



Equality of access to
SLaM CAMHS Services
Southwark H&SCSC
Update report 22nd
March 2022

Overview

- ▶ What Southwark CAMHS is doing to increase access for Black, Asian and Minority Ethnic young people?
- ▶ What CAMHS is doing about ethnicity data and what does the data say, with a focus on prevention and Early Help
- ▶ Opportunities
- ▶ Background

What CAMHS is doing to improve access for BAME young people - CAMHS equality objective

In addition to overarching focus on reducing long waits and increasing access to services, CAMHS have prioritised increasing access for Asian and Black young people by 25% by March 2023

Work delivered in 21/22:

- ▶ Established Equality leads in every borough and encouraging champions in every team
- ▶ Audit of CareLink team(LAC) population showed that it mirrored the overall Southwark Looked After population
- ▶ Recruitment uses Black and Asian therapy network
- ▶ CAMHS anti-racist forums and reflective spaces
- ▶ Co-production with young people on cultural competencies Engaging Black and Asian communities
- ▶ Quarterly monitoring of ethnicity caseload data on service users accepted and seen by CAMHS
- ▶ The diversity in recruitment champion programme and delivering the WRES in CAMHS.

Planned activity (above work is continuing):

- ▶ Shared database with Local Authority to monitor access across the system (NEST)
- ▶ Collaboration with community groups, representing BAME communities
- ▶ Improving the way CAMHS communicates about race equality (e.g. CAMHS Equality Newsletter and communication with schools)
- ▶ Trust is implementing Patient and Carer Race Equality Framework (PCREF) to address race inequalities across the Trust in partnership with local communities

What is PCREF

- The Patient and Carer Race Equality Framework (PCREF) was a recommendation from the national Mental Health Act Review
- It will become a **statutory requirement for all Mental Health Trusts**; guidance based on learning from Pilots will be issued Q1 2023/24 - each Trust required to have PCREF in place by year end.
- SLAM is one of 4 national Pilot sites with Manchester, Birmingham and ELFT
- The goal of PCREF is to help move to **equity in access, experience and outcome**
- The programme is a **tripartite partnership between staff, service users and carers, and our communities** – it is not community engagement, it seeks to **change ourselves**

PCREF

- ▶ There are 3 parts to the PCREF programme Nationally and in the Trust
 - ▶ Meeting our statutory and regulatory obligations (performance data analysed by ethnicity)
 - ▶ Organisational Competencies (change ideas and implementation)
 - ▶ Service User and Carer feedback mechanism (National work - we are providing input)
- ▶ Two year change programme piloting change ideas such as
 - ▶ Co-produced Cultural Awareness Training
 - ▶ Embed cultural viewpoints onto Care Planning

Staff development & Partnership- update

- ▶ Two posts based in Southwark YOS have been filled to improve engagement with young people involved in the youth justice system
- ▶ A new post has been created to improve engagement and address the need on Adolescents in need of RISK SUPPORT and their network
- ▶ Southwark CAMHS are contributing to a multi-disciplinary Taskforce in SILS aiming at improving access to services, reducing school exclusion and youth violence
- ▶ Southwark CAMHS responded to the murder of George Floyd by setting up a Race & Culture Consultation Group (R&CCG).
- ▶ R&CCG organised two 1/2 day whole service events on 22nd February and 28th July 2022 supported by external facilitators. The first event focussed on restating the service commitment to anti-racist practice and developing a plan of action; the second on clinical practice and engagement across cultures. Plans are afloat for a third event focussing on a review of cross cultural practice in CAMHS
- ▶ Increased partnership working with NEST and via the MHST that will increase access to Emotional and well being support.

Increasing choice in means of contact

- ▶ Due to the pandemic Southwark CAMHS adapted its appointment offer and has been able to continuously offer Face to Face, Phone and Virtual appointments.
- ▶ As restrictions are lifted Southwark offers the choice of appointments depending on needs and preference of families.

Total Contacts by Outcome in P...

SubServiceLine	No. of Contacts	%
Southwark CAMHS	43080	100.00%
(Blank)	3	0.01%
Attended	35150	81.59%
Cancelled by patient	2853	6.62%
Cancelled by Trust	453	1.05%
DNA	3974	9.22%
Other - Patient not seen	647	1.50%
Total	43080	100.00%

Southwark CAMHS - Contact Hours Attended by month

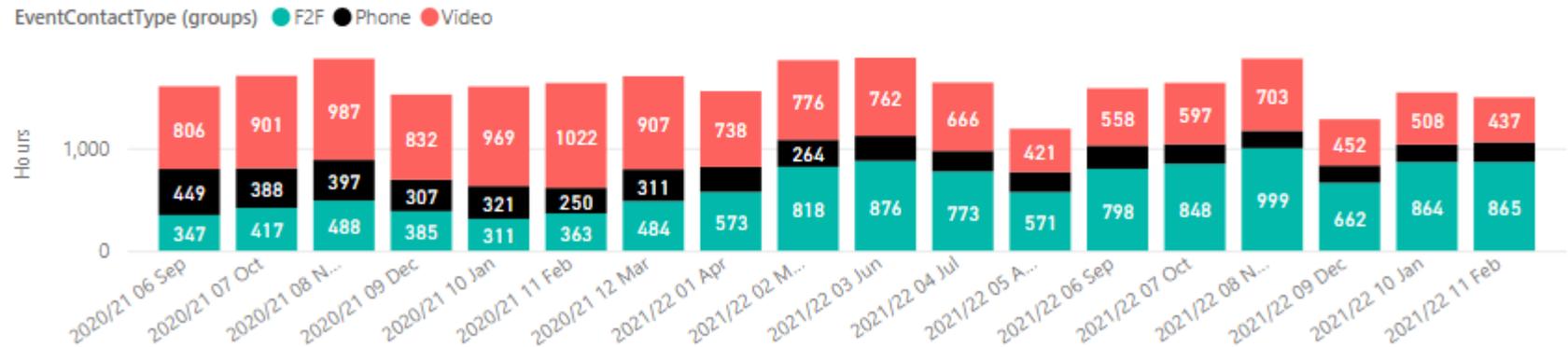
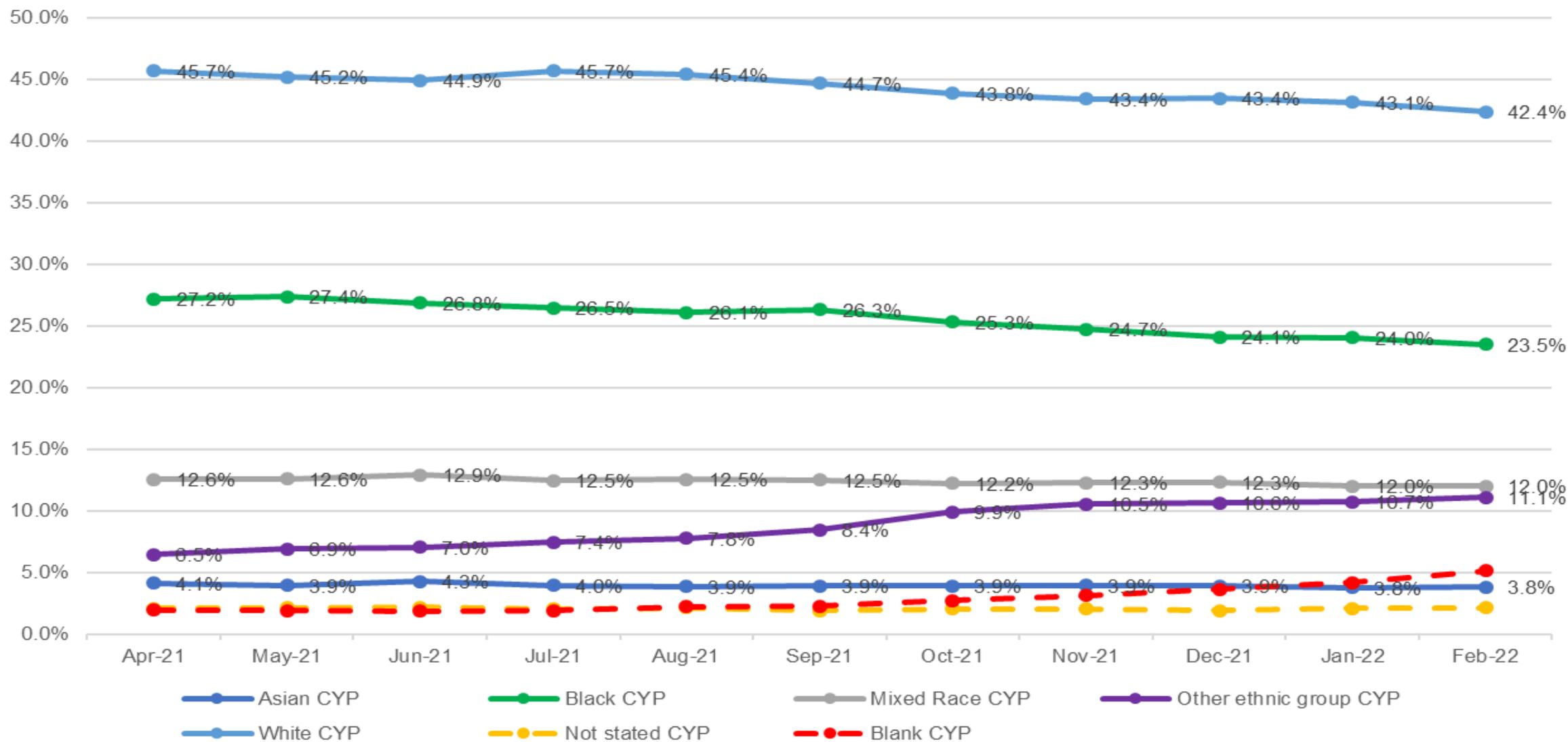


Table and graph show Southwark CAMHS clinical activity for the last 18 months Sept 20 to Feb 22 with an increase in F2F contact

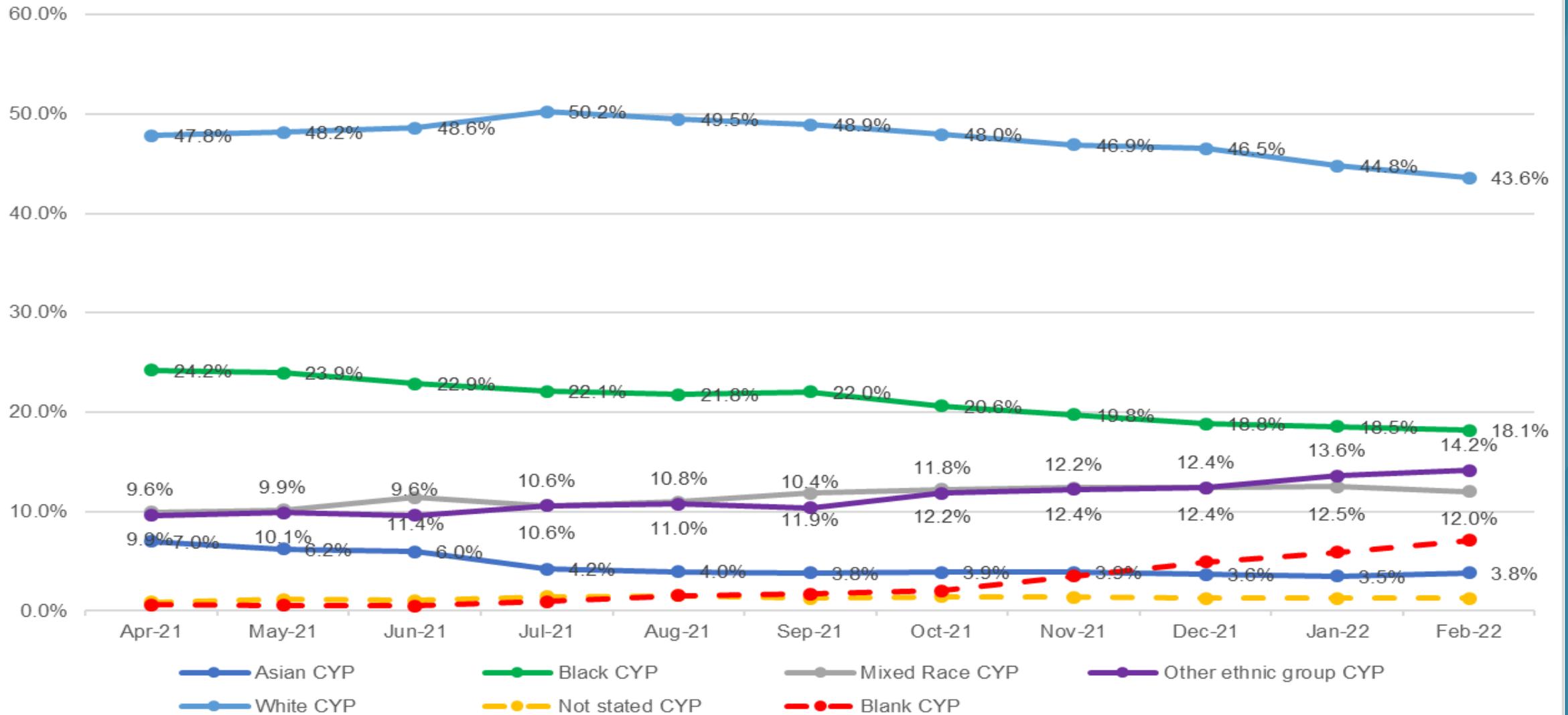
Ethnicity data- Update

- ▶ Ethnicity data matters campaign currently includes:
 - ▶ Creating dashboard to make the data collected easier for staff to access and analyse
 - ▶ We continue to publish annual equality information on CAMHS community services in each borough
 - ▶ Monthly monitoring of CAMHS ethnicity recording performance at Trust monthly Performance & Quality meeting; initial target 95% being achieved in Southwark (next slide)

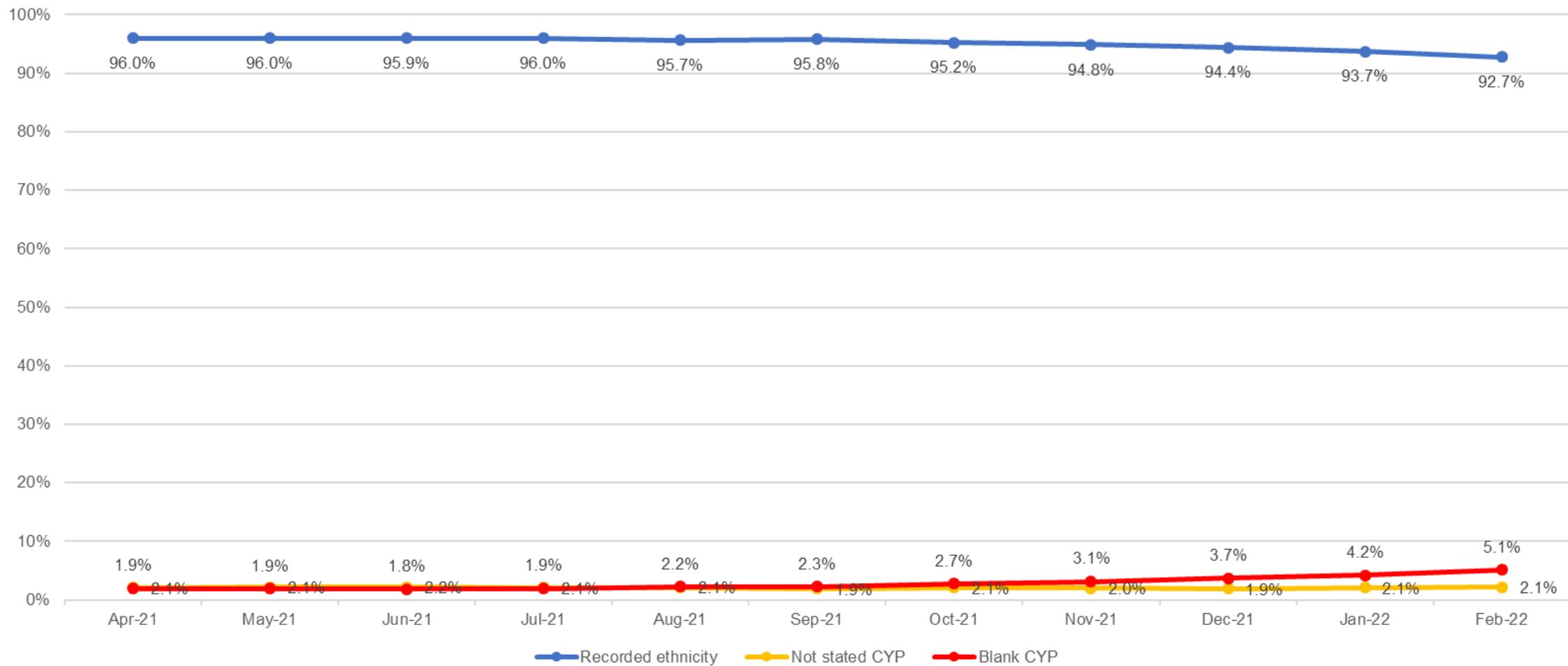
Ethnicity profile of Southwark CAMHS Caseload (End of Month) in proportions of CYP between Apr 21 and Feb 22



Ethnicity profile of Southwark Early Help Service Caseload (End of Month) in proportions of CYP between Apr 21 and Feb 22



Ethnicity recording in Southwark CAMHS



Opportunities

- ▶ Continuing to learn through Southwark engagement and involvement groups and activities; including other providers
- ▶ Positive Behaviour Support (PBS) outreach posts in CAMHS
- ▶ Working in partnership with our referrers to remove barriers in the system (e.g. GPs, schools) SHARED Dashboard
- ▶ Shared data Dashboard and Work in partnership with other providers eg The NEST Southwark, Kooth
- ▶ increasing outreach work
 - ▶ Development of Multiagency task force at SILS
 - ▶ Recent development of an outreach post targeting those who are known to be less likely to engage with CAMHS
 - ▶ Maturing CWP service with increased scope to explore provision of service within community (GP) settings.
- ▶ Support the work of Groundwork and the Mental Health Support in School Team (MHST)
- ▶ Relentless focus on long waits and overall access to specialist CAMHS teams for all children and young people who need it.