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1. The project or decision that this assessment is being undertaken for

The purpose of this Equalities Analysis Assessment is to provide a full assessment on the agreed reduction to the Local Authority contribution to the Lewisham CAMHS Service, which is provided by South London and Maudsley (SLaM) NHS Foundation Trust, including background to the budget reduction proposal and potential impact. The proposal reduces the Council's annual contribution to the Council / South East London Clinical Commissioning Group (SEL CCG) block contract currently held by CCG from £940,000 to £690,000. This funding reduction has been confirmed during budget considerations by the Council's Mayor and Cabinet and was considered and formally agreed by full Council on 3rd March 2021. As part of assuring sustainability of integrated care services, clarification and confirmation of the new details of contractual allocation between Lewisham Council and Lewisham CAMHS/SLAM will be required.

Lewisham CAMHS (excluding inpatient and some outpatient services) is commissioned by the CYP Joint Commissioning team on behalf of both the NHS SE London CCG and Lewisham Council. Services are delivered by South London & Maudsley (SLAM) NHS Foundation Trust. Specialist community CAMHS support is available to all children and young people up to the age of 18 (up to 21 for care leavers) where significant mental health concerns have been identified. It is delivered through five core teams:

- **Horizon** – generic team covering the whole borough which supports young people who have significant mental health problems (providing a 'front door' for the wider CAMHS service)
- **Adolescent Resource & Therapy Service (ARTS)** – supporting young people who have offended or are at risk of offending and have mental health problems
- **Symbol** – supporting young people who have been in care or will remain in care for the foreseeable future
- **Neurodevelopmental Team (NDT)** – supporting young people with a diagnosed moderate to severe learning disability and/or a complex neuro-developmental disorder e.g. autistic spectrum disorders
- **Lewisham Young People's Service (LYPS)** – supporting young people with severe mental illness or acute problems, including psychosis, repeated self-harm, personality disorder and acute depression

The majority of funding for the core CAMHS service is via the SE London CCG, with an additional funding contribution of approximately 20% from the LA. The budget reduction proposal intended initially to take £250k directly from the Horizon service, which is a generic CAMHS team covering the whole borough and providing a 'front door' for the wider CAMHS service. The Horizon service is the largest of all CAMHS teams.

SLaM senior managers and CYP Joint Commissioners have been working together to ensure impact on the service is minimised and to agree how the reduction can be implemented. The approach taken has been to identify areas of service requiring re-designs to create opportunities for savings and reduce the impact of the overall reduction of resource, reshaping the proposal to focus on the LYPS and ARTS teams.

SLaM senior managers and CYP Joint Commissioners have agreed to work to a later implementation date of 1st September 2021, this is due to contractual issues associated with the SLaM block contract which is held centrally by the NHS SEL CCG. The revised budget reduction in 21/22 equates to £145,835. This will be lodged as an unfunded at this moment in time. The £250k reduction will be applied in full in 2022/23.

This budget reduction has been attributed to the following areas:

No	Meeting the Budget Reduction	Mitigations for each	Budget Reduction achieved by 1 Sept 21
1	LYPS post	Review of transition pathways with Adult services will lead to 2 band 7 (shared costs with Adult MH services) to increase the scope and reach of this service. The service will lose its current band 6	£38,592
2	ARTS post	Review of the team showed need for more senior clinical roles. A Senior clinician Band 8 will be confirmed in post and the service will lose 1 band 7	£46,466
3	SW post (0.2 WTE) - Postholder (retired and vacancy not recruited to)	New and more flexible offer family therapy approach within SYMBOL	£18,305
4	SW post (0.8 WTE) – Secondment to end and costs for this post will be picked up elsewhere by LBL	SW to utilise mental health expertise within core social work teams	£43,207
TOTAL			£146,570

2. The protected characteristics or other equalities factors potentially impacted by this decision

<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Maternity	<input type="checkbox"/> Language spoken	<input checked="" type="checkbox"/> Other, please define: Children looked after
<input type="checkbox"/> Gender	<input type="checkbox"/> Gender identity	<input type="checkbox"/> Disability	<input type="checkbox"/> Household type	
<input type="checkbox"/> Religion	<input type="checkbox"/> Carer status	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Income	

Age – This has been selected because the LYPS and ARTS team work with adolescents who have significant mental health problems and complex needs.

Children Looked After: This has been selected as the Social Work post supports children looked after in the SYMBOL team.

3. The evidence to support the analysis

Age

The current caseload across all the CAMHS teams is 1753¹. Those over 18 are in process of transfer to Adult Mental Health Services or discharge them back to their GPs.

Age	0 - 4	5 - 9	10 - 14	15 - 18	19 -25	Total
Caseload	1	297	733	759	20	1810

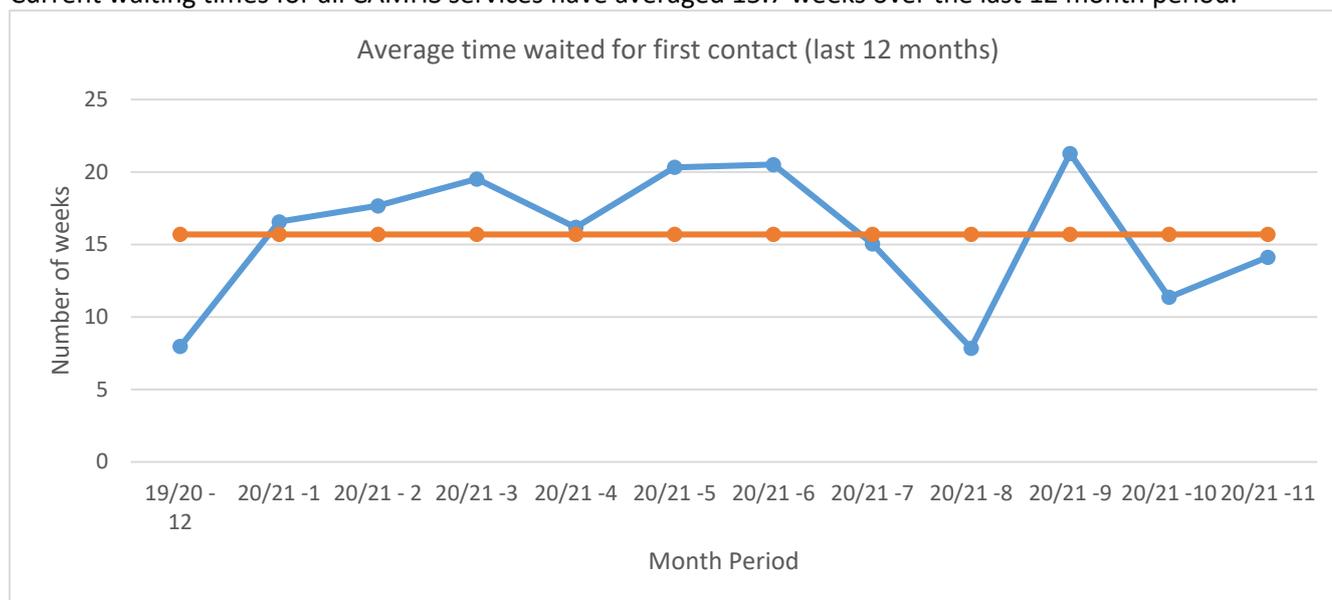
¹ 4-Boroughs Community Performance Report- February 2021

Children Looked After

The current number of children looked after who are accessing CAMHS services in Lewisham is 103.

Waiting times

Current waiting times for all CAMHS services have averaged 15.7 weeks over the last 12 month period.



Evidence:

- CAMHS Transformation Plan 2019 and associated CYP mental health JSNA
- CAMHS: Ethnicity Information Report 2019/2020
- CAMHS Four Borough Dashboard February 2021
- London CAMHS Key Commissioning Indicators 2019/20 Q1

4. The analysis

Age: CAMHS services are available for children up to the age of 18 (21 for care leavers). Changes to CAMHS service by their very nature will impact the 0-21 age group specifically. The reductions in staff would have an impact on this age group however all of the posts being deleted are already vacant. In addition, as section 6 notes there is a projected overall increase in funding across the CAMHS.

Children Looked After: The social worker post in SYMBOL is moving back in-house to Lewisham Council. Arrangements are still be made in this area but it is likely that this postholder will continue to provide support to children in the care system or to assist when preventing them coming into care.

5. Impact summary

Protected Characteristic	Impact without mitigation
Age	Mitigated
Children Looked After	Mitigated

All reductions relate to posts that are currently vacant and mechanisms have been put in place to fully mitigate the impact.

If no reduction was to be implemented against this budget, Lewisham CAMHS would have two extra clinical posts to tackle the CAMHS waiting list. Measures are being taken to mitigate this impact by supporting service providers (external and in-house) to work together when redesigning the front door into services, which will in turn look to reduce CAMHS waiting times.

Further improvements to and investment in the whole CAMHS system are outlined in Section 6 below.

6. Mitigation

Lewisham has for many years placed significant focus on the importance of children's mental health and the improvement of services to support this. Using the LA partnership with the South East London Clinical Commissioning Group, we have pushed hard for improvement. As a result, there has been substantial progress in funding, performance, and access to mental health services. Overall spend on children's emotional and mental health services has increased from £5.2 million in 2017/18 to £7.2 million in 2020/21, a rise of 37%.

It is noted that there is a confirmed increase in SEL CCG spend in 2021/22 which includes:

1. £300k for the year 21/22 to further support the development of the Mental Health Support Teams (MHST) in Schools. This is in addition to the £590k we currently receive. However this is not to be seen as an extension or increase in capacity but more maintenance of the existing offer. A further announcement has recently been made by NHSE, confirming that Lewisham will receive additional MHST resource in 21/22 to expand the service, but the allocation has not yet been confirmed.
2. £240k secured via SEL to deliver phase two of the Positive Behaviour Support Service which offers intensive outreach support with CYP with LD/ASD and co-morbid mental health issues, who are known to the CAMHS neuro-development service.
3. MOPAC have awarded £160k to SEL in 21/22 to expand/develop the Child Sexual Abuse hub arrangements, this builds on the existing early emotional support service in Lambeth, Southwark and Lewisham and allows us to expand into Bexley, Bromley and Greenwich.
4. Approximately £700k has been secured to support complex care packages for CYP in the care system, with an EHCP. Funding is used to provide therapeutic provision within their placement. This process has been progressed through the development of the Joint Funding Protocol between the SEL CCG and the LA which oversees health funding requests.

All partners will work together to maximise the use of all system resources to deliver increased capacity to meet growing demand for children and young people mental health services in Lewisham.

Both NHS mental health trusts and Council / CCG joint commissioning teams are working collaboratively to understand the best options for using this money in order to deliver the ambitions set out for children and young people's mental health as per the NHS Long Term Plan. This will include a priority to further reduce CAMHS waiting times, expanding support and care for children and young people in mental health crisis, investing in voluntary and community sector organisations to support children, young people and their families better in the community, and strengthening support for people transitioning between children's and adult mental health services.

Lewisham Council believes that a range of emotional and mental health services is important, but we should so far as possible be trying to help young people earlier, before problems become so severe they need a specialist referral to an NHS service. In the future it would be preferable that, as a result of earlier support, fewer young people require an NHS CAMHS referral. Strengthening the Early Help and Prevention offer, as part of the newly developed Early Help and Prevention Strategy and associated work programme, is a key focus of the Council and partners. It is anticipated that this approach will further mitigate of any impact of the funding reduction. One

aspect of which is the development of new service models for targeted family support and youth work planned in 2021/22 including strengthening specialist provision with regards to therapeutic input and youth work, as well as enhancing emotional wellbeing support for children, young people and families. All of which will support the early identification of emerging mental health and emotional wellbeing needs and issues. It is anticipated that all of the above mitigations will support reducing demand for specialist services such as CAMHS and therefore reduce the impact of the proposed reduction. The implementation of the national i-Thrive Programme across CYP services as a whole, is driving the move towards a common shared language and pathways, which will as an outcome support demand management in the future.

CAMHS Access - National target of two contacts of evidence-based mental health interventions for new patients - 34%. In 18/19, the Lewisham outturn was 27.5%. Through improved recording and better access including increased investment in non-statutory provision, Lewisham met the 34% target in 19/20. For 20/21 it has been reported that SEL boroughs together achieved 33.5% but the outturn for Lewisham is yet to be confirmed. It is anticipated that there were some reporting issues in the first CV19 lockdown, which has impacted on performance.

With regards to **CAMHS referral to assessment waiting times**, in 2018 the number of young people waiting at least a year for treatment was around 100, Lewisham was an outlier when compared to neighbouring boroughs. Proactive measures and robust monitoring had a positive impact on waiting times and more recent data shows improvements in this area. March 2021 data shows 2 children in Lewisham waiting more than a year, with 26 waiting for an assessment between 39-51 weeks, proactive measures are consistently being taken by CAMHS to ensure appointments are in place. CAMHS have demonstrated that throughout 20/21 they have been able to maintain good levels of performance and continued improvements.

Ethnicity – Over the last 12 months CAMHS have maintained an average of 96% of ethnicity data recorded for all new referrals, this is against a target of 95%. Furthermore, the overall percentage of representation of BAME communities for Lewisham currently stands at 50% which is an improvement of 10% when compared to the 2019/2020 figures. Lewisham CAMHS use available data to continue improving access to community services for Asian and Black young people. They continue to work with their BAME Young Advisors Group (YAG)² members to develop local initiatives and have created dedicated time for an Equality and Diversity lead role to help coordinate and galvanise work to improve access across the service.

This trend continues to demonstrate another year on year improvement in BAME representation across Lewisham CAMHS.

7. Service user journey that this decision or project impacts

The way that young people access CAMHS services will not be directly impacted by this decision, on the premise that services will work together systemically to change how services are delivered and accessed.

**Signature of Head
of Service**

Caroline Hirst, Head of Service CYP Joint Commissioning

For further information please see the full [Corporate Equality Policy](#).

² The Lewisham CAMHS YAG, is a group of young people who currently access CAMHS or have accessed in the past. They meet with senior managers in Lewisham CAMHS on a monthly basis to review key issues within the service. A subgroup of this has a specific focus on BAME health inequalities.