



PATH Training Programme

Phase 3: November 2019 - March 2020





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The PATH training programme

In 2017/18 Cymorth Cymru worked in partnership with the ACE Support Hub and the local authority Housing Networks Project to develop and deliver the PATH Training Programme.

Funded by the Welsh Government's Homelessness Prevention Grant, its overall aim is to prevent homelessness through developing psychologically-informed approaches to meeting people's housing and support needs.



The PATH partners

- **Cymorth Cymru:** The umbrella body for homelessness and housing-related support services in Wales. Cymorth Cymru acts as the 'voice of the sector', influencing the development and implementation of policy that affects our members and the people they support. We work in partnership with members and other stakeholders to prevent homelessness and support people to live independent, fulfilled lives.
- **ACE Support Hub:** The ACE Support Hub has been set up by a voluntary collaboration of organisations called Cymru Well Wales, to support you in making changes that make Wales a leader in tackling and preventing ACEs. Working with you, our mission is to share ideas and learning, and to challenge and change ways of working so together, we break the cycle of ACEs.
- **Housing Networks Project:** The Housing (Homelessness and Supporting People) Networks Project aims to support Local Authorities in developing and implementing effective responses to homelessness as well as ensuring that Supporting People practices are developed effectively to tackle local, regional and national, needs and objectives.



The PATH Training Programme

The PATH Training Programme was developed at the end of 2017 by a team of practitioners and psychologists working with Cymorth Cymru, the ACE Support Hub and the Housing Networks Project. The training is organised and co-ordinated by Cymorth Cymru and delivered by a team of experienced, high quality practitioners and trainers on behalf of Cymorth.

Who is the training targeted at?

The training was primarily developed for organisations which support people who are experiencing or at risk of homelessness, and people who receive support to help them to access and maintain a tenancy. This includes:

- Third sector homelessness and housing-related support providers
- Registered social landlords
- Local authority housing options, homelessness and Supporting People teams



Psychologically Informed Environments

What is a Psychologically Informed Environment (PIE)?

A PIE uses psychological models to inform practice and achieve outcomes that support the organisation's aims and objectives. PIE provides a flexible but consistent trauma informed framework that shapes the culture and gives managers and staff shared knowledge and a common language to discuss challenging issues.

PIE also enables staff to develop reflection skills in order to build collaborative relationships with service users. Through positive relationships with staff, service users are more able to develop the skills and beliefs they need to achieve their goals.

Five key elements of PIE

All of the courses delivered as part of the PATH Training Programme explore the 5 key elements of psychologically informed environments. These are:

1. Relationships
2. Staff support and training
3. The physical environment
4. A psychological framework
5. Evidence generating practice



What are the benefits of being a 'PIE' organisation?

People with varied and complex needs may have poor relationship skills and struggle to access and maintain tenancies and support services, whilst others behave in ways that are surprising or challenging. Research findings have demonstrated that many people needing support have experienced Adverse Childhood Experiences. Evidence is building to show that with the right competencies, staff are able to provide 'trauma-informed' interventions to promote development and positive change.

PIE is not an additional "task" that has to be fitted in, but equips staff with knowledge and skills that positively influence the way support is delivered. Staff report that knowledge of PIE has the added benefit of helping them to cope with the demands of their role, decreasing the likelihood of burn-out. Some have also commented that it has equipped them with tools they can apply to a variety of situations to improve their own general mental health and well-being.



1-day PIE training courses

Due to the positive feedback and evaluation from the first two phases and the high demand for more PATH Training we have secured funding to deliver phase three. As a result, we will be providing a number of PIE Foundation and PIE for Leaders and Commissioners courses at venues across Wales in November and December 2019. Please see the next few pages for dates and locations.

How to book onto the PIE training

You can book a place on the PATH Training via Eventbrite. Follow this [link](#) and search for a course in your area.

Before registering you will need each person's details, including their email address, telephone number, dietary requirements and any access requirements.

If you work for a large organisation, we advise you to select people from a specific team or service within your organisation, in order for a psychologically informed approach to be developed and embedded within that team or service.

What do we ask from you?

- 1. Limiting places:** Each organisation can book a maximum of 4 places on each PIE Foundation training course and a maximum of 2 places on each PIE for Leaders and Commissioners course. It's really important that we have a mixture of people from different organisations, so that participants can share different perspectives and support each other to develop PIE across the sector.
- 2. A single point of contact:** Please assign one person from your organisation to be the main contact for the PATH Programme. We will contact this person to ensure that we have accurate contact/dietary/access information for attendees and they will be responsible for informing us of cancellations. We will also be in contact with this person if any organisation exceeds the maximum number of places on each training course.
- 3. Accurate contact details:** Please fill in accurate email addresses and telephone numbers for attendees when you register places. If we need to postpone the training due to bad weather or trainer illness then we need to get hold of attendees to let them know - and this may be outside of office hours.
- 4. Cancellations:** Please let us know at least one week before the training if someone cannot attend - there is a lot of demand for this training and late cancellations last year led to places being wasted. You may be charged if you do not give us one week's notice of the cancellation.

Any questions? Contact PATH@cymorthcymru.org.uk



1-day PIE Foundation

The 1-day PIE Foundation course in Psychologically Informed Environments will help staff learn more about the PIE approach and how this can influence their role in a positive way.

The training helps improve understanding of people with complex needs and ACEs, as well as learning to use psychological tools and skills that can be useful in improving the outcomes of interactions with service users, support sessions and meetings.

This training is aimed at:

- **Third sector support providers:** Frontline support staff and team leaders in homelessness and housing-related support services.
- **Housing associations:** Frontline staff and team leaders in housing-related support teams, rent teams, housing management teams, ASB teams, community development teams.
- **Local authorities:** Frontline staff and team leaders in homelessness teams, housing options solutions teams and Supporting People teams.

Please note: Each organisation will be limited to 4 places per course so that as many organisations as possible can benefit from this training.

Date	Time	Location	Course code
5 November 2019	09:30 - 16:30	Cardiff	PIEF-0511L
8 November 2019	09:30 - 16:30	Swansea	PIEF-0811L
12 November 2019	09:30 - 16:30	Newport	PIEF-1211J
13 November 2019	09:30 - 16:30	Rhydyfelin, RCT	PIEF-1311J
14 November 2019	09:30 - 16:30	Blackwood, Gwent	PIEF-1411J
19 November 2019	09:30 - 16:30	TBC, Gwent	PIEF-1911J
20 November 2019	09:30 - 16:30	Colwyn Bay	PIEF-2011J
21 November 2019	09:30 - 16:30	Colwyn Bay	PIEF-2111J
21 November 2019	09:30 - 16:30	TBC, Cardiff	PIEF-2111L
26 November 2019	09:30 - 16:30	Colwyn Bay	PIEF-2611V
28 November 2019	09:30 - 16:30	Carmarthen	PIEF-2811J
29 November 2019	09:30 - 16:30	Swansea	PIEF-2911L
3 December 2019	09:30 - 16:30	Cardiff	PIEF-0312L
3 December 2019	09:30 - 16:30	Rhydyfelin, RCT	PIEF-0312V
4 December 2019	09:30 - 16:30	Rhydyfelin, RCT	PIEF-0412V
6 December 2019	09:30 - 16:30	Swansea	PIEF-0612L



1-day PIE for Leaders and Commissioners

The 1-day PIE for Leaders and Commissioners course will focus on the importance of leadership for this approach to be embedded both within a whole organisation and for effective partnership working.

It will provide an overview of trauma informed principles and how using a PIE approach can make business sense. It will demonstrate how PIE is not simply a set of techniques aimed at service clients, but a cultural framework for how different parts of an organisation can relate to each other.

This training is aimed at:

- **Third sector support providers:** Senior management, directors of operations / services, regional managers in homelessness and housingrelated support service providers.
- **Housing associations:** Directors of operations, Head of Housing, Head of Support, Head of Supported Housing, regional managers.
- **Local authorities:** Commissioners, managers and leaders in housing, homelessness and Supporting People departments.

Date	Time	Location	Course code
26 November 2019	09:30 - 16:30	Rhydyfelin, RCT	PIEL-2611J
27 November 2019	09:30 - 16:30	Colwyn Bay	PIEL-2711V

Please note: Each organisation will be limited to 2 places per course so that as many organisations as possible can benefit from this training.



BRAND NEW: PATH in Action

Over 1,750 people from third sector homelessness and housing related support services, registered social landlords and local authorities have attended the PATH training. Feedback from attendees and independent evaluations of the programme have been very positive and organisations are making changes to operations, decision making and how they support the people who use and deliver their services.

However, we have also received requests for further support to help organisations to incorporate particular elements of PIE within their specific organisational contexts. Working with our partners in the ACE Support Hub, the Housing Networks Project and our excellent team of PATH trainers, we set out to develop an additional element which would help organisations to do this.

PATH in Action is the resulting two-day programme which will be delivered in-house to individual organisations - but can also be delivered to two smaller organisations who are happy to work together.

It will build on the learning that staff have gained from the PIE Foundation and the PIE for Leaders and Commissioners courses, and support organisations to address specific issues and challenges which relate to their particular organisation or operational context.



Which organisations can take part?

Your organisation must be based in Wales and fall into one of the following categories:

- A third sector homelessness or housing-related support provider, which is a member of Cymorth
- A registered social landlord which is a member of Cymorth
- A local authority

Please note: If you are a relatively small organisation, we encourage you to make a joint-application with a similar sized organisation in your region. If you are successful, PATH in Action will be delivered to both organisations alongside each other. Please get in touch if you want to have a chat about this.

Which staff will be required to take part?

PATH in Action will involve people working at a variety of levels within the organisation, including people working in senior leadership roles to people working on the frontline. We envisage about 20-30 people being involved at some point during the two days.

- **Third sector homelessness and housing-related support providers:** This is likely to include staff from throughout the organisation.
- **Registered social landlords:** This is likely to include staff involved in floating support, supported accommodation, housing management, rent collection and anti-social behaviour functions.
- **Local authorities:** This will include staff across a range of housing, Supporting People and homelessness teams (including housing management functions for stock holding local authorities).



Qualifying factors:

You will need to demonstrate:

- A clear strategic commitment to PIE from senior leaders in your organisation.
- That you have sent a number of staff on PATH training during the last two years.
- That you have identified a 'PIE Champion' who will be responsible for championing this approach during and after PATH in Action.

You will also be asked to host the two PATH in Action days at one of your offices or at another local venue arranged by you.

How many organisations can take part this year?

We are aiming to provide this opportunity to approximately 15-20 organisations. We aim to ensure that this includes different types and sizes of organisations from across different geographical areas in Wales.

Timescale

We are aiming to work towards the following timescales:

Application process launched	15 October 2019
Application deadline	12 noon on 8 November 2019
Successful applicants notified	By end of November 2019
Delivery dates agreed with Cymorth and organisations	By mid December 2019
Delivery of PATH in Action	January to March 2020

Any questions? Contact PATH@cymorthcymru.org.uk



