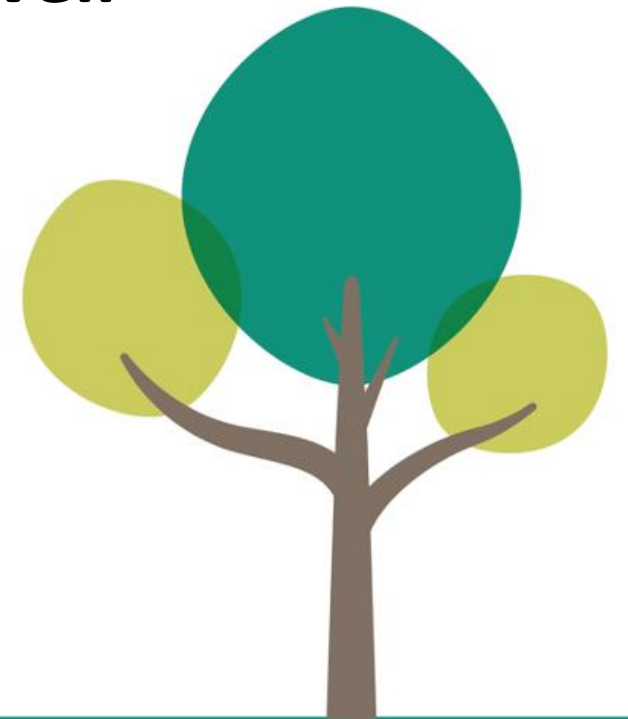


A Multi-Agency Social Emotional Mental Health Competency Framework for Staff Working with Children and Young People in Sandwell

Kate Hickman

December 2022



Context

- Why has it been developed?
 - The Wellbeing Charter Mark
 - The Link Programme
 - CAMHS Transformation Plan/Thrive Board Action Plan
 - COVID-19
- Aims:
 - Mental health is everyone's business
 - Skilled multi-agency workforce who can support CYP and each other
 - Improves early identification



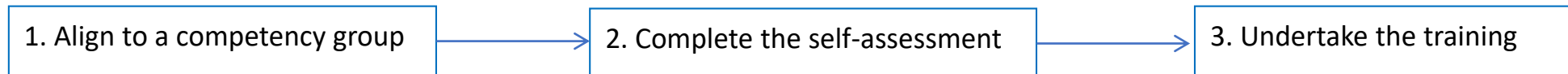
Scope of the framework

- The framework is a workforce development tool
 - It is not intended to over-burden staff
 - It is not intended to make everyone a therapist
- Three competency areas based on job role and responsibilities
 - Core
 - Enhanced
 - Targeted
- The framework has separate competencies based on age groups; Early years, primary school, secondary school, college aged children/young people



How it works

- The framework itself is comprised of four components:
 - Groups of competencies: core, enhanced and targeted
 - Suggestions of staff roles for whom each group of competencies is most likely to be relevant
 - A self-assessment tool
 - Suggested training options to gain the needed skills and knowledge
- Implementing the framework follows three overarching steps for members of staff:



Let's take a look



Microsoft Word
Document



Dissemination

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 (Date TBC)
Employees of Thrive Board members	By Mar 2023 (Date TBC)
Employees of Early Help Partnership members	By March 2023 (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

Thank you

Any questions?

