

From:	Dionne McAndrew, John Williams and Caroline Naven
Subject:	Preparation for Adulthood Proof of Concept
Document Purpose:	To provide the Education and Children's Social Care Overview and Scrutiny Committee with a progress update.
Date:	17th of December 2020

1. Summary of work – December Update

Work Strand	Summary of Work/Progress
Strategic Context	<p>The Birmingham Children's Partnership Business Case, "Our city – investing in Children and Family Services," was agreed at the end of March 2020.</p> <p>The proposal in the Business Case was to extend funding for young people who are transitioning from children to adult services based on a two year proof of concept. This is a unique model including an integrated Transitions Team working across health, education and social care (children and adults), a Transitions Assessment and Wellbeing Hub (including for those who may not be eligible for statutory services) and a Vulnerable Adults Team supporting young adults at risk. Benefits include starting the planning for transition at the age of 14, better outcomes for young people linked to education, accommodation, health, employment, friendships/community connections, and better financial management and use of resources.</p> <p>In addition, the Proof of Concept looks to test and grow a whole system life course approach in Birmingham which is focussed on the commissioning and delivery of new innovative integrated models of support that are defined by outcomes for the young person and family rather than by age and diagnosis.</p> <p>We have ability as part of the programme to change whole system leadership and delivery. This will be key to the continuation of the programme post March 2020. We aim to encourage more radical thinking such as pooled budgets</p>

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	<p>which has the potential to smooth a young person's transition to adulthood as well as achieving cost savings across the system.</p> <p>By having a whole system approach, our aim is to prevent young people hitting parts of the system further down the line. We also aim to reduce the number of agencies working with the young person and therefore reducing the number of times they need to share their experiences with professionals. Consultation with our young people and families/carers highlights duplication of effort and numerous assessments often capturing similar information. We aim to provide a system that is easier for families and agencies to navigate.</p> <p>The approach is person centre, very much putting the young person and families/carers at the heart of what we do. We co-design and deliver services with our citizens e.g. all staff recruited to the service were interviewed by a panel of professionals as well as young people from the Rights & Participation Service. All marketing materials for young people are being co-produced with young people.</p> <p>Our model is unique and one which we believe is ground-breaking and has the potential to be rolled out both locally and nationally.</p> <p>A Communications and Engagement Plan captures the various approaches to marketing this new service. At the beginning of August, the Team presented the new offer to existing partnership meetings. Leaflets for professionals have been developed and we are in the process of signing off leaflets that have been co-produced with our young people. As the programme develops we are providing further briefings for partners and colleagues. We have worked closely with the Parent & Carer Forum to co-design the content of the SEND Local Offer website and we will apply the content to our pages on the BCC and BCT Intranets.</p>

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Integrated Transition Team	<p>The Integrated Transitions Team works across the whole system to support young people, aged 14-30, who will require continuing support as they transition to adulthood and who are seeking support around one or more of the four PFA outcomes: employment, housing, health and friendships/community connections. The team comprises of the following staff: Head of Service (also responsible for the Vulnerable Adults Team), Team Leader, Data Analyst, Commissioning Officer, Housing Solutions Broker, Employment Officer, 2 Family Support Brokers, 4 Family Support Officers, Business Support Officer and apprentice Business Support Officer. The apprentice is from the Hive College and we are currently in discussions with the College about an apprentice commissioner. Failure to recruit 2 senior occupational therapists to the team has led to the creation of a service level agreement with colleagues within Education and Skills. The Team are located within the multi-agency hub in Lancaster Circus.</p> <p>The Team launched on 03 September and are currently carrying a caseload. The demand into the team is closely analysed, weekly reports are prepared and, in terms of governance, monthly reports presented to both the Preparation for Adulthood Board and the Life Course Board. The latest activity report is attached at Appendix 1. A whole system data task group has been established and work is progressing well to co-produce a dashboard which will track young people transitioning from the age of 14 from multiple points of the system to support earlier identification and management of demand and associated costs.</p> <p>In addition to the quantitative data, the team are collating qualitative data in the form of stories of difference. Although the team are in their infancy, they are already demonstrating an impact upon our young people as demonstrated in two of the stories of difference captured in Appendix 2.</p> <p>The Team currently operates its own front door which enables organisations to contact the service directly to make a connection request. Co-designed workflow documents</p>

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	<p>and forms to ensure access to Eclipse and Care First have been developed and once these manual forms have been built into the Eclipse and Care First operating systems, the front door will be provided corporately.</p> <p>A PFA Operating Manual has been developed so the team are all familiar with the vision, functions, roles, KPIs, existing pathways and ethos of the service area.</p> <p>There were initially four workstreams which were agreed by the Life Course Board: youth custody, community circles of support, day opportunities and supported accommodation. Autism has now been added a fifth. The Team works with partners to progress these themes.</p> <p>The Youth Custody workstream have developed the 'as is' pathways into the services for young people involved in the criminal justice system. They are also working on a project to provide a voice to the young people who are involved with these services.</p> <p>Community circles of support provides a mechanism to support a young person to be the best he/she can be by assisting him/her to achieve their goals. The young person will nominate trusted adults including family members, neighbours and professionals, such as teachers, to form the circle. The approach has been piloted in Northfield and Perry Barr and is soon to be rolled out in Hodge Hill and Erdington. We have commissioned the Community Navigators Community Interest Company to run a training programme for facilitators who will support this initiative.</p> <p>A key feature of the day opportunities workstream has been to test a system approach to personal health budgets between Birmingham City Council Adult Social Care, Birmingham Clinical Commissioning Group and Birmingham Children's Trust. In November, we launched the personal budget which will be overseen by the Children and Young Peoples Integrated Commissioning Board and will inform wider roll out of personalisation in the future. This pilot invites young people to apply for budget of £500 to</p>

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	<p>undertake activities relating to PFA outcomes e.g. driving lessons to help secure employment or gym passes to assist with their health and wellbeing.</p> <p>The supported accommodation workstream addresses the challenges around overseeing and monitoring quality and value for money supported accommodation for younger adults in care aged 16 and above.</p> <p>The Life Course offer in Birmingham, in relation to autism, recognises examples of good practice but highlights the need for greater joined up working to achieve better outcomes. Preparation for Adulthood is one of the themes in the Autism and ADHD action plan which seeks to address the existing issues.</p> <p>The Preparation for Adulthood Commissioning Strategy Task Group has now agreed the principles and priorities of the Strategy which will inform the completion of the initial draft by December 2020. There will then be further engagement with partners from January with implementation from the 1st of April 2021. A considerable amount of work has happened to engage young people in this work which has been very successful, evidenced by the growth of the YES (Youth Empowerment Squad) Group, a new network of young advisors, which will be aligned to the larger scale engagement work led by the Birmingham Children's Partnership Transformation Programme.</p> <p>The Team have adopted the following existing models used by colleagues in the Council and Birmingham Children's Trust: Three Conversations, Restorative practice, Lifelong Links and Family Group Conferencing. Innovative work is currently underway led by Birmingham Children's Trust and Adult Social Care in relation to the exciting development of a Preparation for Adulthood Family Group Conferencing Model and the development of a common language.</p> <p>The tender for an evaluation partner in relation to the PFA proof of concept is aligned to the wider Birmingham Children's Partnership tender. A Service Specification has</p>

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	<p>been developed with key outcomes and a successful market warming event has been held. The proof of concept continues to gain regional and national attention and a proposal has been agreed to form a Research Partnership which will start in January 2021.</p>
Transitions Assessment and Wellbeing Hub	<p>The aim of this element of the PFA proof of concept is to commission and shape an innovative and ground- breaking service model to inform the response post Covid-19 and beyond to young people whose journey towards adulthood has been seriously impacted by adverse childhood experiences and trauma.</p> <p>A market sounding exercise was completed in May and June based on the potential for an Innovation Partnership to co- design and deliver support for seriously disadvantaged young people with multiple high needs who, as a result, are being serially excluded from services leading to increased health and mental health problems, isolation, debt and homelessness leading to the poorest preparation for adulthood.</p> <p>The market sounding exercise received a good and diverse response from the market and identified the best way of engaging within the context of social distancing requirements. The outcomes from the meetings were positive and have further defined the model and approach. The key themes have been collated and returned to the whole market.</p> <p>The ITT documentation was issued to the market on 23 October, bids submitted by 24 November and evaluations during December. As the procurement process is currently underway no further information on the procurement can be given at this point.</p>
Vulnerable Adults Team	<p>The Vulnerable Adults Team is the third and final element of the overall Preparation for Adulthood proof of concept and</p>

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	<p>'offer' and aims to support younger adults from the age of 14 to 30 who have experienced trauma linked to Child Sexual Exploitation, Guns and Crime, County Lines, Domestic Violence, Drugs and Alcohol to realise their aspirations linked to the four PFA outcomes. There will be a focus on mental health, homelessness and repeat offenders who have endured trauma.</p> <p>The Vulnerable Adults Team will align closely with Children's and Adults Safeguarding, the Birmingham Children's Trust Contextual Safeguarding Hub (EMPOWER U), MASH, the co-design of the Early Help Model and the wider Birmingham Children's Partnership Transformation Programme.</p> <p>The Team is due to launch on 26th January 2021. The Head of Service devised a mobilisation plan and has worked with partners to secure accommodation, recruit staff, agree pathways, consider safeguarding and tackle any logistical operational issues.</p> <p>The recruitment to the team is near completion, the team will consist of: Head of Service (who also manages the Integrated Transitions Team) Team Leader, Data Analyst, 2 Advanced Mental Health Practitioners (AMHPs), Mental Health Liaison Co-ordinator, 6 Family Support Workers, Youth Restorative Justice Worker, Coaching & Resilience Officer and a Business Support Officer.</p> <p>The development of pathways and the interface with Safeguarding, Forward Thinking Birmingham and Community Mental Health Teams is underway which will further inform the detail of the operating model to be adopted by the Vulnerable Adults Team and how it aligns to the current offer in terms of mental health provision across the City.</p> <p>The mobilisation will closely align with the Contextual Safeguarding Hub and the Adult Social Care Mental Health Service to ensure synergy with systems and process. The Head of Service is managed by Assistant Directors Dionne McAndrew (Birmingham Childrens Trust) and John Williams</p>

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	<p>(Adult Social Care). This joint supervision and matrix management support contributes to the development of the seamless approach to transition from Children's to Adult Services that PFA promotes.</p> <p>The Vulnerable Adults Team have a core base alongside the Integrated Transitions Team in Lancaster Circus and thus work within the multi-agency hub. However, the Team will operate flexibly and have touch down space in services across the City. Discussions have taken place with regards to some members of the team having a presence in the Pupil Referral Units to provide an opportunity to carry out early intervention with this cohort of young people.</p> <p>An ODP Programme has been designed and commissioned to support the development of the team when in post and mirrors the programme commissioned and delivered to support the Integrated Transition Team.</p>
Life Course	<p>The wider emerging life course strategic and operational approach continues to progress extremely well as we collectively identify opportunities to consider and develop further collaborative and innovative models of commissioning and service delivery based on life course principles.</p> <p>The Preparation for Adulthood developments are now aligned to the emerging Early Help Model and the Transformation Programme overseen by Birmingham Children's Partnership Executive and the Councils Modernisation Board. Several life course opportunities have been agreed which will further strengthen the life course approach in Birmingham:</p> <ul style="list-style-type: none"> • Neighbourhood Network Schemes/Grant Allocation • Social Prescribing • Family Group Conferencing • PFA Community Circles of Support

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	<ul style="list-style-type: none"> • Autism <p>Such priorities will enhance the prevention first offer to local communities and will build on the PFA priorities already agreed by the Life Course Board:</p> <ul style="list-style-type: none"> • Supported Accommodation • Day Opportunities • Youth Custody • Community Circles of Support • Autism <p>The Life Course approach has the potential to improve and transform some areas of support based on aligned and integrated commissioning across the whole system.</p> <p>The synergy of partner intentions and relationships across the system have been strengthened and subsequently the life course approach has gained both traction and pace with the Preparation for Adulthood service being core to its success.</p>

**Preparation for Adulthood
Integrated Transitions Team**

1. Total Number of Connections received to date (by month)

Date	Number of Connection Requests	Rolling Total
September	37	37
October	25	62
November	33	95
December	20	115
Grand Total	115	

2. Source of Connection Request by organisation (by month)

Organisation	Number of CRs
Birmingham Children's Trust	41
Education & Skills	24
Adult Social Care	19
Parent / Carer	13
Birmingham NHS Trust	5
Special School or Special College	3
Better Pathways	2
Youth Offending Service	2
Skills Max	1
Household Member	1
Autism West Midlands	1
Birmingham & Solihull Women's Aid	1
Job Centre Plus	1
Birmingham Careers Advice	1
Grand Total	115

Month/Directorate	Number of CRs
September	37
Education & Skills	13
Birmingham Children's Trust	11
Adult Social Care	8
Parent / Carer	3
Job Centre Plus	1
Birmingham NHS Trust	1
October	25
Birmingham Children's Trust	11
Adult Social Care	4
Parent / Carer	4
Birmingham NHS Trust	3
Education & Skills	2

Special School or Special College	1
November	33
Birmingham Children's Trust	15
Adult Social Care	5
Parent / Carer	4
Special School or Special College	2
Birmingham NHS Trust	1
Household Member	1
Birmingham Careers Advice	1
Education & Skills	1
Skills Max	1
Better Pathways	1
Birmingham & Solihull Women's Aid	1
December	20
Education & Skills	8
Birmingham Children's Trust	4
Adult Social Care	2
Youth Offending Service	2
Parent / Carer	2
Autism West Midlands	1
Better Pathways	1
Grand Total	115

3. Source of Connection Request by team (Listed by Directorate)

Directorate/Team	Number of CRs
Birmingham Children's Trust	41
Featherstone Family Support Team and Safeguarding Hub	5
Disabled Children's Team	5
Assessment Team	4
Fox Hollies Family Support Team	3
Assessment & Short Term Intervention Team	3
Care Leavers Team	2
East Birmingham Children In Care Team	2
Kitts Green Family Support Team	2
18+ Care leavers service	2
North West CIC Team	2
South Birmingham Youth Offending Team	1
Merryshaw Family Support Team	1
ReaMeadow team	1
Homeless Young People Team	1
South Birmingham Children In Care Team	1
Assessment for South team	1
Selly Oak Team	1
Think Family team	1
Hall Green Safeguarding Team	1

Northfield District Team	1
18+ Team	1
Education & Skills	24
Communication & Autism Team	12
Post 16 Team	9
Birmingham North Team	1
Educational Psychology Service	1
Education & Skills Directorate	1
Adult Social Care	19
Transitions Team	8
LD Enablement Team	2
Birmingham Careers Service	1
Hall Green Safeguarding Team	1
Home Bridging Team Worker	1
Complex Care Team	1
Learning Disability Team	1
Hodge Hill Safeguarding Team	1
SENDIASS	1
Shared Lives	1
Parent / Carer	13
Parent	13
Birmingham NHS Trust	5
Umbrella Sexual Health	3
Youth Offending Service	1
Perinatal Mental Health Services	1
Special School or Special College	3
Uffculme School	3
Better Pathways	2
Youth Promise Plus	2
Youth Offending Service	2
Youth Offending Service	2
Job Centre Plus	1
Skills Max	1
Birmingham Careers Advice	1
Autism West Midlands	1
Birmingham & Solihull Women's Aid	1
Household Member	1
Grand Total	115

4. Total number of connections allocated and the monthly breakdown

Date of Allocation	Number of Allocated Cases
September	26
October	22
November	17
December	11
Grand Total	76

5. Total number of connected cases and month by month

We have connected 6 young people to the careers advice service as they were connected to the Integrated Transitions Team looking for advice on next steps for education and/or careers

6. Total number of connections by age (Allocated & Declined)

Not included in the data are Closed (9) and Under Review (2) cases

Please note we have not received any CRs from young people aged 26, 28 & 29

Age	Allocated	Declined	Grand Total
14	3	3	6
15	1	1	2
16	10	8	18
17	12	9	21
18	8	2	10
19	13	3	16
20	3	3	6
21	5	2	7
22	4	3	7
23	3	1	4
24	3	0	3
25	2	0	2
27	0	1	1
30	0	1	1
Grand Total	67	37	104

7. Total number of the breakdown of 'lead' outcomes allocated, for example housing or employment or health or community

Please note this data only accounts for allocated young people who are being supported by the Integrated Transitions Team

Outcome	Nr of People
Employment & Friendship	17
Friendship	14
Employment	7
Health & Friendship	6
Health, Employment & Friendship	5
Employment, Housing & Friendship	4
Health, Employment, Housing & Friendship	3
Housing & Friendship	3
Employment & Housing	2
Health & Employment	2
Health, Employment & Housing	2
Housing	1
Health	0
Health & Housing	1
Health, Housing & Friendship	0
Grand Total	67

8. Ethnicity profile of connections and allocations

Row Labels	Allocated/Under Review	Declined	Closed	Grand Total
White - British	35	22	6	63
Pakistani	6	2	1	9
Black - Caribbean	4	2	1	7
Caribbean - White/Black	7	0	0	7
Black - African	5	1	0	6
Mixed - White/Black	2	2	0	4
UNKNOWN	2	2	0	4
Asian - British	2	1	0	3
Asian	1	1	1	3
Bangladeshi	1	1	0	2
Black - British	1	1	0	2
Asian - Pakistani	1	0	0	1
White - Gypsy	0	1	0	1
White - Irish	1	0	0	1
Indian	1	0	0	1
Mixed - White/Asian	0	1	0	1
Grand Total	69	37	9	115

Preparation For Adulthood Stories of Difference

Name: Kerry Grainger

Team: PFA ITT

Please describe your case:

S is an 18-year-old Birmingham young person, who suffers from anxiety, Post Traumatic Stress Disorder, Irritable Bowel Syndrome, Borderline Personality Disorder and hypermobile syndrome (physical and arthritis); multiple prescribed medications plus additional herbal medications. Previously had been in employment as a support worker in ASD but lost her job due to health and well-being deteriorating. Has now applied for a care assistant job in Leeds.

S lived with mum and was her main carer. Mum has significant mental health related needs that S would cater for daily.

S has a Boyfriend who also has significant health needs and has re-settled in Leeds and S is looking to resettle there with him when she has got appropriate support for mom in place.

Situation changed within the first week of supporting S, as she then shared that she was “kicked out” of mum’s home due to an altercation between herself and mum ending in S moving to Leeds with boyfriend and not returning home. Needs and support changed and became apparent that S needed support with her mental health and health needs because she no longer was receiving the support she had in Birmingham.

Interview for employment had been organised independently by S and she wanted support with how to prepare for this.

What went well?

Overall:

The PFA team continued to support S upon her decision to move to Leeds, often services would cease involvement if a child moves out of the home LA. This investment has proved successful at present for S; should she return to Birmingham she is aware of the support available to her during her transition years.

Health:

- Referred to Leeds social care for support with mental health.
- Encouraged S to choose a GP she would like to attend to and register to resolve medication issues.

Employment:

- Provided S with interview tips, help in deciding an outfit that she felt comfortable and confident in.
- Provided employee rights in terms of her health condition.
- Prepped for interview, giving encouragement and building confidence prior to interview.

Relationship, Friendships & Community:

- Supported S through a difficult time in her relationship with her boyfriend and was able to work with S around what a good and bad relationship is.
- Problem solving discussions to build resilience
- Work was completed around trust and maintaining trust.
- Her accommodation and job would have been impacted without the support around the relationship

What could have been better?

Due to S moving to Leeds a week after I was allocated to her, I was not able to meet with her face to face.



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What difference do you feel you have made to the Young Person's life?

"K has given me more confidence and independence. There has been so many things I didn't think I would be able to do it myself but with K being there has gave me that push. I have not had a Job interview for a very long time because the thought of it always made me feel anxious. I was very anxious about it and told K I was not going, and K calmed me down, giving me pointers to cope with. She spent her time going through interview tips with me making sure I felt confidence before I had to attend the interview. Talking to someone like K is very different to having to talk to other professionals. It is very easy to speak to her and I know that K would not tell anyone my business if I did not ask her too unless it was something important. K has been someone I can rely on and has been there every time I have phoned her and texted her regardless of time, day, even on the weekends. She has taught me what trust is and how much professionals can support me in a good way. Even though I have not been able to meet with K, that has not mattered because the relationship has been just as good".

Preparation For Adulthood Project Report

Name: Carmel Corrigan

Team: Integrated Transitions Team

Please describe your case:

D is a young man with global developmental delay who is at the beginning of his transitioning journey. He lives with his twin sister and his grandmother, who he has lived with since aged 5. He is very socially isolated with no friends and no community connection. He currently attends college doing two GCSE courses as his supported apprenticeship has been suspended as a result of COVID. He struggles with friendships and has had negative experiences in the past with people he thought were friends. He and his sister were bullied at secondary school 'because we're different'.

He is very close to his grandmother who is supportive of his transitioning but struggling to understand why he wishes to transition. He likes helping his grandmother in the house and garden, role play with his sister, creating videos, photography, music especially K Pop.

D is lacking in confidence and needs a lot of reassurance in unfamiliar settings. He presents as anxious and unsure of himself and relies heavily on his grandmother for support.

What went well?

D has been introduced to the young people's group, with his PFA worker attending, which is working with PFA staff to advise, guide and co-produce a range of communications and strategies. This group are making a real contribution to the work of PFA, and they are growing in confidence and working well together.

Health:

D has anxiety issues and gets agitated about how he is viewed. Attending this group where there are several young people with both physical and learning disability including autism, he is accepted for who he is and isn't judged, this is helping to reduce anxiety about trying new things and increasing his confidence.

Employment:

Being part of this group is helping him to gain self confidence and practice speaking to a group and answering questions which will help with future work-related interviews. This is an experience to put on his CV with evidence of his contributions.



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Friends, Relationships and Community:

Making and maintaining friendships has been an ongoing issue for D. In the group he can get to know people and start to explore what a good friend looks like and what expectations of friendship can be. He is warmly greeted, and his contributions welcomed and acted on and this is creating a very positive community for him to be part of. He is readily volunteering to take part in some of the smaller groups set up to look at specific tasks where his suggestions are being implemented.

What could have been better?

The meetings are currently taking place virtually. Whilst this works well at present, I think D would get even more out of it if he could meet people face to face. His laptop is quite old so sometimes his connectivity is compromised, making participation and following the thread of the discussion challenging.

What difference do you feel you have made to the Young Person's life?

D's life is very much focussed on his grandmother and sister, with no friendship network or community connection. It is evident how much D enjoys the group and his contributions are thoughtful and considered. D has had a negative experience of friendship to date and a very difficult secondary school experience in respect of friendships. It is wonderful to see him blossoming within this group, having people be so positive about his contributions and so pleased to see him when he joins. This is making a difference in terms of his confidence to try new things and to see that whilst you can feel nervous about participating, how important it is to give different things a chance. It also is helping him to see what a valuable contribution he can make and helping him form new friendships in a group who are very accepting of everyone, where judgement is suspended, increasing his confidence about starting to build more positive friendships. When asked about the group, he said 'I don't just like it, I love it!'

What are the next steps for D and PFA in his transition journey?

D will continue to contribute to the work of the young people's group, now called YES! (Youth Empowerment Squad). The confidence he is building as a result of his involvement is helping him to think about joining in sessions organised by a national charity, Mermaids, that supports young people transitioning. This would provide him opportunities to share experiences with other young people and get support and advice.

He is also more open now to exploring local support that might be available and PFA have contacted the Birmingham LGBT centre to investigate what is available.

D continues to feel very anxious when connectivity issue arise as YES! are meeting, this is causing him to become very agitated. Our Employment Officer, Antoe Walter, has been able to secure a donation of laptops for the young people connected with PFA. The plan is that D will be able to have one of these donated laptops which will support with college work, YES! group activities and projects and his interest in photography and video production.

An application is underway for the Personal Budget Pilot around his interest in photography and video production, enabling him to increase his employability skills, be able to participate in local photography groups, building friendships and to contribute to the work of YES!

Citizen Involvement have been supporting YES! and this is potentially providing the young people involved to be part of contributing to the wider adult social care agenda in the council. D could be a part of these wider discussions.



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A volunteer has been identified and connected to D's grandmother. This lady is the mother of a young man transitioning, to share experiences and discuss feelings. This young man is further along in his transitioning journey and therefore a lot of the issues that are present for D and his grandmother are ones this lady and her son have already worked their way through. Grandmother has found this very helpful and they plan to maintain regular contact. This lady already is a Home Start volunteer so is DBS checked and aware of confidentiality.



Preparation for Adulthood

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