to train (in addition) approximately 15,000 more psychological therapists and psychological practitioners with investment of £600 million over the next three years;
- The Plan has a strong focus on improving retention to achieve the growth ambition;
- Psychological professions are cited as a key example of a professional group where service plans and ambitions will need to be kept under review to

determine whether further growth in education and training is required in the future, beyond what the Plan sets out;

- Psychological professions expansion across new and established roles is specifically cited as a way of "working differently" in the future NHS;
- New roles in the psychological professions including education mental health practitioners, children's wellbeing practitioners and mental health and wellbeing practitioners are highlighted as needing to expand;
- Psychological professions stakeholders including professional bodies will be fully engaged during the development of profession-specific plans over the coming months and years;

I am delighted to see these elements in the NHS Long Term Workforce plan and look forward to working with you to realise the ambitions.

NICE Guidance on Prevention of Self-Harm

On the 01 June 2023, Dr Adrian Whittington, National Clinical Lead for Psychological Professions, NHS England wrote to all Education Providers of psychological professions training, professional bodies, regulators and Chief Psychological Professions Officers across the NHS requesting a call to action to ensure the implementation of the [NICE Guideline on Self harm: assessment, management and preventing recurrence*](#).

This action follows the communications from Professor Tim Kendall, National Clinical Director for Mental Health, NHS England wrote to the Chief Medical Officers of NHS Trusts in October 2022 drawing their attention to the new NICE guideline, which was published in September 2022.

The call to action:

- Services, education providers and professional organisations are asked to review the use of risk assessment tools and scales and develop highly personalised assessment and management of needs, risks, and contexts; which is often referred to as safety planning.
- Practitioners are asked to focus the assessment ([see Section 1.7 on principles for assessment and care by healthcare professionals and social](#)

- [care practitioners](#)) on the person's needs and how to support their immediate and long-term psychological and physical safety.
- Mental health professionals should undertake a [risk formulation](#) as part of every psychosocial assessment.

*For the avoidance of doubt, the NICE Guidance is consistent with continuing to use risk screening questions within routine outcome measures, but these should not be relied upon as an indication of future safety.

NHS England Programme: Applying Health Psychology to Workforce Redesign

A new NHS England funded national programme is now underway employing seven trainee health psychologists (band 6) in host organisations to enable a psychological approach to changing NHS workforce practices.

The aim of the programme is to build capacity and capability for workforce redesign within NHS organisations, enabling and facilitating change and enabling new ways of working.

Trainees are utilising health psychology and behavioural science to drive change, whilst completing their Qualification in Health Psychology through the British Psychological Society.

Trainees are being supported by experienced and regionally situated BPS-approved coordinating supervisors, a National Training Director, and a National programme team.

They are undertaking work to support locally identified workforce priorities including supporting the design and delivery of health and wellbeing initiatives, upskilling of health and care staff, and integration of new roles into MDTs.

Evaluation of activity will take place throughout the two-year period to identify and share learning, and to assess short, medium, and longer term impact. A process evaluation will independently evaluate the project, to document barriers and facilitators to funded health psychology training.

Trainees and supervisors are being connected into regional PPNs to represent health psychology and support broader work around psychological professions.

Outputs and impact of work conducted by the trainees will be shared regularly with stakeholders throughout the two-year duration of the programme.

You can read their first newsletter [here](#). It contains updates and highlights so far, and giving you the chance to meet those involved in the programme including the national team, coordinating supervisors, and the trainees themselves. For more information or any questions about the programme please contact Dr Liz Jenkinson (elizabeth2.jenkinson@uwe.ac.uk) and Lucy Renwick (Lucy.renwick2@hee.nhs.uk).

LGBTQIA+ Mental Health Crisis Tools

NHS England's Workforce, Training and Education Directorate (WT&E) has commissioned People Unlimited to work with young people with lived experience to develop an extension of [Crisis Tools](#) to support young LGBTQIA+ people in mental health crisis.

This open access toolkit will help individuals working in health and care settings such as urgent and emergency, primary care, or mental health settings to effectively communicate and provide young LGBTQIA+ people in crisis with personalised support.

Rebecca Burgess-Dawson, Clinical Lead for Mental Health, NHS England Workforce, Training and Education Directorate, said: "This new addition to our successful Crisis Tools guides brings the voices and lived experience of LGBTQIA+ young people to all health and social care staff."

There are four 15-minute learning guides in the LGBTQIA+ Crisis Tools which can be completed online. The learning guides are accessible for anyone wanting to do bite sized learning to provide better support to young LGBTQIA+ people in mental health crisis. On the website, you can also find the existing Crisis Tools, as well as Guides for Supporting Young Black Men in mental health crisis.

The Crisis Tools are presented in video and text format with accompanying downloadable guides, available here: <https://crisistools.org.uk/guides/>

Individuals who engage in the learning can do so on a one-off basis or create a simple profile allowing them to save their progress and download a certificate of completion for their records.

Upcoming Events & Professional Development Opportunities

SAVE THE DATE: Psychological Professions Week 2023

We are excited to announce that Psychological Professions Week will be taking place on **13th - 17th November 2023**.

The week will feature regional sessions led by different regions of the Psychological Professions Network, with an in-person event in London on Wednesday 15 November 2023 – focused on Psychological Practice in Physical Health

All the sessions will be completely free, and are aimed at qualified and trainee psychological professionals and the staff who work with them, commissioners, the public, and experts by experience.

CONFERENCE: NHS Talking Therapies for Anxiety and Depression

This conference is hosted by NHS England and will celebrate 15 years since the creation of NHS Talking Therapies (formerly IAPT). It will be held **on Thursday 14th September 2023, 10.00 – 16.00**, at the AFC Wimbledon Stadium, London.

Colleagues working in and with NHS Talking Therapies services are invited to connect; develop solutions to shared challenges; share opportunities to improve

outcomes; and hear from programme leads and people with experience of using NHS Talking Therapies services.

There will be opportunities to hear from:

- Claire Murdoch – Mental Health Director NHS England
- David Clark – Clinical Advisor NHS Talking Therapies
- Adrian Whittington – Clinical Lead for the Psychological Professions
- Jane Saunders-Bain – Programme Lead NHS Talking Therapies

For more information and to book your free place: <https://www.events.england.nhs.uk/events/nhs-talking-therapies-national-conference>

Contact: England.NHSTTConference@nhs.net

ONLINE LEARNING: Perinatal Mental Health Online Programmes

NHS England launches new open access perinatal mental health online learning programmes. Both programmes have been developed to support the NHS Long Term Plan ambition by ensuring at least 66,000 women with moderate-severe/complex perinatal mental health difficulties will have access to specialist community care.

NHS England Parent and Infant Mental Health e-learning: intended to upskill and increase awareness of perinatal mental health among professionals working in settings supporting women during pregnancy and up to 24 months after birth, including parent-infant relationship services, maternity services, primary care, charities, and community groups.

To find out more about the learning and to enrol, [visit Perinatal and Infant Mental Health elearning](#)

Routine Outcome Monitoring in Specialist Perinatal Mental Health Services Online Learning: to help specialist perinatal staff use Routine Outcome Measures

to continually assess the results of the care and treatment they provide to patients in order to, where appropriate, make adjustments and improvements

To find out more about the learning and to enrol, visit [Routine Outcome Monitoring in Specialist Perinatal Mental Health Service elearning.](#)

LEADERSHIP PROGRAMME: 21st Century Leadership for Psychological Professions

Central and North West London NHS Trust [CNWL] are offering a leadership programme nationally to NHS Trusts, designed by psychologists, for psychologists. Drawing on the best evidence, such as compassion science, ACT and systemic thinking, the programme has been developed to:

- Consider how your experience has prepared you to be a leader for the NHS of tomorrow
- Make theory-practice links outside of clinical work, at an organizational, cultural, societal and systems level
- Recognize that Psychologists are well placed to be leaders with their exceptional training background and clinical expertise.

They are inviting applications from staff within the psychological professions across the NHS. The programme may be particularly relevant for those currently in a leadership position or considering such a position.

The programme covers topical issues such as:

- Cultivating Compassionate Self & Systems
- Cultural Humility & Equity and Justice
- Listening to Communities
- Psychological Safety in Teams
- Civility & Respect
- Key Coaching Skills for Managers

The programme is expected to start in Autumn with the first taught days scheduled for October 2023. There are up to 25 places available for a 10-day programme. The fees is £5000 per person/space inclusive of all elements of the programme. For more information and how to join please contact cnwl.psychology@nhs.net

INFORMATION SESSION: Post Graduate Diploma and Certificate Programmes in Cognitive Behavioural Therapy - specialising in Eating Disorders, Personality Disorders and Psychosis/ Bipolar

The University College London [UCL] Post Graduate CBT SMHP Programme is open for applications in September for the 2024 intake. UCL is holding an Information Session on Monday 18 September 2023, between 11.00 and 12.00.

This is chance to meet the core team, learn about our programmes, and entry requirements and ask any questions.

Places on the programme are funded by NHSE (formally Health Education England). Students need to be seconded by their employer, to be working in a setting with people with SMHP and have access to a CBT-SMHP clinical supervisor.

The programme represents a unique opportunity to gain a CBT qualification, taught by internationally recognised leaders in the field of CBT for severe mental health problems at the 2nd ranked psychology department in the world.

The PG Diploma programme is open to those with a mental health background who want to develop their career as a CBT Therapist. The PG Certificate programme is for qualified CBT practitioners who want to top-up their training with the latest, cutting edge research and skills in their specialist SMHP area.

To register your interest <https://forms.office.com/e/YHm7fqP0k1>

More information programmes can be found here:

<https://www.ucl.ac.uk/pals/study/cognitive-behaviour-therapy-psychosis-eating-disorders-and-personality-disorders-pg-dip>

<https://www.ucl.ac.uk/pals/study/cognitive-behaviour-therapy-psychosis-eating-disorders-and-personality-disorders-pg-certs>

Celebrating Recent Events

Innovation in London Series: Exploring Sustainable Change in Mental Health Services

In April we held the second event in our London Innovation event series, where we focused on exploring new roles and their successful integration into the complex landscape of NHS commissioned services in the capital. To guide our discussions and gain a deeper understanding of the change process, we used the [Waters of Systems Change Framework](#).

This framework provides a structured approach to examine the essential elements required for sustainable change and growth of these roles. It assisted us to explore the necessary conditions and factors needed to support the needs and ambitions of practitioners, policy makers, and the wider public.

During the event, we had the privilege of hearing from speakers who shared their insights and experiences. Emma Lockhart, Zach Glaser and Tom Knight from NHS Talking Therapy services in West London discussed the emergence of new roles in NHS Talking Therapies, shedding light on the advancements and challenges faced in this area. We also explored the development of Clinical Associates in Psychology (CAPs) within community mental health teams, with Tulsi Hirani and Lisa Sheldon, as well as the impact of Peer Support Workers in mental health services, emphasizing the value of lived experience in providing support and fostering well-being.

Community of Practice Launch: Psychological Wellbeing Practitioners

June saw the launch of the Psychological Wellbeing Practitioner Community of Practice, led by Co-Chairs Emma Lockhart [Professional Lead PWP for Hammersmith & Fulham, West London NHS Trust] and Zachary Glaser [Lead PWP for Hounslow, West London NHS Trust].

This inaugural meeting brought together PWP's from across London, who had the opportunity to hear from Liz Ruth [Assistant Professor and PWP Course Director at the University of Bradford; Elected member of the board of Trustees, BABCP] on the value of a PWP. It was a platform for PWP's to share their experiences, highlight challenges, and explore opportunities in shaping the Community of Practice. Hear more from the Co-Chairs in this Issue's Spotlight Feature.

If you would like to learn more about the Community of Practice or get involved, please reach out to us at wlm-tr.ppnlondon@nhs.net. Whether you are an aspiring PWP, a trainee, or already part of the PWP workforce in London, we welcome you to join us in driving innovation and promoting excellence across the PWP workforce and psychological care.

Save the date for the upcoming meeting on 26th October 2023. Let us continue shaping the future of psychological wellbeing practice in London, together!

Equality, Diversity & Inclusion

Our latest innovation event: **Beyond Representation**, hosted jointly by the PPN South West team, considered the experience of minoritised psychological professionals' experience on placement and in NHS roles through the "[Our Stories Project](#)". This event was very well attended, testament to the importance of Equality Diversity and Inclusion actions that we all hope to take to drive inclusive and safe practice for all the workforce in the NHS of our future: Watch this space for a fuller update and news of upcoming future events.

Resources (including an EDI tool kit) have been posted onto the [PPN website](#) to support actions that could help to improve EDI initiatives across training programmes, professional bodies and for NHS Trusts.

There are clear guidelines available on how to use this EDI tool kit:

- [PPN SE Audit Tool Guidelines](#)

Three versions are available to choose from:

- [PPN SE Expert By Experience EDI AUDIT TOOL](#)

- [PPN SE Trainee & Student EDI AUDIT TOOL](#)
- [PPN SE Workforce EDI AUDIT TOOL](#)

The EDI Resource Bank is by no means exhaustive and will continue to be updated to bring together good practices.

Psychological Professions Network Development Away Day

On the 8 June 2023, colleagues from across the Psychological Professions Networks (PPN) came together for the PPN Development meeting, hosted by PPN South- West in Exeter.

This was the first in-person team gathering since the establishment of all seven regional PPNs and included Experts by Experience. The purpose of the day was to:

- Reflect on the achievements of the PPNs and the delivery of our foundational functions to “Inform, Enable and Influence”
- Identify ways of working during the current NHS England organisational change
- To align system, regional and national priorities, goals and policy in synergy, in order to maximise the impact of the psychological professions for the public

It was fantastic to all come together physically from every corner of England and to see how far we have come as a national network in the last few years.



Blogs & Insights

Innovation in London Series: Psychological Treatment Pathways for Major Trauma

A Blog by Dr Estelle Moore [Chair London PPN] and Claire Ruiz, [Senior Programme Manager for the Violence Reduction Programme]

Link to blog here:

[PPN - Innovation in London: Major Trauma Centres get ready to develop integrated psychological treatment pathways for Major Trauma patients](#)

About the PPN: Spread the word!

Share with your Colleagues. Invite them to join us.

The Psychological Professions Network brings together all psychological professionals working in NHS commissioned services and associated higher education institutions, as well as other key stakeholders, in regional multi-professional networks across England.

Registration to the network is free. Join the London PPN here [PPN - How To Become a Member](#) to:

- Keep up to date with regional and national psychological professions news, events and current issues
- Influence workforce development and contribute to decision making on current and future policy and service development at regional and national level

Let's Collaborate

What stories do you have to share about your experiences of working and innovating in London?

We invite you to reach out and share your work initiatives, collaborations and contributions that raise awareness of the psychological professions workforce.

Connect with us by sending an email to wlm-tr.ppnlondon@nhs.net or reaching out via our Twitter page [@LondonPPN](#) or [LinkedIn](#). Let's collaborate to hear about great practice across the region, and to share ideas with a vibrant community of PPN members.

Thank you for your continued support and active engagement with the London PPN. Your involvement makes a difference!