

**Priority 4****Mental Health Support Programme**

@Doncaster_OA

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Summary*Purpose*

This proposal aims to provide a programme of training and support to schools to assist them over the long term to better meet the complex needs of their students in respect of supporting their low-level mental health issues.

By providing training through a Train the Trainer model coupled with networks of specialist advice and guidance facilitated by Doncaster Child and Adolescent Mental Health Service (DCAMHS) this programme aims to support school staff in how to support student health and wellbeing.

Action Required

The Board is asked to consider the proposal and following deliberation determine whether they wish to support the project at the level indicated below.

Strategic context

Research demonstrates the negative effects the pandemic has had on children's mental health. According to England's Mental Health of Children and Young People Survey (MHCYP) "probable mental health conditions increased from 10.8% in 2017 to 16% in July 2020 across all age, sex, and ethnic groups.¹"

With increased incidence comes increased demand on schools to support their students. This proposal looks to support an approach to build around school-to-school training underlined by support from specialists in the field to provide schools with the skills and abilities they need long-term to improve how they are able to handle the complex needs of their students

Through linking this project directly with DCAMHS Me In Mind programme (formerly Mental Health Trailblazers) this proposal aims to ensure integration and additionality with wider mental health strategies in the borough

Financial implications

The total funding requested to support these proposals is **£85,000**

Background

This project builds from the previous success of the OA's staff wellbeing project. Initial feedback from those schools who engaged in the Mental Health First Aid (Adult) accreditation has been very positive with enquiries whether a comparable qualification would be available for supporting students. Several schools in Doncaster are already moving ahead in this area.

Research, such as that conducted by NHS Digital in the "*Mental Health of Children and Young People in England, 2020*"² report evidence the level of increase schools are experiencing in mental health issues since 2017. Key findings from the report include:

- Among children of primary school age (5 to 10-year-olds), 14.4% had a probable mental disorder in 2020, an increase from 9.4% in 2017.
- Among secondary school aged children (11 to 16-year-olds), 17.6% were identified with a probable mental disorder in 2020, an increase from 12.6% in 2017.
- 54.1% of secondary aged children (11 to 16-year-olds) with an existing mental health disorder, were more likely to say that the coronavirus lockdown had made their life worse.

The OA undertook a consultation process with a number of relevant stakeholders including schools, the Local Authority and DCAMHS to drill down on needs and to solicit feedback on this proposal throughout its development.

Consultation supported a Train the Trainer (T-t-T) model approach with opportunity for those staff members trained to draw down on specialist advice and guidance. Similarly, there was general support among those consulted for more opportunity to network and experiential learning opportunities among the schools.

Further discussions with DCAMHS revealed the potential of integrating our delivery within their mental health support for school's programme for Doncaster namely Me In Mind as a means to provide some consistency across the schools and to use as a means to prepare schools for future participation in the programme. Me In Mind (formerly the Mental Health Trailblazers) are the team of Mental Health Support Workers who are based in schools and colleges in Doncaster. The team help enhance support already in place from school counsellors, nurses, educational psychologists and the voluntary sector to treat those with mild to moderate mental health issues in school. The team can also help children and young people with more severe needs to access the right support and provide a link to specialist NHS services.

Overall, the consensus was that within the constraints of the funding available a model that cascades wider training out to schools through a recognised T-t-T model of delivery would be best placed to meet the goal of upskilling and better preparing staff to meet the needs of their students through accredited Mental Health First Aid (Youth) training to schools.

Consultation among schools in Doncaster indicated that many of those who currently hold a mental health accreditation have been awarded this from Mental Health First Aid (MHFA) England. Further feedback from schools and DCAMHS recognise MHFA England as a lead in the sector and capable of delivering both the T-t-T qualification and the Mental Health First Aid (Youth) accreditation. The desire for consistency and access across schools was also identified.

It is considered that this project also aligns well with the current offer from DfE to support schools to develop the knowledge and skills to implement an effective whole school or college approach to mental health and wellbeing. Furthermore, feedback from DCAMHS who are currently on the

¹ Vizard T, Sadler K, Ford T, et al. *Mental health of children and young people in England 2020, Wave 1 follow-up to the 2017 survey*. Health and Social Care Information centre, 2020, https://files.digital.nhs.uk/CB/C41981/mhcyp_2020_rep.pdf

² https://files.digital.nhs.uk/CB/C41981/mhcyp_2020_rep.pdf

Trauma Informed training is that this will be complimentary to this training and provide additionality to the wider mental health agenda in the borough.

Proposal

This proposal aims to maximise the impact of our available funding by providing accredited T-t-T training to 16 individuals (4 in each of the four locality areas). It is envisaged that these will be allocated as follows 12 to schools/colleges, (3 in each of the 4 locality areas) and the remaining 4 to DCAMHS x 3 and DMBC x 1.

As specialists in this field, we propose to award the funding to DCAMHS who will oversee the process and provide additional targeted support to schools. This will help safeguard the integration of this proposal into the wider mental health environment in the borough.

Based on feedback we recommend training be delivered by MHFA England as these offer both the Train the Trainer (Youth) qualification and the Mental Health First Aid (Youth) accreditation. This will entail a commitment from the participants to engage in an initial 2-day training course to secure the level 2 Mental Health First Aid (Youth) qualification followed by an application process and a further 7-day programme to gain the Train the Trainer (Youth) qualification.

Once trained the delegates will be able to deliver the level 2 Mental Health First Aid (Youth) qualification across their respective localities. In order to fulfil the accreditation requirements delegates will be required to co-deliver 2 courses before delivering solo. Delegates will be paired up to deliver across their respective localities.

To maintain their T-t-T status each successful candidate will be required to deliver 2 courses per year. This aligns to the commitment that we require post Year 5 as each participating school/college/body will be required to sign a commitment/agreement to deliver 2 courses free to the other schools/colleges in their localities for a period of 2 years post OA. The schools receiving the training post year 5 will commit to pay the £25.00 per delegate accreditation fee.

To ensure that those trained in Mental Health First Aid (Youth) are provided with support in their settings DCAMHS have agreed to facilitate networks for schools and colleges to attend each term in each of the localities. Numbers at these events will be maximised at around 12 per session to ensure schools have ample opportunity to actively engage. DCAMHS have agreed to hold multiple sessions in each locality each term to maximise engagement. This would mean delivery of around of 9 events across the academic year in each of the four localities (36 total).

In operating these events DCAMHS will attempt to cluster schools to allow opportunities for those schools currently engaged in Me In Mind with those not currently included in the programme to work together. DCAMHS will also ensure that networks take account of age-related issues and propose a separate network for post 16 providers such as Doncaster college, UTC and New College.

The networks will provide opportunities for both school Mental Health Leads, newly qualified T-t-Ts (Youth) and Mental Health First Aiders (Youth) to come together in their localities to discuss with DCAMHS and other relevant agencies, schools mental health provision, emerging areas of concern, future training needs, and overall school approaches and challenges. DCAMHS will signpost to the most appropriate support in the current structure including Local Authority BOSS and Ed Psychology Service. This in effect will provide non-Me In Mind schools with a level of support akin to that currently experienced by Me In Mind schools in their termly reviews.

In addition to the support provided to schools through the networks DCAMHS will also act as a central point of support for the T-t-Ts and the newly qualified Mental Health First Aiders (Youth) to address any emerging issues in their settings.

DCAMHS works closely with the Local Authority and will ensure that the networks include appropriate representation from across the sector. The LA have been consulted on the proposal and have expressed their support, welcoming the opportunity to participate in both the training and wider delivery. The LA's inclusion team recognise how this model of delivery can support the cascading out of wider training and how these networks have potential to also integrate the two aspects of Trauma Informed and Mental Health First Aid to provide a more holistic offer of support for schools.

With each Mental Health First Aider (Youth) course having a cohort of 8-16 participants we estimate that by the end of August 22 the T-t-T's will have supported around 360 of their peers to gain the Mental Health First Aider (Youth) qualification. As each of these will require £25 accreditation costs in the first year, we propose to set aside a sum of £9,000 to support these costs.

The process for EOIs, selection and the timetable for training means that in practical terms the 12 school/college T-t-T cohort will be delivered in November/December with their training to schools being cascaded out in spring and summer. To mitigate this later delivery, it is proposed that the 3 DCAMHS delegates and 1 LA delegate start training earlier in readiness to cascade Mental Health First Aid (Youth) training out in the autumn term.

Expressions of Interest will be requested in September from schools. This will be open and transparent process facilitated by the OA team incorporating local intelligence from the Local Authority that will be applied to select a wide spread of candidates ensuring there is representation from both large and smaller academy trusts, local authority schools, primary and secondary and post 16 and alternative provision. Selection will also ensure that there is a geographic spread so that all four localities are represented.

To summarise DCAMHS will hold responsibility for the following:

- Commissioning with MHFA England and complete any administration
- Facilitating the training of the 16 T-t-T delegates including pairing up and agreeing the timetable to co deliver courses in spring and summer terms.
- DCAMHS will support beyond the OA funding that those trained as T-t-T's to fulfil their required commitment to deliver Mental Health First Aid (Youth) courses to other schools in the borough
- Facilitating 36 network meetings across the four localities in autumn, spring and summer to promote collaborative working and support a borough wide approach to mental health.
- Widen out the offer of support beyond the Me In Mind schools across the borough
- Structuring attendance at the networks to ensure all relevant stakeholders have opportunity to participate and contribute.
- Pairing up non-Me In Mind schools with those participating in the Me In Mind project to foster collaborative peer support across the localities
- Supporting newly qualified Mental Health First Aiders (Youths) in their locality clusters to support implementation
- Providing ongoing support to newly qualified Mental Health First Aiders (Youths) in those schools not currently part of the Me In Mind programme for the duration of the project.
- Identifying, collating and advising on common areas of concern raised by schools at the networks
- Meeting half termly with the OA monitoring team to update on progress of project.

Funding Requested

Item	Cost
Cost for 16 Mental Health First Aid (Youth) qualifications [16 x £300]	£4,800
Cost for 16 Mental Health First Aid (Youth) Train the Trainer qualifications [16 x £3,000]	£43,130
Additional costs Venue/Refreshments	£1,500
Accreditation costs (£25 per participant for est. 360 participants) for MHFA(Youth) award	£ 9,000
DCAMHS facilitation and training/support budget	£26,570
Total	£85,000

KPIs

KPI	Target
Network events delivered by DCAMHS	36
Number of Train the Trainers created	16
Number of non Me In Mind schools receiving additional support	30
No of MHFA(Youth) courses delivered by the Train the Trainers (to Aug 22)	32
No of people achieving the MHFA(Youth) accreditation (to Aug 22)	360

Sustainability

The project strengthens a culture of collaboration across schools enhancing a borough wide approach to mental health.

The T-t-T model proposed includes delivery post OA year 5, creating sustainability for the programme with a substantial saving to Doncaster schools that wish to continue to access the training and increase capacity within their schools/colleges.

Typically, the cost to complete the Mental Health First Aid (Youth) certificate would be around £300 which would include the £25 accreditation cost. By cascading out the training free of charge even for one additional year then the project has the potential to reduce the cost of MHFA training in Doncaster from £300 to £25 in the second year of delivery which could effectively mean a combined saving to schools (based on cohorts of 10) of £270 x 320 = £86,400

By funding DCAMHS to deliver the programme of support outlined we aim to build some level of continuity beyond the life of the OA. DCAMHS has indicated their willingness to prompt, as necessary, those trained to fulfil their obligations to deliver the training post year 5 across the borough.

The LA has agreed to ensure the delivery commitments for those trained as T-t-T's are fulfilled and schools sustain the cascading of training post year 5 as necessary.

DCAMHS is keen to capitalise on the work they plan to implement during this project using this as a means of introducing future schools to the Me In Mind programme, building engagement between Me In Mind and Non-Me In Mind Schools and providing greater support across the borough. As such DCAMHS have advised they are happy to sustain the networks post year 5 to promote greater consistency across the borough to support with pupils' health and wellbeing.

Risk

Risk	Likelihood	Impact	Mitigation
Insufficient schools apply to become Train the Trainers	M	M	<ul style="list-style-type: none"> Balance of non-school participants DCAMHS and DMBC can be increased to maximise participation
Limited response/take up of Mental Health First Aid (Youth) offer	L	H	<ul style="list-style-type: none"> Consultation with schools and colleges have fed back an enthusiasm to be involved. Feedback from the participation in Mental Health First Aid (Adult) indicates there is a potential demand for the programme Funds could be absorbed into wider programme with pivot to DCAMHS providing more bespoke support from network
Impact of further COVID measures	M	M	<ul style="list-style-type: none"> Potential to conduct aspects of work remotely Planned for remote/virtual initiatives/CPD.