



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Annual General Meeting and Annual Members' Meeting



compassionate



inclusive



committed



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Welcome and address by Trust Chair and Deputy Chair

Bal Claire, Deputy Chair

Phil Gayle, Trust Chair



compassionate



inclusive



committed



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Achievements 2023/24

Bal Claire, Deputy Chair



 **compassionate**  **inclusive**  **committed**



Sustainability – eight goals

Transforming with digital

- Shared Care Record across BSol
- Clinical engagement in ICT strategy and developments

Balancing the books

- Implement framework for transformational change

Caring for the environment

- Implement the Green Plan



Sustainability – eight goals

Changing through partnerships

- Embed BSol Mental Health Provider Collaborative*
- Deliver West Midlands Provider Collaborative strategic priorities*

Good governance

- Review of governance arrangements from Ward to Board
- Review of risk management arrangements



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Highlights and a look ahead

Roísín Fallon-Williams
Chief Executive



 **compassionate**  **inclusive**  **committed**

Top priority goals for 2023/24 (1)

Clinical Services (11 goals)

Leader in mental health

- Implement divisional health inequalities plans
- Engagement and scoping for more integrated Trust services

Recovery focussed

- Family and carer pathway – review and refresh

Rooted in communities

- Community transformation programme year 3
- Out of area placement reduction
- Partnerships with local communities to reduce inequalities

Prevention and early intervention

- Transformation plans for children and young people in Solihull
- Urgent care transformation programme
- Birmingham Healthy Minds waiting times

Changing how we work

- Reaside re-provision
- Highcroft redevelopment

Quality (12 goals)

Improving service user experience

- Population profile of incident data
- Expert by Experience observers project
- Patient Safety Partners in the patient safety framework

Preventing harm

- Implement Patient Safety Incident Response Framework
- *Ensure capital programme supports harm reduction**
- Ensure safe staffing model across all inpatient wards

Patient safety culture

- Review of organisation's safety culture

Quality assurance

- New learning from deaths processes
- Develop and embed Think Family principles
- Improvement against CQC action plans

Using our time more effectively

- Introduce Quality Management system, including embedding strategic approaches to Quality Improvement
- Use QI approaches to develop pathways for improved access

Top Priority goals for 2023/24 (2)

People (9 goals)

Shaping our future workforce

- Delivering the commitments of our workforce plan
- Developing a Just Culture

Transforming our culture and staff experience

- Embed staff engagement programme
- Improve engagement scores to NHS staff survey
- Improvement in the four key areas identified within the NHS staff survey
- Providing a comprehensive Health & Wellbeing offer
- Equal opportunities offered via Flourish programme
- Anti-racist framework and systems

Modernising our people practice

- Developing digital solutions

Sustainability (8 goals)

Transforming with digital

- Shared Care Record across BSOL
- Clinical engagement in ICT strategy and developments

Balancing the books

- Implement framework for transformational change.

Caring for the environment

- Implement the Green Plan

Changing through partnerships

- Embed BSOL Mental Health Provider Collaborative
- Deliver West Midlands Provider Collaborative strategic priorities

Good governance

- Review of governance arrangements from Ward to Board
- Review of risk management arrangements

Overview at end of Q4 (continued)

Just some highlights of achievements during the year



Transforming community services continues at pace across the BSOL footprint

Targeted divisional health inequalities plans developed

Improvements against Birmingham Healthy Minds trajectories

Progress on workforce initiatives including international recruitment

Staff engagement plan and increase in engagement scores in NHS Staff Survey

Development and launch of the anti-racist framework

PSIRF launched and implemented in line with national timescales

Awareness of Think Family increased through targeted campaign and ongoing engagement

Quality Improvement Strategy developed and engaged on

MHPC live for 12 months and a number of achievements recognised

FTB now on Rio – there is a single mental health care record across BSOL

Shared Care Record roll out across all primary and secondary NHS organisations

Our approach for 2024/25

- Addressing learning and feedback from the last 3 years on setting and reporting strategic goals.
- Focus more on outcome/impact than individual actions, therefore fewer overarching strategic goals (35 vs 97 in 2023/24), with measurable actions contributing to each, and each goal is clearly linked to our Trust Strategy.
- Supporting quality improvement methodology
- More robust, so that we can assess progress and impact. All deliverables:
 - Are SMART (specific, measurable, achievable, realistic/relevant and timed) with clearly defined quarterly milestones
 - Have clear ownership and oversight
 - Have measures in place, which could be process, outcome and/or balancing measures per our quality improvement methodology.

2024/25 goals at a glance (1)

Clinical Services (13 overarching goals)

Recovery focussed

- Support to ensure involvement of families and carers
- Consistent approach to developing peer support roles

Rooted in communities

- Community transformation programme year 4
- Access to beds and eliminating out of area placements
- Targeted work in divisions to reduce inequalities
- Access to joined up place-based health and care

Prevention and early intervention

- Transform urgent care pathways
- Transforming and improving children and young people's services
- Service/pathway development to meet agreed trajectories
- Specialist pathways to better meet needs of specific groups

Clinically effective

- Co-produced and personalised care plans to improve outcomes
- Better support for learning disability and autism
- Equip all staff with knowledge of trauma informed approaches

Quality (6 overarching goals)

Improving service user experience

- All QI projects and programmes to be co-produced with EBEs

Preventing harm

- Assurance of safeguarding practice and Think Family approach

Patient safety culture

- Use a variety of channels to identify and share learning Trust-wide
- Access to high quality supervision for all clinical staff

Quality assurance

- Effective use of data to identify gaps and improve quality

Using our time more effectively

- Implement our Quality Improvement Strategy

2024/25 goals at a glance (2)

People (9 overarching goals)

Shaping our future workforce

- Reduce vacancy and turnover rates
- Reduce bank usage and agency spend
- Increase fundamental training compliance

Transforming our culture and staff experience

- Reduce sickness levels
- Increase number of staff who would recommend the Trust
- Maintain staff engagement scores using relevant digital solutions
- Reduce disproportionality of racialised groups in people processes

Modernising our people practice

- Work with finance and ESR team to improve data quality
- Reduce response times to common casework

Sustainability (7 overarching goals)

Transforming with digital

- Operationalise the digital strategy and improvement plan
- Improve information and insights through business intelligence

Caring for the environment

- Refresh strategy to ensure estates and facilities are fit for the future.

Changing through partnerships

- Ensuring the right partnerships to improve access, experience and outcomes and address inequalities.

Balancing the books

- Confirm ambition and timescale to achieve recurrent financial balance with identified cost savings.

Good governance

- Ensure Trust processes and systems are IG compliant
- Establish and implement performance accountability process



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Values Awards 2024

Video



 **compassionate**  **inclusive**  **committed**



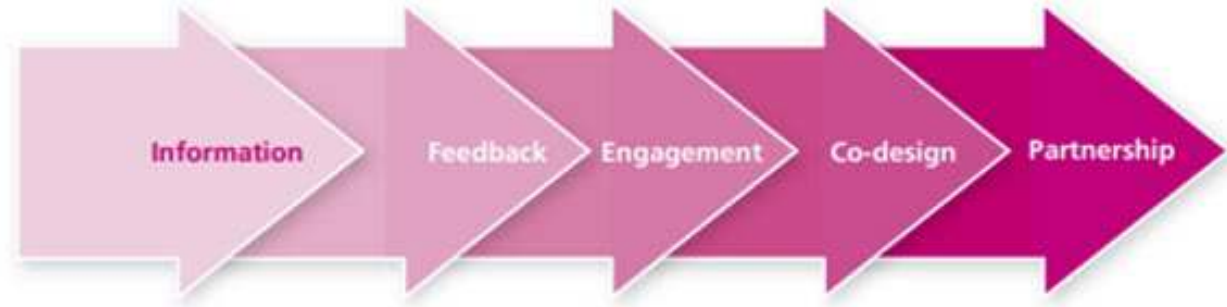
Quality and Safety

Lisa Stalley-Green
Executive Director of Quality and Safety (Chief Nurse)



Positive service user experience

Ideas from Patient Experience and Recovery Group (PEAR)



Schwartz Rounds

EBE & Service Users undertaking 15 steps with Patient Experience & Participation Team

Appraisal Objectives for all related to improving patient experience

Safeguarding and preventing harm

Safeguarding – Think Family

Care Planning – Dialog+

Infection Prevention Focus

Positive safety culture



Quality Improvement and Assurance



Using our time more efficiently

Visible, actively listening, focussed on service user needs

People and relationships





NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Annual Report and Accounts 2023/24

Richard Sollars, Deputy Director of Finance



 **compassionate**  **inclusive**  **committed**



Our finances – 2023/24

- Why is financial performance important?
- What does good look like?
- How did we do?
- What does this mean for us?





Why is financial performance important?

- Profit for a purpose
- If you don't balance the books, eventually you will run out of cash
- Sound financial performance
 - Reassures regulators
 - Gives you room to invest
 - Keeps you in the driving seat
- Allows you to concentrate on quality
- The BSol system is more important than individual organisations



What does good look like?

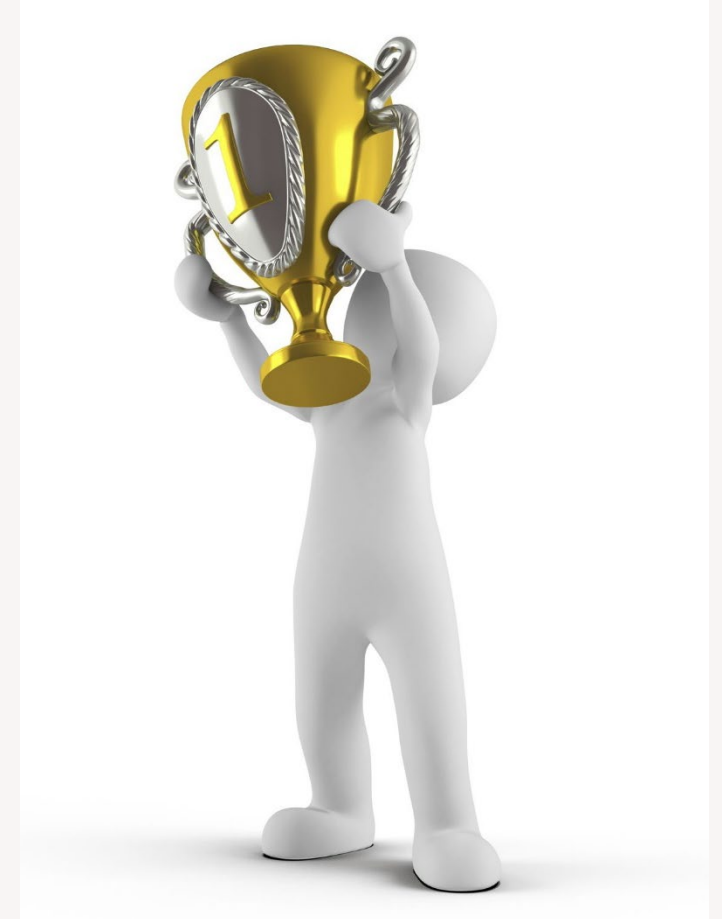
- Sustainable financial position
 - Spend less than you earn
- Cash in the bank
- Regulators consider you low risk
- Ongoing investment in developments and improvements





How did we do?

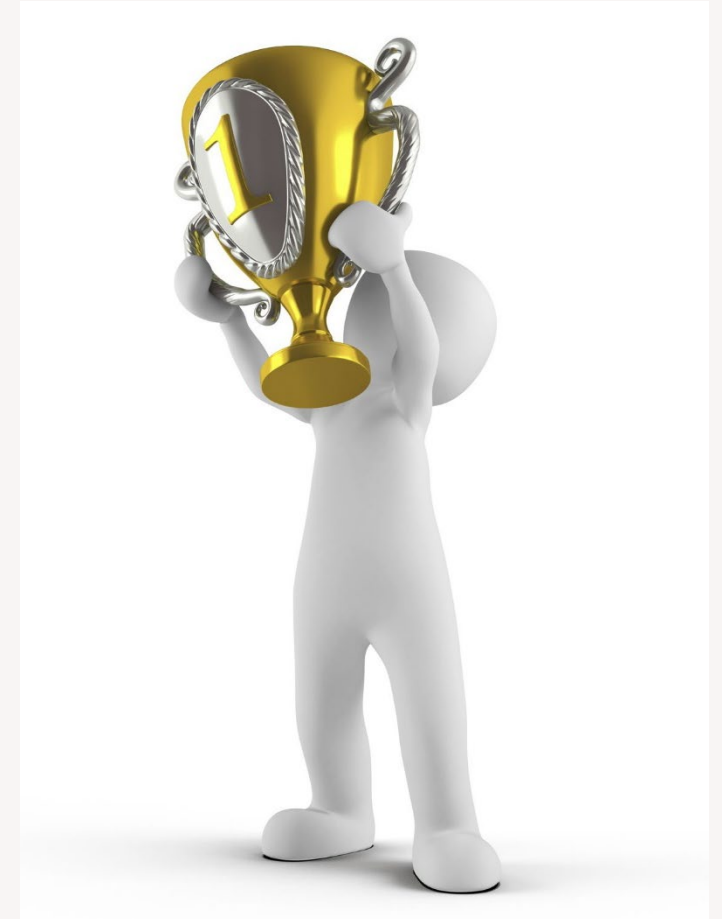
- Sustainable financial position
 - Small surplus of £2.7m on turnover of £626m





How did we do?

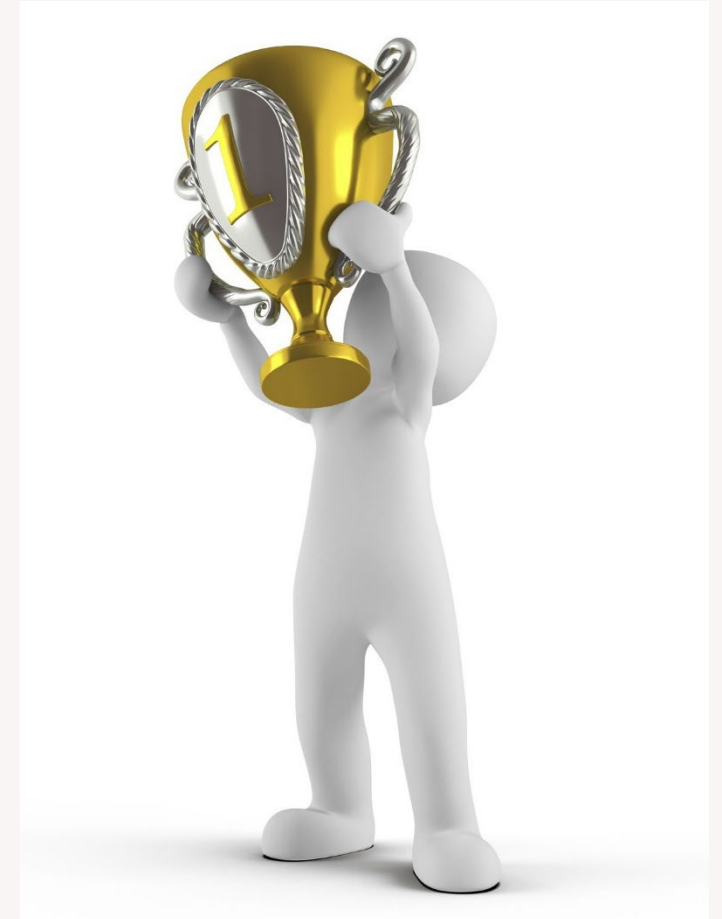
- Sustainable financial position
 - Small surplus of £2.7m on turnover of £626m
- Cash in bank
 - £92.2m





How did we do?

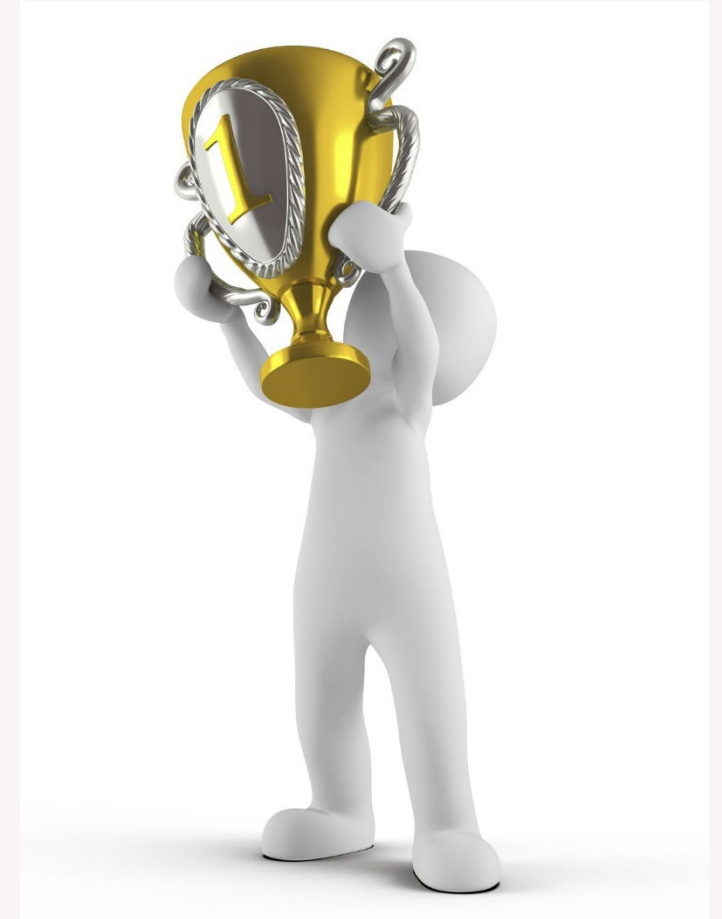
- Sustainable financial position
 - Small surplus of £2.7m on turnover of £626m
- Cash in bank
 - £92.2m
- Regulators consider you low risk
 - no serious concerns from NHS England





How did we do?

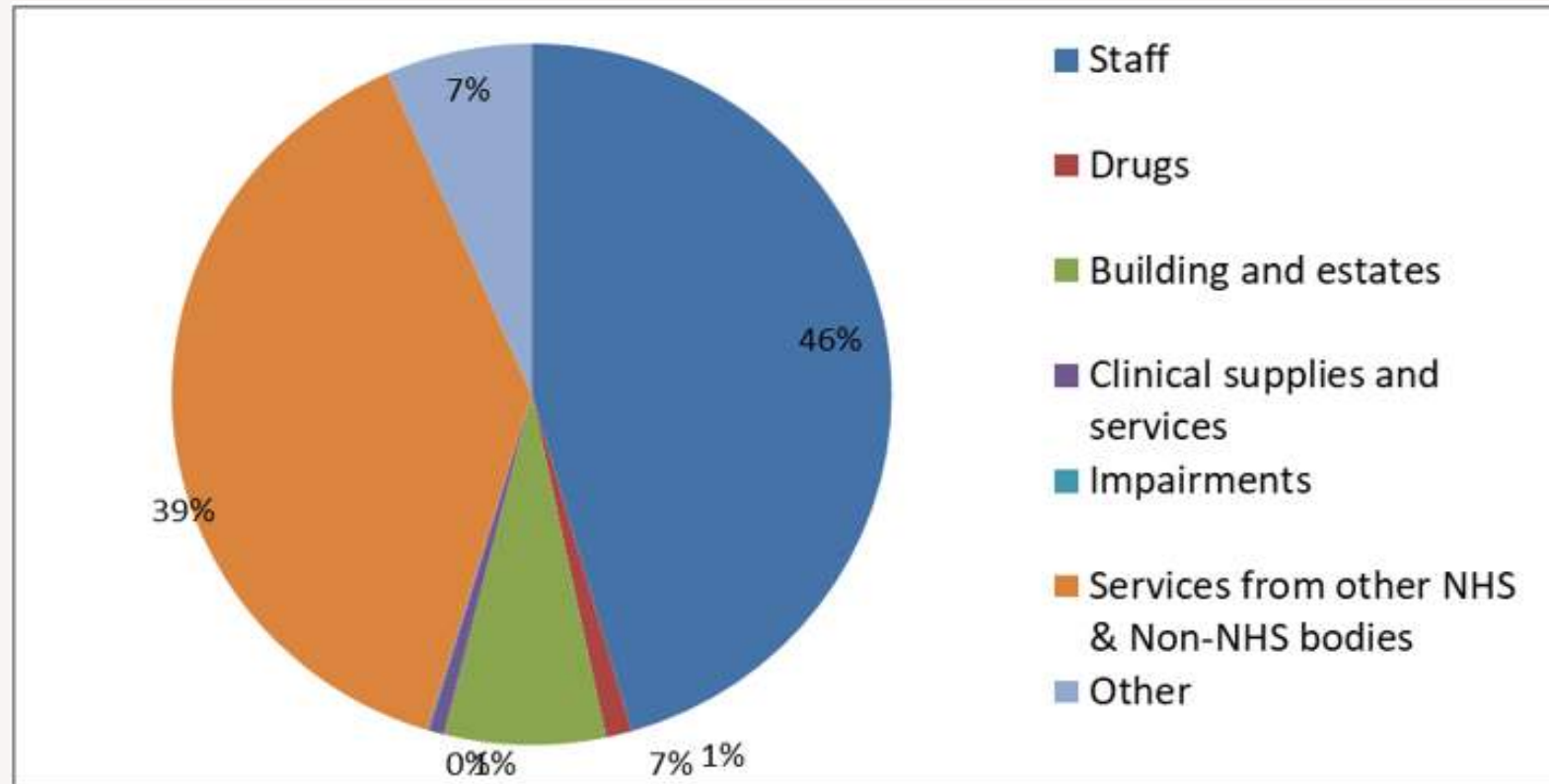
- Sustainable financial position
 - Small surplus of £2.7m on turnover of £626m
- Cash in bank
 - £92.2m
- Regulators consider you low risk
 - no serious concerns from NHS England
- Investment in developments and improvements
 - £9.1m





How did we spend our money?

Annual Expenditure for 2023/24 - £621m





Further information

- Our Annual Report and Accounts 2023/24 includes:
 - Annual Report
 - Consolidated financial statements
 - Auditors' opinion
- Available to download at www.bsmhft.nhs.uk
- Detailed accounts are available in full by request
- Contact our Executive Director of Finance by email – david.tomlinson5@nhs.net



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Update from Medical Director

Dr Fabida Aria

Consultant Psychiatrist and Executive Medical Director



compassionate



inclusive



committed



We want to get better and better at the care we provide

- Connect all we do to patients' access, experience and outcomes
- Take the feedback to continuously learn and improve
- Always consider health inequalities
- Learn from compliments, complaints and incidents
- Listen to our staff and have a learning culture
- Make BSMHFT a great place to work
- Attract the best talent
- Improve our research activity to help patients



Medical Workforce

- We have over 200 doctors who are consultants or specialty or associate specialists (SAS), another 250 doctors in training, and over 550 medical students
- In the 12 months to July 29 new consultants and 16 new SAS doctors have joined us





In the last year

- We have provided cover for several periods of doctors' strikes
- Our doctors have led many Quality Improvement projects, for example to help support our International Medical Workforce and improve their experience
- We have doctors who have additional roles and are experts – including at several universities, Royal College of Psychiatrists, and other networks
- Career progression to senior roles within and outside the Trust
- We have obtained the sponsorship scheme by General Medical Council that enables us to recruit from overseas if needed
- Recognition nationally and locally in award ceremonies for many doctors both substantively and in training



Pharmacy Services

- Huge success to pharmacy staff recruitment (totally we have around 80 pharmacists)
- This meant more pharmacists' support across our teams, most recently all neighbourhood mental health teams are now supported by a pharmacist
- Improving pharmacy operations to provide timely medicines supplies to wards and teams
- Maximising the clinical pharmacy support to inpatient wards
- Revised ways of working for pharmacy technicians enabling more timely medicines reconciliation on admission
- Improved standards for medicines management across our teams



Psychological Professions

Grow

- Workforce expansion from headcount of **459 in 2022** to **578 in 2023**
- New roles including 15+ Mental Health Wellbeing Practitioners; 12 Clinical Associates in Psychology (master's degree level apprenticeships)
- Successful bid to retain the BSol Staff Mental Health Hub until March 2026

Develop

- Successful bids to access national CPD opportunities for practitioners from ethnic minorities and specialist training
- Career pipeline resources to support entry to and progression within the professions, linked with targeted internship models
- National awards nominations for health inequalities initiatives such as developing cultural competency training

Lead

- Divisional Professional Leads present in all clinical divisions as part of senior leadership team, supporting excellence in clinical professional practice
- Retained nationally accredited training course status to support NHS Talking Therapies workforce
- Retained NHSE Psychological Professional Network for Midlands with active Lived Experience involvement



Mental Health Legislation

- We have increased the diversity of our group of Associate Hospital (AH) Managers (formerly Lay Managers) to be in age gender and ethnicity to be more reflective of the population we serve
- We have worked hard through creative recruitment techniques to attract people who come with a high level of expertise and lived experiences from a variety of different backgrounds
- In addition to their statutory role under the MHA, they are an additional safeguard for the patients they serve and are well trained in cultural competency, Unconscious Bias and Active Bystander role
- We also now host an annual regional event for AH Managers across our region.
- Only Trust in Midlands to train approved clinicians and doctors for section 12 training, and ensure local experiences are reflected in training



System Collaborations

- Working with partners patient and carer groups, voluntary sector, faith organisations, social enterprises, primary care, University Hospitals Birmingham, social care, police, education sector etc.
- Our community rehabilitation team have enabled patients move from inpatient rehabilitation to the community with partnership working, thus enabling our patients to be in their own communities and get the support they need
- We are working with police to implement the 'Right care right person' initiative



Research and Development

- Grant funding awarded in excess of £5 million and Infrastructure funding of £11.5 million (Mental Health Mission being the biggest investment)
- Income of just under £1 million in research grants and trial activity
- Developing a new Service to provide therapies both in drugs such as ketamine and repetitive Transcranial Magnetic Stimulation (rTMS) for Treatment Resistant Depression through which specialist research trials will be delivered



Research and Development

- Lived Experience and Action Research group are a group of patients and carers who help review and advice on our projects
- Recruited 276 participants to complex National Institute for Health and Care Research portfolio trials
- Continued growth and development with our partners at the Institute for Mental Health (university of Birmingham), Aston University, Birmingham Health Partners and Oxford Biomedical Research Centre



Huntington's Disease Research Studies

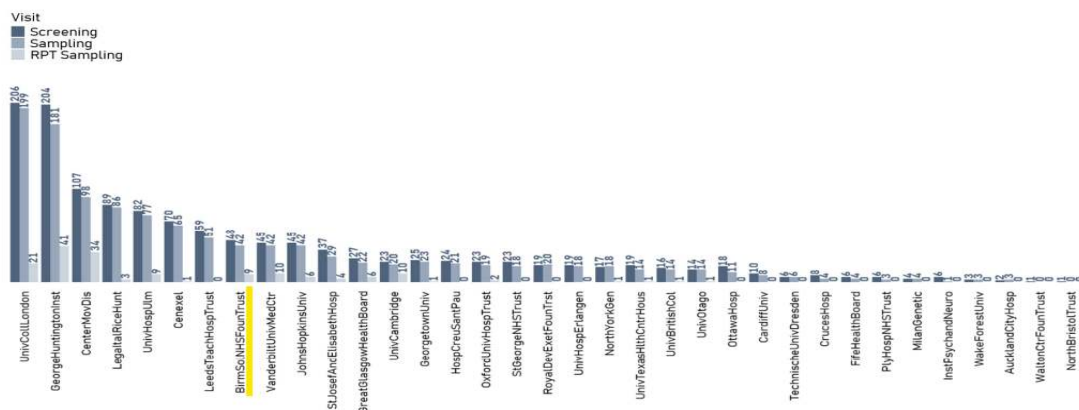


Figure 16. HDClarity visits by site and visit type (screening; sampling; repeat sampling, all including longitudinal visits).

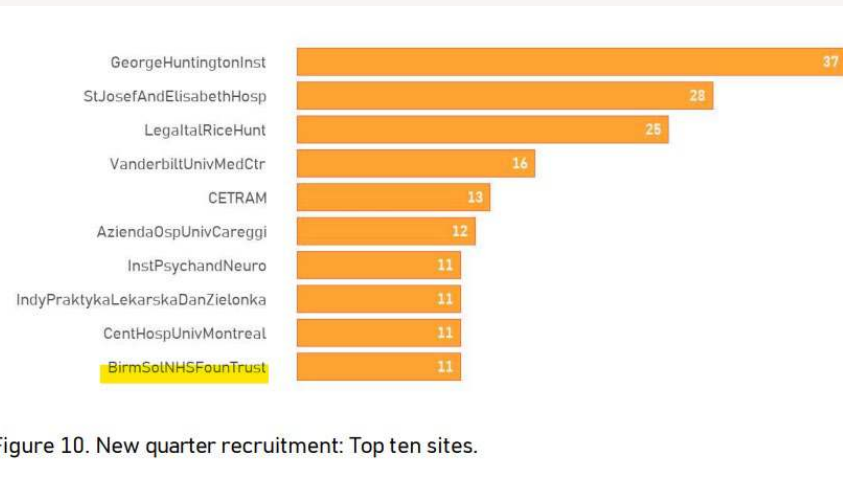


Figure 10. New quarter recruitment: Top ten sites.

HDClarity

A multi-site cerebrospinal fluid collection initiative to facilitate therapeutic development for Huntington's disease.

BSMHFT is amongst the top ten 10 recruiting sites globally

- **Enroll-HD** is the world's largest observational study for Huntington's disease families—currently more than 20,000 people are taking part in Europe, North America, Australasia, and Latin America.
- **Out of 154 global sites, BSMHFT ranks in the top ten for recruitment this quarter!**



New Initiatives

- One of the 6 Trusts nationally to be selected for a pilot on neighbourhood mental health services
- This pilot will be in East Birmingham, for a population of 40,000 over 2 years
- This service once fully functioning will provide 24-hour mental health care to the people they serve and have a team that includes people from the community and those with lived experience
- Our Quality Improvement work has been recognised and we presented at a national meeting recently to share our work
- We are part of several national Quality Improvement initiatives to improve our care



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Freedom to Speak Up

Emma Randle, Lead Guardian
Charity Justin, Student Nurse and
Freedom to Speak Up Champion



 **compassionate**  **inclusive**  **committed**



Freedom to Speak Up

- Highlights
- Growth
- Embedding Freedom to Speak Up (FTSU) culture
- Our Champion network



Freedom to Speak Up

- The power of listening
- Quality goals
- Looking forward into 2025 – 100 Voices story: Listening to trainees



Becoming a nurse

- Caring nature from a very young age
- **February 2021** – inquired about the requirements for undertaking a Masters in Nursing
- Health Care Assistant in a Dementia Care home
- **September 2022** – completed Access to Higher Education Diploma Level 3
- Further Health Care Assistant experience
- **September 2023** – second year at Birmingham City University studying MSci Adult and Mental Health Nursing



Our first Student Nurse Champion

- I was inspired by Lucy's presentation in March 2023 when I attended Applying Theory and Practice Pathway (ATAPP) training
- Started placement in March and completed Champion training in May 2024
- Common themes experienced by trainees
- Fear is a barrier to speaking up
- Positive feedback and appreciation
- Themes shared for learning and improvement



**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Value Me to Reduce Inequality

Patrick Nyarumbu MBE, Deputy Chief Executive
Jas Kaur, Associate Director of Equality, Diversity,
Inclusion and Organisational development





Why...

To enable the right ingredients for an

Inclusive culture

which is...

Anti racist

and

Anti discriminatory

for **all**

to

Improve

access,

experience

and

outcomes

for

our people



Value Me to Reduce Inequality



What..



Every person to be valued and understood



Why...



So that I have a fair opportunity to take the next step-*whatever that looks like for me*



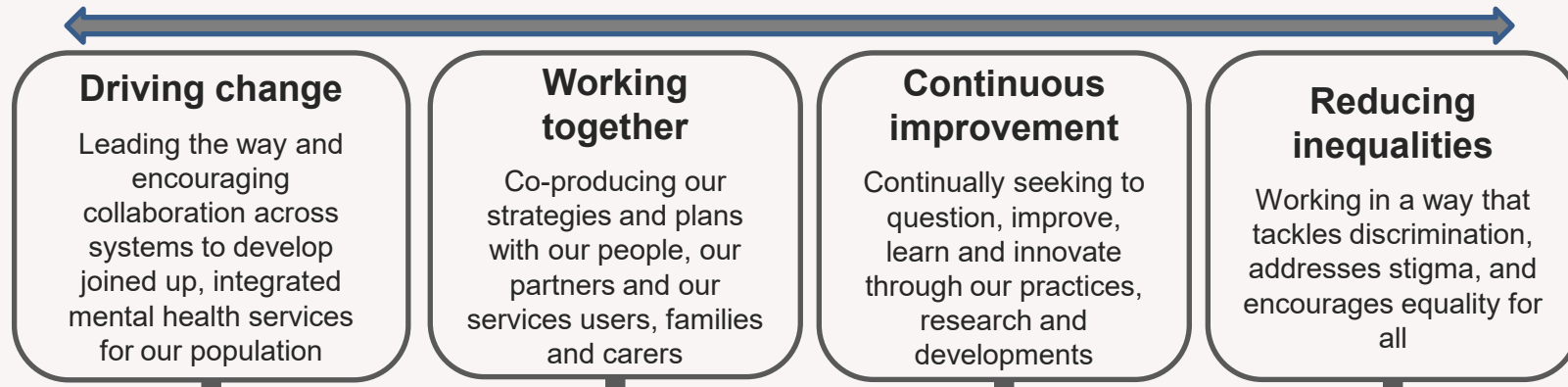
How our strategic priorities align



**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

One vision: improving mental health wellbeing

We will need to work in four key ways to achieve this vision, and these are themes running through our strategy:



Four strategic priorities:

Clinical Services	Leader in mental health – integrated pathways and services; system partnerships	Recovery focussed - co-production as a norm for how we develop and design services	Service transformations; clinically effective and evidence-based	Rooted in communities – reducing inequalities for our service users and carers
Quality	Patient Safety collaboratives; system working e.g. suicide prevention, safeguarding	Improving service user experience – emphasis on co-production and EbE roles	A focus on quality improvement, learning lessons, using data and research	Reducing unwarranted variation; physical health
People	Workforce planning across the system	Staff engagement; lived experience roles; co-production of our systems and processes	Evidence based people practice; using data and analytics	Embedding our value of inclusion; diverse workforce; just culture; safety to speak up
Sustainability	Range of strategic partnerships and governance structures to support integrating	Staff and service users involved in identifying and developing and evaluating opportunities	Digital transformation evidence/research based; sharing practice/learning; environmental initiatives;	Resources, partnerships and data to support reducing inequalities; ensuring digital inclusion





Demographics: Main Characteristics - 1 Year Caseload



SERVICE / TEAM FILTER

Services/Teams Selected:
All Services and Teams



SUs last 12 months

117,914

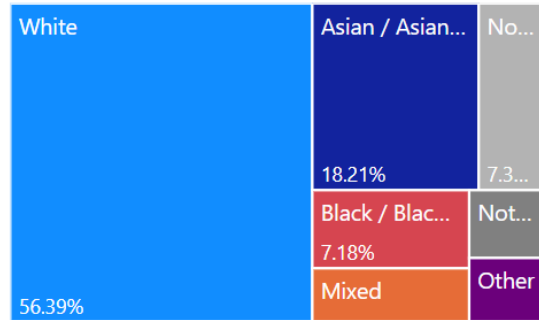
Current SUs

57,646

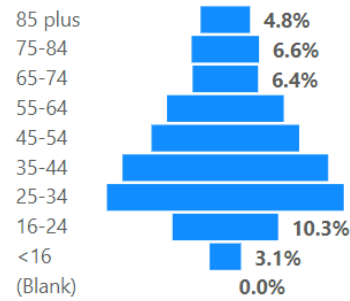
SUs New to the Trust

62,266

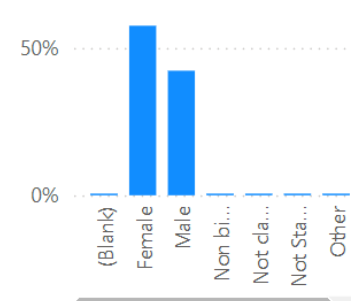
Service Users - Ethnicity



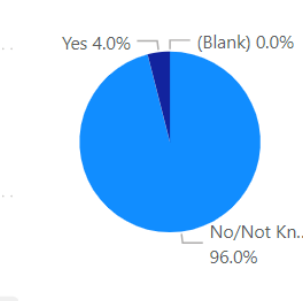
Service Users - Age



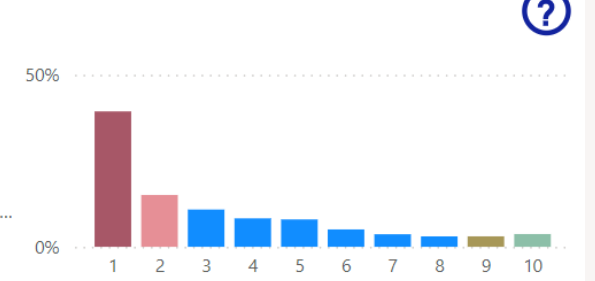
Service Users - Gender



Service Users - Disability



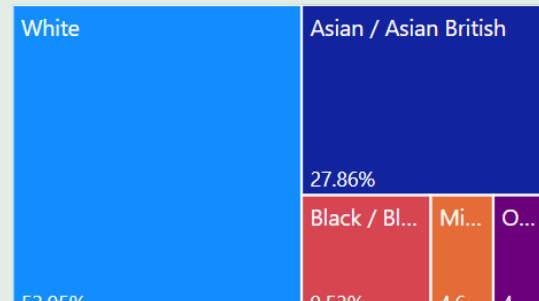
Service Users - 2019 Index of Multiple Deprivation (Decile1 = most deprived)



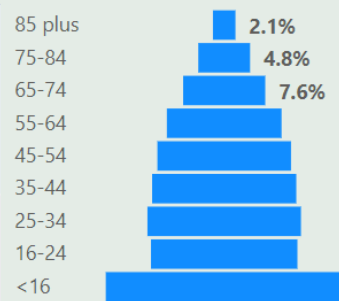
2021 CENSUS DATA

Source: Office for National Statistics

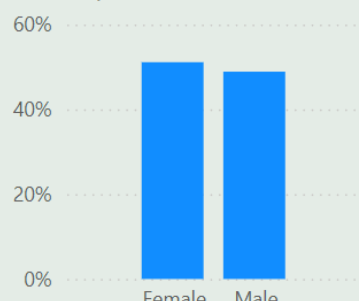
BSol Population - Ethnicity



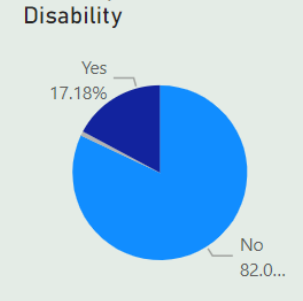
BSol Population - Age



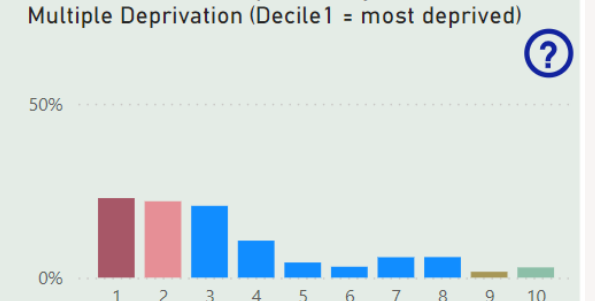
BSol Population - Gender



BSol Population - Disability



2021 Census BSol Population by 2019 Index of Multiple Deprivation (Decile1 = most deprived)





Workforce demographics



SERVICE / TEAM
FILTER

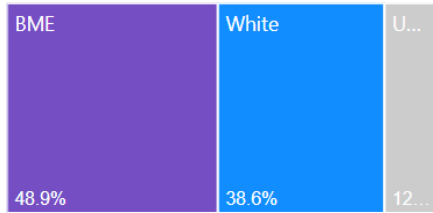
Localities/Areas/Teams Selected:
All Localities, Areas and Teams



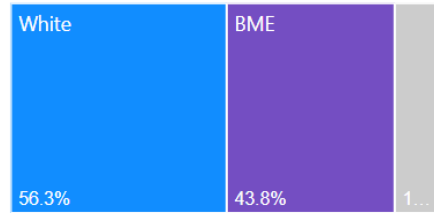
Total staff
6145

Snapshot date
31-Aug-24

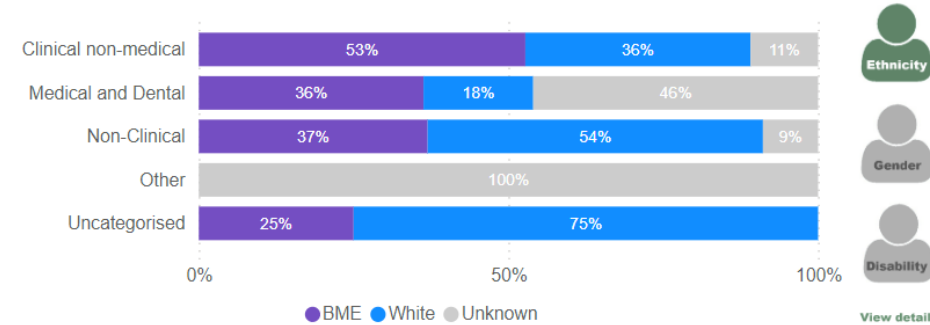
Workforce: Ethnicity



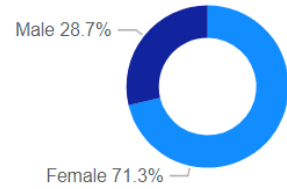
Board: Ethnicity



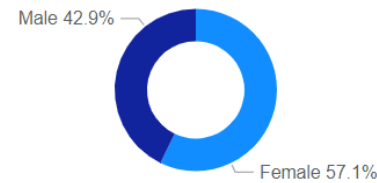
Role | Ethnicity | Number of staff



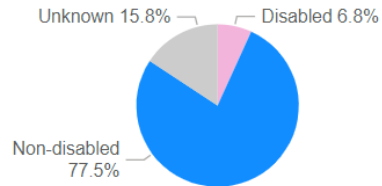
Workforce: Gender



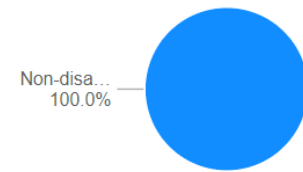
Board: Gender



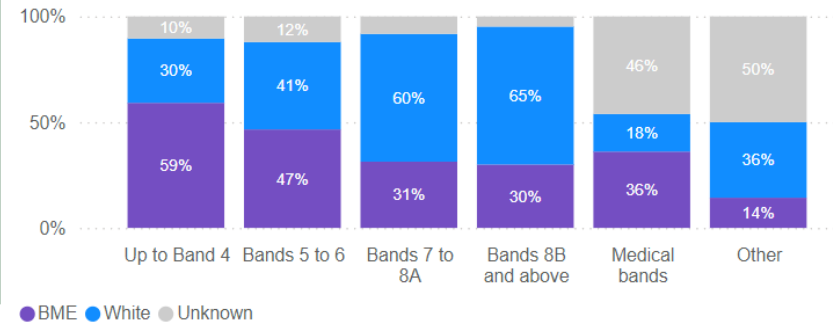
Workforce: Disability



Board: Disability



Pay band | Ethnicity | Number of staff



Contact Us

User: j-kaur5@bsmht.nhs.uk

05/09/2024 07:55:37

Report ID: 0193

Workforce demographics



Organisational Development and Equality, Diversity, Inclusion integration



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Adult Community Mental Health Transformation

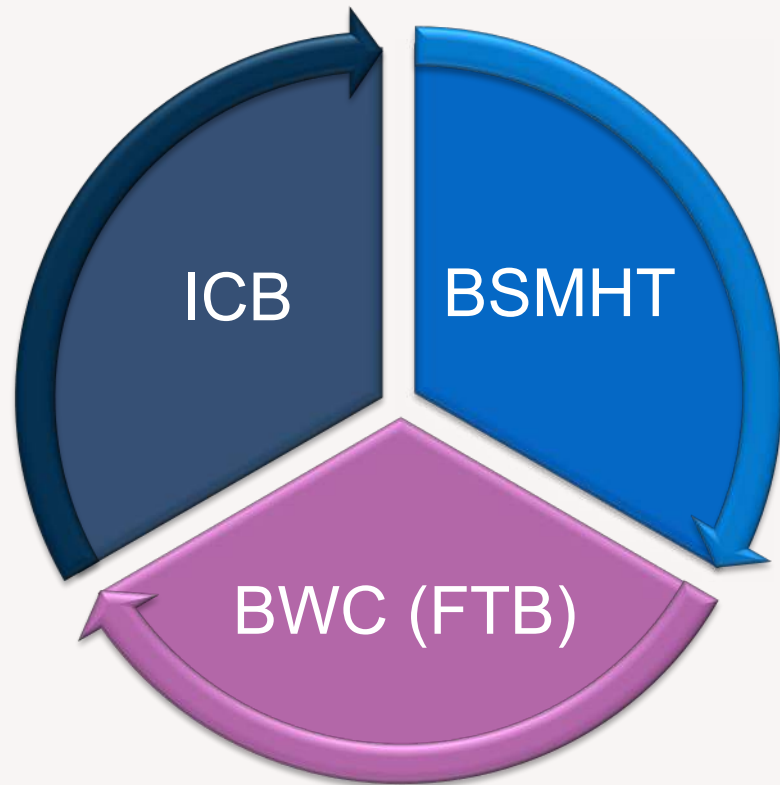
Vanessa Devlin, Executive Director of Operations



 **compassionate**  **inclusive**  **committed**



Adult Community Mental Health Transformation Background



NHS
Birmingham and Solihull
Mental Health
NHS Foundation Trust

NHS
Birmingham Women's
and Children's
NHS Foundation Trust



Birmingham and Solihull
Integrated Care System
Caring about healthier lives



The Vision

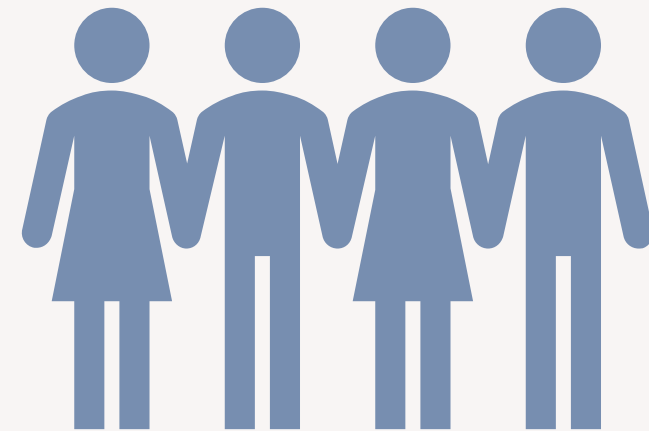
The delivery of an ambitious national programme focusing on new integrated models of care and transforming community mental health services to improve collaboration and outcomes for service users





Who is it for?

Focus on people living in **their communities** with a range of long-term **severe mental illnesses** and People whose needs are deemed **too severe for Talking Therapies services but not severe enough** to meet secondary care 'thresholds'.





Pathway Development

As part of the developing pathway, we have introduced Neighbourhood Mental Health Teams to work alongside Community Mental Health Teams, as part of the **Community Mental Health and Wellbeing Service**.

These teams are the front door and aim to bridge the gap and improve the pathway between GP only mental health care and traditional secondary mental health care.



Birmingham and Solihull
**Community Mental Health
and Wellbeing Service**



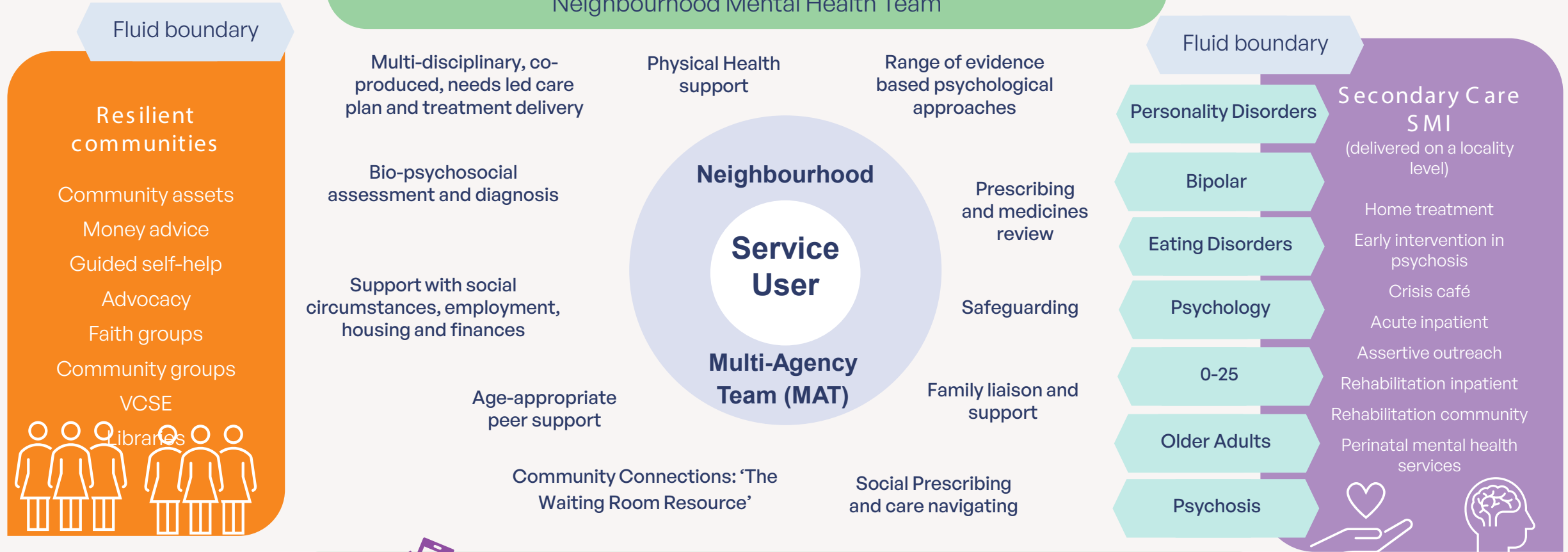
Pathway Overview

The new model rests on four key steps:

The new Community Mental Health and Wellbeing pathway reaches across primary and secondary care and will:

- Remove the need for multiple referrals and transition points, allowing for a multi-agency approach across organisations
- Bringing together the third sector expertise
- Reducing waits for access to support
- Service users can access the right help at the right time





Our Principles

- Trauma informed
- Integrated mental and physical health
- No referral culture, no wrong front door
- Access to appropriate care within 28 days
- Health, social care and voluntary sector integration
- Evidence based, outcome informed interventions
- Autism aware
- Co-produced Services




Next Steps


Focus for the next 18 months is on:



**BRIDGING THE GAP
BETWEEN 'PRIMARY' &
'SECONDARY' CARE**
Development and shared
understanding of a single
CMHWS pathway.



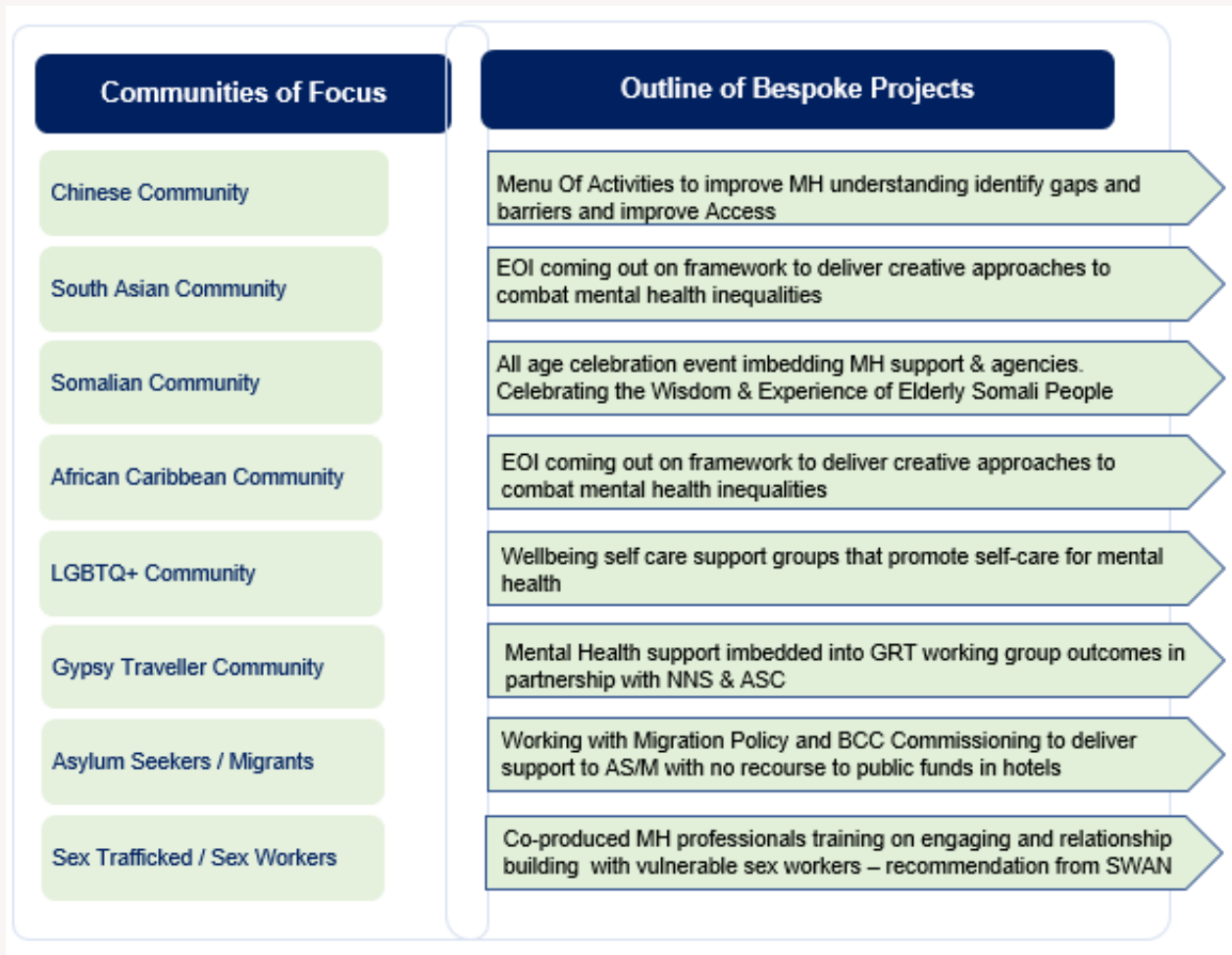
CASELOAD AND FLOW
Reduced caseload ratios in
CMHT - optimising
appropriate pathways
available through
development of CMHWS.



TRANSITIONS
Improving how we work
with interdependent teams
to enable smoother
transitions for service users.



Health Inequalities



Underpinning support for all

- Animation video and resources explaining mental health service offers
- Podcasts
- Alignment and facilitation/relationship building of communities of interest to Community Mental Health Services
- Peer support and co-production workshops
- Managing Risk Training
- Mental Health and Suicide First Aid Training
- Pop-up Mental Health Clinic
- Co-location opportunities with Neighbourhood Mental Health Teams



Summary of Achievements

- Neighbourhood Mental Health Teams (NMHTs) continue to mature and data is showing impact, with just over **32,000** referrals being received since the service went live
- Service user feedback shows 92% of service users would use the NHMTs provision again
- DIALOG+ as the co-produced care planning tool training has been rolled out across community teams, now moving towards quality and compliance for plan completion
- Intensive Community Rehab Team fully mobilised supporting individuals to receive rehab in their own home, avoiding extended lengths of stay in hospital



Summary of Achievements

- Peer Support Hub – Lived Experience roles being brought in to enhance with workforce within the pathway
- Exploring Depression Courses and specific mental health drop-ins (co-delivered with Peer Support Workers) are being piloted across the neighbourhood team to further enhance the offer for service users
- Working with local VCSFE commissioned services – to provide a collaborative holistic package of care
- Pilot work has commenced around areas of low service provision and links to Health Inequalities supported by VCSFE role
- System working has commenced with Community Collaborative to provide physical health, social care and mental health support for service users



Service User Feedback

“Kind caring helpful,
felt like I was talking
a friend who cares”

“The lady who
supported me was
amazing and really
helped my mindset”

“Open, welcoming,
non-judgemental.
Genuine human
interaction – did not
feel like a living
text book.”

“Face to face, it
was good, not
rushed and they
did everything they
said they would”

“How quick
my referral
was set up”

“It has helped me
on the beginning
of a long journey.
I can't praise the
service enough”



Birmingham and Solihull
Mental Health
NHS Foundation Trust

BSol Mental Health, Learning Disabilities and Autism Provider Collaborative

Jenny Watson, Deputy Director of Commissioning
and Transformation



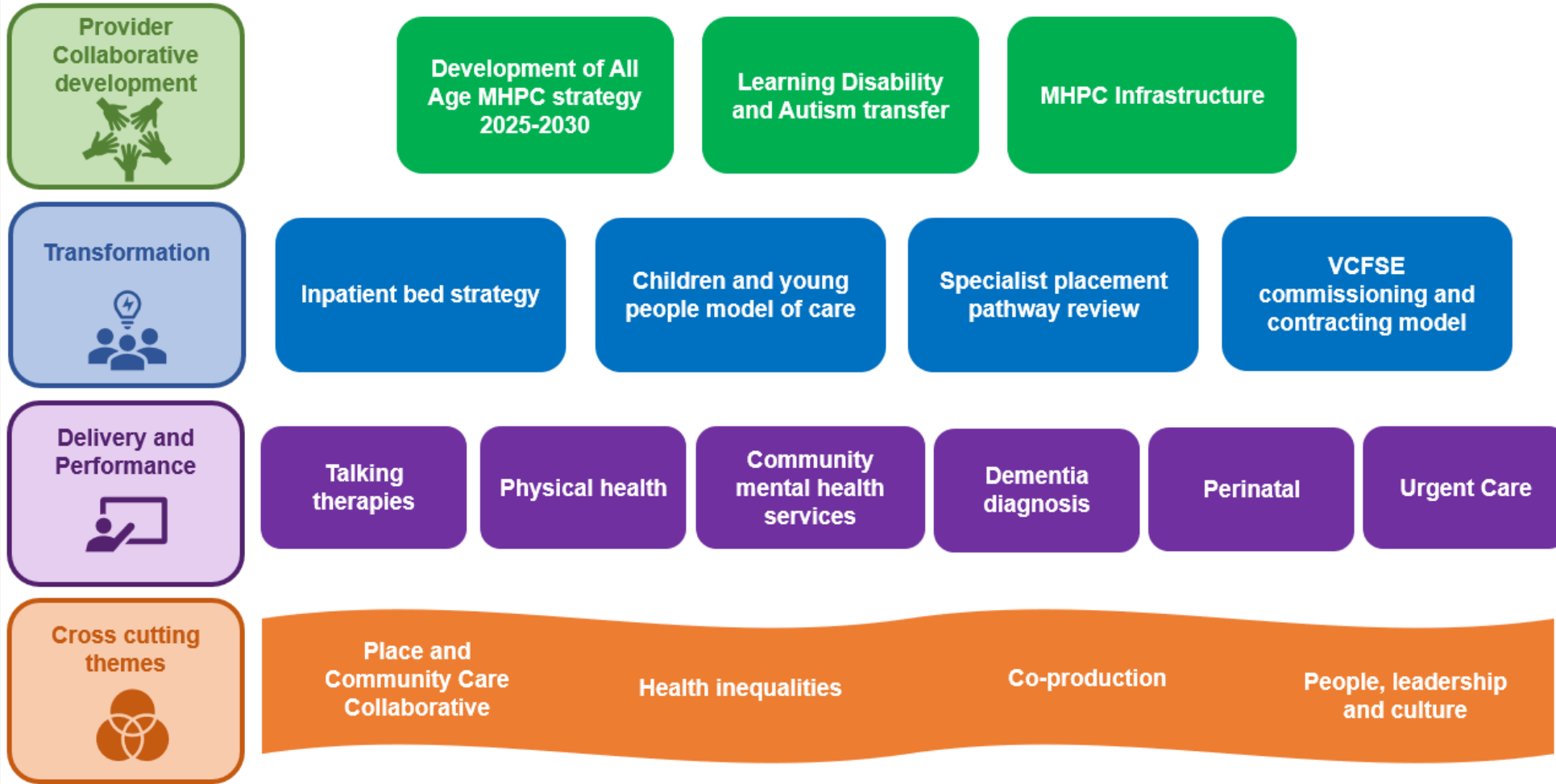


Our journey so far...

- BSol Mental Health Provider Collaborative – LIVE 1 April 2023
- Tactical Commissioning for mental health
- Learning Disabilities and Autism tactical commissioning responsibilities from 1 June 2024
- Budget circa £432m
- Birmingham and Solihull Mental Health NHS Foundation Trust – Lead Provider
- Embedded Governance for decision making and assurance

Our Interim Strategic Framework 2024/25

Mental Health Provider Collaborative - Interim Strategic Framework 2024/25 Our Priorities





Development of an All Age Mental Health Strategy

Stage 1: Gathering insight

Centre for Mental Health commissioned to deliver an **All-Age Mental Health Needs Assessment** for Birmingham & Solihull

Rethink Mental Illness commissioned to deliver an **Experience of Care Campaign**

No Health Without Mental Health, **Community Voices Event**

CO-PRODUCE STRATEGY

Existing Strategies, Plans and Insight from across the BSOL System

Our Strategy Roadmap

Strategy timeline

April – August 2024



Gathering information and insight

- National drivers
- Local drivers
- Intelligence and data

September 2024 – February 2025



Co-production and engagement



Creating the draft strategy

February – March 2025



Governance and approvals

- MHPC Governance
- Place Committees
- ICB Board
- Health Oversight and Scrutiny Committees

April 2025 onwards



Strategy Launch

Implementation, monitoring, assurance and annual review



Children and Young People's Transformation Programme

System-focused model of mental health care across Birmingham and Solihull delivered through a locality driven integrated and graduated approach with system partners

February 2024

- CYP Transformation Programme initiated
- Programme Governance established

February – September 2024

Design principles:

- An **All-age** model that recognises the I-thrive model in relation to graduated support with different mental health needs being met at different levels and care that is stepped and seamless, recognising escalation and de-escalation of issues.
- A **person-centred holistic and integrated approach to support and recovery** – this recognises that young people need wider support; transitions should be seamless but also based on need and achievement of the best possible outcomes for CYP based on an all-age model; and CYP, parents and care givers are equal partners in the delivery of care.
- **Integration and delivery across the system** including through Primary Care Networks, education settings, early help via the family hubs system (see Appendix D for details on services provided by family hubs).
- A **system model** for crisis and urgent care support.

Our 3-Year Strategic Vision for Inpatient Beds

Scale of the Challenge

- A continued increase in admissions to acute and PICU beds
- Long lengths of stay
- High use of rehabilitation beds
- Cost pressures

Inpatient Bed Strategy

3-year strategic vision and approach to both inpatient adult acute and psychiatric intensive care unit (PICU) beds and rehabilitation provision ensuring that the patient is always placed at the centre of decision-making.

Implementation Plan

Priorities

- Care Closer to home
- Least restrictive practice
- Focus on Prevention and early intervention
- Purposeful admissions with therapeutic environments and discharge planning
- Reduced length of stay



Provider Collaborative allocated funding to support quality and transformation of inpatient services for mental health, learning disabilities and autism.

Bidding process opened for innovative bids which were required to demonstrate how they will lead to reduced inpatient bed use and the alignment with key strategic objectives set out in the 3-year BSol inpatient / bed strategy, this included.

- Admission Avoidance
 - Reducing length of stay and facilitating quicker discharge from hospital
 - Preventing readmission
 - Alignment with strategic objectives
 - Resource requirements
-
- 26 bids received and 9 awarded funding.

Case Example



Mr A, Adult, Long Term Conditions, Survivor of 2 life threatening conditions and had surgery twice in the last year.

Loss

Grief

Illegal Drugs to
manage pain

Deteriorating
relationship with
family

Suicide attempts

Talking Therapy Service

Counselling for depression
12 Sessions which helped recognise and
voice grief
Let go of anger, fear and resentment

No thoughts of self-
harm

No illegal drug use

Depression scored
dropped from 24 to
0 and Anxiety from
15 to 0

Achievements in 2024/25

- Mobilisation of the **NHS 111 Mental Health option for people in MH crisis** in April – whilst continuing to also commission a 7-day Helpline for people in need of support but not in crisis
- Continued to exceed the target for the number of people accessing **Individual Placement and Support (IPS) Services**, which enable people with severe mental illness to find and retain employment. This service is commissioned from the Shaw Trust.
- The **Integrated Community Rehabilitation Team (ICRT)** is facilitating shorter Lengths of stay and improving flow in rehabilitation beds and providing an alternative community offer instead of inpatient rehabilitation as a discharge destination from acute beds. This in turn is enabling people in out of area beds to be repatriated to the BSol footprint.
- Commenced a **Specialist Pathway Review** for those in receipt of a Section 117 or Specialist Package of Care to understand opportunities to reshape the community offer and pathway.



Birmingham and Solihull
Mental Health
NHS Foundation Trust

Caring Minds Charity

Louise John, Charity Manager



compassionate



inclusive



committed



The purpose of BSMHFT charity, Caring Minds

- We are here to **enhance** the work of the Trust
- For the **benefit** of service users, staff and carers
- To **make a difference** and provide extras, beyond NHS provision
- To bring **colleagues together**



Getting out and about

Happiness in a cup



Trust Induction



Guests on Unity FM





Bringing colleagues together, at our first Caring Minds quiz





Support and fun with our lovely volunteers





Involving our service users and colleagues

Stocks made by colleagues and service user at Reaside





What have our supporters been up to



**Murray ran the
Edinburgh Marathon**

Innovative ideas from local gym



**Birmingham Uni,
choose Caring Minds**



Colleagues championing Caring Minds





The Great Ardenleigh Bake Off





Spreading the word

Haleema's Hearts



Reaching the heights of Scafell Pike





A snippet of projects we have funded and supported





Caring Minds have also funded

- Support for Family and Carers Days
- Pony/Animal Therapies
- Art resource
- Positive Mental Health Group
- Gardening Projects
- Service insight videos
- Staff Wellbeing spaces



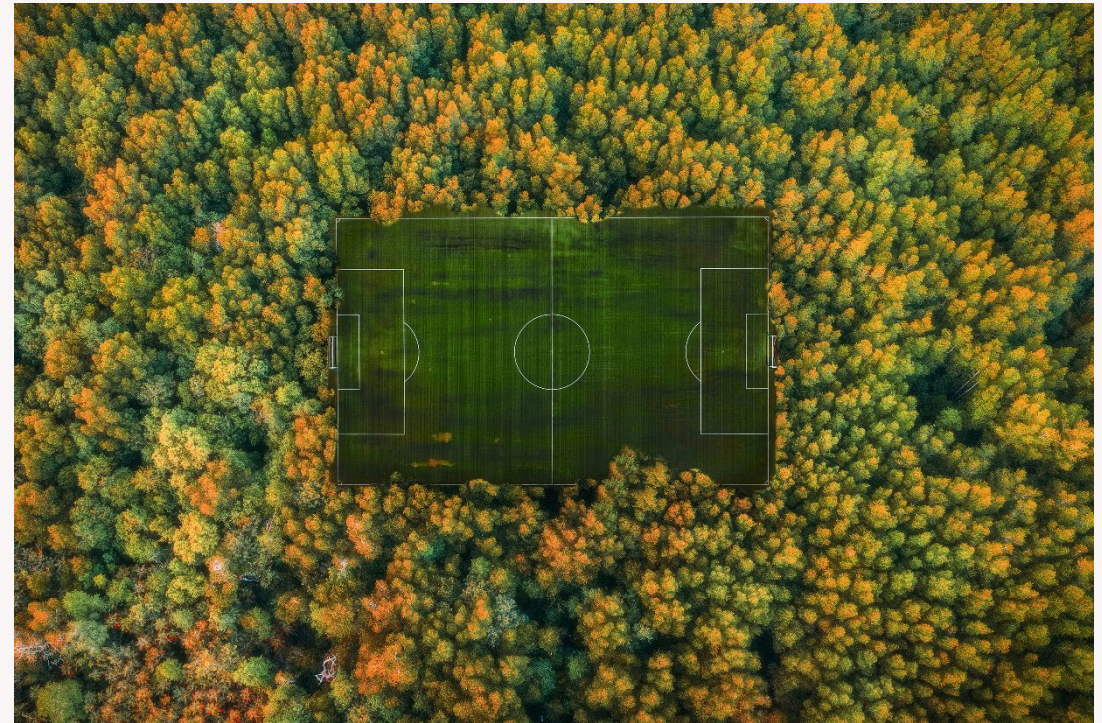


From Corporates to Colleagues





Corporate Support from BSN Group Construction





Support from Equitix



We were chosen by Equitix to be one of three Charities to benefit from their annual fundraiser, raising over £100,000!



What is next for Caring Minds

- **Growth and Development**
- **Collaborative working**
- **Relationship building**
- **Wish List planning**
- **Ensuring we are the chosen charity for colleagues to support**
- **Working together with the Trust to enhance service user experience**
- **Supporting the wellbeing of our amazing workforce**



How can we help you ?

- We encourage you to **speak** to us with **ideas** and **suggestions**
Example: How can the charity **support** and **enhance emotional wellbeing for all**
- We can **advise** you on **bid applications** and will be providing clearer guidelines to support the process
- We can provide **links** to other **departments** and colleagues with **shared ambitions**
- We can offer **support for any fundraisers** you host, and supply merchandise



How can you help us?

- Play our **Staff Lottery**
- Use **Easy Fundraising platform**
- Buy a **Raffle** ticket
- **Take part** in an event
- **Host** an event for us
- **Talk** about us, and help us **grow**

Caring Minds

Run Miles for Caring Minds

4 May 2025
Great Birmingham Run

Sign up and support our Trust charity

See Connect and join
#TeamCaringMinds

AJBell
great birmingham run

Charity number: 1098659



Thank you for your continued support



Team Caring Minds



NHS

**Birmingham and Solihull
Mental Health**
NHS Foundation Trust

Council of Governors

John Travers, Non-Clinical Staff Governor and Lead Governor

Leona Tasab, Clinical Non-Medical Staff Governor

David Slatter, Public Governor (Solihull, Coventry and Warwickshire)



compassionate



inclusive



committed



Looking back at our priorities for 2023/24

- Visits and engagement
- Governor development
- Good governance



Developing in 2024/25

- A clearer forward look
- Governor experience
- Connecting to our members
- Any questions?