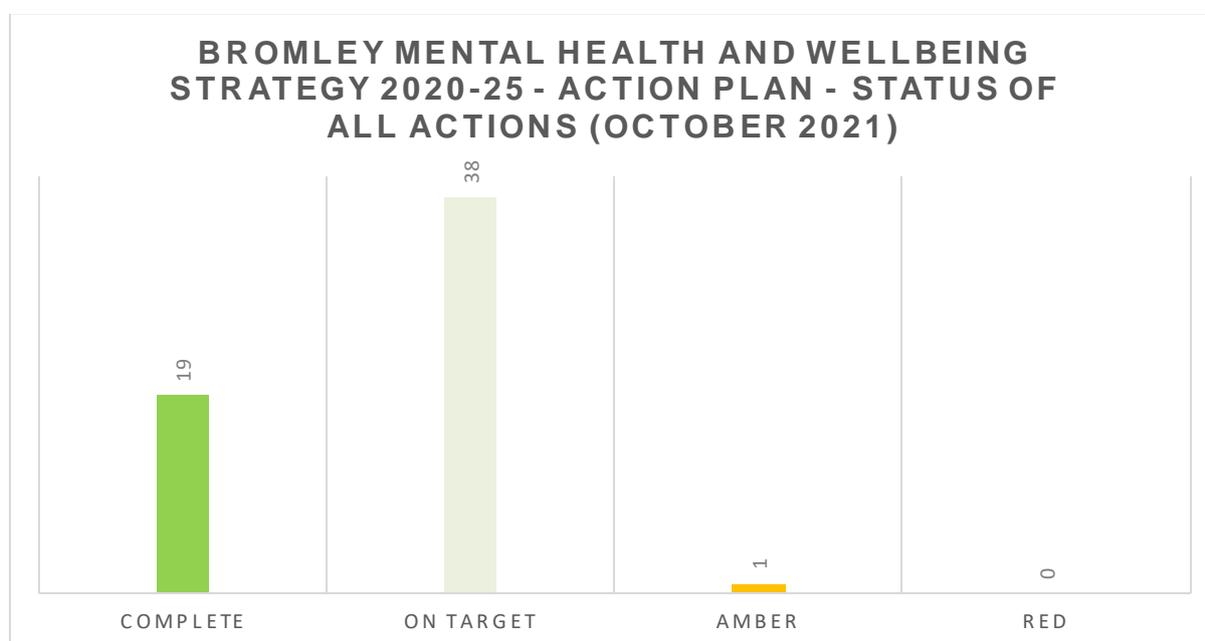


Appendix 1 - Bromley Joint Mental Health and Wellbeing Strategy (2020-25) Action Plan – update November 2021

Action Plan – current status

- 1.1. The Bromley Mental Health and Wellbeing Strategy (2020-2025) sets out a commitment between Bromley Council and NHS South-East London Clinical Commissioning Group (Bromley) to work together to improve mental health and wellbeing outcomes for the residents of the borough.
- 1.2. The two lead organisations have developed an action plan with key partners which sets out details of what we need to do in order to deliver on our strategic priorities as set out in the strategy. The action plan covers the period of 2021-23 after which it will be refreshed to focus on other commitments at that stage of the strategy's lifespan.
- 1.3. The current status of actions to deliver the Bromley Mental Health and Wellbeing Strategy is set out below:



- 1.4. The Bromley Mental Health and Wellbeing Partnership Board provides oversight and leadership for the delivery of the strategy. The Bromley CAMHS Partnership Board leads on areas relating to children and young people's mental health and wellbeing.
- 1.5. An update on the different actions within the action plan is set out below.

Bromley Joint Mental Health and Wellbeing Strategy – Update on Action Plan (November 2021)

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
1.	PREVENTION					
	We will establish a strong mental health and wellbeing prevention offer across services in Bromley, placing a focus on: building resilience for individuals and communities; helping to ensure that individuals are able to access information and advice; and improve health and wellbeing outcomes for people with mental health challenges.					
1.1	Place prevention and early intervention at the heart of the mental health and wellbeing offer for children and young people.	<ul style="list-style-type: none"> Build on the success of the mental health support team (MHST) pilot in Bromley schools, with a long-term solution that helps ensure the resilience of Bromley schools to manage mental health challenges, in partnership with other mental health and wellbeing services. 	Bromley Y/ Education/ Public Health	April 2022	On Target	From April 2021, funding for MHST pilot now confirmed through to 2024. An additional team also added into the pilot from January 2022.
		<ul style="list-style-type: none"> Deliver an integrated children and young people’s mental health and wellbeing service in Bromley, providing a long-term joint approach and “one front door” service for children and young people in the borough. 	Bromley Y/ Education/ Children’s Social Care	April 2021	Complete	Complete – in April 2021, the Council and CCG awarded a new five-year joint contract to Bromley Y to provide a an integrated children and young people’s mental health and wellbeing service in the borough.
		<ul style="list-style-type: none"> Review the online support and advice service for children and young people with mental health challenges (working with other south-east London boroughs) in order to put in place a long-term solution post-2022. 	Integrated Commissioning/ SEL CCG Boroughs	April 2021	Complete	Complete – in April 2021, a review across the south-east London boroughs concluded with an agreement to put in place a long-term contract for the “Kooth” online wellbeing and counselling service.
		<ul style="list-style-type: none"> Develop a 0-25 pathway for children and young people’s mental health services, ensuring that there is no “cliff edge” for 	0-25 Transformation Programme	By 2023	On Target	Work taking place on a 0-25 pathway for children and young people’s mental health services in

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		service users as they move between services for children and adults.				line with the overall Bromley 0-25 programme.
1.2	Place prevention and early intervention at the heart of the mental health and wellbeing offer for new mothers and, in particular, new mothers who have multiple births.	<ul style="list-style-type: none"> Review the community support mental wellbeing offer for new mothers and new mothers who have had multiple births. This service includes a core support service and befriending service. 	Integrated Commissioning	April 2021	Complete	Complete – in April 2021, the review of the Mindful Mums service completed with a new contract put in place until 31 st March 2024.
		<ul style="list-style-type: none"> Put in place a total Bromley mental health offer to new mothers to ensure a strong holistic approach across health and other services for this group. 	Integrated Commissioning/ SEL CCG Boroughs	By 2023	On Target	Work taking place in the context of the Bromley Community Mental Health Services (CMHS) transformation on a future service offer for new mothers with mental health and wellbeing challenges.
1.3	Continue the development of a successful adult wellbeing hub in Bromley where people can access information, advice and services; bringing together health, social care and voluntary sector services in one place.	<ul style="list-style-type: none"> Review opportunities to enhance the integrated NHS/Council adult wellbeing hub with a long-term partnership plan in place to deliver joint information, advice, prevention and wellbeing services in partnership with the voluntary sector. 	Integrated Commissioning/ Public Health/ Adult Social Care	End 2021	Complete	Complete – in July 2021, the Council and CCG agreed a long-term plan in place to put in place an adults mental health and wellbeing hub in Bromley. This will be fully operational in January 2022 and will continue on a pilot basis until 2024, after which a long term and sustainable model will be put in place.
		<ul style="list-style-type: none"> Develop an adult wellbeing hub for community mental health services – working with Bromley Well, BLG Mind, NHS Oxleas NHS 	Bromley Well/ Mind/ Oxleas/ BHC/ GPs	End 2022	On Target	The adult mental health and wellbeing hub will be fully operational in January 2022.

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		Foundation Trust and NHS Bromley Healthcare.				
		<ul style="list-style-type: none"> Ensure that Improving Access to Psychological Therapies (IAPT) services are at the core of the adult wellbeing hub model. 	BHC/ Mind/ Oxleas	End 2022	On Target	There is ongoing work between commissioners and partner organisations to embed IAPT within the wellbeing hub model.
		<ul style="list-style-type: none"> Enable those who have a lived experience with mental health challenges to be at the heart of the commissioning of their community offer – owning and shaping their own service model. 	Integrated Commissioning	Summer 2021	Complete	Complete – ResearchNet completed an engagement exercise with service users in early 2021 to ensure that their views influenced the development of the new adult wellbeing hub.
		<ul style="list-style-type: none"> Embed community support services including peer support networks, crisis prevention services, debt and financial advice services and mutual aid schemes at the heart of the wellbeing hub offer. 	Bromley Well/ BLG Mind/ Oxleas NHS FT/ Bromley Healthcare/ Primary Care	End 2022	On Target	A new project manager has been put in place and will be leading work on the transformation of community support services. There will be an exploration of the exact service offer required through this work.
		<ul style="list-style-type: none"> Ensure that there is an enhanced mental health offer for people at risk of/or who have suffered from domestic abuse across all mental health services. 	Community Safety/ Safeguarding	2023	On Target	A new project manager has been put in place and will be leading work on the transformation of community support services. There will be an exploration of services for people at risks of/or who have suffered from domestic abuse as part of this work.
1.4	Develop an enhanced primary care offer for mental health in Bromley linking core mental health services	<ul style="list-style-type: none"> Bring forward a mental health primary care model in Bromley that links community mental health teams with GP Practices/Primary Care Networks (PCNs), with 	Bromley Well/ BLG Mind/ Oxleas NHS FT/ Primary Care	End 2022	Complete	Complete - agreement has been reached on the establishment of 8 new Mental Health Practitioners who will be embedded within GP Practices/Primary Care Networks

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
	with GP Practices and Primary Care Networks (PCNs); place community mental health at the heart of primary care services to end the artificial division between primary and secondary mental health care.	mental health services becoming a partner in the delivery of primary care in Bromley.				(PCNs). An initial recruitment round for these posts took place in September/October 2021, with people starting in the new roles in the coming period.
		<ul style="list-style-type: none"> Pilot the new mental health primary care model in Bromley, delivering an integrated mental health/Primary Care Network offer. 	Bromley Well/ BLG Mind/ Oxleas NHS FT/ Primary Care	2022/ 23	On Target	It has been agreed to pilot the 8 new Mental Health Practitioners who will be embedded within GP Practices/Primary Care Networks (PCNs). This pilot will be reviewed by 2023.
		<ul style="list-style-type: none"> Embed the role of the Bromley wellbeing hub with the new mental health/primary care model, providing a crucial link with social prescribing and wellbeing support for individuals. 	Bromley Well/ BLG Mind/ Oxleas NHS FT/ Primary Care	End 2022	On Target	Work is taking place on the new mental health/primary care model, including the link with social prescribing and wellbeing support for individuals.
		<ul style="list-style-type: none"> Review the pilot in order to determine next steps. 	Integrated Commissioning	2023	On Target	This will be undertaken by 2023.
1.5	Improve health and wellbeing outcomes for people with mental health challenges in Bromley through a coordinated programme of prevention and early intervention	<ul style="list-style-type: none"> Deliver a targeted annual healthchecks programme for people in Bromley with mental health challenges, including those on the severe mental illness (SMI) register. 	Primary Care	Summer 2022	On Target	The 8 new Mental Health Practitioners embedded within GP Practices/Primary Care Networks (PCNs) will lead work on SMI Healthchecks.

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		<ul style="list-style-type: none"> Review the outcomes of the mental health healthchecks programme across GP Practices in order to ensure improved health and wellbeing outcomes for individuals are embedded across all services. 	Primary and Community Care Transformation	Early 2023	On Target	This will be undertaken by 2023.
1.6	Deliver the outcomes set out in the Bromley Suicide Prevention Strategy.	<ul style="list-style-type: none"> Implement the Bromley Suicide Prevention Strategy (see also Bromley Suicide Prevention Strategy) 	Public Health	2021-23	On Target	Work to deliver the Bromley Suicide Prevention Strategy is ongoing and is on target.
2 EARLY INTERVENTION						
We will establish a strong mental health and wellbeing early intervention offer across services in Bromley, ensuring those in need are able to get the early help they need prior to reaching a crisis.						
2.1	Embed specialist mental health support for children and young people within the early intervention/community offer, ensuring timely delivery of services, short waiting times and an integrated mental health/wellbeing offer across different settings.	<ul style="list-style-type: none"> Review the Bromley four week waiting time pilot, which aimed to transform access to early intervention and specialist services through an integrated model across different organisations. 	Bromley Y/ Oxleas NHS FT (CAMHS)/ Integrated Commissioning	April 2022	Completed	Complete – following a review, the CCG has agreed to extend the Bromley four week waiting time pilot across NHS Oxleas CAMHS and Bromley Y.
		<ul style="list-style-type: none"> Deliver a long-term integrated model of early intervention/embedded specialist mental health support for children 	Bromley Y/ Oxleas NHS FT (CAMHS)/	End 2022	On Target	The Council and CCG are facilitating a series of leadership workshops across NHS Oxleas CAMHS and Bromley Y to review existing

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		and young people in Bromley, ensuring short waits and a focus on prevention and early intervention.	Integrated Commissioning			pathways and deliver integrated services, with a renewed focus on prevention/early intervention and short waits.
		<ul style="list-style-type: none"> Provide a strong mental health offer in special schools, including in a potential new school in Bromley with a focus on social, emotional and mental health (SEMH) needs. 	Education/ Integrated Commissioning	By 2023	On Target	The Council and CCG are undertaking work to engage relevant schools on (i) the roll-out of an additional team in the Wellbeing in Schools service and (ii) work to improve joint working around supporting children and young people at risk of crisis. This work includes the establishment of the new Mental Wellbeing Network with school leaders. The Council's Education Department is leading work on the new special school and linking with mental health services.
2.2	Provide an early intervention community support service for children, young people and adults who are at risk of developing psychosis (or may have had their first experience of psychosis).	<ul style="list-style-type: none"> Ensure that there is an increased offer of community and psychological interventions for people who have had their very first episode of psychosis, helping to prevent them from requiring ongoing mental health support at the very first point of contact. 	Oxleas NHS FT	April 2021	Complete	Complete – the Early Intervention in Psychosis (EIP) service has been extended with an increase in capacity to meet demand.
		<ul style="list-style-type: none"> Embed an early intervention offer for children and young people at risk of developing psychosis as part of the wider transformation of mental health services for this group. 	Bromley Y/ Oxleas NHS FT/ Primary Care	Summer 2022	On Target	There is ongoing work between the Early Intervention in Psychosis (EIP) service, NHS Oxleas CAMHS and Bromley Y on the development of a strong early intervention offer across all services.

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
2.3	Ensure that, for those young people requiring ongoing support who are transitioning between support for children and adults' services, that there is a clear approach which places individual needs at the heart of delivery.	<ul style="list-style-type: none"> Ensure that all community and hospital mental health services provide best practice health and care to young people (in line with NHS and social care guidance) who are transitioning between children and adults' services, enabling a seamless transition between these services. 	0-25 Transformation Programme	By end 2022	Complete	Complete – best practice transition planning now in place in NHS Oxleas CAMHS and Bromley Y.
		<ul style="list-style-type: none"> Establish a strong 0-25 pathway for children and young people with mental health challenges; whilst ensuring that there is practice on transitional arrangements across all relevant services to prevent a “cliff edge” at age 26 for people who require ongoing healthcare, support and help. 	0-25 Transformation Programme	By end 2022	Amber	There is a need for additional work between NHS Oxleas CAMHS/Bromley Y and the new adult wellbeing hub on improved transitions across services. This work is at an early stage and there is a need for additional work in this area.
2.4	Provide a tailored support service for people with mental health challenges and their carers, as well as carers with mental health challenges, ensuring that help is available in the right place and at the right time, prior to an individual reaching a crisis point.	<ul style="list-style-type: none"> Review the early intervention offer for people and their carers, and carers themselves, who have mental health challenges, as part of work to improve the partnership approach across primary care, health and community services. (see also 1.3) 	Integrated Commissioning	Early 2021	Complete	Complete - the Council and CCG undertook a review of all of the Bromley Well services prior to these being re-commissioned. This included services that support carers.

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		<ul style="list-style-type: none"> Bring forward an early intervention offer for people and carers with mental health challenges, ensuring that this is embedded as part of the community hub for mental health and wellbeing in Bromley. (see also 1.3) 	Integrated Commissioning/ Integrated Commissioning/ Adult Social Care	End 2022	On Target	The Council and CCG are in the process of re-commissioning the Bromley Well service which includes support for carers. This area will also be looked at as part of work to develop an adult mental health and wellbeing hub in Bromley.
2.5	Improve the early identification of people with Autistic Spectrum Disorder (ASD) at all ages, ensuring that there is a tailored approach to meet the ongoing needs of this group.	<ul style="list-style-type: none"> Ensure that people with potential Autistic Spectrum Disorder (ASD) are identified at an early stage by mental health community and acute services. 	All-Age ASD Project	End 2021	On Target	This area is being considered as part of the development of an All-Age Autism Strategy. A new project manager is now in place to deliver this work.
		<ul style="list-style-type: none"> Improve services to diagnose people with Autistic Spectrum Disorder (ASD), reducing waiting times. 	All-Age ASD Project	End 2022	On Target	This is ongoing work being led at a south-east London level, with improvements between Oxleas and acute diagnostic services in train.
		<ul style="list-style-type: none"> Develop an all-age Autistic Spectrum Disorder (ASD) commissioning strategy to meet the needs of individuals with these needs – focusing not simply on identification and diagnosis but on ensuring appropriate services are commissioned to meet the needs of this group. (links to Bromley Learning Disabilities Strategy) 	All-Age ASD Project	2021/22	On Target	Work is ongoing to develop an All-Age Autism Strategy. A new project manager is now in place to deliver this work.
2.6	Improve the early identification of people with dementia (including their families and carers) ensuring	<ul style="list-style-type: none"> Continue to improve the early identification and diagnosis of people with dementia, including for people who live in residential care homes. This will include the 	Oxleas NHS FT/ Dementia Support Hubs/	End 2022	On Target	A review of support to people with dementia has commenced. This is a joint project across the Council, CCG and NHS Oxleas.

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
	that there is a tailored approach to meet their ongoing needs, with a focus on independence, wellbeing and early help.	improvement of support for families and carers.	Care Homes Project			
		<ul style="list-style-type: none"> Undertake detailed work with people with dementia, their families and carers, to identify what more can be undertaken to support their needs – including through the provision of information and advice through the Bromley community hub, the NHS Oxleas memory service and GP surgeries. 	Oxleas NHS FT/ Dementia Support Hubs/ Care Homes Project	End 2022	On Target	A new project manager has been put in place and will be leading work on the transformation of community support services. There will be an exploration of services related to dementia as part of this work.
		<ul style="list-style-type: none"> Review services for people who have been diagnosed with dementia in order to ensure best practice is embedded in service delivery for this group. 	Integrated Commissioning/ Adult Social Care	End 2022	On Target	This work is ongoing and will report back in early 2022
3	MULTI-DISCIPLINARY APPROACH TO TREATMENT					
	We will establish a strong multi-disciplinary approach to treatment for people with mental health challenges, ensuring that those in the most urgent need are able to get the best possible treatment and care.					
3.1	Improve access to psychological therapies in Bromley (including “talking therapies”) through a partnership approach across primary care, health and community	<ul style="list-style-type: none"> Improve outcomes for adults accessing Improving Access to Psychological Therapies (IAPT) services in Bromley – meeting the needs of people in need including those with long term conditions, psychosis, bipolar disorder and personality disorder. 	Bromley Healthcare/ SEL CCG IAPT Review	End 2022	On Target	In September 2021, a review of IAPT services across south-east London was completed. The outcome of this review was a number of recommendations for improvements and investment, including in Bromley. A proposed way forward has now been agreed

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
	services; roll-out increased help for people with long-term conditions.	<ul style="list-style-type: none"> Build on the work of the children and young people's Improving Access to Psychological Therapies (IAPT) services in Bromley, ensuring that children and young people who require this help are able to access this important service. 	Bromley Y/ SEL CCG IAPT Review	End 2021	Complete	across the CCG and Bromley Healthcare. These changes will be monitored through the course of 2022. Complete – children and young people's IAPT services was embedded within the new integrated children and young people's mental health and wellbeing service that was awarded to Bromley Y in April 2021.
3.2	Ensure that there is a common approach across health and care to treatment from the start of a patient's journey in services until the point at which they no longer requiring ongoing help.	<ul style="list-style-type: none"> Building on the existing integrated health and care mental health service offer in Bromley to ensure that best practice is embedded across all services – ensuring that health needs and social care needs are delivered in partnership for people with mental health challenges. Ensure a joined-up approach to (i) admission into treatment (including with excellent joint working with Approved Mental Health Professionals – AMPHs) and (ii) discharge from hospital – with a common assessment and care plan to meet each individuals' ongoing needs. Review joint health and social care services for mental health to ensure that these are fit for 	Oxleas NHST FT/ Adult Social Care	Summer 2021	Complete	Complete - best practice operational practice in place.
			Oxleas NHS FT/ Adult Social Care	Summer 2022	On Target	Ongoing work across the Council and NHS Oxleas FT on improved joint working.
			Integrated Commissioning/	2023	On Target	The Council and NHS Oxleas FT have brought in an internal expert (Dick Frak) to lead a review of joint

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		purpose, meeting statutory requirements.	Adult Social Care			health and social care services for mental health. The first stage of this work will be completed in November 2021.
4	COMPLEX AND LONG TERM SUPPORT					
	We will establish an integrated approach across health and social care for the delivery of services for people with complex needs and for people requiring longer term support – ensuring that everyone is kept safe whilst being able to live as independently as possible					
4.1	Improve support for Children Looked After (CLA) with a joint approach across health and social care to ensure that children and young people, including care leavers, are able to access the right support and help.	<ul style="list-style-type: none"> Provide an enhanced specialist mental health assessment and review service for Bromley children looked after (CLA) and care leavers – this service would support any Bromley CLA with these needs whether they were in a service within or outside of the borough. 	Oxleas NHST FT/ Children's Social Care	April 2022	On Target	Work underway on developing a pilot proposal for specialist children and young people's mental health services within children's social care underway. A final proposal to be completed by autumn 2021.
		<ul style="list-style-type: none"> Link adult mental health services with support for care leavers to ensure a strong offer for this cohort as they leave care. 	Oxleas NHS FT/ Children's Social Care	Early 2022	On Target	Ongoing work between adult mental health services and children's social care on improved support for care leavers. This is also an area that will be explored as part of the development of the adult mental health and wellbeing hub.
4.2	Reduce the overall number of people with mental health challenges requiring a long-term placement in a hospital, residential or nursing care home setting by	<ul style="list-style-type: none"> Embed a total-system pathway across health and social care mental health provision in which people with mental health challenges are helped to "step down" to a service that best meets their needs, whilst ensuring that they are at all times safe and able 	Adult Social Care/ Oxleas NHS FT	End 2021	On Target	Early proposals on this work presented to Mental Health Partnership Board

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
	commissioning improved tailored community provision.	to live as independently as possible.				
		<ul style="list-style-type: none"> Work with the South London Partnership (a partnership of the three large mental health NHS hospital Trusts in south London) to improve support options for individuals with complex needs and to reduce the overall number in services. 	Oxleas NHS FT/ Integrated Commissioning	2021-23	Completed	Complete – South London Partnership (SLP) commissioning intentions published following engagement with the Council and CCG. This includes an approach to improve support options for individuals with complex needs and to reduce the overall number in services.
		•				
5	RECOVERY AND REHABILITATION					
	We will establish a strong mental health and wellbeing recovery and rehabilitation offer for people with mental health challenges, placing a focus on: helping people to overcome individual challenges, building resilience; ensuring that individuals who are able to are supported to move to independent living outside of services; and improving health and wellbeing outcomes for people with mental health challenges.					
		•				
5.1	Develop an integrated recovery and rehabilitation pathway across all health, care and support mental health community services to ensure that those who are able to are supported to move to more independent settings, including – when ready - outside of services altogether.	<ul style="list-style-type: none"> Review the “total system” recovery and rehabilitation pathway in Bromley across “step down” hospital provision, residential care, supported housing and floating support in order to ensure that there are the right services in place to meet the needs of Bromley residents who require this support. 	Integrated Commissioning/ Adult Social Care/ Housing	End 2021	On Target	Early work completed with a final decision on next steps expected by the Council and CCG in November 2021.
		<ul style="list-style-type: none"> Review the approach to providing joint “aftercare” (known as section 	Integrated Commissioning/	End 2021	Complete	Complete – the Council and CCG have agreed a new approach to

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		117) to people with mental health challenges across the NHS and Council – ensuring that individuals’ needs are at the heart of the “aftercare” offer in Bromley	Adult Social Care/ Housing			overseeing joint “aftercare” (s117) services with refreshed terms of reference (TOR) for the Joint Funding Panel - Adults (JFPA).
		<ul style="list-style-type: none"> Bring forward any changes to the current approach to recovery and rehabilitation in Bromley through an Integrated Commissioning and Partner Organisations approach 	Integrated Commissioning/ Supported Housing/ Floating Support	End 2021	On Target	This will be considered by the Council and CCG in November 2021
		<ul style="list-style-type: none"> Ensure that services for people affected by drug and alcohol misuse are at the heart of the mental health recovery and rehabilitation – ensuring a common approach to people who have both mental health challenges and who misuse drug and/or alcohol. 	Integrated Commissioning/ Public Health	End 2021	On Target	c
		<ul style="list-style-type: none"> Deliver focused multi-disciplinary work to support people - who are ready to - to move safely onto more independent living through the course of the project. 	Supported Housing/ Floating Support/ Housing/ Oxleas NHS FT	By 2022	On Target	Proposal to deliver these changes currently in development. This will be complete by November 2021.
		<ul style="list-style-type: none"> Deliver tapered support for people after they move into their own home – reducing admissions to hospital due to a crisis, and preventing homelessness. 	Floating Support/ Housing	By 2022	On Target	An approach in this area will be considered by the Council and CCG in November 2021

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		<ul style="list-style-type: none"> Embed housing solutions services within the mental health recovery and rehabilitation pathway – ensuring that people with mental health challenges are able to access the right affordable housing and support for them as part of their journey to more independent living. 	Supported Housing/ Floating Support/ Housing	By 2022	On Target	This will be considered by the Council and CCG in November 2021
5.2	Place accessing meaningful employment and the development of skills at the centre of an individuals' journey to independence, ensuring that people with mental health challenges are provided with support to sustain jobs and access education and training opportunities.	<ul style="list-style-type: none"> Ensure that accessing appropriate education, employment and training is a part of every individuals' recovery and rehabilitation pathway through mental health services. 	BLG Mind/ Adult Social Care/ Oxleas NHS FT	End 2021	Complete	Complete – enhanced employment support services now in place as part of recovery works offer. Work underway to link these services with the adult mental health and wellbeing hub.
		<ul style="list-style-type: none"> Increase access to employment schemes including the Individual Placement Support (IPS) programme – supporting people with mental health challenges to gain meaningful employment, and working with local employers and JobCentre Plus to provide sustainable employment opportunities. 	BLG Mind/ Job Centre Plus/ Oxleas NHS FT	Summer 2021	Complete	Complete – roll out of Individual Placement and Support (IPS) services complete with a business case for improvements in 2022/23 also now finalised.
5.3	Ensure that all people with mental health	<ul style="list-style-type: none"> Embed the delivery of personal budgets for every individual with 	Integrated Commissioning	End 2021	Complete	Complete – the Council and CCG have agreed to establish a personal

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
	challenges who would benefit from a personal budget are able to access personal health and/or care budgets, enabling them to direct or buy their own support services.	<p>mental health challenges who would benefit from these as part of their recovery and rehabilitation pathway – in many cases individuals will be able to access joint health and care budgets.</p> <ul style="list-style-type: none"> Ensure that, for those people with mental health challenges who would benefit from this, that their personal budget is provided as a direct payment to that individual. 	and Partner Organisations			health (and care) budget pilot from November 2021, and this will include support for individuals with mental health challenges. This approach is also embedded within the new terms of reference for Joint Funding Panel Adults (JFPA).
			Integrated Commissioning and Partner Organisations	End 2021	Complete	Complete – the personal health (and care) budget pilot includes a pre-paid card, direct payment and managed payroll service.
6	INTEGRATED DELIVERY					
	Bromley Council and NHS Bromley Clinical Commissioning Group (CCG) will work in partnership to improve the mental health and wellbeing outcomes for the residents and patients in the borough through integrated working and the joint commissioning of services.					
6.1	Ensure that people with mental health challenges (including those with physical and/or sensory disabilities and/or learning difficulties) are able to shape and design their own service offer – placing engagement and consultation at the core of the delivery of the Bromley Joint Mental Health and Wellbeing Strategy.	<ul style="list-style-type: none"> Ensure that, whatever action is taken to deliver the Bromley Joint Mental Health and Wellbeing Strategy, that the patients and service users of Bromley lead the design of their own service offer. 	Integrated Commissioning and Partner Organisations	Ongoing	Ongoing	Engagement with service users is at the heart of the delivery of the Mental Health and Wellbeing Strategy. There have been specific engagement exercises in the development of the adult wellbeing hub, with the establishment of the integrated children and young people's mental health and wellbeing service (Bromley Y) and with the recovery/rehabilitation project where an engagement exercise is anticipated for completion by April 2022.

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
		<ul style="list-style-type: none"> Ensure that there is a cross-organisational and tailored mental health and wellbeing offer on those groups most in need of support including children looked after (CLA), black, asian and minority ethnic (BAME) groups, lesbian, gay, bisexual and transgender (LGBT) and other key groups to be determined from the Joint Strategic Needs Assessment (JSNA). 	Integrated Commissioning and Partner Organisations	End 2022	On Target	This is an area of work that is being led and explored by the Mental Health Partnership Board
6.2	Help ensure that all children, young people and adults with mental health challenges in Bromley are kept safe from harm with an integrated approach to safeguarding across health, care and support services.	<ul style="list-style-type: none"> Embed an integrated approach to safeguarding across all mental health services for children, young people and adults – helping to ensure this vulnerable group is kept safe from harm. 	Safeguarding and Partner Organisations	Ongoing	Ongoing	Best practice safeguarding policies embedded across all services with regular monitoring.
		<ul style="list-style-type: none"> Learn the lessons from all mental health services about how to help keep people with mental health challenges safe from harm – embedding best practice across all health, care and support services. 	Safeguarding and Partner Organisations	Ongoing	Ongoing	Ongoing work with safeguarding teams and other partners.
6.3	Promote a strong mental health workforce in Bromley across health, care and support services – a skilled and	<ul style="list-style-type: none"> Ensure the mental health workforce in Bromley are at the heart of shaping and designing future service provision. 	Integrated Commissioning and Partner Organisations	Ongoing	Ongoing	All work areas of the Mental Health and Wellbeing Strategy involve ongoing engagement with the workforce.

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
	sustainable workforce able to deliver the best outcomes for people with mental health challenges.					
		<ul style="list-style-type: none"> Promote the recruitment, training and retention of local Approved Mental Health Professionals (AMPHs). 	Integrated Commissioning and Partner Organisations	Ongoing	Ongoing	Ongoing – but also an area of focus as part of the ICS workforce review in relation to mental health services/
		<ul style="list-style-type: none"> Develop strong and sustained networks across services in mental health as an integral part of implementing a common approach to integrated service delivery. 	Integrated Commissioning and Partner Organisations	Ongoing	Ongoing	The Bromley Mental Health and Wellbeing Partnership Board oversees the delivery of the Strategy. There are a range of partnership fora where the strategy is taken forward though. This includes Council/CCG committees, stakeholder groups and engagement with service users.
6.4	Establish a single mental health commissioning resource across the CCG and Council to deliver the actions of the Joint Mental Health and Wellbeing Strategy.	<ul style="list-style-type: none"> Set up a single mental health commissioning resource across the CCG and Council. 	Integrated Commissioning	April 2021	Complete	Complete – there is a single point of leadership across the Council and CCG for the delivery of the mental health and wellbeing strategy.
6.5	Underpin the joint commissioning of mental health services across the Council and CCG with a s75 “joint commissioning“	<ul style="list-style-type: none"> A refreshed mental health s75 agreement on mental health to be agreed across the Council and CCG in Bromley, underpinning the joint delivery of services. 	Integrated Commissioning	Mid 2022	On Target	This will be considered as part of the recovery/rehabilitation priority in November 2021.

	Objective	Actions	Lead	Timescale	RAG Rating	Update (November 2021)
	agreement in place, which will be overseen by Integrated Commissioning and Partner Organisations Board (ICB).					