

Salford Multi-Agency Transition Policy and Process

Summary of Key Components

- Salford's Growing Up In Salford, Preparing for Adulthood Delivery Model
- The 16-18 Multi-Agency Hub
- Specialist Pathways/ Process to ensure smooth transition/ transfer

Who are we talking about

The Policy covers all young people with additional needs in Salford including:

- Young people with learning disabilities
- Young people with an EHCP
- Young people with Mental Health needs
- Young people with physical and sensory needs
- Young people at risk of being vulnerable as an adult
- Young people with autism and adhd

As the scope of the policy is so large and because Salford are committed to working with young people based on needs and outcome, the young person journey will be different depending on their needs, and should be suitably differentiated and based on their needs, circumstance and aspiration. Therefore the policy set out what they should expect from people and services working with them. How services will deliver and implement the core elements of this plan will differ from service to service, but where more than one service is involved, a lead agency and worker should be identified who will ensure the transition feels holistic and seamless

How services operationalize the policy will be developed though the operational framework and practitioner guide

Organisations signing up to the Policy

The policy is wide reaching, but the main agencies signing up to the policy include:

- SRFT (Adult Social Care/ childrens/ adults health)
- Local Authority (SEN/ Social Care)
- GMMH
- MFT
- CCG

Policy and Supporting Documents

<p>What</p>	<p><u>The Multi – Agency Transition Policy and Process</u> This is the overarching document that sets statement of purpose and are overarching principles what we are currently doing and intend to do going forward . This maps out are statutory and best practice guidance and local agreements - ensures complinacy</p>		
<p>How</p>	<p><u>Operational Framework</u> Multi Agency Hub / delivery model</p>	<p><u>Practitioner Guide:</u> How to Guide- Pathways /lunch bowls</p>	<p><u>Strategic Implementation plan</u> Including task and finish groups</p>
<p>Challenges</p>	<p>Risk Log</p>	<p>Strategic Transition Group Will tackle key challenges annually – continually developing</p>	
<p>Impact</p>	<p>Where we are now:</p> <ul style="list-style-type: none"> - Baseline, What works well/ what doesn't - Retrospective experiences of transition 	<p>Key Performance indicators:</p> <ul style="list-style-type: none"> - Is it making a difference to practice 	<p>Impact assessment Is it making a difference to the people we support</p>

The Structure of Multi - Agency Transition Policy



Introduction

- Purpose
- Legislation/ policy/ guidance



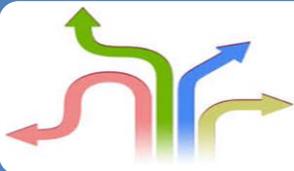
Salford Growing Up In Salford and Preparing for Adulthood Delivery Model

- Categorises transition to adulthood into distinct phases
- key elements of how all agencies will work with young people



The Multi Agency Hub

- The infra-structure of how actual smooth and positive transfers from one service to another will happen

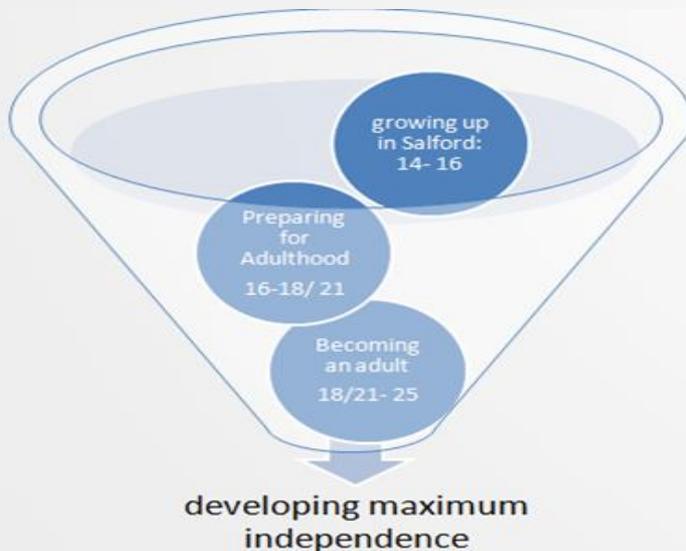


Specialist Pathways

- policy and guidance
- Local agreements/ roles and responsibilities

Salford's Growing Up In Salford, Preparing for Adulthood Delivery Model

The delivery model should align closely to the young person experience and journey. The journey should be about developing independence, positive risk taking, positive experiences and choice and control. To support staff and organisation to improve young people experience the delivery model has been developed. This is the qualitative element of the process and should be part of the impact assessment



Stage 1: Growing up in Salford 14-16:

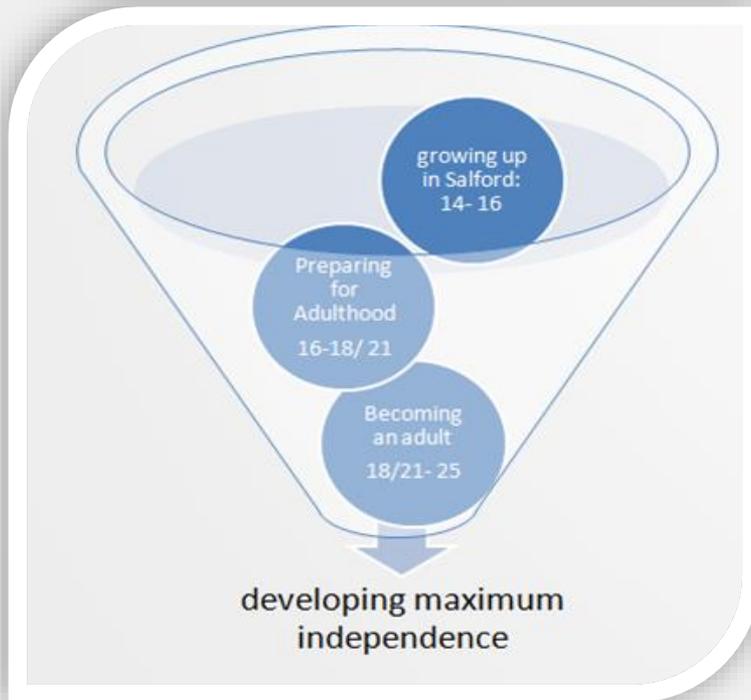
Young Person and Family are starting to be supported to think about the future. Begin supporting young person to think about what they might want to do at college and what skills they might need to develop. Start to have Preparing for Adult Outcomes within their EHCP plan/ review process

Stage 2: Preparing for Adulthood 16-18

Continuing to look at skill development. Start to ensure young person has things in place to support with adult life (ie, bank accounts, benefits, transition to college, transition to adult service (health and social care)

Stage 3: Becoming an adult 18-25: Support young person to exit education, developing meaningful activity during the day (including employment). Build young person's skills to enable them to become more independent and develop self-determination and autonomy

Supporting young people to thrive at their different stages



All organisations working with young people need to focus on wellbeing, enablement, strengths and prevention and delay of long term services.

Key Elements to the Growing Up In Salford/ Preparing For Adulthood Delivery Model



Engagement Lead

- All young people with additional needs should have a key worker who supports them to plan for the future and find out information. Young people and families should be empowered to develop own skills around this
- Where more than one service is involved a Multi-Agency decision will be made about which organisation/ person should lead.
- The Engagement Lead should be the young person main point of contact – regards transition
- Engagement Lead should be up to date with the local offer
- Support should be offered using the principles of Thrive



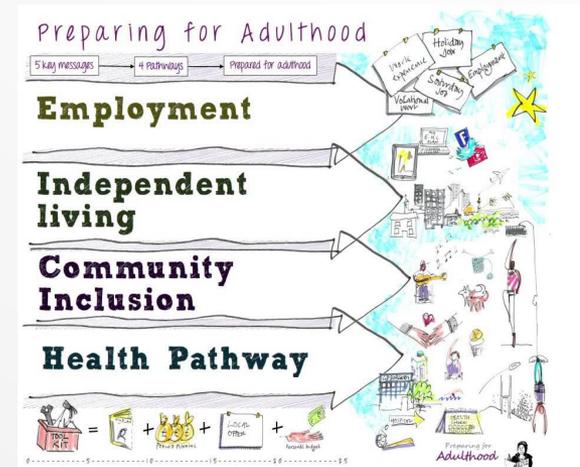
Good Quality Information and Advice

- Develop and update the local offer pages
- Emotional wellbeing directory
- Preparing for Adulthood information pack
- Preparing for Adulthood road shows
- 4 x yearly sessions for SENCO / engagement leads about how to source information



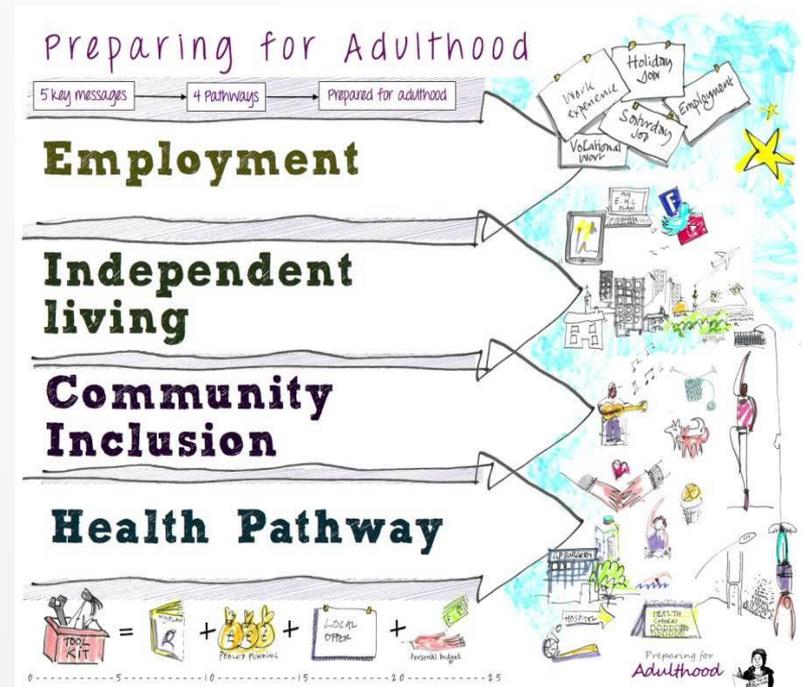
Skill Development

- TAG will be developing a series of workbook that will support young people to develop skills in keys areas. These will be added to the local offer and available for young people, families and schools
- Development of Growing up In Salford Workshops
- Preparing for Adult: Passport to Independence



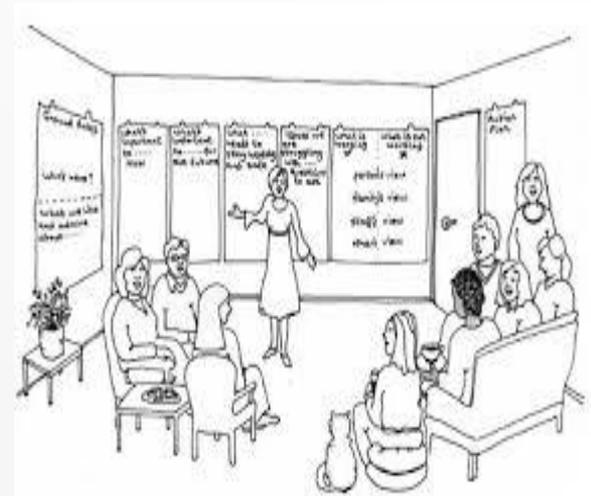
Preparing For Adulthood (PfA) Action Plan

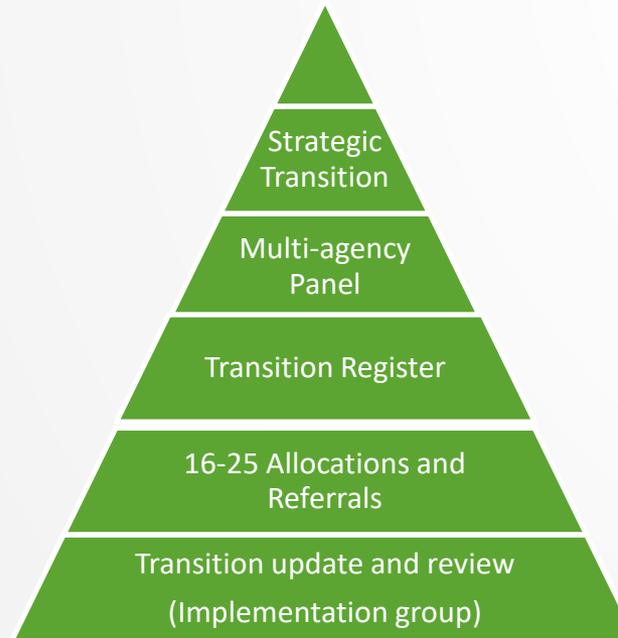
- All young people with additional needs should start to be supported to formally plan for adulthood from 14
- This plan should be updated at least annually
- There is no set PfA action plan – rather the ethos of PfA outcomes should be incorporated into any plans that are currently being developed with young person. For example an EHCP, A young people's plan, CAMH/ YAMHs plan.
- All plans should incorporate the PfA outcomes and the keys to citizenship
- Where more than one service is involved – decisions should be made regards who will coordinate the PfA action plan – as young people should have one holistic plan
- Young people should have ownership over the plan and coproduce



Multi – Agency Meeting (MAM)

- A MAM is any meeting where a young person is supported to develop positive outcomes. These include an EHCP review, LAC review, Young Person's planning meeting. Where possible a young person transition should be discussed in their MAMS meeting from age 14.
- Where more than once agency is involved the MAMs meeting ensures that the young person is full involved in the planning for their future and that plans are holistic
- There are some specific MAMS meeting that have been developed to support people with transition and where requested training can be provided on these
- The first MAM should clarify peoples roles and responsibilities, especially where there are a number of agencies involved

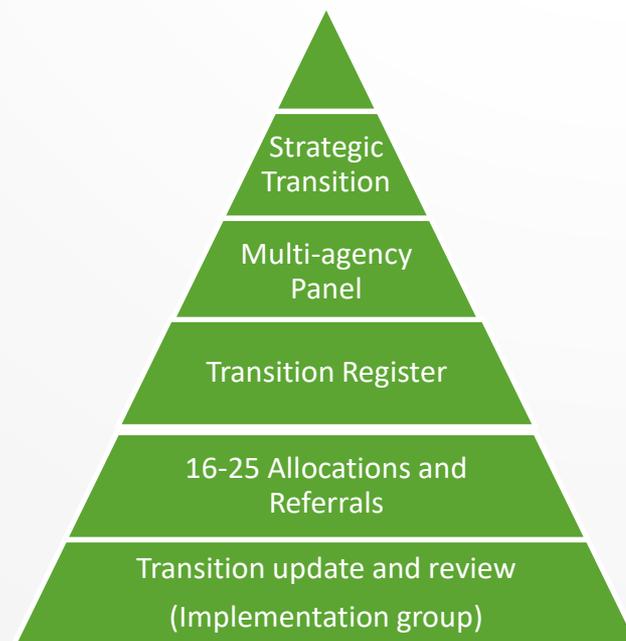




THE 16-25 MULTI – AGENCY HUB

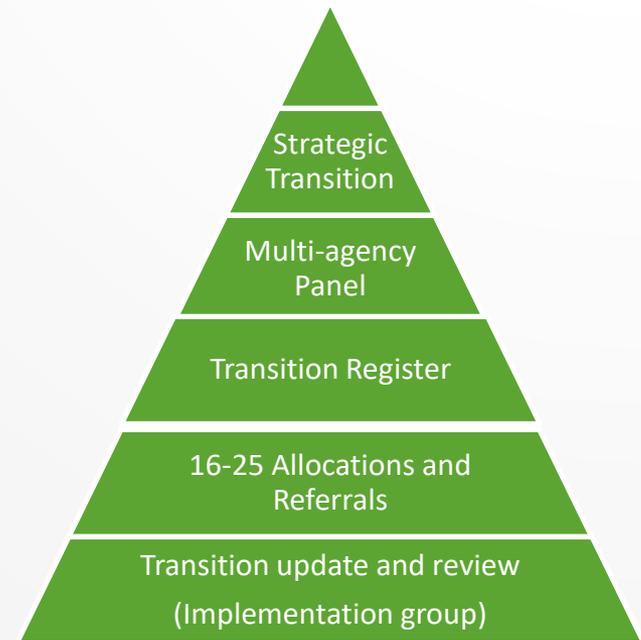
The 16-25 Multi Agency Hub

- The Multi – Agency Hub describes a number of operational and strategic meetings that enable the transfer of cases from children to adult services and track the cases to ensure a smooth transition to adult services
- Young people should be referred to the hub if they require ‘more help’ or are at risk.
- Currently the HUB manages the social care transitions, there is scope to widen this to other area – different services need to make decisions about whether they want to use the hub
- The hub requires representation from different services who work with young people



The 16-25 Multi Agency Hub

- This is currently up and running already and manages all children social care to adult social care transitions
- Decision from partner need to be made about if they want the referrals from other children team to adult teams to be incorporated into this system
- The Hub tracks and records all transitions from start to finish
- It also enable difficulties with individual cases to be raised
- Individual to strategic change occurs through the collation of information so demographic, trends and gaps can be identified and escalated





THE PATHWAYS/PROCESSES FOR DIFFERENT SERVICES

The Pathways/Processes for different services

- The Multi Agency Transition Policy works on the premise that every young person is different and that input should be based on need.
- The pathways are ambitious and visionary. Each pathway is at a different stage. Some pathways are quite well embedded others are at the conception stage, therefore work will continue to develop the key areas.
- All pathway tie into the wider Multi Agency Transition Policy
- However it also recognises that Transition is a huge area, and the transfer from children's to adults services can be difficult and confusing for both young people, families, and professionals, therefore the pathways develop the process for transfer and what can be expected as a minimum. They do not intend to map the experience or quality of a transition, rather to provide a road map for staff of what they should do. These will form the basis of the qualitative performance indicators for individuals
- Young peoples experience and journey will be developed in the practice guide,
- What and how we will develop the area will be developed through the implementation plan, task and finish groups, and the operational framework
- Salford understand that young people may be being supported by more than one 'pathway/ /process' and therefore the engagement lead must ensure that the experience feels holistic and seamless. Certain pathways have significant overlap – so it is the responsibility of those working with young people to prevent this. The MAM meeting is key where young people are being supported within more than one pathway
- Each Pathway will give an overview of the key legislation/ policy that governs it and then the keep performance indicators. The pathways help track quantitative data .



The Pathways/Processes: what to include:

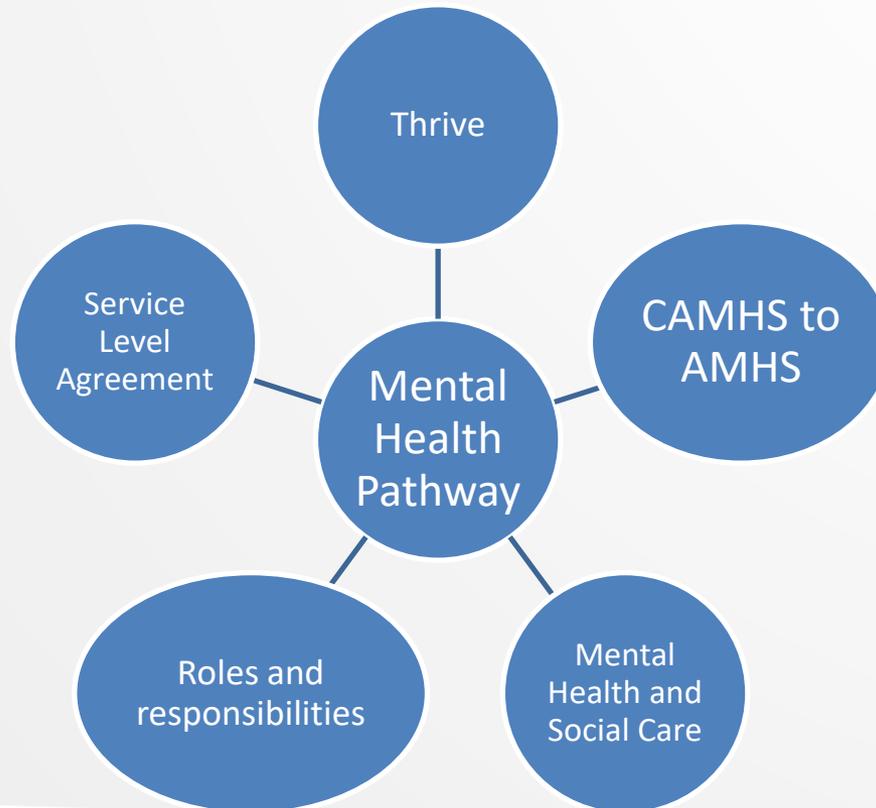
- Introduction to the specialist area
- Legislation/policy/ guidance e that governs the area
- Overview of how you will support people (linked to thrive model)
- Process to transfer cases from children to adults when required
- Process of transfer- what young people should expect / what professionals need to do by when (this will form the performance indicators) – this where possible should be depicted in a diagram
- Roles and responsibilities of staff/ teams (who does what)



Pathway 1: Social Care



Pathway 2: Mental Health: What It Covers



Pathway 2: Mental Health: Headlines

- Much more emphasis on primary care
- Aim to get all Mental Health transfers referred , presented and allocated at the multi agency hub
- Agreement that operational managers will be the 'Transition Champions' who sit on the Multi Agency Hub'
- Where young people have social care needs and mental health needs that don't meet criteria for secondary services – will be joint worked
- Where a young person is supported outside of the authority – case by case agreements will be made about how best to assess and support the young person
- The PfA action plan for young people supported by CAMHS will be there transition booklet

Pathway 2: Mental Health: Things to Still work out

- How will we agree the engagement lead
- How can the hub be utilised or used to better escalate cases which are going into crisis (ie, quicker access to 42nd street/ primary care)
- Timings of assessment
- How we mental health services link to the other pathways
- Who would represent mental health on the Transition implementation and review group

Pathway 2: Mental Health: Challenges

- When young people are LAC and reside outside of Salford
- Young people with ADHD/ ASD/ learning difficulties who primary care feel cannot because of their issues cannot engage with therapy – but do not meet criteria for Learning Disability service – fall through the gap – significant number of young people who come under this policy
- Young People with attachment/ trauma/ behavioural needs/ emerging personality disorder – struggle to engage with services, but needs are over and above what you would expect support staff to manage without specialist support
- Self harm / care eliciting behaviours / frequent use of emergency services
- Waiting lists for services

Pathway 3: Leaving Care

- Roles and responsibilities
- Lead agency agreement
- Care and Support: Options appraisals
- Multi Agency Meeting
- Relationship between Adult Assessment and Pathway Plan
- Proportionate assessment of need
- Foster care to adult placement
- Ordinary residency
- Contact with families
- Decision Making

Pathway 4: Transitional Safeguarding

Things to think about:

- What legislation/ policy guidance informs work
- What young people are we talking about
- What work will be done with young people before their 18 to prevent and delay long term support and build resilience and capacity to make decisions
- When will young people be referred to the multi – agency hub
- What will it look like to young people and their families/ what can they expect (eg team around the adult)
- Using the thrive model what support is available for young people?
- How will we ensure that:
 - young people who are at risk of harm post 18 are supported

Pathway 5: Health

What currently complete:

- NHS Continuing Care Pathway (to be agreed)

Things to think about:

- What legislation/ policy guidance informs work
- What health transition does it cover (ie, AHP/ CHC/nursing etc)
- What transfer referral allocations will be part of the hub – those that aren't how will the transfer take place
- What will it look like to young people and their families/ what can they expect

Pathway 6: SEN 16+ Pathway

- Process for new referrals of young people 16+
- Process to ensure young people have the right representation at their annual reviews
- Process for young people whose EHCP will Cease

Pathway 7: Housing

Purpose of the Protocol

This protocol sets out the roles and responsibilities of Next Step, Adult Social Care and Salford Housing Options Point, (SHOP), in ensuring care leavers and young people with complex care and support needs are supported to move on to suitable accommodation.

To clarify the statutory duties and responsibilities of partners

To establish a process that ensures care leavers have the best chance of achieving and sustaining their lives as successful adults, living independently

To promote co-operation and joint working between the partners

To prevent care leavers and young people with care and support needs from becoming homeless when the care placement has ended and to avoid care leavers presenting as homeless in the future

To best ensure that care leavers and young people with care and support needs are appropriately accommodated and that the possibility of them becoming homeless after this time is mitigated as far as reasonably possible

Where it is not possible to prevent homelessness, to ensure, as far as reasonably possible, that a care leaver is not deemed to be intentionally homeless