

Yorkshire and Humber CAMHS Leadership Programme Overview

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Worker

Children and families

Offender Health

Mental Health

Social Care

What the course gave us- A Regional Focus: Yorkshire & Humber

- **Organisational Development** aims – increasing capability and strengthening networks across the region
- **Service Improvement aims** – local change around the 10 High Impact Changes and other service improvement drivers
- 18 participants, across 10 organisations

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What the course gave us- Linking Organisation and Individual Development

- Dual benefits – outcomes for organisations and service teams alongside learning benefits for individuals
- Leadership focus – leading and making change
- ‘Big picture’ and skills workshops
- Master classes and action learning

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Key Content

- 11 sessions – running from March '07-
March '08
- LEA 360° analysis - 1-1 interviews and
action plans
- 3 Master classes: Teams and Emotional
Intelligence, Inspirational Leadership
(Henry V) and Policy and Reform in the
NHS

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Key Content (2)

- Skills Workshops on: leadership and management, MBTI, managing change, dealing with conflict, service improvement techniques, motivation
- Action Learning sets: main focus for managing service improvement projects – giving peer support and project management methodologies

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CAMHS Leadership Programme Journey – What has been learnt and how is it different?

I have learnt:

- More consultation and listening is required
- What contribution can be made and what style people are looking for
- New terms and the names for things already being done

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- Not to take on everything but to use others better and more effectively
- Tools to use to get leadership right
- Be less instinctive and more systematic and to evaluate!
- Recognise strengths and weaknesses and be more aware of leadership style and behaviours
- Used skills transferred from past experience

Service Improvement Projects

Parenting Programme – Incredible Years

- Bringing the training in house

Reduce Waiting Times of Autistic Clinics Tier 3

- Clear pathway – 18 weeks

Local Protocol to Manage Tier 4 Admissions

- Improve the experience of admissions

Service Improvement Projects

Infant Mental Health Project

- Specialist CAMHS input into AMHS proposal – a CAMHS infant mental health worker

Improve the Journey of Children & Families with Mental Health Problems

- Changed focus to waiting lists

Redesign the PMHW and Specialist Core CAMHS Referral Process

- All referrals to one point

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Service Improvement Projects

Developing a Referral Pathway for Children & Young People Demonstrating Externalising Behaviour

- Diagnosis after assessment rather than before

Develop a mechanism between Tier 4 day services and social care

- To speed up discharge from day care – on-going

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Service Improvement Projects

Redesigning and Redefining the Role of the CAMHS Primary Practitioner

- Early detection by PMHWs – reduce referrals to Tier 3 CAMHS

Develop Children & Young People's Participation Within CAMHS

- Participation strategy with multi-agency partners

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Service Improvement Projects from the first course

- ADHD Multi-agency referral pathway
- Case management processes
- Implementing CAPA
- Improving reliability and validity of data
- Redesign a service to reduce admin processes
- Developing operational guidelines for mutli-disciplinary assessment of ASD

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Service Improvement Projects from the first course

- Redesign and Extension of the role of the CAMHS Parenting Team to provide an Evidence Based Intervention at Specialist Service Level

All Year 1 projects can be found at:

<http://www.cypf.org.uk/camhs/yorkshire--humber-leadership-development-programme.html> or

<http://www.yhip.org.uk/children/children-young-people-and-families/child-and-adolescent-mental-health-services-camhs/yorkshire--humber-leadership-development-programme/>

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The CAMHS Leadership course starts again next month.

We will have more service improvement projects from this next run of the course.

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*Thank-you to all the participants on the
Yorkshire and Humber CAMHS Leadership
Course for their hard work in developing
these projects.*

Thank-you for listening.

You can contact me on:

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