

# North Lanarkshire Council Report

## Policy and Resources

approval  noting

Ref RM/SP/KB

Date 26/09/19

## Lanarkshire Mental Health and Wellbeing Strategy

**From** Ross McGuffie

**Email** mcguffier@northlan.gov.uk

**Telephone**

### Executive Summary

The purpose of the report is to:

- Report on the process to develop the Lanarkshire Mental Health and Wellbeing Strategy 2019-2024.
- Endorse the final draft Lanarkshire Mental Health and Wellbeing Strategy (Appendix 1), Lanarkshire Mental Health and Wellbeing Strategy summary (Appendix 2) and Communication and Engagement Report (Appendix 3).

*PLEASE NOTE that due to the size of the appendices they have not been attached to this report. The appendices are available on MARS, via the Council's website and, for elected members, in the Committee Meetings folder on the Council's internal network drive. Printed colour copies of the documents will be available for elected members at the meeting.*

### Recommendations

Members are asked to:

- (1) Note the content, scope and scale and consider actions required within the Lanarkshire Mental Health and Wellbeing Strategy.
- (2) Note that the population approach utilised has enabled wide-ranging involvement in the development and co-production of the Lanarkshire mental health and wellbeing strategy.
- (3) Note the Communication and Engagement report which describes the depth and breadth of engagement undertaken to inform the development of the strategy, highlighting examples of unmet need and reflecting lived experience throughout.
- (4) Endorse the Strategy.
- (5) Note that Strategy will be formally launched on 24<sup>th</sup> October, 2019

### The Plan for North Lanarkshire

Priority Improve the health and wellbeing of our communities

Ambition statement (13) Improve preventative approaches including self-management and giving people information and choice over supports and services

## 1. Report

- 1.1 A pan-Lanarkshire Mental Health & Wellbeing Strategy has been developed over the period October 2018 to July 2019 using an inclusive and rigorous planning approach, reflecting a common, shared vision which will drive significant shifts in culture (*how we see mental health and physical health*), focussing on earlier intervention and prevention as well as the development of new services and redesign and reconfiguration of current services.
- 1.2 A Lanarkshire Mental Health & Wellbeing Strategy Group was established December 2018 with a multi-stakeholder membership and supporting infrastructure, chaired by Anne Armstrong, Nurse Director of Health & Social Care, North Lanarkshire. This pan-Lanarkshire infrastructure has provided governance, specialist knowledge, key insights and expertise, and has been informed by lived experience from a range of contributors.
- 1.3 The strategy, entitled 'Getting it Right for Every Person' (GIRFEP) reflects the need to understand the causal factors related to mental health and wellbeing; the role played by inequalities; and the overall needs of the population to invest in our mental health and wellbeing approaches and connecting all strategies in the pursuit of the same goal – 'Good Mental Health for All'.
- 1.4 The final draft describes mental health and wellbeing in context, in some cases where we are now, where we intend to be, what activity we will undertake to get there and sets out what success will look like over the period of implementing the strategy (2019-2024).
- 1.5 The system wide (*prevention to recovery*) scope and scale and population approach (*pre-birth to pre-death*) taken to developing the strategy has enabled the buy-in of all stakeholders. The robust engagement process to involve all key stakeholders has been achieved and has shaped the final draft strategy. The approach taken to involvement and engagement is demonstrated in the content, style, format of Lanarkshire Mental Health and Wellbeing, Communication and Engagement Report (2019).
- 1.6 The aim of the strategy is to set out the priorities for mental health and wellbeing in Lanarkshire. The strategy sets out how we will improve access to mental health supports and services closer to home; critically align physical health needs with mental health needs; and tackle stigma and discrimination whilst promoting good mental health for all. Doing so will bring us closer in Lanarkshire to realising the national aspiration of mental health and physical health being seen as equal.
- 1.7 The strategy also gives due consideration to workforce requirements and current and future accommodation requirements, in order that we can ensure that the people who use and provide mental health services feel valued.
- 1.8 The strategy is comprehensive, reflecting need and aspirations in Lanarkshire aligned with the current and emergent evidence base.
- 1.9 It is proposed that the Governance arrangements for the further development and delivery of the strategy will be as set out in Section 10 of the Strategy: Programme Governance. The Mental Health and Wellbeing Strategy Group will become a Strategy Board chaired by Anne Armstrong. The Mental Health & Wellbeing Strategy Board will have senior representation from all key stakeholders.

- 1.10 Following approval in principle, taking on feedback on the final draft strategy through August and September 2019, final amendments will be made prior to the publication of the strategy and a formal launch event to be held 24<sup>th</sup> October, 2019. This launch will be co-produced with voluntary and community organisations as key contributors alongside people from a wide range of organisations.
- 1.11 The final draft Strategy and accompanying documents has been submitted to the NHS Board, Both Councils and both IJBs for noting/ approval as follows:

South Lanarkshire Executive Committee for endorsement	28 <sup>th</sup> Aug 2019
NHS Lanarkshire Board for endorsement	28 <sup>th</sup> Aug 2019
North Lanarkshire Partnership Board for noting	28 <sup>th</sup> Aug 2019
South Lanarkshire Integration Joint Board for endorsement	10 <sup>th</sup> Sept 2019
South Lanarkshire Community Planning Partnership Board for endorsement	11 <sup>th</sup> Sept 2019
North Lanarkshire Integration Joint Board for approval	24 <sup>th</sup> Sept 2019
North Lanarkshire Policy & Strategy Committee for endorsement	26 <sup>th</sup> Sept 2019

Hard copies of the most recent drafts of the full Lanarkshire Mental Health and Wellbeing Strategy, Summary Strategy and the Communications and Engagement report have been tabled at these meetings.

The final draft strategy will be shared with a range of other organisational committees within the partner organisations for information and feedback.

- 1.12 Following approval by the North Lanarkshire Integration Joint Board on 24<sup>th</sup> September, the final document will be circulated to all.

---

## **2. Equality and Diversity**

- 2.1 A Communications and Engagement Strategy was developed to ensure wide-ranging engagement in the design and development of the strategy and a Communications and Engagement Group was established with membership from service users, carers, and voluntary and third sector organisations to act as a reference point and influence and inform all aspects of Strategy design and development. The attached
- 2.2 An Equality Impact Assessment has been completed with the input of the Communications and Engagement Group and the Mental Health and Wellbeing Strategy Group as key groups within the strategy development infrastructure representative of staff, carers and service users.

---

### **3. Implications**

#### 3.1 Financial impact

- 3.1.1 Achieving long-term financial sustainability of our health and social care system and making the best use of our combined resources is critical to the successful delivery of this strategy.
- 3.1.2 A programme of change of this scale will require a significant effort from all organisations as expenditure and activity are at record levels and growth trends indicate that the level of funding will only need to increase. However, with greater pressures on the system, this will also require change in the way services are delivered.
- 3.1.3 Aspects of the strategy, but not all areas, are funded by the additional investment recently announced by Scottish Government alongside redesigning current approaches to mental health support and care where appropriate. In the course of strategy development and implementation will review what can be done within existing resources to explore current ways of working, current service configuration and look to redesign what we do and how we do things. This will result in using current budgets and staff resources differently in future.
- 3.1.4 The Scottish Government announced in December, 2017 further funding of £17 million for Mental Health services across the country. They set a target of introducing 800 additional mental health workers over a 3 year period to improve access to dedicated mental health professional across key settings including Prisoner Healthcare, Primary Care and Mental Health Wellbeing Teams, Transforming Mental Health in Hospital Emergency Departments, Custody Suites and Digital Solutions in Mental Health.
- 3.1.5 Nationally the funding to support this commitment will increase to £35 million by 2021-2022, with an initial 11 million being made available for Adult services to support the first phase of this commitment in 2018/19.
- 3.1.6 A further £5 million has been identified for children's services across the country.
- 3.1.7 £52m has been announced to support the development of Perinatal Mental Health across Scotland through the Managed Clinical Network.

#### 3.2 HR/Policy/Legislative impact

- 3.2.1 The development of the Lanarkshire Mental Health and Wellbeing Strategy and the development of a delivery infrastructure has been supported by the Head of Service Change & Transformation, a Programme Management Team comprising a Programme Manager, Project Manager and Project Support Officer sourced from NHS National Services Scotland. This team is currently in place until 30th September 2019. Consideration must be given to the need for and indeed the risk of not having a programme management team in place to implement the programme of work alongside the executive team, the strategy board and front line staff.
- 3.2.2 A workforce sub group is being established with the remit for a workforce development plan to support the implementation of the strategy and move to new ways of working. Aligned to this work organisations will be asked to consider policies that support the reduction in stigma and occupational health arrangements and available supports to promote positive mental health for all employees.

3.3 Environmental impact  
None

3.4 Risk impact  
None

---

#### **4. Measures of success**

4.1 The strategy describes multiple measures of success across a range of key areas. Critically, as the strategy is implemented, people in Lanarkshire should be able to see:

- Changes and improvements to the way they access mental health services
- New ways of working, including new staff roles
- Progress to end mental health stigma and discrimination
- Accelerated prevention and early intervention
- An improvement in physical wellbeing and mental health

The development of integrated structures and teams will have a significant positive impact on the



**Ross McGuffie**  
**Chief Officer, Adult Health and Social Care**

For further information, please contact:-

Anne Armstrong, Nurse Director, Health & Social Care North Lanarkshire (Strategy Executive Lead) on 01698 858115/6

Kate Bell, NHS Lanarkshire, Head of Service Change & Transformation (Programme Director) on 01698 858266/68