

16 July 2018**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****ADDITIONAL STAFFING TO SUPPORT CHILDREN'S MENTAL HEALTH
PILOT****Purpose of the Report**

1. To inform Committee of a new pilot project across the Nottingham and Nottinghamshire Sustainability and Transformation Partnership (STP), which seeks to support the mental health needs of children in care and care leavers
2. To seek approval for an additional 0.5 full-time equivalent (fte) Professional Range Youth Worker (JNC) post to be established on a fixed-term basis for 18 months within Nottinghamshire's Youth Service, in order to support project activity.

Information and Advice

3. The Nottingham and Nottinghamshire STP has been successful in securing temporary additional resources from NHS England (NHSE), in order to pilot a new way of working to support the mental health needs of looked after children (LAC) and care leavers.
4. The national pilot programme, which was launched jointly by the Local Government Association (LGA) and NHSE in October 2016, seeks to test how mental health outcomes can be improved by tailoring support arrangements to a child or young person's individual needs, empowering them to direct how health funding should be spent. This is via an operating model known as 'integrated personal commissioning' (IPC). The Nottingham and Nottinghamshire STP will be joining six existing IPC pilot areas nationally to test this approach.¹
5. IPC offers an alternative to the 'core offer' of Child and Adolescent Mental Health Services (CAMHS) (or adult mental health services, for those aged 18 years or over) and allows the child or young person to be more creative and directive about what support arrangements will work for them. Learning from the other pilot sites nationally has highlighted that a number of creative support arrangements have been identified by young people, in order to improve their mental health outcomes; these include gym memberships, access to new hobbies or courses, access to local sporting activities, mentoring support and opportunities to widen their support networks – all of which have been successfully commissioned via the pilot nationally. Young people identified that such activities supported them to avoid social

¹ These are Islington, New Devon, Bristol, Gloucestershire (these sites commenced the pilot from summer 2017), Sheffield and Birmingham (these sites commenced the pilot from late 2017)

isolation, develop their confidence and self-esteem, and supported them to recognise their personal skills, qualities and value.

6. The pilot will run across Nottingham and Nottinghamshire until 31 March 2019. Any LAC or care leaver (aged 0-25 years) with a mental health need can be referred into the project by their social worker or personal advisor, irrespective of whether they have a formal diagnosis. The project will be looking in particular at children and young people who are eligible for NHS funded mental health services, children and young people who have repeated admissions, or children and young people whose needs are not being met by commissioned services. This pilot will not revoke the eligibility of LAC from core commissioned CAMHS services.
7. Young people accessing the pilot will be monitored individually to assess the impact of additional support on their mental health outcomes. The evidence and learning from the pilot is intended to shape future commissioning arrangements for mental health services locally, as well as informing a national evaluation and potential roll-out of the programme across England in the future.

Project Resources

8. The Nottingham and Nottinghamshire STP has been allocated £215,000 of non-recurrent funding to test this approach during 2018/19, to support both Nottinghamshire County and Nottingham City LAC and care leavers. This includes dedicated project management funding across the STP footprint, which is being provided from within Nottinghamshire's Children's Integrated Commissioning Hub.
9. Direct work with eligible LAC and care leavers will primarily be undertaken by their allocated social worker and/or personal advisor within the respective social care services. However, in light of the vast number of children and young people who may be eligible for this pilot - alongside current staffing pressures - it is proposed that an additional 0.5 fte Professional Range Youth Worker (JNC) post would be beneficial to support the social care workforce. The activity involved with IPC does not require a social work or health qualification.
10. It is proposed that the additional Youth Worker post will be hosted by Nottinghamshire's Youth Service, working closely with the project manager and Nottingham City Youth Service to support the delivery of the pilot. The Youth Worker will be responsible for supporting the young people and social workers / personal advisors around the identification and commissioning of alternative mental health support arrangements, as well as working directly and indirectly with young people to assess the impact of the pilot.
11. It is proposed that this post is established on a fixed-term basis for a period of 18 months, in order to provide continuing support (beyond the lifetime of the pilot itself) to those children and young people who have received additional support from the programme.

Other Options Considered

12. No other options have been considered.

Reason/s for Recommendation/s

13. Current pressures on the social care workforce, as well as the high volume of LAC and care leavers who may be eligible for this pilot, means that additional support is required to maximise the opportunities that the pilot presents for this vulnerable cohort.

Statutory and Policy Implications

14. 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.

Financial Implications

15. The establishment of 0.5 fte Professional Range Youth Worker (JNC) post for a fixed-term period of 18 months will be at a total cost of £32,069 (2018-19 £11,523 and 2019-20 £20,546) including on-costs; this will be funded via the project budget (as outlined in **paragraph 8**), which has been allocated to the STP by NHSE.

Human Resources Implications

16. The 0.5 fte Professional Range Youth Worker (JNC) post will be recruited to in line with Nottinghamshire County Council's employment procedures.

Implications for Service Users

17. The pilot seeks to positively impact on the mental health outcomes of LAC and care leavers, aged 0-25 years, in Nottingham and Nottinghamshire.

RECOMMENDATION/S

- 1) That the Committee approves the establishment of a 0.5 fte Professional Range Youth Worker (JNC) post in Nottinghamshire's Youth Service, on a fixed-term basis for a period of 18 months, in order to support project activity across Nottingham and Nottinghamshire.

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Constitutional Comments (ADK 19/06/18)

18. The recommendations fall within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 22/06/18)

19. The financial implications of the report are contained within paragraph 15 above.

HR Comments (BC 11/06/18)

20. The staffing implications are contained within the body of the report. The post will be appointed to in line with the Authority's vacancy control and recruitment procedures.

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.

None.

Electoral Division(s) and Member(s) Affected

All.

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