



Haringey Council

Children and Young People's Scrutiny Panel

TUESDAY, 16TH JULY, 2013 at 5.00 pm HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN, N22 8LE.

MEMBERS: Councillors Zena Brabazon, Browne, Gideon Bull, Joanna Christophides, Gail Engert and Martin Newton (Chair)

Co-Optees: Ms Y. Denny (Church of England representative),¹ Catholic Diocese vacancy, Mr E. Reid (Parent Governor) and Mrs M. Ezeji (Parent Governor).

AGENDA

1. WEBCASTING

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If you have any queries regarding this, please contact the Committee Clerk at the meeting.

2. APOLOGIES FOR ABSENCE

3. URGENT BUSINESS

The Chair will consider the admission of any late items of urgent business (late items will be considered under the agenda item where they appear. New items will be dealt with at item 14 below).

4. DECLARATIONS OF INTEREST

A Member with a disclosable pecuniary interest or a prejudicial interest in a matter who attends a meeting of the authority at which the matter is considered:

(i) must disclose the interest at the start of the meeting or when the interest becomes apparent, and

(ii) may not participate in any discussion or vote on the matter and must withdraw from the meeting room.

A member who discloses at a meeting a disclosable pecuniary interest which is not registered in the Members' Register of Interests or the subject of a pending notification must notify the Monitoring Officer of the interest within 28 days of the disclosure.

Disclosable pecuniary interests, personal interests and prejudicial interest are defined at Paragraphs 5-7 and Appendix A of the Members' Code of Conduct.

5. DEPUTATIONS/PETITIONS/PRESENTATIONS/QUESTIONS

To consider any requests received in accordance with Part 4, Section B, paragraph 29 of the Council's constitution.

6. TERMS OF REFERENCE (PAGES 1 - 6)

To note the terms of reference for the Panel.

7. MINUTES (PAGES 7 - 14)

To approve the minutes of the meeting of 14 March 2013.

8. CABINET MEMBERS QUESTIONS - CABINET MEMBER FOR CHILDREN

An opportunity for the Committee to question the Cabinet Member for Children, Councillor Ann Waters, on her portfolio.

9. PROGRESS REPORT - RESPONSE TO THE OUTSTANDING FOR ALL COMMISSION'S FINAL REPORT (PAGES 15 - 22)

To report on progress with the Outstanding for All Action Plan and its implementation.

10. HARINGEY 5400 PROGRAMME UPDATE (PAGES 23 - 38)

To report on progress with developing the Haringey 54000 transformation programme.

11. CHILD POVERTY STRATEGY 2013-15 DELIVERY PLAN (PAGES 39 - 80)

To consider the Child Poverty Action plan for the borough and comment on the delivery plan.

12. UPDATE ON AB AND CD JUDGEMENT (PAGES 81 - 86)

To report on the outcome of a recent judgement in respect of a safeguarding case and action that is being taken to respond to its implications.

13. UPDATE ON SOCIAL WORK TRAINING AND RECRUITMENT (PAGES 87 - 92)

To report on the current position regarding the training and recruitment of social workers.

14. WORK PLAN (PAGES 93 - 94)

To consider and approve the draft work plan for the Panel (attached).

15. NEW ITEMS OF URGENT BUSINESS

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Monday 7 July 2013

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Haringey Council

Report for:	Children and Young People's Scrutiny Panel	Item Number:	
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Title:	Terms of Reference – Children and Young People's Scrutiny Panel
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Report Authorised by:	Cllr Martin Newton Chair, Children and Young People's Scrutiny Panel
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Lead Officer:	Robert Mack, Senior Policy Officer, 0208 489 2921 rob.mack@haringey.gov.uk
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Ward(s) affected:	Report for Key/Non Key Decisions:
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1. Describe the issue under consideration

1.1. Within the Overview & Scrutiny structure, there is one overarching Overview and Scrutiny Committee and four scrutiny panels. Panels have responsibility for scrutinising their own discrete areas of work, which are:

- Communities
- Adults and Health
- Children & Young People
- Environment and Housing

1.2. The work of the panels is overseen by the main Overview and Scrutiny and recommendations made by the panels must be approved by the Overview and Scrutiny Committee.

1.3. The Committee has determined the terms of reference of each Scrutiny Panel. If there is any overlap between the business of the Panels, it is the responsibility of the Overview and Scrutiny Committee to resolve this issue. Areas which are not covered by the 4 Scrutiny Panels shall be the responsibility of the main Overview and Scrutiny Committee.

1.4. Cabinet Member introduction

N/A

2. Recommendation

2.1. That the terms of reference for the Panel, as approved by the Overview and Scrutiny Committee on 17th June 2013, and as replicated at paragraph 4.2 of this report, be noted.

3. Other options considered

N/A

4. Scrutiny Panels

4.1. Scrutiny panels are non-decision making bodies. The work programme and any subsequent reports and recommendations that each panel produces must therefore be approved by the Overview & Scrutiny Committee. Such reports can then be referred to Cabinet or Council under agreed protocols. There are generic terms of reference for all of the scrutiny panels.

4.2. Terms of Reference for Scrutiny Panels

Policy Development and Review

4.2.1. Any Scrutiny Panels established by the Overview and Scrutiny Committee may, in accordance with Part Two, Article 6.03 (b) of the constitution:

- i. Assist the Council and the Cabinet in the development of its budget and policy framework by in-depth analysis of policy issues;
- ii. Conduct research, community and other consultation in the analysis of policy issues and possible options;
- iii. Consider and implement mechanisms to encourage and enhance community participation in the development of policy options;
- iv. Question members of the Cabinet and chief officers about their views on issues and proposals affecting the area; and
- v. Liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working.

Scrutiny

4.2.2. Any Scrutiny Panels established by the Overview and Scrutiny Committee may, in accordance with Part Two, Article 6.03 (c) of the constitution:

- i. Review and scrutinise the decisions made by and performance of the Cabinet and council officers both in relation to individual decisions and over time;
- ii. Review and scrutinise the performance of the Council in relation to its policy objectives, performance targets and/or particular service areas;
- iii. Question members of the Cabinet and chief officers about their decisions and performance, whether generally in comparison with service plans and targets over a period of time, or in relation to particular decisions, initiatives or projects;
- iv. Make recommendations to the Cabinet or relevant nonexecutive Committee arising from the outcome of the scrutiny process;
- v. Review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the overview and scrutiny committee and local people about their activities and performance; and
- vi. Question and gather evidence from any person (with their consent).

Approval of findings and recommendations

4.2.3. Scrutiny Panels must refer their findings/recommendations to the main Overview and Scrutiny Committee for approval prior to referral to Cabinet or the Council as appropriate.

Policy Areas

4.2.4. The area of policy covered by the Children and Young People's Scrutiny Panel are as follows (a full list for all panels is contained in Appendix A):

- Looked after Children
- Fostering and adoption
- Education e.g. exam results & school improvements
- Youth offending
- Safeguarding policy
- Child poverty
- Effectiveness of partnership working

4.3. Membership of scrutiny panels

4.3.1. As laid out in the Overview and Scrutiny Protocol individual panels will be chaired by a Member of the Overview & Scrutiny Committee. The total membership of the panel will consist of between 3 and 7 non executive members and be politically proportional as far as possible (including the Chair), and that apart from the Chair, the other Panel members to be non-executive members who do not sit on the OSC.

4.3.2. Each Scrutiny Panel is entitled to appoint up to three non-voting co-optees. The Children and Young People's Scrutiny Panel membership shall include the statutory education representatives of Overview and Scrutiny Committee. These are:

Ms. Y. Denny (Church of England representative)
Mr. E. Reid (Parent Governor)
Mrs M. Ezeji

4.3.3. It is intended that the education representatives would also attend the Overview and Scrutiny Committee meetings where reports from a relevant Scrutiny Panel are considered.

4.3.4. The membership of the Children and Young People's Scrutiny Panel has been agreed as thus:

Cllr Newton (Chair)
Cllr Bull
Cllr Brabazon
Cllr Christophides
Cllr Engert

4.4. Cycle of meetings

4.4.1. As per the Overview and Scrutiny Protocol, the scrutiny panel will meet five times per year, one of which will be a dedicated budget scrutiny meeting.

5. Comments of the Chief Finance Officer and financial implications

5.1. There are no financial implications arising from the recommendations set out in this report. Should any of the work undertaken by panels generate recommendations with financial implications, these will be highlighted at that time.

6. Head of Legal Services and legal implications

6.1. The Head of Legal Services has been consulted on this report. Under section 9FA of the Local Government Act 2000 an Overview and Scrutiny Committee has the power to appoint one or more sub-committees to discharge any of its functions. In accordance with the Terms of Reference, the Scrutiny Panels may only report their conclusions/findings/recommendations to the Cabinet or Council with the approval of the main Overview and Scrutiny Committee.

6.2. There are no other legal implications arising from this report.

7. Equalities and Community Cohesion Comments

8. Head of Procurement Comments

8.1. N/A

9. Policy Implications

9.1. Scrutiny has a policy development and review role across the Council and with local partners. It is therefore anticipated that the Children and Young People's Scrutiny Panel will, during the course of its work, make recommendations which may impact on the policies and practice of the Council and its partners. The implications of such policy changes will be assessed by the panel and highlighted in any recommendations to Overview & Scrutiny Committee and Cabinet.

10. Use of Appendices

N/A

11. Local Government (Access to Information) Act 1985

Appendix A – Scrutiny bodies: role and service areas.

Scrutiny body	Exec Lead	Scrutiny role	Policy service /areas covered
Overview and Scrutiny Committee Chair: Cllr Bull	<u>Cabinet</u> Leader Cllr Goldberg Cllr Strickland Chief Executive	<ul style="list-style-type: none"> ▪ Cabinet Q & A ▪ Scrutiny work programme ▪ Ratifying reports of Panels ▪ Budget Scrutiny ▪ Borough wide/cross cutting topics ▪ Call-in ▪ CCFA ▪ Updates on previous reviews ▪ Updates from scrutiny panels 	<ul style="list-style-type: none"> ▪ Corporate Policy & Strategy ▪ Council Budget ▪ Council performance ▪ Corporate property ▪ IT ▪ Customer Services ▪ Benefits ▪ Legal services ▪ Regeneration ▪ Employment/worklessness ▪ Community cohesion ▪ Tottenham Regeneration Project ▪ St Ann's redevelopment ▪ Partnership arrangements ▪ Carbon reduction
Adults and Health Chair: Cllr Adamou	<u>Cabinet</u> Cllr Vanier Cllr Waters <u>Directors:</u> Mun Thong Phung Libby Blake Jeanelle de Gruchy	<ul style="list-style-type: none"> ▪ Cabinet Q & A ▪ Performance ▪ Policy and strategy ▪ Budget scrutiny ▪ Updates on previous scrutiny reviews ▪ Substantial variations (health) 	<ul style="list-style-type: none"> ▪ Adult social care ▪ Public Health ▪ Link with CCG ▪ Health and Wellbeing Board ▪ Adult health services ▪ Children's health services ▪ Transition ▪ Changes to service provision ▪ Voluntary sector ▪ Safeguarding policy
Children and Young People Chair: Cllr Newton	<u>Cabinet</u> Cllr Waters Cllr Goldberg <u>Directors:</u> Libby Blake	<ul style="list-style-type: none"> ▪ Cabinet Q & A ▪ Performance ▪ Policy and strategy ▪ Budget scrutiny 	<ul style="list-style-type: none"> ▪ Looked after Children ▪ Fostering and adoption ▪ Education e.g. exam results & school improvements ▪ Youth offending ▪ Safeguarding policy ▪ Child poverty ▪ Effectiveness of partnership working
Environment And Housing Chair: Cllr McNamara	<u>Cabinet</u> Cllr Goldberg Cllr Bevan Cllr Canver <u>Directors:</u> Mun Thong Phung Lyn Garner	<ul style="list-style-type: none"> ▪ Cabinet Q & A ▪ Performance ▪ Policy and strategy ▪ Budget scrutiny 	<ul style="list-style-type: none"> ▪ Carbon reduction ▪ Recycling and waste management ▪ Highways ▪ Sustainable transport ▪ Parking ▪ Parks and Open spaces ▪ Planning & Licensing ▪ Enforcement ▪ Strategic housing policy, social housing, housing allocations.
Communities Chair: Cllr Winskill	<u>Cabinet</u> Cllr Watson Cllr Strickland <u>Director/ACE:</u> Lyn Garner Zina Etheridge Jeanelle de Gruchy	<ul style="list-style-type: none"> ▪ Cabinet Q & A ▪ Performance ▪ Policy and strategy ▪ Budget scrutiny 	<ul style="list-style-type: none"> ▪ Crime and disorder ▪ Libraries ▪ Culture ▪ Leisure ▪ Equalities ▪ Domestic violence ▪ Area Forums and Committees

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THURSDAY, 14 MARCH 2013**

Councillors: Allison, Brabazon, Christophides and Newton (Chair)

Co-opted Members: Ms Y Denny (Church representative) and Mr E Reid (Parent Governor representative)

LC34. APOLOGIES FOR ABSENCE

An apology for absence was received from Ms Ezeji (parent governor representative).

LC35. URGENT BUSINESS

None.

LC36. DECLARATIONS OF INTEREST

None.

LC37. DEPUTATIONS/PETITIONS/PRESENTATIONS/QUESTIONS

None.

LC38. MINUTES

In respect of the reference to 15 Haringey schools being closed on the day of the last meeting due to adverse weather conditions, it was noted that this had been due to staff not being able to get to their workplace.

In respect of school budgets (page 2, paragraph 6), it was noted that these had now been finalised and circulated to individual schools. It was agreed that the details would also be circulated to the Panel for information.

In reference to the item on social work learning and development (page 5), it was noted that the recommendation of the Panel that social workers visit provision used by the Council as part of their induction would be taken up. It was agreed that a timetable for this would be produced.

AGREED:

That the minutes of the meeting of 21 January 2013 be approved.

LC39. CABINET MEMBERS QUESTIONS - CABINET MEMBER FOR FINANCE AND CARBON REDUCTION/YOUTH OFFER

The Panel agreed that Cabinet Member questions and the item on the Youth Offer would be combined.

The Chair reported that he had received a publication entitled "Misspent Youth" from a group of local residents regarding youth services as well as some questions that they had suggested that Panel Members may wish to ask as part of the item on the Youth Offer. At his request, these been circulated to Members of the Panel as well as relevant officers and the Cabinet Member. He thanked the organisation for sharing their report with the Panel and requested that a written response be provided to the

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issues and recommendations raised in the "Misspent Youth" publication together with answer to the questions that had been submitted.. The Cabinet Member stated that this had only very recently come to his attention.

The Cabinet Member stated that the budget for youth services had been subject to large reductions in recent years and circulated details of these. In the light of this, a new delivery model had been developed which was based on having a joined up approach and moving away from providing a universal service. The cuts that had been made were in addition to those that had been necessary as a result of cuts to Area Based Grant (ABG), which had been used to fund some core services. Further cuts had been necessary in subsequent years. As a result of the changes, all of the services relating to young people had been integrated.

He had nevertheless been concerned that there were not the resources in place to deliver the Youth Strategy and, as a result of this, a three year virement of £400,000 per annum had been made. One key target had involved addressing involvement in gangs. Services had also focused upon expanding their remit down to 8 year olds and working with NEETs (Not in Education, Employment or Training). In addition, it had also recently been possible to provide the service with an additional £200,000 per annum to fund action to prevent children coming into care. It was nevertheless difficult to make comparisons of the service as it existed now and as it was before the budget reductions as they were not the same.

In response to a question, he reported that he shared concerns about the effectiveness of the Youth Service. It was very important that services reflected what young people wanted and adapted to current trends. The challenges faced by the service were the same as those in other local authority areas. The service was in competition with gang culture and needed to provide a viable alternative. A combination of hard work and different skills were required for improvement in the service.

A range of activities had been provided for young people as part of the summer programme in 2012. These had been very popular with young people, with 1500 attending. The Panel commented that the majority of the activities appeared to be male orientated. Panel Members requested further details of levels of participation in the summer scheme as well as evaluations and outcomes. They also asked whether a requirement to provide evaluation was part of the contract for bodies that were commissioned to deliver programmes.

The Director of Children's Services stated that the service had not currently got the quality of information that it should have and agreed that a framework would be developed. The summer programme had needed to be developed quickly but had been very successful in attracting young people. She reported that plans were currently being made for the extension of the age range that was catered for, including ensuring that staff had the necessary skills. The service was currently looking at children who had been excluded in order to target effectively.

The Panel were of the view that it was essential for there to be rigorous monitoring of provision to ensure that it was value for money. In particular, a baseline needed to be established so it was possible to identify the value of programmes. They requested details of the specific targets within the Youth Strategy and how they would be monitored.

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The Cabinet Member stated that, as the offer for the summer programme had been universal, the number of attendees was therefore an appropriate measure. Data collected needed to be of real value. The vision for the service was important and it was essential to be clear how many children and young people were potentially at risk from behavioural issues. The Director of Children's Services reported that proper registers of attendance were kept but these were paper ones. Analysis of data had a cost but the service was nevertheless addressing this issue.

In respect of the Bruce Grove Youth Centre, it was noted that it was currently open four times per week with one of these sessions open to all. Other activities were targeted at particular groups. Activities were also offered at Muswell Hill and Wood Green. In Wood Green, the majority of these were provided by Tottenham Hotspur and the Boxing Academy.

In response to a question from the Panel regarding publicity, the Cabinet Member reported that he was not yet confident that all young people knew about available activities. There was currently a Facebook page but it was acknowledged that sometimes the information was outdated. Whilst it could be a challenge, publicity nevertheless needed to be improved. In particular, work needed to be undertaken with schools. However, one of the key characteristics of youth services was that it was separate from school.

He acknowledged that Bruce Grove Youth Centre was no longer open for five days per week. However, it had not closed but was being run on a different basis to how it had before the budget reductions. The Council was not always best placed to deliver activities and it was important to ensure that all partners were effectively engaged. Extension of provision would have cost implications but officers had been asked to explore this. However, consideration would have to be given to how many additional young people the centre was likely to be able to serve and how cost effective provision it would be.

The Panel noted that the Youth Offending Service saw approximately 300 clients in a year. It was a multi disciplinary service that provided a range of interventions. There were currently 64 staff, including secondees and attachments. The Panel noted that small numbers of young people could be the source of significant cost pressures. The next set of savings were being developed based on the assumption of better services targeted at early intervention and prevention. This was consistent with Ministry of Justice guidance.

The Chair reported that Exposure had been commissioned to make a film about gangs in 2012. He requested information on whether this had been shared with schools yet as a learning resource. The Director of Children's Services agreed to check to see if this was happening.

AGREED:

1. That the Cabinet Member for Finance and Carbon Reduction be requested to provide a written response to the questions submitted to Panel Members by local residents regarding the youth offer;

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2. That a written response be provided to the issues and recommendations raised in the publication "Misspent Youth";
3. That the following further information be requested from the Children and Young People's Service:
 - A breakdown of the budget for youth services for the last two years; and
 - Key targets, monitoring details and performance data;
4. That the Children and Young People's Service be recommended to develop a more rigorous system of monitoring the effectiveness of services provided as part of the youth offer;
5. That the film regarding gangs commissioned from Exposure in 2012 be taken forward and developed as a learning resource for use in schools etc.; and
6. That the Children Young People's Service provide further details to Panel Members of the "offer" at Muswell Hill.

LC40. CHILDREN'S CENTRES

The Panel welcomed Peter Catling and Renata Bailey from Woodlands Park Children's Centre Noel Park and Woodside Children' Centre who had been invited along to the meeting give their views. Cllr Brabazon declared that she was Chair of the cluster of Children's Centres in the south of the borough but did not consider this to be prejudicial to the item.

In response to a question, the Deputy Director of Children's Service reported that the contractors responsible for undertaking the review of Children's Centres had been asked to invite any interested parties to contribute to their work. She agreed to ensure that Councillors were included within this.

In respect of the review, Mr Catling felt that it was useful to have an external view on how provision was progressing. The current model had only been operational for a year though. It was now in its second year and it was possible to see its impact. He also felt that a more participatory approach could have been adopted for the review. Ms Bailey also felt that the external perspective was welcome in helping to refocus the service.

The Deputy Director reported that significant sums of money had been taken out of the service two years ago and the review would look at the impact of these. Efforts had been made to re-balance service provision in favour of early intervention. The review would look at how effective current provision for Children's Centres was. Even if it confirmed that the service was the best that could currently be aspired to, this would nevertheless be of value.

Mr Catling felt that the provision of effective leadership should be added to the principles underpinning the service. It was noted that delivering child care was an expensive element. The Head of Early Years reported that comparisons would be made with other local authorities and consideration given to how services could be delivered in the most cost effective way. Good quality childcare needed to be provided but was expensive. The service wished to ensure that it was delivered to those that needed it most.

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Mr Catling stated that childcare was part of an effective early intervention strategy. Children's Centres were one stop shops and were able to support families very well. Childcare needed to be seen as part of a bigger picture and not separate.

It was noted that discussions were taking place with NHS colleagues about the provision of a health visiting service at the Highgate Family Centre. Places for two year olds were available at the Centre. Such places were not exclusively provided in Children's Centres and any centre providing good quality care could be considered. Plans were being made for the forthcoming changes in public health. The school nurse service would be switching to the Council in April whilst health visiting would transfer in 2014. The Director of Children's Services agreed to report back on any plans that there might be for using public health funding for Children's Centres.

In respect of the Haringey 54000 project, the Panel noted the importance of having good preventative services in order to avoid issues escalating. The vast majority of the resources within C&YPS were currently focussed on either looked after children (LAC) or safeguarding. The service was probably intervening in cases which other local authorities would not act upon. 80% of resources were currently spent on either LAC or safeguarding. The service would be aiming to reduce this to 60% through delivering further savings in future years. The budget was being re-profiled to see how resources might best be re-invested in areas which would deliver the most impact. Early years services delivered a particularly major impact. Decisions on the future development of Children's Centres would be for Members to take and it was hoped that a range of options would be presented. It was hoped that the review would give the service a strong platform to progress from.

In respect of provision for 2 year olds, it was noted that the service would only develop such services within provision that was rated as either good or outstanding. There were currently set staffing ratios but these could be subject to change as a result of proposals by the government. The new ratios were discretionary but had the potential to seriously impact on the quality of work undertaken as the new ratios were nearly double the current ones.

Mr Catling stated that a lot of children who attended Children's Centres had higher levels of need. Services currently aimed to support families at the highest levels of risk but the current changes were more focussed on getting people into work. The Council would need to take a position on the future direction of the service. It was also important that services knitted together well at a strategic level. Ms Bailey stated that not all services currently appeared to be working to the same outcomes and further work was needed to remedy this. The Director of Children's Services reported that there was a need to consider shared outcomes and how services could work more smartly together and this would also be considered as part of the review process.

AGREED:

1. That the final report of the review of Children's Centres be submitted to the Panel when available; and
2. That further information be provided to the Panel on the potential use of public health funding for Children's Centres.

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LC41. "OUTSTANDING FOR ALL" - REPORT OF THE HARINGEY EDUCATION COMMISSION

The Director of Children's Services reported that work of the Education Commission had constituted a very helpful intervention. The report had focused on how the service could regain the progress that it had previously made. A positive meeting on the report had taken place with secondary Head teachers, who had wanted to add their own suggestions into the process. The Leader of the Council had also contributed to the feedback. These contributions would be reported back to the Commission. Plans were currently being formulated on taking forward the outcomes of the review. Stakeholders would be kept informed of progress. Recommendations would be produced by July which would include various options. Improved support for governors would be included in improvements as well as better information flows.

It was acknowledged that work would have to be undertaken quickly so that discussions could take place before the school summer holidays and consideration would be given to bringing forward decisions to June. In particular, the service wished to re-launch the governors support unit in the autumn.

Work would be undertaken to improve links to universities including those within the Russell Group and a partnership group was looking at this. In response to a question, it was agreed that further work would be done on the number of "A" levels that individual pupils were taking and whether there was scope to work with schools to encourage them to take a greater number.

A voluntary sector partner was being commissioned to look at the role of parents. It was accepted that the service had not always been good at asking parents for their views but the service was now committed to address this. A parents reference group was being set up and co-opted Members of the Panel would be very welcome to become involved in this.

It was noted that criticism within the report was not of governors but of the support that had been offered to them. A new head of governors had been recruited and would be looking at making the improvements required.

In respect of the future of the Teachers Negotiating Group, this would be reviewed and advice was being sought from London Councils on this. It was nevertheless necessary to have somewhere for discussions to take place. The Cabinet Member for Children's Services stated that the quality of teaching in schools was of paramount importance. The Council nevertheless wished to be a good employer and a balance needed to be achieved. Head teachers were responsible for managing schools and it was only fair that they were able to have an input into the discussions.

The Director of Children's Services and the Cabinet Member confirmed that all the recommendations of the Commission's report had been agreed. The Panel also endorsed the recommendations. However, Councillor Brabazon stated that she was unable to support the recommendations concerning school governing bodies (recommendation 5) and the abolition of the Teachers' Negotiating Group and wished her dissent to be recorded.

AGREED:

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1. That the Panel noted that the recommendations in the report of the Education Commission had been agreed and wished to add their endorsement of the report and its recommendations; and
2. That a further report be made to the Panel on the proposed action plan for implementing the recommendations of the report.

LC42. CHILDREN'S SAFEGUARDING POLICY AND PRACTICE ADVISORY COMMITTEE/CORPORATE PARENTING ADVISORY COMMITTEE

The Chair reported that the current arrangements involving the Corporate Parenting Advisory Committee seemed to be operating well. However, in the case of the Children's Safeguarding Policy and Practice Advisory Committee, he thought the work of this body could now be undertaken by the Scrutiny Panel. The Cabinet Member for Children's Services reported that discussions had taken place as part of the governance review regarding the possibility of scrutiny undertaking elements of the challenge role that was currently provided by these bodies. Whilst the Cabinet was happy for this to happen, they would need reassurance that the in-depth work that these bodies currently undertook would continue and the independent member on the Safeguarding Policy and Practice Advisory Committee would also be maintained. The Director of Children's Services reported that the service valued the work of both bodies and would not wish to lose its contribution.

The Cabinet Member reported that this was an issue for the whole of the Overview and Scrutiny Committee to consider.

AGREED:

That, in order to clarify the input that would be required by overview and scrutiny, the Director of Children and Young People's Services be requested to circulate a note of the responsibilities and role of both the Children's Safeguarding Policy and Practice Advisory Committee and the Corporate Parenting Advisory Committee to the Panel.

LC43. SCHOOL PLACES

It was noted that a final report outlining the conclusions and recommendations of the Panel's work on school places was currently being drafted and would be circulated to the Panel for comment before submission to the Overview and Scrutiny Committee on 29 April.

LC44. WORK PLAN

The current work plan for the Panel was noted and it was agreed that the review of Children's Centres be added to it.

LC45. VOTE OF THANKS

It being the last meeting of the Panel for the current Municipal Year, the Chair was thanked by the Panel for his work as Chair. The Chair thanked Members and officers for their kind assistance and co-operation.

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**Cllr Martin Newton
Chair**



Haringey Council

Report for:	CYPS Scrutiny Panel: 16 July 2013	Item Number:	
Title:	Progress Report – Response to the Outstanding for All Commission’s Final Report		
Report Authorised by:	Lisa Redfern Deputy Director, Children and Young People’s Service		
Lead Officer:	Jon Abbey, Assistant Director, School Improvement		
Ward(s) affected: All	Report for Non key decision		

1. Describe the issue under consideration

1.1. Introduction

The independent education commission, Outstanding for All (OfA), was launched in April 2012 at the request of the Leader of the council. Over nine months five expert commissioners undertook an extensive inquiry into educational standards in the borough with a focus upon arriving at a series of recommendations which, if implemented, would make education in Haringey outstanding for all pupils. The final [report](#) of the commission was published on 14 February 2013. It clearly sets out high ambitions for children and young people in Haringey. At the report’s public launch, the Leader endorsed the report and committed to delivering its recommendations.

There are 12 recommendations that, when implemented, will raise the quality of education so that Haringey’s standards exceed the London average and all Haringey schools will be judged good or outstanding, according to Ofsted criteria, within three years. These recommendations extend beyond Council managed services and include school leadership and governance, sharing best practice, engagement of parents/carers and the professional relationships that underpin strong school performance. Therefore, while the Council has a clear role to play in leading the delivery of the Commission’s recommendations, the ownership of a number of these sit with school leaders – both head teachers and governors.



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Therein lays the greatest challenge to delivery – ensuring that it is appropriately and proportionately balanced between the Council in its role as champion of children and families, and schools, which in the new era of increased school autonomy, should play a clear leadership role in taking the Outstanding for All recommendations forwards.

1.2. Progress Update

Governance and Management

A Project Board has been established, chaired by Jon Abbey, Assistant Director for School Improvement, and is responsible for delivering Outstanding for All. Membership comprises a range of officers, each of whom has a key role to play in delivery. Regular progress reports will be taken to Children's Trust Commissioning Board, and to Directors' Group as required and can be presented to Overview and Scrutiny procedures as appropriate.

Recommendation 1: The Council should set a goal that all Haringey schools will be judged by Ofsted as 'good' or better within 3 years.

At the moment, 71% of our primary schools, 77% of our secondary schools and 100% of our special schools are rated as “good” or “outstanding” (April 2013). In order to achieve this overall recommendation, School Improvement Advisors have categorised all schools and targeted support to those which are at risk of not being judged “Good” or “Outstanding” by Ofsted at their next inspection. This has included providing advice and support on the steps that schools need to take to achieve a good or outstanding judgement.

Recommendation 2: The Council should agree an overall target that Haringey schools will exceed London attainment at both Key Stage 2 and GCSEs within three years, including milestones to be achieved each year to reach this position.

As part of the work set out above, School Improvement Advisors have challenged predictions for summer 2013 based upon Fischer Family Trust estimates with individual schools and this will also be repeated in the autumn term for all schools looking at predictions for 2014 and 2015. The purpose of this is to ensure that all schools have aspirational targets that stretch and challenge them to perform in the top 25th percentile of all schools.

Recommendation 3: Using all available sources of data by September 2013 every school should be set an individual challenging target, showing what they need to achieve in order to play their full part in meeting the overall Borough targets for Key Stage 2 and GCSEs

The School Improvement Team have documented estimates for each school at Key Stage 1 (KS1), 2 and 4 setting out what each individual school needs to achieve to enable it to exceed the London average and so to contribute to achieving the borough



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targets overall. The estimates have been benchmarked against FFT performance data and used by officers to challenge the targets of schools that are not sufficiently ambitious.

Recommendation 4: The Council's education role must be re-defined to focus its resources on giving a strategic lead, providing core statutory services effectively and supporting schools in procuring other high quality services from external sources. This should be finalised by September 2013

A report is going to Cabinet in July 2013 which will set out the range of services currently offered to schools on a traded basis, recommendations on future delivery for services where there has already been consultation with stakeholders and plans for further consultation and market testing regarding the full range of traded services.

Recommendation 5: The Director of Children's Services, in conjunction with Head teachers and the Haringey Governors Association should introduce alternative models for governance of schools, including combining governing bodies and other proposals in this report. Options should be published by July 2013

An options report is currently under development and is being led by the interim Head of Governor Services. This report is drawing upon a range of evidence from practice and research into innovative and pioneering models for school governance which deliver positive impacts upon school standards. These include:

- combining strong governing bodies
- paying chairs
- having job descriptions for governors
- having competitive selection processes for governors.

This will be published in July 2013 with a view to obtaining the views of stakeholders on the various options before moving on to look at how Governor Services can support governing bodies to implement alternative models in the future.

Recommendation 6: The Council, with all interested parties, should urgently consider the abolition of the Teacher's Negotiating Group (including its name, membership, and mode of working) by September 2013, revising protocols to improve joint working between teaching unions and schools ensuring that the needs of pupils are at the core of all decision-making, and reconfiguring union facilities time.

The Assistant Chief Executive and Head of Human Resources have been leading upon developing an alternative and remodelled forum for undertaking negotiations relating to industrial relations within schools. Discussions are currently ongoing between the Children and Young People's Service and Human Resources as to when and how this model will be implemented.



Haringey Council

Recommendation 7: Schools and officers should pilot the introduction of a 'pupil passport' by September 2013. They should summarise key information about each pupil's attainments, their strengths and weaknesses and other important information. It should be used whenever pupils move schools, including assisting with primary-secondary transfer and with pupil mobility within each phase.

The local authority is keen to support schools to deliver this recommendation but is clear that schools should be leading on what shape the pupil passport should take including what information will be most useful to schools when pupils transfer between schools and within school years. It has been suggested by the local authority that a cohort of children affected by the recently implemented Benefit Cap should be used for the pilot. Meetings will take place with the head teachers of a nursery, primary, secondary and special school to discuss and agree how to pilot and progress this recommendation.

Recommendation 8: An annual or biennial 'Best of Haringey' event should be introduced by June 2014 to showcase excellent teaching and learning in the Borough to provide an opportunity to celebrate outstanding performance in Haringey schools and to demonstrate what can be achieved by a diverse school population. The event should be arranged in collaboration with initiatives in other London boroughs arising from the Mayor of London's Education Inquiry.

The Children and Young People's Service fully supports the delivery of this recommendation; communication of the successes taking place across the borough's schools is critical to delivering a more positive perception of education in Haringey. For this reason, the decision has been taken to bring forward the deadline for this and deliver the first Best of Haringey event in the next academic year. The Outstanding for All Project Manager will be supporting the establishing of a working group to manage the event including planning a framework for receiving and assessing nominations of pupils, teachers and schools whose excellent work and achievements will be showcased at the event.

Recommendation 9: By December 2013 each school should provide its parents with an annual scorecard, using data such as Family of Schools to compare the achievement of each school with similar ones outside of Haringey. The scorecard would also provide parents with advice about how they can support their child's learning and thus help them to improve the overall school results.

It is important that schools take the lead on delivering this recommendation and adopt a collective and joined up approach to developing and implementing a model for a scorecard. There is, of course, a clear role for the local authority in supporting this development and brokering conversations with schools to ensure that there is progression against this recommendation. The Children and Young People's Service will explore the development of a scorecard in the form of an online 'app' which would synthesise and present a range of benchmarking information for all of the borough's



Haringey Council

schools. The local authority will share recommendations with schools to support them in their development of a scorecard.

Recommendation 10: The Local Authority should establish regular public meetings for parents from September 2013. The purpose should be: to explain educational developments in the Borough, to set out the educational entitlements of all families, and to provide parents with opportunities to hold the Council to account for educational performance in Haringey. Meetings should be held in different parts of the Borough, bringing together parents from schools with contrasting backgrounds.

The first round of these public meetings will take place in October 2013. Dates have been set for three meetings which will be held across the borough in North, South and West Children's Networks.

Recommendation 11: The Local Authority should assist schools to establish links with universities, including a Russell Group university. The purposes of so doing include: raising students' awareness of the opportunities for higher education, enhancing partnership between schools and universities for professional development, and influencing standards of teaching and learning. This recommendation should be carried out by June 2013.

The Children and Young People's Service has developed a bid in partnership with local schools which has been submitted to the GLA. The bid makes a case for funding to support the development of a partnership with a Russell Group university with the intention of widening participation and access particularly amongst pupils from disadvantaged backgrounds. The bid is felt to be strong.

The local authority has also begun conversations with an organisation called the Brilliant Club, a social enterprise established by Teach First alumni to support schools to develop links with top universities including Russell Group universities and Oxbridge. It is hoped that one of the organisations founders will come and meet the borough's Head Teachers in July 2013 to present and discuss an offer of support.

Recommendation 12: Haringey should set out a framework of entitlements of all pupils, all parents and all teachers in the borough by July 2013. This should include the education, cultural and leisure opportunities which will be provided for all pupils.

The Project Manager will be establishing a working group to undertake this recommendation. The group will be tasked with delivering individual frameworks of entitlement for teachers, pupils and parents. The framework for children and young people will be in place in time for the summer. The framework for parents and teachers will be in place for the new academic year.



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Other Recommendations

At the report's launch, in addition to committing to deliver the report's twelve recommendations, the Leader made a number of additional commitments to support accelerated improvement across the borough's schools.

Additional Recommendation One – Appointment of a Schools Champion

Christine Gilbert's appointment as Schools Champion has recently been announced. As a previous Chief Inspector of Ofsted, Christine is very well placed to take up this role and we are delighted with her appointment.

Additional Recommendation Two – Commissioning of a Family Ambitions Service to Provide Advocacy to Children and Families

Work has commenced and the new service should be in place by September 2013.

Additional Recommendation Three – Establishment of an Education Innovation Fund

It is intended that the Schools Champion will play a key role in working with schools to implement this recommendation. By the time the Champion is officially in post, a model will be established so that work can begin with schools to design and implement a model for managing the fund. Funded initiatives in schools will begin from April 2014 with a clear evaluative framework in place to understand what initiatives are delivering results. This fund is worth £250,000 over three years.

2. Recommendations

Overview and Scrutiny Panel is asked to:

- note the progress to date
- give comment and feedback in order to provide support and challenge.

3. Other options considered

NA

4. Background information

Since the publication of the Outstanding for All report, Ofsted has announced new arrangements for inspecting local authority services for supporting school improvement and this forms part of the backdrop to delivery of Outstanding for All. Nonetheless, the fact still remains that only a partnership approach to delivery will secure the standards that are aspired to for children in Haringey.



Haringey Council

5. Comments of the Chief Finance Officer and financial implications

NA

6. Head of Legal Services and legal implications

NA

7. Equalities and Community Cohesion Comments

NA

8. Head of Procurement Comments

NA

9. Policy Implication

None

10. Use of Appendices

NA

11. Local Government (Access to Information) Act 1985

NA

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Haringey Council

Report for:	CYPS Scrutiny Panel 16 July 2013	Item Number:	
Title:	Haringey 54000 programme update		
Report Authorised by:	Libby Blake, Director of Children and Young People's Service		
Lead Officer:	Kostas Androulakis, Programme Manager		
Ward(s) affected: All	Report: for information		

1. Describe the issue under consideration

1.1 To inform Children and Young People's Scrutiny Panel of the progress in developing Haringey 54000 transformation programme, including the delivery of immediate improvements to the service, the development of a full business case for transformation and the procurement of a strategic partner to assist with implementation.

2. Programme update

2.1 Delivering our vision of 'Haringey being known to be a place where children and young people thrive and achieve' and aspiring to become an 'excellent' service, is predicated in evidencing sustainable improvement in outcomes for children, young people and families.

2.2 The vision for the new operating model for CYPS reflects the changing role of local authorities, and acknowledges the change in role from provider to commissioner, highlighting the dependency on partnership working. The implementation of the new service delivery model is therefore likely to link to the commissioning arrangements for Health, Schools, Housing and Police in the borough. At the same time, we will need to reframe our approach of engaging and commissioning services through voluntary and community organisations.



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- 2.3 The strategic benefit of the proposed transformation will be the move from a highly risk-averse approach, towards Early Help working, while continuing to safeguard children when necessary. This balanced shift of focus from specialist interventions to include universal and targeted support will allow resources to be distributed more efficiently across the continuum of need, with preventative and Early Help support meeting needs earlier and significantly reducing the chances of specialist referrals.
- 2.4 The implementation of the programme will require a fundamental shift in the way services are delivered or commissioned and on the way professionals work together to meet local needs. Everything that we deliver or commission will be explicitly linked to our priorities. Work or services that cannot evidence measurable contributions to priorities will be reviewed. Finally, we are designing continuous improvement into the planning and commissioning cycle and plan to use a best practice service design approach: clarifying outcomes, defining standards of evidence, systematic commissioning & review of services and their impact on outcomes.
- 2.5 Implementation will require clear leadership from elected members, senior managers and partners to drive the programme forward, and robust governance and programme management to ensure that all risks to service delivery during the period of change are actively managed and mitigated.

3. Recommendations

- 3.1 This paper asks Scrutiny Panel Members to note progress in the development of the programme and overall timescales for implementation.

4. Comments of the Chief Finance Officer and financial implications

Haringey 54,000 is expected to both shift budget resources from spend on high cost interventions to prevention and early intervention and result in long term savings to the Council. The approved resources available to fund the project team and build the business case are allocated elements of the one-off LACSEG grant (£283k) and a contribution from the Director's consultants budget (£63k). Additional potential funding has been identified as a result of a Directorate underspend (£280k) in the financial year 2012-13 which is proposed to be transferred to reserves. It is recommended that the £280k transferred to reserves is applied in 2013/14 to support the funding of building the Business Case. The costs of the project team and building the Business case to the end of October will need to be contained within the proposed funding envelope (£626k).

5. Head of Legal Services and legal implications

- 5.1 The Head of Legal Services notes the contents of this report and advises that there are no specific legal comments at this stage. If any recommendations flowed then we would need to consider specific issues, for example procuring Implementation



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Partners to build the Business Case in compliance with standing orders and EU Competition requirements on procurement etc, would need to be considered.

6. Equalities and Community Cohesion Comments

7. Head of Procurement Comments

8. Policy Implication

9. Use of Appendices

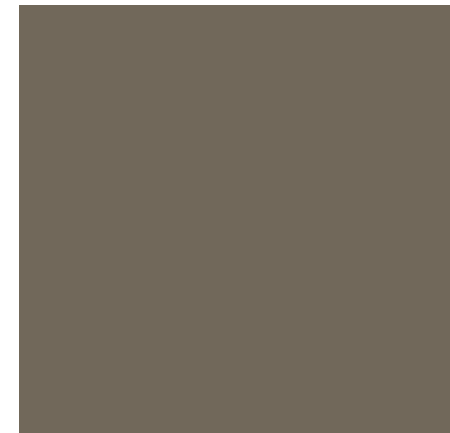
10.1 Presentation on programme progress, current improvement activity and next steps

10. Local Government (Access to Information) Act 1985

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Haringey
54,000



Improving outcomes for
Haringey's children, young
people and families

+ Our vision

Our vision is that Haringey will be known to be a place where children and young people thrive and achieve. We have high aspirations for our residents and want to be known for the richness of our environment for family life. Our ambition is for our families to:

- live in a safe and suitable home;
- keep themselves and their children physically, mentally and socially healthy;
- to be able to support themselves financially;
- access early years and school places and engage their children in learning so that they achieve high standards;
- engage with the local community, enjoying leisure activities that are enriching and fun and contribute to their sense of pride and belonging;
- be free from involvement in crime or exploitation – either as perpetrators or victims;
- have access to excellent social care support if they need it.

+ Based on this vision, Childrens' Services priorities for the next five years are:

Improve outcomes for children, young people and families in Haringey, with an Early Help focus on enabling five priority outcomes:

THRIVING FAMILIES

RAISED
EDUCATIONAL
ATTAINMENT

CHILDREN AND
YOUNG PEOPLE
ARE SAFE FROM
THE RISK OF HARM

EVERY CHILD HAS
A HEALTHY START
IN LIFE

EFFECTIVE AND
QUALITY SERVICES

+ The case for transformation

A risk averse culture means that too many children are being looked after, or on child protection plans, increasing cost, producing sub-optimal outcomes and reducing the investment available for Early Help (80% of budget spent on high-cost specialist services, compared to 50-60% for statistical neighbors).

Social care practice needs to improve in line with best practice.

Leadership and management capacity require strengthening.

Improve partnership working, to increase ability and ownership of changing the way things are done in order to achieve better outcomes.

Affordability issues in maintaining current model (21.7% projected increase in population of 0-19 y/o, increasing trends over both additional and complex needs groups over the next 10 years, further reductions on public spend)

+ Core design principles

- Delivering the best possible outcomes for children, young people and families is the main driver for commissioning services. Early help and prevention achieve much better outcomes, for lower cost, than acute services.
- Public services do not bring up children, parents do - we will better support parents and families by enabling an extensive Self-help and Early Help offer across the partnership.
- Services need to be shaped by – and be responsive to – children, young people and families. They will not be designed around professional boundaries.
- Service designs will be evidence-based and seek to integrate or co-locate with partners wherever feasible.
- A unified outcomes-based commissioning framework and a continuous improvement planning cycle become the ‘engine room’ of the new model.

+ Haringey 54,000 therefore aims to:

- Design and deliver a new operating model for the key parts of the system – including children’s services and its interactions with key partners.
- Remodel our workforce in line with the new operating model, ensuring the staff have the right skills and capabilities, sit within the right organisational structures.
- Substantially increase leadership and management capacity.
- Deliver the culture change that is essential for the success of the model.
- Deliver a new investment and budget framework to support the new operating model and emerging partnership arrangements.
- Remodel core systems and processes in line with the new operating model.
- Substantially improve on owning and sharing risk across the partnership.

+ What are we doing now

As part of the work to prepare for the new model, we are:

- ◆ building the 'engine room': improving quality assurance and performance management, designing our commissioning framework, developing data analysis capacity;
- ◆ moving the 'front-door': implementing Munroe recommendations, moving to a single assessment, reviewing models for reducing social care caseloads;
- ◆ implementing 'Outstanding for all' immediate improvements: commissioning voluntary organisations, improving Governor services, improving services to schools;
- ◆ investing upfront in building leadership capacity, as well as, developing plans to manage risks and maintain workforce continuity.

+ Our thinking on the new operating model

As part of the work to develop a business case, we are exploring:

- ◆ the use of an area-based model for delivering services and developing partnerships
- ◆ implications for all services, whether provided internally to externally, to be commissioned and reviewed using the same performance and quality standards framework
- ◆ the development, with partners, of integrated assessment of need and assured continuum of response
- ◆ the use of Team Around the Family approach in order to meet additional needs of children, young people and families
- ◆ options to maximise traded services
- ◆ implications of commissioning new arrangements, including Team Around the Family, 'instead of' not 'as well as' existing provision

+ Outline timetable

- **Phase 2: Getting ready to transform (Feb 2013 – Oct 2013)**
 - March 2013 - H54k Design Authority sessions begin
 - May 2013 - Immediate improvement projects signed-off
 - May 2013 - H54k core principles CAB discussion
 - May 2013 – ‘Engine room’ project launch (commissioning framework, quality assurance, performance management, customer insight)
 - June 2013 – Baseline work on finance, workforce, performance and need data
 - June 2013 - Barebones financial cost/benefit model
 - Jun 2013 - Leadership & management capacity project underway
 - Jul 2013 - Change readiness assessment
 - Jul 2013 - High-level service designs develop in more detail
 - Jul 2013 - Scenarios developed on the financial & workforce models
 - Aug 2013 - Performance management improvement component approved
 - Sep 2013 - Change impact analysis completed
 - Sep 2013 - Specification for Strategic Partner(s) signed-off
 - Oct 2013 - BC to Cabinet for key decision

+ Outline timetable

- **Phase 3: Launch & Mobilisation (Oct 2013 – Jan 2014)**
 - Oct 2013 - Procure implementation partner(s)
 - Nov 2013 - Commission enabling projects
 - Management transition
 - Transition high-risk services
 - Commission IT improvements
 - Decommission services with confirmed funding cessation
 - Dec 2013 - Complete testing on service designs & update financial and workforce models
 - Jan 2014 - Organisational transition plans approved

+ Outline timetable

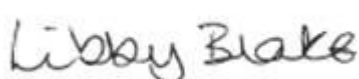
- **Phase 4: Implementation (Feb 2014 – Mar 2015)**
 - Implement new organisational model and progress workforce changes
 - Identification of skills, job groups and selection process
 - Creation of integrated teams
 - Commission offer for 2015/16
 - Transition from existing to new operating model through assessment/assimilation process for all levels and grades

- **Phase 5: Embed change (Apr 2015 – Mar 2016)**
 - Run annual continuous improvement cycle
 - Commission offer for 2016/17
 - Tweak operating model

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Haringey Council

Report for:	CYPS Scrutiny Panel 16th July 2013	Item Number:	
Title:	Child Poverty Strategy 2013-15 Delivery Plan		
Report Authorised by:	 Libby Blake, Director, CYPS		
Lead Officer:	Zakir Chaudhry, Principal Policy Officer, Strategy & Performance		
Ward(s) affected: All	Report for Key Decision		

1. Describe the issue under consideration

1.1. Tackling child poverty is a key priority for Haringey and has been embedded at a strategic level since 2007.

- The need to tackle poverty is highlighted in the [Sustainable Community Strategy 2007-16](#).
- Haringey's first ever [Child Poverty strategy](#) was developed in 2008.
- The national performance measure of 'the proportion of children in poverty' was one of the key targets included within Haringey's Local Area Agreement (LAA) 2008-11.
- The outcomes and principles in the Council's new Corporate Plan 2013-15 underpin the work to tackle child poverty.

1.2 Haringey has had a child poverty strategy in place since 2008 many years before it became a statutory requirement under the [Child Poverty Act 2010](#) for local authorities to have one. The delivery plan was refreshed and progress reported to the Children's Trust in [December 2009](#) and [November 2010](#).



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- 1.3 An updated child poverty strategy 2013-15 will be submitted for agreement by Cabinet on 9th July 2013, following a six week consultation with stakeholders.
- 1.4 Our vision is to ensure that ***'children do not live in poverty, and that they are given the opportunity to thrive and achieve and to live safe, happy, healthy, successful and fulfilling lives.'***

Our vision will be achieved through three outcomes:

- i) **Improved life chances** – supporting children, young people and their families to improve educational attainment and skills and to reduce health inequalities providing help as early as possible
 - ii) **Sustainable employment** – improving the skills of young people and their parents living in low income households so they can secure well-paid employment and to offer financial advice to help families manage their money and help tackle debt
 - iii) **Quality homes for children and families** – minimising the number of children living in temporary accommodation and the impact of overcrowding, and improving the quality of our estates and the quality of accommodation in the private sector
- 1.5 The strategy is supported by a delivery plan – see Appendix 1. The plan brings together existing work currently being undertaken across the Council and by key partners.

2. Cabinet Member introduction

- 2.1 Tackling child poverty and reducing inequality is a key priority for Haringey.
- 2.2 The reduction in local government funding and the impact of welfare reform presents a real challenge to tackling child poverty at a time when the broader economic climate has seen families' financial circumstances worsen. Despite these challenges this strategy focuses on the factors associated with child poverty and details the key priorities that will help support children and their families.

3. Recommendations

Scrutiny Panel is asked to:

- feed in comments about the delivery plan

4. Other options considered

- 4.1 No alternative options. The local authority has a statutory duty to produce a child poverty strategy.



5. Background information

- 5.1 Living on a low income impacts on the daily lives of children and their families. The experience of poverty in childhood can be highly damaging and its consequences can be felt into adulthood.
- 5.2 The national and local context is set out in the strategy. The introduction of government policies, such as the cap on benefits, will mean that families with children will be negatively impacted in the borough.
- 5.3 The impact of welfare reform is likely to see a rise in the number of low income families moving into the borough thereby increasing demand for local services e.g. health, housing and access to play areas. Other impacts include more families becoming homeless due to the benefits cap creating disruption and social fracture for children and the threat of an increase in overcrowded households.
- 5.4 This strategy builds on Haringey's first child poverty strategy 2008-11 and also meets the statutory duty, enshrined in the Child Poverty Act 2010, for local authorities to develop a child poverty strategy based on a local Child Poverty Needs Assessment. More importantly it seeks to support, where possible, the most disadvantaged families in the current economic climate by targeting resources at those groups most at risk of child poverty.
- 5.5 The strategy is supported by a delivery plan. The Children and Young People's Service will lead on delivery of the strategy with support from the Policy and Equalities team. Progress will be reported to the Children's Trust annually.

6. Comments of the Chief Finance Officer and financial implications

- 6.1 There are no direct budget implications arising from this strategy at this point in time.
- 6.2 The reduction in local government funding presents a real challenge to tackling child poverty at a time when the broader economic climate has seen families' financial circumstances worsen. Ultimately, the successful implementation of the strategy is expected to have long term, positive financial implications.

7. Head of Legal Services and legal implications

- 7.1 Under the Child Poverty Act 2010 ("Act"), the Council is required to enter into arrangement with its local partners to reduce, and mitigate the effects of, child poverty in its area.



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- 7.2 Pursuant to this arrangement, the Council must prepare and publish an assessment of the needs of children living in poverty its area (“local child poverty needs assessment”).
- 7.3 The Council must also prepare a joint child poverty strategy which sets out the measures that the authority and each partner authority propose to take for the purpose of reducing, and mitigating the effects of, child poverty in its area.
- 7.4 The Council has the power to update or modify its Child Poverty Strategy. Section 23(6) of the Act provides that in preparing or modifying the Strategy, the Council must consult with various stakeholders working with or representing children and parents, and children and parents themselves, as it thinks appropriate. The Council may also consult with such other persons or bodies as it thinks appropriate. The consultation undertaken by the Council as set out in the attached Consultation Summary Report meets the requirements of the Act. Cabinet must take into account the feedback and outcome of the consultation before making a decision on the updated Strategy.
- 7.5 In the exercise of the function to prepare and update the Strategy, the Council must have due regard to the public sector equality duty set out in Section 149 of the Equality Act 2010 i.e. the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share relevant protected characteristics and persons who do not. The duty covers the following protected characteristics: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Having due regard to advancing equality involves considering the need to: remove or minimise disadvantages suffered by people due to their protected characteristics; meet the needs of people with protected characteristics; and encourage people with protected characteristics to participate in public life or in other activities where their participation is low. To meet the requirements of the Act, an Equalities Impact Assessment has been undertaken and is referred to below. Before making a decision on the Strategy, Cabinet must also take into account the outcome of the Equalities Impact Assessment, in particular, the effect of the Strategy on people with different protected characteristics.

8. Equalities and Community Cohesion Comments

- 8.1 The Child Poverty strategy is linked to the Council’s Equality Objectives and will address the issue prevalent in certain groups. By targeting these groups the strategy will help the Council meets its public sector equality duty.
- 8.2 An Equalities Impact Assessment has been completed and is available on our [child poverty](#) webpage. A summary of key actions is provided below.
- Discuss with services how monitoring of the following protected characteristics can be improved - Pregnancy and Maternity; Marriage and Civil Partnership; Religion or Belief; Sexual Orientation and Gender Reassignment;



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- Ensure that the Early Years Strategy includes actions to ensure uptake of free childcare for vulnerable two year olds and to increase uptake of free childcare for three to four year olds in Gypsy, Roma and Traveller, Black African, Turkish and Kurdish families.

9. Head of Procurement Comments

N/A

10. Policy Implication

10.1 Child poverty is a complex issue which cuts across many policy areas such as housing, regeneration, health and education. Much of the work to tackle it already exists in strategies and plans such as the [Health and wellbeing strategy](#), the [Strategy for Young People](#) and the [Homelessness strategy](#). The updated child poverty strategy does not aim to duplicate these strategies but brings together what is already in place. By bringing together key activities across housing, health and economic regeneration into a single document it allows officers to better understand the issue and how their work contributes to the child poverty agenda.

11. Reasons for Decision

11.1 This strategy fulfils the Council's statutory responsibility to produce a child poverty strategy.

12. Use of Appendices

- Appendix 1: Updated Child Poverty strategy 2013-15 (with delivery plan)

13. Local Government (Access to Information) Act 1985

- [Child Poverty Act 2010](#)
- [Frank Field's Review on Poverty and Life Chances \(2010\)](#)
- [Marmot Review \(2010\)](#)
- [Graham Allen's Review of Early Intervention \(2011\)](#)
- [Eileen Munro Review of Child Protection \(2011\)](#)
- [Dame Clare Tickell Review of the Early Years Foundation Stage \(2011\)](#)
- National Child Poverty Strategy 2011-14: [A New Approach to Child Poverty: Tackling the Causes of Disadvantage and Transforming Families' Lives'](#)
- Social Mobility Strategy 2011: [Opening Doors, Breaking Barriers](#)
- Social Justice Strategy 2012: [Transforming Lives](#)

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Appendix 1

HARINGEY'S CHILD POVERTY STRATEGY

**UPDATED
2013-15**

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Document control

Document details	
Document name	Updated Child Poverty Strategy 2013-15
Document version	0.4
Document status	Draft
Date	25 June 2013
Author	Zakir Chaudhry, Strategy & Business Intelligence, Haringey Council
Lead Officer	Libby Blake, Director, Children & Young People’s Service Haringey Council
Approved by	
Scheduled review date	March 2015

Foreword

Tackling poverty and reducing inequality is a key priority for Haringey. The Council is working closely with its partners to achieve this goal. Successful initiatives which have helped disadvantaged families include the joint work with schools to improve educational attainment and with Job Centre Plus to get more young people and their parents into employment.

However, despite these successes the current economic climate means we need to continue to work together to prevent children and their families sliding into poverty. We have produced a comprehensive Child Poverty Needs Assessment to help us better understand child poverty locally which has informed the development of our new strategy. The reduction in local government funding presents a real challenge to tackling child poverty at a time when the broader economic climate has seen families' financial circumstances worsen. Despite these challenges we are continuing to deliver a wide range of services that we hope will help to reduce child poverty.

'A Plan for Tottenham' was launched last summer to regenerate the area following the riots in 2011. Tottenham has some of the highest levels of child poverty in the borough and the plan will help support disadvantaged families by providing jobs for local people and investing in public housing.

If you would like to find out more about our work to tackle child poverty go online to our [Child Poverty](#) web page. You can also contact us by email: childpoverty@haringey.gov.uk.



Councillor Ann Waters
Cabinet Member for Children

Executive Summary

Living on a low income affects the daily lives of children and their families. The experience of poverty in childhood can be highly damaging and its consequences can be felt into adulthood.

Tackling child poverty remains a key for Haringey and has been embedded at a strategic level since 2007. We are working with our partners to tackle the issue. There has been a reduction in the number of children living in poverty locally, the latest figures available show a fall of 10% since 2007. However, more needs to be done as in 2010 one third of Haringey's children were still living in poverty (the rate was 33.6%).

This document builds on Haringey's first child poverty strategy 2008-11 and meets the statutory duty, enshrined in the Child Poverty Act 2010, for local authorities to develop a child poverty strategy based on a local Child Poverty Needs Assessment. More importantly it seeks to support, where possible, the most disadvantaged families by targeting resources at those people most at risk of child poverty. A key focus will be on early intervention and early support for children and families.

Our vision is to ensure that ***'children do not live in poverty, and that they are given the opportunity to thrive and achieve and to live safe, happy, healthy, successful and fulfilling lives.'***

Our vision will be achieved through three outcomes:

- 1. Improved life chances** – supporting children, young people and their families to improve educational attainment and skills and to reduce health inequalities providing help as early as possible
- 2. Sustainable employment** – improving the skills of young people and their parents living in low income households so they can secure well-paid employment and to offer financial advice to help families manage their money and help tackle debt
- 3. Quality homes for children and families** – minimising the number of children living in temporary accommodation and the impact of overcrowding, and improving the quality of our estates and the quality of accommodation in the private sector

The strategy brings together work that is currently being undertaken across the three outcomes and is supported by a delivery plan. The Children and Young People's Service will lead on delivery of the strategy with support from the Policy and Equalities team. Progress will be reported to the Children's Trust annually.

1. Introduction

a) National context

Living on a low income impacts the daily lives of children and their families. The experience of poverty in childhood can be highly damaging and its effects can be felt into adulthood. Poverty affects every part of a child's life from economic and material disadvantages, to impacting negatively on their health and their education.

Children living in poverty:

- are more likely have been born premature, have low birth weight and die in their first year of life
- are more likely to show a lower level of educational attainment than a child from a better-off family before reaching their second birthday
- are more likely to leave school at 16 with fewer qualifications
- are over three times as likely to suffer from mental health disorders as those in well-off families
- have poorer diets
- are 13 times more likely to die from unintentional injury and 37 times more likely to die from exposure to smoke, fire or flames
- are more likely as adults to suffer ill-health, be unemployed or homeless¹.

Appendix A describes the national context in detail.

b) Regional context

In spite of being the wealthiest region in the UK almost 28% of London's children were in poverty in 2010. This compares with just over 20.6% in England as a whole, and is the highest of any region of the UK. Tower Hamlets has the highest proportion of children living in poverty in London.²

c) Local context

Based on the most recent figures (2010), Haringey has the 8th highest child poverty rate in London and the 11th in England.³

d) Local commitment

Tackling child poverty is key for Haringey and we are working with our partners to do this. We have embedded it at a strategic level since 2007.

- the need to tackle poverty is highlighted in the [Sustainable Community Strategy 2007-16](#)
- Haringey's first ever [Child Poverty strategy](#) was developed in 2008
- the national performance measure of the proportion of children in poverty was one of the key targets included within Haringey's Local Area Agreement (LAA) 2008-11.

¹ See [Haringey 2010 Child Poverty Needs Assessment](#) for further details

² Source: DWP (figures published September 2012)

³ Source: DWP (figures published September 2012)

- The outcomes and principles in the Council's new Corporate Plan 2013-15 underpin the work to tackle child poverty.

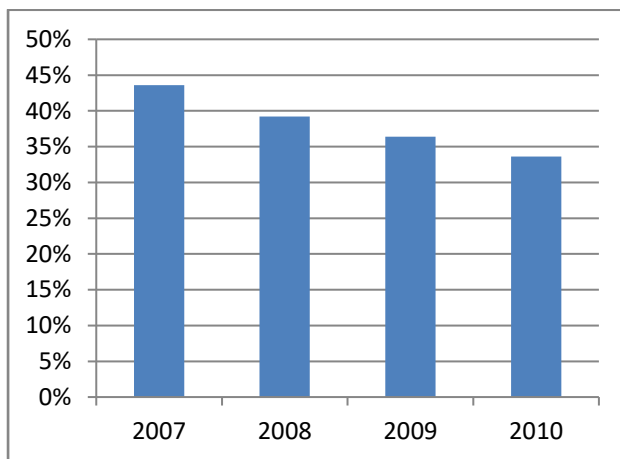
2. Child poverty in Haringey

a) Children living in poverty

The Child Poverty Act 2010 outlines several different measures of poverty. The most commonly used proxy measure at a local level is the proportion of children in families in receipt of out of work benefits, or in receipt of tax credits where their reported income is less than 60% of median income. Using this definition Haringey has seen a 10% fall in the percentage of children living in poverty since 2007.

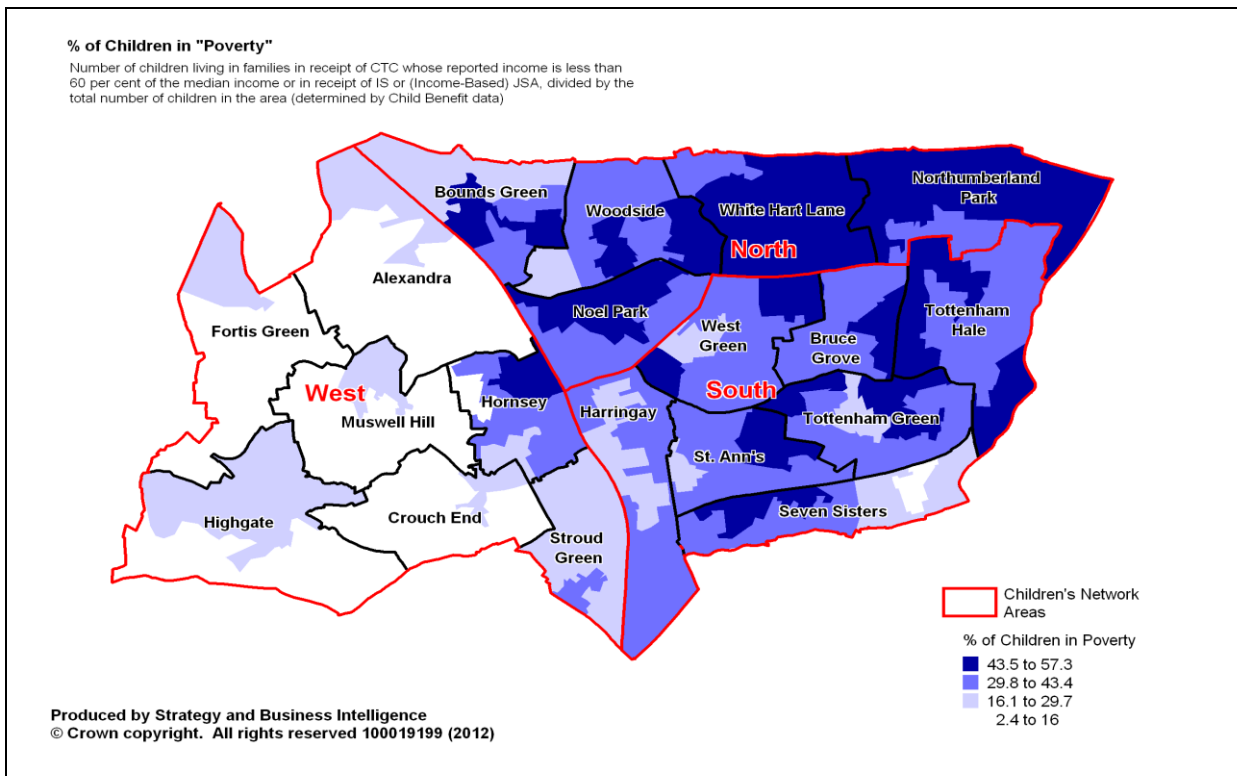
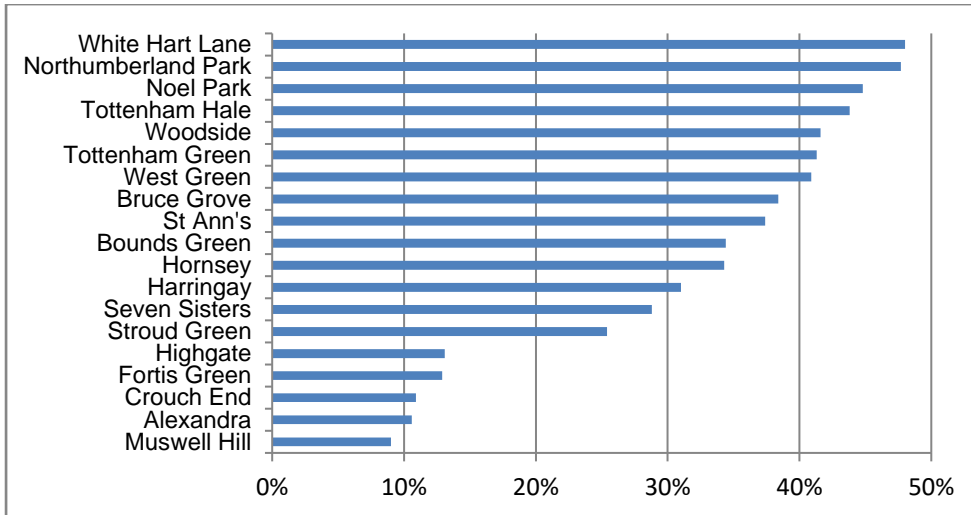
In 2010 (latest data available) the figure is 20,190 that is **33.6% of children in the borough living in poverty**⁴.

Percentage of children living in poverty in Haringey



A breakdown by ward, as at 2010, is given below:

⁴ The reduction in the 2010 figure is mainly due to a fall in the national median income. As a result, the level of household income which defines "in poverty" also fell. A fall in income throughout society has meant that families have been lifted above the poverty line without their circumstances changing at all. It is for this reason that the government is keen to move away from the income definition of child poverty. It launched a [consultation](#) in November 2012 seeking a new way of measuring child poverty by taking into account broader non income indicators of poverty such as worklessness and poor housing. The government's response to the consultation will be published in summer 2013.



Source: DWP

As shown above Haringey children living in poverty are most likely to be **living in the east of the borough**:

- The three wards with the highest child poverty rates are: White Hart Lane (48.0%), Northumberland Park (47.7%) and Noel Park (44.8%).
- 87% of children eligible for free school meals live in the east, with the highest numbers in Northumberland Park and Tottenham Hale wards.
- 86% of children who live in workless families live in the east - this represents 33.1% of the total number of 0-19 year olds. The highest numbers live in Noel Park and Tottenham Green wards.

- The eastern part of Seven Sisters ward has a high concentration of children living in workless families claiming Housing Benefit and Council Tax Benefit.
- Over half (59.3%) of all Working Tax Credits and Child Tax Credits claimants are in the South network.

b) Factors associated with child poverty

A comprehensive [Child Poverty Needs Assessment](#) was produced in 2010 which provides the basis for this strategy. It builds on existing analyses including the 2009 Children and Young People's Needs Assessment to develop a more sophisticated understanding of child poverty in Haringey.

The needs assessment contains a summary of key issues by Children's Network Area which will help practitioners to prioritise and target resources and provides a basis for strategic commissioning (see Appendix B for details). Children's Networks are geographical areas that form the basis for the planning and delivery of services to children, young people and their families in Haringey. There are three Children's Networks: the north and south networks (covering the east of the borough) and the west network.

The findings were circulated to Council directorates and partners and have fed into service planning. A number of key issues identified are being addressed:

- that data was missing about the Gypsy, Roma and Traveller communities. As a result a needs assessment has been undertaken.
- further work was needed to ascertain the needs of communities with large families. A project has been commissioned to detail the size and nature of the Charedi and Somali communities.
- the need to consider the needs of people/families that suffer multiple forms of deprivation. The Haringey Families First programme is designed to work with such families and should help approximately 850 families into employment.

Our needs assessment and national research indicate that the following factors are closely associated with child poverty locally.

Factors associated with child poverty⁵

	Haringey information
Lone parents	<ul style="list-style-type: none"> • 14,658 out of 20,190 (72.6%) children in poverty are living in lone parent households. • There are more lone parents in Northumberland Park ward than any other (1045). • There is a much higher proportion of lone parents on Housing Benefit (66.7%) than all households on HB (35.4%).
Black and minority ethnic (BME) children	<ul style="list-style-type: none"> • The largest BME groups which are most likely to be on housing benefit (HB) and with children attending Haringey schools are White Irish Travellers, Somalis, Kurdish, Kosovan and Turkish.
Gypsy, Roma and Traveller (GRT) children	<ul style="list-style-type: none"> • Gypsy and Traveller children experience low levels of attainment and access to secondary education. • School attendance by Irish Traveller pupils in Haringey is below the national average. • There are a significant number of GRT children missing education (especially Roma).
Migrants/ Refugees/ Asylum seekers	<ul style="list-style-type: none"> • 4,950 people moved to Haringey from overseas (ONS 2009/10). This is 21.9 per 1000 of the population (13th highest rate in London). • The largest number of registrations for national insurance locally over the last three years has come from people from Poland, Hungary and Bulgaria. • The number of asylum seekers supported in accommodation was 190 at March 2011 (latest figures from the Home Office).
Children with disabilities	<ul style="list-style-type: none"> • There are 1,125 children (October 2012 school census) with a statement of special educational needs attending Haringey schools and 334 children and young people are known to the Children with Disabilities team. • There is a higher proportion of children who had special educational needs on Housing Benefit (between 47-48%) than those who are not SEN (36.4%). This is also true for those who are on free school meals.
Children in large families ⁶	<ul style="list-style-type: none"> • 48.3% of families on Housing Benefit have 3 or more dependents. • The South children's network has the highest number of larger families in the borough living in poverty (a number of whom may be from the Charedi community).
Children in and leaving care	<ul style="list-style-type: none"> • There are 591 children in care.

⁵ Housing Benefit (HB) data (July 2012) is matched with school census data (Jan 2012) to show the % of pupils living in families on HB and the % of pupils on free school meals against all children.

⁶ Housing Benefit data (Feb 2013) is compared to Census 2011 ward level data to show whether HB applicants have larger families, and whether lone parents are more likely to be on Housing Benefit.

	Haringey information
	<ul style="list-style-type: none"> • 30% of young people aged 16 plus in care or care leavers are not in education, employment or training.
Children with disabled parents	<ul style="list-style-type: none"> • 125 disabled parents with dependent children are known to social services. • Nearly half of the disabled parents (60) live in Tottenham.
Teenage parents	<ul style="list-style-type: none"> • Haringey has a rate of under 18 conceptions of 36.9 per 1000 (ONS August 2012). The London rate is 34.3 per 1000.
Young carers	<ul style="list-style-type: none"> • There are 723 children providing unpaid care to members of their family.
Children without a supportive home learning environment	<ul style="list-style-type: none"> • Only half (51%) of the children living in the most deprived areas of the borough achieved a good level of development in the Early Years Foundation stage compared to 64% children living in other areas. (Income deprivation Affecting Children Index -IDACI)
Unemployed and low income parents	<ul style="list-style-type: none"> • 29.0% of children in Haringey live in a household where no adult is in work, higher than the London and England averages • 57.6% of children in Haringey live in a household where at least one adult is not in work
Children growing up in inadequate housing	<ul style="list-style-type: none"> • 2,443 children live in overcrowded households. This represents 4.7% of the total number of children. • 4,190 children live in temporary accommodation. This represents 8.0% of the total number of children.

3. Financial pressures

This strategy has been written in the context of the Government's deficit reduction strategy; its key priority in order to ensure long term economic stability. A consequence of this has been a reduction in funding to local government resulting in efficiencies in services, more effective targeting of funding to the voluntary and community sector, and a reduction in posts within the Council. Haringey Council has achieved cumulative budgetary savings of £84m, between 2011-14, and has continued to support the most vulnerable. Some projects that supported children, young people and families in poverty have had to be scaled back and this presents a challenge in tackling child poverty at a time when the economic climate will see many families' financial circumstances worsen.

Further financial pressures will arise, which will impact on families with children in the borough, due to the introduction of the benefits cap and the localisation of council tax benefit.

It is estimated that the impact of welfare reform could see a net increase in the number of low income families within the borough thereby increasing demand for local services e.g. health, housing and access to play areas. Other potential impacts include more families becoming homeless due to the benefits cap, creating disruption for children and the threat of an increase in overcrowded households.

We are working with families to prevent homelessness where possible through money advice sessions with affected families and attempting to negotiate down rents with landlords. Staff from Job Centre Plus are also now co-located in the Council's Community Housing Service to help affected households into work where possible. Furthermore we are continuing to work with Haringey Citizen's Advice Bureau who provide financial advice sessions in 8 children's centres.

It is pleasing to note that we have secured additional funding to help support families.

- a) Haringey has signed up to the Government's plan to turn around the lives of 850 households in Haringey by 2015. Haringey will receive up to £2m over 3 years to 2015 and has agreed to use a payment by results system which will deliver up to an additional £4,000 per family to local authorities which:
 - get children back into school
 - put adults on a path back to work
 - reduce youth crime and anti-social behavior
- b) 13,700 pupils receive the pupil premium worth £900 per eligible pupil. The pupil premium is additional funding given to schools so that they can support disadvantaged pupils and close the attainment gap between them and their peers.
- c) The Council and the Mayor of London are investing over £41m in Tottenham. [A Plan for Tottenham](#) will deliver regeneration in areas with high levels of child poverty such as Northumberland Park, Tottenham Hale and Tottenham Green. A Programme Management Office is being established which will co-ordinate all the Council's activity in Tottenham including housing delivery, skills and employment and support to families impacted by the welfare changes.

We, along with our partners, will continue to identify and apply for funding that helps to deliver the outcomes of this strategy.

4. Vision, scope and outcomes

This strategy will help us to achieve our **vision** that:

‘Children do not live in poverty, and that they are given the opportunity to thrive and achieve and to live safe, happy, healthy, successful and fulfilling lives.’

The strategy covers children and young people aged 0-19 years (25 years for children with a disability) and their families.

Our vision will be achieved through **three outcomes**:

- 1. Improved life chances**
- 2. Sustainable employment**
- 3. Quality homes for children and families**

Outcome 1 in this new strategy focuses on measures to support early help to children and families experiencing the impact of poverty and deprivation. By promoting the well being and educational attainment of children early help can avoid more costly and damaging problems arising later. This outcome has been expanded, since the first strategy, to include early intervention in health.

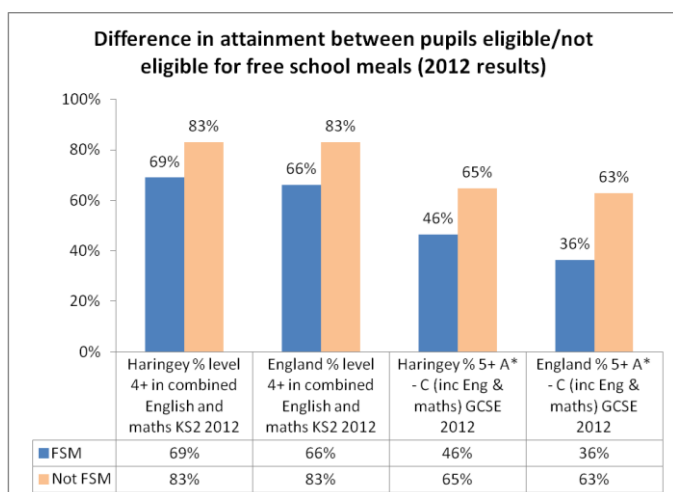
Outcomes 2 and 3 address the need to support young people and parents into employment, to offer financial advice and to provide quality homes for children and their families.

This document builds on Haringey’s first Child Poverty strategy 2008-11 (see Appendix C) and meets the statutory duty for local authorities to develop a child poverty strategy based on a local [Child Poverty Needs Assessment](#).

Outcome 1: Improved life chances

Key Facts

- Children not eligible for Free School Meals (FSM) achieve higher levels than children on FSM at Foundation Stage, Key Stage 2 and GCSE
- 8,160 children are eligible for FSM. 87% of whom live in the east, with the highest number in Northumberland Park and Tottenham Hale wards



- The infant mortality rate was 4.8 for 2008-2010.
- 51% of the 1840 children living in the 10% most deprived areas achieved a good level of development at the early years foundation stage compared to 64% of the 1349 children living in other areas.
- Over 50% of 0-19 year olds live in households that claim housing benefit and council tax benefit
- 53% of Haringey's super output areas are in the top 10% most deprived areas of the country using the Income Deprivation Affecting Children Index.

Rationale

- It is essential to ensure that children are given the best possible start in life. A number of independent reviews have informed thinking about how to tackle child poverty by stressing the importance of intervening in the early years' of a child's life (see Appendix A) and also intervening early if problems arise later in childhood and adolescence. The home environment is the single most important factor influencing children's outcomes at ages three and five.

Key Priorities

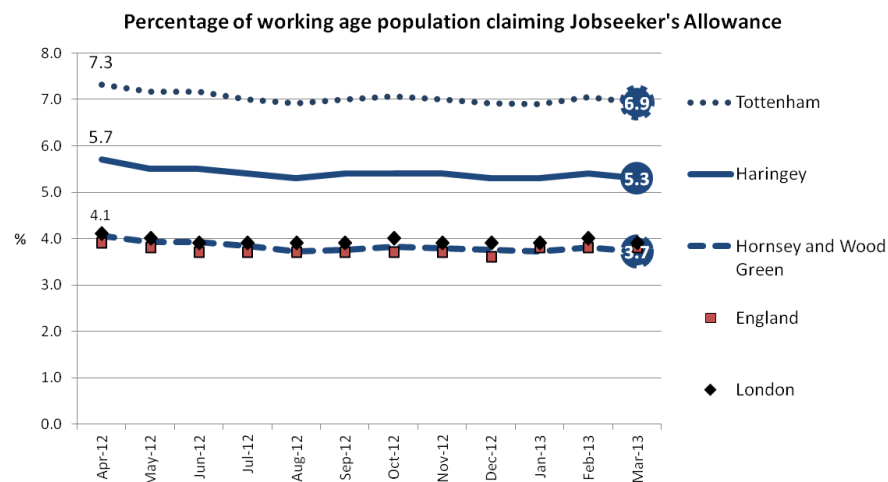
- Ensure access to high quality maternity services, parenting programmes, childcare and early years education
- Promote the importance of parent infant attachment, physical and emotional health, & cognitive, linguistic and social skills
- Ensure that all Haringey schools are rated as 'good' or 'outstanding' by Ofsted within three years
- Raise the attainment levels of children eligible for free school meals
- Increase the number of young people in Education, Employment or Training including apprenticeships
- Develop the Raising the Participation age offer

Delivery Plans & Programmes

- Outstanding for All Plan
- School Improvement strategy (under development)
- Early Years strategy (under development)
- Haringey Families First programme
- Change programme for Children's Services
- Credit Union Collaborative Working Plan (under development)
- [Strategy for Young People](#) (aged 13-19)
- [Health and wellbeing strategy](#)

Outcome 2: Sustainable employment

Key Facts:



- Haringey's Job Seekers Allowance (JSA) claimant rate remains significantly above the London and England rates (see chart above)
- The JSA claimant rate is disproportionately high:
 - in the east of the borough, particularly Northumberland Park (12.1%)
 - for males (8.0% compared to 4.9% for females)
- 17,035 children live in families that are out of work. This represents 33.1% of the total number of 0-19 year olds. Number of children that live in out of work families by Children's Network Area:
 - **North:** 6,630: highest proportion live in Noel Park (1,160)
 - **South:** 8,014: highest proportion live in Tottenham Green (1,665)
 - **West:** 2,360: highest proportion live in Hornsey (735)

Rationale

- Work is the best route out of poverty for most parents and their children. However, in-work poverty is a major problem too. There is a need to improve people's skills which will help them to get better paid jobs as well as helping them to stay in jobs and progress at work.

Key Priorities

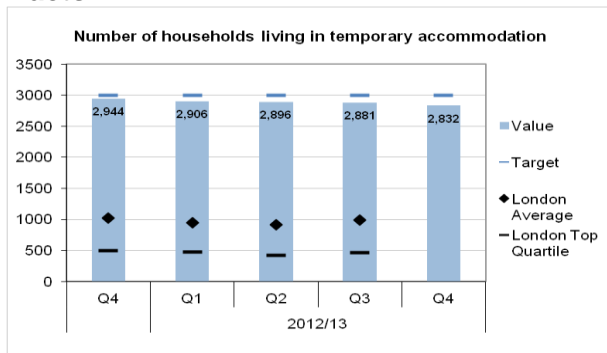
- Maximise employment opportunities
- Maximise in work support
- Support and enable people to move from benefits into work through increasing financial literacy/money management skills and awareness of benefits available for working parents
- Ensure provision of quality assured financial advice services
- Increase membership of Haringey's Credit Union
- Maximise the opportunities to employment and training through access to affordable and inclusive good quality child care
- Improve the skill and educational level of parents

Delivery Plans & Programmes

- [A Plan for Tottenham](#) (delivery plan under development)
- Jobs for Haringey programme
- European Social Fund Families programme (delivered by Reed in Partnership)
- MoneyWise Haringey (Citizen's Advice Bureau)
- Futureproof (Quaker Social Action)
- Early Years strategy (under development)
- Haringey Adult Learning Service Family Learning Curriculum Plan

Outcome 3: Quality homes for children and families

Key Facts



- 86.9% of households in temporary accommodation (TA) have dependent children
- Black and Minority Ethnic (BME) households are overrepresented in TA with Black African households making up 22% of families in TA.
- 4,190 children live in temporary accommodation. Number of children living in temporary accommodation by Children's Network Area:
 - North:** 1,412: highest proportion live in Woodside (397)
 - South:** 2,327: highest proportion live in Bruce Grove (506)
 - West:** 451: highest proportion live in Hornsey (201)
- 2,443 children live in overcrowded households. This represents 4.7% of the total number of 0-18 year olds. Number of children living in overcrowded households by Children's Network Area:
 - North:** 1,047: highest proportion live in Northumberland Park (320)
 - South:** 1,137: highest proportion live in West Green (248)
 - West:** 259: highest proportion live in Stroud Green (92)

Rationale

- Access to quality housing is an important element of a strategy to address child poverty. Housing issues including poor property condition, overcrowding, living in temporary accommodation and housing related debt can all act as contributing factors to child poverty.

Key Priorities

- Minimise the number of children living in temporary accommodation
- Reduce the impact of overcrowding and the effects on children
- Improve the standard of private rented accommodation
- Regenerate our housing estates

Delivery Plan & Programmes

- [Housing strategy 2009-19](#)
- [Homelessness strategy 2012-14](#)
- Housing Investment & Estate Renewal strategy (tbc)
- Change programme for Children's Services

5. Implementation and monitoring

The strategy brings together work that is currently being undertaken across the three outcomes and is supported by a delivery plan. The Children and Young People's Service will lead on delivery of the strategy with support from the Policy and Equalities team. Progress will be reported to the Children's Trust annually.

6. How we developed this strategy

This strategy builds on our child poverty needs assessment and our 2008-11 strategy. In April-May 2011 consultation took place on the vision, aims and priorities of this strategy with stakeholders (residents, members of the Haringey Strategic Partnership, Councillors, the community and voluntary sector, Haringey Youth Council, the Children's Trust, GP Collaboratives and NHS staff, children's centre staff, Homes for Haringey, private landlords, Housing Associations, head teachers and school governors, partners on the Child Poverty Action Group and Council staff).

Further consultation was undertaken with stakeholders from April-June 2013. In addition, the key strategies and plans that help to deliver the outcomes for this strategy have recently been consulted on e.g. Health and Well-being strategy, Strategy for Young People, Homelessness strategy and the rebuilding Tottenham consultations.

7. Equalities Impact Assessment

An Equalities Impact Assessment has been completed and is available on our [child poverty](#) webpage. A summary of key actions is provided below.

- Discuss with services how monitoring of the following protected characteristics can be improved - Pregnancy & Maternity; Marriage & Civil Partnership; Religion or Belief; Sexual Orientation and Gender Reassignment;
- Ensure that the Early Years strategy include actions to ensure uptake of free childcare for vulnerable two year olds and to increase uptake of free childcare for 3-4 year olds in Gypsy, Roma and Traveller, Black African, Turkish & Kurdish families.

Appendices

Appendix A: National Context

Appendix B: Summary of key indicators by Children's Network Area

Appendix C: Child Poverty Strategy 2008-11: key achievements

Appendix D: Delivery Plan

Appendix A: National Context

1. Child Poverty Act 2010

The [Act](#) received royal assent in March 2010 and places a new duty on the Government to meet four UK wide income poverty targets by the end of the financial year 2020. It requires the Government to produce child poverty strategies that run through to 2020 and are refreshed every three years. The first national strategy was published in April 2011 and details are given below. The Act also creates a new expert Child Poverty Commission to publish advice and encourage progress.

Central to the legislation is a range of new duties for local authorities, including a specific duty to work more closely with local partners including the Jobcentre Plus, the NHS and Police in delivering solutions to tackle child poverty at a local level. Local authorities are required to undertake a local child poverty needs assessment, produce a local child poverty strategy and take child poverty into account when developing their Sustainable Community Strategy.

The Act outlines four different measures of poverty.

- 1. Relative low income.** This means that the family's income is not keeping pace with the growth of incomes in the economy as a whole and income is below 60% of median national income. In 2010/11, 18% of children (2.3 million) were living in relative income poverty.⁷
- 2. Absolute low income.** This means that the family's income is not rising in real terms; their income is below 60% of the median national income. In 2010/11, 11% of children (1.4 million) were living in absolute income poverty.
- 3. Material deprivation and low income combined.** This means that the family has an income below 70% of median household income and experiences material deprivation i.e. cannot afford a range of basic activities, such as school trips for the children, or celebrations on special occasions, or if they cannot afford basic material goods, such as fuel to keep their home warm. In 2010/11, 14% of children (1.9 million) were living in low income and material deprivation.
- 4. Persistent poverty.** This means the family has had its net income for the year at less than 60% of median net income for at least three out of the last four years. In 2010/11, 4% (0.6 million) of all children lived in persistent poverty.

The government launched a [consultation](#) in November 2012 seeking a new way of measuring child poverty by taking into account broader non income indicators of poverty such as worklessness and poor housing.

⁷ The previous government set a target to reduce the number of children living in relative income poverty by half by 2010/11 from a 1998/99 baseline. The number of children living in relative income poverty in 2010/11 reduced to 2.3 million. This is 600,000 short of the number required to meet the target.

2. Recent government policies

The government has made a number of key policy announcements which will impact on low income families. A summary is provided below.

i) National Child Poverty Strategy 2011-14

[A New Approach to Child Poverty: Tackling the Causes of Disadvantage and Transforming Families' Lives](#) sets out the Government's approach to tackling poverty up to 2020. The strategy focuses on improving the life chances of the most disadvantaged children, and sits alongside the Government's broader strategy to improve social mobility.

Key points:

- The strategy announces a “new approach” to tackling child poverty with a focus on “the root causes of poverty”;
- This move is reflected in the expansion of the remit of the Child Poverty Commission, which will now be established as the Social Mobility and Child Poverty Commission;
- Universal Credit, and other reforms to the welfare system, such as cuts to housing benefit, are presented as tackling both worklessness and poverty by incentivising work over claiming benefits;
- The strategy also places an emphasis on other areas intended to aid children's longer-term development, such as their home environment, family, education, and health;
- Proposals in this area include the ‘Fairness Premium’ and extra hours of free education for the most disadvantaged two-year-olds;
- Money will also be invested in relationship support and parenting advice and mediation, and the Family Nurse Partnership scheme will be expanded across England.
- The strategy also details a number of new measurements, on top of the four income-based measurements included in the Child Poverty Act, which will be used to track progress in tackling child poverty. These include figures on children in workless households and measures of attainment in education.

However, the strategy lacks concrete interim goals and targets, and so there is no clear trajectory setting out how the requirement to end child poverty will be reached by 2020. The strategy also has a mixed message for local authorities. It emphasises the importance of their role in tackling child poverty, yet fails to acknowledge the difficulties local authorities face in maintaining key services following the budget cuts.

ii) Social Mobility strategy and Social Justice strategy

The national child poverty strategy links to other key government strategies including the Social Mobility strategy [Opening Doors, Breaking Barriers](#) published in April 2011 and the Social Justice strategy [Transforming Lives](#) published in February 2012. Both strategies adopt a life-cycle approach, examining issues and interventions from the early years into adulthood which aim to tackle the root causes of poverty.

iii) Welfare Reform Act 2012

The Act reforms welfare to improve work incentives, simplify the benefits system and tackle administrative complexity.

Key points:

- Introduces a single Universal Credit, which will replace six income-related work-based benefits
- Limits the payment of contributory Employment and Support Allowance to a 12-month period
- Caps the total amount of benefit that can be claimed, including specific caps on housing allowance
- Reforms the Social Fund and replaces it with locally based provision delivered by local authorities.

iv) *Autumn Statement 2012*

Key points:

- Austerity measures and cuts extended into 2017/18
- Further reductions in government departmental budgets
- Spending review due June 2013

v) *Troubled families programme*

The Government announced plans to turn around the lives of 120,000 troubled families in England by 2015. The [programme](#) involves:

- getting children back into school
- reducing youth crime and anti-social behaviour
- putting adults on a path back to work
- reducing the estimated £9 billion these families cost the public sector each year.

The Government, alongside local authorities, will look to change their way of working with these families by joining up local services, dealing with each family's problems as a whole rather than individually and appointing a single key worker to get to understand their problems and work intensively to help them change for the long term.

3. Effects of government policy

The Institute for Fiscal Studies (IFS) identified families with children as the "biggest losers" in the 2010 Spending Review. In its [analysis](#) the IFS said the changes would reinforce the "regressive" nature of the government's plans to tackle the deficit, including its £7bn of welfare cuts. It said that with the exception of the richest 2% of the population, the less well off would be proportionately the hardest hit.

The IFS also reported that proposed changes to housing benefit, disability allowances and tax credits due to come in between now and 2015 meant working families on the lowest incomes – particularly those with children – were the biggest losers in the 2010 emergency budget. The IFS said the poorest 10% of families would lose over 5% of their income as a result of the budget compared with a loss of less than 1% for non-pensioner households without children in the richest 10% of households.

Presenting its analysis of the [Chancellor's autumn statement](#) in November 2011, the IFS predicted average household incomes would be no higher in 2015-16 than they were in

2002-3. This means more than a decade will have passed without any increase in living standards for those on average incomes.

4. Early Help

A number of independent reviews have informed thinking about how to tackle child poverty by stressing the importance of intervening in the early years' of a child's life and also intervening early if problems arise later in childhood or adolescence.

- [Frank Field's Review on Poverty and Life Chances \(2010\)](#)
- [Marmot Review \(2010\)](#)
- [Graham Allen's Review of Early Intervention \(2011\)](#)
- [Eileen Munro Review of Child Protection \(2011\)](#)
- [Dame Clare Tickell Review of the Early Years Foundation Stage \(2011\)](#)

5. National Child Poverty pilots

Nine child poverty pilots operated across England between 2008-11. The pilots represented a large and varied set of policy interventions, with each pilot testing a range of different approaches to reducing child poverty. A [report](#) detailing the lessons learnt was published in September 2011.

In June 2012 the DWP published a guide [Helping Families Thrive](#) which looks at how local authorities and their partners can support families away from the causes and consequences of disadvantage and poverty. The guide is based on evaluation evidence from the child poverty pilots.

Appendix B: Summary of key indicators by Children's Network Area⁸

HARINGEY	CHILDREN'S NETWORK NORTH	CHILDREN'S NETWORK SOUTH	CHILDREN'S NETWORK WEST
Total Population ⁹ : 224,996	Total Population 61,501	Total Population :88,555	Total Population :74,940
0-19 year olds: There are 53,729 0-19 year olds in Haringey. This represents 24% of the total population.	Number of 0-19 year olds: There are 15,963 0-19 year olds in the North. This is 26.0% of the total population. Highest proportion live in Northumberland Park 4,124 (31.3%).	Number of 0-19 year olds: There are 22,862 0-19 year olds in the South. This is 25.8% of the total population. Highest proportion live in Seven Sisters 4,387 (31.4%).	Number of 0-19 year olds: There are 14,904 0-19 year olds in the West. This represents 19.9% of the total population. Highest proportion live in Alexandra 2,416 (23.9%).
Children in poverty: 20,190 children live in poverty. This represents 33.6% of children ¹⁰ in the borough.	Children in poverty: There are 7,805 children in poverty in the North. This is 44% of children in the network. Highest proportion live in White Hart Lane 2,050 (48%).	Children in poverty: There are 9,605 children in poverty in the South. This is 37.3% of children in the network. Highest proportion live in Tottenham Hale 1,880 (43.8%).	Children in poverty: There are 2,780 children in poverty in the West. This represents 16.8% of children in the network. Highest proportion live in Hornsey 905 (34.3%).
Out of work families: 17,035 children live in families that are out of work. This represents 33.1% of the total number of 0-19 year olds.	Out of work families: There are 6630 children in families out of work. This is 43.5% of the total number of 0-19 year olds in the network. The highest proportion live in Noel Park 1,160 (48%).	Out of work families: There are 8014 children in families out of work. This represents 36.5% of the total number of 0-19 year olds in the network. Highest proportion live in Tottenham Green 1,665 (43.4%).	Out of work families: There are 2360 children in families out of work. This represents 16.5% of all 0-19 year olds in the network. Highest proportion live in Hornsey 735 (32.4%).
Housing benefit claimants: 28,494 0-19 year olds live in households that claim housing benefit. This represents 53.0% of the total number of 0-19 year olds.	Housing benefit claimants: 10,465 0-19 year olds live in households claiming housing benefit. This represents 65.6% of the total number of 0-19 year olds in the network. The highest proportion live in Northumberland Park 2941 (71.3%).	Housing benefit claimants: 14,608 0-19 year olds live in households claiming housing benefit. This represents 63.9% of the total number of 0-19 year olds in the network. The highest proportion live in Seven Sisters 3340 (74.0%).	Housing benefit claimants: 3,421 0-19 year olds live in households claiming housing benefit. This represents 23.0% the total number of 0-19 year olds in the network. The highest proportion live in Hornsey 1030 (43.7%).

⁸ This summary was updated in September 2012.

⁹ Population figures are from 2010 ward level mid year estimates. Totals may not add up due to rounding.

¹⁰ The count of children is established from child benefit/child tax credit claims, which cover 98% of children.

HARINGEY	CHILDREN'S NETWORK NORTH	CHILDREN'S NETWORK SOUTH	CHILDREN'S NETWORK WEST
Council tax benefit claimants: 28,017 0-19 year olds live in households that claim council tax benefit. This represents 52.1% of the total number of 0-19 year olds.	Council tax benefit claimants: 10,293 0-19 year olds live in households claiming council tax benefit. This represents 64.5% of the total number of 0-19 year olds in the network. The highest proportion live in Northumberland Park 2884 (69.9%).	Council tax benefit claimants: 14,397 0-19 year olds live in households claiming council tax benefit. This represents 63.0% of the total number of 0-19 year olds in the network. The highest proportion live in Seven Sisters 3308 (75.5%).	Council tax benefit claimants: 3327 0-19 year olds live in households claiming council tax benefit. This represents 22.3% of the total number of 0-19 year olds in the network. The highest proportion live in Hornsey 996 (42.2%).
Tax credits: 1,680 children live in families receiving Working Tax Credit and Child Tax Credit whose income is <60% median income. This represents 2.8% of the total number of 0-19 year olds.	Tax credits: 620 children live in families receiving Working Tax Credit and Child Tax Credit whose income is <60% median income. This represents 3.5% of the total number of 0-19 year olds in the network. The highest proportion live in White Hart Lane 150 (3.5%).	Tax credits: 900 children live in families receiving Working Tax Credit and Child Tax Credit whose income is <60% median income. This represents 3.5% of the total number of 0-19 year olds in the network. The highest proportion live in Seven Sisters 235 (4.5%).	Tax credits: 170 children live in families receiving Working Tax Credit and Child Tax Credit whose income is <60% median income. This represents 1% of the total number of 0-19 year olds in the network. The highest proportion live in Hornsey 45 (1.7%).
Free School Meals: 8,160 children are eligible for FSM.	Children eligible for FSM: 3057 children are eligible for FSM. The highest proportion live in Northumberland Park 894.	Children eligible for FSM: 4044 children are eligible for FSM. The highest proportion live in Tottenham Hale 870.	Children eligible for FSM: 1059 children are eligible for FSM. The highest proportion live in Hornsey 360.
Children living in overcrowded households: 2,443 children live in overcrowded households. This represents 4.7% of the total number of 0-18 year olds.	Children living in overcrowded households: 1047 children live in overcrowded households. This represents 6.9% of the total number of 0-18 year olds in the network. The highest proportion live in Northumberland Park 320 (8.1%).	Children living in overcrowded households: 1137 children live in overcrowded households. This represents 5.2% of the total number of 0-18 year olds in the network. The highest proportion live in West Green 248 (8.6%).	Children living in overcrowded households: 259 children live in overcrowded households. This represents 1.8% of the total number of 0-18 year olds in the network. The highest proportion live in Stroud Green 92 (5.3%).
Children living in temporary accommodation: 4,190 children live in temporary accommodation. This represents 8.0% of the total number of 0-19 year olds.	Children living in temporary accommodation: 1412 children live in temporary accommodation. This represents 8.8% of the total number of 0-19 year olds in the network. The highest proportion live in Woodside 397 (13.6%).	Children living in temporary accommodation: 2327 children live in temporary accommodation. This represents 10.2% of the total number of 0-19 year olds in the network. The highest proportion live in Bruce Grove 506 (13.8%).	Children living in temporary accommodation: 451 children live in temporary accommodation. This represents 0.8% of the total number of 0-19 year olds in the network. The highest proportion live in Hornsey 201 (8.5%).

HARINGEY	CHILDREN'S NETWORK NORTH	CHILDREN'S NETWORK SOUTH	CHILDREN'S NETWORK WEST
Health deprivation and disability: 1.4% of Haringey is in the top 10% most deprived in the country.	Health deprivation and disability: None of the North network is in the top 10% most deprived in the country.	Health deprivation and disability: 4% of the South network is in the top 10% most deprived in the country. The highest proportion lives in Tottenham Hale & St. Ann's (12.5%).	Health deprivation and disability: None of the West is in the top 10% most deprived in the country.
Attainment: GCSE 5+ A* - C (inc E&M) for 2011 1208 (57.3%) young people achieved GCSE 5+ A* - C (inc E&M).	Attainment: GCSE 5+ A* - C (inc E&M) for 2011: 265 - This represents 54% of the area.	Attainment: GCSE 5+ A* - C (inc E&M) for 2011: 328 - This represents 51% of the area.	Attainment: GCSE 5+ A* - C (inc E&M) for 2011: 308 - This represents 73% of the area.
Income Deprivation affecting children: 53.5% of Haringey is in the top 10% most deprived in the country.	Income Deprivation affecting children: 79% of the North network is in the top 10% most deprived in the country. The highest proportion live in Northumberland Park, Noel Park & White Hart Lane (all 100%).	Income Deprivation affecting children: 77% of the South network is in the top 10% most deprived in the country. The highest proportion live in Tottenham Hale and Tottenham Green (both 87.5%).	Income Deprivation affecting children: 6% of the West network is in the top 10% most deprived in the country. The highest proportion live in Hornsey (28.6%).

Appendix C: Child Poverty Strategy 2008-11: key achievements

Haringey's first Child Poverty strategy 2008-11 was developed by the Child Poverty Action Group (CPAG), a multi-agency working group which consisted of representatives from the following agencies and Council departments: Haringey Citizen's Advice Bureau, Haringey Association of Voluntary and Community Organisations (HAVCO), Job Centre Plus, Haringey Council (Children's Service, Economic Regeneration, Health, Housing, and Strategy & Business Intelligence).

The strategy was published in November 2008. The delivery plan was refreshed and progress reported to the Children's Trust in [December 2009](#) and [November 2010](#). Some of the key achievements are listed on the following pages.

Objective 1: Addressing worklessness and increasing parental employment in sustainable jobs

- Between April 2009-December 2010 the **Haringey Guarantee** programme achieved the following outcomes for lone parents: 73 gained a skills other qualification, 34 gained skills qualification at level 2 or 3, 103 received a better off calculation, 73 completed a work placement, 102 started work, 54 have sustained for 13 weeks in work, 285 engaged and registered onto Haringey Guarantee, Haringey Guarantee Extension or North London Pledge programmes.
- **Families into Work** was launched in 2008 to provide support to families in the Northumberland Park ward with employment support services. The team works with family units to address their barriers to employment or educational success. From 2008-11, 153 families registered on the programme (the target was 100), 40 adults have been supported into full time sustainable employment and 27 residents are in education/training programmes.
- **The Schools Gate Employment Support Initiative** (SGESI) was launched in eight schools in January 2010. The SGESI delivers employment support services in a unique partnership between the local authority and Job Centre Plus to parents in schools. 420 parents were engaged with through schools, 65 parents supported to apply for local jobs, and 34 parents supported with drafting CVs.
- The Employer Training Project by **Women Like Us** was set up in 2009 to enable employers to explore part-time working opportunities within their organisations and identify potential part-time vacancies. 1,521 employers were engaged, with 52 employers trained and 46 part-time roles posted.
- **Northumberland Park Community School's Parents programme** includes training (Helping in Schools Level 1 and Level 2 qualifications), employability skills and extended work placement for those parents who are looking to gain employment in schools. 40 parents registered, 34 parents completed a 12 week work placement, 41 parents completed Level 1 or Level 2 OCN qualification, and six parents entered employment.
- **The Gingerbread Project** was commissioned and delivered in 2009 via the Haringey Guarantee with collaboration with Children Centres. 71 lone parents were referred to the Marks and Start Programme, 44 were interviewed by Gingerbread and 16 embarked on three day employability support training and two week work placement at Marks and Spencer's. 14 completed the two week work placement.

Objective 2: Maximising incomes through improving the delivery of benefits and tax

credits

- A Take up Task force made up of public and voluntary professionals were asked by the previous Labour government to identify how to help parents access the benefit and tax credits to which they are entitled. Haringey Council's Geographic Information Services (GIS) team & Haringey Citizen's Advice Bureau (CAB) joint work to provide information on the top 15 super output areas in Haringey relating to income deprivation affecting children in order that future initiatives can directly target those most in need was recognised as an **example of best practice** in their report 'Take up the Challenge'.
- **The Reaping the Benefits project**, jointly run by Haringey Council & CAB, provided benefits and debt management advice and assistance to people living in some of the most deprived wards - Northumberland Park, Bruce Grove and Noel Park. Over the course of the four years of the project (2007-11) Reaping the Benefits advised 1457 Haringey residents, raised £2,069,972 worth of benefits and managed £1,538,030 worth of personal debts.
- CAB has provided **advice and assistance on benefits services** in eight children's centres, advising 295 families from January 2010-January 2011, with £185,049 financial gains for families.
- **Complete Guide to Benefits and Tax Credits** was produced by CAB and Haringey Council and 3000 copies distributed to parents through events, schools and Children Centres.
- £146,000 funding package was identified for **establishing credit union services** in the borough.
- Presentations by CAB and Haringey Council, **as an example of good partnership working**, at the Citizens Advice Conference 2010: "Mission Impossible? Ending Child Poverty in an age of Austerity".

Objective 3: Reducing educational attainment gaps for children in poverty

- **Supporting vulnerable groups most at risk of becoming NEET.** The NEET figures in Haringey have reduced from 10.3% in 2008 to 6.8% in 2010. National figure in 2010 is 6.4%.
- **Raising the attainment of children in care.** Results at Key Stage 2 in 2010 are above national results (Haringey English 60% level 4+, National 45%, Haringey maths 60% level 4+, national 44%). Also at GCSE for 5+ A* - C (including English and maths) Haringey results are 20% compared to national results of 12%.
- Standards of attainment have improved at both **key stages 2 and GCSE.**
- The gap between **Free School Meal (FSM) and non FSM pupils is lower than the national average at both key stage 2 and GCSE** in 2010. At Key Stage 2 (combined English and maths level 4+) the gap in Haringey is 17% (FSM attainment is 61%, non FSM 78%). National gap is 21% (FSM attainment is 56%, non FSM 77%). At GCSE (5+ A* - C including English and maths) the gap in Haringey is 11.9% (FSM 38.4%, non FSM 50.3%). National gap is 17.6% (FSM 30.9%, non FSM 58.5%).
- In 2009 – 2010, under the September Guarantee over **95% of young people in Year 11** in Haringey Schools received an Offer of Learning to progress into post 16 Education, Employment and Training (EET).
- In the same year **94.5% of Year 11** in Haringey schools progressed into post-16 EET, which was the highest percentage of all four north London boroughs.
- Governing bodies in schools have **received training about how they can support schools** address the needs of the more vulnerable pupils.
- **Headteachers have received training** on the Child Poverty agenda and how they can address the needs of more vulnerable families and pupils.
- Delivery of targeted **Healthy Child Programme** to the most vulnerable children.
- Launch of **Family Nurse Partnership** in Haringey October 2010.

Objective 4: Ensuring all Haringey children have decent and secure homes.

- **Reducing children living in temporary accommodation.** Between March 2009 and

January 2011 the number of children and young people 0-19 years old living in temporary accommodation has reduced by 1,883 (7585 to 5202).

- Workshop attended by staff from Housing and Children's Services to determine **how the teams can work more effectively** to achieve the five 'Every Child Matters' outcomes.
 - Between April to Dec 2010, 283 clients with children were supported **to minimise disruption and help prevent homelessness** due to domestic violence.
-

Objective 5: Partners within the Haringey Strategic Partnership to take responsibility as corporate bodies for their employees in helping to reduce child poverty

- Availability of **flexible working hours, childcare vouchers, interest free loans for season tickets & staff discount scheme.**

CHILD POVERTY STRATEGY 2013-15

DELIVERY PLAN

Outcome 1: Improved life chances

Priority	Key Actions	Baseline	Target	By when	Resources	By whom
Ensure access to high quality maternity services, parenting programmes, (childcare and early years education-see below)	<i>Access to maternity services:</i>	74.6% (2011/12)	90%	2015		
	Display posters promoting early booking in key locations e.g. N17, N15 and N22			On-going	Within existing resources	Senior Public Health Commissioning Strategist, CYP
	Pilot project providing targeted outreach to engage women from black African communities			April 2014	Within existing resources	Senior Public Health Commissioning Strategist, CYP
	Continue the Family Nurse Partnership (support to first time mothers)			On-going	Within existing resources	Head of Children's Commissioning
	<i>Parenting Services:</i> Provide HENRY parent courses in children centres			December 2013	Within existing resources	Senior Public Health Commissioning Strategist, CYP
	Families supported through Early Help: delivered from a range of settings in the Borough including Children's Centres			On-going		
Promote the importance of parent infant attachment, physical and emotional health, & cognitive, linguistic and social skills	Key Measures: - Child development at 2-2.5 years – Baseline: available from 2014/15 - School readiness - Baseline: 53.2% 2011					
	Increase focus on interventions targeting conception to age 3 including 2-2.5 year old development checks undertaken by all early education and childcare providers			September 2013	Within existing resources	Head of Children's Commissioning & Early Years Strategic Manager
	Continue to provide the full offer of the Healthy Child Programme			On-going		
	Provide early education places for vulnerable 2	280 places	520 places	April 2014		

Outcome 1: Improved life chances

Priority	Key Actions	Baseline	Target	By when	Resources	By whom
	<p>year olds</p> <p>Ensure take up of the 3 and 4 year entitlement to 15 hours per week of free early education</p> <p>Big Lottery Fund Stage 1 application submitted</p> <p>Families supported through Early Help: delivered from a range of settings in the Borough including Children's Centres</p>	77%	85%	<p>September 2014</p> <p>Result by summer 2013</p>		Early Years Lead for Vulnerable Children Early Years Strategic Manager
Ensure that all Haringey schools are rated as 'good' or 'outstanding' by Ofsted within three years	<p>Appoint new Haringey School Champion</p> <p>Schools to bid for Education Innovation Fund</p>	<p>- 71% primary schools</p> <p>- 77% of secondary schools</p> <p>- 100% of special schools rated as 'good' or 'outstanding'</p>	100% of schools rated as 'good' or 'outstanding'	2015	£250,000 Education Innovation Fund	Assistant Director School Standards CYPS
Raise the attainment levels of children eligible for free school meals (FSM)	<p>School Improvement Advisers (SIAs) to discuss achievement at termly visits</p> <p>The Council to produce an analysis of the way the pupil premium is spent and where impact is being gained</p>	<p>In 2012 KS2 combined reading, writing and maths is 65% for FSM pupils</p> <p>% 5+ A* - C (including English & maths) is 46% for FSM pupils</p>	<p>70%</p> <p>52%</p>	September 2015	Pupil Premium	<p>School Improvement Advisers/Schools</p> <p>Assistant Director School Standards CYPS</p>

Outcome 1: Improved life chances

Priority	Key Actions	Baseline	Target	By when	Resources	By whom
Increase the number of young people in Education, Employment or Training including apprenticeships	Assess the sufficiency of provision	NEETS 3.6% June 2012	Maintain 3.6%	2014	tbc	Principal Adviser - Partnerships & Development CYPS
	Early Help working with young people through our targeted youth offer	Not Known	2%	2017		
		15.9% June 2012	9.5% 8.5% 7.5%	June 2013 June 2014 June 2015		
Monitor impact of Haringey Families First in supporting young people back into education, training and employment	N/A	tbc	2015	Department for Communities & Local Govt funding	Haringey Families First Co-ordinator	
	Ensure sufficient high quality provision is in place - September Guarantee (offer of learning to all 16/17 year olds)	41.2% Sept 12	65% 93.5% Above England average	by 2013 by 2014 by 2017		Principal Adviser - Partnerships & Development CYPS
Develop the Raising the Participation age offer (RPA)	Develop clear accountabilities and responsibilities for RPA including agreed RPA plan new structure and resources	85.6% participation June 12	Better than England average (Currently 86.9%)	By 2014		Principal Adviser - Partnerships & Development CYPS
			98%	By 2017		

Outcome 2: Sustainable employment

Priority	Key Actions	Baseline	Target	By when	Resources	By whom
Maximise employment opportunities	Implementation and delivery of Jobs for Haringey programme		<p>Create up to 1,000 employability, skills and employment opportunities for unemployed Haringey residents</p> <p>Support 200 Haringey residents into sustained employment through a new tri-borough (Haringey, Enfield and Waltham Forest) ESF employment programme</p> <p>Support a minimum of 200 people into sustained employment (for at least 26 weeks) through specialist Employability Support and Job Brokerage provision</p> <p>Create a minimum of 200 jobs through the establishment of the Haringey Jobs Fund</p>	<p>People engaged and active on programme by March 2014</p> <p>Sustained jobs (26 weeks) by September 2014</p>	£2.6m Council funding £500K ESF	Council's Economic Development unit and commissioned delivery partners
	Additional support to get people into work through Haringey HUB		80 people supported into work	March 2014	£200,000 flexible support grant fund	Haringey Council & Job Centre Plus
Maximise in work support	Sustained jobs outcomes under Jobs for Haringey		392 residents supported to sustain employment for 26 weeks	September 2014	As above	Council's Economic Development unit and commissioned

Outcome 2: Sustainable employment

Priority	Key Actions	Baseline	Target	By when	Resources	By whom
						delivery partners
Support and enable people to move from benefits into work through increasing financial literacy/money management skills and awareness of benefits available for working parents	Delivery of Citizen's Advice Bureau's Big Lottery funded MoneyWise project to disseminate financial/budgetary/income maximisation advice to residents/ tenants living in social housing within the borough over the coming 4 years. Target groups are Young People, New Tenants and those in vulnerable employment positions facing periods of in/out of work.	N/A	1200 residents supported each year	2013-2016	£1m – Big Lottery funding	Citizen's Advice Bureau (CAB)
	Delivery of Futureproof project to support residents through financial education to better manage money on a low income, working with schools, community groups and local employers	N/A	500 residents participate in at least one Futureproof session	2015	£285,540 One Borough One Fund	Quaker Social Action
	Ensure services to families in the Haringey Families First cohort are integrated and have a focus on barriers to employment JobCentre Plus worker seconded to Haringey Families First to target support directly to those families	N/A		2015	Department for Communities & Local Govt funding	Haringey Families First Co-ordinator
Ensure provision of	Commission Haringey CAB to	200 clients	400 clients	March 2014	tbc	Early Years

Outcome 2: Sustainable employment

Priority	Key Actions	Baseline	Target	By when	Resources	By whom
quality assured financial advice services	deliver benefits and money advice services from eight Children's Centres across the borough with services targeted at families with children aged under five					Strategic Manager
Increase membership of Haringey's Credit Union	Haringey Council to give the Credit Union a subordinated loan of up to £750,000 released in 3 tranches of £250,000 dependent on a satisfactory development plan and performance against set targets	1078 members at October 2012	Support 1600 new households 560 new members for each £250,000 tranche		Subordinated loan by Council to Credit Union of up to £750K First tranche of £250,000 released in 2012/13 with the further 2 dependent on business case & performance review	London Capital Credit Union
Maximise the opportunities to employment and training through access to affordable and inclusive good quality child care	800 places for 2 year olds developed across a range of early education providers	280 places	520 places	April 2014	Within existing resources	Early Years Strategic Manager
	Increase access to, and take up of, the 15 hour per week 3 and 4 year old free entitlement	77%	85%	September 2014	Within existing resources	
Improve the skill and educational level of parents	Deliver Family Learning courses in Schools and Children's centres Embed Brilliant Stories tablet tech based provision piloted in 12/13 Deliver accredited programmes in IT, numeracy and ESOL	In the academic year 2012/13 501 learners made 725 enrolments in Family learning Retention 85% overall, achievement	At least 500 parents (learners) to attend Family Learning courses To improve retention rate to 85% and maintain	Across the academic year 2013/14	Fully funded by SFA: Value of grants £273,100	HALS Family Learning team

Outcome 2: Sustainable employment

Priority	Key Actions	Baseline	Target	By when	Resources	By whom
		<p>95%, success (average of both) 89%</p> <p>203 learners gaining accreditation</p> <p>84% of learners from the 20% or worse most deprived Super Output Areas</p>	<p>achievement at 95%</p> <p>To maintain accredited outcomes</p> <p>To maintain level of enrolment by deprived communities (84%)</p>			

Outcome 3: Quality homes for children and their families

Priority	Key Actions	Baseline	Target	By when	Resources	By whom
Minimise the number of children living in temporary accommodation (TA)	Update Haringey's TA Reduction Plan in order to make the most of the new powers provided in the Localism Act 2011 and mitigate the impact of welfare reform	2,832 households March 2013	Reduce the number of households in TA to below 2800	March 2014	Within existing resources	Deputy Director for Community Housing Services (CHS)
Reduce the impact of overcrowding and the effects on children	<p>Agree a 30 year business plan for the future management and maintenance of the Council's housing stock</p> <p>Develop a comprehensive strategy for housing investment and estate renewal, underpinned by a 30-year HRA financial plan</p> <p>Implement a programme of targeted interventions, including enforcement and compulsory purchase, and introducing an additional Houses in Multiple Occupation (HMO) licensing scheme that covers most of Tottenham</p>		Increase proportion of HMOs that are licensed (figure tbc)	March 2014	Within existing resources	<p>Head of Commissioned Services</p> <p>Deputy Director for CHS (& AD Planning, Regeneration & Economy)</p> <p>Housing Improvement Team (Private Sector) Manager</p>
Improve the standard of private rented accommodation	Develop a new Private Sector Housing Strategy for Haringey	N/A		March 2014	Within existing resources	Housing Improvement Team (Private Sector) Manager
Regenerate our housing estates	Develop an estate regeneration strategy and housing stock investment plan	N/A			tbc	Deputy Director for CHS (and AD Planning, Regeneration & Economy)

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Haringey Council

Report for:	CYPS Scrutiny Panel 16 July 2013	Item Number:	
Title:	Update on AB and CD Judgment		
Report Authorised by:	Lisa Redfern Deputy Director		
Lead Officer:	Iain Low		
Ward(s) affected:	Report for Key/Non Key Decisions:		

1. Describe the issue under consideration

- 1.1 On 13th March 2013, the High Court found that the London Borough of Haringey acted unlawfully in the decision to undertake an enquiry under section 47 of the Children Act 1989 (“the section 47 enquiry”) and in not seeking the consent of the parents before approaching their child’s GP and school for information. Further, the request to the GP contained erroneous information.
- 1.2 A S47 enquiry is carried out where a child is suspected to be suffering, or likely to suffer, significant harm; the local authority is required under s47 of the Children Act 1989 to make enquiries to enable it to decide whether it should take any action to safeguard and promote the welfare of the child.

2. Cabinet Member introduction

- 2.1 The High Court decision resulted in the Children and Young People’s Service (CYPS) revising in the interim the information sharing protocol with all LSCB partners.
- 2.2 The Director of Children and Young People’s Service has instigated measures designed to examine and where necessary, improve on social work practice and procedures, this includes:



Haringey Council

- a review of procedures that support our assessment of children in need
- external expert data protection advice
- input from our Internal Audit Team to audit data compliance within the Multi Agency Safeguarding Hub (MASH) in this financial year
- informing both the Department of Education and the information Commissioner
- commissioning two independent reviews of cases.

2.3 There will also be a review of information sharing documents including the MASH Information Sharing Agreement and Governance to ensure that the issue of consent is sufficiently addressed.

3. Recommendations

3.1 Members are asked to note the contents of this report and consider whether an update on this issue is required.

4. Alternative options considered

4.1 It is recommended that an independent organisation carries out the two reviews.

5. Background information

5.1 The two reviews commissioned are for (1) S47 Child Protection Investigations and (2) Gaining Consent.

The comprehensive review of S47 Child Protection investigations will audit an appropriate and representative sample amounting to 30% of section 47 enquiries in the First Response Service between May 2011 and March 2013 and will include:

- a review of the process and procedure followed and whether they comply with approved social work practice and procedure;
- a review as to whether parental consent was sought to share information for 10% of the sample. If not, the reasons why and whether sufficient records were kept of such decision;
- a review of decisions made, in particular, on threshold and reasonableness of such decision;
- a review of whether there were appropriate records of the enquiries and the outcomes and whether they comply with best social work practice and procedure.

5.2 The review will report back to CYPS's Senior Leadership Team (SLT) and make recommendations if required on the following:-



Haringey Council

- effective practice and procedure for the conduct of section 47 enquiries;
- effective practice and procedure for considering consent to share information; and
- to highlight any issues of concern regarding practice.

5.3 The Consent review will audit contacts from agencies within a given date range and where the thresholds for Children's Social Care ([Haringey LSCB Thresholds](#)) were not met for the service to undertake:

- an offer of Early Help
- S17 Children Act 1989 Assessment
- S47 Children Act Child Protection Investigation
- action that resulted in a child or young person becoming 'looked after' by the Local Authority.

5.4 The review will be conducted within the legislative framework governing Children's Social Care, the London Child Protection Procedures (2010), all local policies and procedures within LB Haringey's CYPS.

For the identified contacts, the reviewers will confirm the reason for the contact to FR, and against Information Sharing: Guidance for Practitioners and Managers [Information Sharing - Children and young people](#) (2008), identify those where gaining parental consent might have been reasonably overridden; this will leave a number of cases where the Service will need to consider what action to carry out.

5.5 An independent organisation has been identified to carry out the review and is on track to commence week beginning 24th June 2013.

5.6 Further communication has taken place with the Office of the Information Commissioner and they are of the view that any discussions with their Office should take place after we have completed the reviews; we will instigate a meeting following on from the reviews.

5.7 The Council has received legal advice on information sharing and consent. The advice re-affirms the existing statutory and other guidance on information sharing. The new Working Together Guidance (2013) emphasises the importance of early information sharing and that fear about sharing information cannot be allowed to stand in the way of promoting child welfare and protecting child safety. The 2013 Guidance endorses the Information Sharing: Guidance for Practitioners and Managers (2008) which lists as an example circumstances in which the Council can share information without parental consent and is not limited to S.47 investigations. The 2008 Guidance states¹

¹ At Paragraph 3.36 – 3.38 and Pages 21 -22



When consent should not be sought

3.36 *There will be some circumstances where you should not seek consent from the individual or their family, or inform them that the information will be shared. For example, if doing so would:*

- *place a person (the individual, family member, yourself or a third party) at increased risk of significant harm if a child, or serious harm if an adult; or*
- *prejudice the prevention, detection or prosecution of a serious crime; or*
- *lead to an unjustified delay in making enquiries about allegations of significant harm to a child, or serious harm to an adult.*

3.37 *You should not seek consent when you are required by law to share information through a statutory duty or court order.*

3.38 *Even where you do not have consent to share confidential information, you may lawfully share it if this can be justified in the public interest. Seeking consent should be the first option. However, where consent cannot be obtained or is refused, or where seeking it is inappropriate or unsafe as explained at 3.36, the question of whether there is a sufficient public interest must be judged by the practitioner on the facts of each case. Therefore, where you have a concern about a person, you should not regard refusal of consent as necessarily precluding the sharing of confidential information.²*

5.8 The Council can adopt the approach set out in the 2008 Guidance when considering whether to seek or share information without parental consent. The Council must always have in mind and comply with the seven golden rules for information sharing:

- a) **Remember that the Data Protection Act is not a barrier to sharing information** but provides a framework to ensure that personal information about living persons is shared appropriately.
- b) **Be open and honest** with the person (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
- c) **Seek advice** if you are in any doubt, without disclosing the identity of the person where possible.
- d) **Share with consent where appropriate** and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, that lack of consent can be overridden in the public interest. You will need to base your judgement on the facts of the case.

² Paragraphs 3.37 and 3.38 were not referred to in the advice but are also relevant.



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- e) **Consider safety and well-being:** Base your information sharing decisions on considerations of the safety and well-being of the person and others who may be affected by their actions.
- f) **Necessary, proportionate, relevant, accurate, timely and secure:** Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those people who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely.
- g) **Keep a record** of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

5.9 Under the oversight of Legal Services, the following action is being considered with regard to information sharing:

- a) A review of all existing information sharing documents including the MASH documentation;
- b) To ensure the documents adequately address the issue of consent and take into account the new Working Together Guidance;
- c) To ensure the revised and improved documents are approved by the appropriate Committee or body;
- d) To prepare an easy guide for the public on the Council's information sharing arrangement; and
- e) Ensure that relevant staff are fully aware of and trained on any new or revised information sharing documents.

6. **Comments of the Chief Finance Officer and financial implications**

The cost of undertaking the reviews referred to above will be met from within existing budgets for the Children and Young people's Service.

Where the Council acts outside the law, there is a risk of further financial implications.

7. **Head of Legal Services and legal implications**

7.1 The legal advice referred to in Paragraph 5.7 is covered by legal professional privilege. The action referred to in the Report is intended to improve social work practice and procedure and ensure compliance with statutory requirements and guidance.

8. **Head of Procurement Comments**

8.1 The identification of the organisation to carry out the review has followed Council Procurement procedures.

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Report for:	CYPS Scrutiny Panel 16 July 2013	Item Number:	
Title:	Update on Social Work Training and Recruitment		
Report Authorised by:	Libby Blake Director, Children and Young People's Service		
Lead Officer:	Marion Wheeler		
Ward(s) affected: All	Report for information		

1. Describe the issue under consideration

CYPS Scrutiny Panel have asked for an update on the current position with regard to the recruitment of Social Workers.

2. Cabinet Member introduction

N/A

3. Recommendations

That the Panel notes the content of the information report.

4. Alternative options considered

N/A

5. Background information

Data is provided every quarter and the data used in this report relates to the period up to 31 March 2013 unless specified differently.



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Vacancy Rates

Table A shows the social worker vacancy rates on dates leading up to March 2013. This table shows that in March 2013 there were 32.8 vacancies i.e. 14.9%.

Provisional Job offers subject to pre employment checks

As at 19 June 2013 there are 29 positions that are 'out to offer' subject to receipt of references and other pre employment checks. This is in response to a recruitment campaign that commenced in March 2013. On this basis, our most recent attempt to recruit social work staff has been successful. However we are mindful that the market across London is starting to become more buoyant and therefore we need to maintain our vigilance regarding our ability to attract staff.

Leavers and Exit Processes

Tables B and C show the detail on the number of staff that have left the service in terms of their reasons. These tables show that in the year to March 2013 a total of 33.5 staff left for reasons of voluntary resignation.

As well as recruiting staff it is equally significant that we keep our ability to retain staff under review. In January 2013 we revamped our exit interview process in order to better understand the reason that staff had for resigning on a voluntary basis.

The analysis of the data to date has shown that since January 2013 only three staff have taken up the opportunity of an exit interview. On this basis the process has been refined further and we are commencing a process of having direct and personal telephone contact interviews with leaving social workers so that we can better understand their reasons for leaving. This will be done for a four month trial period.

In addition we will be communicating with the wider workforce in order to engage them in this process.

Sickness Absence

As at March 2013 the rate of sickness absence for social workers was running at an average of 7.4 days per social worker. We have implemented a process of pro active case planning for individual cases of employee sickness absence. In addition we are working with managers in one service specifically so that we are able to engage with managers and learn further lessons which can then be applied across the wider social care workforce.

New Developments

In May this year the Department for Education (DfE) announced its approval for the funding of a new national scheme for fast track, high calibre graduate entry into social work training. The scheme is called FRONTLINE and is the equivalent of the successful Teach First fast track teaching graduate programme. Haringey Children's Services have expressed an interest, along with a number of other local



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authorities, in being part of the first cohort in the programme. The current commitment is for up to four graduate trainees being placed with us commencing September 2015. Further detail of the exact content and structure of the programme is being worked on currently and we will update members as the work progresses. Please see attached appendix.

Conclusion

In March 2013 there were 32.8 vacancies. As at 19 June 2013 there were 29 positions that had been offered to candidates subject to pre employment checks. We are currently able to attract staff however we do need to keep this under review since there are signs that the market in London is starting to become more buoyant. In the year to March 2013 33.5 staff left by reason of voluntary resignation. We need to better understand the reasons that staff have for leaving our employment on a voluntary basis and take whatever reasonable steps are available to improve our retention rates.

6. Comments of the Chief Finance Officer and financial implications

N/A

7. Head of Legal Services and legal implications

N/A

8. Equalities and Community Cohesion Comments

N/A

9. Head of Procurement Comments

N/A

10. Policy Implication

N/A

11. Reasons for Decision

N/A

12. Use of Appendices

Letter from Chief Executive, Frontline, with update.

13. Local Government (Access to Information) Act 1985

N/A



Table A:

N9. Social Worker Vacancy Rate										
SW Group	Mar-12		Jun-12		Sep-12		Dec-12		Mar-13	
	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)	% Vacancy rate (Exc. agency)	% Vacancy rate (Inc. agency)
Manager	14.0	3.2	19.5	10.6	28.0	16.9	25.7	15.2	20.2	8.0
SW	9.1	-2.0	11.4	1.6	10.3	-3.9	12.6	-3.0	13.2	2.5
All	10.4	-0.6	13.5	4.0	15.0	1.6	15.8	1.5	14.9	3.8

Table B:

SW - Leaving Reason (FTE)							
Leaving Reason	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Contract End	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dismissal	1.5	1.6	2.9	1.0	2.0	2.0	0.0
Other	2.0	0.0	0.0	1.0	2.0	1.0	0.0
Redundancy	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Resignation	7.8	14.1	16.0	16.5	13.5	14.0	24.5
Retirement	0.0	0.0	0.0	0.0	2.0	1.0	2.0
Total no of Leavers in Fiscal Year	11.3	15.7	18.9	18.5	19.5	18.0	26.5



Table C

Manager - Leaving Reason (FTE)							
Leaving Reason	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Contract End	0.0	0.0	1.0	0.0	0.0	0.0	0.0
Dismissal	1.0	0.0	0.0	3.0	0.0	0.0	0.0
Other	0.0	1.0	0.0	0.0	1.0	1.0	0.0
Redundancy	0.0	1.0	0.0	0.0	0.0	0.0	1.0
Resignation	3.5	3.0	4.8	4.2	3.3	7.2	9.0
Retirement	1.0	0.7	0.0	1.0	0.0	3.0	0.0
Total no of Leavers in Fiscal Year	5.5	5.7	5.8	8.2	4.3	11.2	10.0

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Children and Young People's Scrutiny Panel Work Plan 2013-14

6 July:

- Action Plan for Child Poverty
- Haringey 54000
- Update on Social Work Training and Recruitment – Briefing on Frontline
- Judicial Review - Safeguarding Case and Action Arising
- Education Commission – Outstanding for All – progress with recommendations

26 September:

- Draft Early Help Policy
- Review of Children's Centres
- Services to Schools
- Budget Monitoring including outturn 2012-13 and virements

28 November:

Youth Offer

5 December:

Budget

27 February:

Future Meetings:

- *Strategies;*
 - School Improvement
 - Early Years (inc. Children Centres)
 - Strategic Place Planning
 - Children and Young People's Plan
 - School Expansion
- *Other Issues:*
 - Aspirational Advice to Young People in Schools
 - School Improvement – Academies and Role of Sponsor
 - Troubled Families
 - The Pupil Premium – how is it being spent/fair funding
 - Commissioning of Children's Services

Project:

- Nursery Places; Eligible 2-year-olds for 15 hours per week early education - progress with identifying places in all wards/funding

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