

**CYP Neurodevelopmental Pathway Transformation Action Plan – actions are for key ND transformational priorities.**

Area of focus	What	Who	When	Outcome
<b>Leadership and Governance:</b>	To identify and confirm the leadership and governance arrangements to ensure joined up system leadership and the implementation of an Adaptive Learning approach	ICB Lead SCC Lead Mindworks Lead	SCC leader identified April 24.  Leadership workshop May 24  Successful Recruitment of Senior Integrated Commissioning Officer	<ul style="list-style-type: none"> <li>Evidence of a System/Adaptive leadership approach in place to address the needs of Surrey’s neurodiverse children and their families (and C&amp;YP’s mental health and SEND needs) by developing a problem solving, learning and developing approach together.</li> <li>Refreshed governance and membership agreed.</li> </ul>
<b>Keeping CYP Thriving</b>	Maintenance of up to date, evidence-based strategies and interventions promoted on the Mindworks website.	Mindworks ND team	Reviewed quarterly	<ul style="list-style-type: none"> <li>Evidence of increased usage of the Mindworks website for strategies and intervention.</li> <li>Evidence through evaluation of impact / co-design</li> </ul>
	Implementation of the profiling tool to support early identification of need and appropriate strategies (£64k additional investment)	Mindworks and SCC SEND advisory service	Contract in place to develop digital profile tools March 24.  Mobilisation and engagement plan agreed by May 24.	<ul style="list-style-type: none"> <li>CYP, Parent / Carers and schools reporting improved confidence in identifying need and identifying effective response</li> <li>Evidence through evaluation of impact / co-design</li> </ul>
	Joined up communication plan across Health / Local Authority and Mindworks.	ICB/ SCC/ Mindworks	Establish comms working group from March 24. Schedule of meetings in place by May 24 –	<ul style="list-style-type: none"> <li>Regular communication with key audience</li> <li>Road map of support.</li> </ul>

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			informed by review cycles. .	<ul style="list-style-type: none"> <li>Evidence of effective communication to address key myths, drivers for demand and clarity of social model</li> <li>(Myth busting communication attached to: receipt of an EHCP, additional support for exams)</li> </ul>
As part of providing a clear framework to support ND CYP within school settings, an innovation funded project is in place jointly led by schools and chaired by special school head to develop the top 10 actions, as the framework for what schools would have in place.				
<b>Getting Advice and Getting Help:</b> Early identification and support	Promoting the training and support available to partners and professionals.	All Age Autism Lead for SCC	Ongoing	<ul style="list-style-type: none"> <li>Improved skills and confidence</li> </ul>
	Recruiting new ND Advisors, who will provide additional advice and support to school staff around applying and embedding the wide range of ordinarily available and targeted support available across Surrey. (€117k additional investment Q4 23/24)	Learners Single Point of Access and SEND Advice Surrey	Business case and funding secured Dec 23. Recruitment commenced and project start anticipated May 24. Evaluation to inform business case for investment summer 24.	<ul style="list-style-type: none"> <li>Evidence of improved confidence in schools to work directly with schools to support their understanding and knowledge of how to support children and young people who <b>may be</b> neurodivergent.</li> <li>Evidence of a Learning Support Workforce community of practice that promotes needs led ways of working with ND cohorts</li> </ul>
	Increased support for families at district and borough level, delivered by experienced Third Sector providers as part of the Mental Health Support Teams offer. (€465k additional investment)	MHST and SWP	Mobilisation and recruitment Feb – March 24. Implementation of delivery plan from April/ May 24 with achievement	<ul style="list-style-type: none"> <li>Named lead in each district and borough recognised by families and schools</li> <li>Evidence of co-designed, co-delivered with parents with lived experience menu of support to improve skills, confidence and building of parental</li> </ul>

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			of key milestones monitored quarterly.	networks. (aiming that parents can access support within a half a term from identification of need)
	Implementing <a href="#">Partnership for Inclusion of Neurodiversity in Schools (PINS) for primary schools.</a> (£1.2m additional investment Q4 23/24)	Learners Single Point of Access and SEND Advice Surrey / Family Voice / SABP	National pilot secured Dec 23, Programme management team being recruited alongside schools being selected from April 24.	<ul style="list-style-type: none"> <li>• 40 primary schools through national self-evaluation show improvement in supporting CYP</li> <li>• Evidence of co-design with families and CYP.</li> </ul>
	To streamline access and ensure relationship approach is central to working with schools and families for early support for ND and EWMH across EWMH Mindworks Alliance offer.	Mindworks Partnership (NAS / Barnardo's/ Learning Space / Eikon and SABP)	ND pre- and post pathway redesign led by Tavistock and Portman to start April 24.	<ul style="list-style-type: none"> <li>• Reported streamlined, improved and transparent access to early support by Mindworks Partners ( a move away from individual organisational access)</li> <li>• Evidence of goal-based outcomes against agreed activity plans agreed Q1 24/25.</li> <li>• Digital access in place (tbc due to financial planning pressure)</li> </ul>
	To provide consultation sessions enabling screening support when ND need has been identified – may lead to ND diagnosis. (£27k additional investment Q4 23/24)	Mindworks SABP ND Team (Spokes)	Half termly criteria access reviewed in partnership with team around the school. (review equity of offer as well as access criteria)  New screening tools introduced to streamline process from January 24.	<ul style="list-style-type: none"> <li>• Increase in assessment capacity of further 5 – 6 assessments per week</li> <li>• Reduction in demand.</li> <li>• Improved access and reduced waiting time for CYP with ND need identified.</li> </ul>

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			<p>Recruit 3 x new assistant psychologists to the team</p> <p>30 – 35 consultations per week</p> <p>Evaluation completed by May 24.</p>	
<p>As part of links with SEND Improvement strategy :</p> <ul style="list-style-type: none"> <li>• Innovation projects attached to ND friendly schools, transitions, and emotional support (Nurture Work)</li> <li>• Schools’ autism friendly self-evaluation</li> <li>• PDA workshops and system development work</li> <li>• Transitions planning and events.</li> <li>• STIPS support to schools for dysregulated behaviour</li> <li>• Outreach programme</li> </ul> <p><i>Added to the action plan will be MHIF ND investment as identified.</i></p>				
<p><b>Getting More Help and Risk Management.</b></p>	<p>Demand and capacity review as part of the umbrella of Financial Recovery Planning for Mindworks.</p>	<p>Provider – Mindworks. Commissioners and Safeguarding Leads from ICS</p>	<p>Mindworks monthly contract management arrangements continue.</p> <p>Weekly escalation calls until deemed acceptable position</p> <p>Contract variation for extra capacity to ND</p>	<ul style="list-style-type: none"> <li>• Refresh of SBAR for ICB with details attached to impact / projection and impact options.</li> <li>• Evidence of outcomes from diagnosis for further investment for: Increase support for further: ASPH contract (386 young people), and also support non-complex medication reviews and initiations where caseload is over commissioned activity. Plus further 200 ADHD diagnostic assessments. Planned start date is June</li> </ul>

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			<ul style="list-style-type: none"> <li>• Team transitioned to a diagnostic assessment hub team rather than separate ASD and ADHD assessment teams.</li> </ul>
Establish the Local Commissioned Discharge planning.	Commissioners / Primary Care/ Safeguarding Lead / ICS/ Mindworks	Local Commissioned Service for ADHD CYP discharge in place agreed by the ICS by Q1 24/25.  Development of LCS engagement and implementation plan...	<ul style="list-style-type: none"> <li>• Live LCS with primary care from Q2 24/25</li> <li>• Evidence of SABP Implementation plan being co-designed with primary care colleagues.</li> <li>• Pilot demonstrating improved discharge and outcomes / learning.</li> <li>• Discharged planned and projected for 600 CYP to primary care.</li> <li>• Engagement and recruitment plan to be developed and implemented for primary care – risk of engagement is significant</li> </ul>
ADHD Medication management and review.	Provider – Mindworks	Explore additional clinical capacity across wider consultant workforce by May 24.  Develop a risk stratification tool and audit caseload of the +900 cases and refresh SBAR for ICB by (TBC)	<ul style="list-style-type: none"> <li>• Medication initiation commenced for CYP on Mindworks caseload who are complex CYP (including New Leaf CYP / CEDs and Community CYP Services).</li> <li>• Communication clear to families and key stakeholders attached to</li> <li>• Mindworks delivering service back to contracted activity and financial balance clearly understood across the system.</li> </ul>

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			<p>Finalise workforce capacity projections / options for delivery based on risks categories with implications on waiting times – implications of risks agreed through ICB governance.</p>	<ul style="list-style-type: none"> <li>• ICB governance reviewed and responded to risks associated with demand and capacity , quality and safeguarding of and financial balance.</li> </ul>
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