Report to: Perth & Kinross Integration Joint Board

Date of Meeting	9 December 2020	**Report No. G/20/153**

Title of Report   **Final Draft** Tayside Mental Health & Wellbeing Strategy

Authors: Kate Bell, Interim Director of Mental Health

1.   RECOMMENDATION(S)

The Perth and Kinross Integregation Joint Board are asked to consider the strategy.

Note the report content and actions in response to population needs and covering topics raised in 'Trust and Respect' report (in particular - recommendation 2, development of a single Mental Health and Wellbeing (MHW) Strategy and the MHW Change Programme.

2.   SITUATION/BACKGROUND / MAIN ISSUES

2.1   Situation

This strategy illustrates our collaboration work towards a common Tayside Mental Health and Wellbeing Strategy and Change Programme. The Mental Health and Wellbeing Strategy has seen significant engagement and detailed planning through the programme infrastructure to co-create the first draft shared for further engagement during a five week period of 02 Nov – 30th Nov with amendments built into this final draft strategy.

The four week period of further engagement was undertaken with an iterative process of co-creation by those leading and involved in the strategy writing and further development.

To add to this and expand access to this process we publish the first draft on our website with a list of key questions and a feedback mechanism to the wider public who may not have been engaged in the process to date. We also responded to a request for an extension to one group to enable an easy read version of the draft MHW Strategy.

This phase of work the Strategy being:

- Final Draft for Endorsement and Approvals process – December 2020
- Strategy publication and launch January 2021
- Further period of Public Engagement Jan to March 2021

2.2   Background

The final draft strategy was co-created and completed 02 December, 2020 now outlines the scope, scale and content of the strategy and its final content. This has been a shared process and vision achieved with the contributions of all key stakeholders who have co-created all aspects of the strategy. The final product content, size, format, designs, principles, values, and much, much, more will be co-designed with the recommendations already received and shared as part of the ongoing engagement. We have agreed to produce the following versions of the MHW Strategy:

- Full Strategy
- Summary Strategy
- Easy Read version

There is also potential for the following versions and formats:

- Audio version
- Non Text versions on film with a service directory/locator tool built in

Mental Health staff across Tayside alongside people with lived experience and community organisations have co-created the final draft of the strategy and will go on to co-produce the final versions described above.

All stakeholders have committed to the ongoing work of the programme and project groups as part of the infrastructure already in place. We will continue to work together to assemble the MHW Change Programme for delivery and implementation of the strategy over the coming years.

3.0   Assessment

This final draft strategy is the culmination of nine months work involving hundreds of participants who have attended many meetings, separate workshops facilitated by our teams and the teams of all organisations involved in the programme of work. The reach has been Tayside wide and has influenced and informed all aspects of the content of each chapter of our strategy which relates to the content of the delivery programme.

Influencing and contributing to the work has been the Mental Health and Wellbeing Programme Board, the Communicaiton and Engagement Group and the a Strategy Writers Group which have all met frequently since April and May 2020. These groups have people with and representatives those lived experience and some carers, Health and Social Care Partnerships, Local Authorities, Third secor organisations, all job families in mental health including NHS Tayside staff. These people were fully involved and equally passionate to develop the stratgey for the way we want services to be in the future. We will use this strategy as the blue-print for developing our whole-system change programme.

3.1   Quality/ Patient Care

The mental health and wellbeing programme will improve the Quality of mental health services and support throughout Tayside. Alongside the Strategy an achievement framework, evaluation and key performance indicators are being developed to ensure success can be measured, monitored and continuously improved.

4.0   Workforce

A Workforce Strategy and Plan is being developed alongside to ensure Living Life Well, includes working well, a lifelong approach to mental health workforce in Tayside. On approval the strategy will require a full partnership approach to detail new ways of working, recognise the need to shift the balance of care, build capacity and capability in the community and further development multi-disciplinary working in our specialist inpatient services to achieve the sustainable improvements. The MHW strategy and implementation plan will improve staff wellbeing as they will all have clarity about their roles, their contribution to the future service and how they can promote a person led service, with people as equal partners in their own care to improve patient satisfaction and deliver better outcomes.

5.0   Financial

The MHW Strategy will develop a financial framework for the mental health budget and where strategic intensions and commissioning takes place, using the total Tayside resources for Mental Health in a more cohesive and effective way so that patient centred, recovery focused care is delivered by all.

6.0   Risk Assessment/Management

The independent inquiry Trust and Respect required us under recommendation 2 to develop a single strategy for Tayside. This is a high priority with an element of risk as we are working in the context of a global pandemic which is impacting on the mental health of many. With the support and input of all stakeholders we have maintained mental health as a priority to mitigate this risk. There is a robust Risk management process in place for the projects that are starting to develop to implement this strategy.

6.1   Equality and Diversity, including health inequalities

We have taken account of Tayside's diversity in the development of versions of the strategy and will incorporate easy read versions in other languages. All our work takes account of the health inequalities that often give rise to increased mental health and wellbeing issues and to mental illness. All future work will incorporate an Equity Diversity Impact Assessment.

6.2   Other impacts

The Tayside wide MHW strategy will see improvements in multi-agency working in service of benefits to the population and in particular people with lived experience and as importantly our staff working in all organisations across Tayside.

We are in pursuit of world-class mental health service in Tayside.

7.0   Communication, involvement, engagement and consultation

The Communication and Engagement process within the MHW programme is continuing with a detailed programme of work.

As noted above significant engagement has been ongoing and central to everything we have done and will continue to do. Engagement with all key stakeholders, in particular those people with Lived Experience, third sector partners and mental health special interest groups continues.

Communications & Engagement Sub Group

- The Communication & Engagement Sub Group is now well established and meeting monthly to co-create, co-design and co-deliver communications products.
- Co-chaired by Brook Marshall, Chief Executive of Feeling Strong, which is a Youth Mental Health Charity in Dundee and the Director of Communication and Engagement, NHS Tayside.
- Strong representation from Third Sector organisations and patient advocacy representatives – and SPG members.
- Members of the group have stepped forward to co-lead as "champions" in their specialist interest field. We have a Media Champion, a Design Champion and a Public Event Champion so far.

Staff engagement:

To ensure staff voices feature strongly in the strategy and change programme we are working with all teams to invite contributions and participation of all groups at all levels. We and recognise the key role our staffside partners play in co-designing and implementing all of the changes and redesign proposed. We have developed a partnership forum to ensure this.

Staff side (Union representatives) are helping to develop the communications and engagement plan for the strategy and remain critical to the success of our staff engagement.

Staff from across all organisations who deliver mental health services and supports, including third sector organisations, are heavily involved in this co-creation, co-design and co-production approach.
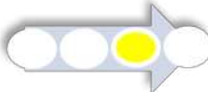
7.1   Route to the Meeting

Since the outset of this work frequent presentations, meetings and discussion have taken place at a range of meetings, committees and also monthly updates to the NHS Tayside Board as a standing agenda item recognising its priority status in Tayside. This strategy will also been presented at these meetings and many others

- Integrated Joint Boards
- NHS Tayside Board Meetings
- Police Scotland Tayside
- A range of committees throughout Tayside, voluntary and third sector groups
- Tayside Executive Partners, Strategic Leadership Group
- Mental Health Integrated Leadership Group

8.0   List of appendices

- Tayside Mental Health and Wellbeing Strategy (Attached)

Level of Assurance		System Adequacy	Controls
Comprehensive Assurance		Robust framework of key controls ensures objectives are likely to be achieved.	Controls are applied continuously or with only minor lapses.
Moderate Assurance		Adequate framework of key controls with minor weaknesses present.	Controls are applied frequently but with evidence of non-compliance.
Limited Assurance		Satisfactory framework of key controls but with significant weaknesses evident which are likely to undermine the achievement of objectives.	Controls are applied but with some significant lapses.
No Assurance		High risk of objectives not being achieved due to the absence of key internal controls.	Significant breakdown in the application of controls.

INSERT NAME   **DATE:** 2020-12-03

Kate Bell, Interim Director of Mental Health
Kate.bell6@nhs.scot