

TRANSITIONS DELIVERY PLAN

THEME	STRATEGIC INTENTION	Year 1	Year 2	Year 3	
<p>GOVERNANCE</p>	<p>To create a compelling vision and guiding principles. A clear direction and plans underpinned by robust governance creating a line of sight, challenge, pace and grip in respect of the improvements required.</p> <p>Also supported by clear operational policies and agreements to facilitate effective Transitions.</p>	<p>In Year 1, together as a partnership we will focus on ensuring that the foundations and infrastructure, for whole system change are in place, meaning:</p> <ul style="list-style-type: none"> • Agreed governance arrangements, aligning current groups to avoid duplication. Establish a Strategic Transition group and a Transitions Delivery (Task and Finish) Group with clear terms of reference to drive accountability and progress. Strengthen the existing ‘business as usual’ Transitions Operational Group for the current process whilst models are tested. • An agreed Strategy across partners that provides clear leadership and direction for transition 	<p>In Year 2, together as a partnership we will focus on the delivery model and preparation for whole system change:</p> <ul style="list-style-type: none"> • An agreed Joint Market Management Strategy • An agreed Joint Commissioning Strategy • An agreed shared Personal Budget Policy and supporting PA workforce and market options • A pathway for the wider cohorts • A workforce Development Programme • Practice improvement across the partners 	<p>In Year 3, together as a partnership we will focus on integrated delivery and implementation:</p> <ul style="list-style-type: none"> • An aligned partnership model of delivery which is person centred and that mobilises resources across boundaries to support early identification, early intervention and demand management • An aligned partnership resource which sits at the beginning of the transition journey and moves through with the young person into adulthood with an absolute focus on enablement and preparation for employment • Pooled Budgets to support the new delivery model and joint commissioning arrangements 	

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		<p>and the Preparation for Adulthood.</p> <ul style="list-style-type: none"> • An agreed Vision and guiding Principles • An agreed Transition Protocol with clear roles and responsibilities across partners • An agreed Transition information sharing protocol across partners • An agreed Pathway which is clear and effective across partners • Agreed Performance Dashboard associated to costs • Review jointly commissioned services • Review the workforce 			
DATA AND INFORMATION SHARING	To ensure the sustainability of the improvement, change and transformation the work programme will focus on identified cohorts in transition linked to each key strategic intention to help build the data,	<p>Identified priority cohort to test approach – Phase 1:</p> <ul style="list-style-type: none"> • Children with a disability and autism, age 14 to 17 • Young people with Special Educational Needs and/or 	Undertake an evaluation of Phase 1 and 2 cohort to inform feasibility of a single 0 to 25 Children and Young People and Young Adults with a Disability Service delivery model	<p>Identified priority cohort for Year 3:</p> <ul style="list-style-type: none"> • Young people who are on the Edge of Care and who may be vulnerable as adults, for example, those who have endured Child Sexual 	

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	pathways, process and systems on an incremental basis, although in practice they are not mutually exclusive.	<p>disabilities, age 14 to 17, who are likely to need support in adult life</p> <p>Identified subsequent cohort to test approach – Phase 2</p> <ul style="list-style-type: none"> • Young Adults with a disability and autism, age 18 to 25 • Young people with Special Educational Needs and/or disabilities age 18 to 25 	<p>Subsequent priority cohort for Year 2:</p> <ul style="list-style-type: none"> • Young Carers • Looked After Children and Care Leavers • Young people with long term complex medical conditions. This includes for example, complex health care, mental health 	<p>Exploitation, gang culture, domestic abuse, drugs and alcohol</p> <ul style="list-style-type: none"> • Young people who have delayed maturity or cognitive disability • Young people in the secure estate, including youth offending facilities, secure children’s homes; and unaccompanied asylum seeking children. 	

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EARLY IDENTIFICATION, INTERVENTION AND PREVENTION	To develop a graduated approach to transition and the preparation for adulthood which is founded on early identification, intervention and prevention which will require sound, shared data aligned to shared and aligned financial	<ul style="list-style-type: none"> • Develop a graduated whole system partnership performance dashboard which identifies and tracks identified cohorts of young people. Grow the dashboard as follows: 	<ul style="list-style-type: none"> • Consolidate the performance dashboard 14 to 25 for children with disability and autism dependent on outcome of evaluation of phase 1 & 2 cohorts informing the 0-25 service model. 	<ul style="list-style-type: none"> • Develop the final element of the performance dashboard to include Unaccompanied Asylum Seeking Children and young offenders. 	

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	commitments	<ul style="list-style-type: none"> – Phase 1 - from the age of 14 to 17, starting with children with a disability and autism. – Phase 2 – from age of 18 to 25 • Co-produce a clear and integrated pathway into adulthood that begins in year 9, age 14, that informs a clear framework for multi-agency working which will underpin and visualise our Transition Protocol. • Develop a person centred Transition Plan which captures career aspirations and starts to plan for the world of work from year 9, age 14. • Ensure through our universal services, potential risk or SEN need are identified early. • Ensure that through our jointly commissioned 	<ul style="list-style-type: none"> • Develop the performance dashboard further to include Young Carers, Looked After Children, children who are on the Edge of Care, children who have delayed maturity or cognitive disability. • Increase access to support for families who have children and young people with a learning disability, autism and those with challenging behaviour, with an emphasis on advocacy (to promote their own independence), information and advice. • Re-design the Short Breaks offer to focus on preparation for adulthood and the promotion of independence. • Develop a Voluntary and Community Sector Alliance with all statutory partners to share intelligence, 		

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		<p>services, potential risk or SEN need is identified early.</p> <ul style="list-style-type: none"> In relation to Transitions, Birmingham Safeguarding Children’s Board support engagement on the Early Help Offer to ensure it is well understood by professionals and accessible to all families. Ensure that the Birmingham Adults Safeguarding Board is represented at key strategic meetings to ensure that there is a line of sight to the wider young people at risk moving through transition. 	<p>knowledge and expertise in relation to ‘at risk’ children and young people who sit outside service thresholds to inform collective intervention. This should be a key plank of the wider Early Help Strategy.</p>		
RECLAIM PRACTICE	<p>To develop a graduated whole system approach to the reclaiming of practice, moving away from traditional silo assessments of ‘need’ to a conversational model which starts with the person and not with a</p>	<ul style="list-style-type: none"> Develop, implement and review a shared Transition Protocol to guide practice and ensure a smooth and effective transition. Develop a clear integrated and effective pathway into adulthood 	<ul style="list-style-type: none"> Continue to develop a clear integrated and effective pathway into adulthood that begins in year 9, age 14 for remaining cohorts Young Carers, Looked After Children and Care Leavers, children who 	<ul style="list-style-type: none"> To develop the keyworker concept as outlined in the Transition Protocol across all partner agencies. To agree and embed a whole system practice 	

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	Service	<p>that begins in year 9, age 14 for children with a disability. Initial phase focus of pathway 14 to 17 followed by focus 18 to 25.</p> <ul style="list-style-type: none"> • Develop a single multi agency assessment with every young person in identified cohort in transition having access to a Person Centred Transition Plan. • To develop, implement and review a Data Sharing Protocol and Agreement. • Complete a joint review of current systems and practice, including young people and their families, to identify where improvements and changes are needed; to determine whether the current approach is person centred and developmentally appropriate. The review will pay particular attention to consulting 	<p>are on the Edge of Care, children who have delayed maturity or cognitive disability</p> <ul style="list-style-type: none"> • Implement improvements and changes identified in the review of current systems and practice. • Continue to build/improve practice for everyone working with young people in transition up to the age of 25 understands the principles of person centred planning, young people’s development and outcomes to be achieved in respect of education and employment, community inclusion, health and wellbeing, independent living and housing options and how to involve families and carers in a supportive and professional way. • Continue to develop the 	<p>approach to shift current culture which is based on a conversational style of assessment led by the strengths of the person and not determined by service provision and menus.</p>	

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		<p>with young people alone when they are over 18, whilst supporting parental involvement, admissions of young people to adult wards, parental visits on adult wards and the management of none attendance at clinics. This will be achieved in Year 1 and 2.</p> <ul style="list-style-type: none"> To ensure that everyone working with young people in transition up to the age of 25 understands the principles of person centred planning, young people’s development and outcomes to be achieved in respect of education and employment, community inclusion, health and wellbeing, independent living and housing options and how to involve families and carers in a supportive and professional way. This 	<p>sharing of data and associated costs across practitioners based on the Data Sharing Protocol and Agreement.- for remaining cohorts to include Young Carers, Looked After Children, children who are on the Edge of Care, children who have delayed maturity or cognitive disability.</p> <ul style="list-style-type: none"> Continue to develop the Transitions Operational Group to monitor performance, costs and decision making through the transition process against the new pathways 14 to 17 and 18 to 25 Expand cohorts identified to include Young Carers, Looked After Children, children who are on the Edge of Care, children who have delayed maturity or cognitive disability. To 		

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		<p>will be ongoing from Year 1 to 2 and links to the Workforce Development Intention.</p> <ul style="list-style-type: none"> • To share data and associated costs across practitioners based on the Data Sharing Protocol and Agreement. This will be achieved in Year 1 for children with a disability and in Year 2 and 3 for remaining cohorts. • To strengthen the existing Transitions Operational Group to monitor performance, costs and decision making through the transition process for those on current process pathway at 17.5 years. • Establish the Transitions Delivery (task and finish) Group to work on identified cohorts in Year 1 (14-17; 18-25) to inform a model and pathways for children with a disability and 	<p>include Mental Health.</p>		

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		autism.			
PERSONALISATION AND INNOVATION	To further develop and embed Personalisation across the whole system	<ul style="list-style-type: none"> Develop, agree and implement a shared Personal Budget Policy Develop and embed person centred planning tools to deliver high quality creative and holistic transition plans, linking transition planning with personalisation and supported employment. Pilot personal budgets in relation to equipment and short breaks for disabled children 	<ul style="list-style-type: none"> Pilot social prescribing with a cluster of GP Practices jointly with the CCG'S. Hold partnership information forums and virtual social media events to raise awareness of personalisation among young people, their families, carers, educators and care workers. 	<ul style="list-style-type: none"> Develop a Personal Budget Consortium with providers to shape the market offer for transition, hosted by the Voluntary and Community Sector. Develop Circles of Support and peer mentoring for parents and young people. 	
WORKFORCE DEVELOPMENT	<p>To build a workforce which is resilient, developing and improving skills and building capacity based on the concept of the wider sharing and realignment of resources across the whole system to support integrated delivery.</p> <p>Support an organisational cultural change in the way that we listen to and engage with families,</p>	<ul style="list-style-type: none"> Realign current resources to inform a pilot to start to test the proof of concept for an integrated team. Analyse the skill gaps and the strengths to be clear about what works to improve outcomes for young people and to deploy skills and expertise at the right point in the transition 	<ul style="list-style-type: none"> Develop a Partnership Workforce Development Programme, Phase 1, including parent/carers and young people that will work to embed a new culture of operating across universal services, early help and statutory agencies, with the aim of developing a common understanding 	<ul style="list-style-type: none"> Continue to support a cultural change in the way that we listen to and engage with families, parents and carers and with each other as professionals. Develop the keyworker concept as outlined in the Transition Protocol across all partner agencies 	

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	<p>parents and carers and with each other as professionals</p>	<p>journey from childhood to adulthood and where they will have the biggest impact.</p> <ul style="list-style-type: none"> Map the workforce development needs for those working with the identified cohorts of young people to inform proportionate learning and development activities. Develop a 'Week in the Life Of' to promote cross fertilisation of knowledge, skills, expertise and experience across adults and children's services - Ongoing on a rolling basis to inform impact and continuous improvement in practice. Review the current PA offer to inform improvements in relation to access, training and support for parent/carers. Identify parent/carer 	<p>and positive relationships.</p> <ul style="list-style-type: none"> Develop a Partnership Workforce Development Programme, Phase 2, which will focus proportionately on areas of the wider workforce to adopt an asset based, person centred planning approach to understand families skills and knowledge, resilience, finances, social networks and involvement in community life. This will support a cultural change in the way that we listen to and engage with families, parents and carers and with each other as professionals and will be achieved in Year 3. Maximise external partners for the co-design and delivery of learning and development activities, including parent/carers, 	<ul style="list-style-type: none"> Maximise external partners for the co-design and delivery of learning and development activities, including parent/carers, young people, the DFE, In Control. To build a workforce offer and infrastructure that starts at the early identification of the young person in transition, Year 9, age 14 and supports the person to prepare for adulthood based on positive interventions which are focussed on employment, housing, health, engagement with the community and relationships. 	

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		<p>champions to develop carers peer support groups and peer mentoring.</p> <ul style="list-style-type: none"> To establish a 'Moving On' Annual Conference and Event. Maximise external partners for the co-design and delivery of learning and development activities, including parent/carers, young people, the DFE, In Control. 	<p>young people, the DFE, In Control.</p>		
JOINT COMMISSIONING	<p>To commission for better outcomes across the whole system by aligning strategies and pooling current resources to effectively manage and shape the market to ensure choice and value for money</p>	<ul style="list-style-type: none"> A joint Strategic Transition Group collectively drive a robust approach to market management and shaping based on the 14 to 25 preparation for adulthood journey. The Group will include children's and young people's services, adult services, voluntary and community sector, public health, housing, health, chamber of commerce and 	<ul style="list-style-type: none"> Continue to re-design services to ensure they are person centred and empower rather than create dependency. This will inform the collective core transition offer which should be further complimented by the Direct Payments and Personal Budget initiatives which will shape different and more creative support solutions in the longer term. 	<ul style="list-style-type: none"> Continue to re-design services to ensure they are person centred and empower rather than create dependency. This will be achieved in Year 3 and will inform the collective core transition offer which should be further complimented by the Direct Payments and Personal Budget initiatives which will shape different and more creative support 	

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		<p>department of work and pensions and will be supported by senior finance colleagues and data experts.</p> <ul style="list-style-type: none"> • Embed the shared partnership vision and guiding principles for transition and the preparation of adulthood. • Review collectively the services currently commissioned, both internally and externally, which support young people in transition to identify where there is no equivalent adult service to refer young people to, or where young people may need to transfer to more than one service. Establish a protocol outlining what to do in such circumstances in partnership with providers. This will inform better joint planning and 	<ul style="list-style-type: none"> • Identify and mobilise a unique transition commissioning resource from exiting services to drive the commissioning priorities forward. 	<p>solutions in the longer term.</p>	

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		<p>development of services.</p> <ul style="list-style-type: none"> • Develop a three year Joint Transition Market Management Strategy, underpinned by aligned or integrated funding, to drive up quality and manage escalating costs, working with providers to re-design services to ensure they are person centred and empower rather than create dependency. The services in scope will be Advocacy, Information and Advice, Short Breaks, Homecare and Residential Care, Supported Living, Equipment and Adaptations, Family Group Conferencing in the longer term. • Pilot more flexible options offered by technology with young people, texting, skype, social media. 			

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