

# HEALTH AND WELLBEING BOARD

22 January 2020

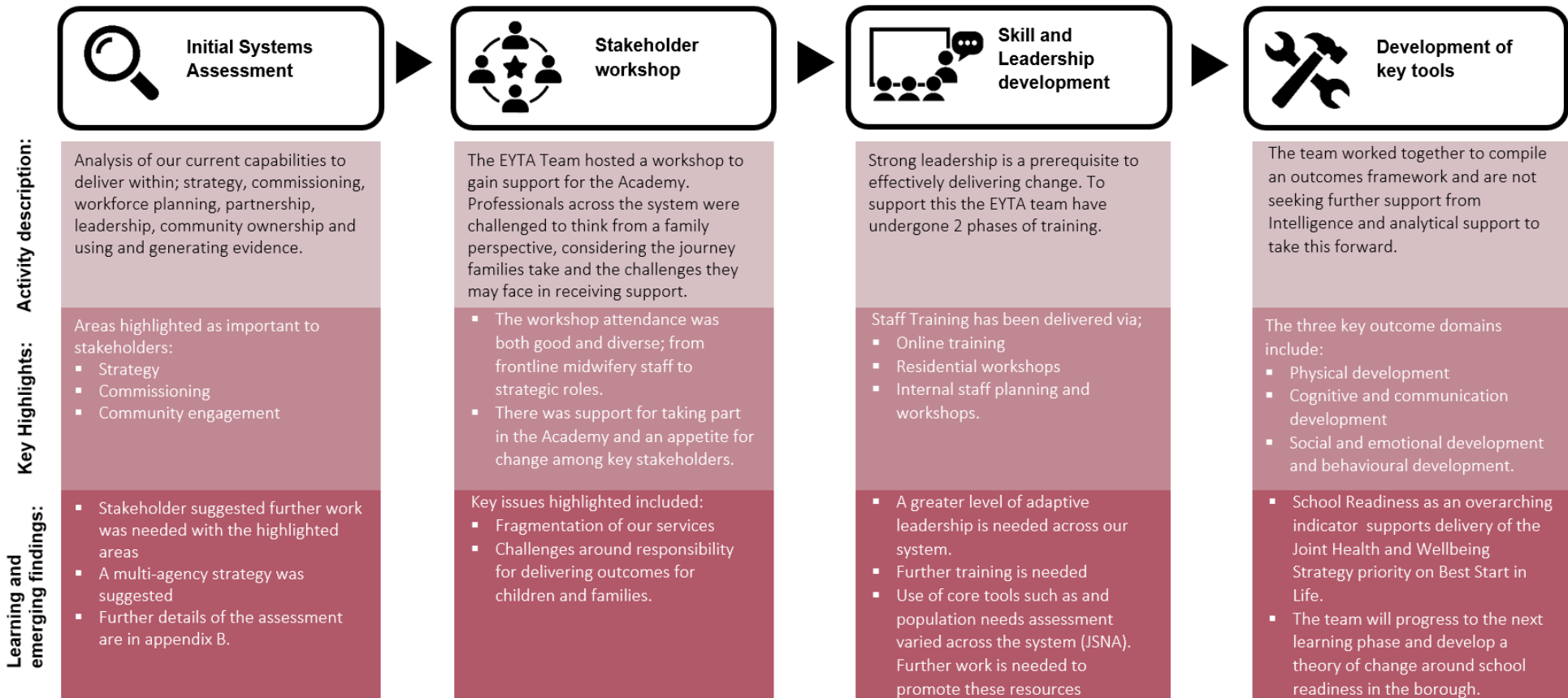
<b>Title:</b>	<b>Programme Update: Early Years Transformation Academy</b>		
<b>Open Report</b>	<b>For Information</b>		
<b>Wards Affected: ALL</b>	<b>Key Decision: No</b>		
<b>Report Author:</b> Hollie Stone, Commissioning Manager, Children's Care and Support  Thomas Stansfeld, Health Improvement Advanced Practitioner	<b>Contact Details:</b> Tel: 0208 227 5734 E-mail: <a href="mailto:hollie.stone@lbbd.gov.uk">hollie.stone@lbbd.gov.uk</a>  Tel: 020 8227 5120 E-mail: <a href="mailto:thomas.stansfeld@lbbd.gov.uk">thomas.stansfeld@lbbd.gov.uk</a>		
<b>Sponsor:</b> Elaine Allegretti, Director of People and Resilience			
<b>Summary:</b> Barking and Dagenham have partnered with the Early Intervention Foundation (EIF) to deliver the Early Years Transformation Academy (EYTA) 2019/20. The borough is one of five areas to partner with the EIF – all chosen through a competitive process, from 18 areas across England who expressed an interest in the programme. This briefing provides background and an update on progress within the Academy process.			
<b>Who are the Early Intervention Foundation?</b> The <a href="#">Early Intervention Foundation</a> is a young, dynamic and ambitious charity established to champion and support the use of effective early intervention to improve the lives of children and young people at risk of experiencing poor outcomes. The EIF are a member of the government's "What Works Network" and have partnered with us to deliver this programme.			
<b>What is the Early Years Transformation Academy?</b> The Early Years Transformation Academy is an applied learning programme for staff working across maternity and early years. It seeks to lay the foundations for long term transformation as opposed to short term fixes. The Academy takes local leaders across maternity and early years services through a programme to help develop core skills for delivering systems transformation. The programme is delivered through online learning and workshops with the aim of giving teams core tools and access to expert advice whilst reviewing local systems. The team of leaders engaged in this programme comprise the EYTA team. The EYTA team members are supported by the senior sponsors that work by freeing capacity to take part in the academy, enabling wider stakeholder buy-in and mobilising resources to support the team during and after the Academy process. The original vision for our maternity and early years system is outlined in Appendix A, Academy learning will support delivery of this vision using best practice tools.			
<b>Recommendations:</b> The Health and Wellbeing Board is recommended to:  Continue to support staff capacity to make the most of this opportunity that has been secured for Barking and Dagenham. Support the mobilisation and delivery of the transformation plan developed during the process of the academy. Encourage partner organisations to make the most of this opportunity and to support mobilisation of the transformation plan following completion of the Academy. Discuss and explore the applicability of the Academy learning model to other health and wellbeing transformation initiatives.			

## 1. How does the Academy work?

1.1. Key local partners in the Academy include; North East London Foundation Trust (NELFT), Barking Havering and Redbridge University Trust (BHRUT) Midwifery, Barking and Dagenham Clinical Commissioning Group and Community Solutions, Children’s Commissioning, Education and Public Health at the Council. The EYTA team and senior sponsors are from the represented organisations. Learning from the Academy will be cascaded within each respective organisation in the post-Academy period.

## 2. What has happened in the Academy Journey and what are the emerging findings?

2.1 The Academy journey to date has largely involved; an assessment of our system, building support for future systems transformation, training and empowering system leaders (the EYTA team) and developing key tools to be utilised and embedded in systems planning.



### **3. What are the next steps for the Academy?**

3.1 Developing a theory of change: Under guidance from the EIF the EYTA team will be developing a programme level theory of change on improving levels of school readiness in the borough, with a focus on the bottom 20% of attainment, in order to reduce inequalities. This will consider a system level approach reviewing system level challenges and interventions. Once a draft has been finalised key stakeholders will have the opportunity to review and input.

3.2 Mapping, reviewing and assessing our interventions: The team have begun compiling information on interventions across our maternity and early years system. Once this information is compiled the team will be assessing the ability of our current offer to meet population needs.

A) Assessing evidence based for the current intervention offer – *are the current interventions effective?*

B) Assessing our current intervention offer against identified needs (2018 Joint Strategic Needs Assessment) – *are we investing in areas of identified need?*

With the support and guidance from the EIF we will then review whether our current system supports our children's achievement within our three outcome areas; Physical development, Cognitive and communication development and Social and emotional development and behavioural development. These outcome areas supporting the overarching outcome of school readiness.

3.3 Upcoming Academy learning is going to support systems planning, empowering the EYTA team to make recommendations for post-Academy transformation. These recommendations will then be developed with residents to ensure that our families are supported in a way that they need.

### **4. What can the Health and Wellbeing Board expect of the EYTA team?**

4.1 By the end of the Academy the EYTA team will have gone through an applied learning process and should be equipped with skills and knowledge to support systems transformation in maternity and early years. Once the team graduate from the Academy process it is vital that they are supported to take forward and implement the learning of the Academy. To support this the team:

- Will compile a report detailing recommendations from Academy learning around current practice.
- Will outline a plan with potential approaches to systems transformation across maternity and early years, including how any transformation will be co-designed with residents.
- Commit to sharing and cascading Academy learning with colleagues within the maternity and early years system.
- Sharing our findings and the impact on residents with the public.
- Commit to being advocates for change to deliver a systems approach to maternity and early years.

### **5. Could this project inform further transformation work?**

5.1 The Health and Wellbeing Board may choose to consider how the Academy approach to delivering transformation may provide a framework for delivering transformation in other areas of health and wellbeing.

5.2 The learning from this project has been and will continue to be shared within the Children and Young People's Barking and Dagenham, Havering and Redbridge Transformation Board.

## Appendix A:

Through the EYTA we will create a plan to deliver a systems approach to maternity and early years. We have aspirations for both our residents and workforce. Our future system should be sustainable and build community resilience.

