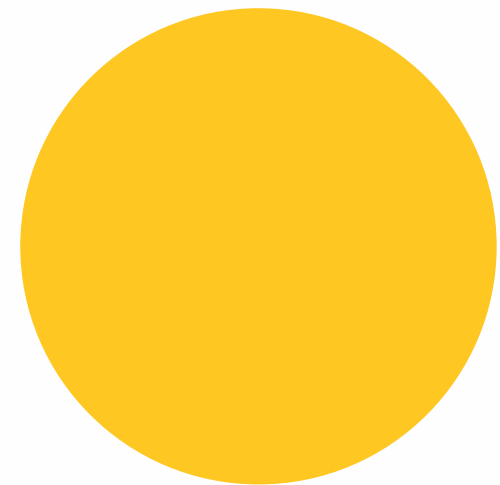
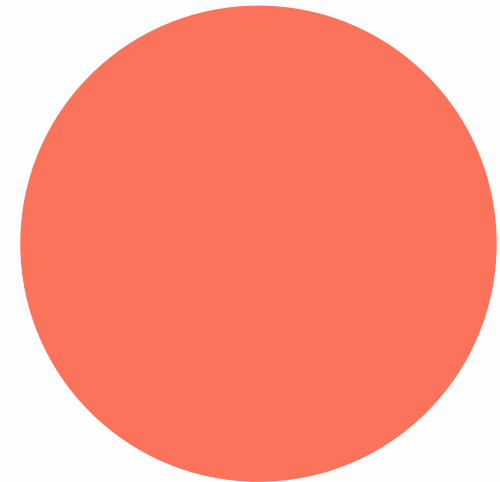
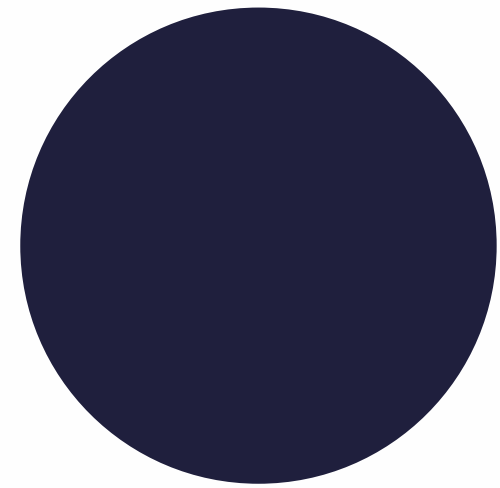














Shaping Recovery in Scotland

How Scottish Recovery Network Makes a Difference

March 2024



CONTENTS

	Key Messages	01		Systems Change	35
				Is systems change occurring?	36
				How is Scottish Recovery Network creating the conditions for change?	37
				Targeted impact areas	45
				Are the changes taking place matching stakeholders' desires?	48
	Introduction	03		Recommendations	50
	About Scottish Recovery Network	04			
	Key milestones	05			
	Lived experience matters	07			
	How to read this report and language	08		Conclusion	55
	Evaluation Design	10			
	Evaluation aims, objectives and outcomes	11			
	Methodology	11			
	Evaluation timeline	12		References	58
	Scottish Recovery Network's Approach	13			
	Principles and approach	14			
	What they do	14			
	Data dashboard	17		Appendices	60
	Impacts of Activities	20		Appendix A: Overview of Projects	61
	What makes Scottish Recovery Network unique?	21			
	How this works in practice	28			
	Levers for change	29			

KEY MESSAGES

Key takeaways from the report





KEY MESSAGES

The evaluation of Scottish Recovery Network sought to uncover if the way they work results in accelerated or unique impact. And if so, why?

The evaluation has found that Scottish Recovery Network is creating the conditions, relationships and connections that accelerate change.

- 1 They are **making their work accessible** with clear online materials such as toolkits and information sessions. These free offerings can and are used by anyone looking **to advance recovery and peer support**.
- 2 They work from a values base that is **deeply empowered by a relational approach**. They have deep relationships with their stakeholders and **understand what's needed for change to happen and when**.
- 3 They act as **a convener of knowledge and expertise**. They deliver on their **commitment to connect others** through shared stories, learnings and reflections. This creates an interface for those with lived experience with policymakers to work together.
- 4 Their work with senior stakeholders helps to **create the conditions, confidence and capacity** needed for regional and systems leaders to facilitate change within their own settings.
- 5 **They host a space that exists nowhere else** in the mental health sector in Scotland. With a national reach, they hold a unique ability to model collaborative approaches, and lived experience leadership.
- 6 They **seed change** and share learnings that their stakeholders use to create change in their own communities, workplaces and institutions.
- 7 Evidence is beginning to emerge that Scottish Recovery Network's stakeholders have and are **adopting their ways of working**. This coordination is **aiding and contributing to systems change**.

“*There's an opportunity to try and see how we can better showcase what it is we're doing, what peer support is, what peer leadership could be. And I feel like the Scottish Recovery Network is such a great vehicle for that.*”

- Manager, Third Sector, Focus Group

INTRODUCTION

This section contains an overview of who Scottish Recovery Network is, the context of their work, a historical timeline of the organisation, and why lived experience matters.





ABOUT SCOTTISH RECOVERY NETWORK

Scottish Recovery Network works to promote and support mental health recovery. They believe that in working together, Scotland can be a place where people expect mental health recovery and are supported at all stages of their recovery journey.

They bring people, services and organisations across sectors together to build a mental health system that embraces peer support and is powered by lived experience.

Their work centres around ensuring people with lived experience are meaningfully involved in the design and delivery of mental health support.

BACKGROUND

A great deal of work has been carried out in Scotland over the past twenty years related to the promotion and support of recovery. Much of this is connected to the work of Scottish Recovery Network. International best practices have shaped government policies and programmes that consistently emphasise recovery as an important component in designing services and improving mental health.¹

While initial efforts focused on enhancing mental health services (2000-2011), a broader challenge emerged – extending focus and opportunities for people with lived experience and their role in change and self-directed change (2012 onwards).²

More recently, Scottish Recovery Network has focused their efforts on working alongside people with lived experience to create change. 2015 marked a strategic change for the organisation as a result of their ‘Making Recovery Real’ project, establishing them as an organisation with a mission that places the experiences of **‘recovery at the centre of life, practice and policy in Scotland’**.

At the core of all their work is ensuring they are putting lived experience and the voice of lived experience at the centre in Scotland.

With a national focus, and a small team, they intentionally adopt a community development approach, meaning spaces are created that **devolve leadership to the community**, they collaborate with others as equals rather than ‘owning’ and delivering their own projects. Key to this, is their role in building good collaborative relationships and bringing people from different sectors, backgrounds and perspectives together to explore and effect change. This includes working at an individual level, where they encourage and mobilise people with lived experience to get involved in groups working in the recovery movement. It also involves working at the organisational and systems level, where they get involved in collaborative projects to drive the recovery movement forward.

Instead of sharing learning in a directive way, the focus of Scottish Recovery Network is that sharing and **inspiring that change is possible** and that people can be part of that change. Their approach deeply embeds co-production,³ genuinely listening to people, not carrying out consultation. Organisationally, they model this through sharing that they are not the experts in recovery, rather they believe this lies with people in each community. They believe they have a responsibility to identify and nurture that expertise, provide time and space for people to develop their own answers and work alongside people to have a voice and bring about the change they want to see.

[1] Smith-Merry J, Freeman R, and Sturdy S. (2010). “Recovery from Social Movement to Policy Goal, Report to the European Commission.” *KnowandPol Orientation 2, Public Action 2*. Louvain-la-Neuve: Université Catholique de Louvain

[2] Bradstreet, S. and R. McBrierty. (2012). “Recovery in Scotland: Beyond Service Development.” *International Review of Psychiatry* 24(1):64-9.

[3] Cahn E. (2000). “No more throw away people: the co-production imperative”. Washington: Essential Books.



KEY MILESTONES

●	Early Development 2002 - 2003	The adoption of recovery as a guiding principle in mental health policy in Scotland resulted from the devolution process, international influences, and a renewed sense of purpose and direction. <i>The National Programme for Improving Mental Health and Well-Being</i> in 2003 emphasised promoting and supporting recovery. ⁴
●	Scottish Recovery Network 2004	The creation of the Scottish Recovery Network in 2004 marked a pivotal moment. Funded by the Scottish Executive, Scottish Recovery Network operates independently, acting as a catalyst for the promotion of recovery. It initially focused on research, building awareness, research, and network building.
●	Building and Sharing Evidence 2007	A large-scale narrative research project was undertaken to understand people's experiences of recovery across Scotland. ⁵ The ongoing nature of recovery, the importance of rebuilding identity and the role of community engagement was highlighted in the findings.
●	Commitment to Recovery 2009	The Scottish Government announces a commitment to recovery and peer working in their <i>Towards a Mentally Flourishing Scotland: Policy and Action Plan 2009-2011</i> . ⁶
●	Recovery "Technologies" 2011 - 2015	Key recovery initiatives (or 'technologies'), such as peer support worker roles, Realising Recovery learning materials, the <i>Scottish Recovery Indicator</i> , and the <i>Wellness Recovery Action Plan (WRAP)</i> , were developed and evaluated. ⁷ Scottish Recovery Network played a transformative role in shaping recovery approaches. During this time, a commitment was made to review the role and importance of peer support.

[4] Health Scotland. (2008). "A review of Scotland's national programme for improving mental health and wellbeing 2003-2006" February 2008.

[5] Brown W, and Kandirikirira N. (2007). "Recovering Mental Health in Scotland: Report on Narrative Investigation of Mental Health Recovery". Scottish Recovery Network.

[6] Scottish Government. (2009). "Towards a Mentally Flourishing Scotland: Policy and Action Plan 2009-2011".

[7] Smith-Merry J, Freeman R, and Sturdy S. (2011). "Implementing recovery: An analysis of the key technologies in Scotland." *International Journal of Mental Health Systems* 5:11.



KEY MILESTONES (CONTINUED)

- Making Recovery Real 2015**

Recognising that embedding recovery and peer support needs a whole systems approach to change, requiring collaboration across organisations, services, and sectors.⁸ Scottish Recovery Network moves away from being an 'expert' in recovery and instead becoming part of the process of change. They begin by brokering, facilitating and catalysing others to lead their own organisational recovery journeys. Peer support and peer workers identified as key to celebrating recovery and making recovery real. Community and people with lived experience taking back ownership and definition of recovery from the statutory sector.
- What's Next for Recovery? 2020**

Importance of peer support and lived experience being central to all Scottish Recovery Network's work.⁹ Desire from organisations and services for Scottish Recovery Network to work with them to push for change, but to also highlight what others are doing, showing what is possible and sharing the barriers and solutions others face (recovery in action). Seeking to see peer support as a framework for understanding and supporting recovery and embedding peer support into more organisations across Scotland.
- Creating Hope Together 2022**

Scotland's Suicide Prevention Strategy 2022-2032 includes a number of new approaches to prevent suicide, including the recognition of the valuable contribution of peer support and a commitment to invest in community-based peer support. The strategy works across national and local government.¹⁰

[8] Sharp, C. (2018). "Making Recovery Real in Dundee: A review with the Scottish Recovery Network". Scottish Recovery Network.

[9] Scottish Recovery Network. (2020). "What's next for recovery? Findings from a national engagement."

[10] Scottish Government and the Convention of Scottish Local Authorities (COSLA). (2022). "Creating Hope Together: Scotland's Suicide Prevention Strategy 2022-2032".



LIVED EXPERIENCE MATTERS

“ You can't have recovery without lived experience being the driving force.

- Louise Christie, Director - Scottish Recovery Network

While there has been greater adoption of recovery into mental health systems and services, changing how systems work is challenging. The implementation of recovery has varied over the years, and even though Scotland has a long-term policy commitment to recovery approaches, the reality of this has been a slow and inconsistent response by mental health systems and services. For example, while the hiring of Peer Supporters is widely promoted and encouraged as a tangible example of recovery principles and values being put into action, the investment and creation of these roles has been slow and patchy across Scotland.¹¹ Scottish Recovery Network identified that lived experiences informing recovery initiatives was largely missing from the picture. Drawing on international learnings and their Making Recovery Real project, the organisation sought to **use lived experience and peer support as a framework for understanding and supporting recovery.**

Scottish Recovery Network's ambition is to turn peer support and lived experience into a movement, whilst ensuring both are a driving force. As Louise notes:

“ You couldn't have a pride movement without LGBTQ+ people leading, or a Black Lives Matter movement without Black people leading. Why should recovery be different? I'm aware that we need to think about where it goes. I just didn't see the point in Scottish Recovery Network doing lots of things, not very well. I thought we should focus on doing a few things really, really well and that we should be hammering the message home that we need to focus on lived experience and peer support.

More widely for Scottish social care and policy development, there is an emerging goal from Government to ensure people with lived experience are at the heart of policy development. There are examples of implementation taking place; the Strategy Implementation Group for Scotland represents a group of organisations that have come together to reduce the impact of gambling, and the Health and Social Care Alliance has been funded, via a regulatory settlement, to develop structures in Scotland to put people with lived experience at the heart of delivering the National Strategy.¹² Human Rights Consortium Scotland has been created as a lived experience board to ensure that the new Human Rights Bill is informed by the experiences of ordinary people and lived experience.¹³ Placing lived experience at the heart of social care and policy is core to Scottish Recovery Network's mission and the policy landscape in Scotland is moving in that direction.

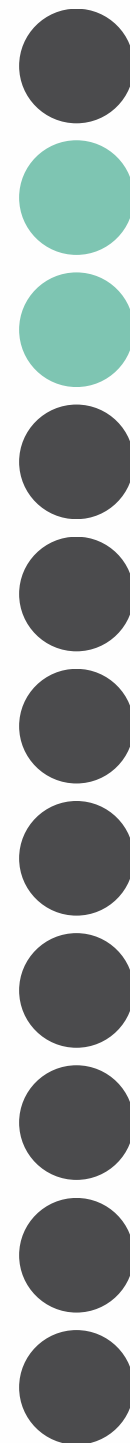
[11] Gordon J, and Bradstreet S. (2015). "So if we like the idea of peer workers, why aren't we seeing more?" World J Psychiatry. 22;5(2):160-6.

[12] The Health and Social Care Alliance Scotland. (2022). "Briefing: Scotland Reducing Gambling Harm Programme."

[13] Scottish Human Rights Commission. (2020). "Strategic Plan 2020 – 2024".

HOW TO READ THIS REPORT

This section gives instructions on how to read and use the report and includes a glossary of terms.





HOW TO READ THIS REPORT

This report covers the evaluation of Scottish Recovery Network's activities between July 2022 and January 2024.

It covers the immediate impacts of the programme as well as the wider impacts that are contributing to systems change.

Scottish Recovery is unique in that they work to build capacity, learning and evidence with individuals, organisations and groups to create impact, to grow their confidence from a bottom up approach.

As such, this report details not only how Scottish Recovery Network approach and design their work, but also how this approach is a catalyst for wider change.

The report can therefore be broken down into the following sections:

- **Scottish Recovery Network's approach**, which covers how they work and the immediate impacts that the team have on a day-to-day basis.
- **Impacts of activities**, which covers what makes their approach unique, and how this works in practice.
- How they are **contributing to systems change** which answers if systems change is occurring, and how Scottish Recovery Network are creating the conditions for change.

It then offers recommendations for Scottish Recovery Network to continue to build on and enhance their work to effect systems change.

LANGUAGE IN THIS REPORT

Co-production: A relational approach bringing together lived and learned experience in a partnership to inform some kind of decision-making.

Lever: A point within an organisation, relationship, or system where a small or intentional shift can lead to a much bigger change.

Lived experience: in the context of this report, lived experience means having a personal experience of mental health challenges and/or using mental health services and supports.

Peer Support: People with similar life experiences supporting each other, particularly at difficult or challenging times. This can be through informal (friendships, volunteering) or formal ways (peer workers, peer support groups)

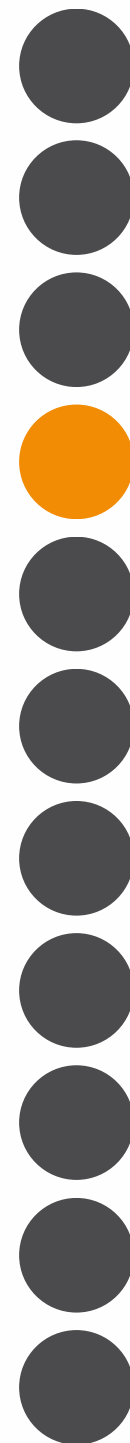
Recovery: What recovery means is personal to each person, but centres around being able to live a meaningful life, as defined by each person, in the presence or absence of mental health symptoms.

Systems change: Systems Change is a process of working collaboratively with people, sectors, and organisations to understand the root causes of disadvantage. It is an approach of redesigning and influencing the people, processes, rules, power and structures that make up systems, to achieve positive changes. Systems Change involves identifying opportunities to innovate, learn, adapt and try something new.

EVALUATION DESIGN

This section outlines the evaluation's aims, objectives, design and methodology.

It covers who we connected with, and the qualitative and quantitative approaches taken.



EVALUATION AIMS, OBJECTIVES AND OUTCOMES

To provide Scottish Recovery Network with sharable evidence and impact of their activities, projects, and collaborations. They are seeking to reflect on and identify the uniqueness of their approaches. A fundamental question they are seeking to answer is: **does the way they work result in accelerated or unique impact? And if it does, why?** Their desire is to develop a plan to encourage other system actors to adopt these ways of working.

- Investigate the impact Scottish Recovery Network has had to date.
- Develop an evidence framework.
- Identify the system levers Scottish Recovery Network has the ability to effect change, and how it does so.
- Mobilise the knowledge gained throughout the project (internally and externally).

METHODOLOGY

We undertook a mixed methods approach as part of this evaluation, which included intermitted validation phases (see timeline below). Tools were co-developed with the Scottish Recovery Network team to ensure these captured nuanced, but important areas of learning which can be embedded into how the team works.

It was essential that the tools collected data in an intentional, rather than extractive, way. This meant understanding what stakeholders are taking away as key learnings, what actions they are committing/committed to, and the connections made.

Given the nature and complexity of systems change work, we drew on contribution analysis,¹⁴ aiming to understand how Scottish Recovery Network, amongst many other contextual factors, has contributed to the outcomes of systems change, rather than making simplistic claims of cause and effect.

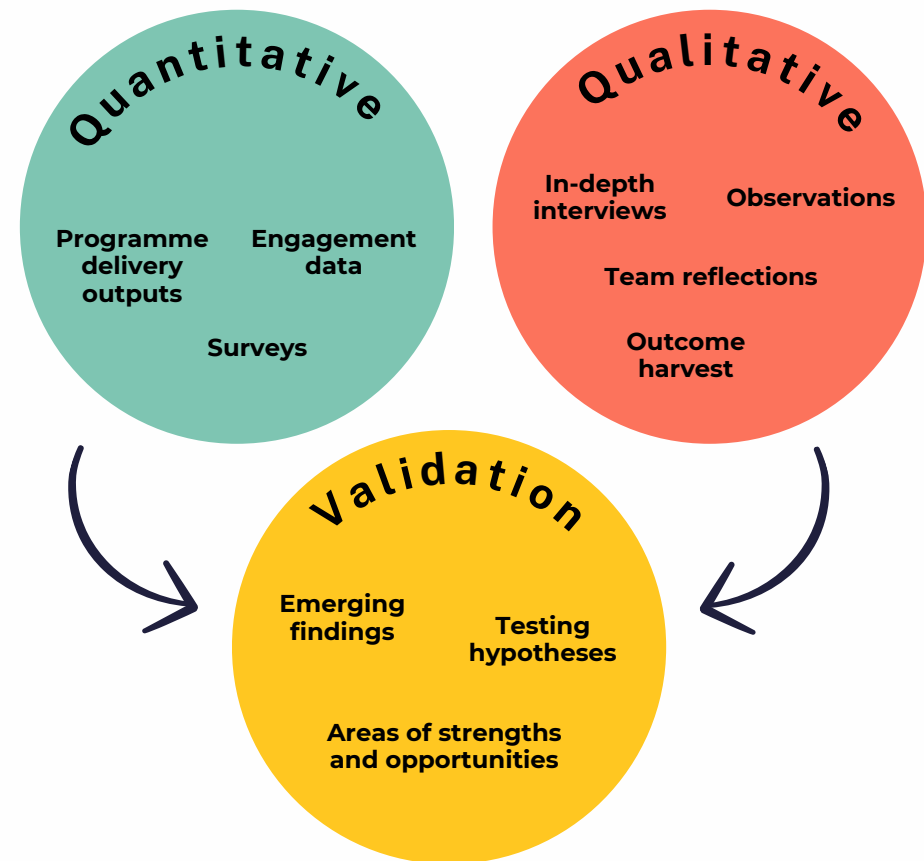


Image 1: Evaluation approaches

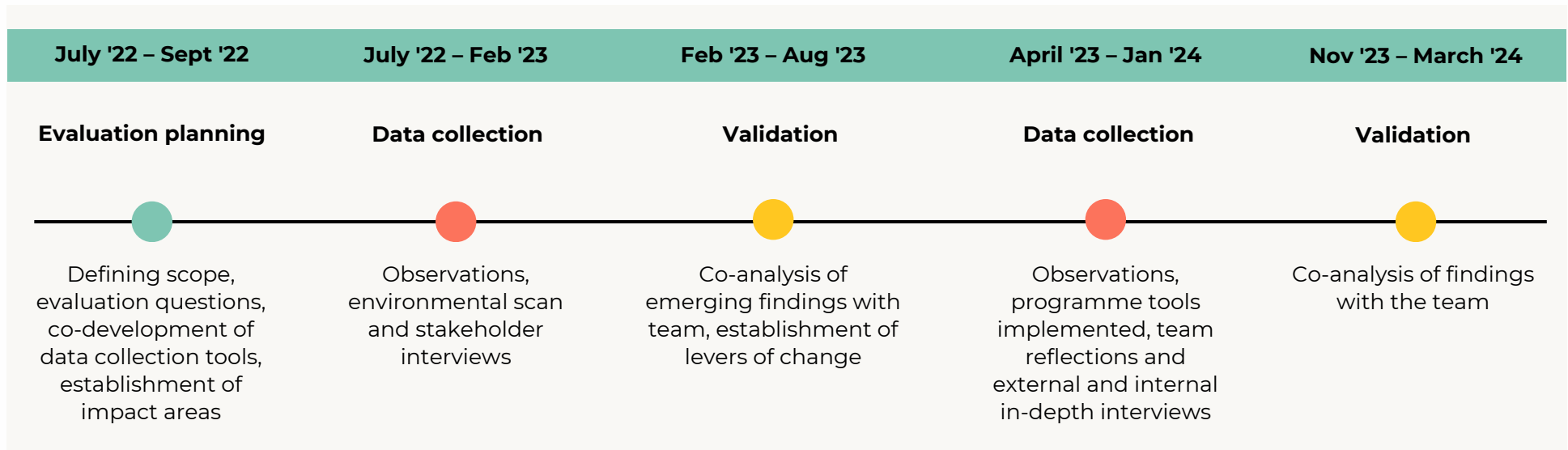
[14] Mayne J. (2008). "Contribution analysis: An approach to exploring cause and effect", Institutional Learning and Change and Change (ILAC) Initiative, ILAC Brief 16.



WHO WE ENGAGED WITH



EVALUATION TIMELINE



SCOTTISH RECOVERY NETWORK'S APPROACH

This section outlines the approach Scottish Recovery Network takes in its day-to-day work. It covers what they do at a programmatic level.





PRINCIPLES AND APPROACH

This section provides an introduction into how Scottish Recovery network operates, the organisational principles and approach. It presents Scottish Recovery Network's offers to communities and organisations.

Scottish Recovery Network seeks to transform the mental health system. It convenes and activates people, services, and organisations from multiple sectors to shape a mental health system that embraces peer support and is powered by lived experience. It works to involve people with lived experience, ensuring they are lead in the design and delivery of mental health support across Scotland.

Scottish Recovery works through a set of values that underpin all aspects of the organisation – whether connecting with individuals and communities or influencing the government's mental health strategy. These principles are:

- **Compassion:** Listen to, validate and support those we are working with to have a voice and to develop their capacity to engage in recovery focused change.
- **Curiosity:** Value and explore different ideas and strive to learn from others to build coalitions that bring about positive change in our communities, services and the wider system.
- **Collaboration:** Bring people together to explore and develop new ways of working that value different experiences, expertise and voices, and rebalance power.
- **Courage:** Believe in the possibility of change at a personal level and in our organisations, services and society. Embrace a willingness to be open to all voices including those we do not always understand.

WHAT THEY DO

Scottish Recovery Network's offers can be understood as three-fold, which intersect and overlap. Stakeholders are invited to engage across the three offers and Scottish Recovery Network provides a range of products that include resources, toolkits, in addition to online and in-person events and learning sessions.

Image 2 illustrates the three core offers:

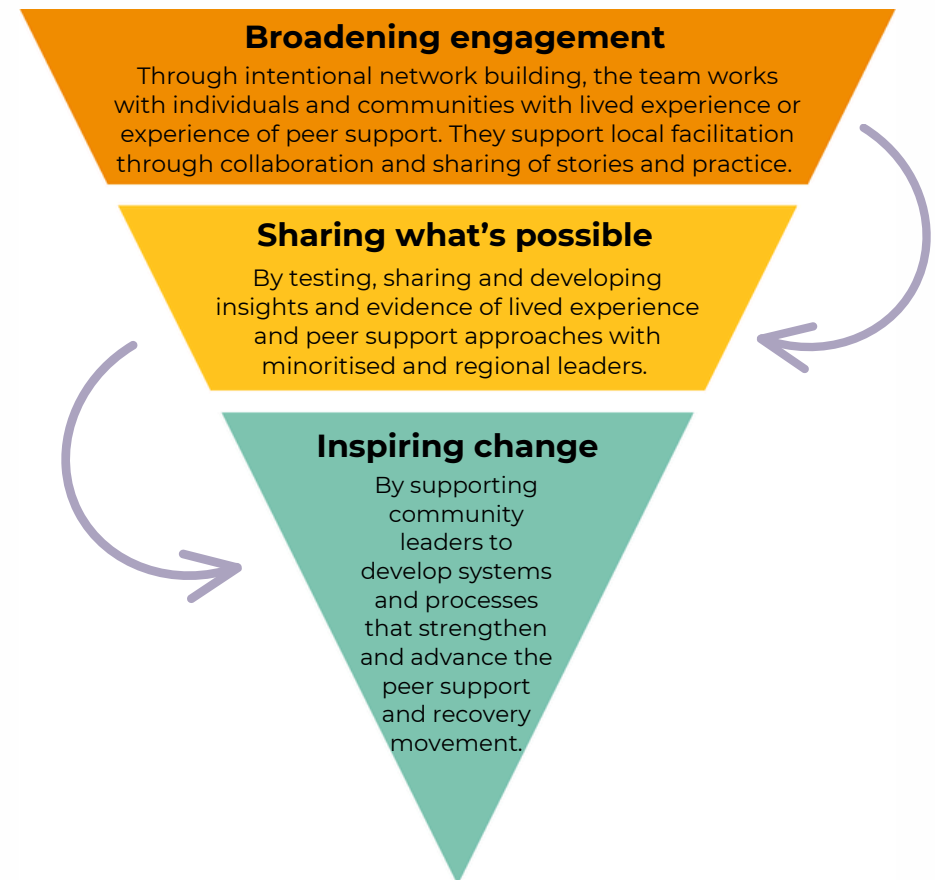


Image 2: How Scottish Recovery Network works



Broadening engagement is a core element of what Scottish Recovery Network does, both through intentional network building, and convening and curating connections across peer support and lived experience groups. This stream runs across programmes and projects and includes activities such as Peer Connects webinars, Peer Chat, as well as extensive resources included on the organisational website.

Intentional effort goes into broadening engagement, and the team take a range of tactics and approaches to facilitate this. Whether it is bringing part of themselves into the work to facilitate connection or developing background materials and coming into meetings prepared. These elements are about bringing together professional curiosity and commitment to connect others to share stories, learnings and reflections.

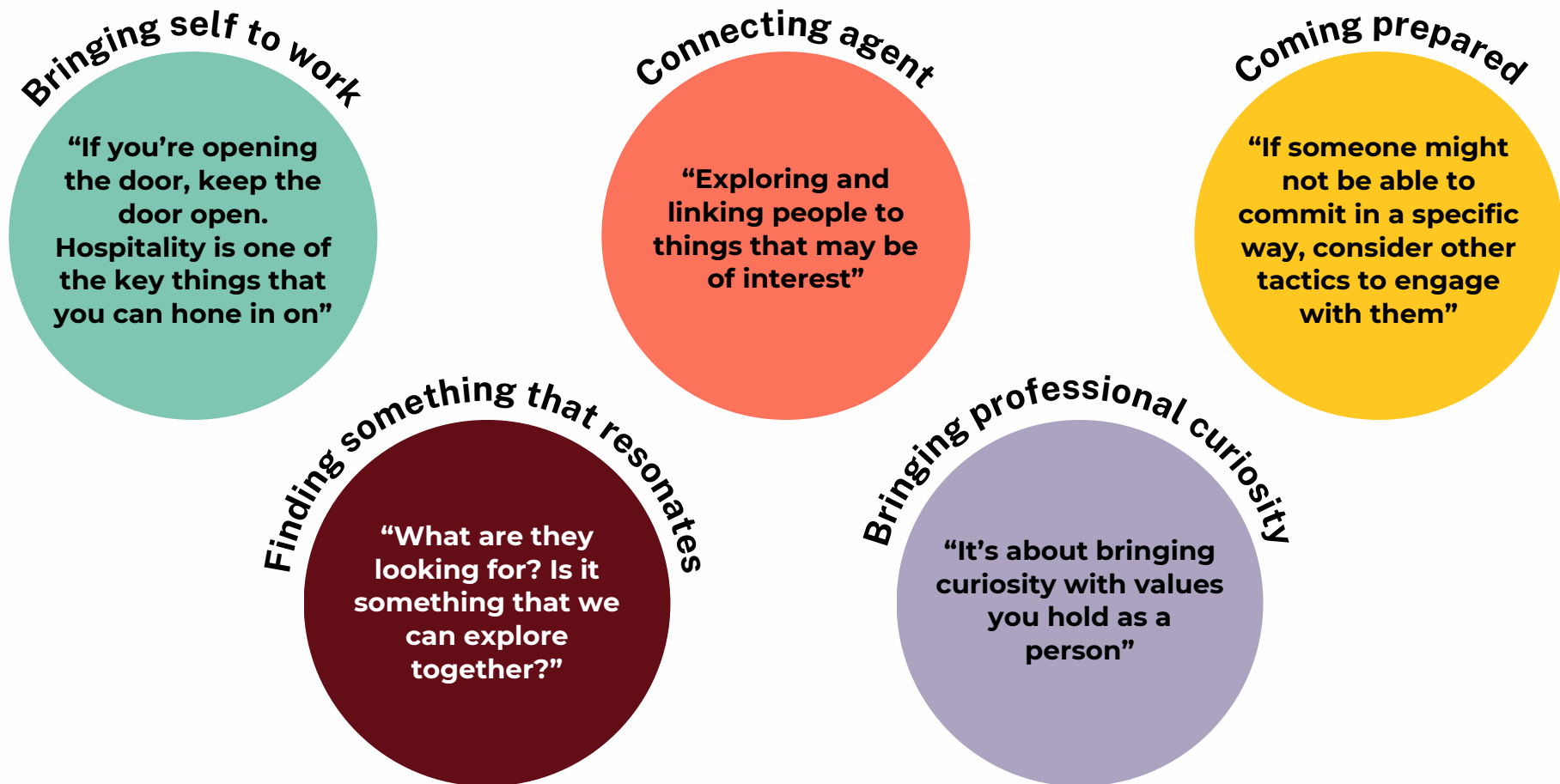


Image 3: How Scottish Recovery Network engages



Much of Scottish Recovery Network's work includes broadening engagement to inspire change. A key way they do this is through open and closed project related events. These vary but can largely be summarised under: focusing on building knowledge through training, facilitating/co-facilitating conversations and workshops, and events that seek to build collaborations or build capacity in others. **The hope is that through all Scottish Recovery Network activities, including events, people are motivated to act and make change.**

For example, programme data shows that 67% of people who attend events made a new connection.¹⁵ As change requires more than one person or one organisation, this convening and networking of others in the sector is an important activity that Scottish Recovery Network facilitates. Furthermore, it is encouraging to see that 91% of people leaving an event or session said they were motivated to take action to drive peer support and recovery forward.¹⁶ The top two of such actions were identified as: 1. connecting into existing projects and/or connecting further with someone they met at the event/session (38%); and 2. looking to get more involved as a person with lived experience/looking to involve more people with lived experience in their work (31%).

[15] N=123

[16] 91% of people rated an 8, 9 or 10 out of 10. N = 84



EVENT DATA DASHBOARD

April 2023 - December 2023

OVERALL MOTIVATION TO ACT

8.33/10

Average rating of how motivated people felt to act after all events/sessions

Facilitated Events

8.6/10

Motivation to act after a facilitated session

Capacity Building and Collaboration Events

8.5/10

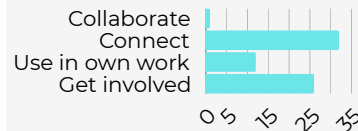
Motivation to act after a capacity building session

Training Events

7.8/10

Motivation to act after a training session

Actions they will take



943

Individuals engaged through events, programmes and projects

560

Individuals engaged through strategic workstreams

166

Organisations engaged and supported

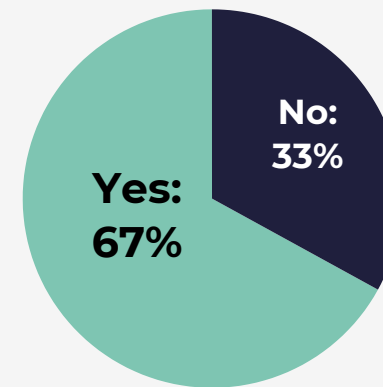
73

Sessions hosted through

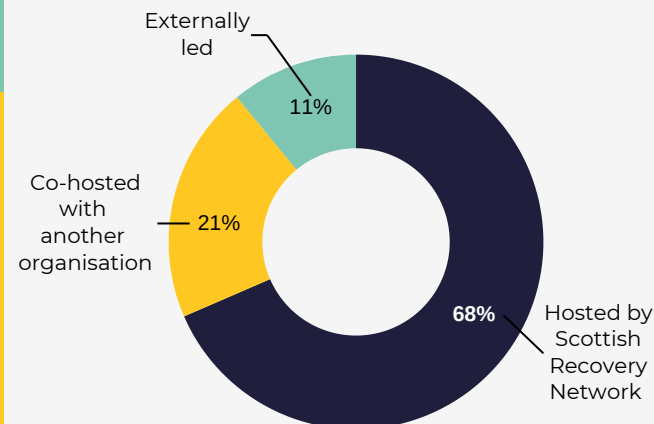
17

online events

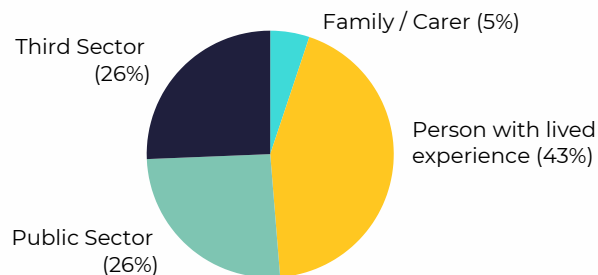
NEW CONNECTION MADE AT AN EVENT



EVENTS HOSTED



WHO ATTENDED



TOP LEVERS USED

- 1 INTENTIONAL NETWORK BUILDING**
- 2 SHARING WHAT'S POSSIBLE**
- 3 SUPPORTIVE LOCAL FACILITATION**
- 4 STRATEGIC WORKPLACE SUPPORT**

Image 4: Data Dashboard from Scottish Recovery Network events April 2023 – December 2023



Scottish Recovery Network also supports individuals, communities and leaders to **Share What's Possible** in peer support approaches. A specific focus of this stream is to support and empower leaders to embed peer support into their own settings and initiatives. This is achieved by providing them with opportunities to share their own learning, creating a space for questions to be asked, and seeking support from others working on similar projects. Projects such as *Creating Hope with Peer Support* not only provide bespoke training in peer support for community-based support groups, yet also gives individuals and organisations the opportunities to celebrate milestones, share resources and build a community of practice.

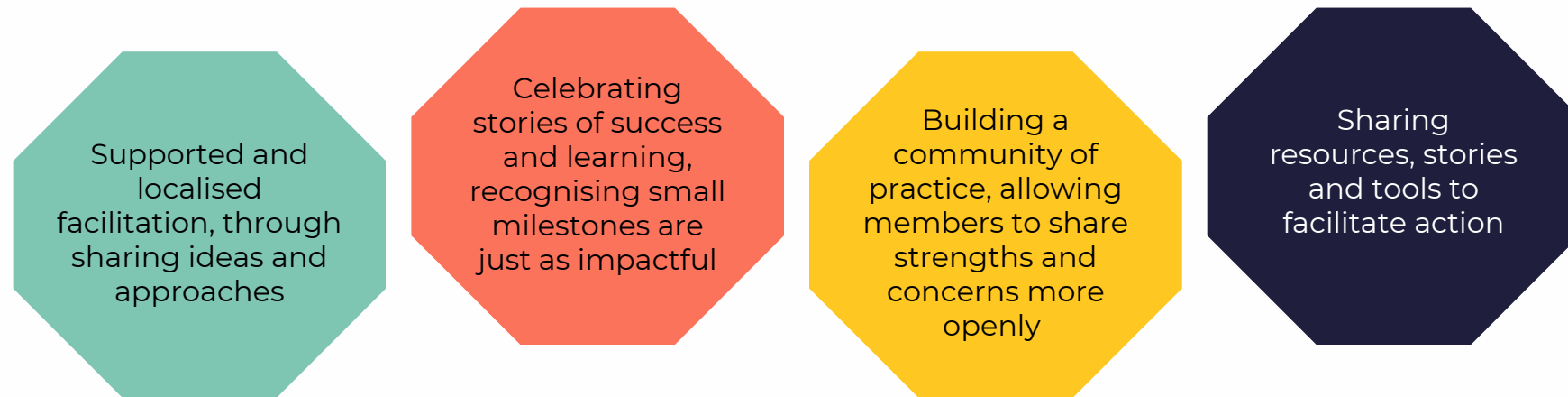


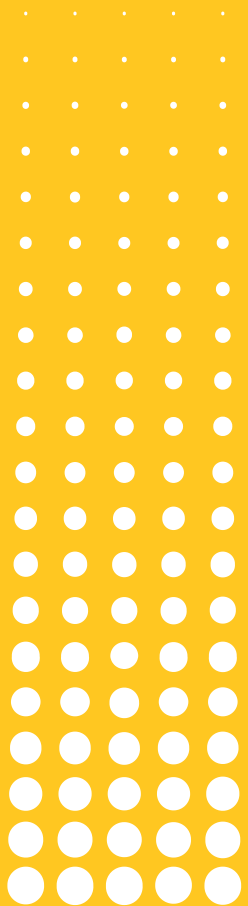
Image 5: How Scottish Recovery Network shares what's possible with others

Lastly, the organisation acts as a thought leader by **Inspiring Change** through strengthening and advancing Peer Support and recovery movements through advocacy and strategic workstreams. Projects, such as NHS Lanarkshire — Psychological Therapies Service Design and Future Pathways, provide strategic partners across the NHS, social care and statutory services with the knowledge and expertise to shape mental health strategies and improve outcomes for people across Scotland. By working with senior stakeholders, Scottish Recovery Network helps create the conditions needed for regional and systems leaders to facilitate change within their own settings as well as nationally. They do this through knowledge building, raising confidence and capacity of leaders to shift new approaches to mental health and peer support across Scotland.



CASE STUDY

NHS HIGHLAND



Scottish Recovery Network supported NHS Highland in the development of the mental health strand of their new 5-year Mental Health and Learning Disability strategy. This involved supporting senior partners to identify and respond to ways in which to meaningfully engage lived experience during the development of the policy. Scottish Recovery Network supported in holding strategic meetings with Highland network partners from the third and voluntary sector with the aim to ground this new strategy in the experience of those accessing and requiring services.

IMPACTS OF ACTIVITIES

This section analyses how Scottish Recovery Network's approach results in its intended impacts and desired change.

It outlines the impact Scottish Recovery Network is having, including what makes their approach unique and how it works in practice.





WHAT MAKES SCOTTISH RECOVERY NETWORK UNIQUE?

There are **four** strands which position Scottish Recovery Network as unique:¹⁷

1. Knowledge and expertise conveners

Making change happen requires expertise, know-how and a commitment to lived experience. What makes Scottish Recovery Network unique is the organisation's deep understanding of recovery and mental health, its ability to attract others who hold knowledge, and the ability to activate others through community and network building. Stakeholders expressed that expertise is cascaded to others and becomes a process of collective learning and innovation.

“ It was just really helpful for me, especially because I hadn't developed peer support programmes before. I spent a lot of time just looking at their website and reading everything on it, it was nice to know it was like a trusted source. I felt like the resources that they're putting out here are created in collaboration with people with lived experience.

– Third Sector Manager, Interview

Stakeholders have the appetite and willingness to make changes to the mental health system. They see peer support as an important approach in better supporting individuals. What they lack are practical approaches to making peer support happen in more structured and evidence-based ways. By engaging with activities, stakeholders gain theoretical and operational knowledge as well as the practical 'how to' element, which is a key lever in enabling people to confidently begin embedding peer support and recovery approaches.

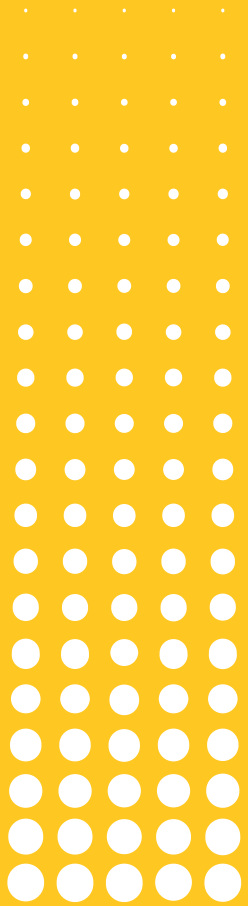
Scottish Recovery Network is clear, **they don't hold sole expertise about how peer support should be done.**

There is recognition of peer support initiatives happening informally, and the organisation sees itself as a facilitator in this process – by guiding and coaching stakeholders to take action in a way they see fit. This means that Scottish Recovery Network mobilises people through knowledge and practical ways, whilst allowing stakeholders to draw on their own expertise – for instance, their deep understanding of their communities and needs.

[17] Captured through surveys, interviews, focus groups and observations.



CASE STUDY



SUPPORTING PEER SUPPORT MOVEMENTS

Elizabeth* works with an organisation that provides relief to young people in need, facing hardship or distress.

She had some limited experience of peer support, though was looking to learn more and understand how to put it into action in her own organisation. She happened to be at a meeting with one of the Scottish Recovery Network team and that is how she ended-up being part of the *Making Peer Practical* project. Through her involvement in the project, she was able to use the resources and learning from sessions to put together a plan of action for implementing peer support.

“The great thing is that it doesn't stop there... they provide this kind of one-to-one, hands-on, kind of support to create our own bespoke offering.”

She noted that her interactions with the Scottish Recovery Network made her feel confident and have clarity about how to move forward with peer support and use the resources provided as an evidence base.

“It's helped break down the daunting feeling that comes about from having the idea of wanting to do this, but not knowing where to start and guessing. You get something tangible, that people can understand and is easy to implement.”

2. Values and principles based working

The Scottish Recovery Network team builds connection through a values-based practice framework. Whether by meeting people where they're at or by using specific tactics to help individuals and organisations move forward in their peer support journey. Using shared values as a method to connect, the team takes a bottom-up approach, creating space for individuals and communities to be the experts. Embedding values into practice means opening space for individuals to feel included, which builds a sense of belonging through sharing of experiences and hopes. What emerged from conversations with stakeholders, particularly those with lived experience, is the importance of feeling validated as peers and experts. Nurturing this feeling creates opportunities to celebrate milestones, success stories and new approaches to peer support.

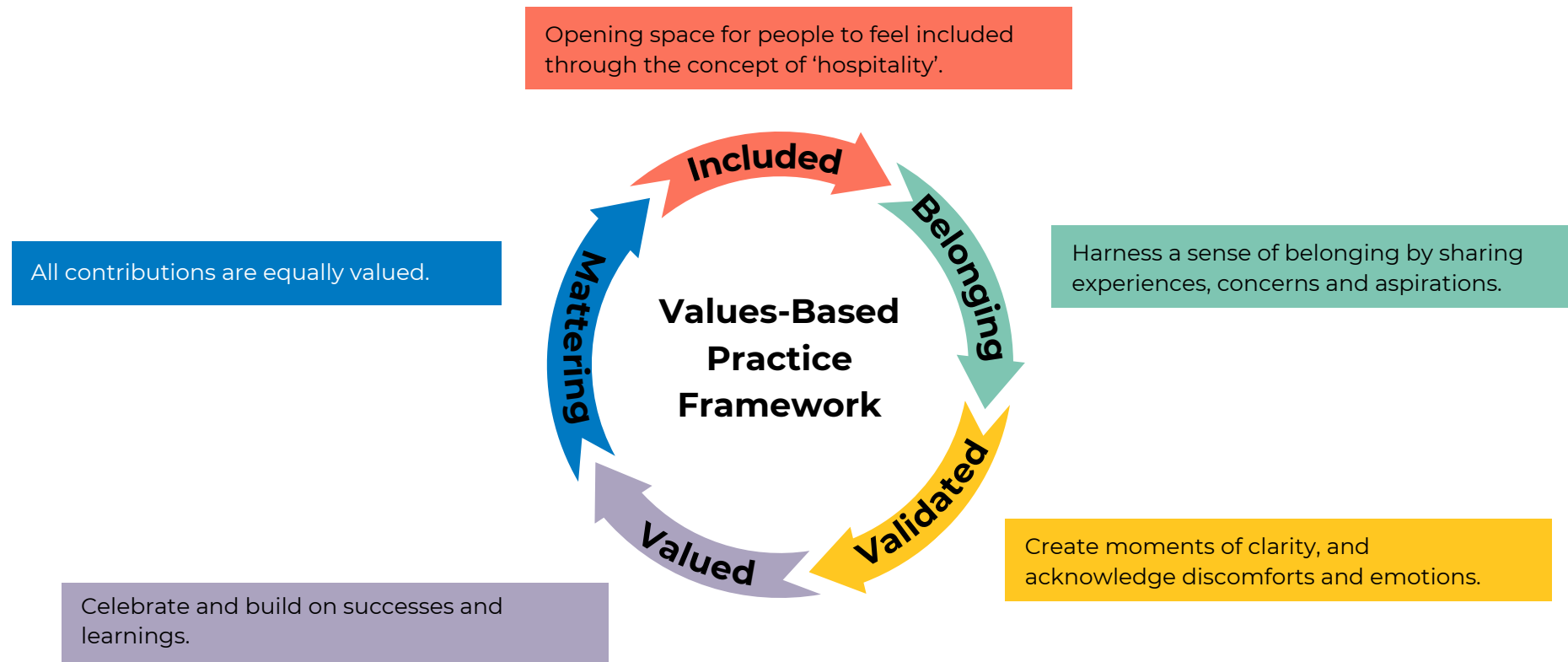


Image 6: Values-based practice framework for Scottish Recovery Network.



I was on [Scottish Recovery Network's] Peer Chat to have conversations about how we get peer voices out there and get more people having the conversation.

- North Ayrshire Recovery College, Interview



They're able to bring together people throughout Scotland who are doing peer support. It's really important because you can get different ideas, or you can connect with other organisations and feel like, 'Oh, I want to find out more about that, I'm going to get in touch with them.' Without Scottish Recovery Network, we would all be doing good work, but I don't think there would be that link between us all.

- Third Sector Manager, Interview



3. Understanding what's needed for change and when

Given Scottish Recovery Network's remit to work locally and nationally, this enables them to have a strong understanding of local, as well as national needs. The patchiness of how recovery and peer support is rolled out across Scotland means that the team works with stakeholders who are at different stages of their journey. The team are able to support stakeholders at the start, middle, or end of their change journey. Through their work, they have the know-how and ability to identify what is needed to activate change. They know that systems change is complex and requires **intentional effort**.

Furthermore, there are clear pathways around how stakeholders come to engage with Scottish Recovery Network. The organisation's accessible and free resources are a key entry point for stakeholders to continue to engage with the organisation in more in-depth ways. This particular finding was echoed by stakeholders interviewed as part of the evaluation, where almost all noted finding out about Scottish Recovery Network through their communications and resources. For many, this led to further engagement, such as *Peer in Action* training or programmatic workstreams focusing on developing peer support.

“ **The resources provided by Scottish Recovery Network are a fabulous repository to start with if you are looking to learn about peer work and they can be a springboard to developing what your audience needs.**

- Third Sector Worker, Online Event, Observation

The stages of change framework (Image 7) illustrates when and how Scottish Recovery Network decides how to approach the change a stakeholder wants to take. Feedback from a range of training and online sessions delivered by Scottish Recovery Network reveal that a large proportion of attendees (35/78) are at the contemplation stage, intending on taking action. They access information sessions and events to support them with networks, skills and knowledge needed to embed peer support or recovery approaches into their own settings.

It is worth noting that stakeholders who take training as an offer from Scottish Recovery Network are more likely to have a longer period of inaction afterwards. This is in comparison to those who engage in other types of supports or activities they offer. It could be due to the wider challenges of embedding learning or behaviour changes back into their organisations/communities, or because training is taken because other actions are more challenging. Further insight should be gathered by the team to better understand why this is occurring. In using the *Stages of Change* framework, Scottish Recovery Network can and does tailor its support to help stakeholders transition between stages. In using this model, answers should emerge as to why people are less able to act after taking training, and the team can tailor their support or offerings to help move people through the stages of change.

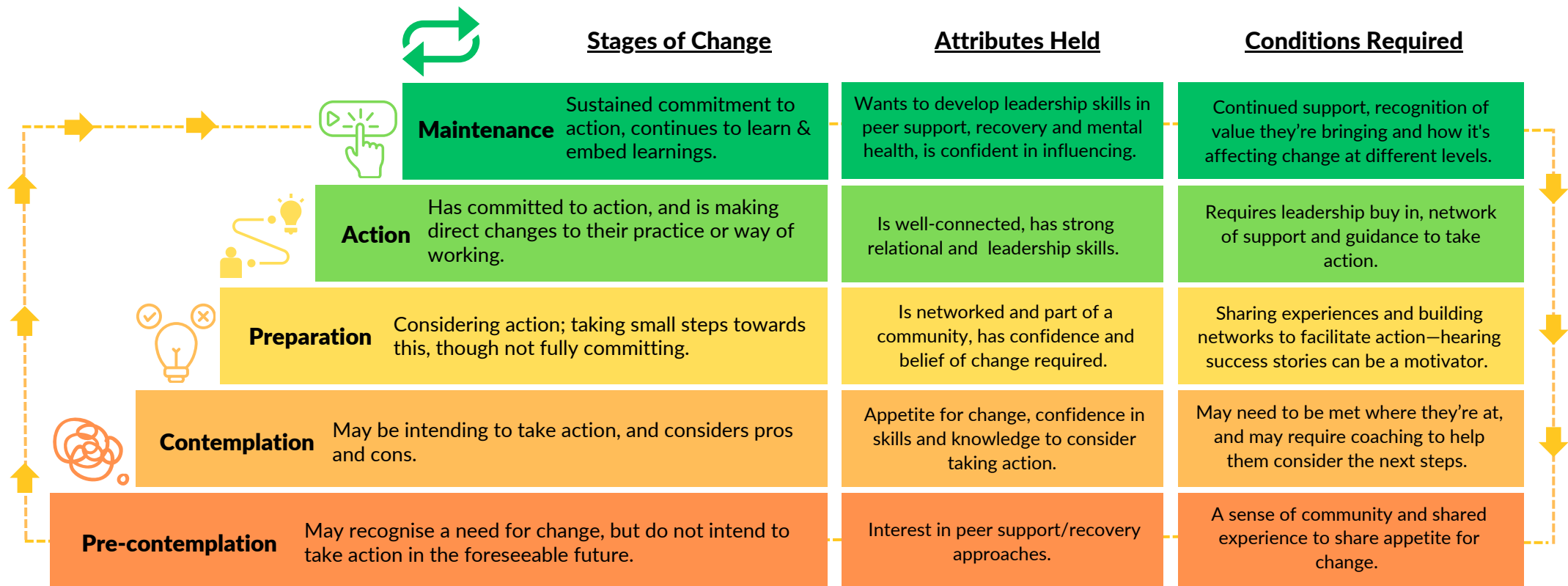


Image 7: Stages of change framework for working with others.

Competing priorities, limited peer-on-peer support and not knowing where to start practically were cited as some reasons around why people, groups and organisations are not able to move from contemplation to action stage. Of those who stated willingness to take action (104/123), the majority mentioned 'connecting with others' as the primary action they would take. This included following up on connections made at the meeting, co-workers, and people and organisations from a person's existing networks. There was also an eagerness to further engage with information surrounding peer support and improving understanding of the peer movement, both through collaborative work and independent research, and to work on developing new and updated peer training programmes.

Scottish Recovery Network is always dynamically improving their approach to better support stakeholders to transition between change stages. Such as: 1) considering the barriers between stages of change; and, 2) developing internal signposting so that stakeholders are aware of the number of different ways they can engage and work with Scottish Recovery Network.



4. Developing offers that speak to all

Making sure offers are accessible is a key area of focus for the team. For instance, *Making Peer Practical* focuses on those who are starting their journey in peer support – recognising that they have the appetite to make change, but are not quite sure about how to take action. The team pilot and test a range of activities, these are co-developed and shaped by the needs of the wider Scottish Recovery Network community.

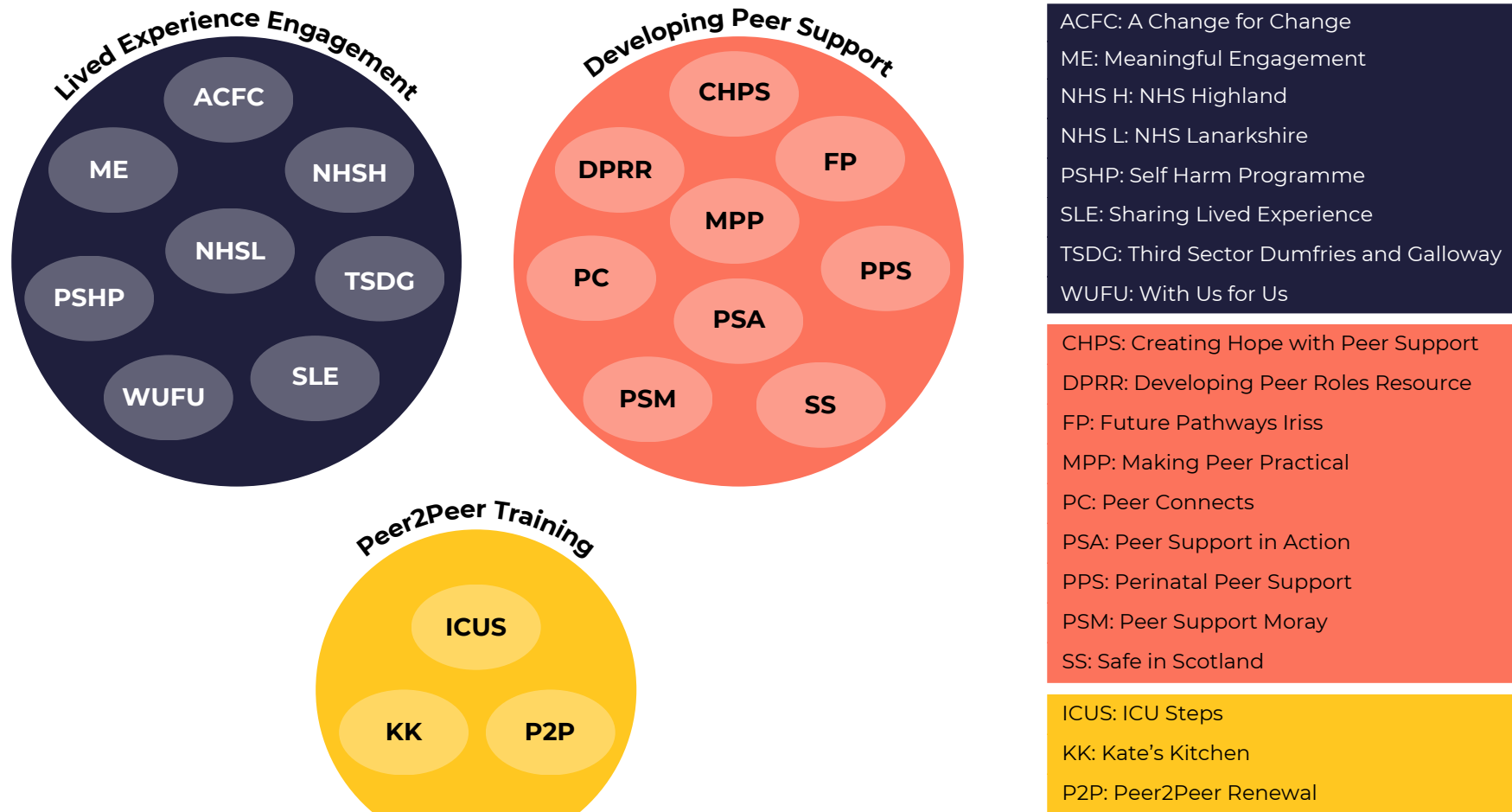


Image 8: Scottish Recovery Network projects grouped by programme.



Other elements have also emerged from the data as impactful changes facilitated by Scottish Recovery Network. These are: the creation of spaces that have catalysed positive changes in the co-production process, peer governance learning, innovative thinking and the ability to positively influence peers, sectors and services.

By engaging in a range of offers and activities, **37%** of stakeholders cited increased interest in learning more about peer support and/or recovery. **26%** shared a willingness to take more action to make local, organisation or system change, followed by **19%** feeling more connected and collaborate more locally and nationally.¹⁸ These changes align to the organisation's impact framework and suggest that individuals are not only gaining knowledge and skills, but importantly, feel more connected and able to take action within their settings and systems to facilitate and embed peer support.

This is a testimony to Scottish Recovery Network's position as role models and mentors that the data also speaks to.

HOW THIS WORKS IN PRACTICE

Scottish Recovery Network convenes and collaborates with different stakeholders (individuals, communities and organisations) to bring about change. Ultimately their focus is on supporting people to build, embed and drive recovery approaches in their communities, organisations, and local systems. The extent of their involvement varies but, in many cases, they play a key role as a catalyst in bringing people together to shape and take forward peer support development projects. In practice, they:

1. Share and engage with their stakeholders through individual and group sessions and events, which are one-off or part of series, online and in-person to activate change.
2. Convene and nurture knowledge holders and leaders to build connection and strengthen networks by providing tailored support and by showcasing and celebrating stakeholder's projects locally and nationally.
3. Host a knowledge library online of recovery and peer support materials, which is constantly mobilised through publications, online content, and in print.
4. Are an interface between policymakers, and their stakeholders. Platforming and translating issues between community and power holding institutions through influencing meetings, policy recommendations and communications with Government.

Given that Scottish Recovery Network is about effecting change in the mental health system, all activities performed by the organisation should be directly or indirectly contributing to transformational change for recovery. System change is complex, and there are countless areas of focus the Scottish Recovery Network could choose that fall within the realm of mental health.

[18] N=78

Through conversations with staff (n=8), interviews with external stakeholders (n=29) and focus groups with recovery and peer support leaders across Scotland (n=6), Habitus Collective and the Scottish Recovery Network team together co-identified 7 levers most likely contributing to transformational change.

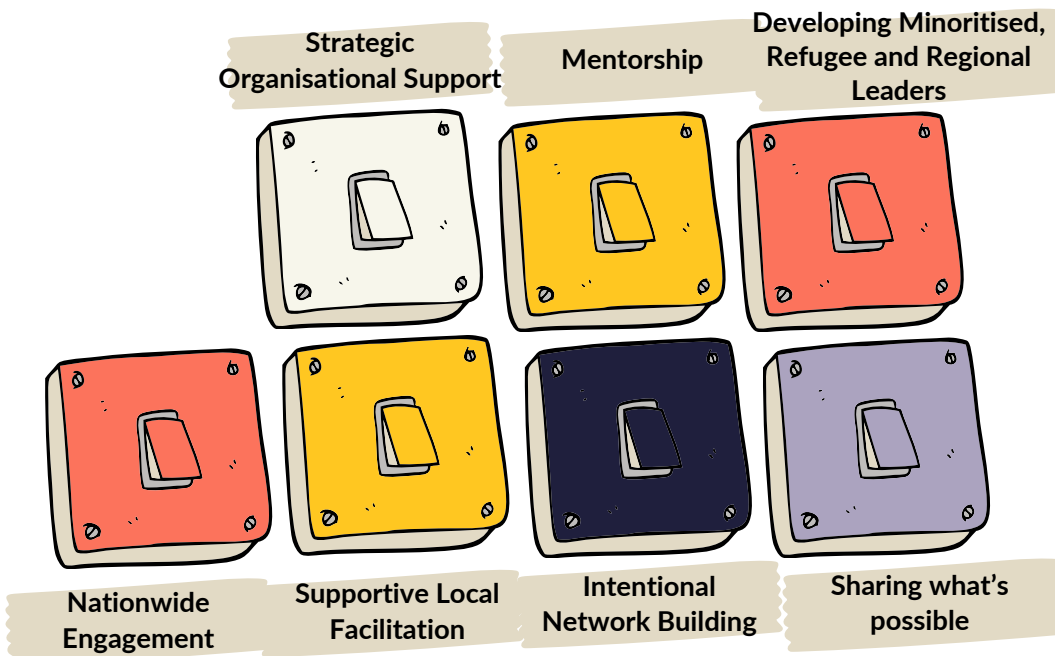


Image 9: Scottish Recovery Network levers of change.

All projects or activities include one or multiples of these levers in their design, when launched, progressed or when a milestone is achieved.

LEVERS FOR CHANGE

1. **Strategic organisational support:** Organisations and community groups are supported to change their internal operations, process, resourcing or policy to allow peer support and recovery to thrive.
2. **Mentorship:** Established and emerging recovery and peer support leaders are nurtured and supported to advance peer support and recovery movement.
3. **Developing minoritised, refugee and regional leaders:** Leaders are identified and supported in often excluded communities to lead peer support and recovery approaches how they want to, within or outwith their own communities.
4. **Nationwide engaging:** Scottish Recovery Network provide national forums for those with lived experience or experience of peer support to discuss and take action on national policy or practice that affect their lives or communities.
5. **Supportive local facilitation:** Support and space for collaboration is provided by Scottish Recovery Network as a neutral third party so recovery-based projects and plans can be initiated.
6. **Intentional network building:** Active networks are built to increase stakeholder's influence.
7. **Sharing what's possible:** Actions where new insight and evidence of lived experience and peer support approaches are surfaced, shared and/or tested.

The use of these levers by the team was evidenced through coding data from surveys and interviews, and through analysing project outcomes. The team now use the levers in two further distinct ways: 1) as a decision-making mechanism to decide which projects to work on; and, 2) to understand and assess if a project is achieving change.



Different projects require different levers to be used depending on the local context, stage of project or type of project. Some projects use just one lever, while others can leverage more than one. As levers were developed and validated with the team in the latter half of 2022, the analysis of impact levers to projects was implemented on projects running in 2023 only (n=19).

Analysis showed that all 7 levers were being used across projects, with four levers in particular used most often: 1) Intentional network building; 2) Sharing what's possible; 3) Supportive local facilitation; and, 4) Strategic workplace support.

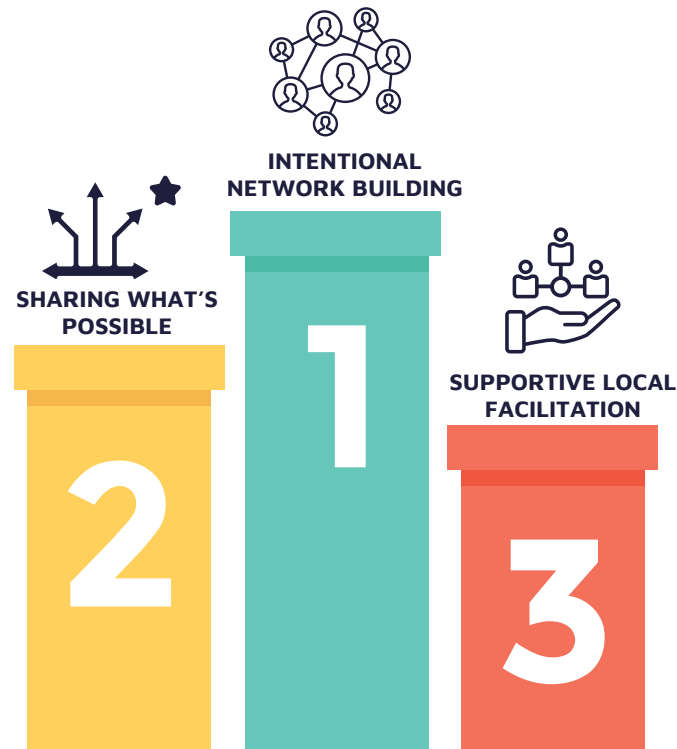


Image 10: Most used levers of change.

Between April 2022 and January 2024, 34 projects were delivered,¹⁹ with over 2,200 individuals²⁰ engaging in activities. 22 of the projects were specific and had localised objectives, for instance, to support organisations to build peer support capacity. The remaining 12 projects focused on capacity building or convening more widely across Scotland.

Table 1 shows how current projects are supporting change through different impact levers. Important to note is that projects are at different stages for activating change, and that all stages are important. Maintenance phase projects help show others what is possible, as well as keep the products of work alive. Equally, if the team were not building a pipeline of new projects through contemplation and preparation, then the team would see large peaks and drops in activity.

[19] Some projects spanned multiple programme years i.e. projects started in 2022 and continued into 2023. See Appendix for full list and description of projects.

[20] Non-unique individuals

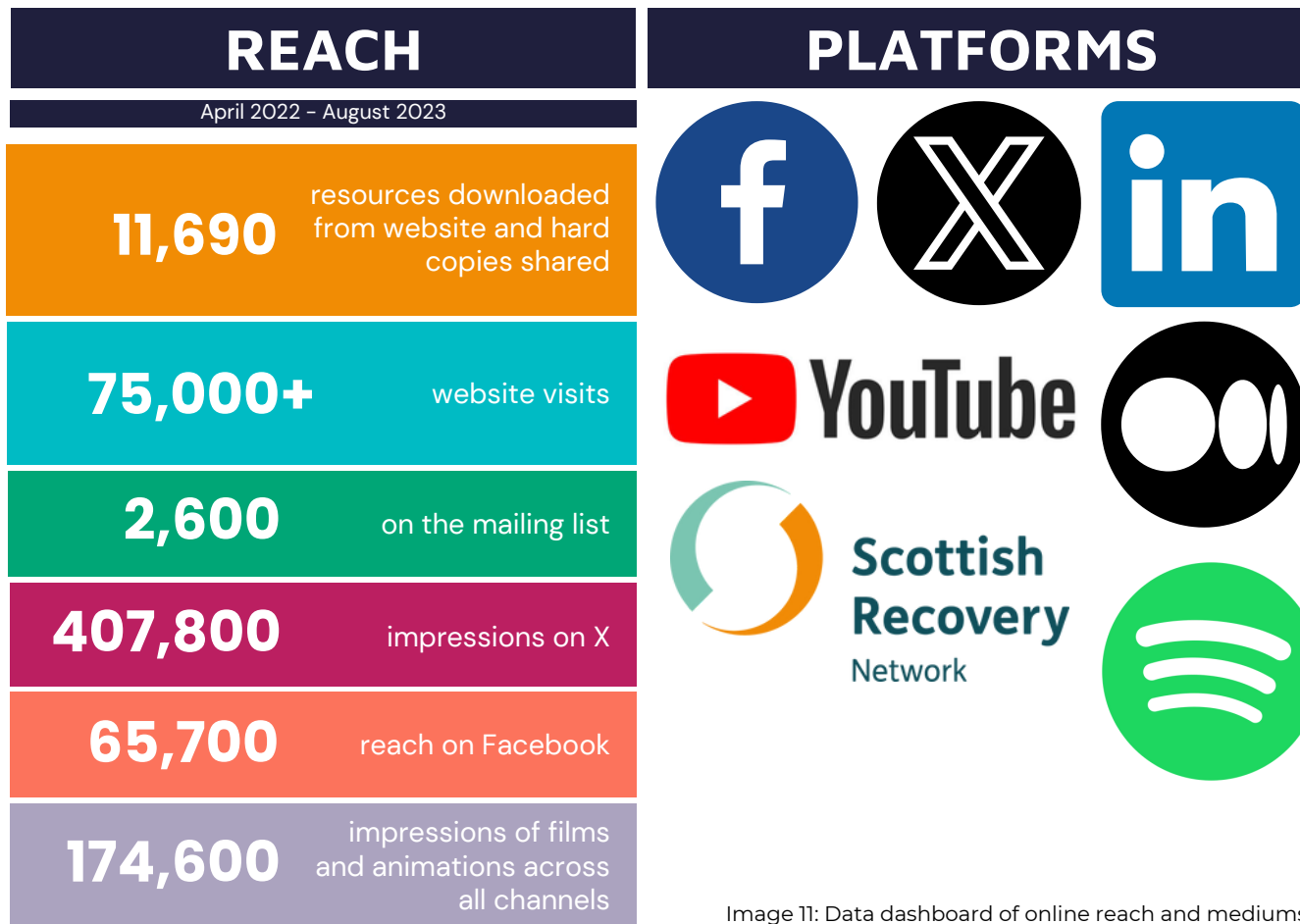


Programme Stream	Project Name	Impact Lever	Stage of Change
Developing Peer Support	Creating Hope with Peer Support	Supportive local facilitation; Nationwide engaging	Preparation
	Developing Peer Roles Resource	Intentional network building; Sharing what's possible	Action
	Future Pathways Iriss	Strategic organisational support	Preparation
	Making Peer Practical	Sharing what's possible; Developing minoritised leaders	Action
	Peer Connects	Intentional network building; Sharing what's possible	Action
	Peer Support in Action	Sharing what's possible	Preparation
	Perinatal Peer Support	Sharing what's possible; Intentional network building	Maintenance
	Peer Support Moray	Intentional network building; Supportive local facilitation	Preparation
	Safer in Scotland	Strategic organisational support	Contemplation
Lived Experience Engagement	A Chance for Change	Nationwide engaging	Action
	Meaningful Engagement	Sharing what's possible; Intentional network building	Contemplation
	NHS Highland	Strategic organisational support; Supportive local facilitation	Maintenance
	NHS Lanarkshire	Supportive local facilitation; Mentorship, Strategic organisational support	Maintenance
	Self Harm Programme	Nationwide engagement	Maintenance
	Sharing Lived Experience	Sharing what's possible; Developing minoritised leaders	Maintenance
	Together in Dumfries and Galloway	Intentional network building	Contemplation
	With Us for Us	Supportive local facilitation; Developing minoritised leaders	Action
Peer2Peer Training	ICUsteps	Strategic organisational support	Maintenance
	Kate's Kitchen	Sharing what's possible	Maintenance
	Peer2Peer Renewal	Strategic organisational support	Maintenance

Table 1: Scottish Recovery Network's 2023 projects linked to impact levers and stage of change



Scottish Recovery Network uses online and social media platforms to cascade learnings, mobilise knowledge and share impact stories from their activities and online library. Unique to Scottish Recovery Network is that their materials are easily accessible, open source and freely available to use. This removes barriers for small under resourced communities and organisations not just in Scotland, but worldwide. 'X' (formerly Twitter) and LinkedIn, webinars, podcasts, and 'lunch and learn' sessions are widely used as mediums to mobilise the knowledge they have co-created with stakeholders across Scotland. Additionally, their newsletter, emails and wider social platforms are used to share up-to-date recovery and peer support news and opportunities. For the size of the organisation, the social media reach is extensive both in numbers and spread, nationally and internationally.



Although social and email content does not necessarily use system change levers, it is used primarily as a way of finding new audiences, as well as re-establishing and/or maintaining connections with stakeholders. As the case study below identifies, where Scottish Recovery Network keeps people actively engaged in their content, it lends its support to the Intentional Network Building and Strategic Organisational Support levers.

Replying to @ScotRecoveryNet @HollyScotNet and @scotgov
 Thank you all for hosting such a great event today.

What an important conversation to be had, and such a safe and understanding space to have it in.

Looking forward to what comes of all these vital conversations!

9:54 PM · Feb 28, 2023 · 19 Views

Sep 12, 2023 ...

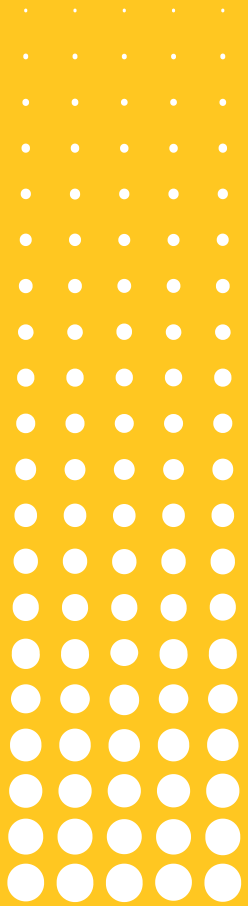
Attended my first mental health event in Australia today. It was great to talk to a peer support worker who is using @ScotRecoveryNet resources to inform her work. She was impressed with Scotland's approach to mental health recovery.

#mentalhealth
 #MentalHealthMatters

Image 11: Data dashboard of online reach and mediums



CASE STUDY



CONVENING THIRD SECTOR PARTNERS IN STRATEGIC WORKSTREAMS

Ross* is the manager of a network of substance use providers after previously working as a peer supporter. He first learned about Scottish Recovery Network through his current organisation where he attended an in-person event hosted by them.

Since then, he continues to engage with their online content and has made use of their 'Conversation Café' materials which he mentions are very easy to use and adapt to his needs. He continues to attend online and in person events hosted by Scottish Recovery Network as he says they are useful for networking. As a result of his engagement, his organisation went on to work with Scottish Recovery Network to help them further embed peer working. He notes that a major strength of Scottish Recovery Network is their adherence to their values through their work as well as the great materials that are shared:

"I think just that authentic approach; actually kind of caring about people with experience, wanting to do their best for them, wanting to think carefully about how they approach doing it, and uplifting their voices, I think, has been one of the things that's really struck me."



Image 12 illustrates what stakeholders gain from their relationship with Scottish Recovery Network. 'Community and connection' are unsurprisingly an important impact area. 'Support and mentorship' and 'influencing' were least cited; where they were. It was either senior stakeholders or organisations that Scottish Recovery Network had long-standing relationships with.

This is unsurprising given that influencing and mentorship can be quite time intensive. The team carefully and intentionally work to balance a number of approaches that reach as many people as possible, whilst providing more dedicated and intensive support to a smaller number of groups or organisations.



Image 12: Stakeholder feedback on involvement with Scottish Recovery Network. ²¹

[21] Each circle represents a specific impact area (i.e. influencing). The size of each circle represents how often a category was mentioned, allowing for comparison. i.e. the bigger the circle, the more often it was mentioned.

SYSTEMS CHANGE

This section uncovers how Scottish Recovery Network is contributing to systems change, and the conditions they are helping to create to enable systems change to occur. It analyses whether the changes being made match the desires of the wider sector.





IS SYSTEMS CHANGE OCCURING?

“ It was just really helpful for me, especially because I hadn't developed peer support programmes before. I spent a lot of time just looking at their website and reading everything on it, it was nice to know it was like a trusted source. I felt like the resources that they're putting out here are created in collaboration with people with lived experience.

- Head of Training and Community, Third Sector Organisation, Interview

Scottish Recovery Network creates the conditions and then focuses on a specific area of impact to make change happen. This evaluation has found that Scottish Recovery Network contributes to meaningful systems change through its activities. To evidence this with the existing data available, Habitus Collective use the Six Conditions of Systems Change Framework²² to analyse available data. This theory is illustrated in Image 13. It shows the levels of change Scottish Recovery Network must be mindful of when attempting to effect system change. Scottish Recovery Network needs to address policy, practices and resource flows in order to effect structural change, build relationships and connections, work within and break down power dynamics in order to effect relational changes. It needs to work on changing people's world view and how they believe systems and society works in order to achieve transformative change. By intentionally and collectively working on these areas in conjunction with other stakeholders, they are better placed to contribute to change.

The evidence of this evaluation shows that Scottish Recovery Network is:

- Working with organisations and government to change policies and practices to help make recovery real (structural change).
- Platforming knowledge and sharing opportunities and resources for both impact and creating ideas for change with its stakeholders (structural change).
- Building meaningful connections between lived experience groups, third sector and statutory services (relational change).
- A key player in actioning strategic embedment of lived experience: creating spaces of devolved power to individuals, groups and communities of lived experience (relational change).
- Challenging the way lived experience and peer support is seen and activated within the health system (transformative change).

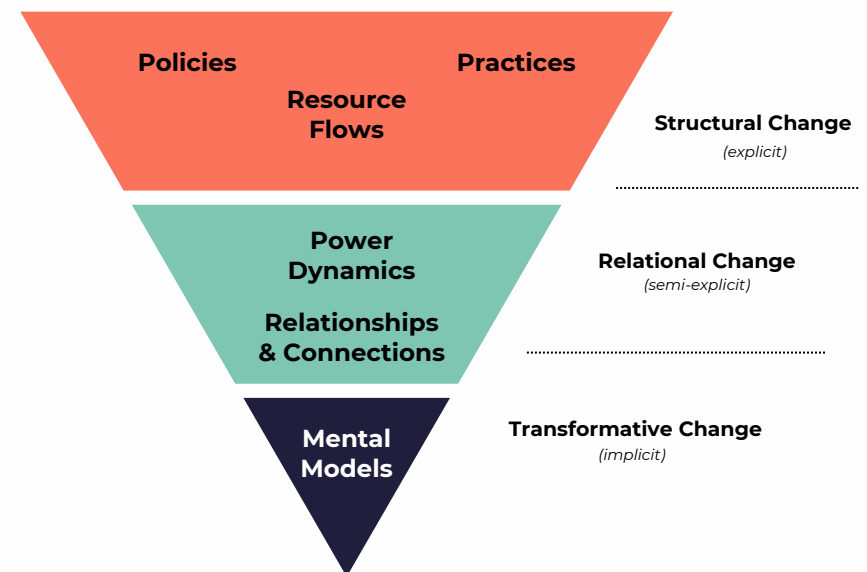


Image 13: Six conditions of systems change.²³

[22] Kania J, Kramer M, and Senge P. 2008. "The Water of Systems Change". FSG Consulting

[23] Adapted from The Water of Systems Change Model



HOW IS SCOTTISH RECOVERY NETWORK CREATING THE CONDITIONS FOR SYSTEM CHANGE?

1. Building Power and Connection Through Shared Experience

Communities and individuals known and unknown to Scottish Recovery Network are seeking connection, knowledge and support to make change locally. Scottish Recovery Network create shared experiences where stakeholders are empowered by gaining a deeper understanding and connection to one another. Practical examples include Making Peer Practical, where organisations are supported to develop their own peer projects following group learning and 1:1 sessions, as well as popular workstreams such as Creating Hope with Peer Support and With Us for Us, which have engaged over 300 individuals and community groups alone. As a result of participation in these projects stakeholder confidence grows and their ability to influence hierarchy grows alongside. Government commitment to lived experience involvement, such as the Suicide Prevention Strategy, are activated by Scottish Recovery Network through the development and delivery of Peer Support activities and guidance.

“ Sarah* has been involved throughout the entire project and now is on the Lived Experience Patient Group for this. This project showed that she felt validated and heard when she saw her quote customised in the project report.

- Consultant Psychiatrist, NHS, Interview

2. Creating Belonging and Community

Many stakeholders of Scottish Recovery Network shared when they do not act it is because they either feel they do not belong, or feel they are not the 'right' person or organisation to do so. To increase a sense of belonging, stakeholders shared their desire for lived experience networks to be reflective of who they are, informal, and safe spaces to share.

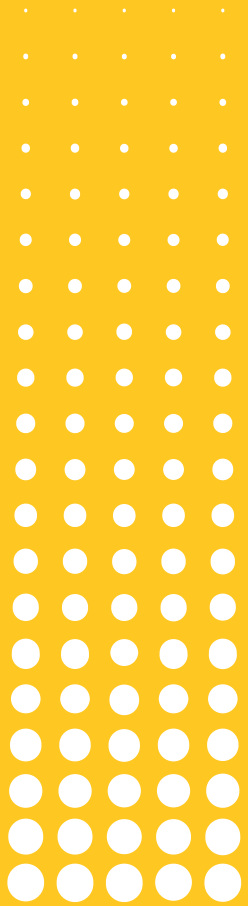
By holding a range of ways in which people can be part of the community, Scottish Recovery Network creates the space for capacity building sessions where connections with the wider community are made. In a number of instances, the evaluation found that such spaces can be important conduits to bring together and **create meaningful roles** for government, NHS, third sector organisations and people with lived experience, to define and work collaboratively in improving mental health and recovery outcomes. More marginalised and lived experience communities can be reached through building communities. A need to focus on specific communities and increased dialogue with people outside of existing networks emerged as an opportunity for development. Furthermore, conversations about trust and fears needs to be part of this dialogue.

“ They listened to everything we were doing, and I listened to everything they were doing, and that made the initial connection. That even though we work in a different sector, we are working with people who need mental health or support with their well-being, and we're already doing peer support. Just maybe [we] could be more intentional and better at it with the help of Scottish Recovery Network and their resources, such as training.

- Third Sector CEO, Focus Group



CASE STUDY



NHS HIGHLANDS AND LIVED EXPERIENCE GROUPS

NHS Highlands have been looking at Scottish Recovery Network’s approach, to improve their strength-based approach. Through close collaboration with lived experience groups, Scottish Recovery Network is bridging silos, and bringing lived experience groups into dialogue around what services can and should look like.

As a result, NHS Highlands has committed to doing more informal engagement. The impact of this has meant that service users feel heard and empowered. As one individual noted:

“This was the first time I felt like I mattered”

However, it’s not just about convening, yet also about curating the space. Scottish Recovery Network has supported NHS partners to facilitate better relationships with third sector organisations, and host open and inclusive meetings, which in some instances become peer spaces.



3. Demonstrating What's Possible in Policy, Practice and Service Design

Scottish Recovery Network creates conditions for innovation and transformation; “We welcome people adapting and trying out new things with resources”. Online materials, content, posts, sessions and events are designed to enable learnings to be shared, they also encourage questions and seeking help from others working on similar projects. Projects such as *Creating Hope with Peer Support* not only provide bespoke training in peer support for community-based support groups, yet also gives individuals and organisations opportunities to celebrate milestones, share resources and build a community of practice.

Insights from the data suggest that there is potential to strengthen innovation by ‘future visioning’ and by translating the planning to change into tangible change and by building on current influencing models. It is acknowledged that this can feel high-risk and that there can be a high level of resistance. However, by taking new approaches with open minds, there is opportunity to embed more transformational language with transformational systems change as an outcome.

CASE STUDY

SUPPORTING INFORMAL PEER SUPPORT MOVEMENTS

Lachlan* is the CEO of an organisation working with young people struggling with their identity and/or mental health, often taking them to do outdoor activities. He stumbled across Scottish Recovery Network’s website when looking for recovery and mental health resources. Working with Scottish Recovery Network helped Lachlan to understand that much of the work they were already doing fell under the umbrella of informal peer support. Scottish Recovery Network connected them with peer support training and worked with him to determine what kinds of peer projects they could do.

“They helped us formalise our thoughts around something we were already thinking about, but maybe didn't know that it was called peer support.”



4. Knowledge Building

More than anything else mentioned through interviews, feedback sessions, focus groups, and online comments was the quality, simplicity and accessibility of the organisation's online and printed materials. This is realised through the significant resources dedicated to communications and mobilising organisational materials online and at in-person events and sessions. The Communication Lead together with Project Officers and Coordinators leverage each other's skills and audiences to share curated resources, toolkits, knowledge and insights in a bid to engage and inspire others.

The impact of Scottish Recovery Network comes specifically from **shared learning** and **knowledge convening** where all stakeholders bring something to the table. There is little to no traditional learning sessions that are 'taught' in a broadcast fashion. Practice tools are often used to catalyse conversations about recovery and peer support. These centre lived experience and create the right conditions for collaborative working across sectors and services.

“ We are offered time and mentorship to explore - I can bring in my own knowledge and experience to dig deeper and question.

- Perinatal Peer Support Partner, Interview

This approach to knowledge building starts positive changes in relationships, and embeds an equitable approach from the outset, it is a driver of empowerment for lived experience and creates tangible changes in strategic development at the regional and national level: such as all Peer Supporters employed in the last two years in the Highland region having been trained in Peer2Peer.

Long-standing relationships with local leaders with knowledge building at the core have driven the development of multiple local initiatives. THRIVE Edinburgh and Penumbra's GP Practice Peer Support services in South Angus have benefited due to their connection and capacity built with Scottish Recovery Network.

Scottish Recovery Network has also used their knowledge and relationships to contribute to the development of the *Scottish Mental Health Partnership Manifesto*, which as a result called for more focus on recovery and the development of peer support in mental health services.



Image 14: Scottish Recovery Network resources.



5. Influencing Up and Down

There are numerous examples of Scottish Recovery Network steering local programmes or collaboratives to centre lived experience and peer support, for example the Kate’s Kitchen Project.²⁴

Scottish Recovery Network is seen by many of its stakeholders as an interface between them and government. This is a position taken not only by individuals with lived experience who are often traditionally excluded, but by institutions with long histories and institutional power.

“ We need a voice to do the advocacy stuff.

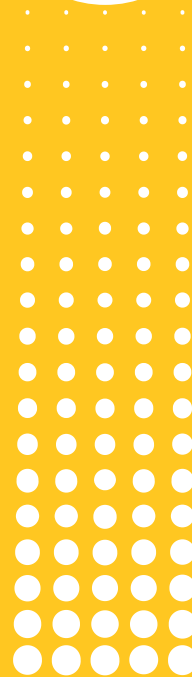
- HUG Member, Highland, Focus Group

Crucially, Scottish Recovery Network understands this unique position. Rather than taking on a traditional advocacy or activist role as they are pressured to do by stakeholders, they instead use their position to build a purposeful relationship with policymakers. They have credibility with policymakers because of their ability to facilitate conversations expertly and rapidly between policymakers and their stakeholders when required. It has taken a long time to build with dedicated resources over a number of years from communication and senior leadership staff.

Scottish Recovery Network is opportunistic and message from a ‘solution lens’. They take a proactive approach, seeking opportunities rather than waiting to respond to active calls for consultation or calls to sit on working groups. This in turn further empowers the voice of lived experience as ‘the leading advocates and practitioners for recovery based mental health systems’ they are part of.

[24] See Appendix for a full description of the project.

[25] <https://www.holyrood.com/comment/view,associate-feature-a-recovery-focused-refresh>



ARTICLE IN HOLYROOD MAGAZINE

Building credibility with Scottish Government takes time and requires a relational approach. Louise Christie, Director of Scottish Recovery Network, wrote an associate feature titled ‘A recovery focused refresh’ for Holyrood Magazine.²⁵ The primary readership being Scottish politicians, civil servants, and their support staff. Critically, the timing and messaging of this article placed Scottish Recovery Network in the right place at the right time with the right message. This work played a contributing role in Scottish Recovery Network supporting the co-development of a refreshed mental health strategy.

“Although we face great challenges as people and as a society, it is also an opportunity to embrace change and to listen to, act and utilise the wisdom of lived experience. Together we can create a mental health system fit for the 21st Century that will support good mental health, wellbeing and recovery for all.”



By demonstrating this rapid knowledge exchange and ability to convene, it is clear to policymakers that Scottish Recovery Network has developed a strong network who offer genuine insight and advice. They are also ready to take responsibility and activate mental health systems change when resources or opportunities are made available.

There are many examples showcasing this:

- Proactive approaches including hosting engagements, producing reports and proposals to feed into the very early stages of strategy development before formal consultation: Mental Health and Wellbeing Strategy and Delivery Plan.
- Participating in networks and forums such as Scottish Government Mental Health Stakeholder meetings and Scottish Mental Health Partnership, where they meet with others involved in engagement and influencing policy and practice.
- Active involvement in national programmes such as Healthcare Improvement Scotland, Early Intervention in Psychosis Lived Experience Reference Group, and the Personality Disorder Improvement Programme.
- Active involvement in local programmes and collaboratives such as NHS Greater Glasgow and Clyde Mental Health Strategy Workstream Group, Struggle2Strength in Fife and the Edinburgh Peer Community Steering Group

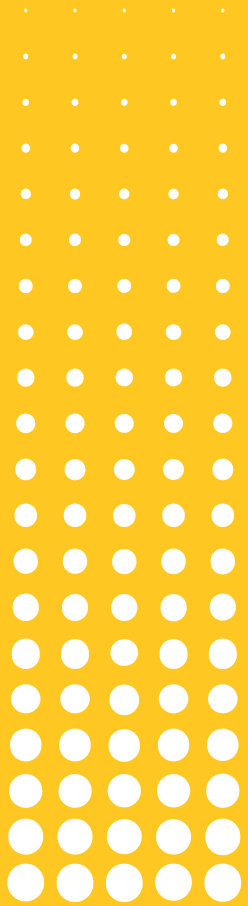
As a senior member of the Mental Health Directorate in Scottish Government put it:

“ I am blown away by the amount of work being doing with a small team and the impacts they are able to achieve.

– Scottish Government



CASE STUDY



A CHANCE FOR CHANGE

It has taken sustained effort to build a trusted relationship with the Scottish Government. Skilled communications and senior leadership has been required. These efforts were validated when a formal proposal by Scottish Recovery Network was submitted to, and accepted by, the Scottish Government. They were asked to lead a programme of lived experience engagement to inform the early drafting of the Mental Health and Wellbeing Strategy for Scotland.

Scottish Recovery Network realised this work through their project '*A Chance for Change*'. Engagement activities happened in person and online through 6 conversation cafés held across Scotland in March 2022. 48 people participated, representing peer support and lived experience communities and organisations. Key messages were identified, such as: **People expect recovery and are supported at all stages of their recovery journey.** Participants shared insight, experience, knowledge and what they wanted:

A recognition of the value of lived experience. Where services are shaped by people in a significant and influential way.

These events were followed up with later engagements in August 2022 on how to create this change — further informing Scottish Recovery Network's contribution to the *National Mental Health and Wellbeing Strategy*. It was finalised with the publication of strategy and has culminated in a Strategic Action on the development of peer support in services and communities in the Delivery Plan.

Scottish Recovery Network is building recommendations and can facilitate conversations expertly and rapidly between policymakers their stakeholders and the wider lived experience community when required.



6. Enthusiasm, Ambition and Passion

“ I definitely have felt more validated in my experiences, which has increased my confidence. It really encourages me to have my voice heard and make sure that it's understood.

– Person with lived experience, Event Observation

A range of opportunities for Scottish Recovery Network to further strengthen and inspire external stakeholders emerged strongly from the data. Not just in the third sector, but to inspire confidence and trust in the public sector for recovery, peer support and the embedment of lived experience in processes and leadership. Outcomes reveal that external stakeholders benefit from reflecting on their journey, acknowledging changes that have happened, and channel inspiration by celebrating milestones.

Passion for recovery is being nurtured through personal supportive relationships across sectors, connection and collaborative working. This is reinforced by the reflective, autonomous spaces that Scottish Recovery Network create, which facilitate relationships that boost enthusiasm and ambition for change. Impact is evidenced in the growth of stakeholders, content readership/engagement and the desire from more organisations to collaborate.

“ It's been so great working with you –since I first came into post in the peer collaborative days you've been one of the most helpful people and really helped me to find my feet, especially when I was tying myself in knots at the beginning. I've really appreciated the combination of honesty and helpfulness that you've provided and some perspective when I've needed it!

– Peer Reference Group Member Email

“ I feel inspired, I want to encourage awareness for peer support. There's a real opportunity to really showcase the third sector.

– Post Event Survey Respondent

They create spaces where people who wouldn't have come together before and are learning from each other. How can we help to showcase this?

– Manager, NHS, Event Observation



TARGETED IMPACT AREAS

In creating the conditions for systems change, and understanding how their approach facilitates it, Scottish Recovery Network can then identify the specific areas that they seek to have impact.

The organisation has identified five impacts they are trying to realise:

1. People and communities with lived experience are engaged in the design, delivery, and implementation of mental health services in every locality across Scotland.
2. People, communities and organisations seeking mental health support can connect with peer support as a part of their recovery journey, when and where they need it.
3. Recovery is deeply embedded into mental health policy, services, and systems across Scotland.
4. Scottish Recovery Network Team members become innovative, critical systemic actors who can effectively support and co-lead change in the mental health sector.
5. Scottish Recovery Network is known and recognised (locally/nationally/ internationally) for being a hub of knowledge in recovery and peer support in mental health and for its ability to connect and mobilise people and communities with lived experience.

Image 15 illustrates the needs identified by the community, collected through focus groups, in-depth conversations and observations conducted. It reveals that within the mental health and recovery system, there is ample opportunity to reshape and embed the role of recovery and peer support, spearheaded by individuals with lived experience.



Image 15: Needs identified by the community to help recovery and peer support thrive.



Scottish Recovery Network is providing its stakeholders with ideas and ways in which they can embed peer support and recovery approaches within service development and improvement. They are supporting individuals to look at peer support and recovery beyond an intervention, to look at it as a core aspect of holistic mental health provision. Much of the qualitative data gathered from interviews and focus group discussions echoes how individuals are encouraged to add to the body of evidence around why peer support and recovery works and what is needed to evidence and for best practice.

“ I reference Scottish Recovery Network quite often. I've benefited from the learning and their best practice expertise... and added my own views and thoughts, which I think adds credibility to the evidence.

– Patient Advocate, Margaret McEwan Trust, Interview

Table 2 zooms in on the 'how' of achieving impact. Practical examples are used to show how Scottish Recovery Network is realising the five areas of impact.

Activities, such as targeted strategic workshops, are bringing together NHS partners, Scottish Government stakeholders, individuals and communities with lived experience and third sector organisations. The impact of this convening is amplified afterwards through the use of storytelling that is shared on social media and the website. An important gateway for people seeking information about peer support and recovery is the maintained. Producing content that provides opportunities for new communities to increase knowledge about peer support. A virtuous circle of impact.

Data collected as part of this evaluation shows that **Scottish Recovery Network are working in an intentional way towards its identified impact areas**, as evidenced through the outcomes of their projects.



The Need

People with lived experience (LE) are not brought into decision-making process relating to mental health services. This results in services not adequately and holistically meeting mental health needs.

Spaces and places to share similar experiences and access peer support are not always considered as part of the recovery journey. This results in people feeling siloed and isolated and can impact recovery trajectories.

Mental health recovery approaches can be highly clinical, and lack holistic mechanisms underpinned by peer support values and principles.

Mental health systems can function in silo, resulting in fragmented approaches to mental health practices.

Resources and information about how to embed peer support and recovery are often lacking. People have the appetite to learn about and embed peer support, but don't always know where to look.

The How

Scottish Recovery Network brings lived experience groups into conversations and discussions — whether through hosting LE groups as part of NHS strategy development, or hosting sessions for people to connect.

By curating highly relational spaces and providing individuals, communities and sectors with practical ways to embed peer support, Scottish Recovery Network are unlocking the power of peer support and connection.

Working with local/national organisations and collaborative groups to centre recovery and peer support approaches, which unlock potential for collaboration and scaling peer support. In turn, this facilitates systems change by providing opportunities for leaders to embed recovery approaches.

By supporting leaders to influence and shape mental health, recovery and peer support initiatives to shift practice through mentoring, intentional network building and embedding peer support processes.

Sharing of stories, articles and blogs can support individuals with the knowledge and tools to embed peer support. In turn, this helps individuals to activate, maintain and enhance peer support and recovery initiatives.

What This Contributes To

People and communities with **lived experience** are engaged in the design, delivery, and implementation of mental health services in every locality across Scotland.

People, communities and organisations seeking mental health support can connect with **peer support** as a part of their recovery journey, when and where they need it.

Recovery is deeply embedded into mental health policy, services, and systems across Scotland.

Scottish Recovery Network Team members become innovative, critical **systemic actors** who can effectively support and co-lead change in the mental health sector.

Scottish Recovery Network is known and recognised (locally/nationally/internationally) for being a **hub of knowledge** in recovery and peer support in mental health and for its ability to connect and mobilise people and communities with lived experience.



ARE THE CHANGES TAKING PLACE MATCHING STAKEHOLDERS' DESIRES?

It is clear Scottish Recovery Network is having a significant impact for recovery in Scotland and beyond. Fundamental to this impact is the ability to build and sustain meaningful relationships across many communities. Freely sharing knowledge through intertwined networks of deep trusted relationships is what stakeholders told the evaluators they benefit from most.

Replying to @ScotRecoveryNet and @PeerHubCIC

As one of the first peer support workers in Ireland. We have The Scottish Recovery Network to thank for their trailblazing developments in the peer worker field. Thank you,

3:37 PM · Feb 19, 2023 · 3 Views

1 Retweet 1 Like

If anything, stakeholders of Scottish Recovery Network want more space and support to innovate, inspire and celebrate each other even further. What is noteworthy is that the community, connection, and relational approach that forms Scottish Recovery Network's offer can be increased in scale (to a certain extent) without requiring an equal match in resource.

A more challenging prospect is stakeholders' desire for Scottish Recovery Network to bridge the gap between clinical and third sector peer support services and spaces. These are often closed and bounded systems, with little collaboration which can heighten tension points, for instance, in clinicians seeing peer support as a 'nice to have', rather than a key mechanism for change.

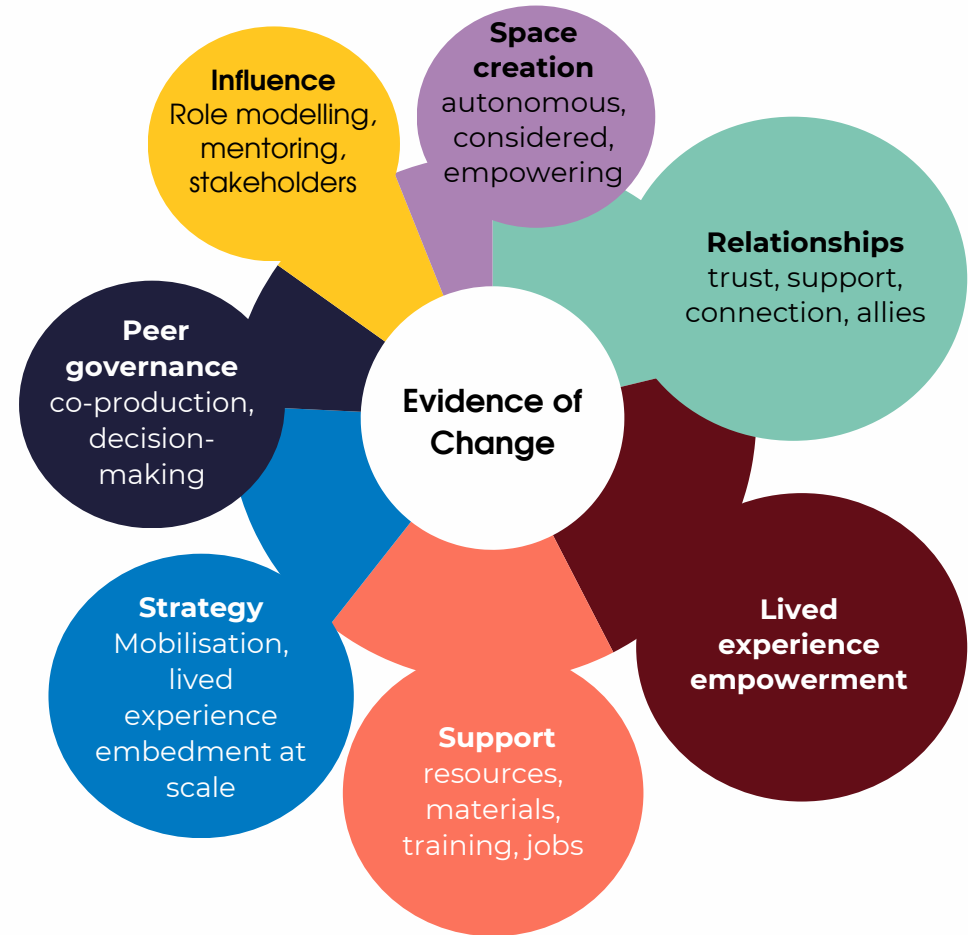


Image 16: How Scottish Recovery Network operates to achieve its outcomes.

Conversely, third sector organisations with peer support initiatives could further acknowledge the support that clinical services can play in supporting individuals and collaborations. As such, stakeholders hoped Scottish Recovery Network could take the role of acting as an interface to bridge this gap by taking advantage of their positioning as a key player in the mental health and peer support space.



Image 17 shows more of the coded answers from all the interviews and survey conducted during the data collection period of the evaluation that asked; 'What more could Scottish Recovery Network be doing?'

Larger bubbles represent when a topic was mentioned more often.



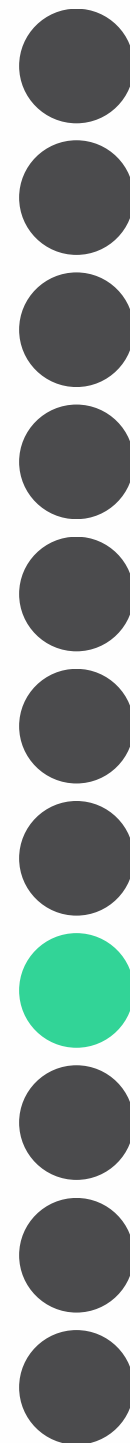
Image 17: Stakeholder feedback on involvement with Scottish Recovery Network (N=76).

Scottish Recovery Network is already acknowledging and responding to this feedback from stakeholders. For some topics mentioned, Scottish Recovery Network has already had projects or offerings that fulfil stakeholder needs and have done for a number of years. This may mean that those interviewed are either unaware of the range of support offered, or they are not in yet at a stage of change where they are ready to engage with what is offered. Importantly, there is alignment in what stakeholders are looking for in Scottish Recovery Network's strategic plans. The system change levers identified earlier in this report can help address these points. However, how and what this looks like in practice will need to be carefully and strategically managed, as the team does have limited capacity due to its size. This means that decisions will need to be made on where best to deploy resources for greatest impact, meaning that not all needs and expectations may be met.



RECOMMENDATIONS

This section shares recommendations for Scottish Recovery Network and its stakeholders. The recommendations are drawn from the learnings of this evaluation.





1 Share how systems change is being facilitated

Share with stakeholders how Scottish Recovery Network is facilitating systems change through data collection so they can replicate the approach.

There is an array of evidence that demonstrates how Scottish Recovery Network is facilitating systems change at various levels. What's missing is robust mechanisms that help the organisation review, reflect, and share the insights collected. Embedding the impact framework across all programmatic offers and further use of data collection tools that evidence how projects and activities are contributing to organisational impact areas will help build a body of evidence around what is working and why. Integrating learning and reflection in structured ways internally as well as with partners and stakeholders can provide important insights into what how impact levers are having an effect.

Actions that can be implemented include:

- All projects to be developed with clear aims and intentionality behind delivery and communications. The team should be asking questions such as 'how will this drive change?', and 'how does this project align to organisational impact areas?'
- Continue to embed measurement tools as a part of activities or events to measure if conditions for systems change are being created.
- More closely track programme outputs including number and types of activities delivered, people who have engaged and capturing signposting pathways to other organisations.

2 Steer into the unique approaches being used

Steer into the unique approaches Scottish Recovery Network takes and use this to continue to leverage its position as a key systems player in the mental health sector.

To be an effective systems player, and navigate recovery, peer support and mental health realms, Scottish Recovery Network should continue to articulate its unique position as being a both a key influencer and mobiliser/catalyser. They should continue to emphasise focus on aspects often missing from clinical and government discourse, which are highly valued by communities and people with lived experience. This will help further concrete the organisation's role.

Actions that can be implemented include:

- Continue to efforts to understand how Scottish Recovery Network is effecting change at different levels. For example, begin capturing impact stories and using these to drive and celebrate change.
- Expand and evidence how programmes are working with a range of stakeholders. Continue to consider who is missing from the picture and how they might be engaged.
- Have internal strategic reflection sessions where the team come together and discuss how projects align to wider impact/strategy and the levers of change.



3

Create a process for project resourcing based on the evaluation framework

Use newly developed measures, stages of change and evaluation framework to create a project resourcing process.

Scottish Recovery Network rely on several projects delivered locally and throughout Scotland to catalyse change. With limited resource it is important to know what work aligns to the levers of change, how organisation activities are contributing to change and then to articulate what is in remit and what is outside. The likelihood of action and impact, sustainability and depth of relationship should be key in deciding whether to launch, continue or retain each organisational activity. The data, insight, and measures are now available to make more informed decisions.

Scottish Recovery Network should use the processes of this evaluation to:

- Clearly articulate the resources available and/or needed by stakeholders to make change happen.
- Investigate the consistency in how relationships with leading stakeholders are nurtured and continually developed.
- Communicate why projects or work-based activities have come to an end or will not be resourced.
- Using the above, share why demand to engage is or is not met from different communities outside the mental health sector.

4

Create a tangible recovery future with stakeholders

Work with stakeholders to create a tangible future for recovery.

Scottish Recovery Network is aware of the needs and desires of their stakeholders. They have a strategic plan that is flexible and open to opportunity as it arises. Being a strength-based, they create hope for their stakeholders by pushing against the often-negative macro mental health narrative in Scotland. To add to this strength and to create a roadmap for change, they should create tangible examples of a health future centred in recovery.

As the organisation begins to create the next strategic plan, they can create activities and actions for stakeholders that ask:

- What are the possible futures of mental health, recovery and peer support?
- What does the mental health recovery world look like in the year 2030?
- What strengths and services do we want to scale across Scotland?

Additionally, as people look to Scottish Recovery Network for what comes next, there is an opportunity to work with communities and organisations intentionally to develop what the future trajectory of peer support looks like in Scotland.

- One example is the place of Peer Leadership and what it looks like in practice. As other countries have taken strides in this area, most have done so as an afterthought, leading to a challenging process of retrofitting peer leadership into existing models. There is an opportunity to work with people and communities of lived experience and Peer Supporters to create the conversation and develop desired outcomes for Peer Leadership. Scottish Recovery Network could look to other countries further ahead (i.e. Australia, England, Ireland etc.) and learn from their successes and challenges, to create a Scottish model.



5

Nurture, empower and skill existing community leaders

Nurture existing community leaders, empower them and hold them to account with the development, skills and conditions to take action within their own settings and systems.

To accelerate their agenda and to scale change without increasing their resources, Scottish Recovery Network should further nurture and develop the relationships they have with leaders across Scotland. By doing so, they can meet the diverse needs of different communities and foster a more inclusive and impactful approach to mental health support. Striking a balance between nationwide high-level engagement, deep strategic partnerships with recovery leaders, will position Scottish Recovery Network as a dynamic force in shaping the future of mental health initiatives in Scotland.

Actions that can be implemented include:

- The evaluation has evidenced the team's appetite to work with marginalised leaders. The team should continue to refine what they can offer marginalised leaders that is not already being met elsewhere and how it will create conditions for change.
- Scottish Recovery Network team members will benefit from training and skills in 'network weaving' (creating networks capable of change and action) and from support to think and act strategically with community leaders to ensure activities are intentional and aligned to the strategic plan.
- The team need to hold deeper level relationships with leading stakeholders with the trust to hold them accountable for taking action or calculated risks that forward peer support, lived experience integration or mental health transformations.

- To create more organisational capacity, organisations and groups at earlier stages could be 'bridged' or 'buddied' with trusted organisations who are further along in their recovery and peer support journeys. This could include connecting based on shared similar goals or programme ideas. To make good connections, the team could meet with interested organisations first, help them chose their direction, share appropriate resources and then bridge them to organisations who have gone on a similar journey to learn from.
 - Lessons learned reports (in various formats i.e. video, podcast or case studies) from past projects could be developed as light touch ways to support interested organisations and groups to lead themselves.
 - Scottish Recovery Network could continue to host or convene collaborative sessions like Peer Chat or Peer Connects so people have the space to learn from one another.



6

Further integrate communications and government relations activities

Integrate the communications and government relations activities into the project work from the planning and commencement of every project.

Mentioned again and again by stakeholders of Scottish Recovery Network is the accessibility and clarity of online content, communications, and materials. The Scottish Government is complimentary of the unique abilities of Scottish Recovery Network to convene conversation and action. This strength is used mostly in the mobilisation of knowledge gained from project work. It is underutilised in the creation of projects. For example, though unique (for several reasons) the *Creating Hope: Suicide Prevention* project has been able to benefit from strategic relationships with government, project progress has been shared widely with the full strength of the organisation's communications prowess meaning the likelihood of systems change is more likely.

Actions that can be implemented include:

- The team consistently work together so that the wider policy and communications impacts and potential of projects are explored and realised.
- Build on new relationships with Scottish Government and other policymakers/system influencers (including clinical leaders) to establish if projects are aligned or can be catalysts for larger scale national or regional strategic change.
- Demonstrate how the work of projects deepen the relationships with government, clinical allies, and other policymakers/system influencers.

- Continue to test and discuss the benefits and challenges of project settings, e.g. community or clinical, in order to develop learning and understanding of how and where projects best succeed and why.
- Case study write-ups with lessons learned of past projects added as a new resource or page for the website, helping to highlight the work already achieved to inspire others and to share learnings.
 - It can provide those interested in working with Scottish Recovery Network with practical examples of how they could work with them. While stories and resources are shared on social media, the website acts as a static resource where people can find out about what has been achieved more easily in one place.

CONCLUSION

This section shares a summary the the evaluation breaking it down into key points of insight.





CONCLUSION

In this report, we have set out some key findings around how Scottish Recovery Network with limited resources is contributing to systems change:

- By using multiple different methods and approaches in their work, they are making their work accessible and striving for a range of offers that can work for anyone looking to create change and advance recovery and peer support.
- They hold a unique position in the mental health sector, acting as a convener of knowledge and expertise rather than being the exclusive 'knowledge holders'. They bring together a commitment to connect others and professional curiosity in order to share stories, learnings and reflections.
- They work from a values base that is deeply empowered by a relational approach. This means they know and have deep relationships with their stakeholders and understand what's needed for change to happen and when.
- They inspire change both in and outside of the system and bring others along on the journey of change. Their work with senior stakeholders helps to create the conditions, confidence and capacity needed for regional and systems leaders to facilitate change within their own settings.

“ I’ve heard great things from [others in the mental health community] about how supportive Scottish Recovery Network has been for them. [I have been] forwarded an email with lots of resources you provided, as well as a suggestion that we continue to share the progress of my project through lived experience blogs... I can’t wait to work together!

- Patient Advocate, Margaret McEwan Trust, Interview

They rely on their long-held reputation, the strength of their network and relational approaches to achieve local and systems change. They are fulfilling their strategic objectives specifically through three specific approaches:

- 1. Broadening engagement**
- 2. Sharing what’s possible**
- 3. Inspiring change**

Over the past two years, Scottish Recovery Network has integrated new ways of measuring their impact. They now know more about how they activate and create the conditions for change, and can continue building new approaches and methods based on this knowledge. They work with vastly different types of stakeholders across Scotland, all working at different levels and capacities. Their stakeholders are eager to learn 'how' to create similar conditions for innovation and change locally.

They have tangible examples of success, from new Peer Supporters trained and employed in Highland, Moray and Renfrewshire, to consulting on the new Scottish Government’s Mental Health Strategic plan. These projects evidence that the team are able to move people, organisations and systems along through their unique ways of working.



Organisations and services across the third and public sector who have a desire for change have described feeling lost and overwhelmed with what to do and how to do it before connecting with Scottish Recovery Network. Adopting or implementing change would be happening a lot slower, and be less coordinated without the unique support and expertise that Scottish Recovery Network brings and shares.

A challenging national environment for mental health is emerging in 2024. Scottish Recovery Network is in an excellent position to hold hope and passion for recovery and transformational change in mental health. Interest in peer support remains high in Scotland, and the number of organisations reaching out to Scottish Recovery Network for support and/or materials is increasing.

They not only have many audiences with desire to share and engage with this new knowledge both locally and internationally, but they also have the tools and skills to activate change for stakeholders across the Scottish mental health system.

With this growth in both interest and implementation, Scottish Recovery Network will need to develop their offer to focus on responding to the needs and opportunities that lie ahead. They should also support those early on in their journey to build the movement in Scotland further. Learnings from this report can be used to share how they work. This would allow them to be less involved in the development of programmes and services, freeing them up to focus on wider systems change and developing more change agents across the system.

“They've kind of, if you like, publicly rubber-stamped a lot of our work and showcased it, which has been really helpful for us – that they've seen that we've got an area of good practice.”

– Recovery College Manager, Focus Group



REFERENCES





- Bradstreet, S. and R. McBrierty. (2012). "Recovery in Scotland: Beyond Service Development." *International Review of Psychiatry* 24(1):64-9.
- Brown W, and Kandirikirira N. (2007). "Recovering Mental Health in Scotland: Report on Narrative Investigation of Mental Health Recovery". Scottish Recovery Network.
- Cahn E. (2000). "No more throw away people: the co-production imperative". Washington: Essential Books.
- Gordon J, and Bradstreet S. (2015). "So if we like the idea of peer workers, why aren't we seeing more?" *World J Psychiatry*. 22;5(2):160-6.
- Health Scotland. (2008). "A review of Scotland's national programme for improving mental health and wellbeing 2003-2006" February 2008.
- Kania J, Kramer M, and Senge P. 2008. "The Water of Systems Change". FSG Consulting
- Mayne J. (2008). "Contribution analysis: An approach to exploring cause and effect", Institutional Learning and Change and Change (ILAC) Initiative, ILAC Brief 16.
- Scottish Government. (2009). "Towards a Mentally Flourishing Scotland: Policy and Action Plan 2009-2011".
- Scottish Government and the Convention of Scottish Local Authorities (COSLA). (2022). "Creating Hope Together: Scotland's Suicide Prevention Strategy 2022-2032".
- Scottish Human Rights Commission. (2020). "Strategic Plan 2020 – 2024".
- Scottish Recovery Network. (2020). "What's next for recovery? Findings from a national engagement."
- Sharp, C. (2018). "Making Recovery Real in Dundee: A review with the Scottish Recovery Network". Scottish Recovery Network.
- Smith-Merry J, Freeman R, and Sturdy S. (2010). "Recovery from Social Movement to Policy Goal, Report to the European Commission." *KnowandPol Orientation 2, Public Action 2*. Louvain-la-Neuve: Université Catholique de Louvain.
- Smith-Merry J, Freeman R, and Sturdy S. (2011). "Implementing recovery: An analysis of the key technologies in Scotland." *International Journal of Mental Health Systems* 5:11.
- The Health and Social Care Alliance Scotland. (2022). "Briefing: Scotland Reducing Gambling Harm Programme."

APPENDICIES





APPENDIX A: OVERVIEW OF PROJECTS

A summary of the projects undertaken by the Scottish Recovery Network team between April 2022 and February 2024.

Project Name	Description
Aberdeen CAMHS	Supported the Senior Occupational Therapist in the Aberdeen CAMHS team to explore the potential for peer support in their service. Connections were brokered with other similar services which use peer support including those in the third sector.
Bipolar Edinburgh	Working with Bipolar Edinburgh to develop and deliver a course in peer group facilitation.
Bump, Birth & Beyond	An event which brought together many of the organisations and groups that worked with us to develop a perinatal peer support resource. The practical guide was launched alongside a short animation.
Creating Hope with Peer Support	Working with a range of community-based groups and services involved in suicide prevention, mental health and wellbeing support. Connecting them more effectively with wider mental health recovery and peer support networks. Learning from this project will enable the promotion and adoption of peer support approaches across mental health and wellbeing more widely. Policy and people connections will be made and sustained.
Exploring peer support in Moray	Scottish Recovery Network are members of a partnership led by Moray Wellbeing Hub which aims to support peer practice and create peer support for peer supporters across the area. They have used a range of Scottish Recovery Network resources and materials to shape and deliver the project.
Future Pathways	Working with IRISS to support the Our Voices survivor's group of Future Pathways to explore what peer support could look like in Future Pathways and identify options to be tested. This was emerged from engagement by Future Pathways which highlighted a desire and demand for more peer support opportunities among people they support.
Historical Adoption Practices	Approached by the Scottish Government Children and Families Directorate for guidance and support around peer support for a group of activists. Scottish Recovery Network met with Scottish Government officials and women activists develop a peer support group and what was needed in terms of training, development and support.
ICU Steps Peer Support Groups	After supporting ICU Steps to develop peer support activities, Scottish Recovery Network worked with them to co-produce a bespoke peer support training and deliver an initial Peer2Peer training programme for their group facilitators.
Kate's Kitchen	Kate's Kitchen is a community-based initiative that started as community kitchen and food project but has developed a range of groups and activities including a wellbeing group that meets regularly. The participants in the wellbeing group all live with mental health challenges and many have faced trauma. They wanted to develop peer support in the group and the wider organisation.
Let's Develop Peer Roles Toolkit	A toolkit has been designed to help organisations and services develop and sustain peer support opportunities and roles. The toolkit draws on learning from many collaborative and support projects across Scotland as well as events, workshops and discussions with peer supporters and those developing and managing peer support activities and roles.



Project Name	Description
Let's Do Peer Group Facilitation	Co-produced guides with a group of people who deliver peer support groups. They have been designed to provide peer support group facilitators with the information and guidance they need to confidently facilitate high quality peer support spaces.
Making Peer Practical	A new learning programme aimed at groups and organisations in the early stages of developing peer support. They take part in group learning sessions and 1:1 mentoring support to embed peer practice and changes in their group or organisation.
Meaningful Engagement	Developing a resource to support meaningful engagement of lived experience in strategy development and service design which will build on Scottish Recovery Network's Conversation Café guide.
Mind to Mind wellbeing	Working with the Scottish Government's Wellbeing Team and NHS 24 to facilitate the production of two videos for the Mind to Mind website. The videos featured people with lived experience sharing what keeps them well including the role of peer support in their recovery.
Moving from consultation to co-design	In collaboration with NHS Lanarkshire Personality Disorder Working Group, engaging lived experience in the design of services for people living with complex mental health problems and trauma who may attract a diagnosis of personality disorder. Staff learned and modelled new approaches to lived experience engagement and are working to embed this across Psychological Services.
NHS Highland	Supporting NHS Highland to engage lived experience and third sector community partners in the development of a new mental health strategy. Work includes supporting them to establish a Strategic Mental Health and Learning Disability Group bringing third sector and lived experience together with the NHS in quarterly meetings. This work is helping to develop and strengthen relationships between NHS Highland, third sector and lived experience which, it is intended, will result in more effective involvement in implementation of the mental health strategy.
Peer2Peer	Scottish Recovery Network's Peer2Peer training resource is used by many organisations to explore and develop peer support. Through listening and learning from those who have used Peer2Peer to deliver training over the past few years Scottish Recovery Network are updating and improving the resource. A new modular resource is being created built from this learning and will be more accessible and flexible for the wide range of groups, services and organisations who use or want to use it.
Peer Chat	Participative learning events and podcasts to share the work of peer support more widely. Topics included: an international perspective on peer support; developing peer roles; the role of peer support in community-based crisis services; peer-led learning; the power of being 'with'; and facilitating peer support groups.
Peer Connects	A new programme of events to share examples and learning about peer support in action. Events feature organisations that have developed peer support approaches and provide an opportunity for them to share their journey and learning with a wider audience.



Project Name	Description
Peer Support in Action	Working with a range of organisations and services delivering peer support in different settings across Scotland to identify and collect examples of peer support in action. This will enable Scottish Recovery Network to share practice and learning with a wider audience and also to demonstrate the value of and benefits from peer support approaches already in place.
Safer Scotland	Scottish Recovery Network are working with Safer in Scotland (hosted by Simon Community Scotland) to explore how peer support approaches could be developed in their service.
Scottish Government Mental Health & Wellbeing Strategy	Scottish Recovery Network have contributed to the development of a new Mental Health and Wellbeing Strategy through the delivery of Help Shape the Future for Mental Health Conversation Cafes and associated 'A Chance for Change' report back to government.
Scottish Prison Service Mental Health and Wellbeing Strategy	Scottish Recovery Network were members of the Scottish Prison Service Mental Health Strategy Steering Group. Involvement included support to review and revise outcomes, attendance at Steering Group meetings and meetings to discuss the aims and content of the strategy, particularly around embedding mental health recovery approaches and peer support. The strategy ultimately used C.H.I.M.E as a framework and contained a commitment to developing peer mentoring in mental health and wellbeing.
Self-Harm – Your Experience Counts	Supporting the development of Self-Harm Network Scotland and the Scottish Government's Self-Harm Strategy. Scottish Recovery Network delivered a series of conversation cafes to listen to the voices of lived experience of self-harm and the services and organisations supporting them. Following this Scottish Government asked them to bring together people involved in the conversation cafes to discuss progress on the Self-Harm Strategy and Action Plan.
Sharing Lived Experiences	Working with United to Prevent Suicide (UTPS) and the National Suicide Prevention Lived Experience Panel (LEP) to explore learning from recovery story sharing approaches and identify how people can be better supported to share their stories in future. Two new guides were developed to help people prepare to share their experiences of mental health and suicide and to support organisations to gather experiences of people with lived experience.
Struggle to Strength (Fife)	Scottish Recovery Network are a continuing partner in this lived experience engagement and peer support project hosted by Fife Voluntary Action.
Together in Dumfries and Galloway	Working with Third Sector Dumfries and Galloway and local third sector organisations to develop approaches to lived experience engagement in service design and strategy development. Local organisations brought together to consider what would help them improve engagement of people with lived experience with the results of this being used to plan a series of conversation cafés and action planning events.



APPENDIX 1: OVERVIEW OF PROJECTS

Project Name	Description
With Us For Us	A national project in collaboration with VOX Scotland to enable lived experience input to the first phase of Healthcare Improvement Scotland's Personality Disorder Programme (HIS PDIP). Scottish Recovery Network designed and delivered the project in collaboration with a Lived Experience Project Group. Findings fed into the HIS PDIP report and they developed recommendations for future involvement of lived experience in improvement programmes.
Women's Wellbeing Group	Scottish Recovery Network worked with the Women's Wellbeing Group and The Neuk Crisis Centre to plan and deliver a one-day training session on peer support practice.



Habitus Collective UK
7 Bell Yard
London
WC2A 2JR

www.habituscollective.co.uk
020 7207 3186