

FOI 0178/2021 Response

Dear Birmingham and Solihull Mental Health NHS Foundation Trust,

In December 2020 the Adult Mental Health Team at NHSE offered Mental Health Trusts the chance to apply for funding for a Band 7 KUF Lived Experience Professional (LXP) role. They have let us know via a FOI request that your trust did not take up the opportunity to apply for this funding.

People who work in LXP roles face a high level of discrimination and blocks to their careers. Most NHS Trusts do not have posts beyond Peer Support roles (Bands 2-5).

Please provide answers to the following questions:

1. Reasons why this funding was not applied for *Was the decision subject to an Equality Impact Assessment?

The decision to decline the funding was established within two meetings.

The first meeting reviewed the bid offer and the leads of the Trust's Personality Disorder

Service noted potential issues with the funding offer.

The second meeting consisted of further discussions, and it was concluded by the Trust's Personality Disorder Service leads as well as the lead from NHSE, that the offer would not be pursued for the 2021/2021 financial year.

The rationale for declining the funding was based on factors which existed at the time;

- KUF was only funded for delivery in secure care and the offer was specifically to deliver KUF.
- The Trust did not have the resource to provide the necessary support for the role.
- The offer made to the Trust is for a 12-month post required a commitment from the Trust to make the post substantive after that period, this commitment could not be given.

Finally, as part of the offer NHSE were clear that this is an optional funding offer. Therefore, systems are only invited to request access to this funding if they are content to take up the offer, and if they are confident that the conditions for receiving funding can be met within the timelines of the offer.

Please note that the decision to decline the funding was not subject to an Equality Impact Assessment.

2. Has your Trust made plans to reapply for the funding, which will be offered again this autumn/winter?

Currently the funding offer for a band 7 Knowledge & Understanding Framework (KUF) Training Lead has not yet been received by the Trust.

Once received the Trust will consider the offer.

3. Do you currently employ LXPs in Band 7 roles?

We currently do not employ band 7 Peer Support/ Lived in Experience roles.

4. If you currently do not employ LXPs in Band 7+ roles since declining the opportunity to apply for funding, please explain why your Trust does not do so and what steps you are taking to change this situation.

The Trust is committed to explore the development of roles where individuals utilise their lived-in experience to support service delivery.

Please note that as part of system wide community transformation, the Trust is currently recruiting a Mental Health Co-Production Lead for Experts by Experience at Band 8a to provide leadership in the development of a structure for people to be employed using their lived experience in service development and delivery across the Birmingham and Solihull Clinical Commissioning Groups (BSOL CCG) system.