



One Adoption West Yorkshire – Multidisciplinary Team Quarterly Report – Quarter 1- 1st April 2021 - 30 June 2021

Date: 16th July 2021

1. Purpose of this report

This report sets out the work and developments within OAWY Multidisciplinary team during the first quarter of the financial year of 2021-22 1st April 2021 and 30 June 2021.

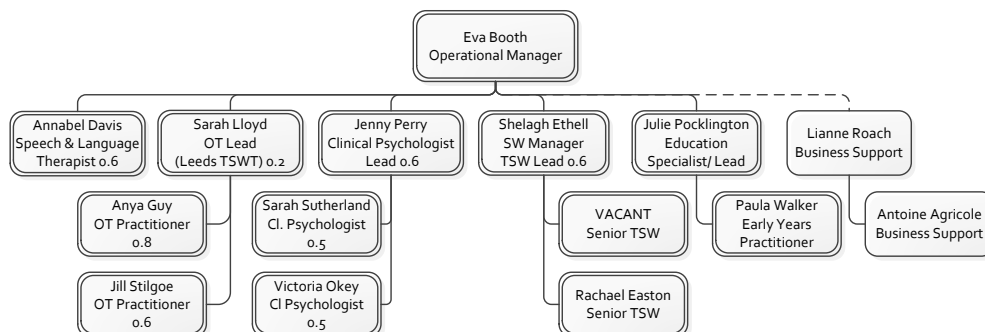
2. Main issues

2.1. Use of Resources

2.1.1. Staffing & HR

The recruitment of the health staff continued during the first quarter of this year. Clinical Psychologist, Sarah Sutherland took her post in May 2021, Annabel Davis, the Speech Language and Communication Therapist started in June 2021 and Victoria O’Key, Clinical Psychologist started in July, just after the end of the quarter 1.

Kim Webb, our senior therapeutic social worker left the team and OAWY in early July to pursue other career options. Shelagh Ethell, the Team Manager of the therapeutic social work team also expressed her wish to retire and will leave the team on 1st September 2021. Recruitment for these two posts is on-going.



2.2. Budget

Due to the late start of some of the team members, a small saving has been made, which will be used to cover a known funding gap in the FY 2023-24 budget.

2.3. Partnership working

2.3.1. West Yorkshire CAMHS Providers

The team has continued to explore future joint care pathways with a number of health providers across the WY region. Constructive discussions are on-going with Bradford, Kirklees, and Leeds.

2.3.2. West Yorkshire and Harrogate Health and Care Partnership

Members of the MDT team are participants in the West Yorkshire and Harrogate Health and Care Partnership's Adversity, Trauma and Resilience Steering Group. This is an initiative with the broad remit of developing and improving services for people who have experienced trauma as a result of early adversity.

The members of the team are participating in the WY&H regional FASD pathway development work, which aims to build a regional assessment/ diagnosis/ support pathway and run a pilot site. OAWY MDT have volunteered to become part of the development and pilot work.

2.3.3. National Network of Adoption Multidisciplinary Teams

The team has continued to work in partnership with other adoption multidisciplinary teams in England, with Birmingham Children's Trust and Adoption Counts in Salford and Manchester.

2.3.4. Virtual Schools in West Yorkshire

The Education Consultant has continued to work in close partnership with the Virtual Schools across the West Yorkshire area. The Education helpline provides an additional source of information, advice, and support for adopted parents and schools, and the team is improving the education related information on the One Adoption Web site. We continue to work to increase the awareness of attachment and trauma at West Yorkshire schools by delivering training to school staff and by providing workshops to adopters in partnership with the adoption support teams.

2.3.5. Working with the local authorities

The team has been working in conjunction with the adoption and local authority children's social work teams on individual cases and the sibling assessment work. Further discussions will take place over the next year with the operational leads across the region regarding the added value that this team can provide working with children's social workers.

2.3.6. Working with Adopters

MDT Education consultant and the Specialist Peer Mentors have been exploring how the MDT and the peer mentors could work together to establish a support network for families with school age children. Now that the Y&H peer mentoring contract has been re-awarded to Adoption UK, we are able to start building partnership working models.

3. Service Performance / Output

3.1. Assessments

3.1.1. Sibling Assessments

The team has continued working with OAWY Family Finding team to pilot Coram Baaf's national initiative to develop a more robust framework for sibling assessments. The MDT has provided consultation support to the Family Finder's and the Local Authority children's Social Worker with an aim to deepen the knowledge of the new sibling assessment framework and support to employ the use of unfamiliar assessment tools. The MDT has provided specialist knowledge of child development and the impact of early adversity to support the analysis of the assessment information to create a picture of each child's presentation, their needs and likely outcomes. The SW teams and MDT worked together to develop a suitable proposal for support within a prospective placement.

3.1.2. Cognitive Assessments

Jenny Perry has continued to complete cognitive assessments. During this quarter one full assessment was completed. Now that we have the full Clinical Psychology capacity on-board, we can schedule more assessments. The feedback from the school following the completed cognitive assessment was good.

"Very comprehensive – all requirements met." Most helpful: Background information, analysis of what is happening, logic behind events and real life scenarios...It has improved school life and the individuals life at school."

The availability of clinical space is causing problems. The team was able to use the Leeds CAMHS clinical room in Bramley, but this is no-longer available, due to increased activity by the CAMHS. A temporary solution, which is available during the school holidays, has been found in South Leeds.

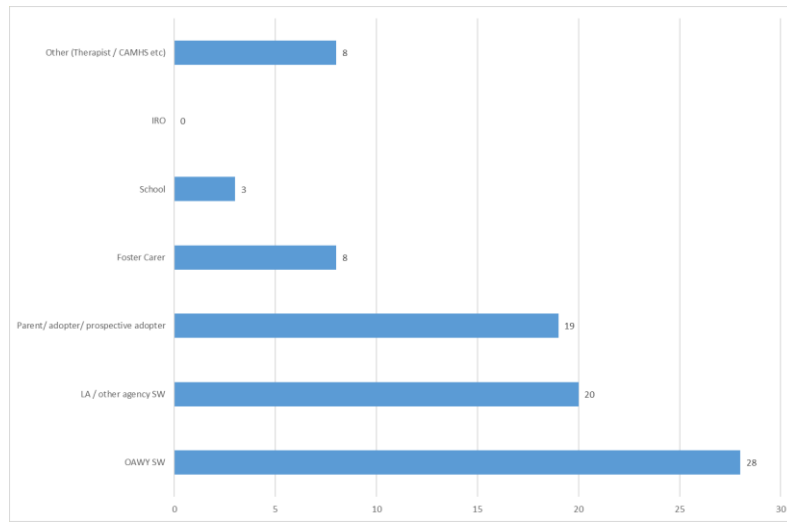
The team is trying to locate suitable spaces across the region.

3.2. Support

3.2.1. Consultations

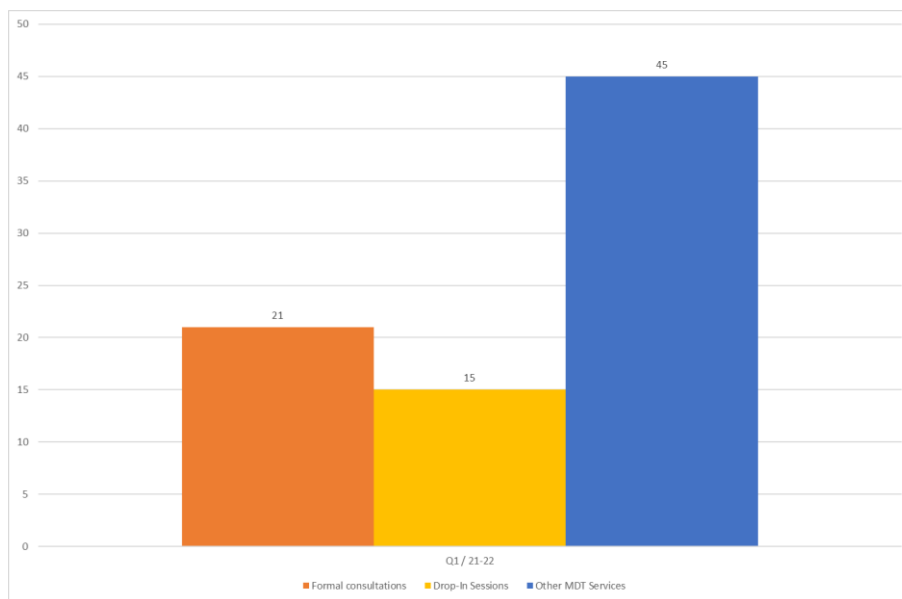
Multi-disciplinary consultations, both formal and informal, which are offered to staff at OAWY, local authority and education settings and families, continued without disruption using video conferencing platforms. The on-line format, in most cases, proved to work even better than face to face sessions as people did not need to travel to take part, however, sometimes the meetings suffered from bad connectivity or other technical issues. The demand for the consultations increased as the year progressed.

During the reporting period in total 21 formal consultation sessions were used. Formal consultations last up to 90 minutes and the case holding social worker provides written information about the case prior to the meeting and the member of the MDT familiarise with the details in advance. During the consultations 36 children's cases were discussed, some cases were brought to consultations more than once. In total 86 people (not MDT members) attended formal consultation sessions, including 19 adoptive parents (prospective or current) and 8 foster carers.



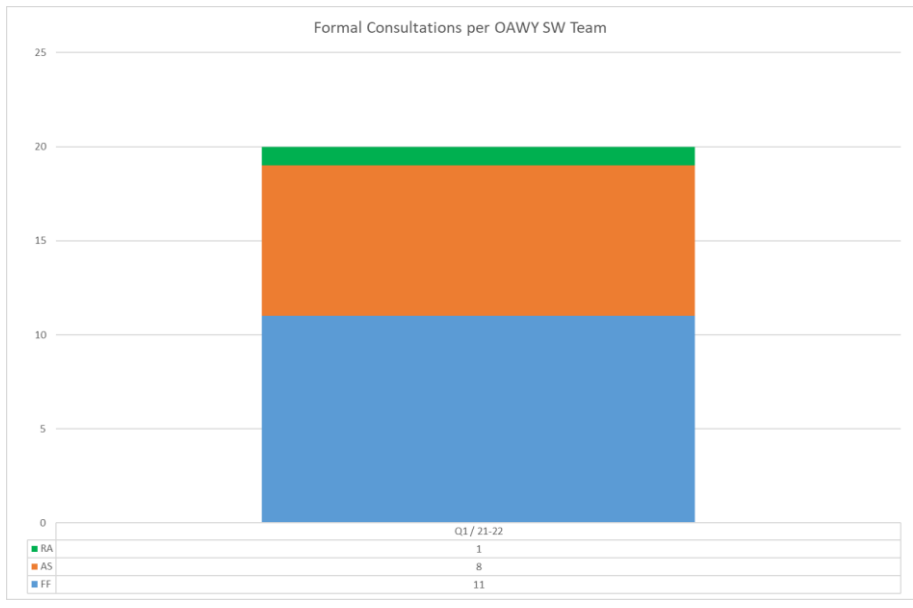
Formal Consultations Participants

In addition, the team delivered 15 drop-in consultation session. The drop-in sessions are shorter, more informal sessions and do not require advance preparation from the members of MDT. During this quarter 45 sessions of other services were delivered.



MDT Overview of Output

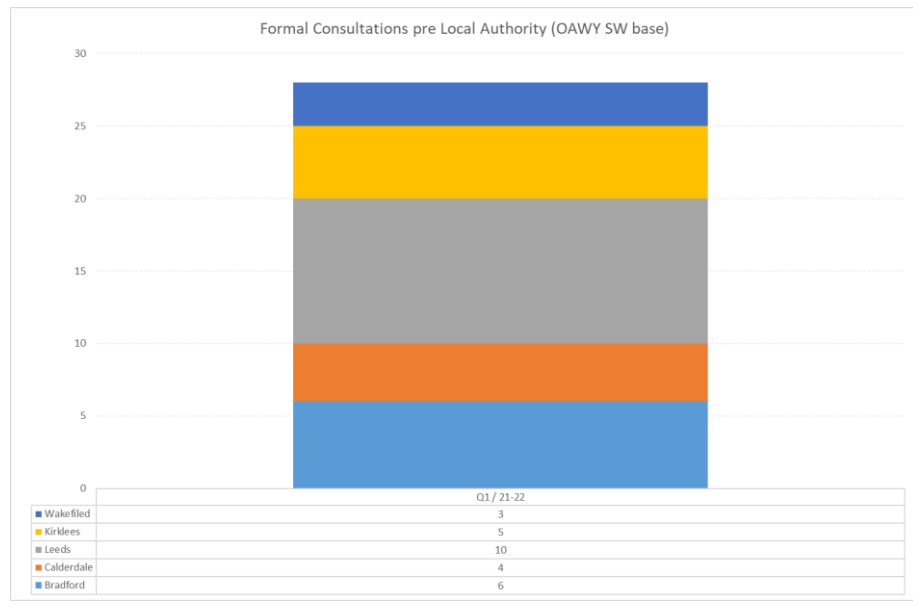
This quarter the formal consultations have been used by social workers in particularly during the early stages of family finding and matching process and to support the post-adoption support social workers. 55% (11) of the sessions were requested by a Family Finding Social worker, Adoption Support Team SWs initiated 40% (8) of the consultations and 5% (1) of the consultation requests came from Recruitment and Assessment Teams.



Formal Consultations by the requesting Social Worker

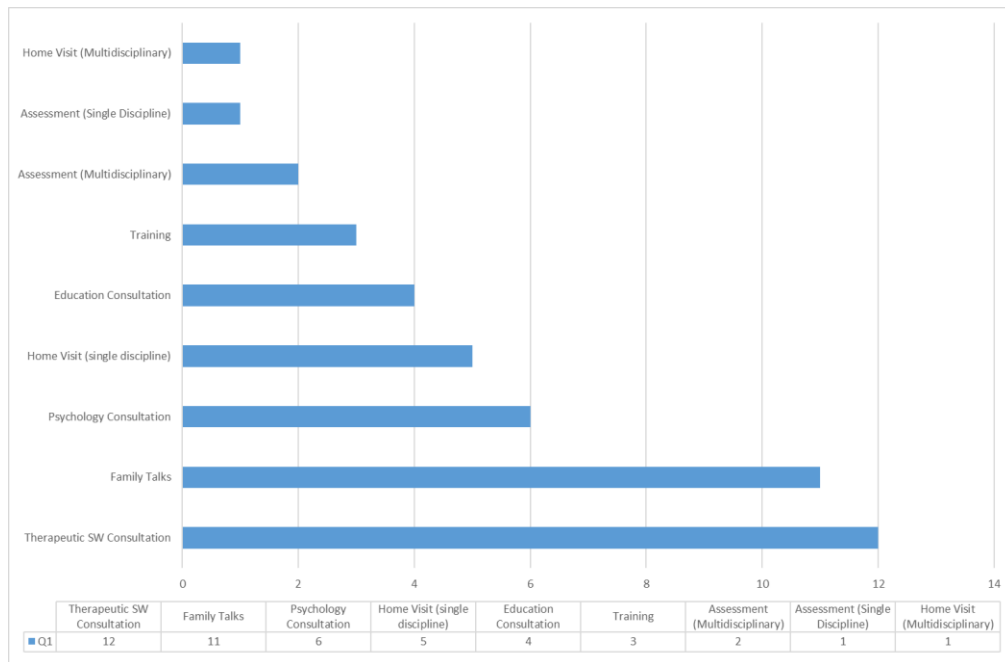
The consultations are benefitting children, families, and staff across the West-Yorkshire area. When analysing which local authority the OAWY are “connected with”, i.e. where the child comes from or where the child and adopted family currently live, the formal consultations seem to support teams evenly across the region: 36% were from Leeds, 21% from Bradford, 18% from Kirklees, 11% from Wakefield and 14% from Calderdale.

The formal consultations are supporting OAWY social workers, but also workers from our LA partners, schools, and other partner agencies. When analysing the number of participants, 33% of these are OAWY staff and 67% represent people outside the agency, either the child’s parents, prospective adopters and foster carers or professionals from our partner organisations.



Formal Consultations by Local Authority

The services in addition to consultations that the MDT is providing, include informal consultations with one discipline, assessments, home visits, co-working sessions (Home Assessments), training sessions and Family Talks direct interventions.

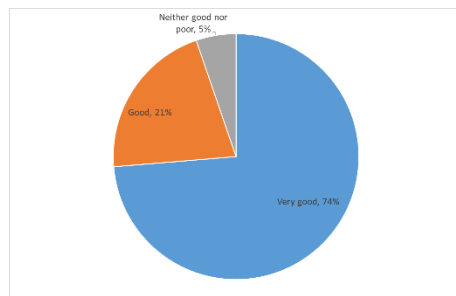


MDT Other Services

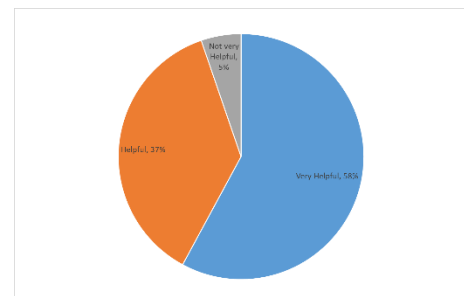
3.2.2. Feedback regarding consultations

95% of the participants, both OAWY staff and other participants, rated the formal consultations either good or very good.

All participants attending the formal consultations are asked to provide feedback following the sessions. Both OAWY staff and the other participants are asked what they liked about the sessions and what could be improved. The participants rate the session on a scale of 1-5. In addition, the OAWY staff evaluate the added value of the sessions to the work with the child/family. In our analysis we include all feedback received and are building a cumulative picture of the views of people using this service. This far in total 38 responses have been received: 19 from OAWY staff and 19 from other participants.



Satisfaction – Other Participants



Satisfaction – OAWY Staff

The participants appreciated the opportunity to discuss matters openly with different professionals at the same time and the clarity of the advice.

"Everyone explained everything clearly and were very welcoming. (Foster Carer)

" Professionals involved were knowledgeable and skilled supporting transition of a young child with complex needs." (Supervising SW)

"Open discussions informed by lots of professionals and practical tips for foster carer" (CSW)

"Amazing to have so many relevant professionals in one place after years of seeing people in silos. Relevant professional views and knowledge with our child's best interests at the forefront. Hearing 'yes' to assessments we have been trying to access for years." (Adoptive Parent)

"It was collaborative, informative, solution focused and productive. The families voices were heard also." (School professional)

This quarter's comments from the OAWY Staff:

"I genuinely believe in a head together perspective."

"Informal and receptive to the family."

"The knowledge of priority target and the collaborative needs-based assessment/evaluation."

"For example, in acknowledging the adoptive parents difficulties/stress and needs, enabling them to open up about their feelings and providing support on the day to day basis as situation evolves around the child and their home. "

"... had lots of ideas around why the children are behaving as they are. she was able to reassure me that what we have been trying to advice the adopters was correct."

"... were very helpful considering it was a last minute consultation without any real conversation or preparation beforehand. They gave us some real "back to basic ideas" about focusing on what is going on in the now, and use of language that the adopters can use with RH which will be very helpful and not too complex or overwhelming for the adopters to embrace at the moment."

"It felt inclusive and no-judgemental. Good minutes sent out afterwards."

"Great that we had a full discussion and the whole panel contributed."

"Clear advice."

"A chance for the adopters to off-load"

Improvement opportunities identified:

"Whether it would be possible to involve medical professionals i.e.paediatric neuro specialists just to have a completely rounded approach. But this was amazing anyway." (Adoptive Parent)

"I was unclear about how we accessed subsequent support." (OAWY Staff)

"I wished to have had more time, due to the urgency it was not possible." (OAWY Staff)

"It wasn't easy over zoom, but couldn't be helped under the circumstances." (OAWY Staff)

"It felt like I had quite a lot more things that I needed to be doing after the consultation on a case where I already had a lot to do." (OAWY Staff)

3.2.3. Family Talks

Family Talks, an approach using family therapy techniques, is provided by a Therapeutic Social Worker (TSW) or a Systemic Practitioner in the Multidisciplinary Team following OAWY adoption social worker's assessment. The approach considers the strengths of the family relationships and draws on resources the family members already have to find solutions to problems they are having. The approach provides space for conversations that help family members communicate and listen to each other more effectively and gain a clearer idea of each other's perspectives as a starting point for change. The approach draws on systemic family therapy and uses aspects of DDP (Dyadic Developmental Psychotherapy), NVR (Non-Violent Resistance) and Theraplay and knowledge from attachment and trauma theories.

During the reporting period 11 sessions of the intervention was delivered.

ASF has been awarded for some of these sessions (post adoption support).

3.2.4. Building Underdeveloped Sensorisystems (BUSS) Group

The first multidisciplinary BUSS group took place between March and July 2021 with 6 children and their parents/carers taking part. Adoption Support Fund was awarded for this group. The aims for the group were to support sensory motor development; to offer early support to adopters and; to enable adopters to make relationships with the MDT. The team members were also using the group to provide broader observation of the children's progress.

This first group gave the team an opportunity to explore what the roles of the different professional in the group could be; could the Early Years professional act as a bridge into nursery or school for children who come through the group; would the SLT to influence the structure of the group; could the psychologists provide screening for neurodiversity and -developmental issues, and how could the group help to enhance attachment and relationships.

Clinical Psychologist will conduct semi structured interviews to review the group with parents in terms of sensory motor progress and experience of attending.

The next group will also take place in Leeds but will provide services to children across the WY area. When our Occupational Therapist are fully trained, the plan is to run similar courses across the region.

3.2.5. Speech and Language Services

Annabel Davis joined the team in early June. A draft plan for the role for the first year includes: provision of clinical work, possibly in a form of weekly clinics rotating between Bradford, Huddersfield, and Leeds (subject to availability of clinical space); attending specific sessions in the autumn BUSS group. Linking with OASW who deliver Stay and Play- sessions to engage parents. Development of SLT drop-in sessions, supported by another member of the MDT. Creation of training package for MDT, SW's, and adopters to share basic information about communication development, highlighting issues for adopted children, and contribute to the development of training such as Early Years Training, FASD training. The plan is that Annabel will also make links with community SLT teams across the WY region to facilitate partnership working.

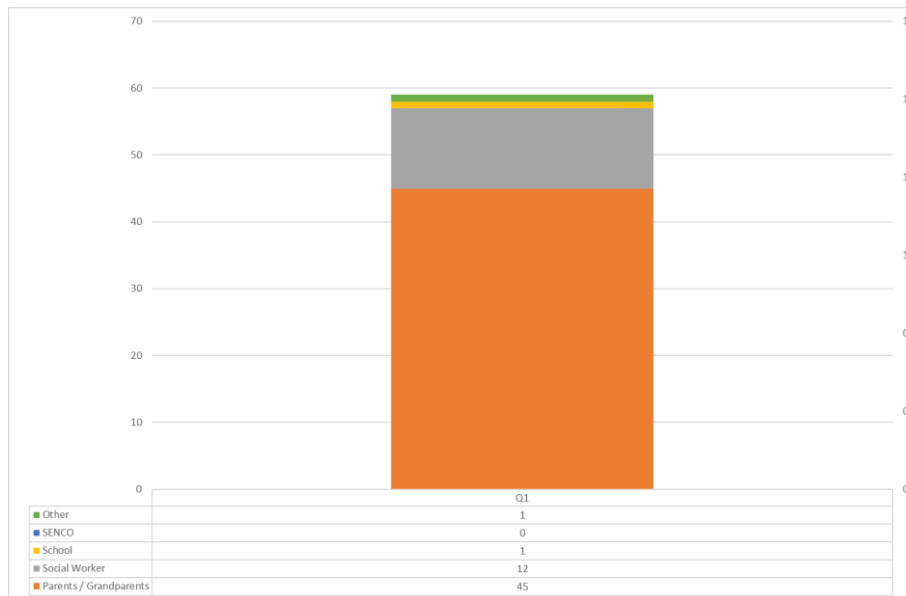
3.2.6. Child's Pace

Paula Walker our Early Years Practitioner has developed a parenting programme called Child's Pace, which offers structured, time limited (typically 6 sessions) intervention / training to new parents helping them to gain a deeper understanding of their child and the impact of trauma and early adversity. The programme promotes therapeutic parenting and creates good relationships within the family. This programme is still under development.

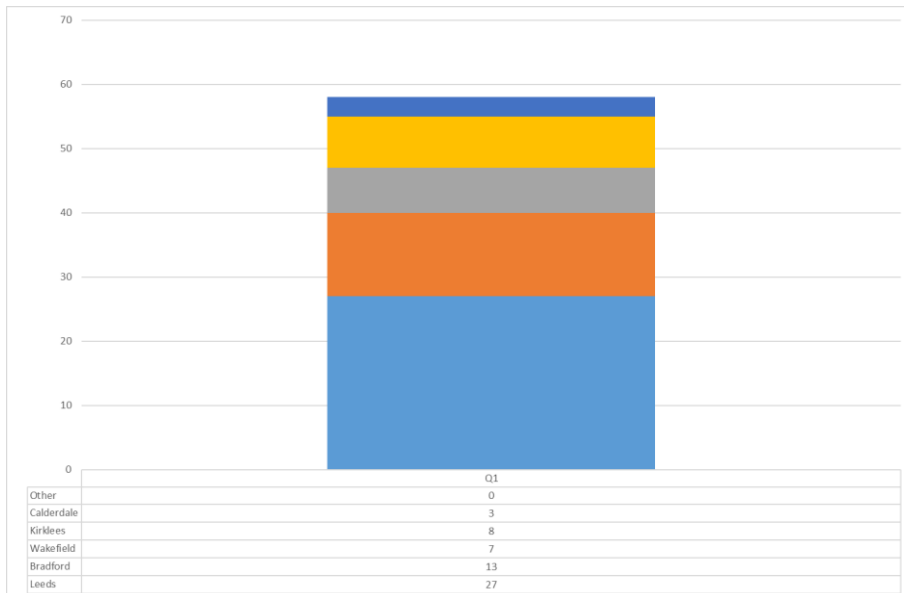
3.2.7. Education Helpline & Other Education Activity

The education helpline received 59 calls and provided in total 27 hours of support and advice mainly to parents and grandparents (76%) and social workers (20%). Most of the callers were from Leeds area (47%) followed by Bradford (22%), Kirklees (14%) and Wakefield (11%).

The issues covered during these calls varied from information about Education, Health and Care Plan (EHCP) and its relevance for an individual child; advise on what to look for when moving a school for a child to discussing individual child's situation, and discussions with parents who suspect their children has autism or is affected by FASD.



Education Helpline Calls by type of callers



Education Helpline Calls by location of callers

In addition, the Education and Early Years team members provide relevant information for adopters in their “Regular Slot” on OAWY Newsletter to parents. The theme in the last newsletter was “Moving to High School and Beyond”.

Julie Pocklington, our education consultant co-delivered a very popular special educational needs workshop with Samantha Booth from Kirklees and Calderdale SENDIASS. The on-line workshop was attended by nearly 40 families across the region.

4. Development & Innovation

4.1. School Training

3 sessions of trauma and attachment training were delivered to schools across the WY region. These training sessions were delivered using on-line platforms and aim to increase school staff’s understanding of the impact of trauma and early adversity on child’s behaviour and their development.

The feedback from the school staff has been consistently good:

“Personally I found it really helpful and it made me think carefully about my practice in school and my own parenting!”

“I found that what you were describing not only rang true for our adopted children, but also children whose primary care giver passed away when they were a young age.”

“Tonight was brilliant, thank you so much. The staff stayed behind for 30 minutes discussing your session. It was really interesting and thought provoking.”

Julie also delivered a session on Shame at the Bradford Designated Teacher Conference.

5. Continuous Professional Development and Service Development

5.1. MDT Strategic Plan 2021-22

The below document is an overview of the planned activities for One Adoption West Yorkshire's Multidisciplinary Team for the period April 2021 to March 2022.



MDT Strategic Plan
2021-22 1.0.docx

5.2. Staff Development

An individualised induction plan has been created to all new members of the team to accommodate the individual requirements whilst also ensuring both organisational requirements of One Adoption West Yorkshire and Leeds Community Health Care are met.

In addition, Anya Guy (Occupational Therapist), Jillian Stillgoe (Occupational Therapist) and Paula Walker (Early Years Practitioner) completed their Building Underdeveloped Sensorisystems Level 1 training, which will eventually enable them to run BUSS informed groups across the region.

6. Service Evaluation

6.1. External Evaluation

To provide objective and independent evaluation of the multi-disciplinary model, OAWY contacted Oxford Brookes University (incorporating the Institute of Public Care (IPC)), who are seeking funding from What Works for Children's Social Care and National Institute for Health Research to work with 4-5 regional partners across England and Wales including: South East Wales Adoption Service; One Adoption Yorkshire; Adoption Partnership South East; and Adoption Counts (Greater Manchester and Cheshire). They propose an evaluation of integrated social work and psychological support services across these sites over a period of approximately 12-18 months to explore:

- What works for whom and why, in what circumstances and to what extent including with reference to quantitative and qualitative methods.
- The extent to which the hypotheses outlined above are proven.
- The value for money of the model(s) including with reference to potential savings for health as well as social care services.
- The potential for an extension (or actual extension) of the models into support for other types of care experienced children and what some of the different criteria might be or are for these groups of children.

The study would be led by Katy Burch at IPC, as she has recently led and is leading major national adoption studies in both England and Wales (of 'Adoption Support Fund' in its different forms across both nations). In addition, there would be at least one other HEI partner such as the University of East Anglia (led by Professor Beth Neil).

The NIHR funding committee is expected to evaluate the Oxford-Brookes application in June - July 2021.

6.2. Internal Evaluations KPIs and Outcome Measures

The team has continued the work to develop a specific MDT workflow in Mosaic (the case management system used by OAWY), which will allow all the MDT work to be fully integrated in the adoption work within OAWY. The Mosaic Steering Group agreed for the MDT consultation workflow to be developed in 2021. The planning and development started in May 2021 and the skeleton of the workflow and blueprints for the forms have now been completed. Next steps are for the Mosaic development team to build the designs in test system.

The workflow, when in place, will make it easier to track and report on activity and outcomes of the services delivered. Whilst the workflow is being developed, the team will collect activity and outcome information manually. The MDT will collect service satisfaction information from service users and the interventions will use appropriate service outcome measures.

7. Summary

During the first quarter of 2021-22 the team has continued to deliver services to children, parents and staff and integrating the new members of the staff. Covid -19 still restricted the team's ability to provide all the planned services, but the team used the time to plan. The team has continued to develop and offer services that will make a difference to children's lives across West Yorkshire. The accounts from families and staff are extremely positive about the impact of the support and advice provided and the team are fully committed to the implementation of the plans put forward for 21/22.

Eva Booth

Operational Manager – Multidisciplinary Team

16th July 2021