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| **Listening, Coaching and Mentoring Total Funding per annum: £150 000**  **To lead and support the development of in-school listening, coaching and mentoring across Fife.** |
| The focus of this work is to ensure that suitable support is in place for young people at the additional level of need who would benefit from support in the form of listening, coaching and mentoring.  This initiative will build additional drop-in counsellor support, centred within Fife’s Secondary School Health Zones. Alongside this provision there will also be a requirement to deliver associated work to support universal, general good practice around Fife Young people.  The commissioned service will therefore be required to work to deliver the following outcomes:  **Additional Level:**   * To support the establishment and delivery of in-school low level anxiety management groups, working in partnership with school staff. * To provide opt in drop-in counselling sessions for Secondary school pupils within Health Zones   **Universal Level:**   * To support school practitioners’ practice in listening, coaching and mentoring. * To provide related awareness raising sessions and associated literature for parent groups across Fife on a rolling provision basis. |
| **How will this be delivered?**  Service will be delivered within each of Fife’s seven localities with provision centred within the School Health Zones, extending outwards into the wider locality via associated primary schools and into community venues during holiday periods. Service will be led by suitably qualified counsellor/s who will work in close collaboration with school staff, school nursing service and CAMHS professionals.  Counsellors will be required to provide support to school staff who are working to support young people’s emotional wellbeing. It is anticipated that this will include collaboration in delivering professional development sessions to school practitioners (e.g. alongside Health partners).  Counsellors will be required to work in partnership with practitioners within each locality to support improvements to systems and practices which contribute to the outcomes of this project. In addition there is an expectation that there will be synergies across into other commissioned service projects such as the provision of peer:peer support. We would therefore expect that wherever possible the commissioned services, in partnership with local authority leads, will look to connect and overlap provisions to ensure suitable, joined up services around young people.  We anticipate that the counsellors working within this service will undertake training in Essential CAMHS. This will be co-ordinated and funded by the Local Authority in partnership with Fife Health and Social Care partners.  .  **How will this be measured?**  Measures for this initiative will be devised in partnership with Fife Health and Social Care leads at the early stages of the work. There will be a requirement for the commissioned service to gather data in relation to impacts and to report regularly upon impacts upon the required outcomes. |
| **Standard requirements:**  Counselling organisations or individuals who apply for this brief must meet the following criteria:   * Counsellors must have an appropriate counselling qualification and be experienced in working with children and young people. * They must be recognised on an Accredited Voluntary Register and be working within an ethical framework such as the British Association for Counselling and Psychotherapy (BCAP), the Health and Care Professions Council for Counselling Psychologists, or the National Register of Psychotherapists and Counsellors UK. * They must have appropriate clinical supervision arrangements in place. * An identified model of counselling must be in place, demonstrating a knowledge of the evidence base for effective approaches to treatment. * Appropriate plans for the provision of Continuing Professional Development must be in place. * The counselling service is independent and separate from support provided by school staff, but at the same time must be integrated into existing school systems, to ensure a coherent pathway of support. * The counsellor must be or must become familiar with relevant legislation and procedures, including informed consent about information sharing, confidentiality and Child Protection.   In addition:  A member of school staff will be identified to support the day-to-day management of the commissioned counselling service, including compliance with wider school policies, and overseeing the work, including:   * Agreement of clear referral processes and prioritisation of referrals * Protocols in place for working with and referring on to other agencies * Information sharing between the counsellor and a young person’s key worker, including regular feedback on progress against the agreed aims, without any expectation of breaching confidentiality * Record-keeping responsibilities of the counsellor, in line with GDPR * Monitoring, evaluation and reporting procedure, in collaboration with Educational Psychology, including collation of data to be reported to the local authority for the purposes of reporting to the Scottish Government * In line with the Equality Act we require that this service ensures that it is accessible to all young people, including those with additional support needs. |
| **Service Bids**  Please note as well as outlining the details of their model, services will be required to stipulate the following information in their bids:   1. Their supervision model and its associated costs. 2. Qualifications of Service Deliverers. 3. Expectations of communications into the Wellbeing Pathway 4. Administration and management costs within each year.   The funding of the service will be subject to compliance with Fife Council's Monitoring and Evaluation Framework which requires that all funding awards are reviewed on an annual basis as part of the council's on-going commitment to ensure that organisations are meeting the terms of their Service Level Agreement. A Link officer will be appointed to work closely with the organisation if the organisation does not already have an appointed Link Officer and the Link Officer will be supported by the Health and Social Care Service’s Monitoring Officer. |

