

Sandwell Health and Wellbeing Board

7th December 2022

Report Topic:	A Multi-Agency Social Emotional Mental Health Competency Framework for Staff Working with Children and Young People in Sandwell
Contact Officer:	Kathryn (Kate) Hickman, Vulnerable Children and Young People Project Manager, Public Health Kathryn.Hickman@sandwell.gov.uk
Link to board priorities	<p>Please include in your report how your work links to one or more of our board priorities:</p> <ol style="list-style-type: none"> <p>1. We will help keep people healthier for longer Providing the best start in life for children and young people and enabling them to achieve their potential is integral for them to become emotionally strong and resilient adults. Having good health throughout life increases life chances, life expectancy and the number of years lived in good health. By equipping the children and young people (CYP) workforce with the skills and knowledge of social, emotional mental health will enable them to provide preventative and early intervention support for CYP to have the best start in life.</p> <p>2. We will help keep people safe and support communities Developing the skills and knowledge of the multi-agency CYP workforce in Sandwell is key to reducing the impact of poor mental health on individuals, families and communities. The Framework will enable professionals to provide preventative and nurturing environments, identify early signs of poor mental health as well as ensuring that those children and young people experiencing mental health difficulties are able to access timely and appropriate care and support.</p> <p>3. We will work together to join up services The Framework draws on several key services and strategies to support the social, emotional and mental health of children and young people in Sandwell. It connects professionals with local mental health services and other relevant services/support such as the Sandwell Wellbeing Charter Mark; it supports actions from local strategies including the Suicide Prevention Strategy, Better Mental Health Strategy and Early Help Strategy; and links professionals with local training opportunities including from the Sandwell Children's Safeguarding Partnership.</p>

	<p>1. We will work closely with local people, partners and providers of services</p> <p>Local partners and service providers have been consulted and have informed the development of the Framework. Local partners and service providers will also be integral to succeed in the dissemination of the Framework.</p>
<p>Purpose of Report:</p>	<ul style="list-style-type: none"> • Update Health & Wellbeing Board on the development of The Framework; • Outline our intentions for the dissemination of The Framework across the CYP workforce.
<p>Recommendations</p>	<ul style="list-style-type: none"> • That the Health & Wellbeing Board note and endorse these plans. • That the Health & Wellbeing Board endorse dissemination through their Organisation, and wider CYP workforce, as appropriate.
<p>Key Discussion points:</p>	<p><u>Aims of the Framework</u></p> <p>Mental health should be everybody’s business; therefore, <i>A Multi-Agency Social Emotional Mental Health Competency Framework for Staff Working with Children and Young People in Sandwell</i> is aimed at all staff, from caretakers to teachers, community transport drivers to youth workers, by outlining role appropriate levels of skill, knowledge and training.</p> <p>It aims to encourage all staff to work together to support the children and young people of Sandwell, and each other, knowing their limitations and how to escalate concerns.</p> <p><u>Evidence of Need</u></p> <p>The Sandwell Well-Being Charter Mark has been supporting schools to adopt a whole-school approach to mental health and wellbeing since 2018. The Sandwell Wellbeing Charter Mark has been extended to support Early Years Settings and Community Voluntary Sector Organisations to adopt a whole-organisation approach to mental health and wellbeing. Through this work, along with other engagement activity, such as the facilitation of the Anna Freud Link Programme and the progression of the local CAMHS Transformation Plan, we have identified a need to improve learning and development opportunities for the whole place-based workforce, not just those in education settings, to support the emotional health and wellbeing of our children and young people in Sandwell.</p> <p>Now more than ever in the recovery phase of the COVID-19 pandemic, working with children and young people with social emotional mental health problems is inevitable, so by adopting the Framework we are ensuring that children and young people are receiving evidence-based support from a skilled workforce.</p>

Scope of the Framework

The framework has separate competencies for those working with children and young people at different ages; early years, primary school, secondary school and college with clear enhancements included where necessary for children and young people with additional needs.

The framework is a *workforce development tool* yet it is not intended to overburden staff or turn all of the workforce into therapists.

Implementing the framework follows three overarching steps for members of staff:

1. Align to a competency group
2. Complete the self-assessment
3. Undertake the training

Framework Dissemination

Subject to endorsement from Board Members, it is our intention to work collaboratively with relevant Directorates, Senior Managers, Partnerships and Commissioners to disseminate the Framework as below:

Target Audience	Timescale
Employees of Sandwell Council and Sandwell Children's Trust.	Jan – Feb 2023
Employees of Sandwell Education Providers	Jan – Mar 2023
Employees of Sandwell Council Commissioned Services/Grant Recipients	Jan – Mar 2023
Employees of Sandwell Children's Safeguarding Partnership members	By March 2023 (Meeting Date TBC)
Employees of Thrive Board members	By Mar 2023 (Meeting date TBC)
Employees of Early Help Partnership members	By March 2023 (Meeting Date TBC)
Employees of Sandwell Suicide Prevention Partnership members	21 st March 2023
Employees within wider CYP workforce in Sandwell incl. public, private and voluntary sector in Sandwell	Apr – Sept 2023
Foster Carers and Adoption Services	Apr – Sept 2023
Employees within Black Country ICS who work within Sandwell	Jul – Sept 2023
Dissemination analysis to determine gaps	Sept 2023

	Dissemination within any identified gaps	Oct – Dec 2023
<p>The Framework will be reviewed by Public Health on an annual basis to ensure it remains relevant and appropriate to the CYP workforce within Sandwell.</p>		
<p>Implications (e.g. Financial, Statutory etc)</p>		
<ul style="list-style-type: none"> • The Care Act (2014) set out a statutory duty for Local Authorities to promote wellbeing, including mental and emotional wellbeing. • The Framework feeds in to our statutory duty to safeguard children and young people (Working Together to Safeguard Children, 2018). • In 2015 the Department of Health and NHS England published Future in Mind: promoting, protecting and improving our children and young people’s mental health and wellbeing. It urges whole systems to work together to promote good mental wellbeing and identify problems early. It identifies the opportunities that multi-agency settings provide for achieving this ambition, including the recommendation that those who work with children and young people are trained in child development and mental health, understand what can be done to provide help and support for those in need and develop a whole setting approach to promoting mental health and wellbeing. • The Framework makes use of existing resources including staff and training opportunities. 		
<p>What engagement has or will take place with people, partners and providers?</p>	<p>The Framework has been adapted from the ‘In It Together; A Social Emotional Mental Health Competency Framework for Staff Working in Education’ developed by Yorkshire and The Humber Clinical Networks in 2017 and updated in 2019. To make the Framework relevant and appropriate for a Sandwell workforce several local partners have provided been consulted with and have offered their feedback and insight on the ambitions. Partners include Sandwell Children’s Safeguarding Partnership (incl. Learning & Development), Black Country Healthcare Foundation Trust (incl. CAMHS Commissioner, Specialist CAMHS, All Age Eating Disorder Service, Reflexions Service, Lead for CAMHS Psychology and Suicide Prevention Transformation Manager), Early Help Partnership, Thrive Operational Group, Public Health Consultants, Education Psychology/Inclusion Support and Council Officers within Children’s Directorate. Endorsement will also be sought at Thrive Board on 15th December.</p> <p>Future engagement with relevant partners and providers will be fundamental during the initial dissemination of the Framework through 2023. Continued engagement will ensure the Framework persists beyond 2023.</p>	