

## Children and Young Peoples Mental Health and Wellbeing Local Transformation Plan

### Gap Analysis 2023

#### **Introduction**

The purpose of this gap analysis is to identify the areas of the NHS Long Term Plan which are currently in progress or not yet commenced in Trafford against national Key Lines Of Enquiry (KLOE) as part of the development of Trafford's Children and Young Peoples Mental Health and Wellbeing Local Transformation Plan.

KLOEs are used to understand areas for refresh or strengthening since the 21/22 LTP update and to understand new areas of focus and priorities for systems in 2022/23, understand how health equalities will be advanced across CYPMH and to understand changes in plans due to the impact of the COVID19 pandemic.

This document collates the KLOE's where Trafford is currently not rag rated green.

#### **KLOE's where Trafford rated AMBER**

##### **Theme: *Understanding local need and advancing health equalities***

**Measurement/KLOE:** Is there clear evidence that the plan addresses local needs across the age range 0-25, by focusing on: *Children, young people and families from a Black, Asian and Minority Ethnic (BAME) background?*

##### **Gap Details:**

- Trafford commissioned services do not offer specific target interventions to the BAME community. However, through Trafford Teams Together, CYP from a BAME background are being supported by the Pakistani Resource Centre's Trafford BAME Mental Health Service. Ideally, greater links to this resource from other services should be established. Just Psychology who provide Trafford Sunrise outline within their mission statement the work they deliver to support the BAME community 'Our mission is to improve the accessibility and appropriateness of psychological and mental health services for black and minority ethnic children and their families by providing evidence-based, effective, and culturally competent interventions.'

##### **Recommendation:**

- There is a need for a specific piece of work to ensure that Commissioned services are more visible in and engaging with those who live in areas with higher numbers of BAME residents.

**Measurement/KLOE:** Does the plan make explicit how health inequalities are being addressed and how improvements will be measured?

**Gap Details:**

- Although the Trafford LTP recognises health inequalities it does not explicitly state how these are being addressed and measured.

**Recommendation:**

- There is a need for the Public Health Team to be involved in the production of the LTP and to ensure Trafford Public Health and commissioned services show how we are addressing and measuring health inequalities.

**Measurement/KLOE:** Are services reporting numbers of children with protected characteristics accessing help and recording their outcomes?

**Gap Details:**

- There are a small number of service reporting on protected characteristics.

**Recommendation:**

- Services will be supported to ensure that the gathering of this information and its inclusion in reporting becomes a business-as-usual procedure.

**Theme: *Wider transformation***

**Measurement/KLOE:** *Are there clear pathways that demonstrate the whole system of care in existence or in development, including: mental health promotion, early intervention and prevention including in universal settings, early years settings, schools, colleges and integration with physical health and primary care networks?*

**Gap Details:**

- Pathways are currently in development to clearly show all support available to CYP.

**Recommendation:**

- Clear communication channels and pathways should continue to be developed to ensure all those working within the children's system understand and can access available services to meet CYP needs.

**Theme: *Workforce***

**Measurement/KLOE:** Does the workforce plan: Include strategies for retention of staff such as clear pathways for career progression (for example developing Senior Wellbeing Practitioners and utilising Recruit to Train opportunities) and supporting staff wellbeing?

**Gap Details:**

- There is an ongoing 'Grow Your Own' recruitment and retention policy within some teams to offer training positions and progress staff through to more senior roles with the intention of backfilling positions made vacant by progression.

**Recommendation:**

- There is a clear need to encourage this policy to be made standard practice within a wider range of community service.

**Measurement/KLOE:** Does the workforce plan: Include widening workforce diversity and supporting cultural competency?

- There is no Trafford wide target for diversity within the work force. However, we do recognise that having a diverse workforce is essential to bringing fresh ideas and perspectives to service delivery, as well as offering a diverse workforce to Trafford residents to support their identity and culture needs and so we do welcome applications from minority, marginalised and diverse groups, and we in turn promise a fair and unbiased recruitment process.

**Recommendation:**

- There is scope for targeting recruitment within local communities to improve diversity and cultural understanding within the work force.

**Theme: *Improving access to services and outcomes***

**Measurement/KLOE:** Is there evidence of the use of local and regional data reporting and its use to enhance local delivery and demonstrate impact on outcomes for children and young people e.g. local CYP MH and CYP ED dashboards? Does this data routinely include analysis of ethnic background, sexual orientation, gender and trans status of service users?

**Gap Details:**

- Yes, mental health providers report into a national data collection process that is collected and includes eating disorder information. As a locality we need to improve on demonstrating the impact on outcomes for children and young people.

**Recommendation:**

- Continue with development

**Theme: *CYP MH Digitally-enabled care pathways***

**Measurement/KLOE:** Does the plan incorporate evaluation of the effectiveness of digital technology and/or digital transformation projects?

**Gap Details:**

- The LTP only partially meets this KLOE, this can be further enhanced through greater monitoring and information gathering from digital resources via feedback from users and data relating to any increase/decrease in Traffic to the resource.

## **KLOE's where Trafford rated RED**

### **Theme: *Transparency and coproduction***

**Measurement/KLOE:** Does the plan show how funding has been allocated and used in previous years, and plans for 2022/23 (including baseline figures from 2015/16 and latest out-turn figures as reported on the NHS Mental Health Dashboard)?

#### **Gap Details:**

- Trafford's LTP document details how funding has been allocated and used in the period covered by the update only. This information can be accessed from previous iterations of the document and made available in future updates.

#### **Recommendation:**

- To include funding arrangements moving forward.

### **Theme: *Eating Disorders***

**Measurement/KLOE:** Does the plan show how funding for CYP CEDS, over the course of the NHS Long Term Plan, will be invested to deliver the service model?

#### **Gap Details:**

- The Trafford LTP does not demonstrate how these funds are spent.

#### **Recommendation:**

- Details of funding will be included moving forward.