

ACTIVITIES:**1. Meeting with service providers:**

Over the last period I have met with a variety of stakeholders to assess their vision for the project, what they see as their needs, what issues they think are standing in the way of effective training and development and getting a sense of what they do and accessing information from them.

- **Interviews:** (approximately 24)

Predominately have been meeting with CAMHS Specialist Team Members but also Health Promotion Services, Voluntary Sector etc.

- **Group Meetings:**

West Kent Directorate Management – information sharing

East Kent Health Promotion Service – focus group on needs and vision

Planned Meeting with School nurse team managers for East Kent

- **Concern:** Issue of social services and education and Tier 1 and 2 service providers:

Have contacted social services heads for West, Mid and East Kent to set up meetings. Would like some involvement on the steering committee. Have got Jeremy Frankl on the stakeholders committee, he is social services – child protection.

2. Meeting with training providers

- Kent University – have met with Georgia
- Canterbury – have set up 3 meetings with different stakeholders at Canterbury. Confirmed the involvement of Claire Barber on Steering Committee, Phillip Heasman on the Stakeholders Committee.
- Salomons – Andrew Edwards – Connexions Training – issue of mental health modules for their training programme
- East Kent Community Alliance – Set up meeting to look at possibilities for collaboration.
- Need to meet with other training bodies for West Kent and Hospital Trust.
- Minerva Centre – have made contact to meet.
- Young Minds – meeting to discuss training possibilities

3. Stakeholder group

- 17 Members – I have been personally in touch with all of them. Only 1 is uncertain about continuing with the process.
- Need to get representatives from social services, education and voluntary sector.
- From last meeting:
 - Sure start director rep or someone from Medway
 - Voluntary sector representative for stakeholder group – did people come up with any ideas?
 - Need an education rep on the group, perhaps at Assistant Director level. Trish to see if a KCC rep is available.

4. Communication strategy

- East Kent Communications Unit – have set up a meeting to look at communication strategy for the project. Needs to be in line with strategy for getting CAMHS in general on the map.
- Need to do the same for West Kent and Medway
- Intranet and more local newsletters – need to look at how we can get regular exposure.
- Web page and e-mail address: CAMHS.org / CAMHS@salomons.org.uk

5. Reading relevant policy, strategy documents

- Vast amount of information – focusing on National Service Framework (awaiting child and adolescent), the Capable Practitioner, Pulling Together – the future roles and training of mental health staff, National Occupational Standards, NHS Knowledge and Skills Framework, Agenda for Change, Shifting the Balance of Power. Do need to access policy documents from other sectors that are relevant.
- Education: Promoting Children's Mental Health within Early Years and School Settings, A Bright Future for All – Promoting Mental Health in Schools.
- Any suggestions for other relevant documents?

ANALYSIS:**Trends**

- Variety of broad training needs falling into a variety of areas that the project could target in a progressive but co-ordinated manner.

- Training courses for CAMHS both formal and informal / Pre-qualification (Christ Church) and post-qualification (Kent and Greenwich) – need to involve the 3 universities.
- Issue of collaboration between Greenwich and Kent at new campus in Medway may provide some possibilities.
- Kent has existing programme (with some relevant modules) into which new CAMHS modules could be put. Need to explore what the other 2 educational institutions have.
- Need to explore the pre-service training modules.
- Possibility of collaborating with Young Minds to do some training with Tier 1 and 2 service providers – essential to give the sense that something is happening – people are keen at this point and expectations are high.
- Local specialised training for Tier 3 as a pilot for processes and materials that incorporate a multi-agency/disciplinary approach.
- Development of local expertise – getting specialised training processes and materials developed by local experts e.g. Cognitive Behaviour Therapy with a CAMHS focus.

OBSTACLES

- Accessing the right people – especially in Social Services, Education and Paediatrics etc.
- The realities: Time – people are busy, distance, etc.
- Uncertainty about scope of project and my role

STRATEGY

1. Inclusion of other stakeholders:

- I have contacted West, Mid and East Kent Social services Directors/Heads as well as some of the more local people.
- Issue of West Kent representation on Steering Committee.
- Have got contacts for Community Paediatricians, Family Liaison Officers, Health Visitors, Educational Psychologists and School Counsellors.

2. Assessment of Training and Development Needs:

- Assessment of training and development needs – would appear this has not been done.
- Need to think of a strategy for doing an assessment across the tiers. Could utilise IPR information for some of the tiers, focus groups, survey / questionnaire possibly administered or run by members of the stakeholders committee with their staff to access what the actual training needs are. This is of particular importance for Tiers 1 and 2 but how does one access these people.

3. Training:

- Look at implementing some training and development by autumn
- Begin the process of discussion around a recognised CAMHS training programme.

4. Evaluation of the project

- Georgia to feedback on this

PROJECT SUPPORT

Admin support

- Administrator has been appointed

Information:

- Kent Surrey and Sussex Workforce Confederation – what is their role and who should I be in contact with?
- Who to contact in Medway?
- Other training bodies in West Kent and for Hospitals Trust.

ISSUES AND QUESTIONS

1. Scope of the project.

2. My role:

- Trainer
- Co-ordinator
- Strategist

3. Development of the core competencies

4. Name for the project

5. Official launch of the project

6. Documentation of the project process