



Open Consultation and Troubleshooting

National i-THRIVE Programme

11th March 2021

*“If we keep on doing what we have been doing, we are going to
keep on getting what we have been getting”*



Agenda



Time	Item	Presenter
10:30	Welcome and Housekeeping	Rachel James, National i-THRIVE Programme
10:40	Learning from sites: top tips for successful implementation	Rachel James
11:00	Introductions from participants and open consultation	All
11:45	Plenary	Rachel James All
11:55	Feedback: Mentimeter	All
12:00	Close	All

Welcome and house keeping



- Welcome from Dr Rachel James, Clinical and Programme Director of the National i-THRIVE Programme.
- **Please note: this webinar will be recorded and uploaded online.** Please keep your camera turned off and mute yourselves unless you are asking a question.
- If you need to communicate a technical issue please use the chat function, this is monitored by one of the team and we can attend to this ASAP.
- If you have a question or reflection on the content of the presentations please submit this using the chat function, and indicate who you would like to address it to. You can select to submit anonymously if you do not want your name to be included.
- You will be sent the slides following the webinar, as well as a link of the recording to enable you to share with colleagues who may not have been able to join.
- If you have any questions or reflections you would like to share following the webinar please feel free to send them to the National i-THRIVE Programme team at ithriveinfo@taviport.nhs.uk

Equality, Diversity and Inclusion



- The National i-THRIVE Programme are committed to Equality, Diversity and Inclusion and we look forward to encouraging all prospective sites to collaborate further in embedding this across the locality and provision to actively promote equitable access.

Learning from sites: top tips for successful implementation



Getting started

- Develop and implement a cross-sector communications strategy
- Ensure cross-sector understanding of the THRIVE Framework for system change
- Cultivate relationships across the system, including Education, Social Care, Local Authority, Health, and Voluntary Sector using national levers, e.g. the recent White Paper: ['Working together to improve health and social care for all'](#)
- Involve cross-sector change leaders from the outset to co-create a shared vision
- Embed participation with key stakeholders at all levels from the outset, including CYP/parents/carers representative of the local population
- Consider identifying a local i-THRIVE Programme Team, that aligns with existing structures, to lead the transformational change needed
- Build partnership working with the National i-THRIVE Programme Team to ensure fidelity to the THRIVE Framework
- Plan, timetable and commit to an ongoing and monitored programme of work

Learning from sites: top tips for successful implementation



Maintaining or building momentum

- Develop regular cross-sector forums to review transformation progress
- Timetable events to build capacity across the system, e.g. i-THRIVE Academy modules and shared learning forums, e.g. i-THRIVE local Community of Practice
- Ensure sustainable feedback and learning loops across the system
- Embed quality improvement (QI) methodologies to support ongoing QI projects within the service transformation – training and QI forums can be facilitated if required
- Establish a holistic range of cross-sector provision to meet the needs of the local population
- Develop a cross-sector outcomes framework to ensure vision is realised and reviewed
- Attend National i-THRIVE Programme Community of Practice events to gather knowledge from successes and shared learning from across the country, and ensure mechanisms for local feedback and integration as appropriate. Our recovery plan will include a move to include face to face delivery again.

Learning from sites: top tips for successful implementation



Ensuring sustainable success

- Plan for long term sustainability from the outset
- Commit to embedding cycles of continuous improvement
- Celebrate across the system through sharing THRIVE-like implementation stories
- Maintain ongoing engagement with the National i-THRIVE Community of Practice
- Maintain local i-THRIVE Community of Practice in the longer term to continually embed shared learning across the system
- Ensure long term commitment to actively sustain relationships across the system
- Embed participation with key stakeholders on an ongoing basis, including CYP/parents/carers representative of the local population

Over to you



- Please introduce yourselves, sharing:
 - Who you are
 - Your service or organisational context
 - A brief overview of where you currently are in your implementation journey
 - What you hope to gain from this open consultation and troubleshooting session

Overview from participants



- Northpoint Wellbeing (Calderdale CAMHS/Leeds) – Have been commissioned to deliver a THRIVE-aligned offer. Discussed the risk of THRIVE language directly replacing the tiers. Have to unlearn some language – how do you do this and bring your own staff with you?
 - Emphasising the shared decision making key principle of the framework can support a shift in language from tiers to being needs-led – CYP and their families need to have information and transparent conversations to make the best decisions for them.
- Greater Manchester i-THRIVE Programme – Currently 2.5 years into implementation across 10 localities. Implementing the THRIVE Framework is a long-term endeavour.
 - Early help and Social Care are now on board, how do we articulate the framework in social care where the language is about levels of need?
 - The graduated response in education settings – schools response to a child's needs is stepped, how do we align this with the THRIVE Framework?
 - All-age THRIVE – describing what this means in practice supports understanding.
 - A barrier to implementation is that national funding is aligned with tiers and is not needs-led.

Overview from participants



- Blackpool Teaching Hospitals NHS Foundation Trust
 - Continuing legacy work, concerned this work will get lost due to other pressures, e.g. reshaping of ICS's.
 - Cross sector understanding of the language can be tier focussed
 - It is helpful using the Macro, Meso, Micro levels to frame implementation, e.g. having individual care plans around the framework
 - Align job descriptions and business cases with the language of the framework – socialising staff from the outset
- South Wales, Regional Partnership Board and Together for Children and Young People's Programme an early help and enhanced support framework. Beginning of journey across 7 regional partnership boards.
 - Using principles of the THRIVE Framework and want this to be across all structures across Wales
 - Value based approach to planning future services and move away from medical model

Overview from participants



- Norfolk and Waveney CCG, transformation is happening in CAMHS services.
 - The biggest challenge is language and moving away from tiers.
- Step by Step, Surrey and Hampshire, are at the start of their journey.
- Somerset CCG
 - Difficulty with explaining framework to stakeholders and clinicians and having a shared language across the system
 - It can be useful to share the [THRIVE Framework animation](#) and [7 minute briefings](#)

Key themes from participants



- Language moving away from a tiered based offer to being needs-led and understanding across the system
 - It can be helpful to start describing the Getting Help and Getting More Help needs based groupings first and who can deliver them beyond CAMHS. Important to recognised that CAMHS will offer help and support across all of the needs based groupings, and that not everyone gets better through accessing gold standard interventions. All of us have a role in providing Getting Advice and Signposting. This can help start conversations.
 - GM i-THRIVE Programme are happy to share their vision presentation
- How the wider system can be brought together, using current levers to support this
- All-age THRIVE
- Piloting i-THRIVE Academy e-learning to support local capacity building
- Training can lead to culture change on the ground
- The Thriving needs based grouping can get forgotten
- Important to time the delivery of the i-THRIVE Academy modules to get maximum impact and developing a train the train model to be sustainable.

Upcoming National i-THRIVE Programme Webinars



Date	Title
Thursday 13 th May 10:30am-12pm	Equality, diversity and inclusion in a THRIVE-like system. Register for your place here .
Thursday 10 th June 10:30am-12pm	Approaches to enhance children, young people, and families' understanding of the THRIVE Framework. Register for your place here .
Thursday 8 th July 10:30am-12pm	Applying Quality Improvement methodology to support THRIVE Framework implementation. Register for your place here .
Thursday 9 th September 10:30am-12pm	Open consultation - a chance to troubleshoot with implementation peers and the National i-THRIVE Programme. Register for your place here .



- Please visit www.menti.com and insert the code: **47 87 32 4**



Mentimeter

How helpful was this webinar for you?

Mentimeter



Are there any particular areas that were helpful?

Hearing from other sites

Sharing similar challenges

Hearing what others are doing

reminders of specific tools and examples

access to network from a digital standpoint and overall feel on progress of implementation.

Hearing from other sites

Are there any areas that you would like us to address in future CoP events?

Sustaining the work

Hearing about the alignment to other sectors in GM

Articulating the model into social care being clear on the difference in levels of need and thrive

Obviously I'm going to say digital initiatives that support Thrive.

For more information: i-THRIVE



www.implementingthrive.org

Sign up to the National i-THRIVE Community of Practice and receive monthly updates. Email:

ithriveinfo@tavi-port.nhs.uk



@iTHRIVEinfo

LinkedIn

YouTube

National i-THRIVE Programme



The Tavistock and Portman
NHS Foundation Trust



Anna Freud
National Centre for
Children and Families

UCLPartners



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