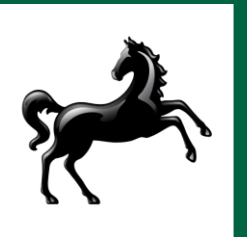


Lived Experience Leadership Programme Pilot – Session 2

October 2023

LLOYDS BANK
FOUNDATION
Channel Islands



Paula Harriott

Head of Prisoner Engagement
Prison Reform Trust

Getting started at building
lived experience leadership

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Why?

“The idea of citizen participation is a little like eating spinach: no one is against it in principle because it is good for you. Participation of the governed in their government is, in theory, the cornerstone of democracy—a revered idea that is vigorously applauded by virtually everyone.

Theories underpinning Lived Experience practice

 Personal recovery

 Trauma-centred

 Strengths-based

 Social theory

 Humanistic

 Holistic perspective

Where are you?

Arnstein (1969) Ladder of citizen participation



Getting started on building lived experience leadership

Self assessment;
where are we now and
how far are we from
where we want to be ?

How fast /slow ?

Why

What

How

Who

Supportive policy and practice

- Building an Involving lived experience policy
- Statement of intent from the Board
- Building an action plan
- Safeguarding (risk)
- Recruitment
- Communication and social media policy

Inclusive Governance

- **Building Diversity on the board**
- Being there from the start of generative strategic conversation
- Remaining as a constant challenge as boards make evidence based decisions
- Helping to scrutinise performance through the eyes of the beneficiary
- Ensuring accountability to our community and wider society

Inclusive Recruitment

- Develop specific policy for recruitment and management of those who foreground lived experience
- Create a pipeline through lived experience involvement policy and progression pathways
- Thoughtful induction and onboarding that sets out clear expectations, how people are supported and managed, and how challenges are addressed during the work if needed.

Supportive policy messages and practice

- Highlight policies that protect dignity and encourage sharing
- Discuss the importance of consistent awareness of flexibility and potential challenges to practice
- Financial reward for lived experience?
- The focus on financial compensation isn't helpful as people can be valued in so many ways. There are accusations of exploiting people if you don't pay them, but some people don't want to be paid – it's a redundant and reductive way of thinking about it. No civil rights movement would have gone anywhere if that was the principle.”

Group Exercise 1

4 groups / breakout rooms – 20 mins for the exercise

Preparing a Work Plan using a planning matrix

Group 1 – develop a lived experience policy

Group 2 – organise a lived experience celebration event

Group 3 – get someone with lived experience onto your Board

Group 4 – get someone with lived experience into your workforce

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Group Exercise 2

4 groups / breakout rooms – 20 mins for the exercise

Review of lived experience involvement policies

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Staff and volunteer support and training



Explain the significance of emotional support, supervision, and self-care.



Provide resources and tips for staff and volunteer well-being



Be able to spot when vicarious trauma is happening and people are unable to do the work well. Have a robust policy and process in place to be able to deal with this scenario

Continuous learning and adaptation

- Encourage a learning mindset within your organization
- It won't always go well
- Emphasize the need for ongoing evaluation and feedback loops.

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Lived Experience Leaders NSUN

- Connections
- Finding space to question things
- Creating cultures that care (and caring for ourselves)
- Finding a space to be me in all this

Personal leadership traits

- The importance of self-knowledge and self-determination
- What if people don't understand their own lived experience and the expertise it brings? What if an expert by experience has experience of several social issues? Will they become a change-maker in one or many areas?

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