

	Brent Health and Wellbeing Board 2 April 2025
	Report from the ICP Managing Director
	Lead Cabinet Member for Adult Social Care, Public Health and Leisure - Councillor Nerva
Integrated Care Partnership (ICP) Mental Health Update	

Wards Affected:	All
Key or Non-Key Decision:	
Open or Part/Fully Exempt: <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
List of Appendices:	Appendix 1 – Mental Health Update Presentation Appendix 2 – Work Well Presentation
Background Papers:	0
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Matt Henshaw Borough Director for Mental Health & Learning Disability Services - Brent & CNWL Lead for Neurodiversity matthew.henshaw1@nhs.net

1.0 Executive Summary

- 1.1. Following on from the report in April 2024, this report provides:
- data of mental health performance in Brent
 - an update on the delivery of the mental health programme, outlining what has been achieved, key risks and mitigations, and proposed priorities for 25/26
 - information on the ICPs plans for further work on cultural competence within the mental health and well-being priority programme
 - what is being done to support those impacted by the welfare benefits system, ensuring mental health help is provided and guidance/help getting into employment
 - a deep dive into the data regarding mental health patients from the private rented sector.

2.0 Recommendation(s)

- 2.1. For the Health and Wellbeing Board to provide a steer on the proposed mental health programme priorities for 25/26.
- 2.2. For the Brent Health and Wellbeing Board to note the approach being taken to support individuals and families experiencing mental health problems locally.

3.0 Detail

- 3.1. The report shows performance of the Mental Health data in Brent. This outlines the current performance with a particular focus on issues related to inequalities. We will use this data to address existing challenges and look at opportunities for improvement.
- 3.2. This report also focuses on the mental health programmes strategic priorities aimed at enhancing service delivery, improving accessibility and addressing the evolving needs of the population we serve. The refreshed priorities are designed to ensure that we continue to meet the increasing demand for mental health services, whilst promoting resilience, early intervention and the integration of care across sectors.
- 3.3. We will demonstrate integration of culturally competent approaches into mental health services. Recognising the diversity of our borough, we are reporting on how local services are working to ensure that mental health care and support is sensitive to the cultural backgrounds and specific needs of our different and diverse communities. This includes efforts to build trust, improve communication and tailor mental health support and interventions to reflect the cultural needs of our population.
- 3.4. The report also examines the impact of recent changes to the welfare benefits system on mental health outcomes. With adjustments to benefit entitlements and the introduction of new policies, we are reporting on how these changes are affecting the mental health and financial stability of individuals with mental health issues, as well as supporting people back into employment.
- 3.5. With the introduction of the national Work Well project being rolled out across NWL there are further concerns that people experiencing mental illness will be hardest hit. This is because the Work Well initiative does not address the issues that people with mental illness experience like stigma, lack of understanding mental health conditions. The emphasis on productivity and performance, for individuals with mental health conditions adds pressure that can worsen symptoms such as anxiety, depression, or burnout. Additionally, inadequate mental health support resources mean that there is limited access to counselling and therapy. Work Well Slides – Appendix 2.
- 3.6. We have looked at an analysis of mental health trends among residents in the private rented sector. This deep dive into local data provides insight into how housing insecurity, affordability pressures and unstable living conditions are intersecting with mental health challenges. Our findings aim to inform future housing service developments and highlight opportunities for targeted support for this vulnerable group.

4.0 Priorities

- 4.1. The focus of the Mental Health and Wellbeing priorities is across housing, employment, access and demand and an improved offer for children and young people's mental health support which includes:
 - Preventing ill health and tackling inequalities in access, interventions, outcomes, experience and support.
 - Enhanced productivity and value for money by improving access to mental health support for people experiencing emotional and mental distress.
 - Supporting broader economic and social development by employing people with lived experience and promoting the right to community life, independence, relationships, and education for people with mental health problems.

- Delivering on the Patient and Carer Race Equality Framework - Supporting cultural competence within the mental health and well-being provision and workforce.
- 4.2. The Mental Health workstreams have undergone a comprehensive review and update of their priorities. This exercise was carried out through a combination of internal and external engagement which ensured this review accurately reflected the priorities of the borough. During this process, deliverables, key milestones and potential risks/issues were identified. With this plan, we are in a good position to move forward with our defined priorities, ensuring resources are effectively aligned with the programme's objectives.
- 4.3. There has also been considerable progress with delivery and key milestones being achieved. For example, since the launch of the NW2/NW10/HA9 project, 2506 contacts have been recorded. We remain focussed on maintaining momentum and ensuring the successful delivery of all our priorities. Health and Wellbeing Board Slides – Appendix 1.

5.0 Contribution to Borough Plan Priorities & Strategic Context

5.1. Thriving Communities

Enabling our communities

- Increasing engagement, awareness raising and access of mental health support services for all our communities
- Reducing variation in mental health care and support for the local Brent communities
- Supporting people with mental illness to access employment opportunities
- Ensuring housing provision is accessible to people living with mental illness and reflects their identified needs.
- Ensuring the emotional and mental health needs of our adults and our children and young people are identified and addressed early

A representative workforce

- Community connectors employed from our local communities to deliver a preventative offer that addresses health inequalities and achieves better outcomes through community work.
- Community connectors in-reaching into and supporting our communities with the highest mental health needs

The Best Start in Life

- Early identification of CYP with emotional and mental ill health
- Provision of early intervention and support
- Increased support for children and young people in schools

Young people are seen and heard

- Developed a communication and engagement project with young people to review and design how they access information about services
- Giving children and young people the best start possible and best chance of developing to their full potential

5.2. A Healthier Brent

Tackling health inequalities

- Recruited community connectors representative of our communities to support with raising awareness of mental health provision to our diverse communities and facilitating access including supporting arrangements for the newly

developed NW2, NW10, HA9 initiative, Talking Therapies, CYP Health Inequalities Emotional Wellbeing within the Brent Health Matters project.

- Developed access and demand pathways to mental health support services for our diverse population recognising the diversity of cultures, beliefs, identities, values, race and language used to communicate experiences of mental health conditions.
- Working on a children and young people's transformation offer that is aligned to the national CYP Thrive model

Localised services for local needs

- Transforming and strengthening core community mental health offer to ensure access to support before patients hit a crisis point starting with targeted work in NW2, NW10 and HA9 localities
- Working on a children and young people's improved mental health services offer aligned to the national CYP Thrive model.
- Working on a service user-led crisis pathway for self-defined crisis supported by local voluntary sector providers.

6.0 Stakeholder and ward member consultation and engagement

- 6.1. Consultation, engagement and co-production with Ward Members, system partners, Brent residents, mental health service users and carers is embedded in this work. Throughout 2024, we engaged with our communities, faith groups, churches, community champions, CYP, families, carers, Schools. Youth Parliament, Family Wellbeing Centres, SENCO, CYP Forums and system partners through a variety of focus groups, forums and workshops. We recently held a successful crisis pathway workshop for self-defined crisis led by service users to inform the development of a voluntary sector led crisis roadmap.
- 6.2. Involvement and inclusion of the Brent population is also supported by Brent's Community Engagement Team, Brent Health Matters and the Brent Changing Minds Mental Health group made up of service users.

7.0 Financial Considerations

- 7.1. We received non-recurrent investment for our Brent Outreach Autism Team. More investment is needed to support the high levels of demand across our mental health support services including investment in our children and young people's mental health service offer, child health hubs and integrated neighbourhood hubs. We are working on a CYP Transformation Plan which will inform a Business Case to NWL for additional financial resources.

8.0 Legal Considerations

- 8.1. There are no legal implications at this time.

9.0 Equity, Diversity & Inclusion (EDI) Considerations

- 9.1. Brent has adopted the NHS England Core20PLUS5 approach to addressing health inequalities led by Brent's Public Health team. This work recognises the complexity of the determinants of health, including the socio-economic status of the local population and deprivation, experiences of protected characteristics under the Equality Act, the geography of Brent as an outer borough, Brent's diverse population and levels of social connectedness, among others. Addressing health inequalities is a priority for Brent and the focus is on:
- Developing a common understanding of health inequalities
 - Engaging with and involving all system partners in the work to systematically address health inequalities.

- Using a collaborative system approach to addressing health inequalities and determining the required benefits locally

10.0 Climate Change and Environmental Considerations

10.1. There are no climate change and environmental considerations at this time.

11.0 Human Resources/Property Considerations (if appropriate)

11.1. N/A

12.0 Communication Considerations

12.1. We are continuing to engage with and involve system partners, patients, service users and carers across all the Mental Health and Well-being priorities and new developments including the NW2, NW10, HA9 initiative and the CYP Mental health transformation offer. The focus areas outlined in this report will continue to involve and be co-produced with local stakeholders, with the Health and Wellbeing Board having oversight and ensuring appropriate scrutiny.

Report sign off:

ICP Director – Robyn Doran

Corporate Director of Community Health and Wellbeing– Rachel Crossley

ICP Managing Director – Tom Shakespeare