

Early Start Teams: methodology, outcomes and learning from Leeds Universal Services Review

The Leeds Experience

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Journey so far.....

- Why we've put ourselves forward as an EIS
- Achievements to date
- Challenges and current developments
- Sharing the learning

Why we put ourselves forward as an Early Implementer Site

- Timing:
- The Universal Service Review
- Key opportunity to integrate local and national vision
- Local objectives
 - Greater equity of outcomes
 - More timely response to need and effective early intervention
 - Simpler, better and better value for money
 - Clear workforce model, strategy and plan

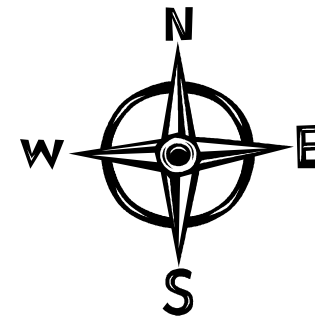
Methodology for USR

ODS Strategic framework for workforce planning; The Population Centric™ approach



Products

- A comprehensive population description, including key needs & required service elements
- Universal pathway
- Service Model (that reflects HV model)
- Integrated Service Specification
- Workforce Plan
- Joint framework for workforce skills, knowledge and competency



Achievements

- Strategic ownership
- Implementation Board for the Early Start Service with 5 Work streams
- 2 Pathfinder Early Start Team sites established
- Early wins – building on existing good practice e.g (integrated childhood obesity pathway)
- Exciting developments with maternity services for our pregnancy, birth and beyond offer
- Key Learning throughout Universal Review and Implementation process:
‘Golden Threads’ throughout the model are
 - Child Protection & Safeguarding
 - Training & development
 - Public Health
 - Supervision & leadership
 - Advocacy & Inclusion

Challenges

- Target of 52.3wte
- Recruitment of Health Visitors- Fast enough to keep up with the Trajectory set
- Being involved in all of the work-streams required for HV Implementation and Early Start Service Implementation
- Mobilisation and Engagement of Health Visitors
 - Keeping the service running whilst driving through a huge change programme
- Communication at all levels to influence
 - direction
 - policy
 - agenda

Sharing the Learning Next Steps

- Happy to share any of our products (listed earlier) or more information on the method ODS
- Mobilization Events- Internally/Externally
- Leadership events – Internally
- Regional Events- To reduce site visits/requests for information from several sources