



15th July 2019

Agenda Item: 11

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL WORK

REALIGNMENT OF CAMHS SOCIAL WORK TEAM

Purpose of the Report

1. This report requests approval of the proposed realignment of the CAMHS (Child & Adolescent Mental Health Service) Social Work Team within the Youth, Families and Social Work service as follows:
 - a) Realign the CAMHS Social Workers more closely with District Child Protection Team Social Workers
 - b) Rebrand the team to become a specialist Social Work team providing therapeutic support to children and young people who have experienced developmental trauma and attachment difficulties which are impacting on their emotional and mental health.
 - c) Maintain close working relationships with health colleagues to provide joint working to support children, young people and their families.

Information

2. In June 2018, the Committee approved a range of measures to support improvements in the quality of Social Work practice:
 - a) the permanent establishment of current social work support officer and senior social work support officer posts.
 - b) an increase in the permanent establishment of social work support officers and senior social work support officer posts.
 - c) the establishment of a fixed term project team to embed new approaches to supporting improvements in social work practice including case progression.
3. The purpose of the Remodelling Practice programme is to create a sustainable delivery model for services for vulnerable children and families which is high quality and financially sustainable. The programme aims to develop a positive working environment and provide teams with the tools and support to do their jobs in the most effective and efficient way, enabling the improvement of outcomes for children and families.
4. The programme incorporates four projects:

- a) Staffing Model
- b) Framework for Practice
- c) Career Pathway
- d) Business Intelligence.

- 5. As part of the Staffing Model project the CAMHS Social Work team will be redefined and a new offer developed to provide specialist Social Work support to children open to Children's Social Care who have experienced developmental attachment and trauma difficulties which have impacted on their emotional and mental health.

Current Position

- 6. The CAMHS Social Work team consists of 8 FTE Social Worker (Band B) posts and 1 FTE Team Manager (Band D) post. Two of the Social Worker posts are currently vacant pending the team being remodelled. The team is currently co-located with NHS Community CAMHS teams, providing support to children and families who are referred to CAMHS with a range of emotional and mental health needs.
- 7. The team provides individual therapeutic work with children and families and group interventions, often working with Community CAMHS colleagues to deliver interventions.
- 8. The team offers consultations to both Social Workers and Community CAMHS to determine if a referral is required.
- 9. Referrals by both Social Workers and Health professionals are made via the CAMHS Single Point of Access (SPA) and the team's work is led by Health systems and processes. The team is required to record on both Health and Social Care systems, leading to some duplication of work.

Rationale for Change

- 10. The social workers within the team are currently embedded within community CAMHS teams, with cases being referred through the CAMHS single point of access. Whilst some of their current case work held by the team (assessment and therapeutic intervention) is to support children for whom the Local Authority has a statutory responsibility under the Children Act 2004, the team also works with children who require support from core CAMHS, which is the commissioning responsibility of clinical commissioning groups, rather than the Local Authority. Working within CAMHS means that the team is required to dual record on health and social care systems, creating inefficiencies.
- 11. Given the financial pressures on the Local Authority, there is a need to ensure that the team's work is focussed on those children and young people for whom the Local Authority has a statutory responsibility and who are most in need. Remodelling the team as a specialist team within social care will enable them to more directly support children and young people in need of help and protection, and those on the edge of care. Further, it will reduce duplication and make it simpler for social workers to recognise emotional and mental health presentations and to support children and families to access the most appropriate support.

Proposal

12. The proposal is to redevelop the CAMHS Social Work team to become a county wide team; co-located and repositioned within Social Care, having a clear specialism and theoretical model centred in a systemic approach that works with children, young people and their families, where there has been experience of developmental trauma and attachment difficulties that has impacted on their emotional and mental health. This approach aligns with, and supports the move towards, a strength-based model of practice within the Children and Families Department. As part of the revised model, the interface with Community CAMHS will be redefined, both preserving multi-agency working where children's emotional and mental health needs are multi-faceted and enabling more direct and timely access to clinical support where there are diagnosable mental health needs.
13. To access the team's offer, it is proposed that there will be either an open referral to social care, an 'edge of care' presentation or aspects of kinship care where there has been previous or current social care involvement. This will enable the team to directly support children and families where there is a risk of family breakdown, and contribute to the Council priority of "Keeping Children Safe".
14. Interventions delivered by the team as part of the new model will include trauma-informed non-violent resistance therapy, theraplay, dyadic development psychotherapy, systemic family work and parental trauma and attachments kinship carers group. The team will also engage in complex case discussions, group supervision, consultation and provide training for staff.
15. The proposed model has been developed with the current staff team, and through engagement with social work teams, CAMHS teams and from feedback from children and families.
16. The anticipated timescale for the new model to commence is Autumn 2019.

Monitoring progress

17. Progress against this project is monitored by the Remodelling Practice Board which meets on a monthly basis. The Board comprises members of the Youth, Families and Social Work Leadership Team, in addition to representatives from Programmes and Projects, Finance, HR, IT and Business Support to ensure that all stakeholders are kept informed and engaged in decision making.

Statutory and Policy Implications

18. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Data Protection and Information Governance

19. A Data Protection Impact Assessment and Information Sharing Agreement with Health is being developed in relation to redevelopment of the team.

Financial Implications

20. There are no financial implications arising from this report. The revised service model will be delivered within the existing budget.

Human Resources Implications

21. Some social workers within the team will be subject to a change of base. Consultation will take place with staff and trade unions in line with the Council's disturbance policy.

Implications for Service Users

22. Implementation of the revised model within this report will improve the quality of service to vulnerable children and young people who have emotional and mental health needs.

RECOMMENDATION/S

- 1) That the Committee approves the revised model for the CAMHS Social Work team as detailed in **paragraphs 12 to 16**.

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Constitutional Comments (AK 20/06/19)

23. The recommendation falls within the remit of the Children and Young People's Committee under its terms of reference.

Financial Comments (LCD 28/06/19)

24. The revised service model will be delivered within the existing budget for the CAMHS team which is £630,806. If there are any additional costs relating to a change of base for some staff this will be minimal and can be contained within the team's budget.

HR Comments (BC 11/6/2019)

25. The staffing implications are contained within the body of the report. Any change of work base will be subject to consultation and the agreed Disturbance Procedure.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Supporting improvement in Children's Social Care – report to Children and Young People's Committee on 18th June 2018.

Electoral Division(s) and Member(s) Affected

All.

C1266