



**Haringey** Council



North Central London

# **HEALTH AND WELLBEING STRATEGY DELIVERY PLAN APRIL 2012- MARCH 2015**

## **OUTCOME 3: IMPROVING MENTAL HEALTH AND WELLBEING**



**OUTCOME THREE: IMPROVED MENTAL HEALTH AND WELLBEING**

Priority Ten: Promote Emotional Wellbeing of Children and Young People			
Key Measures	Baseline with Date	Target for March 2013	Target for 2015
% of 16-18 year olds not in education, employment or training (NEET) (PHOF)	4.3% (Avg of Nov 2011-Jan 2012)	8.9%	
Number of children in poverty (PHOF)	36.4% (21,595) Snapshot as of 31 <sup>st</sup> Aug 2009		

Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Prioritise prevention and early intervention by working with schools, young people and families to provide accessible, non-stigmatising mental health services in local community based settings.	1. Enhanced healthy schools process started in 25% of schools to improve emotional wellbeing and reduce stigma	March 2015	Sheena Carr <i>(Senior Public Health Commissioning Strategist CYP)</i>  Vivien Hanney <i>(Teenage Pregnancy Co-ordinator)</i>	Discussions with schools taken place. underway. Initial interest from schools to focus on emotional health and wellbeing for Enhanced healthy Schools..	Amber
	2. Annual update to PSHE Co-ordinator on service provision and mental health promotion campaigns	March 2015	Mary Dos Santos Justo <i>(Children's Commissioning Manager)</i>	This year's annual meeting held.	Amber



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
	3. Annual update to CAMHS Provider Forum on service provision.	March 2015	Mary Dos Santos Justo <i>(Children's Commissioning Manager)</i>	Updates provided quarterly to CAMHS provider forum.	Green
	4. Develop a communication plan to promote the new Open Door service in the east of the borough.	December 2012	Mary Dos Santos Justo <i>(Children's Commissioning Manager)</i>	This is part of the service specification with Open Door.	Amber
Ensure the universal services we commission are providing good outcomes in terms of wellbeing and early intervention for mental health problems, for example, the HCP, GPs, health visitors, Children Centres and schools.	1. Early Years Commissioning and Children's Centre strategies developed to ensure robust focus on outcomes and value for money.	March 2013	Ngozi Anuforo <i>(Early Years Strategic Manager)</i>  Sarah Parker <i>(Head of Children's Commissioning)</i>	Review to start in September/October 2012.	Green
	2. Family employment advisers co-located in key centres to strengthen links with 3-year programme for ESF families with multiple problems	October 2012	Ngozi Anuforo <i>(Early Years Strategic Manager)</i>	Working with the Council's Regeneration team lead and Reed Employment to enhance current programme delivery levels through the co-location of family	Amber



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
				advisers.	
Promote the Healthy Schools programme, with its focus on reducing child poverty, improving emotional health and wellbeing and reducing substance misuse and smoking.	1. 50% of schools to achieve maintaining healthy schools status.	March 2013	Sheena Carr <i>(Senior Public Health Commissioning Strategist CYP)</i>	15% of primary schools and 20% of secondary schools currently have maintaining schools status.	Amber
	2. Of the schools that apply for enhanced healthy schools status 25% of schools to focus on improving emotional health and wellbeing.	March 2015	Sheena Carr <i>(Senior Public Health Commissioning Strategist CYP)</i>	In development – initial interest shown by schools to focus on emotional health and wellbeing	Amber
	3. (awaiting info from Jane Grant re: links to Healthy Child Programme, PiPs and parenting etc)				
Introduce children’s Improving Access to Psychological Therapies (IAPT) service.	1. Detailed brief available on how children’s IAPT funding will benefit Haringey children	December 2012	Dr Jessie Earle <i>(Lead Clinician, CAMHS - BEHMHT)</i>	Parenting groups are now in place. Staff training completed.	Amber



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Reduce the use of high cost Child and Adolescent Mental Health (CAMHS) services.	1. Enhanced intensive community treatment model commissioned.	April 2012	NHS NCL and BEHMHT	Completed	Green
	2. New service enhanced model launched.	December 2012	BEHMHT	Adolescent pathway will be in place by May 2013. Commissioning has now transferred to NCB.	Amber
	3. Evidence of reduced dependence on multiple out of area Tier 4 placements.	April 2013	NHS NCL and BEHMHT	As above. Commissioning responsibility for Tier 4 CAMHS has transferred to NCB	Amber
	4. New service with inpatient beds and community treatment established.	April 2013	NHS NCL and BEHMHT	BEHMHT implementation plan in place.	Amber
	5. Service outcomes and user experience reviewed one year after launch.	April 2014	NHS NCL and BEHMHT		



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Review the Multi-Agency Risk Assessment Conference (MARAC) using a 'Think Family' framework.	1. Complete an independent review and evaluation of MARAC.	October 2012 (Marion Wheeler)	CAADA QA lead James Rowlands together with MARAC Chair and DV Co-ordinator	Review commissioned.	Amber
	2. Recommendations of the review implemented.	April 2014	CAADA QA lead James Rowlands together with MARAC Chair and DV Co-ordinator	Review commissioned.	Amber
Increase access to education, training, employment and housing particularly increasing opportunities for young people in the east of the borough (signpost to other work programmes).	1. Jobs for Haringey (JFH)/Haringey Jobs Fund (HJF) launched.	May 2012	JFH/HJF – Economic Development – Ambrose Quashie - Employment & Skills Policy Officer	1. JFH/HJF launched in May 2012. New applications for HJF are currently frozen.	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
	2. First people supported into sustained employment (26 weeks) through JFH.	December 2012	Martin Tucker, Regeneration Manager (Employment & Skills )	At the end of March 2013, 205 people were supported into employment. To date 20 have sustained in employment for 26 weeks.	Green
	3. First 50 jobs created with businesses through the HJF.	March 2013	Martin Tucker, Regeneration Manager (Employment & Skills )	43 jobs created up to March 2013 so on track to create 50 by April 2013.	Green
	4. 325 jobs created with businesses through the HJF.	March 2014	Martin Tucker, Regeneration Manager (Employment & Skills )	43 jobs created up to March 2013	Green
	5. 920 people supported into sustained employment (26 weeks) through JFH.	March 2015	Martin Tucker, Regeneration Manager (Employment & Skills )	At the end of March 2013, 205 people were supported into employment. To date 20 have sustained in employment for 26 weeks	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
	6. At least 600 young people registered on, and receiving employment support from, the Jobs For Haringey programme through referral and outreach pathways with services such as Youth, Community and Participation.	March 2014	Martin Tucker, Regeneration Manager (Employment & Skills )	115 young people registered on JFH by March 2013.	Green
Introduce Support young people who are 'Not in employment, education or training' (NEET) or at risk of becoming NEET and ensure that programmes are in place that are relevant to their needs	1. 291 young people (Dec 2011) who are NEET or at risk of becoming NEET referred to YCP Service for additional support and access to positive diversionary activities.		Tracking Assistants		
	2. Drop in services at the Junction (Wood Green Library), advertised through social networking.		Lauren Schneider (Targeted Youth Inclusion Manager – Youth Service)	On youth-space	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
			Andrew Jayasuriya (ICT & Management Info Officer – Youth Service)		
	3. More accurate level of need identified through improved monitoring of “Not Known” NEET population		Liz Osman (Team Leader – Youth Service)  Tracking Assistants		Amber
	4. Introduce Raising the Participation Age (statutory requirement from 2013) – with the intention that all young people (up to age of 17 in 2013 and 18 in 2015 will be engaged in education or training		Liz Osman (Team Leader – Youth Service)  Tracking Assistants		Amber



Priority Eleven: Support Independent Living			
Key Measures	Baseline with Date	Target for March 2013	
Adults with learning difficulties in settled accommodation	47.2%		
Proportion of carers who report that they have been included or consulted in discussions about the person they care for (ASCOF)	The first collection from the Carers Survey will take place during 2012/13.		

Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Continue to offer more choice, control and greater independence through personal budgets to support those living with long term conditions (LTCs).	1. 100% of people in receipt of community services offered personal budget.	April 2013	Tristan Brice, Adult Commissioning Manager	Aim to extend PHBs – however, awaiting DH clarification in October 2012 regarding conditions where a PHB can be offered. PHB policy ratified by NHS NCL in July 2012.	Green
Continue to increase co-ordination of personal care by commissioning and delivering health, social care and housing services in a more joined	1. Integrated working established for <ul style="list-style-type: none"> <li>▪ Adminssion avavoidance</li> <li>▪ Reduced length of stay</li> <li>▪ Reablement</li> </ul>	April 2013	Audrey McDonnell, Assistant Director for Mental Health and Vulnerable Adults	tbc	
	2. Integrated/joint	Ongoing	Audrey McDonnell,		



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
up way	commissioning established for priority areas such commissioning care closer to home and ensuring value for money.		Assistant Director for Mental Health and Vulnerable Adults		
	3. Supported living schemes established for people with mental health issues, learning disabilities and physical disabilities	April 2013	Bernard Lanigan, Head of Personalisation, Assessment & Occupational Therapy Services	Delivered 2 schemes for learning disabilities, 1 currently in development for mental health.	Green
	4. Extra care housing schemes established particularly in the east	April 2015	Bernard Lanigan, Head of Personalisation, Assessment & Occupational Therapy Services	Currently decanting a sheltered housing scheme for redevelopment and extra care.	Green
	5. Council's accreditation framework expanded to include community care services, day opportunities and supported living schemes.		Bernard Lanigan, Head of Personalisation, Assessment & Occupational Therapy Services	Development of scheme for other services and making good progress.	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Increase the number of health checks and health action plans for people with learning disabilities.	1. Training for family doctors and other people who work in primary care is ongoing and is incorporated in the work plan of the “Keeping Healthy”. Trainers include people who have learning disabilities and family carers. This has helped the doctors understand more about the needs of people who have learning disabilities or autism. The work of this group also involves teaching people about health action planning and health facilitation. Focus this year is on supporting the sixth form centre with training about health action planning with the aim that young people have HAP when they come into adult services. They is also a planned audit to ascertain the quality of current HAP’s.	ongoing	Beverley Tarka, Head of service, Learning Disabilities Partnership	In 10/11 number of people with LD with health checks rose by over a third to 73% of people with LD had an annual health check, and this again rose to 78% in 11/12.	Green
Enable people with learning disabilities to	1. Number of people in supported living accommodation	2014	Beverley Tarka, Head of service, Learning	To date this year has seen the closure and	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
live independently or interdependently with support and housing care.	<p>increased by 20% (60 people).</p> <p>(Review of 15 residential care homes in the borough jointly by officers , carers and people with LD. Findings will be used to develop commissioning priorities which will include the offer of supported living options for people who do not require residential care.</p> <p>Joint work with adult social care and housing to identify properties to be used for supported housing for people with LD.</p> <p>Ongoing Out of borough placement project aims to support quality of life decision making for a number of residents currently placed OOB with a view to them returning to the borough where appropriate in supported living accommodation).</p>		Disabilities Partnership	re-provision of 15 bed in house residential and respite provision (11 residential, 4 beds) to supported living alternatives for eight people. The plan for next year is to identify suitable properties with housing that will support additional supported living developments for people with LD.	
Improve care and choice in end of life care by: Continuing to implement	Monitoring implementation of 5 themes of the Gold Standard Framework e.g. pre-planning,	<b>(Tristan)</b>	Audrey McDonnell, Assistant Director for Mental Health and	<b>tbc</b>	<b>Red</b>



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
the Gold Standard Framework within nursing and residential care homes.	improved communication, improved team-working, decreasing hospitalisation and high quality clinical care		Vulnerable Adults		
Making sure that there is access to hospice care and care at home at end of life to ensure dignity and choice for people who are dying.	1. Mapping of services available for end of life care	Dec 2012	Daniel Monie, Continuing Health Care Manager		Amber
	a. Followed by evidence review and best practice	2013	Daniel Monie, Continuing Health Care Manager		Amber
	b. Followed by additional end of life amended or new services	2015	Daniel Monie, Continuing Health Care Manager		Amber
Identify and support unpaid carers in their caring role and in their life apart from caring; involve carers in all developments affecting them and the people they care for.	1. Percentage of carers receiving needs assessment or review and a specific carer's service, or advice and information.	2012/13	Tristan Brice, Adult Commissioning Manager, Renee Taylor, Commissioning Manager Adult and Housing Services, Daniel Monie, Continuing Health Care Manager	Between 1 <sup>st</sup> April 2012 and 31st July 2012 10.8% of carers received a needs assessment or review and a specific carer's service, or advice and information.  The target for 2012/13 is 28%.	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Ensure that comprehensive pensions advice is widely available.	1. Number of applicants for social care support being offered income maximisation of state pension income.	Ongoing	Marcus Power, Finance Manager – Income, Adult and Housing Services	In place for residents to access adult social care.	Green
Provide comprehensive advice on the full range of benefits and entitlements and increase take-up of these.	1. Number of applicants for social care support being offered income maximisation.	Ongoing	Marcus Power, Finance Manager – Income, Adult and Housing Services	In place for residents to access adult social care. In addition initiatives at range of community venues are undertaken to support this to increase take up of benefits.	Green
	2. Number of volunteers (from Age UK) trained to ensure that older people receive advice and access to benefit entitlements.	Ongoing	Marcus Power, Finance Manager – Income, Adult and Housing Services	In place for residents to access adult social care. In addition initiatives at range of community venues are undertaken to support this to increase take up of benefits.	Green
	3. Benefits page maintained as a simple portal to Direct Gov and DWP.	Ongoing	Marcus Power, Finance Manager – Income, Adult and Housing Services	Maintained regularly.	Green



Priority Twelve: Address Common Mental Health Problems among Adults			
Key Measures	Baseline with Date	Target for March 2013	
Number of people trained in mental health first aid (including mental health light)	MHFA = 66 MHL = 0	114 150	
Extension of IAPT provision in line with national guidance	15.0%		

Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Train all frontline staff in 'Mental Health First Aid' (MHFA) and Mental Health Lite which aim to identify mental health problems early.	1. Increased awareness of mental illness amongst frontline staff (Council, NHS, Voluntary Sector).	March 2013 for MHFA and 2013 for Mental Health Lite	Dr Nicole Klynman, Assistant Director of Public Health	Organised 15 courses that have received very good response.	Green
	2. 4-5 MHFA courses per year with participants from a range of services (NHS, Council, Voluntary Sector, carers, acute trust, police)	March 2013 for MHFA and 2013 for Mental Health Lite	Dr Nicole Klynman, Assistant Director of Public Health	Organised 15 courses that have received very good response.	Green
	3. Evaluation of participants at 6 months to assess whether the course has identified MH problems.	March 2013 for MHFA and 2013 for Mental Health Lite	Dr Nicole Klynman, Assistant Director of Public Health	Organised 15 courses that have received very good response.	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Ensure the regeneration of Tottenham promotes wellbeing and good mental health, for example by addressing issues of neighbourhood quality, housing design and density, housing quality and community safety (actions to deliver this will be incorporated into the Tottenham Plan).	<ul style="list-style-type: none"> <li>10,000 high quality homes will be built</li> <li>5000 new jobs will be created</li> <li>A new leisure destination will be created in Northumberland park</li> <li>Tottenham Green will become a new civic hub and have open space</li> </ul>	Ongoing	Adam Hunt, Place & Sustainability Directorate Business Manager	Tottenham Delivery Board	<p>Delays in building homes.</p> <p>Failure to attract investment into Tottenham</p>
Support people with both mental and physical illness improve communication between primary and secondary care and develop a shared care approach to those who become unwell.	1. Number of patients on shared management plans for the ongoing treatment of all patients that require primary/secondary care engagement.	Ongoing and tbc	Dr Nicole Klynman, Assistant Director of Public Health and Dr Muhammad Akunjee, GP Mental health lead for Haringey	Set up a multidisciplinary team to discuss care of complex elderly patients. Plan is to roll out to 3 other collaboratives. (already in place in the North East).	Amber
	2 Develop robust monitoring systems in primary care.	Ongoing and tbc	Dr Nicole Klynman, Assistant	Set up a multidisciplinary team to discuss care of complex elderly patients. Plan is to roll	Amber



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
			Director of Public Health, Rachel Lissauer, Assistant Director of Clinical Commissioning, Audrey McDonnell, Assistant Director for Mental Health and Vulnerable Adults, Daniel Monie Continuing Health Care Manager	out to 3 other collaboratives. (already in place in the North East).	
Identify depression and anxiety in patients with long term conditions (LTCs).	1. Increased number of people diagnosed with co-existing anxiety/depression and LTC as evidenced by primary care data extraction exercise in primary care.	May 2013	Dr Nicole Klynman, Assistant Director of Public Health , Rachel Lissauer, Assistant	Reliant on primary care data extraction. Data available May 2013.	Amber



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
			Director of Clinical Commissioning, Tristan Brice, Adult Commissioning Manager		
Extend IAPT provision and ensure equitable access in line with national recommendations.	1. Increased provision of IAPT for a wider selection of the population.	Ongoing	Beverley James, Adult Mental Health Commissioning Manager	Re the ltc pilot, Whittington Health only just got the dh money, so now recruiting to the 8a, 7 and two 4s..so only 6 months delayed due to DH funding delay. But work has progressed, including IAPT staff based in msk, diabetes, cardio and cancer teams.	Green



Priority Thirteen: Support People with Severe and Enduring Mental Health Needs			
Key Measures	Baseline with Date	Target for March 2013	
Proportion of adults in contact with secondary mental health services in paid employment.	Not currently available		
Proportion of adults in contact with secondary mental health services living independently with or without support	70.1% (2011/12)	75.0%	
Mortality rate for suicide and undetermined intent (PFOF)	9.88 per 100,000 (2008-2010)	8.0	

Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Ensure effective communication between primary care and the mental health trust so that the medical management of long term conditions (LTCs) is well managed.	1. Number of patients on shared management plans for the ongoing treatment of all patients that require primary/secondary care engagement – part of the integrated care agenda.	Ongoing and tbc	Audrey McDonnell, Assistant Director for Mental Health and Vulnerable Adults	Working on developing a matrix to capture this information.	Amber
Better support individuals and carers in times of crisis.	1. Improved emergency acute assessment centre performance (including out of hours provision).	Ongoing	Audrey McDonnell, Assistant Director for Mental Health and Vulnerable Adults	A senior Executive Board has been established and a work programme is now in draft form. All of the 3 milestones will be given priority and expected	Amber



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
				delivery dates.	
	2. Improved access to recovery houses.	Ongoing	Audrey McDonnell, Assistant Director for Mental Health and Vulnerable Adults	A senior Executive Board has been established and a work programme is now in draft form. All of the 3 milestones will be given priority and expected delivery dates.	Amber
	3. Improved out of hours provision	Ongoing	Audrey McDonnell, Assistant Director for Mental Health and Vulnerable Adults	A senior Executive Board has been established and a work programme is now in draft form. All of the 3 milestones will be given priority and expected delivery dates.	Amber
Support mental health service users to give up smoking and understand how better to support them in smoking cessation.	1. Performance matrix developed to accurately capture MH services users who smoke.	March 2014	Dr Nicole Klynman, Assistant Director of Public Health	Met with Innovision to discuss citing services in new locations e.g. DAAT services and acute wards.	Amber
	2. Increase the number of mental health services users being referred to smoking cessation services.	March 2014	Dr Nicole Klynman, Assistant Director of Public Health	Met with Innovision to discuss citing services in new locations e.g. DAAT services and acute wards.	Amber



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
	3. Increase the number of MH service users who quit for minimum of three months.	March 2014	Dr Nicole Klynman, Assistant Director of Public Health	Met with Innovision to discuss citing services in new locations e.g. DAAT services and acute wards.	Amber
Improve memory clinics, care at home and in care homes (including training for staff) for patients suffering from dementia, spanning early diagnosis to the end of life.	1. Number of people accessing memory clinics in their own homes or care homes	2015	Audrey McDonnell, Assistant Director for Mental Health and Vulnerable Adults, Tristan Brice, Adult Commissioning Manager	Drafted service specification for assessment and early intervention in dementia. To discuss with BEHMHT 09/12.	Green
Develop a 'safe places' scheme where local shops and businesses display a sticker so that people with a learning disability or mental ill health who are out and about and need assistance will find refuge inside.	1. Number of shops displaying a 'safe places' sticker.	March 2015	Dr Nicole Klynman, Assistant Director of Public Health, Barbara Nicholls, Head of Commissioning & Strategy Planning	Stigma campaign followed by safe places scheme in 2013.	Amber
	2. Number of organisations and voluntary sector services that are aware of the safe places scheme.	March 2015	Dr Nicole Klynman	Stigma campaign followed by safe places scheme in 2013	Amber
Run a mental health campaign to reduce stigma and promote early diagnosis in areas of the	1. Number of mental health campaigns delivered.	March 2015	Dr Nicole Klynman, Assistant Director of Public Health, Barbara Nicholls,	Stigma campaign followed by safe places scheme in 2013.	Amber



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
borough with high rates of mental illness.			Head of Commissioning & Strategy Planning		
	2. Number of people contacted during the campaigns.	March 2015	Dr Nicole Klynman, Assistant Director of Public Health, Barbara Nicholls, Head of Commissioning & Strategy Planning	Stigma campaign followed by safe places scheme in 2013.	Amber
Provide support to people with long-term mental illness to find suitable work opportunities.	1. Referral pathways from mental health services to the Jobs for Haringey programme established	March 2013	Martin Tucker, Regeneration Manager (Employment & Skills )	Project being set up.	Amber
Ensure the appropriate level of high quality mental health residential provision for those people who need it and cannot be looked after safely within the community.	1. Market management developed and established: <ul style="list-style-type: none"> <li>▪ Programme of reviews of residential care home and supported living provision in the borough.</li> <li>▪ Monthly Provider Forums to discuss safeguarding adults, personalisation, quality assurance.</li> <li>▪ Reduce delayed transfers of care for</li> </ul>	Ongoing	Barbara Nicholls, Head of Commissioning & Strategy Planning	tbc	



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
	mental health clients.				
Support mental health service users to find secure housing (monitor the number of people in settled accommodation).	1. Percentage of mental health sector service users who have been supported to establish independent living (96-98%)	April 2013	Rosie Green, Commissioning Manager (Housing related support)	Work is being undertaken to develop a pathway to allow effective use of supported accommodation. This is ensure the required outcomes are met for service users and that accommodation is being used effectively. In the short term we are about to implement standard forms for referrals, risk assessments and initial support planning. This too will help with move on and finding the right support service for the individual.	Green

Priority Fourteen: Increase the Number of Problematic Drug Users in Treatment			
Key Measures	Baseline with Date	Target for March 2013	
% successfully completing drug treatment (as a proportion of all adults in treatment) (PHOF)	21.7%		

Key Activities	Milestones	By When	By Whom	Progress	RAG Status
Redesign existing drug and alcohol treatment provision to better meet the needs of local population.	1. Tender project management group re-established.	June 2012 (Marion Morris)	DAAT Strategy manager	Group formed and meeting monthly.	Green
	2. Business Plan and Risk Assessment revised, and tender option agreed.	Sept 2012	DAAT Strategy manager	PQQ stage of the tender Completed	Green
	3. EQIA carried out in tender process.	Nov 2012	DAAT Strategy manager	Complete on council website	Green
	4. Final specification agreed by the Joint Commissioning Group.	Nov 2012	DAAT Strategy manager	Complete	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
	5. New treatment system in place	Jan 2014	DAAT Strategy manager	Tender process on Track	Green
Continue to develop networks of 'Recovery Champions' at a strategic, community and provider level to actively tackle the stigma associated with substance misuse so that people with former histories of drug/alcohol use can access employment, housing, healthcare and mainstream services.	1. 2012/13 Recovery Champions Action Plan agreed.	July 2012	DAAT Strategy Manager	Plan in place and agreed.	Green
	2. Action plan implemented.	July 2012 onwards	DAAT Strategy Manager	Year one of plan implemented – Year two about to commence.	Green
Actively encourage and support the development of more user-led organisations/ activities, for example, BUBIC, to	1. Peer led projects in place for all services	March 2013	DAAT Strategy manager	The majority of providers now have peer-led projects in place	Green
	2. User-led drama project established	September 2012	DAAT Strategy manager	Drama group established and flourishing	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
further build self reliance and foster a sense of being part of the wider community amongst this population.	3. Service user-led recovery website commissioned and launched.	December 2012	Service users	Website developed Launch planned end of April	Green
Monitor prevalence of drug misuse in BME communities accessing drug services and ensure services are responsive to need.	1. Quarterly reporting and monitoring of data sets via NDTMS	July 2012 onwards	DAAT Strategy manager	Routine monitoring in place through quarterly reports. Yearly needs assessment data shows ethnicity is not a factor for treatment outcomes.	Green
Expand education and employment opportunities for substance misusers and others through the contracting with small businesses that are supportive of this group and through the launch of the new employment programme planned	1. Pilot program run by The Small Businesses Consultancy evaluated.	October 2012	DAAT Strategy manager	Programme Run, evaluation completed	Green
	2. Further funding opportunities identified e.g. One Borough Fund.	July 2012	DAAT Strategy manager	Bid submitted. unsuccessful	Green
	3. Referral pathways developed with the new employment programme, ensuring substance misuse providers are included where appropriate.	January 2013	Joint Commissioning Manager	Achieved	Green



Key Activities	Milestones	By When	By Whom	Progress	RAG Status
in the east focussing on young people and other groups).	4. Training in place for all employment suppliers to help identify substance misuse issues and working with those in recovery.	January 2013	Joint Commissioning Manager	Working with Haringey Job Fund ongoing	Green
Work with the London Fire Brigade to enable them to undertake home fire safety visits for vulnerable people known to partners.	1. Integrate fire safety messages as appropriate into alcohol prevention and information, and improve links between fire service and substance misuse agencies where vulnerable adults are concerned – to help reduce accidental dwelling fire.	Ongoing	DAAT Strategy manager	Initial meetings set up with new Fire Brigade Borough Commander to continue work programme.	Green