

*Appendix B***Mental Health: Wellbeing and Inclusion Action Plan****Nottingham and Nottinghamshire**

The following table of actions has been agreed by the Notts Mental Health: Wellbeing and Inclusion Steering Group (formerly Social Inclusion Steering Group). It represents the local action plan in response to the 27 action points itemised in the Social Exclusion Unit Report: *Mental Health and Social Exclusion*. Responsibility for agreeing local action plans lies with Directors of Social Services and Chief Executives of PCTs. CSIP Regional Development Centres are responsible for monitoring and supporting the production and implementation of local plans. It was agreed that in Notts this 'social inclusion' action plan should be merged with elements of local Mental Health Promotion strategies which have been produced to meet the requirements of Standard One of the *Mental Health National Service Framework (NSF)*. This re-alignment of programmes and plans mirrors a similar process of programme merger which has occurred at national and regional levels. Notts Mental Health: Wellbeing and Inclusion Steering Group reports to the North Notts LIT and to the Adult Mental Health Services Modernisation Board (for South Notts).

The work of the steering group has involved substantial discussion on emotional wellbeing and mental health and we acknowledge that this local plan has inevitably lost some of the passion and detail of those discussions. We would like it therefore to be viewed as a work in progress including only key actions and principles across the county which will need to be converted into local implementation plans. The steering group acknowledge the need to involve service users in this agenda, but overall felt that this would be best done locally in a meaningful way rather than through tokenistic participation of users on the steering group. Broadening involvement has been identified as a next steps priority.

The plan should be seen primarily as an overarching strategy document, which is not designed for consultation. Intrinsic to any implementation is real partnership working between local authorities, health agencies and voluntary services. The main purposes of the plan are raising awareness and to encourage monitoring and training to advance the social inclusion and emotional wellbeing agenda. This work inevitably links to other strategies and drivers and was created at a time of major uncertainty with transient organisational structures and a number of key posts occupied on an interim basis. There is an inevitable sparsity of cross referencing in this first version but an acknowledgement of overlapping agendas has been apparent throughout the preparatory process.

Notts Mental Health:Wellbeing and Inclusion Steering Group

I Stigma and discrimination

SEU Action Point	Current Local Situation	Action Planned for 2006-7	Lead name/group
1 Challenge stigma and discrimination	Arts Council and CSIP planning <i>Tackling Stigma Through Arts</i> programme Oct 06.	Review Anti-stigma/discrimination plans.	MH:W&ISG

		<p>Well established (but scantily resourced) voluntary sector led <i>Nottingham Mental Health Awareness Weeks</i> each October.</p> <p>Pharmacies in S Notts running mental health campaign for Oct 06.</p> <p>Link established with CSIP EMDC which has a regional media group with a range of aims. National info and support available via Mental Health Media, Rethink and others.</p>	<p>Support Mental Health Awareness Week programme and other public initiatives.</p> <p>Make mental health awareness training available to a wide range of staff working in the public sector.</p> <p>Improve local media coverage of mental health issues</p>	<p>MH:W&ISG</p> <p>MH:W&ISG</p> <p>MH:W&ISG</p>
2	Action in schools	<p>Resources such as SEBS and SEAL now available for use in schools, DfES due to make new resources available on Teachernet. Emotional Health and Wellbeing standard now essential part of achieving Healthy Schools Status.</p>	<p>Liaise with Healthy Schools Teams and LEAs to establish current uptake/use of teaching materials and initiatives with a view to ensuring consistent approach, where possible.</p> <p>Support initiatives which tackle bullying in schools, colleges & higher education</p>	<p>PCT Mental Health Promotion/Wellbeing Leads</p> <p>PCT Mental Health Promotion/Wellbeing Leads</p>
3	Raise awareness of people's rights	<p>Social Inclusion Stakeholders Event 2005 raised awareness</p> <p>No existing initiatives</p>	<p>In the first instance include as a leading part of the Vocational Services strategy</p>	<p>MH:W&ISG (John Howat)</p>
4	Promote best practice in the public sector	<p>NHT User Employment Group are producing an action plan for User Employment and the Mentally Healthy Workplace</p> <p>Separate work by teamWORK commissioned by Nottingham City Council on mental health and wellbeing of its workforce</p>	<p>Review the work of a variety of development groups and initiatives with a view to integrating it into a single Vocational Services strategy and action plan for mental health</p> <p>Produce plan to implement new 2006 DDA public sector duty to promote equality based on existing race equality duty</p>	<p>N Notts LIT, AMH Modernisation Board</p> <p>NHT and SSD HR Directors</p>

	Later Life		Work in partnership to: - tackle isolation eg transport, social activity and inclusion, fear of crime. - tackle age discrimination and promote positive public attitudes to older people	PCT Mental Health Promotion/Wellbeing Leads

II The Role of Health and Social Care Professionals in Tackling Social Inclusion

SEU Action Point	Current Local Situation	Action Planned for 2006-7	Lead name/group
5 Support on employment and social issues for people with SMHP •	NHT has CPA Taskforce addressing best practice in use of CPA for social inclusion Agreed participation by teams in Ashfield/Mansfield and Nottingham West in NIMHE/NIACE/LSC Education Access Pilot Project (see 17) teamWORK and Community Connections teams act as link and support providers to employment, education and volunteering Trust User Employment Strategy agreed and being implemented Vocational specialist appointed in EIP service	Support implementation of the CSIP/NIACE/LSC Education Access pilot in Ashfield/Mansfield and Nottingham West Identify vocational lead within each appropriate mental health team Review existing employment and mental health services and produce action plan for implementation of DH Guidance on Vocational Services	Education Access Pilot Steering Group (Mark Varney) AMH Service Managers via Community Care Modernisation initiatives N Notts LIT, AMH Modernisation Board (and later new commissioning bodies)
6 Transform day services to promote social inclusion through improved access to mainstream opportunities	A Day Service Review was undertaken by County SSD in 2004-5 which developed themes from the AMH Trust's Day service Review in the City/South County in 2003-4. Service users and wider stakeholders were	A Trust-wide cross-agency Implementation Team will be established to agree an implementation strategy and modernisation programme.	LAs, HC Trust, PCTs, wider stakeholder representatives

		<p>consulted during this process.</p> <p>An integrated modernisation programme will be developed across the City and County within AMH based on an agreed set of service principles and in line with national guidance.</p> <p>Day service modernisation will develop alongside the emergence of new vocational services and the Wellbeing and Social Inclusion Plan.</p> <p>Pilot models will assist the transformation of services.</p>	<p>Local Implementation Groups will steer local service change, including the development of pilot schemes.</p> <p>Health and social care commissioners will agree a joint strategy to implement DH Guidance - Women's Day Services.</p> <p>To ensure all key stakeholders participate in the above groups, in particular the development of new partnership models to support these developments.</p>	<p>LAs, PCTs, wider stakeholder representatives</p> <p>LAs, PCTs, wider stakeholder representatives</p> <p>LAs, PCTs, wider stakeholder representatives</p>
7	Advice on employment and social issues through primary care	<p>Nottm City offers GP- based advice sessions. Local authority funded advice groups offer a range of venues for advice</p> <p>Notts County currently offers advice in health centres and "county contact shops".</p> <p>Preliminary discussions led by One Nottingham (LSP) on potential local partnership project in anticipation of funding through Incapacity Benefit reforms (See 13 below)</p>	<p>Review of effectiveness of primary care welfare rights advice clinics and consideration of new venues for advice to reach excluded client groups.</p> <p>Review of independent sector outreach targets with a view to enhancing social inclusion targets.</p> <p>Review support available to people immediately following mental health related absence from work.</p>	<p>Services Director Resources & Strategy (City)</p> <p>PCT Mental Health Promotion/Wellbeing Leads</p>
8	Strengthen training on vocational and social issues for health and social care professionals	<p>STR Implementation established with action plans in North and South</p> <p>Practice Development Forum for Social Inclusion and Recovery in South – informal open meeting structure</p>		

		<p>A proforma and methodology for Self assessment and monitoring of social inclusion awareness and practice for community mental health services has been produced</p> <p>No identified local training on Social Inclusion via TESC etc</p> <p>Mental Health Promotion in Primary Care Toolkit available, to enable primary care professionals to assess and extend current practice.</p>	<p>Pilot pro forma in a number of teams and use results to establish a baseline and to identify areas for improvement</p> <p>Confirm TESC and other SI practice needs with Workforce Leads</p> <p>Pilot the Toolkit in a number of GP practices and/or in professional groups eg practice nurses.</p>	<p>MH:W&ISG (Rosie Hepple)</p> <p>MH:W&ISG (Sue Thornton) Workforce Leads</p> <p>PCT Mental Health Promotion/Wellbeing Leads</p>
9	<p>Tackling inequalities in access to health services</p> <p>Strengthen prison health service to develop mental health promoting approaches.</p> <p>Improve access to non-pharmacological sources of support, notably for BME communities and older people and within prison community</p> <p>Improve access to mental health promoting activities which address key risk factors which affect old age eg poverty and ill health.</p>	<p>Draft protocols for monitoring physical health and wellbeing of people with LTMHP are being produced by PCTs in line with 2006/7 QOF requirements</p> <p>Development group for access to psychological therapies established</p> <p>Some social prescribing-type interventions available at primary care level Eg arts, exercise, books on prescription. Provision is patchy and referrals for mental health reasons could be much improved.</p>	<p>PCTs to complete consultation and implement including LTMI Registers</p> <p>Review ('inclusion proof') access arrangements to ensure that they do not disadvantage those with LTMHP</p> <p>Increase mental health promoting interventions available to prison community.</p> <p>Liaise with PCTs, GP practices and current and potential providers to increase provision and use of social prescribing-type interventions.</p>	<p>PCT LTCM Leads</p> <p>APT Steering Group</p> <p>PCT Mental Health Promotion/Wellbeing Leads</p> <p>PCT Mental Health Promotion/Wellbeing Leads</p> <p>PCT Mental Health Promotion/Wellbeing Leads</p>
10	<p>Promoting greater take-up of direct payments to facilitate social participation</p>	<p>Rates of take up of direct payments within City and County remain very low in MH</p>	<p>Implement DH Commissioning Guidance on Direct Payments</p>	<p>SSDs AMH Service Managers</p>
	<p>Other Local Actions</p>			

III Employment

SEU Action Point		Current Local Situation	Action Planned for 2006-7	Lead name/group
12	Improving access to employment programmes	<p>South teamWORK team acts as link and support provider for employment and with JC+</p>	<p>Develop existing services to use the Individual Placement and support model</p> <p>Review use of existing train and place service</p>	<p>MH:W&ISG (pending establishment of a vocational development group)</p> <p>MH:W&ISG (pending establishment of a vocational development group)</p>
13	Easing the transition from benefits to work	<p>South teamWORK team acts as information provider on employment and benefit issues</p> <p>Preliminary discussions led by One Nottingham (LSP) on potential local partnership project in anticipation of funding through Incapacity Benefit reforms</p> <p>Nottm. City independent review “ A Strategy for Advice Services in Nottingham”</p> <p>Notts. County currently offers specialist welfare rights advice to mental health users.</p>	<p>One Nottingham (LSP) is establishing local partnership project in anticipation of funding through Incapacity Benefit reforms</p> <p>Retarget welfare rights advice onto pathways to work advice and employment related benefits Review local authority funded independent sector advice providers and enhance the social inclusion targets they work to</p> <p>Retarget welfare rights advice onto vocational/employment advice for modernised day services Refocus welfare rights advice to support care workers to provide advice on employment/sheltered employment for their clients.</p>	<p>One Nottingham & MH:W&ISG (pending establishment of a vocational development group)</p> <p>Services Director Resources & Strategy (City)</p> <p>Principal Welfare Rights Officer (County)</p>
14	Promoting enterprise and self-employment	<p>BSP at Regal, Worksop (Independent Sector, linked to SSD), a community based, social enterprise model SPAN development links with Social Firms UK and Social Firm development project – Caffè Ciao Proposal for Social Enterprise form for new Social Inclusion service for Gedling</p>	<p>Development of new Social Inclusion service for Gedling as a Social Enterprise</p>	<p>Notts SSD/NHT</p>
15	Supporting and engaging employers and promoting job retention	<p>teamWORK employer outreach support and MH awareness training in South</p> <p>Collaborative project with Mansfield District Council , Mansfield District PCT and the independent sector to</p>	<p>Review existing employer outreach and support</p> <p>Ensure employers have access to support and guidance on promoting mental health and wellbeing in</p>	<p>MH:W&ISG (pending establishment of a vocational development group)</p>

		address stress in the workplace Ashfield & Mansfield District PCTs participating in national HSE to address stress in the workplace – workforce survey undertaken	the workplace. Support employers in adopting HSE stress management standards	PCT Mental Health Promotion/Wellbeing Leads
	Other Local Actions	Employment and Mental Health Forum established with JC+ membership – linked to Employment R&D MIN	Establish effective local vocational development group in association with Job Centre Plus and CSIP EM	MH:W&ISG

IV Supporting families and community provision

16	Better support for parents and their children		Ensure parents and caregivers have the knowledge, skills and capacity to meet the emotional and social needs of infants and young children. Ensure parents and carers have access to support for themselves and their parenting roles, delivered in a way that is evidence based and meets their needs Work in partnership to reduce the incidence of domestic violence	PCT Mental Health Promotion/Wellbeing Leads PCT Mental Health Promotion/Wellbeing Leads
17	Promote access to adult learning, further and higher education	North Good day service links with F.E. Educational/training opportunities provided or linked to by day services Independent sector providers increasingly involved in this area South SPAN has joint arrangements with FE Colleges Community Connections supports individual learner advice and support	Support implementation of the CSIP/NIACE/LSC Education Access pilot in Ashfield/Mansfield and Nottingham West (see 5 above)	Education Access Pilot Steering Group (Mark Varney)
18	Promote access to volunteering and arts opportunities	Established Arts and Mental Health Development Group Heathcoat Arts 'day service' project with a history of collaborative work with arts and other partner organisation	Encourage participation in regional arts initiatives via EM regional Arts and Health network Produce development plan for Heathcoat Arts along social inclusion lines in association with arts sector partners	Arts Development Group (Theo Stickley) AMH Service Managers via Community Care Modernisation initiatives
19	Effective interventions for young		Work in partnership to reduce self-harming behaviour, especially among young people.	PCT Mental Health Promotion/Wellbeing Leads

	people			
20	Remove barriers to community roles			
	Other Local Actions	Many of the needs of carers are reflected in the Nottinghamshire wide Carers Strategy document. There continue to be problems with identifying carers; providing them with appropriate information; providing families and carers with health checks and with crisis and hospital visiting support; addressing the needs of ethnic minority carers; limited access to family and carer training and specialist interventions; and lack of direct personal support for carers.	Joint countywide planning groups to be formed to implement strategy through local action planning	Adult Mental Health Carer Strategy Group. PCTs, Social Services, Notts Healthcare Trust

V Getting the basics right

SEU Action Point	Current Local Situation	Action Planned for 2006-7	Lead name/group
21 Decent Homes	Supported Accommodation Strategy Group (SASG) established with SP Teams – MH provider forum and some housing staff training carried out A scoping Accommodation Strategy review conducted in South and proposals made on joint commissioning and service development for residential care and housing with support under consideration Health Impact Assessment (HIA) of MH needs of homeless people in City under way	Confirm plans for future joint commissioning and review of residential care and housing with support which will maximise life opportunities and social inclusion for people with LTMHP Incorporate learning from HIA in housing and support commissioning plans	N Notts LIT, AMH Modernisation Board (and later new commissioning bodies) AMH Modernisation Board (and later new commissioning bodies)
22 Access to transport	Greater Nottingham and North Notts Transport Plans	LAs to provide "Accessibility Planning" using "Accession Software" to enable all citizens wishing to gain access to local services to identify routes etc and for LA to identify need	Kate Revell, Notts CC
23 Access to financial and legal advice	A Welfare rights advice is provide by both SSDs and available through mental health teams and in day centres SP providers provide financial advice and support Nottm City offers GP- based advice sessions. Local authority funded advice groups offer a range of venues for advice Notts County currently offers advice in health centres and "county contact shops".	Review of effectiveness of primary care welfare rights advice clinics and consideration of new venues for advice to reach excluded client groups. Review of independent sector outreach targets with a view to enhancing social inclusion targets.	Services Director Resources & Strategy (City)

		Extensive consultation and retendering of Advocacy contract to revised social inclusion specification and with focus on BME users	Support and monitor "Speaking Up" – the new provider to deliver an improved service in line with the revised specification.	Notts County Commissioning. Rushcliffe PCT Nottm City Service Manager Commissioning and Quality
	Other Local Actions			

VI Making it happen

SEU Action Point	Current Local Situation	Action Planned for 2006-7	Lead name/group
24 National co-ordination <ul style="list-style-type: none"> cross government implementation team based in NIMHE Ministers for Mental Health, Disability and Social Exclusion to oversee progress Cross government network to ensure mainstreaming in departments Formal links with anti-stigma and BME programmes 	N/A	N/A	
25 Independent advisory group <ul style="list-style-type: none"> to report to ministers and produce annual progress report 	N/A	N/A	
26 Local implementation <ul style="list-style-type: none"> to be led by PCT and LA in close partnership with MH Trust, PPIFs and JC+ who will ensure that implementation is mainstreamed through LSP support from NIMHE RDC and through establishment of networks on implementation themes 	<p>Nottingham LIT disbanded. N Notts LIT and AMH Modernisation Board agreed formation of countywide Social Inclusion Steering Group to produce draft action plan on their behalf</p> <p>Contact established with PCT MH Leads & MHP leads. Remit of Social Inclusion Steering Group extended and latter retitled Wellbeing and Inclusion Steering Group</p> <p>Contact with City and County LSPs has been through the first local round of the LAA process – outcomes</p>	<p>New joint commissioning arrangements following NHS reconfiguration and in line with <i>Our Health, Our Care, Our Say</i> – confirm role and responsibilities of MH:W&ISG or any successor body(ies)</p> <p>Agree support arrangements which develop public mental health intelligence to support & influences future planning & commissioning priorities.</p> <p>Establish Task Group and Action Plan for achievement of mental health LAA</p>	<p>N Notts LIT, AMH Modernisation Board (and later new commissioning bodies)</p> <p>PCT Mental Health Promotion/Wellbeing Leads</p> <p>MH:W&ISG on behalf of City and County HCOP Partnerships</p>

		<p>(for year on year increase in proportion of people with SMHP engaged in employment, education and volunteering) agreed within HCOP blocks of both LAAs</p> <p>There has only been limited user participation in the production of this action plan through the stakeholder event in April 2005 because of difficulties in</p> <p>Preliminary discussion on possibility of social inclusion objectives figuring in any future mental health component of ISIP locally</p> <p>Several pairs of individuals from different services in Notts are participating in the <i>Making Projects Happen (MPH)</i> project using the <i>Trailblazer</i> model for focused co-development – this is supported by the CSIP EM wellbeing & Inclusion team</p>	<p>outcomes</p> <p>Agree an early means of obtaining user involvement support for the MH:W&ISG and the further development, monitoring and review of the action plan and in all aspects of implementation</p> <p>Continue discussion on possibility of social inclusion objectives figuring in any future mental health component of ISIP locally</p> <p>Review experience and progress and assess possibility of extending the use of this approach locally</p>	<p>MH:W&ISG (John Howat) with CSIP EM Mental Health Wellbeing/User Development team</p> <p>MH:W&ISG (John Howat) with ISIP</p> <p>MH:W&ISG (John Howat)</p>
27	<p>Monitor progress</p> <ul style="list-style-type: none"> • monitoring information in annual report • to be reflected in HSC/CSCI joint inspection framework • to be reflected in new LA performance framework • ALI to highlight in all inspection reports • DH to develop the evidence base and ensure social outcomes in future studies 	N/A	N/A	
	Other Local Actions			

Glossary

ALI - Adult Learning Inspectorate
BME – Black and Minority Ethnic
CAB - Citizens Advice Bureau
CSCI – Commission for Social Care Inspection
CSIP (EMDC) – Care Services Improvement Partnership (East Midlands Development Centre)
DCA - Dept of Constitutional Affairs
DDA – Disability Discrimination Act
DfES – Dept for Education and Skills
DH - Dept of Health
DLA – Disability Living Allowance
DWP - Dept of Work & Pensions
DRC – Disability Rights Commission
DT – Dept for Transport
JC+ - Jobcentre Plus
HC – Healthcare Commission
HCOP – Healthier Communities and Older People
HO – Home Office
HSE – Health & Safety Executive
IB – Incapacity Benefit
ISIP – Integrated Service Improvement Programme
LA - Local authority
LAA – Local area Agreement
LSC – Learning & Skills Council
LSP – Local Strategic Partnership
LTCM – Long Term Condition Management
MH - mental health
MHP – Mental Health Promotion
MH:W&ISG – Mental Health: Wellbeing and Inclusion Steering Group
NHT – Nottinghamshire Healthcare NHS Trust
NSF – National Service Framework
ODPM – Office of the Deputy Prime Minister
SCIE – Social Care Institute for Excellence
SMHP – Severe Mental Health Problems
SP – Supporting People