



**P4P<sup>2</sup> Newsletter**  
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# The Partnership for Patient Protection (P4P<sup>2</sup>) Violence Reduction Project

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*Striving for  
Perfect Care*

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It's been several months since our last newsletter, in which we described work on the Whalley site to strengthen PBS plans across male MSU and LSU wards, and our intention to implement Restorative Practice on the women's wards. Issue six here provides you with a progress update and also highlights some of the fantastic results so far achieved.

## Cohort 1 – Strengthening PBS Plans

Cohort 1 refers to the work we've been doing across male MSU and LSU wards, of which there are two primary elements: the **enhanced de-escalation workshops** and **summary PBS plans**. The seventh and final workshop took place in March of this year. Overall 103 people attended and the evaluations were incredibly positive with more than 90% of participants feeling the workshop *mainly* or *totally* met their expectations and will have a positive impact on their practice. In addition, every service user now has a summary PBS plan, and we are currently exploring ways to ensure they are shared widely within multi-disciplinary teams.

## Cohort 2 – Restorative Practice

Cohort 2 includes Maplewood 1 and 1 Woodview where we'll be implementing **restorative practice** in the coming weeks. This will entail a 'restorative meeting' following incidents of assault, where the service user and staff in question are brought together to reflect on how the incident came about and the impact it had on those affected. The purpose of such a meeting is to repair therapeutic relationships and agree a plan as to how similar incidents can be avoided in the future.

Over the past couple of months we've been ensuring service users have given their consent, and been risk assessed and approved by their respective MDTs. Finishing touches have been added to the procedure,

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*“Tell me and I  
forget, teach me  
and I may  
remember, involve  
me and I learn.”*  
**Benjamin Franklin**

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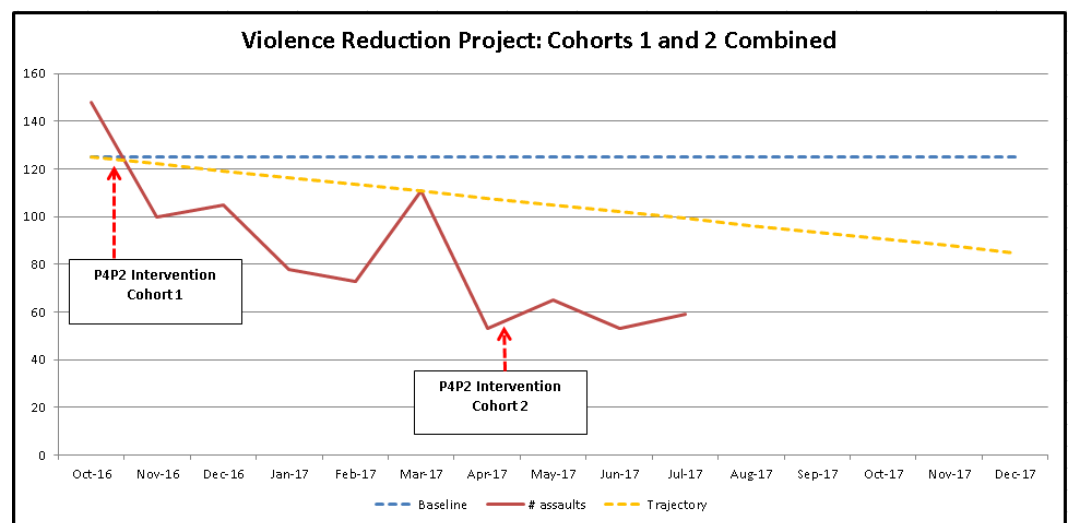
and we've just appointed a restorative practice facilitator – Olga Atkinson – who'll be able to arrange and facilitate the meetings.

## Impact

In the diagram below you can see there has been a 53% reduction in the frequency of assaults on members of staff across all secure wards since the first of the interventions was implemented. There has also been a corresponding, but even more impressive, 85% reduction in the number of injuries sustained. This is great news and we're hoping it will have a really positive impact on the everyday experience of staff as they continue to do such a fabulous job under often very difficult circumstances.

It looks as though sickness absence is coming down as well; 9.46% across project wards in July from a peak of over 14% in January. We're currently doing some work to understand if this is linked specifically to the reduction in assaults. If so, this would be another significant benefit from the project, enabling more consistent and stable staff teams.

### Frequency of Assaults on Staff




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*“If I have a thousand ideas and only one turns out to be good, I am satisfied.”*  
**Alfred Nobel**

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## Next Steps

Members of the project team will be attending the Trust's Operational Management Board in September to discuss with Divisional leadership teams how these changes can be embedded in everyday practice, so we can start to engage the next phase of wards in the project.

For further information, or to get involved in the project, please contact Tim Riding, Associate Director in the Centre for Perfect Care, at [Tim.Riding@merseycare.nhs.uk](mailto:Tim.Riding@merseycare.nhs.uk).