

NYCC Partners in Practice (PiP) Programme Newsletter

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North Yorkshire's Children and Young People's Service was designated as a DfE Partner in Practice (one of seven Local Authorities nationally) in 2016. Through this we will deliver innovation and work towards our ambition to be outstanding. We are also supporting and working alongside other authorities to share best practice and, as a result, develop more sustainable high performance in children's social care across the country.

North Yorkshire's offer to other authorities includes best practice advice and support in a range of areas; from undertaking a whole system diagnostic / tailored review, to providing more specialised reviews and information on our Front Door (our Multi Agency Assessment and Screening Team (MAST)), Looked after Children (LAC) reductions, Strategic Planning Framework and/or Financial Modelling.

A full list of all the areas within the North Yorkshire offer with detailed information can be found at the following website <http://cyps.northyorks.gov.uk>

If you are interested in reading about the other Partners in Practice please visit the Spring Consortium website <http://springconsortium.com/partners-in-practice/> where there is further information on the programmes of work that the other local authorities have developed to drive continuous innovation and improvement.

We welcomed Clare Snodgrass as part of the team in August. Clare is undertaking the role of Consultant Clinical Psychologist and will be instrumental in the design and delivery of how the team of psychologists will be embedded within key areas across CYPS at North Yorkshire. Clare has given us her thoughts on her first few months at North Yorkshire.



"I started in post in August and quickly realised that working in North Yorkshire feels both exciting and unfamiliar. My career in the main has been spent working in inner city areas, mainly in Glasgow and Leeds, and I've had to think back to an assistant post I had in Loch Lomond in 1998 to remember a time when coming to work meant country lanes and dodging pheasants and tractors!

I've spent my working life working with young people in a range of settings, including in CAMHS in the east of Glasgow, in an early intervention in psychosis service, in an intensive family support service and at Wetherby Young Offenders and Adel Beck Secure Children's Unit. Most recently I've

lead a team of 'embedded' psychologists and psychotherapists working in probation teams across Yorkshire and Humberside. Over time I've increasingly felt that traditional mental health services are not well suited to meeting the needs of vulnerable and marginalised young people. Services often mirror the confusion and fragmentation that young people feel and I've wondered about how we can better design them to break down some of the barriers that can exist. That's why being part of an innovative new approach in North Yorkshire is such a privilege.

My role is to lead the team of psychologists and psychological practitioners who will be working in partnership within CYPS teams across the region. The vision is that they can both support developing psychological understanding and practice for staff, such as systemic practice and provide a more flexible and accessible psychological service for children and young people. The recruitment process is going really well, with myself and three other practitioners, Rachel Orr in Leaving Care, Ian Colpitts at Stepney Rd and Shevaun Carter at Dovedale already in post and more on the way. It is hoped that by early next year most of the clinicians will be in place covering the NWD hubs, the NWD extension offer into leaving care and SEMH and the LAC/Safeguarding teams. There will also be 1.5 posts into prevention in recognition of the need to support staff working with families to prevent 'stepping up' wherever possible.

As the service is new and innovative there's lots to do and plenty to learn along the way and I'm spending as much time as I can with colleagues and teams trying to get a better sense of how we can meet the psychological needs of young people together. What's really struck me in these early conversations is the depth of commitment in North Yorkshire to keeping an understanding of young peoples' perspectives at the heart of what we do. I'm looking forward to the rest of my team joining us and will make sure there are regular updates in the PiP newsletter".



Our work with other local authorities continues at pace and to have a really positive effect on those that we are working with. We have undertaken further diagnostics over the past couple of months and can truly say we are learning and developing every time a diagnostic is successfully undertaken. Recently, we have undertaken a Looked after Children diagnostic with Hull City Council and a 'No Wrong Door' diagnostic with Durham County Council.

At the diagnostics NYCC Senior Managers spend two days assessing the authority's strengths, areas for development and next steps (recommendations). The work provides advice on how the ambitions of Council could potentially be achieved and provides an objective appraisal of current arrangements, on what further work could potentially be undertaken and what support from us or others may be required. In doing so we anticipate making a real contribution to these local

authorities in delivering on their objectives and aspirations and in achieving longer term outcomes. Learning from the early diagnostics we are now ensuring the senior managers undertaking the diagnostic are fully supported through the process with those that can assist with the analysis and performance review. Iain Pick, who has joined the programme as a performance analyst, attends the diagnostics and helps to provide this analysis role as well as undertaking a review of the authority's performance prior to undertaking the diagnostic for review which provides the team with excellent context setting.

As well as undertaking diagnostics we are continuing to receive many visits from Councils interested in hearing information and guidance on our areas of best practice.

Interest in our offer of best practice from other local authorities continues to grow – we now have a fully developed offer with Redcar and Cleveland Borough Council and have had initial discussions with Newcastle City Council regarding providing support. We are also ensuring that there is an on-going relationship with the local authorities following any initial activity; where we make recommendations we then work with those authorities to support successful implementation.



Our NWD Extension projects continue to move forward at pace. As mentioned previously we have recruited to the majority of posts and are working on these roles becoming immersed within the services and in delivering the new 'No Wrong Door' methodology. The positions recruited to in relation to the SEMH project are highlighted below and the project is now actively working with not only its cohort of around 45 young people transitioning from primary to secondary school; but also, through the projects responsive arm those young people of any age that would benefit from the support. The teams are in the process of gathering consent from the families of the first cohort of young people to be supported through the extension and are meeting with schools to share details of the project.

Meet the new teams:

Roy Jarvis - Hub Co-ordinator

Roy has worked with young people for 26 years. He did a youth & community work degree followed by an MA in social anthropology, exploring 'rites of passage' then followed this with a PGCE in Secondary RE. He has always been involved in outdoor education and has facilitated youth expeditions all over the world, working in statutory, voluntary and private sector education, working with young people up to the age of 25 and managing teams in the youth service and in secondary and further education.

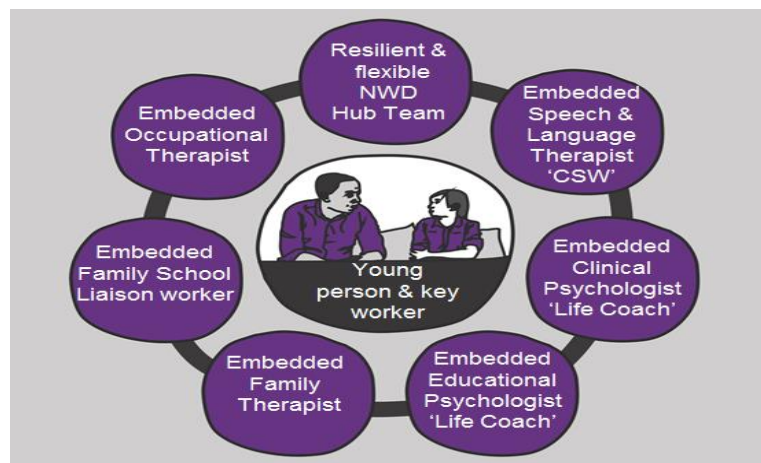


Carina Howard - Systemic practitioner

Carina is a registered mental health nurse and psychological therapist specialising in children, young people and their families. Her experience is predominantly in specialist services where children and young people present as vulnerable and high risk, experiencing a range of complex mental health and behavioural problems, difficult life events and relational difficulties. Her therapeutic work involves taking a systemic approach which enables children, young people and their families to express their experiences and feelings through a natural, self-guided, self-healing process.



Ultimately, this enables families to develop a shared understanding of a young person's difficulties and supports them to work collaboratively to create their own solutions to problems. Carina believes that this approach helps children and young people feel happier and secure within their family relationships and educational environments.



Lucy Kassell - Speech and Language Therapist

Lucy Kassell has been a Speech and Language Therapist since 2006 and has worked in London, Switzerland and Yorkshire over the past eleven years in a variety of locations including NHS clinics, specialist settings such as the Stammering Support Centre in Leeds and large private practices. Lucy particularly enjoys helping young people to identify and understand their difficulties and working jointly, with them to find solutions. Lucy is interested in the use of psychological approaches alongside speech and language therapy and the neurological changes that occur throughout childhood and adolescence and how environmental experiences impact on these.



Kirsty Basnett - Speech and Language Therapist

Kirsty Basnett has been a Speech & Language Therapist since 2006. Prior to this post, Kirsty was living along the Dolphin Coast in the North of Scotland. Kirsty thinks the best thing about her work is getting to support and help equip children and their families and teachers to develop skills that support the child's communication in everyday life. Kirsty feels lucky to be able to help a child get their voice across in better ways, recognising that it is so important in life. Kirsty is particularly interested in parent-child interactions, mental health difficulties and solution-focused therapy approaches.



Jennifer Rhind Family School Liaison Worker

Jenny is a qualified social worker with a knowledge and skill base in all areas of Social Work but specialising in working with children and families having completed an additional diploma in this aspect of Social Work. Sarah comes predominantly, from a youth work background, having experience in Leaving Care and housing support for young adults. Jenny enjoys working with young people and being flexible in her approach. She has an interest in working with the police, looking at cases of CSE and abuse.



Sarah Fawcett - Hub Co-ordinator

Sarah has worked with young people throughout her career. As Head of Drama at Fulford School in York she felt very passionate about supporting all pupils in developing a range of transferable skills that would benefit them in all areas of their lives. Sarah has recently graduated with a 'commendation' in Law and hopes to bring this knowledge together with her experience as an education practitioner to work towards making sure all young people are receiving the right support at the right time to give them the best chance at life.



Linda Chavasse Educational Psychologist

Linda has worked with young people in education across a range of settings and roles, from special support assistant to university lecturing with a lot of teaching in between. For the past 11 years, as an Educational Psychologist, Linda has supported young people, parents, school staff and other professional colleagues with their understanding of the psychological factors that affect learning and engagement in education. Linda has worked intensively with nurture groups, short term social emotional provisions and Pupil Referral Units in Leeds and Bradford, before coming to North Yorkshire last September to take up a specialist role as Senior Practitioner in Emotional Health and Wellbeing.



Linda brings some insight into the risk and resilience factors for young people who are struggling at school and how important it is for all involved parties to work as a team to facilitate the best possible outcomes.

Lauren Macready –Speech and Language Therapist

Lauren qualified as a speech and language therapist in 2008 at The University of Manchester and has worked across health, education and voluntary services and previously worked in the initial No Wrong Door service. Lauren considers it a genuine privilege to be able to work with children, young people and families and always aims to remain 'curious' about why a young person may be presenting with perceived 'challenging behaviour'. Her goal is to always be mindful that once we have decided 'what is wrong' we run the risk of looking for evidence to confirm what we have thought!



Naturally, Lauren is very passionate about communication because it forms the centre of so much: building and keeping relationships, showing skill sets as well as accessing education and

employment. Lauren has recently finished two years of training to qualify as a 'systemic practitioner'.

Nyasha Chirimuuta - Occupational Therapist

As a newly qualified Occupational Therapist, Nyasha aspires to bring new theoretical concepts and interventions to the team. After completing university earlier this year, Nyasha hopes to begin her career in a way that benefits not only herself but also the people around her. Nyasha believes that 'occupation' is important and fundamental in everyday living and intends to incorporate this value into her decision making; ensuring young people are provided with the knowledge and skills that can influence their lives positively.



The teams are now busy building relationships within their localities with existing services, schools, young people and their families in order to become operational after the October half term.

A number of focus groups have been undertaken over the last week to discuss with young people the service offer and to identify a service name. Young people have come up with a number of options and will vote to determine the winning name.

If you would like to find out more about the project do get in touch with the team.

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The recruitment of psychologists through Tees, Esk and Wear Valley (TEWV) NHS Foundation Trust also continues to progress well. Clare Snodgrass has provided an excellent update in her piece above and we look forward to welcoming more colleagues before the end of the year that have recently been recruited.



Being one of the country's Partners in Practice we are working alongside the Centre for Social Work, through the Tri-borough, to introduce systemic practice into all parts of our work. This is being

enabled through our staff attending a training programme run through the centre for Social Work which is supported by the DfE and Isabelle Trowler.

We have had the opportunity to initially send 20 participants to undertake the Certificate in Systemic Social Work Practice with Children and Families, 9 participants to undertake the Diploma in Systemic Social Work Supervision and Management and 7 participants to undertake the Systemic Leadership Course. As the courses all enter their later stages evaluation activities will be undertaken and thought given to how the approach and training will be rolled out to the entire workforce (an objective of the programme). There will be more information on this as this becomes clearer.

The Programme Team includes:



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