


*Turning what young people say  
into what services do*

**Quality Standards  
for children and young people's participation  
in CAMHS**

**Health and Social Care Advisory Service  
(HASCAS)**

## Summary

RATIONALE, POLICY	
<b>UN Convention on the Rights of the Child (UNCRC)</b> <b>National Youth Agency (2006) Hear by Right.</b> <b>DH (2004) NSF children young people and maternity services, Standard 3.</b> <b>Kirby, P. et al (2003) Building a Culture of Participation: Research Report DfES</b>	

Name of partnership

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Name, position and host organisation of all persons completing the matrix:  
(Identify young participants.)


Name	Position	Organisation

		Not achieved	Started working towards	Good progress	Achieved fully
Element of children and young people's participation in CAMHS	Enter score from guidance booklet <i>if appropriate</i>	<b>Red 0</b>	<b>Amber 1</b>	<b>Amber 2</b>	<b>Green 3</b>
1. Shared values	/3				
2. Strategies	/3				
3. Structures	/3				
4. Systems	/3				
5. Staff	/3				
6. Skills and knowledge	/3				
7. Style of leadership	/3				
<b>TOTAL</b>	<b>21</b>				


## Elements of children and young people's participation in CAMHS

	<p><b>KEY ISSUE</b></p> <p><b>1. Shared values</b></p>
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Level	What to score	Guidance notes/what to look for	Score 0-3 (only complete one box)
Not achieved	0	Minimal or no shared values around children and young people's participation	
Started working towards	1	<p>1.1 The active involvement of children and young people is a central commitment of the CAMH service.</p> <p>1.2 The CAMH service adopts shared values for the active involvement of children and young people (See Hear by Right Shared Values).</p> <p>1.3 The CAMH service adopts the Convention on the Rights of the Child, recognising Article 12's central role.</p>	
Good progress	2	<p>1.4 Children and young people take part in reviewing and agreeing the shared values for the active involvement of children and young people.</p> <p>1.5 The shared values are made visible and accessible to a wide range of staff and children and young people by, for example, mission statement, charter, pledge or entitlement card.</p>	
Achieved fully	3	<p>1.6 Shared values are agreed through the CAMHS partnership and fed into the children and young people's strategic partnership</p> <p>1.7 The agreed shared values are used to set policy and review performance across the CAMH service and form part of the commissioning contract/service level agreement.</p>	

	<b>KEY ISSUE</b>  <b>2. Strategies</b>
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Level	What to score	Guidance notes/what to look for	Score 0-3 (only complete one box)
Not achieved	0	Minimal or no children and young people's participation strategy	
Started working towards	1	2.1 An audit of resources and expertise is conducted as the basis for building the participation of children and young people. 2.2 The strategic plan for active involvement is agreed and integrated with the CAMHS strategy. 2.3 Key staff, roles and resources are identified within the CAMHS workforce plan for implementation of the strategy.	
Good progress	2	2.4 Children and young people contribute to developing and reviewing the strategic plan for active involvement, agreeing objectives, boundaries and benefits. 2.5 Other plans in the CAMH service (eg the CAMHS strategy and workforce plan, see 2.2, 2.3) are complementary and refer to the active involvement strategy.	
Achieved fully	3	2.5 The strategy identifies and includes key local partnerships to promote children and young people's active involvement. 2.6 The strategy includes resources to sustain, develop and regenerate children and young people's involvement. 2.7 The strategy develops links between local and any regional or national structures and initiatives for children and young people's active involvement. This occurs at both commissioner and provider level.	


	<p><b>KEY ISSUE</b></p> <p><b>3. Structures</b></p>
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Level	What to score	Guidance notes/what to look for	Score 0-3 (only complete one box)
Not achieved	0	Minimal or no supporting structures for children and young people's participation	
Started working towards	1	<p>3.1 Children and young people are consulted on and help review structures for their active involvement in CAMHS.</p> <p>3.2 A range of approaches are in place, both formal and non formal, that encourage and enable the participation of children and young people on their own terms and in ways they feel comfortable with.</p>	
Good progress	2	<p>3.3 There are structures that make sure a range of children and young people, including service users, non service users and hard to reach or excluded groups, are able to participate in decision-making.</p> <p>3.4 Links with other relevant organisations, including education, social care, youth justice and the voluntary sector, are established and maintained to ensure the inclusion of marginal groups.</p>	
Achieved fully	3	<p>3.5 Children and young people are joint partners in decision-making and scrutiny structures, including the JAR, QNIC, QINMAC and CORC.</p> <p>3.6 Children and young people have effective representation on or appropriate input into the CAMHS partnership.</p> <p>3.7 Links with a range of regional and national CAMH services and initiatives are established, maintained and resourced. These might include: nationally Very Important Kids (VIK) or Healthy Heads at YoungMinds and/or Investing in Children; locally existing young people's groups in children's services or voluntary organisations.</p>	


	<p><b>KEY ISSUE</b></p> <p><b>4. Systems</b></p>
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Level	What to score	Guidance notes/what to look for	Score 0-3 (only complete one box)
Not achieved	0	Minimal or no relevant policies, protocols or procedures to facilitate children and young people's participation	
Started working towards	1	<p>4.1 Policies are in place to make sure children and young people's participation in CAMHS is safe, sound and effective, covering consent, protection, safety, access, transport, complaints, incentives and rewards.</p> <p>4.2 Budgeting and financial systems are in place for supporting the active involvement of children and young people, facilitating meetings and expenses.</p> <p>4.3 Recording and evaluation systems are in place to identify and share learning and evidence of change arising from children and young people's participation.</p>	
Good progress	2	<p>4.4 Communication systems are in place for recording, reporting and celebrating children and young people's active involvement (for example, newsletters, web, radio, articles, awards evenings).</p> <p>4.5 Children and young people and partners are involved in reviewing and updating relevant policies and systems.</p>	
Achieved fully	3	<p>4.6 Children and young people help decide appropriate rewards for their active involvement and/or have direct control over identified budgets.</p> <p>4.7 Systems, such as compacts and agreements with partner organisations, reflect the commitment to active involvement. This occurs at both commissioner and provider level.</p>	

CAMHS self assessment 2008: Children and young people's participation in CAMHS

	<b>KEY ISSUE</b>  <b>5. Staff</b>
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Level	What to score	Guidance notes/what to look for	Score 0-3 (only complete one box)
Not achieved	0	Minimal or no commitment to children and young people's participation reflected in job descriptions, recruitment, education and training	
Started working towards	1	5.1 Job descriptions specify skills and commitment to active involvement. 5.2 Children and young people contribute to the recruitment and selection and induction of key staff. 5.3 Supervision and appraisal of relevant staff include reviewing their contribution to enabling the effective influence of children and young people on the CAMH service.	
Good progress	2	5.4 Recruitment information and induction of all staff and managers identify the importance of the voice and influence of children and young people for the CAMH service. 5.5 Young people are volunteers or employed in the CAMH service, for example as trainers, researchers or mentors.	
Achieved fully	3	5.6 Children and young people take an active part in the recruitment, selection and induction of a range of staff and managers across the CAMH service or partnerships and this is recorded in the workforce plan. 5.7 Children and young people take an active part in the induction of elected members or trustees and this is recorded in the workforce plan. This occurs at both commissioner and provider level.	

	<p><b>KEY ISSUE</b></p> <p><b>6. Skills and knowledge</b></p>
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Level	What to score	Guidance notes/what to look for	Score 0-3 (only complete one box)
Not achieved	0	Minimal or no training involving children and young people in building capacity and competence	
Started working towards	1	<p>6.1 There is accredited capacity building for children and young people to develop skills and knowledge to make change happen, including in negotiation, presentation and finance.</p> <p>6.2 There is capacity building for staff to gain skills for the safe, sound and effective participation of children and young people.</p> <p>6.3 Children and young people have access to information to allow them to participate fully in issues of importance to them and age-appropriate advocacy is made available.</p>	
Good progress	2	<p>6.4 Children and young people help plan, deliver and evaluate active involvement training to staff and leaders.</p> <p>6.5 Children and young people help develop the capacity of other children and young people to participate and are able to train as advocates.</p>	
Achieved fully	3	<p>6.6 Children and young people help deliver training and capacity building to partner services.</p> <p>6.7 Consultancy and mentoring arrangements that support children and young people's active involvement are in place. This occurs at both commissioner and provider level.</p>	

	<p><b>KEY ISSUE</b></p> <p><b>7. Style of leadership</b></p>
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Level	What to score	Guidance notes/what to look for	Score 0-3 (only complete one box)
Not achieved	0	Minimal or no involvement of managers and leaders in children and young people's participation.	
Started working towards	1	<p>7.1 Key managers and leaders are effective champions for the active involvement of children and young people, with clearly identified responsibilities.</p> <p>7.2 Managers and leaders support innovation on active involvement, accepting risks of mistakes and are committed to reflection and learning.</p> <p>7.3 Managers and leaders in the CAMH service publicly acknowledge and celebrate the active involvement of children and young people and take an active part in key consultation and participation events.</p>	
Good progress	2	<p>7.4 A leadership programme for managers and children and young people is established, based on the principles of active involvement.</p> <p>7.5 Children and young people have a range of opportunities to meet senior staff, elected members or trustees to be included in decision making and promote active involvement.</p>	
Achieved fully	3	<p>7.6 The CAMH service demonstrates to partner services an open style of leadership, collaboration and shared objectives on the active involvement of children and young people.</p> <p>7.7 Leadership of specific projects and appropriate services involves both children and young people and adults. This occurs at both commissioner and provider level.</p>	