

EARLY INTERVENTION MATURITY MATRIX SELF- ASSESSMENT: WIRRAL

Completed by the Early Help Strategic Board- January 2015

At the 'Committing to Making a Difference' Early Help event held on 1st May 2014 partners subscribed to the North West Regional Early Help Strategy as an interim position allowing time for the development of a local strategy.

Senior Leaders committed to the formation of an Early Help Strategic Board which would oversee the development and implementation of a local Early Help Strategy underpinned by the principles:

LOCAL SOLUTIONS, LOCAL DECISIONS

1. Work with the whole family, ensuring they are central and key partners in processes that affect them
2. Identify problems early and intervene quickly with effective solutions, at the right time, by the right organisation

PROMOTING INDEPENDENCE

3. Promote early intervention and prevention, offering help to families with emerging problems to prevent them getting worse
4. Help change behaviours and build resilience at a family and community level

DRIVING GROWTH AND ASPIRATION

5. Improve life chances and aspirations of children and families
6. Provide responsive and flexible support based on 'what works' to ensure better outcomes for all, sharing learning so that what we do is based on good evidence

Ascertaining our current maturity and priorities for Early Help has been achieved through the completion of this matrix. A Task and Finish Group, reporting to the Early Help Strategic Board, are using its findings to formulate a partnership Early Help Strategy for Wirral.

Early Intervention Maturity Matrix Self-Assessment write-up: Wirral

Workshop dates: Session One 08-11-14 Session Two 08-12-2014

	Evidence for current progress level	Gaps and areas for development	Actions to develop to next level
<p>PLAN</p> <p>Score:</p> <p>0 1 2 3 4</p>	<ul style="list-style-type: none"> ● NW Early Help Strategy has been endorsed by Senior Leadership across the partnership through the 'Committing to Making A Difference' event on 1st May 2014 ● Partners aspire to having an evidence-based Early Help Strategy which is owned by the partnership ● Early Help is mentioned in existing strategy documents but a formal approach to planning, commissioning and implementation of Early Help is required ● Partners collaborate to analyse strategic-level data on the population and needs analysis identifies some target groups ● A number of evidence-based programmes across the 0-19 cycle are embedded in mainstream service offers ● Pots of funding, sometimes re-directed from other grants, are dedicated to Early Help work ● Cost benefit analysis is beginning in a small number of areas ● Commissioning is clearly aligned to strategic priorities through the Children and Young People's Plan and CT 	<p>Understanding:</p> <ul style="list-style-type: none"> ● A local Early Help Strategy is required to define what is meant by 'Early Help', to illustrated examples of both formal and informal types of Early Help and to give clarity to the critical role of both voluntary and universal services in delivering the Early Help Offer ● All partners in the children and families workforce need to be aware of their role and contribution to Wirral's Early Help Offer <p>Co-ordination:</p> <ul style="list-style-type: none"> ● Data sharing in relation to trends, needs and target groups is undertaken by select groups of services/programmes. This needs to be widened to include a more appropriate range of Early Help services ● The model for Locality Working has been established and should be developed to facilitate information sharing, co-ordination of services, identification of target groups and delivery of Early Help at a local level involving all partners 	<p>Understanding:</p> <ul style="list-style-type: none"> ● Produce a shared local strategy for Early Help (including a review of the existing Principles for Early Help) ● Within the strategy define what 'good Early Help' would look like within a locality area ● Produce an action plan to share, implement and embed the strategy across all Wirral services <p>Co-ordination:</p> <ul style="list-style-type: none"> ● Establish links with the Health and Well-Being Board ● Work with the Local Safeguarding Children Board to agree a set of common multi-agency Early Help indicators ● Locality Managers and Locality Teams to engage partners in regular, formalised Early Help network meetings

<p>DELIVER Score:</p> <p>0 1 2 3 4</p>	<ul style="list-style-type: none"> ● Some evidence of information sharing across agencies to inform delivery of services ● The use of common assessment approaches is widespread in early intervention focussed services. Work is underway to roll out the approach more broadly ● Effective targeting is monitored but mostly according to individual agency monitoring systems ● Information from frontline delivery is often used in strategic needs analysis and service design work ● Early intervention is understood and prioritised by many key professionals but patchy across agencies ● Training programmes are beginning to be tailored to Early Help goals ● Team Around the Family work is beginning to become mainstream ● Some early intervention practitioners receive regular case supervision ● A number of evidence-based programmes are being used 	<ul style="list-style-type: none"> ● Information sharing across agencies is not routinely undertaken to identify target groups or priority families. There are examples of interventions which do, such as IFIP, and this approach could provide learning and a model for mainstream use. ● Sometimes families experience unnecessary delays in receiving services because the referral has not been made to the correct pathway eg level 2 referrals being made to CADT rather than the Gateway ● Attendance at allocation meetings, relevance of information available and quality of case presentation are not always consistent and can cause delay in allocation of cases to Lead Professional. ● CAF/TAF training programmes would be enhanced if delivered by those with most experience of authoring CAFs and acting as Lead Professional. ● Nominated CAF Champions are not effectively utilised to promote, support or enhance multi-agency CAF/TAF work. ● Not all authors of CAFs or Lead Professionals have access to high quality case supervision. ● The EHSB is unclear of which evidence-based programmes are available in Wirral and how effective they are. Learning from these programmes is not widely shared. 	<ul style="list-style-type: none"> ● Locality Teams should become the forum for localised information sharing to identify priority/target groups ● Systems to identify and prioritise families used for IFIP should be considered as a mainstream approach ● Access points to services should be reviewed to ensure families do not experience unnecessary delay. This should include the decision taken through the Locality Working Development session to discontinue referrals to the Gateway for Level 2 services. ● CAF/TAF training to be delivered by the most experienced CAF/TAF professionals rather than Team Leaders/Team Managers. Multi-agency input is essential. ● CAF Champions to be brought together into a forum where their role is clarified and work plan can be agreed as a partnership ● Gateway Manager and Locality Managers to ensure attendance and quality of information allows timely and appropriate allocation of work ● The supervision audit, undertaken by the LSCB, to be reviewed and consideration given to any gaps and how they may be addressed
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<p>EVALUATE Score:</p> <p>0 1 2 3 4</p>	<ul style="list-style-type: none"> ● No agreed Early Help outcomes framework ● Evaluation is recognised as important. Some services are evaluated, but not to a consistently high quality, agreed standards or criteria, or with direct relevance to Early Help outcomes ● Evaluation is used to inform some changes to operations and broad service planning decisions 	<ul style="list-style-type: none"> ● Lack of performance data for Early Help. No means by which to collate data across agencies. No shared targets or agreed outcomes for Early Help ● Current reporting arrangements (CAF Activity Report and CAF QA Report) do not satisfy the full range of Early Help interventions ● The use of pre-CAF is undetermined ● Transition across threshold levels is not routinely monitored or reported. Thus it is not possible to demonstrate the impact or financial benefit of early intervention in Wirral ● Understanding and joint working arrangements for Early Help and Specialist Services needs development ● Local strategy is not influenced sufficiently by performance information ● Links to Vision 2018 need to be strengthened 	<ul style="list-style-type: none"> ● A set of multi-agency Early Help indicators to be agreed ● The CAF Activity and CAF QA reports should be replaced with Early Help reports ● Review the use and effectiveness of the pre-CAF in Wirral ● Develop systems to track cases as they move across threshold levels and service areas ● Strengthen working relationships with Specialist Services, providing local forums to discuss case transition which supports the journey of the child
<p>LEAD Score:</p> <p>0 1 2 3 4</p>	<ul style="list-style-type: none"> ● An identified partnership group has responsibility for Early Help and is working towards an agreed definition. There is willingness to deliver actions and have a shared responsibility for Early Help ● Active buy-in from local elected representatives and senior officials, evidenced by commitment of time, 	<ul style="list-style-type: none"> ● Governance of the Early Help offer is unclear ● Early Help activity and outcomes need to be given priority by all agencies at the most senior level ● Lack of strategy and performance information prevents active participation and ownership of the Early Help agenda by agencies 	<ul style="list-style-type: none"> ● The Early Help Strategy will confirm lines of accountability ● Multi-agency data to be included within the performance indicators ● Once performance indicators are agreed senior management from all agencies should be briefed and given one clear message to disseminate within their home agencies

	<p>resource, consistent understanding, advocacy and support for early intervention voiced across agencies</p> <ul style="list-style-type: none"> • Some minor weaknesses have been identified through external peer challenge or inspections around partnerships or leadership relating to services delivering Early Help 	<ul style="list-style-type: none"> • Lack of performance information means that it is the Local Authority who is most often held to account for early intervention • Lack of experience in reviews or inspections relating to Early Help 	<ul style="list-style-type: none"> • The Early Help Strategic Board to consider outcomes of regional and national inspections and Early Help thematic inspections.
<p>FAMILY FOCUS</p> <p>Score:</p> <p>0 1 2 3 4</p>	<ul style="list-style-type: none"> • Children, young people and families are engaged through formal consultation and engagement mechanisms. Views gathered through consultation are taken into account in strategy and services. This is generic rather than Early Help specific • Work has been agreed by the Local Safeguarding Children Board to develop a 'single front door' so that families need only tell their story once to begin to access all the help they need. • Children and families are central to most delivery. Family centred working practices such as Team Around the Family are commonplace in all key services and being rolled out more broadly • There are a number of Early Help projects being delivered by communities for communities, some of which are part of an increasingly 	<p>Engagement:</p> <ul style="list-style-type: none"> • While the majority of service areas are actively involved in collecting the views of children, young people and families, this is neither routinely shared with the partnership nor framed specifically for Early Help • The benefits of using a 'whole family approach' have not been shared widely across the partnership and therefore there is a lack in joint commitment to the approach <p>Co-ordination:</p> <ul style="list-style-type: none"> • At a local level there is insufficient knowledge of Early Help activity which is provided by universal services, voluntary services and community groups • Without a formally agreed local Early Help Strategy the views of children, young people and families will not be able to affect change in service delivery of the Early Help Offer 	<p>Engagement:</p> <ul style="list-style-type: none"> • Develop and implement a set of common measurements for Early Help to be included in user feedback/consultations across all services • Evaluate the benefits of using a 'whole family approach' in early intervention and disseminate learning across all agencies <p>Co-ordination:</p> <ul style="list-style-type: none"> • Produce a shared local strategy for Early Help • Engage with the Constituency Managers to ensure that community activity, voice and capacity are considered within the strategy and developed through the action plan • Identify appropriate representation for and fully participate in the Local Safeguarding Children Board's 'single front door' project

	coherent early intervention approach which need to be aligned to the developing Early Help Strategy		
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