



Changing Futures in Brighton

Reflections on Practice and Impact

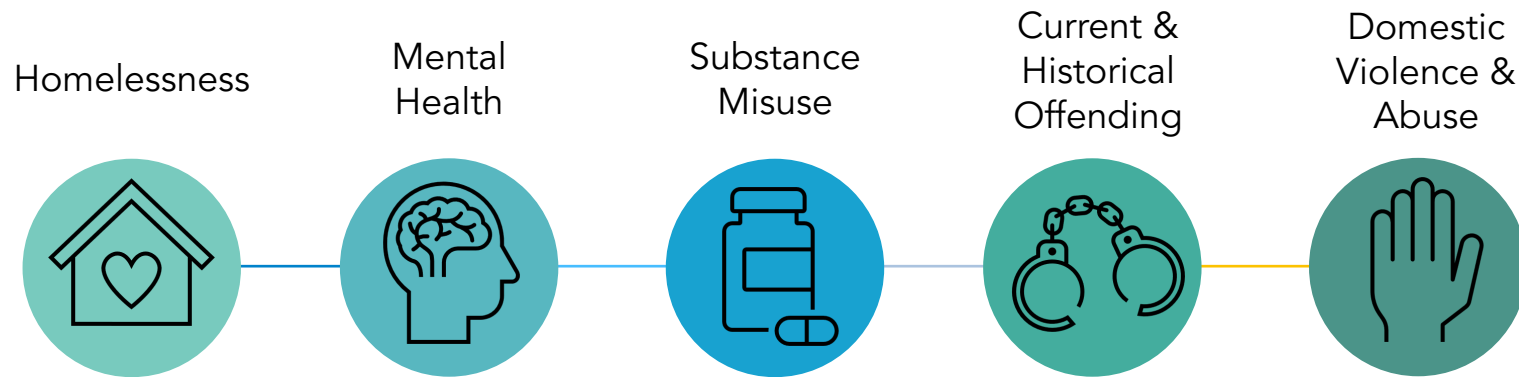
What Is Changing Futures?

- Changing Futures is a national programme focused on transforming the system around multiple disadvantage
- £77 million joint initiative by the Ministry of Housing, Communities and Local Government (MHCLG) and The National Lottery Community Fund, £4.425m for Sussex until March 2025
- Aiming to create change at three levels:
 - Individual
 - Services
 - System



Definition of multiple complex needs

Multiple and complex needs (aka multiple disadvantage or multiple compound needs) is defined by the national Changing Futures programme as people who experience three or more of:



Context in Brighton & Hove

Of the **1354** clients for whom data was returned in this period

509 experienced multiple compound needs as defined by the Changing Futures programme.

This page shows the demographics regarding the clients who are experiencing multiple compound needs. The buttons below will show more detail regarding the categories which contribute to multiple disadvantage. All clients are experiencing homelessness.

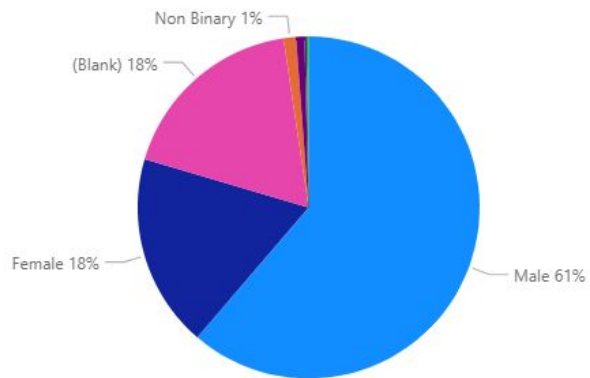
Substance
Misuse Issue

Mental Health
Issues

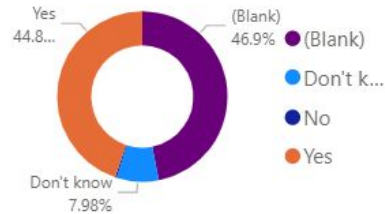
Affected By
Domestic Abuse

History of Offending
Behaviour

Total Experiencing Multiple Compound Needs by Gender Is the client registered with a GP

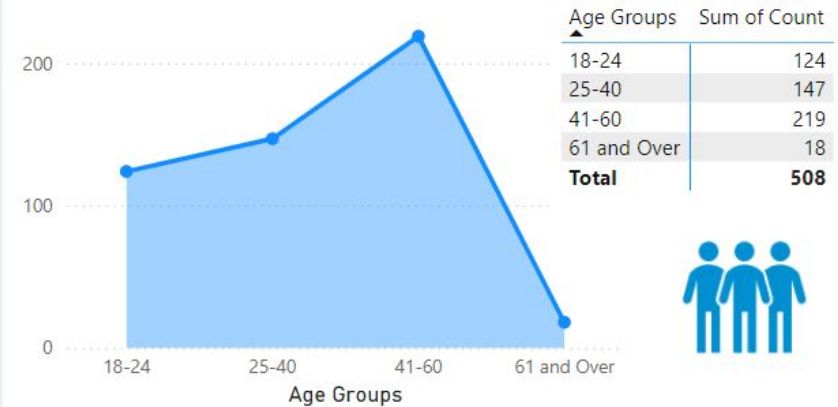


Gender ● Male ● Female ● (Blank) ● Non Binary ● Trans ● Other

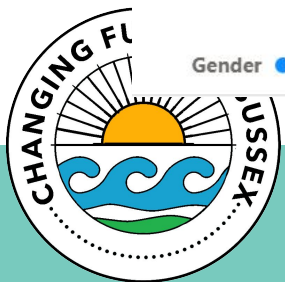
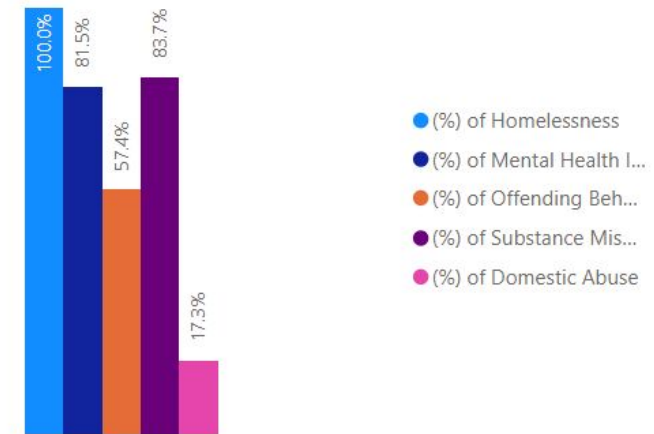


93 of those experiencing multiple compound needs are female. Compared with **312** who are male.

Total Experiencing Multiple compound needs by Age



Experiencing Multiple Compound needs - Category Percentages



Context in Brighton & Hove

- Multi-Disciplinary Team began work on 5th December 2022
- We have workers from Adult Social Care, BHCC Housing, JustLife, CGL, RISE and SPFT
- Undergoing an evaluation of impact / outcomes
- Current caseload is 61
- 4 Peer support workers are working with clients
- Offering statutory Social Work to support RSI



A Frontline Worker's Perspective



Reflective Practice

...is one way to invest in and to support workforces in a trauma informed way.

...seeks to reduce compassion fatigue and burnout amongst the workforce, whilst increasing staff retention and satisfaction.

...hopes to generate a culture of compassionate care and support for workforces, so we are better placed to deliver compassionate and effective services which meet people's needs.

...provides a space that is protected for people within their professional roles, where they can think and reflect *on* action rather than *in* action.

... is about creating time to pause rather than 'do' so that people can have space to think about their work, develop self-awareness and learn from others.



Reflective Practice

...is one way to invest in and to support workforces in a trauma informed way.

WHAT IT IS

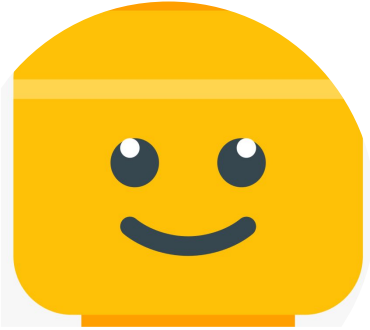
- ✓ A pause
- ✓ A place to learn
- ✓ A place to think and be curious
- ✓ A chance to be present
- ✓ A place to bring work-related dilemma's/challenges

WHAT IT ISN'T

- x Performance related
- x Action Driven
- x A place for blame
- x Always easy
- x Solution Focussed



Reflective Practice – How we do it



The Head, Heart and Hands model

- Heads (learning from others)
- Hearts (connecting with the emotions of the work)
- Hands (the practical application – turning what is learned into how we work)



Reflective Practice

...feedback from staff – the good and the bad.

“Every time I have reflective practice I leave the space feeling a little taller”

“I came in feeling disconnected from my work and now I feel more connected with my team”

“It is really useful knowing its not just me who finds ** difficult”

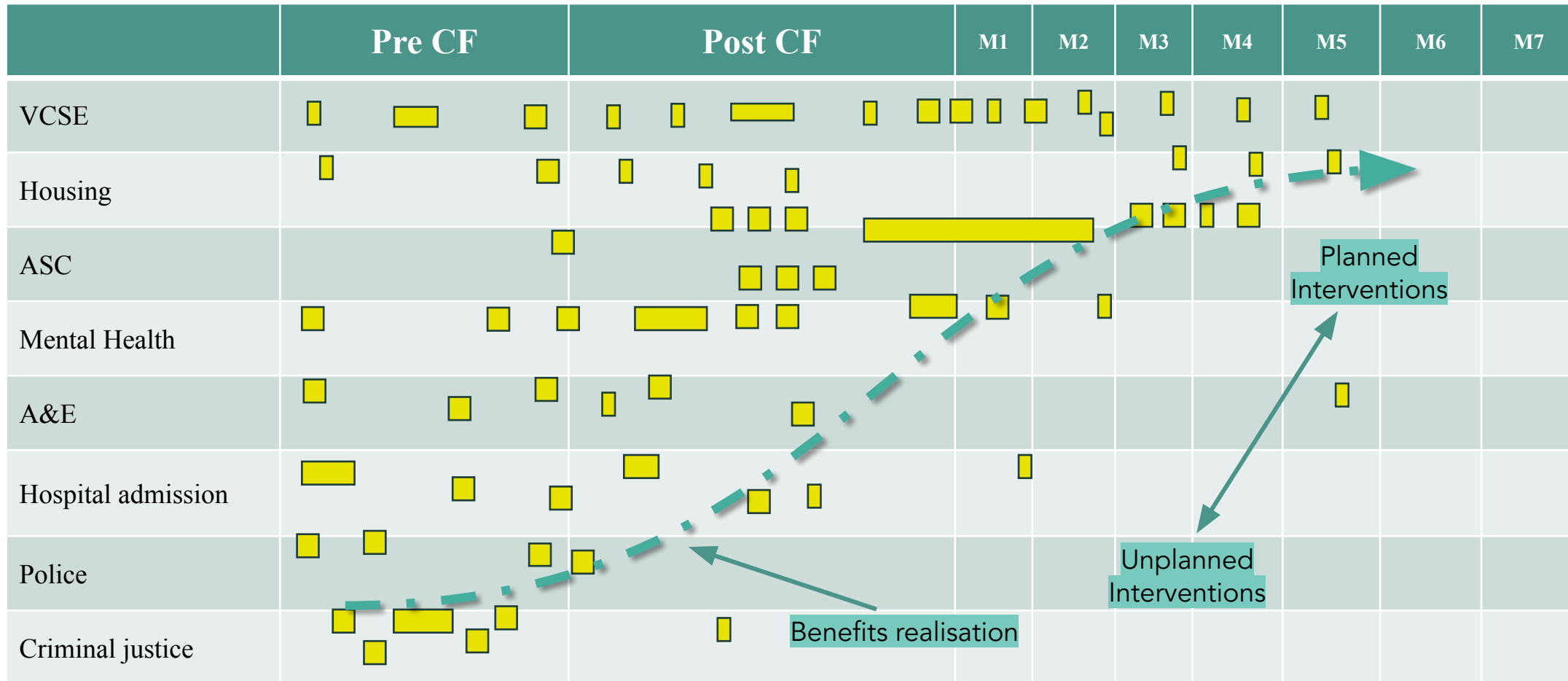
“It is really difficult to be released from operational duties to attend”


“I am not a fan of speaking in a group so I tend to listen and wonder if I get anything out of it”

“It can be frustrating not finding solutions”



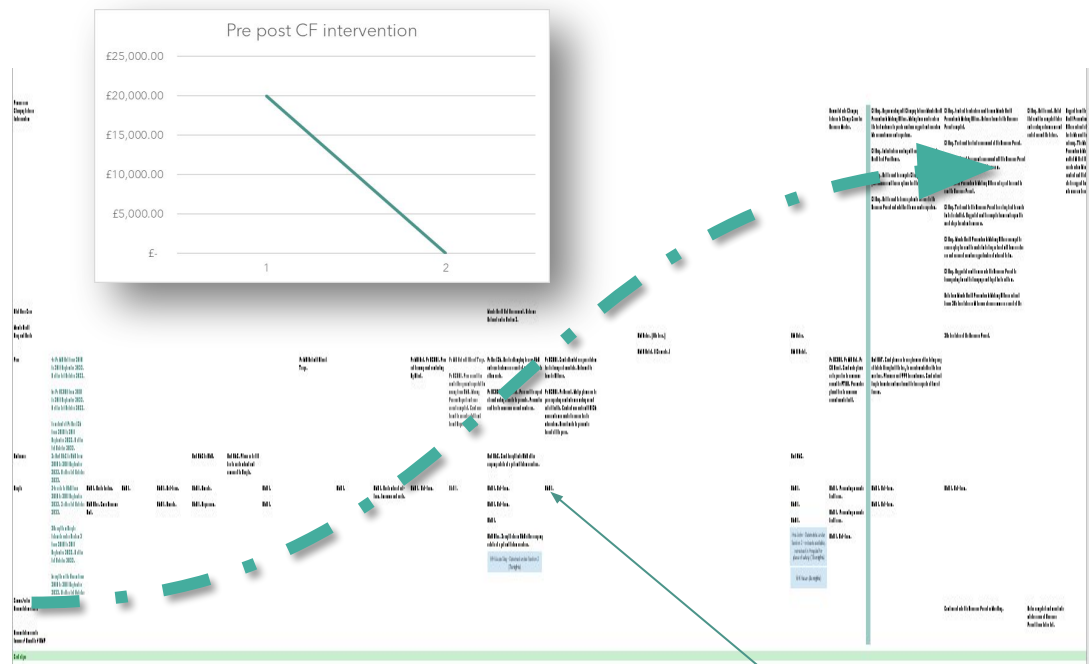
Key learning for the system – overall trends



 Intervention + time

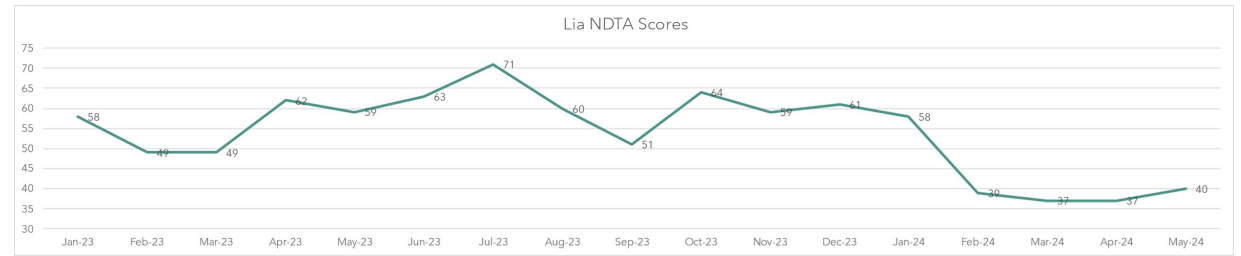


Trends -Examples



Changing Futures

Risk assessment tool consistent decline

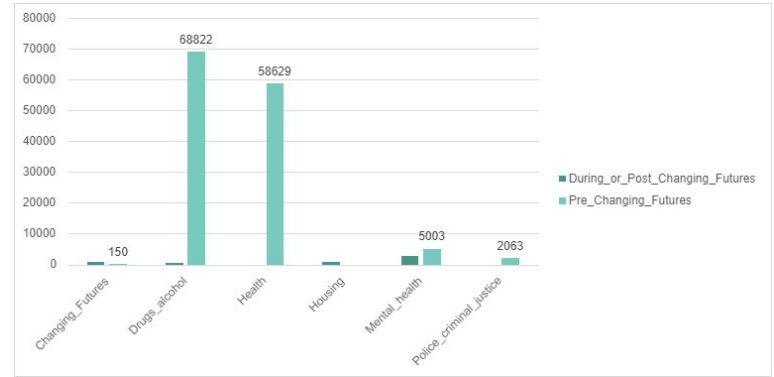
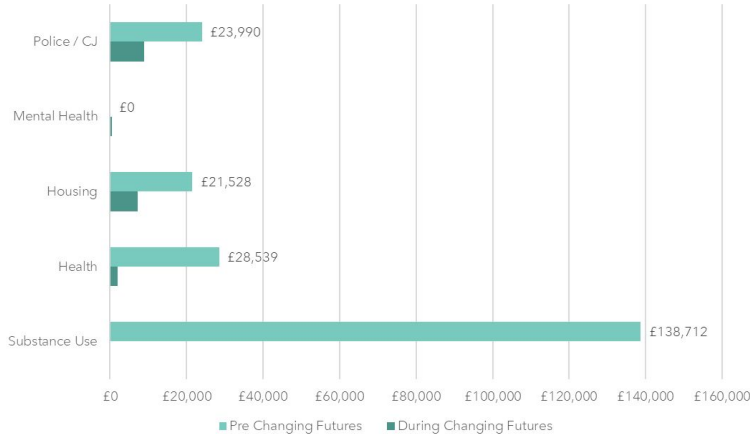


Urgent care, hospital attendees etc.

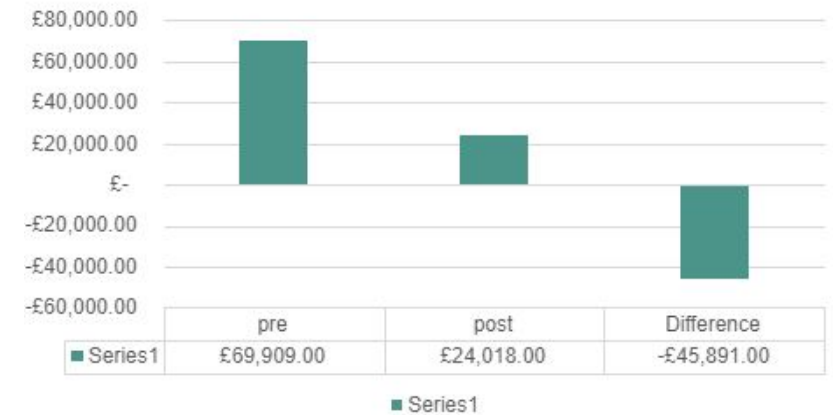
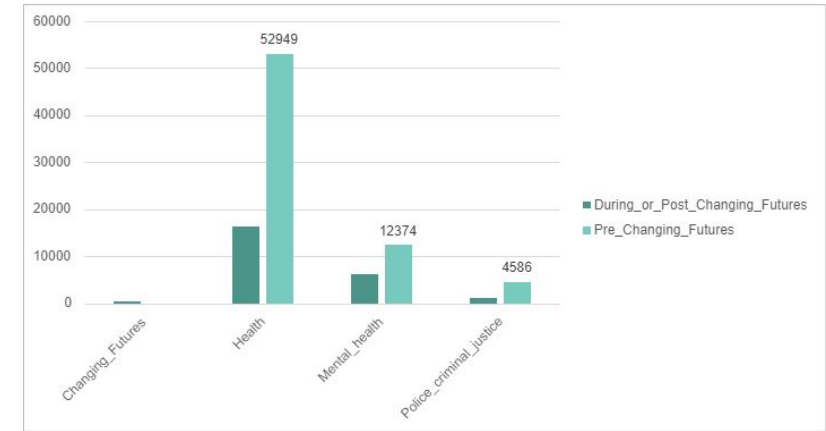


Changing Futures Clients

Natasha



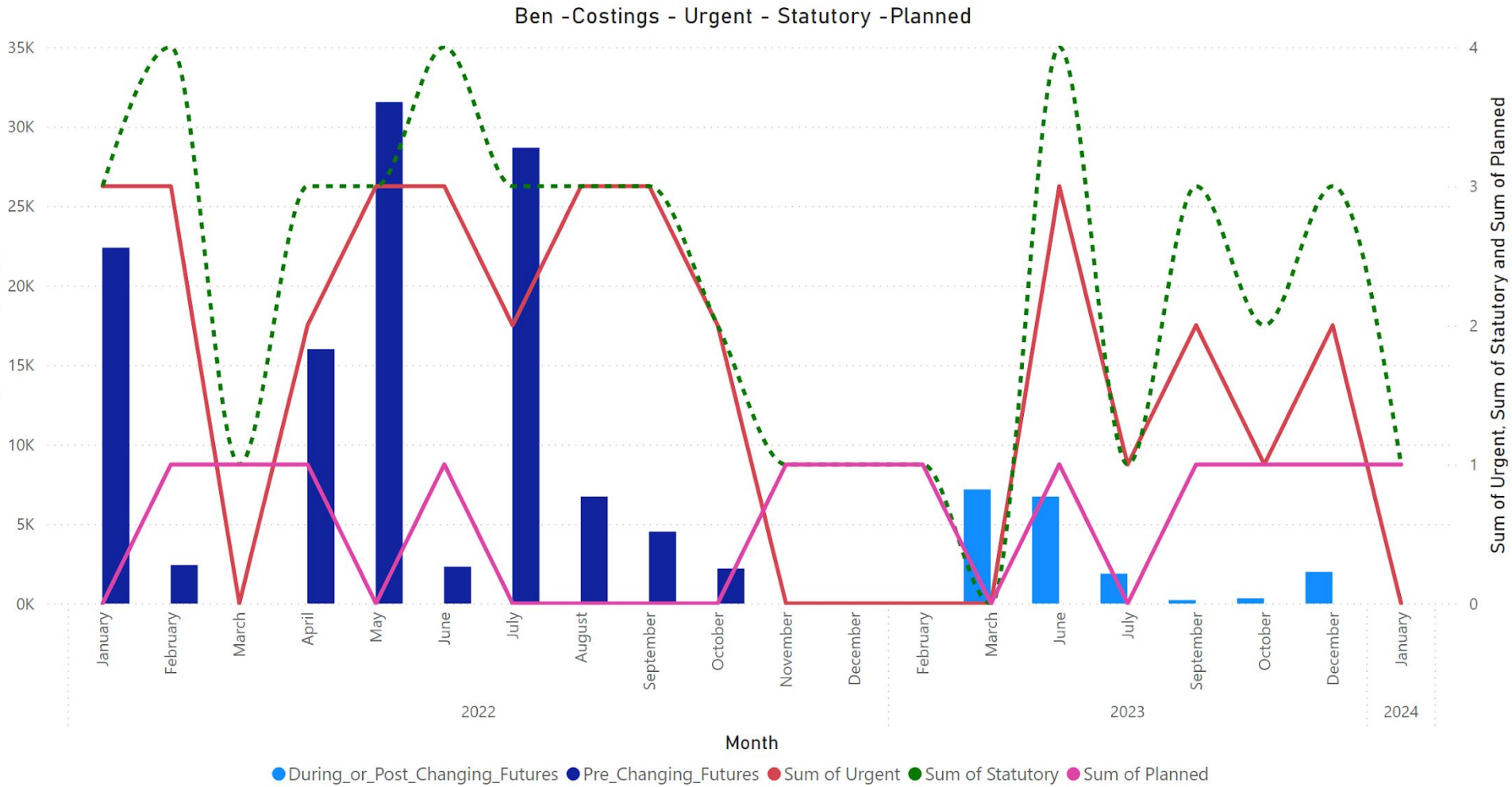
Chloe



Total saving = £375,635 Person Average = £125,211



Swimlane Journey Mapping- Ben



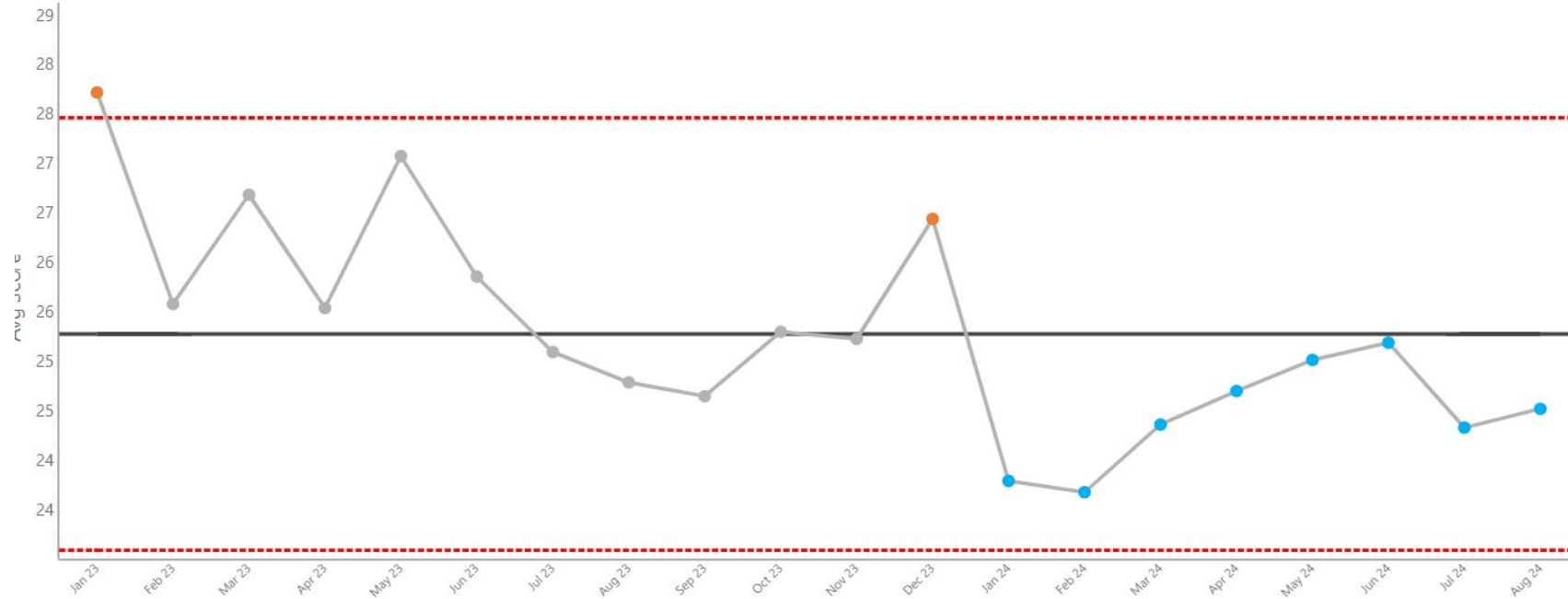
NDTA Scores

NDTA is an assessment of risk in areas likely to cause harm to an individual's health and wellbeing – higher the score the greater the risk

- Engagement with frontline services
- Intentional self-harm / suicide
- Unintentional self-harm
- Risk to others
- Risk from others
- Stress and anxiety
- Social effectiveness
- Alcohol / drug use
- Impulse control
- Housing



NDTA Scores

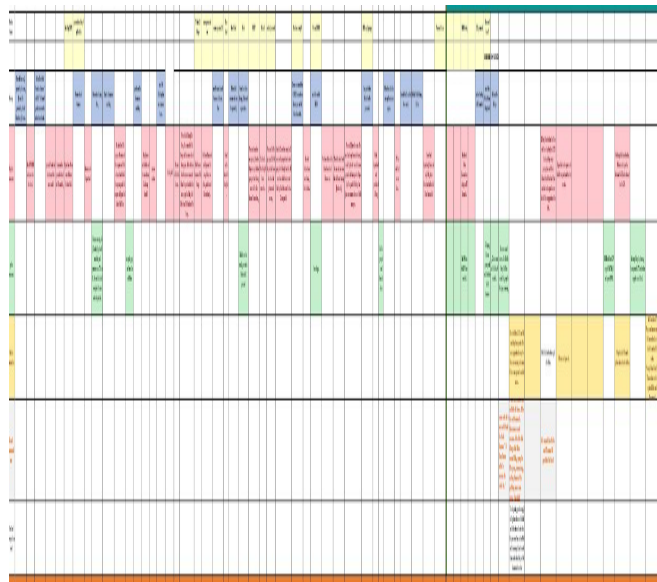


Analysis shows a drop in scores over the caseload average:

- Initial baseline between 27-25
- New baseline trend between 24-25



Advocating fully for people.
Lived experience works
Positive and negative
Doesn't give up on them
Don't stop banging the door.



A large grid of colored cells, likely representing a calendar or data table. The grid is divided into several horizontal sections with different background colors: yellow, blue, red, green, and white. The cells contain small text or symbols, but they are too small to read. To the right of the grid is a small circular icon of a park bench under a tree.



Person

Health and
care systems

Environment

Caseworkers logging and
understanding impact of
positive and negative
experiences over time



Reflections from one of our Clients



Feedback and questions...



Want to know more?



Changing Futures Website - Via QR code

Changing Futures YouTube Channel (search Changing Futures Sussex)

More about the Brighton MDT – martin.powell@westsussex.gov.uk

More about systems change – louise.patmore@westsussex.gov.uk

Reflective Practice – Contact Renee Dickinson - Renee@agilitygroup.co.uk

