



FIRST PERSON PLURAL

Charity Registration No:- 1109464

National Survivor-Led Association for Dissociative Survivors of Abuse & Trauma and their allies

Annual Report and Accounts for the year ending 31st March, 2007

prepared June 2007

Executive Committee June 2006 - July 2007

Name	From	To
Melanie Goodwin (Chairperson)	1998	14/07/07
Kathryn Livingston (Treasurer)	1997	14/07/07
Sandra Sunfire	2001	14/07/07
Anna Dax	03/06/06	14/07/07
Marie Bridges (Secretary)	2003	14/07/07
Jacqueline Jones (resigned)	18/06/05	21/10/06
Kate Evans	28/01/06	14/07/07
Anne-Marie Harris (Full co-opted)	13/01/07	14/07/07
Paul Burns (Associate)	03/06/06	14/07/07
Boo Kipps (Full co-opted)	13/01/07	14/07/07

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Mission & Vision Statement

Dissociative identity disorder (also known as multiple personality disorder) and other complex dissociative conditions are understandable and not uncommon long-term adverse effects following abuse, trauma and/or unhealthy attachment relationships with parental figures during early childhood. Frequently unrecognised by health, mental health and social care professionals and services people who experience such complex dissociative conditions rarely have access to appropriate treatment and support to facilitate their recovery. Trauma & abuse-related dissociative conditions, including the most complex - dissociative identity disorder - can be accurately diagnosed and are generally treatable. This makes the current situation of non-recognition and lack of appropriate services wholly inexcusable.

First Person Plural's mission is for ALL who are adversely affected by complex dissociative conditions to have free and easy access to a range of relevant specialist assessment, treatment, care and support services which offer the hope of recovery and an improved quality of life.

Our work is directed towards realising our vision of a society which:-

- Recognises that dissociative identity disorder and related complex dissociative conditions are long-term adverse effects of abuse, trauma and/or unhealthy attachment relationships with parent-figures during early childhood, and are not extremely rare or fictional problems;
- Provides local free-at-the-point-of-delivery access to specialist trauma & dissociation assessment and, sustained, effective treatment and support, for ALL those who may be at risk of, or are identified as having dissociative identity disorder or other trauma/abuse-related complex dissociative conditions;
- Provides informed support services for family, friends and carers of people who experience dissociative identity and other complex dissociative disorders;
- Acts to prevent dissociative identity disorder and other complex dissociative conditions through encouraging and supporting the healthy psychological & sociological development of ALL children and young people, in particular, by protecting them from sexual, physical, psychological or emotional abuse, neglect and unhealthy attachment relationships.

About First Person Plural

First Person Plural is a small UK national charity led by people with first hand experience of complex dissociative distress.

First Person Plural works to:

- to provide support and information to adult survivors of trauma and abuse who experience dissociative distress, and to their friends, family and carers (allies)
- to promote a better understanding of dissociative distress among health and social care professionals and to improve service provisions leading to better health outcomes
- to advance the education of the general public in order to promote a better understanding and acceptance of people who experience dissociative distress.

We do this by:-

- maintaining a membership which is open to adult survivors who have first hand experience of complex dissociative distress, to their allies, to interested professionals and to anyone else with an interest in our work;
- producing a quarterly support and information newsletter for our members;
- offering additional membership benefits e.g. members open meetings;
- maintaining an information web-site;
- organising and providing speakers and displays for conferences, training and awareness events;
- producing a comprehensive reading list and other information resources;
- maintaining national and international links with other organisations with similar aims and interests.

The Fourth
Annual General Meeting
and **Open Executive Committee / Members**
Meeting

Saturday, 14th July 2007

12.30 pm *to* 1.30 pm

at Dale House, Dale End, Birmingham

A sandwich lunch will be available after the AGM

Agenda

1. Apologies for absence
2. Minutes of last AGM
3. Trustees Report
4. Financial report & accounts
5. Resolutions to amend constitution
6. Election of Executive Committee
7. Any Other Business

1.30 – 2.30pm : LUNCH & Chat

**After the AGM there will be an Open Executive Committee /
Members Meeting 2.30pm *to* 4.30pm**

Members will be able to attend and input into this first meeting of the newly elected Executive Committee which will consider a draft Work Plan for 2007/08 and discuss what members want for the future of First Person Plural and how this can be achieved.

Ground-rules for safety, comfort & effective meeting

BE AWARE that just because a person you meet for the first time today is a member of First Person Plural and/or shares similar experiences to you does not automatically mean they are a safe person to give your personal contact details to.

Please do not be alarmed or offended by this advice. It simply means using the same common sense precautions you might take when meeting any stranger for the first time.

The AGM is a business meeting. The DVD viewing needs adult-like attention. Please behave appropriately and with due respect and courtesy for others

SELF and SYSTEM RESPONSIBILITY

We are each responsible for our own individual and, if applicable system-wide, behaviour and emotional & physical safety.

The same standards of behaviour and responsibility apply to each of us, whether we have an integrated sense of self or are living as a system of dissociated or multiple identities. Systems of identities will be collectively responsible for their whole system and for each individual system member who comes out during the meeting.

CONFIDENTIALITY

“Nothing about me, without me”

Personal information shared during this meeting should not be discussed or passed on to anyone who wasn't present when the person originally spoke

Even amongst those originally present personal information should not be further commented on or discussed outside the presence of the person who shared it.

Confidentiality applies both during the meeting and after we leave.

BEHAVIOUR

It is okay to do anything you like – leave the room, walk around, fall asleep etc. - as long as it is within these guidelines and does not interfere with the enjoyment of others. Behave responsibly, with consideration for others, just as you would want others to behave.

Any part, alter or other self of those who are living as a system of dissociated identities is welcome. However, behaviour must always be non-disruptive to others attending and appropriate to the activity in which you are participating. Remember that the AGM is a business meeting requiring adult behaviour and attention.

PARTICIPATION and INCLUSION

There may be opportunities to participate, the more you participate the more likely you will feel involved and included in the meeting. However, this should not feel like a pressure. It is fine for people to 'pass' on getting involved in conversations and discussions or on doing any activity. Being here, just listening to others, is participation enough.

We all need to help each other to participate. In particular, people who are more confident about speaking and being involved should remember to hold back at times to give others a chance.

RESPECT & NON-DISCRIMINATION

We all have our membership of First Person Plural or support for a member in common, which gives us some shared experiences and perspectives to speak from. However, we also acknowledge and respect that there are differences between us – including our backgrounds, knowledge, opinions, and wider life experiences. Whatever differences or disagreements arise we should treat each other respectfully as individuals. It is okay to respectfully disagree but we should avoid personal attacks and commonly recognised offensive or unfairly discriminatory language and behaviour. This particularly applies across the differences of gender, ethnic groups, survivorship experience etc.

Even if you feel strongly about an issue, think before you speak, choose your language with care. Any language or behaviour which is personally offensive to you can be pointed out, in the spirit of education, not criticism. However, it should be accepted that it may not be possible to please all of the people all of the time. E.g. some are offended by being referred to as 'multiple' but equally others present might be offended by the alternative 'dissociative'.

Be mindful of others' potential vulnerabilities as survivors but do not patronise through over-censoring your own respectful views to protect others. Remember we are each responsible for our own emotional safety.

Listen without interruption when others speak.

ACCESS & COMFORT

Speak up about any particular access needs you may have. For instance, if you need people to speak slower, softer, louder; or to avoid turning away from you when speaking; or if you can't see any of the displays or visual presentations.

Tell a member of the committee if there is anything about the venue or happening during the meeting which is causing you distress or discomfort. E.g. if it is too warm or too cold; if there is something triggering you or if someone is acting outside these guidelines etc. The committee will do what we can to address your concerns but please remember that some things will be outside our control.

SPEAKING ABOUT ABUSE

NO GRAPHIC OR DETAILED DESCRIPTIONS should be given of individual incidents or types of abuse.

The same applies when speaking about self-harm or other particularly distressing or potentially triggering effects of abuse and dissociation.

SMOKING & REFRESHMENTS

The venue is a NO SMOKING building. The only scheduled break will be at lunch between the AGM and Open Meeting but smokers do not need permission to leave the meeting to go outside for a cigarette at anytime. Tea / coffee & soft drinks will be available at lunch and then on a self-serve basis at anytime during the meeting.

Minutes of First Person Plural's Third AGM 03/06/06 held at Dale House, Birmingham

Present: - Eight full members, three associate members and 1 guest attended as follows: Ron A; Marie B; Melanie G; Anne-Marie H; Jackie J; Boo K; Kathryn L; Ana (Dax); Paul B; Donna G; Jackie S; Sarah R

Melanie G chaired the meeting. She welcomed all attending.

1. Groundrules & Introductions

Melanie invited everyone to read the "Ground-rules for safety, comfort & effective meeting" and checked that all were happy to accept these and/or whether anyone wanted any additions or changes made. The Ground-rules were accepted by all unchanged.

Everyone introduced themselves.

2. Apologies for absence: -

Twenty full members & seventeen associate members sent apologies as follows:- Sheena B; Vic B; Sue C; Carole C; Morven D; Kate E; Angela F; Catherine J; Rebecca K; Debbie M; Marilyn P; Lisa P; Sarah R; Sandra S; Carole S; Cherry S; Toni T; Lynda W; Julia W; Ray W; Arati B; Kate B; Geoff C; Sue D; Mike F; Terry G; Mary H; Chris McH; Bebe S; Jan S; Marilyn T; ESAN (Elaine A); KASP (Lynn S); Norwich Rape Crisis (Carrie R); RSVP (Maggie W); ROSA (Fay M); UKSSD (Remy A)

Melanie expressed the committee's appreciation that so many members who were unable to attend indicated their support for FPP by sending their apologies.

3. Minutes of last AGM

Melanie noted that only four members present today had been present at the last AGM. She asked for the minutes to be checked for accuracy. Jackie S proposed and Kathryn L seconded and the minutes were unanimously accepted as a true record. There were no matters arising.

4. Trustee's Report

Kathryn explained that in previous years there had been two reports – one from the Chair and one from the Secretary. However, in practice, it had not always been easy to decide which items belonged in which report and so avoid duplication. This year the committee had decided that a single report from the Trustees would be presented. This was drafted by Kathryn and agreed by the committee (Trustees).

Highlights from the written report were presented. See 2006 ANNUAL REPORT & ACCOUNTS

There was a discussion about the location of members which noted that few localities had more than one or two FPP members. Kathryn suggested that the few areas which did appear to have more of a concentration of members e.g. East Anglia and West Midlands were those areas in which there were active members who found and took opportunities to promote FPP and its work.

Ron asked whether there wasn't a relationship between the attitudes of local mental health NHS Trusts to dissociation / DID and higher membership concentrations

The consensus was that, while there may be individual NHS workers who were more accepting and knowledgeable about dissociation in any locality, it was largely a matter of luck whether people experiencing complex dissociative distress would come into contact with these individual workers and even with such luck the dissociation-aware worker might not be able to influence the system to provide full and appropriate services. It was not thought that there was any local mental health NHS Trust that had system-wide good practice and policies that would make it more likely that people with complex dissociative conditions would be identified and appropriate services provided. Many members of FPP are not receiving any statutory services to address their dissociation related needs; some only received appropriate services through personal perseverance and/or protracted advocacy and others only because they found ways to pay for services from the private sector. When it came to complex dissociative conditions it wasn't even a post-code lottery which decided who is correctly diagnosed and received appropriate intervention but more a function of the knowledge, ability, capacity and perseverance of individuals and their supporters (if any) to influence the powers that be in their one particular case.

Reporting on the increased training activity during the year, Kathryn noted that similar to membership, training activity tended to be concentrated in localities where FPP trainers (mostly herself and Melanie) had access and influence. Kathryn & Melanie encouraged members to try to identify local contacts in own area to help spread FPP's training activities. There was a training flyer that members could distribute.

Kathryn highlighted an innovative awareness-raising activity in which she had been involved following FPP being contacted by a group of 'A' level drama students who were interested in making DID the theme of their course work production. Kathryn had visited the college twice to provide information and consultancy. The students produced a very good script with each student playing the part of an alter of a person with DID. Regrettably the group did not follow through on promises to provide feedback to FPP and a copy of the video film of the production, nevertheless Kathryn feels that this was an important awareness-raising activity for FPP which reached at least 5 young people to give them a better understanding and appreciation of the difficulties that people with DID live with.

Jackie S provided some detail of the training collaboration between FPP, her own Wolverhampton NHS PCT Sexual Abuse Team and Wolverhampton University School of Health. A rolling 5 hour programme on the mental health consequences of childhood sexual abuse is being delivered to student mental health nurses and within this a 1¼ hour Introduction to Dissociation session was delivered by Kathryn on behalf of FPP.

It was noted that, while there was a desire and still some capacity to further develop training activities, increasing demands for FPP training had to be balanced against resources to deliver i.e. availability of competent trainers able to deliver in the FPP style

During discussion about the events and meetings which have been attended by FPP representatives it was suggested that members might be able to raise the profile of FPP and its work in their own localities by attending any local forums (such as Sexual Abuse / Mental Health Forums) which discuss issues related to dissociation.

Jackie S who is a Sexual Abuse Specialist working for Wolverhampton NHS PCT offered to share her experiences in Wolverhampton with any group or individual mental health worker wanting to know about setting up a local Sexual Abuse Team and/or Sexual Abuse Forum. Jackie can be contacted on 01902 445690 or email jackie.sharratt@wolvespct.nhs.uk

Kathryn drew attention to FPP's involvement in the joint Department of Health / National Institute for Mental Health in England & Home Office Victims of Violence & Abuse Prevention Programme. The 2 year programme offers potential for bringing the needs of abuse survivors with complex dissociative conditions into the mainstream.

The work that has gone into producing a 3 year Business Plan for FPP was noted. As part of this work a Mission & Vision Statement has been adopted. The plan brings into focus the direction of future activities and will have many uses, not least being, its use in raising funds.

Following Kathryn's presentation of the Trustees Report Melanie thanked her for all her voluntary work on behalf of FPP. Melanie asked the meeting to note that, in addition, to being Chairperson and acting Treasurer since she founded FPP Kathryn has been the mainstay of much of the behind the scenes administration and co-ordination activities which are essential to First Person Plural's continued existence and development. She has also delivered the majority of training and awareness raising activities, edited and desk-top published the newsletter and been the primary representative for FPP's work with outside bodies and projects. The bulk of the work on final drafting of the business plan and guiding the committee through its detail was also achieved by Kathryn. Melanie's vote of thanks for Kathryn was enthusiastically supported by all present.

Emma W & Elaine N were also thanked by Melanie and all present for their work to produce the first draft of the business plan which was an essential basis for the final document.

Finally Melanie led a vote of thanks for all committee members who have served FPP during this past year. Some, (Kathryn, Melanie, Sandra, Marie, Jackie, Kate) are standing for re-election. Others (Angie, John, Elaine and Emma) have resigned during the year. All have made their contribution to what has been a very busy and productive year for the association.

A motion to accept the Trustees Report into the record was proposed by Donna G, seconded by Jackie J and unanimously agreed.

5. **Financial Report and Accounts**

As acting Treasurer Kathryn L presented the Financial report and accounts.

She explained that all income this year went into General Funds but that because last year was an exceptional year during which we had some Restricted Funds with an amount carried forward the restricted funds column has been included in the Accounts to enable comparison between this year and last years figures.

She suggested that the most useful comparisons for Income were to be found between the two final columns of the Accounts table; for Expenses comparisons a separate table was included on p22 of the Financial Report to enable the most meaningful comparison between General Fund only expenditure in the two years.

The Financial report highlights and explains any significantly higher or lower income and expenditure categories when compared to 2004/05. The in-year balance for the financial year 2005/06 is in deficit but in line with accounts prior to the extra-ordinary 2004/05 financial year which showed an in year credit balance associated with income and expenditure related to the 2004 'Could it be Dissociation' conference. Reserves have been used to cover the in-year deficit leaving a total credit balance of £4,943.57 to carry forward into the 2006/07 financial year.

It was reported that Trustees had approved the accounts at the first Executive Committee meeting following the end of the financial year. At this EC meeting it was agreed to transfer the remaining balance from restricted funds to general funds for the 2006/07 financial year. This balance was originally allocated by the EC to meet the cost of publishing the report of the 2004 "Could it be dissociation" conference and, as reported in the Trustees report, plans to publish this have now been abandoned. In response to a question about whether the EC had the authority to make this transfer between Restricted and General Funds Kathryn explained that the transferred balance was part of a £1000 grant from NIMHE West Midlands which was allocated by the EC to Restricted Funds during the last financial year to make accounting for the whole of the 2004 conference costs more straightforward. The allocation to Restricted Funds was not, in this instance, a condition placed on us by the funder so the EC did have the authority to transfer the balance to General Funds.

Kathryn invited further questions about the Financial Report and Accounts. None were asked.

A motion to accept the Financial Report & Accounts into the record was proposed by Marie B, seconded by Jackie S and unanimously agreed.

6. **Election of Executive Committee**

Complying with the requirements of FPP's constitution the whole committee stood down. Nominations received for each of the categories of Executive Committee member did not exceed available places in each category.

A motion that all nominees be elected unopposed was proposed by Boo K, seconded by Donna G and unanimously agreed.

The following were thus elected:- Melanie Goodwin (Chairperson); Marie Bridges (Secretary); Kathryn Livingston (Treasurer); Jacqueline Jones, Ana Dax [pseudonym], Kate Evans & Sandra Sunfire (Full members); Paul Burns (Associate members).

This leaves vacancies on the committee for 3 full members and 1 associate member. Boo, who joined FPP after the closing date for nominations for the committee, asked what becoming a committee member involved. Marie gave an outline and Kathryn said she would send further information by post and invite Boo as an observer to the next EC meeting. She explained that vacancies could be filled by co-options.

Melanie congratulated all newly elected committee members and particularly welcomed Ana & Paul as first time committee members. Kathryn offered Melanie congratulations on being elected Chairperson.

7. **Any Other Business:** There was no other business

AGM closed at 2.35pm and was followed by a Members Open Meeting

**ANNUAL REPORT
and ACCOUNTS**

presented to

**ANNUAL GENERAL
MEETING**

14th July, 2007

Trustees' Report to the fourth Annual General Meeting of First Person Plural, 14 July 2007

Introduction

It has been another busy year for First Person Plural. Kathryn Livingston agreed to formalise her role as unpaid coordinator so that much of the routine administrative work has fallen to her and been managed in her usual professional manner. The organization has a commitment to involve its membership and this has developed over the year with, for instance, several new people submitting articles, art work and poems for the newsletter. I also feel that there is a growing confidence amongst the members of the executive committee which is enabling more of its members to become involved in FPP activities. In all it has been a year of steady growth in quantity and breadth in what we are achieving.

Governance

At last years AGM eight members were elected unopposed to form the new Executive Committee. We welcomed Ana Dax (full member) and Paul Burns (associate member) as new committee members. During the year Jackie Jones resigned for personal reasons and Boo Kipps and Anne-Marie Harris (full members) were welcomed onto the committee following their co-option at a special meeting of the Executive Committee on 13 January 2007.

The Charity Commission's Annual Return was completed for the first time and submitted online. Advice regarding the need for Criminal Records Bureau checks on the trustees was sought from the Commission. After considering the advice received, the Executive Committee decided that, as we do not currently provide any direct support or therapy services to vulnerable adults or children, such checks are not necessary at this time but there is a need to remain mindful that this may change in the future.

A need for the committee to undertake induction training has been identified. We plan to introduce a one day Induction Day for all committee members as soon after the AGM as possible. This will be provided by an external trainer from Rethink who will consult with Kathryn to ensure the content of the day is appropriate to the needs of First Person Plural. This is an important development which will enable the growth of this organization to continue. As a secondary benefit it will also provide individual members of the committee with knowledge and skills which may be transferable to other volunteer or employment situations.

Limitations have been identified in regard to the current make-up of the Executive Committee as defined in the constitution. Paramount is that FPP remains a survivor-led organization and under the proposals being made this will be secured by the Chair remaining a full member of the organization and maintaining a survivor majority on the committee. A limitation of the current make of the committee is that recruitment is entirely from our membership. This has made it difficult to ensure we have some of the specialist skills and knowledge that we require on the committee. Resolutions to make appropriate amendments to the constitution to overcome these difficulties are being voted on at the 2007 AGM. Such changes which provide for more flexibility are, we believe, necessary in support of FPP's continuing development.

Volunteers and Representatives

Professional Indemnity Insurance has become essential with FPP volunteer trainers delivering more training and attending functions where we are recognized as experts in the field of dissociation. Public Liability Insurance has also been obtained.

An interim Volunteer Policy Statement which includes a Confidentiality Statement is now in place. (included in the appendices) This is to help volunteers to be clear about their role, what they can expect and also to ensure that FPP's ethos and organizational views are represented effectively. It was agreed that support for any volunteer representative concerning FPP's ethos and views would be given by experienced members of the Executive Committee but that the individual was responsible for arranging any personal support they may need to undertake their volunteer role.

Membership

On the 31/03/07 the total membership stood at 108. Of these, 81 were renewing members and 27 were new.

Year	Full Members	Associate Members	Lay	Organizations	Friend/relative	Professionals	International
last	75	57					2
		of which	3	23	11	20	
this	70	37					1
		of which	2	15	9	11	

By the end of this year membership was overall lower than last year (a particularly good year) but very similar to previous years. We are maintaining the majority balance of full to associate members with the greatest losses in the organizational and professional sub-categories of associate membership. It would be really good if all current members helped us to increase our membership as we approach our 10th birthday in 2008. Two tri-fold leaflets "About Us" and "Membership" are now available to support this. (see appendices)

Newsletters

We aim to produce four newsletters annually and this has been achieved this year by producing a bumper double edition in March. As Chair I have the luxury to reflect as I am writing this report and one thing that is amazing is Kathryn, single handedly at point of delivery, has produced newsletters for our membership for nearly ten years. Of course this could not happen without all the wonderful contributions by the members but the final responsibility and worry is Kathryn's. Looking back over the years there is a wealth of knowledge, insights and information provided by the people who really do understand dissociation. If you sometimes think there has never been anything on, or I wish I knew more about then either write in requesting this or write an article yourself. None of us are professional writers yet I suspect the amazingly high quality of material that has been printed over the years may daunt some budding scribes. We really do want to hear from all of our members, what it is like for them, what helps, everyday life; it does not have to be directly about dissociation.

Members have been asked if they would be happy to receive all or some communications, including the newsletter by e-mail. 37 members have agreed to this and it has already helped reduce the time and cost involved in printing and posting.

Website

FPP's website has been reconstructed by Ana Dax in conjunction with Kathryn. It has a very professional look and is much easier for information to be added and changed. It is still under construction and will continue to be developed. It is hoped that in time a members' only message board will be established.

An invitation to design an image for the front page of the new website was issued in the November newsletter. The entries were judged by the EC in January and the winner received a prize of £25.00. Several entries were received and the winning entry designed by Rachel now appears on the website

FPP has been offered a free website hosting service. This was agreed to for an initial period of six months by the EC at its meeting in January but is yet to be actioned.

Members Open Meetings

We have held two Open Meetings this year, one in York in November 2006 and the other in London in March 2007. We saw familiar faces at both as well as several new ones. It is always good to catch up with members who we have met before but also to be able to welcome new members who, often very tentatively, are attending their first Open Meeting. In York, Sue Richardson, vice chair of the UKSSD and an independent attachment-based psychotherapist, led us in an exploration on Attachment and what it means to us as individuals. It was amazing to see the negative responses this subject provoked in full members and how, with Sue's gentle leading, we moved onto how our negative experiences have been so harmful and how and why positive attachments in the present are so important. The Open Day in London was used in many ways to share how different people manage and see the structure of their dissociation. This stimulated some extremely good, insightful discussions. Those attending were also asked for their ideas on the content of planned factsheets after a dedicated factsheet consultation meeting which was due to take place in Rugby in December had to be cancelled due to low take up. A considerable amount of free time is built into these members days to allow people to just sit and chat.

Training and Awareness-Raising Events.

This year has seen FPP host their first training day. This was in York in November 2006 with 14 attendees from statutory and voluntary organizations. It was a very successful day but managing the promotion, bookings, refreshments and other house-keeping tasks proved both time consuming, and distracting for the two trainers who, in addition to delivering the training were burdened with these extra responsibilities. When FPP hosts training days in the future this needs to be addressed so as to avoid overloading any individual volunteer. Directly because of this event one attendee has gone on to complete the UKSSD's Standard Dissociation Disorders Psychotherapy training course and FPP has been asked to deliver a day's training to a mental health team based at a prison near Durham as part of a course they are running.

Two one-day trainings were delivered in Glasgow and Edinburgh respectively, again to both the voluntary and statutory sector. Both days were extremely successful but very different. In Edinburgh we had a relatively small audience while in Glasgow we trained over eighty people. Jackie Sharratt, (FPP associate member and Wolverhampton PCT's sexual abuse specialist) attended the day in Glasgow to assist in a part of the programme that required breakaway groups. This particular event showed that the day we have put together is flexible in how large an audience we can manage.

Other training and awareness raising events delivered during the year have been:-

- two one-day Understanding Dissociation trainings on behalf of the Wolverhampton Sexual Abuse Team. We hope their funding will allow us to continue to deliver this training at least once annually.
- two short awareness-raising presentations to student mental health nurses at Wolverhampton University were delivered.
- a workshop on the importance of involving survivors/service users in the training of counselors and psychotherapists presented at a British Association for Counselling and Psychotherapy conference in Chester.
- a workshop delivered at The Survivors Trust inaugural conference in Coventry was very well received. FPP also had an information stand at this event.
- an information stand promoting the involvement of dissociative survivors / service users in the training and education of professionals at the UKSSD's conference in Norwich.
- an evening's training for the Rape & Sexual Violence Project based in Birmingham
- providing a co-trainer for the Wolverhampton Sexual Abuse Team's one day training on the long-term effects on childhood sexual abuse survivors
- a showing of the "You're Not Crazy and You're Not Alone" DVD followed by a discussion at Wolverhampton Sexual Abuse Forum
- a workshop at a CIS'ters day conference in Southampton
- a presentation on the particular needs of survivors who experience complex dissociative distress at the Wolverhampton Sexual Abuse Forums' conference on Sensitive Practice, which was based on guidelines on sensitive practice developed by the forum's committee for practitioners such as GPs, hairdressers, opticians, physiotherapists, midwives etc. Kathryn had provided input on behalf of FPP into the Guidelines development. An FPP information stand was also provided at this event.
- an information stand at a black & minority ethnic women's mental health conference in Birmingham organized by the West Midlands regional development centre of NIMHE
- expert by experience input into several individual sessions of the UKSSD's Standard and Advanced Dissociative Disorders Psychotherapy Training courses.

As in previous years delegates attending FPP training events have evaluated the training very positively, and it is not unusual for further invites to deliver training to be received on the word of mouth recommendations of delegates.

For the first time ever, a confirmed booking for a training day, had to be postponed due to the poor mental health of one of our trainers. The commissioning organisation – Bristol Crisis Service for Women were very understanding and accepted the postponement with our commitment to reschedule when the trainer's health had recovered.

Conferences, meetings and events at which FPP was represented

Funding and supporting members to represent FPP at conferences and other external events helps us to raise awareness of FPP and dissociative disorders while also enabling our representatives to gain in confidence and progress in other aspects of personal growth. We also recognize that some members promote FPP and its work when independently attending events.

In addition to providing workshops / information stands at the Survivor's Trust, UKSSD and CIS'ters conferences FPP supported some FPP representatives to attend these days. Other FPP members independently attended.

One member of the Executive Committee independently attended a day's training run by Mind on 'Service User Involvement'.

Several members independently attended the Bowlby Centennial conference run by the Centre for Attachment-based Psychoanalytical Psychotherapy.

The input by representatives and members of FPP is usually received with enthusiasm, although there is sometimes initial reluctance. The expert by experience perspective FPP representatives and members bring often helps people to have a greater understanding of theories and the impact of treatment methods etc.

Relationships with external groups & projects

United Kingdom study for Dissociation (UKSSD)

This is a national organization for professionals with an interest in dissociation. Kathryn is FPP's representative on the committee and is also on the training faculty. Both the main trainers for FPP are full members. This relationship has been very valuable in our development and we have often been able to be the 'Expert by Experience' voice at various professional events as well as offering advice from our own first hand experience to questions asked on the listserv. Kathryn was invited to join the panel for questions alongside several well-recognized international experts at the end of the UKSSD's conference in 2006.

tag

The Trauma and Abuse Group provides information, training and networking for anyone with an interest in working with people who have experienced trauma and abuse. FPP maintains membership of tag and regularly contributes to their twice yearly newsletter. We have submitted a proposal to run a workshop at their bi-annual conference in April 2007.

The Survivors Trust (TST)

This organization is the national umbrella group supporting specialist services for survivors of rape and sexual abuse. FPP continues to be an organizational member of this organization and responds when asked to consultations etc. but continues to be unable to send representatives to the infrequent members meetings. FPP was well represented at their inaugural conference and our delegates reported having an extremely enjoyable and successful experience.

Wolverhampton Sexual Abuse Forum (WSAF)

Kathryn is an independent survivor member of this group's committee. This has given her opportunities to develop and strengthen FPP's relationship with them. It also has given openings to train and do awareness raising that might not otherwise have been possible.

International Society for the Study of trauma and Dissociation (ISST-D)

Kathryn and I are independently full members of this organization which enables us to have access to current material that reflects how this subject is being addressed worldwide. It can be reassuring to realize that the struggles to get acceptance is a global problem. We also have access to the world list serve and both of us contribute to online discussions when appropriate.

Victims of Violence and Abuse Prevention Programme (VVAPP)

This is a two year joint Department of Health, National Institute for Mental Health in England and Home Office project which aims to produce evidence based national guidelines on working with adult/child and male/female, victims/survivors and perpetrators of sexual and domestic violence and abuse

FPP is represented by Kathryn on the Adult Survivors of Childhood Sexual Abuse Expert Group which is one of eight expert groups providing consultation and advice to VVAPP. Kathryn is primarily involved to ensure that the needs of people with complex dissociative distress are addressed by the programme. The DELPHI research project to establish consensus expert opinion is now in its third and final stage. FPP has responded as participant in this research as appropriate and possible.

Kathryn was further invited to participate in a group developing a methodology to ensure the critical survivors experience influences the outputs of the VVAPP. The methodology developed involved the collection of survivors care pathways and FPP has submitted 4 completed care pathway matrices from a good cross-section of individuals living with complex dissociative distress. The matrix was tough to complete but captured the complexity of generally unmet needs of this section of the survivor population.

European Society for Trauma and Dissociation ESTD

This was launched in April 2006 and will be hosting a conference in Amsterdam in 2008. It has strong links with the UKSSD and ISST-D. Kathryn and I are independently ESTD members.

Information Enquiries

FPP does not offer advice or direct support but within these limits enquiries received, that are usually about how to get help and/or about FPP and its work, are dealt with swiftly, as fully as possible and empathically. As these remain relatively few they are dealt with by Kathryn and me. We remain mindful that if demand increases we may need to put a more structured approach in place.

Media Involvement

Earlier in the year we received four queries wanting information/contacts in relation to making television programmes about dissociation / DID. In all cases our initial responses have not been followed up by the enquirers. This may be because unfortunately the media seem to think the only way they can interest the public is by being quite voyeuristic in their approach, showing overt switching and distress. FPP's suggestions that they could make a good and accurate documentary without this intrusion which FPP finds inappropriate have not been welcomed by the enquirers who have either lost interest in making their programme or made approaches elsewhere to find someone willing to pander to their disempowering attitudes.

FPP has been able to raise its profile nationally by its contact details being included in the Mental Health Media Awards 2006 programme booklet. This was the result of a newspaper article that had appeared about me in a local paper after Kathryn and I attended the ISTD conference in 2005. The paper, with FPP's prompting, entered the article in the Press section of the awards and it was short listed in the last four. This led to me attending the Awards evening hosted at the BAFTA building, another write up in the local paper and a twenty minute live interview on BBC Radio Norfolk. Recently (June 2007), and again with prompting, the radio interview has been entered in the Awareness Raising section of the 2007 awards. All this is tiny steps but it is reaching a wide audience.

Business Plan

This comprehensive document has helped to give a structure to FPP's approach to its annual work programme and what it needs to achieve during each year. At review it was extremely heartening to see that many of the tasks we set ourselves had either been achieved or were works in progress. In some areas, in particular training, targets had been far exceeded. We need to have this formal documentation of our aims, achievements and struggles. Recording our successes and failures will be of benefit when we are looking for external funding and also when reflecting internally on the achievability of targets.

Conclusion

This has again been a very full and successful year and, I think, made all the more extraordinary by the fact that it has been an extremely difficult year personally for several members of the Executive Committee. Clearly something has driven us and despite these personal struggles allowed us to go on achieving.

I would personally, as well as on your behalf, like to thank Kathryn for being so instrumental in helping to change the way people think about dissociation and as a consequence mental health in general. It is small, it is slow but it is built on a secure base and is that not what it is all about?

**Melanie Goodwin, Chairperson
on behalf of the Trustees (Executive Committee)
10th June, 2007**

Treasurer's Report to the fourth Annual General Meeting of FPP, 14 July 2007

Introduction

The income and expenditure accounts have been prepared using utilities within Microsoft Money 97, the software programme which is used to maintain the association's financial records. I can confirm that data entry into the software was complete for the period covered by these accounts.

The final column gives the figures from 2005/06 accounts and is provided for comparison.

Income & Expenditure *[Note that figures in brackets are negative amounts]*

Income – Several categories of income have seen a significant increase with overall gross income during the year being almost 2.5 times that of last year. This has largely been due to an increase in specific income generating activities such as training (represented by the headings 'Speakers Fees' and 'Delegate Fees') and selling the 'You're Not Crazy and You're Not Alone' DVD.

The significant increase compared to last year in income from Membership - Subs is an anomaly resulting from the late membership renewal period for the 2006/07 subscription year which meant that this heading last year was unusually low.

Donations have fallen slightly this year.

Expenditure

The increased activity in specific income generating activities has brought a concomitant increase in expenditure, particularly in the heading DVD/Books For Sale, the Print/Copy sub-heading under General Admin and in the headings Fees and Expenses and Venue Hire/Catering. These increases largely represent expenditure which has been passed on or balanced by the increased income from Training and Sales.

The Bank Charges expenditure mostly result from a single bounced cheque for £36 which was automatically credited twice to our bank account and on each occasion subsequently debited from our account when payment was refused by the payee's bank. On each occasion we were charged a £4.00 unpaid cheque fee. We also originally incurred a £10 charge when we stopped a cheque which was lost in the post, but you will note from the Miscellaneous income sub-headings in the Income section that we got this stopped cheque charge refunded.

A new expenditure heading this year is Insurance, the reasoning for which has been outlined in the Trustees Report.

Summary

There are a number of significant differences in this years income and expenditure as compared to last year. However, I am pleased to report that we have achieved a small overall in-year credit which compares favourably against last year's in-year debit. This is particularly rewarding as we have not had the resources this year to apply for or win any external grants.

Income is below the threshold for mandatory audit or independent review of our accounts. I confirm that to the best of my knowledge the accounts presented here represent an accurate and complete record of income and expenditure for the period 1st April 2006 to 31st March 2007

Kathryn Livingston, Treasurer 30th June 2007

FFP Income & Expenditure Accounts 01/04/2006 to 31/03/2007		
	<u>This year</u>	<u>Last year</u>
BROUGHT FORWARD	£4,943.57	£6,047.22
<u>INCOME</u>		
Newsletter back issues	£0.00	£48.00
DVD/Book Sales	£1,028.00	£0.00
Booklet Sales	£93.20	£115.00
Delegate Fees	£845.00	£90.00
Donations	£322.36	£389.08
Membership - Subs	£940.00	£275.00
Speaking Fees	£3,932.34	£1,871.24
Bank Account Interest	£1.17	£4.64
Other Income TOTAL	£212.56	£202.00
<i>Stopped cheque charge refunded</i>	<i>£10.00</i>	
<i>Overpaid expenses refunded</i>	<i>£48.56</i>	
<i>Open Meeting Lunch Charges</i>	<i>£154.00</i>	
Income Total	£7,374.63	£2,994.96
TOTAL FUNDS AVAILABLE	£12,318.20	£9,042.18
	<u>This year</u>	<u>Last year</u>
<u>EXPENSES</u>		
Books etc for library	£11.00	£20.00
DVD/Books for sale	£804.30	£447.00
Booklets	£255.30	£0.00
General Admin TOTAL	£1,744.58	£1,837.82
<i>Equipment</i>	<i>£12.00</i>	<i>£0.00</i>
<i>Postage & Packing</i>	<i>£355.36</i>	<i>£514.20</i>
<i>Print/Copy</i>	<i>£1,151.73</i>	<i>£862.08</i>
<i>Stationery</i>	<i>£113.19</i>	<i>£318.54</i>
<i>PO Box</i>	<i>£112.30</i>	<i>£108.00</i>
<i>DPA Registration</i>		<i>£35.00</i>

Bank Charges	TOTAL	£90.00	
	<i>Unpaid cheques refunded to bank</i>	£72.00	
	<i>Stopped cheque charge</i>	£10.00	
	<i>Unpaid cheques charge</i>	£8.00	
Insurance	TOTAL	£367.50	
	<i>Professional Indemnity</i>	£262.50	
	<i>Public Liability</i>	£105.00	
Fees & Expenses	TOTAL	£1,521.56	£853.55
	<i>EC Travel</i>	£139.96	£320.98
	<i>Volunteer Travel</i>	£656.26	£259.71
	<i>Speakers Travel</i>	£5.50	£56.00
	<i>Volunteer Subsistence</i>	£113.46	£0.00
	<i>Members Travel & Subsistence</i>	£158.10	£56.30
	<i>O/N Accommodation</i>	£448.28	£60.56
	<i>Speakers Fees</i>	£0.00	£100.00
Miscellaneous	TOTAL	£72.00	£20.06
	<i>DVD Refund</i>	£35.00	
	<i>Thank You Gift</i>	£12.00	
	<i>Competition Prize</i>	£25.00	
TAG Membership		£10.00	£0.00
Conference Fees	TOTAL	£875.00	£435.00
	<i>The Survivors Trust Conference</i>	£340.00	
	<i>Trauma & Abuse Group Conference</i>	£535.00	
Venue & Catering	TOTAL	£1,043.59	£485.18
	<i>Room hire (inc equip't & tech)</i>	£709.94	
	<i>Lunch & refreshments</i>	£333.65	
Expenses Total		£6,794.83	£4,098.61
In Year Balance		£579.80	(-£1,103.65)
TOTAL BALANCE to C / F		£5,523.37	£4,943.57
Approved by Executive Committee, 30/06/2007			
Signed by Kathryn Livingston, Treasurer:			

**First Person Plural
Statement of Assets & Liabilities
at 31st March 2007**

Cash Funds	TOTAL
HSBC Current Account	£5953.73
Petty Cash	£101.03
TOTAL Cash Funds	£6054.76
Cash-like Funds	
Unpaid Invoices (Debts due)	£20.00
“UDD” Booklets in stock (53 @ 80p each)	£42.40
TOTAL Cash-like Funds	£62.40
TOTAL CASH plus CASH-LIKE FUNDS	
	£6117.16
Assets retained for FPP’s own use	
Display Boards	137.59
Electronic Letter Scale	25.00
Display Frame	12.00
Liabilities	
None	0.00

RESOLUTIONS

Three resolutions To amend constitution

This general meeting of members of the Charity being satisfied that the provisions of clause T of the Charity's constitution which governs amendments to the constitution have been properly implemented HEREBY RESOLVES.....

Resolution 1

That the provisions of the Charity's constitution relating to the election of Honorary Officers (Clause F) be amended from.....

F Honorary Officers

At the annual general meeting of the Charity the members shall elect from amongst themselves a chairperson, a secretary and a treasurer, who shall hold office from the conclusion of that meeting. Only full members shall be eligible to be elected as Honorary Officers.

to.....

F Honorary Officers

At the annual general meeting of the Charity the members shall elect from amongst themselves a chairperson, a secretary and a treasurer, who shall hold office from the conclusion of that meeting. Only full members shall be eligible to be elected as Chairperson. Only full or associate members shall be eligible to be elected as Secretary or Treasurer.

Resolution 2

That the provisions of the Charity's constitution relating to the composition of the Executive Committee (Clause G, paragraphs 1-2) be amended from.....

G Executive Committee

1. The Executive Committee shall consist of not less than 3 members nor more than 12 members being:
 - (i) the honorary officers specified in the preceding clause;
 - (ii) not more than 7 full members elected at the annual general meeting who shall hold office from the conclusion of that meeting.
 - (iii) not more than 2 associate members elected at the annual general meeting who shall hold office from the conclusion of that meeting.
2. The Executive Committee may in addition appoint not more than 2 co-opted members but so that no-one may be appointed as a co-opted member if, as a result, more than one third of the members of the Executive Committee would be co-opted

members. Each appointment of a co-opted member shall be made at a special meeting of the Executive Committee called under clause J and shall take effect from the end of that meeting unless the appointment is to fill a place which has not then been vacated in which case the appointment shall run from the date when the post becomes vacant.

to.....

G Executive Committee

- 1 The Executive Committee shall consist of not less than 3 persons nor more than 12 persons being:
 - (i) the honorary officers specified in clause F;
 - (ii) a total of not more than 7 full members (inclusive of full members elected to serve as honorary officers as specified in Clause F) elected at the annual general meeting who shall hold office from the conclusion of that meeting.
 - (iii) a total of not more than 3 associate members (inclusive of associate members elected to serve as honorary officers as specified in Clause F) elected at the annual general meeting who shall hold office from the conclusion of that meeting.
 - (iv) not more than 2 co-opted persons appointed by the Executive Committee for the purpose of bringing in specialist skills and experience which would be of benefit to the governance of the Charity but which are not available through election or co-option from the existing membership of the Charity. Persons thus appointed shall become associate members of the Charity on appointment.
2. The Executive Committee may, in addition, appoint members by co-option to fill any vacancies on the Executive Committee occurring between annual general meetings but no-one may be co-opted to fill a vacancy nor for the purpose specified in clause G, paragraph 1.iv above if, as a result:-
 - (i) associate members would be in the majority on the Executive Committee, or
 - (ii) the Executive Committee would consist of more than 7 full members or more than 5 associate members, or
 - (iii) more than 5 persons on the Executive Committee would be co-optees.
3. Each appointment of a co-opted member shall be made at a special meeting of the Executive Committee called under clause J and shall take effect from the end of that meeting unless the appointment is to fill a place which has not then been vacated in which case the appointment shall run from the date when the post becomes vacant.

Resolution 3

That paragraphs 3 to 6 of Clause G of the Charity's constitution be re-numbered 4 to 7 subsequent to the amendments proposed in resolution 2 above being agreed.

Resolution to elect Executive Committee

This general meeting of members of the Charity understanding that nominations received do not exceed available positions on the Executive Committee in any category and all nominees are eligible for election to their first preferred category HEREBY RESOLVES...

.....that all nine nominees be elected unopposed into their first preferred category on the Executive Committee thus.....

Melanie Goodwin as Chairperson; ***Marie Bridges*** as Secretary; ***Kathryn Livingston*** as Treasurer; ***Sandra Sunfire, Kate Evans, Boo Kipps, Anna Dax and Jacquie Philips*** as Full Members and ***Paul Burns*** as Associate Member

APPENDIX A

INTERIM VOLUNTEER POLICY STATEMENT (DRAFT 1A)

First Person Plural is committed to providing information and facilitating mutual support for survivors of abuse and trauma who have current or past experience of complex dissociative distress (e.g. multiple personalities / dissociative identities or ddnos), their non-abusing partners, families and friends. FPP additionally works to raise awareness of the needs and concerns of this group of people and to improve treatment, support and care services available to them.

In order to achieve the stated aims and objectives contained in First Person Plural's Constitution and Mission Statement, it is vital for volunteers to be able to use their skills and abilities in an appropriate way and to receive recognition for their valuable contributions.

First Person Plural seeks to adopt good practice in recruiting, training, developing and supervising its volunteers by adhering to the principles contained in the Rights and Responsibilities of Volunteers set out below.

RIGHTS AND RESPONSIBILITIES OF VOLUNTEERS

As a volunteer you have a right:

- To be given relevant documents, information and support to enable you to be clear about the aims of the organisation, how it works and your role within it;
- To a clear job description;
- To adequate training within available financial resources;
- To know who to contact for support and guidance;
- To receive appropriate supervision and constructive feedback on your work;
- To have your work valued and to be seen as part of the organisation through involvement in meetings, social events etc.;
- To be reimbursed for out-of-pocket expenses incurred while volunteering in agreement with the Executive Committee and Treasurer, where funding is available;
- To say "yes" or "no";
- To make mistakes;
- To be safe and insured whilst volunteering;
- Not to be responsible for other people's problems;
- To have opportunities to progress;
- To recognition and thanks.
- To voice any concerns you may have about the organisation and its work;
- To contribute your constructive ideas and views towards the development of First Person Plural's work.

As a volunteer you have the responsibility:

- To be reliable and notify the appropriate person as early as possible if you are not available, unable to attend, are running late or cannot complete a task you have previously agreed to undertake;
- To read in advance of internal or external meetings etc any documents or other resources which have been prepared or recommended to enable your informed participation in relevant discussions and decision making;

- To be proactive when necessary in seeking the information or support you need to undertake your duties and agreed tasks;
- To represent the interests, ethos and any documented policy views of First Person Plural (even if your personal views differ on the particular subject under discussion) when attending **external** meetings and events as a representative of First Person Plural (i.e. if your attendance is fully or partially funded by First Person Plural and/or you have agreed to attend on behalf of First Person Plural);
- To not offer advice or recommendations in relation to the personal circumstances, assessment, treatment, supervision or support needs of an individual(s); to restrict your role in relationship to individuals who contact First Person Plural to the provision of factual information, signposting to relevant resources, facilitating mutual support and as far as possible enabling informed choice
- To declare any conflict of interest
- To agree to support First Person Plural's policy on volunteers;
- To agree to First Person Plural's Volunteer Agreement;
- To carry out the agreed job description and/or any ad hoc task you have agreed to do;
- To respect the rights of the members, beneficiaries, volunteers, trustees and other workers in the organisation;
- To respect confidentiality (see Confidentiality Policy Statement);
- To be non-judgmental;
- To give feedback, communicating relevant important information;
- To be committed but to be aware of your own personal limitations and avoid extending yourself beyond these;
- To undertake relevant training, apply skills and knowledge from such training and ask for support when needed;
- To notify the Chairperson if you become aware of anything you feel may damage the integrity of First Person Plural or cause harm to members, beneficiaries, volunteers, trustees

VOLUNTEER AGREEMENT

This document recognises that _____ is eligible to act as an unpaid volunteer for First Person Plural as a trustee* / in the day-to-day work * or to represent the organisation at external meetings or events previously specified by the Executive Committee* (* delete all that do not apply)

First Person Plural will do all in its power to ensure that the rights of volunteers specified in its interim volunteer policy will be accorded to the above named individual.

Signed _____ **Dated** _____
(on behalf of First Person Plural)

I, the undersigned, _____, agree I have read and understand the interim volunteer policy, the confidentiality policy statement, other internal policies & procedures identified to me and the constitution of First Person Plural and agree to abide by them and by the ethos of the organisation. I understand that any failure to comply will mean that my position within the organisation will be reviewed by the Executive Committee and may result in this agreement being revoked.

Signed _____ **Dated** _____

**(Two copies to be signed,
one retained by the volunteer, one to be retained by First Person Plural)**

CONFIDENTIALITY POLICY STATEMENT

WHAT IS CONFIDENTIALITY?

Confidentiality is about:

- Respecting the wishes of individuals.

WHY IS CONFIDENTIALITY IMPORTANT?

Confidentiality is important because:

- It respects the right of the individual
- It helps build and maintain trust
- First Person Plural operates in a professional manner

First Person Plural must ensure that, as far as is possible, no member, beneficiary, volunteer, trustee or other worker is compromised by their contact with the organisation. Any private and personal information regarding individuals is confidential. It should not be disclosed either within or outside the organisation unless it is right and proper to do so and/or there is a legal or professional duty of care which takes precedence.

CAN CONFIDENTIALITY EVER BE BROKEN?

All persons directly associated with First Person Plural and First Person Plural as an organisation must be assured of safety and appropriate anonymity, hence no confidential information or matter is to be discussed with, or revealed to, any individual or organisation outside First Person Plural and only to individuals within the organisation who legitimately require the information to perform their role as volunteer or employee except:-

- with the express permission of the person or persons and/or, when relevant, within the limitations imposed by the Data Protection Act so as to enable First Person Plural to provide its services *or*
- when there is reason to believe that the person is **imminently** intent on a life threatening or seriously disabling act of harm or injury towards self or of significant harm towards a specific and identifiable other.

In the second situation outlined above the following principles will be applied:-

- In the course of discussion with the individual, if it seems that information is likely to be revealed that could make continued confidentiality impossible, the First Person Plural volunteer or worker shall immediately inform the person about the implications for confidentiality if s/he continues to reveal such information
- First Person Plural volunteers or workers will regard it as a priority to obtain permission for disclosure from the person and/or support and encourage him / her to reveal the information to the appropriate organization or individual for themselves.
- Where confidentiality cannot be continued, the First Person Plural volunteer or worker should limit the information revealed and to whom it is revealed to that which is necessary to achieve the purpose for which confidentiality is being breached e.g. to reduce the identified imminent risks. The exact nature of what information and to whom it is to be revealed must be disclosed to the person.
- Discussions where confidentiality is an issue should avoid trivialisation and gossip.

APPENDIX B

Publicity Brochures : see following

**First Person Plural
P.O. Box 2537
WOLVERHAMPTON
WV4 4ZL**

fpp@firstpersonplural.org.uk