

Improving lives together

Personality Disorder Services

- Medium Secure
- Low Secure
- Tier 4 PD (NHSE)
- PD Intensive Support
- Highly Specialised PD (ICB)
- PD / Disordered Eating Dual Diagnosis
- Community Rehabilitation



Welcome

Cygnnet was established in 1988. Since then we have developed a wide range of health care services for young people and adults with mental health needs, acquired brain injuries, eating disorders, autism and learning disabilities within the UK. We have built a reputation for delivering pioneering services and outstanding outcomes for the individuals in our care.



Our expert and highly dedicated care of 11,850 employees empower 7,500 individuals across 150 services to consistently make a positive difference to their lives.



Cygnnet Health Care is part of the Cygnnet Group which also provides social care services for adults in England, Scotland and Wales.



Click the buttons to find out more about our Personality Disorder Services

Introduction

[Our Model of Care](#)

[Our myPath Care Model](#)

[Our Outcomes](#)

[Enabling Environments at Cygnnet](#)

[Example DBT Pathway](#)

[Medium Secure](#)

[Low Secure](#)

[Tier 4 PD \(NHSE\)](#)

[PD Intensive Support](#)

[Highly Specialised PD \(ICB\)](#)

[PD / Disordered Eating Dual Diagnosis](#)

[Community Rehabilitation](#)

[Case Study](#)

[Service User Reviews](#)

[Map](#)

[How to Make a Referral](#)

Contents

Introduction	03	Highly Specialised PD (ICB)	
Our Model of Care	06	Cygnnet Acer Clinic, Derbyshire	17
Our myPath Care Model	07	Cygnnet Alders Clinic, Gloucestershire	18
Our Outcomes	08	Cygnnet Aspen Clinic, South Yorkshire	19
Enabling Environments at Cygnnet	09	Cygnnet Maple House, Nottinghamshire	20
Sample DBT Outcomes	11	Cygnnet Hospital Kewstoke, South West	21
Medium Secure		Cygnnet Hospital Kidsgrove, Staffordshire	22
Cygnnet Hospital Bury, North West	12	Cygnnet Hospital Maidstone, Kent	23
Low Secure		PD / Disordered Eating Dual Diagnosis	
Cygnnet Hospital Clifton, East Midlands	13	Cygnnet Elowen Hospital, Derbyshire	24
Cygnnet Hospital Derby, East Midlands	14	Cygnnet Nield House, Cheshire	25
Tier 4 PD (NHSE)		Community Rehabilitation	
Cygnnet Hospital Beckton, London	15	Gledholt Mews and Coach House, West Yorkshire	25
Cygnnet Hospital Ealing, London	16	Case Study	27
PD Intensive Support		Service User Reviews	29
Cygnnet Hospital Beckton, London	15	Map	30
		How to Make a Referral	31





Click the buttons to find out more about our Personality Disorder Services

Introduction

[Our Model of Care](#)

[Our myPath Care Model](#)

[Our Outcomes](#)

[Enabling Environments at Cygnet](#)

[Example DBT Pathway](#)

[Medium Secure](#)

[Low Secure](#)

[Tier 4 PD \(NHSE\)](#)

[PD Intensive Support](#)

[Highly Specialised PD \(ICB\)](#)

[PD / Disordered Eating Dual Diagnosis](#)

[Community Rehabilitation](#)

[Case Study](#)

[Service User Reviews](#)

[Map](#)

[How to Make a Referral](#)

Introduction

Our national network of specialist personality disorder services offers over 225 beds across medium secure and low secure, emergency, tier 4 inpatient, intensive support, highly specialised ICB funded personality disorder, dual diagnosis PD, disordered eating and community rehabilitation services.

Each of our personality disorder services offer a highly structured environment designed to promote recovery. Care and support is provided in therapeutic environments by comprehensive multi-disciplinary teams.

Our services offer a range of interventions including Dialectical Behaviour Therapy (DBT) and Schema Focused Therapy, along with a number of additional interventions to enhance service users' recovery journey.

Managed Care Pathways are used to improve clinical effectiveness with a view to move service users through the integrated personality disorder pathway and back to independent community living.

Our service user profile:

- Diagnosis of personality disorder and associated mental health needs
- May have forensic history
- May present with co-morbid presentations:
 - Self-harm
 - Self-neglect
 - History of substance misuse
 - Complex needs
 - Disordered eating
- May have a history of trauma and / or abuse
- May have experienced previous placement breakdowns

Our services at a glance:

- High staffing ratios
- Dialectical Behaviour Therapy (DBT)
- Schema Focused Therapy
- Substance misuse / addictions treatment
- Self-harm treatment
- Daily living skills
- Cognitive Behavioural Therapy (CBT)
- Anxiety management
- Community and social involvement
- Vocational initiatives
- Specialist PD pathway



18+ years



Male / Female



Mental Health Act Status:
Detained or Informal



Click the buttons to find out more about our Personality Disorder Services

Introduction

[Our Model of Care](#)

[Our myPath Care Model](#)

[Our Outcomes](#)

[Enabling Environments at Cygnet](#)

[Example DBT Pathway](#)

[Medium Secure](#)

[Low Secure](#)

[Tier 4 PD \(NHSE\)](#)

[PD Intensive Support](#)

[Highly Specialised PD \(ICB\)](#)

[PD / Disordered Eating Dual Diagnosis](#)

[Community Rehabilitation](#)

[Case Study](#)

[Service User Reviews](#)

[Map](#)

[How to Make a Referral](#)

Our multi-disciplinary teams:

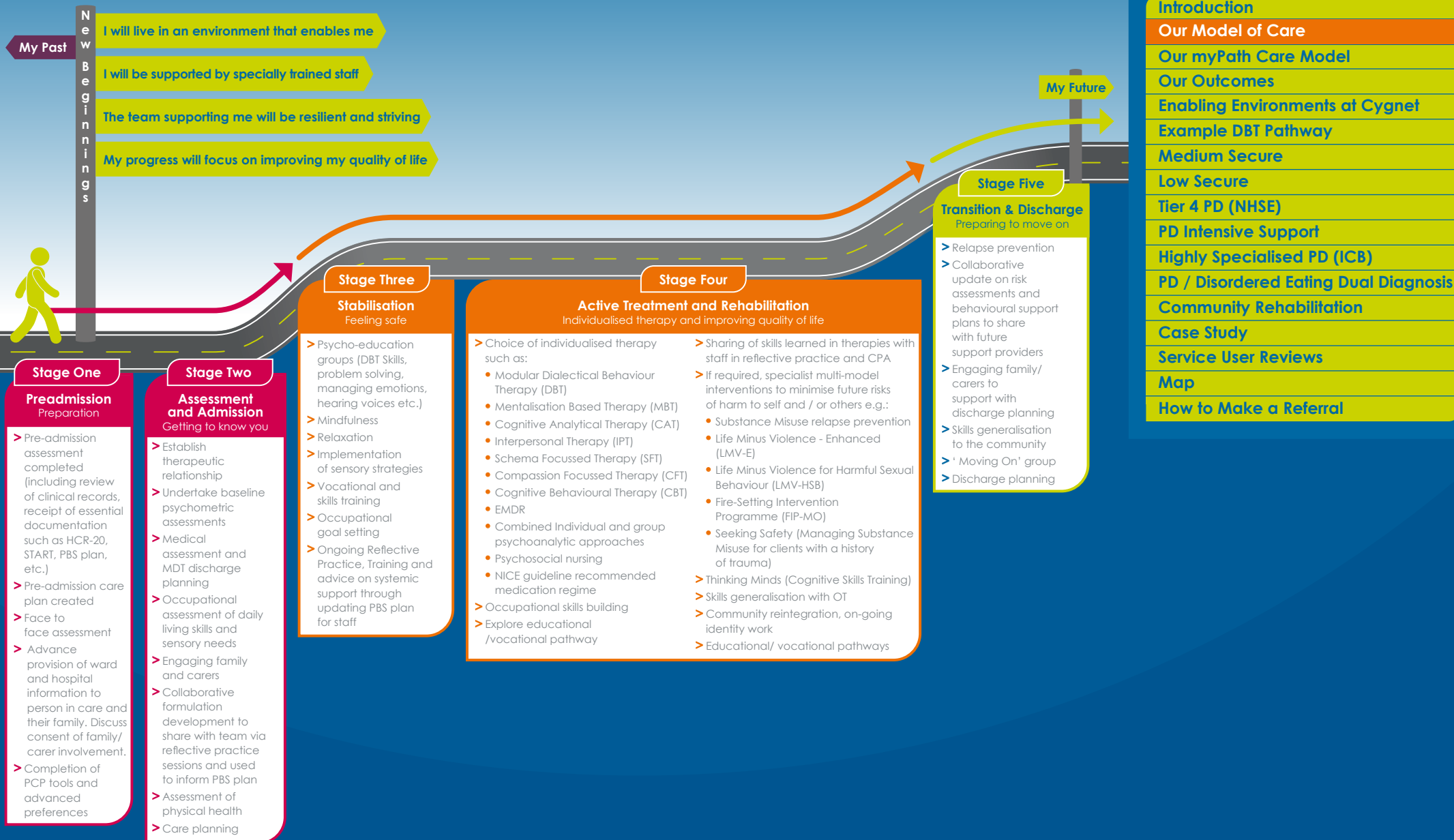
- Consultant Psychiatrists and Specialty Doctors
- Psychology
- Occupational Therapy
- DBT practitioners
- Nurses
- Health care support workers
- Social workers
- Substance misuse practitioners



Our Model of Care



Click the buttons to find out more about our Personality Disorder Services



Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral

Our myPath Care Model

To ensure we cater for each person's journey and achieve long-term results, we have created a unique approach to care for people with personality disorder. Our aim is to support clients to work towards a goal of discharge in to the community or step down settings following completion of treatment.

myPath is our unique overarching care model which serves to monitor service user engagement levels, manage their records, assess individual progress and formulate a personalised and dynamic care plan with measurable targets.

Within our personality disorder services, **myPath** is structured to support individuals who require specialist therapeutic interventions including Dialectical Behaviour Therapy (DBT) and Schema Focused Therapy (SFT). It is designed to help service users tackle their symptoms and progress with their lives. In addition, these services support with preparation for an independent life within the community, or for moving on to mainstream rehabilitation.

For each individual, a daily risk assessment is completed, which enables dynamic responses to individual presentation within any 24 hour period enabling immediate support to be provided. Each individual is offered a minimum of 25 hours meaningful activity a week, which is evidenced and documented within an individualised activity timetable based around understanding mental health needs, effective coping strategies and reinforcing daily living skills. Each individual's care pathway is reviewed in full by the multi-disciplinary team on a weekly basis and guided by a dynamic care plan which is closely linked to our specialist outcome tool, the Global Assessment of Progress (GAP). In our personality disorder services, the GAP allows us to measure an individual's progress during their admission, plot the positive developments and changes in well-being whilst formulating plans over potential future risks for longer term management. In applying **myPath**, the team around the individual is able to be responsive in their approach and use **myPath** to determine length of stay, ensuring that people move as quickly as possible to the most appropriate and least restrictive environment.

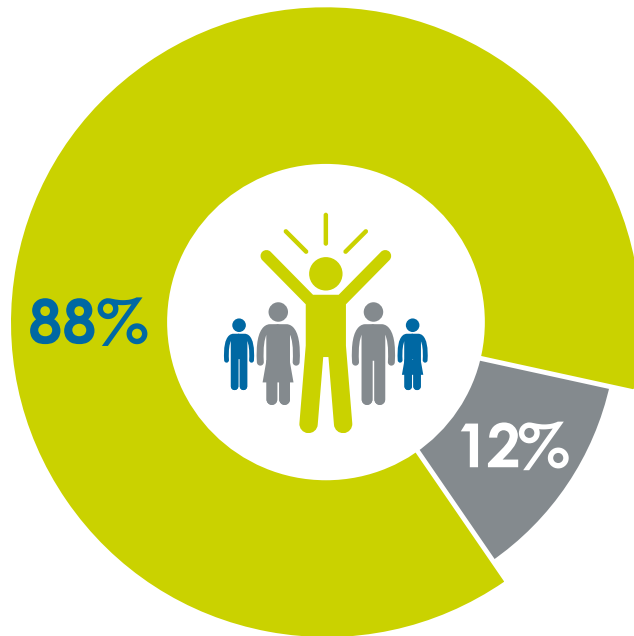


Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral



Our Outcomes



Moved into the community
or closer to home



Moved to a higher level
of support

88%

of the individuals
discharged from our
Highly Specialised
Personality Disorder
(ICB) Services in
2024 were able
to a similar or less
restrictive services

*Data relates to period January 2024 - January 2025 for
our Highly Specialised Personality Disorder (ICB) Services



Click the buttons to find
out more about our
Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral



In 2024 **100%** of the women
discharged from our Tier 4 Personality
Disorder Services stepped down to
supported living or returned home

*Data relates to period January 2024 - January 2025 for our Tier 4 Personality Disorder Services

Enabling Environments at Cygnet

Enabling Environments are places where there is a focus on creating a positive and effective social environment and where healthy relationships are seen as the key to success.

The Enabling Environments standards are based on ten values, all of which are believed to be factors in positive psycho-social environments.



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral



The preoccupation over recent decades in mental healthcare with clinical outcomes has steered us toward detailed, often forensic measurement of what services do and what they achieve.

Enabling Environments, is a Royal College of Psychiatrists quality initiative that seeks to do the opposite - it measures something quite hard to quantify but absolutely essential for a service - the quality of relationship and therapeutic culture.



EE
ENABLING
ENVIRONMENTS





Ben Davidson
Business Development Director,
London and the South

Ben Davidson is a trained Enabling Environments Assessor and has been supporting our personality disorder services on their journeys towards EE accreditation.

He says:

Enabling Environments represents a sea-change in the way quality is understood and measured, and it's great to see so many of our services embracing this model and achieving the EE Award. We have nine Highly Specialised Personality Disorder services currently on the EE journey. I'm delighted to offer this sketch of recent progress towards accreditation from three hospitals that are leading the way.



Dr Jon Van Niekerk,
Group Clinical Director

Enabling Environments are places where there is a focus on creating a positive and effective social environment and where healthy relationships are seen as the key to success. We are very proud to see Cygnet services embracing the principles of Enabling Environments and meeting EE standards. It is fantastic to see the progress and a real focus on what matters to service users and staff.



Mia McGowan
Expert by Experience consultant,
Cygnet Aspen Clinic

Expert by Experience consultant Mia McGowan has recently joined the Cygnet Aspen Clinic team, who are hopeful that the Enabling Environments Accreditation process will be an exercise in genuine collaboration. Harnessing Mia's passion and energy will be a key part of this.

Mia reports:

The thing about Cygnet Aspen Clinic is that it's instantly welcoming. It's homely. If you're in recovery you don't really want to feel you're in a hospital, you want to be somewhere that feels down-to-earth, engaging. The second you walk through the door here you feel a friendly, informal atmosphere where you can be yourself. I felt that when I came here in my first role of this kind, trying to figure out how to be an Expert by Experience rather than a patient. There are good relationships in the staff group and good bonding between staff and patients. The Patient Councils I've been to here are well-attended and vibrant - it's not always like that. And they're always trying to improve, from the Healthcare Assistants up to the Hospital Manager. If Enabling Environments is about relationships, and nurturing them, being at the centre of all you do, Aspen Clinic should have no problem.



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral



New Dawn Ward and Upping Ward have both been accredited with the EE Award, other Cygnet services are working towards accreditation.

Example Dialectical Behaviour Therapy (DBT) Pathway

Pre-admission assessment

- > Including assessment of willingness and capacity to engage in DBT and the suitability of the programme in meeting the service user's needs

Admission

- > Psychological / DBT assessment and formulation
- > Assess motivation to engage in DBT
- > Explain 4-miss rule (if a service user misses 4 consecutive sessions they have 'opted out' of DBT)
- > Baseline outcome measures administered

If motivated
**Presentation and
allocation at DBT consult**

If not motivated
Motivation work

Refer back to
psychology
for other
intervention

DBT programme pre-commitment work

- > Service user and therapist sign DBT contract
- > Agree DBT enrolment date in line with the next module start

Begin comprehensive DBT

- > One standard treatment cycle = 2 x 6 month rounds
- > Psychometric measures to be readministered every 6 months

**Individual
Therapy**

**Skills Training
Group**

**Skills
Coaching**

Completion of DBT

- > Psychometric measures to be readministered at end of the programme



Click the buttons to find out more about our Personality Disorder Services

Introduction

Our Model of Care

Our myPath Care Model

Our Outcomes

Enabling Environments at Cygnet

Example DBT Pathway

Medium Secure

Low Secure

Tier 4 PD (NHSE)

PD Intensive Support

Highly Specialised PD (ICB)

PD / Disordered Eating Dual Diagnosis

Community Rehabilitation

Case Study

Service User Reviews

Map

How to Make a Referral





Cygnet Hospital Bury, North West

Buller Street, off Bolton Road, Bury, North West BL8 2BS

Medium Secure



18+ years



Male



26 beds in 2 wards

Cygnet Hospital Bury offers a dedicated personality disorder service on two wards, Columbus and Madison, in a medium secure setting. Both wards deliver care for men with enduring mental health needs and co-morbidity in a calm, therapeutic environment with a focus on service user experience, shared care and safety.

Therapies and activities

Each service user has a treatment plan and therapeutic timetable that is person-centred and flexible. We're guided by the Royal College of Psychiatrists' Enabling Environments standards alongside our coproduced model of care. Therapies and activities are delivered on an individual and group basis and include:

- Dialectical Behavioural Therapy (DBT)
- Schema Focused Therapy (SFT)
- Compassion Focused Therapy (CFT)
- Cognitive Behavioural Therapy (CBT)
- Eye movement desensitization and eprocessing (EMDR)
- Social and daily living skills development
- Education and vocational developments

Our facilities:

- En-suite bedrooms
- Gym
- Laundry
- Occupational therapy kitchen
- Therapy garden

The model of care promotes a collaborative approach, incorporating psychiatry, psychology, occupational therapy, social therapy, physical healthcare and more. We work closely with the service user, families and carers and external teams.

Our occupational therapists offer one to one support and group sessions including; social skills, sleep hygiene, healthy lifestyles, daily living skills development and community reintegration. They can support individuals to access educational and vocational placements both onsite and in the community.



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Cygnet Hospital Bury, North-West
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral



"I want to thank you for all your help and support, because you have helped me more than I could imagine."
Service user

"You could not have done more for this gentleman at a really tough time in his life. And arguably his mental stability has been enduring because of this familiar support which has led us to him being able to discharge him from his section."
Professional



Cygnet Hospital Clifton, East Midlands

Clifton Lane, Clifton, Nottinghamshire, East Midlands NG11 8NB

Low Secure



18+ years



Male



25 beds across 2 wards



Scan the QR code or
click here to watch
Cygnet Hospital Clifton

Cygnet Hospital Clifton is a 24 bed specialist low secure service for men with a personality disorder, who also present with complex mental health needs and behaviours that challenge.

The treatment model we provide at Cygnet Hospital Clifton is delivered in the context of a psychologically-informed team approach, with the individual at its centre.

We offer tailored multidisciplinary team (MDT) input including psychiatry, nursing, occupational therapy and social work to meet each individuals needs.

Our medical interventions are informed by National Institute for Health and Care Excellence (NICE) guidelines.

The hospital is set out across two wards:

Ancaria Ward is the admissions / initial treatment ward, which focuses on rehabilitation, in preparation for moving on into the community or supported living.

Acorn Ward focusses on rehabilitation, to prepare for a move into the community or supported accommodation.

At Cygnet Hospital Clifton we aim to sequence interventions according to Professor Livesley's integrated treatment model. The therapeutic milieu aims to ensure consistency and optimal conditions for growth and change in a positive and effective environment.



The psychology department assess, treat and manage individuals with complex personality disorder and other mental health needs, who may have also experienced significant trauma. Interventions are offered across individual and group sessions and comprise of a range of evidence-based therapies, informed by:

- > Cognitive Behavioural Therapy (CBT)
- > Dialectical Behaviour Therapy (DBT)
- > Cognitive Analytical Therapy (CAT)
- > Compassion Focused Therapy (CFT)

Cygnet Hospital Clifton has helped me with my recovery by challenging my behavioural problems and changing my thoughts to move to a more positive way, giving me more confidence to deal with different disappointments, changing my ways of thinking and giving me responsibility with (a course on) the Recovery College. - Service user

100%

of individuals discharged from Acorn Ward
stepped down along their care pathway.*



Our average
length of stay is
13 months*



*Data from a 12 month period ending Oct 24



Click the buttons to find
out more about our
Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Cygnet Hospital Clifton, East Midlands
Cygnet Hospital Derby, East Midlands
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral

Our multi-disciplinary team:

- > Consultant Forensic Psychiatrist
- > Forensic Psychologist
- > Occupational Therapist
- > Social Worker
- > Nurse leads
- > Social Therapy leads



Cygnet Hospital Derby, East Midlands

100 City Gate, London Road, Derby, East Midlands DE24 8WZ

Low Secure



18+ years



Female



15 beds

Alvaston Ward at Cygnet Hospital Derby is a 15 bed specialist low secure service for women with a primary diagnosis of emotionally unstable personality disorder and / or mental illness.

The primary pre-cursor to an admission to Alvaston Ward is that the person is ready to engage in a therapeutic programme. Service users may have a history of involvement in the criminal justice system or present with significantly challenging behaviour, severe self-neglect and vulnerability.

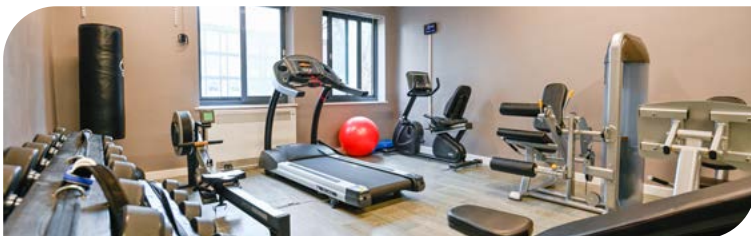
Our team of forensic, clinical and assistant psychologists offer a variety of therapeutic interventions and personalised packages of therapy to individuals in our care.

The team provide a range of therapies delivered in group and individual settings, including Schema Therapy, psychodynamic psychotherapy, Cognitive Behavioural therapy (CBT), trauma work, substance misuse and offending behaviour interventions.

In addition the team also provide Dialectical Behaviour Therapy (DBT), this programme is adapted to the needs of the individual who may have educational or learning difficulty issues, such as dyslexia, which may act as barriers to the standard DBT programme.

Thank you for all the support and the support she has had throughout this journey. Cygnet has allowed my daughter to become well and supported her to have a safe discharge. The transformation she has shown is down to the staff and we can't thank you enough.

- Family member



Our facilities:

- > En-suite bedrooms
- > External secure courtyard
- > Fully equipped gym
- > Art room
- > IT classroom
- > Therapy kitchen

This is the best hospital I have ever been to, it really has helped me, I'm pleased that I came here.

- Service user, Alvaston Ward



Click the buttons to find out more about our Personality Disorder Services

Introduction

Our Model of Care

Our myPath Care Model

Our Outcomes

Enabling Environments at Cygnet

Example DBT Pathway

Medium Secure

Low Secure

Cygnet Hospital Clifton, East Midlands

Cygnet Hospital Derby, East Midlands

Tier 4 PD (NHSE)

PD Intensive Support

Highly Specialised PD (ICB)

PD / Disordered Eating Dual Diagnosis

Community Rehabilitation

Case Study

Service User Reviews

Map

How to Make a Referral





Cygnet Hospital Beckton, London

23 Tunnan Leys, Beckton, London E6 6ZB

Tier 4 PD (NHSE)

PD Intensive Support



18+ years



Female



33 Beds in 2 Wards

Cygnet Hospital Beckton has two specialist personality disorder wards, New Dawn Ward and Upping Ward. Our aim is to support individuals' recovery and integration back into the community, as quickly as possible. We have a multi-disciplinary team of specialists and offer a very broad range of therapies.

New Dawn Ward is an 18 bed specialist Tier 4 Personality Disorder service. Women can be admitted to New Dawn if they have a diagnosis of personality disorder, exhibit self-harming behaviour and are able to accept the need for help. Service users can be informal or detained under the Mental Health Act.

Therapy Programme / Approach

Dialectical Behaviour Therapy (DBT) is the main programme of therapy used on New Dawn Ward. The care pathway is structured in phases which includes a comprehensive clinical psychometric assessment, and formulation within 4-6 weeks of admission.

DBT Informed pathway features two cycles of skills training, weekly 1:1 therapy, ad hoc skills coaching and 1:1 crisis management therapy. Service users who are motivated and show commitment to DBT will undertake the full programme.

Adapted DBT pathway we recognise that standard DBT is not suitable for everyone, so we also provide an adapted programme, based within the DBT framework but tailored to the needs of individuals particularly where the service user may have an area of cognitive difficulty that impacts their ability to engage and process. There are various options available on how this is delivered for people experiencing attention, concentration or motivational difficulties including conversational, experiential learning and visual aid approaches. This is then supported with further individualised practice on a 1:1 basis.

Upping Ward is our Intensive Support Service for women with a diagnosis of personality disorder and complex mental health needs. The service pathway provides a robust programme of care for women with challenging, high risk behaviour who experience difficulties engaging with therapeutic programmes.

The enabling environment and staffing skills provide a robust and safe setting for individuals to focus on positive pre-engagement work through a wide range of approaches.

Our care model embraces a wide range of interventions including Cognitive Behavioural Therapy (CBT) and mindfulness. These are delivered within our 5 stage model of care alongside alternative therapies such as art and music therapy; offered to respond to affective, behavioural, cognitive, physiological and spiritual needs.

On-site vocational activities - assisting with cooking and gardening work



Community activities such as bowling, swimming and shopping



Off-site local 'sports for confidence' weekly group set up for service users including activities such as volleyball, aerobics and tennis



Off ward activity room for service users to meet individuals from other wards. Groups Activities take place such as planting, painting, meeting animals and music group



News & Views Group where service users go and buy magazines and newspapers for the day and go through them together

Access to an on-site Recovery College with a pathway to attending local external community college



Click the buttons to find out more about our Personality Disorder Services

[Introduction](#)

[Our Model of Care](#)

[Our myPath Care Model](#)

[Our Outcomes](#)

[Enabling Environments at Cygnet](#)

[Example DBT Pathway](#)

[Medium Secure](#)

[Low Secure](#)

[Tier 4 PD \(NHSE\)](#)

[Cygnet Hospital Beckton, London](#)

[Cygnet Hospital Ealing, London](#)

[PD Intensive Support](#)

[Cygnet Hospital Beckton, London](#)

[Highly Specialised PD \(ICB\)](#)

[PD / Disordered Eating Dual Diagnosis](#)

[Community Rehabilitation](#)

[Case Study](#)

[Service User Reviews](#)

[Map](#)

[How to Make a Referral](#)





Cygnet Hospital Ealing, London

22 Corfton Road, Ealing, London W5 2HT

Tier 4 PD (NHSE)



18+ years



Female



9 beds



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Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
Cygnet Hospital Beckton, London
Cygnet Hospital Ealing, London
PD Intensive Support
Cygnet Hospital Beckton, London
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral

New Dawn Ward at Cygnet Hospital Ealing is a 9 bed specialist Tier 4 service, providing treatment, care and support for women with a personality disorder who are ready to engage in therapy.

Our service can support women who have a diagnosis of personality disorder and who need either:

- A short-term crisis intervention utilising a Dialectical Behavioural Therapy (DBT) model (i.e. emergency referrals)
- A longer term therapeutic treatment programme utilising the principles of DBT with skills coaching and individual therapy.

New Dawn Ward offers a well-structured recovery programme underpinned by the Enabling Environments ethos. We give the women in our care a safe space to address and work through trauma. Cygnet Hospital Ealing also provides a specialist Eating Disorder service on Sunrise Ward, so service users have access to a dietician if required.

Planning for discharge starts at admission and all treatment and interventions are geared towards preparing an individual for successfully and positively leaving the service.

Therapies and activities

- Dialectical Behaviour Therapy (DBT), including daily Skills Training and Skills Homework Group
- Daily activities offered by the occupational therapy team, including self-nurturing, cooking, creative and walking groups
- Specialist groups including body image and healthy relationships (run for a set number of weeks)
- Music and creative therapies
- Service users suggest ward activities through a fortnightly community meeting
- Carers group once a month
- Family Therapy
- Psycho-education talks on DBT every two weeks to help service users support network develop their skills and assess risk

Access to an external Recovery College at CNWL



Psycho-education talks on DBT every two weeks to help service users' support network **develop their skills and assess risk**

100%

of those discharged in 2024 were able to **step down** along their care pathway



Access to **volunteering work** with local stables as well as the ability to help work with local charities



Social activities such as shopping, access to local coffee shops as well as 'Come Dine With Me' every Friday



Multi-disciplinary team (MDT) including:

- Consultant psychiatrist
- Associate specialist
- Psychologist
- Assistant psychologist
- Ward manager
- Occupational therapist
- Assistant OT
- DBT trained nurses
- Social worker
- Social worker assistant
- Art therapist
- Physical trainer
- Dietitian



Access to a **dietitian** from Sunrise Ward



When I had extremely difficult times, the team didn't give up on me and move me on. The DBT the ward taught really helped me.
- Service user





Cygnet Acer Clinic, Derbyshire

Workshop Road, Chesterfield, Derbyshire, East Midlands S43 3DN

Highly Specialised PD (ICB)



18+ years



Female



14 beds



Scan the QR code or
click here to watch a short
video on Cygnet Acer Clinic

Acer Lower at Cygnet Acer Clinic is a 14 bed rehabilitation service providing assessment, treatment and rehabilitation for women with personality disorder and complex needs.

Rehabilitation is provided in a therapeutic environment, with a level of security matched to individual needs. The aim of the treatment, rehabilitation and re-socialisation programme is to prepare the people in our care either for transfer to conditions of lesser security, or for a life in the community.

Our dedicated clinical teams provide a multi-disciplinary approach to rehabilitation. This includes psychology (including forensic psychology input) occupational therapy, social work and vocational training.

Therapeutic approaches and assessments:

- > Dialectical Behaviour Therapy (DBT)
- > Cognitive Behavioural Therapy (CBT)
- > Schema Focused Therapy
- > Occupational therapy assessment and interventions
- > Psychological formulations
- > Music therapy
- > Art therapy
- > Mindfulness
- > Sensory assessments
- > Complementary therapies including reiki and aromatherapy
- > Wellness Recovery Action Plan (WRAP)

Rehabilitation Process:

- > START assessments
- > Integrated approach combining different models of therapy (CBT, DBT and Schema informed)
- > Pre-engagement group
- > Personality Disorder psychoeducation
- > Mindfulness
- > Systems Training for Emotional Predictability and Problem Solving (STEPPS)
- > Wellness Recovery Action Plan (WRAP) and 'My Safety Plan'
- > Comprehensive community links to support vocational / educational, self-care and leisure opportunities

Our average
length of stay in
2024 was
13 months*



*Based on discharges
Jan-Dec 2024



Click the buttons to find
out more about our
Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
Cygnet Acer Clinic, Derbyshire
Cygnet Alders Clinic, Gloucestershire
Cygnet Aspen Clinic, South Yorkshire
Cygnet Maple House, Nottinghamshire
Cygnet Hospital Kewstoke, South West
Cygnet Hospital Kidsgrove, Staffordshire
Cygnet Hospital Maidstone, Kent
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map

I have been discharged for nearly four months now and I am doing so much better than I ever thought I would. And this is because of the staff at Acer believing in me when I didn't. The skills I have learnt help me everyday. Acer has given me my life back and for that I will be forever grateful! - Former Service User



Cygnet Alders Clinic, Gloucestershire

155 Podsmead Road, Gloucestershire, South-West GL1 5UA

Highly Specialised PD (ICB)



18+ years



Female



20 beds in across 3 wards



Part of the Welsh Hospital Framework

Cygnet Alders Clinic is a highly specialised personality disorder service for women with personality disorders and complex needs. Cygnet Alders Clinic is on the Welsh Hospital Framework with specialist service status.

At Cygnet Alders Clinic we provide a specialist psychologically informed personality disorder pathway across three living areas; Severn, for assessment and stabilisation; Avon, where service users move as they engage and progress with their treatment pathway; and Coln, which focuses on transitioning to the community.

We have a substantive Multi-disciplinary Team (MDT) comprising of a Hospital Manager, Clinical Manager, Head of Psychology, Head of Occupational Therapy, Ward Managers, Psychotherapist, Art Therapist, Psychology Assistant, Occupational Therapist (OT), OT Assistant, Activity Co-ordinator, Specialty Doctor, 11 RMN Nurses, Senior Support Workers and Support Workers. We work closely with the local community and primary care.

We promote physical health, wellbeing and meaningful occupation as part of our treatment programme, using strong community links to facilitate individualised wellbeing plans.

Therapeutic approaches and assessments:

- > Dialectical Behaviour Therapy (DBT) Informed Approach
- > Cognitive Behavioural Therapy (CBT)
- > Trauma Focused-Cognitive Behavioural Therapy (TF-CBT)
- > Compassion Focused Therapy (CFT)
- > Schema Focused Therapy (SFT)
- > Eye Movement Desensitisation and Reprocessing (EMDR)
- > Cognitive Analytic Therapy (CAT)
- > Rational Emotional Behavioural Therapy (REBT)
- > START Risk Assessment
- > Positive Behavioural Support Plans
- > Psychometric Assessments
- > Neuropsychological assessments
- > Ongoing Psychological Formulation
- > Wellness Recovery, Support and Action Plans
- > Movement Therapy Groups
- > Drug and Alcohol Support Group
- > Grief Therapy Group
- > Psycho-Educational Groups
- > Art therapy



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
Cygnet Acer Clinic, Derbyshire
Cygnet Alders Clinic, Gloucestershire
Cygnet Aspen Clinic, South Yorkshire
Cygnet Maple House, Nottinghamshire
Cygnet Hospital Kewstoke, South West
Cygnet Hospital Kidsgrove, Staffordshire
Cygnet Hospital Maidstone, Kent
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map

Severn

Assessment and Stabilisation

- > Safety
- > Containment
- > Emotional and behavioural control and regulation
- > Crisis management
- > Individualise psychological formulation
- > Understanding 'me'

Avon

Core Treatment

- > Exploration
- > Change
- > Cognitive, interpersonal, occupational and specific psychosocial interventions
- > Individualised psychological formulation

Coln

Consolidation

- > Integration
- > Synthesis
- > Relapse prevention
- > Transition
- > Discharge planning
- > Multi-agency working
- > Increased independence
- > Resilience

Service users

are able to access further education at Gloucester College



Links with community

services such as a local animal sanctuary and a regular pet therapist



Service users

are given the opportunity to take part in voluntary work in the community - We work with the brownies as well as local shops





Cygnet Aspen Clinic, South Yorkshire

Manvers Road, Mexborough, Doncaster, South Yorkshire, Yorkshire & Humber S64 9EX

Highly Specialised PD (ICB)



18+ years



Female



16 beds

Cygnet Aspen Clinic is a specialist service for women with a diagnosis of personality disorder and associated complex needs. We provide assessment, stabilisation, treatment and rehabilitation.

Our service users may have complex trauma histories or have experienced regular placement breakdowns. At Cygnet Aspen Clinic we provide a collaborative, multi-disciplinary approach to care and treatment with a focus on recovery and co-production with service users.

Our approach – a modular treatment pathway

At Cygnet Aspen Clinic we operate an integrated modular approach to treatment for women with a diagnosis of personality disorder, accounting for diagnostic differences, NICE guidelines and the work of Livesley (2004).

Our multi-modal treatment pathway consists of a range of therapeutic models including Dialectical Behaviour Therapy (DBT), Trauma-focused Cognitive Behavioural Therapy (TF-CBT), and Compassion-focused Therapy (CFT).

The Psychology team at Aspen Clinic offer a range of evidence based psychological assessments and therapies which are tailored to the individual's specific needs. Our priority is to empower women to feel safe enough to trust and engage in our range of therapies and assessments.

Therapeutic approaches and assessments

Our therapeutic interventions are tailored to individual presenting needs, based on comprehensive psychological formulations undertaken on admission. The interventions we use include:

- > Dialectical Behaviour Therapy (DBT)
- > Trauma-focused Cognitive Behavioural Therapy (TF-CBT)
- > Compassion-focused Therapy (CFT)
- > Trauma based Therapy
- > Eye Movement Desensitisation and Reprocessing (EMDR)
- > Structured Clinical Interview for PD (SCID-5-PD)
- > Millon Clinical Multiaxial Inventory (MCMI)
- > Difficulties in Emotion Regulation Scale (DERS)
- > Beck Anxiety Inventory (BAI), Beck Depression Inventory (BDI),
- > Beck Hopelessness Scale (BHS)
- > The Awareness of Social Inference Test (TASIT)
- > Chart of Interpersonal Reactions in Closed Living Environments (CIRCLE)
- > Aspects of Identity Questionnaire (AIQ)
- > Warwick-Edinburgh Mental Well-being Scale (WEMWBS)
- > Model of Human Occupation Screening Tool (MOHOST)
- > Assessment of Communication and Interaction Skills (ACIS)

Our facilities

- > En-suite bedrooms
- > Gym
- > Sensory room
- > Occupational therapy room
- > Laundry room
- > Therapy kitchen
- > 1:1 psychology room
- > On site beauty lounge
- > Quiet lounge
- > Downstairs communal lounge
- > Garden including an area for service users to grow their own fruit and vegetables

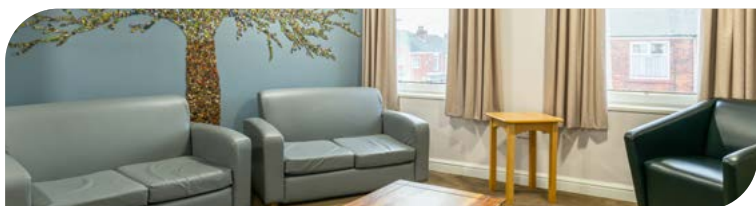


Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
Cygnet Acer Clinic, Derbyshire
Cygnet Alders Clinic, Gloucestershire
Cygnet Aspen Clinic, South Yorkshire
Cygnet Maple House, Nottinghamshire
Cygnet Hospital Kewstoke, South West
Cygnet Hospital Kidsgrove, Staffordshire
Cygnet Hospital Maidstone, Kent
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map



Triangle of Care accredited



I cannot express how amazing the staff here are! They saved me from myself and took the responsibility to keep me safe until I could do it for myself. I will never be able to thank them enough for the way they helped me and the huge impact they have had on my life. - Service User



Cygnet Maple House, East Midlands

93 Kneeton Road, East Bridgford, Nottinghamshire, East Midlands NG13 8PJ

Highly Specialised PD (ICB)



18+ years



Female



16 beds



Scan the QR code or click here to watch a virtual video tour on Cygnet Maple House

Cygnet Maple House is our 16 bed highly specialised service providing assessment, treatment and rehabilitation for women with personality disorder and complex needs.

Rehabilitation is provided in a therapeutic setting, with a level of security matched to individual needs. The aim of the treatment, rehabilitation and re-socialisation programme is to prepare the individuals in our care either for transfer to an environment of lesser security, or for a life in the community.

We have a substantive multi-disciplinary team (MDT) comprising of a hospital manager, clinical manager, consultant psychiatrist, specialty doctor, psychologist, assistant psychologist, occupational therapist, therapy co-ordinator and nursing and support workers. We work closely with the local community, including dieticians and primary care.

We promote physical health, wellbeing and meaningful occupation as part of our treatment programme, using strong community links to facilitate individualised wellbeing plans.

Our approach

We adopt an integrated modular approach to treatment for women with a diagnosis of personality disorder, accounting for diagnostic differences, NICE guidelines and the work of Livesley (2004).

With a focus on interpersonal relationships, we use individual formulation to deliver a personalised and integrated combination of psychotherapeutic and pharmacological interventions. These can include:

- > Dialectical Behaviour Therapy (DBT)
- > Cognitive Behavioural Therapy (CBT)
- > Compassion Focused Therapy (CFT)
- > Eye Movement Desensitisation and Reprocessing (EMDR)
- > Schema Focused Therapy (SFT)

Our aim is to address the core features of personality disorder: emotional regulation, interpersonal functioning, self-identity and to prepare the women in our care for a transition to life back in the community.

Our facilities:

- > En-suite bedrooms
- > Dining room
- > Therapy kitchen
- > Laundry room
- > Communal lounge
- > TV room
- > Extensive garden
- > Sensory room
- > Treatment room



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
Cygnet Acer Clinic, Derbyshire
Cygnet Alders Clinic, Gloucestershire
Cygnet Aspen Clinic, South Yorkshire
Cygnet Maple House, Nottinghamshire
Cygnet Hospital Kewstoke, South West
Cygnet Hospital Kidsgrove, Staffordshire
Cygnet Hospital Maidstone, Kent
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map



Cygnet Hospital Kewstoke, Weston-super-Mare

Beach Road, Kewstoke, Weston-super-Mare, South West BS22 9UZ

Highly Specialised PD (ICB)



18+ years



Female



15 beds

Knightstone Ward at Cygnet Hospital Kewstoke is our 15 bed highly specialised service providing assessment, treatment and rehabilitation for women with personality disorder and complex needs. We focus on developing emotional resilience, building self-esteem, self-reliance and self-care. Our aim is to improve well-being and coping skills towards a positive discharge to a community placement. We understand the impact of trauma and the need to help maintain a safe environment.

Through our care pathway at Knightstone Ward, we are able to help support and care for individuals who present with complex needs, including Emotionally Unstable Personality Disorder (EUPD). We place an emphasis on a culture of co-production at Knightstone Ward as well as service user and carer participation in each individuals pathway to recovery.

Knightstone Ward offers a full multi-disciplinary team (MDT) which is experienced and skilled in Eye Movement Desensitisation and Reprocessing (EMDR) model of therapy with a Dialectical Behaviour Therapy (DBT) informed approach. We are also able to offer a full DBT programme.

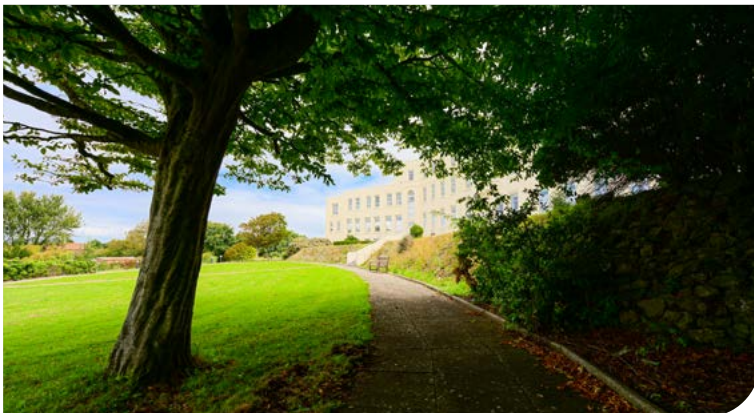
Therapeutic approaches and assessments:

- > Psychodynamic therapy
- > Dialectical behaviour therapy (DBT)
- > Cognitive behavioural therapy (CBT)
- > Eye movement desensitisation and reprocessing (EMDR)
- > Psychological formulations
- > Psycho-educational groups
- > Drug and alcohol groups
- > Voices and noises groups
- > Wellness Recovery Action Plan (WRAP)
- > START assessments
- > Psychometric Assessments including the WAIS
- > Positive behaviour support plans
- > Counselling
- > Behavioural family therapy
- > Art therapy
- > Mindfulness
- > Drama therapy
- > Music Therapy
- > Comprehensive community links to support vocational, educational, self-care and leisure opportunities



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
Cygnet Acer Clinic, Derbyshire
Cygnet Alders Clinic, Gloucestershire
Cygnet Aspen Clinic, South Yorkshire
Cygnet Maple House, Nottinghamshire
Cygnet Hospital Kewstoke, South West
Cygnet Hospital Kidsgrove, Staffordshire
Cygnet Hospital Maidstone, Kent
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map





Cygnet Hospital Kidsgrove, Staffordshire

Boathorse Road, Kidsgrove, Stoke-on-Trent, Staffordshire ST7 4JA

Highly Specialised PD (ICB)



18+ years



Female



11 beds

NEW

Burleigh Ward is Cygnet Hospital Kidsgrove's 11 bed highly specialised service providing assessment, treatment and rehabilitation for women with personality disorder and complex needs. The service is accepting referrals and will open soon.

Rehabilitation is provided in a therapeutic setting, with a level of security matched to individual need. The aim of the treatment, rehabilitation and re-socialisation programme is to equip the women in our care with the skills and confidence they need to navigate challenges that may come with returning to community or independent living.

Our dedicated clinical teams provide a multi-disciplinary approach to rehabilitation, empowering individuals to make positive choices to support recovery. This will include occupational therapy, social work and vocational training.

Burleigh Ward offers a variety of communal and one to one spaces, each thoughtfully designed to aid recovery. Dimmable lighting has been fitted to support sensory needs and preferences, creating a calming and comfortable environment for women with a personality disorder and autism.



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
Cygnet Acer Clinic, Derbyshire
Cygnet Alders Clinic, Gloucestershire
Cygnet Aspen Clinic, South Yorkshire
Cygnet Maple House, Nottinghamshire
Cygnet Hospital Kewstoke, South West
Cygnet Hospital Kidsgrove, Staffordshire
Cygnet Hospital Maidstone, Kent
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map





Cygnet Hospital Maidstone, Kent

Gidds Pond Way, Weaving, Maidstone, Kent, South-East ME14 5FY

Highly Specialised PD (ICB)



18+ years



Female



16 beds



Scan the QR code or click here to watch a short video on Cygnet Hospital Maidstone

Roseacre Ward is a 16 bed personality disorder service for women, based at Cygnet Hospital Maidstone, our state-of-the-art facility is situated within the Kent Medical Campus. The aim of the service is to support service users manage their mental health, develop coping strategies, reinforce daily living skills and prepare for a return to independent living. Roseacre Ward provides a care pathway for service users who are preparing to step down to community living and uses a recovery focused model.

Roseacre Ward is designed to a Tier 4 specification but commissioned by ICB's. Building on the expertise of the other personality disorder services within the Cygnet Health Care portfolio, Roseacre Ward further complements our comprehensive national network of specialist services for women with this diagnosis.

Roseacre ward also provides treatment for women with complex mental illnesses including schizophrenia, schizoaffective disorder, bipolar affective disorder or depression, and those with a secondary diagnosis of mild learning disability or autism spectrum disorder. We also accept service users with a forensic history and those stepping down from secure services.

Just wanted to say thank you so much to all the staff at Cygnet. I'm doing really well in the community. I've started volunteering and I'm over 270 days self harm free. The care I received was amazing and I can't thank the staff enough for helping me get to where I am now. - Former Service User



Our therapeutic approaches:

Our therapeutic interventions are tailored to individual presenting needs, based on comprehensive psychological formulations undertaken on admission, using the following approaches:

- The service is underpinned by Dialectical Behaviour Therapy (DBT), including 1:1 sessions and group skills training. DBT is a proactive behavioural therapy, requiring active engagement, designed to support individuals to manage distress, regulate emotion and develop adaptive coping skills.
- Care planning is supported by a model of Positive Behaviour Support (PBS) each service user will have a personalised, co-produced Positive Behaviour Support plan in place to inform their care and treatment pathway.
- The service is also supported by our tried and tested myPath model. To ensure we cater for each individual's journey and achieve long-term results, we have created a unique approach to care for people with personality disorder. myPath ensures the delivery of high quality and inclusive care which is continually evaluated through robust operational and clinical governance frameworks.

Our facilities:

- En-suite bedrooms
- Outside space including ward garden and communal roof terrace
- Therapy kitchen
- Quiet room
- Gym and external exercise area
- Extensive therapy space including Recovery College classrooms
- Library and cinema room



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
Cygnet Acer Clinic, Derbyshire
Cygnet Alders Clinic, Gloucestershire
Cygnet Aspen Clinic, South Yorkshire
Cygnet Maple House, Nottinghamshire
Cygnet Hospital Kewstoke, South West
Cygnet Hospital Kidsgrove, Staffordshire
Cygnet Hospital Maidstone, Kent
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map





Cygnet Elowen Hospital, Derbyshire

The Field, Shipley, Heanor, Derbyshire DE75 7JH

PD / Disordered Eating Dual Diagnosis



18+ years



Female



12 beds

NEW
Now Open

Alina Ward at Cygnet Elowen Hospital is a complex personality disorder service for those with a dual diagnosis of personality disorder and co-morbid disordered eating.

The service offers a phased treatment pathway which aims to help the individual understand and plan their journey through treatment. We have collaboratively created our model of care based on an integrated approach whereby family, service users, commissioners and carers are all involved in the rehabilitation and recovery of the individual.

The aim of the treatment and rehabilitation programme is to equip those in our care with the skills and confidence they need to navigate challenges that may come with returning to community or independent living.

We focus on the need for treatment to be collaborative with service users and our dedicated clinical teams will empower individuals to make positive choices that support their recovery. The service offers a phased treatment pathway which aims to help the individual understand and plan their journey through treatment.

Cygnet Elowen Hospital is perfectly placed to benefit from the tranquility of the surrounding country park, whilst being just a few minutes away from plenty of shops and cafés.



Our facilities:

- > En-suite bedrooms
- > Spacious communal areas on each ward
- > Quiet lounges
- > Dining rooms
- > Activities of daily living kitchens (ADL)
- > Multiple meeting rooms
- > Therapy rooms
- > Autism friendly environments (aligned with the SPACE framework)
- > Large gardens



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Cygnet Elowen Hospital, Derbyshire
Cygnet Nield House, Cheshire
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral





Cygnet Nield House, Cheshire

Barrows Green, Bradfield Road, Crewe, Cheshire, North West CW1 4QW

PD / Disordered Eating Dual Diagnosis



18+ years



Female



14 beds



Scan the QR code or click here for a virtual tour of Cygnet Nield House

Clarion Ward at Cygnet Nield House is our complex personality disorder service for women. We can support women with comorbidities, such as disordered eating, self-harm and complex needs.

The service offers a phased treatment pathway which aims to help the individual service user understand and plan their journey through treatment. Clarion Ward focuses on the need for treatment to be collaborative with service users taking account of individual need, evidence based, driven by multi-disciplinary understanding, support and interventions. This allows the service user to progress through the service and increase their quality of life and functioning.

Our multi-disciplinary team:

- > Consultant Psychiatrist
- > Psychologist
- > Assistant Psychologist
- > Occupational Therapist
- > Dietitian
- > Hospital Manager
- > Registered Mental Health Nurses (RMN)
- > Registered General Nurses (RGN)
- > Healthcare Support Workers
- > Therapy Co-ordinator

My mum is getting help at Nield house, it's amazing! We're FaceTiming every day and me and my siblings are seeing positive changes in her already and she's not even been there for a week yet. The therapeutic activities you do are brilliant. The fact you have a hairdressers within the facility is amazing.

- Family Member

Our therapies and interventions:

- > Trauma Recovery Empowerment Model
- > Compassion Focussed Therapy (CFT)
- > Radically Open-Dialectical Behavioural Therapy (RO-DBT)
- > Informed Dialectical Behaviour Therapy (DBT)
- > The Flash Technique
- > Eye Movement Desensitisation Reprocessing (EMDR)



Accessible communal garden



Communal dining room and lounge



Pet therapy and therapeutic art sessions



Click the buttons to find out more about our Personality Disorder Services

Introduction

Our Model of Care

Our myPath Care Model

Our Outcomes

Enabling Environments at Cygnet

Example DBT Pathway

Medium Secure

Low Secure

Tier 4 PD (NHSE)

PD Intensive Support

Highly Specialised PD (ICB)

PD / Disordered Eating Dual Diagnosis

Cygnet Nield House, Cheshire

Community Rehabilitation

Case Study

Service User Reviews

Map

How to Make a Referral





Gledholt Mews and Coach House, West Yorkshire

34 Greenhead Road, Huddersfield, West Yorkshire, Yorkshire & Humber HD1 4EZ

Community Rehabilitation



18+ years



Female



6 single occupancy self-contained flats

Gledholt Mews and Coach House is our service for adults with mental health needs or a personality disorder who have been able to progress through the hospital pathway and are looking for the next stage in their rehabilitation journey. This service has been designed around individuals from Kirklees in partnership with Kirklees ICB, the aim is to help these individuals along their path towards independent living.

The service provides supported residential care to individuals who are ready to take responsibility for the continuation of their own rehabilitation and recovery in a safe environment, whilst living in the wider community.

The service focuses on continuing practicing life skills and coping strategies. We concentrate on community based activities, the use of public transport, education and vocational therapy, job placements, work experience and development of hobbies and interests. Located less than a mile away from Huddersfield Town Centre with excellent transport links further afield, there are plenty of community based facilities nearby. For those individuals looking for a green space, there are a couple of options within a 5 minute walk, Greenhead Park and Gledholt Woods, popular for relaxing walks.

We have an in-house Multi-Disciplinary Team (MDT) wrap around service that is designed to support the individual in our care throughout their journey with us and is designed to

capture and manage risk and relapse in community settings. The team consists of nurses, psychologist, psychology assistants, occupational therapist, speech and language therapists as well as 24 / 7 support from the nursing team. This means that we are able to meet the changing needs of our residents as they progress through their care pathway, while ensuring their safety is maintained and their independence supported.

Residents are encouraged to cook independently (with or without staff support) in the Activities of Daily Living (ADL) kitchen or their own self-contained flats, however the kitchen staff are available for assistance and to prepare meals in the large on-site kitchen.

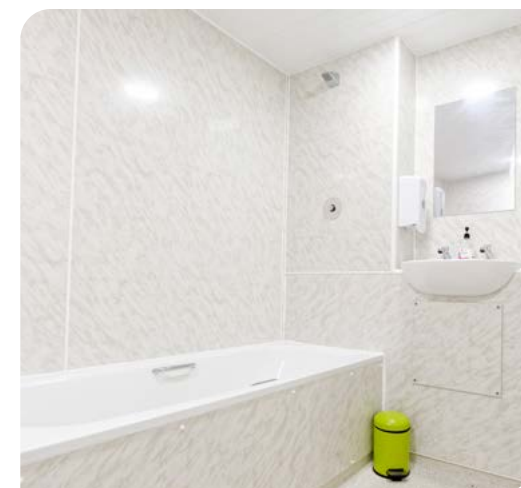
Our facilities:

- > 6 personality disorder community rehabilitation self-contained flats, each featuring a lounge / diner, kitchen and en-suite bedroom
- > Garden with outdoor seating
- > Multi-faith room
- > Activities of Daily Living (ADL) Kitchen
- > Dining room and lounge
- > Activity room
- > Tribunal / meeting room
- > Assisted bathroom



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Gledholt Mews and Coach House, West Yorkshire
Case Study
Service User Reviews
Map
How to Make a Referral





Olivia's* Journey

Upping Ward, Cygnet Hospital Beckton, London
Personality Disorder Complex Care Service for Women



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral

Olivia's history

Born into a close family, Olivia's childhood progressed happily until she encountered the chaos of primary school, becoming highly agitated with frequent meltdowns and interpersonal conflict. Although she did well with classroom support, matters escalated once she hit adolescence.

Periods of elation and hyperactivity alternated with periods of severe depression, paranoia and obsessive compulsivity. Olivia's intellect and learning skills weren't in doubt, but she struggled socially.

Olivia struggled to form friendships and was bullied. By her mid-teens, minor self-harm had evolved into major overdoses, as well as significant aggression toward her family resulting in multiple in-patient admissions, including in psychiatric intensive care (PICU) and secure services, and a diagnostic formulation of personality disorder, Obsessive-Compulsive Disorder (OCD) and mood disorder.



Olivia remained with her family through a tumultuous period until age 19, when she was placed in supported accommodation. This quickly broke down though, leading to five unbroken years of psychiatric hospitalisation. The early part of this was characterised by extreme violence, significant Deliberate Self-Harm (DSH), ultra-rapidly cycling mood and frequent episodes of seclusion. Although latterly she formed two friendships and family relationships improved, significant risk remained and attempts to implement a leave regime resulted in renewed episodes of absconscion and DSH. The placement no longer felt viable.

When Olivia came to us

Aged 22, Olivia was in a service some 250 miles from home, chosen primarily due to the proximity of a low secure ward with seclusion facilities, and being the only service that would accept her level of risk. The commissioning team recall the meeting where this move had been agreed and had never seen so many professionals and agencies holding such anxiety, all insisting Olivia could not be managed anywhere other than in a PICU. Two years on, Olivia was no longer in the hopeless place she had been when admitted, but regular, high risk incidents continued and her parents worried that she would need to be in hospital forever.

Although a move back to area appeared to offer the possibility of a new start, and she certainly wanted to return home, even the usually optimistic commissioner questioned the wisdom of another rehabilitation placement, envisaging instead a pathway ending in a care home with significant additional staffing.

Upping Ward assessed Olivia. The team were initially unsure whether they would be able to support her but following a second review and with some misgivings, offered her a placement, which the commissioners accepted with equal apprehension. Olivia and her family were also worried – in the weeks before the move incidents increased, additional 1-to-1 care was implemented and the move was postponed several times before transfer. Her family felt dread at the prospect of Olivia's violence and turmoil once again at their door.

I feel for young patients referred into adult services from long spells, sometimes years of inpatient treatment in CAMHs. Often there's diagnostic confusion, usually significant behavioural challenge, and inevitably a long history of placement breakdowns and repeated rejection from services.

- Dr. Christina Kyriakidou, Clinical Director, Complex Care Programme, South London Partnership



Olivia's care

From the moment she arrived, the Upping Ward team put considerable effort into engaging with Olivia on her terms. She had specific concerns and strong preferences about her medication regime and aspects of her diagnosis, giving the service a chance to let her know her voice was heard and experience validated; and she appeared to have significant neuro-diverse traits that needed formal assessment and accommodation. Rapport grew quickly and within a fortnight of admission the additional 1-to-1 care Olivia had required for years was ceased.

The team recall that Olivia was "always in your face, asking for things" and "wouldn't let go until she was satisfied", for example needing ward round decisions typed up, printed and handed to her straight away. The ambiguity of things happening 'later' was intolerable to her. These demands felt easier for staff to understand seen through the lens of Autism Spectrum Disorder (ASD) rather than Personality Disorder. It became clear the staff team would be better equipped to work with Olivia if a programme of ASD training for the whole service was commissioned. The psychology team led this with the support of Cygnet Hospital Beckton's senior Expert by Experience. They also worked closely with Olivia herself, delivering sessions tailored to ensure they were accessible, helping her better understand her diagnosis and learn coping and interpersonal skills.

With raised ASD awareness and a detailed OT sensory assessment / sensory safety plan, the team realised the extent to which noise was a trigger for sensory overload in Olivia.

Understanding an absconscience early in her admission in this context allowed the team to be more sensitive to her needs, rather than simply restricting her freedom due to a poorly understood risk. It also allowed them to engage with Olivia's family, whose home she had absconded to. This wasn't always easy, particularly when the team decided to rescind Olivia's MHA detention, which initially the family felt was a terrible idea. But with considerable efforts to reach compromise between what Olivia wanted and what her parents thought best, we helped them to trust us more and also to trust Olivia. They attended ward rounds and CPA meetings regularly, and over time they came to understand the benefits of positive risk-taking and reduced restrictive practice, let go their fears and cautiously embraced the enabling environment the team sought to create and the treatment plan agreed with Olivia.

The open culture of regular clinical meetings, where family and Olivia herself were treated as equal partners, had a profound effect on the family dynamics. Olivia started to have brief periods of home leave, with escorts for these trips gradually withdrawn. Within four months of admission she enjoyed unescorted day leave, then overnight stays with her family.

At the same time, the diagnostic complexity that had surrounded Olivia for years was unravelled. It was determined that she had bi-polar affective disorder, Attention Deficit Hyperactivity Disorder (ADHD) and Complex Post-Traumatic Stress Disorder (c-PTSD). The Complex PTSD itself needed understanding in the context of her traumatic social relationships arising from her now formally diagnosed ASD.

Olivia Today

Olivia is now channelling her ADHD well. Physical health is important to Olivia and in the latter period of her 12-month admission to Upping Ward she became very involved in a local sport charity. She became a constant positive influence on her peers. Olivia co-facilitated community meetings, and showed her peers they could do so too. She supported peers when in distress. One said, "You don't want to be Olivia's friend if you're not willing to engage in your recovery".

After a tumultuous and often traumatic journey over the last decade, Olivia looks after her own medication needs, has been discharged from Mental Health Act (MHA) detention, and is now discharged from Upping Ward to supported living. Olivia viewed multiple options and exercised her choice where she wanted to live close to family, allowing her to create a secure support network.

Olivia has learnt how to exercise leadership (she took on a paid role in a tiered vocational pathway, chairing community meetings), and on a good day slows down to a pace others can enjoy.

According to her parents at her final Care Programme Approach (CPA) meeting, "This is the best place our child has been in." Olivia's leaving card included several messages from staff and peers at the sports charity, testifying to the progress she has made.

*Name has been changed to protect her identity.



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral

I cannot tell you what a pleasure it has been to have you in the Sport for Confidence sessions. Your enthusiasm, consistency and openness to try different activities is so impressive. You have been an incredible team player, playing your part and encouraging others to do the same by your example. You will be very missed by us all. Thank you for being your amazing self!
- Sports 4 Confidence

Service User Reviews

“

Just a quick thank you for being so pleasant, lovely, kind and respectful to me. It is a pleasure to work with you all and also the MDT team. I feel you are all very approachable and always made me feel reassured whilst residing here with my recent positive progress. You are all professionals but you are all also human beings and I respect you. Thank you from the bottom of my heart to all of you.

Service user

”

“

Cygnets Hospital Derby has been a life changing experience. It has offered me so much which has allowed me to develop skills, insight, confidence and much more. I just wish there were more hospitals like this one. I now feel empowered and ready to live my life.

Service user, Alvaston Ward,
Cygnets Hospital Derby

”

“

I feel superb, thanks to all of the staff on my journey to become better in myself.

Service User

”

“

It is a lovely place, staff are absolutely lovely and the place is nice. I was an inpatient from an acute ward and the staff never had time to sit with service users, they just left you to it and I didn't get that support the way staff helped me here.

Former service user, Cygnets Aspen Clinic in Doncaster

”



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Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnets
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral



Map | Our specialist services by region

Medium Secure

- 1 **Cygnnet Hospital Bury**
Buller Street, off Bolton Road, Bury,
North West BL8 2BS
T: 0161 762 7200

Low Secure

- 2 **Cygnnet Hospital Clifton**
Clifton Lane, Clifton, Nottinghamshire,
East Midlands NG11 8NB
T: 0115 945 7070
- 3 **Cygnnet Hospital Derby**
100 City Gate, London Road, Derby,
Derbyshire, East Midlands DE24 8WZ
T: 01332 365 434

Tier 4 PD (NHSE)

- 4 **Cygnnet Hospital Beckton**
23 Tunnan Leys, Beckton,
London E6 6ZB
T: 020 7511 229
- 5 **Cygnnet Hospital Ealing**
22 Corfton Road,
Ealing, London W5 2HT
T: 020 8991 6699

PD Intensive Support

- 4 **Cygnnet Hospital Beckton**
23 Tunnan Leys,
Beckton, London E6 6ZB
T: 020 7511 2299

Highly Specialised PD (ICB)

- 6 **Cygnnet Acer Clinic**
Worksop Road, Chesterfield,
Derbyshire, East Midlands S43 3DN
T: 01246 386 090
- 7 **Cygnnet Alders Clinic**
155 Podsmead Road,
Gloucestershire, South West GL1 5UA
T: 01452 222 390
- 8 **Cygnnet Aspen Clinic**
Manvers Road, Mexborough,
Doncaster, South Yorkshire, Yorkshire
& Humber S64 9EX
T: 01709 572 770
- 9 **Cygnnet Maple House**
93 Kneeton Road, East Bridgford,
Nottinghamshire, East Midlands NG13 8PJ
T: 01949 829 378
- 10 **Cygnnet Hospital Kewstoke**
Beach Road, Kewstoke,
Somerset, South West BS22 9UZ
T: 01934 428 989
- 11 **Cygnnet Hospital Kidsgrove**
Boathorse Road, Kidsgrove,
Stoke-on-Trent, Staffordshire ST7 4JA
T: 01782 378672
- 12 **Cygnnet Hospital Maidstone**
Gidd Pond Way, Off Newnham
Court Way, Maidstone, Kent,
South East ME14 5FY
T: 01622 580 330

PD / Disordered Eating Dual Diagnosis

- 13 **Cygnnet Elowen Hospital**
The Field, Shipley, Hearnor, Derbyshire
DE75 7JH
T: **Coming soon**
- 14 **Cygnnet Nield House**
Barrows Green, Bradfield Road, Crewe,
Cheshire, North West CW1 4QW
T: 01270 696510

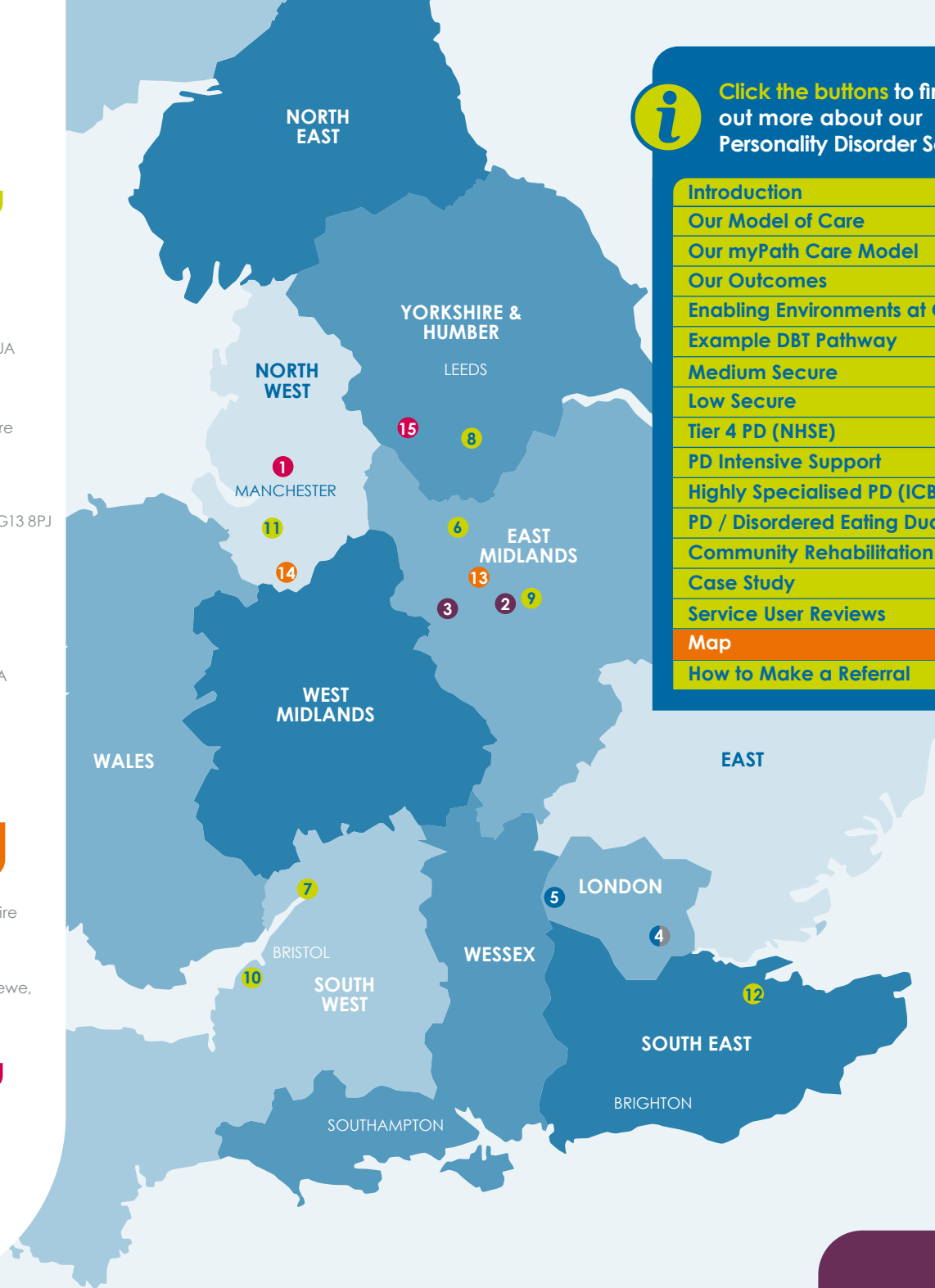
Community Rehabilitation

- 15 **Gledholt Mews and Coach House**
34 Greenhead Road, Huddersfield,
West Yorkshire, Yorkshire & Humber
HD1 4EZ
T: 01484 959890



Click the buttons to find out more about our Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnnet
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral



How to Make a Referral



**We are able
to take referrals
7 days a week.**

To make a referral
please contact **your
regional Business Relationship
Manager.**

Alternatively, you can
contact the Cygnets Bed Hub
on:

**0808 164 4450 /
chcl.referrals@nhs.net.**

Planned admissions referral steps:

- 1** Referral made to your **regional Business Relationship Manager** or 0808 164 4450 / chcl.referrals@nhs.net
- 2** Assessment arranged and undertaken via our assessment team
- 3** Feedback provided on whether our service can meet the individual needs
- 4** Assessment pack formulated including care plans and funding information
- 5** Admission agreed and plans for transition arranged with referring team following confirmation of acceptance of placement



Click the buttons to find
out more about our
Personality Disorder Services

Introduction
Our Model of Care
Our myPath Care Model
Our Outcomes
Enabling Environments at Cygnets
Example DBT Pathway
Medium Secure
Low Secure
Tier 4 PD (NHSE)
PD Intensive Support
Highly Specialised PD (ICB)
PD / Disordered Eating Dual Diagnosis
Community Rehabilitation
Case Study
Service User Reviews
Map
How to Make a Referral



Improving lives together



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www.cygnetgroup.com

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CYG-743 | Date of Preparation: 05/09/25

Integrity

Trust

Empower

Respect

Care