

The background of the slide features a large, light blue coat of arms of the City of Edinburgh. The coat of arms is a shield divided into four quarters. The top-left quarter shows a castle tower, the top-right shows a stag's head, the bottom-left shows a sailing ship, and the bottom-right shows a lion. Above the shield is a crown with four fleurs-de-lis. Below the shield is a ribbon with the motto 'AENE FOR A'.

Agenda Item 7

**New Service - Mental Health &
Wellbeing (MHWB) Community and
Children's Services**

Falkirk Council

Title: New Service – Mental Health & Wellbeing (MHWB) Community and Children's Services
Meeting: Education, Children & Young People Executive
Date: 27 October 2020
Submitted By: Director of Children's Services

1. Purpose of Report

- 1.1 Seek approval to create a new Community Wellbeing Service and School Counselling Service across Falkirk, which will be fully funded by Scottish Government.

2. Recommendations

Education, Children & Young People Executive is asked to:

- (1) approve the creation of the new Community Mental Health, Wellbeing and Children's Service;**
- (2) approve the creation of the Service Manager's post to lead the new service;**
- (3) request that Director of Children's Services moves to recruit as soon as possible and;**
- (4) requests that further reports are brought which will outline the structure of the service and mode of delivery.**

3. Background

- 3.1 Scottish Government has awarded Falkirk Council £352,000 for 2019/20 and £468,000 per annum subsequently, for counselling through schools. The funding is structured with an allowance for management of £45k. This service requires to operates across pupils from 10 years through to 18 years of age.
- 3.2 Falkirk Council will also be receiving, for Community Mental Health and Wellbeing Service £352,000 for 2019/20 and £468,000 per annum subsequently, with £62.5k allowance for management. This service is required to operate across children aged 5 years though to young adults up to 24 year of age.
- 3.3 The service is required to be delivered across the whole year, including school holidays, providing vital continuity of care, across schools and our local communities.
- 3.4 The service will assist to take pressure off of the Forth Valley Child and Adolescent Mental Health Services (CAMHS) and will have a positive impact on universal services e.g. School Nursing.

4. Considerations

- 4.1 The Children's Commission Leadership have recognised the tremendous opportunity afforded to the Council by this funding. The Children's Commission Leadership Group proposed, at their meeting on 12th March 2020, to combine both funding streams and to create a new joint service, working in close partnership with other agencies and particularly with NHS Forth Valley to support our children and young people. This will enable the creation of a sector leading service within Falkirk Council, to support our children and young people's mental health and wellbeing. This will be funded by drawing together the two tranches of Scottish Government funding for Counselling in Schools and Community Wellbeing.
- 4.2 The expectation is that the Community Mental Health and Wellbeing and the School Counselling Service will provide services to address the following (with professional oversight):
- Anxiety
 - Attachment
 - Bereavement Support
 - Body image and self esteem
 - Building resilience and coping strategies
 - Depression (mild to moderate)
 - Emotional and behavioural difficulties associated with neurodevelopmental disorders
 - Gender identity
 - Health and positive relationships
 - Healthy digital interactions
 - Parenting support for children and young people of all ages
 - Positive mental health and wellbeing
 - Self-harm
 - Substance misuse
- 4.3 The Mental Health & Wellbeing(MHWP) Community and Children's Service will be overseen by a Service Manager. The Service Manager's initial task will be to develop proposals for the service delivery model and seek approval from the Children's Commission Leadership Group, before proceeding with the development and implementation of the model. The job description for the Service Manager is appended (Appendix 1).
- 4.4 The service will be developed in partnership with schools, children's services, NHS Child and Adult Mental Health Services (CAMHS), the Health and Social Care Partnership Integrated Joint Board (HSCP IJB), the Employment and Training Unit (ETU) and community and third sector organisations. The service manager will be supported by a team and will have 3 direct reports. These roles will be developed and recruited following the Service Manager taking up their post.

- 4.5 The service will be an open-access model and referrals can be made by those who work with and support children and young people. Crucially, children and young people will also be able to self-refer to the service.
- 4.6 In line with the Getting it Right for Every Child (GIRFEC) approach it is vital that community mental health and wellbeing supports and services are integrated with and contribute to a whole-system approach. This will include use of the wellbeing indicators (SHANARRI) and the practice model to identify and describe needs, and a co-ordinated approach to children's planning that brings professionals across different disciplines together to deliver the right support at the right time.
- 4.7 Support and services will be provided to children and young people who will benefit from additional help to promote, manage and improve their mental health and wellbeing and to help them develop coping strategies and resilience. This support may be required for a variety of reasons and circumstances and should be holistic, recognising that children and young people may have a number of needs via a "whole-person" flexible support.
- 4.8 During the development phase, schools will continue to access their own locally identified counselling support.

5. Consultation

- 5.1 Schools and local communities will be consulted as the Service Manager develops our model for deliver.
- 5.2 Schools, children's services, NHS and CAHMS, the HSCP IJB, ETU and community and third sector organisations will be engaged to ensure that, as the new service is developed it clearly articulates to their function and supports a clear progression pathway for children, young people and young adults, who may require a higher level of support.

6. Implications

Financial and Resources

- 6.1 Scottish Government has provided Falkirk Council with £936k per annum to fund this development. The service will be created within this financial envelope.

Legal

- 6.3 No legal implications are envisaged.

Risk

- 6.4 None

Equalities

- 6.5 No equality and poverty impact assessment was required.

Sustainability/Environmental Impact

- 6.6 No sustainability assessment was required as part of compiling this report and the main findings.

7. Conclusions

- 7.1 Falkirk Council has been provided with £936K annually to develop and run a range of services for children, young people and young adults. This service will be overseen by a Service Manager who will develop and implement this service across Falkirk. The service will support mental health and wellbeing within and across the identified groups, both within school and out with school, in the local community, to take forward the critically important policy directive from Scottish Government.

Director of Children's Services

Author David Mackay – Head of Education Ext 6681 David.mackay@falkirk.gov.uk

Date: 18 September 2020

Appendix

Appendix 1 - Job Description Service Manager MHWB Community and Children's Services

Background Papers

None

FALKIRK COUNCIL



Job Profile

Job Title:	Service Manager – Community Mental Health and Counselling Services
Reporting to:	Head of Education
Responsible for Line Management of:	To Be Confirmed
Your Job is to:	Provide leadership, vision and managerial direction in designated areas of School & Community Mental Health and Counselling, under the direction of the Children's Commission Leadership Group in accordance with the Children's Commission's Integrated Children's Services Plan (ICSP). Develop and manage the delivery of a community based services on behalf of the community planning partnership.
Grade:	M
What you will do :	
Job Specific Tasks <ol style="list-style-type: none"> 1. Develop and manage the implementation and delivery of a community based Mental Health and Counselling service on behalf of the community planning partnership and work in partnership with a range of stakeholders. 2. Ensure the provision of high quality, responsive services in a co-ordinated manner, reflecting Children's Services policy priorities, practice guidelines and statutory requirements. To strongly advocate GIRFEC principles and work cooperatively with the senior leadership team to promote an integrated Children's Service within Falkirk. 3. Lead the work of a cross partnership team to analyse data and evaluate the improvement activity underpinning the Integrated Children's Services Plan. 4. Coordinate the Community Planning Partnerships response to the Joint Inspection of Services for Children. 5. To plan the long term programme of counselling support across Falkirk schools and community, ensuring the effective allocation of resources, for children, aged 10 upwards, in mainstream, special schools and community and for children with protected characteristics under the Equality Act. 6. To be responsible for the line management of the school counselling team and the community counselling team to ensure safe and efficient practice. 7. To lead on the development of the quality improvement relating to the delivery of the Integrated Children's Services Plan across Children's Services. 8. To contribute to the development of strategic policy, procedures and practice standards for the Council in this area 	

9. To support effective implementation of the complaint Handling Procedures, including leading investigations, implementing findings and improving practice as a result of lessons learnt from complaints
10. To contribute to effective child support and counselling practice within their designated area of responsibility and to ensure management/deployment and recruitment of employees in the delivery of the service provides Best Value for the Service

Job Demands

1. You will be working in a mobile/flexible working environment.
2. You will be responsible for strategic planning, both short and long term.
3. You will be required to deal with conflicting priorities and deadlines.
4. You will be responsible for leading on the development of policies and strategies.
5. You will be responsible for managing a budget.
6. You will be responsible for managing a service.
7. You will be required to deliver training courses.
8. You will have excellent communication skills and regularly advise, counsel, negotiate and persuade others.
9. You will encounter individuals whose circumstances mean they are distressed because of their physical, emotional and/or mental health needs.
10. You may encounter individuals who do not agree with decisions made by the council.
11. You will apply and ensure adherence to statutory regulations.
12. You will contribute to / lead / or manage the design and development of your area of responsibility.
13. You will be responsible for the development and management of information.
14. You will lead on the tendering and procurement process for your designated area.
15. You will be required to use your own initiative.
16. You will be required to exercise sound professional judgement.
17. You will be required to maintain up to date knowledge of relevant legislation.
18. You will occasionally be required to work out-with normal office hours.
19. You will be required to maintain confidentiality at all times.

Person Profile

Essential Education & Professional Qualifications & Memberships	Ideally you will have	How we assess this
<ul style="list-style-type: none"> • Excellent numeracy and literacy • Degree in Psychology or equivalent • Postgraduate Qualification in Counselling Psychology or equivalent • Membership of RMN, Dip SW • Gain/maintain PVG membership for working with children. 		Application Form Interview Qualification
Essential Skills, Knowledge & Experience	Ideally you will have	How we assess this
<ul style="list-style-type: none"> • Coaching skills • Mentoring skills • Organisational skills • Analytical skills • Report writing skills • Problem solving skills • Significant experience is required. • Ability to organise competing demands. • Experience working with children and young people. • Experience of relevant legislation. • Experience following national guidelines. • Experience using MS office packages. • Experience managing a team. • Ability to deliver training to a range of professions • Understanding of the counselling in schools role and its relationships within CAMHS and other agencies • Working knowledge of GIRFEC framework • Knowledge of mental health services, including CAMHS • Working knowledge of the developmental, emotional, social and educational issues affecting children and young people • Commitment to ongoing professional development 	<ul style="list-style-type: none"> • Presentation skills • Attention to detail • Project Management experience. • Experience in managing a budget. • Experience in working in Public Sector or political environment. • Experience building relationships with external agencies. • Experience working in a Multi-disciplinary/partnership. • Experience working in a community setting. • Experience managing multi-disciplinary teams. • Experience managing a service design/delivery. • Experience leading a service design/delivery. • Gaelic language skills 	Application Form Interview

Falkirk Council Values & Behaviours		How we assess this
<ul style="list-style-type: none"> Demonstrates behaviours which are consistent with Falkirk Council Values (Responsive, Innovative, Trusted, Ambitious) 		