



SUPPORTED BY  
**MAYOR OF LONDON**



## Building Better Opportunities

### Project outline

For use in England only

<b>Project title</b>	Project 10 of 19 - Employment support for people with common mental health conditions (IPS) - Central London
<b>Project reference number</b>	Lon/2/10
<b>LEP area</b>	London LEP
<b>ESF Thematic Objective</b>	9: Promoting social inclusion and combating poverty
<b>ESF Investment Priority</b>	1.4: Active inclusion
<b>Funding available</b>	£2,351,000
<b>Project start period</b>	July 2016 to November 2016
<b>Latest date for completion</b>	December 2019
<b>Date open for applications</b>	8 October 2015
<b>Deadline for stage one applications</b>	12 noon on 30 November 2015

## Important information about this project outline

This project outline represents just one strand of the overall funding that is available through Building Better Opportunities. As this is a joint programme with the European Social Fund, we will only consider applications that clearly meet a project outline and meet the requirements set out in our **programme guide**.

As you read this project outline, please note the following:

- This project outline is subject to any changes made by the European Commission or the Managing Authority to the rules governing ESF in England. The Big Lottery Fund will upload any updates to <https://www.biglotteryfund.org.uk/esf>. It is your responsibility to review the page regularly to keep abreast of any changes that may have an impact on your application.
- You must apply for the full amount of **funding available** shown, which we will award to just one applicant or partnership to deliver the project described in this outline.
- The project must be delivered in the **LEP area(s)** shown and within any specific **project location** we've identified within this outline.
- You must plan to **start** and **complete** your project by the dates indicated. By 'complete' we mean that you must have spent and claimed all of the grant and closed your project.
- Your proposed project must align with the **project description** we've provided within this outline and include any specific activities listed.
- You must submit your stage one application by the **deadline** we've given above.
- Your proposed project should include appropriate links to potential employers and self-employment opportunities. The specific interventions must enable a comprehensive assessment of an individual's needs that are tailored to help them move towards work and out of poverty.
- You must demonstrate that the activities you are proposing will be additional to any national and statutory provision. This could include, for example, wrap around support that works with people to overcome the barriers that prevent them engaging effectively with statutory provision, or more in-depth and intensive support to the most disadvantaged people, which they can access alongside the statutory provision they are entitled to.
- Activities must be locally accessible and be led by skilled front line staff.
- The people who will benefit from the project must come from the eligible participant groups we've identified in our programme guide, with a specific focus on those unemployed or economically inactive, furthest from the labour market, and most at risk of social exclusion. We may also specify particular **project participants** within this outline that must benefit from some or all of the activities you'll deliver.
- You must be confident that you'll be able to deliver the **project outputs and results**, taking into account the value, length and nature of the project we've described. We will monitor the delivery of the project to ensure these outputs and results will be met over its lifetime.
- You should have experience of delivering similar services and of identifying and working with people who face significant challenges to engaging with the labour market. You must demonstrate an understanding of the needs of local people, and show how you will work with existing local providers of related services and engage those most in need in the local area.
- Organisations can be involved in more than one application, either as a lead or a partner. However, lead partners might set their own requirements on partners' involvement in other applications so please check local requirements with the lead partner.
- Subject to satisfactory performance, there may be the potential to extend the project duration and/or increase the funding available for this project once activities have commenced.

If you think your organisation, or a partnership led by your organisation, would be able to deliver the project we've described then you can request a stage one application form on our website [www.biglotteryfund.org.uk/esf](http://www.biglotteryfund.org.uk/esf)

## Project background

The London Enterprise Panel (LEP) has shown an ongoing commitment to support Londoners to have the skills to gain sustainable jobs. Focussing on the Skills and Employment theme, the European Social Fund (ESF) programme will add value to the priorities already presented in the LEP's Jobs and Growth Plan and ESIF Strategy.

The ESF programme will support sustainable employment opportunities, careers progression and advancement in learning for Londoners, with a particular focus on supporting skills and employment growth in some of the most deprived parts of London.

The Europe 2020 goal is to raise the employment rate of women and men aged 20-64 to 75 per cent. Investment under this priority will aim to support Londoners to take part in the capital city's economic success.

Mental ill health has become more prevalent in the working age population and is associated with high economic and social costs to individuals and wider society. Research by the Centre for Mental Health estimates that prevalence of mental health costs the UK economy around £105bn per year.

Around 1 in 6 people at any given time have a mental health condition in the UK, the equivalent of around six million people. If applied in London this would equate to almost 1.5 million people suffering from some form of mental health condition at any given time. Research suggests that 1 in every 200 mental health conditions are classified as clinically severe, including conditions such as bi-polar disorder or schizophrenia. However, most cases are not as severe, with common conditions including depression, anxiety or a combination of the two.

Increasingly, evidence suggests that people claiming benefits and those who are out of work are more likely to suffer from mental ill-health. Recent research exploring the prevalence of mental health conditions among people claiming benefits estimates that almost 1 in 4 Jobseeker's Allowance (JSA) claimants and 2 in 5 Employment and Support Allowance or Incapacity Benefit (ESA/IB) claimants suffer from mental ill-health. We also know that extended periods of worklessness and their associated consequences on household income, poverty and welfare dependency may result in further deterioration of mental health. It is estimated that there are over 26,000 benefit claimants living in Central London who are not working and have a common mental health condition.

This project will support those with common mental health issues such as anxiety, depression, generalised anxiety disorder (GAD), obsessive compulsive disorder (OCD), panic disorder, post traumatic stress disorder (PTSD), and social anxiety disorder. The project is not intended to support those with severe and enduring mental health conditions, for whom more intensive and appropriate support is available through Work Choice, local authority provision and other ESIF programmes.

There are 11 projects being delivered in the London area through Building Better Opportunities in tranche two:

Project 9 - Employment support for people with common mental health conditions (IPS) - North & East

Project 10 - Employment support for people with common mental health conditions (IPS) - Central

Project 11 - Employment support for people with common mental health conditions (IPS) - West

Project 12 - Employment support for people with common mental health conditions (psycho-education) - West

Project 13 - Employment support for people with common mental health conditions (IPS) - South

Project 14 - Employment support for refugees - North & East

Project 15 - Employment support for refugees - Central

Project 16 - Employment support for refugees - West

Project 17 - Employment support for refugees - South

Project 18 - Employment support for people with complex needs - North, East & West

Project 19 - Employment support for people with complex needs - Central & South

There are eight projects being delivered in the London area through Building Better Opportunities in tranche one:

Project 1 - Long term unemployed and economically inactive BAME women - Central

Project 2 - Long term unemployed and economically inactive BAME women - North & East

Project 3 - Long term unemployed and economically inactive BAME women - South

Project 4 - Long term unemployed and economically inactive BAME women - West

Project 5 - Intermediate labour market disability & health - South & Central

Project 6 - Intermediate labour market disability & health - North, East & West

Project 7 - Carers - North, East & West

Project 8 - Carers - South & Central

Applicants should ensure they are fully aware of the other projects we will be funding in the London area (even if they only plan to submit an application for this project).

Further information about the additional barriers faced by people with common mental health conditions, and more supporting information that should be considered when completing the application, can be found on the LEP website, which can be accessed via the link published on the Big Lottery Fund website

<https://www.biglotteryfund.org.uk/global-content/programmes/england/building-better-opportunities/london>

Assessment will include consideration of how well applications address the additional information published on the LEP website and in this document.

### Project aim

This project is focused on delivering integrated employment and mental health support, utilising a slight variant of the 'high fidelity' standard Individual Placement and Support (IPS) model, alongside psychological support for unemployed and inactive adults (25 years and above) who have a common mental health condition.<sup>1</sup>

The evidence base on what works for this cohort is mixed. The IPS model in the US and its variants in the UK have been relatively successful and are supported by empirical evidence. However, this is largely for more complex and enduring diagnoses. In addition, whilst UK practitioners have focussed efforts on learning the lessons from some of the US research, the approaches have not always been rigorous or systematic.

By adapting the IPS model and testing its efficacy, including the impact of its alignment with other psychological interventions, this project should provide more targeted and effective employment support that is integrated with psychological provision. The aim is to deliver a double return: improving employment outcomes and mental health and wellbeing simultaneously.

### Project description

The specific activities to be delivered through this project should be determined by applicants and clearly articulated in their stage one application form.

Applications should explain how they will deliver a variant on the highly successful Individual

<sup>1</sup> For more information about the IPS model, please see this website: <http://www.centreformentalhealth.org.uk/individual-placement-and-support>

Placement and Support (IPS) model designed in the United States. We expect the project to include the following key elements:

1. **Revised IPS delivery model.** The project will use a new approach to supporting people with common mental health conditions by adapting a fidelity tested model in the US for use with this group. It is therefore important that applicants set out how they see this model working.
2. **Explicit model of in-work support.** In-work support services are still relatively underdeveloped. Applicants should provide detail on how this part of the model will operate as part of the intensive IPS approach.
3. **Supporting GP referrals.** Applicants are asked to provide an operating model that provides support to GPs to refer into the service.
4. **Co-location within primary care.** This project should provide a service that is 'embedded' alongside the existing support participants receive from statutory services. This means it should if possible be 'co-located' with these services. Applicants should think about suitable settings and delivery locations. Suitable settings will be agreed with Clinical Commissioning Groups (CCGs) and Local Authorities (LAs).
5. **Administering eligibility.** Applicants should explain the process they will use to confirm the eligibility of people referred to the project, including what support they will provide for those deemed ineligible and how they will refer these people on to other provision.

### **Detailed project description**

IPS has in the past primarily supported people with severe and enduring mental health conditions. Given the target cohort for this pilot is people with common mental health conditions the IPS fidelity model will need to be slightly adapted. These changes mean that eligibility will be restricted and that support will be time-limited. These changes result in an adapted IPS model for the purposes of this project:

- I. Primary goal is to achieve competitive paid employment
- II. Restricted eligibility (as per project participants section, below) i.e. people with common mental health conditions
- III. Job search begins within 4 weeks of starting the programme and is rapid and intensive
- IV. Job search is consistent with individual preferences
- V. Co-location of employment support and clinical services
- VI. Information on benefits and additional support provided
- VII. Employment support is limited to a maximum of 9 months (with an additional 6 months of in-work support)
- VIII. Support for employers should include job brokerage activities and additional in-work support should be aligned to the individual support provided through IPS.

The effectiveness of IPS is directly linked to how well the IPS fidelity scale is followed. Applicants should outline any ways in which this project would deviate from the IPS fidelity model, as outlined in the IPS fidelity scale, in order to adapt the model for participants with Common Mental Health conditions. Applicants should explain what IPS and supported employment services they have delivered in the past (including job entry rates), including the results of any IPS Independent Fidelity Reviews that have been undertaken.

It is assumed that access to clinical support will be available at an appropriate time alongside IPS. Where access to some provision is restricted or not fully available when needed, the provider should put in place arrangements for spot-purchasing additional National Institute for Health and Care Excellence (NICE)-recommended clinical support such as Cognitive Behavioural Therapy (CBT) or other talking therapies. However, this should only make up a small part of your planned budget

and these costs will be capped at the agreed level. Note clinical services can **only** be paid for when the local Improving Access to Psychological Therapies (IAPT) team does not have capacity to provide them at an appropriate time and therefore provision purchased using ESF would be additional support - evidence should be retained to demonstrate this.

As improvements in mental health and wellbeing for participants, as well as employment outcomes, are an important aim of the project, your application should explain how you plan to track this.

### Referrals to the project

This project has the following suggested referral mechanisms:

- GPs and GP surgeries
- Jobcentre Plus via Work Coaches
- Local Authority Support Services
- IAPT and other health services
- Voluntary Sector Organisations working with the participant group

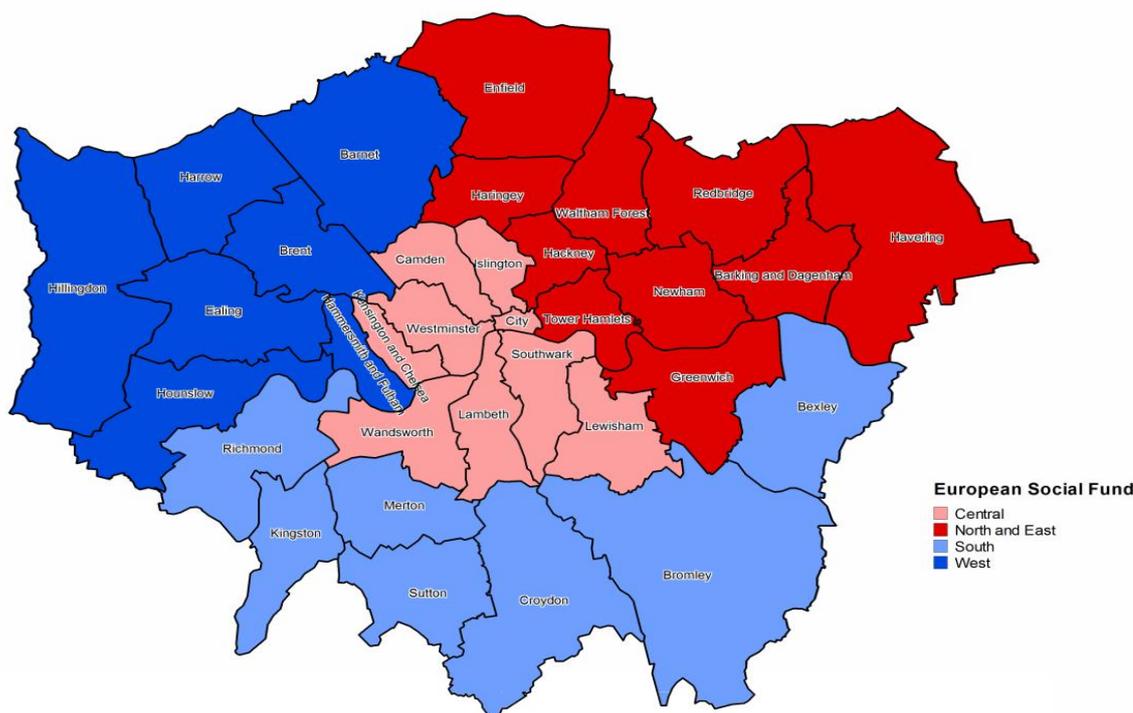
However, it will be the duty of the project to ensure enough participants are recruited.

### Fit with local services

This project has been designed to complement mainstream and local services. Specifically, it fits with the evolution of IAPT services across the area. The intention is to co-locate the IPS service in a primary care setting, to enable better collaboration with existing services and greater convenience for participants. The details of location, as well as how the project will work with other partners including Jobcentre Plus, GPs and Local Authority service delivery teams, will be explored with shortlisted organisations and agreed during part of the second stage of the grant-making process.

### Project location

The project should be focused on specified areas of the Central London area of the London LEP. Specifically this provision will be targeted in the London Boroughs of Lambeth, Lewisham and Southwark.



## Project participants

All participants must be unemployed or economically inactive as defined in our programme guide and aged 25 or over. The project will have a specific focus on:

residents of the London Boroughs of **Lambeth, Lewisham and Southwark** who have

*either:*

- (a) a clinically diagnosed common mental health condition or
- (b) a self-declared common mental health condition;

AND are **NOT** currently participating on existing mainstream services such as the Work Programme, or local initiatives offering intensive employment support which may duplicate this provision.

Common mental health conditions are defined by the NHS as Anxiety, Depression, Generalised Anxiety Disorder (GAD), Obsessive Compulsive Disorder (OCD), Panic Disorder, Post Traumatic Stress Disorder (PTSD), and Social Anxiety Disorder.

In the case of a self-declaration, the service provider should outline how they will apply relevant assessment tools, for example GAD7 and PHQ9 (see the Additional Information available on the LEP website), to ensure the project works with people with moderate to severe common mental health conditions. The project should not support those who do not have a clinical referral and have a mild condition as defined by the GAD7 and PHQ9 assessment tools (that is, a score of less than six). If you would like to use different assessment tools, you should explain why in your application.

Those who are not eligible for support in this programme must be referred onto other suitable support (including ESF support).

For those who are not scheduled to join the Work Programme, support could be provided for up to nine months. Where an individual is scheduled to be referred onto the Work Programme within three months of their referral to this project, consideration may be given by Jobcentre Plus to deferring entry to the Work Programme, ensuring that providers have a minimum of six months to work with participants. Once participants move into employment, in-work support for a period of six months to support participants to stay in work must be offered and may include advice around benefits/ Tax Credits, liaising with the employer and signposting to other services including Access to Work. For this reason, engagement of new participants in the last year of the project will be limited and applicants should ensure they plan to engage the majority of participants before this.

## Project outputs and results

The project must deliver the following outputs and results within its lifetime:

- At least 940 people are engaged in activities to improve their work readiness, including at least:
  - 470 men;
  - 470 women;
  - 376 people who are unemployed;
  - 564 people who are economically inactive;
  - 329 people who are 50 or older;
  - 235 people with disabilities;
  - 376 people from ethnic minorities.

N.B. each person can be counted against more than one category.

The primary results that this programme will achieve will be entry into work and sustainment of work.

- At least 17 per cent of the people enrolled on the project move into education or training on leaving.

- At least 35 per cent of people move into employment, including self-employment, on leaving. Of these, 40 per cent must have been unemployed when joining the project and 60 per cent must have been economically inactive.
- At least 27 per cent of people who were economically inactive when joining the project move into job-search on leaving.
- At least 75 per cent of people entering work sustain employment for 26 out of 32 weeks after entering employment.
- In addition, you must ensure that anyone who needs access to childcare in order to participate in the project receives childcare support. This will be checked through a survey run by the Managing Authority.

These are the **minimum** targets we expect your project to deliver within its lifetime. Tell us if you will be able to support more people through the project, as this could have a bigger impact. Our assessment of your stage one application will take into account the different types of change that participants of the project will experience. If you are successful at stage one, we will ask you to develop a set of project outcomes that you will deliver alongside the outputs outlined above.

All successful applicants will be required to participate in the London Employability Performance Rating, which uses management and performance information, supports participant choice and collects evidence of customer satisfaction, provides an evidence-based track record of delivery against grant, improves transparency of contract management and provides a framework for lead delivery partners to performance manage partners and subcontractors.

Further information about the London Employability Performance Rating can be found on the Greater London Authority's website: <http://data.london.gov.uk/london-employability-performance-rating>