

**IMPACT
MATTERS**

**GLOUCESTER
HERTFORDSHIRE
LANCASHIRE
BEHAVIOUR
CHANGE
LEEDS
MANCHESTER
NORFOLK
WEST SUSSEX
BIRMINGHAM
CHESHIRE EAST
KIRKLEES
SWINDON
LANCASHIRE**

**EMERGING
FUTURES**

INTRODUCTION

Behaviour change is the beating heart of Emerging Futures. Although we are increasingly known as a housing provider, supporting people to change and improve their lives underpins everything we do.

As Chief Executive, I wrote the four Foundations of Recovery programmes through which we deliver behaviour interventions. This approach is based on best practice in the field and my nigh on 30 years' experience working with people tackling addiction. The programme offers hope and a safe environment where people are empowered to achieve recovery.

► **Every relationship starts with a fundamental respect for the individual.**

Respect is often denied to people whose lives have been broken by ill health, substance misuse, poverty, lack of education and opportunity.

From respect comes trust, and from trust comes the potential for lasting change and a better life.

Everyone is different and every rehabilitation journey is unique. We listen to what people and communities tell us they need and our programme continually evolves to remain fresh, relevant and effective.

Ray Jenkins,
Chief Executive Officer



BEHAVIOUR CHANGE AT EMERGING FUTURES

In 2021/22 we
delivered behaviour
change programmes
to a total of:

4608

people across
our regions.



OUR APPROACH

Our programmes offer practical support to people who want to change their lives.

We use the proven techniques of Cognitive Behavioural Therapy (CBT) and Acceptance and Commitment Therapy (ACT). These talking therapies help people understand how their thoughts, ideas and past experiences influence their behaviour and substance use. People learn to recognise and appreciate their existing strengths and skills and gain the confidence to make better life choices.

Becoming part of a recovery community of like-minded individuals who are going through similar experiences is central to the recovery process. We encourage people to live communally and get involved in local support groups.

How we work

Our programmes are delivered by highly-trained professional staff, recovery coaches and volunteers who believe passionately that everyone deserves the opportunity to change their lives.

Many of our staff have their own past lived experience which they use to great effect to show people in crisis that we understand what they are going through. This helps build trust and convince people change is possible.

Many people who graduate from the programme go on to work with us and are our 'real life' success stories.

During Covid we moved all our interventions online. Since then, we have developed a blended approach of in-person and digital services. Online support has improved access for people who cannot attend in person due to where they live, their working hours, caring responsibilities or social anxiety. However, we know some people struggle with technology and prefer to see us in person.

The four phases of our Foundations of Recovery programme can be accessed flexibly or as part of a formal, staged programme. Our skilled practitioners adapt and develop the material to suit the specific needs of individuals and local communities.

The Foundations of Recovery



1. Preparation for Change

This programme encourages people to identify their strengths and resources and reflect on the links between their actions and values. Participants learn to change how they think, develop a more positive outlook and manage their addiction safely as they set goals for change.



3. Foundations for Growth

This phase supports people to overcome addiction and improve their daily lives. People learn how negative thoughts influence their behaviour and hold them back. They learn better communication and how to build positive relationships. People are also encouraged to expand their social groups and attend community treatment services and recovery/mutual aid networks.



2. Foundations of Change

This stage builds motivation and commitment to change. People identify the personal, social and recovery capital that can help them change their thoughts and behaviours and move forward. We also help people improve their health, safety and wellbeing and deal with challenges and risks.



4. Foundations of Life

This stage teaches people how to develop a stronger sense of identity, self-worth and autonomy. People learn how to live a healthy and meaningful life with support from recovery and mutual aid groups. Mindfulness, relapse prevention and coping skills help promote wellbeing and resilience and sustain abstinence. Some people also become volunteers or peer mentors.

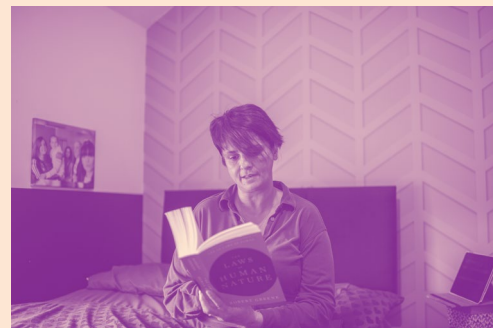


Foundations of Families

This programme offers information and advice to the families and friends of people addicted to drugs and/or alcohol. We teach practical skills to help people build their emotional resilience and communicate better with their loved one. Participants can also share their experiences with others in peer support groups and receive one-to-one coaching.

OUR BEHAVIOUR CHANGE PROGRAMMES

MOVING FORWARD



Recovery is a continuous process of self-discovery and learning. Our 'moving forward' programmes boost the confidence, self-knowledge and skills people need to improve their relationships and engage in productive activities.

Thrive

Thrive supports people to identify and come to terms with past traumatic experiences and understand the impact of trauma on their addiction. People learn to confront their past, develop more positive behaviours and better mental health.

Foundations of Rehabilitation

Foundations of Rehabilitation explores the reasons for offending behaviour. People learn to focus on their achievements and live crime-free.

Focus and Fly

Focus and Fly boosts all learners' self-esteem and confidence, including those with limited career histories and often poor educational experiences. People learn to value themselves and their abilities and move on into education, training, volunteering and/or employment.

Participants can also help support others as peer mentors or programme graduates.

Acceptance and Commitment Therapy (ACT) is central to our behaviour change philosophy and how we function as an organisation.

ACT helps people move towards a more values-focused life (commitment), by accepting unwanted or challenging inner experiences (such as thoughts, feelings and physical sensations), rather than struggling with them or seeking to avoid them. Over a 1,000 randomised control trials over 25 years demonstrate its effectiveness in many different settings.

In a recovery context, ACT guides people to accept their urges (such as substance cravings), and related psychological experiences (such as anxiety, depression, self-stigma), rather than engaging in substance use or other unhelpful behaviours. ACT does this while also strengthening meaningful patterns of behaviour that are more consistent with a valued life. Comprehensive reviews have shown ACT to be more effective than 'treatment-as-usual' and control conditions in randomised control trials for substance misuse.

► **ACT is central to our whole organisation.**

Research consistently shows beneficial outcomes for service users when their service providers apply ACT in their own lives. We use ACT in our staff development, supervision and appraisal process and train staff to understand and apply ACT confidently in their professional practice. We prioritise staff wellbeing and strive to provide a great workplace where staff can flourish.

The principles of ACT also guide our decision making – from the strategic to day-to-day – helping shape our behaviours and safeguard our values. ACT promotes a common language and honest dialogue. Being open about our experiences supports us to adapt as we keep working 'towards' our common purpose, ensuring our organisation is fit, healthy and reflective.

BEHAVIOUR CHANGE AND ACT

A YEAR IN NUMBERS

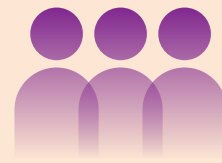
12,475

behaviour change sessions were attended in 2021/22.

No two journeys towards recovery are the same. Everybody who attends our behaviour change programmes is on their own path.

So, whilst it's easy to review the numbers, we should never forget that behind each number is a unique and individual story.

A person brave enough to make changes to improve their personal wellbeing for themselves and those around them.



2293

Preparation for Change sessions attended.

1297

Foundations of Change sessions attended.

1477

Foundations for Growth sessions attended.

1290

Foundations of Life sessions attended.

Our staff also delivered:

3750

additional recovery interventions and support sessions to individuals.

Progress takes partnership, and our staff made:

8368

connections with other organisations on behalf of our service users. These included GPs and other healthcare professionals, local authorities, criminal justice agencies including the police, courts and probation services along with adult social care and other housing support organisations.

POSITIVE OUTCOMES

“I started to believe in myself and that I have the power to change things.”

Behaviour change interventions work. People come to us in crisis, often after many years of failed attempts to overcome addiction and take back control. They tell us our programme is transformative and puts them on the path to recovery.

We analysed a sample of feedback from one of our behaviour change services from January to December 2022. We found that:

99%

rated their experience as excellent or very good.

100%

said they would recommend us to others.

“I know I still have a way to go, but I am making progress and that is important to me in terms of my mental wellbeing. I am now eating better and feeling physically stronger.”

“The list is endless. I have not drunk alcohol for 94 days and have no desire to which is the longest I have abstained in eight years. I have lost three stone, I look and feel great, I have interests, hobbies and aspirations – the list goes on. I have also dramatically decreased my long-term antidepressants.”

“So, coming in as a client I had no self-worth, no confidence. I was stressed and very alone. I can finally deal with the stresses of the situation I am in and let things go and have the ability to find peace within myself and apply boundaries to stop others sucking my energy leaving me drained.”



Below our staff describe the positive changes experienced by two individuals. (Names have been changed to protect confidentiality)

Ahmed's experience of Foundations of Change

Ahmed first made contact with us when he was three weeks abstinent and attending regular AA meetings.

He was determined to move forward with his recovery and engaged well with the sessions, applying the tools he picked up effectively. Ahmed learnt he could challenge his thoughts and feelings and not allow them to dictate the direction of his life. He was going through a difficult relationship break up and experienced some very uncomfortable thoughts and feelings, particularly when he was unable to see his son on his son's birthday. Despite this he continued to move towards his values and build his recovery capital.

Ahmed never missed a session, finding them very supportive and helpful to his ongoing recovery. He got stressed from taking on too much so I advised him to make time for some mindfulness. He has now completed the programme, is three and a half months abstinent from alcohol and continues to attend regular AA meetings.

Tony's experience of Foundations of Recovery

Tony has multiple and complex needs and had spent a significant amount of time in psychiatric units.

When he was referred to our Preparation for Change intervention he really struggled to engage and build relationships and trust due to his poor mental health. Tony had no contact with his family and was disconnected from the community. We encouraged and supported him to engage with a recovery plan to attend our programme and access mutual aid and local recovery groups.

Tony has achieved his personal goals of stopping illicit substance misuse and reducing alcohol consumption and has been able to engage with mental health services. We helped him work through his personal challenges, periods of non-engagement and chaos and reduce his risk of harm. He tells us he has now built a good relationship with his mother and feels more confident in himself and his recovery journey.

Tony continues to connect with us through our weekly recovery meeting and is preparing to move forward to independent living.

WHAT NEXT?

Our behaviour change programmes are continuously reviewed for effectiveness and updated to meet developing needs. For example:

- We recently revised our programmes to reflect current learning and evidence.
- We are developing a blended approach of digital and in-person delivery to meet individual needs and provide more independent learning.
- We are improving the quality and range of our family work and are keen to promote its benefits to commissioners.
- We will continue to invest in the continuous professional development of all our staff. Combining the power of lived experience with high quality professional competence is what sets us apart from many other providers in the social justice field. As so many of our former service users become mentors, coaches or paid staff with us they have unique insights to offer.



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Get in touch

We believe that by empowering individuals to support each other, it leads to positive change; not only for themselves, but also for their communities.

If you are interested in finding out more about the benefits of behaviour change work please contact:

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