

The Highland Council

Education, Children and Adult Services Committee - 21 May 2014

Agenda Item	16.
Report No	ECA/11/14

16+ Transitions Plan

Report by the Chief Executive

Summary

This report provides an update on the plan to better manage the transitions of young people into services for adults.

1. Introduction

- 1.1 The Partnership Agreement between Highland Council and NHS Highland states that the agencies will ensure that 'clear partnership policies and appropriate procedures are in place, to effectively manage transitions into adult services for young people who have care, health and support needs.'
- 1.2 The Performance Framework for Children's Services includes an outcome measure regarding the "effective handover of planning and support arrangements for people with continuing needs".
- 1.3 The Adult Services Performance Framework includes targets to increase "the number of people with learning disabilities who are in further education" and "in paid employment".
- 1.4 Currently in place between NHSH and The Highland Council are:
 - Joint Transitions Policy, Integrating Services for Young People and Young Adults with Additional Support Needs as a result of Disability and/or Complex Health Needs.
 - An associated procedure document.
- 1.5 Although both of these documents were reviewed and updated in March 2012, it has been recognised that they require further updating, to take full account of the lead agency and broader partnership arrangements.
- 1.6 Accordingly, in November 2012, the Adult and Children's Services Committee agreed to endorse a joint improvement group to address 16+ transitions, under the leadership of the Chief Executive, and to appoint a Lead Member for Transitions from the Adult & Children's Services Committee.
- 1.7 Similarly, NHS Highland agreed to give high priority to this plan, and the improvement group has been jointly chaired by both Chief Executives.

2. Action Plan

- 2.1 A resume of the current action plan is attached at **Appendix 1**. (This does not include the details of the various individual officers across the community planning partnership who are progressing actions.)

- 2.2 The joint improvement group includes:
- NHS Highland Chief Executive (joint chair)
 - Highland Council Chief Executive (joint chair)
 - Director of Operations, NHS Highland
 - Highland Council elected member
 - Two parents
 - Principal, Inverness College
 - Director of Care and Learning
 - Director of Development and Infrastructure
 - Head of Housing
 - Development Officer (Disability)
 - Depute Headteacher, Drummond School
 - Chief Executive, Calman Trust
 - Area Manager, Skills Development Scotland
 - Job Centre Plus
- 2.3 The initial meeting of the group involved a range of presentation from different members:
- A depute headteacher
 - A parent
 - A third sector service provider
 - An education manager
 - A health manager
 - A social care manager
- 2.4 This enabled a frank and focussed discussion to commence about best practice, and the merits, shortfalls and challenges in current processes and systems.
- 2.5 In particular, discussion took place about the advantages and disadvantages of the current protocol, which (other than for looked after children) involves joint planning taking place between children's services and adult services from age 14 years, and adult services normally assuming responsibility, where appropriate, by age 18 years (for looked after children, see below).
- 2.6 Alternative approaches were considered, including a dedicated transitions team, and delaying handover to adult services. However, all members of the group agreed that the existing protocol reflected the preferred approach, and this was re-committed to by all parties.
- 2.7 This provided a clear context for other elements of the action plan, which have included:
- Forward planning
 - Staff training
 - Respite arrangements
 - Consultation with young people and families
 - Information
 - Self directed support
 - Inclusion in schools
 - Employability
 - Long term accommodation and support
- 2.8 The action plan reflects that there is considerable activity, and that in many of

these areas, Highland is regarded nationally as demonstrating best practice. However, there also remain many areas where improvements can be achieved, and there are many case histories that evidence how the process of transition might be better for young people and families.

2.9 The most recent meeting of the group, in April 2014, considered current work in these various areas, including:

Forward Planning

- Prevalence rates and impact in Highland have been identified in the research paper compiled by the Head of Additional Support.
- Extensive exercise is being undertaken to cleanse Education Service data and match it to actual need identified from the ASN Matrix. This is being further refined with matching to Disability Teams information.
- Schools are charged with organising and chairing 16+ meetings. These quarterly meetings will focus twice yearly on young people at risk of not achieving positive post school participation. The other two meetings will focus on general partnership issues and opportunities for young people both within and out with School. These meeting can also be used to source alternatives to the curriculum that best meet individual need.
- Short Breaks options are being explored following a consultation event to identify young people in need of resources post school.
- Mental Health needs of young people to be identified as they move to Adult Service.
- Pathways are developed to ensure clear information is available to all regarding the transition from children to adult service and provide a structure to advise future plans.
- Skills Development Scotland plus National Reference Group is extending the Data Hub to provide information on participation for all young people aged 16—24. A recent consultation took place and the report has been published by SDS regarding reporting categories to be reported upon within the Data Hub.
- Benchmarking Tool (INSIGHT) - successor to STACS incorporates achievement and post school destinations. Government pilot is looking at measures to include in analysis. .

Information

- To ensure that services are not 'reinventing wheels' we must collate and build on existing information streams such as the Hi Hope Directory. Ensure that parents and others are well informed and that consultations take place regularly to inform practice.
- New pages to be added to the Hi Hope Directory to inform everyone associated with transitions and others about the steps for progression for all young people. Skills Pipeline and Notice Board to improve young person/family/supporter/ practitioner knowledge progression routes
- The Transition Protocol is being refreshed for all young people re transition planning to adulthood. Embedded within this will be specific Sections relating to more vulnerable young people including those with disability, and complex health needs etc. It is hoped to have this Protocol in a fit state to be launched in August through to end of the year.
- Careers events to share information and opportunities with young people and others
- 'Careers in.....' are organised by to offer young people information about their chosen career, for example in Nursing or Medicine.

- The DATA Hub Reports will replace the School Leaver Destination Reports (SLDR). Scottish Government has tasked SDS with a partnership Data Hub that collates information about young people participation age 16-19.

Inclusion

- Senior Phase Profile for young people to record Aspirations, Achievements Attainments and the Qualities. Learning Conversations will support the young person's learning and provide an opportunity to discuss their needs and achievement regarding progression.
- Additional Support Needs Review taking place to ensure that the structure and resources achieve better outcomes.
- College open days and evenings provide an opportunity for young people and their supporters to see college and explore options. The Whole School Transitions Event is to afford young people the opportunity to speak with employers and investigate opportunities in Highland and beyond.
- The Highland Works Group is the local employability arm of the community planning partnership. One key aim is to "ensure progression, opportunities and improved outcomes for individuals". The Youth Employment Action Plan, linked to opportunity for all is a major strand in this.
- In - School Curriculum development increasing reflects individual learner pathways E.G. DIGIT, SKIBO.

Consultation

- Need to identify means of consultation for young people and families.
- Gain the views of parents and carers who support young people in transition to adulthood to be able to record how they can best support Transitions planning.
- Demonstrate the Hi Hope enhancements to a range of focus groups to collate feedback from users to inform the final product.
- Following on from the consultation with Highland Youth Voice the Action Plan requires to be updated. This will then be reported back to the Highland Youth Voice.
- College Communication re. Employability Fund in order to have an effective communication with colleges the Youth Employment Activity Plan needs to be finalised .This will promote a better understanding of the existing provision in relation the Strategic Skills Pipeline and the Current Employability Fund provision.

Employability

- Bridge to Employment is a Highland Council co-ordinated scheme for pupils between s4 S6 delivering partnership approach between schools and employers to develop the skills to transit to Higher Education / employment.
- Work Experience is offered to young people prior to leaving school in order to increase the development of knowledge and skills in the work place.
- Vocational Pathways programme affords the opportunity to undertake a day per week of College provision to enhance their vocational skills and qualifications.
- Activity Agreements are a method of re-engaging young people who are unable to sustain more than 21 hours of learning, employment or training per week.
- College Pathways and Open University (Young Applicants from School Scheme) provide young people with an opportunity to further develop skills to prepare for progression in Further or Higher Education/training or

Employment. Personal Effectiveness Programme sets out to further develop the skills young people need for progression to Further Education, Employment or Training.

- Small project to assist the attainment of skills for life being undertaken in School over the current 5 week study block (this may be a one off but the model could be transferrable).

Self directed support

- Work has begun to complete the procedure for transfer of Self -Directed Support Packages and streamline the Children's Service RAS to fit seamlessly with the Adult Service RAS.
- Development of Further Outcome Indicators.
- Awaiting the final Government guidance for named person.
- Information about funding is shared through these forums/media.

Housing

- New services being developed for young people who are Looked After.
- Conflict Resolution was as a Pilot Project in 3 Highland Schools supported by the Homeless Prevention Team and Family Mediation. Scottish Centre for Conflict Resolution are organising a conference in Highland to address some of the training issues surrounding this topic.
- Calman Trust offer Housing Support to help young people prepare and sustain tenancies and to live independently.
- Through the Complex Needs Forum which meets 3 monthly, the needs of young people both returning to Highland / living in Highland are highlighted and forward planning is initiated jointly between children and adult services.

2.10 The range of current activity around schools and education is reflected in **Appendix 2**, which also indicates the inter-relationship between the various actions in the plan.

3. Children and Young People Scotland 2014 Act

3.1 The Children & Young People Scotland Act 2014 introduced provisions to entitle looked after children to remain looked after until the age of 21, and for local authorities to have a duty to provide after care support until the age of 26.

3.2 Additional funding will be made available to implement these provisions, and statutory guidance is presently being drafted.

4. Lead Member

4.1 In November 2012, the Adult and Children's Services Committee agreed to appoint a Lead Member for Transitions from the Adult and Children's Services Committee.

4.2 Councillor Graham MacKenzie was nominated into this position. Given changes in member responsibilities, Councillor MacKenzie has indicated that he is not able to continue to fulfil this role, and a new nomination is requested from the Committee.

5. Implications arising from Report

5.1 **Resources:** There are no new resource implications in this report, but there are a range of resource implications associated in the process of transitions, for a number of agencies.

5.2 **Legal/Equalities/Risk:** The Highland Council has legal responsibilities regarding implementation of the Equality Act 2010, and there is risk for both the Council and NHS Highland if we fail in our duty to support equality of opportunity.

5.3 There are no climate change/carbon clever or Gaelic implications.

6. Recommendation

6.1 Members are asked:

- to consider and comment on the issues raised in this report, and
- to nominate a Lead Member for Transitions.

Designation: Chief Executive

Date: 6 May 2014

Action Plan for Managing Transitions (May 2014)

Action	Current activity
<p>1. Establish a senior officer, multi-agency Transitions Partnership to take forward the agreed action plan, including the Chief Executive of Highland Council and Chaired by the Chief Executive of NHS Highland, reporting to the commissioning groups in both NHS Highland and Highland Council.</p>	<p>Group established.</p> <p>Agreed to:</p> <ul style="list-style-type: none"> • Establish governance route for reporting to the Commissioning Groups in NHS Highland and Highland Council • Invite Youth Convener to be part of group. • Consider whether other user representatives should be invited – e.g. Young Carers • Establish regular cycle (6 monthly) of meetings
<p>2. Establish small time-limited sub-groups, reporting to the Transitions Partnership, in the following areas:</p> <ul style="list-style-type: none"> - respite for young adults (initially via with the existing Short Breaks Working Group) information for families, building on existing resources - needs of children with mental health issues transferring to adult services <p>- staff training</p>	<p>Engagement is being planned between group and potential providers regarding different models of respite.</p> <p>The CAMHS Adult Mental Health Improvement Group has been established as a sub group of the over arching Mental Health CAMHS Improvement Group. It has clinical and managerial representation from CAMHS and Adult Mental Health Services. Transitions are a standing Agenda item. Activity for 2014/15 includes:</p> <ul style="list-style-type: none"> - Review/revision of the current transitions protocol between CAMHS and adult services - A case note audit of a sample of young people who are going through transition will be sampled over the next 12 months against the revised protocol (small test of change methodology) <p>Agreed that the transition period for young people with mental health issues is very difficult and that the Adult Mental Health Service needs to become involved earlier in discussions about their needs.</p> <p>Agreed to seek to review time period for case note audit, to get earlier data.</p> <p>Update provided regarding inter-agency training plans.</p>
<p>3. Transitions Partnership to also prioritise challenges with regard to:</p> <ul style="list-style-type: none"> - realising the benefits from self directed support 	<p>SDS being promoted, with organisational change in both agencies. New administrative processes with NESH</p>

<p>- inclusion in school and further education</p> <p>- development of further outcome indicators</p> <p>- envisaged legal requirement for Named Person until school leaving age/18 years</p>	<p>recharge have been introduced to support joint funding, as NHSH lost access to Oracle earlier this year – needs ongoing monitoring.</p> <p>Care First also requires updating for joint funding. Work is ongoing on the Adult RAS re interface with the Children’s RAS. Adult Services are also checking list from Children’s Services.</p> <p>Agreed it was important to put mechanisms in place to prevent gaps or overpayments during the transition period.</p> <p>See Appendix 2.</p> <p>Confirmed that group should be convened.</p> <p>Agreed it was critical to pass information in sufficient time to colleges for them to prepare to adequately support new students with additional needs.</p> <p>Agreed to be progressed</p> <p>Agreed to be progressed</p>
<p>4. Focus on implementation of joint protocol for managing transitions, including audits of compliance and quality of transition arrangements between Highland Council and NHS Highland.</p>	<p>Agreed: continuing high priority within both agencies</p>
<p>5. Short term exercise to identify any young people who may not have current transition arrangements in place.</p>	<p>Complete</p>
<p>6. Employability group, Highland Works, to address issues for young people with disabilities, as well as other young people who may not achieve positive destinations – and to report in to the Transitions Partnership.</p>	<p>The principal focus at present is on preparing to a tender for Activity Agreements which means getting a better analysis of recent pupil information and leaver activities including specific needs. We’re doing this with the Activity Agreement Coordinators at present but will need assistance in accessing data about ASN and Children’s Service Planning. The focus will be on young people considered able to move towards “employment” through learning a pre-employment programmes – positive activity for people with long term conditions is a more complex issue that will have significant resource implications (see attachment).</p> <p>Agreed that the strategic aim should be to assist young people into permanent employment, not into short term placements.</p> <p>Agreed that the proposed work on an equalities impact assessment was helpful, but not in itself adequate to fulfil</p>

	<p>the requirements of the Action Plan.</p> <p>Agreed that GH will ask Highland Works to quantify the numbers of young people with disabilities assisted into work and to provide meaningful targets, which the group can discuss and agree and against which future progress can be measured.</p>
<p>7. Identify ongoing means for consultation and engagement with young people, young adults and families, on their terms – including, consideration of social media.</p>	<p>Approximately 50 parents plus organisations have been contacted, including CHIP, SNAP, Connecting Carers and the Highland Children’s Forum regarding best ways of consulting parents.</p> <p>There was no definitive answer as people chose different options: social networking, 1:1 interviews; questionnaires; group discussion. One key message came through: parents are tired of being consulted because they do not believe it makes a difference.</p> <p>Noted feedback on the consultation.</p> <p>Agreed to explore further the use of social media.</p> <p>Agreed it was also important to engage directly with young people who are not in contact with or in conflict with their families.</p> <p>Agreed to produce text for the Transitions noticeboard</p>
<p>8. Demographic and trends information to be compiled, to assist ongoing service planning.</p>	<p>Agreed to draw together this information, preferably in graphic form.</p>
<p>9. Identify long term accommodation and support options for those young adults who require them.</p>	<p>Noted: Good progress being made, with a number of resources being progressed, including joint resources, and a number of young people identified for new local support arrangements.</p> <p>Agreed to supply information on the numbers and locations of properties required and the types of tenancy envisaged, e.g. mainstream, with resident or with floating support, to feed into the assessment of housing need and demand, which would inform the next Highland Housing Strategy.</p>
<p>10. Identify transitions issues and actions for young carers</p>	<p>Agreed to remit to Carers Group</p>

Transition Partnership ----- Managing Transitions ----- How things Link

