haringey strategic partnership

NOTICE OF MEETING

Haringey Children's Trust

Working together for the Children of Haringey

(Formerly the Children and Young People's Strategic Partnership Board)

TUESDAY, 14TH JULY, 2009 at 18:30 HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN, N22 8LE.

MEMBERS: See membership list set out below.

AGENDA

1. APOLOGIES

To received any apologies for absence.

2. URGENT BUSINESS

The Chair will consider the admission of any items of Urgent Business. (Late items of Urgent Business will be considered under the agenda item where they appear. New items of Urgent Business will be considered under Item 14 below).

3. DECLARATIONS OF INTEREST

Members of the Trust must declare any personal and/or prejudicial interests with respect to agenda items and must not participate in the consideration of those items.

4. MINUTES (PAGES 1 - 6)

To confirm the minutes of the meeting held on 14 May 2009 as a correct record.

5. ELECTION OF VICE-CHAIR FOR 2009/10

To elect a Vice-Chair for 2009/10.

6. ELECTION OF REPRESENTATIVE TO THE HARINGEY STRATEGIC PARTNERSHIP FOR 2009/10

To elect a representative to the Haringey Strategic Partnership for 2009/10.

7. CHILDREN'S WORKFORCE DEVELOPMENT COUNCIL: PROPOSALS FOR A WORKFORCE DEVELOPMENT STRATEGY FOR THE CHILDREN'S TRUST (PAGES 7 - 18)

A presentation will also be made.

8. EVALUATION OF THE CHILDREN AND YOUNG PEOPLE'S PLAN 2006-9 (PAGES 19 - 92)

9. UPDATE ON PROGRESS WITH THE NEW CHILDREN AND YOUNG PEOPLE'S PLAN 2009-20 (PAGES 93 - 132)

10. LESSONS FROM SERIOUS CASE REVIEWS

A presentation will be given by the Chair of the Local Safeguarding Children's Board.

11. JAR ACTION PLAN -PROGRESS REPORT (PAGES 133 - 148)

12. PERFORMANCE MONITORING (PAGES 149 - 166)

13. UPDATE FROM THE EXECUTIVE PERFORMANCE MANAGEMENT GROUP

A verbal update will be provided.

14. NEW ITEMS OF URGENT BUSINESS

To consider the admission of any new items of AOB admitted by the Chair under Item 2 above.

15. ANY OTHER BUSINESS

To raise any items of AOB.

16. DATES OF FUTURE MEETINGS

To note the following dates of future meetings:

- 5 October 2009
- 17 December 2009
- 9 February 2010
- 15 April 2010

Yuniea Semambo
Head of Local Democracy and Member Services
5th Floor
River Park House
225 High Road
Wood Green
London N22 8HQ

Xanthe Barker
Principal Committee Coordinator
Tel: 020-8489 2957
Fax: 020-8881 5218
Email: xanthe.barker@haringey.gov.uk

6 July 2009

SECTOR GROUP	AGENCY	NO. OF REPS	NAME OF REPRESENTATIVE
Local Authority	Haringey Council	7	**Councillor Lorna Reith**, Deputy Leader and Executive Member, Children and Young People **(Chair)** **Councillor Claire Kober**, Leader of the Council **Councillor Nilgun Canver**, Executive Member, Crime and Community Safety **Councillor Gail Engert,** Opposition Spokesperson for Children and Young People **Councillor Alan Stanton** **Dr Ita O'Donovan**, Chief Executive **Peter Lewis**, Director of the Children and Young People's Service
LSCB	Local Safeguarding Children Board (LSCB)	1	**Graham Badman,** Chair
Health	NHS Haringey	3	**Tracey Baldwin** **Sue Baker (Vice-Chair)** **Penny Thompson**
	GP	1	**Dr Mayur Gor**
	North Middlesex Hospital trust	1	**Claire Panniker**
	Mental Health Trust	1	**Jane Lithgow**
	Whittington Hospital Trust	1	**David Sloman**
	Great Ormond Street Hospital	2	**Jane Elias** **Non-Executive Director -TBC**
Community Repr	Community Link Forum	3	**Ify Adenuga** **Cenk Orhan** **Jim Shepley**

	HAVCO	1	**Melanie Danan**
	Learning and Skills Council (London North)	1	**Yolande Burgess**
	College of North East London	1	**Paul Head**
	Job Centre Plus	1	**TBC**
	Primary Schools	1	**TBC**
	Secondary Schools	1	**Tony Hartney**
	Sixth Form College	1	**June Jarrett**
	Special Schools	1	**Margaret Sumner**
Other Community Agencies and Groups	Haringey Probation Service	1	**Mary Pilgrim**
	Metropolitan Police	1	**David Grant**
	Youth Offending Service	1	**Jean Croot**
	Haringey Youth Council	2	**TBC**
Area Children's Partnerships Chairs	North Area Children's Partnership	3	**TBC**
	South Area Children's Partnership		**TBC**
	West Area Children's Partnership		**TBC**
	Total	**36**	

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Agenda Item 4

MINUTES OF THE HARINGEY CHILDREN'S TRUST
TEUSDAY 19 MAY 2009

Present: Councillor Lorna Reith (Chair), Sue Baker (Vice-Chair), , Barbara Breed, Yolande Burgess, Councillor Nilgun Canver, Pam Constantinides, Jean Croot, Councillor Dilek Dogus, Jan Doust, Jane Elias, Belinda Evans, Dave Grant, Jennifer James, Janette Karklins, Councillor Claire Kober, Peter Lewis, Jane Lithgow, Melian Mansfield, Dr Ita O'Donovan, Jane O'Neill, Cenk Orhan, Penny Thompson.

In Attendance: Xanthe Barker, Mary Connolly, Tim Dauncey, Denise Gandy, Helena Pugh, Kathryn Rhodes, Patricia Walker.

MINUTE NO.	SUBJECT/DECISION	ACTON BY
OBCB98.	**APOLOGIES** Apologies for absence were received from the following: Ify Adenuga Graham Badman Tracey Baldwin — represented by Penny Thompson Melanie Danan Councillor Gail Engert Tony Hartney Paul Head — Jane O'Neill substituted Clare Panniker Jim Shepley David Sloman	
OBCB99.	**URGENT BUSINESS** No items of Urgent Business were raised.	
OBCB100	**DECLARATIONS OF INTEREST** No declarations were made.	
OBCB101	**MINUTES** It was noted that at the previous meeting, information provided by NHS Haringey, with respect to the number of Chlamydia screenings carried out by Haringey Youth Service been incorrect. It had been stated that the Youth Service had failed to carry out any tests when in fact sixty-two had been undertaken. An apology was given for this error. **RESOLVED:**	All to note

	That the minutes of the meeting held on 7 April 2009 be confirmed as a correct record.	
OBCB102	**THE CHILDREN'S TRUST: REPORT FROM DEVELOPMENT SESSION** The Trust received a report setting out proposals for the implementation of Haringey's Children's Trust as a Theme Board to replace the Children and Young People's Strategic Partnership Board within the Haringey Strategic Partnership structure. The Chair noted that the developmental session, which had taken place to look at the formation of Trust in more detail, had been useful and thanked members of the Board for their attendance. A summary of the Government's response to Lord Laming's report had been published on 6 May that provided further clarity around the role and functions of Children's Trusts and an overview was provided of this. It was noted that in the light of this further discussion would be required to determine how the new functions would be implemented in Haringey. The three sub-groups reporting to the Children's Trust would be formed on a geographical basis and would be known as the North, West and South Children's Partnerships. These would be clerked by the Council's Members Service Team and would produce agendas and minutes that would form a clear audit trail. The Trust discussed the 'strap line' that would be used to express the Trusts' key intentions and there was agreement that the following wording should be adopted: <u>'Working together for the children of Haringey'</u> In response to a suggestion that the Youth Offending Partnership Group should report to the Children's Trust, as well as the Safer Communities Executive Board (SCEB), the Chair noted that although it was not explicitly set out in the report issues around youth offending would be picked up by the Children's Partnerships. In response to a request that Councillors and NHS Non-Executive Directors should be included within the induction and training programme the Trust was advised that provision was being made for this. There would be a focus on producing an induction programme for staff across statutory organisations working with children. With respect to the Membership of the Trust the Chair noted that Councillor Gail Engert had accepted a place on the Trust and would be attending the next meeting. Unfortunately this meeting had clashed with another meeting that Councillor Engert Chaired and therefore she had offered apologies. Representatives from NHS Haringey proposed that one of the two places that they currently held for Non-Executive Directors should be given to a Non-Executive Director of Great Ormond Street Hospital	All to note All to note Peter Lewis All to note Peter

	(GOSH). There was a general consensus that, subject to GOSH's agreement, this proposal should be excepted. In order to avoid confusion it was suggested that references within the Terms of Reference and Membership list to the 'Board' should be amended to refer to the 'Trust'. The Chair noted that having agreed the composition and membership of the Trust and its governance arrangements the next area of work would be to focus on how it should be developed. **RESOLVED:** i. That the strap line set out below be adopted: <u>'Working together for the children of Haringey'</u> ii. That one of the two places currently held by NHS Haringey for Non-Executive Directors should be given to a Non-Executive Director of Great Ormond Street Hospital (GOSH). iii. That the Children's Trust recommend to the Haringey Strategic Partnership that the Children's Trust should be formally established on the basis of the report and protocol attached.	Lewis/Tim Dauncey Tim Dauncey Peter Lewis/Tim Dauncey
OBCB10	**JOINT AREA REVIEW ACTION PLAN: PROGRESS REPORT** The Trust received a report setting out progress that been made in meeting the seven themes for improvement identified in the JAR Action Plan. It was noted that at present the overall RAG rating was not available for progress against the seven themes. Once the Performance Management Group had been established performance reports would be produced and submitted to the Trust after consideration by the Performance Management Group. The Chair noted that Ofsted had written to the Council advising that they would be looking at the Children's Service for one week from 1 June. An initial 'set up' meeting was being held to discuss this in more detail on 21 May and more information would be available following this. It was likely that Ofsted would be keen to assess how well statutory organisations were working together to improve children's services. To illustrate this a short narrative setting out the changes made to partnership working would be produced. In response to a query, as to how the risk of the partnership failing to deliver outcomes had been calculated, the Trust was advised that this was complex and related not only to the commitment of Trust members, but the ability and commitment of the organisations they represented to take forward actions.	All to note

RESOLVED:

That the report be noted.

OBCB104 CHILDREN AND YOUNG PEOPLE'S PLAN: UPDATE

The Trust received a report that provided an update on progress in relation to the development of the new Children and Young People's Plan (C&YPP).

It was noted that the new C&YPP was in its final stages of development and that work was underway to evaluate the existing C&YPP, which was due to conclude in September 2009.

A Working Group had been established, which was comprised of representatives from across the partnership, to assist in the development of the new plan, consultation and the Needs Assessment. The Board was asked to comment on the draft executive summary of the Needs Assessment appended to the report.

The Trust broke into three groups to consider the following issues:

- The Vision Statement for the C&YPP
- The Needs Assessment
- Workforce Development

It was noted that a summary of each group's discussion would be compiled and fed into the consultation process. Any further feedback on the Needs Assessment should be sent to Zakir Chaudhry whose contact details had been circulated.

All to note

RESOLVED:

i. That the report be noted.

ii. That the points raised during discussion should be noted and fed into the consultation process.

Patricia Walker

OBCB105 REPORT ON KEY STAGE TWO RESULTS

The Trust considered a report that provided an update in relation to the work being carried out to improve Key Stage Two results.

There was agreement that officers should meet with the Mental Health Service to discuss how funding available for improving mental health in schools could be used to help improve Key Stage Two results.

Janette Karklins / Jane Lithgow

Similarly there was agreement that there should be discussion with Great Ormond Street outside the meeting to look out how Speech and Language Therapy referrals may help to improve performance.

Janette Karklins / Jane Elias

	The need to work with parents and support families as a whole to maximise children's potential was also recognised by the Trust. **RESOLVED:** That the report on Key Stage 2 be noted.	
OBCB10	**ADDRESSING NATIONAL INDICATOR 113: PREVALENCE OF CHLAMYDIA** The Trust received a report that provided an update on progress made in implementing measures suggested by the Haringey Strategic Partnership Board to help the partnership achieve its target on reducing the prevalence of Chlamydia. **RESOLVED:** That the report be noted.	
OBCB10	**QUARTER FOUR PERFORMANCE MONITORING** The Trust received a report that provided information on performance during Quarter Four of 2008/09. It was noted that the Council had recently procured a new IT system to monitor and produce performance reports. Consequently the information submitted to the Trust was presented in a different format. It was organised under the five Every Child Matters outcomes and a separate section presenting the performance against cross cutting indicators. In response to a query, as to why information in relation to the increase in immunisations by a child's second birthday was not available, the Trust was advised that the delay for this was unknown. There was agreement that this should be looked at and that an update should be circulated when the information became available. **RESOLVED:** That the report be noted.	Patricia Walker
OBCB10	**FORUM UPDATES** This item was not taken as the Forums had not met since the previous meeting.	
OBCB10	**SUGGESTED AGENDA ITEMS FOR FUTURE MEETINGS** The Chair noted that the Children's Trust Performance Management Group would be constructing a strategic work plan and that this would be considered at the next meeting.	
OBCB11	**NEW ITEMS OF URGENT BUSINESS** No new items of Urgent Business were raised.	

OBCB11	**ANY OTHER BUSINESS** No items of AOB were raised.	
OBCB11	**DATES OF FUTURE MEETINGS** The following dates of future meetings were noted: • 14 July 2009 • 5 October 2009 • 17 December 2009 • 9 February 2010 • 15 April 2010	

The meeting closed at 8.23pm.

COUNCILLOR LORNA REITH

Chair

haringey strategic partnership

Meeting: **Children's Trust**

Date: **14 July 2009**

Report Title: **Children's Workforce Development Council: Proposals for a Workforce Development Strategy for the Children's Trust**

Report of: **Deputy Director Schools Standards and Inclusion**

Summary

Our staff are our most valuable resource and their training and development is crucial to the success of our services. The JAR Action Plan set out a number of common workforce matters which are being addressed and the new Children and Young People's Plan gives an opportunity to consider the needs of the staff employed across the Children's Trust through a shared Workforce Development Strategy.

The Children's Workforce Development Council has produced a range of helpful advice to aid workforce development across services for children and young people, including a toolkit which a representative of the CWDC will share with the Children's Trust at the meeting on 14 July.

Equalities Implications

The workforce development strategy sets the overall context for the training and development of staff and is integral to the new Children and Young People's Plan.

Recommendations

i. That the Children's Trust has an agreed Workforce Development Strategy and provide comment on the Draft Workforce Development Strategy at Appendix 1.

ii. That the Children's Trust considers whether to make a joint appointment for workforce development.

For more information contact:

Name: Janette Karklins
Title: Deputy Director School Standards and Inclusion
Tel: 020 8489 5048
Email address: janette.karklins@haringey.gov.uk

Background

The staff in all our services share a common desire to achieve the best possible outcomes for the children and young people in Haringey. Increasingly the staff are working together increasingly on the same site, sharing common values and committed to improving services for children and young people. The Children and Young People's Plan is the Children's Trust's plan for all children and young people in Haringey. It therefore seems a logical step to consider how the workforce as a whole can be developed. Workforce development is seen in the broadest sense from recruitment, retention and training/development.

The JAR Action Plan sets out a number of common workforce matters which are being addressed and the new Children and Young People's Plan gives us an opportunity to consider the needs of the staff employed across the Children's Trust through a shared Workforce Development Strategy.

Draft Workforce Development Strategy

A copy of a Draft Workforce development Strategy is attached at Appendix 1 for consideration and comment by the Children's Trust.

Proposal for a Joint Appointment

The JAR Action Plan has highlighted the need to implement a number of changes to the current arrangements for workforce development. The CWDC are proposing a range of development opportunities. All Children's Trusts have arrangements in place for workforce development and the proposal is to make an appointment for 2-3 days per week funding by Partners for a joint appointment for one year possibly a secondment to develop this area of work.

Conclusion

The Workforce Development Strategy will be amended following comment from the Children's Trust and presented in September as part of the suite of documents under the Children and Young People's Plan.

Use of Appendices

Appendix 1 Workforce Development Strategy (Draft)

APPENDIX 1

CHILDREN'S TRUST

CHILDREN'S WORKFORCE DEVELOPMENT STRATEGY

Draft for comment and discussion.
It is the intention that this strategy should form the basis of the Children's Trust Workforce Development Strategy.

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LOGOS TO BE ADDED

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FOREWORD

This Workforce Strategy supports the Children and Young People's Plan in helping to bring together our many services in the voluntary, public and private sectors to build new approaches to delivering children's services. It aims to secure a skilled workforce that will deliver quality integrated services to children, young people and their families. Our workforce will have a common vision, shared language and determination to deliver positive outcomes for children.

The Children and Young People's Plan sets out how we will work together to translate our aspirations into real improvements for children and young people. In recent months we have taken a critical look at the services provided and identified those that are of high quality and delivering good outcomes and those that need to be improved. It is the people who work with and for us that will ensure that all services in Haringey deliver excellent outcomes for children and young people.

To realise this aspiration of excellence we need a children's workforce that is well trained and improvement focused. We need to recruit workers who bring fresh thinking and ideas and retain skilled workers, particularly where there are staff shortages, undue use of agency staff and high staff turnover. We need to develop visionary leadership and leadership capacity.

We are confident that the joint objectives of the Children's Trust will deliver our aspirations for the children and young people of Haringey. We will measure our progress rigorously as we are determined to make a real difference to children's lives in this borough.

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INTRODUCTION

1. The Children's Workforce Strategy has been developed to support the Children and Young People's Plan and is endorsed by the Children's Trust. The Plan will be delivered through a series of implementation plans, including the 2009 Joint Area Review action plan.

2. This Strategy aims to ensure that we have a skilled workforce able to achieve excellent *Every Child Matters* outcomes for the children and young people of Haringey. The five outcomes are 'be healthy', 'stay safe', 'enjoy and achieve', 'make a positive contribution', and 'achieve economic well-being'.

3. It is also a response to the Government's Children's Workforce Strategy which articulates the aspiration that all those who work with and for children and young people will be:

    - Ambitious for every child and young person;
    - Excellent in their practice;
    - Committed to partnership and integrated working;
    - Respected and valued as professionals.

4. Our Strategy sets out the key priorities for a universal Children's Workforce so that it can deliver the Children and Young People's Plan as well as reflect the aspirations of the Government's Children's Workforce Strategy.

Defining the Children's Workforce

5. The sectors covered by the Strategy are those represented by the Children's Trust. They include :

    - Education
    - Health
    - Social, Family and Community Support
    - Youth
    - Justice and Crime Prevention
    - Sport and Culture
    - Early Years and Childcare
    - Managers and Leaders.

    We are basing our definition of the Children's Workforce on the diagram overleaf. This summarises the core and wider children's workforce by sector and comes from the Governments Children's Workforce Strategy.

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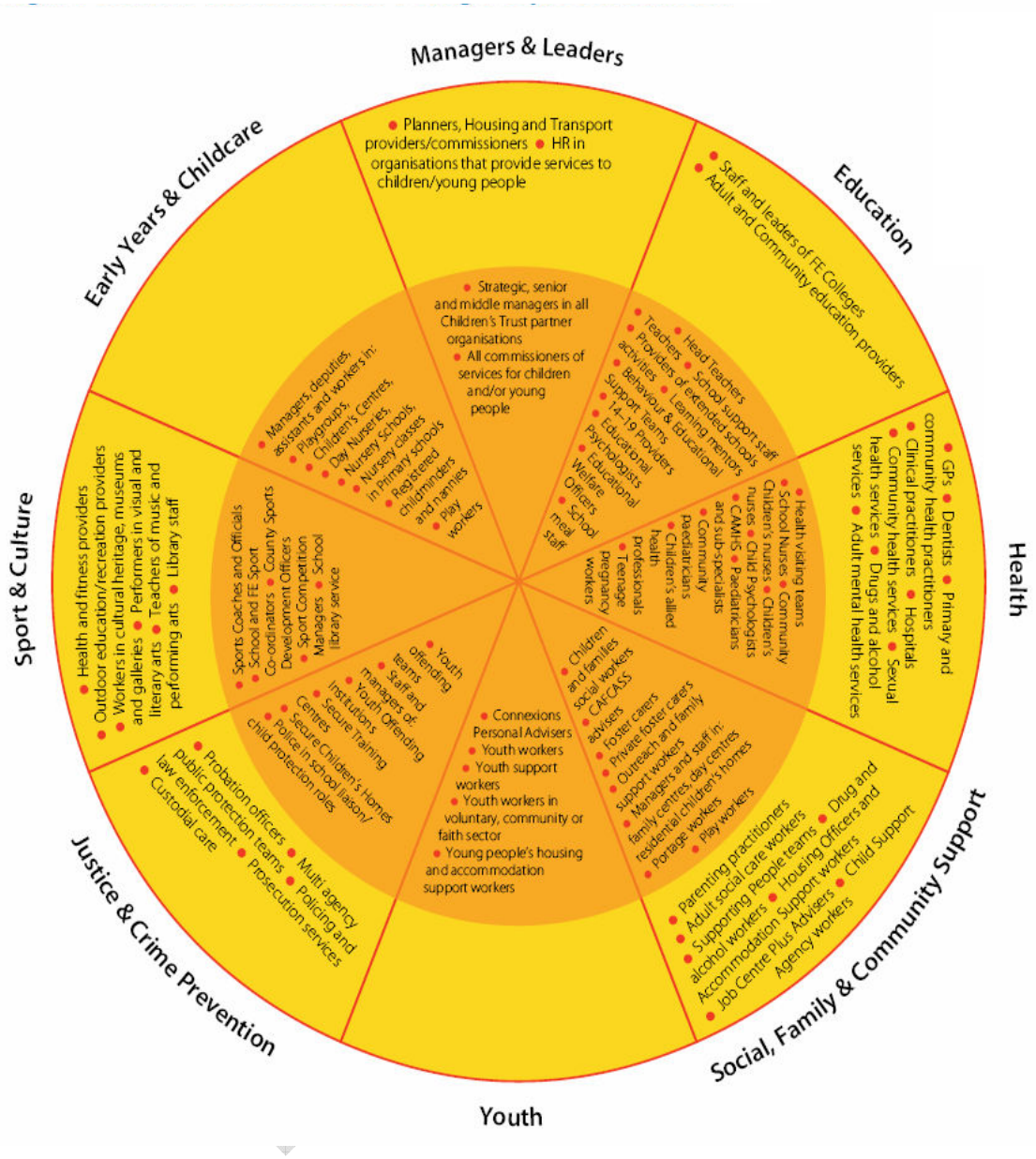
The Children and Young People's Workforce



Core Children's Workforce: People who work or volunteer with children, young people and their families, or are responsible for their outcomes all the time.

Wider Children's Workforce: People who work or volunteer with children, young people, and / or their families part of the time, or are responsible for their outcomes as part of their jobs.

Our vision for the Children's Workforce

6. We aspire to have an integrated children's workforce that has:

- A shared identity, purpose and vision
- Common values and language
- Behaviours focused on positive outcomes for children and young people
- Integrated working practices
- Is high quality and appropriately trained
- Has complementary roles focused around children and young people
- Has the capacity to keep children safe
- Is outcomes focused.

Our workforce strategy is designed to promote the workforce changes we need to achieve our vision for local children and young people. It underpins the strengths and on-going specialist professional development, promotes effective integrated and multi-disciplinary team working and supports the workforce in adapting to the changing culture in which they work.

Principles that underpin our vision for the workforce

7. We will :

- Ensure all children and young people are protected from harm and neglect.
- Ensure that we have a stable, well trained and skilled workforce.
- Induct all members of our workforce, developing a multi-agency offer.
- Develop multi-disciplinary and multi-agency working practices.
- Retain our workforce by providing professional development and career progression, including opportunities to work across the Trust and across sectors.
- Ensure our managers have the necessary leadership, management and supervision skills.
- Work in partnership to map, plan and meet future workforce needs.
- Wherever possible work in partnership with parents / carers.
- Reflect on and learn from our developing practice so becoming a 'Learning Trust'.

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STRATEGIC PRIORITIES

For all parts of the Children's Workforce we will improve:

Leadership and Management

8. We want to develop a more integrated approach to leadership across the partnership. To do this we will establish a Children's Trust Board that will develop a common vision, shared values and integrated processes.

Recruitment and retention

9. We want to recruit and retain excellent staff across the Children's Workforce. To do this we will develop a 'Haringey offer'.

Partnership with children, young people and parents, and with each other

10. We want to develop the skills and behaviours needed to work in partnership in order to secure better outcomes for children and young people. To do this we will consult with children, young people and their families. We will also use an integrated workforce self assessment tool to further plan and deliver integrated services and processes.

Qualifications, training and progression routes

11. We want these to be accessible, high quality and help people in the workforce to develop their skills and careers. To do this we will have a training needs' analysis and use this to shape our continuing professional development offer. We will map core competencies and integrate them into performance management and supervision. We will also develop a framework, based on the core competencies, showing progression routes for the children's workforce.

Support for vulnerable children

12. We want to ensure that people in the workforce have the skills and knowledge they need to support vulnerable children and offer early intervention. To do this we will develop multi-agency induction. We will ensure that the Common Assessment Framework is used effectively and the role of the Lead Professional is understood across all agencies.

Keeping children safe

13. We want to ensure that all members of the workforce are equipped to keep children safe and know what to do when they have concerns about a child. To do this we will develop multi-agency safeguarding training. We will also offer and advise on sector specific safeguarding training. We will gather data to ensure that all members of the workforce have completed safeguarding training at a relevant level .

We will also develop specific sectors of the Children's Workforce.

Early Years and childcare

14. We want to have high quality practitioners who are effective in delivering positive outcomes for children. To do this we will implement the findings of our Early Years' and Child Care Training Review. We will also continue to promote

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the use of the Graduate Leader Fund in order to ensure that all full day care settings are graduate led by 2015.

Youth

15. We want to have high quality practitioners who are effective in delivering positive outcomes for children. To do this we will develop a Continuing Professional Development Policy and offer that includes the implementation of the Youth Professional Status.

Schools

16. We want to have high quality practitioners who are effective in delivering positive outcomes for children. To do this we will develop a Continuing Professional Development Policy and offer that helps practitioners to meet the learning needs of all pupils.

17. We want all schools in Haringey to be well led. To do this we will continue to implement our succession planning strategy which offers targeted support for leaders at all levels. For example we sign-post accredited middle and senior leadership programmes; we run targeted programmes for Deputy Headteachers and Black and Minority Ethnic school leaders; we are further developing programmes for new and serving Headteachers; we offer a training and development programme for school governors.

18. We want to continue to attract high quality entrants, particularly in shortage subjects. To do this we will continue to run our NQT induction programme. We will also implement the Teacher Development Agency's 'Golden Hello' scheme.

19. We will work with schools to build on workforce remodelling. To do this we will support the work of the Local Social Partnership through a rolling programme of visits to schools. Through these visits we offer advice and as well as having an opportunity to monitor implementation.

Children's Social Care

20. We want to recruit and retain high quality practitioners. To do this we will run national and international recruitment campaigns and further develop trainee schemes.

21. We want to provide high quality and consistent practice. To do this we will ensure that all practitioners understand their roles, receive effective supervision and make use of opportunities for continuing professional development. We are also improving our policies and procedures to ensure that all children and young people are kept safe.

22. We want to make effective and systematic use of the information we hold about children. To do this we ensure that relevant staff receive training on how to use Contactpoint. We will monitor the effectiveness of the implementation of Contactpoint.

To be added text on: Health, Managers and Leaders, Social Family and Community Support, Sport and Culture, Justice and Crime Prevention

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DELIVERING THE STRATEGY

23. The Children's Trust Board sponsors the Children's Workforce Development Strategy. It has overall responsibility for evaluating the achievement and progress of the strategy.

24. The Children's Workforce Partnership Forum has strategic representation from all sectors of the children and young people's workforce, local community and voluntary groups and further education and higher education providers. This group champions children's workforce development by steering the delivery of the strategy.

25. We will conduct a data collection and needs assessment of the workforce across the Trust so that we know who is in the current workforce, the strengths they possess and the skills they need to develop. It will also enable us to take a strategic approach to filling 'gaps' in the workforce.

26. We will use the Children's Workforce Development Council's Toolkit to take a baseline measurement against which to build an integrated workforce.

27. These joint arrangements will enable us to agree clear targets and priorities for workforce development and to identify the actions and activities needed to deliver them. These will be captured in and evaluated through detailed action plans. All agencies will have robust performance management systems for monitoring their staff in order to provide quality services and ensure that this strategy's objectives and outcomes are delivered for children and young people.

CONCLUDING COMMENTS

28. Haringey's Children's Workforce Strategy recognises that to achieve excellent outcomes for all children and young people we need a committed and skilled workforce.

29. All our staff will share the Children's Trust vision, values and aspirations for the children and young people of Haringey.

30. Every member of our workforce needs to be well-trained, reflective and responsive to the needs of children and young people.

31. Whatever their setting or sector, members of the workforce will work in partnership with each other to deliver integrated services for children and young people.

32. The Children's Workforce in Haringey will keep all children and young people safe from harm.

33. This Children's Workforce Strategy will play a key role in developing a workforce that can deliver these aspirations.

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Cross Referencing the Children & Young People's Plan / Workforce Development / JAR Action Plan

CYPP	Workforce Development	JAR
	Leadership and Management	AFI 1.1,1.2,1.3 and 1.4
Achieve Economic well-being We will promote employment opportunities for young people.	Recruitment and Retention	AFI 6.1
Enjoy and Achieve Schools will continue joint working to improve prevention and early intervention. **Positive Contribution** We will incorporate young people's in service design and delivery. **Achieve Economic well-being** We will develop partnership with parents and carers in children's learning.	Working in partnership	AFI 3.4 and 7.3
	Qualifications, training and progression routes	AFI 6.3
Be Healthy We'll ensure accessible information and services are provided to help children and families improve their physical and mental health.	Support for vulnerable children	AFI 4.1, 4.2 and 4.3
Stay safe We will ensure that everyone understands how to keep children safe. We will ensure information is shared by all those involved in keeping children safe. We'll encourage agencies to work together effectively on both service delivery and early intervention.	Keeping children safe	AFI 1.1, 1.3, 2.1,2.2, 2.3, 2.4, 2.5, 2.6, 7.1 and 7.2

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Meeting: **Children's Trust**

Date: **14 July 2009**

Report Title: **Evaluation of Changing Lives – The Children and Young People's Plan 2006-09**

Report of: **Deputy Director School Standards and Inclusion**

Summary

This is the Evaluation 2008-9 of Changing Lives – Haringey's Children and Young People's Plan. The plan was originally intended to conclude in April 2009 but was extended until September 2009.

Equalities Implications

The information from the evaluation of Changing Lives has been used to inform the preparation of the new Children and Young People's Plan. The equalities implications of the evaluation are important as they enable the service to target support more effectively and to ensure that the needs of particular groups of young people are met and they can make good progress.

Recommendations

i. To note the Evaluation of Changing Lives.

ii. To note that hard copies will be made available in September and Partners are requested to make copies of the Evaluation available electronically in September through their websites.

For more information contact:

Name: Janette Karklins
Title: Deputy Director, School Standards and Inclusion
Tel: 020 8489 5048
Email address: janette.karklins@haringey.gov.uk

Background

The first Children and Young People's Plan 2006-09 – Changing Lives started in April 2006. Since then each year there has been an evaluation, a refresh of the needs assessment and a new programme for the forthcoming year. These documents have been available electronically and in hardcopy.

In March 2009, Changing Lives was due to conclude but the Children and Young People's Strategic Partnership agreed to extend it to September 2009.

The Evaluation 2009

The Evaluation 2009 is attached as Appendix 1 and represents the work of all of the Children's Trust partners.

The findings from the Evaluation are being used to inform the content of the new Children and Young People's Plan.

Conclusion

In September 2009 the Evaluation will be published as a hard copy and also as an electronic copy. A copy will be placed on the Haringey website and partners are requested to arrange for the Evaluation to be made available electronically through their websites.

Use of Appendices

Appendix 1 Evaluation of Changing Lives 2009 (Draft)

CHILDREN'S TRUST

The Haringey Children and Young People's Plan

Evaluation of Changing Lives 2009

Final Draft

LOGOS TO BE ADDED

Final Draft

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Introduction

This is the final year of Changing Lives- Haringey's Children and Young People's Plan 2006-9. The plan set the challenge for all services working with children and young people through an ambitious three year agenda to deliver a better future for children and young people in the borough. At the heart of the plan is a desire to remove the link between disadvantage and under-achievement and to deliver the best possible outcomes.

This evaluation reviews progress against each of the six outcome areas in the third year of the plan. Addressing the targets is dependent on a partnership approach working between statutory agencies, the voluntary and community sector and other partners as well as with parents/carers and the wider community. Many people have contributed to the review and a detailed consultation and needs assessment is taking place simultaneously, as part of the development of our strategic plan for our new Children and Young People's Plan 2009-20. An in-depth consultation with young people will be at the heart of the new plan. The intention is to have a long term strategy for the next ten years with three year implementation plans. We are also keen through the new strategy to look at ways in which we can provide ongoing evaluation and consideration of impact.

The Children and Young People's Strategic Partnership agreed to the extension of the existing plan until September 2009. This means that we have continued with the existing priorities and targets for a further six months. The evaluation of the priorities will then feed directly into the new Children and Young People's Implementation Plan. This also allows the Action Plan from the Joint Area Review for safeguarding to commence and that will form the core of the first three year implementation plan for Stay Safe.

Thank you to everyone who has supported the achievement of the priorities this year and over the past three years. A special thank you is also due to the children and young people who make our work both challenging and worthwhile.

Cllr Lorna Reith
Cabinet Member for Children & Young People
Chair – The Children's Trust

Peter Lewis
Director
The Children and Young People's Service

September 2009

OUR VISION

We want every child and young person in Haringey to be happy, healthy and safe with a bright future

We want all children and young people to:

Be Healthy
We want to enable children and young people to be physically, mentally, emotionally, and sexually healthy. We want them to live healthy lifestyles, enjoy sport and recreation and choose not to take illegal drugs. We also want to support parents[1] to promote healthy choices**.**

Stay Safe
We want children and young people to be safe from maltreatment, neglect, violence, sexual exploitation, accidental injury or death, bullying, discrimination, crime and anti-social behaviour in and out of school. We want them to have security, stability and be properly cared for. We also want parents to be able to provide safe and stable homes and take responsibility for their child's behaviour.

Enjoy and Achieve
We want all children to be ready for school and to attend and enjoy school with as many as possible achieving national standards at the end of their primary years and at the age of 16 and beyond. We want schools to enjoy the support and confidence of their local communities and we want to support the role that supplementary and community schools play in raising standards. We want parents to share in their child's learning and to be able to support them throughout their school years.

Make a Positive Contribution
We want children and young people to engage in decision-making and to support their community and environment. We want them to have a wide range of opportunities that enable them to enjoy living in such a richly diverse borough and to contribute to race equality and community cohesion.

Achieve Economic Well-being
We want young people to engage in further and higher education, employment or training when they leave school so that they can live in decent homes, contribute to sustainable communities, have access to transport and material goods and live in households free from low income. We want parents to be supported to be economically active.

Above all, we want all **vulnerable[2] children and young people** to get support to enjoy the same opportunities as any other child or young person. For that reason we have chosen to create a specific set of outcomes around these children and young people.

[1] Throughout this document the terms parent(s) is used to indicate all those in a parenting role.
[2] "Vulnerable" is used in *Changing Lives* to describe children & young people who face particular challenges as a result of their personal circumstances, for example, those who have disabilities or who are looked after by the local authority, care leavers, those at risk of significant harm, Travellers, asylum seekers and refugees, pupils newly arrived from overseas, those at risk of disaffection, young carers. pregnant school girls, teenage parents, young offenders, those at risk of offending and young victims of crime or discrimination.

SUMMARY OF CHANGING LIVES PRIORITIES

VULNERABLE CHILDREN

PRIORITY ONE
We will improve outcomes for vulnerable children and young people through implementing strategies that will ensure earlier intervention.

PRIORITY TWO
We will continue to improve life chances for children in care and care leavers.

PRIORITY THREE
We will improve outcomes for children and young people with disabilities.

BE HEALTHY

PRIORITY FOUR
We will reduce the number of still births and babies who die before their first birthday.

PRIORITY FIVE
We will promote healthier lifestyles to children, young people and parents.

PRIORITY SIX
We will prevent young people from developing mental health problems by strengthening their emotional wellbeing and self-esteem and improve services to those who have mental health needs.

PRIORITY SEVEN
We will work with young people to reduce teenage conception rates in Haringey as part of a broader aim to improve sexual health.

STAY SAFE

PRIORITY EIGHT
We will reduce the incidence of specific dangers affecting some or all children and young people in the community in partnership with parents and the wider community and through the implementation of the Pan-London child protection procedures.

PRIORITY NINE
We will renew our efforts to reduce bullying, discriminatory incidents and gang culture in line with what young people have told us is most important to them.

PRIORITY TEN
We will create more safe places for children to play and for young people to go to through working with partners from the Council, the police and the voluntary sector.

PRIORITY ELEVEN
We will reduce the numbers of children and young people who are involved in crime or become victims of crime.

ENJOY AND ACHIEVE

PRIORITY TWELVE
We will further improve the quality of early years education.
PRIORITY THIRTEEN
We will enable children and young people to enjoy wider opportunities through a broad curriculum and out-of-school learning activities.
PRIORITY FOURTEEN
We will improve attendance and raise standards of achievement for all children and young people reflected across all sections of our community.

MAKE A POSITIVE CONTRIBUTION

PRIORITY FIFTEEN
We will empower children and young people to have a more effective voice in decision making.
PRIORITY SIXTEEN
We will ensure that children and young people living in Haringey are given wider opportunities to broaden their experiences and equip them to live in a global society.
PRIORITY SEVENTEEN
We will work together to give a more positive profile to children and young people drawing attention to their positive contributions and celebrating their achievements.

ACHIEVE ECONOMIC WELLBEING

PRIORITY EIGHTEEN
We will improve access to services for young people and parents that support them to be more economically active.
PRIORITY NINETEEN
We will reduce the number of young people between the ages of 16 and 19 who are not in education, employment or training, especially those looked after by the local authority.
PRIORITY TWENTY
At age 19 we will improve the percentage of young people qualified to Level 2 and Level 3.

VULNERABLE CHILDREN AND YOUNG PEOPLE

Many children and young people in Haringey face particular challenges as a result of their personal circumstances. We want these children and young people to get support to enjoy the same opportunities as any other child or young person in the borough. For that reason we have chosen to create a specific set of outcomes around these children and young people.

WHAT WE SAID WE WOULD DO BY 2009

We will continue to work to improve outcomes for all vulnerable children and young people in the borough but we will focus on **three** key priorities:

PRIORITY 1 We will improve outcomes for vulnerable children and young people through implementing strategies that will ensure earlier intervention.

Three multi disciplinary teams (MDTs) have been established and co-located in Children's Network (CN) bases. Co-ordinators are in place and a programme of team meetings underway focusing on delivering an integrated 'team around the child' approach. Further work is identified to ensure that all professionals within each CN contribute fully, and structure interventions around the CAF, lead professional and team around the child approach. Some work is still taking place on resolving practical issues related to accommodation and working practice, but progress is being made to resolve issues and to consolidate and develop the approach.

We are participating in Phase 2 of the Local Authority Research Consortium (LARC)/NFER study. The Director and Head of Children's Networks are on the national steering group and terms of reference for the second stage of the research are currently being finalised. The main focus will be on the effectiveness of the CAF in supporting the delivery of integrated working.

The total number of fully functioning Children's Centre is now 18 and in January 2009 the Council agreed the location of two Phase 3 Children's Centres and the development of three link Centres for March 2010. The Children's Centres are an essential part of our universal services providing early intervention for babies and young children and their parents/carers and providing services for hard to reach families.

Addressing child poverty through the Child Poverty Strategy is a Council priority led by the Children and Young People's Service and draws together work across Council Services and the voluntary sector. The link between poverty and low attainment in schools is well researched and the socio-economic circumstances of families are confirmed nationally as correlating with later educational outcomes. Steps to address child poverty are vital if we are to break those links for vulnerable pupils.

Haringey is working closely with the Citizen's Advice Bureau to enable staff in children's Centres and in schools – as part of the extended schools agenda – to train staff to enable parents/carers to maximise benefit take up and develop a co-ordinated approach between the local authority and the voluntary sector.

The development of Contact Point was proceeding according to DCSF requirements. However Haringey's deployment has now been postponed until July 2009 as part of the national revision of the implementation plan.

A particular feature of the work of the multi-disciplinary teams has been the focus on ensuring that the needs of vulnerable children are being met. The vulnerable children conversation to audit the progress and support the needs of all vulnerable children, including

implications for workforce development, thereby enabling services to support children earlier has been developed. This is an opportunity to draw together all the information on vulnerable children in every school/setting to discuss and review provision with the headteacher. The data has been analysed and feedback at institutional, Children's Network and whole borough level. The response to the conversations from settings has been overwhelmingly positive. The plan is to have at least two vulnerable conversations each year with every school and setting. The further development of early intervention and targeted support is a theme in the JAR Action Plan 2009 to prevent children needing to access social care at a later stage.

The Children's Network Board (CNB) is developing outcome measures in each CN for vulnerable children and the monitoring of improvements. This is linked to the outcomes from the vulnerable children conversation. An initial report was made to the Children's Network Board in October 2008 and a further report in 2009. This will include proposed targets for each CN, and an implementation and workforce development plan for each locality.

We are committed to improving multi-agency strategic commissioning for children and young people to improve services and increase efficiency. A joint project manager is in post, a joint commissioning framework has been developed and work is underway to define budgets and work plans for the following priority areas: CAMHS; Substance Misuse, Children with Additional Needs, Teenage Pregnancy and Sexual Health and Early Years and Children's Centres.

The Common Assessment Framework and Lead Professional are all in place to provide support for vulnerable young people. The JAR inspection recognised the progress that has been made in getting the CAF in place and the next stage is to establish (as outlined in the JAR) the CAF as the basis within universal and targeted services for the identification and assessment of additional needs and decision making about appropriate intervention. The establishment of the role of the Lead Professional is likewise an action from the JAR.

The systems to make referrals for vulnerable children has been improved following the JAR inspection which found that new approaches were needed to secure the referral and assessment processes. This has included single data entry, better quality data at the point of referral, feedback to referrers and integration of the pathways between the CAF and children's social care. The CAF is being used as the common method of gathering information at the initial stage.

PRIORITY 2 We will continue to improve life chances for CIC and care leavers.

There is strong partnership across agencies to improve outcomes for children in care, through the focused support of the multi-agency team including social workers, CIC education team, specialist health and Children and Adolescent Mental Health Services (CAMHS) providing support.

Haringey staff and young people have taken part in discussions at a national and local level to inform others about what it is like to be a child in care. They attended the London Pledge event and the Parliamentary consultation session held in January 2009. During 2009 we have also begun a series of theatre based workshops with children in care of all ages which will culminate in a direct engagement consultation session with elected members and senior council officers.

There has been a 'big shift' and improvement in the confidence and engagement of both children and their foster carers, who feel more able to participate in discussions with officers. The ground work has been done but some momentum was lost during the JAR Inspection and this work is now part of our priority work throughout 2009.

Educational outcomes for children in care have improved. (See Enjoy and Achieve) 75% of Key Stage 4 (GCSE) CiC accepted the offer of tuition. There has been a steady improvement in the number of young people accepting additional support over the last four years and a reduction in the level of persuasion needed to encourage tuition to be accepted, as a direct consequence the results of the young people have improved. The offer of tuition has been extended this academic year to Key Stage 2 and 3 pupils. To date 65% of KS2 and 52% of KS3 students have accepted this intervention. Initial feedback from them has been positive.

The attendance of children in care at school was highlighted as a cause for concern in 2007- 8 as attendance levels were poor. A range of measures have been taken to improve. Close cross agency monitoring and tracking of school attendance takes place at a weekly 'Attendance and Attainment Forum. Issues of reduced attendance, poor punctuality and occasional exclusions are addressed at an early stage and questions asked. The actions to date have had limited and disappointing impact on improving attendance and the systems and procedures will be reviewed for 2009-10.

A Tottenham Hotspurs Football Club coach supports, through the To Care is To Do project, the weekly CIC study club. The support through the partnership with Tottenham Hotspurs Foundation (THF) has been excellent. This has brought a strong sport participation focus and he has also created a thriving interest in chess. THF are also working with the residential homes to create outreach activities to engage young people in sports. Specific cooking courses for carers, with sports activities for the children running in parallel are proving popular and are being extended to involve more carers.

All LAC cases are prioritised for allocation by Youth Offending Service (YOS). All young people coming to the attention of the YOS are checked against Framework-i. The start date of any care orders is inserted on the YOS database at this stage. There is effective liaison on individual cases between YOS and LAC workers which tend to be for the more complicated cases. A YOS Operational Manager has been identified with responsibility for linking with the Children and Young People's Service. YOS representatives attend the LAC education meetings so that the progress of the young person can be monitored. Two YOS practitioners have been identified as the link staff for LAC. An analysis of the breach of bail cases has been completed, to investigate whether there are any further measures which can be taken to ensure LAC young people attend YOS

appointments and so avoid breach action and to establish meetings with YOS and LAC data analysts.

Young people in care have attended and taken part in a wide range of enrichment activities such as west end theatre productions. In 2008-9 Year 11 were invited to the London Eye and Afternoon Tea at a 5*hotel overlooking the Houses of Parliament. They have also visited the National Theatre and signed up to the National Theatre programme for 15-19 year olds. A programme of theatre opportunities are planned for the Spring and Summer terms. Positive links have been established with a local independent school and a group of secondary students visited for an 'interactive chemistry presentation' in February, 2009. A group travelled to Paris on Eurostar for the day in the spring. The local cinema provided a private screening of a popular film for young children and this event is always well supported by carers, books of the film are provided and have been extremely well received.

Health outcomes for children in care: In 2007-08 93% of CIC for 12 months or more had an up to date health and dental check compared with 91% of our statistical neighbours and 87% of CIC in England. The CIC nurse visits children's homes to encourage routine health checks, to provide sexual health advice and to help with specialist services. Consultation between health services (CIC Health Team and CIC Mental Health Team) and the CIC team are good and forms a well-established part of the health support for young people. Encouraging young people who are sexually active to take up screening for Chlamydia and other sexually transmitted diseases has been part of the drive to improve the sexual health of young people.

A targeted fortnightly 4YP Nurse session has been established at the Leaving Care and Asylum Team Compton Road Site, providing advice and guidance on sexual health and the full range of contraception and referrals to other relevant services. The first monitoring data collected shows use by 16 clients including 11 young women. Targeted 4YP Youth Worker led group sessions have also been run on sex and relationships for Afghani, Albanian and Turkish Sorani male clients with interpreters and staff from Leaving Care and Asylum Service (LCAS) reaching 10 young men. Accredited SRE/Speakeasy training has also been achieved by 94 members of CYPS staff from CIC Teams, LCAS, Children's Homes to date and includes Tottenham Hotspur Community Coaches working with the targeted CIC 'To Care is To Do' Programme. Further Speakeasy training for foster carers takes place in July 2009.

Getting the views of CIC and then acting on them is well established practice and is fundamental to decision making that affects the young person. There is a well regarded mentoring project for CIC as well as training for care leavers in how to quality assure the services they receive. The Council has supported the Total Respect training and developed ways in which Elected Members can listen and respond to the views of CIC. Independent advocacy is also available through the National Children's Home.

PRIORITY 3 We will improve outcomes for children and young people with disabilities.

Haringey Council has a long commitment to inclusion. Our policy of co-locating specialist provision in mainstream schools is well established and has been used to develop inclusive practice. By 2010 we will have co-located all of our specialist provision within mainstream schools at The Broadwater Farm Inclusive Primary Learning Campus (Broadwater Farm Primary, William C Harvey Special School and Moselle Special School) and at The Woodside Inclusive Secondary Learning Campus (Woodside High School, William C Harvey Special School and Moselle Special School) with specialist provision in a dedicated unit for autism located in the new Heartlands High School and at Alexandra Park Secondary School. Just over 70% of children with statements attend mainstream schools, which is above the England, London and statistical neighbours' rate.

Parents/carers as partners are a particular feature of our support for children and young people with a disability. A range of opportunities are offered to parents to meet each other and representatives of voluntary and statutory organisations and services, and in this way to be involved in their child's assessment and planning service delivery. The Aiming High for Disabled Children has enabled the further engagement of parents/carers in helping to review and reshape policy.

Very good progress has been made on delivering the outcomes set out in Aiming High for Disabled Children. These include the establishment of key workers within the Early Support Programme, a rolling programme of training to support key workers and the team around the child approaches. A joint data set between Children and Young People's Service and the Child Specialist Health Services has been established which profiles planning for each young person from diagnosis to school age, including any assessments considered likely e.g. statutory assessments. Regular meetings are timetabled with Children Centres, special schools and Early Support professionals to share information on children likely to enter provision and to discuss progress of those attending centres and schools.

The 'critical friends' parent/carer group has been established to support and challenge the Early Support processes, and has been identified as an area of good practice by the Together For Disabled Children (TFDC) team, who are commissioned by the DCFS to monitor the implementation of the Short Breaks programme. A programme of consultation with parent/carers is underway which resulted in a de-stress event in January 2009. The three student Social Workers in the Children with Disabilities team are working on children and young people's participation with special schools. This includes curriculum initiatives, using a wide range of communication tools and planning an event to showcase their work. This work is building on the Powerful Voices conference and will be taken out to wider groups of young people through next year's conference.

Good progress has been made in preparing for the transformation of short breaks. This includes two meeting with over 30 statutory and voluntary service providers, additional provision from current and five new providers over the summer resulting in over 300 children receiving funded holiday provision; trialling of specification and tendering process; identification of training needs to providers'; support infrastructure and compliance with contract standards. The DCSF implementation tool was completed by the 31st October, 2008 deadline and this will result in an action plan generated by Together for Disabled Children (TFDC). This plan will be the on going subject of monitoring meetings with the TFDC programme manager.

The PCT is now a signatory to the Every Disabled Child Matters Charter and progress had been made by the Children and Young People's Service and the PCT in delivering all the objectives of the Charter. The work to achieve the outcomes of the charter are embedded in service and team plans. Progress includes a key worker on diagnosis for

children aged 0 -5 yrs; increasing the extended school and children's centre capacity to meet the needs of children with disabilities; increased numbers of families receiving short breaks (currently 190 throughout the year and 300+ during the summer holidays); all schools have received advice and training on disability equality schemes; and increased involvement of parents/carers in shaping policy and services.

There are currently 76 young people with Autistic Spectrum Disorder (ASD) in the secondary mainstream sector. All schools have received training on ASD and in addition training is delivered to targeted staff in relation to individual pupils. A secondary transfer programme to prepare young people with ASD in Year 6 takes place each year, and most young people with ASD make several visits to their future secondary schools. Provision maps in all secondary schools contain provision for young people with ASD including social stories, sensory integration programmes and social communication activities. Planning is on track for the development of new provision at Alexandra Park School, the new provision at the Woodside High School Inclusive Campus and Heartlands High School - the new secondary school, as part of the BSF programme. The good practice established with secondary aged pupils with ASD had continued into Haringey 6th Form Centre.

The holiday play provision for children with additional and special needs has been successful throughout the year. All the staff who work on this playscheme have received additional training so that they have the skills necessary to work with children who have complex disabilities. Of particular note has been the strengthened partnership with William C Harvey Special School. Bruce Grove Youth Centre continues to run its Special Needs programme 2 days a week and each school holiday period. The Duke of Edinburgh Award is delivered in conjunction with Team Spirit at Moselle School enabling young people with moderate and severe disabilities to achieve the award. Muswell Hill is building upon its Autism Youth Club by expanding the range of activities and work is being undertaken to encourage the young people to attend mainstream sessions at the centre. Young people with disabilities routinely use the Positive Futures programme, run by the Youth Service.

All young people aged 14 yrs + with statements have a transition plan. The plans are monitored through the Annual Review and SEN Panel's monitoring process. Plans identify those young people with on going care, learning and/or medical needs will mean that these young people are then referred for a comprehensive assessment by the Combined Adults Team, including the Transition Team. Progress on the resulting Person Centred Plan is monitored by the monthly multi agency Transition Panel.

Of the four special schools, three are judged by Ofsted as outstanding and one good. Two of the special schools received outstanding grades across all categories. In order for expertise to be shared the staff at the special schools regularly deliver training to mainstream staff.

The achievements of children and young people with learning difficulties and disabilities are outlined in the Enjoy and Achieve section.

BE HEALTHY

We want to enable children and young people to be physically, mentally, emotionally, socially and sexually healthy. We want them to live healthy lifestyles, enjoy sport and recreation and choose not to take illegal drugs. We also want to support parents, carers and families to promote healthy choices.

WHAT WE SAID WE WILL DO BY 2009

We will continue to work to improve health outcomes for all children and young people living in the borough focusing on four key priorities.

PRIORITY 4 We will reduce the number of still births and babies who die before their first birthday.

In 2007 Haringey's infant mortality rate was 6.1 per 1000 live births, down from 6.4% in 2006 and 7.7 in 2005. Although still above London and England rates a multi-agency action plan is in place, targeting areas known to impact on infant mortality rates: teenage pregnancy, smoking cessation and social support, and focussing on strengthening local delivery.

Work is continuing on encouraging women to make contact with maternity services early in their pregnancies. The roll-out of midwives offering ante-natal support services has continued. A strong relationship with the Whittington Hospital midwifery team has led to increased access to maternity services within the community. There is on-going work taking place to build on and strengthen the input from North Middlesex Hospital midwives into children's centres. The national indicator on early access for women to maternity services has reached 51.4%, just above the 2008/09 target. Higher targets have been set for early access for women to maternity services/12 week booking targets for all providers for the next two years (60% in 2009/10, 80% in 2010/11).

Although data on the number of mothers who smoke during pregnancy is no longer collected, targeted work is in place as a result of the Health Equality Audit to target young single mothers and teenage mothers. A drugs screening tool (DUST) is used with every teenage parent referred through to the Teenage Pregnancy Support team. Midwives are trained in smoking cessation and there are agreed pathways into the smoking cessation service.

Work is in place to implement NICE Guidance on post-natal care, including compliance with the UNICEF baby friendly standards is ongoing and making progress, but implementation is difficult to monitor. At present we are using breast feeding initiation and, when available, breast feeding maintenance rates as a proxy. The target for breast feeding maintenance was met in 2008/09 (Target 50%, Achieved 66.8%)

Systems are in place for monitoring the impact of the Family Support Workers (FSW) in Children Centres and to check that the central team are working effectively. 600 parents have been supported during 2008-9. The co-ordinators have established strong links with their Network Learning Community (NLC) and FSW participate in the multidisciplinary support to parents.

BE HEALTHY

We want to enable children and young people to be physically, mentally, emotionally, socially and sexually healthy. We want them to live healthy lifestyles, enjoy sport and recreation and choose not to take illegal drugs. We also want to support parents, carers and families to promote healthy choices.

WHAT WE SAID WE WILL DO BY 2009

We will continue to work to improve health outcomes for all children and young people living in the borough focusing on four key priorities.

PRIORITY 5 We will promote healthier lifestyles to children, young people and parents.

The Child Health Promotion Programme has been embedded over the past year. Haringey was a pilot for the Creating Health for Active London Kids (CHALK) programme which aims to engage families with children aged 4 to 7 to support them to understand weight issues and adopt a healthy lifestyle through promoting healthy eating, physical activity and behaviour change approaches. Four pilot programmes were undertaken in school and community settings. Further training was also provided for professionals that work with children and families across health, education and voluntary sector to develop their knowledge about weight issues in children and skills to raise the issue of healthy weight with children and families.

The National Child Measurement Programme (NCMP) **undertaken annually involves the weighing and measuring of Reception and Year 6 children in primary schools** to gather data on the growth patterns of children across England. There was a decrease in the prevalence of overweight and obese children in 2008 compared to 2007 baseline data. 10% reception children were obese compared to London average of 10.9% and England average of 9.6%. 23.2% Year 6 children were obese compared to 21.6% London and 18.3% England average. In 2007 Haringey ranked amongst the highest levels for child obesity in London, fifth highest for Year 6 and eight highest for Reception. However Haringey did not rank amongst the top ten for either year groups in 2008. The high prevalence of child obesity particularly in Year 6 is still a cause for concern and local prevention and intervention programmes are being developed. All parents of children participating in the measurement programme this year will be sent their child's results and weight status, along with tips for maintaining a healthy weight and local sources of help.

The quality of meals in all schools catered for by the Council's catering contract continues to meet the School Food Trust Nutritional Standards which came into force for Primary Schools in September 2008. The Council school catering contractor is continuing to provide a balanced and healthy menu for the majority of Haringey primary schools which meet the School Food Trust food-based standards. The menus have also all been analysed to meet the new nutrient-based standards for primary schools from September 2008 to ensure adequate nutrients are provided across the weekly menu cycle. Work is currently underway to ensure meals provided in secondary schools are compliant with the nutrient-based standards from September 2009. Many schools are also providing a varied salad bar and actively encouraging healthy eating choices, promoting school meal uptake, water consumption and healthy packed lunches. Schools are also required to develop a whole school food policy that sets out a consistent approach to promoting healthy eating across the school and the involvement of parents/carers and pupils. The Healthy Schools Programme supports schools to set up gardening clubs to grow fruit and vegetables as well as cooking and other healthy eating initiatives.

Haringey schools have continued to make excellent progress with achieving the Healthy School Status award with 79% of schools accredited. We are on track for meeting the LAA stretch target of 85% schools achieving Healthy School Status by December 2009. Schools are required to meet 49 criteria across the four themes of Personal Social and Health Education, including Sex and Relationship Education and Drug Education; Healthy Eating; Physical Activity and Emotional Health and Wellbeing. Schools that have achieved Healthy School Status will have the opportunity to embark on the new Enhanced Healthy Schools programme from September 2009 that will involve identifying a local and school priority and developing appropriate focused interventions to meet defined outcomes.

The Food 4 Thought Programme has expanded into the three main youth centres, working with 33 young people. The programme aims to encourage young people to think about the food they consume and learn catering skills. This programme has been running for two years in Bruce Grove Youth Centre which now sees young people growing their own vegetables.

All Haringey maintained schools as well as independent schools have developed a school travel plan as part of the Green Policy which aims to promote sustainable and active travel, and reduce car journeys to and from school. The travel plan is required to be monitored, reviewed and updated annually in order to be considered a valid plan. The 2010 target was reached in 2008 and Haringey received recognition for being one of only five local authorities to meet this target early. Schools can also embark on the school travel accreditation scheme to further improve their travel plan initiatives. Currently there are 20 schools at sustainable level (bronze), 9 at the higher level (silver) and 1 rated as outstanding (gold). Overall Haringey schools have achieved a decrease of 4.2% in car use to school from 2004 to 2008 and 79% of pupils travel to school by sustainable modes of transport.

The number of households living in temporary accommodation has reduced from XXXXX to XXXXX in 2008. XXXXXXXXXX 2-3 sentences **are being prepared.**

Drug and alcohol misuse statistics and information are being prepared and will be included

BE HEALTHY

We want to enable children and young people to be physically, mentally, emotionally, socially and sexually healthy. We want them to live healthy lifestyles, enjoy sport and recreation and choose not to take illegal drugs. We also want to support parents, carers and families to promote healthy choices.

WHAT WE SAID WE WILL DO BY 2009

We will continue to work to improve health outcomes for all children and young people living in the borough focusing on four key priorities.

PRIORITY 6 We will prevent young people from developing mental health problems by strengthening their emotional well being and self esteem and improve services to those who have mental health needs.

Multi agency work continues to meet the Child and Adolescent Mental Health Service (CAMHS) Standard of the National Service Framework for Children and Young People and Maternity Services by 2010 and is being monitored through the CAMHS Partnership Group. Access to all specialist CAMHS is through the Single Point of Entry (CAMHS Access), and all referrals are assessed within 13 weeks. A review of the St Ann's specialist CAMHS has been completed and the Choice and Partnership Approach (CAPA) is being introduced.

The demand for specialist mental health services is high. Specialist tier 3 CAMHS is prioritised for the more vulnerable such as children in care and young offenders who are experiencing mental health difficulties and the impact on outcomes is positive. Early intervention using front line professionals such as midwives, health visitors, GPs and children's centre staff is supported by the new Parent and Infants Psychological Therapy Service (PIPTS), with pathways into CAMHS Access. The new service will provide and support evidence based programmes for parents.

The development work for the Single Point of Entry (SPE) to specialist CAMHS services is complete, additional funding to support implementation has been secured, and the SPE commenced April 2009. Mental health needs are estimated to affect almost 3000 of Haringey children and young people and the mental health strategy is driving up the quality of services and are benefiting from greater integration. Several targeted services and strategies are improving outcomes, for example, the drugs and alcohol service and the physical activity strategy.

The DCSF Social and Emotional Aspects of Learning (SEAL) programme is available in the majority of schools providing a flexible and broad based emotional literacy programme to build self esteem. The programme includes Restorative Justice and mediation as a means of resolving conflict. The importance of building children's self esteem and social and emotional well-being is recognised in schools and the vast majority have systems to build friendships and to help children deal with anxiety. All of which can have positive benefits for their emotional well-being.

The Keys to Wellbeing (K2W) strategy was launched in November 2008. An implementation plan and draft training plan were distributed to schools and members of the Children and Young People's Strategic Partnership. A DCSF 'Back on Track' grant was awarded to support development of the strategy. The project included a half-day training session for all partner agencies & schools in February 2009 on behaviour management of pupils. The plans for locality based provision have been temporarily halted as there is a need to review and discuss the overall K2W plan in the light of broader changes including

the decision to form a Children's Trust and consideration of how the K2W will be linked to wider provision and more specialist provision for mental health and behaviour management.

A skills and needs audit to support the training plan has been completed by schools, children's centres, local authority services and partner agencies, which will be used to develop a training directory and focus the implementation of the training plan.

BE HEALTHY

We want to enable children and young people to be physically, mentally, emotionally, socially and sexually healthy. We want them to live healthy lifestyles, enjoy sport and recreation and choose not to take illegal drugs. We also want to support parents, carers and families to promote healthy choices.

WHAT WE SAID WE WILL DO BY 2009

We will continue to work to improve health outcomes for all children and young people living in the borough focusing on four key priorities.

PRIORITY 7 We will work with young people to reduce teenage conception rates in Haringey as part of broader aim to improve sexual health.

The under 18 conception rate in Haringey had fallen from 73.2 per 1000 in 2001 to 62.5 per 1000 in 2005. But there was little change between March 2007 and March 2008 when it was 63.7 per 1000. We continue to have one of the highest conception rates in London. To address this the Teenage Pregnancy Board is being restructured and will have Chief Executive representation, and there will be increased focus on a smaller number of key evidenced based priorities. These include contraception, Sex and Relationship Education, targeted work with at-risk groups and improved data and performance management.

A wide range of programmes have been introduced to target the most at risk groups for teenage conception. Haringey is a pilot for Sex and Relationships Education (SRE) spiral curriculum. Speakeasy training aids are being provided for targeted & universal teams in IYSS, YOS, PSC, foster carers and Children's Home staff and should be completed in July 2009. 132 NVQ Level 2 & 15 level 3 professionals and 34 level 2 community members & parents were trained in 2008-09 through the SRE Training Strategy with 15 trainees now delivering eight further courses.

Sexual health services provide focused provision for young people. NHS Haringey has integrated sexual health and family planning services in a clinic for under 20s at Lordship Lane health centre; clinical services (LARC, pregnancy testing and Chlamydia screening) in the 4YP under-18 outreach programme; 4YP Haringey has been extended to all three area Integrated Youth Support Services (IYSS) youth projects; 4YP Sessions at YOS have been extended to include a weekly all day session with individual referrals in the morning, and group activities in the afternoon. 4YP sessions include support from a Chlamydia Screening Outreach Worker.

Haringey 4YP has been re-launched including a new focus on sexual and reproductive health services for teenage parents at the Triangle Children's Centre, the Young People and Community Centre, and a new site at Pembury Children's Centre. A 4YP lunchtime bus session has been established, as well as fortnightly 4YP nurse sessions targeting teenage parents & second pregnancy, held at the Pembury Children's Centre.

An additional Intensive Teens and Toddlers programme has been agreed for Haringey. This is part of an extensive DCSF funded research programme targeting a further 100 girls in Years 9 and 10 identified as at risk, including children in care and those at the Pupil Support Centre. The programme is offered to secondary schools not currently taking part in our Teens and Toddlers Sustainability programme.

The Local Area Agreement target for testing for Chlamydia is to increase the take up of screening to 15% (4,390 young people). In common with other Primary Care Trusts (Pacts) and Local Authorities we were underperforming against this target and remedial

action was taken, including a social marketing campaign, an extension of the number of sites where Chlamydia testing is carried out and a Turning the Curve exercise. The Youth Service is also involved in delivering Chlamydia training to partner agents from schools, the Youth Offending Service, Connexions, the voluntary sector and faith based organisations. Following the training over 60 people will be equipped to assist in increasing the number of sites for testing. The result of this effort is that Chlamydia testing is now on track and the outturn figure for screenings was 15.6%.

STAY SAFE

We want children and young people to be safe from maltreatment, neglect, violence and sexual exploitation, safe from accidental injury or death, from bullying and discrimination, safe from crime and anti-social behaviour in and out of school and have security, stability and be properly cared for. We also want parents, carers and families to provide safe and stable home lives and take responsibility for their child's behaviour.

WHAT WE SAID WE WILL DO BY 2009

We will continue to work to make children and young people safer in Haringey and to embed a culture of safeguarding by focusing on four key priorities.

PRIORITY 8 We will reduce the incidence of specific dangers affecting some or all children and young people in the community, in partnership with parents and the wider community and through the implementation of the All-London Child Protection procedures.

We accept that things went badly wrong in our safeguarding services. Following the Ofsted led Joint Area Review (JAR) of safeguarding, the Council and its partners prepared a joint action plan which was submitted to the Secretary of State for Children, Schools and Families in February, 2009. The plan sets out a number of key changes:

- Closer working between social workers, police officers and health staff;
- Recruiting and developing top quality staff;
- Putting more resources into safeguarding;
- Improving systems and procedures;
- Strengthening the managerial and political supervision of the system, including setting up a Children's Trust; and
- A stronger, more robust Local Safeguarding Children Board with an independent chair.

The JAR action plan was commended by Ofsted as being good. Actions have been ongoing since the inspection of safeguarding services and progress has been made on addressing the key issues. A full review of progress against each action is given in the JAR evaluation (April, 2009) the following are examples of the improvements and progress.

A Children's Trust has been established in place of the Children and Young People's Strategic Partnership. This Children's Trust has a clear remit and includes the high level strategic leads from all the partners. The Trust is responsible for preparing the Children and Young People's Plan which provides a focus for the work of all the partners to support better outcomes for Haringey's children and young people.

A Quality Outcomes Board, chaired by the Leader of the Council, has been set up which includes experienced senior officers from other London boroughs, experts in housing and representatives from the Local Government Improvement and Development Agency, DCSF and Government Office for London. This Board will act as a group of critical friends that will work as a sounding board for our progress.

An experienced, independent Chair has been appointed to the Local Safeguarding Children's Board (LSCB) making the boundaries between the Board and the Children's Trust much clearer. Much of the work of the Board since December 2008 has been to engage in a process of serious case review on a number of different cases, the learning from which will be rolled out over the autumn of 2009. The key recommendations from these reviews are included in the JAR Action Plan and form part of the ongoing

programme for change. The LSCB has undertaken a review of its core business in the light of the findings of serious case reviews; its primary focus as a consequence is on the safety and well being of children in receipt of child protection interventions and those whose parenting is compromised in a way that potentially places them at risk.

To support this focus, a process for multi-agency case file audit through the LSCB Quality Assurance sub-group will be established in order to monitor how thoroughly procedures are understood and followed. This sub-group also initiated a multi-agency audit of child protection administrative processes, which is currently in progress. The LSCB, through its Training & Development sub-group, has commissioned a major review of child protection training provision within single agencies which is due to report back in October 2009. The review will also consider the interface between single and multi-agency training. The LSCB Policy & Procedures sub-group remains the main forum for multi-agency policy review. . .

Substantial work has been carried out to ensure that the referral and assessment systems are robust. This included ensuring that the backlog of cases was cleared with the support of a six week MDT pilot and the service was restructured to ensure that new cases are dealt with promptly. Single data entry points are now in place for all contacts and referrals to children's social care. Improved telephony systems are in place. New work flow systems have been introduced in the referral and assessment process and are being carefully monitored with quality assurance in place.

Information sharing protocols have been reviewed against national standards and arrangements and revised protocols are being put in place. This is to enable the effective sharing of information and access procedures. Improvements have been made to the IT systems and databases to support safeguarding practice and information sharing. The Children & Young People's Strategic Partnership commissioned a thorough review of its Information Sharing Protocol, which has been completed in 2009

Improvements are being made to a range of procedures, additional support has been given for staff preparing child protection plans and the intention is to develop a new format. Plans are in place to develop the out of hours social work call handling. Partners on the Children's Trust are working on reviewing systems and procedures to ensure clarity of roles and more effective integrated working. The systems for supervision and management of staff have also been revised and improved.

Efforts to recruit permanent staff are in place with a major national and international campaign planned for June 2009. This campaign is part of the overall strategy to recruit and retain new and experienced staff and part of the overall programme of workforce development and improvements to induction and developing the skills and confidence of the workforce.

We are improving practice in, safeguarding and child protection work. This includes ensuring we work fully in line with the Pan London Child Protection procedures, and that we respond to the findings from both of the Laming Reviews and the recommendations from our local Serious Case Review. We are developing clear practice standards on thresholds and risk management and have introduced improved case file auditing.

Plans are in hand to further develop the joint commissioning of services and this will be a key aspect of work in 2009-10.

Road traffic fatalities and casualties in children and young people under 16, and especially for boys aged 11-15 – the age group at greatest risk is continuing to reduce. The Youth Service in conjunction with Neighbourhood Management and Safe Communities piloted a PEDSAFE project on the Campsbourne Estate where there seemed to be illegal moped use by young people. The project saw 12 young people learn about the

risks of unsafe driving, obtain their licence and pass their CBT test to drive legally. An additional positive outcome has been that the young people have been offered part time employment by Dominos Pizzas as couriers.

Increased numbers of young people are receiving DUST screening and from this a number are receiving treatment. We now have DUST screening referral with treatment/support processes firmly embedded in the systems that social work and social work managers use to coordinate the overall care of children in our care. We now need to take the work up a further level and ensure that where treatment needs are identified that we are able to engage children in that treatment successfully.

We are developing plans for a junior MAPPA (multi agency planning group) to review and advise on services for young people convicted or assessed as at risk of committing sexual abuse against children or young people. In March, the Youth Service staff received Sexual Exploitation Awareness training from Barnardo's as part of the first steps to address sexual exploitation of young people associating with known youth gangs in the borough.

STAY SAFE

We want children and young people to be safe from maltreatment, neglect, violence and sexual exploitation, safe from accidental injury or death, from bullying and discrimination, safe from crime and anti-social behaviour in and out of school and have security, stability and be properly cared for. We also want parents, carers and families to provide safe and stable home lives and take responsibility for their child's behaviour.

WHAT WE SAID WE WILL DO BY 2009

We will continue to work to make children and young people safer in Haringey and to embed a culture of safeguarding by focusing on four key priorities.

PRIORITY 9 We will renew our efforts to reduce bullying, discriminatory incidents and the gang culture that young people have told us is most important to them.

Bullying and discriminatory incidents. New guidance was issued to schools in 2007 on the reporting of incidents of bullying and discrimination. The new system of reporting came into effect fully in September 2007.

Of the 383 incidents reported in the 2007/08 academic year, racially motivated incidents accounted for 25.5%, compared to 49% the previous year. This was followed by incidents categorised by sexual 5.7% (17% in 2007), homophobic 15% (13% in 2007), religious 5.2% (1.7% in 2007) and disability 1.0(0.8%). 'Other' bullying or undefined incidents accounted for 29% of the total compared to19% the previous year.

In 2007/08 The percentage of Black British/Caribbean perpetrators of incidents remains significantly higher than other ethnic groups. This was followed by White British children. The way some schools have reported incidents has not made it possible to report accurately on the ethnicity of victims, but in 2007 Black British/Caribbean children were also the highest group.

In 2007/08 54.5% of victims were male and 38.5% female. Gender was not stated in 7% of reports. 80.5% of perpetrators were male and 15.5% female. Gender was not stated in 4% of reports.

Just under 10% of perpetrators received a fixed term exclusion. One permanent exclusion was given. 50% of incidents occurred during break time/non/supervised sessions, 31% during lessons/supervised sessions, 2.6% between home and school and 0.78% in school toilets.

An anti-bullying sub-group has been set up within the Children and Young People' Service. Along with the LSCB, the sub-group will look at some of the key findings from the report and plan how schools can be helped to develop their strategies for dealing with bullying and discrimination. There are still concerns about the number of schools who send in 'Nil' returns and work needs to be done with these school in particular to increase their awareness of the problems that may arise if these incidents are not dealt with appropriately.

The Anti-bullying Conference in October 2008, included representatives from all schools across the borough, including police officers based in secondary schools. Presentations were given by Gladesmore, Park View Academy and The Vale Schools. There was also a presentation by Stonewall and a play called 'The Hate Play' performed by a theatre group. The police gave a presentation on 'missdorothy.com' - an interactive website for younger students to teach them how to use the internet safely. 90% of delegates who completed the

questionnaire stated that they found the information they received either very useful or useful.

The Youth Summit is a high level body which involves all key partners in the strategic overview of a range of strategies to reduce the engagement of young people in gun, knife and gang crime. This has led to the development of engagement programmes focused on young people most at risk such as the Safer Cities Project which involved 42 young people and the Youth at Risk 9 month programme which is currently working with 30 young people. Additional funding has enabled the Youth Centres to open on Saturday's providing activities for young people. Saturday evening provision is currently continuing to be delivered through the detached and Youth Response team who are engaging young people from 9.00-12.00midnight during Saturday evenings. Through YCAP we have been able to recruit two more part time street based workers which has enabled us to extend our provision to 10 locations each week and we are delivering provision from 7.00-10.00pm each evening to ensure that young people are supported outside the youth centres delivery hours. A theatre programme to engage all Year 10 pupils in consideration of the issues related to gun and knife crime will be rolled out later this year.

A Youth Centres Safety Advisory Group made up of the Police, PSC and Health & Safety meets regularly to address any serious incidents between young people in the Youth Centres. The Youth Service has also undertaken evidence based practice exercises with other London Boroughs to develop its strategy.

Detached and Street Based teams, through the teams we have been able to engage with some of the most hard to reach young people who are known to be involved in criminal activities and gang culture. We have developed partnerships with Safer Communities, Voluntary Organisations, Neighbourhood Management, local Housing Associations as well as neighbouring boroughs to collectively address the issues of gang culture.

The Youth Service has worked with local young people and community leaders to establish CAGK (Communities Against Guns and Knives). This initiative was launched in September, 2008 and attended by 150 young people. The Youth Service organised a "Breaking the Cycle " event at Woodside High School and 300 young people heard American speakers talk about the realities of death through gun and knife crime. A media partnership project with the Metropolitan Police worked with six young people who had been targeted for their involvement in gun/knife crime. Three of the young people have been invited to make a professional recording of their work and one young man will be performing on MTV in the summer.

Work has continued with children and young people to raise and address their fears of crime through the coordinated work of the Safer Communities Partnership. Fifteen primary schools attended the recommended DCSF training programme "Ms Dorothy." All KS2 pupils in these schools will receive guidance from their teachers on how to stay safe. The next stage is to develop programmes to address fear of crime amongst young people in secondary schools.

The Safer Communities Partnership (SCP) gives high priority to the needs of children and young people and works closely with all appropriate agencies to reduce bullying, truancy and anti social behaviour. Our safer schools police have established good relationships with all secondary schools, and are well known to the local community, linking closely with the local Police Safer Neighbourhood Teams. Due to this strong partnership working involving the Police, youth service, schools, YOS and others, the sharing of intelligence has improved and timely interventions by agencies and the police have reduced the number of local disputes involving children

and young people. All these agencies are signed up to the Safer Communities Partnership Information Sharing Protocol. Weapon awareness courses continue to be run regularly and the YOS facilitator, with the Red Cross, has successfully completed 7 sessions in primary schools this year. Last year the YOS was asked, by the YJB and Ministry of Justice to take part in a knife possession prevention programme - this consists of 3 separate modules – weapons awareness, offending behaviour and victim awareness groups. This project will be continuing and an independent review is awaited.

The pre-reprimand project has diverted 48 young people from the criminal justice system since it started last year. Only three have failed to respond – one of whom left the country. An increased number of young people are now being referred to the Youth Offending Service through the CAF panel so that intervention can start at an earlier stage. The Safer Communities team are now extending the restorative approached training to selected primary schools and training current staff to be able to train others in this whole schools approach where blame is not apportioned to a young person, but s/he is allowed to understand their actions and reach a solution with the victim.

PRIORITY 10 We will create more safe places for children to play and young people to go to working with partners from the Council, the police and the voluntary sector.

Eight Satellite Centres are now in operation providing a service for three hours a week in wards where there had not been any youth service. They are Bounds Green, Noel Park, Stroud Green, Harringay, Hornsey, Coldfall, Tower Gardens & West Green. In addition the three main youth centres have received Youth Crime Action Plan funding which has enabled them to open on Saturday evenings. The detached youth team has extended their reach across the Borough. The team is now working with a group of Somalian young people at Ducketts Common and young people on the Campsbourne estate. They have also been consulting with residents in St Ann's and Somerford Grove about the best ways they can become involved.

The Youth Service Girls only project has been successful in securing additional funding to run two further girls only projects at Park View Academy and Northumberland Park School.

Through PAYP funding, we have engaged with voluntary organisations to deliver holiday programmes of activity across the Borough. This has resulted in over 650 young people engaging in positive activities. In addition we have contracted with voluntary sector providers to ensure that there activities taking place on Friday and Saturday evenings.

The Councils' Recreation Services in partnership with the Dare to Dance Organisation, Haringey Sixth Form Centre, Pro Active North London and the School Sports Network organised an inspirational day for young women in March. Young women from schools across the borough attended the Sixth Form Centre for a day of hip hop and other street type dancing, basketball, films and other fun activities. The day was hugely successful and will hopefully act as a spur to the young women to continue to participate in physical activity after they leave school and beyond.

A fourth inclusive playground is being developed in Lordship Recreation Ground and is on track to be opened in the summer of 2009. The consultation process included local children and young people.

Haringey's Play Strategy has recently been update and was presented to the Children and Young People's Partnership in April.

A three year programme from 2008 is providing funding for children's outdoor play provision, funded by the DCSF. In December Haringey Council put forward an expression of interest for wave 2, called Playbuilder, and we will receive a grant of £1.1million from April 2009. This will be used to develop 22 new play sites across the Borough between 1 April 2009 and 31 March 2011. The focus will be on developing natural play provision in parks, open spaces and housing estates.

PRIORITY 11 We will reduce the numbers of children and young people who are involved in crime or become victims of crime.

Our local youth offending service data shows that between April and December 2008 there was an 11.5% reduction in the numbers of first time entrants to the youth justice system compared with the previous year. However Haringey has the third highest number of first time entrants in London. As a result, a pre-reprimand scheme was set up in July 2008 and so far 30 young people have been referred via this scheme, with only one young person failing to take part. Under the Youth Crime Action Plan, funding has been approved to set up a triage project within a police station so that workers based there can divert more young people away from the criminal justice system.

The Youth Inclusion Team has a 94% success rate, ensuring that 44 young people in their programme at risk of becoming young offenders did not enter the criminal justice system. The Challenge and Support team have issued early warnings to 11 young people during the past 6 months that have been identified as being at risk or committing ASB out of the 11 young people none had entered the criminal justice system. Since April 2008 we have worked with a total number of 55 young people via the Challenge and Support and only 6 of the 55 have received further sanctions therefore we have prevented 89% from entering the CJS through the Challenge and Support initiative. In April 2009 we received a further 27 referrals from the SNT who we will issue early warning letters to and closely monitor them to ensure that the diversionary activities are preventing them form entering the CJS.

We continue to work with victims of crime. For example between May and July 2008 we contacted 57 victims; four of whom have taken part in face to face restorative processes. The Youth Offending Service has developed a victim awareness group, which is part of the Knife Possession Prevention Pilot run in January 2009. All young people are expected to carry out individual victim awareness work as part of their orders. Links have been made with the local Victim Support Scheme with a view to doing some joint work with their young victim workers in 2009/10. Part of the youth crime trend is that one day a young person can be the perpetrator and the following day a victim through continuing to target the most at risk of crime in essence also decreasing the amount of young people becoming victims of crime.

The detached youth team and street based team work across the borough engaging with young people in areas where young people are congregating to get them involved in positive activities and developing life skills. The Detached team together with the street based team are currently working in 10 locations throughout the week. The teams are engaging with young people through after school patrols in Wood Green and Tottenham. In the evenings the team are delivering their activities from 7.00-10.00 p.m at Frederick Messer, Campsbourne Estate, Napier Road, Crouch End, Northumberland Park and Ducketts Common. They have been successful in engaging young people who have come to the attention of police and ASBAT and are currently delivering excellent work which addresses gang culture, safety, drug and alcohol awareness, the law, sexual health and relationships to name a few. On average we have an engagement of 20 young people per session and this number increases with the work they are doing at Ducketts Common with the Somali young people who have a history of not engaging and being involved in gang culture, their current work includes a mediation project between the Somali young people in Haringey and the Somali young people in Camden. This work is in partnership with the Camden Community Safety Team. The team also delivers activities on Saturday nights from 9.00-12.00 midnight, their night patrol is currently in Noel Park (includes Sky City), Sydney Road and Ducketts Common.

Encouraging parent's carers and families to provide safe and stable home lives and take responsibility for their child's behaviour. The teenage father support worker has provided parenting support and guidance to 4 young fathers in Haringey. The teenage father support worker is committed to supporting young fathers to feel more confident and

willing to play an active part in the lives of their children. The two teens and toddlers workers have worked with 19 young people between them. The 19 young people have been taken through a process of learning about child development in an immediately applicable way both in a day care centre and at home with their own younger siblings (this learning journey will also benefit the young people later as parents). The young people have also developed emotional literacy through self reflection in order to heighten their sense of responsibility and ethical behaviours.

Connexions Personal Advisers continue to work within the Youth Offending Service have ongoing job clubs and motivational groups to engage young people into education, employment and training. Referrals are made to colleges and training providers to engage young people on courses of their choosing. Employability workshops prepare young people for the world of work taking advantage of various schemes to promote voluntary work and strengthening links with local businesses.

Connexions Personal Advisers also work with the Education Welfare Department and Children in Care teams where school non-attendees may be at risk of becoming known to the criminal justice system. These young people are targeted to ensure that support is put in place for the transition from Year 11 to 12 and to engage them in positive activities as a preventative measure.

ENJOY AND ACHIEVE

We want all children to be ready for school, and to attend and enjoy school with as many as possible achieving national standards at the end of their primary years and at age 16 and beyond. We want schools to enjoy the support and confidence of their local communities and we want to support the role that supplementary and community schools play in raising standards. Above all we want parents to share in their child's learning and to be able to support them throughout their school years.

WHAT WE SAID WE WOULD DO BY 2009

We intend to finally break the link between disadvantage and achievement focusing on the next three priorities.

PRIORITY TWELVE – We will further improve the quality of early years' education.

Progress made in 2008/9

The quality of provision in the maintained sector has improved year on year. Ofsted inspections 2007-8 have graded the quality of foundation stage provision in the maintained sector as 99% satisfactory or better with 81% good or better. There is one school with an inadequate Early Years Foundation Stage which has shown significant improvement when monitored by Ofsted and is now considered by our evaluations to be satisfactory. The quality of private and independent settings is not as good as the maintained and voluntary sector. Across the PVI provision 97% of settings are satisfactory or better a 1% increase on 2007-8 but a marked reduction in those that are good or better with 46% good or better (2007-8 63% were good or better) and 4% inadequate (two settings). Overall across all early years settings (maintained and PVI) in 2007-8 the provision was 98% satisfactory or better and 64% good and better. Action plans are in place to further improve standards.

The outcomes for five year olds completing the foundation stage is good. Since 2006 we have seen a good increase in the percentage achieving at least 78 points and 6+ in all Personal, Social and Emotional Development and Communication, Language and Literacy from 37.1% in 2005/6 to 43% in 2007-8 (a 5.9% increase) compared to a national increase from 45% to 49% (2006 and 2008 respectively) of 4%. Although a further increase we have not met the ambitious target set.

The Haringey gap between the median and lowest performing 20% decreased from 43.4% in 2005/6 to 38.9% in 2006/7 (national gap is 37.2%) and decreased further in 2007/8 to 38.1%. The gap in Haringey is decreasing faster than the national. Haringey has 602 children in the lowest 20% with 207 of them (34%) in the North Network, 306 (51%) in the South Network and 89 (15%) in the West Network.

Steady progress is being made towards our 2009 targets for the Foundation Stage.

	National 2006	Haringey 2006	National 2007	Haringey 2007	National 2008	Haringey 2008	Targets 2009
PSE and CLL combined all 7 scales	**45%**	**37%**	**46%**	**41%**	**49%**	**43%**	**48%**
At least 78 points and 6+ in all PSE and CLL	**45%**	**37.1%**	**46%**	**41.2%**	**49%**	**43%**	**48%**
Number in lowest performing 20%	**N/A**	**555**	**N/A**	**571**	**N/A**	**603**	**N/A**
LA% gap between median a lowest 20%	**38.3%**	**43.5%**	**37.3%**	**38.9%**	**36%**	**38.1%**	**32.1%**

Our early intervention, prevention strategy has led to a range of targeted initiatives in the early years which have continued to contribute to the good progress made in the Foundation Stage Profile (FSP). Through the specific outcomes of the FSP individual children and groups who have been underachieving are identified and their schools and settings access a number of specific intervention programmes to provide earlier support.

The Childcare Sufficiency Assessment (CSA) has been updated. Work is now in progress on the further development of the sufficiency strategy and action plan to address the findings of the CSA. The strategy and action plan will be mapped onto each of the Children's Networks.

PRIORITY THIRTEEN – We will enable children and young people to enjoy wider opportunities through greater access to recreational, leisure and cultural activities.

A comprehensive strategy for extended services 0-19 years of (children's centres, youth, play and extended schools) has been developed with a new team in place to deliver it.
We have 57% of our schools providing the full core offer with 100% of our schools offering some elements of the full core offer. All members of the Extended Services team are now in post and are making an impact through contacting targeted schools to see what additional support is required. A conference has been planned for May 2009 to further engage stakeholders with the key intention of ensuring that we meet the Government target of having the full core offer in place for all schools by September 2010.

Music and the arts have an important role in the curriculum in Haringey.
There is an extensive range of provision in place for music and performing arts. The LA has promoted broader curriculum links through the Creative Curriculum Map which has enabled schools to develop their provision and make cross curricular links. The mapping has been piloted in schools and the results further evaluated and shared with schools. This had led to further curriculum refinements. Our schools also work with a new directive (formerly Creative Partnerships) which has ensured expertise in working on cross curricular themes. The LA is now working with schools to raise awareness of the QCA Primary Review. All schools have been given the opportunity to contribute to the review and this will inform the new curriculum with six areas of learning contributing to a more inspiring and engaging curriculum with more holistic cross curricular studies.

The Music and Performing Arts team has led on the Extended Services Arts & Culture Plan, approved in December 2008. The Music & Performing Arts Centre have coordinating many additional and exciting initiatives in and for schools which give young people an opportunity to perform, such as the recent "Spring Hullabaloo" performing arts projects in primary schools, March 2009. Opportunities for teachers included "Singing for the Scared" conference, in conjunction with "Sing Up" working with a North London cluster of authorities.

Our schools provide young people with good opportunities to access the arts, museums and performing arts, both locally and in Central London.
The Youth Service has set up a Creative Steering Group made up of various media delivery agencies in the borough to prevent duplication and to develop more joint partnerships. This has included the involvement of the NDC; Chocolate Factory; Bernie Grant Arts Centre; UKUNSIGNED and Exposure. The group is embryonic and is led by the Youth Services CRE8 team. Joint work commenced in January, 2009 with a range of activities being delivered free to approximately 50 young people from the Bernie Grants Arts Centre and a vibrant half term programme with support from media/music celebrities like Geoff Shoman and Richard Blackwood volunteering in the delivery of the project.

We continue to support and promote our good partnerships between mainstream and the 35 supplementary and community language schools to ensure that children and young people from BME communities can be better supported to develop or retain their cultural identity and achieve GCSEs in community languages.

Our work as the first Local Authority to commit all of our schools to achieve the International Schools Award is recognised by the British Council and increasingly recognised nationally.
This work has raised the profile of Haringey schools and providing young people and their teachers with fantastic opportunities to develop community cohesion and embed a global dimension in the curriculum. Partnerships are in place with schools across the globe enabling young people to better understand the life of young people in other countries and to develop those links electronically and through exchange programmes.

In 2008/9 we have had a continued focus on increasing children and young people's take up and participation in after school sports. The Youth Service through the Extended Sports Project Funding has facilitated an increase in after school sports in four schools across the borough: Gladesmore, Pupil Support Centre; St Thomas More and Woodside. 712 young people took part in the Sports Unlimited Programme. Additionally, twenty one young people undertook an intensive boxing programme to increase the hours of exercise beyond the school day.

The work to encourage young people to engage in PE and sport has been successful and resulted in 89% of Haringey's young people engaging in at least 2 hours. The PE and sports activities are co-ordinated through St Thomas More partnership (94%) and the Woodside partnership (85%). This average score of 86% is above the national and exceeds the PSA target for 2008 by 1%. Our strategy for Sport and Physical Activity (February 2006) and an Open Space Strategy (March 2006) are linked with our Play Strategy and are being further developed as part of our strategy for extended services. These initiatives link directly with the successful Haringey School Sports Partnership work and other national and local initiatives such as the link with Tottenham Hotspur Football Club and the Study Support Centre to encourage young people to be active and to achieve. Schools have started to make links with the 2012 Olympics and the successes in the 2008 Olympic Games provided an important catalyst for this work.

Around 1,700 children and young people annually access challenging and adventurous sports activities in South Wales. Haringey is one of the few London boroughs that commits to maintaining its own high quality outdoor pursuits centre - Pendarren. The specialist provision enables young people from Haringey's primary, special and secondary schools to benefit from a five day programme. The Firs bungalow opened in 2008 provides specialist accommodation for disabled young people and their carers. The opportunities provided at Pendarren are life changing, many of the young people will never have left London and are physically and mentally challenged to achieve in such sports as abseiling, rock climbing, caving and orienteering.

PRIORITY FOURTEEN – We will improve attendance and raise standards of achievement for all children and young people reflected across all sections of our community.

Our data analyses are highly developed and are well used by the local authority (LA) and schools to focus intervention and to evaluate progress as follows.

Attendance at secondary has improved year on year and at 92.66% in 2007-8 is equal to the national average. The trend of ongoing improvement has seen a gain of 2.86% since 2001/02 when overall attendance was 89.80%. The gap between Haringey and national has now been closed. Persistent absence has reduced significantly to 6% from 7.0% in 2006/7, exceeding the LA target for 2008/09 (6.3%).

Special school attendance was 89.89%, a slight drop from 89.98% the previous year, but remains above national average (89.43%) for the third year in succession. Overall the trend has been an improving one from 92.00% in 2001/02, by comparison to the national. improvement of 0.13% for the same period.

Primary school attendance in 2007/8 for the first time in recent years, both nationally and in Haringey, primary school attendance fell last year. Haringey primary school attendance at 94.15% (5.85% absence) was below national at 94.74% (5.26% absence). Overall there is an improving trend which has improved by 2.15% in overall attendance from 2001/02, whilst by comparison, the improvement nationally for the same period was 0.59%.

Persistent absence (defined as the percentage of pupils missing 20% or more of available sessions) fell from 3.1% for the first two terms to 2.1% for the whole year and was also a reduction from 2.3% persistent absence for 2006/07. We are looking at the role of SEAL in addressing attendance and behaviour issues.

Rates of secondary exclusion in Haringey are showing an increase from previous years but are still likely to be amongst the lowest in country. In 2007-8 there were 34 permanent exclusions from secondary schools, which is an increase on the previous year, when there were 24 permanent exclusions and is a slight increase on previous years (2004-5 28 and 2005-6 31). The increase has been linked to changes of headship at several of our schools which tends to be associated with an increase in exclusions. Permanent exclusions from primary schools in 2007-8 remained low at 4.

Haringey is one of twelve local authorities nationally to have received grant funding from the DCSF for their 'Back on Track' project, aimed at sharing good practice nationally. This is linked to the Haringey Keys to Wellbeing Strategy adopted in November 2008, which aims to reduce exclusions even further through early multi-agency targeted intervention strategies for children, young people and their families.

Between September 2008 and April 2009 there have been 13 permanent exclusions from Secondary and 4 from Primary (excluding those where the statutory time frame is not yet completed).

We have robust systems for school admissions. All children of statutory age have been offered a school place and the Admissions Forum keeps a good overview of places across the borough. There are good links between schools/settings at transition points and in accordance with DCSF policy all Haringey children were offered a school place on the prescribed offer day. Robust systems are in place for the placement of new arrivals through the In-Year Fair Access protocol which also includes the placement of young people considered more difficult to place. Sustaining successful re-integration into a mainstream school or alternative provision for young people considered difficult to place continues to be a challenge.

We have an ambitious target to close the gap between Haringey and the national results across each key stage.

At Key Stage 1 the results are below national standards at level 2 (the expected level of attainment) but there are signs of the gap being closed. Since 2005 Haringey's rate of progress at the end of Key Stage 1 has been better than the rate nationally. At level 2 and above (L2+) reading results in Haringey have improved by 2% to 81% compared to a national 1% fall to 84%. Writing results have remained at 75% compared to a national 2% fall to 80%. Results in mathematics have stayed at 87% compared to a national fall of 1% to 90%. Science results have risen by 4% to 87% compared to a national fall of 1% to 89%. Results at L2+ are slightly higher than statistical neighbours. Reading 81% compared to 80%, writing 75% compared to 75%, maths 87% compared to 86%.

In 2008 results at levels 2+ reading and maths were stable, declined slightly in writing and science but declined less than the national results. At level 2B+ there were slight increases in reading and writing but a slight reduction in maths. Since 2005 Reading improved by 3% to 69%, compared to national dropping 1% to 71%. Writing has improved by 1% to 53%, compared to a national fall of 3% to 58%. Maths has improved 1% to 69%, compared to national staying at 74%. There were significant reductions at level 3 (above national expectations) in reading, maths and science in a similar pattern to national results. Since 2005 Reading declined 2% to 20%, compared with national decline of 2% to 25%. Writing declined 3% to 10%, in line with national decline to 12%. Maths has remained at 18%, national decline of 2% to 21%. Science has declined 2% to 17%, compared to national decline of 3% to 22%. There continue to be significant differences between ethnic groups, particularly at level 3 in Key Stage 1. For example, 38% White UK pupils attain level 3, in reading compared to 12% African Caribbean, 13% African, 2% Turkish, 32% Irish, 29% Nigerian and 25% White Other pupils.

Although we are seeing improving attainment trends there remain differences due to poverty, in 2008 there were 870 pupils eligible for free school meals, 1821 not eligible. 74% of eligible pupils and 85% of not eligible obtained reading level 2+, in writing figures are 63% to 80% and in maths 81% to 90%. There were 11 looked after children in the 2008 Key Stage 1 cohort and there will be significant fluctuations from year to year as this is a small group, but in 2008 results showed a marked improvement with the highest ever results for looked after children.

At Key Stage 2 results have declined slightly but overall, Haringey's rate of progress since 2003 at Key Stage 2 has been better than the national trend. At level 4 and above English has improved by 8% compared to national improvement of 6%, mathematics 6% compared to 5% gain nationally and in science 3% gain compared with 1% nationally. Results declined in 2008 compared with 2007, at Key Stage 2 by 1% in English (75%) and 1% in maths (72%) and increased by 1% nationally in English (81%) and 2% in maths (79%) . The combined score for those achieving both English and maths at Level 4+ declined by 1% to 66% and nationally improved by 2% to 73%. We were very disappointed with these results as were our headteachers and support has focused on those schools attaining below 65%.

Although we have seen improvements in the number of schools attaining below 65% we want to have no schools below the national benchmark. English has reduced from 24 schools in 2003 to 10 in 2008 and 24 schools in maths in 2003 to 13 in 2008. Data on schools below 55% combined English and maths shows that there were 21 schools below floor target in 2003 and in 2008 this number was 13. Improving Key Stage 2 results has been a high priority for 2008-9.

We have focused intensive support on schools under the floor targets and on underachieving groups, with advice from the National Strategies and we expect to see improved standards at Key Stage 2 in 2009. In English the L4+ gap between Haringey results and the results of all the larger ethnic groups has generally been closing slowly. In Haringey, 62% of free school meal pupils and 82% of non free school meal pupils obtained English Level 4+ with similar differences for mathematics and science. Results for looked after children in maths and

science were the highest ever achieved and in English were 1% below the highest ever achieved in Haringey. This group is comprised of 18 children who generally achieve better levels than nationally.

Value added Key Stage 1 to 2 is in line with the national. The contextual value added measure for 2008 was 100.0. This placed Haringey in joint 61st place out of 150 local authorities in terms of progress in moving from Key Stage 1 to Key Stage 2.

KS2 TRENDS FOR English and maths, ethnic minority attainment and science

KS2 English % L4+				
	2005	**2006**	**2007**	**2008**
Haringey	73%	75%	76%	75%
National	79%	79%	80%	81%

Percentage of pupils achieving Level 4+ in Maths at the end of Key Stage 2

KS2 Maths % L4+				
	2005	**2006**	**2007**	**2008**
Haringey	68%	70%	73%	72%
National	75%	76%	77%	79%

Percentage of pupils achieving Level 4+ in Science at the end of Key Stage 2

KS2 Science % L4+				
	2005	**2006**	**2007**	**2008**
Haringey	78%	79%	84%	82%
National	86%	87%	88%	88%

English Level 4+

	2004	**2005**	**2006**	**2007**	**2008**
African	65%	69%	71%	73%	72%
African Caribbean	66%	70%	71%	72%	72%
Kurdish	43%	43%	38%	47%	44%
Turkish	41%	43%	48%	55%	50%
White UK	82%	86%	90%	91%	90%
All	70%	73%	75%	76%	75%

Maths Level 4+

	2004	**2005**	**2006**	**2007**	**2008**
African	60%	63%	61%	69%	65%
African Caribbean	59%	61%	58%	66%	61%
Kurdish	48%	49%	49%	62%	52%
Turkish	42%	50%	51%	60%	61%
White UK	80%	83%	87%	88%	87%
All	67%	68%	70%	74%	72%

At Key Stage 3 there have been major issues with the results and as a consequence the government has decided to discontinue the Key Stage 3 tests and the data for 2008 will not be validated. We have analysed the results for Haringey and the unvalidated data indicates that English and maths have risen by 1% and 3% respectively, when national in English fell 1%, maths improved by 1%. We continue to reduce the number of schools where fewer than 50% of pupils are achieving Level 5+. In English the number has dropped from 5 in 2003 to 1 in 2008, in maths from 6 to 1 and science from 6 to 2. This remains a target in the LAA for 2008-9 to have all schools above the floor target of 50% and we are confident we can meet this. It will be difficult to validate this, however, as there is no requirement upon schools to test pupils at the end of Key Stage 3 (this may be undertaken through teacher assessment). Each school has a support plan linked to the

priorities for improvement in the core subjects which then drives the deployment of Haringey and external consultants. This plan is reviewed at the end of the summer term, then evaluated early in the autumn term.

Improvements at Key Stage 4 have been impressive. Haringey's rate of progress (since 2001) at Key Stage 4 has been at more than twice the national rate year on year. In 2008 results at 5+A*-C improved by 5% to 60% exceeding the target of 59%. The 5+ A*-C (including maths and English) rose by 4% to 42% and narrowly missed the ambitious target of 44%. The tables show the improving trends since 2001. Our ambition is to continue this trend in 2009 and to meet the national average target for 5+ A*-C of 50%. This would represent a substantial increase and reach a major landmark in attainment for Haringey schools.

Percentage of pupils attaining 5+ A*-C grades at the end of Key Stage 4

	2003	2004	2005	2006	2007	2008
National	52.9	53.7	56.8	59.0	61.4	65.3
Haringey	39	43.7	48.5	51.7	56.2	59.7

Percentage of pupils attaining 5+A*-C grades including English and maths at the end of Key Stage 4

	2003	2004	2005	2006	2007	2008
National	41.9	42.6	44.7	45.6	46.3	47.6
Haringey	28.5	31	31.9	34.3	37.4	42.0

Progress is continuing to be made in closing the attainment gap between the east and west in the 5+ A*-C indicator. The gap of 30% (east 18% and west 48%) in 2001 has been narrowed to 7% (east 57% and west 64%) in 2008. The gap in the 5+ A*-C including English and maths indicator has begun to close. In 2002 the gap was 22% (east 17% and west 39%). The gap in 2008 has narrowed to 17% (east 34%, west 51%).

The percentage of young people achieving 5+ A*-G grades has been improving steadily since 2001. This year it improved by 1.4% compared to national improvement of 0.4%. The percentage of young people achieving at least one qualification at GCSE has improved to 96%, but remains below the national which is 98.6%. The work to improve the one qualification indicator will be ongoing and it will be from 2009 that the full benefit of the interventions will take effect - we are working towards 98%; in line with statistical neighbours.

The continuing improvement at GCSE is reflected in the performance of the larger ethnic groups in Haringey. There are signs that the difference between ethnic minority groups and the Haringey average is closing at 5+ A*-C. There remains significant differences between ethnic groups in the 5+ A*-C including English and maths indicator and improving results of the larger ethnic minority groups with English and maths is a key target.

5+ A* - C trend	**2004**	**2005**	**2006**	**2007**	**2008**
African	35%	46%	48%	57%	57%
African Caribbean	32%	42%	42%	41%	49%
Kurdish	32%	27%	54%	40%	55%
Turkish	34%	40%	35%	48%	50%
White UK	60%	63%	65%	65%	74%
Haringey	43.7%	48.3%	51.7%	56.2%	59.7%

5+ A* - C trend (including English and maths)	**2006**	**2007**	**2008**
African	29%	32%	36%
African Caribbean	23%	24%	30%
Kurdish	17%	16%	28%
Turkish	13%	23%	27%
White UK	56%	58%	65%
Haringey	34%	37.4%	42.0%

There remain significant differences nationally, as well as in Haringey, between the overall attainment of pupils who are eligible for free school meals and those not eligible.

Key Stage 4 results for eligible and not eligible for Free School Meals

	2007 FSM	**2007 NOT FSM**	**2007 Gap**	**2008 FSM**	**2008 NOT FSM**	**2008 Gap**
5+ A* - C Haringey	45.2%	58.4%	13.2%	49.3%	63.7%	14.4%
5+ A* - C (inc. Eng & maths) Haringey	23.8%	43.1%	19.3%	28.0%	48.1%	20.1%
5+ A* - C National	35.5%	62.9%	27.4%	40.1%	67.1%	27.0%
5+ A* - C (inc Eng a maths) National	21.1%	49.1%	28.0%	23.6%	51.4%	27.8%

Value added from Key Stage 2 to 4 shows that Haringey schools have significantly exceeded national expectations. Haringey's value added measure in 2008 is 1018.8 (national 1001.2). This places Haringey 5th out of 149 local authorities.

There is now one school (Woodside at 28%) just below the DCSF floor target of 30% at 5+ A*-C GCSE including English and maths by 2011, whereas there were four schools in 2007 below the 25% floor target of 5+ A*-C GCSE with English and maths in 2007. This indicates the improvements that have been made. We are confident that all schools will meet the target by 2010 but we want to meet this target by 2009 - a year early. All schools have set targets in excess of 30% - including Woodside with a target of 35%.

Post 16 results for 16-18 year olds have fallen slightly in the average point score per exam entry from 200.7 in 2006 to 199.3 in 2008 (national increased from 206.2 to 209.4). The total average point score per student has increased from 566.2 to 589.2 (national 721.5 to 739.8). This would suggest that many students in Haringey are not being entered for as many subjects as the average nationally.

The majority of centres maintained or increased their scores in both measures. There was, however, a more marked decrease in both measures in a small number of centres. This is partly due to the fact that a number of centres operate a more comprehensive admissions policy for entry onto level 3 courses. However, when looking at the DCSF contextual value added measure (CVA KS4 to KS5) the picture is much more consistent and positive. All but one centre have CVA scores above 1001 and 5 out of the 8 centres have CVA scores greater than 1015.

Excellent improvement has been made on attainment at both Level 2 and 3 for 19 year olds. The Level 2 figure has risen from 53% in 2004 to 74% in 2008 against a rise nationally from 66% to 77% - 21% compared to 11%. Level 3 attainment has improved from 35% in 2004 to 49% in 2008 compared to national improvement from 42% to 50%. Attainment at levels 2 and 3 is underpinned by excellent progress at Level 1 and Entry Level. A broad range of provision is now available, offering more flexible and support programmes including increased choice at the Haringey Sixth Form Centre. CoNEL success rate at both entry and level 1 is high and the 14-19 team continue to encourage providers to develop entry level and level 1 provision through the development of the Diplomas.

Children in Care have made substantial and sustained improvements in educational attainment over the last four years. Key Stage 1 results are significantly above national LAC results, reading 82% v 57%, writing 73% v 50% and maths 82% v 62%. Key Stage 2 results are also above in English 58% v 46%, maths 63% v 44% and science 83% v 60% Key Stage 3 results are above in English 41% v 30% and science 41% v 30% and similar in maths at 33%. At GCSE results are generally similar but significantly above on 5+ A* - C (22.5% v 13.9%) The additional support provided for children in care is exemplified by the outstanding partnership with Tottenham Hotspurs Foundation which has helped to provide a broader range of opportunities for children in care. The support for children and their carers is a model of best practice.

Low attaining pupils - All special and mainstream schools report progress and set targets for pupils below NC levels using P levels. All schools submitted attainment data at the end of the summer term using P levels. P level moderation group set up to share expertise between mainstream and special schools and ensure consistency in levelling of work at lower levels. All schools are trained in the use of P levels and most using DCSF recommended materials to track progress. Specialist teachers for Language and Autism supporting schools re P level judgements for targeted pupils. All recent Ofsted reports have judged progress of SEN/LDD pupils to be good or better.

High attaining pupils – The percentage of high attaining pupils at KS1 (Level 3) has generally declined in Haringey and nationally. At KS2 (Level 5) there has been a very slight increase in English since 2005 (1% in Haringey to 26% compared to 4% nationally to 30%), maths has also had a 1% increase to 26% compared to 1% nationally to 31%. In science there has been a 1% fall to 37% compared to a 3% fall nationally to 44%. At GCSE there has been a steady increase in the percentage of pupils attaining 3 or more A*/A grades from 13% in 2003 to 23% in 2008 (there are no national comparative figures published).

All statements of special needs are reviewed and support/provision challenged where this is not meeting the needs of young people. Issues arising from Annual Reviews are followed up by SIM Inclusion or SEN advisory teacher. SENCO training programme of Network Forums and conferences are well attended and include opportunities to share good practice across schools Support groups have been set up for professionals working with pupils with Down Syndrome and Dyslexia to monitor interventions and outcomes. The DCSF Inclusion Development Programme has been disseminated to all schools.

The mobility of all schools is analysed and attainment levels are measured for the impact of mobility. Currently there are 10 primary schools which have mobility of over 30%. In primary schools where there are significant levels of mobility, support is given to ensure that induction procedures enable early assessment of need and intervention where appropriate.

Pregnant schoolgirls and young mothers benefit from well developed programmes which impact strongly on their performance. 100% of teenage mothers are supported through the joint Children's Centre and Support for Teenage Parents Programme. They all have a Connexions worker and are accessing programmes to support basic skills, childcare and child development, EDOL and healthy eating and are offered the September Guarantee. Haringey is working in collaboration with the DCSF as part of a research programme to evaluate the impact of an early intervention approach called Teens and Toddlers and over 100 Year 9 girls will have the opportunity of participating in this programme aimed at personal development and raising self esteem as well as working with toddlers.

Ofsted inspections continue to reflect continued improvement. Haringey has the joint highest number of schools in London over a three year period (2005-2008) graded as outstanding. Of the 9 primary schools so far inspected in 2008-09, 22% have been judged as overall outstanding (13% nationally in 2007-08) and 44% good (50% nationally). Teaching and learning was also 22% outstanding (12% nationally) and 44% good (52% nationally). Of the 5 secondary schools inspected 1 was outstanding in both categories, 2 good and 2 satisfactory. The one special school to be inspected in this period has been judged to be outstanding.

There are no primary or special schools with an Ofsted Notice to Improve, one secondary school (The John Loughborough School) has a Notice to Improve. Satisfactory progress has been recorded at the HMI Monitoring visits and re-inspection is expected in the summer term 2009.

There is one primary school (St Paul's and All Hallows, Junior) in the Ofsted category of Special Measures. There are no secondary or special schools in Special Measures

The leadership of all our schools continues to improve and we have a comprehensive succession strategy in place to help us to sustain the current high levels of leadership. This is important as the age profile of our headteachers means that 34% are due to retire over the next 5 years and 57% over the next 10 years. *(This information is based on the 80% of schools in Haringey that buy into the Service Level Agreement which amounts to 65 Headteachers from across nursery, primary secondary and special schools). It also assumes that headteachers retire at 60.*

We are working closely with Deputy and Assistant Headteachers as part of the succession strategy to ensure that they are given development opportunities through secondments in other schools. There is also a very successful programme of professional development for our middle and subject leaders.

The BSF building programme is on schedule with a £200M investment in our secondary schools. This includes the new Heartlands High School in Wood Green which will open in September 2010. All secondary schools have taken a full and active part in planning the building programme and the educational transformation that will result.

The successful application for Primary Strategy for Change will enable us to improve the general building stock and expand primary school places to meet future need and carry out the ambitious plans for an inclusive learning campus at Broadwater Farm which will result in the co-location of mainstream and special school provision on the same site. Once again the transformation of educational standards is at the heart of the capital programme and underpinned by the Primary Strategy.

The Children's Centre programme is central to the prevention and early intervention plans and to improve outcomes for under 5 year olds and their families by giving young children the best support possible and has resulted in 18 new Children's Centres. All are located in areas of high social need and are linked with a local primary school to provide seamless progression. Early indications are that the programme is impacting on improving outcomes.

MAKE A POSITIVE CONTRIBUTION

We want our children and young people to engage in decision-making and to support their community and environment. We want them to have a wide range of opportunities that enable them to enjoy living in such a richly diverse borough and to contribute to community cohesion.

WHAT WE SAID WE WOULD DO BY 2009

We will continue to work to enable children and young people to make a positive contribution, focusing on three key priorities.

PRIORITY 15 – We will empower children and young people to have a more effective voice in decision-making.

We have increased the participation of young people

The Youth Council has been instrumental in developing the active involvement of a wider range of young people from our diverse communities on issues that concern them. The Youth Council continues to increase the involvement of disadvantaged and vulnerable groups with representatives from Leaving Care, Islamic Community Centre and the Value Life campaign now on the Youth Council Cabinet. Two young people with learning difficulties/disabilities were supported by the Youth Service to participate in the UK Youth Parliament elections in January 2009. At the **November Shout Out conference**, organised and run by Youth Council members, more than 20 young people with disabilities (from three special schools) participated with almost 200 other students in a lively day of discussion, workshops and performances. The HYC have been taking forward their Action Plan, as agreed at last year's Shout Out event and are campaigning on issues including the environment, Gun & Knife Crime, Intergenerational Dialogue, Poverty and Sex & Relationship Education. Action to address the issues raised by HYC will be addressed in the new Children and Young People Plan and youth councillors will make a presentation at the next Youth Summit on gun and knife crime. A recently appointed Youth Council Development Officer (recruited with HYC involvement) is undertaking work to increase and improve training, accreditation, and support for Youth Councillors. Most recently, members of the Equalities Team have started to work alongside Youth Councillors to develop their awareness in areas of anti-discrimination and community cohesion.

The voice of young people is now embedded in many of the strategic decision-making forums of the Council and its partners. The Director of C&YPS consulted a full Youth Council meeting and the Youth Cabinet about the development of the JAR action plan and the new Children's Plan. HYC cabinet members continue to have regular consultation meetings with the lead member for Children and Young People. The Youth Council is represented on Haringey's Strategic Partnership Board and members of the Youth Cabinet have participated in the scrutiny of services that most affect them.

Shaping services by listening to young people's views is increasingly essential to improving provision and is recognised by all partners as important for efficiency and effectiveness. Members of the Youth Council will have places on the Children's Trust Board and their views are also heard by councillors who attend Youth Council meetings. Minutes of HYC meetings are distributed to all elected Members. Haringey's Children's Trust has made clear that the views expressed at CiC events, anti bullying debates, and focus groups for young people between 14 – 16 on health, will influence the new Children and Young People Plan.

The Young Residents Survey indicates that children and young people perceptions of the Council have steadily improved. Two thousand seven hundred young people have

contributed their views on ICT provision and the secondary curriculum and a hundred school councillors between the ages of 11-18 have participated in an extended consultation on sex and relationship education. Senior police officers have attended Youth Council meetings and are intending to respond to three hundred and twenty young people who have completed a questionnaire on their relationship with the police. The participation team now records the outcome of all consultation with young people so that it can systematically inform policy direction.

At the Haringey Youth Council Shout Out event, young people from secondary schools and our 6th Form Centre Reforma dance group presented their imaginative work on bullying, youth violence and anti-social behaviour to an audience of over 200 people.

Since elections to the UK Youth Parliament began in Haringey in 2007, over 7000 young people have taken part in the voting process; in January 2009, more than 3,500 young people voted for their representatives, including 983 11 and 12 year olds. The UKYP elected representatives, who come from each of the three children's network areas, have hosted a regional meeting attended by 70 young people. For the last two years, Haringey young people have been elected to senior roles within UKYP committees. Gun and knife crime is a national issue for UKYP, which has, became part of the local Youth Council agenda.

The Haringey Investigation Team (HIT) emerged from the UK youth parliament policy discussion; this trained group of young people assess youth provision and services across the borough. In response to HIT feedback, YOCF (Youth Opportunity and Capital Fund) have invested more monies in upgrading youth provision. Improvements have been made in other areas, such as targeted provision for discreet groups, staff being more welcoming and improved access

The Participation Toolkit for young people is being rolled out across schools, offering a practical approach to effective participation. A voluntary sector conference in December 2008 facilitated by the Youth Service concentrated on participation and examined how voluntary organisations can routinely develop young people's involvement in decision-making

There are now 58 Youth Forums operating across the borough, six of these submitted successful bids to the Youth Opportunity Fund. Meetings are held in the sixteen play centres across the borough, which provide an opportunity for young people to take a full and active part in decisions about the services offered. Part of the national network, Haringey has 25 Young Advisors aged 15-21. They are trained consultants who carry out peer outreach and other community projects. They have proved effective in engaging young people in a range of issues and specialise in community regeneration and renewal.

Amongst this year's cohort of Young Advisors, four come from Leaving Care & Asylum; this group will work on broader Young Advisor projects as well as more discrete work for Children & Families. Work is also underway to develop and sustain an effective forum for children in care.

Children and young people who are looked after have a greater say in services provided for them. In March 2009, approximately thirty children and young people in Haringey's care, participated in 'Changing Me – Changing You' Over a period of 8 weeks. The children & young people, supported by Chicken Shed Theatre created a performance for councillors and key staff about their views and feelings. The objectives of the exercise was: to encourage children in care to have a voice when it comes to issues of identity; to allow them to express how they feel about their situation; to enable them to voice their concerns and what they would like to change and to explore how they would like to improve their situation and people's perceptions of children in care.

The Leaving Care & Asylum Team are involved in the national Youth Mark scheme, which is a kite mark for organisations that have a commitment to involving young people in developing and improving services. They have five trained Youth Markers who are actively involved in assessing and monitoring improvements to services delivered from Compton Crescent.

Total Respect training is a key mechanism for young people in care to influence policy development. A new group of young people who have been specifically recruited to run Total Respect courses which were delivered in August and November 2008. The involvement and understanding of elected Members and staff on issues affecting CiC has significantly improved because of their participation in this course.

Children and young people with learning needs and disabilities have a greater voice. As part of our commitment to listening and responding to the voices of all children and young people, Haringey held its first Powerful Voices Conference in 2008. The aim of *Powerful Voices* was to consult Year 5, 6 & 7 students including those with disabilities and special educational needs and to hear their opinion on education and other services that affect them. The format of the conference enabled pupils to participate actively and demonstrated a practical, creative approach to developing an inclusive culture of involving and listening to children. Feedback from children with disabilities and specialist staff is that the conference was the first time that many of the children had felt truly included. The views expressed have been shared with councillors and partners working to improve the five outcomes for children and young people. The 2009 conference will focus on wellbeing and anti-bullying strategies as well as feeding back to pupil delegates on progress we made in response to the views expressed last year.

The Youth Opportunity Fund has enabled young people to take responsibility for setting the criteria for the funding of additional activities, assessing applications, and allocating funding as well as evaluating outcomes. In 2008-9, more than a hundred and fifty applications were received; £420,000 was allocated to sixty projects, initiated by young people. 80% of the Youth Opportunities/Capital Fund was allocated to third sector organisations last year. A PAYP funding conference (March 2009) attracted over 100 colleagues from the voluntary sector.

The Youth Service challenge and support team are now in post. The team are currently reaching 24 of our most vulnerable young people, to whom they are offering intensive 1:1 support to get them re-engaged with education, training or employment. As a specific result of Connexions engagement, three of the young people have started Further Education.

All Youth Service staff have received training on how to better engage refugee and asylum seekers. Systems have been developed to capture quantitative data on the number of refugees known to the Youth Service and to police through data sharing. The detached youth team has engaged with a group of hard to reach young people from the Somalian Community, by developing a partnership with the Somalian Youth Enlightenment organisation. The purpose of this partnership includes mediating between Somalian young people living in Haringey and Camden to eliminate the gang culture.

Twelve young people have been recruited as part of the street based Team. They are currently working towards their NVQ Level 2 in youth and community work.

Exposure Magazine is an award-winning magazine written and produced by young people for young people. The magazine has two versions - Junior Exposure for those aged 8-13 years and Exposure for those over 13 years. The magazine covers a range of themes each year which are relevant to young people, including: ‘Special Needs’, ‘Shoes and stereotypes’, ‘Drug-taking’, ‘Smoking’, ‘Selling drugs and going to Jail’, ‘Coming to London

from Nigeria', 'Parental abuse', 'Playground culture', 'Deafness', 'Street violence', 'Psychosis', risk taking, Obama, a career in the army, sex education, , obsession with computer games, slave labour in the third world and public transport. An Exposure Chlamydia advert won the best youth video at the Wood Green Film Festival. It was subsequently turned into a thirty-second cinema advert, which is shown regularly to the public at Cineworld cinema in Wood Green. The magazine has included two Youth Council supplements during the year covering HYC activities and achievements.

To develop and embed Children's Rights across areas of work, a Children's Rights page has been created on the Youth Space website, which features both local and national support services as well as relevant information on how to contact the Council with concerns or comments**.**

Participation of young people in schools

All schools have functioning school councils. The majority make regular reports to governing bodies and contribute to parent newsletters. They have reported on a wide range of activities from local environmental projects, school uniform and catering changes to global issues exemplified by the Model United Nations programme. The Learning Partners pilot project has been developed in one secondary school with plans to extend the programme. The Student Voice Charter launched in 2007 in secondary schools is providing the template for a similar piece of work in primary schools. Six schools are working together to produce a Pupil Voice Charter.

The SEAL programme is used extensively in primary schools as part of a comprehensive PSHE programme. In secondary schools young people's wellbeing is being supported by embedding SEAL approaches across the curriculum The focus is on helping young people to develop their emotional resilience through building greater empathy and understanding.

Activities during Citizenship week enabled primary aged children to develop their knowledge and skills around issues of community safety, drugs and alcohol, environmental protection, safe travel and community volunteering. Many secondary and most primary schools also participate in Local Democracy Week where they have opportunities to meet and question local councillors and learn about democracy**.**

The Junior Citizen Scheme continues to engage a majority of primary schools, mainly Year 6 pupils, enabling pupils to develop skills across three themes: serving; learning and growing to promote active citizenship. They use a range of skills to make their views heard. Over 100 pupils attended the annual Junior Citizen's debate at the Civic Centre with teams discussing the topic 'poverty reduction begins at home.'

More than half of our primary and secondary schools are participating in the Eco School programme with 'Eco Squads' working actively on environmental activities, including waste and energy audits, growing clubs and recycling projects. Global Action Plan have been working with Eco Squads in ten schools empowering them to make changes in energy consumption at both home and school through the 'action on energy' project. Over 120 Year 6 and 7 pupils participated in the Better Haringey Green Fair, which involved taking part in a number of activities including using instruments made from recycled materials.

Peer mediation programmes have been running in more than 20 primary schools. Pupils are trained to intervene in conflict situations at break and lunchtimes to help problem solve. The 'peer mediators' also act as befrienders and have buddy benches in their playgrounds where pupils who are lonely or sad can find a friend. A number of secondary schools also run peer mentoring, peer listening and befriending schemes, which also help in conflict

resolution, bullying situations and general peer support and guidance. One school is leading in a Treasury funded, national befriending pilot programme.

The Value Life programme to raise awareness of the dangers or gun and knife crime is now in its fifth year. This student led community initiative is now actively supported by a number of our secondary schools and staged a 500 strong march and conference in summer 2008. Gun and Knife Crime was also one of the workshops organised by young people at the Shout Out conference. Music videos produced by young people on youth violence were warmly received at the youth film festival in March 2009.

PRIORITY 16 – We will ensure that children and young people living in Haringey are given wider opportunities to broaden their experiences.

Music & the Arts

Music is a great strength within Haringey schools. Each week over 800 children and young people, attend weekly musical ensembles arranged by Haringey Music and Performing Arts Service. A wide range of music is available with guitar groups, African drumming, percussion to name a few as well as The Haringey Young Musicians Big Band and Symphony Orchestra.

Whole Class Instrument Teaching (WCIT) is a particular feature of music provision in Haringey with 52 classes in 32 schools for 2008-09. Further expansion is planned from September 2009. Providing more opportunities for young people to learn a musical instrument is a national objective. Data returns and projections provided to the National Participation Director at DCSF October, 2008 show Haringey in a strong position. LAMP is also addressing the strategic requirements of DCSF to see significant increase nationally in instrumental learning following the initial offer (usually in Year 4).

The annual 'Massive Concert' in Alexandra Palace is a special opportunity when over 1000 Key Stage 2 young people from the WCIT play together for the first time. They experience the thrill of taking part in a large-scale public performance, listen to and play with more advanced students who provide positive role models. The concerts also feature celebrity soloists, carefully chosen to demonstrate what youngsters can achieve if they are dedicated.

Opportunities to take part in musical groups are numerous and in 2008-9, nearly 200 performances were given by Haringey Young Musicians groups in schools, local public venues and further afield. This is in addition to the numerous similar opportunities organised by schools. In July, 2008 the Haringey Young Musicians Big Band and Symphony Orchestra took part in an exchange programme visiting Jamaica to give several performances to local school children and the public, as well as linking up with local young musicians, staying in their homes and performing together. Participation in these activities has a pronounced, long-lasting effect on the children and young people involved, broadening their cultural understanding and in turn empowering them to make a positive contribution to society and to positively influence their peers in and out of school. The Music & Performing Arts Centre has received many letters and messages from parents and schools to this effect.

International experiences

All schools have registered for the International Schools Award (ISA). The programme provides a framework within which all schools can develop international partnerships and achieve curriculum goals, It also encourages collaborative, curriculum-based international work with partner schools and extends the global dimension into the learning experience. The programme also provides opportunities for schools to raise the profile of their community values through local and national media coverage. Many more children in our schools have a greater knowledge and understanding of what it means to be a global citizen, through their engagement in cluster based 'Connecting Classrooms across the Globe projects,' which enable learners to interact across geographical boundaries.

Moselle School and William C Harvey special schools have embarked on a international partnership with special schools in Accra, Ghana. The link has a focus on sport and with the lead up to the 2012 Olympics; the schools are looking at bringing children from Ghana for their own Special Olympics in Haringey.

Nine Children's Centres are part of an innovative programme to link with Auckland, New Zealand. This partnership will focus on understanding why and how assessment of children's development is carried out and how ICT is used to support this. Observing 'best practice' where children are supported to be independent and take risks in a safe environment especially in the use of the outside environment is key to this partnership.

UK India Education Research Initiative
We have two clusters of primary and secondary schools working with 12 schools across Delhi and the Punjab in India to develop curriculum opportunities created by the new Key Stage Three orders and the introduction of the 14-19 Diplomas.

Eight schools participated in the Model United Nations (MUN) conference in March 2009, including two out of borough schools. A Comenius Regio application has been made in partnership with Bedzin (Poland) to secure longer term funding to enable the sustainability and development of this global citizenship programme.

The European Safer Schools Partnership is a ten nation network designed to implement the European Charter for Democratic Schools without Violence. Ten Haringey schools are now signed up to this multi-agency partnership, led by the police. The objective of the partnership is to develop local training and support to achieve effective approaches to reducing bullying and violence whilst promoting children and young people's active involvement. This programme has spawned at least six successful Comenius programmes, which bring together international partnerships to promote aspects of the Charter.

Education outside the Classroom
Our Outdoor Pursuits Centre in Pendarren in South Wales is an outstanding resource. The vast majority of young people in Haringey have visited the Centre at some point in their school life. In recent school surveys on what they remember most about their time at school, Pendarren regularly features. At this centre, some of our most deprived inner city children are given the opportunity to take part in a range of adventurous pursuits for the first time and to do so in the most stunning of environments.

Youth Opportunity Fund (YOF)
A wide range of creative youth led projects have been funded by our Youth Funds panel. More than 60 projects have involved almost 2000 young people providing many new places to go and different activities to be involved in, with a number leading to accreditation. 80% of funded projects have been from groups supported by the voluntary and community sector and most involve young people from disadvantaged backgrounds.

Young people have had a role in organising the publicity for the Youth Opportunity Fund resulting in a leaflet and an advert shown as part of a young people's film festival on the 27th March 2009. The Youth Service ran workshops on the Youth Opportunity Fund at a Meet the Funders event organised by HAVCO in February 2009. The Youth Space website has advertised the funds and promoted successful projects.

PRIORITY 17 – We will work together to give a more positive profile to children and young people drawing attention to their positive contributions and celebrating their achievements.

Haringey Heroes Awards recognise the wide range of outstanding contributions that young people make to their communities often against the odds. Held for the first time in 2008, Young Haringey Heroes celebrates the positive contribution and achievements of children and young people across the borough. Two hundred nominations were received in 2008. The award categories include 'Young Carers', 'Young Volunteer' and 'Young Sports Person'. The 2009 awards will be held at the Bernie Grants Centre in July.

Groups of pupils and Youth Councillors presented their achievements to the annual meeting of the Haringey Governor's Association. A group from Park View Academy spoke about their involvement in peer support programmes and international work, while pupils from a primary and a special school gave presentations about peer support and pupil voice.

A number of Haringey pupils have been successfully nominated for the African Caribbean Education Schools and Youth project (ACES), which focuses on raising the self esteem, cultural awareness and academic achievement of individuals, particularly children of African and Caribbean heritage.

Fourteen members of HYC have recently been awarded the 'Diana Certificate of Excellence," for their outstanding contribution to their community. The certificate rewards young people who work together for the benefit of others. HYC members received their award for organising the 2008 Shout Out Event.

The March event to celebrate achievements made through participating in Youth Service activities and YOF funded projects was attended by more than two hundred young people and their families. Members of HYC hosted the event, which featured films and performance art projects developed through Youth Opportunity funding.

Targeted young people have also gained accreditation in street dance and basketball through participating in activities at the Triangle Centre once a week. The young people also performed their dance routines as part of Tottenham Carnival to an audience of hundreds of local people. Children and young people's participation in positive activities at the weekends has led to thirteen young people gaining football level 1 certificates and some being scouted for professional and semi-professional teams.

At the Haringey Engagement Programme 'Oscars', seventy Year 11 students, who were in danger of becoming NEETs, were awarded certificates and 'Oscar' style statuettes for their achievements to the applause of their parents and families. The young people had attended a wide range of taster courses throughout the year, which helped them to make informed choices about post 16 options.

Coldfall Primary School is the first in the borough and one of the first nationally, to achieve the coveted "**Green Flag" award for being a sustainable school.**

The British Council recently hosted an event celebrating 10 years of Haringey's involvement in the International School Awards. Students from Park View Academy gave an inspiring presentation about the global dimension in their learning and in particular about their involvement in the Model United Nations project.

The Model United Nations Conference, which took place in March 2009 on the theme 'Water-the global crisis' was attended by a hundred and fifty students from eight secondary schools. The conference was chaired and managed by students throughout the day. A photo story celebrated the students' innovative work.

Haringey People, the Council's monthly newsletter, has featured many stories about pupil achievements, including a cover story and full-page report on the work of the Youth Funds Management Panel, which was featured in the June 2009 edition. This group of 15 young people, allied to Haringey Youth Council, have been trained and supported in managing the Youth Opportunity and Youth Capital Funds to provide grants to youth projects. They have also provided advice surgeries and visited projects as part of their voluntary work commitments. The next issue of this journal will carry a full-page story on the work of the co-leaders of Haringey Youth Council, celebrating the progress of the council in providing a voice for the borough's youth. The report will highlight the Youth Council achievements including a 200 strong Shout Out conference, a 'Question Time' event during Local Democracy Week, participation in Value Life and Holocaust Memorial events as well as organising exciting bi-monthly council meetings with a range of speakers and activities.

From June to December 2009, Haringey's press team recorded 214 good news stories about children and young people, in the following six months 167 good news stories were recorded. Many of these celebrate young people's talents in music, academic progress and community engagement activities, such as young people getting involved in 'operation bus stop' to help prevent gun crime and teenagers challenging the negative stereotypes of 'hoodies' and speaking out against postcode wars.

We are very proud of all our children and young people.

ACHIEVE ECONOMIC WELL BEING

We want young people to engage in further and higher education, employment or training when they leave school so that they can live in decent homes, contribute to sustainable communities, have access to transport and material goods and live in households free from low income. We want parents to be supported to be economically active.

WHAT WE SAID WE WOULD DO BY 2009

We want to improve levels of economic well-being focusing on three key priorities.

PRIORITY EIGHTEEN – We will improve access to services for young people and parents that support them to be more economically active.

The Council has approved a strategy to reduce Child Poverty, led by the CYPS The campaign includes encouraging those eligible to take up benefit entitlements through schools-related campaigns and community events. Citizens Advice Bureau (CAB) have run benefit training advice sessions in Children's Centres; parent support workers have been trained in benefits information and use of IT system. Schools have distributed benefits information as part of normal communications with parents/carers. Part of the campaign is to increased the uptake of free school meals which has seen an increase of 3% in primary (93% of those entitled) but a fall of 4% in secondary (85% of those entitled). Parents and carers are supported to gain employment through partnership with the Job Centre and opportunities to engage household where there is a history of worklessness. Haringey is currently submitting a detailed plan for a bid for delivery of a child poverty pilot to co-ordinate local services for separating and separated parents.

The Family Information Service has continued to develop the on line directory for parents, carers and staff following its launch in June 2008. More information has been added over the past year with over 1300 records now in the directory bringing helpful links with other services to signpost support for parents. The service has been widely publicised and was accessed by 8820 people during 2008-9. In addition, the Training Officer delivered 31 sessions to staff in a number of services within CYPS covering the Family Information Service Directory (FISD) enabling staff to signpost a wide range of resources including employment and training.

The Family Information Service is working towards achieving a quality assurance scheme called “The Families First Award” which has been developed in partnership with DCSF and other partners.

The number of households living in Temporary Accommodation is reducing steadily, reaching 4,621 (as at 27/2/09). A new Homelessness Strategy has been developed with partners and a delivery group focused on children & young people has been set up, which is Chaired by the Assistant Director, Children and Young People's Service. A specialist Overcrowding Project Officer has been appointed who will focus on reducing the level of overcrowding. A range of initiatives have been developed to increase the supply of larger size units, to make best use of existing stock and to ameliorate the effects of overcrowding where a move is not possible. The result is that special consideration is given to children under 11 in social housing to enable the family where possible to remain near to their local school or support network thereby reducing the effects of mobility on the child’s learning.

The childcare sufficiency assessment has been updated and an Action Plan is in place to address the findings of the childcare sufficiency assessment mapped onto each of the children's networks and to address the gaps identified. This will ensure that there are sufficient child care places across each network for parents/carers who want them.

There are now 18 operational Children's Centres providing services to children under 5 and their parents/carers. A range of services are being provided including support to parents and carers around ESOL, literacy and family learning. Services are focused on early intervention and address the children's centre core offer of early education and childcare, employment support, training and information for families. Health and family support services include Midwifery and Health Visiting, linked closely to Family Support Worker where families are identified as needing further support. Places are reserved for children with disabilities and for children in need. Support programmes includes Parents as Partners in Education and Learning; which targets Turkish, Kurdish, Somali families to link them with services through the Children's Centres, alongside the delivery of parenting programmes such as the Strengthening Families, Strengthening Communities programme and the Webster Stratton Incredible years programme.

10,790 children under five had contact with Haringey's Children's Centres services in 2008/9.

Our support to parents has significantly improved over the last year. Six Parent Support Advisers (PSAs) were appointed in September 2008. Each PSA is attached to a Network Learning Community. Extensive induction and training has been given to PSAs. PSAs employed one day a week in 17 schools from late October onwards. PSA role is school based and focuses on early intervention/prevention with parents/carers. More than 400 parents have been supported by the PSA team since October 2008. A Central team of Family Support Workers (FSWs) for the Over 5s were appointed July 08 this team provide targeted support to families with greater needs. Co-ordinated Family Support is being delivered in the three Children's Networks. PSAs and FSWs are part of multi-disciplinary teams and collaborate with colleagues to provide multi-agency support to parents. The School Transfer Advisor continues to give effective support and advice to parents and carers of children who are transferring to secondary school. The number of parents supported by the STA has increased by 30%. Many parents now contact this service directly. Four schools have achieved the Leading Parent Partnership Award.

The Extended Services strategy has been successful in developing services across the borough, and the appointment of three co-ordinators one per network with a focus on particular provision, will further embed and develop the provision. One leads on breakfast clubs, another holiday provision and the third on provision for young people with disabilities.

All young people can access Careers Advice and Guidance through Connexions. Personal Advisers are based in all secondary schools, the Marcus Garvey library and the Wood Green library have drop in centres and further support is available to more vulnerable groups through Personal Advisers allocated to teams working with these groups. All schools have PSHE units or Citizenship programmes with support from Connexions. This enables young people to find out more about where to go for support and to review future career opportunities.

The percentage of young people not in education, employment and training has halved over the past two years. Connexions workers have successfully transferred to be based in schools and the local authority and are providing much better information, advice and guidance services to young people for them to make important life choices at key transition points. At March 2009 there were 308 young people who were NEET and 168 whose destination was unknown out of 4,320 young people.

Provision for young people with LDD is good and has been increased further through the E2E programmes at the Sixth Form Centre. Targeted provision is also in place to address the particular needs of young people with LDD including the allocation of designated Personal Advisers trained and experienced in working with young people with LDD.

The range of student pathways at KS4 is increasing year on year and provides for all students. We have 27 off site programmes from Entry level to L2 utilizing seven providers from Haringey, Enfield and Waltham Forest. Schools, CoNEL, H6FC and WBL providers work together achieving an increase in vocational places from 900 to over 2000 in four years. Off site places have quadrupled from 100 to 400 in the same period. Diploma programmes are planned for 2009 and applications have been made for additional 2010 delivery. The Construction Diploma recruited successfully and started in September 2008. The Engagement Programme has been extended to offer two programmes in 2008-9 to disaffected young people to get them to continue to be engaged with their education.

The WBL strategy is being developed through a joint working group of 14-19 , HR and regeneration. The council as an employer have agreed to increase the numbers of apprenticeships offered from September 2009. BSF providers have agreed, through the procurement process, to offer apprenticeships from September 2009. The Council are further developing the procurement process to include a commitment by contractors to offer apprenticeships.

Two successful major information advice and guidance events took place at Alexandra Palace to help young people and their parents/carers better understand their choices. In November, 2008 the Year 11 event for young people, parents and carers was attended by 867 young people and 368 parents/carers. The February, 2009 Year 9 event for young people, parents and carers was attended by approximately 250 young people and 210 parents/carers.

Presentations about the Connexions Service were made to Turkish and Kurdish Parents and Community Associations. As a result some Connexions/careers work has been instigated in a local Turkish school helping to develop links within that community.

A Quality Assurance framework has been developed to ensure that all young people receive a high quality service in line with the National Information Advice and Guidance Quality Standards.

Young people in care have support from a Personal Adviser who is based in the leaving care team and provides one to one support to ensure access to ETE, work placements and Steps to Employability. Each young person has a Personal Education Plan to enable them to make the best of the opportunities available to them. The number of care leavers going on to university continues to increase and reflects the improved educational outcomes they are achieving.

An excellent programme of work experience and work simulation is offered to all young people where possible linked to an area of vocational study or interest. Haringey Education Business Partnership provides over 2000 KS4 work placements a year and additional; work simulation activities to over 1600 learners. 94% of learners attend work experience, this is the highest figure in North London area. There is an extensive programme of Aimhigher activities in schools and CoNEL. This is reinforced and supported by borough wide KS3 and KS4 events.

An extensive programme is in place to support the introduction of five more Diplomas in September 2009 and planning for 3 more is well advanced for 2010. This will provide 9 subjects in vocational options for young people across Haringey to access and puts Haringey ahead of schedule to offer the 2013 entitlement of 14 lines of learning.

The September Guarantee has been operational since 2005. This guarantees all sixteen and seventeen year olds the offer of a place in education or training. It provides a good basis for tracking the destinations of young people and ensuring they had a focus for their post 16

studies. Early identification of those in need of additional support with transition choices resulted in 92% of Year 11 leavers and 81.9% of Year 12 leavers having a recorded offer of learning by September 2008. This is above DCSF expectations of 90% and 60% respectively. 48 students without an offer of learning were supported through the September Guarantee Voucher Scheme to enable them to access appropriate education or training.

The Youth Service continues to make a major contribution to young people's learning by engaging them in learning opportunities and providing a range of accredited programmes. In 2007/2008 the Youth Service worked with 5,403 young people which is a 19% increase on the previous year. We accredited the learning of over 900 young people and 2,217 young people had their learning achievements recorded.

PRIORITY NINETEEN – We will reduce the number of young people between the ages of 16 and 19 who are not in education, employment or training (NEET), especially those looked after by the local authority.

Progress in reducing NEETs is good and exceeds the target. The three month percentage average of NEET for November 2008, December 2008, January 2009 is 6.8% and continues to hold steady. Small focused events are proving successful in accessing targeted groups of NEETs. Events take place either at the drop-in centres or a suitable local venue. Training/learning providers attend and young people in that locality are invited and often accompanies by their Personal Adviser. Some of the hardest to help young NEETs have had access to the September Guarantee Voucher Scheme funded by the LSC and developed by Connexions which operates from November 2008 to March 2009, and provides a flexible pot of money for NEETs to access non-statutory learning/training, grants for equipment, clothing, travel, substitute EMA, passports/ID etc. The intention is to remove barriers to their progression. Haringey target was 24 young people – currently over 40 young people have benefited.

The number of unknowns has also reduced to 3.9% in March 2009 from 9.6% March 2008. This is through focused work to identify the activities of the boroughs 16-18 year olds and help them back into education, training or employment. Levels during 2008-9 have been higher than the rolling target of 9.9% and are now significantly down on previous months.

The improved recording, tracking and analysis of data in relation to young people who are NEET have enabled better targeting of support. Data sharing protocols for example with Tottenham and Wood Green Job Centre Plus, Haringey Housing Department have improved tracking of 18 year olds. Exchange of information between other North London Boroughs and across the whole of London through the London CCIS database has helped with the tracking of young people moving across Borough boundaries. Processes were put in place to ensure that we receive regular updated information from partners and that the data held is robust. The focus has been to ensure those likely to be NEET are identified early and for new NEET entrants to receive timely follow up support. Rigorous follow-up systems have been developed and will continue.

The joint work across all partners on the 11-19 Forum has been a key aspect of the successful reduction of NEET levels. The partners have developed strategies to address the needs of the most vulnerable through such actions as increasing the range of Level 1 provision, better targeting by ward, job brokerage schemes and employability training. Care leavers, teenage mother and those with learning difficulties and disabilities are the most difficult of our specific groups to shift.

Big gains have been seen in the numbers of young people in ETE provision. The figure for 2007/8 was 75.6% in full time ETE which is a significant achievement, but the cumulative figure for the first 3 quarters of 2008/9 (yet to be confirmed by the YJB) is 75.3% which represents 83% school age children in full time ETE, and 78% over 16's in full time ETE. Due to uncertainty over funding, there was a gap of four months before the secondary learning mentor started work in August 2008. The KYPE (keeping young people engaged) worker and one of the Connexions PA's ran a motivational education group in August for NEET young people and all 6 of those who attended started in some form of ETE. The funding for the KYPE worker for 2009/10 is yet to be confirmed. The post 16's will remain a challenge particularly as unemployment rates rise in the current economic climate. The target of 90% is no longer a Youth Justice Board KPI and the YJB is looking at direction of travel in relation to ETE.

The Engagement Programme has been a great success. It recruited over 50 year 10 and 11 low attaining and disaffected learners in the first year of operation (2007/8) and re-

engaged them in learning, improving attendance and behaviour. Impact on standards in 2008 especially the percentage getting at least 1 A*-G grade improved and all year 11 students who completed were offered places on Post-16 courses.

The programme provides eight one day vocational taster programmes at six different providers. Students are also registered on the one day Student Pathways courses or are studying a vocational option in school. All are taught core subjects in school on the remaining three days. The Engagement Programme is further enhanced by careers support, extended work experience in year 11, enrichment activities and business skills development via extended work experience and employer mentoring. We funded a second cohort for September 2008 and have match funded it to get maximum impact. A key target for 2009 is to gain accreditation for the overarching programme and to develop best practice into the Foundation Learning Tier.

PRIORITY TWENTY – At age 19 we will improve the percentage of young people qualified to Level 2 and Level 3.

Excellent progress has been made on raising attainment at both Level 2 and 3 for 19 year olds. The percentage of 19 year olds achieving Level 2 in Haringey has increased from 66% to 74% (2007 to 2008) compared to the national increase from 73.9% to 76.7%. Excellent improvement has been made on attainment at Level 3 from 44% in 2007 to 49% in 2008 against a rise nationally from 48% to 49.8%. Haringey results are now close to the national average. The LAA stretch target is by 2009 to increase the percentage of 19 years olds qualified to Level 2 by 5% and Level 3 by 5%. Current progress indicates that these targets will be met.

Progress at Level 2 and 3 develops from excellent progress at Level 1 and Entry Level. A broad range of provision is available offering clear progression routes for learners through the levels. The Haringey Sixth Form Centre opened September 2007, supporting the broader curriculum and providing a fully inclusive curriculum offer, enhancing the range of dedicated pathways within and between local schools, H6FC, CoNEL and school sixth forms. Viable cohorts have been recruited for the first Diploma in Construction and the Built Environment which started in September 2008 with Levels 1 and 2 programmes, a Level 3 cohort is targeted for a September 2009 start. The engagement programme provides accreditation at Level 1 and Level 2 and will facilitate the Foundation Learning Tier entitlement by 2010. The Student Pathways programme provides a range of entry, Level 1 and Level 2 programmes at off site providers for KS4 learners.

Good collaboration across schools in partnership with the Sixth Form Centre, Conel, Work Based Learning providers and Waltham Forest College has provided a range of vocational courses through the Student Pathways Programme. An extensive Diploma programme offer means that there will be a total of 10 Diploma programmes in place for September 2010. H6FC is already planning Diplomas for 2009 by running pre-16 courses. Securing the commitment, capital programme and ongoing support and agreement of all schools and CoNEL for building the H6FC is a mark of the shared commitment, and desire of all partners to ensure that all learners across Haringey are well served by a full range of high quality facilities.

Increasing the number of young people with Level 2 and 3 qualifications is an important way of reducing worklessness in Haringey. The progress in increasing the number of young people with Level 2 and 3 qualifications coupled, with the improvements in the range of provision and the possible pathways are all enabling young people to continue to engage with their learning, and as a consequence improve their future chances of employment.

Good partnership work between Haringey Business Partnership, the Sixth Form Centre and the Youth Service has provided work experience for young people with special needs. The HEBP delivers a two week Special Needs Enterprise work experience based around enterprise and employability for up to 30 students from Moselle, WCH and The Vale.

The transformation of 14-19 provision is being fully embraced in Haringey and through the reform agenda the objective is to create clear, high quality progression routes for our young people. Schools with post 16 provision are also demonstrating a growing desire to share information and practice and to collaborate to make a significant impact on learner outcomes.

Planning has now started for the transition of LSC post 16 commissioning and funding authority to the LA from April 2010. The responsibilities of the Local Authority will be extended to include 16-19 commissioning plans and contracts in respect of providers located in Haringey; ensuring through inter-borough dialogue and commissioning agreements, that the plans of partner boroughs meet the needs of resident learners who travel to study; and ensure through regional commissioning process and agreement with the National Apprenticeship Service that regional agreements meet the specialist needs of its resident learners who access pan London provision. Work is underway to meet these new responsibilities.

HALS continues to promote opportunities to help people gain skills, get employment and progress. Haringey Adult Learning Service (HALS) delivers an Entry to Employment (E2E) programme for 16 – 18 year olds to work towards achieving a range of level 1 qualifications. The programme offers young people the opportunity to make choices about their future, set themselves some goals and build their confidence and self esteem. Qualifications are offered in ICT, Literacy and Numeracy and learners have the opportunity to undertake work experience and job search. Progression routes for E2E are to into employment, further education at level 2/3 or Apprenticeships. Over the years a number of the E2E learners have progressed onto the councils Newstart Apprenticeship programme where they have been able to work towards an NVQ Level 2 Framework qualification in Business Administration. HALS Apprenticeship programme has been very successful in achieving full framework qualifications at level 2. HALS had 84% of learners complete the full framework at level 2 in 07-08 and current learners are on target for 82 % to complete for 2008-09.

Major Next Steps

Priority	
VULNERABLE CHILDREN AND YOUNG PEOPLE	
We will continue to work to improve outcomes for all vulnerable children and young people in the borough but we will focus on three key priorities	
1	**We will improve outcomes for vulnerable children and young people through earlier intervention**
2	**We will continue to improve life chances for children in care and care leavers**
3	**We will improve outcomes for children and young people with disabilities**
	Priorities 1, 2 and 3 for Vulnerable Children and Young People will form an essential part of the cross-cutting themes in the new CYPP, including for children with disabilities continuing to implement and embed the recommendations from 'Aiming High for Disabled Children.' 2007.
BE HEALTHY	
We want to enable children and young people to be physically, mentally, emotionally, socially and sexually healthy. We want them to live healthy lifestyles, enjoy sport and recreation and choose not to take illegal drugs. We also want to support parents, carers and families to promote healthy choices.	
4	**We will reduce the number of still births and babies who die before their first birthday**
5	**We will promote healthier lifestyles to children, young people and parents**
	• Priorities 4 and 5 will continue to be a focus in the new CYPP
6	**We will prevent young people from developing mental health problems by strengthening their emotional well being and self esteem and improve services to those who have mental health needs**
	• Continue to work with partners to improve young people's emotional wellbeing and mental health
7	**We will work with young people to reduce teenage conception rates in Haringey as part of broader aim to improve sexual health.**
	• Continue to reduce teenage pregnancies • Continue to improve the sexual health of young people
8	**We will reduce the incidents of specific dangers affecting some or all children and young people in the community, in partnership with parents and the wider community and through the implementation of the All London Child Protection procedures.**
	• Implement the recommendations of the JAR action plan
	STAY SAFE
We want children and young people to be safe from maltreatment, neglect, violence and sexual exploitation, safe from accidental injury or death, from bullying and discrimination, safe from crime and anti-social behaviour in and out of school and have security, stability and be properly cared for. We also want parents, carers and families to provide safe and stable home lives and take responsibility for their child's behaviour.	
9	**We will renew our efforts to reduce bullying, discriminatory incidents and the gang culture that young people have told us is most important to them.**
10	**We will create more safe places for children and young people to go to working with partners from the Council, the police and the voluntary sector**
11	**We will reduce the numbers of children and young people who are involved in crime or become victims of crime**
	• Priorities 9, 10 and 11 will continue to be a focus in the new CYPP.

ENJOY AND ACHIEVE	
We want all children to be ready for school, and to attend and enjoy school with as many as possible achieving national standards at the end of their primary years and at age 16 and beyond. We want schools to enjoy the support and confidence of their local communities and we want to support the role that supplementary and community schools play in raising standards. Above all we want parents to share in their child's learning and to be able to support them throughout their school years.	
12	**We will further improve the quality of early years' education**
	• Achieve 100% good or better with 90% good or better in Ofsted inspections for both the maintained and the private, voluntary and independent sector • Achieve earlier and bespoke intervention where the FSP indicates need thereby significantly improving the attainment of the lowest achieving 20% (603 children)
13	**We will enable children and young people to enjoy wider opportunities through greater access to recreational, leisure and cultural activities**
	• To continue to develop the full core offer within extended services to reach 100% by 2010 and meet the targets for Positive Activities for Young People. • Ensure the continued development of the curriculum and access for all to the broadest curriculum for all phases of schools, which includes the global dimension to learning.
14	**We will improve attendance and raise standards of achievement for all children and young people reflected across all sections of our community**
	• Improve attendance levels in primary schools to meet the national average • and continue to meet or exceed attendance for secondary and special school pupils. Reducing the absence levels of children in care is also a particular focus. • Continue to close the gap between Haringey and national results at Key Stages 1, 2. • At Key Stage 4 continue to support schools to improve results at 5+ GCSE with English and maths and to ensure 98% of pupils achieve at least one qualification. • For post 16 students continue to increase the A level point score to meet the national average. • For children and young people from the larger ethnic minority communities continue to reduce the attainment gaps with the Haringey average . • For children in care maintain the ambitious target of all of them having a Personal Education Plan and 30% achieving 5+ A*-C GCSE including English and maths • For high attainers increase the percentage gaining A*/A grades at GCSE to 25% by 2010 • For low attainers reduce the percentage of 11 year olds attaining below level 2 from 6.5% to 6.0% in English and from 7.5% to 7.0% in maths. • For children and young people with special educational needs ensure that their progress is positively measured and reported through appropriate tools such as P scales • For mobile pupils work with primary schools to monitor mobility levels and develop programmes to meet the needs of those schools with the most mobile populations • In order to reduce the number of permanent and fixed-term exclusions to an aspirational zero by 2012, set reduction targets year on year for secondary schools in line with the individual BSF developments for each school.

MAKE A POSITIVE CONTRIBUTION	
We want out children and young people to engage in decision-making and to support their community and environment. We want them to have a wide range of opportunities that enable them to enjoy living such a richly diverse borough and to contribute to community cohesion.	
15	**We will empower children and young people to have a more effective voice in decision-making**
	• Provide feedback to children and young people on action taken in response to their issues and concerns • Develop the Children in Care Forum
16	**We will ensure that children and young people living in Haringey are given wider opportunities to broaden their experiences.**
	• Develop north London Model United Nations programme with Polish partners • Strengthen the global dimension through an autumn conference on climate change together with a programme of activities for schools • Consolidate a network of extended school youth projects
17	**We will work together to give a more positive profile to children and young people drawing attention to their positive contributions and celebrating their achievements.**
	• Priority 17 will continue to be a focus in the new CYPP.
	ACHIEVE ECONOMIC WELLBEING
We want young people to engage in further and higher education, employment or training when they leave school so that they can live in decent homes, contribute to sustainable communities, have access to transport and material good and live in households free from low income. We want parents to be supported to be economically active.	
18	**We will improve access to services for young people and parents that support them to be more economically active.**
	• Reduce the number of young people in poverty • Audit and improve provision of information in all Connexions/Careers resource areas in learning providers and the community – including use of CHOICE database. • Work with partners to identify and offer early support to teenage parents
19	**We will reduce the number of young people between the ages of 16 and 19 who are not in education, employment or training (NEET), especially those looked after by the local authority.**
	• Continue to reduce the numbers of NEET and unknowns
20	**At age 19 we will improve the percentage of young people qualified to Level 2 and Level 3.**
	• Continue to prepare for the changes post 16 from the transition of the LSC post 16 commissioning and funding authority to the LA from April 2010. • Meet the LAA stretch targets for L2 and L3 • Make further successful bids for Diplomas to achieve the 2013 entitlement.

Management of services of Children and Young People

There have been changes in the leadership and management of the Children and Young People's Service following the outcome of the Joint Area Review on safeguarding. The Council has brought in both new political and managerial leadership of the service. At the end of 2008 Cllr Lorna Reith was elected as Cabinet Member for the Children's Service, Peter Lewis became the new Director of Children and Young People's Service from January 2009 and a new Interim Deputy Director for Children and Families started in January and an Interim Assistant Director for Safeguarding also joined the senior management team in May.

The action plan in response to the Joint Area Review was submitted to the Secretary of State and Ofsted for evaluation in February 2009 and the response from Ofsted was that the plan was judged to be 'good'. The Council has prioritised safeguarding in its budget for this year and allocated additional resources.

Plans are in place to establish a full Children's Trust and through that process develop a new system of working with partners to be accountable for outcomes for children and young people in Haringey.

Strong partnership working is a theme from the JAR action plan and the plans for the Children's Trust. There is a determination across all partners that working together is the way forward to improve services for children and young people in Haringey. The commitment across all services to partnership is seen across the service. This is also seen in the preparations for the new Children and Young People's Plan.

Ambition across the partnership and the Council is strong with the intention of making the safeguarding and child protection work 'outstanding' over the next three years. There are clear plans in place to achieve this ambition and greater responsibility for safeguarding across all partners and Council Services. The ambition for education is also strong with an intention to meet the National Average for 5+ GCSE by 2010.

The preparation for the new Children and Young People's Plan is being informed by the detailed Needs Assessment and Consultation Exercise that has been carried out with partners. The needs assessment and consultation has been prepared using the guidance document from the Department for Children, Schools and Families.

A recruitment strategy for social care has been planned for June 2009. There is currently a number of experienced agency staff filling posts in social care and the campaign is intended to encourage applications for permanent social worker posts. The campaign as well as recruiting in the UK includes recruiting from abroad particularly Canada and parts of America. The management structure of children's social care will be reviewed and strengthened.

The effective management of finances continues to be a priority for the service, especially as Haringey is a floor authority. The Schools Forum recommended adjusted the AEN/SEN formula to target additional resources to young people with the highest need, as part of the desire to 'narrow the gap'. This is the first year that the new formula has taken effect and following detailed consultation was supported by the vast majority of schools. Ensuring more effective management of the resources for children and their families is a theme in the JAR action plan and underpins the plans for the Children's Trust. Improving the commissioning of services for children is an example of work being taken forward by the Children's Trust. This will be essential to assist us in meeting increased demand for our services.

Changing Lives is linked with the Business Plans and Service Improvement Plans through the priorities, aims and targets which drive the work of the service. The annual Needs Assessment informs the process and the Programme for 2008-9 set out the evaluation and focus for the forthcoming year. Changing Lives was due to conclude in April 2009 but was extended to September 2009 to give time to prepare a new Children and Young People's Plan, to start to meet the JAR Action Plan and to put the plans for a Children's Trust in place. There is therefore an interim evaluation against each of the actions in Changing Lives, March 2009 and a fuller evaluation for July 2009 at the conclusion of Changing Lives.

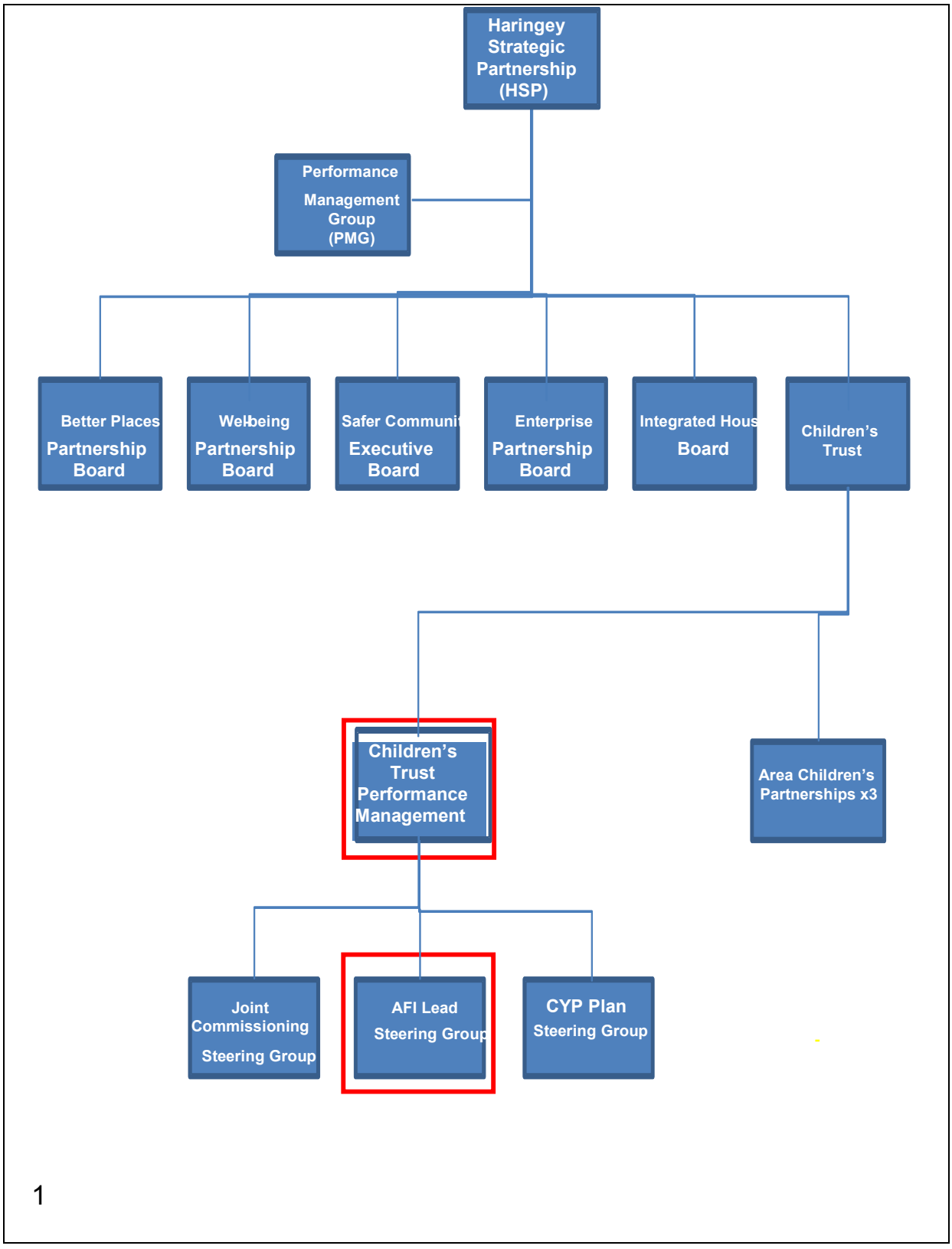
Equality Impact Assessments are conducted with the involvement of partners. Guidance on developing Equality Impact Assessments (EIA) has been provided to schools and all services. EIA will be carried out as part of the planning process for the new Children and Young People's Plan.

The establishment of the Multi-Disciplinary Teams across the three Children's Networks has continued with the co-location of the teams from September 2008. The emphasis continues on the Common Assessment Framework, single referral routes and the new vulnerable children conversation all of which have impacted on outcomes for children. The JAR Action Plan includes the further development of the work of these teams.

Consultation is an important aspect of improving service delivery and in 2008-9 there was an extensive consultation on the Primary Strategy and the Integrated Youth Support Services. Both of these consultations included a strong emphasis on obtaining and using the views of children and young people to inform the strategy and providing feedback on how their views had been considered.

Haringey Strategic Partnership and Children's Trust Structure

The diagram below shows the new Children's Trust and its place as part of the strategic partnership.



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ABBREVIATIONS

4YP	For Young People
ADHD	Attention Deficit Hyperactivity Disorder
AEN	Additional educational needs
ASBAT	Anti Social Behaviour Action Team
BEHM	Barnet, Enfield and Haringey Mental Health Trust
BIP	Behaviour Improvement Programme
BLF	Big Lottery Fund
BME	Black and Minority Ethnic
BPAP	Black Children's Achievement Programme
BSF	Building Schools for the Future
CAF	Common Assessment Framework
CAMHS	Child and adolescent mental health services
CCIS	Client Caseload Information System
CWDC	Children's Workforce Development Council
CfC	Change for Children
CiC	Children in Care
CIS	Children Information Service
CJS	Criminal Justice System
CN	Children's Network
CONEL	College of North East London
COSMIC	Children of Substance Misuse Interactive Centre
CPC	Child Protection Conferences
CSA	Childcare Sufficiency Assessment
CYPCC	Children and Young People's Consultative Committee
CYP-PTG	Children and Young People Participation Task Group
CYPP	Children and Young People's Plan
CYPS	Children and Young People's Service
CYPSP	Children and Young People Strategic Partnership
DAAT	Drug and Alcohol Action Team
DCT	Disabled Childrens' Team
DfES	Department for Education and Skills
DSG	Dedicated Schools Grant
DUST	Drug Use Screening Tool
EALP	English as an Additional Language Programme
ECM	Every Child Matters – Guidance to the Children Act 2004
EDOL	European Digital Older Learners
ETE	Education, Training and Employment
FGM	Female Genital Mutilation
FSP	Foundation Stage Profile
GCSE	General Certificate of Secondary Education
GNVQ	General National Vocational Qualification
GOL	Government of London
HAGA	Haringey Advisory Group on Alcohol
HarCEN	Haringey Community Empowerment Network
HAVCO	Haringey Association of Voluntary and Community Organisations
HEBP	Haringey Education Business Partnership
HIT	Haringey Investigation Team
HSP	Haringey Strategic Partnership
HTPCT	Haringey Teaching Primary Care Trust
HW	Homework
HYC	Haringey Youth Council
ICT	Information and Communications Technology
IRO	Independent Review Officer
ISA	Information Sharing and Assessment
ISP	Intensifying Support Programme

IYSS	Integrated Youth Support Service
JAR	Joint Area Review
KS	Key Stage
LA	Local Authority
LAA	Local Area Agreement
LAC	Looked After Children
LADO	Local Authority Designated Officer
LAMP	Library Access to Music Project
LCAS	Link Capacity Adjustment Scheme
LCS	Legal Complaints Service
LDD	Learning Difficulties and Disabilities
LPB	Local Partnership Board
LSC	Learning and Skills Council
LSCB	Local Safeguarding Children Board
MAP	Multi Agency Planning
MDT	Multi Disciplinary Team
NC	National Curriculum
NEET	Not in Education, Employment or Training
NFER	National Foundation for Education Research
NLC	Networked Learning Community
NRF	Neighbourhood Renewal Fund
NSF	National Service Framework
PAYP	Positive Actions for Young People
PCT	Primary Care Trust
PSA	Parent Support Advisers
PSC	Pupil Support Centre
PESSCL	PE, School Sport and Club Links
PIPTS	Parent and Infants Psychological Therapy Service
PSHE	Personal, Social and Health Education
PVI	Private and Independent Sector
RiP	Research in Practice
SCP	Safer Communities Partnership
SEAL	Social and Emotional Aspects of Learning
SEF	Self Evaluation Form
SEN	Special Educational Needs
SENCo	Special Educational Needs Co-ordinator
SIM	School Improvement Manager
SNT	Safer Neighbourhood Team
SPE	Single Point of Entry
SRE	Sex and Relationship Education
STP	School Travel Plans
SU	Summer University
TOPs	Toddler Opportunity and Parent Support
TPI	Targeted Pupil Initiative
UNCRC	United Nations Convention on the Rights of the Child
WBL	Work Based Learning
WRL	Work Related Learning
YCAP	Youth Criminal Action Plan
YCF	Youth Capital Fund
YISP	Youth Inclusion Support Panel
YJB	Youth Justice Board
YOF	Youth Opportunity Fund
YOS	Youth Offending Service
YOT	Youth Offending Teams

GLOSSARY

Building Schools for the Future initiative
A government investment programme to improve school buildings. The aim is to rebuild or renew every secondary school in England over a 10-15 year period.

CAMHS service tiers
This is a way of classifying services. Tiers 1 and 2 are community based services. Tier 3 are more specialist services. Tier 4 covers very specialised interventions and care.

Children's Centre
Provides a local network of services for children aged 0-4 and their families, including childcare and early education, family support and health services.

Common Assessment Framework
The Common Assessment Framework is a nationally standardised approach to conducting an assessment of the needs of a child or young person, and deciding how those needs should be met.

Extended school/ extended day activity
School providing activities and facilities beyond the normal school day, for example after school clubs, breakfast clubs, childcare.

Foundation stage
This is the first stage of the National Curriculum focusing on the distinct needs of children aged 3 to the end of the reception year in primary school.

Key stage (KS)
The National Curriculum sets out when things must be taught by describing broad 'key stages'. Children's progress is assessed through national tests and tasks at the end of each key stage. KS1 covers ages 5-7 years, KS2 ages 7-11, KS3 ages 11-14 years and KS4 ages 14-16 years.

Local Area Agreements
Local Area Agreements set out the priorities for a local area agreed between central government and a local area (the local authority and Local Strategic Partnership) and other key partners at the local level.

Network Learning Community
Group of secondary schools, primary schools and early years settings who work together to improve the delivery of education services in their local area. There are currently six NLCs in Haringey.

P scales
P scales are a set of optional indicators for recording the achievements of pupils with Special Educational Needs (SEN) working towards level one in the national curriculum programmes of study.

Pan London Learner Offer
Ensure that post -16 learners will be supported into an offer of an appropriate learning programme (with a school, college, work-based learning provider or employer) or employment.

Section 47 inquiry

When an allegation has been made that a child or young person may be a victim of abuse or there are child protection concerns then the CYPS is obliged to carry out an investigation under section 47 of the Children Act (1989).

Statement
Document setting out the details of a child's special educational needs.

Sure Start
A Government programme to deliver the best start in life for every child by bringing together early education, childcare, health and family support. Funding is provided to set up Sure Start programmes in the 20% most deprived areas of the country. Haringey currently has 5 Sure Start programmes.

4YP – Youthspace is specifically aimed at teenagers in Haringey and has been set up and designed with the help of young people in the borough. It helps promote what the Council's Youth Service offers and also offers young people a new way of finding out about services and events available to them.

haringey strategic partnership

Meeting: **Children's Trust**

Date: **14 July 2009**

Report Title: **Report on the New Children and Young People's Plan 2009-20**

Report of: **Deputy Director Schools Standards and Inclusion**

Summary

This report updates the Children's Trust on the preparations for the new Children and Young People's Plan (CYPP) which will be in place from September 2009.

Equalities Implications

The Consultation process was very thorough and engaged a wide range of young people, including vulnerable young people in the consultation, for example through focus groups young people who would not usually get involved were given the opportunity to contribute their views. The intention is to continue the dialogue with these groups over the forthcoming year. The Implementation Plan is subject to an Equalities Impact Assessment for each of the five Every Child Matters Outcomes.

Recommendations

i. To note the Children and Young People's Strategic Plan 2009-2020 and give any further comments on the final draft.
ii. To note the preparations for the Children and Young People's Implementation Plan 2009-12 and give your comments on the second draft which is in the process of being revised by the CYPP working group.
iii. To confirm that the partner organisations have set the arrangements in place for the CYPP to be discussed and formally agreed.
iv. To agree that the Chair of the Children's Trust can approve the final versions of the plans making up the CYPP on behalf of the Children's Trust.
v. At the September meeting of the Children's Trust the final drafts of the CYPP will be presented to be formally approved.

For more information contact:

Name: Janette Karklins
Title: Deputy Director School Standards and Inclusion
Tel: 020 8489 5048

Email address: janette.karklins@haringey.gov.uk

Background

The current Children and Young People's Plan will conclude in September 2009. The preparations for the new Plan are well advanced. The Plan will be in two parts the Strategic Plan which is a long term plan 2009-2020 and three year Implementation Plans the first of which is from 2009-12.

The CYPP is underpinned by a detailed Needs Assessment which was reported to the Children's Trust at the last meeting. A comprehensive Consultation was undertaken with a wide range of stakeholders, especially children and young people. A final report on the consultation is being prepared. These are coupled with the information from the final evaluation of the first Children and Young People's Plan - Changing Lives 2006-9, which together, are used to fully inform the preparations for the new CYPP.

The discussion about the new Children and Young People's Plan has been taking place through a working group represented by all Children's Trust partners. The finalisation of the CYPP will continue over the summer so that it is in place from the 1st September.

The New CYPP

The CYPP Strategic Plan and Implementation Plan will be finalised based on comments from partners and their representatives. It is proposed that final approval will be with the Chair of the Children's Trust so that the new CYPP can be available within six weeks of the conclusion of the current CYPP.

Finance and Resourcing of the Implementation Plan

There will be financial implications for delivering the outcomes from the Children and Young People's Plan which will need to be assessed in due course. The Children's Trust will be able to influence the way in which funding available to partner agencies is used to improve outcomes for children, young people, and their families, and plan for the integration and alignment of budgets. A working group of finance colleagues from Partners are working on the possibility of pooling and aligning budgets. The DCSF guidance is that as a minimum, the new CYPP requires a statement on the intentions of partners with regard to finance/resources.

Legal Framework

All Children's Services are required to have a Children and Young People's Plan (CYPP) in place by virtue of the provisions of the Children and Young People's Plan (England) Regulations 2005 and Section 17 of the Children Act 2004. The CYPP enables all partners to work together for the benefit of children and young people to achieve the targets and ambitions contained in the plan. The Authority is required to consult a wide range of stakeholders and partners in the formulation of the plan to take effect after September 2009. The new plan should be published no later than 6 weeks after the end of the period covered by the current plan.

Conclusion

The CYPP is the plan of the Children's Trust. It will be in place by September and will be the plan for all agencies working with children and young people in Haringey.

Appendix 1

The Draft Children and Young People's Strategic Plan 2009-20

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haringey strategic partnership

HARINGEY'S CHILDREN'S TRUST

working together for children and young people

Draft

Better Futures

The Children and Young People's Strategic Plan 2009-2020

Logos to be added

DRAFT 2nd July 2009

Draft

Children and Young People's Strategic Plan 2009-2020

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Foreword

Welcome to the second Children and Young People's Plan 2009-2020

CLLR REITH IS PREPARING THE FOREWORD

Draft

Cllr Lorna Reith
Chair of the Children's Trust, Haringey Council
Executive Member for Children and Young People

Executive Summary

The Children and Young People's Plan (CYPP) is the single statutory, overarching plan for all services which directly affect children and young people in Haringey. It shows how, by working together, the Children's Trust will integrate provision to improve the well-being of children and young people across all five Every Child Matters (ECM) outcomes, focussing on specific priorities. The five ECM outcomes are: Be Healthy; Stay Safe; Enjoy and Achieve; Make a Positive Contribution; and Achieve Economic Well-Being.

The emphasis on partnership working is stressed throughout the plan and particularly through area based working in the three geographic Children's Networks. It also provides an improved focus on target groups like support for looked after children and a re-doubling of efforts to address high levels of teenage pregnancy, and gives increased consideration of key transition points like primary to secondary school and children and young people transferring to adult services. There is a much greater emphasis on joint commissioning of services in partnership with Health Services and the Police to achieve better value for money and a more focused use of resources.

The CYPP must cover all services for those in Haringey aged 0-19, young people age 20 and over leaving care and young people up to the age of 25 with learning difficulties/disabilities.

Until now, the CYPP has been a local authority plan led by the Director of Children and Young People and the Cabinet Member for Children and Young People. The new CYPP marks a step change as it is being developed and owned by all partners making up the Children's Trust and will be the central document for the strategic planning of services for children, young people and families in Haringey. The partners on the Children's Trust represent the Council, Health Services, Police, the education and learning sector and the voluntary and community sector working with children, young people and their families and there are young people representatives. Membership is listed in Appendix 1.

The CYPP strategic plan will provide the long term strategic direction for services from 2009 – 2020. There will also be a more detailed Implementation Plan which will encompass the next three years, 2009 – 2012. The Implementation Plan must be reviewed annually. The review provides an opportunity for the results of ongoing consultations with stakeholders, especially children and young people, and an analysis of the annual Needs Assessment to be included in the refresh of the actions.

Draft

1. Introduction - Planning for the future

The CYPP is the overarching plan for all services working for children and young people in Haringey. The Children's Trust will integrate provision to improve well-being across all five Every Child Matters outcomes and focus on specific challenges and priorities for Haringey.

This Plan sets out the ten year vision for children and young people in Haringey and covers all services for those in Haringey aged 0-19, young people age 20 and over leaving care and young people up to the age of 25 with learning difficulties/disabilities.

It also sets the strategic commissioning framework within which partners will, together or individually, ensure delivery of services which will improve outcomes for children and young people and families in the area.

The first Children and Young People's Plan 2006 – 2009 concluded in September 2009. Much has been achieved in the three years of the plan but those achievements were overshadowed by the tragic death of Baby Peter and we accept that our safeguarding services went badly wrong. Safeguarding is a Council and Children's Trust priority and the actions to address the findings of the inspection, called a Joint Area Review (JAR) will be the core part of the first three years of the Implementation Plan for 'Stay Safe'. The challenge for all of us is to continue to raise attainment whilst also improving safeguarding and well-being in the widest sense so that children and young people can thrive.

The future life chances of children from before birth are influenced by the family in which they live. The vast majority of children and young people are lucky they grow up and thrive within their family, where they are safe, healthy, loved and encouraged to achieve. Unfortunately not all young people are so lucky a small number are more vulnerable because of their health, others become vulnerable because of the circumstance and life of their family. Haringey is a borough with deep inequalities. Four of our nineteen Wards are in the richest 10% in the country and five are in the poorest 10%. High levels of deprivation adversely affect the opportunities and life chances of our children. This plan provides guidance on the targeting of our work and our resources so that those children most in need get the necessary support.

It is clearly a key responsibility of all services for children and young people to work together to deliver better outcomes. There are however many services whose focus is not exclusively children that impact on the life of a child, such as housing, transport, planning, leisure and other agencies concerned with economic prosperity, skills and regeneration. It is essential that these services are also able to consider how their work impacts on the life chances of children and young people. This is part of the challenge for the next three years. It is therefore important for all services working for children and young people that everyone's efforts are focused on achieving the agreed outcomes and priorities.

What is clear is that if we are to deliver measurable improvements for all children and young people across the five Every Child Matters outcomes fundamental strands of the Children and Young People's Plan will be early intervention and prevention, tackling inequalities and narrowing the gaps in outcomes and achievements that exist between

groups of young people by strengthening support for children and young people, families and communities.

It is essential to emphasise how important the Plan will be for all services as it will shape future joint service delivery and support for children and young people. As an overriding plan for children and young people it also encompasses within it relevant strategies like the Integrated Youth Support Strategy, the Primary (School) Strategy, the Infant Mortality Plan, the Child Poverty Strategy and the Play Strategy. These strategies and plans cover the more detailed work partners on the Children's Trust are carrying out in these areas.

The actions to deliver the priorities and improved outcomes are set out in the accompanying three year Implementation Plans. The delivery of the Children and Young People's Plan is supported by a workforce development strategy. In addition, a children, young people and family version of the plan will be produced.

The Children and Young People's Plan is firmly positioned within the overall vision for Haringey contained in the Sustainable Community Strategy and is part of the wider strategic planning which is overseen by Haringey Strategic Partnership.

A full copy of the Children and Young People's Plan and supporting documents can be downloaded from:

To be inserted

A copy of the children, young people and family version can be downloaded from:

To be inserted

We are always keen to have your comments and feedback. If you want to contact us, please email to be inserted or send comments to be to be inserted

Draft

2. The National and Local Context

The national Children's Plan: Building Brighter Futures (2008) sets out a vision –to make England the best place in the world for children and young people to grow up by 2020. Our Children and Young People's Plan (CYPP) has a key role in realising this vision by delivering services to children, young people and families that tackle barriers to learning, improve health and break intergenerational cycles of disadvantage and keep children safe.

Section 17 of the Children Act 2004 provides the statutory basis for the Plan supported by the Children and Young People's Plan Regulations, published in 2005 and 2007.

In developing this plan, a wide range of national guidance including Her Majesty's Government, Youth Crime Action Plan (2008), Department for Children, Schools and Families (DCSF) and Department of Health Healthy Lives, Brighter Futures – the strategy for children and young people's health (2009), DCSF Aiming High for Disabled Children (2007), DCSF National Primary and Secondary School Strategies, as well as local plans and strategies have been consulted. The themes prioritised in the Sustainable Community Strategy have been aligned with those expressed in this Plan. Appendix 2 shows these mapped across the Plan.

The key benefit in having a CYPP is that the priorities are explicit for all services working with children, young people and their families in Haringey. All the services universal ones like schools, and targeted ones such as those in the voluntary and community sector, can consider their own plans and services in relation to the CYPP.

3. Living in Haringey

We want all children and young people to have the best possible life chances and to be active citizens who take responsibility for their own actions and respect the rights of others.

Haringey has over 250,000 people living in 11.5 square miles, a quarter 55,000 are children and young people under 20 years old. The population is growing markedly especially those under 5. Almost 58% are from ethnic minority communities and across all communities there are over 190 languages spoken. For most young people English is their second or third language. Of the 55,000 children and young people two thirds of them live in the east of the borough in some of the most deprived districts in England.

Overall Haringey is 10th out of 354 most deprived districts and in the top five most deprived districts in London. The percentage of secondary pupils eligible for free school meals is 32.7%, more than twice the national average of 13.1%, for primary pupils the percentage is 30.8% compared to 15.5% nationally. There are also vast differences across the borough of those eligible for free school meals. Some wards have over 50% of children attending school eligible for free school meals, whilst others have less than 8%.

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Many young people growing up in Haringey face a number of challenges to achieving their aspirations and the context that many children and young people live is one of challenge and having to overcome barriers in order to achieve.

Key Haringey facts

- 18 Children's Centres offer a range of services to babies, young children and their parents/carers
- 21,613 children attend the 63 primary schools
- 12,330 young people attend 11 soon to be 12 secondary schools
- 327 children are educated in four special school by 2010 all our special schools will be part of integrated campuses co-located with mainstream schools
- Approximately 16,850 young people live in single parent households
- 19,800 live in household where no parent is working
- 5,523 children and young people aged 0-19 live in temporary accommodation in Haringey, housed by Haringey (January 2009). Figures do not include children and young people aged 0-19 housed in temporary accommodation by other boroughs in Haringey
- Potentially over 3,000 children and young people are disabled
- 476 are in the care of the local authority, 250 are care leavers, 198 are unaccompanied asylum seeking children
- 173 children have a child protection plan
- There are currently 2,452 children aged 5-16 with mental health problems
- There are 10,000 children and young people with special educational needs (SEN) and 1,233 of these children and young people have statements of SEN
- 723 children and young people in Haringey are providing care to members of their family
- Over one third of children, aged 10-11 (Year 6), are either overweight or obese, compared to under one quarter in reception year
- 42% of adults in drug treatment in Haringey are parents
- In 2007/08 there were 1849 youth victims of crime
- 36.4% of children live in families who are in receipt of out of work benefits
- 627 cases of domestic violence were reported to the police where the details of the accused, victim or witness with an age was recorded as less than 19 years
- 75% of children and young people have done or would consider being a member of a school council and 87% have done or would consider doing voluntary work

4. Haringey's Children's Trust

In 2009 Haringey's Children's Trust was formed to ensure a stronger partnership with key stakeholders – Council, Health Services, Police, the education and learning sector and the voluntary and community sector to provide a shared focus on safeguarding children and young people. Haringey's Children's Trust therefore became the vehicle for meeting the duties imposed on the partner agencies by the Children's Act, 2004 and the Every Child Matters framework, in order to secure the integrated delivery of children's services by the partner agencies. Section 10 of the Act creates a specific duty to cooperate in making arrangements to improve the well-being of children in the Borough. Membership of the Children's Trust is given in Appendix 2.

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Haringey Children's Trust has been set up to co-ordinate and ensure the effectiveness of children's services and to improve outcomes for all children and young people. The specific responsibilities which are relevant to the Children and Young People's Plan include:

- Developing, publishing and delivering the CYPP.
- Ensuring that the needs assessment that informs the CYPP is regularly reviewed with particular attention paid to those children in need of child protection.
- Ensuring that appropriate consultation takes place with parents and other stakeholders on the work of the Children's Trust.
- Contributing to the development of robust and effective monitoring and performance arrangements, including responsibility for the monitoring of the CYPP.

The Children's Trust meets every two months and its meetings are open to the public. You can find out more from the Haringey website. All Members of the Children's Trust are passionate about making a positive difference to the lives of children and young people in Haringey.

5. Building on the first Children and Young People's Plan 2006-2009

Since the first Children and Young People's Plan - Changing Lives in 2006 much has been achieved. An annual evaluation has helped reflect on what has been achieved and to help to plan for the next year. The full evaluation for 2009 is available from (website to be inserted). Highlights of our progress include:

Improve outcomes for vulnerable children and young people

- Three multi-disciplinary teams (one per Children's Network) have been established and co-located delivering an integrated 'team around the child' approach
- There are now 18 fully functioning Children's Centres in place providing early intervention for babies and young children and their parents/carers
- The partnership with Tottenham Hotspurs Football Club through the To Care is To Do coaching project for children in care has been excellent with good outcomes for the young people taking part
- Very good progress has been made on delivering the outcomes set out in Aiming High for Disabled Children

Be healthy

- 76% of schools meet the criteria for Healthy Schools which has exceeded the target for 2008
- All schools have a travel plan in place as part of the Green Policy and the School Travel Plan project was named best public service transport project in the country in 2008
- Multi-agency work continues to meet the Child and Adolescent Mental Health Service Standard with a single access point for all services and referrals within 13 weeks
- Teenage conception rates continue to be one of the highest in London and a wide range of programmes are targeting those most at risk

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Stay safe

- JAR action plan to improve safeguarding is in place and was commended by Ofsted as 'good'
- Numbers of road traffic fatalities for those under 16 years old have continued to reduce
- CAGK (Communities Against Guns and Knives) is in place and has been raising the awareness of young people to the dangers of gun and knife crime
- Good co-ordinated work between Safer Communities Partnership to reduce bullying, truancy and anti-social behaviour
- Improvements in play facilities via the Big Lottery projects and through the provision in the Green Flag parks
- Reduction in first time entrants to the youth offending service

Enjoy and Achieve

- Significant improvements in GCSE results, including for children in care
- Improved choice of courses in secondary, including the successful introduction of Diplomas
- Summer University now in its third year and an established and successful part of the annual programme of extended schools activities
- Key Stage 2 results disappointing in 2008
- Improved school attendance (secondary now at the national average, special just below the national average and primary below the national average but on an improving trend)

Positive contribution

- Youth Council and UK Youth Parliament events are enabling the active involvement of young people in issues that concern them, and the voice of young people is becoming embedded in strategic decision-making
- Successful Parents as Partners in Early Learning (PPEL) – sing me a song CD is now in 21 languages
- Youth Space website is a proving to be a very popular link with young people
- Range of annual events to promote and celebrate, including the Powerful Voices conference giving 200 children with special needs a voice, Haringey Heroes Awards to recognise young people's achievements, as well as a wide range of musical and performing arts events

Economic well being

- Child Poverty Strategy in place and has successfully increased awareness of free school meal entitlement for children
- Family Information Service (FIS) directory is available on line and working towards a quality award
- Improved access to careers advice and guidance and a substantial reduction in young people Not in Education, Employment or Training (NEETS) now below 8%
- Excellent improvements in post 16 outcomes for 19 year olds with results close to the national average

There remains a lot more to do but we have made significant progress in many areas and this progress has been taken into account when developing our future priorities.

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6. What the consultation told us

Haringey's 2006-2009 CYPP Changing Lives included extensive consultation with children and young people, the wider community, schools and stakeholders. We have built upon that consultation in preparing the new CYPP and an extensive consultation process has been in place. The full report on the consultation can be accessed on line at (reference to be inserted).

Feedback from the consultation process has been grouped under the five Every Child Matters outcomes, and has been used to inform the priorities.

Be Healthy

- Encourage people to be more involved in activities, both in and out of school
- Ensure schools teach the fundamentals of a healthy lifestyle, for example a healthy diet
- Adopt a 'healthy community' approach to service that integrates different strands, for example education and the Health Service
- Improve access to primary health care

Stay Safe

- Make safeguarding a top priority for everyone
- Deliver greater police presence in public areas
- Focus preventative work on children at greatest risk
- Increase security at schools, particularly at either end of the school day

Enjoy and Achieve:

- Encourage greater parental involvement in education
- Provide greater out of school support for education, including recognising the importance of play in education
- Support the needs of disadvantaged groups so that nobody gets 'left behind' as standards rise in schools
- Have a balance between enjoying and achieving

Make a Positive Contribution:

- Listen more to the views of young people
- Encourage greater participation of young people in decision making
- Work effectively with a wide range of partners, such as voluntary groups and the community sector

Achieve Economic Well-being:

- Continue to develop local apprenticeships
- Ensure there is effective and impartial careers education and guidance for young people to prepare them for a rapidly changing economy
- Continue to raise the profile of work experience
- Encourage stronger links with local businesses

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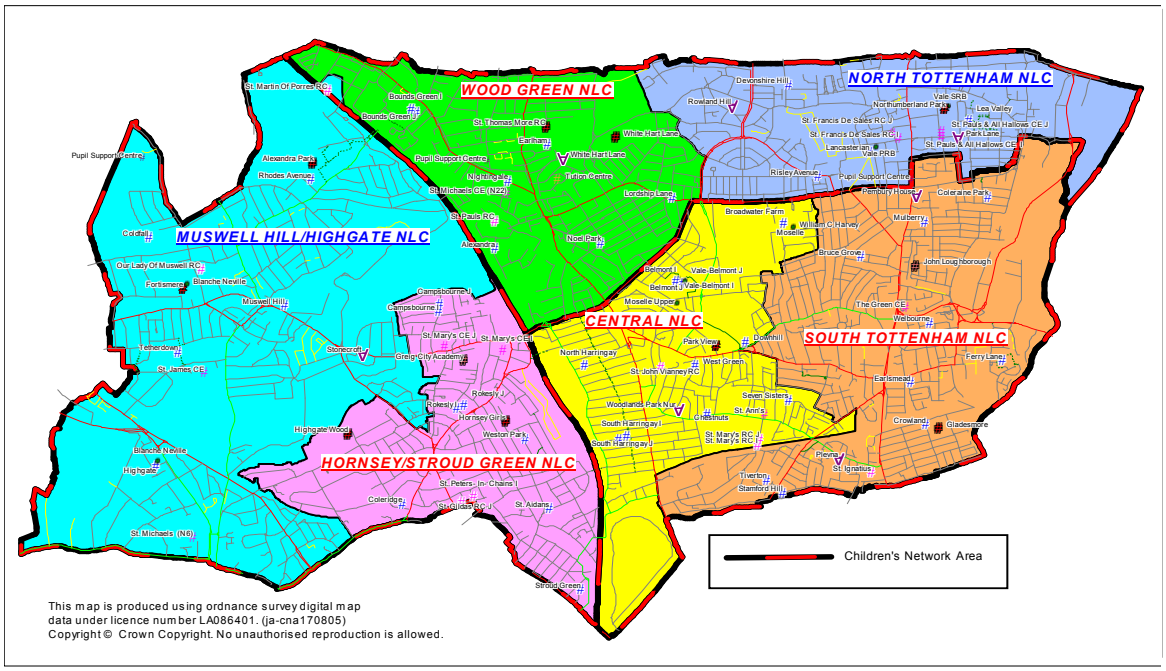
7. What the Needs Assessment told us

The Children and Young People's Plan is underpinned by a comprehensive assessment of needs. All members of the Children's Trust have contributed to the needs assessment and own the analysis. The resulting information is reported by each of the five Every Child Matters outcomes and where possible by the three geographical Children's Networks. It will be updated annually and used to inform the actions in the Implementation Plans.

Map showing the Children's Networks



The available data provides us with a picture of the challenges facing groups of children and young people in the borough and the analysis by Children's Networks shows which areas face the greatest challenges. An executive summary of the Needs Assessment by Children's Network can be found in Appendix 3.

In brief the 2009 Needs Assessment has shown:

ECM Outcome	Strengths	Areas for development
Be healthy	▪ Better than average standards of oral health amongst children ▪ Development of the Healthy Schools Programme ▪ Achieving the Chlamydia target for 2008/09	▪ Reduce the health inequalities between the east and west of the borough ▪ Reduce the high level of teenage pregnancy ▪ Reduce the level of obesity ▪ Address the mental health issues in particular for

		vulnerable children ▪ Increase the uptake of immunisations
ECM Outcome	**Strengths**	**Areas for development**
Stay Safe	▪ Significant improvements in outcomes for children in care, particularly around GCSE results and health checks. ▪ Youth crime is falling	▪ Safeguarding children and young people ▪ Need for early identification of vulnerable children and those at significant risk
Enjoy & Achieve	▪ The attainment of many minority ethnic groups has been improving at all key stages.	▪ Too many pupils who leave school with no GCSE qualifications at all ▪ Many targets across all key stages whilst showing improvement remain below national figures
Make a positive contribution	▪ Inclusion of children and young people in decision making	▪ Need to focus on developing strategies to involve those who don't engage in mainstream activities ▪ Celebrate young people's achievements and improve their image in the media
Achieve Economic Wellbeing	▪ NEET figures falling ▪ Innovative work with Haringey Citizen's Advice Bureau to co-ordinate benefit take up activity ▪ Number of families in Temporary Accommodation is falling	▪ Low skills and low educational attainment ▪ High level of child poverty

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8. The Children's Trust Vision for 2020

The Children's Trust has set their vision as

We want every child and young person to be happy, healthy, safe and confident about the future.

9. How we will deliver the vision

Underpinning the vision are five values that have been agreed by the Children's Trust which will shape the delivery of all services for children and young people in Haringey and the way we work together.

1. A paramount priority for all services across the Council and partners on the Children's Trust is to ensure that children and young people are protected and safeguarded.

2. All children and young people will be treated as individuals, valued and their voice used to inform and improve our work.

3 We will work wherever possible with parents/carers to help them to be well informed and able to support and guide their child and set high expectations for what can be achieved.

4. Every child and young person will get the help, support and advice they need to make the most of the opportunities and choices available to them.

5. We will support children and young people to achieve and to have a sense of pride in their community and Haringey**.** We will make opportunities to celebrate those achievements through events and activities during the year.

Safeguarding and promoting welfare
Safeguarding is a priority for the Children's Trust. There are a range of processes in place to ensure that the necessary checks are made on staff, for example through CRB disclosures, to safeguard all children and young people. Advice and guidance to schools and services has been enhanced through the work of the Local Safeguarding Children's Board. School attendance for example, is actively promoted and the Education Welfare Service in many cases provides an early opportunity to intervene to safeguard children. The procedures for making a referral because of a safeguarding or child protection concern have been strengthened through the JAR Action Plan.

The Children's Trust is keen to emphasise across the Council and Children's Trust partners the role that all services have in safeguarding and promoting the welfare of children.

Integration of services
Since 2006 there has been a greater integration of services through the establishment and co-location of multi-disciplinary teams. These have provided an integrated approach to the identification of need, planning, delivery and review of services. At least twice a year a vulnerable children conversation is held in every school with the headteacher to check the support for every vulnerable child.

The focus for integration is the Common Assessment Framework (CAF). The CAF can be used by any service, and especially a school or children's centre, to make a referral for a child they think needs extra support. An assessment can then be made to identify additional needs and a plan of support prepared. The CAF gives a standard method of referring concerns and is completed in consultation with the young person and their family. The CAF Panel, which is made up of managers of multi-disciplinary services, meets to assess, discuss and agree services around a child and/or their family and evaluate the impact of those services. Multi-disciplinary teams provide services for a Children's Network and identify a Lead Professional to be the focal point for that child's support. The three Children's Networks are very clearly seen as being the vehicle for delivering multi-agency working.

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Intervention and prevention
Developing systems to identify early when things are going wrong and intervening to prevent a situation for a child/young person getting worse have been part of the planning and changes introduced since 2006. Central to this work is a whole service approach to achieving better outcomes by reducing the risk of negative influences on a child/young person's development. There is also recognition, as part of general well-being of the 'hidden harm' that children and young people can suffer as a result of the affects of their parent/s behaviour and actions , for example parent/s who have alcohol or substance misuse and parent/s who have mental health issues.

Early intervention is being led by the work of the 18 children's centres, the Extended Schools programme and supported by strategies like the Play Strategy and the Integrated Youth Support Strategy. Prevention and a holistic approach to services include the Common Assessment Framework, multi-disciplinary planning meetings and the targeted work of services like sexual health services, alcohol and drug misuse services, Connexions, and the Youth Service.

Improved planning for the transition of services at key points in a young person's life is also essential to preventing future problems. Key transition points include primary to secondary school transfer, young people at risk of exclusion from school, in the case of young people with special needs/learning difficulties/disabilities transition from children and young people's services to adult services and children leaving care or going into care. A key aspect of prevention is to improve information sharing between services, to review and evaluate current provision and consider better ways to use existing resources to deliver services which as well as meeting current needs can also anticipate and prevent problems developing. The three Children's Networks are seen as the vehicle for focusing support around the prevention agenda and better meeting the particular needs identified for each Network.

10. Our Priorities For The Next 10 Years

The CYPP is firmly positioned within the overall vision for Haringey contained in the Sustainable Community Strategy (SCS) and Local Area Agreement targets and is part of the wider strategic planning which is overseen by the Haringey Strategic Partnership. For links between the SCS and CYPP please see Appendix 2.

In setting the priorities for the next ten years The Children's Trust have had regard to what has been achieved in Changing Lives – Haringey's Children and Young People's Plan 2006 – 2009, the Needs Assessment and the extensive Consultation process. Taking all that information together four cross cutting themes have been identified which will be a focus across each of the five Every Child Matters outcomes.

- Keeping vulnerable children safe and promoting their welfare
- Early intervention and prevention
- Addressing child poverty, tackling inequalities and narrowing the gaps in outcomes and achievements that exist between groups of young people
- Services better supporting children and young people to build strong social and emotional well-being.

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Haringey's ten priorities

Be healthy
1. Improve health and well-being throughout life
2. Improve the sexual health of young people

Stay safe
3. Improve safeguarding and child protection
4. Develop positive human relationships and ensure personal safety

Enjoy and achieve
5. Develop sustainable schooling and services with high expectations of young people
6. Engender lifelong learning for all across a broad range of subjects both in and out of school

Make a positive contribution
7. Give young people a greater stake in their future and pride in their local community
8. Develop children and young people as global citizens

Achieve economic well-being
9. Provide a greater range of curriculum provision, opportunities and choice
10. Empower families and communities

11. What we want to achieve in the first three years

A summary of the ten year priorities and the targets for 2009 – 2012.

The table below gives the ten priorities and the targets for the next three years 2009–12.

	Be healthy
Priority 1	**Improve health and well-being throughout life** • Promote good health and well-being including mental health and improve information, access and service delivery to help young people and their families stay healthy and provide targeted support to reduce alcohol and drug misuse • Develop emotional resilience and the skills of communication, language, literacy, speaking and listening

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Priority 2	**Improve the sexual health of young people** • Address concerns around the sexual health and relationships of young people. • Reduce the current high levels of teenage conception and pregnancy and sexually transmitted diseases
	Stay Safe
Priority 3	**Improve safeguarding and child protection** • Ensure safeguarding and child protection is everyone's business, led by senior staff • Make changes happen through performance management, shared data/information and approaches across all partners services
Priority 4	**Develop positive human relationships and ensure personal safety** • Empower children and young people to be aware of how to build positive relationships and to keep themselves safe, including strategies to address bullying and build self esteem, but also allow them the opportunity to take part in activities that have a measure of calculated risk • Deepen integration of systems and processes that promote early intervention, prevention and the delivery of locally based services
	Enjoy and Achieve
Priority 5	**Develop sustainable schooling and services with high expectations of young people** • Raise standards of attainment and achievement for all to meet and where possible exceed national standards • Expect the best and provide support to enable all young people to make progress, manage transitions and succeed so that schools become irresistible places where young people want to be helped to support their learning
Priority 6	**Engender lifelong learning for all across a broad range of subjects both in and out of school** • Create an enthusiasm for learning across music, the arts, sports, hobbies and interests which can be carried throughout life

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	Make a positive contribution
Priority 7	**Give young people a greater stake in their future and pride in their local community** • Promote the views of young people, listen to and give feedback so that services reflect the voice and eyes of children and young people • Seek every opportunity to celebrate achievements and successes
Priority 8	**Develop global citizens** • Build young people's knowledge of other cultures, ethics, beliefs, faiths, social skills, civic responsibilities and promote understanding of difference • Build better understanding of the world, the environment and current issues through international partnerships, exchange programmes and a global curriculum
	Achieve economic well-being
Priority 9	**Provide a greater range of curriculum provision, opportunities and choice** • Help young people to realise their aspirations and navigate the routes to achieve their ambitions and promote opportunities for young people to be more responsible for their own learning and engagement
Priority 10	**Empower families and communities** • Work to build partnerships with parents as active partners who are helped to support their child/children's learning • Embed extended services for young people in the local community and develop a range of services delivered locally to regenerate communities through accessible local services and the promotion of employment opportunities.

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12. How we will deliver the outcomes

The ten year Strategic Plan is accompanied by three year Implementation Plans. The Implementation Plans set out the detailed actions which will be carried out in order to achieve the long term priorities and three year targets. The three year plans will roll forward each year which means that every year there will be a refreshed three year plan. The Implementation Plans are owned by the Children's Trust and include the contributions of all services for children and young people.

Our aim is that services will, wherever possible, be delivered across a Children's Network to provide local services delivered in the community using multi disciplinary approaches. This means that services for children and young people will, where possible, be co-located and work together to provide a one stop shop approach.

The delivery of the CYPP and its success in making a difference to the life chances of children and young people will depend on the staff and volunteers delivering the services. It is their knowledge and skills coupled with the leadership and management of services that will make the difference.

Accompanying the Children and Young People's Plan is a workforce development strategy (website link to be inserted) which reflects the drive to create, develop and maintain a professionally qualified and highly skilled workforce. Fundamental to the strategy is the effective recruitment and retention of staff and widening pathways to develop common skills across the Children's Trust workforce.

13. Our spending plans

The Children's Trust is committed to delivering the priorities and outcomes in the CYPP and to ensuring that the available resources are directed to those priorities, and especially those areas of Haringey where the priorities are most challenging. The financial resources available to deliver services for children and young people in Haringey come from:

- the mainstream resources of partners which are funded through Government and council tax; and
- some additional one–off grants, for example grants from Government to fund a particular programme or from external sources such as the Big Lottery.

The Haringey Strategic Partnership (HSP) has divided the funding the Government has placed under the heading of the Area Based Grant (ABG) between the HSP theme boards and in 2009-10 £11 million has been allocated to children and young people. However the ABG does not represent new or additional funding as the Government has created the ABG by placing existing funding streams, such as funding for the Connexions Service or the children's mental health service under the ABG heading. The resources in the ABG are intended to support the delivery of the priorities set out in the Local Area Agreement.

Partners in the Trust have many existing statutory obligations, such as providing services for children in care or providing primary health care services. Currently partners individually, or in some cases jointly, commission and deliver services to meet these obligations from within their mainstream resources. In addition the Council provides staff to support the work of the Children's Trust, for example to organise and clerk the meetings.

In some instances specific pooled or joint funding arrangements already exist, such as arrangements for the work of the LSCB. The budget is funded by partners and covers the salaries of staff, recruitment of experts and associated support costs.

The JAR Action Plan, which forms a substantial part of the 'Stay Safe' outcome, shows where, through a combination of additional or reprioritisation of existing resources, the activities agreed by all partners are being funded by each partner agency. In order to ensure the sustainability of the actions agreed partners will need to ensure that the on-

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going implications of the plan are reflected and resourced as part of each partners' budget setting discussions.

The creation of the Trust does not create new sources of funding. It is about using the resources that we already have in better ways or working together in different ways and will mean more integrated commissioning of services.

A Strategic Commissioning Group has been established to ensure that:

- All relevant funding is aligned to achieving the priorities in the plan;
- All income streams are identified;
- Where possible budgets are aligned or pooled; and
- New and additional sources of funding are used to have even greater impact.

14. How we will monitor and evaluate outcomes

The Implementation Plan will be monitored and evaluated by the Performance Management Group of the Children's Trust. Progress will be formally reported twice a year in the Spring and Autumn. The Needs Assessment and Consultation will be refreshed annually and feed into the evaluation process. A progress report will also be prepared for children, young people and families.

15. How the plan relates to performance management and review of services for children and young people

The priorities in the Plan have been identified from the evaluation of Changing Lives, the detailed Needs Assessment of children and young people in Haringey, the consultation and feedback with children, young people, families and stakeholders, as well as local knowledge and the national and local context in which children's services operate. The Children's Trust is responsible for monitoring and ensuring effective outcomes.

The Implementation Plan underpins the delivery of specific targets/actions within each of the ten priorities. National performance indicators have been identified for each priority area and will be used to measure our success in achieving each outcome.

Each Every Child Matters outcome has a lead officer responsible for overseeing that the actions are being progressed.

Performance management processes are in place to ensure the effective delivery of the priorities. Performance information and data is monitored by partner services on a monthly basis. There is quarterly scrutiny of performance data and reporting to the Children's Trust. This process will feed into services and enable agreed areas to be identified for additional actions.

Formal reporting on progress will take place after six months and will be reported to the Children's Trust. An annual review and refresh will be undertaken in July. The annual review will include the impact of previous actions and the inclusion of priorities to meet new areas of need.

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The Children's Trust has established a Performance Monitoring Group who will be responsible for ensuring that the Children and Young People's Plan is delivering the priorities to meet the vision. A CYPP Steering Group has also been formed who are responsible for making sure the preparation for the Plan is on track.

16. Equality and diversity

All services are subject to equality standards and legislation, which provides an important framework to deliver equality of opportunity and promote community cohesion. Each of the ten priorities in the plan has been assessed using an Equality Impact Assessment. The findings from these Assessments will be included in actions to improve equality of access to provision.

The consultation process to develop the Children and Young People's Plan included a series of focus groups with more vulnerable young people. It is the intention to continue the dialogue with those groups through an annual consultation process.

There are specific actions in the Implementation Plan which reflect the need for further action to:

- Narrow the attainment gaps between pupils with special needs and their peers.
- Increase the educational attainment of under-performing ethnic groups like Black Caribbean boys and Turkish pupils.
- Narrow the gaps that exist in terms of health and life expectancy across the borough, for example, teenage pregnancy rates, sexual health, alcohol and drug misuse and obesity levels.

17. Compact proofing

Every strategic plan which the Council is part of is subject to Compact proofing. This is a quality checking system which ensures that all plans conform to best practice in their preparation and meet certain standards. The Children and Young People's Plan has been successfully assessed against these standards.

18. In conclusion

The Children and Young People's Strategic Plan sets out the ten year vision for children and young people in Haringey and establishes the ten priorities. The Implementation Plans detail the actions to achieve the vision and provide a clear focus for all who work in this field. The Needs Assessment, Consultation and Evaluation of the current plan have provided an opportunity for us to take stock and agree the priorities for the next ten years.

The Children's Trust would like to thank all who have contributed through their support, contribution and interest to the preparations for the new CYPP. We go forward in partnership working together for the children and young people of Haringey.

Appendices

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Appendix 1 Membership of the Children's Trust
Appendix 2 Links between the Sustainable Community Strategy, the Comprehensive Area Assessment and Children and Young People's Plan
Appendix 3 Summary of the Needs Assessment by Children's Networks
Appendix 4 Key performance indicators

Glossary of Terms

ABG	Area Based Grants
CAA	Comprehensive Area Assessment
CAF	Common Assessment Framework
CAGK	Communities Against Guns and Knives
CAMHS	Child and Adolescent Mental Health Services
CRB	Criminal Records Bureau
CT	Children's Trust
CYPP	Children and Young People's Plan
DCSF	Department for Children, Schools and Families
DH	Department of Health
ECM	Every Child Matters
EIA	Equality Impact Assessment
HSP	Haringey Strategic Partnership
JAR	Joint Area Review
LAC	Looked After Children
NEETs	Not in Education, Employment or Training
Ofsted	Office for Standards in Education
SCS	Sustainable Community Strategy
SEN	Special Educational Needs

CAF
The Common Assessment Framework is a national approach to standardising the referral and assessment of the needs of a child or young person, and deciding how those needs should be met.

Children's Centres
Provide a local network of services for children aged 0-5 and their families, including childcare and early education, family support and health services.

Children's Network is a geographical area of Haringey which is a focus for service provision. There are three Children's Networks – North, South and West.

Connexions is the name of the service providing high quality, impartial information, advice and guidance to young people, for example on future career plans.

Every Child Matters outcomes are the five national outcomes (Stay Safe, Be Healthy, Enjoy and Achieve, Make a Positive Contribution, Achieve Economic Well-Being) which provide a focus for all services for children and young people.

Extended Schools
School providing activities and facilities beyond the normal school day, for example after school clubs, breakfast clubs, childcare

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Multi-disciplinary teams are people from a range of different occupational groups working with children and coming together to focus their particular knowledge/experience and services on improving outcomes for a child/children.

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APPENDIX 1: Membership of the Children's Trust

The membership of the Haringey Children's Trust Board comprises the following partner agencies with the representatives as indicated:

(i) 4 +1ex officio Members of Haringey Council i.e.

- the Cabinet Member for Children and Young People's Services
- the Leader of the Council (ex officio)
- the Cabinet Member for Safer Communities and Enforcement
- a Majority Group Councillor
- a Minority Group Councillor

(ii) 3 officers of Haringey Council i.e.

- the Chief Executive
- the Director of Children and Young People's Services
- the Head of Safer and Stronger Communities (for the Youth Offending Service)

(iii) The Chair of the Local Safeguarding Children Board

(iv) 3 representatives of the Teaching and Primary Care Trust i.e.

- the Chief Executive
- the Executive Director
- 1 non-executive Director

(v) Haringey Police – the Borough Commander

(vi) Mental Health Trust – Chief Executive/Director of CAMHS

(vii) Whittington Hospital – Chair of Trust/Chief Executive

(viii) North Middlesex Hospital - Chair of Trust/Chief Executive

(ix) 2 representatives of the Great Ormond Street Hospital i.e.

- Partnership Director of Operations
- 1 non-executive Director

(x) General Practitioner representative

(xi) 3 representatives of the Haringey Voluntary Sector via Community Link

(xii) 1 representative from HAVCO

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(xii) College of North East London – Principal

(xiii) Learning and Skills Council – Chief Executive

(xiv) 3 chairs of the Area Children Partnerships

(xv) 2 nominations from the Haringey Youth Council

(xvi) 3 representatives of Haringey Schools – 1 x primary, 1 x secondary & 1 x special

(xvii) 1 representative of the Sixth Form College

(xviii) 1 representative of Job Centre Plus.

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APPENDIX 2: Links between the Sustainable Community Strategy, the Comprehensive Area Assessment and the Children and Young People's Plan

Sustainable Community Strategy outcomes	**People at the heart of change**	**An environmentally sustainable future**	**Economic vitality and prosperity shared by all**
Sustainable Community Strategy priorities	• Enhance community cohesion • Meet housing demand • Provide a better, cleaner public realm & built environment • Provide award winning parks and open spaces • Provide even better shopping & cultural & leisure opportunities	• Encourage our future citizens to be our first 'green generation'	• Reduce worklessness • Increase skills and educational achievement • Increase sustainable economic activity • Maximise income • Address child poverty
Priorities identified in CAA self evaluation	**Improve housing**	**Making Haringey one of the greenest boroughs in London**	**Respond to the recession and tackle worklessness**
CYPP Outcomes	**Make a Positive Contribution / Enjoy & Achieve**	**Make a Positive Contribution**	**Enjoy & Achieve / Achieve Economic Wellbeing**
CYPP priorities	**Develop global citizens** • Build young people's knowledge of other cultures, ethics, beliefs, faiths, social skills, civic responsibilities and promote understanding of difference	**Develop global citizens** ▪ Build better understanding of the world, the environment and current issues through international partnerships, exchange programmes and a global curriculum	**Develop sustainable schooling and services with high expectations of young people** • Raise standards of attainment and achievement for all to meets and where possible exceed national standards • Expect the best and provide support to enable all young people to make progress, manage transitions and succeed so that schools become irresistible places where young people want to be helped to support their child/children's learning **Engender lifelong learning for all across a broad range of subjects both in and out of school** • Create an enthusiasm for learning across music, the arts, sports, hobbies and interests which can be carried throughout life **Provide a greater range of curriculum provision, opportunities and choice** • Help young people to realise their aspirations and navigate the routes to achieve their ambitions and promote opportunities for young people to be more responsible for their own learning and engagement **Empower families and communities** • Work to build partnerships with parents as active partners who are helped to support their child/children's learning • Embed extended services for young people in the local community and develop a range of services delivered locally to regenerate communities through accessible local services and the promotion of employment opportunities.

Sustainable Community Strategy outcomes	Safer for all	Healthier people with a better quality of life	People and customer focused
Sustainable Community Strategy priorities	• Reduce the incidence and fear of crime • Address anti-social behaviour • Create safe and secure homes, and tackle domestic violence • Create a positive future for our children and young people • Safeguard children and adults from abuse and neglect wherever possible and deal with it appropriately and effectively if it does occur	• Tackle health inequalities • Improve life expectancy • Give greater opportunities to live a healthier lifestyle • Give babies, children and young people the best possible start in life	• Deliver high quality, needs based and customer focused services that offer value for money • Increase resident satisfaction with services and the area they live in • Provide greater opportunity for civic engagement and participation • Make our children and young people active citizens
CAA priorities	**Improve safeguarding of children**	**Tackle health inequalities**	**Enhance community engagement & partnership working**
CYPP Outcomes	**Stay Safe**	**Be Healthy**	**Make a Positive Contribution**
CYPP priorities	**Improve safeguarding and child protection** • Ensure safeguarding and child protection is everyone's business, led by senior staff • Make changes happen through performance management, shared data/information and approaches across all partners services **Develop positive human relationships and ensure personal safety** • Empower children and young people to be aware of how to build positive relationships and to keep themselves safe, including strategies to address bullying and build self esteem, but also allow them the opportunity to take part in activities that have a measure of calculated risk • Deepen integration of systems and processes that promote early intervention, prevention and the delivery of locally based services	**Improve health and well-being throughout life** • Promote good health and well-being including mental health and improve information, access and service delivery to help young people and their families stay healthy • Teach emotional resilience and the skills of communication, language, literacy, speaking and listening **Improve the sexual health of young people** • Address concerns around the sexual health of young people. Reduce the current high levels of teenage conception and pregnancy and sexually transmitted diseases	**Give young people a greater stake in their future and pride in their local community** • Promote the views of young people, listen to and give feedback so that services reflect the voice and eyes of children and young people • Seek every opportunity to celebrate achievements and successes

Appendix 3 Summary of the Needs Assessment by Children's Network

Be Healthy

North Children's Network

- **Health deprivation and disability** – Nearly 8% fall into the 10% most deprived in the country. Most of this falls in the Northumberland Park ward.
- **Low birth weight babies –** Between 2005 and 2007, 9.6% of all babies born in the North network area were low birth weight. The highest proportion came from the Northumberland Park ward (11.2%).
- **Obesity (reception year) –** In 2008, 12.5% of all reception year students living in the North network were classified as obese. This has decreased 3.1% since 2007. The highest proportion came from the Noel Park Ward (17%).
- **Obesity (year 6) –** In 2008, 26.4% of all year 6 children living in the North network were classified as obese. This has decreased by 1.8% since 2007. The highest proportion came from the Bounds Green ward (29.8%).
- **Teenage Pregnancy –** The teenage pregnancy rate is 82.6 per 1000 of the population. The ward with the highest rate is Bounds Green (107.1 per 1000).
- Young people have high elective admissions and high levels of respiratory conditions in Woodside & Noel Park
- **Additional needs (aged 18 – 25 years old) -** 34.3% of all young people with additional Mental health needs; 38.4% of young people with additional learning disabilities and 33.3% of young people with physical and sensory disability and frailty live in the North network area

West Children's Network

- **Health deprivation and disability** – 2% fall into the 10% most deprived in the country. This is one super output area that is in the Hornsey ward.
- **Low birth weight babies –** Between 2005 and 2007, 6.4% of all babies born in the West network area were low birth weight. The highest proportion came from the Fortis Green ward (7.9%).
- **Obesity (reception year) –** In 2008, 7.2% of all reception year students living in the West network were classified as obese. This has decreased 2% since 2007. The highest proportion came from the Hornsey Ward (13.2%).
- **Obesity (year 6) –** In 2008, 16.1% of all year 6 children living in the West network were classified as obese. This has decreased by 2.8% since 2007. The highest proportion came from the Hornsey ward (20.2%).
- **Teenage Pregnancy –** The teenage pregnancy rate is 39.7 per 1000 of the population. The ward with the highest rate is Hornsey (66.8 per 1000).
- **Additional needs (aged 18 – 25 years old)** - 25% of all young people with additional Mental health needs; 11.6% of young people with additional learning disabilities and 9.1% of young people with physical and sensory disability and frailty live in the West network area.

South Children's Network

- **Health deprivation and disability** – Nearly 4% fall into the 10% most deprived in the country. These are two small areas of Bruce Grove and Tottenham Green.
- **Low birth weight babies –** Between 2005 and 2007, 8.3% of all babies born in the South network area were low birth weight. The highest proportion came from the West Green ward (10.6%).
- **Obesity (reception year) –** In 2008, 12.4% of all reception year students living in the West network were classified as obese. This has decreased 2% since 2007. The highest proportion came from the Tottenham Hale Ward (17.3%).

- **Obesity (year 6) –** In 2008, 28.2% of all year 6 children living in the South network were classified as obese. This has decreased by 1.7% since 2007. The highest proportion came from the Tottenham Hale ward (33.2%).
- **Teenage Pregnancy –** The teenage pregnancy rate is 94.3 per 1000 of the population. The ward with the highest rate is Bruce Grove (131.6 per 1000).
- **Additional needs (aged 18 – 25 years old)** - 40.6% of all young people with additional Mental health needs, 50% of young people with additional learning disabilities and 57.6% of young people with physical and sensory disability and frailty live in the South network area

Stay Safe

North Children's Network

- **Crime:** there are hotspots of youth crime in Noel Park and Northumberland Park (April 2008-February 2009)
- **YOS clients:** to be inserted
- **Children in care**: 43% of children in care live in the North network.
- **Child protection plan**: 37% of children subject to a child protection plan live in the North Network
- **Child protection register**: 68 children living in the North were on the child protection register as at March 2008

South Children's Network

- **Crime:** there are hotspots of youth crime in West Green, Bruce Grove, Tottenham Hale and Seven Sisters
- **YOS clients**: 13.6% of Youth Offending Service (YOS) clients live in Tottenham Hale
- the highest concentration of YOS clients (over 30%) reside in White Hart Lane, Seven Sisters and Tottenham Hale wards
- 57% of the YOS caseload reside in Tottenham postcodes N17 & N15
- **Children in care**: 40% of children in care live in the South network
- **Child protection plan**: 35.3% of children subject to a child protection plan live in the West network area
- **Child protection register**: 108 children living in the South were on the child protection register as at March 2008

West Children's Network

- **Crime:** there are hotspots of youth crime in Alexandra, Muswell Hill, Hornsey and Crouch End
- **YOS clients:** the least number of YOS clients are in Highgate, Fortis Green & Alexandra
- **Children in care**: 14% of children in care live in the West network
- **Child protection plan**: 15% of children subject to a child protection plan live in the South network area
- **Child protection register**: 35 children living in the West were on the child protection register as at March 2008
- **Child poverty -** 17.6% of the children live in poverty according to the National Indicator 116 definition. Hornsey is the ward with the highest proportion (34.1%)
- **NEETS -** 21% of all Haringey NEETS are in the West network. 5.8% of the all Haringey NEETS are in the Hornsey ward.
- **Children living in temporary accommodation –** 566 children live in the West network. This is 10.7% of all the Haringey children living in temporary accommodation. The ward with the highest amount is Hornsey (209)

Enjoy & Achieve

North Children's Network

- **Foundation Stage** - 35% achieving at least 78 points and 6+ in all PSE and CLL.
- **KS 1** - 79% of children achieved Reading Level 2+; 46% achieved Writing level 2B+. Similar to the attainment levels in the South network, although significantly below the West network.
- **KS 2** – 71% English level 4+; 20% English level 5+; 20% Maths level 5+; 27% Science level 5+. Similar to the attainment levels in the South network, although significantly below the West network.
- **KS 4** - 53% achieving 5+ A*-C; 34% achieving 5+ A*-C including English and Maths.

South Children's Network

- **Foundation Stage -** 37% achieving at least 78 points and 6+ in all PSE and CLL
- **KS 1** - 76% of children achieved Reading Level 2+; 44% achieved Writing level 2B+. Similar to the attainment levels in the North network, although significantly below the West network.
- **KS 2** – 68% English level 4+; 18% English level 5+; 17% Maths level 5+; 27% Science level 5+. Similar to the attainment levels in the North network, although significantly below the West network.
- **KS 4** - 58% achieving 5+ A*-C; 37% achieving 5+ A*-C including English and Maths.

West Children's Network

- **Foundation Stage** - results in the West are significantly better than results in the North and South networks. The percentage achieving at least 78 points and 6+ in all PSE and CLL was 55%, a gap of between 20-22% points.
- **KS 1** - the West outperforms the North and South networks in all areas. 90% of children achieved Reading Level 2+; 70% achieved Writing level 2B+.
- **KS 2** – Significantly outperforms the North and South networks in all areas. 89% English level 4+; 45% English level 5+; 43% Maths level 5+; 58% Science level 5+.
- **KS 4** - the West outperforms the North and South networks with 69% achieving 5+ A*-C. However, this ranges from 55% in Stroud Green to 87% in Alexandra ward.
- The West also outperforms the other networks 58% achieving 5+ A*-C (including Maths and English). However, this ranges from 42% in Stroud Green to 79% in Alexandra ward.

Make a positive contribution

Haringey

- 1926 people in Haringey responded to the place survey.
- 17 of these said that activities for teenagers was in the top 5 things that are most important in making somewhere a good place to live.
- 51 (10.7%) of these said that facilities for young children was in the top 5 things that are most important in making somewhere a good place to live.
- 123 (25.8%) of these said that activities for teenagers was in the top 5 things that most need improving in the local area.
- 68 (14.3%) of these said that facilities for young children was in the top 5 things that most need improving in the local area.

North Children's Network

- 477 people in the North children's network responded to the place survey.

- 75 (15.7%) of these said that activities for teenagers was in the top 5 things that are most important in making somewhere a good place to live.
- 51 (10.7%) of these said that facilities for young children was in the top 5 things that are most important in making somewhere a good place to live.
- 123 (25.8%) of these said that activities for teenagers was in the top 5 things that most need improving in the local area.
- 68 (14.3%) of these said that facilities for young children was in the top 5 things that most need improving in the local area.

South Children's Network

- 669 people in the North children's network responded to the place survey.
- 113 (16.9%) of these said that activities for teenagers was in the top 5 things that are most important in making somewhere a good place to live.
- 83 (12.4%) of these said that facilities for young children was in the top 5 things that are most important in making somewhere a good place to live.
- 161 (24.1%) of these said that activities for teenagers was in the top 5 things that most need improving in the local area.
- 79 (11.8%) of these said that facilities for young children was in the top 5 things that most need improving in the local area.

West Children's Network

- 780 people in the North children's network responded to the place survey.
- 87 (11.2%) of these said that activities for teenagers was in the top 5 things that are most important in making somewhere a good place to live.
- 69 (8.9%) of these said that facilities for young children was in the top 5 things that are most important in making somewhere a good place to live.
- 240 (30.8%) of these said that activities for teenagers was in the top 5 things that most need improving in the local area.
- 53 (6.8%) of these said that facilities for young children was in the top 5 things that most need improving in the local area.

Achieve Economic Wellbeing

North Children's Network

- **Income deprivation affecting children** - Nearly 90% fall into the 10% most deprived in the country. The areas that don't fall into this are in the Bounds Green Ward.
- **Employment deprivation** - Nearly 36% fall into the 10% most deprived in the country. Lots of this is in the Northumberland Park ward which has the highest unemployment rate in London.
- **Barriers to housing and services** - 5% fall into the 10% most deprived in the country. This constitutes two super output areas. One in White Hart Lane and one in Northumberland Park.
- **Living environment** - 23% fall into the 10% most deprived in the country. These areas are spread across Northumberland Park, Woodside and Bounds Green wards.
- **Lone parents claiming income support** – to be inserted
- **Child poverty** - 45.9% of the children live in poverty according to the National Indicator 116 definition. Northumberland Park is the ward with the highest proportion (50.6%)
- **NEETS** - Nearly 34% of all Haringey NEETS are in the North network. 8% of all Haringey NEETS are in the White Hart Lane ward.
- **Children living in temporary accommodation –** 1654 children live in the North network. This is 31.2% of all the Haringey children living in temporary accommodation. The ward with the highest amount is Woodside (460)

South Children's Network

- **Income deprivation affecting children** - 75% fall into the 10% most deprived in the country. This features across the whole network, but least in the Harringay and West Green wards.
- **Employment deprivation** - 25% fall into the 10% most deprived in the country. This is mainly situated in the Tottenham Green and Tottenham Hale wards.
- **Barriers to housing and services** - 5% fall into the 10% most deprived in the country. This is 3 super output areas in West Green, Tottenham Hale and Tottenham Green.
- **Living environment** - Over 30% fall into the 10% most deprived in the country. This is spread quite evenly across the network.
- **Lone parents claiming income support -** to be inserted
- **Child poverty -** 41.5% of the children live in poverty according to the National Indicator 116 definition. Tottenham Hale has the highest proportion (47.7%).
- **NEETS -** 45% of all Haringey NEETS are in the South network. 8.8% of all Haringey NEETS are in the Bruce Grove ward.
- **Children living in temporary accommodation –** 2506 children live in the South network. This is 47.3% of all the Haringey children living in temporary accommodation. The ward with the highest amount is Bruce Grove (485)

West Children's Network

- **Income deprivation affecting children –** 10% fall into the 10% most deprived in the country. This is mainly situated in a small part of the Hornsey ward.
- **Employment deprivation -** 2% fall into the 10% most deprived in the country. This is just one super output area in the Hornsey ward.
- **Barriers to housing and services -** 2% fall into the 10% most deprived in the country. This is just one super output area in the Alexandra ward.
- **Living environment -** 22.5% fall into the 10% most deprived in the country. This is spread quite evenly across the network.
- **Lone parents claiming income support -** to be inserted
- **Child poverty -** 17.6% of the children live in poverty according to the National Indicator 116 definition. Hornsey is the ward with the highest proportion (34.1%)
- **NEETS -** 21% of all Haringey NEETS are in the West network. 5.8% of the all Haringey NEETS are in the Hornsey ward.
- **Children living in temporary accommodation –** 566 children live in the West network. This is 10.7% of all the Haringey children living in temporary accommodation. The ward with the highest amount is Hornsey (209)

Appendix 4

Key Performance Indicators

To be inserted

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haringey strategic partnership

Meeting: **Children's Trust**

Date: **14 July 2009**

Report Title: **Joint Area Review Action Plan – Progress Report**

Report of: **Director of Children and Young People's Services**

Summary

The JAR Action Plan identifies seven themes for improvement. Within each theme, Areas for Improvement (AFIs) have been identified. There are thirty AFIs in total and each AFI is owned by senior officers across the Council and Partner organisations. The attached report updates progress for May 2009.

Recommendations

That the Children's Trust note and comment on the report.

Financial/Legal Comments

N/A.

For more information contact:

Name: Peter Lewis
Title: Director the Children & Young People's Service
Tel: 020 8489
Email address: peter.lewsi@haringey.gov.uk

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Joint Area Review (JAR) Action Plan Change Programme – Highlight Report

Haringey Strategic Partnership

Programme Sponsor	Peter Lewis	Programme Manager	Kuldip Kaur	Report Editor:	TBC	Reporting Period:	May 2009

haringey strategic partnership

PROGRAMME START DATE	ORGINAL END DATE	CURRENT END DATE
JANUARY 2009	JANUARY 2012	JANUARY 2012

1 TRAFFIC LIGHT STATUS:....1
1.1 PROGRAMME STATUS (OVERALL):....1
1.2 THEME STATUS:....1
2 MANAGEMENT SUMMARY / TRAFFIC LIGHT COMMENTARY:....1
2.1 PROGRAMME UPDATE:....1
2.2 KEY PROGRAMME RISKS AND ISSUES....1
3 AFI SUMMARY REPORT:....5
3.1 THEME 1 - LEADERSHIP AND PARTNERSHIP....5
3.2 THEME 2 – DELIVERING BEST PRACTICE....6
3.3 THEME 3 – GETTING THE ORGANISATION RIGHT....8
3.4 THEME 4 – EARLY INTERVENTION/TARGETED AND UNIVERSAL SERVICES....10
3.5 THEME 5 – COMMISSIONING AND RESOURCES....11
3.6 THEME 6 – DELIVERING SUCCESS THROUGH PEOPLE....11
3.7 THEME 7 – MONITORING THE PERFORMANCE AND THE QUALITY OF SAFEGUARDING PRACTICE....12
4 PERFORMANCE REPORT....ERROR! BOOKMARK NOT DEFINED.
4.1 NATIONAL PERFORMANCE INDICATORS....ERROR! BOOKMARK NOT DEFINED.
4.2 LOCAL INDICATORS....ERROR! BOOKMARK NOT DEFINED.
4.3 MONITORING ARRANGEMENTS....ERROR! BOOKMARK NOT DEFINED.
5 BUDGET....ERROR! BOOKMARK NOT DEFINED.

1 Traffic Light Status:

1.1 Programme Status (overall):

Programme Summary	RAG Status
This Report	A
Last Report	A

1.2 Theme Status:

Theme Summary	RAG Status
1. Leadership and Partnership	N/A this month
2. Delivering Best Practice	N/A this month
3. Getting the organisation right	N/A this month
4. Early Intervention/targeted and universal services	N/A this month
5. Commissioning and resources	N/A this month
6. Delivering success through people	N/A this month
7. Monitoring the performance and the quality of safeguarding practice	N/A this month

Traffic light legend:

	Green	Amber	Red
Project Status	Theme on schedule to deliver the agreed benefits in line with AFI Briefs.	The theme has encountered some issues which could affect the delivery of overall benefits within agreed time, cost and resources.	Delivery of overall benefits within agreed time, cost and resources is presently threatened

2 Management Summary / Traffic Light Commentary:

2.1 Programme Update:

RAG Status:
A

- The performance report provides an overview of progress against all those actions which were due to be completed by the end of May 2009.
- Work has continued on delivering key actions and the following achievements can be reported this month. Examples include the workshop for social workers designed and facilitated by the Tavistock and Portman NHS Trust aimed at identifying and addressing the barriers to improving professional practice at an individual and collective level, the establishment of the Children's Trust Performance Management Group aimed at greater scrutiny across the whole of the service and the international recruitment drive which has resulted in 22 job offers from across New York and Toronto.
- Slippage has occurred in a number of areas and these are reported in the body of the report.
- The impact on performance measures, as shown in section 4 shows a downturn in performance in May in a number of key performance indicators.
- However, other performance indicators have remained stable and are above target for example, timeliness of placements of looked after children (LAC) (NI 61), LAC cases which were reviewed within the required timescales (NI 66) and child protection cases which were reviewed within the required timescales (NI 67).
- The timelines set in the original plan are now being revised as part of a wider exercise aimed at refreshing the JAR Action Plan. The Area for Improvement (AFI) Steering group, made up of senior officers across the partnership is revisiting the plan to ensure that there is a balance between the need to be ambitious but equally realistic about what is achievable, with a strong emphasis that improvements are embedded across the service.
- Further revisions to the JAR Action Plan will also take place once the Ofsted inspection report is available. The first draft of the inspection report is due on 17th June 2009.
- Meetings have been held between all Area For Improvement Leads and the Head of Finance. Based on these meetings an update of the allocations across the various themes has been undertaken (see Section 5 of the report).
- Last month, it was reported that the process for collating progress updates against the JAR Action Plan will be enhanced over this month. Due to the inspection and subsequent revisions to the plan, this has been delayed.

2.2 Key Programme Risks and Issues

2.2.1 Key Project Risks (red and increasing amber risks):

Note: The Risk ID is an identifier that is assigned when a new risk is raised. Closed risks are at the end of the table.

Risk ID	Risk Description	Date identified	Author	Impact (H/M/L)	Probability (H/M/L)	RAG Status	Owner	Counter measures to mitigate risk	Comments/ notes at last update
03	Failure to satisfy Ofsted's requirements at the June 2009 inspection	25/03/09	Director C&YPS	H	L	A	Director C&YPS	a) Fully resourced Programme Management Team to be in place to ensure that delivery of the plan is supported – partner wide b) Interim governance arrangements to be set up whilst establishing the Children's Trust arrangements and the respective governance groups (i.e. Children's Trust Performance Management Group c) Clearing the referral and assessment backlog in a timely	**2009-04-29 KK:** June 2009 Inspection: The Director of Children's Services is in discussion with Ofsted and the Department of Children, Schools and Families about the forthcoming inspection. Health and Police are to provide project support to the Council based team. **2009-06-11 IB:** The draft inspection report will be received on 17th June 2009.

Joint Area Review (JAR) Action Plan Change Programme – Highlight Report

Haringey Strategic Partnership

Programme Sponsor	Peter Lewis	Programme Manager	Kuldip Kaur	Report Editor:	TBC	Reporting Period:	May 2009

haringey strategic partnership

Risk ID	Risk Description	Date identified	Author	Impact (H/M/L)	Probability (H/M/L)	RAG Status	Owner	Counter measures to mitigate risk	Comments/ notes at last update
								manner	
04	Failure to recruit and retain experienced and qualified staff in the medium to long-term.	24/03/2009	Head of Service Transformation	H	L	A	Head of Service Transformation	a) Development of the Haringey offer (includes professional and clinical supervision, CPD, technology supply and support) b) Re-designing social work in Haringey through Barkers, a specialist recruitment, marketing and advertising agency c) Developing and implementing social work competences as a recruitment and development tool d) Undertaking workforce mapping to enable targeted advertising e) On-the-job coaching which involves senior practitioners sitting alongside staff to drive work and improve performance f) Workload planning to ensure we have a clear understanding of the capacity issues	**2009-04-29 KK:** Status is "No Change" **2009-06-11 EB:** National recruitment of high quality social workers started week commencing 8th June 2009. International recruitment also underway, with job offers being made to 22 people from across New York & Toronto. RAG Status remains unchanged until job offers are accepted.
05	Failure to establish effective partnership working	24/03/2009	Deputy Director Business Support & Development	M	M	A	Director C&YPS	a) Interim governance arrangements around the programme are to be set up whilst the Children's Trust arrangements are being progressed. b) An AFI Lead Steering Group will be established to manage the delivery of the plan and its composition will again reflect each partnership c) One Area for Improvement in the JAR action plan is to align services to facilitate integrated working and for further opportunities to be identified (AFI 3.4.1)	**2009-04-29 KK:** The membership of the Steering Group will be made up of the 11 Area for Improvement Leads. **2009-06-17 KK:** The AFI Lead Steering Group has convened and met on 10th June 2009. It has been agreed that the Interim governance arrangements (Interim JAR PMG) is now disbanded.
06	Ineffective management of internal and external communications	24/03/2009	JAR Programme Manager	M	M	A	Head of Communications & Consultation	a) Weekly e- bulletins for all CYPS staff to keep them informed of all developments	**2009-04-29 KK:** A communications plan for the JAR Action Plan is being developed. **2006-06-17 KK:** Luther Pendragon (an external Communications specialist consultancy) commissioned w/c 4th May to develop a JAR Programme Communications Plan, building on existing work. Proposed key messages were presented to the Quality Outcomes Board on 28th May. An implementation plan is in development. A single point of contact from the corporate marketing communications department has been identified and will act as the JAR programme liaison link with the corporate communications team. A Communications Officer C&YPS JAR Communication officer yet to be identified.
07	Failure to establish positive motivation and morale particularly among social care	24/03/2009	Deputy Director Business Support & Development	M	M	A	Director C&YPS	a) The Tavistock intervention which is a year-long programme of improving social work practice and developing practice confidence b) establishing processes to consult and gather staff use and encourage dialogue on the change programme (as per 6.4.2) of the JAR Action plan c) Developed the staff quality and change network and d) weekly e-bulletins for all CYPS staff to keep them informed of all developments d) Provide staff with access to a stress survey, in order to gauge how members of staff are feeling, in order to then decide if further action is needed to support people. e) Support from occupational health to be provided for staff (if required)	**2009-04-29 KK:** Status is "No Change" **2009-06-11 EB**: Tavistock programme agreed. Event planned for staff and managers in July 2009, to help improve communications and inclusiveness. Performance Champions have also been set up, with fortnightly, facilitated meetings. And finally a review of supervision is underway also. Whilst these actions should help to improve the morale and motivation of staff, the RAG status remains unchanged until we can see the benefits of these various initiatives within the teams.
08	There is a risk that Data protection and confidentiality constraints will limit/prevent vital information sharing between the various agencies.	25/03/09	Deputy Director Business Support & Development	M	M	A	Head of Children Networks	AFI-2.2 "Effective and timely information sharing" is incorporated into the JAR Action Plan to address this concern.	**2009-06-15 TF:** The Information Sharing Protocol (ISP) report sent to the June 2009 meeting of the Haringey Strategic Partnership meeting includes recommendations to: • produce simple guidance on each ISP for front-line practitioners based upon the template produced • the Theme Boards to support the planning and delivery of practical training for front line practitioners on the operation of the ISPs

Risk ID	Risk Description	Date identified	Author	Impact (H/M/L)	Probability (H/M/L)	RAG Status	Owner	Counter measures to mitigate risk	Comments/ notes at last update
									• re-launch these ISPs once they have been reviewed. These measures will ensure that practitioners have a proper understanding of the legislation around information-sharing and share information appropriately to safeguard children and young people.
09	There is a risk that the new methodology in Referral & Assessment will not deliver the necessary improvements required to cope with demands on R&A and avoid further backlog build up of cases	20/03/2009	Director C&YPS	H	L	**A**	Deputy Director Children & Families (Haringey Council)	a) Regular and careful monitoring of workflow b) Quality assurance of the process by managers c) Monitoring by DDC&F and Director	**2009-04-21 TF** (from backlog risk register): Social workers with the previous Initial Team are generally pleased since they can see greater continuity and their previous frustration with cases not being accepted by the Core Team on administrative grounds no longer obtains. **2009-06-11 EB:** Whilst the RA& backlog has now been cleared, demand on R&A remains high with approx. 130 unallocated cases waiting for team of newly qualified Social Workers to start on. Therefore, RAG status remains unchanged.
10	There is a risk that the R&A telephony system and supporting infrastructure is not stable enough to support what is a high priority and sensitive area of work , despite being reconfigured recently, which if problems arise will add further problems to the backlog of Referral & Assessment cases.	17/04/09	Head of Service Transformation	H	L	**A**	Head of Service Transformation	To liaise with the IP Telephony project to determine if the project can offer a solution to the R&A Team and if the project can be flexed to prioritise the R&A team in the medium term	**2009-06-11 JW:** Progress to be reported following recent meeting of IP telephony board
12	There is a risk that the JAR Action Plan programme does not have sufficient resources and budget to successfully manage the delivery of the programme – possibility of further resource and budget requirements	20/04/09	JAR Programme Manager	H	L	**A**	Director C&YPS	a) Business case submitted to the Director of Children Services for a Performance Manager b) Recruitment in place to appoint Programme Management support c) Enquiries made into programme management training for current support officer d) Communications Support identified e) Sizing and scoping of work managed on a regular basis	**2009-04-29: KK:** No update **2006-06-11 KK:** a) A Performance Manager has been appointed to support the Interim Deputy Director, Children and Families and the Chief Executive. This appointment addresses some of the performance issues contained within the JAR Action Plan. b) The recruitment exercise for interim Programme management support was unsuccessful. Further consideration needs to be given to the appointment of permanent programme management staff. This will be subject to further discussion by the AD, Business Support and the Director of CYPS. c) Both graduate trainees are to attend a 3 day Prince 2 Training course on 27th July in partnership with the Metropolitan Police d) See 06 above e) No change although this will need to be monitored carefully due to one member of staff working reduced days.
01	Failure to clear Referral and Assessment backlog	25/03/09	Deputy Director Children & Families (Haringey Council)	H	L	**A**	Director C&YPS	a) A multi-disciplinary team is in place from 13th March to handle all new referrals and to assist in clearing the backlog as a matter of urgency. b) Improvements to screening and filtering new referrals will prioritise child protection referrals requiring initial assessments. This includes 3 screening officers who will support the filtering of referrals c) Urgent work will be conducted to establish and embed understanding of thresholds for referral to reduce the number of unnecessary referrals.	**2009-04-21 TF:** • All the newly discovered and non-progressed cases have been reviewed by at least one manager and signed off • 463 of the 530 written referrals were immediately 'closed' as needing no further action • 67 have been subject to further investigative work and allocated to social workers where required • All are entered into FWI so that any repeated referral will immediately flag up a concern should it happen • Referral & Assessment managers have reviewed all outstanding cases and are clear as to the status and risks associated with each one • Extensive physical searches of the building have failed to discover any paper-based referrals that have not been processed properly • Continuation of the data-cleansing has not revealed any other improperly completed work on the system since 13th March • Additional experienced social workers and social care managers have been recruited • The Chief Executive has commissioned, and provided, audit capacity to examine the referrals and determine who was involved in/responsible for these matters being dealt with wrongly. Action has been taken against managers involved. **2009-06-11 EB:** The backlog has now been cleared so risk is closed. However, demand on R&A remains high with approx. 130 unallocated cases waiting for team of newly qualified Social Workers in R&A to start on.

Joint Area Review (JAR) Action Plan Change Programme – Highlight Report

Haringey Strategic Partnership

Programme Sponsor	Peter Lewis	Programme Manager	Kuldip Kaur	Report Editor:	TBC	Reporting Period:	May 2009

Risk ID	Risk Description	Date identified	Author	Impact (H/M/L)	Probability (H/M/L)	RAG Status	Owner	Counter measures to mitigate risk	Comments/ notes at last update
11	There is a risk that the second trial will have a negative impact on C&YPS services and the reputation of the service as a whole.	20/04/09	JAR Programme Manager	M	H	**R**	Director C&YPS	a) A partnership approach to communication has been developed regarding the case and Serious Case Reviews b) Links have been established with the DCSF Press office c) Media training has been scheduled for key Council spokespeople d) Detailed Q&A is being developed in advance e) Resources in the media team are being strengthened as well as the Directorate, with an extension agreed for the current communications support e) Governance arrangements are in place to ensure development and sign off of materials is rapid	**2009-04-29: KK** No update **2009-06-11 MB:** a) Partnership approach taken, close liaison with partner and LSCB Communications leads ensured smooth co-ordination of messaging and approach. b) DCSF kept us informed of their plans c) Media training gave spokespeople support to undertake media interviews and helped refine messaging d) Media team utilised Q&A effectively. Additional resource was not put into the media team as the judgement was made that this could be counter productive. e) Materials were signed off as soon as required by Chief Executive and Leader. **2009 –06-17: KK** This risk is now closed.

2.2.2 Key Project Issues (red and amber issues):

Issue ID	Issue Description	Date identified	Author	Priority (H/M/L)	Impact (H/M/L)	RAG Status	Owner	Resolution plan	Comments/ notes at last update
	<u>June inspection:</u> The Director of Children's Services is currently in discussion with DCSF about the forthcoming inspection. Ofsted have specified that the revised plan will inform the next inspection of safeguarding arrangements and not the original document.	20/04/09	JAR Programme Manager	H	L	**A**	Director C&YPS	a) The Ofsted appendix and actions have been highlighted in the original plan. The agreement is to proceed with the implementing the original plan.	**2009-04-29: KK** No update **2009-06-11 KK:** a) The inspection took place on 1st June – 5th June against the Ofsted appendix and verbal feedback has been received. The draft inspection report is due on 17th June 2009.

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3 AFI Summary Report:

This performance report provides an overview of progress against all those actions which were due to be completed by the end of May 2009.

3.1 Theme 1 - Leadership and Partnership

Aims:

1. To provide stable, pro-active, capable, visible, supportive, inspirational, listening, confident leaders for the safeguarding of children in Haringey.
2. To create a strong partnership with a shared focus on safeguarding children & young people

Outcome:
To deliver visible leadership, clarity of purpose and the framework for accountability

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
1. Leadership and Partnership	AFI-1.1: Creating a leadership team for safeguarding at partnership level and within agencies	Chief Executive (Haringey Council)	G	**Progress against JAR Recommendations:** • The terms of reference for the Children's Trust Performance Management Group (CTPMG) were agreed by the Children's Trust Board on 19th May and are being ratified by the Haringey Strategic Partnership (HSP) on 23rd June 2009. The first meeting of the CTPMG is planned for 24th June 2009. • The Chief Executive has written to all partner agencies asking them to confirm their arrangements for ensuring leadership and governance is compliant with *Working Together To Safeguard Children*. Responses have since been received from partner agencies confirming their arrangements. A Protocol detailing governance and working arrangements has been submitted to the Haringey Strategic Partnership June meeting. • Corporate Parenting Group is now in operation with terms of reference (TOR) agreed and regular meetings scheduled. • Senior staff from health and the police will now attend the Children & Young People's Service Management Team to consider cross-cutting issues. • Social care practice and processes reviewed to ensure compliance with London Child Protection Procedures. • Effective out-of-hours process now in place for appropriate senior staff across the partnership to be informed of any critical incidents at night or weekends, with the Director of C&YPS cascading any notifications to partners in health and the police. • External expert support for the Safeguarding Policy & Practice Panel (SPPP) has been commissioned and will support the Panel in reviewing inspection outcomes from all partners. • CRB check applications have been processed for those elected Members identified as needing one. However, it is anticipated that the CRB clearance will take approximately 8 weeks, hence this not been completed within the original timescales. **Progress against remainder of JAR Action Plan:** • Following the Laming recommendations any new and/or amended actions have been incorporated into version 2 of the JAR Action Plan via a formal version control process. • Outstanding actions from first serious case review Child A have also been incorporated into version 2 of JAR Action Plan. **Areas of Concern:** • The review of compliance with the first Laming review is still not complete as the social care return is still outstanding. The deadline was the end of March 2009.
	AFI 1.2: Ensuring the leadership teams set the right culture within their organisations, promoting behaviour that supports the partnership's values and strengthens the commitment to Partnership working"	Director Children and Young People's Service	G	**Progress against JAR Recommendations:** • The Safeguarding Policy and Practice Panel continue to meet, with second meeting scheduled for w/c 22nd June 2009. External independent support has been identified and recruited (subject to Chair's approval) for a 6-month period to support identification of a work programme, further safeguarding training and analysis of detailed work actions. Sample data-sets are being reviewed with the new external support and Assistant Director for Safeguarding. • Safeguarding training delivered ahead of schedule to 45 elected Members between February and March 2009; online safeguarding training went live 20th April, also ahead of schedule. **Progress against remainder of JAR Action Plan:** • Social Work Forum set up (Dec 08) and continues to meet. This forum provides an opportunity for front-line social work staff to raise concerns and ideas for improving the service directly with the Director, and equally, for the Director to understand the issues facing front-line staff. • The Director's 'Surgery' for social work staff now provides an additional opportunity for social workers to raise issues with the Director. • A group of Youth Council members is being set up to meet regularly with the Director of C&YPS to discuss progress on the implementation of the JAR Action Plan and their views on the services they receive. The first meeting is planned for July 2009. **Areas of Concern:** No immediate concerns
	AFI-1.3: Improve the workings of the LSCB	Chair LSCB	A	**Progress against JAR Recommendations:** • LSCB Development Day held 29th May 2009, facilitated by the National expert on LSCBs. Board members considered the strengths and weaknesses of current arrangements, including consideration of membership, processes, and structures including the role of sub groups). **Progress against remainder of JAR Action Plan:** • Serious Case Review (SCR) guidance written and approved by LSCB to ensure best practice approach for investigating SCRs. **Areas of Concern:** • Full implementation of new approach to undertaking Serious Case Reviews, scheduled for May 2009, will now be completed by September 2009. This is due to the current pressures of completing 3 parallel SCRs and also because the new procedures will need to take account of revised government guidance due to be published in July 2009. • The review of the LSCB sub-group structure of the board, also scheduled for May 2009, will now be completed by December 2009. This is again due to the pressure of existing work and also to take account of the revised *Working Together to Safeguard Children* guidance, due December 2009.

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
	AFI-1.4: Creation of Children's Trust	Director Children and Young People's Service	G	**Progress against JAR Recommendations:** The setup of a new Children's Trust is progressing in accordance with the timescales: Update: / Timeline / Status Initial meeting with HSP PMG to set out the process for agreeing way forward. – 9th April – Completed Report on development of Children's Trust to Cabinet – 21st April – Completed Formal consultation with stakeholders on models for Children's Trust (CT) – By end of April – Completed Finalise details of new model – May – Completed Proposed members of CT to agree membership, roles and responsibilities – 31st May – Completed Final report to Cabinet – 16th June – On track HSP to approve Children Trust proposals and Terms of Reference – 23rd June – On track The final model for the Children's Trust is line with the 2009 DCSF guidance and draws on good practice from other local authorities. It includes a governance protocol identifying key partners' responsibilities and accountabilities. **Progress against remainder of JAR Action Plan:** • The Children & Young People's Plan is on track for September 2009. The second phase of consultation has now been completed, and the needs assessment that informs the plan has been completed subject to any final suggested comments or amendments from members of the Children's Trust Board. The plan is on track to go the July meeting of the Children's Trust Board for sign-off before circulation, amendment and final sign-off and submission to the DCSF, with publication planned for September 2009. **Areas of Concern:** No immediate concerns

3.2 Theme 2 – Delivering Best Practice

Aims:

1. All practice will demonstrate the principle of "best interests of the child" by meeting the test of "seeing things through the child's eyes" and listening to the child.
2. All practice will demonstrate the principle that safeguarding requires effective partnership working which respects and values differing professions and organisations and is reflected through integrated arrangements where this will provide the best response and most authoritative service.
3. All practice will comply with WT and LCPPS and agencies' standard operating procedures and guidance with a shared approach to intervention thresholds.
4. Our approach will be underpinned by a commitment to inter-agency information sharing arrangements and business processes which enable all partners to fulfil their role and deliver the outcome of best in class services for children and their families.
5. We will identify best practice and turn it into standard practice using evidence, research, and evaluation supported by relevant national organisations and the LSCB.

Outcome:
To make sure that social workers practice social work of the highest quality

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
2. Delivering Best Practice	AFI-2.1: Child Protection Referral & Assessment (R&A) Processes	Deputy Director Children & Families (Haringey Council)	A	**Progress against JAR Recommendations:** • Single data entry point in place for all contacts/referrals to children's social care as reported last month. A plan is being developed with police to rationalise their referrals into R&A. Full implementation of the new referral pathway will now link into work being undertaken on thresholds and standards, and will be completed by September 2009, with joint training/workshops to be held in June/July 2009. The new pathway will also draw on the evaluation report from the R&A multi-disciplinary team pilot – this will now be presented in June 2009, rather than end of April 2009 as scheduled. • An initial review of the new caseload weighting system was completed at the end of May. The findings of this review will be considered in June 2009 following which any changes resulting from this will be implemented. • A good practice guidance note has been issued to all staff working directly with children, young people and families summarising requirements for appropriate recording of information. **Progress against remainder of JAR Action Plan:** • Social care case transfer protocols agreed and in place, with quarterly reviews scheduled • Social care practice protocols developed to ensure that where there is more than one child in a family group each child's needs will be taken into account and decisions/actions clearly recorded on each file – to be approved at Children & Families management team on 18th June 2009. Work is ongoing within Great Ormond Street Hospital (GOSH) to review arrangements for this. • An audit of record management within GOSH has been undertaken, and the results will be used to develop new protocols and folders for recording to ensure case files are accessible and contain the relevant information. • Within health services, work has begun on improving the links between adult and children's services - service level agreements have been reviewed to ensure providers specifically address child protection, and the Deputy Chief Executive has asked the Directors of Primary Care and Provider Services and Lead Commissioner for Mental Health to address recommendations & develop actions. • Within the council, work on links between adult's and children's service is now being addressed by the AD for Safeguarding. Initial discussions have taken place with mental health and learning disability services, and a substantial piece of work has begun to improve service provision for children affected by domestic violence. • Framework-I expert 'floor-walkers' have been appointed and are currently working in R&A to give advice and guidance to social workers and managers on use of the system and recording information. • Experienced independent social workers have been recruited to support staff in the Referral and Assessment and Children in Need and Safeguarding teams on the quality of interventions, analysing options in relation to complex cases and improving preparation for and presentation at court and conferences. **Areas of Concern:** • Insufficient capacity within the R&A team due to high volume of referrals, and difficulties in recruiting staff – though measures are in place to tackle this (see items 04 and 09 in the risk log). • No formalised procedure is in place by which social workers can raise concerns if they feel their workload is too high. However, a number of routes are available for them to raise concerns supervision, team meetings, the social work forum and via the open door management policy • Some actions within this AFI have taken longer than anticipated to complete, and timescales have slipped. In part, this has been due to the focus on clearing the backlog within Referral & Assessment. For example,

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
				○ The new referral pathway, scheduled for end of May 2009, will now be in place from September 2009. ○ Practice protocols for where there is more than child in a family group, also scheduled for May 2009, will be in place from June 2009 within the Children & Young People's Service and within NHS Haringey by December 2009. ○ Work on improving links between children's and adults services, scheduled for completion by end of May 2009 will now take place over a much longer timescale. Revised timescales are still under discussion, however it is now anticipated that to bring about significant improvement a substantial amount of staff training and partnership development will be required, and this will take (approximately) an additional year.
	AFI-2.2: Effective and timely Information Sharing	Borough Commander (Haringey Police)	A	**Progress against JAR Recommendations:** • A report on Haringey's Information Sharing Protocols (ISPs) has been sent to the June 2009 meeting of the HSP which includes recommendations to agree the overarching position statement on information sharing across the HSP, the 'HSP - strategic information sharing principles' and to agree the process for revising Haringey's 3 'key' ISPs in line with the Information Commissioner's Office model protocol template. The review of the 3 'key' ISPs will include ensuring that they reflect national standards & arrangements set for all partner agencies. • The work on reviewing the 3 'key' protocols will take place from June-September 2009, and a report will go to November's HSP outlining what has been agreed by the relevant Theme Boards that 'own' the protocols. • The ISP report sent to the HSP meeting in June 2009 includes recommendations to produce simple guidance on each ISP for front-line practitioners based upon the template produced, for the Theme Boards to support the planning and delivery of practical training for front line practitioners on the operation of the ISPs and to agree to re-launch these ISPs once they have been reviewed. These recommendations are supported by an action plan (also included in the HSP report). Much of the work will be undertaken from June – October 2009, and a report will go to November's HSP outlining what has been agreed by the relevant Theme Boards that 'own' the protocols. **Progress against remainder of JAR Action Plan:** • Joint protocols for disclosure of C&YPS files to police and courts drafted and due for implementation w/c 15th June 09 (note that this is slightly later than anticipated – originally scheduled for end May 09) • Protocols on Elected Members' access to information developed and agreed by Legal Services and Member Services. Plans are being made to review and then publicise the protocol to Members and relevant officers. • Children who are the subject of a Child Protection plan are now flagged in housing databases for all teams apart from Private Sector Housing. • All housing staff have been briefed on their responsibilities in relation to safeguarding children, including a particular emphasis on property condition and the impact of this on children's well being. All Housing Service staff to complete e-learning 'Safeguarding Children' course by end of June (most had completed by the end of May). Housing Health and Safety Risk Rating System is being revised to ensure that all properties containing children which trigger a category 1 hazard are referred automatically to Children's Social Care. **Areas of Concern:** • Revised information-sharing protocols will now be in place by November 2009, not May 2009 as scheduled. The re-profiling of the timescale reflects the development of a multi-agency group to embed ownership and accountability. • Agreement still to be reached on best process for checking and flagging children who are the subject of a Child Protection plan against the Private Sector Housing database as system is property not people based. This was scheduled for end May 2009, and will now be in place from July. • Work to ensure housing staff share information with and refer appropriately to children's social care, scheduled to be complete by end of March 2009, will now be completed by end of July 2009. The scope of work undertaken as part of this action is larger than originally anticipated.
	AFI-2.3: Thresholds/ Decision-Making/Assessment	Deputy Director Children & Families (Haringey Council)	A	**Progress against JAR Recommendations:** • Draft partnership thresholds produced and circulated for discussion. The thresholds mirror the 'London continuum of Need (CAF Thresholds)' set out in the Pan London CAF Protocol. The final agreed thresholds will take into account the lessons learned from the R&A multi-disciplinary team pilot. • New audit framework includes decision-making as a key element. • Experienced independent social workers have been recruited to support staff in the Referral and Assessment and Children in Need and Safeguarding teams, and this includes work on ensuring the rationale for key decisions is clearly recorded. A good practice guidance note has been issued to all staff working directly with children, young people and families summarising requirements for appropriate recording of information. • The quality of minutes from child protection meetings and child protection plans are being routinely audited with the findings reported to Head of Service Quality Assurance and Review. **Progress against remainder of JAR Action Plan:** • Standard Operating Procedures (SOPs) for Police Child Abuse Investigation Team (CAIT) revised to ensure officers use relevant information from the violent and sexual offender register (VISOR) to inform decision making and risk assessment **Areas of Concern:** • No formalised escalation procedures to resolve disagreements where practitioners are unable to arrive at a consensus are in place (scheduled for end May 2009). However, there is routine monitoring during and following Child Protection conferences to ensure issues are resolved and escalated to senior managers where necessary. *Note: Thresholds for social care have not been implemented by end May 2009 as originally scheduled. This is because it has been agreed that completing separate thresholds for social care is not a helpful first step for agreeing thresholds for accessing services across the partnership. Thresholds across the partnership will be implemented by September 2009, which is ahead of schedule.*
	AFI-2.4: Using IT systems and databases to support safeguarding practice and information-sharing	Head of Service Transformation	G	This AFI falls outside of the scope of this report as none of the actions were scheduled for completion by the end of May 09.
	AFI-2.5: Ensuring that child protection meetings facilitate good inter-agency communication and decision-making	Deputy Director Children & Families (Haringey Council)	A	**Progress against JAR Recommendations:** • Recommendations from social care review of Child Protection (CP) system will go to the LSCB in June 2009 to agree actions across all agencies – this will include consideration of a formal commitment to ensure attendance at child protection meetings. • Additional administrative support recruited to ensure invitations to child protection meetings are sent out and followed up, to ensure attendance by necessary agencies. This has resulted in improvement but there is still a lack of consistency in meeting attendance in some instances. • A tracking sheet is being used to follow progress with distribution of CP minutes and ensure minutes are distributed within 15 days.

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
				Progress against remainder of JAR Action Plan: • Workshops have been delivered to the 'children in need and safeguarding' teams, covering strategy discussions and initial Child Protection Conferences. A further workshop is planned for the R&A service in June 09. Further work will also be done on risks and thresholds. • Regular meetings established between C&YPS Core Team and Legal Services to ensure monitoring of work undertaken and identification and review of high risk cases. Draft protocols for how Legal Services and C&YPS work together have been developed and are currently being reviewed / discussed. It is recognised that the role of Legal needs to evolve as social workers and managers become more confident in case planning and decision-making. Process and timescale to achieve this to be agreed. **Areas of Concern:** • There has been some slippage against a number of actions within this AFI. The formal commitment to attend CP meetings was scheduled for end of March and will not now be considered until June. The action to communicate key messages to social care staff on child protection processes will now be complete by end of June 2009 (scheduled for end of April). The action to revise protocols for joint work between legal services and C&YPS will also be complete by the end of June (originally scheduled for end of April 2009).
	AFI-2.6: Ensuring the implementation of clear and achievable child protection plans	Deputy Director Children & Families (Haringey Council)	A	**Progress against JAR Recommendations:** • An independent consultant has been appointed to review and make improvements to the Child Protection (CP) system, including improving the effectiveness of conferences and strategy meetings, and ensuring Child Protection Plans are comprehensive and that core groups work together to implement them. • There have been signs of improvement in practitioners' understanding of their roles and responsibilities as members of core groups but there is still a need for consistency. Once protocols have been established multi-agency workshops will be set up in July to further improve understanding. (Note: core group is the term for the key practitioners working with a child or young person who is the subject of a child protection plan) • Work has been undertaken with chairs in regard to the quality of Child Protection Plans in line with Child Protection procedures. A review has been undertaken on a 10% sample of Plans and there have been signs of improvement in standards but there is still a need for consistency. **Progress against remainder of JAR Action Plan:** N/A **Areas of Concern:** • Standards for Child Protection plans and Core Groups are still to be developed, agreed and implemented. This was scheduled for completion by end April 2009 but will now be completed by end July 2009.
	AFI-2.7: Support for Children in Care	Deputy Director Children & Families (Haringey Council)	G	**Progress against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • Multi-agency working group to support improvement in the quality and accuracy of health assessments for children in care established. Other authorities have been contacted to enable benchmarking and comparison of service models • Procedure implemented for tracking plans of all children under 6 coming into care to ensure prompt placement for adoption where appropriate. Currently being managed through the adoption taskforce partnership meetings. Performance team to provide fortnightly updates on children in care under 6. This is being reviewed by the taskforce and flagged for panel and LAC review reports. **Areas of Concern:** no immediate concerns
	AFI-2.8: Respite care and short breaks for carers of children and young people with learning difficulties and/or disabilities	Head of Additional Needs and Disabilities	G	**Progress against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • Haringey's Aiming High Forum agreed and established. The Steering group has since overseen commissioning of summer playscheme programme and all providers will be informed of outcomes by mid June. • Consultation of Parents, Carers and Young People on the short break transformation programme completed. Needs assessment completed and information used to identify gaps in provision and areas for further development. Information shared with Provider's Forum to ensure that tendering process is targeted at identified needs and priority groups identified by DCSF. • Data system established incorporating information from all services about current provision and category of need, using Special Education Needs (SEN), health and social care data. • Monthly data collection in place for all specialist providers to enable tracking of range of provision and number of children, young people and families receiving a service. Work is now underway to support universal services to collect data on children with disabilities accessing their services. There are currently 230 children and young people accessing regular short break services (compared to 181 in 08-09) and 60 in receipt of direct payments (54 families in 08-09). **Areas of Concern:** No immediate concerns

3.3 Theme 3 – Getting the Organisation right

Aims:
To ensure that across the partnership:
- Structures facilitate the smooth transfer of information
- The structure and skills mix maximises the effectiveness of staff
- Structures support integrated working
- There is sufficient capacity to manage workload

Outcome:
To make sure that we have the right people, doing the right thing at the right time within clear systems of information sharing, communication and decision-making

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
3. Getting the organisation right	AFI-3.1: Roles & Responsibilities	Deputy Director Children &	G	**Progress against JAR Recommendations:** • Single point of entry (SPE) to specialist CAMHS has commenced and initial feedback is positive. This ensures timely and equitable access to the appropriate service.

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Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
		Families (Haringey Council)		○ Links to the CAF Panel have been agreed. ○ The CAMHS Joint Commissioning Group will monitor waiting times to assessment and treatment. ○ An evaluation will be carried out later in the year. **Progress against remainder of JAR Action Plan:** • Referral &Assessment restructure completed and under new structure, the same social worker can complete both initial and core assessments, reducing the number of case handovers required. • Safeguarding support arrangements within NHS Haringey have been reviewed and a revised structure agreed. The additional funding required to fund the structure has been approved. • The roles of Designated Nurse for child protection and an additional named nurse to support child protection work in primary care have been transferred to NHS Haringey, and job descriptions revised. Preparation for permanent recruitment is underway, and interim support now recruited. **Areas of Concern:** • Implementation of new management arrangements for Independent Reviewing Officers has been delayed and will now be considered in July 2009 (scheduled for implementation end May 2009). The new arrangements are intended to secure sufficient independence and improve advocacy for children in line with statutory requirements.
	AFI-3.2: Ensuring the most efficient and effective mix of professional and support skills	Deputy Director Children & Families (Haringey Council)	A	**Progress against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • Screening team in place within R&A to be first point of contact for all new referrals. A review of the screening process within the CIN & Safeguarding service has been completed and amendments made to the way they work. • A manager has been seconded to review and improve arrangements for supervised contact of children in care with their families. **Areas of Concern:** • There has been difficulty in recruiting and retaining suitably experienced and trained administrative staff within Referral & Assessment, Children in Need (CIN) & Safeguarding. A review of all administrative support within Children & Families has since started and will be completed by September 2009. • Work to review and improve arrangements for supervised contact of children in care with their families has been challenged by a huge increase in demand. This has led to a wider review of services for children in care, which will have implications for how supervised contact is delivered.
	AFI-3.3: Ensure sufficient capacity for manageable and safe workloads across all agencies	Head of Service Transformation	G	**Progress – against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • An initial discussion document has been completed that draws together existing research and Haringey, London-wide and national data on workloads for social care staff and time spent on specific areas of work. This work is linked to decisions on the long term structure for children's social care. Decisions on next steps expected mid June, with final conclusions on current and future resource gap and costing produced by end July 09. • Mapping of existing permanent and agency workforce within children's social care completed. • Great Ormond Street Hospital (GOSH) in Haringey workload and staffing assessment progressing well: ○ Literature review completed on staffing ratios ○ Professional bodies & Royal Colleges for key professional groups contacted for best practice in staffing ratios ○ Statistical neighbours using DCSF definitions identified & contacted ○ Executive Summary paper completed and filed with Ofsted documentation ○ On-going discussions on resourcing ○ Meeting arranged to discuss outcomes with providers. • SCD 5 has completed an internal review of workload and resource allocation. Adjustments to team strengths have been agreed using a formulaic method, and a resource bid has been agreed by MPS Investment Board for additional police officers/staff and resources to meet demand. Recruitment processes are underway *(Note: SCD5 is the division of the Metropolitan Police that includes the Child Abuse Investigation Team).* • The Legal service has appointed 4 highly experience specialist child care lawyers (2 full-time and 2 part-time) to provide specialist legal advice and support to the C&YPS. This will ensure the process and experience of the service is more efficient and high quality. **Areas of Concern:** • None identified
	AFI-3.4: Aligning services to facilitate integrated working	Deputy Chief Executive (NHS Haringey)	G	**Progress against JAR Recommendations:** • Strategic & Operational multi-agency working groups for integrated working established & led by Director of Operations Great Ormond Street Hospital. • A framework for integrating APR (assessment planning & review) delivery across the council, police and health has been developed. This will be worked up and discussed in June and July, with an aim to have proposals for implementation from October. • A pilot MDT has worked alongside the R&A Team for 6 weeks with a positive response. Outcomes are being reviewed & learning will be incorporated into future planning of the 'front end' service, with other opportunities for integrated working being explored. A further Team is in development and will be based on 10 newly-qualified social workers joining R&A w/c 15/06/09. • Steering group for Zonal working established and meets bi-monthly to review progress. Scoping paper and project plan being submitted to the July meeting. The Pilot Area (South Zone) has now gone live, with Monthly Zonal meetings (to progress outcomes) started. Each meeting considers a monthly intelligence report and reviews progress on the Area Based working project. **Progress against remainder of JAR Action Plan:** N/A **Areas of Concern:** No immediate concerns.
	AFI-3.5: Out of Hours Services	Head of Service Transformation	G	**Progress against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • Interim measures for Out-of-Hours Social Work service in place - links to Head of Service CIC and Safeguarding established. C&YP second tier rota in place. • Project Plan drawn up for Out-of-Hours Social Work service and Manager now in post. Workshops held to review current practice, with standards and future service requirements being drawn up.

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
				• Best practice reviews of other Local Authorities have been undertaken. **Areas of Concern:** No immediate concerns
	AFI-3.6: Accommodation and infrastructure – improving the working environment for staff and clients	Head of Service Transformation	A	**Progress against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • Reconfiguration of the referral and assessment telephony system completed. However, there remain concerns about the long term viability of this system due to problems with the infrastructure. • Additional office space for referral and assessment created, including space for accommodating families. **Areas of Concern:** • Procurement issues may result in the August 2009 deadline for new working environment for R&A not being met. • Whilst the R&A telephony system have been reconfigured, the long term viability of this system continues to be questionable due to problems with the infrastructure. Ideally, we need to prioritise the roll out dates for new Council IP telephony system to the R&A team.

3.4 Theme 4 – Early intervention/targeted and universal services

Aims:

- To ensure all staff working with children and young people play their part in the safeguarding of vulnerable children, and through their practice intervene early to prevent problems occurring at a later stage.

Outcome:
To make sure that we have the right people, doing the right thing at the right time within clear systems of information sharing, communication and decision-making

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
4. Early Intervention/targeted and universal services	AFI-4.1: Building the capacity to intervene early to promote positive outcomes for children and young	Head of Children's Networks	G	**Progress against JAR Recommendations:** • Plans for the implementation of the extended services strategy have been revised following discussion with the Lead Member. Further work is being undertaken with the broad range of wider services in order to produce an extended service strategy that goes beyond schools. A consultation event was held on 18th May 2009. This was well attended by the range of partners and will contribute to the development of the revised strategy. The planned date for the completion of the revised strategy is September 2009 (originally scheduled for April 2009). **Progress against remainder of JAR Action Plan:** • First programme of Vulnerable Children Conversation (VCC) visits completed (Oct 2008). Each school was visited by staff from the relevant network-based multi-disciplinary team to consider the issues affecting vulnerable children and young people in their school and the provision in place for them. The outcomes of the meetings were collated to draw out issues affecting particular groups, identify and share best practice, and address any gaps or duplication of provision – key findings relate to support for children with SEN, provision maps, how family support workers are used, and CAF. • A series of dissemination events have been planned for the last 2 weeks of June and first week of July for schools and staff from across the partnership including social care, police, health and the Children's Network-based Multi-Disciplinary Teams. This will ensure that the learning is shared across the networks and priorities identified for next programme of visits in Autumn 09. *Note: Discussions with headteachers indicated that a full programme of visits in the summer term would not be most conducive to achieving full impact of the VCC – the next full programme of visits is scheduled for Autumn 2009.* **Areas of Concern:** • No immediate concerns, though note that the extended services strategy will now be delivered significantly later than originally anticipated (originally scheduled for April 2009).
	AFI-4.2: Establish the Common Assessment Framework (CAF) as the	Head of Children's	G	**Progress against JAR Recommendations:** • Proposals for improving the CAF decision making process implemented ahead of schedule. This involves the Children's Network-based Multi-Disciplinary Team co-ordinators and CAF

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
	basis within universal and targeted services for identification and assessment of additional needs and decision making about appropriate intervention	Networks		referral manager reviewing all CAFs prior to meetings of the CAF panel and agreeing appropriate support for children with lower level needs. This ensures that panel time is used appropriately to consider the needs of the children with more complex needs. The system has been operating since April 2009 and feedback to date suggests that it is working well. **Progress against remainder of JAR Action Plan:** • The Integrated Working Steering Group is currently developing plans for local implementation of the Pan London CAF Quality Assurance Framework, including identification of nominated auditors, and setting up of an evaluation team to consider findings. The framework was published in April 09 and comes into effect in September 09. It will be implemented locally by end of November 09 - note that the original date in action plan was provisional and dependent on when framework was signed off. **Areas of Concern:** No immediate concerns
	AFI-4.3: Establishing the role of the Lead Professional (LP)	Head of Children's Networks	G	This AFI falls outside of the scope of this report as none of the actions were scheduled for completion by the end of May 09.

3.5 Theme 5 – Commissioning and resources

Aims:
- To develop joint planning and commissioning arrangements, which focus on safeguarding and emphasise the importance of prevention and early identification and intervention, and improving outcomes for children and young people in Haringey. Arrangements to be underpinned by a sustainable financial plan.

Outcome:
To make sure that we have the right people doing the right thing at the right time within clear systems of information sharing, communication and decision-making

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
5. Commissioning and resources	AFI-5.1: Planning and commissioning of services to be based on needs assessment and understanding of effective practice	Deputy Director Business Support & Development (DD BSD)	G	There are very few actions under this AFI due for completion by end May 09. Therefore, there is little to report (as expected) for this month. **Progress against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • An initial meeting with the DCSF Commissioning Support Team took place on 27th April 2009. A follow-up workshop, facilitated by a consultant from this team, is scheduled fro 25th June 2009. Prior to this, meetings have been taking place involving the council and NHS Haringey to identify joint commissioning priorities which will be further developed at the workshop. **Areas of Concern:** No immediate concerns
	AFI-5.2: Establish robust joint commissioning arrangements	Deputy Director Business Support & Development (DD BSD)	G	This AFI falls outside of the scope of this report as none of the actions were scheduled for completion by the end of May 09.

3.6 Theme 6 – Delivering success through people

Aims:
1. To encourage a culture of openness and honesty by listening, learning, and focusing on the delivery successful outcomes for vulnerable children
2. To attract and retain excellent staff and value their contribution
3. To develop the skills and capacity of managers and supervisors- encouraging reflective practice particularly within clinical supervisions
4. For the children and young people's workforce to be competent and skilled in relation to safeguarding
5. To have joint learning and development that facilitates, common understanding, shared values and aspirations at all levels across the partnership
6. To create a positive culture by building workforce support for new structures and new ways of working to deliver efficient quality services, in partnership
7. To develop the workforce skills and knowledge, in an innovative, high performance, multi-agency context.
8. To have a shift in culture that reflects improved ways of working with partners and adoption of more open ways of working

Outcome:
To make sure that we have the right people doing the right thing at the right time within clear systems of information sharing, communication and decision-making

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
6. Delivering success through people	AFI-6.1: Recruiting and retaining good staff across the partnership	Assistant Chief Executive People Organisation & Development (Haringey Council)	G	**Progress against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • A recruitment drive for social care staff has been launched, with new branding and a dedicated website to attract staff to the borough. The campaign has been informed by work undertaken by

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
				• Barkers Advertising Consultancy. They interviewed social work managers and staff to gather their views on recruitment, retention, and staff support and development, and conducted an external survey to find out the views of social workers about potentially working in Haringey. • International recruitment is also underway, with job offers being made to 22 people from across New York & Toronto. • A system of fast-track referencing and CRB checks has been implemented for the recruitment of new staff in safeguarding. **Areas of Concern:** No immediate concerns
	AFI-6.2: Supervision and Management	Assistant Chief Executive People Organisation & Development (Haringey Council)	G	**Progress against JAR Recommendations:** • Senior managers within the C&YPS now regularly check case files to stay informed of the quality of practice across the service and also in response to concerns raised by partners. • The support and mentoring scheme for children and families team managers has been agreed and advertised to staff. The impact of the scheme will be measured in the ensuing months. **Progress against remainder of JAR Action Plan:** N/A **Areas of Concern:** No immediate concerns
	AFI-6.3: Developing the skills and confidence of our workforce	Assistant Chief Executive People Organisation & Development (Haringey Council)	G	**Progress against JAR Recommendations:** • A contract has been let to review safeguarding training and will be completed in October 2009. **Progress against remainder of JAR Action Plan:** • Newly qualified social work pilot scheme established and continues to work well to support Haringey's newly qualified social workers during their first year in practice. • Induction booklet produced for social care staff. 20 copies have been made available across teams, with document soon to be made available to all social care staff. • Induction pack updated for social care lawyers to embed Haringey's specific working practices. New starters can now only undertake legal planning meetings after being employed by the council for 3 months. Legal Planning meeting memos are reviewed by a senior lawyer. • 20 social workers have attended a two day workshop, designed and facilitated by the Tavistock and Portman NHS Trust, to identify and address the barriers to improving professional practice at an individual and collective level. The outcomes from this have informed a year-long 'Hubs of Change' programme facilitated by the Tavistock clinic. This will be attended by 10 social work managers and 30+ social workers. Issues addressed will include risk assessment, clinical supervision (for supervisors and supervisees), relationship-based practice, co-operation and compliance, and addressing poor professional relationships and practice. • Impact of Solution-Focused Brief Therapy has been suspended pending review, with alternative models being explored as part of the 'Hubs of Change' programme. • A review of the composition of the Children's Workforce Development Steering Group has been completed however this was after the original deadline of the 31st March 2009. • Team based assessment has been successfully piloted in the Children in Care Education Team and will be rolled out across Children & Families and linked to Team Plans. **Areas of Concern: N/A**

	AFI-6.4: Engage and empower all staff in the Children's Trust with the change programme	Deputy Director Business Support & Development (DD BSD)	G	**Progress – against JAR Recommendations:** N/A
				
				Progress against remainder of JAR Action Plan:
				• Social Work Staff Forum established (see AFI 1.2) and JAR Change Programme Consultation with staff completed.
				• "Family information service directory Practitioner Zone" went live 1st June (one month behind schedule). The Practitioner Zone allows shared access to internal communications across the partnership and includes information on:
				  ○ Key local and national guidance, policy and planning documents
				  ○ A-Z of practitioner terms
				  ○ Useful contacts
				
				Areas of Concern:
				Whilst the weekly staff C&YPS eNewsletter is in circulation for C&YPS staff it has not been expanded across the partnership. Work is currently on hold until the Communications Plan has been agreed.

3.7 Theme 7 – Monitoring the performance and the quality of safeguarding practice

Aims:
1. Robust arrangements for monitoring the quality of safeguarding practice
2. Ensure compliance with Working Together to Safeguard Children, London Child Protection Procedures, and all agencies' standard operating procedures and guidance
3. Dissemination of learning from QA and monitoring activity

Outcome:
To make sure that everyone knows how well we are doing and we use that information to drive quality of performance vigilantly, transparently and consistently.

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
7. Monitoring the performance and the quality of safeguarding practice	AFI-7.1: Assuring the quality of practice	Deputy Director Children & Families (Haringey Council)	G	**Progress against JAR Recommendations** • A draft audit tool for qualitative assessment of case files has now been developed. The tool focuses on the effectiveness of multi-agency child protection practice. Pilot audit sampling of 30 case files has been completed. The framework now needs to be finalised and a rolling programme of audits set up. This will be taken to the LSCB Quality Assurance (QA) sub-group for discussion in July. Baselines to be established July 09. • The LSCB QA draft dataset of measures for monitoring the quality and performance of safeguarding practice has been agreed. The LSCB QA sub-group meeting in July will agree on priority

Theme	AFI	AFI Lead	RAG Status	Explanation for RAG Status
				areas to focus on. • A multi-agency piece of work on multiple admissions to hospital was agreed at May meeting of the LSCB QA sub-group. • New Terms of reference for the LSCB QA Sub-Group agreed and in place • Council data quality strategy agreed and programme of data quality audits in place to ensure that data used is fit for purpose and represents an accurate and consistent picture of the Council's and joint partnership activities **Progress against remainder of JAR Action Plan:** N/A **Areas of Concern:** • The person identified for role of partnership analyst, to support the strategic work of the LSCB QA Sub-Group has since moved jobs and no alternative resource has been identified.
	AFI-7.2: External challenge and scrutiny	Director Children and Young People's Service	G	**Progress against JAR Recommendations:** N/A **Progress against remainder of JAR Action Plan:** • First meeting of Safeguarding Policy and Practice Panel held 8th April 2009, with second meeting scheduled for w/c 22nd June 09. External independent support has been identified and recruited (subject to Chair's approval) for a 6-month period to support identification of a work programme, further safeguarding training and analysis of detailed work actions. Sample data-sets are being reviewed with the new external support and Assistant Director for Safeguarding. • Monthly reports issued to the Secretary of State for Children, Schools and Families by Director C&YPS • National Indicators (NI) 59 and 60 on timescales for initial and core assessments have been added to the Local Area Agreement (LAA) and notified to GOL and DCLG. **Areas of Concern:** No immediate concerns
	AFI-7.3: Consulting and involving children, young people, families and communities	Head of Children's Networks	G	This AFI falls outside of the scope of this report as none of the actions were scheduled for completion by the end of May 2009.

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haringey strategic partnership

Meeting: **Children's Trust**

Date: **14 July 2009**

Report Title: **Performance Monitoring**

Report of: **Director of the Children & Young People's Service**

Summary

The report provides information on the latest score card for the Children's Trust.

Recommendations

That the Children's Trust note and comment on the latest data.

Financial/Legal Comments

N/A.

For more information contact:

Name: Patricia Walker
Title Policy & Partnerships Officer
Tel: 020 8489 4694
Email address: patricia.walker@haringey.gov.uk

Background

Attached at Appendix 1 is the latest performance scorecard for the Children's Trust. This shows the results for 2008/09, the targets for 2009/10 and, where available, information for the first quarter of 2009/10. However as much of the quarterly information is not available until the middle of the month following the quarter end it has not been possible to provide information on values for many of the indicators for April-June 2009. Where a value is given this will refer only to April and / or May.

Nine of the indicators are showing a red traffic light:

- NI 59 – initial assessments for children's social care carried out within 7 working days of referral
- NI 60 – core assessments for children's social care carried out within 35 working days of their commencement

- NI 62 – stability of placements of looked after children, number of moves
- NI 72 - Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal Social and Emotional Development and Communication, Language and Literacy
- NI 73 - Achievement at level 4 or above in both English and Maths at Key Stage 2
- NI 92 - Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest
- NI 94 - Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2
- NI 112 – rate of under 18 conceptions
- NI 198b(i) - Children travelling to school – mode of transport usually used by 11-16 years - cars (including vans and taxis, even if a taxi is carrying more than one child

Three of these indicators, NI 59, NI 60 and NI 62, are also part of the Joint Area Review (JAR) Action Plan. So that plans to improve outcomes on these indicators are included in the JAR plan and are currently monitored via the monitoring processes established for the JAR. The Trust will recall that a progress report on the JAR Action Plan was presented to the last meeting. The Area for Improvement lead on these sections of the JAR is the Deputy Director for Children and Families in the Children and Young People's Service. It is also the intention that the appropriate sections of the JAR Action Plan will form part of the detailed three year implementation plan for the Stay Safe priority in the new Children and Young People's Plan. Exception reports are attached at Appendix 2.

NI 72, 92, 73 and 94 are all indicators focused on education. The first two cover early years and the latter two refer to Key Stage (KS) 2. Work in these areas is lead by the Head of Early Years Foundation Stage Standards and the Head of Primary Standards.

Although the early years indicators are red at present it is encouraging that the long term trend is upwards. The early intervention & prevention strategy has led to a range of targeted initiatives in early years with individual children and groups who have been underachieving identified and then their schools and other early years settings can access a number of specific intervention programmes to provide earlier support. Setting review group meetings are used to identify where support, training & advice is most needed & will have the most impact. A local authority accreditation scheme is under development, designed to encourage providers to continually improve there settings and should be in place by the end of this year. The two indicators are reported annually so the data cannot be updated until later in the year.

The Trust will recall that a detailed report on the KS2 results and measures in place to support schools in improving KS2 outcomes was presented at the last meeting. It gave details on work such as the training for schools from the National Strategies and consultants; the improving Schools Programme, including Ethnic Minority Achievement and Black Children's Achievement, support for all new Head Teachers and one to one tuition for children

Work on NI 112 overall is led by the Teenage Pregnancy Strategic Partnership Board (TPSPB). The Board has an agreed action plan which includes information on arrangements for implementation and monitoring. A detailed exception report on NI 112 was included in the performance report to the last meeting of the Children's Trust. It noted that the TPSPB was reorganising and would be co chaired by the Director of Children & Young People's Services and the Joint Director of Public Health. Work in progress to included an extension of 4YP clinical services, increase in partnership work with CONEL; increased publicity for services, appointment of Teenage Father's Worker; further extension of accredited Sex and Relationship Education and Speakeasy Training Courses; development of At Risk Assessment Tool for use with young people referred to Leaving Care and Asylum Team. 272K of ABG funding is dedicated to this work

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Children and Young People scorecard

Generated on: 17 June 2009

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
BE HEALTHY																		
NI 51	Effectiveness of child and adolescent mental health (CAMHS) services	Not measured for Quarters								13	13	Not measured for Quarters			15			Four elements of CAMHS (learning difficulties, 24 hour cover urgent mental health, services for 16 and 17 years old, early identification and intervention) and scored on a scale of 1-4, maximum overall score is 16.
NI 53a	Prevalence of breast-feeding at 6-8 wks from birth - Percentage of infants being breastfed at 6-8 weeks	62 %	50 %	10.5 %	50 %	13.2 %	50 %	65.9 %	50 %	66.8 %	50 %		60 %		50.1 %			There was a large drop from Q1 to Q2 & 3 in 08/09. This is because the way data was collected had to change in Quarter 2 & 3. A new method of data collection was successfully implemented in Q4
NI 53b	Prevalence of breast-feeding at 6-8 wks from birth - Percentage of infants for whom breastfeeding status is recorded	87.6 %	85 %	20 %	85 %	18 %	85 %	65 %	85 %	87.4 %	85 %		85 %		90 %			There was a large drop from Q1 to Q2 & 3. This is because the way data was collected had to change in Quarter 2 & 3. A new method of data collection was successfully implemented in Q4.
NI 56(x)	Obesity in primary school age children in Year 6: Line 10	Not measured for Quarters									24.0 %	Not measured for Quarters			23.8 %			2008/09 figure expected December 09

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
												ers						
NI 112 [BV197]	Rate of under-18 conceptions (per 1000 girls aged 15-17 as compared with the 1998 baseline rate)	0.3%	-5.3%	32.6%	-5.3%	6.4%	-5.3%	14.4%	-5.3%	12.4%	-5.3%				-18.1%			
NI 113a	Prevalence of Chlamydia in under 25 year olds - Part 1 - Chlamydia screens/tests	3.5%	15.0%	4.1%	15.0%	7.8%	15.0%	15.7%	15.0%	15.6%	15.0%				25.0%			
NI 126	Early Access for Women to Maternity Services	44.0%	50.0%	49.8%	50.0%	60.5%	50.0%		50.0%	53.4%	50.0%				81.0%			
LAA stretch [L0004]	Number of schools achieving Healthy School Status (2007 - 2010 stretch target)	68%	75%	69%	75%	76%	75%	76%	75%	76%	75%			79%	85%			
LAA (local)	Increase the % of children immunised by second birthday (MMR)									55.9%	75%	Not measured for Quarters			79%			Low confidence in 07/08 due to child health information system issues. Whilst ongoing problems are being experienced with the CHIS, an audit of immunisation uptake has been carried out across all GP practices, and a catch up campaign is being implemented. Data is being cleaned. The last available data is from Quarter 3 = 55.9%.
STAY SAFE																		
NI 59	Initial assessments for children's social care carried out within 7 working days of referral									79%	88%			19.6	53%			
NI 60	Percentage of core assessments for children's social care that were	85%	86%	74%	86%	62%	86%				86%			29%	63%			The low percentage of core assessments completed in

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
	carried out within 35 working days of their commencement																	timescale in April and May is a result of a number of issues including an increased focus on ensuring that the quality of assessments being completed is to a high standard and the completion of a number of out of timescale, outstanding assessments. We anticipate that performance for June will also be poor as we continue the work to deal with all outstanding work in the service. We expect that thereafter a more accurate measure of future performance will be arrived at.
NI 62	Stability of placements of looked after children, number of moves									14.6%	12%			13.9%	11%			The year to date position is based on the 12 months to the end of May 09.4 children have moved 3 or more times since April 09 (0.8%).
NI 66	Looked after children cases which were reviewed within required timescales									95.2%	97%			99%	98%			
NI 67	Child protection cases which were reviewed within required timescales									100%	100%			100%	100%			
NI 111	First time entrants to the Youth Justice System aged 10-17	567	592	1006	1184	1579	1775	2136	2366	2136	2366				2313			The YJB will not be using YOT figures to calculate these figures in future returns. Police data will be used in its place however, we have no date when this is likely to

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
																		commence as yet.
L0123a LAA Local	Victim Support Services for children & young people - No.of 1:1 appointments	Not measured for Quarters									36	Not measured for Quarters			36			
L0123b LAA Local	Victim Support Services for children & young people - workshops delivered	Not measured for Quarters									0	Not measured for Quarters			4			
L0123c LAA Local	Victim Support Services for children & young people - Drop in sessions	Not measured for Quarters									0	Not measured for Quarters			2			
L0123d LAA Local	Victim Support Services for children & young people - Questionnaire (feeling safer or more confident): 100%	Not measured for Quarters									80 %	Not measured for Quarters			80 %			
ENJOY AND ACHIEVE																		
NI 72	Achievement of at least 78 points across the Early Years Foundation Stage with at least 6 in each of the scales in Personal Social and Emotional	Not measured for Quarters								43.0 %	46.1 %	Not measured for Quart			48.0 %			

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
	Development and Communication, Language and Literacy											ers						
NI 73	Achievement at level 4 or above in both English and Maths at Key Stage 2	Not measured for Quarters								66.0 %	75.0 %	Not measured for Quarters			75.0 %			Annual collection.
NI 75	Achievement of 5 or more A*- C grades at GCSE or equivalent including English and Maths	Not measured for Quarters								42.0 %	44.0 %	Not measured for Quarters			50.0 %			
NI 87	Secondary school persistent absence rate	Not measured for Quarters								6.0 %	7.0 %	Not measured for Quarters			6.6 %			This is provisional data from DCSF based on Autumn and Spring terms.
NI 92	Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest	Not measured for Quarters								38.1 %	34.5 %	Not measured for Quarters			33.4 %			Gap has been reduced by 0.8% from last year.
NI 93	Progression by 2 levels in English between Key Stage 1 and Key Stage 2	Not measured for Quarters								85.3 %	85.5 %	Not measured for			90.0 %			This figure is an estimate based on incomplete data. There have been national issues with the marking and checking process. The confirmed

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
												Quarters						figure may not be available until March 2009.
NI 94	Progression by 2 levels in Maths between Key Stage 1 and Key Stage 2	Not measured for Quarters								75.6%	86.0%	Not measured for Quarters			86.0%			This figure is an estimate based on incomplete data. There have been national issues with the marking and checking process and the confirmed figure may not be available until March 2009.
NI 99	Looked after children reaching level 4 in English at Key Stage 2	Not measured for Quarters								58.0%	48.0%	Not measured for Quarters			44.0%			
NI 100	Looked after children reaching level 4 in mathematics at Key Stage 2	Not measured for Quarters								63.0%	48.0%	Not measured for Quarters			44.0%			
NI 101	Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and mathematics)	Not measured for Quarters								17.5%	11.0%	Not measured for Quarters			19.0%			
NI 198a(i)	Children travelling to school – mode of transport usually used - 5-10 years - cars (including vans and taxis, even if a taxi is carrying more than one child)	Not measured for Quarters								20.0%	19.5%	Not measured for Quart			18.0%			Data reported here is from the Haringey School Census provided by Children and Young Peoples Service. TfL will report data for this indicator to the Audit Commission

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
												ers						using School Census figures provided to them by DfT. TfL are still in discussion with DfT about reporting arrangements. The School Travel Plan will undertake targeted work with schools over the coming months to increase the numbers of pupils using sustainable modes of transport to travel to school.
NI 198b(i)	Children travelling to school – mode of transport usually used - 11-16 years - cars (including vans and taxis, even if a taxi is carrying more than one child)	Not measured for Quarters								5.4 %	4.8 %	Not measured for Quarters			4.7 %			Data reported here is from the Haringey School Census provided by Children and Young Peoples Service. TfL will report data for this indicator to the Audit Commission using School Census figures provided to them by DfT. TfL are still in discussion with DfT about reporting arrangements. The School Travel Plan will undertake targeted work with schools over the coming months to increase the numbers of pupils using sustainable modes of transport to travel to school.
ACHIEVE ECONOMIC WELL BEING																		
NI 79	Achievement of a Level 2 qualification by the age of 19	Not measured for Quarters								74.0 %	68.0 %	Not measured for Quarters			68.5 %			Data collected from number of different sources and published in DSL statistical first release in February. It is not available at local authority level until the LSC matches it.
NI 116	Proportion of children in poverty	Not measured for Quarters									34	Not			32			Frozen target to be reassessed at

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
											.5 %	measured for Quarters			.5 %			year 2 refresh.
NI 117	16 to 18 year olds who are not in education, employment or training (NEET) (2007-2010 stretch target)	8.8 %	11.0 %	8.8 %	11.0 %	6.8 %	11.0 %	6.9 %	11.0 %	6.8 %	11.0 %	7.6 %	10.4 %	7.6 %	10.4 %			Data is collected a month in arrears.
OTHER CROSS CUTTING INDICATORS																		
NI 1	% of people who believe people from different backgrounds get on well together in their local area									75.7 %	81 %	Not measured for Quarters			77.9 %			Place Survey provisional result is 75.7% pending on confirmation from the Audit Commission.
NI 4 [QoL23]	% of people who feel they can influence decisions in their locality									40.5 %	43 %	Not measured for Quarters			42.9 %			Place Survey provisional result is 40.5% pending on confirmation from the Audit Commission.
NI 6	% of people who take part in formal volunteering at least once a month.	Not measured for Quarters								20.7 %		Not measured for Quarters			22.7 %			No target was set for 2008/09. Place Survey provisional result is 20.7% pending on confirmation from the Audit Commission, this performance will act as baseline for future years.
NI 7	Environment for a thriving third sector	Not measured for Quarters								18.9 %					21.9 %			No target was set for 2008/09, this performance will act as baseline for future years. Targets for 2009/10

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
																		and 2010/11 are now set.
NI 8	Adult participation in sport and active recreation (2007-2010 stretch target)	Not measured for Quarters									22.9%	Not measured for Quarters			26.9%			This is an annual survey and the 2008 data shows performance was 20.2%, this is a 2.7% drop from the 2006 survey, however Sport England have not reported a significant drop. Qtr 2 leisure attendance is at 681596 exceeding target, and Active Card Membership is at 11412, also exceeding target.
NI 35	Building resilience to violent extremism	Not measured for Quarters								2	2	Not measured for Quarters			3			Self evaluation has been completed and average score submitted to DCLG Data Interchange Hub.
NI 123	Number of people per 100,000 population aged 16 or over who declare that they have given up smoking for over 4 weeks	184	50	352	302	425	591		944	961	943				1904			The target is profiled with 50% of quitters in expected in Q4. Please note there is a significant risk in qtr 4 and this target is vulnerable.
NI 135	Carers receiving needs assessment or review and a specific carer's service, or advice and information	21.0%	14.2%	23.0%	14.2%	21.0%	14.2%	22.1%	14.2%	22.1%	14.2%	5.2%	3.2%	5.2%	3.2%			Target has been profiled to hit 19.2% by year end in line with LAA.
NI 140	Fair treatment by local services	Not measured for Quarters								60.4%	62.6%	Not measured for Quarters			62.6%			Place survey result is 60.4%.

Sort	Short Name	Q1 2008/09		Q2 2008/09		Q3 2008/09		Q4 2008/09		2008/09		Q1 2009/10		2009/10		Traffic Light Icon	Long Term Trend Arrow	Latest Note
		Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target	Value	Target			
NI 175	Access to services and facilities by public transport, walking and cycling	Not measured for Quarters										Not measured for Quarters						TfL data still not available. A meeting with TfL was held on 07 April and it was suggested to adopt a measure of access to schools and to GP surgeries subject to Lead Member's approval. Once this is approved,we will be able to set targets for this indicator.

Exception Report CYPS

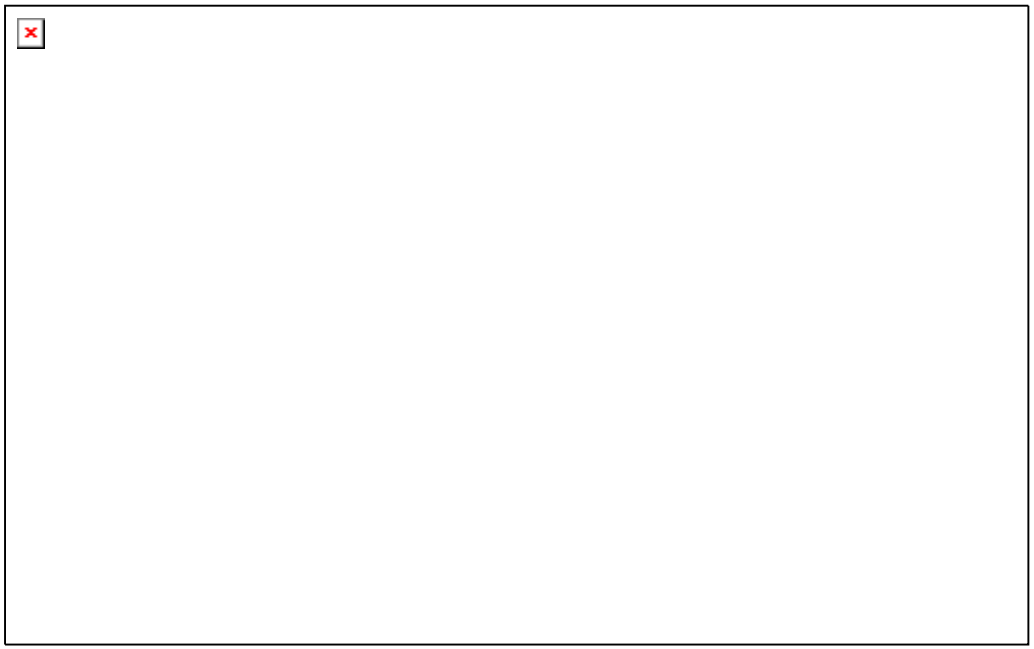
APPENDIX 2

NI 59	Percentage of initial assessments for children's social care carried out within 7 working days of referral

This process indicator is included as a proxy as robust data is not available for outcomes of improved child safety. Initial assessments are an important indicator of how quickly services can respond when a child is thought to be at risk of serious harm. As the assessments involve a range of local agencies, this indicator would also show how well multi-agency working arrangements are established in local authority areas.

	YTD Value – 09/10	**Target – 09/10**			
	19%	53%			**Red**

The low percentage of initial assessments completed in timescale in April and May is a result of a number of issues including an increased focus on ensuring that the quality of assessments being completed is to a high standard and the completion of a number of out of timescale, outstanding assessments. We anticipate that performance for June will also be poor as we continue the work to deal with all outstanding work in the service. We expect that thereafter a more accurate measure of future performance will be arrived at.

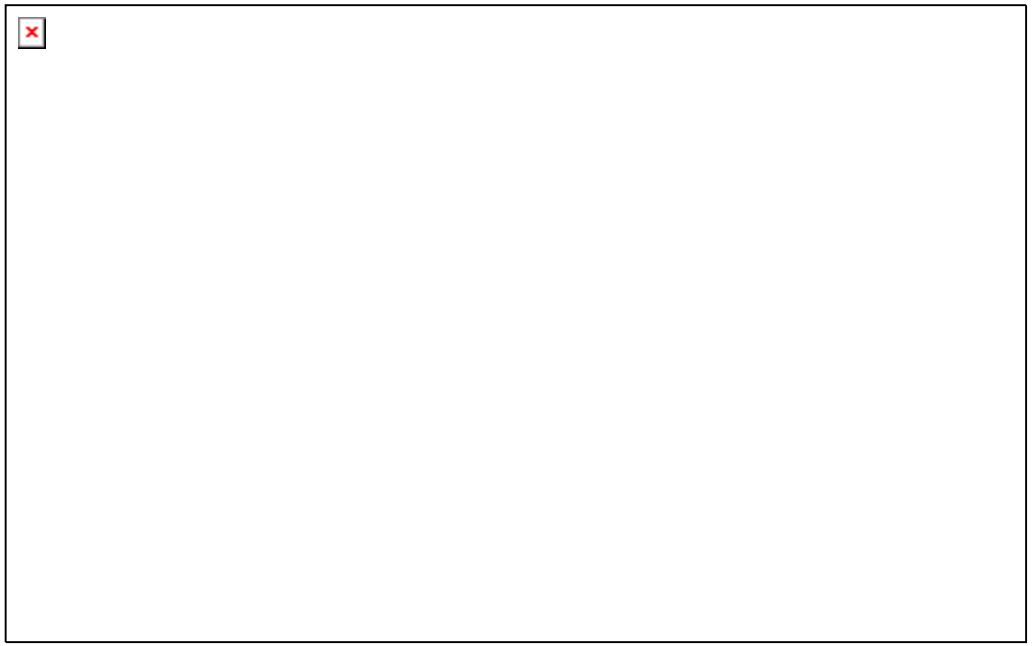


NI 60	Percentage of core assessments for children's social care that were carried out within 35 working days of their commencement

The indicator measures the percentage of core assessments which were completed within 35 working days. Core assessments are in-depth assessments of a child, or children, and their family, as defined in the Framework for the Assessment of Children in Need and their Families. They are also the means by which section 47 (child protection) enquiries are undertaken following a strategy discussion. The Assessment Framework specifies that core assessments should be completed within 35 working days. It is important that local authorities should investigate and address concerns in a timely and efficient way, and that those in receipt of an assessment have a clear idea of how quickly this should be completed. Successful meeting of the timescales can also indicate effective joint working where multi-agency assessment is required.

YTD Value – 09/10	**Target – 09/10**			**Red**
29%	63%			

The low percentage of core assessments completed in timescale in April and May is a result of a number of issues including an increased focus on ensuring that the quality of assessments being completed is to a high standard and the completion of a number of out of timescale, outstanding assessments. We anticipate that performance for June will also be poor as we continue the work to deal with all outstanding work in the service. We expect that thereafter a more accurate measure of future performance will be arrived at.



NI 62 [BV49]	Stability of placements of looked after children: number of moves				
This indicator is an important measure of the stability of care that a child has experienced. On the whole stability is associated with better outcomes – placement instability was highlighted by the Social Exclusion Unit as a key barrier to improving educational outcomes. Proper assessment of a child's needs and an adequate choice of placements to meet the varied needs of different children are essential if appropriate stable placements are to be made. Inappropriate placements often break down and lead to frequent moves. The circumstances of some individual children will require 3 or more separate placements during a year if they and others are to be kept safe, but the variation between local authorities' performance in this area suggests that more can be done in many areas to reduce the number of moves.					
	YTD Value – 09/10	**Target – 09/10**			**Red**
	13.9%	11.0%			
The year to date position is based on the 12 months to the end of May 09.4 children have moved 3 or more times since April 09 (0.8%).					

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