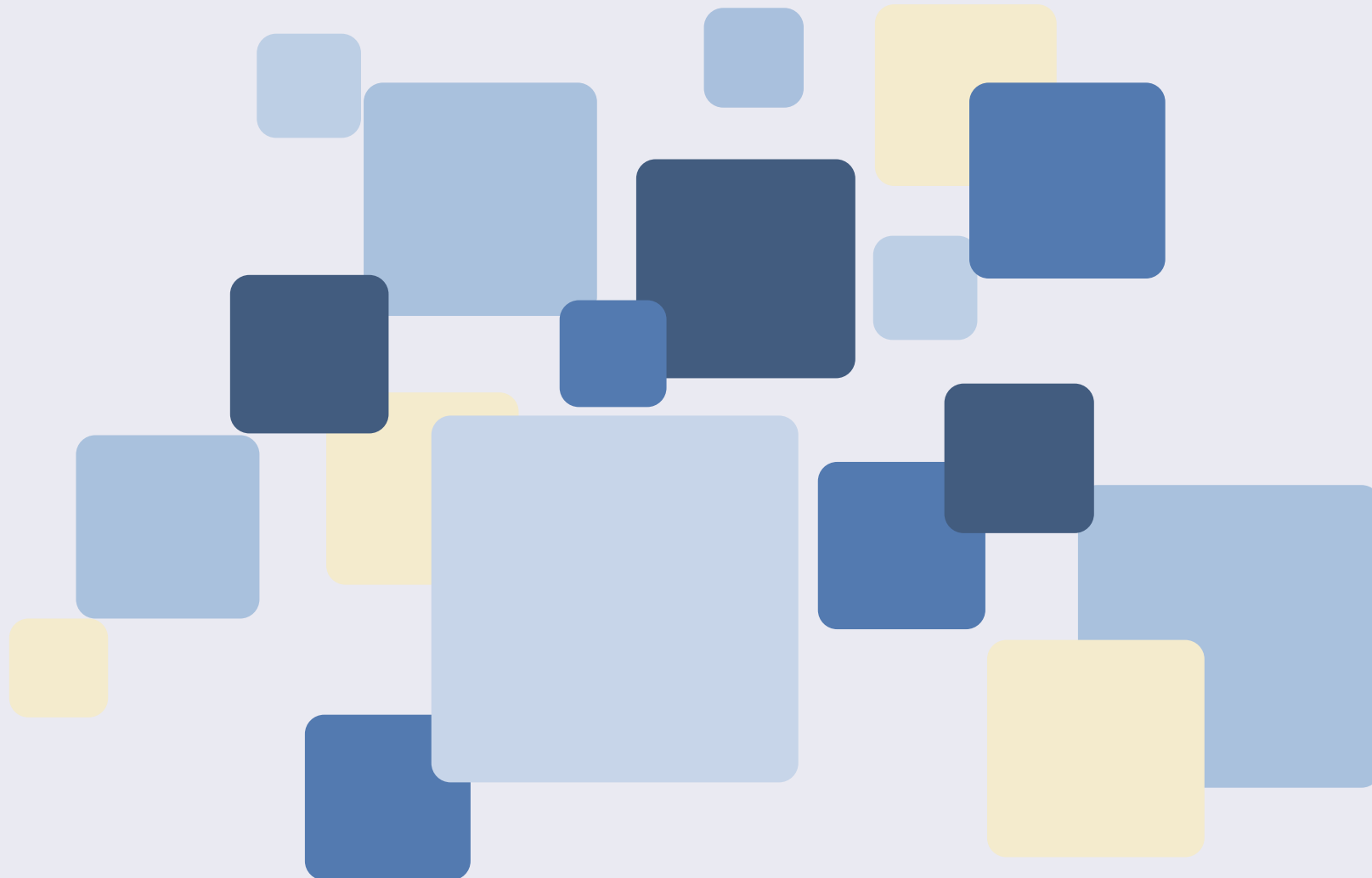


Together for Mental Health

Delivery Plan: 2019-22



Llywodraeth Cymru
Welsh Government



TOGETHER FOR MENTAL HEALTH DELIVERY PLAN 2019-2022

Strategic Context

Together for Mental Health is the Welsh Government's 10 year cross-governmental strategy to improve mental health and well-being across all ages. Published in October 2012 following significant engagement and formal consultation with stakeholders, the strategy has been supported by a series of detailed delivery plans. This is the third and final plan. Throughout the lifetime of the strategy we have continued to increase our investment into mental health services, and we now spend more on mental health services within Wales than any other part of the NHS.

Together for Mental Health sets out a number of high-level outcomes aimed at achieving a significant improvement to both the quality and accessibility of mental health services for all ages. The strategy recognises that the causes and effects of poor mental health are complex, challenging and multi-faceted and therefore require an integrated, cross-government and cross-sector partnership approach if we are to achieve these outcomes. The six high level outcomes underpinning the 10 year strategy are:

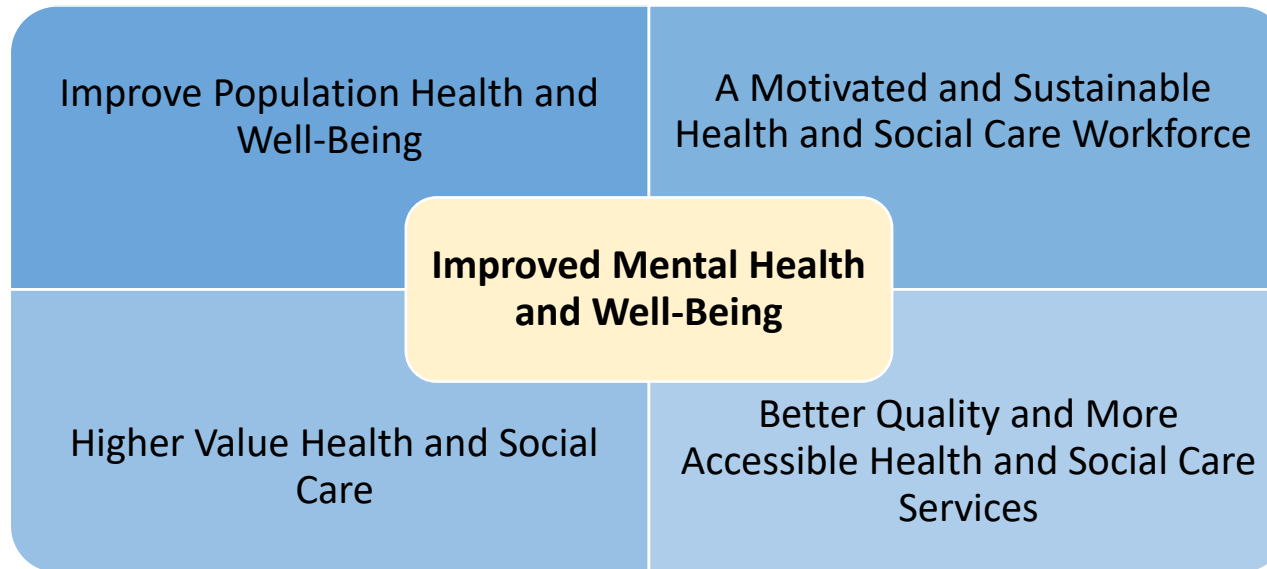
- The mental health and well-being of the whole population is improved.
- The impact of mental health problems and/or mental illness is better recognised and reduced.
- Inequalities, stigma and discrimination are reduced.
- Individuals have a better experience of the support and treatment they receive and feel in control of decisions.
- Improved quality and access to preventative measures and early intervention to promote recovery.
- Improved values, attitudes and skills of those supporting individuals of all ages with mental health problems.

Whilst the delivery plan outlines a number of new priority areas for the next 3 years, these all contribute to achieving the high-level outcomes set out originally in *Together for Mental Health*. Some of these actions represent a necessary continuation and investment in services, whilst in other areas the delivery plan is intended to drive a step change in service provision and/or additional government led activity to prevent poor mental health. It is now firmly recognised that mental health is not only the concern of the NHS – it is 'everybody's business'. Our schools, workplaces and communities play an important role in keeping us well and healthy. This is reflected in *Prosperity for All, the Welsh Government's national strategy* which highlighted well-being, prevention and tackling mental ill health as one of six priority areas which emerged as having the greatest potential contribution to long-term prosperity and well-being. We recognise that there must be a

cross-government effort to improve the nation's mental health and that only a fully co-ordinated response from public and voluntary services can effectively prevent rising demand and poorer outcomes. The high-level outcomes of *Together for Mental Health* also mirror the themes, which have come from the engagement with stakeholders, including service users and carers during the development of the plan. These themes are outlined in the diagram below.



In 2018, the Welsh Government published *A Healthier Wales: Our Plan for Health and Social Care*. The plan sets out our long term future vision of a 'whole system approach to health and social care', which is focused on health and well-being, and on preventing illness. *A Healthier Wales* also commits to develop a National Clinical Plan for specialist health services, including mental health. Realising the ambitions of *A Healthier Wales* requires a further improvement in terms of integrating services, co-production and holistic approaches to treating physical and mental ill health. In order to realise this vision *A Healthier Wales* is shaped around four 'Quadruple Aims', which describe interlocking themes that help develop a shared understanding of how we want the whole system approach to develop and how we will prioritise change. The diagram below shows the interface between the Quadruple Aims and improved mental health.



The priorities that will be delivered through the delivery plan continue to support principles of prudent healthcare with its focus on integrated, person centred care delivered in a way that has been informed by service users and carers. For example, by routing some of the additional funding resources for mental health through Regional Partnership Boards and by setting expectations about the involvement of the third sector, as well as strong partnerships with the police and local government, the plan should ensure that care is provided at the right level

and at the right time. This approach also supports value based healthcare given the delivery plan's emphasis on improvements in areas such as access to psychological therapies and improvements to crisis care services which we know are important to service users.

Scale of Challenge and Progress to Date

Since the publication of *Together for Mental Health* we have published a series of delivery plans at both an all Wales and health board level and provided additional funding to support improvements. As a result of this investment, and within the context of increasing demand for services, we have made progress in a number of areas, including:

- Reduced stigma around mental health, including through supporting the *Time to Change* Campaign, with more people accessing support.
- Greater service user and carer involvement in the development and planning of services at both a regional and national level.
- Significantly reducing the number of children and young people waiting longer than 4 weeks to access to treatment.
- Reducing mental health hospital admissions through an emphasis on more support in the community.
- Reducing the number of delayed transfers of patient with mental health issues.
- Reducing the number of patients (both adults and children) that need to be sent outside of Wales for treatment
- Significantly reduced the number of people in mental health crisis detained in police cell as a place of safety.
- The implementation of the Mental Health (Wales) Measure 2010, including the introduction of Local Primary Mental Health Support Services and a focus on care and treatment planning.
- Implementing new community perinatal mental health services providing support across all areas of Wales.
- Establishing psychiatric liaison in hospitals.
- Establishing CAMHS and adults community crisis intervention teams.
- Development of both neurodevelopmental and early intervention in psychosis services.
- Launching the Mental Health Crisis Care Concordat with partners to improve the multiagency response to people in mental health crisis.
- Embedding mental health in preventative programmes, for instance, Healthy Working Wales and the Wales Network of Health Schools.
- Establishing mental health social prescribing pilots to develop the evidence to improve access to non-clinical support.
- The development of a separate Dementia Action Plan, itself supported by additional government investment.

A Cross-Government Approach

Since the publication of the cross-governmental '*Together for Mental Health*' strategy, the profile of mental health has grown considerably and as noted earlier there is an increasing recognition that mental health is 'everybody's business'. *Prosperity for All* challenges all Welsh Government departments to consider the impact of their work on the mental health and well-being of the population in Wales. Therefore, building on a rapid review of a number of areas where we know that additional focus across government departments could make an impact, this latest delivery plan places greater emphasis on the protective factors for good mental health, identifying those areas of cross-government working such as in education, employment and housing that can make a significant contribution to improving mental health and well-being outcomes in a way that is sustainable for the future.

Over the duration of the previous delivery plan there was a focus on embedding mental health across a range of Welsh Government plans. In particular, work with education, employability, tackling poverty, and crime and justice has ensured that delivery plans in these areas carry explicit links to mental health and related actions. The intention is not to repeat all of these actions in this delivery plan, but to make reference where appropriate, and to strengthen links in other areas. Therefore, the plan continues to highlight the important contributions needed across government to protect and improve mental health through programmes and policies that tackle the wider determinants of good mental health. Whilst health services are designed to respond to the needs of individuals requiring a clinical response for a mental health problem, most of the key levers to improve mental health and well-being sit outside of the health sector. Achieving the aspirations in this delivery plan is therefore underpinned by broader strategic aims, such as:

- Enabling schools to support the broader mental health and well-being of learners through the **Whole School Approach**, which in turn will help to prevent other issues from developing or escalating, including mental health issues.
- Eliminating the gap in economic inactivity rates across Wales through an increased focus on employment for disabled people, including those with mental health conditions through the **Employability Plan**.
- Promoting inclusive growth and employer commitment to fair work, employee health and skill development through the **Economic Contract**.
- Ensuring every young person has an equal opportunity to reach the highest potential through **Education Wales: our national mission**.
- Provide housing-related support to help vulnerable people to live as independently as possible through the **Supporting People Programme**.
- Reducing rough sleeping and end the need for people to sleep rough through the **Rough Sleeping Action Plan** and supporting those that have complex, co-occurring **housing and mental health issues**.

The approach taken to develop this delivery plan reflects the requirements of the *Well-being of Future Generations (Wales) Act 2015* by emphasising the importance of preventative and integrated services whilst recognising the importance of taking a longer term approach. We have also sought to embed the requirements of the *Social Services and Well-being (Wales) Act 2014* within the plan. The emphasis in the plan is on early intervention so that longer-term harms are prevented before they occur includes preventing exposure to *Adverse Childhood Experiences* (ACEs). This recognises an increasing body of international evidence about the negative long-term impact on health and well-being outcomes, particularly mental health outcomes, which can result from exposure to childhood trauma before the age of 18.

Key Priorities for 2019-2022

Within the context of the commitments already made and the additional resources to support them, this delivery plan prioritises effort to deliver meaningful improvements for individuals and their families. The priorities have also been shaped by a number of National Assembly Committee reports including Perinatal Mental Health Services, 'Mind over Matter' (emotional and mental health support for children and young people), 'Everybody's Business' (suicide prevention) and Mental Health in Policing and Police Custody. The committee inquiries seek an increased focus and pace of improvement in mental health services, as well as a greater focus on prevention. We have accepted most of the committee recommendations and believe that delivery of the key priorities we have set ourselves in this delivery plan will secure the improvements in prevention and in services that we all want to see.

The improvements we want to see are dependent on a number of overarching themes, which underpin actions and will continue beyond the life of this plan. These include:

- Reducing **health inequalities**, promoting equity of access and supporting the **Welsh Language**.
- Strengthening **co-production** and supporting **carers**.
- Developing a **workforce plan** in partnership with Health Education and Improvement Wales (HEIW) and Social Care Wales (SCW) to work with the third sector, local authorities and the NHS to support medium and longer-term service improvements and to ensure a stable and sustainable mental health workforce.
- Implementing the **core data set** to improve consistency, robustness and the focus on outcomes across all-age mental health services.
- Supporting the **legislative context** – making changes needed to implement known legal reform to the Mental Capacity Act 1983 and developing a strategic response to which changes to the Mental Health (Wales) Measure 2010 and the Mental Health Act are needed to deliver and drive our/the plan's policy intentions and outcomes.

The priority areas for action, set out in this delivery plan, are:

- **Improving mental health and well-being and reducing inequalities** – through a focus on strengthening protective factors.
- **Improving access to support for the emotional and mental well-being of children and young people** – improving access and ensuring sustainable improvements to timeliness of interventions, as well as supporting the new curriculum and whole school approach, extending the reach of NHS services into schools and filling gaps in services within both primary and secondary care through Child and Adolescent Mental Health Services (CAMHS).
- Further improvements to **crisis and out-of-hours provision for children, working age and older adults** – moving to a common, multiagency offer across Wales.

- **Improving the access, quality and range of psychological therapies for children, working age and older adults** – to deliver a significant reduction in waiting times by the end of this Government, to increase the range of therapies offered and to support the workforce - ultimately improving service user experience.
- **Improving access and quality of perinatal mental health services** – further development of perinatal mental health services in line with quality standards and care pathways and the provision of in-patient care.
- **Improving quality and service transformation** – including a focus on improvements to areas such as eating disorders support, people in contact with the criminal justice system and co-occurring mental health and substance misuse issues. Positive change will also be achieved by responding to Healthcare Inspectorate Wales/Care Inspectorate Wales thematic reviews, reviews by NHS Delivery Unit and receiving assurance that recommendations have been delivered.

Actions to improve dementia are being taken forward under the separate **Dementia Action Plan for Wales**, published in 2018. Similarly, although referenced within this plan, actions to prevent suicide and self-harm are being taken forward as part of the **Talk to Me 2 strategy**.

Monitoring, Evaluation and Support.

Delivery of the overall strategy and its constituent delivery plans is monitored and assured through the Mental (MHNPB) and local partnership board structure. These boards consist of service users and carers, representatives from the statutory and voluntary sectors, and professional groups.

NHS Chief Executives have also supported the development of an all-age mental health network and related board to assist in driving forward commitments made within *Together for Mental Health* and *A Healthier Wales*. Forward work plans are being developed that will need to take account of the actions set out in this new delivery plan. The board is chaired by the lead Chief Executive for Mental Health who will be assisted by a National Programme Director for Mental Health. The network and board will coordinate activities within the new NHS Executive in order to share learning and develop integrated approaches.

Annex 1 includes a glossary of terms and annex 2 includes a list of indicators that will be monitored to track the impact of the actions in the plan.

OVERARCHING THEMES

Key areas that underpin the actions in the delivery plan. They are longer term, running beyond the life of the plan.

O1 – Reducing health inequalities, promoting equity of access and supporting the Welsh Language.	
These actions aim to provide equity of access to services and to enable services to offer a Welsh Language choice. They support ongoing improvements, however, all actions should be taken in the context of equality of access and use of an individual’s language of choice.	
Actions	Milestones
O1 (i) Welsh Government (Health and Social Services) to work with health boards to develop their capacity and capability to improve Welsh language provision in mental health services.	<p>Ongoing (six monthly reporting):</p> <ul style="list-style-type: none"> Health boards to report on how they are developing capacity and capability to improve Welsh language provision in mental health services including delivering on the ‘Active Offer’ – a key principle of More than Just Words.¹ Health boards and local authorities to ensure that mental health forms and systems include questions agreed on a national level to record users’ Welsh language needs.
O1 (ii) Health boards and trusts, through the NHS delivery framework, ² to evidence how they will deliver services equitably and ensure access to information is provided when needed and in a form that is accessible including consideration of language.	<p>Ongoing (six monthly reporting):</p> <p>Health boards to provide qualitative reports detailing evidence of;</p> <ul style="list-style-type: none"> advancing equality and good relations in the day to day activities of NHS organisations, including reporting on the ongoing delivery of <i>Treat Me Fairly</i> training

¹ More than just words is the Welsh Government’s strategic framework to strengthen Welsh language services in health and social care. People can feel vulnerable when accessing health and social care and lack the confidence to ask for services in Welsh. The active offer therefore means offering a Welsh language choice without patients having to ask for it.

² NHS Delivery Framework and Guidance 2019-20 <https://gov.wales/sites/default/files/publications/2019-05/nhs-wales-delivery-framework-and-reporting-guidance-2019-2020-march-2019.pdf>.

	<ul style="list-style-type: none"> the implementation of the all Wales standard for accessible communication and information for people with sensory loss
<p>O1 (iii) Welsh Government (Health and Social Services) along with Public Health Wales and the World Health Organisation (WHO) European Regional Office to develop a Health Equity Status Report (HESR) for Wales, including data and policy analysis with related options for policy action supported by relevant investment to reduce health inequities.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Welsh Government (Health and Social Services) to publish a HESR and consider findings in order to identify further actions to address health inequalities.
<p>O1 (iv) Welsh Government (Health and Social Services) to work with health boards, local authorities and the third sector organisations to continue supporting a range of programmes and initiatives to protect vulnerable groups and to improve access to services for individuals with additional needs.</p>	<p>Ongoing (six monthly reporting):</p> <ul style="list-style-type: none"> Health boards to continue to support Veterans NHS Wales to deliver timely and appropriate services and, alongside Welsh Government and the third sector organisations, to raise awareness of veterans’ mental health needs with medical professionals and the general population. To support professionals and services to deliver more appropriate care and support through adoption of the Diverse Cymru and UKIED BME Mental Health Workplace Good Practice Certification Scheme (WGPCS)³ and Cultural Competency Toolkit. <p>Year 1 (2020)</p> <ul style="list-style-type: none"> Working with health boards and other partners to ensure mental health services are able to meet the needs of refugees and asylum seekers in a timely and effective manner by supporting the implementation of the Mental Health Care Pathway and associated guidance.

³ <http://bmemhcert.diversesecymru.org.uk/>

O2 – Strengthening co-production and supporting carers.	
These actions set out how we will support people with lived experience, carers and the third sector to play a role in shaping, delivering and evaluating services, through better links with local, regional and national networks.	
Actions	Milestones
O2 (i) Welsh Government (Health and Social Services) to support the Mental Health Forum to develop national guidance aimed at increasing co-production and involvement including peer-led approaches.	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • National Forum to scope national guidance work, including the development of a communications plan. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • National Guidance on coproduction produced.
O2 (ii) Welsh Government (Health and Social Services) to review current arrangements for third sector engagement to ensure it reflects the increased number and breadth of third sector mental health organisations.	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Liaising with third sector organisations including Wales Alliance for Mental Health (WAMH) to review and strengthen current arrangements for third sector engagement. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Implementation of findings of review.
O2 (iii) Welsh Government (Health and Social Services) to further improve the support available to carers through the development of a new strategic action plan, based on the three National Priorities for Carers which are: <ul style="list-style-type: none"> - Supporting life alongside caring. - Identifying and recognising carers. - Providing information, advice and assistance to carers. 	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Following work of the Carers’ Ministerial Advisory Group to advise Welsh Ministers on the issues that matter most to carers, Welsh Government to develop in co-production with statutory bodies and stakeholders, a new carers’ strategic action plan. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Progress implementation of new strategic action plan.

O3 – Workforce.	
These actions set how we will take a strategic approach to workforce planning to ensure that it is sustainable for the future and that the mental health workforce is supported to deliver compassionate and high-quality care.	
Actions	Milestones
O3 (i) Following the publication of a new 10 year health and social services workforce strategy, Health Education Improvement Wales (HEIW) and Social Care Wales (SCW) to work with the third sector, local authorities and the NHS to produce a workforce plan for mental health.	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • HEIW/SCW workforce strategy published. • To develop contents of mental health plan with stakeholders. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • To consult and publish workforce plan for mental health and begin implementation of plan.
O3 (ii) Mental Health workstream of the All Wales Nurse Staffing Programme to develop and test evidence based workforce planning tool(s) for adult mental health inpatient wards which would enable the eventual extension of the second duty of the Nurse Staffing Levels (Wales) Act 2016 ⁴ to that setting.	<p>Year 3 (2022)</p> <ul style="list-style-type: none"> • To develop an evidence base to underpin the workforce planning tools. • To work with health boards to test the tools in mental health settings.

⁴ Nurse Staffing Levels (Wales) Act 2016: <http://www.legislation.gov.uk/anaw/2016/5/contents>.

04 – Research, data and outcomes.	
<p>These actions set out how we will improve use of research, the capability and consistency of data and outcomes collection in Wales for mental health. Common IT systems, better information sharing between health, social care and the third sector, and an outcomes-focused workforce are all key goals of the mental health and learning disability core dataset. These actions also include learning from a range of projects, including the Healthier Wales Transformation projects, to inform the delivery of actions throughout the life of this plan and beyond. We are also committing to improve transparency and reporting of information to the public.</p>	
Actions	Milestones
<p>O4 (i) Welsh Government (Health and Social Services) and partners to consider learning and evaluation of Healthier Wales transformation fund projects to inform actions relating to service improvement.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Regional Partnership Boards (RPBs) to submit first mid-point report with early learning/progress. • Welsh Government to publish national evaluation report summarising key findings, including specific mental health projects. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Welsh Government to publish national evaluation report on impact of the fund to inform next steps. <p>Year 3 (2022)</p> <ul style="list-style-type: none"> • Welsh Government to publish follow-up national evaluation report on impact of the fund.
<p>O4 (ii) Welsh Government (Health and Social Services), NHS Wales Informatics Service (NWIS) and partners to implement a nationally standardised mental health and learning disability core dataset including the roll out of the Welsh Community Care Informatics Service (WCCIS) computer system.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Assure dataset through Welsh Informatics Standards Board (WISB) processes. • Commence publication of both the new section 135/136 dataset and the psychological therapies 26 week target on Stats Wales. • To develop and implement a common set of forms for assessment, care and treatment planning, and reviews across health and social care teams.

	<ul style="list-style-type: none"> To pilot outcomes focused model and develop process to roll out.⁵ <p>Year 2 (2021)</p> <ul style="list-style-type: none"> Roll out Word versions of forms across services. Improve the way data is shared with the public, making user-friendly information available on the Stats Wales website. <p>Year 3 (2022)</p> <ul style="list-style-type: none"> Roll out of dataset alongside WCCIS system across Wales. Roll out outcomes focused model across Wales.
<p>O4 (iii) National Collaborative Commissioning Unit (NCCU) to undertake the annual NHS UK and International Benchmarking project to ensure that we learn from within the UK and abroad and understand the landscape of current services.</p>	<p>Ongoing (annual review)</p> <ul style="list-style-type: none"> Health boards to use findings from Benchmarking Project in order to inform service delivery and improvement.
<p>O4 (iv) Welsh Government (Health and Social Services) to undertake an independent evaluation of progress against the <i>Together for Mental Health</i> strategy 2012-2022.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> To commission evaluation. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> Commence evaluation. <p>Year 3 (2022)</p> <ul style="list-style-type: none"> To publish report and to inform future strategy.
<p>O4 (v) Welsh Government (Health and Social Services & Education), NHS Wales and the Wolfson Centre for Mental Health to work together to strengthen existing partnership and rapidly translate new research into practice thereby improving the mental health and well-being of young people.</p>	<p>Year 2 (2021)</p> <ul style="list-style-type: none"> Establish Wolfson Centre. Scope research across five work streams including population health, genetics, early intervention in high-risk groups, schools and digital health.

⁵ More information, including a paper detailing the outcomes model, can be found on the 1000 Lives/Improvement Cymru website at <http://www.1000livesplus.wales.nhs.uk/data-collection-and-outcome-measures>.

	<p>Year 3 (2022) and beyond</p> <ul style="list-style-type: none"> • Evaluate youth mental health strategies including whole school approach. • Develop digital intervention package for school counsellors/primary care. • Train youth mental health practitioners in schools and NHS.⁶
<p>O4 (vi) Welsh Government (Health and Social Services) to maintain awareness of the progress and outcomes of the Welsh Government investments in mental health and social prescribing research as part of the Health and Care Research Wales research development infrastructure.</p>	<p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> • Update reports in relation to relevant research projects.
<p>O4 (vii) Welsh Government (Health and Social Services), working with the third sector to develop the evidence for mental health social prescribing, through evaluation of pilot projects and models, to inform future investment.</p>	<p>Year 1 (2020) and Year 2 (2021)</p> <ul style="list-style-type: none"> • British Red Cross and Mind Cymru to deliver mental health social prescribing projects, including independent evaluation. <p>Year 3 (2022)</p> <ul style="list-style-type: none"> • Pilot projects to submit final evaluations on social prescribing pilots.

⁶ More information on this research can be found on the Wolfson Centre website at <https://www.wolfson.org.uk/cardiff-university-win-10m-wolfson-award-for-adolescent-mental-health-research/>.

O5 – Legislation.	
These actions set out how we will implement the legal changes to be made by the Mental Capacity (Amendment) Act 2019 and to develop a strategic position of what changes to the Mental Health (Wales) Measure 2010 and the Mental Health Act 1983 are needed to support implementation of policy intentions and outcomes.	
Actions	Milestones
O5 (i) Welsh Government (Health and Social Services) to consider the ‘Duty to Review’ recommendations arising from the evaluation of the delivery of the Mental Health (Wales) Measure 2010.	Year 1 (2020) and Year 2 (2021) <ul style="list-style-type: none"> • To change regulations as recommended by the Final Report of the Duty to Review the Mental Health (Wales) Measure 2010 with supporting policy implementation guidance and workforce training. • To consider amending the regulations to Part 1 of the Measure to facilitate a competency based approach to be used in establishing the workforce to undertake Part 1 assessments.
O5 (ii) Welsh Government (Health and Social Services) to consider the UK Government commissioned ‘Independent Review of the Mental Health Act 1983’ ⁷ and subsequent response to decide which actions are required in Wales.	Year 1 (2020) and Year 2 (2021) <ul style="list-style-type: none"> • Strategic position on the implications of any changes to the Mental Health Act for Wales is established.
O5 (iii) Welsh Government (Health and Social Services) to prepare and support the implementation of the Mental Capacity (Amendment) Act 2019. ⁸	Year 1 (2020) <ul style="list-style-type: none"> • Department for Health and Social Care and Ministry of Justice (re)-drafting of the Code of Practice to the Mental Capacity Act and Liberty Protection Safeguards reflects the position for Wales. • Secondary legislation to the Mental Capacity (Amendment) Act 2019 is prepared. • Implementation of the Mental Capacity (Amendment) Act 2019/ Liberty Protection Safeguards with necessary guidance and training. • Monitoring arrangements and data collection mechanisms are established.

⁷ UK Independent Review of the Mental Health Act <https://www.gov.uk/government/groups/independent-review-of-the-mental-health-act>.

⁸ Mental capacity (Amendment) Act 2019 <https://services.parliament.uk/bills/2017-19/mentalcapacityamendment.html>.

	<p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none">• Continuous programme of work in place to strengthen Mental Capacity Act 2005 principles and processes in practice.
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Priority 1: To improve mental health and well-being and reduce inequalities through a focus on strengthening protective factors.

These actions will ensure that I am able to access activities that help me to stay well and to develop positive relationships. My community will promote positive mental well-being and encourage talking about mental health. Mental Health will be perceived as ‘everybody’s business’.

How will we know? *Improved Mental well-being of the population and people feeling less lonely.*
 Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS). Source: National Survey for Wales, Welsh Government.
 Percentage of people feeling lonely. Source: National Survey for Wales, Welsh Government.

1.1 – Tackling stigma and discrimination.	
Actions	Milestones
<p>1.1 (i) Welsh Government (Health and Social Services & Economy, Skills and Natural Resources) to continue to work with third sector delivery partners on Phase 3 of the Time to Change Wales (TTCW)⁹ campaign with a focus on middle aged men and Welsh speakers.</p>	<p>Year 1 (2020) and Year 2 (2021) (six monthly reporting)</p> <ul style="list-style-type: none"> • To increase the number of employers signing up to the TTCW and making changes to HR policy and practice. • To increase the number of adult champions, with a target of 20% Welsh speakers and 50% men.
<p>1.1 (ii) The Stigma and Discrimination working group of the Mental Health National Partnership Board (MHNPB), supported by the Equality and Human Rights Commission (EHRC), to report and recommend further actions to reduce stigma and discrimination.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Stigma and Discrimination report submitted to MHNPB on proposed recommendations. <p>Year 2 (2021) Welsh Government (Health and Social Services) to consider all evidence to inform long term actions for reducing stigma</p>

⁹ Time to Change Wales <https://www.timetochangewales.org.uk/en/>.

	and discrimination in Wales, in consultation with MHNPB and other stakeholders.
1.2 – Strengthening protective factors.	
Actions	Milestones
<p>1.2 (i) Welsh Government (Health and Social Services) to support people with mental health conditions into employment or to remain in work through delivery of a health-led employment support programme which consists of the Out of Work Peer Mentoring Service, the In-Work Support Service and an Individual Placement Support pilot.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Prioritise access to rapid therapeutic support available through the In-Work Support Service to those most at risk of falling out of employment. • Confirm approval of additional European Social Funding to enable the Out of Work Peer Mentoring Service to continue until 2022. • Publish the Out of Work Peer Mentoring Service evaluation report and implement the findings and recommendations. • Publish an evaluation of the Individual Placement Support pilot and consider next steps. <p>Year 2 (2021) (six monthly reporting)</p> <ul style="list-style-type: none"> • Increase the number of small and medium-sized enterprises (SMEs) being trained to take positive action to improve mental health and well-being in the workplace through the In Work Support Service. • Increase the number of people with mental health conditions being supported into employment through the Out of Work Peer Mentoring Service.
<p>1.2 (ii) Welsh Government (Health and Social Services & Economy Skills and Natural Resources) and Public Health Wales to support and encourage employers to promote good mental</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Work with the Health and Employability work stream through the Employability Plan to review the evidence of what works and identify good practice for the promotion of mental well-being at work.

<p>health and well-being in the workplace through Healthy Working Wales¹⁰ and the Economic Contract.</p>	<ul style="list-style-type: none"> Review the Economic Contract to ensure it is delivering on policy priorities, and to consider how to further embed it with businesses across Wales. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> Disseminate evidence based advice and tools through Healthy Working Wales to support the promotion of mental well-being at work.
<p>1.2 (iii) Welsh Government (Health and Social Services) to tackle loneliness and social isolation through implementing a nationwide cross-government strategy.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Publication of Loneliness and Social Isolation strategy, which will include agreed priority areas.
<p>1.2 (iv) Health boards to support people to manage their own health, including those with long-term conditions, through administering a self-management and well-being grant. This grant will support initiatives that enable people to improve physical functioning, psychological (and spiritual) well-being and social connectedness.</p>	<p>Ongoing</p> <ul style="list-style-type: none"> Health boards and third sector to work together to develop proposals to the self-management and well-being grant from 2020-21. Following award of grant, Welsh Government (Health and Social Services) to monitor impact of grant.
<p>1.2 (v) Welsh Government (Education and Public Services & Health and Social Services) to support the delivery and evaluation of the Housing First Pilots to enable tailored mental health and substance misuse support for individuals to manage tenancies independently.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Consider recommendations from an independent evaluation of Housing First to consider best practice approaches to ensure principles of wraparound support are achieved. <p>Ongoing</p> <ul style="list-style-type: none"> To support the trial of new approaches to working in partnership in the areas where Housing First is operating.
<p>1.2 (vi) Welsh Government (Education and Public Services & Health and Social Services) to develop model joint working</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Work with local authorities and local health boards to develop joint working protocols, including the development of assertive

¹⁰ Healthy Working Wales <http://www.healthyworkingwales.wales.nhs.uk/home>.

<p>protocols for engaging mental health and substance misuse services with rough sleepers.</p>	<p>outreach approaches, multiagency case conferences and urgent/crisis referral routes.</p> <p>Ongoing (six month reporting)</p> <ul style="list-style-type: none"> • Support the trial of new approaches to working in partnership to support rough sleepers and people who are homeless or who are at risk of homeless.
<p>1.2 (vii) Welsh Government (Education and Public Services) to support the development and delivery of a training module to support social and private landlords to identify and support people with mental health issues.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Rent Smart Wales¹¹ to include mental health awareness as part of the training for private landlords prior to 2020 re-licensing. • Further bespoke mental health awareness training to be developed for private landlords including specific topic of reducing stigma. • Database of support services being developed by Rent Smart Wales, accessible on the website. <p>Ongoing (six month reporting)</p> <ul style="list-style-type: none"> • Continue to roll out appropriate training to front line housing professionals including landlords.
<p>1.2 (viii) Welsh Government (Education and Public Services) to support the delivery and development of mental health services that allow for closer alignment between housing management services and private landlords in order to prevent evictions from existing tenancies.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Work with local authorities and local health boards to develop best practice guidance on joint commissioning of tenure neutral support services to provide emergency support to allow people to stay in their own homes and avoid evictions. • Develop communication channels to ensure advice and training is available to landlords on where to access support services for tenants.

¹¹ Rent Smart Wales <https://www.rentsmart.gov.wales/en/>.

	<ul style="list-style-type: none"> • Work with local health boards to strengthen and ensure effective implementation of pre-discharge protocols.
<p>1.2 (ix) Welsh Government (Education and Public Services) to help people to access debt and money advice to support improved mental health, through its financial inclusion and advice services and working with key stakeholders</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • New Single Advice Fund to commence in 2020 with links into health services.
<p>1.2 (x) Welsh Government to consider the mental health impact of Brexit and to ensure support is available, particularly for at-risk communities.</p>	<p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> • Take forward the recommendations and findings from the 'Supporting Farming Communities at Times of Uncertainty'¹² report published by Public Health Wales in 2019. • Encourage the Wales Farm Charities Partnership to deliver against the recommendations collaboratively to ensure a joined up service to the farming industry.
<p>1.3 – Improving and promoting mental health and resilience.</p>	
<p>Actions</p>	<p>Milestones</p>
<p>1.3 (i) Public Health Wales to facilitate Hapus Program – a social movement model to hold a national conversation about mental wellbeing, to better understand what it means to be well.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Project and evaluation plans for national conversation to be agreed. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Launch Hapus Programme. • Develop and commence delivery of longer term plan to improve mental well-being/resilience at a population level.

¹² Supporting Farming Communities at Times of Uncertainty Report <https://whiasu.publichealthnetwork.cymru/en/news/supporting-farming-communities-times-uncertainty/>.

<p>1.3 (ii) Welsh Government (Education and Public Services) will work with partners to create ‘Adverse Childhood Experience (ACE) aware’ public services which take a more preventative approach to avoid ACEs and improve the resilience of children and young people.</p>	<p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> Update report on working with partners to create ‘ACE aware’ public services. <p>Year 1 (2020) Commission a review to inform the Welsh Government’s future policy direction on ACEs’</p>
<p>1.3 (iii) Welsh Government (Economy, Skills and Natural Resources) to work with Public Service Boards to encourage and support participation in cultural activity at a local level.</p>	<p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> Work through ‘Fusion: Creating Opportunity through Culture Programme’ to increase access to cultural activity.
<p>1.3 (iv) Welsh Government (Health and Social Services and Economy, Skills and Natural Resources) to evaluate the Healthy and Active Fund to determine whether a similar funding mechanism should be used again and to identify and support projects which make a difference to physical activity and mental well-being.</p>	<p>Year 2 (2021) and Year 3 (2022)</p> <ul style="list-style-type: none"> Complete evaluation and determine next steps informed by these findings.
<p>1.3 (v) The Welsh Physical Activity Partnership (joint partnership between Sports Wales, Public Health Wales and Natural Resources Wales) to develop a national physical activity action plan and agree next steps to encourage engagement in sport and physical activity which will help to support positive mental health and well-being.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Development of national action plan.
<p>1.3 (vi) Welsh Government (Economy, Skills and Natural Resources) to lead on the delivery of the Natural Resource Policy¹³ which sets priorities on the ways Wales’ natural resources are managed and can support mental health and well-being; including bringing communities together through</p>	<p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> To deliver a range of grants schemes making clear links between improving the resilience of natural resources and our health and well-being.

¹³ <https://gov.wales/natural-resources-policy>

<p>opportunities for outdoor recreation; access to the natural environment and local green spaces, and improving the quality of our environment.</p>	<ul style="list-style-type: none"> • Enabling local action through Natural Resource Wales' area statements.
<p>1.4 – Preventing suicide and self-harm.</p>	
<p>Actions</p>	<p>Milestones</p>
<p>1.4 (i) Welsh Government (Health and Social Services), working with the Suicide and Self-Harm National Advisory Group to drive implementation of the Talk to Me 2 Suicide and Self Harm Prevention Strategy¹⁴ (extended to 2022) through regional forums/plans and national coordinator posts.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • To appoint a national co-ordinator and three regional posts for suicide and self-harm prevention. • To work with regions and leads to establish priorities and commence projects which require targeted action. <p>Year 2 (2021) and Year 3 (2022) Six-monthly reporting</p> <ul style="list-style-type: none"> • Continue to implement regional project plans.
<p>1.4 (ii) Suicide and Self-Harm National Advisory Group and Welsh Government (Health and Social Services) to strengthen bereavement support in Wales.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • National bereavement study published and plan of action established. • National delivery framework for bereavement care developed and implementation commenced.
<p>1.4 (iii) Suicide and Self-Harm National Advisory Group and Welsh Government (Health and Social Services) to improve access to information and support about suicide and self-harm prevention including in educational settings, at risk occupational groups, rural areas and primary care. We will also highlight areas of good practice.</p>	<p>Year (2020)</p> <ul style="list-style-type: none"> • To develop an educational module for GP's and primary care. • To develop the <i>Talk to Me Too</i> website¹⁵ which is a central point of information and support to individuals, organisations and families.

¹⁴ Talk to Me 2 Strategy and Action Plan <https://gov.wales/sites/default/files/publications/2019-08/talk-to-me-2-suicide-and-self-harm-prevention-strategy-for-wales-2015-2020.pdf>

¹⁵ Talk to Me Too website www.talktometoo.wales.

	<ul style="list-style-type: none">• Wales Farm Charities Partnership Group to share knowledge and expertise and to increase collaboration. <p>Year (2020)</p> <ul style="list-style-type: none">• To develop a national training framework, hosted on the <i>Talk to Me Too</i> website, which provides information about training programs across Wales.
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Priority 2: Improving access to support for the emotional and mental well-being of children and young people.

These actions will support me to develop my ability to cope better with everyday challenges. They will also help teachers and others recognise when I need more support and how to access it. If I do need to access specialist services, these actions will ensure I can get the help I need, when I need it.

How will we know? *Improved mental well-being of children and young people and timely access to services*
 Mental well-being rates for boys and girls aged 14. Wales. Source: Millennium Cohort Study.
 Specialist Child and Adolescent Mental Health Services (sCAMHS) waiting times. Source: Stats Wales, Welsh Government.

2.1 – Improving access to mental health support in schools.	
Actions	Milestones
<p>2.1 (i) Welsh Government (Education and Public Services & Health and Social Services) to develop and implement a multiagency whole school approach to mental health and emotional well-being.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Develop guidance for the implementation of whole school approaches, which includes joint working across agencies with clear roles and responsibilities. Publish guidance on suicide and self-harm prevention, accompanied by a suite of complimentary resources and activities. Work with stakeholders to determine current good practice and evidence based interventions. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> Implement schools guidance on whole school approaches across Wales. Work with schools to implement good practice guidance linked to self-evaluation process. Support Public Health Wales in refreshing the Welsh Network of Healthy School Schemes (WNHSS) and implementing changes.

<p>2.1 (ii) Welsh Government (Education and Public Services) to support schools to deliver the new curriculum including the health and well-being area of learning and experience which supports resilience in children and young people.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Publish revised curriculum framework guidance following 2018 consultation to assist schools to prepare. • Curriculum and Assessment bill introduced. <p>Year 2 (2021) and Year 3 (2022)</p> <ul style="list-style-type: none"> • Schools to design the new curriculum for 5 to 16 year olds. • Non-maintained nursery settings prepare to adopt a new curriculum for 3 and 4 year olds. • Education Other Than at School (EOTAS) providers to prepare to deliver a curriculum appropriate to their learners. <p>Year 3 (2022)</p> <ul style="list-style-type: none"> • New Curriculum for Wales is delivered to all learners up to and including Year 7. <i>The roll out continues on a yearly basis concluding in 2026 for learners in Year 11.</i>
<p>2.1 (iii) Welsh Government (Education and Public Services) to introduce professional learning for all levels of school staff on mental health and emotional well-being.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Conduct scoping exercise to establish what is currently taught and which gaps there are that need to be filled. • Work with Higher Education Institutions to develop bespoke training packages targeting different school staff roles. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Continue development of training packages and roll out to school staff. • Work with National Academy for Educational Leadership (NAEL) to receive accreditation for leadership training. • Introduce mental health and well-being training into Introductory Teachers Training (ITT).

<p>2.1 (iv) Welsh Government (Education and Public Services) working with NHS and Public Health Wales to implement key learning from the CAMHS in-reach pilots.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Begin initial evaluation and early learning from in-reach pilots. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Receive formal evaluation of in-reach. • Scale up the in-reach pilots and implement key elements nationally.
<p>2.1 (v) Welsh Government (Education and Public Services) to develop and implement proposals to ensure that the views of children and young people are incorporated into developing whole school related activity</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Maintain a working group of young people drawn from a diverse geographical and social background which includes lived experience • coproduce a work programme of activity throughout the year which enables young people to inform and shape policy as it develops.
<p>2.1 (vi) Welsh Government (Education and Public Services) working with PHW to review the mental health element of the Healthy and Sustainable Higher Education and Further Education framework¹⁶ and update it to better support colleges with the growing demand for support services.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Update the mental and emotional health topic of the framework, co-ordinate and support Education Institutions to support learner and staff wellbeing, and identify future support needs of the sector to inform future action.
<p>2.2 – Improving access to support in the community for children and young people.</p>	
<p>Actions</p>	<p>Milestones</p>
<p>2.2 (i) By working with a number of Early Years Transformation pathfinders across Wales we are exploring options for how early years services can be delivered in a more integrated and systematic way to ensure children and families get the right help, at the right time and in the right way.</p>	<p>Year 2 (2021) and Year 3 (2022)</p> <ul style="list-style-type: none"> • Building on the co-construction approach adopted with the Early Years pathfinders we will invest to develop pilot delivery models that will target support to more families where it will have the greatest impact over the longer term.

¹⁶ Healthy and Sustainable Higher Education and Further Education Framework <http://www.wales.nhs.uk/sitesplus/888/page/82249#higher>

	<p>Year 3 (2022)</p> <ul style="list-style-type: none"> • Share learning from the Early Years pathfinders pilot delivery models with other Public Service Boards (PSBs) with the aim of scaling up good practice to regional levels in a systematic way.
<p>2.2 (ii) Welsh Government (Health and Social Services) to provide funding to Regional Partnership Boards (RPBs) to support the development of local approaches to improve access to lower tier, non-clinical community based services.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Issue funding to RPBs to pilot local approaches to improve access to lower tier, non-clinical community based services. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Monitor and review of funding to RPBs to pilot local approaches to improve access to lower tier, non-clinical community based services.
<p>2.2 (iii) Welsh Government (Education and Public Services) working with local authorities and their partners, to embed early intervention and preventative approaches to improving mental health and well-being through youth work approaches.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Support local authorities to deliver early support to young people to boost their emotional health and well-being through youth work approaches. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Work with local authority youth services to develop ideas and share good practice to further support children and young people.
<p>2.2 (iv) Welsh Government (Health and Social Services) to explore the development of pilots in relation to online support for children and young people.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Review existing provision and the cost-benefit of developing online support and develop an implementation plan for the provision of online support for children and young people. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Implementation of agreed plan.

2.3 – Improving children and young people’s mental health services.	
Actions	Milestones
2.3 (i) Welsh Government (Health and Social Services) investment to support health board improvement plans that take forward recommendations from the recent NHS Delivery Unit (DU) review of primary care CAMHS.	Ongoing (six monthly reporting) <ul style="list-style-type: none"> • Health boards to implement improvement plans following review of primary care CAMHS and continue to monitor progress.
2.3 (ii) Welsh Government (Health and Social Services) to support improvements in transitions between CAMHS and adult services.	Year 1 (2020) <ul style="list-style-type: none"> • Review current transition guidance in the context of the development of wider NHS transition guidance. Year 2 (2021) and Year 3 (2022) (six monthly reporting) <ul style="list-style-type: none"> • Develop arrangements to monitor use of the guidance with children and young people.
2.3 (iii) NHS to ensure specialist mental health services meet the needs of young people and that services are equally accessible for those children and young people who are looked after or on the edge of care.	Year 1 (2020) <ul style="list-style-type: none"> • Develop proposals for better integration and joint commissioning arrangements between health and social services. • Agree scope for Early Help and Enhanced Support workstream of the extended <i>Together for Children and Young People</i> programme. Year 2 (2021) <ul style="list-style-type: none"> • Implement actions following the CAMHS Network review of Tier 4 Enhanced Inpatient Care. • Implement arrangements for joint commissioning between health and social services.

Priority 3: Further improvements to crisis and out of hours for children, working age and older adults.

These actions will help me access support when I'm in distress. People with whom I come into contact will know how to support me and I will have access to services at any time.

How will we know? Outcomes are improved for people in crisis, including those detained under section 135 and 136 of the mental health Act. Source: Detentions under Section 135 and 136 of the Mental Health Act. Stats Wales, Welsh Government and Mental Health Core Dataset (when available).

3.1 – Strengthening partnership working.	
Actions	Milestones
<p>3.1 (i) Mental Health Crisis Care Concordat (MHCCC) and Regional Mental Health Criminal Justice Groups to implement the new National Crisis Concordat Action Plan¹⁷ across health boards, police forces, local authorities, the Welsh Ambulance Service NHS Trust (WAST) and the third sector.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • All partners sign and agree to local implementation plans with formal reporting to the Concordat group. <p>Year 2 (2021) and Year 3 (2022) (six monthly reporting)</p> <ul style="list-style-type: none"> • Report on progress against the local implementation plans.
<p>3.1 (ii) National Collaborative Commissioning Unit (NCCU) to complete a rapid urgent mental health access and conveyance review across health boards, police forces, local authorities, WAST and the third sector to make recommendations for improvement.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Complete urgent access review. <p>Year 1 (2020) and Year 2 (2021)</p> <ul style="list-style-type: none"> • Implement recommendations from urgent access review.
<p>3.1 (iii) Welsh Government (Health and Social Services) investment to support health boards to extend and standardise the delivery of crisis and out of hours services to provide 24/7 access across all ages, including delivering on the priority areas in the National Crisis Care Concordat Action Plan.</p>	<p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> • Health boards to implement investment plans and continue to monitor progress.

¹⁷ Crisis Care Concordat Plan <https://gov.wales/mental-health-crisis-care-agreement-action-plan-2019-2022>.

3.1 (iv) Welsh Government (Health and Social Services) and partners to support a range of pilots, including street triage, hub models, et cetera to inform evidence based practice and the MHCCC to identify the good practice and models for roll out.

Year 1 (2020)

- Agree and support pilot projects.

Year 1 (2020) and Year 2 (2021)

- Agree national actions to improve crisis system based on access review and evaluation of pilot projects.

Priority 4: Improving the access, quality and range of psychological for therapies children, working age and older adults.

These actions will ensure that I can access the most appropriate and evidenced based psychological therapies to support me in a timely manner. I will also be involved in making decisions about my care.

How will we know? Health boards achieve waiting time standards on a sustainable basis and outcomes are reported through the dataset (when available).
 Percentage of Local Primary Mental Health Support Services (LPMHSS) assessments undertaken within 28 days of referral & percentage of therapeutic interventions started within 28 days following a LPMHSS assessment. Source: Mental Health (Wales) Measure data collection, Welsh Government.
 Percentage of specialist psychological therapies interventions commencing within 26 weeks. Source: Stats Wales, Welsh Government (from 2020).

4.1 – Improving the access, quality and range of psychological therapies.	
Actions	Milestones
<p>4.1 (i) Welsh Government (Health and Social Services) to continue to support the delivery of the Reading Well Books scheme¹⁸ including lists for common mental health conditions.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • All libraries to stock books about mental health conditions, with roll out across communities. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Formal evaluation of the Reading Well adult scheme. • To launch the Children and Families book scheme pending outcome of reviews.
<p>4.1 (ii) Welsh Government (Health and Social Services) to introduce a psychological therapies infrastructure in Wales, supported by National Psychological Therapies Management</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Introduce infrastructure to support psychological therapies. • To develop ‘Children and Young People Matrices’ document.

¹⁸ Reading Well Scheme Wales: <https://reading-well.org.uk/wales>

<p>Committee, that will support service improvement, workforce development and strengthen governance.</p>	<p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> • Children and Young People’s matrices to be published and implemented. • To ensure the Matrics Cymru¹⁹ evidence tables continue to be updated. • Following recent investment, health boards to report on progress in achieving targets for the Local Primary Mental Health Support Services (LPMHSS) and specialist psychological therapies. • Health boards to report on developing psychological services across the system including those with physical or long-term conditions.
<p>4.1 (iii) Welsh Government (Health and Social Services) to commission the development of an evidence based All Wales Traumatic Stress Quality Improvement Initiative for all ages, taking into account other specific population groups including victims of sexual assault, perinatal mental health, refugees, asylum seekers, people in prison or in contact with criminal justice system and other vulnerable groups.</p>	<p>Year 2 (2021) and Year 3 (2022) (six monthly reporting)</p> <ul style="list-style-type: none"> • Health boards to begin implementation of Traumatic Stress Initiative.
<p>4.1 (iv) Welsh Government (Health and Social Services) and partners to consider scoping the potential to expand the Health for Health Professionals (HHP) Wales Service to both NHS dentists and paramedics. Currently HHP Wales provides all doctors in Primary and Secondary Care with access to British Association for Behavioural and Cognitive Psychotherapy (BABCP) in their area.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • To commission scoping work following Ministerial agreement. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Gather evidence and conclusions to inform future service delivery.

¹⁹ Matrics Cymru and Evidence Tables <http://www.1000livesplus.wales.nhs.uk/psychological-therapies>.

Priority 5: Improving access and quality to perinatal mental health services.

These actions will ensure that if I struggle with my mental health during or after my pregnancy, I will be able to access appropriate support. If I need more specialist support, I will be able access this closer to my home and with my baby.

How will we know? Health boards meet the Royal College of Psychiatrists' quality standards. Achievement of Royal College of Psychiatrists' quality standards. Source: Health board returns.

5.1 – Improving access and quality of perinatal mental health services.

Actions	Milestones
<p>5.1 (i) Welsh Health Specialised Services Committee (WHSSC) and lead health board to establish a specialist in-patient perinatal mother and baby unit in Wales.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Commencement of build project to establish a mother and baby unit, in line with agreed Royal College of Psychiatrists' standards. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> • Establishment of the mother and baby unit.
<p>5.1 (ii) NHS Collaborative to establish a perinatal mental health network to assist health boards in further driving improvements to services, including the collection of core performance management data.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Establishment of the Perinatal Mental Health Network. • Achievement of All Wales Perinatal Mental Health Steering Group's²⁰ standards, including relevant data collection. • The implementation of the Perinatal Mental Health Clinical Network delivery plan including an All Wales Fully Integrated Care Pathway for Perinatal Mental Health. • Developing a curricular framework for perinatal and infant mental health, improving access to information, strengthening links with third sector organisations across Wales and undertaking work to recognise the unique needs of fathers.

²⁰ More information about perinatal steering group and NHS activities in Wales: <http://www.1000livesplus.wales.nhs.uk/perinatal-mental-health>.

	<p>Year 2 (2021)</p> <ul style="list-style-type: none">Achievement of Royal College of Psychiatrists' quality standards.²¹
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²¹ Royal College of Psychiatrists Community Mental Health Team Quality Standards for Perinatal Mental Health, 4th Edition: https://www.rcpsych.ac.uk/docs/default-source/improving-care/ccqi/quality-networks/perinatal/pgn-standards-for-community-perinatal-mental-health-services-4th-edition.pdf?sfvrsn=f31a205a_4.

Priority 6: Improving Quality and Service Transformation.

These actions will assure me that the services that I need to access will continually improve and are responsive to my individual needs.

How will we know? *More people receive care in the community and outcomes reported through the dataset (when available).*
 Number of admissions to mental health facilities. Source: Admissions, changes in status and detentions under the Mental Health Act 1983 data collection (KP90), Welsh Government.

6.1 – Supporting access to appropriate mental health support for children, young people, working age adults and older adults.	
Actions	Milestones
<p>6.1 (i) Welsh Government (Health and Social Services) and NHS Wales to include delivery milestones for Primary Care Model for Wales to improve access to mental health support.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Each health board to work with GP Cluster leads to produce a mental health crisis pathway for 111/Out of Hours. <p>Year 2 (2021) and Year 3 (2022) (six monthly reporting)</p> <ul style="list-style-type: none"> • Implementation of mental health crisis pathway for 111/Out of Hours • Inclusion of further milestones for 2021-22 linked to mental health priority areas.
<p>6.1 (ii) Health boards to undertake an annual audit of Care and Treatment Planning (CTP), focusing on the importance of building in a recovery approach to service development, and ensuring the implementation of the NHS Delivery Unit (DU) recommendations on care and treatment planning.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> • Health board to undertake a follow up audit detailing progress, including ensuring appropriate service user input and to report findings including areas for improvement. <p>Year 2 (2021) and Year 3 (2022) (six monthly reporting)</p> <ul style="list-style-type: none"> • Health boards to demonstrate ongoing improvements.

<p>6.1 (iii) Welsh Government (Health and Social Services) to work with partners to articulate what we want services to look like by setting a common set of values, reviewing models, learning from the evidence of the transformation fundand producing guidance for Wales.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Review/map service configurations and research models of care, run workshops to define core functions in primary/secondary care. <p>Year 2 (2021) and Year 3 (2022)</p> <ul style="list-style-type: none"> Produce guidance on the delivery of mental health services, using a systems/journey approach.
<p>6.1 (iv) Health boards to implement improvement plans from the joint Care Inspectorate Wales (CIW)/Healthcare Inspectorate Wales (HIW) review of Community Mental Health Teams and report progress against these plans.</p>	<p>Year 1 (2020) and Year 2 (2021)</p> <ul style="list-style-type: none"> Health boards to undertake follow up audit detailing progress and to report on ongoing improvements.
<p>6.1 (v) National Collaborative Commissioning Unit (NCCU) will support health boards to undertake an audit of current secure inpatient provision and to develop a secure inpatient strategy for mental health.</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Audit of current secure inpatient provision. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> Develop a secure inpatient strategy.
<p>6.2 – Improving support for eating disorders.</p>	
<p>Actions</p>	<p>Milestones</p>
<p>6.2 (i) Welsh Government (Health and Social Services) to work with service users, carers and health boards to develop a new model of service in response to the recent independent review.</p>	<p>Year 1 (2020) and Year (2021)</p> <ul style="list-style-type: none"> Develop and begin implementation on local improvement plans.

6.3 – Improving support for people with co-occurring mental health and substance misuse issues.	
Actions	Milestones
<p>6.3 (i) Welsh Government (Health and Social Services) continue to monitor the delivery of the Mental Health & Substance Misuse Co-occurring Substance Misuse Treatment Framework.²²</p>	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Welsh Government to undertake a detailed analysis on the pathways for an individual with a co-occurring problem and this will involve looking at the barriers and good practice on work in this area, this work will involve practitioners and clinicians to help drive this agenda forward. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> Ensure services commissioned to support co-occurring cases are aligned and working in partnership with housing and homelessness services. Ensure barriers to joint work between mental health and substance misuse services are being reduced, through monitoring of both Area Planning Boards and Local Mental Health Partnership Boards. <p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> Monitor impact of the additional investment allocated through Area Planning Boards to support improved delivery of mental health and substance misuse support to those with complex needs.
6.4 – Improving Early Intervention in Psychosis Services.	
Actions	Milestones
<p>6.4 (i) Early Intervention in Psychosis National Steering Group and Community of Practice to work with Royal</p>	<p>Year 1 (2020)</p>

²² Treatment Framework for People with a co-occurring substance misuse and mental health problem (2015): <https://gov.wales/sites/default/files/publications/2019-02/service-framework-for-the-treatment-of-people-with-a-co-occurring-mental-health-and-substance-misuse-problem.pdf>.

<p>College of Psychiatrists to develop and embed best practice service models in line with standards.</p>	<ul style="list-style-type: none"> To develop work plan based on audit findings, including a focus on physical health checks and quality of life in line with the focus on patient reported outcome measures. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> Repeat audit.
<p>6.5 Improving support for people in contact with the criminal justice system.</p>	
<p>Actions</p>	<p>Milestones</p>
<p>6.5 (i) Welsh Government (Health and Social Services), working with health boards, Public Health Wales and Her Majesty’s Prison and Probation Service (as part of the Partnership Agreement for Prison Health)²³ to develop;</p> <ul style="list-style-type: none"> - Consistent mental health, mental well-being and learning disability services across all prisons. - Develop approaches to improve mental health support to youth and female offenders. 	<p>Year 1 (2020)</p> <ul style="list-style-type: none"> Establish joint Prison Health and Social Care Oversight Group. Establish workstreams to underpin the four priorities in the Partnership Agreement for Prison Health, which includes the development of standards for mental health services in prisons. Respond to recommendations from the Health, Social Care and Sport Committee and their inquiry into health and social care in the prison estate in Wales. <p>Year 2 (2021)</p> <ul style="list-style-type: none"> Complete and commence implementation of mental health standards and report on key indicators. <p>Ongoing (six monthly reporting)</p> <ul style="list-style-type: none"> Monitor impact of the additional investment for primary healthcare in public sector prisons in Wales, which will include a focus on mental health and co-occurring substance misuse issues.

²³ <https://gov.wales/partnership-agreement-prison-health-wales>.

Annex 1: Glossary of terms

CAMHS	Child and Adolescent Mental Health Services.
LHB	Local Health Board.
LMHPB	Local Mental Health Partnership Board.
LPMHSS	Local Primary Mental Health Support Services.
LPS	Liberty Protection Safeguards.
MCA	Mental Capacity Act.
MCCA	Mental Capacity Amendment Act.
MHA	Mental Health Act.
MHCCC	Mental Health Crisis Care Concordat.
MHNPB	Mental Health National Partnership Board.
MH(W)M	Mental Health (Wales) Measure.
NAG	National Advisory Group (Suicide and Self-Harm).
NCCU	National Collaborative Commissioning Unit.
NWIS	NHS Wales Informatics Service.
ONS	Office for National Statistics.
PEDW	Patient Episode Database for Wales.
PHW	Public Health Wales.
RPB	Regional Partnership Board.
SCW	Social Care Wales.
T4CYP	Together for Children and Young People.
WAST	Welsh Ambulance Service NHS Trust.
WCCIS	Welsh Community Care Informatics System.
WEMWBS	Warwick-Edinburgh Mental Wellbeing Scales.
WHSSC	Welsh Health Specialised Services Committee.

Annex 2: List of initial measures to be monitored to track the impact of the actions in the plan.

Measure
Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS). Source: National Survey for Wales, Welsh Government.
Life satisfaction and mental well-being scale. Source: National Survey for Wales, Welsh Government.
Mental Well-being rates for boys and girls aged 14. Wales. Source: Millennium Cohort Study.
Percentage of people feeling lonely. Source: National Survey for Wales, Welsh Government.
Percentage of secondary school children feeling lonely during summer holiday, 2017. Source: School Health Research Network / Health Behaviour in School-aged Children 2017.
Number of rough sleepers. Source: National Rough Sleeper Count, Welsh Government.
Number and Percentage of children receiving care and support with mental health issues. Source: Census. Changed from Children in Need Census (2010 to 2016) to Children Receiving Care and Support (CRCS) Census, 2017 to 2018.
Age-standardised suicide rates. Source: Office for National Statistics.
Rate of hospital admissions with any mention of intentional self-harm for children and young people (aged 10-24 years) per 1,000 population. Source: Patient Episode Database for Wales (PEDW).
Number of referrals for a Local Primary Mental Health Support Services (LPMHSS) assessment received during the month. Source: Mental Health (Wales) Measure data collection, Welsh Government.
Percentage of LPMHSS assessments undertaken within 28 days of referral. Source: Mental Health (Wales) Measure data collection, Welsh Government.
Percentage of therapeutic interventions started within 28 days following a LPMHSS assessment. Source: Mental Health (Wales) Measure data collection, Welsh Government
Percentage of patients resident in the LHB, who are in receipt of secondary mental health services, who have a valid Care and Treatment Plans (CTPs). Source: Mental Health (Wales) Measure data collection, Welsh Government.
Percentage of outcome assessment reports sent less than or equal to 10 days after the assessment had taken place. Source: Mental Health (Wales) Measure data collection, Welsh Government.

<p>Number of children and young people attending counselling. Source: Local Authority School Counselling Services collection, Welsh Government.</p>
<p>Main presenting issues on referral for children and young people receiving counselling. Source: Local Authority School Counselling Services collection, Welsh Government.</p>
<p>Specialist Child and Adolescent Mental Health Services (sCAMHS) waiting time. Source Stats Wales, Welsh Government.</p>
<p>Number of admissions to mental health facilities. Source: Admissions, changes in status and detentions under the Mental Health Act 1983 data collection (KP90), Welsh Government.</p>
<p>Number of patients in mental health hospitals and units in Wales with a mental illness. Source: Psychiatric Census, NHS Wales Informatics Service.</p>
<p>Average daily NHS beds available/occupied for mental illness. Source: QueSt1 return, NHS Wales Informatics Service (NWIS).</p>
<p>Average duration of stay in NHS beds and percentage occupancy for mental illness. Source: QueSt1 return, NHS Wales Informatics Service (NWIS).</p>
<p>Number and percentage of outpatient attendances for Adult Mental Illness and Child and Adolescent Psychiatry. Source: Outpatient activity minimum dataset, NHS Wales Informatics Services (NWIS).</p>
<p>Number of referrals by treatment function including Adult Mental Illness and Child and Adolescent Psychiatry. Source: Outpatient Referral Dataset, NHS Wales Informatics Service (NWIS).</p>
<p>Number of delayed transfer of care by delay reason. Source: Delayed transfers of care database, NHS Wales.</p>