

Early Help

Walsall's Early Help Strategy

'Walsall children...Safe, Happy, Learning Well...'

Refresh January 2017



Early Help in Walsall means providing support as soon as possible to build family resilience and well-being

Support is evidence and needs led and can occur at any stage in a child or young person's life. It is our shared responsibility – all partners, all agencies – to work with children, young people and their families to keep them safe, build on strengths, reduce risk and prevent problems from escalating.

Document Owner: Early Help Steering Group
Document Author: Isabel Vanderheeren
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Foreword

I am pleased to present the refreshed Walsall Early Help Strategy for 2017. Informed by a comprehensive case review and consultation undertaken by Walsall's Multi-Agency Early Help Steering Group in 2016, this document sets out our aims and ambitions for continuing to support Walsall's children, young people and their families to have the best life chances.

Early Help is about tackling issues as they emerge, preventing them from escalating and providing families with the support and tools to succeed and achieve. Early Help is an essential part of supporting positive outcomes for Walsall's children, young people and their families, and meeting the aspirations they have themselves defined as:

'I want a better life for me and my family' and

"keep me safe from harm and make my life better for me"

In 2017 we will continue to focus on expanding and strengthening the partnership. We remain committed to the principle that, to be effective, Early Help must be everybody's business. That's why we are seeking to develop partnership working not only with statutory agencies but with the private sector, the voluntary and community sector and with families and communities themselves.

Our ambition is that all agencies, organisations and communities across Walsall work together to deliver the right help, in the right way at the earliest opportunity.

I am excited to be taking on the Chair of the Steering Group at a time when the strategic focus is on supporting communities to be better engaged in shaping and delivering Walsall's Early Help offer. This inclusive approach will help partners to capitalise on the capacity that already exists within communities and agencies, and build greater capacity where it's needed through shared resource.

By building a stronger and wider partnership, inclusive of the communities we serve, we can make further progress in supporting children, young people and their families to remain safe and healthy, and reduce their need for statutory service intervention.

Alex Boys

Chair of Walsall's multi agency Early Help Steering Group

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Glossary

Term	Meaning
MASH	Multi-Agency Safeguarding Hub, managed through children's Social care and provides a coordinated point of contact for all referrals to children's social care.
MARF	Multi Agency Referral Form. The document used to refer an issue or concern to the MASH.
Early Help Hub (EHH)	Is linked to the MASH, managed through children's Social care, the EHH provides a coordinated point of contact for all referrals to early help as well as providing advice and guidance. The service operates on an 'ask anything' basis.
Family Information Service (FIS)	Integrated in the Early Help Hub FIS provides free and impartial information to parents and carers.
SEND/SENDI	Special Education Need and Disability and Inclusion
FRIENDS	Evidence Based Programme focussed on building children and young people's resilience
CAMHS	Child and Adolescent Mental Health Service
Children's Safeguarding Board Thresholds	Children and young people have different needs and will need different types and levels of support to ensure that they meet their full potential both as children and later as adults. The threshold diagram describes the four levels of need and support that children, young people and their families in Walsall might experience. More information can be found using following link http://web.walsall.gov.uk/wscb2/professionals-volunteers/thresholds/
Lead Professional	One key contact for children and young people and their families who coordinates support to meet their needs.
Early Help Assessment	Walsall's tool used to assess needs with the family to ensure they have the right package of support to meet their identified needs.
Outcome Star	Tool used as part of the Early Help Assessment to help children, young people

	and families to identify areas of needs and how they have improved as help and support have been put in place.
Voluntary and Community Sector (VCS)	The voluntary and community sector (also known as the <i>third sector</i>) is diverse and covers everything from community groups such as neighbourhood watch groups to national charities such as Barnardos, and everything in between. The term also includes faith-based organisations and groups. There are two types of people that you will find within the sector; paid staff and volunteers. Community groups tend to be run by volunteers and voluntary groups usually have a mix of paid staff and volunteers.
Locality Panels/Locality Partnerships	Multi Agency Locality Panels are operating in Walsall to ensure an effective joined up early approach to children, young people and families in need of Early Help. Each locality panel sits every 4 weeks and includes a range of partners as panel members- such as schools, police, voluntary sector services, police, school health, health visiting, CAMHS, fire services, housing providers, Money Home job and area partnerships.
Police TIPT (targeted and Intervention and prevention tool)	Tool used by the police in proactively identifying families with children who benefit from support through Early Help or other services.

1. Introduction

This strategy is our second refreshed version of the original strategy drawn up in November 2013. The 2015 refresh strategy identified a number of key issues which needed to be addressed in order to ensure that Early Help support for children, young people and families in the Borough is effective, building on the strengths of existing provision.

This refreshed Early Help strategy provides:

- A broad summary of progress since September 2015
- An updated overview of our data from the Early Help score card and the Comprehensive Case review
- Overview of learning from the Comprehensive Case Review
- An updated overview of our strategic partnership priorities

To inform the 2016 refresh, in July 2016 we undertook a whole system review of the help and support we provide to children, young people and their families across Walsall. We called this our Comprehensive Case review and it consisted of us undertaking a multi-agency review of 892 children (502 families) that were in receipt of an Early Help offer. The review consisted of:

A concentrated case reflection on all cases involving the practitioner, the senior practitioner, an Early Help Group Manager, Early Help School Support Advisor (chair of locality panel), the Parenting Coordinator and a Social Work Development Coordinator over a four week period of time. This provided an opportunity to develop a joint understanding of the children and families currently receiving Early Help, what has worked for them, what hasn't and most importantly, what needs to change. We have been able to provide an assurance that all cases met the right thresholds as identified in our Children's Safeguarding Board threshold document and we have been able to consider changes to improve processes and add value so that families receive the right support at the right time.

- Data gathering exercise by partners including Children's Services, Police, Health, Youth Justice, Beacon and Supported Housing through the completion of a Matrix to identify Adverse Childhood Experiences, presenting needs and interventions. This provided a rich picture of the children and their families to inform our understanding of demand, provision and future partnership working.
- Finally, seven half day multi agency case reflection workshops were scheduled throughout August and September to explore current service provision across partners, lessons learned and good practice to take forward in future partnership delivery with a specific focus on long term neglect, Child Sexual Exploitation and Toxic Trio (domestic abuse, parental mental ill health and parental substance misuse). We have engaged over 40 practitioners from across Children's Services including (Family Support, Social Care, Early Years and Integrated Behaviour Support), Beacon, Police, Schools, probation, School Health, Health Visiting, Walsall Clinical Commissioning Group, children's Services Commissioning, Youth Justice and Sandwell Woman's Aid.

The evidence gathered through this Comprehensive Case Review has informed our understanding of the demand for help, identified good practice and the areas we need to improve to deliver better outcomes for children, young people and families. A summary of the findings can be found on page nine of this document, or the full report is available at <http://www.mywalsall.org/walsallearlyhelp>.

We are committed to embedding an effective early help model, owned across the partnership and underpinned by strong evidence of what works. This includes ensuring that our collective services are of the highest standard with clear pathways to a range of effective interventions for our most vulnerable families.

The strategy has been developed and will be driven forward by the Early Help Steering Group, who are the multi-agency group of strategic and service managers which oversaw the development of the original strategy and have a role in working with Walsall's children, young people and their families.

The Early Help Steering Group includes representatives from:

Youth Justice Service
Caldmore Accord Housing
Community Rehabilitation Company
Department of Work and Pensions
One Walsall (Voluntary Sector)
Walsall Clinical Commissioning Group
Walsall Council – Children's Commissioning
Walsall Council - Communities & Public Protection
Walsall Council - Crime & Disorder Intervention
Walsall Council - Early Help
Walsall Council - Early Help & Strengthening Families
Walsall Council - Early Help / Troubled Families
Walsall Council - Early Years and School Readiness
Walsall Council - Education Welfare
Walsall Council – Money Home Job
Walsall Council - Public Health
Walsall Council - Strategic Regeneration
Walsall Health Care – School Health
Walsall Healthcare Trust
Walsall Housing Group
Walsall Police

2. Strategic vision, principles and pledges

Early Help Vision

Our vision is to make Walsall an “Early Help” place by helping families at the earliest point, improving children and young people’s life chances and reducing demand for specialist / crisis services.

Early Help Principles

Our vision is underpinned by a number of Early Help principles developed and agreed with partners.

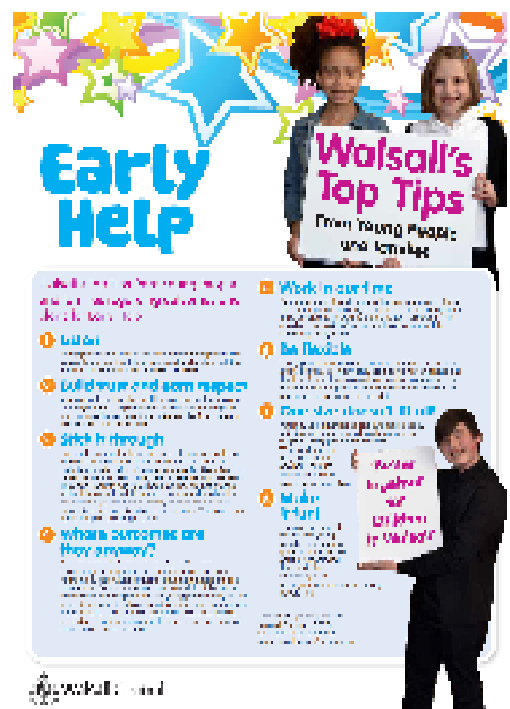
Early Help:

1. is **everyone’s** business – at first point of contact all agencies are committed to responding to the needs of families whether that need falls within their immediate area of expertise or not
2. is about **empowerment** – families are central to defining and addressing the problems they face and are equal partners in the process. The voice of the child will be sought at all stages with appropriate respect for age, developmental stage and levels of understanding
3. is about intervention at the earliest stage of identification and is inclusive for children and families of **all ages** from birth onwards

Walsall’s Early Help Pledges – Our promises to children, young people and their families

As part of the development of our Early Help Strategy in 2013 children, young people and their families were involved in sharing their stories about service provision. We continue to commit to the multi agency pledges to children, young people and their families developed in response to their stories

- Every contact will count.
- We will not pass the buck.
- Assessments will be uncomplicated and robust.
- Services that are needed will be easy to access and respond in a timely way.
- Families will be involved in drawing up goals
- “Nothing about us without us”



3. Progress

The Early Help Steering Group has made significant progress against the priorities as set out in the 'Early Help Refresh Strategy' published in September 2015:

Workforce development

We established the MASH model, inclusive of the Early Help Hub and Family Information Service in October 2015, providing effective and timely access to advice, guidance and support and this has strengthened joint working and engagement between Early Help and Social Care.

We have continued the delivery of a training programme to ensure all professionals have a good understanding of the Early Help offer, pathways and processes available in Walsall. Training has included threshold training and MARF completion, Early Help Assessment and Lead Professional, Outcome Star, FRIENDS (cognitive behaviour programme), motivational interviewing and parenting programme, CAMHS pathway training, SEND awareness workshop, sexual harmful behaviour workshop.

To date, 95 schools have taken up the six weekly supervision support provided to Early Help staff in schools, giving them advice and guidance regarding children who are vulnerable or where school is the early Help Lead, support conflict resolution on threshold decisions where appropriate and aid with brokering solutions on issues that the school workforce feels stuck on.

We disseminated the learning of the Early Help Comprehensive review across the partnership in November 2016.

We have refreshed the Service Guide for Lead Professionals, giving them access to up to date information on what services are available and how to access them in supporting vulnerable children, young people and families.

Integrated locality working

Our Early Help partnership locality model –aligned to school clusters and driven by the investment of £750,000 by School Forum has resulted in the establishment of four locality partnerships and associated locality panels.

Through this partnership infrastructure we have delivered a coordinated and targeted programme to meet identified need which has benefitted our most vulnerable children, young people and families. The programme has included Truancy Patrol, Summer Patrol, CAMHS interventions, parenting workshops, Holiday Kitchen, targeted play scheme and positive activities and 'Friends' programme.

Voluntary and Community Sector (VCS) Engagement

The Comprehensive Review identified that more work is required to engage and work with the VCS and faith sectors and we are now beginning to include the VCS as a key partner in the development of the Early Help offer within the four locality partnerships..

One Walsall, the support organisation for the borough's VCS has recently been engaged as a key member of the Early Help Steering group to provide increased representation and links to the diverse VCS and faith organisations within Walsall.

'Toxic Trio '

The Comprehensive review has given us a good understanding of the families affected by a combination of domestic abuse, parental mental ill health and parental substance misuse ('toxic trio') and enabled us to understand and identify what levels of support and services are required to meet needs. We have designed a better response to families needing our help because of these issues through additional investment, the up skilling of the workforce, the adoption of a more joined up and integrated approach across the system and the commissioning of specialist services to meet identified gaps.

Outcomes and Impact Measurement

We have further developed our Quality Assurance Framework for Early help which includes:

- Understanding of demand and need
- Timeliness in brokering Early Help Support
- Uptake of Lead Professional Role
- Quality of Early Help Assessments
- Reasons for closing Early Help cases
- 'Distance travelled' by Child or Family through Outcome star
- Re-referral rates to Early Help
- Customer feedback

4. Analysis of data

4.1 Comprehensive Early Help Partnership review

Through the Comprehensive Case review undertaken in July 2016, we have been able to gather a wealth of information and data to inform our understanding of the early help offer and this is identified below.

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Early Help Comprehensive Review

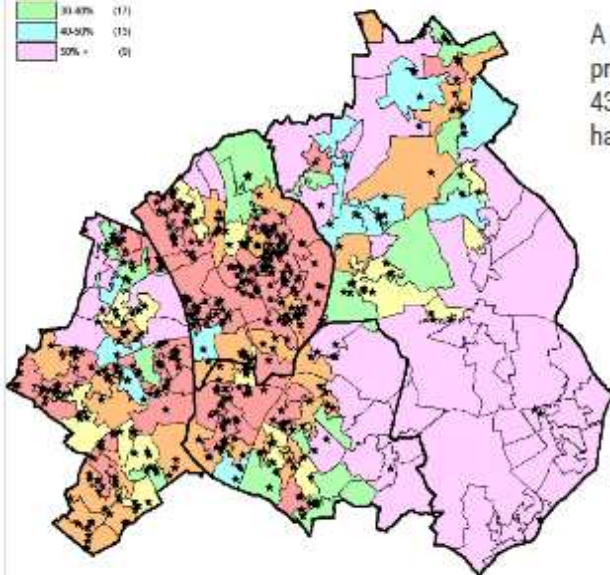
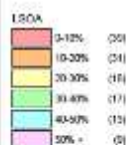
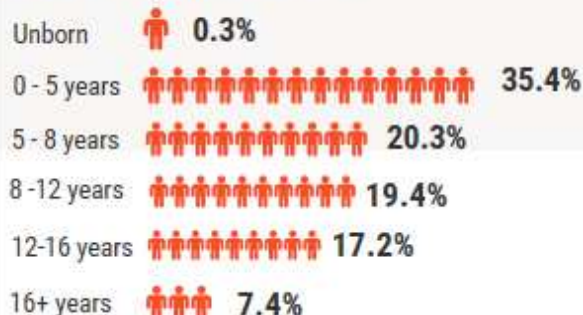
September 2016

Overview of the families we are supporting together

Children's Services, Police, Health, Supported Housing, Youth Justice and Beacon gathered information on:

892 Children
502 Families

This report gives a overview of the children within the families, their needs and their Adverse childhood experienced to date.



Direct Adverse Childhood Experiences



Emotional Abuse
19%



Emotional Neglect
22.1%

Indirect Adverse Childhood Experiences



Witnessed Abuse
71.4%



Family member with
Mental Illness
36%

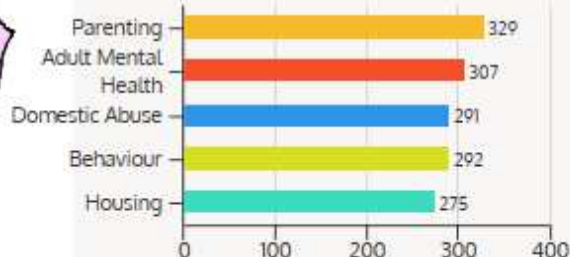


Parental Separation
31%



A check of the children's services system where professionals had no evidence on ACE revealed that 43% of children had lived in a household where there had been at least one DV incident

Top 5 Demands for Early Help Support



Early Help Comprehensive Review

September 2016
Overview of partnership involvement

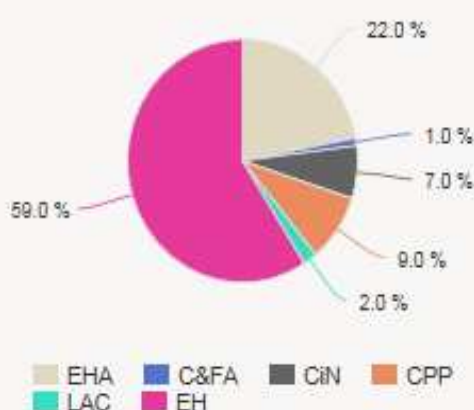


892 children
502 Families

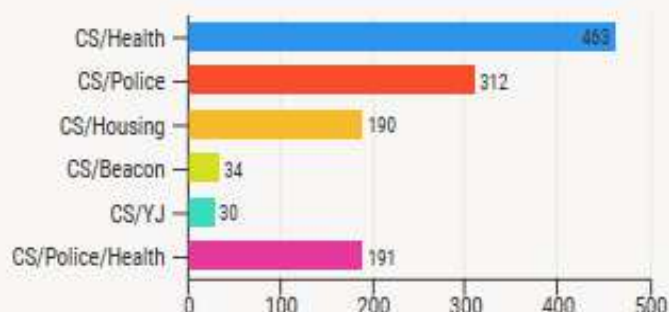


Children's Services - Family Support **841**
Police **339**
Youth Justice **30**
Health **500**
Supported Housing **201**
Beacon **45**
School **638**

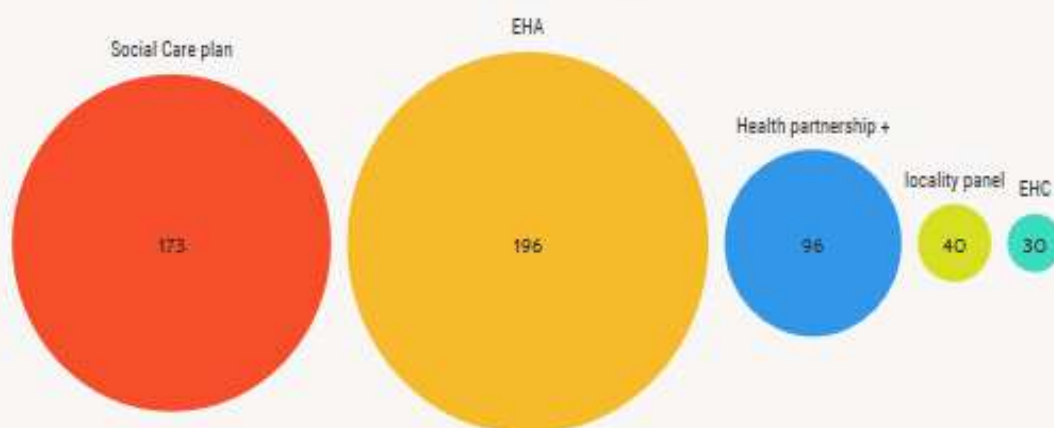
At what thresholds are the children ?



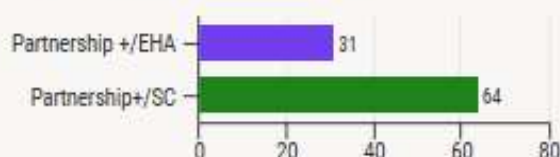
Joint knowledge



Assessments and plans



Duplication of Assessment



The Early Help Assessment, the Health Partnership + assessment and social care assessment are all using the triangle of need as a tool to assess.

The table on the left shows the number of children that had two live assessments at the time of the review.

Children's Services Early Help Case review

Toxic Trio - Overview

Toxic Trio Overview

Of the 791 Children reviewed in Children's Services Early Help there were:



332 children (42%) live in a household where there had been at least one incident of DA



334 children (42.2%) live in a household where there is one adult who has a mental health need.



114 children (14.4%) live in a household where there is a adult with a alcohol and substance misuse issue.

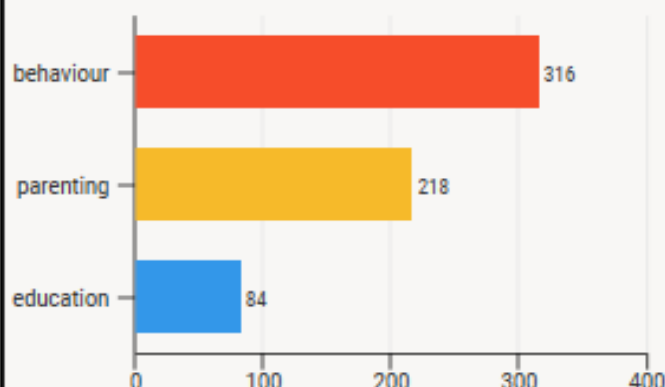


6% of children live in household where all of the toxic Trio factors are present.

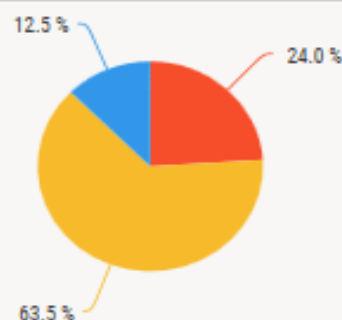
Breakdown of children affected by DA

0-5 years		139
5-8 years		70
8-12 years		78
12-16 years		36
16+ years		9
SEND		42

Top demands for help where Toxic Trio has been identified



Thresholds



● Social Care ● Single Agency EH ● EHA

0-19 Family Support - interventions offered to children and families affected by DA

Freedom Programme - 33.9%

One to One parenting - 50%

Group Parenting -7%

(mellow or PPP)

Referral to specialist DA provider - 18.5%

The Early Help Comprehensive review identified a series of findings for the partnership to consider in helping to inform future collaborative working to secure better outcomes for children, young people and their families and prevent long term high service costs

1. Smarter use of partnership information to secure early change

Both the data and the reflection demonstrated that each agency had some information on the family often focussed on one area. Bringing information from across the partnership together has enabled us to understand the context of families better and therefore, has helped to inform an effective route of engagement so that issues identified could be tackled in a more robust way.

2. Identification of 'root cause' to secure sustainable change

The case reflection helped us to identify that too often agencies respond in a reactive way to a presenting need/issue at a moment in time, rather than planning and providing intervention on a more considered basis.

The partnership needs to consider how we can move to a more responsive approach (in line with restorative practice), meaning practitioners take time to thoughtfully evaluate the situation, are encouraged to have conversation, or challenge and determine how best to respond. This is considered in the Early Help Training plan for partners

3. Better communication of Services and pathways

The review demonstrated that there are lots of effective, quality services and interventions available to support children, young people and families. However, practitioners were not always aware of the services or how to access them for families and therefore did not pull them in to support families effectively.

The review identified too many referral pathways for different services, and therefore, it becomes hard to navigate and secure access to services. The different pathways and their related criteria can provide a barrier to enable practitioners to secure and synchronise the right interventions.

Practitioners raised particular issues in understanding pathways and securing the right support for children with disabilities, including transition support, help for children with mental health issues and services around adult mental health.

5. Relationships are key in doing the right thing

The review has helped us to realise that taking time to build relationships with children, young people and families is really important in ensuring we are working **with** them. The case reflections highlighted the need for practitioners to have 'a curious' approach to families to enable us to gather valuable information on family context and root cause.

As well as building relationship with families we recognise that we need to have time to build relationships with colleagues, including the third sector providers. We need to have a network of support services and practitioners that feel they work together in a high support, high challenge and reflective environment to help to secure sustainable change with families.

4.2 Early Help Assessment and plans

During April 2016 – December 2016:



5. Priorities

The Early Help Partnership is committed to taking forward the following priorities over the next 12 months:

5.1 Further strengthen information sharing across the partnership to ensure early identification and partnership actions in supporting vulnerable children and young people.

- Further development of the locality panels process to include proactive identification and planning of support to vulnerable children, young people and families. This will include consideration on how we can effectively embed the use of Troubled Families and Police Targeted Intervention and Prevention Tool (TIPT) process.
- Explore the opportunities for multi agency delivery and co-location across the localities to strengthen our collaborative approach to provide the right help to children, young people and their families.
- Explore effective use of current data base systems and case recording systems across the partnership to facilitate better information sharing and communication between agencies enabling effective coordinated support.

5.2 Strengthen the role of the Voluntary and Community Sector (VCS) in the delivery of Early Help.

Working in partnership with One Walsall:

- Taking on a leadership role in driving forward the Early Help Strategy through taking on the Chairing responsibility of the Steering group.
- review Early Help processes in consultation with the VCS to ensure they support increased VCS involvement in Early Help delivery
- To develop and deliver a programme of training to the VCS which improves knowledge, build capacity and confidence within the sector to take the lead on Multi Agency Early Help
- To improve information flow and representation of the VCS at Locality panels
- To encourage, support and empower more residents to take up volunteering roles which support Early Help priorities, and develop a framework in which parents and young people can play an active role in the development and delivery of early help across the four localities.
- identify funding opportunities and target VCS capacity building activity to build innovation in the delivery of Early Help

5.3 Strengthen the uptake of Lead professional by Health Professionals

- Health professionals are one of the main referrers into the MASH and Early Help Hub. However, only 2% of our children and young people have a health practitioner as their lead professional. Therefore, we will work with public health and CCG to increase the number of midwives, health visitors and school health practitioners to take on the lead professional role where appropriate.
- We want to engage with General Practitioners, as a key partner to identify needs early, in the delivery of the four Locality Partnerships.

5.4 Strengthen the early help offer to children who are affected by adult mental health, disability and child mental health.

- Work with adult Mental health, SENDI, Children with Disability Team and CAHMS to clarify and increase pathways of support.
- Provide training to practitioners across the partnerships around pathways so that they feel confident in how to access the right and timely support.
- Streamline the Early Help Assessment and Education Health and Care plan pathways to prevent duplication in assessment and secure the right package of support at the right level for children who have a special educational need or disability.
- Secure representation of adult mental health and adult social care on the Early Help Steering group. This will help effective sharing of information in supporting the safeguarding of children and identify needs early and offer the right package of support to secure positive outcomes for children affected by their parents having an identified need.
- Secure representation of adult mental health and SENDI on locality panels to ensure effective sharing of information, early and proactive identification of children and families in need of help and support and secure positive sustainable outcomes.

5.5 Build the workforce across the partnership to be able to respond effectively to the findings as indicated by the comprehensive case review

- Continue to develop our borough wide multi agency Early Help training plan to include Lead Professional training and reflective workshops, restorative training and 'persistence assistance' training.
- Develop a locality training plan for each of the localities to enable practitioners to respond to local needs providing proactive and effective support to children, young people and families within the communities they live.

5. How will we measure success?

Our key indicator to test if our Early Help strategy is effective and making a difference is when children, young people, families and carers confirm that the Early Help and support they receive has made a sustainable difference to their lives and life chances. Our key indicators to measure the difference we make to children and young people will be

- % of children reporting positive 'distance travelled' through the use of outcome star scoring at the beginning and end of early help multi agency offer.
- % of Early Help Cases closed due to 'need being met'
- % of re-referrals and early help re-assessment within a 12 month period of time reduced
- % of children who need to be escalated into statutory services reduced.
- % of children and young people reporting there Lead Professional has provided an effective service through the use of customer satisfaction survey.

The partnership has also committed to undertake a further comprehensive review in June 2017 to continue to understand the demand and the progress we have made against findings in the 2016 review.

In addition, the multi agency Early Help Steering group, locality groups and Walsall's Safeguarding Children's Board will continue to monitor the progress and impact of this strategy and identify actions in response to issues and risks.

Appendix 1 outlines a detailed outcomes plan with key indicators for measuring success for each of the priorities as part of this Early Help Strategy. This will be monitored by the Early Help Steering group on a quarterly basis.

Appendix 1 Outcomes plan January 2017

This outcome plan will be monitored on a quarterly basis using the Early Help Score card.

1. Overall success measures

Outcome: Children, young people, families and carers confirm that the Early Help and support they received has made a sustainable difference to their lives and life chances		
Indicator	Measure	Impact
More children, young people and their families and practitioners recognising positive change as a result of a Early Help Offer	% of outcome star showing improvement across all areas Increase of cases being closed due to 'needs met' from 60% to 80% by April 2018	Children and young people and families are empowered to identify positive change needed and secure sustainable outcomes
The Early Help Offer secures a sustainable change for children, young people and their families	Decrease in re-referrals rates within a 12 month period of closure from 33.2% to 25% by April 2018 Decrease in re-assessment rates within a 12 month period of closure from 6.6% to 5% by April 2018	Improved outcomes Families empowered to help themselves Less likelihood of statutory interventions
Children, young people and parents report in the customer satisfaction survey that their Lead Professional has provided an effective service.	Increase of number of parents telling us the Early Help Support have made a difference to their children from 68% to 80% by April 2018	Improved outcomes Less likelihood of statutory interventions
Timely, well coordinated and high quality Early Help offer	80% of all Early Help Assessment and plans are judged as being good or outstanding through audit activity 90% of cases having an allocated LP within five days by April 2018 85% of cases have an assessment and plan in place and these have been completed within timescales by April 2018 85% of cases have regular reviews by April 2018	Timely, high quality assessments and plans lead to better engagement and improved, sustained outcomes

2. Success measure linked to each Strategic Priorities

2.1 Outcome: Further strengthen information sharing across the partnership to ensure early identification and partnership actions to support vulnerable children and young people.		
Indicator	Measure	Impact
Proactive identification and early support to vulnerable children, young people in their communities	Reduced contacts leading to NFA in MASH Number of referrals to locality panel and positive outcomes (evidence through locality	More young people full time in school, including reduction in fixed term and permanent exclusions. Reduction in ASB

	tracker)	More Troubled Families are making sustainable progress.
Effective use of Troubled Families system and doc manager to effectively share information.	Targeted for Troubled Families claim reached	Better information sharing. Better evidence of impact of partnership interventions

2.2 Outcome: Strengthen the role of the Voluntary and Community Sector in the delivery of Early Help.

Indicator	Measure	Impact
Number of VCSEs taking up EH training offer	Set baseline 2017	Building confidence of resource across the VCS to lead on Early Help. Children, young people having more choice of who their LP can be. Relationship based early help
Number of VCSEs reporting good understanding of process	90% of VCSEs surveyed report good understanding by April 2018 80% of early help assessments and plans are judged to be good or outstanding by April 2018	Children and young people receive the right help and support
Number of VCSEs acting as Lead Professional in EH cases	10% of Early Help Assessment led by VCS between January – April 2018	Children, young people and families having more choice of who can be their Lead Professional. Relationship based early help offer.
Funding secured from external sources to support increased EH provision from VCSEs	Min of £75,000 per annum secured from external source	Increase capacity to community based organisations so that there is increased engagement and empowerment of families to seek self help in their community in order to secure sustainable outcome.
Increased number of young people and parents taking an active role in the delivery of Early Help	Number of volunteers signed up – baseline April 2018 Number of parents involved in delivery of universal parenting courses – baseline 2018 Number of residence signed up and engaged in mentoring support- baseline 2018	Increased capacity for early help delivery Self help within the community

Outcome: Strengthen the uptake of Lead Professional by Health Professionals

Indicator	Measure	Impact
Number of Health Professionals taking up EH training offer	100% of Health visitors and school health practitioners trained as Lead Professionals by July 2017 Increase of health leading on early Help increases from 3% to	Increase capacity for Early Help support. Children's needs being identified and met early on.

	15%. – by Dec 2017	
Number of health professionals report good understanding of processes	90% of health professionals surveyed report a good understanding of how to undertake EH assessments – by Dec 2017 80% of early help assessments and plans are judged as good or outstanding – by Dec 2017	Children and young people receive the right help

Outcome: Strengthen the early help offer to children who are affected by adult mental health, disability and child mental health.

Indicator	Measure	Impact
Workforce in adult mental health, SENDI and CAMHS taking up early help training offer	Number of adult mental health, SENDI and CAHMS practitioners engaged in Early Help training	Better understanding of Early Help Processes and offer by professionals leading to earlier identification and securing the right support.
Work with partners in adult mental health, SENDI and CAHMS to clarify and streamline where possible pathways to services	Clear pathways in place Early help training to include briefings on pathways related to Adult mental health, SENDI and CAHMS	Improved accessibility to services
Full engagement of key agencies in the steering group and locality panel	Attendance at the early help steering group and locality panels. Increase referrals through adult mental health, SENDI and CAHMS to locality panels	Early Identification of children young people and families in need of help – including young carers Early interventions reduce the need for statutory support. Better understanding of pathways and support on offer within these areas

Outcome: Build the workforce across the partnership to be able to respond effectively to the findings as indicated by the comprehensive case review.

Indicator	Measure	Impact
Develop an Early Help locality training plan to include Lead Professional, reflective workshops and motivational interviewing.	Uptake of training by a range of agencies Agencies reporting improved confidence and skills in providing help and support to children, young people and families Reduced number of early help cases closed due to disengagement from 18.6% to 15% by April 2018	Better support to children and young people leading to increased engagement. Reduced need for statutory interventions.

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