

Appendix 2D

**A workforce development strategy for  
Children and Young People's Mental  
Health and Emotional Wellbeing  
Services  
2017–2020**

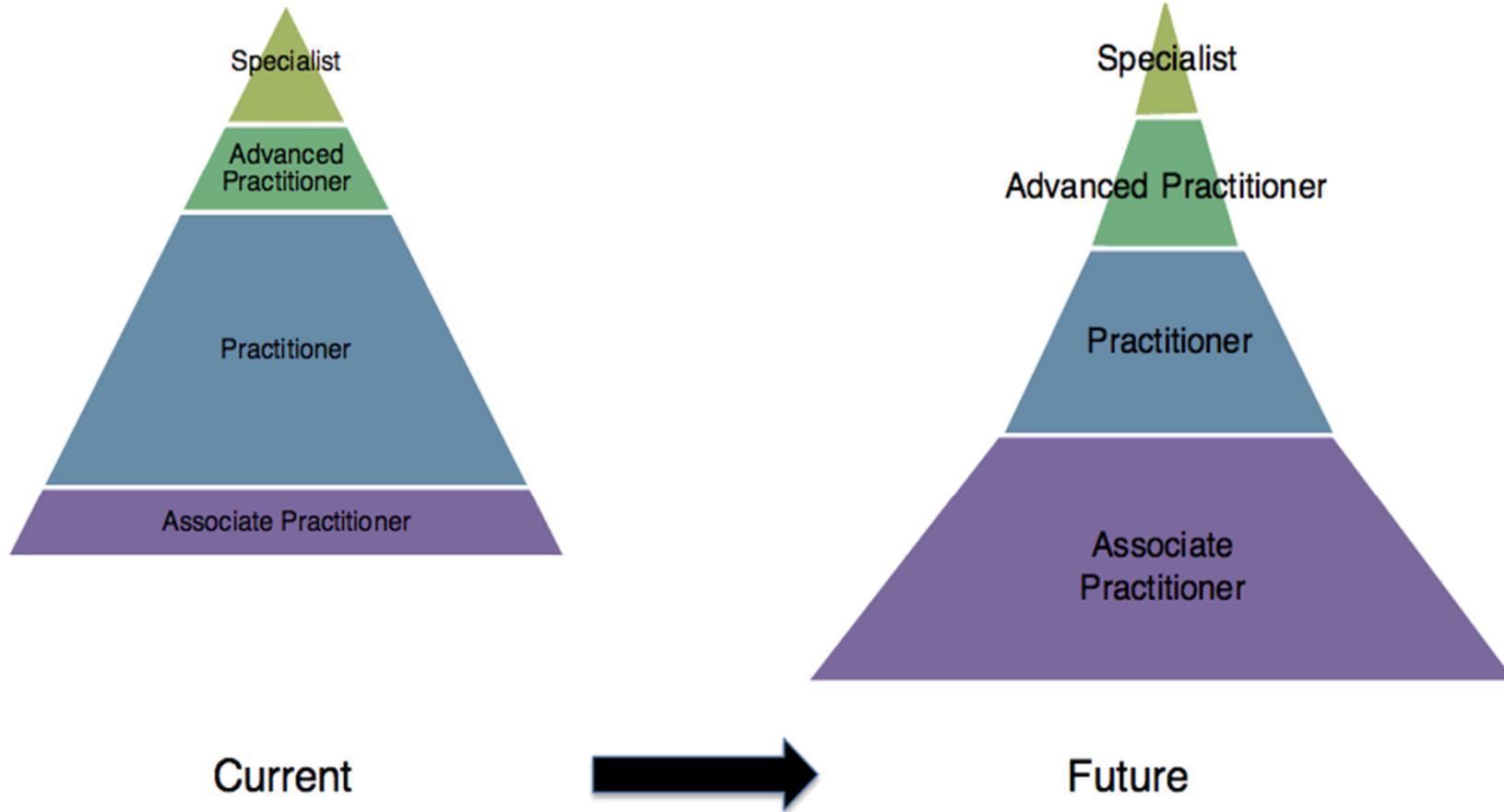
Bedfordshire and Luton

# Introduction

The Health Education England (HEE) Stepping Forward to 2020/21: Mental Health Workforce Plan for England states that Mental Health is a key priority and the Five Year Forward View for Mental Health laid out an ambition to see an additional one million people being treated by mental health services by 2021, including 70,000 more children and young people. This is something the whole system is committed to working on to make sure patients get the best possible care. (<https://www.hee.nhs.uk/our-work/person-centred-care/mental-health/mental-health-workforce-plan>)

In Bedfordshire and Luton, we recognise that there is a need to change the way in which mental health services for children and young people are delivered to deal with increasing demand and complexity of individual needs. It is acknowledged that services will need to transform the ways in which they are organised and delivered so that children and young people are offered the right interventions by the right people, with the right skills at the right time and in the right location.

# Workforce transformation



# Strategy Aim

The overarching aim of this strategy is that each of the organisations working with children and young people will work together to make certain that the whole workforce is

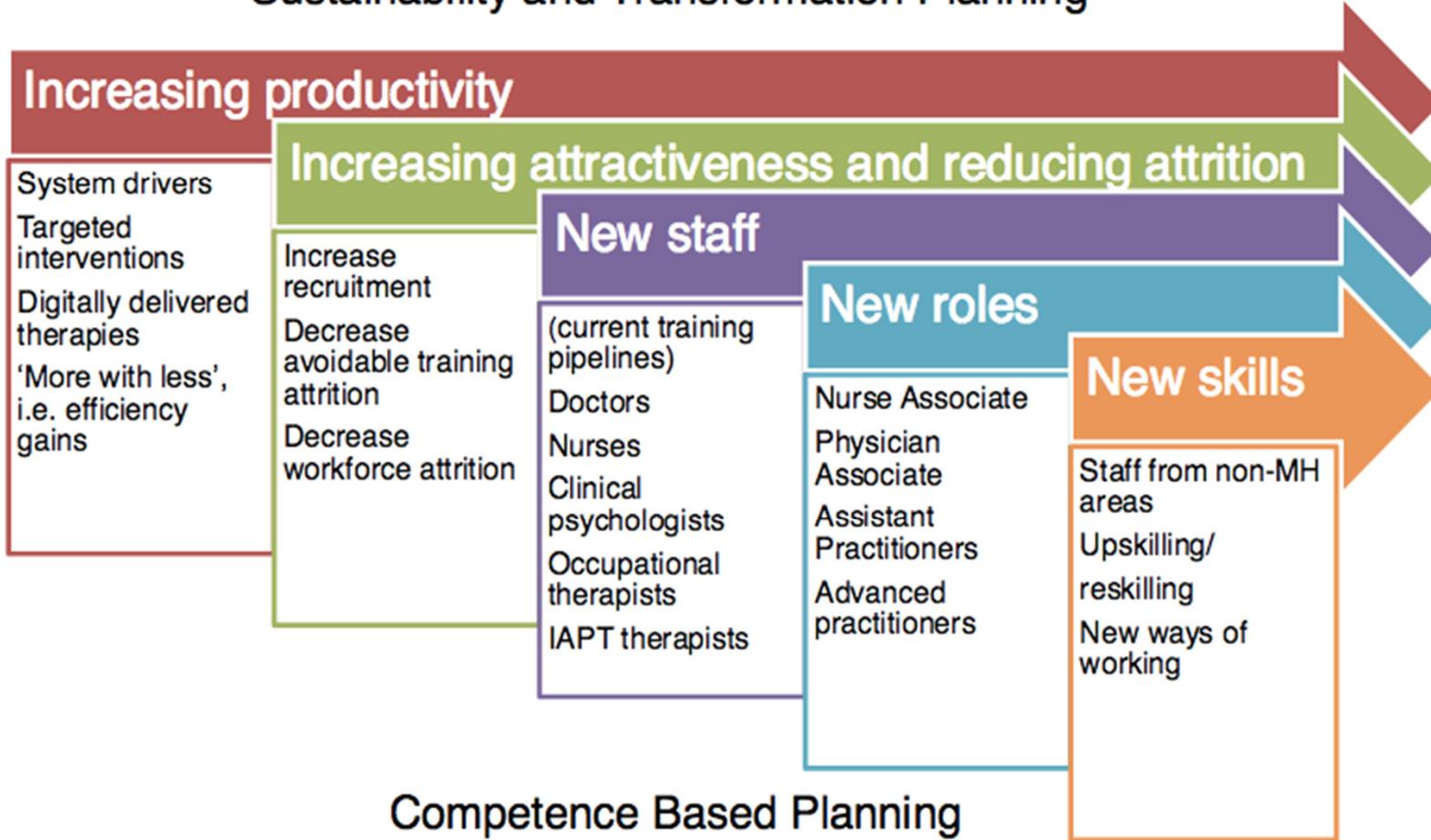
- ambitious for every child and young person to achieve goals that are meaningful and achievable to them
- excellent in their practice and able to deliver the best evidenced care
- committed to partnership and collaborative working
- respected and valued as professionals

# How this will be achieved

- Anybody working in universal services and other non child and young people mental health (CYPMH) targeted and specialist services e.g. schools, health visiting, community & voluntary sector, should have the necessary training in children and young people's development and behaviours and the importance of early identification of need, appropriate to their role
- The workforce in the targeted and specialist services need a wide range of skills and have access to enhanced, multi-professional training including Children and Young People's Improving Access to Psychological Therapies (CYPIAPT)
- All disciplines should understand the links between physical and mental health
- There needs to be effective, improved communication across the universal and targeted and specialist services with a shared understanding of roles and responsibilities across all those working in the system

# Meeting the gap

## Sustainability and Transformation Planning



# Developments and progress

- Trajectories for future staffing needs have been identified (detailed in the Local Transformation Plan)
- In Bedfordshire CAMHS there are a total clinical workforce headcount of 70 staff, all of whom are registered with professional bodies and skilled to deliver evidenced based therapy. In addition to mandatory staff training requirements all staff are supported to continue to develop their professional development, this is undertaken through a variety of means including; supporting external training courses, service wide regular CPD sessions (sharing skills across all teams), quarterly quality half days to focus on current themes or trends and developing training needs analysis within each team at regular team away days. Bedfordshire CAMHS have currently invested in on site DBT training to upskill the workforce with a view to establishing a DBT pathway across the service.

- Bedfordshire CAMHS have commenced the CYP-IAPT supervisor training for Systemic Family Practice and parent training and funding for a parent trainee post for a two-year period
- 4 Bedford Borough staff will undertake the Enhanced Evidenced Based Practice (EEBP) modules via the IAPT training centre
- On-site IAPT based training to train 15 of our CAMHS staff in the Enhanced Supervision training
- Since 2016 5 staff have signed up for CYP IAPT
- The new Workforce Initiative covers the Children's Wellbeing Practitioner programme (CWP) and The Recruit to Train programme (RTT) with the aim of increasing mental health workforce capacity by training 1700 new staff in Evidence Based treatments by 2020

# Gaps

- The workforce plan needs to be further developed to include plans to recruit new staff and train existing staff to deliver the LTP's ambition
- The LTP action plans will be developed to include details of the required work and engagement with key organisations
- The development of the workforce will follow the goals for improving the CYP IAPT identified in the most recent Quarterly Monitoring submission.