

Report for: Children and Young People's Scrutiny Panel February 2024

Title: Social Care Annual Performance 2022-23

Report

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Ward(s) affected: N/A

1 Describe the issue under consideration.

1.1 This report provides an overview of safeguarding and looked after children activity and performance for 2022/2023.

2 Member Introduction

2.1 This report notes the progress and the consistent, effective performance with regards to safeguarding children and young people in Haringey for 2022/23.

2.2 The Committee is asked to note the commitment of Children's Services officers in achieving this level of performance and the measures taken to drive the improvements across the service.

2.3 The report identifies key developments, summarises performance activity levels and details several future priorities for vulnerable children.

3 Recommendations

3.1 Committee is asked to note the report and, in particular:

3.1.1 The service improvement and challenges contained within the report as well as the actions taken during 2022/23 in response to local demand and the financial pressures experienced by the service in relation to placements.

3.1.2 The areas identified as priorities for 2023/24 following analysis and review of the year's performance and the Ofsted findings as published in April 2023.

[London Borough of Haringey - Open - Find an Inspection Report - Ofsted](#)

4. Reasons for the report

4.1 The welfare of Haringey's vulnerable children is one of the Council's highest priorities.

4.2 The annual report is intended to inform Committee of the performance of Children Social Care Services in 2022/23. Committee should be aware of the progress made against managing the safeguarding demands. The report, in addition to other measures, enables Members to assure itself that the necessary arrangements are in place for the Council to effectively discharge its children social care obligations. In this regard, there is a distinct leadership role for the Leader, Lead Member for Children and Young People's Services, the Chief Executive and Director of Children Services; also, there is a wider corporate parenting role for all members of the Council.

5. Introduction and Background

5.1 This report provides an overview of performance for Children's Social Care Services for 2022/23. The report provides comparative data by benchmarking with our statistical neighbours and looks at our performance from 2020 to 2022 where this is appropriate. Haringey's statistical neighbours are a group of local authorities judged by the DfE to have the most similar demographic profile, these are:

- Croydon
- Enfield
- Greenwich
- Hackney
- Hammersmith and Fulham
- Islington
- Lambeth
- Lewisham
- Southwark
- Waltham Forest

5.2 Children's Social Care provides services and support for children and young people who are:

- in need
- at risk of harm and in need of protection
- children in our care who are looked after
- care leavers

5.3 These children and young people have needs which are assessed as being complex or acute and require the statutory involvement of the Local Authority within

the responsibilities set out in legislation, principally the Children Acts 1989 and 2004, and the Children and Families Act 2014 and various statutory guidance (including Working Together to Safeguard Children, 2018, updated December 2020).

5.4 The governance and scrutiny of the arrangements for safeguarding children take place through this Committee and the following multi agency forums:

5.4.1 Safeguarding Accountability Meetings chaired by the Leader of the Council, Lead Member for Children, Young People and Families, Director of Children and Young People Services. The meeting is held quarterly and allows senior members to hold senior officers to account, to scrutinise performance related to vulnerable children, to be appraised of any concerns about the safety and welfare of children and to strategically drive improvements.

5.4.2 Corporate Parenting Advisory Committee for Children Looked After and Care Leavers and attended by seven elected members and senior officers in the partnership. The Committee meets quarterly and scrutinises performance and strategic planning related to children in care and care leavers.

5.4.3 Haringey's Safeguarding Children's Partnership (HSCP) is overseen by an independent chair, the Partnership meets eight times a year, including the joint board meeting with the Adults Safeguarding Board . The Children and Social Work Act 2017 and Working Together to Safeguard Children 2018 has removed the requirement for Local Authorities to establish LSCBs and replaced this with new local multi-agency safeguarding arrangements. Under the new legislation, the three statutory safeguarding partners - Local Authority, Police and Clinical Commissioning Group - must make arrangements to work together, along with the relevant agencies to safeguard and promote the welfare of children in their area. Haringey's Executive Board meets 6 times a year monitoring and reviewing Haringey's statutory safeguarding arrangements.

5.4.4 The HSCP has sub-committees Quality Assurance, Training, Missing and Exploitation, Panel's, (MACE). The HSCP annual report evaluates the effectiveness of safeguarding and child protection in Haringey and has set the following priorities, to improve the collective effectiveness of agencies in:

- Addressing the impact of neglect on children
- Addressing the consequences / harm suffered as a result of domestic violence
- Parental mental health and substance abuse.
- Identification and the effectiveness of intervention for children who are vulnerable to exploitation.

6. National Context - National Statistical Reporting

6.1 All local authorities report to the Department of Education to inform the Child In Need Annual Census and the 903 Children in Care Return. The results of which are published every October on the DfE website. The CIN census covers early intervention, contacts and referrals to social care and the reasons, Child and Family assessments and identified factors, the nature and volume of child protection activity, the numbers of children subject to child protection conferences. The 903 covers children entering care and the reasons, the types of placements used, the legal status of children, how many children have left care and for what reasons (including adoption) and details about care leavers and their accommodation, employment and training outcomes and how the local authority is keeping in touch with them.

6.2 In addition, more detailed returns are submitted to the North Central London Regional Adoption board on children with an adoption plan, the timeliness of matching and placing with an adopter and the recruitment of adopters.

6.3 An annual social worker workforce survey is also submitted to the DfE about the workforce profile, recruitment, retention, and sickness rates for social workers and also caseload numbers.

6.4 The Local Authority Interactive Tool (CHAT) hosted by the DfE collates a range of data across a number of returns and can be filtered to compare and benchmark performance across a range of children's indicators.

7. Future Challenges and Operational Priorities

7.1 The future challenges and priorities can be summarised as follows (this is not an exhaustive list and the history of this type of work is that new priorities will emerge).

- Continuing to meet the increasing demands for children's social care services and responding to factors arising from National and International challenges.
- Maintaining operational effectiveness of the service in the context of new emerging needs post Covid associated with mental health support needs, the acuity of Domestic Abuse risks and needs, Housing related risks and substance misuse.
- The costs associated with the placements for looked after children will continue to be a significant pressure for the Council. Additional corporate funding has already been given to the department, but as demand increases and the supply of placements comes under further pressure, the impact continues to be carefully monitored.
- The recruitment and retention of social workers will continue to be a key focus.
- A new social care IT system is being implemented following the successful procurement of the Liquidlogic system with work going on throughout 2023, this represents a change to the daily work of Social Workers and their record

keeping. This change has been delivered with relatively minimum disruption to the service in the build-up, because of the significant number of officers dedicated to working on the implementation. The new system is anticipated to deliver better, more consistent information to allow for more informed decision making and the benefits and impact of this new system will be fully reported in the 2023- 2024 Annual Report.

- Opening a new Residential Home designed to bring and keep children who need to be looked after in Haringey.
- Haringey Children's Academy providing learning and development opportunities for the children's workforce and supported by professors and academics, remains a central part of Children's retention and skills progression strategy.

7.2 Local Background and Context

7.2.1 The department continues to support high levels of need and complexity in families for the following reasons:

- Children living in (relative) low-income families show a decrease of 19% in the last 2 years, from 13,849 in 2019/20 to 11,341 in 2021/22, however this is the 8th highest proportion of children in poverty in London (at 19.0%). Haringey had 1,023 Hospital admissions for alcohol related conditions (2021/22, 10th highest in London, worse than the previous position of 17th in London last year).
- 2% of Haringey's 16-64-years-olds claim Employment Support Allowance for mental health and behavioural disorders, which is the 5th highest rate of all London boroughs and above the London average – however, this is largely due to the number of claimants overall. Of all ESA claimants in Haringey, 50.9% are for mental health and behavioural disorders the same as the London average (August 2022).
- Haringey has the 8th highest rate of domestic abuse with violence out of all London boroughs and is above the London average (two year rolling average from Apr-21 to Mar-23).
- Haringey has the third-highest rate of households in temporary accommodation in London and the population outnumbers the availability of housing by approximately 12,000 (average per Quarter 2021/22).

7.2.2 Alongside these challenges, Haringey has many positives for children growing up in the area. It is a place that has a rich history, strong and vibrant communities, great transport links and excellent facilities with a range of cultural events. Key strengths include:

- 93% of schools are judged as 'good' or 'outstanding' by Ofsted.
- 92% of Early Years settings are judged as 'good' or 'outstanding' by Ofsted.

- Diverse communities where more than 180 languages are spoken.
- Over a quarter of the borough is green space – with 25 Green Flag Parks and 120 venues where cultural activities take place.
- Residents report that they have good friendships and associations in their local area and good relations between different ethnic and religious communities.

7.3 Our children and young people population

7.3.1 In Haringey, there are 54,422 children aged 0-17 years, representing 21% of the overall population (Census 2021), largely in line with statistical neighbours and London where 21% and 22% of people are aged 0-17 respectively. Notably, the ward with the highest proportion of 0-17-year-olds is South Tottenham (29%), while the ward with the lowest is Stroud Green (15.4%). The number of under 18s is not expected to change significantly in future years and will remain most concentrated in the east of the borough.

7.3.2 Almost half of the pupils in Haringey schools do not have English as a first language (47.4%). After English, Turkish, Spanish, Polish, Bulgarian, and Somalian are the most commonly spoken languages (May 22 Census)

7.3.3 One of the most significant challenges is inequality in outcomes. Poverty is a crucial determinant of poor outcomes. Childhood deprivation is unequally distributed across the borough, mainly affecting the east. In 2021-22, nearly one in five Haringey children lived in poverty (19.9%) – a higher rate than in London (16.9%), meaning we are working with increasing levels of need in Haringey. Haringey's eastern wards also have more children living in poverty in workless households. Department for Work and Pensions (DWP) data shows the percentage of children in absolute poverty in workless households as 7.1% in West Green and 8.4% in White Hart Lane, while at the same time just 2.0% in Alexandra and Fortis Green.

7.4 Outcomes for children and young people

7.4.1 Haringey Looked After Children have above average educational outcomes. Looked After Children KS4 and those achieving 9-4 pass in English and Maths GCSEs are performing in the top quartile in England (2020-21).

7.4.2 Children with Special Educational Needs (SEN) have higher educational outcomes, with many featuring in the top quartile in England. Key Stage 4 achieving 9-4 in English and Maths for pupils with SEN Support is ranked 26th in England and KS4 SEN Pupils with EHCP going to, or remaining in, education & employment-training overall (including special schools) is ranked 19th in England (2020-21).

7.4.3 Percentage of babies with low birth weight in Haringey fell to 2.6% (2021), lower than both London (3.3%) and England (which fell to 2.8%).

7.4.4 Lower percentage of asthma-related hospital admissions among children under 19-years-old compared to the England average (NCL wide stat, 63.4 per 100,000 vs 73.1 per 100,000, 2020-21), a significant improvement upon last year's figure (121.8 per 100,000 and 158.4 per 100,000).

7.4.5 21.1% of all Reception year pupils and 36.9% of all Year 6 pupils were recorded as overweight or obese in 2021-22. This is an increase on the previous year, though remains below the London averages (21.9% for Reception and 40.5% for year 6).

8. OFSTED

8.1 Ofsted inspectors visited the borough in February 2023, when they assessed the care, help and protection given to children and young people and their collective experiences of this support. They also examined what was being done by leaders to improve services.

8.2 Ofsted awarded the council a 'Good' rating overall for its services to children and young people – a first in the borough's history. With the following judgments being published:

Judgement	Grade
The impact of leaders on social work practice with children and families	Good
The experiences and progress of children who need help and protection	Good
The experiences and progress of children in care	Requires improvement to be good
The experiences and progress of care leavers	Good
Overall effectiveness	Good

8.3 They found that since 2018 many services in Haringey have been "transformed," with most children now receiving "good support, when they need it, from the right people" including from social workers, personal advisers, early help workers and staff in schools.

8.4 Commenting on this improved grading for the borough, the Leader of Haringey Council, Cllr Peray Ahmet, and the LA's Chief Executive, Andy Donald, said in a joint statement:

- "We are really pleased that Ofsted have graded our Children's Services 'good'. This is a watershed moment for Haringey.
- "We have worked hard over many years to build a strong team and put children and young people at the heart of what we do.

- “This judgement is testament to the hard work and professionalism shown by our dedicated staff and the positive impact they have on the lives of children and young people. It is a turnaround that we are all rightly proud of and shows we are moving in the right direction.
- “We, along with our partners, will continue to set ourselves high standards moving forward and the journey towards excellence will continue. This is a platform on which we will build, not the final destination.
- “The report highlighted a need for us to have a stronger focus on children in care to ensure we can support them to achieve the best possible outcomes. We are fully committed to doing this and will be implementing a programme of further service improvements in order to achieve this.
- “We recognise this is a significant milestone, but we are not complacent, and work will go on at pace to ensure we provide excellent services to benefit our most vulnerable children and young people.”

8.5 The report also included 6 areas that could improve:

- The effectiveness of permanence planning for children in care, including the challenge brought by independent reviewing officers.
- The identification of and response to children in private fostering arrangements.
- The provision and quality of life-story work at key developmental stages in children’s lives.
- The quality of supervision in ensuring that plans for children make a positive impact.
- The understanding and knowledge of frontline workers about adoption.

8.6 The report concluded the following paragraph:

“Haringey’s diverse population is reflected in the workforce and senior leadership team. This is important to frontline staff and one of the attractions of working for this local authority. Staff and leaders are acutely aware of the enduring public perception of Haringey children’s services. At all levels, staff are proud of working for Haringey. A culture of appreciation, kindness and support is firmly embedded. Staff said their leaders care about them, listen to them and take action to address the things that need to change. In turn, staff are loyal and they care about their leaders. Staff who leave often return to Haringey. They talk about the feeling of ‘family’. This sense of emotional safety is vitally important, enabling workers to practise with the confidence and persistence needed to effect change for children and young people who are living in very challenging circumstances.”

9. Safeguarding and looked after children’s trends

9.1 This section of the report sets out the data we monitor every month to assess our performance in supporting children in need, those who are on a child protection plan and those who are in our care. The data supports us in tracking our improvement and identifying our challenges for action and this is shown for the past three years.

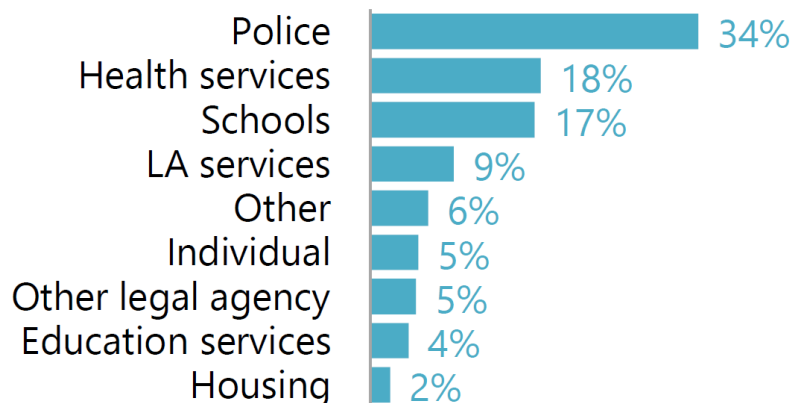
9.1.1 The Multi Agency Safeguarding Hub (MASH), which receives contacts and referrals, is our local single point of contact for anyone who is worried about a child. The service continues to effectively collaborate with key partners and has sustained the practice and performance that Ofsted noted:

“Services for children who need help and protection in Haringey are strong. Thresholds for intervention are understood across the partnership and by practitioners in the multi-agency safeguarding hub (MASH). Children and families get the right level of help and protection at the right time, making a positive difference to their day-to-day lives and reducing the risk of harm.”

9.1.2 Contacts and referrals to children’s social care

9.1.2.1 The communication of concerns from partner agencies or the public to children’s social care is an important step in initiating a child protection response. Not all of these communications from partners and the public will meet the threshold for referral to assessment and result in a referral to social care, some will be passed to the Early Help service or signposted to universal services, others are simply one of our partner agencies ringing for some advice or support. These communications are categorised as contacts.

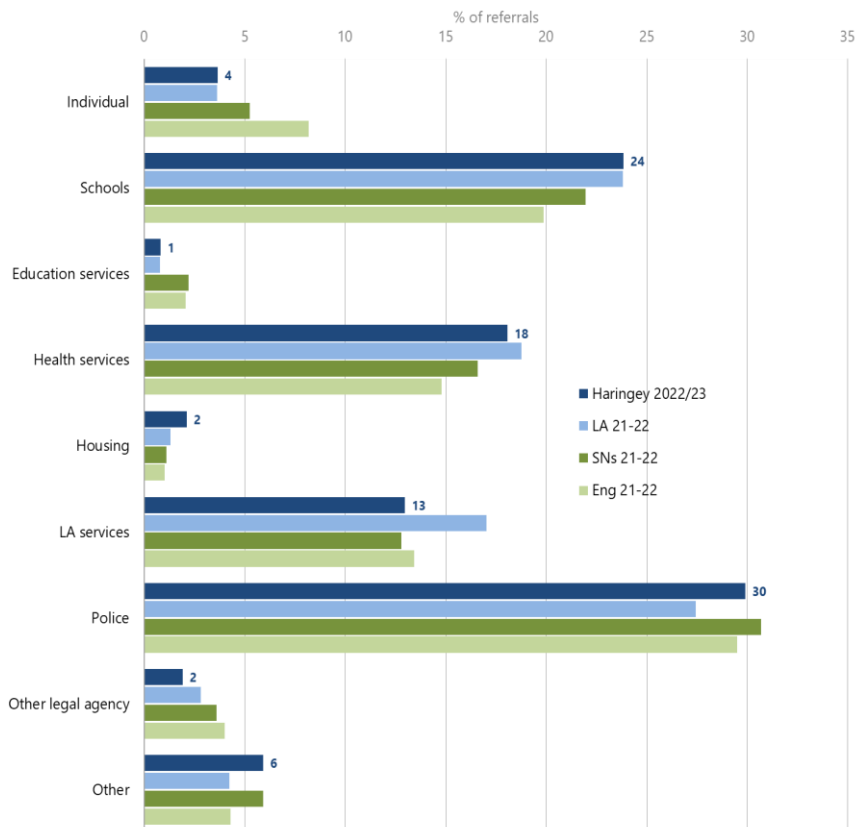
In the 12 months to March 2023 there were 12,960 contacts to MASH, the break down of sources set out below:



9.1.2.2 A referral is a contact that meets the threshold for services to be provided by children’s social care, in respect of a child who is not currently open to the service, which meets the agreed threshold. This means that social workers in the multi-agency assessment hub (MASH) share information and complete a risk analysis for the referral.

9.1.2.3 Referrals received (rate per 10,000 children) The number of referral received was the highest since 2018/19 and is line with our latest comparisons.

Year	Haringey Number	:	Haringey Rate	SN rate	Eng rate
2020-21	2851		480	499	494
2021-22	3379		568	580	538
2022-23	3,456		581		



9.1.2.4 The Police and Schools continue to be the largest source of referrals in common with our statistical neighbours and England .

9.2 Children with a Disability

9.2.1 The Disabled Children’s Team (DCT) continues to meet the complex and diverse nature of the range of needs experienced by children with disabilities.

9.2.2 Rigorous implementation of thresholds, effective practice and case management has reduced the number of children with a disability on child protection plans ensuring the right children are getting the right support. This in part has been achieved by embedding the partnership arrangements with the Special secondary schools in Haringey meeting fortnightly with the DCT Team managers to methodically review the welfare needs of children and intervene at the earliest opportunities to prevent needs escalating. In addition, the engagement of a dedicated Housing Safeguarding Officer has previously provided sustained support to families to

advocate for suitable housing for children with complex physical needs. This role continues to be an important role in the current Housing climate.

9.2.3 The team’s improving child focus and awareness of safeguarding is further evidenced by continuing fall in numbers of Children in Need with a disability.

9.2.4 Our regular monitoring of performance data shows improvement in timeliness for visits, supervision and management oversight and completion of assessments. At the end of March 2023, 95% (63% in 2020) of DCT cases had an up-to-date visit and 95% (82% in 2020) of cases had up to date supervision and 100% management direction. Although still on an improvement journey, this reflects significant advances now above the averages for CYPS of 91% supervisions and 83% visits.

9.2.5 The 2021 recommendations from the commissioned assurance review continue to be implemented, post Covid pressures with partner agencies has impacted aspects of the delivery of the integrated model, work with partners continues.

Year	No. of CIN Children with a disability	% of CIN Children with a disability
2019/20	300	6%
2020/21	221	5%
2021/22	183	4%
2022/23	113	4%

9.3 SEND Special Educational Needs & Disabilities

9.3.1 2022 saw both an increase the number of new EHCP plans issued and an improvement in their timelines.

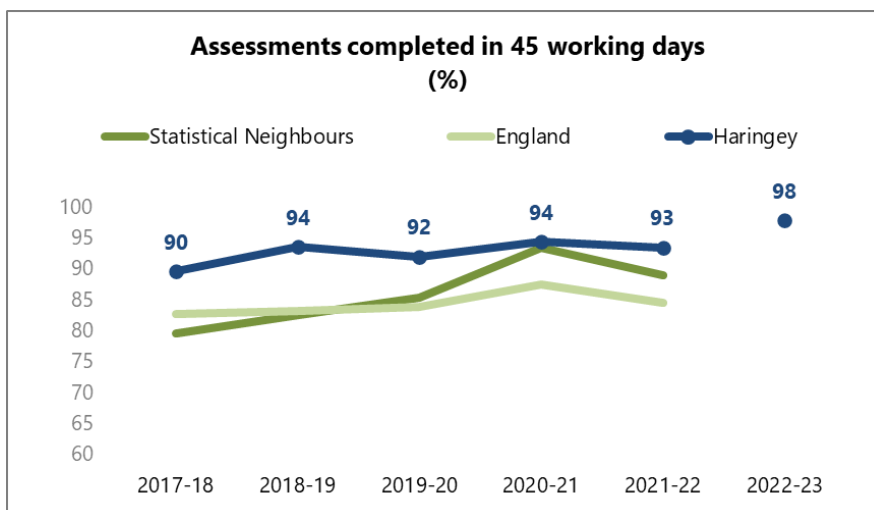
	2018	2019	2020	2021	2022
New EHC Plans Issued (Number)	240	345	309	260	410
Percentage in 20 weeks					
Haringey	25%	70%	67%	30%	44%
London	58%	64%		59%	
England	60%	60%	58%	58%	

Number of open EHCP at year end					
Haringey	1537	1820	1877	2164	2567

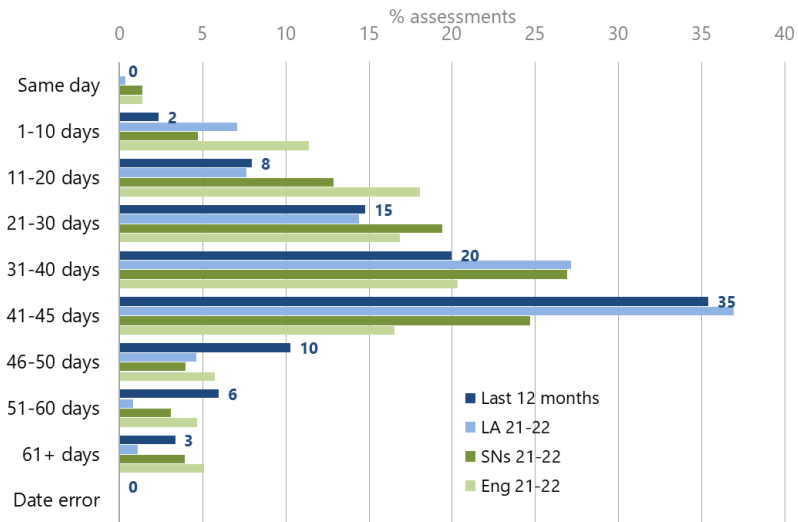
9.4 Assessments

9.4.1 A referral to social care will either result in a decision to complete an assessment of the child's needs (within 45 working days) or in addition if there is a concern that immediate protection may be needed as the child is suffering or likely to suffer significant harm, an immediate strategy discussion with police and other partners is held. At the strategy discussion it is decided whether to initiate enquires under section 47 of the Children Act 1989 which is an enquiry to decide what type of action is needed to safeguard a child and if necessary, hold an initial Child protection conference within 15 working days.

9.4.2 During 2022/23 there were 2,919 assessments completed at a rate of 527 per 10,000 children, up from a rate of 483 per 10,000 children in 2021/22. In each of the past 6 years over 90% have been completed in 45 working days as shown in the graph below. This represents continued good performance in the completion of assessments and compare well with the average for our statistical neighbours (89% in 2021/22) and England, 84%.



9.4.3



9.4.4 Factors found at the end of assessment

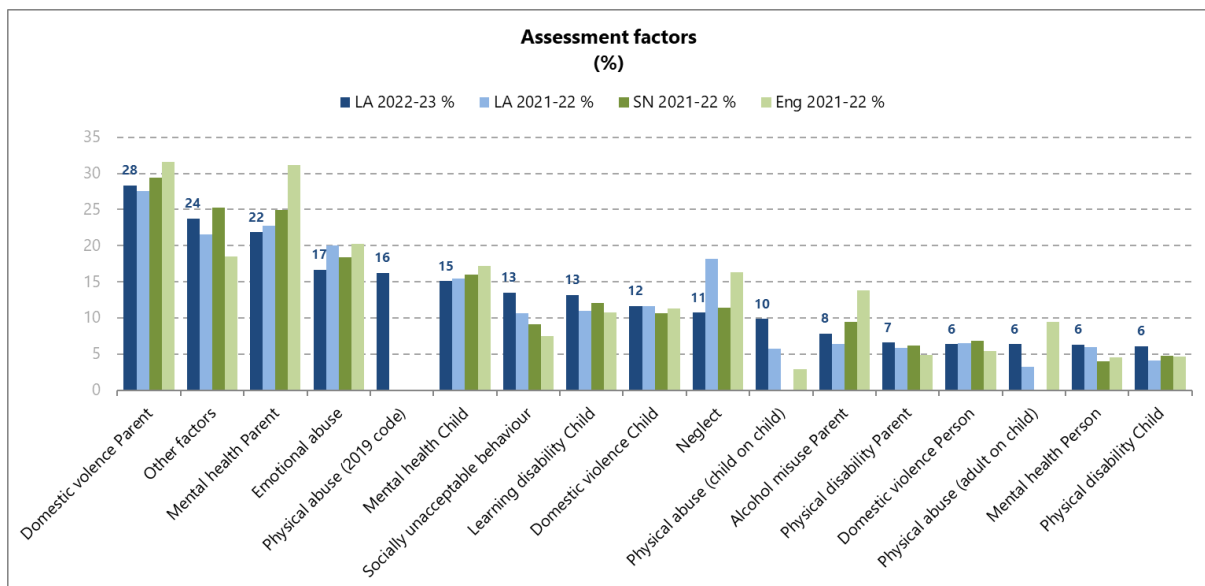
9.4.4.1 Parental Domestic Abuse continues to be the single most common factor found at the end of assessments.

9.4.4.2 Other areas seeing a year-on-year increase include:

- Learning disability.
- Parental Alcohol misuse
- Socially unacceptable behaviour

9.4.4.3 Area with fewer factors found include:

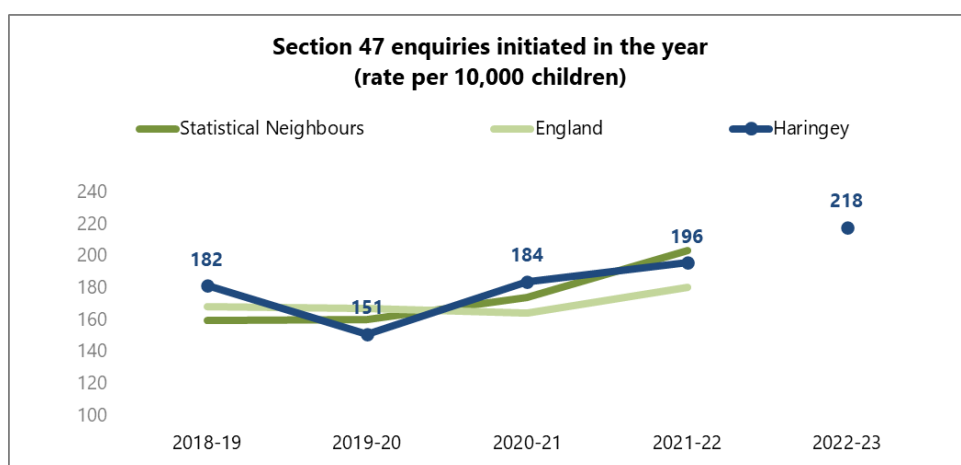
- Neglect
- Mental Health



9.5 Section 47 enquiries

9.5.1 As noted above, Section 47 enquiries are carried out when there is a referral in which a child or children are reported to be at immediate risk of harm. This always follows a multi-agency strategy discussion.

9.5.2 The rate of section 47 enquiries per 10,000 children aged 0-17 increased to a rate of 218 per 10,000 children from 151 in 2019/20 and our rate is just above the last published rate of 204 for comparator boroughs and the England average rate of 180.

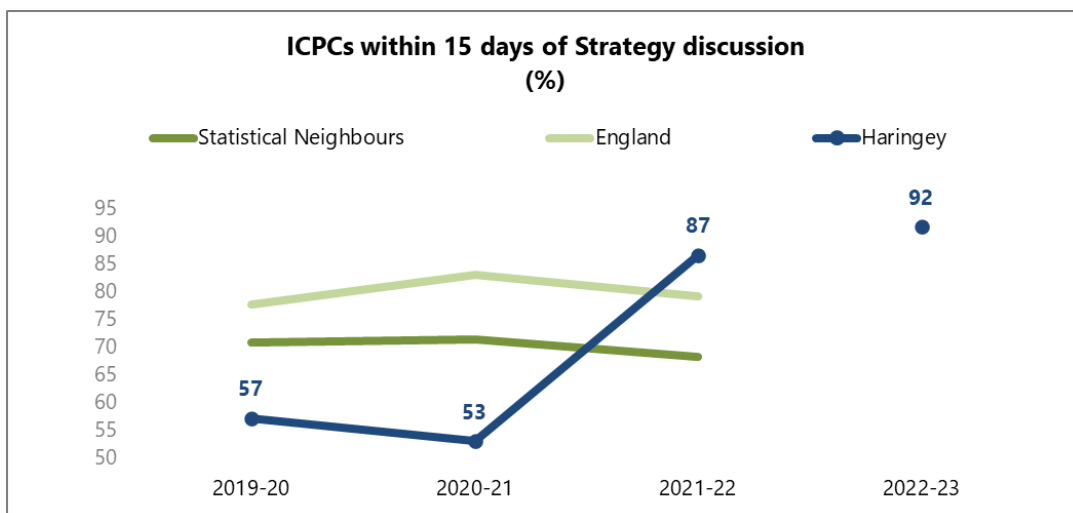


9.6 Initial Child protection conferences (ICPC)

9.6.1 Following section 47 enquiries, where needed, an initial child protection conference is held. Bringing together family members (and the child where appropriate) and all relevant information, it is the responsibility of the conference to make recommendations on how organisations will work together to safeguard the child including the option of placing the child on a child protection plan.

9.6.2 In 2022/23 a total of 253 ICPCs were held, an almost identical number to the previous year.

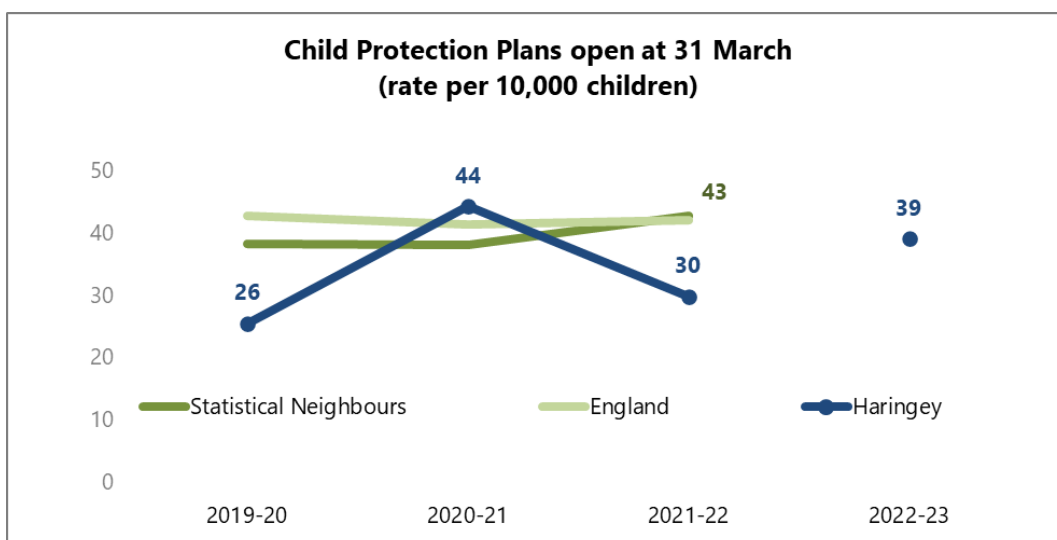
9.6.3 It is critical that initial child protection conferences are convened quickly, and this is an area where performance showed a decline up to December 2020. The graph below shows that since January 2021 a new system and tight monitoring has been in place effectively addressing this decline with a percentage of 92 on time in 2022/23 compared with 87% last year.



9.7 Child Protection Plans

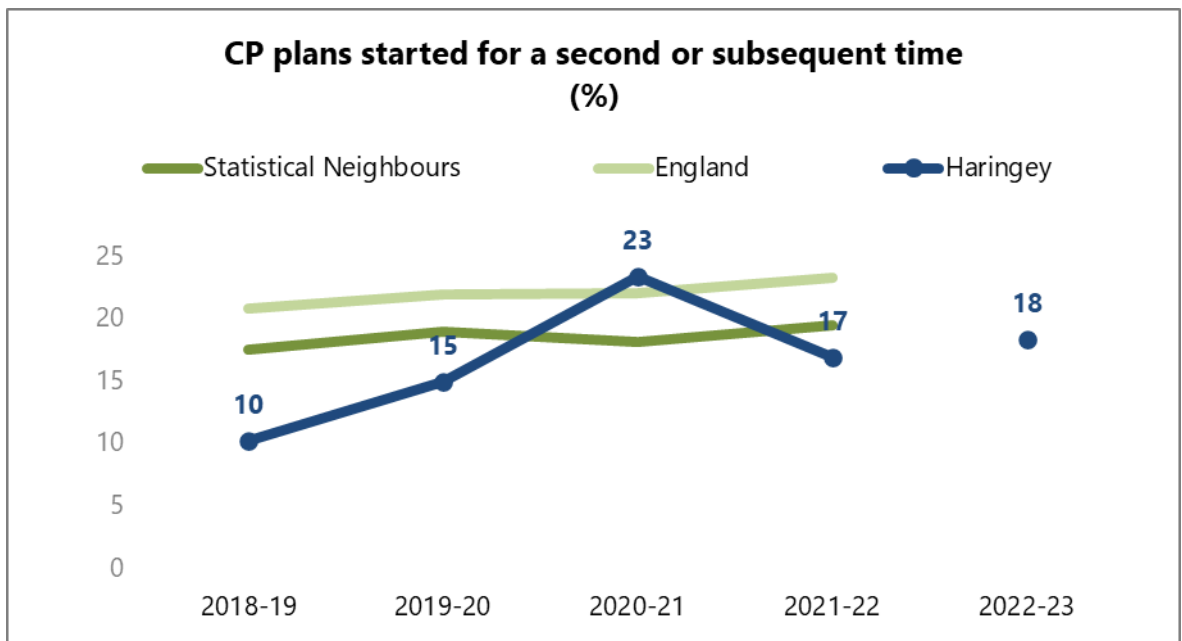
9.7.1 The aim of a child protection plan is to ensure the child is safe from harm and prevent further suffering and harm. The plan should promote the child’s health and development and support the family and wider family members to safeguard their child provided it is in the best interests of the child.

9.7.2 There were 233 children on a child protection plan at the end of March 2023 or a rate of 39 per 10,000.

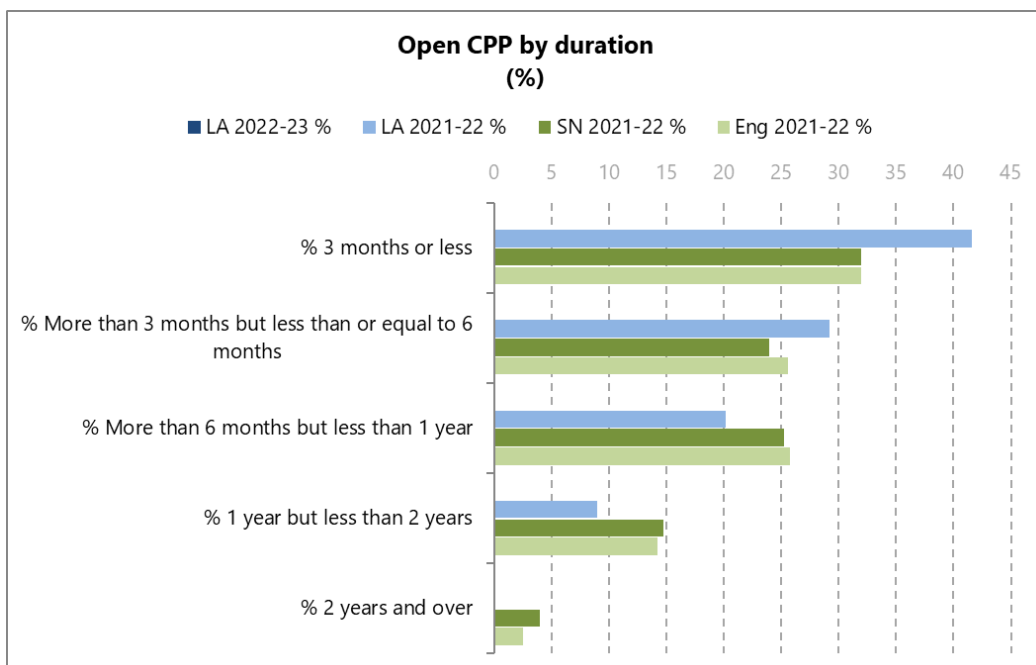


9.7.3 It is vital that the right children are being placed on plans for the correct amount of time. A simple measure of this is the is the rate of second and subsequent plans, too high and it could be the plans are ineffectual or aren’t lasting long enough, too

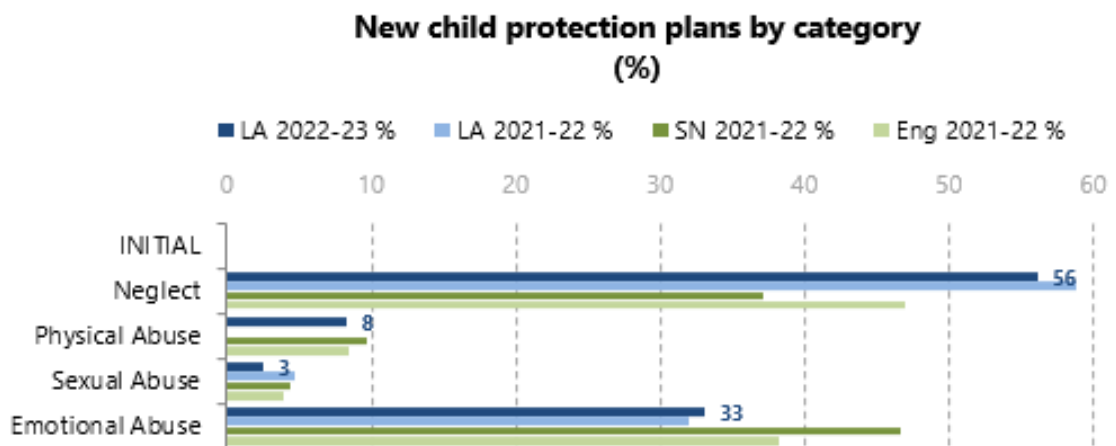
low and it could be that a degree of caution is evident. The described percentage rate, matches our statistical neighbours rate, (with a minor data variance of 18).



9.7.4 Most child protection plans cease within two years, at the end of March 2023 Haringey had no plans open for more than two years.



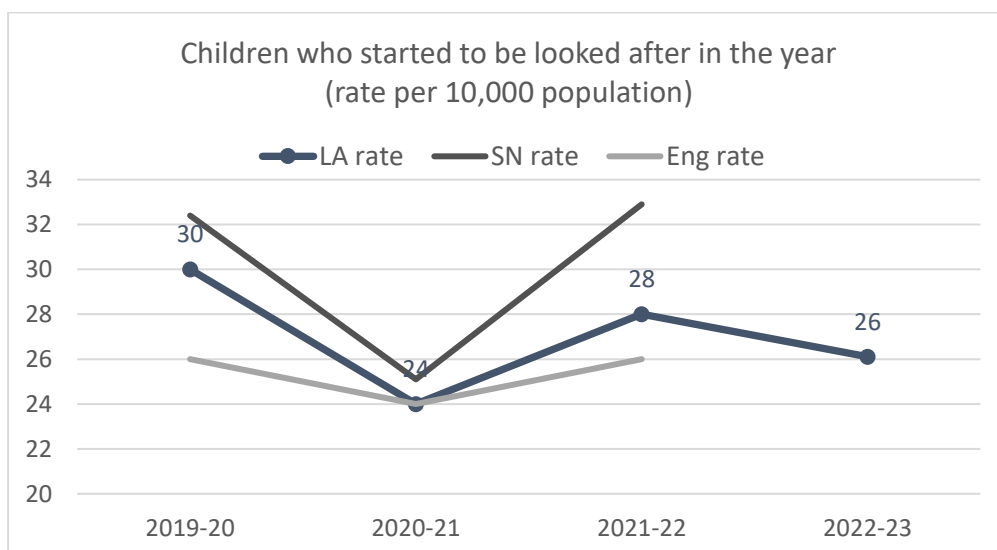
9.7.5 In common with other local authorities, the main initial reasons for children becoming subject to a child protection plan relate to emotional abuse and neglect as shown in the chart below and our rate is higher for neglect.



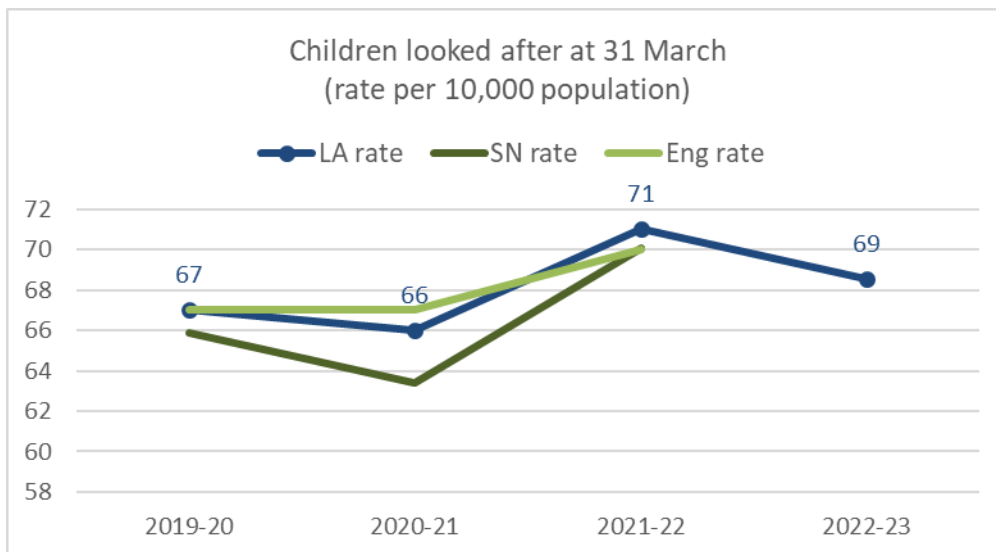
9.8 Children Looked After

9.8.1 A child who has been in the care of a local authority for more than 24 hours is known as a Child Looked After (CLA). CLA are also often referred to as children in care. Children in care in general are either living with foster parents, in a residential children's home or living in residential settings like schools or secure units. Children come into care for a variety of reasons, including because they are unaccompanied asylum-seeking children with no responsible adult to care for them or children's services may have intervened because it was believed that the child was at significant risk of harm. A child stops being looked after when they are adopted, return home, or turn 18. However local authorities are required to support most children who leave care at 18 until they are 25 years old.

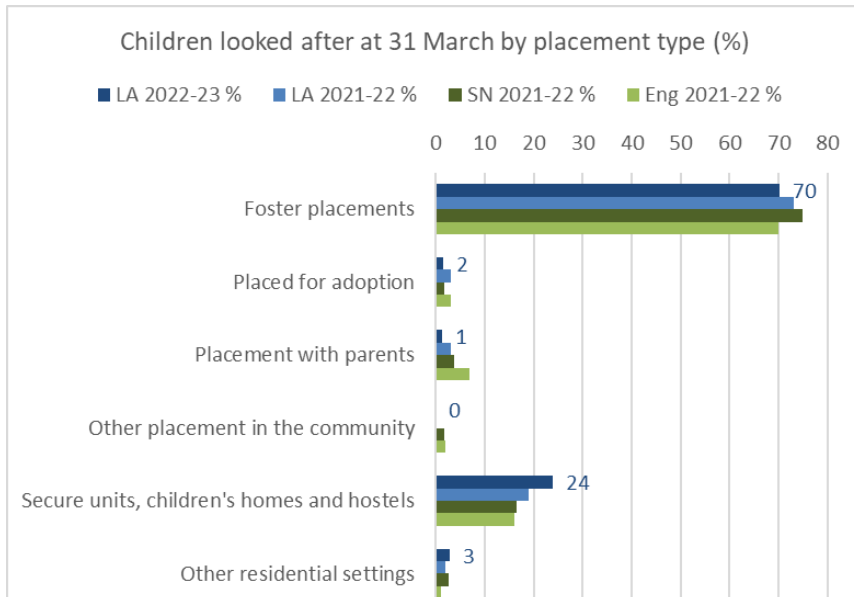
9.8.2 During the year the number of children starting to be looked after fell marginally and this is reflected in the small decrease in CLA as of the year end, but the rate remains close to the rate of all England and our Statistical neighbours, so is not a concern.



9.8.3



9.8.4 The chart below shows the children in care by placement type at the end of March 2022. Foster placements continue to be the largest proportion of placement types along with the proportion matching that of all England.



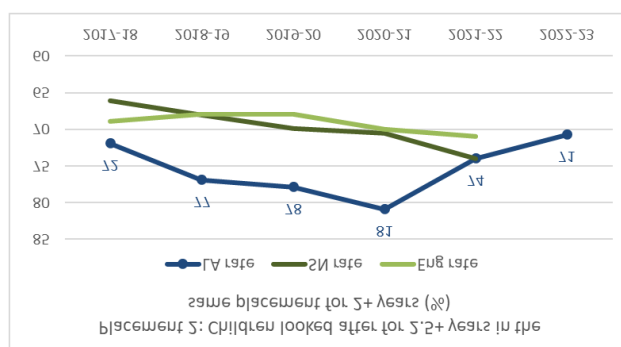
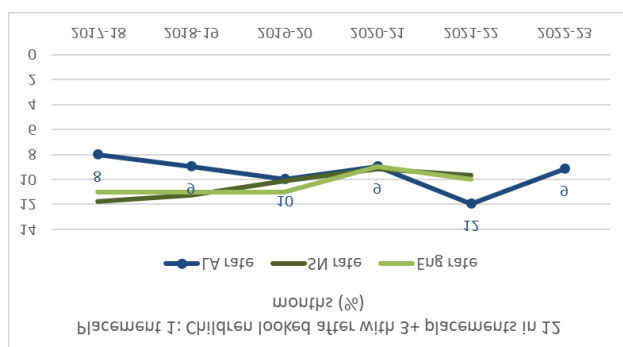
9.8.5 At the end of March 2023, 80% of children were in placements in or within 20 miles of Haringey. This is broadly in line with statistical neighbours. Local provision continues to be a challenge and we are working with our North Central London partners to develop this. When placing children out of borough along with other factors we consider the education and CAMHS provision young people will receive in their new placement and taking special note of pressures in receiving boroughs.

9.8.6 Placement stability is a key factor in children’s wellbeing. Having the chance to settle into a foster or residential placement over a period of time gives children a feeling of belonging, helping them feel secure in themselves and their identity. Stability will be achieved only by making sure that the child is in the right placement for them. There are two types of placement stability that we measure – short term stability which looks at the number of placements in the last 12 months and long-term stability which considers those children who have been looked after for more than 2.5 years and have been in the same placement for more than the past 2 years. It is a combination of these indicators that gives us confidence that our children in care are in a stable environment.

9.8.7 Our short-term stability performance shows that 9% of children in our care had three or more placements in the past 12 months. This is slightly lower than last year and in line with statistical neighbour data (9%) and the national average.

9.8.8 Our performance in relation to long term placement stability is continuing to be good with 71% of children who have been looked after for more than 2.5 years in the same placement for more than 2 years, as shown in the graph below.

9.8.9 This is slightly down but and now just below the last reported statistical neighbour performance but in line with the national figure.



9.8.10 The data for children who go missing from care shows a continued good picture. For our Sn 14% CLA go missing at some point in the year, in Haringey that was 10% in 2022/23. When children do go missing from placement there is a robust and effective response from children’s social care and the Police. The missing co-ordinator tracks, and risk assesses children who go missing to ensure appropriate safeguards are in place to prevent repeat occurrences and return home interviews are routinely conducted by specialist workers.

9.9 Unaccompanied Asylum-Seeking Children (UASC)

9.9.1 There are two means by which UASC come to Haringey. Firstly, as spontaneous arrivals, most frequently arriving at local police stations. The second means is through the National Transfer Scheme, which aims to equitably re-distribute UASC, especially those from Kent and Croydon.

9.9.2 At the end of March 2020 there were 48 unaccompanied asylum-seeking children (UASC) in care, this fell to a low of 24 in March 2021 and was 32 in March 2023, this represents around 8.6% of the children in care cohort up from 7% last year.

9.10 Adoption

9.10.1 There were 13 adoptions during 2021/22 up from 8 in 2022/23 representing 8% of children leaving care during the year.

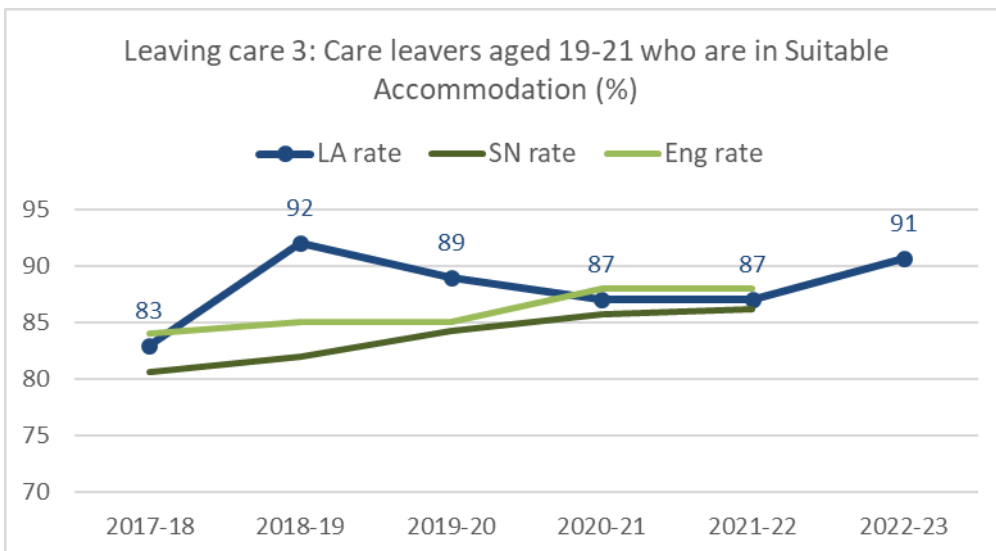
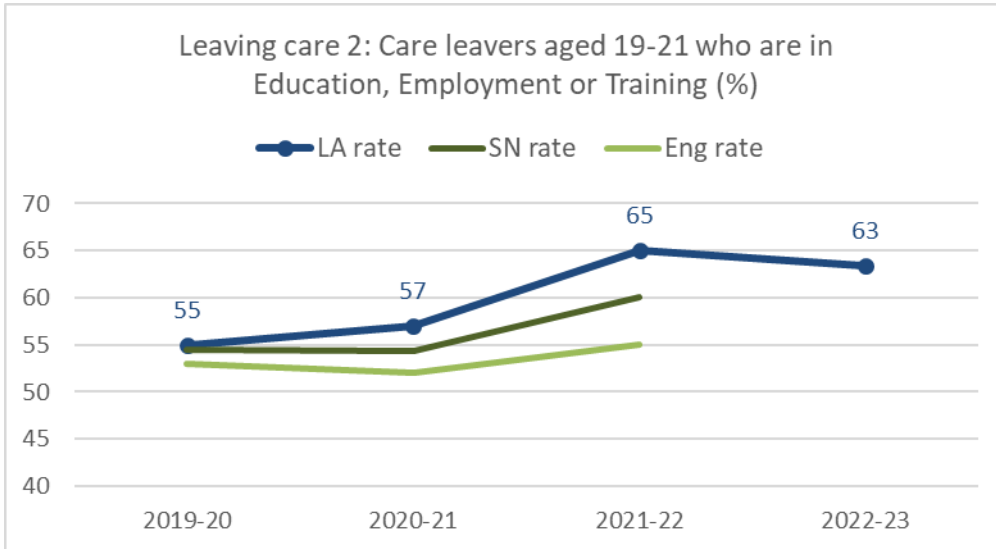
9.11 Leaving care

9.11.1 For young people qualifying for service as Care Leavers there is a requirement for Haringey to stay in touch with the young person, keep their Pathway Plans under review, continue the appointment of a Personal Adviser and provide financial assistance where the young person is employed or seeking employment/to enable the young person to pursue education or training. These duties continue until the former relevant child reaches 21 or, where the child's pathway plan sets out a programme of education or training which extends beyond their 21st birthday, they continue for so long as the child pursues that programme.

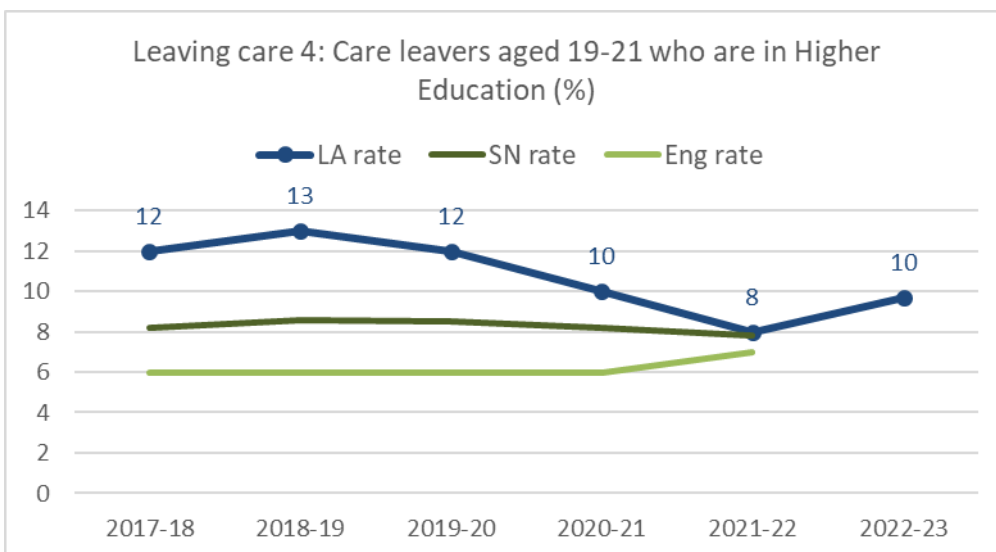
9.11.2 The service has been continuing to work with the new duty on local authorities to support all care leavers up to age 25 who can return to the local authority at any point after the age of 21 and request support.

9.11.3 At the end of March 2023 there were 521 care leavers receiving leaving care support. This has increased mainly due to the increase in the eligibility age.

9.11.4 Looking at care leavers in suitable accommodation and those in employment, education or training Haringey has a higher percentage than both our statistical neighbours and the England rate



9.11.5 10% of our care leavers aged 19-21 are in Higher Education



10. Workforce

10.1 The service has developed several initiatives with regards to recruitment and retention enabling the service to 'Grow our Own', and obtain a high performing culture and be an employer of choice within the external marketplace. Haringey has joined the London Pledge (the London collaborative focussed on recruitment and retention for London Social workers); extended opportunities with 3 universities for newly qualifying social workers to join Haringey under the Assessed and Supported Year Programme; Secured funding to engage social work assistants; developed a discreet to Haringey recruitment campaign; and renewed the collaboration with the NCL recruitment programme.

10.2 Haringey Council has made significant strides towards obtaining a higher percentage of permanent qualified social workers, there have been national challenges recruiting and retaining permanent social workers with a trend of qualifying social workers using their training in other non-practice related disciplines.

10.3 For 2022 (September) the agency rate was 26% which equated to 63 social workers, this was a slight increase from 2021 when the rate was 24%, a significant drop from 2020 at 32% due to the impact of the pandemic.

10.4 The 2022/ 23 data of our statistical neighbours was 24% and the reported England average was 17.18%. There has been a further increase in permanent social worker stability in the workforce. This achievement should not be understated given the national picture and the fact that this was the first month whereby the agency percentage fell to under 24% since 2018.

10.5 With regards recruitment achievements during this period (March 2022 – March 2023) the service had successfully recruited 16 newly qualified social workers through an international campaign, retaining 95% of the cohort largely due to the intensive induction programme. There also has been intensive training sessions and administration support provided to managers on how to effectively recruit and support social workers and other front-line officers.

10.6 The service has reached a greater level of recruitment stability, there has been a significant focus on retention initiatives, including a contractual relationship with Family Psychology mutual offering reflective clinical supervision, continued access to a specialist culturally appropriate therapist to reflect the needs of our black and global majority communities, building workforce resilience in working with disproportionality. Team Managers have been supported to conduct daily team check ins which take place virtually.

10.7 The Assistant Directors lead the weekly 'Ask the AD' sessions where key messages are communicated service wide, and the workforce can ask any questions or make service adjustment feedback.

10.8 The Director's Roadshows have also continued, and the Director meets with the Head of Service to hear and resolve organisational challenges.

10.9 The Health and Wellbeing of Children's Services workforce is of great importance and all managers have been trained on how to carry out relevant risk assessments, create awareness of providing details of the EAP and OH referral schemes and enabling their teams to adapt to the new hybrid ways of working. There also has been service specific health and wellbeing surveys leading to the implementation of key actions. The service ensures that exit interviews are carried out and feedback to the relevant management level and staying interviews also take place across the service. These platforms provide invaluable feedback on what is working well and where realistic improvements may be made.

10.10 The qualified social worker turnover in April 2022 was 22% and in March 2023 it was 16%. The London average qualified turnover as of September 2022 was 17%.

11. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

11.1 Finance

11.2 Procurement

Not applicable

11.3 Legal

Under the Children Act 1989, the Council is responsible for safeguarding and promoting the welfare of children in need in its area. The annual report serves to inform Committee of Children Social Care performance in 2020/21 in the discharge of the Council's children safeguarding obligations. The report is for noting and there are no legal implications arising from the recommendations.

11.4 Equality

This report is for Committee to note Haringey Council's progress and performance with regards to safeguarding vulnerable children. As such it creates no disadvantage or inequality and the activity described serves to reduce inequality for some of the councils most vulnerable children.

12 Use of Appendices

Appendix A – Statutory Guidance on the roles and responsibilities of the Director of Children’s Services and the Lead Member for Children’s Services

Appendix B – Working Together to Safeguard Children, 2028, updated December 2020 guidance