

TRUST BOARD IGR – July 2023

Title:	KEY ISSUES AND ESCALATION POINTS
Name of Committee:	CHILDREN & YOUNG PEOPLE'S CLINICAL OPERATIONAL BOARD (COB)
Committee Chair:	ANNA GILL
Meeting Date:	4th July 2023

Summary of key messages and assurance:

The COB received the following:

- **Integrated Governance Report** – the COB received a detailed Integrated Governance Report updating the following:
 - A new format for the report itself was introduced this reporting period to help improve line of sight assurance across children and young people's services and to bring the report in line with the approach taken in other COBs in the Trust.
 - The significant challenge which remains across Healthy Child Programmes include recruitment challenges for SCPHN workforce (public health nursing) and capacity to balance growing demand for specialist and targeted work alongside universal mandated contacts. Local mitigation is in place. A safer staffing group has been established led by our Chief Nurse. Work is underway to baseline mandated performance across our geographies with a view to agreeing greater consistency. Progress so far has indicated two key workstreams, namely a revised workforce model with potentially greater skill mix and data recording/ reporting. This work will continue to be overseen by the CYP COB.
 - CYP Specialist Services are engaged in improvement work with our system partners to improve service waits and experience. Waiting lists are primarily attributable to demand exceeding service capacity, increased complexity of need and the need to triage new patients as well as manage waiting lists. Trustwide improvement programmes are in place focusing on Community Paediatrics and Speech and Language Therapy services, which are the service areas with largest waiting lists.
 - Overall mandatory training compliance has remained consistent and above the Trust target of 90% across all Children and Young People's (CYP) Services. A specific issue with Information Governance compliance was raised for action in specific services and will also be highlighted in the Information Governance steering group.
 - Appraisal rates remain above or fluctuating near the Trust target of 89% in most CYP services. An exception is Norfolk Healthy Child Programme, which is at 79.6% due to staffing challenges which have required staff time to be diverted to clinical activity.
 - The turnover rates across CYP services compare favourably to the annual average leaver rate for Community Provider Trusts at 16.8%.
 - The stability rates for CYP workforce are above or very near the Trust target of 85% and all remain above the average stability rate for NHS Community Provider Trusts of 83.2% (Source: NHS Digital Workforce Statistics – Jan 23).
 - The monthly sickness rates remain above the Trust target of 4.5% for Healthy Child Programmes in Bedfordshire, Luton and Cambridgeshire and Specialist services in Norfolk. There is a trend across these services of increased short term sickness but reduction in overall sickness figures.

- In the financial analysis, overspend was identified in Bedfordshire & Luton Community Paediatrics, but the service has scope to manage locum spends to bring overall costs within budget. There was also overspend associated with admin posts recruited at risk in Bedfordshire & Luton but vacancies are being reviewed to bring in line with the budget. The year-to-date position in Specialist Services in Cambridgeshire also showed an overspend, but this is being reviewed and the true position is likely to be breakeven.
- The COB reviewed thematic reviews including Annual Staff Survey Action Plan, Annual Patient Experience and Annual Report of Incidents.

Escalation Points:

Matters for escalation and outcome required:

- There are four services which reported a Quality Early Warning Trigger Tool (QEWT) score of 16 or above in this reporting period: Bedfordshire Speech & Language Therapy, Bedfordshire Children's Community Nursing, Healthy Child Programme Cambridgeshire South Locality (Cambridge City) and Healthy Child Programme East Norfolk Locality. The overriding theme across these services is the staffing challenges impacting upon their ability to deliver the service in a timely manner. No further action required.

Risks of 15 or above and emerging risks:

- Risk 3425 – There is a risk that children and families experience continued delay for Community Paediatric assessment in Cambridgeshire impacting identification and management of childhood development concerns. This includes potential impact to a child's educational and health progress.
- Risk 3519 – There is a risk that the change in process within the local authority management of MASH enquiries in Cambridgeshire and Peterborough will have a significant impact on the demand on MASH health provision and lead to a reduction in the number of enquiries being provided with relevant health information upon which to base their decision about actions needed to respond to risk to a child/ren.

Outstanding practice and innovation for the Board to note:

- **Bedfordshire Healthy Child Programme:** UNICEF Baby Friendly Gold Standard reaccreditation (Bedfordshire) on target to be achieved in June. Assessment for Gold status to be awarded in Luton also on target to be achieved in June.
- **Bedfordshire Healthy Child Programme:** 0-19 Early Concerns SEND focused padlet developed and launched across the service <https://bit.ly/0-19EarlyConcerns>
- **Bedfordshire Healthy Child Programme:** Our Breastfeeding Buddies are regional winners in the volunteer category of the NHS 75 Parliamentary awards. The Buddies are volunteers with lived experiences of breastfeeding/chest feeding who provide support at Baby Brasseries (infant feeding support groups) based in children's centres.
- **Cambridgeshire Healthy Child Programme:** There has been a launch of an initiative called 'Little Library of Big Emotions'. This is a series of books that have been provided in venues encouraging parents and carers to read books and raising awareness with how children may be feeling.
- **Cambridgeshire Healthy Child Programme:** The service has re-launched its Service wide meetings which are quarterly and now with an agenda of 'All things positive'. This includes positive feedback regarding individuals from service users including compliments, positive

performance, service user engagement including co-produced videos and infographics as well as service improvement and transformation updates. Overwhelmingly staff have reported to have found this uplifting and positive.

- **Bedfordshire Community Paediatrics:** Dr Mohamed Hassan with colleagues presented with colleagues at the recent Royal College of Paediatrics and Child Health (RCPHC) Conference in Glasgow.
- Posters at RCPCH conference Glasgow 2023
 1. Pica in preschool ASD children - Lateefat Artfe and Gill Mitchell
 2. UK Strategy for Childhood Obesity – gap in obesity monitoring and intervention in preschool children – too little too late? A. Abouelnaga, R. Brooman-White, K. Thorrold, A. Sansome
- **Bedfordshire Community Paediatrics:** Feedback received from Bedford Borough Parent Carer Forum Reps that Specialist Nurses are consistently empathetic and supportive.

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