



Course Guide

KCL: Postgraduate Certificate Leading Transformation and Change: Children and Young People's Mental Health and Wellbeing Services



Overview

The Leadership Course is a one-year programme for clinical leads & service managers committed to the delivery of high quality care for children and young people. This Postgraduate certificate programme provides specialist post-qualification training for anyone in a leadership role implementing transformation & change in Children and Young People's Mental Health (CYPMH) and Wellbeing provision across Education, Voluntary Sectors, NHS or Social Care. The programme is applicable to all aspects of CYPMH service improvement with particular focus on implementing policy around CYPMH including: Future in Mind, the Green Paper, Five Year Forward View & the Long-Term Plan. It is relevant to leaders and service managers with responsibility for delivering aspects of policy including CYP IAPT, Mental Health Support Teams, EMHP & CWP new workforce development.

This is a Kings programme and aims to provide leaders with:

- the necessary background knowledge and understanding to implement change within their CYPMH services,
- the practical tools to manage this change effectively and
- A framework for reflective practice and evaluation of the implementation process

- critical knowledge of the theoretical, research and implementation literature that underpins such service change.
- A space to reflect on issues of ethnicity, diversity and inclusion (EDI) and their impact on leadership and service delivery

The Leading Transformation and Change programme is founded on curricula developed through the national CYP IAPT programme by working groups of experts in their field, and in turn delivered by leading academics and clinicians at world class training organisations. At the end of the programme, students will be able to demonstrate knowledge and a critical understanding of:

1. The governments Children and Young People's Mental Health and Wellbeing Services transformation programme
2. Outcomes Monitoring
3. Increasing young people's participation in service improvement
4. Systemic theory around organisational change
5. Key findings from Implementation Science

This is a new Kings programme but based on the UCL successful course. Please see feedback from a student on the UCL leadership course: "Understanding how you can implement change within your service, within your organization and how to do that effectively has been phenomenal".

High Quality CYPMH Services

The Leadership programme draws on the CYP IAPT principles of quality CYPMH services that run throughout 'Future in Mind'. These are:

- Better evidence based practice - Increasing the availability and knowledge of best evidence based interventions.
- Better collaborative practice - Goal focused and client centred interventions, using feedback tools to facilitate better working between mental health professionals and families and young people using feedback tools leading to more personalised care
- Better service user participation - Children young people and their families having a voice and influence at all levels of the organization
- Better Cross Agency Working - Encouraging and supporting cross agency collaboration between Health, Social Care and Voluntary and Independent sectors.
- More accountable services – through the rigorous monitoring of clinical outcomes to be able to share outcomes with young people and families and demonstrate effectiveness to commissioners.
- Increased awareness – working in partnership with organisations delivering mental health services, and those in other sectors working with young people and families to increase understanding of the importance of emotional well-being and decrease stigma.

Teaching

The programme consists of eleven teaching days, combining academic lectures, seminars and small group tutorials which are highly tailored to working clinical leads & service managers. Programme participants particularly value the peer-based learning environment which the programme fosters. The Leading Transformation and Change programme is delivered by highly experienced public sector and CAMHS managers and leaders and is based on real life experience in children and young people's services. Due to COVID restrictions the course has been successfully run on-line in 2021. We hope to move to a blended learning approach, combining on-line and face-to-face teaching, for the 2022 cohort.

The programme is led by Jess Richardson and Susanna Payne (Co-Directors in CYP MH at Kings College London)



Photo by: Jake Farnie

Programme Ethos

The programme aims to be a resource for participants in achieving locally determined goals. In this way, the intention is to ensure that the teaching, the small group work and the assignments are all designed to support real world challenges and planned change rather than being an additional academic burden to participants who already have to manage high levels of demand with their work settings.

All the managers and clinical leads on the course are highly experienced in CYPMH services and recognises that the problems that are being addressed are not new difficulties. The intention of the programme is to enable participants to reflect on their own knowledge and expertise and to apply their previous experience in the implementation of CYP IAPT and other evidence-based programmes. The programme highly values the knowledge and experience participants bring and aims to facilitate learning about each other's services and by facilitating joint problem solving around implementation issues.

This is a new Kings programme but based on the AFC successful course. Please see feedback from a student on the AFC leadership course:

"This programme has been really inspiring for me...it has been really energising, the peers are superb. To just have an opportunity to stop and reflect and to learn again and then take that knowledge back has just been brilliant actually, I really recommend it"

Entry Requirements

Essential	Desirable
<p>Normally a minimum of a second-class Bachelor's degree from a UK university or an overseas qualification of an equivalent standard in a relevant subject e.g. psychology.</p> <p>AND/OR a registerable professional qualification in a relevant subject (e.g. medicine, psychology, social work) from a UK university or overseas professional qualification of an equivalent standard.</p>	<p>Candidates without a degree but with a minimum 3 years professional experience in a CYP service setting together with a relevant professional qualification will also be considered.</p>

Student Application Deadline

End of November 2021

Teaching will begin in January 2022

Next Steps

If you are interested in this training, you can register your interest, find out [more information here](#) and speak to your service manager about applying.

Application Process

- **Prospective students**, for further information and enquiries, please contact cyp-iapt@kcl.ac.uk
- **Services** interested in nominating prospective students, for further information and enquiries, please contact hope.bull@annafreud.org.



Programme Contact:
Prospective Students:
cyp-iapt@kcl.ac.uk

Further Information
[Anna Freud Centre](#)
[NHSE Children and Young People](#)