

WMCA Wellbeing Board

Date	18 th January 2022
Report title	Individual Placement Support (IPS) Thrive into Work - IPS Programme Update
Portfolio Lead	Cllr Izzi Seccombe – Wellbeing
Accountable Chief Executive	Laura Shoaf Chief Executive
Accountable Employee	Anita Hallbrook Strategy and Delivery Lead, Thrive into Work Mubasshir Ajaz, Head of Wellbeing and Prevention
Report has been considered by	Ed Cox, Director of Inclusive Growth and Public Services Reform;

The Wellbeing Board is recommended to:

- Note progress of the IPS Programme.
- Note the IPS programme funding position
- Support the proposed governance arrangements for the IPS Programme.

1. Purpose and Decisions Required

1.1 The purpose of the paper is to:

- a) Update the Board on the work taking place on the Thrive into Work IPS Programme.
- b) Highlight the future funding intentions of government, specifically through the Work and Health Unit.
- c) Outline the proposed governance arrangements moving forward.
- d) This work links directly with high level deliverable, WB01 – Extension of Thrive into Work.

2. Background

2.1 This report is a follow up to the discussion at the last Board meeting (19th October, 2021) on the late addition paper on the IPS Programme governance plans and the formation of an advisory council. The members felt that this required a further explanation on the overall plan for the programme, the role/remit of the advisory body (now named Regional Thrive into Work Coalition) and the appointment of Mark Axcell as chair of this body. Members also requested a further update on the government's future funding decisions in relation to the IPS Programme.

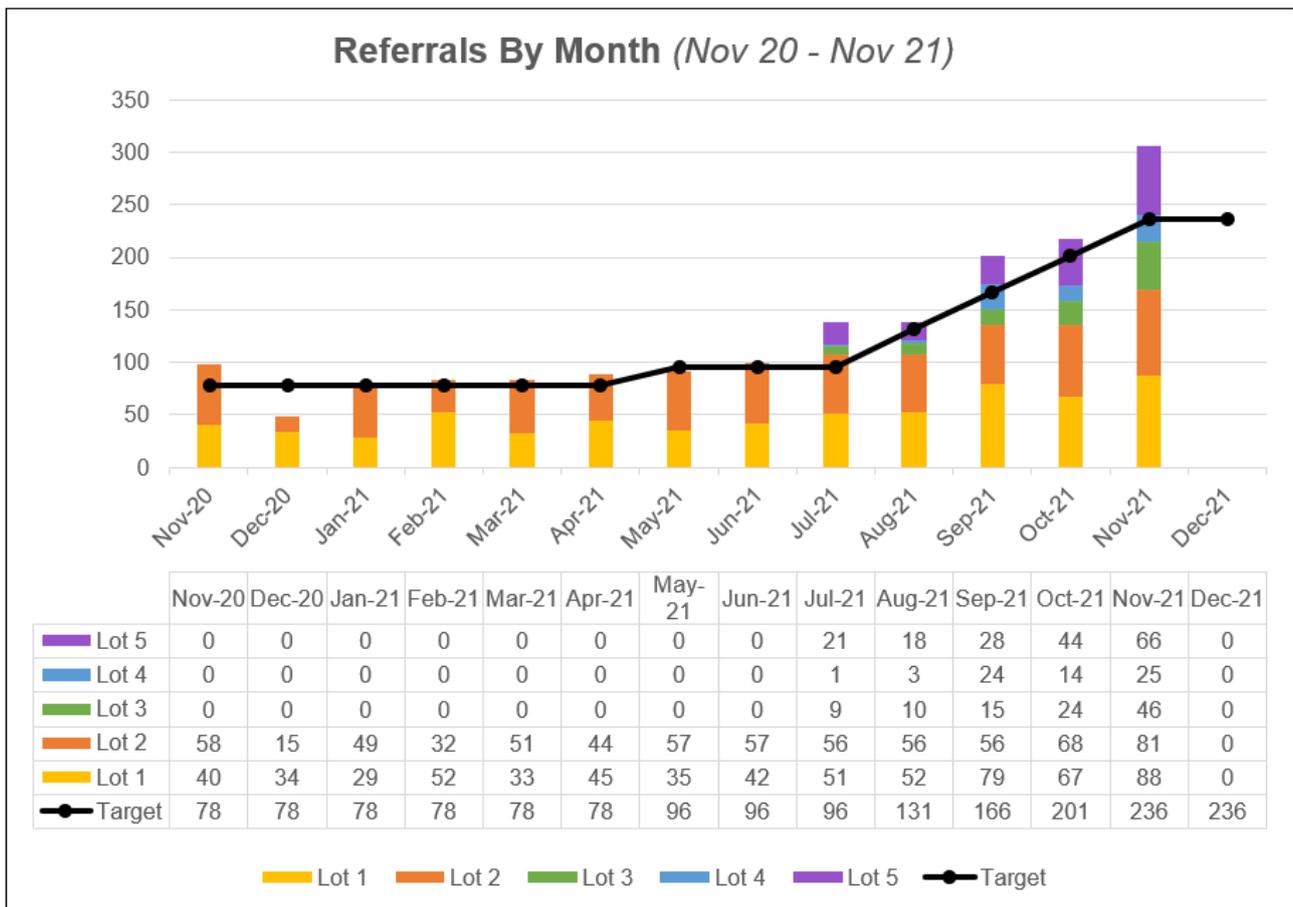
3. Thrive into Work IPS Programme Delivery and Sustainability

3.1 Current Investment Focus

On 2nd December 2021 the Work and Health Unit (WHU) awarded the WMCA a further funding allocation of £2.84m to support the continuation of IPS service provision across the region until 31st March 2023. This will allow the programme to:

- **Extend** existing services being delivered in primary and community care settings withing the Black Country, Birmingham and Solihull and Coventry and Rugby.
- **Extend** services aimed at **exploring** the impact of IPS in specialist pathways for those with neuro-development barriers, those at risk of homelessness and individuals in custodial diversion pathways across the region.

Recent reporting shows that targets are exceeding expectations both in preventing people from falling out of work and for those entering the job market. Demand for the IPS Service continues to grow with referrals into the service at 130% of target with significant growth in the Neurodiversity Pathway.



3.2 Future Investment Focus

A Comprehensive Spending Review bid was submitted by the WHU to roll out 5 -7 IPS pilots across the country and to increase scale and spread across the West Midlands, Sheffield and Wales. Departmental financial allocations have been determined and the WHU are now undertaking a prioritisation and business planning process. This will

determine which programmes will receive future funding through to 2025 and our Thrive into Work IPS Programme will be considered as part of this process.

The WHU have advised that decisions to upscale will be, in part, determined by the outcome of the Impact Evaluation which was conducted as part of the Randomised Control Trial. This report has been completed and the results are expected to be communicated imminently.

The Thrive into Work Strategy and Delivery Lead has been supporting the WHU to determine the process and timelines that would be required to successfully grow and expand IPS through to 2025 and has been asked to co-write sections of the Business Case. This signifies the strong relationship our programme has with the WHU and their commitment to working with us on the future of the programme.

3.3 IPS Governance Arrangements

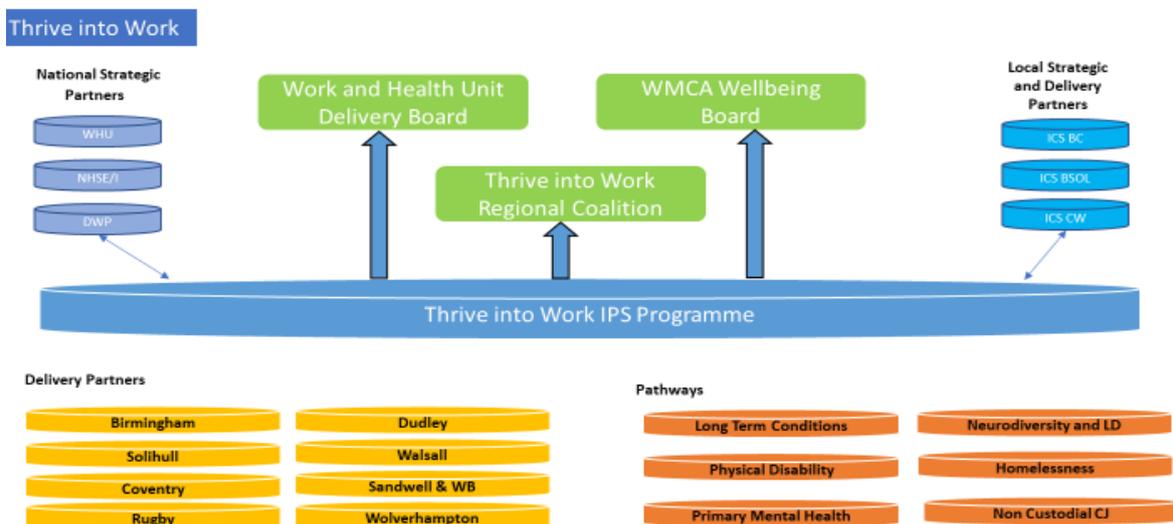
3.3.1 Sustainability

There is an expectation that the Region will be working towards a “business as usual” sustainable position whilst funding remains in place. This will involve strategic discussions in relation to future commissioning of IPS provision via mainstream services in primary, secondary and community care. Should there be no further funding post March 2023 this work will need to accelerate with the support of key system leaders operating within a supporting governance framework. It is therefore intended to have in place a Regional Thrive into Work Coalition, which will provide an advisory function, to drive, influence and enable:

- Future strategic commissioning intentions within Integrated Care System planning.
- Drawing on collective resources to maximise investment that will integrate IPS delivery within health and social care systems where appropriate.
- Oversight of the development of a joined-up Expression of Interest between the West Midlands Combined Authority and its Integrated Care System Partners should additional funding become available.
- Oversee, on-going performance of the IPS Programme.

A formal terms of reference for the group will be agreed and presented to the Board.

3.3.2 Thrive into Work Programme Governance Overview



3.3.3 Coalition Membership and Leadership

Coalition Membership would comprise of a cross sector of senior leaders' representative of the West Midlands Region, from within the health and care system, including the NHS and local authorities, as well as wider stakeholders from the business and voluntary sectors.

The Coalition will require strong leadership and co-ordination from a knowledgeable and credible individual willing to act as an advocate for the IPS approach in addition to:

- Having a strong connection to the West Midlands.
- Be credible with system partners.
- An excellent understanding of health and social care systems both strategically and operationally.
- A commitment to driving down health inequalities by tackling the wider determinants of health.
- Strong local and national network links

As endorsed by the Board in October 2021 meeting, Mark Axcell, Interim Chief Executive of the Black Country Integrated Care System has agreed to Chair the Regional Thrive into Work Coalition.

Mark has been a critical champion of the IPS programme since its initiation in 2017. He is a credible respected leader across the NHS, Social Care and third sector landscape. Mark has 25 years of experience within the NHS across both primary and secondary care services particularly in Mental Health.

Mark has also represented the IPS Programme in meetings with Ministers and their representatives and has been a keynote speaker at a number of related events.

3.3.4 Timeline

The first Coalition meeting will take place in February 2022 and it is anticipated will take place on a quarterly cycle.

4. Summary

- 4.1 The West Midlands Combined Authority and its regional partners are now viewed as a "centre of excellence" for IPS Delivery, positively supporting those with health barriers to gain meaningful and fulfilling employment. The acknowledgement of the impact on an individual's health outcomes and contribution to tackling health inequalities through successful delivery of the IPS Programme has led to significant investment in the West Midlands Region and will likely influence future health policy.

5. Legal Implications

- 5.1 There are no specific legal implications

6. Financial Implications

6.1 There are no financial implications. Funding is received by way of a grant funded allocation.

7. Equalities Implications

7.1 The IPS Programme has been subject to an Equality Impact Assessment carried out by the Work and Health Unit.

8. Geographical Area of the Reports Implications

8.1 The current focus of the IPS Programme is, Birmingham, Solihull, Coventry and the Black Country with the intention to increase services across the region in line with future funding allocations.

9. Inclusive Growth

9.1 As a programme which supports people with complex needs into employment and purposeful activity, and so through to better health, Thrive into Work is an important policy mechanism of inclusive growth – touching particularly on the Health and Wellbeing and Inclusive Economy fundamentals of the Inclusive Growth Framework.

It is promising to see that the experience of delivery in the WMCA area is being shared more broadly, as this indicates that this model of delivery is being mainstreamed, bearing out the focus on developing an IPS workforce. Given its tailored, compassionate approach and good outcomes, IPS should become an increasingly important part of how employment support is delivered to a broader cross-section of citizens. As such, it will be important for DWP to provide data and insight on its growth, so the Board is more able to make smart decisions on targeted expansion and workforce development.

Creating a regional Thrive into Work Coalition with a view to turning the trial into mainstream practice within this region is the logical next step and will help to create the relationships required to enable joint commissioning and delivery.

As referenced in previous papers, it is also important that the coalition takes the views of experts by experience on board, and creating a position on the board for such a person is an important part of achieving this – although there will be a need for other, complimentary mechanisms to enhance this – such as, for example, regular deep dive case studies that enable partners to learn from both successes and setbacks. This touches on the Power, Influence and Participation fundamental of the Inclusive Growth Framework.

10. Schedule of Background Papers

10.1 IPS Programme – Board Report 19th October 2021.