

Psychologically Informed Partnership Approach (PIPA)

Annual report 2018

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Introduction by Martin Kelly

I am delighted to introduce the first annual report from the Psychologically Informed Partnership Approach (PIPA). PIPA builds on a culture of innovation and investment in North Yorkshire, particularly through No Wrong Door, in meeting the mental health needs of vulnerable children and young people who often fall through gaps in services and struggle to access support.

Over the course of the year we have seen the PIPA service grow and develop. In shaping the service it's been necessary to hold to the principals we share as a partnership, to help us work across professional and organisational boundaries to provide the best possible service for our children and young people.

The early indicators contained in this report; feedback from young people, carers and staff, outcomes from the Snap Survey and activity data are extremely positive. I was pleased to see the hard work of the PIPA clinicians recognised by Ofsted this year, who reported how embedded psychologists in a range of settings can both provide a more flexible and accessible psychological service, and can shape and influence the practice of CYPS staff. This is something on which we'd like to build.

Over the coming year we want to focus more on understanding, from young people's perspectives, how the PIPA approach helps

them make meaningful changes in their lives and meet their goals. Strategically we will be working hard to mainstream integrated approaches to meeting vulnerable children and young people's mental health needs using the very best of what we have learnt through this innovative partnership arrangement. We will also be looking to continue to develop a psychologically informed approach across the children's workforce, particularly in relation to developing and supporting systemic skills.

I'd like to finish by thanking all the staff from Health and our Children and Young People's Service who've really embraced new ways of working over the last 12 months and created the conditions for this work to thrive. I look forward to working together in the future to further develop innovative practices for children and their families.

Martin Kelly, Assistant Director, Children and Families, Children and Young People's Service



Tees, Esk and Wear Valleys
NHS Foundation Trust



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Department
for Education



Introduction by Tim Cate

I am pleased to be able to introduce the annual report from the Psychologically Informed Partnership Approach (PIPA) on behalf of Tees Esk and Wear Valley NHS Foundation Trust. PIPA represents a significant investment by the local authority in a new approach to meeting the needs of vulnerable children and young people. This builds on local authority initiatives, such as No Wrong Door and health initiatives, such as TEWV's trauma informed care service, which are innovative in design, delivery and implementation.

For health staff, working in embedded roles within local authority teams has enabled a greater level of flexibility and creativity in providing child and young person centred care. The early feedback from young people and carers reflects how positively this accessible, relationally based approach is viewed and gives us a foundation to build on in understanding the impact of formulation based approaches for vulnerable children and young people with emotional wellbeing and mental health needs. I look forward to seeing how this develops over the coming year.

PIPA clinicians are also well placed to establish collaborative working relationships with NYCC colleagues, helping to increase the capacity of front line staff to work in a psychologically informed way. Again the early indicators from SNAP survey and other feedback contained in the report highlights the positive impact this had had from early help through to leaving care services. We were delighted to see both of these aspects of the service highlighted by Ofsted in their recent inspection.

The outcomes in the report also reflect the hard work of the psychologists and psychological therapists in PIPA who have brought a broad range of skills and experience to new and challenging roles. The culture of investment in practice and innovation in North Yorkshire has provided the context for such an approach to be successful. This is an excellent illustration of partnership working with a prime focus on vulnerable children and young people.

Tim Cate, Acting Director of Operations for North Yorkshire, Tees, Esk and Wear Valley NHS Foundation Trust

Meeting the emotional wellbeing needs of children, young people and families: the case for change

High waiting lists in CAMHS nationally (CQC 2017) leading to rising thresholds and the primary model of clinic based care mean that many of the most vulnerable children and families can struggle to access a service around emotional wellbeing.

Our response in North Yorkshire is the Psychologically Informed Partnership Approach (PIPA). PIPA is an innovative collaboration with Tees Esk Wear and Valley NHS Foundation Trust commissioned by North Yorkshire County Council to work psychologically to improve the emotional wellbeing of vulnerable children, young people and families through embedding clinicians within CYPS teams across the county.

August 2018 Ofsted feedback

The ready access to psychologists via PIPA ensures that workers receive advice on meeting the emotional needs of children looked after and care leavers. This facilitates a more attuned response to children's behaviours. When necessary, the psychologists can provide a direct service, reducing potential delays in accessing short-term, focused support in relation to the mental and emotional health of the children.

PIPA, although a relatively new service, has received positive initial feedback from workers on the beneficial impact that it has had on their work, upskilling them to improve the support that they can provide to children.

The Psychologically Informed Partnership Approach (PIPA): background

PIPA was secured through Partners in Practice, as part of developments to expand the No Wrong Door (NWD) model. NWD provides an integrated multi agency service for young people, aged 12 to 25 in or on the edge of care and has evidenced good outcomes (Lushey, Hyde-Dryden, Holmes, and Blackmore, 2017). PIPA provides access to a psychological service for vulnerable and marginalised children and young people across the wider 0-25 age range. The service model is primarily of embedded psychologists in CYPS teams from early help, through to safeguarding, No Wrong Door residential units and looked after children's teams and the No Wrong Door extension for care leavers, the Opportunities Team. PIPA also includes psychological roles within the NWD extension project working with children and young people at risk of permanent exclusion, Back on Track. It is a virtual team that is psychologically led and psychologically informed. The service has two key inter related strands, both of which centre on psychological approaches.

The first of these strands is to provide a flexible, proactive, creative and accessible psychological service for children, young people and families. The second strand is to support CYPS to embed psychological approaches to practice, through bespoke training, consultation and formulation and joint working. This includes supporting the development of systemic practice across CYPS and developing reflective approaches to practice throughout the organisation in partnership with CYPS staff, managers and senior leaders. The service also helps bridge the experience of children and young people with significant mental health needs providing liaison and promoting engagement with child and adolescent and adult mental health services, including through joint working.

PIPA principles

At an early stage PIPA established some shared principles, to help guide it as it grows. The principles are shaped by clinical experience and informed by key skills that psychologists share in using a broad range of psychological models and interventions, formulation, consultation, training, supervision, leadership, evaluation, and research (BPS, 2010). They have also been influenced by local developments through No Wrong Door and national guidance, such as NICE guidance (NICE Quality Standards for Looked After Children and Young People 2013) and recommendations for psychological services for children, young people and families with complex social care needs (Silver et al 2015). Most importantly the principles reflect feedback from health and social care experienced children and young people (Improving mental health support for our children and young people (SCIE 2017)).

A needs based, psychologically informed service

The service is based around the individual needs and perspectives of the child, young person and family in the context of their community and wider society. A collaborative, formulation based approach is central to the work. For care experienced young people this is built on a trauma informed understanding which asks the question, 'What happened to you?' rather than 'What is wrong with you'.

A service which is creative, flexible and accessible

To meet the needs of young people and families who can struggle to trust professionals the service is proactive, creative, flexible and accessible. There is a complex decision making process which draws on all of a psychologist's skills in deciding in partnership which type of approach to take, when and with who. Options include consulting and formulating with the individual professional, consulting to the system of care, developing a package of training or supporting a service development, working jointly, or providing a direct psychological intervention.

In direct work consideration is given to meeting children, young people and families at the right time and the right place in order to maximise the chances of this being experienced as helpful; seeing young people and carers wherever they feel most comfortable, often alongside existing workers who have built helping relationships. There is an emphasis on engagement work and ‘stickability’ of clinicians, with often an explicit focus in intervention on the therapeutic alliance.

Embedded clinicians operate a ‘no referral’ system for consultation, with open access to have conversations about children and families where there are concerns and the service philosophy is collegiate rather than expert, helping psychological advice to be accommodated to as a useful addition to practitioners skills and knowledge; the ‘difference that makes a difference’ (Bateson, 1972).

A relationally based and trauma informed approach

PIPA holds that young people’s ways of understanding and relating to themselves and others is best understood in the context of surviving their previous experiences, which often include histories of separation, loss, abuse, neglect and trauma and feelings of marginalisation and alienation. Using models like Kim Golding’s Pyramid of Need (2015) PIPA staff aim to empower

those who have developed trusting relationships with the young person and family or carers to enable relational safety and security and a sense of belonging as a first step to recovery.

Encouraging and supporting attachments is a key aim, working collaboratively to support young people’s developing identity and relationships, through connections to supportive family, friends, networks and professionals.

Taking a long and broad view: a systemic and developmental approach

The service uses Bronfenbrenner’s Ecological Systems model (Bronfenbrenner 1979) to take a broad and long perspective, with family groups and networks, across agencies in health, education and social care and spanning traditional service boundaries, for example between children’s and adults services to support the young person’s experiences of transitions as they develop into adulthood. PIPA pays particular attention to times and transitions which are high risk in terms of maintaining relationships such as when excluded from school, moving across services, changing foster placements, moving from residential care to community living and in making transitions from child to adult services. This enables additional support to the young person and the system for key points

of transition where change and disruption to care and services, and therefore relationships, can be experienced as particularly stressful.

A partnership approach to learning, developing and evaluating

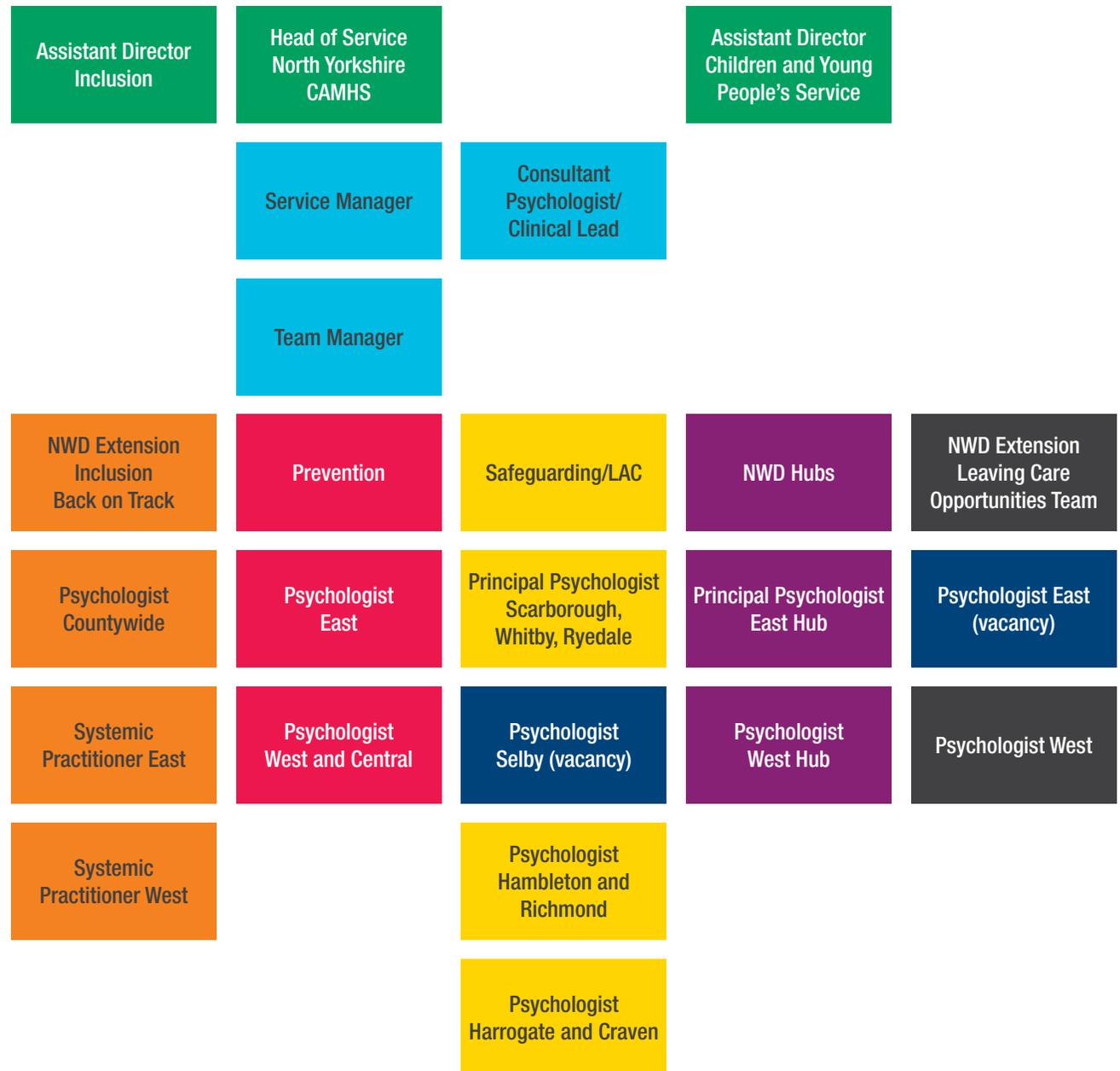
One of the organisational aims of the PIPA project is that it is experienced as an expansion to existing partnership working in health and social care, but one that is fully embedded rather than seen as a separate specialist service. This also includes supporting the development of systemic practice through consultation, formulation and joint working and developing reflective approaches to practice throughout the organisation in partnership with Local Authority staff, managers and senior leaders.

The partnership hopes to build on the existing evidence base for psychologically informed approaches for children, young people and families who are vulnerable or looked after. Multi-faceted services require complex evaluations so the service plans to use a range of ways to demonstrate impact including participation work, use of goals based outcomes, qualitative approaches, online staff surveys and focus groups.

Who are we?

PIPA is a young service, early in its development, with the majority of posts established over the last 12 months. At time of writing, PIPA comprises 11 psychologists and systemic practitioners (9.7 WTE) and a Consultant Psychologist, Clinical Lead. We have a Team Manager (part time) and Service Manager (part time). Progress in recruitment over the first year has been good with 13 of the 14 posts filled by July 2018.

We work into 32 CYPS teams across North Yorkshire. PIPA staff have training and experience in a range of therapeutic interventions, particularly those with a focus around trauma and attachment such as Dialectical Behaviour Therapy (DBT), Eye Movement Desensitisation and Reprocessing (EMDR) and Dyadic Developmental Psychotherapy (DDP). There are two Family Therapists in our team, who are also experienced trainers in systemic practice.



Feedback from young people and carers



When young people were approached for their opinion with regards how they found having access to a PIPA clinician, the following themes emerged:

- Access is easy
- Confident that they will not be discharged for struggling to engage
- Appointments take place in a venue of the young person's choosing
- Provides an element of control
- Feel that they are involved in the process
- Access at the time of need
- Non judgemental
- Do not feel that they are a problem to be fixed
- Can develop a trusting relationship
- Is meaningful

I talk to you and then you can tell staff how to help me

It was great to get help before reaching crisis point and having to go into hospital

It means we can talk to you every day if we're struggling. Sometimes other people don't understand and can't help

You know me and I know you. I see you all the time, so know you're alright and that I can trust you

You're not p\$%**ed off with me when I say I can't tell you what's wrong

I don't have to sit in front of someone I don't know and answer questions, I just chat and you get me, and how I feel

When we meet it doesn't feel all formal, it feels like there is no pressure

You don't pretend to know everything about me, you ask me

I don't have to be in crisis to see you, which stops me going into crisis

In January 18 our placement was at breaking point, this was heart breaking for us, the child in our care had had multiple placement breakdowns so for another placement to break down the damage would have been immeasurable. The service provided by (the PIPA clinicians) has been marvellous, for the first time in two and a half years we can see a way forward. The mainstream training provided although very good, has not matched this child's particular needs, however as a direct result of your advice we can see a much brighter future for this little girl.

I do not feel a power imbalance when I talk to (the PIPA clinician) – it is as if I am sharing my worries with a family friend. She is super efficient and often has new ideas for my recovery that I have never heard of in my 6 years of contact with mental health teams. She also pushes me to do the work I need to do to get better, which is sometimes difficult if I am in the 'wrong mood.'

Feedback from CYPS staff

A needs based psychologically informed service

““ The PIPA psychologist’s role has been invaluable for the team, for managers and most importantly for the children and families we work with. ””

(Assistant Team Manager)

““ In the last 12 months the experience of having embedded clinicians has been really beneficial to the young people and the staff team. The PIPA Psychologists have both given young people the access they deserve to psychology services that they would not have felt able to access previously. The staff have become more comfortable with utilising the posts in order to have good reflective discussions and to develop their understanding of the young people further. ””

(NWD Manager)

““ ..social workers are able to consult and obtain a psychological perspective more easily, and at an earlier stage. ””

(Manager)

““ .. it has brought young people’s mental health to the forefront of people’s minds and made accessing support much easier. Previously I think there might have been a thought that some lower level needs won’t be met by CMHT so we didn’t have the conversation, sometimes we did have the conversation and CMHT would say no! This has been achieved through psychologists being available in offices to discuss situations and to offer support and advise to staff but also through attending SOS Mapping meetings. ””

(Service Manager)

““ at a PEP at school I was amazed by how the PIPA psychologists interpreted the child’s behaviour and conveyed it to the carer to reduce her anxiety; providing her with strategies she could use. ””

(Assistant Head and SENDCo)

A service which is creative, flexible and accessible

““ Having the psychologist be so accessible for support, I believe is very positive, both for the family and workers involved. ””
(Social Worker)

““ For us, the service has been very valuable and I’m sure all of my team will agree. We have really benefitted from being able to consult with the Psychologist about young people where we have worries or are a bit stuck or simply just to have some reassurance that we are doing all we can!! Also the direct work with young people has been fantastic, its great that young people have a source of emotional health support that is not part of a formal service – often our care leavers have been let down or had negative experiences with services so its so useful that they can access this support which is person centred and very flexible. ””
(Manager)

““ The psychologist has an ongoing role with the young person. They have been really helpful in supporting the transition between child and adults mental health services and visited the family with me to offer an ongoing role, supporting the family due to the complex mental health needs of both mum and daughter. ””
(Social Worker)

““ The psychologist (life coach) being based in the home helps to bring an observational eye so they can assess live in the moment and provide immediate support and feedback to staff. ””
(NWD staff member)

Relationship-based and trauma informed approach

““ The PIPA Psychologist brings a reminder to consider the trauma and shame which could be affecting how people engage and offers practical guidance on how social workers can approach conversations/ interventions in a way which would increase likelihood of engagement and meaningful work. ””
(Assistant Team Manager)

““ (The consultation) gives a real insight into how to work with (the young person) and potential do’s and don’ts in how we communicate with them. I think this is crucial when you have a young person who is so traumatised and could easily be unwittingly re traumatised by what may be a non-useful comment or interaction. ””
(Residential Worker)

““ The PIPA Psychologist’s knowledge of trauma work, attachment, use of self and patterns of behaviour is really valuable and assists with parental capacity to change assessments. ””
(Practice Supervisor)

““ We have been able to secure psychological input on a one to one basis with some of our more traumatised children and/ or their carers more quickly than we would have been able to if we were relying on a service from CAMHS, and there is more flexibility for example, with the psychologist undertaking home visits to the child rather than sessions being clinic based. ””
(Manager)

A systemic and developmental approach

“ Systemic group supervisions are very popular with social workers and are valuable for mapping complex cases from a systemic perspective. ”

(Assistant Team Manager)

“ ..we have seen quite a lot of success with Psychologists liaising with other services in order to access the right support for young people. Sometimes speaking the same language helps to minimise the barriers. ”

(Service Manager)

“ The PIPA Psychologist helps to support systemic thinking when working individually with FOWs. ”

(Manager)

“ My view is that these (systemic supervision) groups are a fantastic opportunity to embed systemic practice within children and families work in NYCC and I hope that professionals continue to access them. ”

(Practice Supervisor)

“ Thank you so very much for the intro training on systemic practice. Everyone enjoyed it and is looking forward to the next session. ”

(Team Leader, Prevention)

“ You were able to be proactive in seeking to meet with school, work together and devise strategies and action plan of work with the young person to support him and, not only his education, but his emotional wellbeing. ”

(IRO)

Partnership learning, developing and evaluating

“ Social workers have said that without the psychologist to consult with they feel their role would be a lot harder and that their knowledge and skills have really impacted positively on workers professional development and enhanced their practice. ”

(Assistant Team Manager)

“ ..the service has benefited from Psychologists offering advice around how we work with young people, specifically looking at those young people who we might previously have though were ‘attention seeking’ but especially around how we, as a service, can move away from responding to crises into a service that prevents the crises arising earlier. In addition to how do we reduce young people’s reliability on the service and help give them the emotional resilience to manage stress or difficult situations without always needing to access the support of a PA. ”

(Service Manager)

“ An incredibly helpful advice session. I would not have done the direct work I attempted without the psychologists advice and it is making a huge difference to a very anxious child. ”

(Prevention Worker)

“ The (PIPA psychologist’s) presence, knowledge, intuition, support and guidance has been of a huge significance and benefit to all the social workers and managers in this team. ”

(Assistant Team Manager)

*Feedback from SNAP survey and email

What do staff tell us about how we can improve and develop?

“ My view is that the individual support to casework works well, I would now like to see the training element for the service developed. ”
(Prevention Manager)

“ The PIPA Psychologist offers opportunity for her to meet with some service users, usually to inform her understanding of the case to enable her to further advise the social worker. At times it can seem unclear or confused about what this direct contact may entail/lead to. ”
(Manager)

“ In terms of moving forwards I feel like the Psychologist (life coach) role is established within the service but would definitely like to continue to raise staff awareness of the additional benefits having access to a Psychologist can bring. At the moment we still see a lot of referrals for Psychologists to go out and undertake direct work with young people but we would like to see this move towards them giving staff the tools to go out and undertake the work. I think the shift needs to be more on the staff teams wanting this to happen but we also need to help the staff understand the value of consultations rather than always just wanting Psychologists to go out and undertake a piece of work. ”
(Opportunities Team Manager)

“ There can be a challenge in booking in follow up consultations when the PIPA Psychologist is in demand across the 4 teams. ”
(Manager, Safeguarding)

“ There have been a number of challenges that we are working towards overcoming. These have mainly centred around the Tier 3 provision and understanding what each agency can and can't do. This is an area that I think will improve with closer work in the calmer times so that we are not only communicating when discussing complex cases and everyone's stress levels are running high. ”
(Manager, NWD)

“ In terms of the way forward, just more of the same please!! ”
(Leaving Care Team Manager)

“ Over the next coming 12 months we would like to see the PIPA Psychologist having more time to deliver team training events and attend more peer group supervisions. ”
(Manager, Safeguarding)

Developing the workforce

PIPA's approach to training, in line with our principles, has been responsive and adaptive to both local needs and organisational and national drivers. When we've developed training we've used a mix of approaches, from working with the leadership team to develop a systemic training strategy for the whole workforce, to working in partnership to pilot a training package around a specific need with a view to rolling out more widely, to meeting the needs of individual teams around specific themes or issues related to emotional wellbeing.

PIPA Training Figures		
	No of Events	No Trained
Countywide	3	170
NWD	10	145
Safeguarding/LAC	25	204
Prevention	18	209
SEMH	1	7
Leaving Care	4	127
Total	61	862

Topics for training this year include introduction to systemic practice, attachment models and frameworks, positive behaviour support, understanding self harm, understanding formulation and compassion focussed approaches.

Developing a training package in Prevention: reducing parental conflict

Policy Context

The government's Improving Lives strategy introduced a new focus on tackling the impact of parental conflict on children, with the aim that this will become mainstream, alongside support for parenting. The Department for Work and Pensions (DWP) is leading a national response to tackle parental conflict in local areas.

Training Development

This was an identified need across the Prevention services that fitted well with PIPA's principles and remit on training. The training was developed by Sara Atkins, Prevention Team Lead and Matt Selman, PIPA psychologist with a working group set up by Caroline Porter, Area Prevention Manager. Alongside the training on reducing parental conflict an additional aspect ensuring the involvement of fathers was included and the leads worked closely to use the evidence-base to underpin the training and embed a systemic focus.

Implementation and Evaluation

A pilot session was undertaken at the Ripon Prevention Service running from 10-4pm. This was delivered to a group of 12 Prevention Service practitioners and the evaluation indicated that it was felt overall to be helpful and informative. Some of the descriptive feedback can be found below:

Positive feedback

Positive experience of teaching with regards to pacing, format and content; usefulness of particular models/frameworks e.g. spiral of conflict and the social GRACES; the provision of and usefulness of the practical toolkit.

Areas for improvement

Need for an Icebreaker, Sound system (technical difficulties meant video could not be played through speakers), Flyers with information, and additional links to evidence.

Next steps

A roll out of the training to NYCC staff and then to partner agencies is currently being planned with senior Prevention managers.

“Matt was a great help especially with the design of the sessions and it was really useful to be able to bounce ideas and engage in discussions about what we thought would work and what wouldn't work to engage with the type of audience we were delivering to. He helped the team to transfer the theory into practice and made the session interesting and informative.”

Sara Atkins, Prevention Team Manager

Systemic skill development

Supporting a systemic and developmental approach is a key principle of the PIPA service. PIPA staff have sought to enhance and embed systemic practice in a number of ways.



PIPA systemic clinical review

As part of PIPA's commitment to supporting systemic practice in CYPS a monthly systemic clinical review has been set up to think about complex and high risk cases. A reflecting team approach is used to facilitate PIPA clinicians and CYPS staff developing multiple perspectives on their work.

“I was nervous before attending the first meeting as I had no idea what to expect. Having participated in the meeting as an observer, I was struck by how effective the format was in bringing multiple perspectives and creative ideas and solutions into the conversation in a way I've never seen before. The structured format and clear guidance on roles and timescales really focused people's thinking and contributions in a very helpful way. It felt a little intimidating as a Social Worker being in a room with lots of psychologists and different disciplines, and the differences in language and perspective were quite noticeable, but actually I felt in the end that I learned a huge amount from the discussions, and felt I was also able to contribute meaningfully to the conversation. It seemed to me that the presenter took away a range of ideas and solutions which may not have been achieved without this process and the bringing in other multiple perspectives. I see a huge amount of potential in the format's application within CYPS and believe a number of cases/issues could really benefit from being discussed in this way.”

(Rachel Anderton, Principal Social Worker)

A local systemic reflective practice group

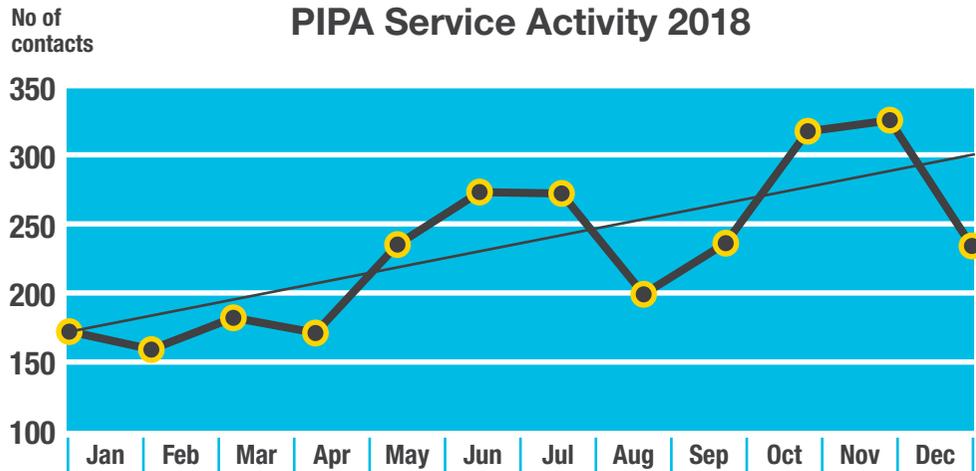
In the west of the county a monthly session for systemic practitioners in training has been set up. This allows a space to engage with training, present cases, practice skills and develop reflective practice.

“The PIPA Psychologist also offers a learning session to our team, scheduled 1x per month at minimum where she will facilitate discussion about a topic, picked by the team or proposed by her. E.g, last session was on systemic SOCIAL GRACES. The team find this very helpful for on-going professional development, time to reflect and slow think. The team often come out of these with ideas or new views on cases they hold.”

(ATM, Safeguarding)

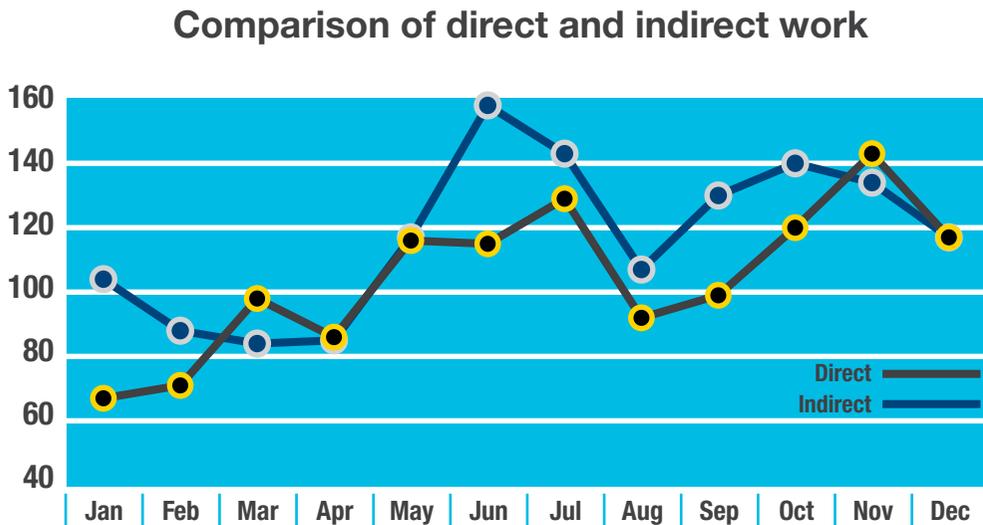
The plan is to replicate this in partnership across the county. A monthly systemic group has been arranged in Scarborough at North Yorkshire House facilitated by a PIPA Psychologist and Social Worker. Fifteen practitioners across east CYPS teams including Safeguarding, LAC and Youth Justice are due to attend the first meeting in the new year.

Service activity and performance



Although staffing levels have remained relatively stable since August of this year, activity has continued to rise steadily, both in working directly with children and young people, their carers and families, and in working indirectly, providing consultation and formulation.

PIPA clinicians overall spend approximately 47% of their time working indirectly. This includes providing consultation and formulation, teaching and training, liaison and attending meetings about young people. 53% of their time is spent working directly with children and young people, their families and carers, providing psychological support, psychological assessment and psychological intervention. The proportion of direct to indirect activity varies across the roles with some roles, such as those in Back on Track and the NWD hubs spending a greater proportion of time working directly and others, such as those in Prevention, providing more consultation and training.



Work with children, young people, families and carers

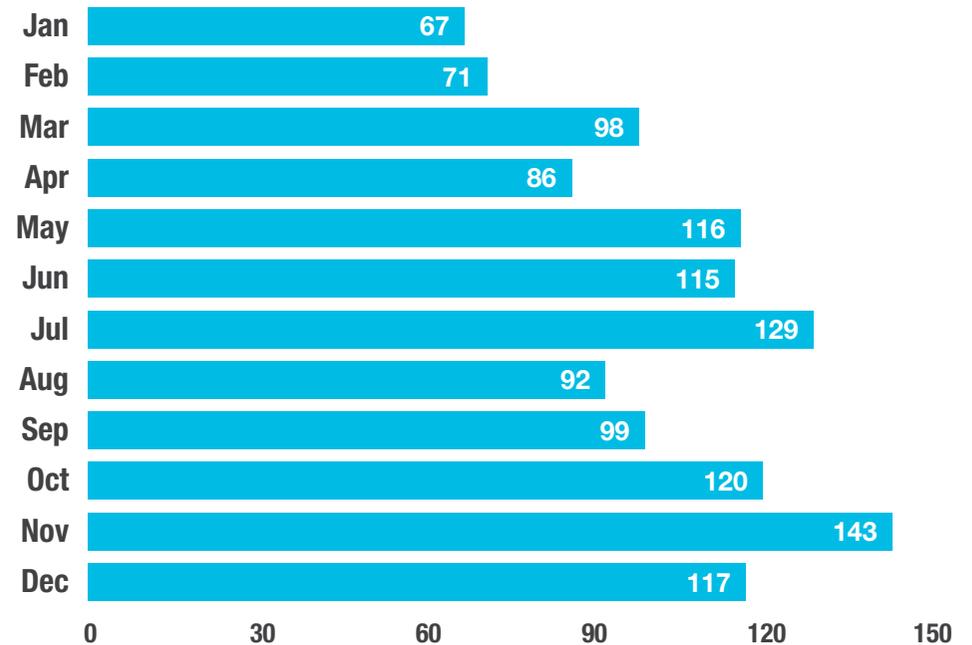
No. of children and young people worked with across CYPS in 2018

Worked with indirectly only	291
Worked with directly and indirectly	183
Total	474

PIPA strives to be creative and flexible in engaging children and young people who may struggle to develop trusting relationships with health professionals. This year we have worked with 183 children and young people, and their families and carers. Clinicians work with children, young people, families and carers in a range of community settings including residential units, schools and colleges, family homes, GP surgeries and NYCC bases and the embedded approach means we are often able to be introduced by staff members who the young person has already developed a relationship with. The initial feedback we've received from young people reflects this relationally based approach.

This year we have had 162 clinical sessions alongside NYCC staff such as social workers and prevention staff. Having joint sessions with NYCC staff gives an opportunity to think together about how best to help, to share ideas and different perspectives and to model psychological skills and techniques.

Sessions with children, young people, their families and carers (direct work)



802
individual
sessions



315
family/carers
sessions



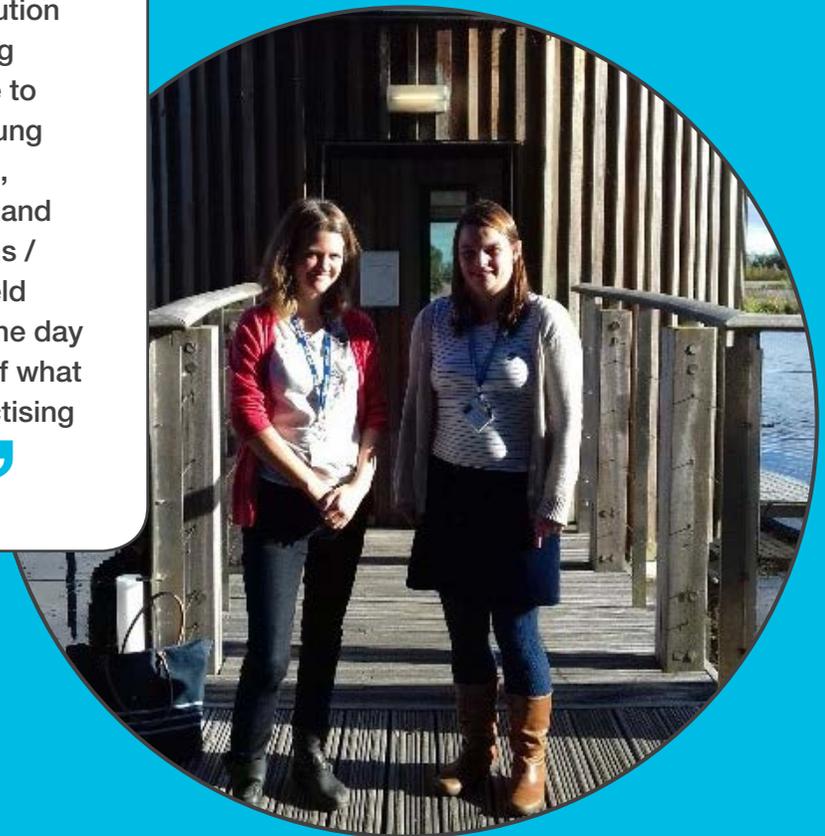
Working in close partnership also gives us the opportunity to innovate, such as in the example right, where the care leavers conference enabled PIPA clinicians to promote emotional wellbeing and provide emotional support and coaching.

Mindfulness at the Care Leavers Conference

PIPA Psychologists facilitated mindfulness training sessions open to both staff and care leavers at the NYCC Care Leavers conference 2018.

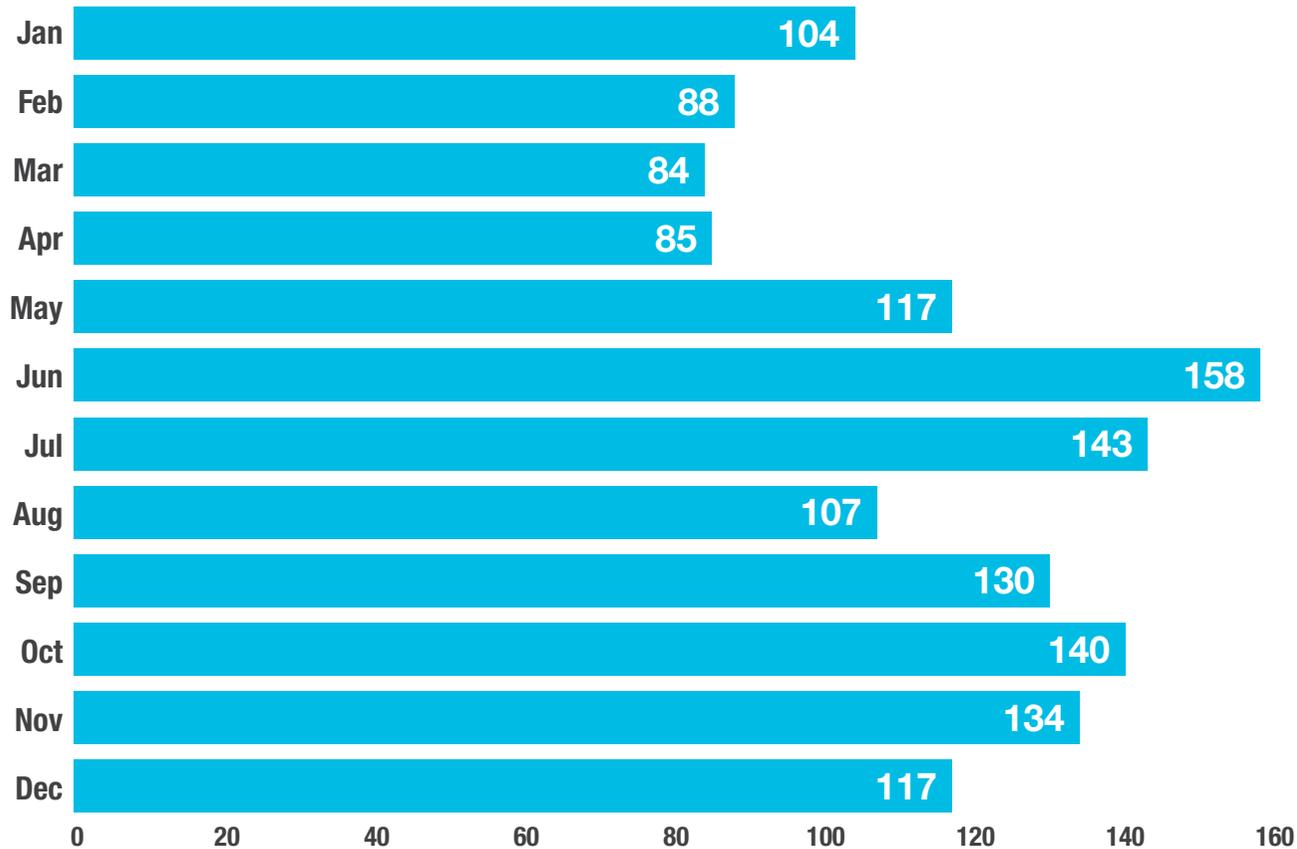
“On the day of the (care leavers) conference the Psychologist/Life Coach support made a significant contribution to the engagement of several young people attending as they were able to use their skills to support these young people to remain at the conference, despite them feeling overwhelmed and struggling to manage their emotions / behaviour. The life coaches also held mindfulness sessions throughout the day which gave young people a taste of what mindfulness is about and how practising mindfulness could benefit them.”

(Senior Leaving Care Caseworker)



Working with CYPS staff: consultative and formulation based work

Sessions with CYPS staff (indirect work)



565
consultations/
formulation sessions
with individual
CYPS staff



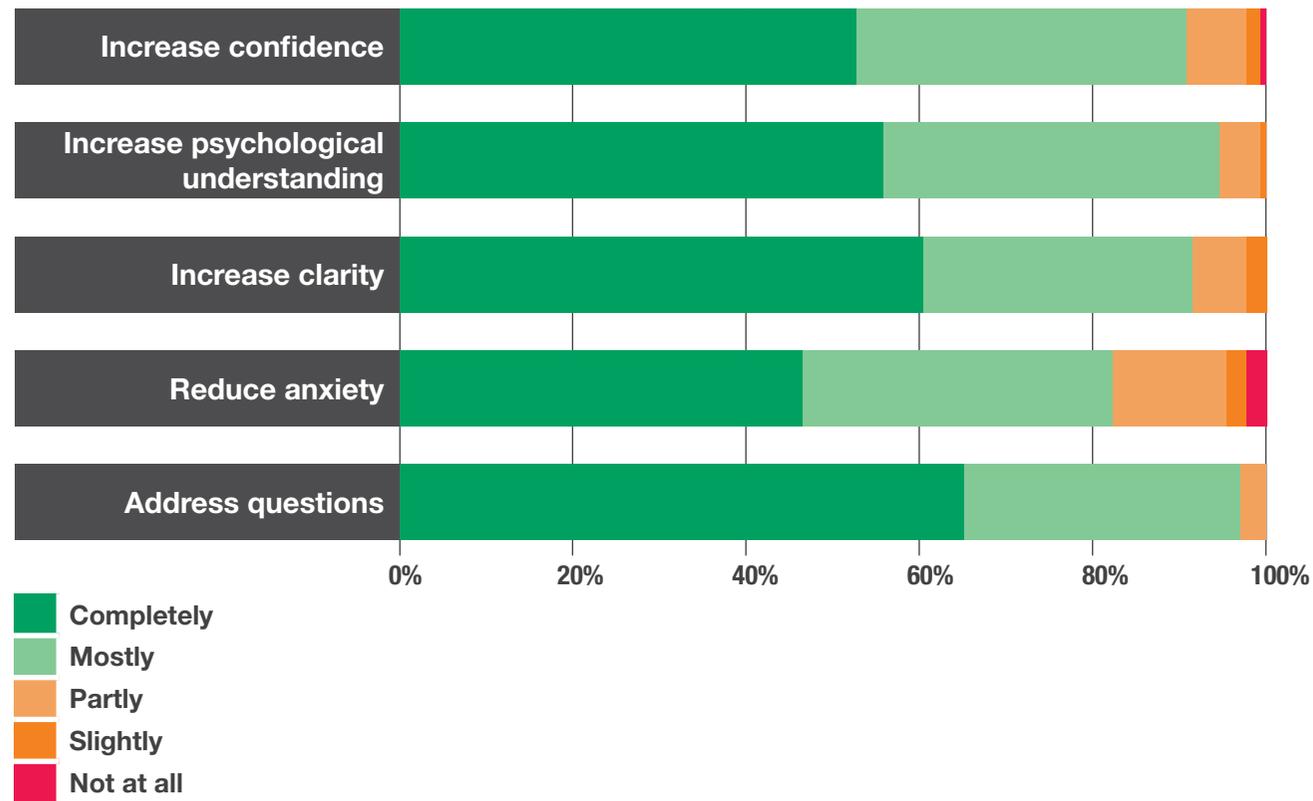
423
consultation/
formulation sessions
with CYPS teams
or multi agency
groups



What do staff tell us about consultations?

CYPS staff are routinely asked to share their experience of consultation either individually or in a group via a 'snap survey'. The results are reported below.

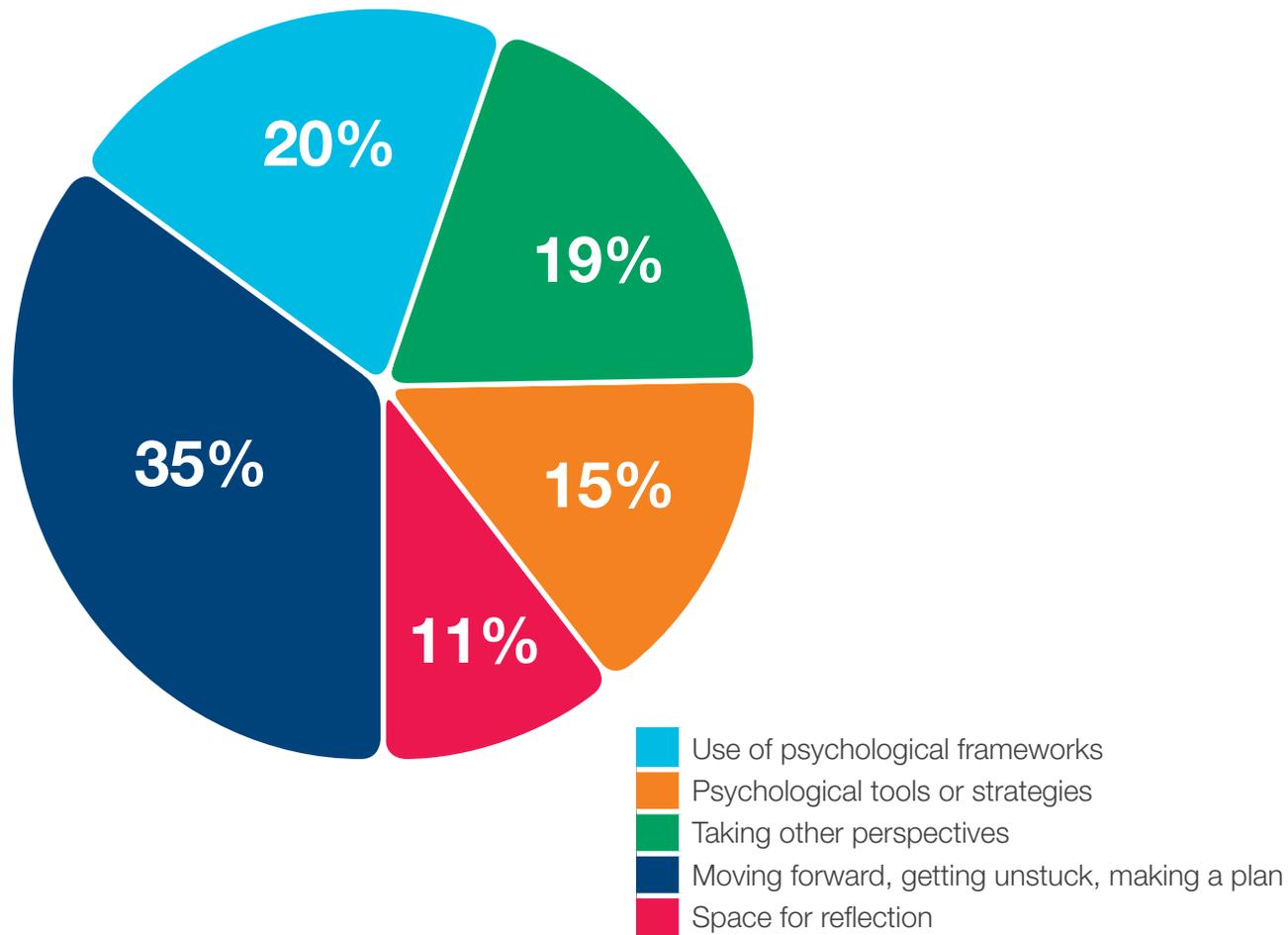
PIPA SNAP Survey Feedback (n=129)



Feedback from the SnapSurvey is overwhelmingly positive. For 97% of staff surveyed the consultation either completely or mostly answered their questions about the case and, using the same ratings, 91% of respondents they felt their time with the PIPA clinician lead to an increase in clarity about how to move forward. Consultations lead to increased confidence and psychological understanding (95%) and also reduced anxiety. Only 4 respondents rated negatively (Not at all) for any of the items, 3 of these for reducing anxiety where they reported that they had not felt anxious before seeking a consultation and consequently had not experienced a reduction.

What do staff think are the most helpful aspects to consultation?

What was the most useful part of the consultation/ formulation session? (n=129)



For **35%** of staff the most useful aspect of a PIPA consultation was that it helped them move forward, feel less stuck, or make a plan



97% of staff felt that a PIPA consultation answered their questions about working with a child, young person or family

**SnapSurvey feedback*



95% of staff felt that consultation with a PIPA psychologist increased their psychological understanding

**SnapSurvey feedback*



Other achievements this year

PIPA clinicians have held workshops and presented posters in national forums such as the British Psychological Society's Faculty for Children, Young People and their Families (CYPF) conference and the Division of Counselling Psychology national conference.

Rachel Orr and Katy Philips, as part of the Opportunities Team, won the North Yorkshire County Council CYPS Celebrating Good Practice Awards 2018 Team Achievement of the Year Award.



British Psychological Society website feature 11th October 2018

'Right on your doorstep' – embedding psychological practice in children's social care.

In a new approach for children and young people, psychologists are working as part of local authority children and young people's services, including safeguarding social work teams and those for looked after children and care leavers.

Tees, Esk and Wear Valleys NHS Foundation Trust is working with North Yorkshire County Council to place psychologists in the local authority children's and young people's team across the age range from 0-25s. The new initiative has 14 clinicians embedded in teams from early help to residential settings and leaving care. The psychologists provide consultation and formulation to support frontline staff and can also work directly with the children, young people and their families and carers.

The service is deliberately designed to be as flexible as possible depending on the needs of the children and young people, seeing them wherever they feel most comfortable, for example at home, school or college

Emma Lonsdale, Clinical Psychologist and Chartered member of the Society, who presented a poster at the Faculty for Children, Young People and their Families (CYPF) Annual Conference yesterday about this innovative service said:

“ Being embedded in the children's social care team gives enormous flexibility in how we can contribute a psychological perspective to our social work colleagues and support children and families.

For example, we can respond to a brief question about an aspect of mental health or attachment-focused therapy, provide consultation on LAC and safeguarding cases and also in real time contribute to the team's thinking about complex high risk cases as issues develop. In this way we can combine the best of both of our disciplines in the ongoing challenge of supporting families where children are at risk and children who's trauma histories present difficulties for them, and for those who love and care for them. ”

“ I'm passionate about PIPA and about practical psychological approaches to help people with shame and trauma. It's so important we work holistically with colleagues in social care and education, the CYPF conference was jam packed with exciting conversations about these topics ”
continued Ms Lonsdale.



Principles into action and objectives for 2019

What are our principles	How have we seen the principles in action in 2018?	What more can we do? Plans for 2019
<p>A needs based psychologically informed service</p>	<ul style="list-style-type: none"> • Introduction of needs based prioritisation across PIPA to guide decision making • Training on a range of psychological theories/approaches delivered to teams including using formulation • Development of team based formulation frameworks in residential units and BoT • Psychologically informed approach: High levels of consultation, training and joint working • Positive SNAP survey feedback relating to consultations increasing psychological understanding 	<ul style="list-style-type: none"> • Use goal based outcome measures to evaluate the work we do with children and young people • Seek feedback from staff and partners on specific questions relating to the principal through focus groups • Seek regular feedback from young people, families and carers through surveys/focus groups • Gather local data or available evidence from other related services on impact on health services of PIPA • Improve the assessment of emotional wellbeing and mental health needs in children and young people entering care through national pilot programme

What are our principles	How have we seen the principles in action in 2018?	What more can we do? Plans for 2019
A service which is creative, accessible and flexible	<ul style="list-style-type: none"> • Development of ‘no referral’ culture in embedded roles • Prioritisation system and staff managing own workloads in partnership with link managers as alternative to pathway approach (no referrals: no waiting list) • Flexible interfaces between services. Gatekeeping function in LAC/ Safeguarding for referrals for psychological input to NWD • All PIPA sessions with children, young people and families happened outwith clinic settings in 2018 • Contribution to bespoke training strategies specific to service need • Using natural opportunities to support psychological skill development for young people, ie mindfulness lunchtime taster session at care leavers conference • Positive informal feedback from young people • Positive SNAP survey feedback re impact on of PIPA on SW practice 	<ul style="list-style-type: none"> • Seek greater participation from young people and carers in developing the service • Seek feedback from staff and partners on specific questions relating to the principal through focus groups • Seek regular feedback from young people, families and carers through surveys/focus groups • Mapping capacity across roles in particular relating to geographical spread
Relationship based and trauma informed approach	<ul style="list-style-type: none"> • Attachment models training in LAC/safeguarding • PIPA staff undertaken ‘train the trainers’ for trauma informed care within TEWW • Positive SNAP survey feedback and informal feedback from staff relating to enhanced understanding of models of trauma and attachment 	<ul style="list-style-type: none"> • Learning event for CYPS staff on trauma informed care to be delivered in 2019 • Continue to develop understanding in CYPS teams of trauma informed approaches through training/consultation

What are our principles	How have we seen the principles in action in 2018?	What more can we do? Plans for 2019
A systemic and developmental approach	<ul style="list-style-type: none"> • Service spans 0-25 years with a number of clinicians working across service areas/ age boundaries ie LAC/leaving care • Service employs two family therapists and two systemic practitioners • Joint working and developing shared formulations across PIPA service areas to provide consistency of approach for young people in and out of residential care/ across LAC/Leaving Care • Development of county wide systemic review to support systemic thinking around complex cases • Development of systemic group supervision in the west to support practice development • Delivery of clinical supervision to CYPS staff completing intermediate level systemic training 	<ul style="list-style-type: none"> • Contribute to development of systemic training strategy for CYPS and support delivery • Widen out systemic group supervision to other localities • Provide brief skills enhancement training sessions on systemic techniques for CYPS teams • Internal refresher training re systemic skills
Partnership learning, developing and evaluating	<ul style="list-style-type: none"> • Partnership governance arrangements developed (PIPA Operational Management Group) implemented and reviewed • Development of operational policy including management in partnership • Presentations in national psychology and family therapy forums to raise the national profile • SNAP survey developed and implemented • Association of Family Therapy funding secured re small scale qualitative evaluation of systemic consultations in Prevention • Commencement of strategic review process to plan for 2020 model 	<ul style="list-style-type: none"> • Further develop model through strategic review process towards 2020 • Continue to review feedback from SNAP survey, service user experience surveys, focus groups and audit and use to shape service developments

**A big thank you to all the young people,
carers and CYPS staff who have contributed
to this review and for their ongoing help,
support and guidance in shaping the
development of the PIPA service.**