



# Resilient Rutland Annual Review

## Jan 2020



Brooke Hill ELSA @BrookeHill\_ELSA · Dec 4  
Today was the grand opening of our Quiet Room, which will benefit so many of our children. Thank you to the support and funding from Jeanette Warner. Support from Miles Williamson-Noble from Rutland First and Rutland Lord-Lieutenant Dr Sarah Furness. #wellbeing #elsasupport



Brooke Priory School @Brooke\_Priory · Dec 11  
Brooke Priory's wellbeing representatives sharing ideas on how to promote wellbeing at Brooke Priory @ResRutland  
#wellbeing #elfcare



Resilient Rutland  
Published by Morag Tyler · May 13 ·  
RUTLAND FIRST IS SEEKING 3 NEW BOARD MEMBERS  
Rutland First is a Community Interest Company whose aims are to undertake and encourage a broad range of work and other activities relating to improving, promoting and enhancing the wellbeing of the people of Rutland.  
The company's main activity is management and oversight of the Resilient Rutland project into improving the mental health and wellbeing of young people attending school in the county. This project has been funded by L...  
See More



# Table of Contents

1.0	Overview .....	2
2.0	Year one – Jan 2019 to present .....	2
2.1	General activities .....	2
2.2	Young people .....	3
2.3	Reliable information and signposting to services .....	3
2.4	Appointment of our School Liaison Officer.....	3
2.5	Governance/working groups .....	3
2.6	Research.....	4
2.7	Groups we have been working with and external landscape .....	4
2.8	Marketing and communications .....	4
2.9	Evaluation .....	5
3.0	Main challenges/learning points.....	5
4.0	Revision to proposed activities .....	5
5.0	Summary .....	7
6.0	Requests for Lottery consideration .....	7

# Resilient Rutland Annual Review - Jan 2020

## 1.0 Overview

This report will provide an overview of activities and main learning points from the first year of the Resilient Rutland project.

The document will then cover a proposed revision to the original plan and requests for Lottery consideration.

## 2.0 Year one – Jan 2019 to present

Since officially launching our project on 29<sup>th</sup> Jan 2019 Resilient Rutland has had an extremely busy year. We have developed strong relationships with key groups and have made significant advancements in a number of our key areas. We have received fantastic support from our young people, our schools and also the wider network of professionals.

Although progress had been good, our work has not proceeded as quickly as we had originally planned as our second employee, although being offered the position in Feb 19, was unable to start with us until the beginning of the academic year in Sept 19.

During this first year we have learnt many things – perhaps the most important is about the need for strong communication. We are not the experts on what resources are needed and the only way to identify what is required is by listening to those who are receiving and delivering the support. By being led by our stakeholders we can ensure, that to the best of our ability, what our project will deliver will match the needs of our young people and have a lasting impact.

### 2.1 General activities

The implementation of the **Academic Resilience Approach** by YoungMinds has been a fundamental element of our plans. We are very aware that our project must deliver sustained change, and successful implementation of a Whole School Approach (WSA) is crucial. This work is having a significant impact in our secondaries and we are proposing to widen this out to include the primary schools.

Starting in Sept 2019 we have been piloting an **in-school counselling** service delivered by Relate Leicestershire in our three state secondaries. This is at a significantly lower level than proposed in our bid document. We are recommending continuing this support and, due to a small waiting list, we are proposing to slightly increase the number of sessions delivered in each school.

**Emotional Literary Support Assistance training (ELSA)** has been jointly funded with our schools and Rutland County Council and has to-date been delivered to 17 of our 18 primaries. This has proved immensely successful and feedback from all involved indicates an extremely positive impact. Further funding to support additional training and also supervision is proposed, and Rutland County Council has committed to future match funding. We have also enlisted the support of a volunteer ELSA to coordinate a county wide support group.

We have established a **Primary Working Group** with representatives from our schools, RCC, and the Rutland Teaching Alliance. This group has been key to identifying needs, understanding current status and practical challenges.

Our initial discussions with primaries identified **Quiet rooms** as a requirement. We were advised by the Lottery that funding for this is not permissible under the terms of our grant and therefore we

committed to explore alternative external funding sources. This has been very successful and funds for three schools have been identified to-date.

To date we are pleased to report that both the local authority and schools have **match funded** elements of our spend and we will ensure that all such opportunities continue to be explored.

## 2.2 Young people

We have always pledged that our project will be led by our young people.

We have kindly been invited to work with RCC Youth Council and have conducted a wellbeing discussion with their group to gain youth voice on current challenges. The aim is to develop young person led initiatives for support and change in school, family and the community.

YoungMinds and Lyn Harte have conducted pupil focus groups in our secondaries (as part of the ARA implementation) to gain feedback on school experience and identify areas for school focus. Further sessions are planned, and these groups will eventually be led by school staff to ensure that young people are empowered to have full participation now and in the future.

At primary level, we have piloted two schools to develop age appropriate dialogue regarding wellbeing and activity/support. This has been a success and will be rolled out across all schools.

## 2.3 Reliable information and signposting to services

Having access to trusted information and easy to navigate signposting has been consistently mentioned by all parties: children, parents, schools and GPs included. We are working jointly with Rutland County Council to take this forward. However, we do not want to 'reinvent the wheel' and are currently investigating existing platforms which could be utilised.

In the short term we were kindly given permission by Route to Resilience to share their signposting information.

We have researched a comprehensive list of both local and national services available and early in 2020 we will update our website with key information and send out a 'one-page overview' to parents.

## 2.4 Appointment of our School Liaison Officer

Lyn Harte joined the team in Sept in the part-time role of School Liaison Officer. Lyn has been a leader in education for many years and cares deeply about the continuous improvement of the mental health and wellbeing provision. Lyn is supporting the schools in implementing their plans to support a whole school approach and is a champion for the voice of young people.

## 2.5 Governance/working groups

We have established a number of groups to ensure that we are following the agreed Governance structure and have the relevant experts we need to help shape the project.

- Primary working group – representatives from all our 18 primaries invited to take part.
- Programme Board – key representatives from schools and Rutland County Council
- Steering group – experts in a range of disciplines who meet monthly
- Rutland First CIC Board – strengthened to cover expertise in Finance, Governance, Project Management, Mental Health and Marketing/PR.
- Young people

As we have been operating for one year and as the project is moving into the implementation stage, it has been felt appropriate to review the governance arrangements, and this is now underway.

## 2.6 Research

Extensive research to understand latest thinking and best practice has been undertaken by the project team. This has been both primary and desk research, and has been extremely useful in advising our thinking and informing our future plans.

## 2.7 Groups we have been working with and external landscape

Very early on the importance of working collaboratively was recognised, and an open and honest approach to communication has continued throughout. We are proud of the relationships that we have developed, and this has allowed us to capture input from a variety of stakeholders and those who are delivering best practice.

We have worked closely with **Rutland County Council** to ensure that we are aware of their plans and our proposals complement rather duplicate effort.

We have offered our research and knowledge to support the 2020 Leicester, Leicestershire and Rutland bid to be a **Mental Health Trailblazer**. In turn this has given us access to the latest thinking and research from their pilot areas.

As part of the **LLR providers network** we can ensure that as far as possible we are aware of regional plans which may affect Rutland.

Groups we have been working with include:

- YoungMinds
- Mental Health Trailblazers
- Public Health
- NHS Innovation Accelerator
- Rutland Teaching Alliance
- Rutland Primary and Secondary schools
- CCG
- CAMHS
- Relate Leicestershire
- Rutland County Council
- Rutland Youth Council
- LLR Providers group
- Route to Resilience
- HeadStart Newham and central information
- Active Rutland
- Lincroft Academy

## 2.8 Marketing and communications

Spreading the word about mental health and well-being to target groups and the wider community is a key element of the project. As the images on the front page show there has been lots of activity to share the Resilient Rutland message.

Some of our activities are listed below:

- Launch event attended by over 100 people and hosted by our Patron the Lord-Lieutenant.
- Launched Resilient Rutland website, Facebook and Twitter accounts.
- Created a recognisable logo with input from our young people.
- BBC Radio Leicester – Geoff Thompson was interviewed.

- Rutland Radio – covered a number of our stories.
- Monthly Resilient Rutland newsletter
- Rutland Youth Council Awards 2019 - our Youth team won joint first prize in the ‘Super Group’ category.

## 2.9 Evaluation

Evaluating the impact of the Resilient project is critical. One method we are using for this is the **CORC Wellbeing Measurement Framework**. The first benchmark surveys took place in March 2019 in all our secondaries, where Year 7 and 9 pupils answered questions on their mental health and well-being. Each school has received the results reports and is using the data to inform their planning. The annual surveys will continue throughout the lifetime of the project with preparations currently underway for the 2020 survey.

## 3.0 Main challenges/learning points

- The area of children’s mental health and well-being is constantly changing, and significant effort is required to keep abreast of all external activities and avoid duplication of effort.
- School resources are limited, and we need to be very clear on our expectations on what support they can give to our project. Our aim is to work with schools to put in place challenging yet achievable plans which give the best chance of hitting our target milestones.
- A careful balance has to be struck with schools regarding levels of communications. It is important for us to be viewed as being helpful and supportive.
- The nature of our project makes it challenging for us to give opportunities for volunteers to deliver direct support. We are therefore using volunteers to support other elements e.g. Marketing /PR.
- Managing/coordinating even a small number of schools is very time consuming.
- The project needs to have the pastoral care lead as the main contact and the support of the Head. This ensures commitment and the appropriate level of influence is achieved.
- The Project Manager has a holistic view of all activities and is therefore able to link people together and to pass relevant information on to those who will find it useful.
- Able to use our research to support other’s activities e.g. CCG used RR direct support research in their Trailblazer bid document.
- Project management and keeping all parties updated has to be carefully managed. The aim being to ensure relevant persons have had an input and are on board.
- The support our project is delivering does not always require funding. It is about working together, sharing best practice and ensuring resources are optimised.

## 4.0 Revision to proposed activities

We have always been committed to following a co-design approach and putting people in the lead. Therefore, shortly after we were awarded the grant we re-engaged with our stakeholders. These constructive conversations generated various challenges and questions on some of the elements that had been included in our bid. It also highlighted that since the initial research for the project was undertaken the external landscape for children’s mental health and wellbeing had changed.

As these discussions developed, we acknowledged that it was necessary for us to reassess the efficacy of our original plan. Therefore, whilst implementing elements of our initial strategy, for the past 12 months we have worked collaboratively with a vast array of stakeholders including schools, young people and parents to review our proposal.



As part of this, our local CCG Commissioner facilitated a joint session with our secondary schools and a number of items were considered. The major spend item in our bid was £192k for 'Resilience Therapists' in our secondaries – working with the pastoral teams we reassessed this requirement and it was agreed that an initial pilot of £10k would be allocated. Following the 3-month review, schools advised that they are extremely satisfied with this service, waiting lists are minimal and we have identified that a total spend of £40,520 should cover the need in this area. This is significantly lower than first thought.

At this same meeting, the secondaries questioned why more support wasn't being given to primary schools – they felt that to address issues and build resilience earlier was a definite advantage. This feedback was mirrored by parents, the council, Secondary Heads and other professionals that we approached. We therefore set up a Primary Working Group to discuss and learn how schools could improve their support for young people's well-being.

The move towards supporting primaries reflects accepted research, which advocates early intervention as being the most effective approach. Effective early intervention works to prevent problems occurring, or to address them head-on when they do, before issues worsen. It also promotes young people to foster a whole set of personal strengths and skills that prepare them for adult life - it builds their resilience.

A variety of sessions have taken place with young people and they have discussed what really matters to them in terms of mental health and well-being. We listened to their suggestions and they have identified a number of initiatives to improve resilience that we could support e.g. gardening club, podcasts and yoga. Access to activities will be via an agreed referral route which will be managed by the pastoral teams. Full briefings will be given to any suppliers ensuring they are aware of the 'building resilience' context in which the service is being delivered.

The importance of specialist training in mental health and well-being has also been identified by schools as a requirement. This will upskill staff to identify, understand and support young people and also maximise sustainable change after the project has been completed. We would propose opening up elements of our training programme to other voluntary groups who work with young people across the county.

To avoid 'reinventing the wheel', understand best practice and to learn from others, we have also undertaken extensive research with other organisations e.g. HeadStart and the Government funded Mental Health Trailblazers.

Giving support to parents has also been identified by many of our stakeholders as a key element to building resilience. This includes improving parents' understanding of the challenges facing young people, practical advice and giving solid information on where to go for help.

We will continue to evaluate the success of the project and where appropriate we will put in place processes to capture and assess feedback. Our CORC Well-being Measurement Framework will provide us with reports that monitor the mental wellbeing of our young people compared with others around the country.

These are just a few examples of how our people led approach has advised us that ideally a much broader project is required; including early intervention in primary schools, parental support and positive activities to build resilience.

In order for us to have time to successfully implement and embed this support, it has been agreed by all to request an extension to a four-year project.

**Main movements** in our proposed spending are as follows:

Activity	Bid	Revised	Change	Reason
In-school counselling in state Secondaries	£192,000	£40,520	(£151,480)	Having discussed with secondaries the need for this specific intervention their needs were lower.
Office space	£15,000	£0	(£15,000)	Schools providing meeting rooms gratis.
Mindfulness (in original bid).	£34,000	£60,400	£25,800	Widened out to include other well-being activities e.g. yoga
Primary – whole school approach	£0	£20,000	£20,000	To provide the framework for primary activities.
Building whole family resilience	£3,000	£32,000	£29,000	To ensure that families have access to knowledge and advice to support their young people.
Training and supervision for school staff (secondaries and primaries).	£0	£66,925	£66,925	To upskill school staff to better identify, support and deliver appropriate interventions e.g ELSA, MHFA.
Young people directly led initiatives	£0	£30,600	£30,600	To allow young people to identify, develop and lead initiatives.
Primary evaluation	£0	£6,670	£6,670	To allow us to support primaries in evaluation of young people's mental health needs.
<b>TOTAL</b>	<b>£244,600</b>	<b>£257,115</b>	<b>£12,515</b>	

## 5.0 Summary

Elements of our original plan have been implemented during 2019, however, it is evident that to achieve the greatest impact and legacy our plans ideally need to be revised. We have been encouraged by our stakeholders to make these changes and they continue to provide enormous support and reassurance that our project is moving in the right direction.

Throughout this process our end goal has not wavered. We are confident that our revised plan offers the best chance of achieving true culture change and championing our young people's resilience and well-being.

This document has been reviewed and unanimously approved through our Governance process:

9<sup>th</sup> Jan – Programme Board

9<sup>th</sup> Jan – Steering Group

14<sup>th</sup> Jan – Rutland First CIC Board

## 6.0 Requests for Lottery consideration

Our two requests for Lottery consideration are:

- 1) A revision to the project detail.
- 2) Extension to a four year project (no additional funding to be provided).