

NOTICE OF MEETING

CORPORATE PARENTING ADVISORY COMMITTEE

Tuesday, 17th March, 2020, 7.15 pm - (or on the rise of the meeting with Aspire) - Civic Centre, High Road, Wood Green, N22 8LE

Members: Councillors Zena Brabazon (Chair), Peray Ahmet, Sakina Chenot, Eldridge Culverwell, Julie Davies, Erdal Dogan and Tammy Palmer

Quorum: 3

1. FILMING AT MEETINGS

Please note this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making deputations, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The Chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual, or may lead to the breach of a legal obligation by the Council.

2. APOLOGIES FOR ABSENCE (IF ANY)

3. URGENT BUSINESS

The Chair will consider the admission of late items of urgent business. Late items will be considered under the agenda item they appear. New items will be dealt with at item 11 below.

4. DECLARATIONS OF INTEREST

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is considered must disclose to that meeting the

existence and nature of that interest at the commencement of that consideration, or when the consideration becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the member's judgement of the public interest.

5. MINUTES (PAGES 1 - 6)

To consider the minutes of the meeting held on 16th Jan

6. PERFORMANCE MANAGEMENT – QUARTER 3 (PAGES 7 - 12)

7. VIDEO: I'M OUT

<https://www.imout.org.uk/>

8. FOSTER CARER ALLOWANCE POLICY (PAGES 13 - 24)

9. EXPLOITATION PREVENTION PANEL (PAGES 25 - 26)

10. HARINGEY CHILDREN'S ACADEMY (PAGES 27 - 36)

**11. ACTION PLAN CHILDREN IN CARE & YOUTH JUSTICE SYSTEM
(PAGES 37 - 42)**

12. ANY OTHER BUSINESS

Date of next meeting
TBA

Ajda Ovat, Principal Committee Co-ordinator
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Bernie Ryan
Assistant Director – Corporate Governance and Monitoring Officer
River Park House, 225 High Road, Wood Green, N22 8HQ

Monday, 09 March 2020

MINUTES OF MEETING CORPORATE PARENTING ADVISORY COMMITTEE HELD ON THURSDAY, 16TH JANUARY, 2020, 7.15 - 8.30 PM

PRESENT: Councillors Zena Brabazon (Chair), Peray Ahmet, Erdal Dogan and Tammy Palmer

Officers attending: Ann Graham (Director of Children's Services), Beverley Hendricks (Assistant Director for Safeguarding and Social Care), Terese Papaya (Interim Service Manager), Richard Hutton (Senior Performance Officer), Lynn Carrington (Designated Nurse), and Anneke Fraser (Consultation and Participation Officer)

80. FILMING AT MEETINGS

The Chair referred Members present to Agenda Item 1 as shown on the agenda in respect of filming at this meeting, and Members noted the information contained therein.

81. APOLOGIES FOR ABSENCE (IF ANY)

Apologies were received from Councillor Davies and Councillor Sakina Chenot.

82. URGENT BUSINESS

There were no new items of urgent business.

83. DECLARATIONS OF INTEREST

No declarations of interest were made.

84. MINUTES

RESOLVED

The minutes of the 15th of October 2019 were agreed as a correct record.

85. MATTERS ARISING

There were no comments made regarding the minutes of the previous meeting.

86. WORKING TOGETHER TO TACKLE VULNERABILITY, VIOLENCE & EXPLOITATION (VVE) IN HARINGEY

Beverley Hendricks, introduced this report, as set out at pages 7 to 18, which detailed the briefing on Working Together to tackle Vulnerability, Violence and Exploitation (VVE) in Haringey (Appendix 1).

The following was highlighted to the Committee:

- Officers accepted more work needed to be done to tackle challenging hotspots around the borough where Vulnerability, Violence and Exploitation (VVE) were prevalent.
- Officers proposed to create an action plan on points identified in the briefing so that the Committee could continue to have oversight and review the performance of Children's Services in tackling this issue (**Action: Beverley Hendricks**).

The Chair praised the briefing for its thoroughness and completeness. The glossary contained in previous versions was specifically praised for being helpful.

Following discussion, it was noted that:

- A member considered it might be helpful for all primary school children to be made aware of gangs and the issues surrounding them, in order to inform them of how to protect themselves from exploitation. However, it was accepted there were limited resources available to the Council and that efforts should be focussed to target areas where children were more likely to be vulnerable to exploitation from gangs.
- The Director of Children's Services suggested that the briefing paper be presented to the Haringey Education Partnership, which was responsible for the training of all schools in the borough.
- Officers informed the briefing paper had been presented to the Community Safety Partnership. Additionally, there were three officers at the Council who handled matters involving the exploitation of children and they worked proactively to create as many partnerships as possible. Schools, such as Woodside, had been invited to attend the Children's Services Department Management Team meeting to discuss how to work together to tackle VVE in the Haringey.

The Chair requested that the briefing be edited into a succinct and concise document (no more than two sides) so that it could be distributed to as many different groups as possible. It was suggested that the Communications team be approached for their assistance (**Action: Beverley Hendricks**).

87. ANNUAL HEALTH REPORT OF CHILDREN IN CARE SERVICES - WHITTINGTON HEALTH NHS TRUST

Lynn Carrington introduced this report, as set out at pages 19 to 32, which detailed the Haringey's Children in Care (CIC) annual health report. The objective of the CIC health service was to ensure that all Haringey children and young people in care were physically, mentally, emotionally and sexually healthy and that they were able to make health choices that enabled them to enjoy healthy lifestyles.

Following discussion, it was noted that:

- Regarding the immunisation statistic being at 88%, the Committee praised this but queried why this was not higher. Officers responded that most of the young looked after children had been immunised but some of those who formed the 12% not fully immunised were girls who had not received the HPV vaccine and

older children whom it was harder to make get immunised. It was also required that flu immunisations be included in that statistic. In cases where it was the parents of young children who refused for their child to be vaccinated, doctors would talk to the parents to allay any fears or concerns they might hold.

- Regarding whether children got the choice of what gender their nurse was, Officers replied the Council only had female nurses available, however, this had not been an issue to date. There was a mixture of male and female doctors and Officers tried to ensure that they matched with the children, but this was dependent on who was available on the day. Where doctors saw children of a different gender to them, no concerns or issues had been raised. Doctors had training to spot when children might be uncomfortable or distressed and an assessment was never pushed if it was not wanted.

The Assistant Director of Safeguarding and Social Care informed the Committee that two CAMHS practitioners would be supporting CSC from February on a part time basis. The Committee welcomed this development.

88. UPDATED ACTION PLAN ON HARINGEY CHILDREN IN CARE WHO ARE ALSO KNOWN TO YOUTH JUSTICE

Beverley Hendricks introduced this report, as set out at pages 33 to 38, which detailed an updated Action Plan on Haringey Children in Care, who were also known to the Youth Justice Service.

Following discussion, it was suggested that a member from the courts, potentially Highbury Court, be invited to a future meeting. The Chair suggested that the Chair of the Youth Court be approached for a meeting outside of CPAC.

89. ADOPTION UPDATE

Beverley Hendricks introduced this report, as set out at pages 39 to 44, which provided an update on the Adopt London Regional Adoption Agency development programme.

Responding to a question on whether the Council could compel foster carers to tell adopted children that they were adopted, Officers informed the Council could not do so as there was no legal provision for this. Therefore, it was up to the foster carer whether they wished to tell the child that they were adopted, if they were not aware that was the case. However, when checking up on the adopted children, the Council tested the openness of the foster carers and encouraged them to be as open as possible.

90. STATUTORY SCHOOL AGE PEP EXCEPTION REPORT DECEMBER 2019

Nicola Morgan introduced this report, as set out at pages 45 to 54, which outlined those instances in which actual Personal Education Plan (PEP) completion performance has fallen short of the 90% target set, and to focus management attention on just those areas requiring immediate action.

The performance of PEPs was being closely monitored and there had been improvement with a focus on them being completed in a timely manner. It was noted that three children had not had their PEPs completed in the last term, with 31 children having completed PEPs but those were not signed off by either the schools or social workers. The Head of the Virtual School assured the Committee that all efforts were being made to improve the PEP performance percentage.

Following discussion, it was noted that:

- It must not be the case that a child goes two terms without a completed PEP.
- Officers exchanged regular emails and calls with schools to ensure that they signed off PEPs.
- Where a looked after child engaged with education after the age of 16, the Council engaged with them fully to provide what services and guidance it could, such as apprenticeships or work experience.

91. HARINGEY ACADEMY UPDATE

Beverley Hendricks introduced this report, as set out at pages 51 to 53, and provided an update on the Haringey Academy. The Haringey Children's Practice Academy would provide a clearly structured way for the Council's: Social work managers; Social Workers; ASYEs; Family Intervention Workers; Family Support Workers; Foster carers; Frontline administrators; Youth Workers; and Young People Advisors, to develop with additional routine and systemized training foster best practice and ensure the best possible outcomes for the families they support.

The following was highlighted to the Committee:

- The first courses at Haringey Academy had taken place in early January 2020.
- A website for the Haringey Academy would be accessible from April 2020.

The Chair praised the Haringey Academy as a positive scheme for the training it provided to social workers at the Council.

92. PERFORMANCE FOR THE YEAR TO NOVEMBER/DECEMBER 2019

Richard Hutton, Senior Performance Officer, took the Committee through the report, as set out at pages 55 to 60, which provided an analysis of the performance data and trends for an agreed set of measures relating to looked after children on behalf of the Corporate Parenting Advisory Committee.

The following was highlighted to the Committee:

- Officers corrected the report and noted that the number of unaccompanied asylum seeker children (UASC) was down from 49 to 42. This was as a result of age assessments showing some were older than they had led the Council to believe.
- Regarding the CiC Plans, Officers noted it would not be difficult to rapidly increase the performance of those, however, the emphasis was on producing quality care plans which took time to complete.
- It was important to continue to improve the number of children in care having dental appointments as poor dental health was a sign of neglect. Officers informed that it was more difficult to make the older children go to the dentist.

The Chair praised the positive report and invited the Committee to ask any questions or make observations on the report.

Following discussion, it was noted that:

- Whilst Officers were not able to provide full information on what education schools provided to children about the importance of dental health, they informed the Committee that all looked after children were invited for health assessments that involved discussing dental hygiene.
- Officers informed that, where a child moved placements three times, the Assistant Director for Safeguarding and Social Care would be notified and would look in detail at what was happening with that child. There could be a Stability Meeting held which would look at resolving any identified issues before they escalated. There could also be a Disruption Meeting which would look at learning lessons from that child's situation to ensure that it was not repeated. Officers looked to ensure that a child was spoken to about how they were feeling wherever possible.
- There was concern raised over whether the available services had the capacity to sustain the demand for them. Officers noted that the whole system did its best to accommodate children wherever possible, however, there was a significant pressure on certain services such as mental health.

A briefing report was requested on the changes that the Government had announced regarding refugee children and their rights to come to the United Kingdom and be with their family, following the United Kingdom's exit from the European Union (**Action: Beverley Hendricks**).

93. ANY OTHER BUSINESS

Ofsted Focussed Visit

Ann Graham informed the Committee that Ofsted had notified Children's Services in November that they would carry out a focused visit. They subsequently visited the Council on 10th December 2020 and found there had been improvement from their previous visit. A letter detailing the visit would be published by Ofsted in late January 2020.

Date of next meeting

17th March 2020.

CHAIR: Councillor Zena Brabazon

Signed by Chair

Date

Report for: Corporate Parent Advisory Committee: 17th March 2020

Item number:

Title: Performance for the year to January 2020

Report

Authorised by: 
Director Children's Services Ann Graham

Lead Officer: Margaret Gallagher, Corporate Performance and Business
Intelligence Manager
margaret.gallagher@haringey.gov.uk

Ward(s) affected: All

Report for Key/

Non Key Decision: Non key

1. Introduction

- 1.1. This report provides an analysis of the performance data and trends for an agreed set of measures relating to looked after children on behalf of the Corporate Parenting Advisory Committee.
- 1.2. Section 2 contains performance highlights and key messages identifying areas of improvement and areas for focus. It provides an overall assessment relating to Children in Care so that Members can assess progress in key areas within the context of the Local Authority's role as Corporate Parent.

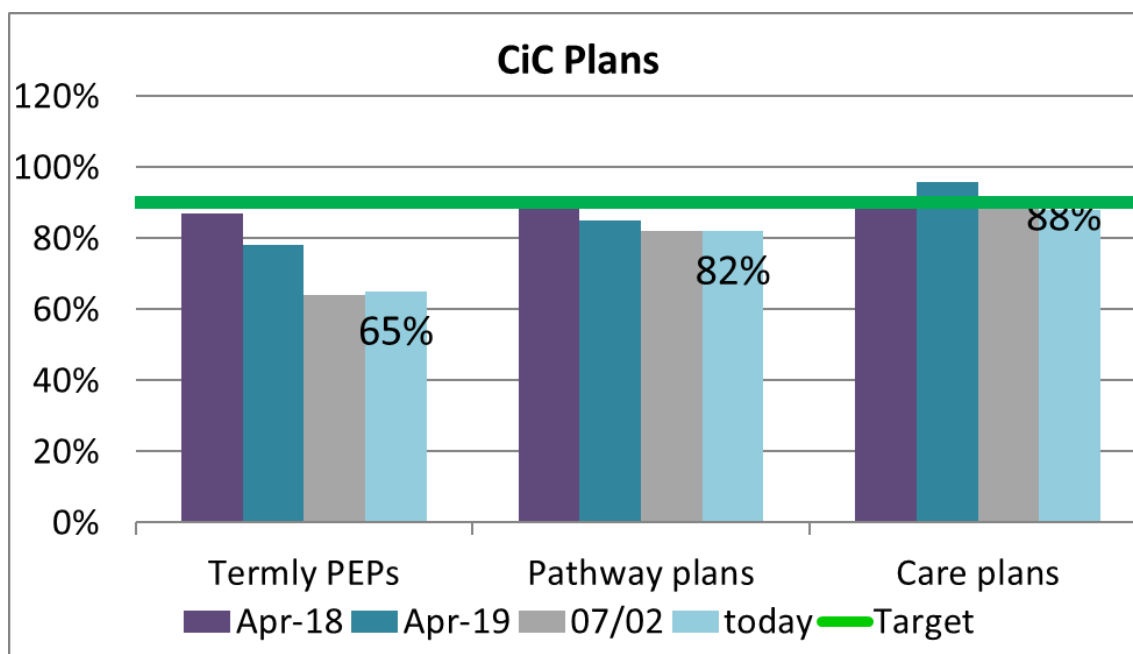
2. Overall Assessment of Performance

At the end of January 2020 **405 children were in care** (rate of 67 per 10,000). This is 16 children more than was reported at the end of December. The number of unaccompanied asylum seeker (UASC) children had decreased from 58 to 43 last period but as at week ending 21 February the number had increased to 47, 2 below our 0.08% quota. In the last 6 months 90 children ceased to be looked after. In this period there were 25 children (28%) who ceased to be looked after with the ceased reason being for these being that they returned home to live with their parents or relatives.

- 2.1. The **rate of children becoming looked after** (in the 6 months to January 2020) is showing a slight increase on the rate of 25 to the end of December to 27 per 10,000 population and compares to 37 at the end of March 2019. This is a very low rate when we look back over the last decade but Haringey's rate

is not an outlier as our rate is the same as the average of our Statistical Neighbours and London, as they both stand at 27.

- 2.2. In the past 6 months to January 2020, 82 children have started to be looked after and 90 children have ceased to be looked after.
- 2.3. Children with a recorded **permanency plan** in a reportable format has now increased to 204 children as at the end of January. Previously permanency plans were recorded as free text, and could not be easily extracted and reported on. Permanency plans include: 5 **special guardianship orders (SGO)** and 19 planning for **adoption**.
- 2.4. 10 children have been adopted in the last 12 months all under 5 years old. Of the current Children in Care population 7 are placed for adoption.
- 2.5. As at 14 February, 88% of looked after children aged under 16 had an **up to date Care Plan**. The graph below illustrates this and other areas relating to looked after children over time.



- 2.6. Regular weekly meetings to track activity and performance continue to be held with the Head of Service for Children in Care and team managers. The light blue bar (furthest right bar in each block) shows the position relating to the week ending 14th February 2020.
- 2.7. As shown above performance on pathway plans remains stable with 82% of looked after children aged 16-17 with an **up to date Pathway Plan**. This is a further improvement compared to the end of December and a promising improvement on the results of the second quarter, but remains a challenging area. The quality of the pathway plans has improved, but the updating of plans needs to be more timely in order to reach the 90% target.

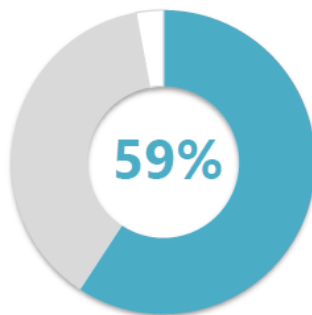
- 2.8. Children in care with a up to date **Personal Education Plans (PEPs)** stands at 83% at the end of the Autumn term 2019-20. Detailed weekly management information by team is available to show what needs to be done and by which party e.g. social work, school or virtual school.
- 2.9. 79% of **Children in Care including young adults** were recorded as having up to date visits within the relevant timescales as at 24th February. This remains below the 95% visit target but performance is on an improving trajectory. Teams are working very hard to meet this challenging target. Visits to looked after children continue to be tracked at performance meetings, held by the Head of Service for Children in Care, and along with supervision and management direction continue to be actively monitored. The majority of the children who do not have a recent visit on record have been seen and the visit is awaiting write up and logging on the IT system.
- 2.10. At the end of January 2020, 10% of children with an open episode of care **had three or more placement moves in the last 12 months**, equating to 40 children. This is slightly better than the London average and statistical neighbour average (11%). **Children under 16 who had been in care for at least 2.5 years in the same placement for at least 2 years**, has improved to 59% (91 children) although this is lower than the 2018/19 position of 77% and statistical neighbour average of 69%. These two indicators should be viewed together to gain a view of placement stability for Haringey's children in care. The data confirms the Ofsted finding that the majority of children in care receive good care, support and placement choice in both the short and long term and experience placement stability.
- 2.11. At the end of January children who were looked after for at least 12 months with an **up to date health assessment** was 96%, maintaining excellent performance above statistical neighbours and national levels 88%.
- 2.12. At the end of January 75% of eligible children had **up to date dental visits**. This is a focal point of the two weekly Young Adults Service performance meeting. Unfortunately dental checks remain a stubborn and challenging area and have been difficult to shift performance on.
- 2.13. Of the 399 **care leavers** in receipt of leaving care services, 97% of both those **aged 19-21 and 17-18 year olds** were considered as **in touch with the local authority** at the end of January, a considerable improvement on the proportions previously reported. 59% of the 19-21 year olds and 69% of the 17-18 year olds were known to be in **Education Employment or Training (EET)** better than our Statistical neighbour average of 54% and 52% achieved nationally. Haringey has higher proportions of young people in Higher Education than our statistical neighbours and compares favourably with the national position - see graphs below detailing activity types for 19-21 year olds.
- 2.14. 94% of **19-21 year old care leavers** were known to be in **suitable accommodation** at the end of January and 92% of 17-18 year olds. Again

this area is showing further improvement from the 92%(19-21 year olds) in suitable accommodation, returned for 2018/19.

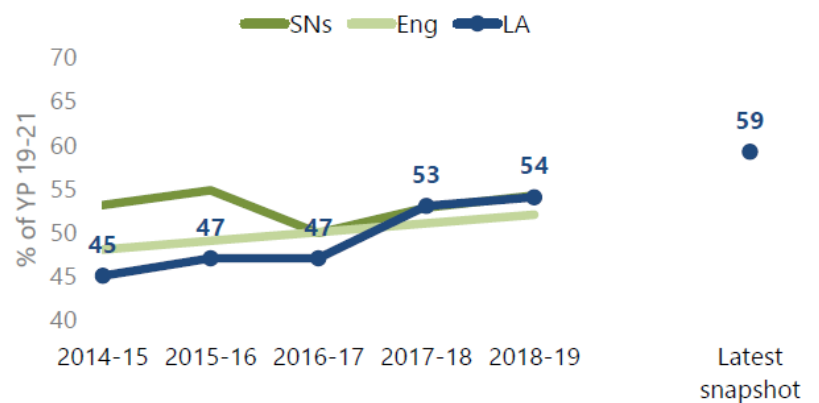
Snapshot 31/01/2020

Education, Employment, or Training (EET) of 19-21 year olds

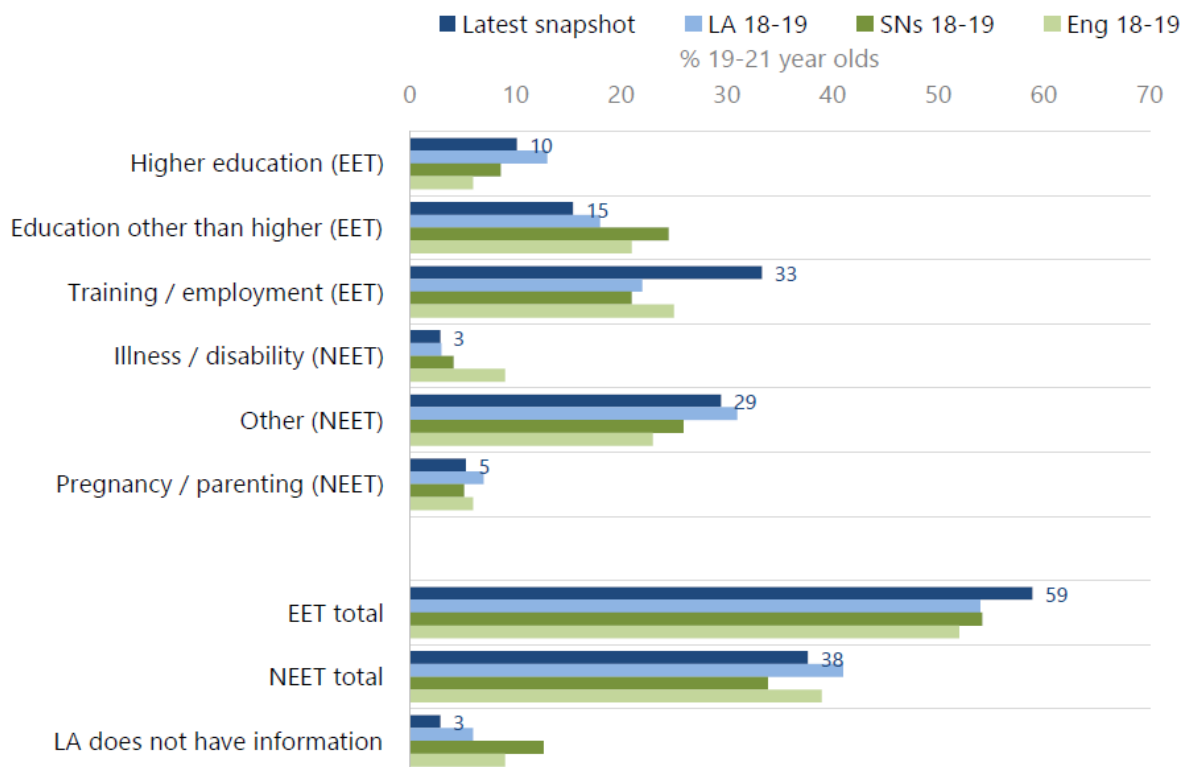
ChAT	Aged 19	Aged 20	Aged 21	Total
Numbers in cohort	72	82	52	206
In EET	61%	55%	63%	59%



■ YP in EET ■ NEET
□ No info



Activity types of 19-21 year olds



3. Contribution to strategic outcomes

3.1. Borough Plan 2019-2022

3.2. People Priority: A Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential

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Report for: Corporate Parenting Advisory Committee: 17 March 2020

Title: Foster carer allowance policy

Report

authorised by :



Ann Graham, Director, Children's Services

Lead Officer:

Beverley Hendricks, Assistant Director,
Children's Safeguarding and Social Care
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tel. 020 8489 7061

Ward(s) affected: N/A

1. Describe the issue under consideration

- 1.1 The policy explains Haringey's Fostering Allowance payments to foster carers. It details the weekly fees and allowances paid to carers and explains the circumstances in which additional payments can be made.
- 1.2 Haringey Council's weekly payments to foster carers acknowledges the significant contribution made by our foster carers to caring for our most vulnerable children and theyng people. Our allowances are in line with The Fostering Network Guidance and the allowances provided by other leading London authorities and Independent Fostering Agencies.

2. Recommendations

That this policy be endorsed.

3. Reasons for decision

- 3.1 Haringey Council is committed to offering high quality care in a formal setting to children and theyng people who have a variety of needs. We acknowledge that our foster carers are an integral part of our team. We value their skills and acknowledge the quality of care that foster carers have provided for children and young people.
- 3.2 In line with the high levels of skills and commitment that many of our foster carers have shown, we have introduced a professional foster carer structure. We anticipate that this will allow foster carers opportunities for advancement and will encourage them to take on extra responsibilities.
- 3.3 The model is a tiered scheme, and the amount foster carers would receive takes into account both the 'placement offer' e.g. the age, numbers and range

of complex behaviours of the children foster carers wish to foster, alongside 'competence' to provide care for the children which foster carers wish to foster.

- 3.4 The decision on which tier a foster carer would be on will be made separately to the panel recommendation on their overall approval. A 'Tier Alignment Form' will be completed with the foster carers and presented to the Fostering and Adoption Service Manager prior to, or just after, the First Annual Review is presented to panel. The guidance in this document will help foster carers and their social worker to identify which tier best matches their offer and current level of experience, skills and knowledge.
- 3.5 What if a foster carer disagrees with the decision? If they disagree with the recommendation which we have made, their own views will be included in the Tier Alignment Form. If they then disagree with the decision made by the Fostering and Adoption Service Manager, a final decision will be made by the Head of Service.
- 3.6 Can we offer more than one tier or change tier levels? Foster carers will be able to offer to care for children at different tiers at the same time, for example a teenager at tier 3 and a younger child at tier 2, or perhaps offer one child at tier 1 but if taking two children they would be offering this at tier 3. Foster carers can change tiers as they gain more experience, or their personal circumstances change. It means that they will have flexibility and choice in what they can offer. It also allows for career progression as they gain more experience and knowledge.
- 3.7 Length of Service.
To reward those who have fostered for Haringey Council continuously we will offer a length of service reward. They must have fostered for Haringey Council continuously for a minimum of five years and have had at least one placement per year. This will start from the time that the tiered model has been agreed and will not be backdated for their service with Haringey Council prior to the tiered model being agreed.

4. Background information

- 4.1 Payments
 - 4.1.1 Payments are made weekly for each child or young person in placement and are made up of two parts: the training and support reward element for the foster carer's skills and requirements, and the child element of the allowance which will cover the expenses associated with the fostering task.
 - 4.1.2 Where a foster carer has a new child or young person in placement, this will be reviewed in line with the new tier system.
 - 4.1.3 The annual review will be used as a mechanism to review the current level of complexity which a foster carer is caring for a child/young person. Thus, the tier system will be a gradual change.

4.2 Allowances and rewards

4.2.1 The total foster care allowance is subject to taxation. There are tax allowances and it is unlikely that foster carers will be required to pay tax. However, foster carers must discuss their tax returns with the local tax office.

NB: The tax office do not make a distinction between the reward and the allowance paid.

4.2.2 Below is the breakdown of basic elements for a foster carer's role.

Training and Support Reward Element (Under 11s Foster Carers)

Under 11s Foster Carers	Reward for Foster Carers
Task Centred	£192

Training and Support Reward Element (11s and over Foster Carers)

11s and over Foster Carers	Reward for Foster Carers
Task Centred	£205

4.3 Child allowance

4.3.1 This part of the payment is to be used by the foster carer to cover all the cost directly associated with providing care for a particular child or young person and the extra general expenses associated with the fostering task. This weekly allowance is based on the Fostering Network's recommended allowance rates.

Foster Carer Tier	Old weekly rate		New weekly rate	
	Under 11	Over 11	Under 11	Over 11
Probation	£192	£205	£192	£205
Tier 1			£192	£205
Tier 2			£217	£230
Tier 3 (Complex Needs / Challenging Behaviour)	The weekly rate for Tier 3 is dependent on the nature and complexity of the placement and will be discussed with you.			
Length of continuous service allowance. This is a one-off payment and is not part of the weekly allowance.	5 years - £200 7 years - £250 10 years - £300 15 years - £500 20 years - £1,000			

4.4 Foster carer tiers

4.4.1 After extensive initial training and approval, the first year will be a probationary period. Foster carers need to demonstrate the ability to:

- work in line with the foster carer agreement;

- meet responsibilities listed in carers' responsibilities;
- engage in obligatory training
 - Paediatric First Aid
 - Safer Caring and Allegations
 - Recording and Sharing
 - Delegated Authority and the National Minimum Standards.
- complete training, support and development standards (TSDs).
- attend a minimum of eight support groups per year.

4.4.2 Foster carers are approved as individuals or partners. If partners, both must complete the probationary period successfully and be reviewed annually to maintain a minimum Tier 1 status. However, recognising additional training requirements for Tier 1/2, one carer may be considered for further career progression.

4.4.3 Tier 1: the first Annual Review will assess the Probationary Period. Successful completion will lead to progression to Tier 1 and the opportunity for gaining knowledge and experience with a view to further career development.

FOSTER CARERS WILL NORMALLY OPERATE FOR AT LEAST ONE YEAR AT TIER ONE AND MUST UNDERTAKE ANY INDIVIDUAL TRAINING PROGRAMME DETAILED IN THE ANNUAL REVIEW.

Suggested Training:

- Fostering changes.

4.4.4 Tier 2 (£25.00 increase in allowance per week): in addition to the standards outlined in Probationary Period and Tier One, foster carers must show that they:

- maintain 30 hours a year training;
- attend eight support groups per year;
- demonstrate a high level of skills in working complex cases e.g. complex needs and challenging behaviour;
- work actively and on an outreach basis with parents/families and liaise effectively with other agencies;
- carry out specific and specialised pieces of work with children and young people, e.g. life story work, behaviour modification and preparation for independence;
- assisting in the recruitment of new carers e.g. Skills to Foster;
- are involved in the training of other carers e.g. Leading with TSDs for new carers;
- support other carers e.g. mentoring, buddying, 'POD' buddying;
- provide respite and emergency placements; and
- write reports for reviews / meetings.

4.4.5 Progression to Tier 3 will be discussed (if appropriate) at the foster carer's Annual Review and may be deferred to a later date. Haringey Council support

workers, children's social workers and other professionals will be approached for feedback on the foster carer's competency. The final recommendation with regard to the progress to Tier 3 will lie with the Service Manager. There may be a proposed timescale to look at foster carers again if they feel further skills need to be demonstrated.

- 4.4.6 Tier 3 (Specialism Carers): in addition to the standards outlined in the Probationary Period and Tiers 1-2, foster carers must show that they provide specialist placements (eg. challenging teenagers, persistent absconders, people on remand, disabilities, mother and baby).

4.5 Breakdown of child/young person's allowance

- 4.5.1 A child / young person's allowance is included in the fostering allowance payments made to the foster carer and covers costs for pocket money, lunch, clothing, mobile phone and recreation. There will be a discussion with foster carers regarding the breakdown of the child / young person's allowance.
- 4.5.2 The cost of routine journeys to and from school must also be met out of the fostering allowance. Foster carers must accompany all primary aged children to school each day and on occasions escort vulnerable teenagers each day. The fostering allowance element for travel will cover the cost of travel cards, occasional mini cabs etc. to get the children and young people to school and social activities. If the foster carer is able to demonstrate that the travel element of the allowance has been exceeded, receipts should be submitted to the supervising social worker for a team manager to approve any additional costs.
- 4.5.3 The child / young person's allowance includes a savings allowance for the child or young person which is £20 a week and which the foster carer must ensure is saved for the child or young person as discussed at the Placement Agreement Meeting. Children and young people, where eligible, must have a bank account opened in their name and saving must be placed into that account. Any leaving care allowance, including a clothing allowance, for older young people will also be discussed.
- 4.5.4 Foster carers must take children aged 0-6 to and from contact and occasionally supervise contact as appropriate.
- 4.5.5 Any arrangements, including financial ones, made and signed by the carer and the child or young person in placement agreement meetings are binding for all parties.
- 4.5.6 It is recommended that any weekly (and other) payments or allowances given to the child or young person are recorded by the foster carer and signed by the child or young person in the back of the child or young person's logbook.
- 4.5.7 Due to the unpredictability of placements, foster carers may have little time to prepare for a child's arrival; therefore at the time of placement the social worker accompanying the child to the foster carer's home will take an initial payment of £100 per child to cover emergency clothing, equipment etc. It is

recommended that the foster carer should purchase a minimum amount of clothing to ensure the young person is comfortable until the foster carer is aware of the child's plan.

4.6 Payments

4.6.1 Foster carers must open their own dedicated bank account. Haringey Council does not have the facility to cash cheques for foster carers.

4.6.2 The foster carer is responsible for confirming with the brokerage team that a placement has been made and when it ends. When a child or young person leaves a placement, the foster carer must contact the payments officer within 24 hours of the placement ending, as this will prevent overpayments being made.

4.6.3 In the event of an overpayment, the foster carer must immediately return the overpayment to the payments officer. Where a foster carer receives overpayments and does not return the overpayments to Haringey Council, legal action through the debt recovery section will be instigated.

NB. Carers on benefits should discuss the foster carer payments with their local benefits agency.

4.7 Additional and discretionary payments

4.7.1 Holiday payments will be made once a year for each placement at the following rates:

Age of Child / Young Person	Holiday Payment
Under 11	£754
Over 11	£874

4.7.2 Payment of the holiday allowance will be made automatically at Week 15 (beginning July) and the allowance should be spent on a holiday. Alternatively, team managers can agree leisure activities during the school holidays. If the holiday allowance is not spent or is partially spent, the foster carer must notify Haringey Council and the foster carer may be asked to return the funds. In the event that a child moves placement between week 15 and week 19 (August) a proportion of the holiday allowance will need to be repaid to Haringey Council. Haringey Council will confirm how much of the holiday allowance will need to be repaid. The holiday allowance will not need to be returned if the child goes on holiday prior to week 19 and then moves placement. Foster carers can request an early payment for holidays taking place before July; however if the child is moved prior to the holiday the foster carer may be required to return the holiday allowance to Haringey Council. If a foster carer is required to return a proportion or all of the holiday allowance to the Council, the holiday allowance must be returned in the amounts specified by the Council within 7 days of the request.

- 4.7.3 Foster carers will be asked to evidence how much money has been spent on the holiday allowance and this evidence must be provided to Haringey Council on request.
- 4.7.4 Holidays must not be taken during school term time and any holidays need to be agreed by the Head of Service. The allocated social worker will make the holiday request on behalf of the child or young person and foster carer, which will be in writing if the child is traveling abroad with the foster carer.
- 4.8 Special activity payments are made to cover the cost of a child or young person going on a residential trip with a school or club or participating in leisure or cultural activities that involve overnight stays. The maximum amount payable per child or young person is £225. Any requests for special activity payments must be requested in writing to the Service Manager (Fostering). The request must include confirmation that any holiday with a club related to a hobby or social activity is **not** during school time. In addition, the appropriate authorisation in writing must have been gained from the appropriate manager for the child/young person to attend the trip. This is separate to the authorisation of the Service Manager for Fostering. The Service Manager for the allocated child/young person will also authorise the holiday request.
- 4.8 A fixed allowance will be paid to cover the cost of a present and/or celebration for the child or young person's birthday which will either be £185 if the child is under 11 or £232 if the child or young person is over 11.
- 4.9 A fixed allowance will be paid in December each year to cover the cost of a present and/or celebration of a religious festival which will either be £185 if the child is under 11 or £232 if the child or young person is over 11.
- 4.10 Some emergency placements may require an urgent payment towards clothing. The maximum amount payable is £100 per child or young person. The foster carer must provide receipts for the purchases made and / or provide a written account of expenditure.
- 4.10.1 In non-emergency situations the social worker accompanying the child or young person to the placement will make every effort to retrieve his or her clothing and personal items from their home. If a child or young person goes to a placement without appropriate clothing and no clothes are available from home, a special clothing allowance can be paid, which will depend on circumstances and need, up to a maximum of £230. The child's social worker or supervising social worker will provide an outline of the items needed and the estimated costs. The special clothing allowance may be paid on advice from the social worker and must first be agreed by a senior manager.
- 4.10.2 An annual payment of £80 is available to help towards the cost of the child's school uniform or £180 if the child attends a new school and there is clear evidence that they need special clothing. This is paid on advice from the social worker and must first be agreed by senior managers.

4.11 Out of hour placements

4.11.1 Foster carers who have been approved for more than two years are eligible to take out-of-hours emergency placements. They would need to be available at night (after 6pm) and at weekends and have a vacancy for a child or young person. They should be prepared to keep the child or young person until plans are made to move him/her on.

4.11.2 The foster carer will receive one off payment of £100, as well as the fostering fee and the child allowance.

4.11.3 The payment is paid for one placement, e.g. the foster carer will receive a payment of £100 for a sibling group of three, but if the foster carer has three children or young people from different families this is seen as three different placements and would be paid at £300. This is a one off payment for accepting the emergency placement.

Examples:

- placement made Saturday 2:00pm, payment is £100 plus child allowance (pro rata);
- another placement made 9:00pm from the same sibling group the same Saturday as above, only child allowance is paid;
- separate placement made next day Sunday afternoon, payment of £100 plus child allowance is paid.

4.12 During a period in which a child /young person is being introduced to a foster carer, a payment is made at a daily rate £24.29 for each day the child is with the foster carer during the day time and for overnight, it will be the full daily fostering allowance rate.

4.13 Foster carers will be provided with any necessary equipment to facilitate foster placements e.g. bed, etc.

4.13.1 The Fostering Service keeps an inventory of all the equipment supplied by the department. Where equipment is damaged, this must be reported by the foster carer to the supervising social worker. An agreement will be made to dispose of the equipment accordingly. The equipment will be collected when foster carer stops fostering for Haringey Council. Any equipment or furniture supplied to foster carers is the property of Haringey Council and may be subject to scrutiny.

4.15 Education

4.15.1 Foster carers must supply basic school equipment, such as books, pens and calculators, and provide for school day trips from the weekly allowance.

4.15.2 Foster carers are responsible for payments for school dinners for any children / young people in their care.

4.16 Haringey Council funds the membership costs for all approved foster carers to The Fostering Network, a national forum for foster carers. When foster

carers have not had a placement for over a year, membership will suspend until until the foster carer resumes fostering.

4.16.1 All approved and active foster carers are members of the Haringey Foster Association.

4.17 In some circumstances foster carers may be required to care for children during the day whom they are not looking after e.g. caring for children while parents attend court. The rate paid for this is £10.00/hour.

4.17.1 Haringey Council provides crèche facilities at training venues to enable foster carers to attend courses.

4.18 Where children or young people have been removed from placement following an investigation carried out pursuant to section 47 Children Act 1989, foster carers may be eligible for a discretionary payment of the reward element of their allowance. The discretionary payment if granted will continue until a decision is made at the final strategy meeting and may be paid for up to three months, at the sole discretion of the Council.

5. Contribution to strategic outcomes
Outcome 4: Best start in life.

6. Use of Appendices

Annex 1 – flowchart for progression

7. Local Government (Access to Information) Act 1985

N/A

Annex 1

Flow Chart for Progression

Approved at Panel



Probationary year

- Probationary year work in line with foster carer agreement
- Engage in obligatory training:
 - Paediatric First Aid
 - Safer Caring and Allegations
 - Recording and Sharing
 - Delegated Authority and The National Minimum Standards
- Complete training, support and development standards (TSDs)
- Attend minimum 8 support groups



Level One (minimum Standard of Carers after first year)

The first Annual Review will assess the probationary period. Successful completion will to progression onto Level One and the opportunity for gaining knowledge and experience with a view to further career development.

CARERS WILL NORMALLY OPERATE FOR AT LEAST ONE YEAR AT THIS LEVEL AND MUST UNDERTAKE ANY INDIVIDUAL TRAINING PROGRAMME DETAILED IN THE ANNUAL REVIEW.

Suggested Training

- Fostering changes

Tier 2

Carers must meet all the requirements of the Probationary period, Tier 1 and 2 (including undertaking any individual Learning and Development Programmes identified in Annual Reviews) as well as undertaking on specialist roles within Haringey Council:

- assisting in the recruitment of new carers e.g Skills to Foster
- being involved in the training of other carers e.g Leading with Training Support and Development Standards for new carers
- supporting other carers e.g. mentoring, buddying, 'POD' buddying
- providing specialist placements (challenging teenagers, perpetrators, disabilities, mother and baby)
- providing respite and emergency placements
- writing reports for reviews/meetings.



Tier 3

- Supporting other carers – e.g. mentoring, buddying support
- Providing specialist placements for teenagers with challenging behaviour
- Teenager's perpetrators, disabilities
- Writing reports for review meetings.

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Report for: Corporate Parenting Advisory Committee

Title: **Exploitation Prevention Panel**

Report

authorised by : 
Ann Graham, Director, Children's Services

Lead Officer: Bev Hendricks Assistant Director Safeguarding & Social Care
Beverley.hendricks@haringey.gov.uk 020 8489 7061

Ward(s) affected: All

1. Describe the issue under consideration

- 1.1.** This briefing and action plan has been prepared by Children's Social Care Exploitation Prevention Panel. The Panel work in partnership with a wide range of organisations including the Police, Probation, Health and the third sector. The Panel aims to coordinate and support practitioners to protect and promote the welfare of all children and young people and some adults with care and support needs.
- 1.2.** In recent months the Panel, along with the Community Safety Partnership (CSP) Board, have been reviewing the delivery of services for a particularly vulnerable group of people involved and exposed to the risk from the context in which they live. The Panel considered the levels of vulnerability, violence and exploitation young people face and noted the need to target the areas identified in the attached action plan.

2. Recommendations

The committee notes the contents of this report as information.

3. Reasons for decision

N/A

4. Contribution to strategic outcomes

Borough Plan Outcome 5: Happy childhood: all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities

5. Local Government (Access to Information) Act 1985

NA

**Exploitation Prevention panel/CPAC
Action plan**

Actions	Lead	Timeline	RAG
Greater involvement with a range of professionals working with children and young people and special needs and to identify those young people who are most vulnerable to exploitation	SEND HoS & TM to work with AD Safeguarding & Social Care /Exploitation Prevention Panel to review risks and design mitigating actions.	13.02.20 30.03.20	
Workshops for parents across schools in Haringey to build resilience and capability of community to recognise the levels of vulnerability, violence and exploitation that children and young people may face in the environments that they live and create further opportunities to co design community solutions. Target three schools with highest CSE levels and four schools with the highest exclusion levels and the Octagon.	CSP, CSC and Exploitation Prevention Panel	By the 30.03.20 with a rolling programme for two other delivery dates until the end of March 2021	
Develop better working relationships with Adults Social Care.	AD for Children's and Adults Safeguarding – details to be built into the safeguarding boards action plan	Ongoing	
Structured work with the Police, Community Safety Partnership and Adults & Children's Safeguarding Board to deliver whole borough learning to: <ul style="list-style-type: none"> ✓ Semi independent units and care homes ✓ Hotels and B&Bs ✓ Chicken shops and other food and restaurant venues ✓ Taxi services 	AD Safeguarding and CSP	By 30.06.20	

Report for: Corporate Parenting Advisory Committee

Title: Haringey Children's Academy



Report authorised by : Ann Graham, Director, Children's Services

Lead Officer: Bev Hendricks, Assistant Director Safeguarding and Social Care
beverley.hendricks@haringey.gov.uk 020 8489 7061

Ward(s) affected: All

1. Describe the issue under consideration

This report provides information about Haringey's Children's Academy.

2. Recommendations

The committee notes the contents of this report as information.

3. Reasons for decision

N/A

4. Background information

4.1 Haringey Children's Practice Academy will provide a clearly structured way for the Council's:

- Social work managers
- Social workers
- ASYEs
- Family Intervention Workers
- Family Support Workers
- Foster carers
- Frontline Administrators
- Youth Workers
- Young People Advisors

to develop additional routine, systemized training, foster best practice and ensure the best possible outcomes for the families they support.

4.2 The new Academy will represent the partnership approach to provide ongoing training and mentoring to social workers and staff of all levels. Holding a focus on representing the stages of career progression and linking to the National

Assessment and Accreditation System (NASS) Knowledge and Skills Statements (KSS) framework. The curriculum's core design will relate to the whole academy as well as a specific curriculum for each faculty that ties into role expectations.

- 4.3 The Academy is part of the Haringey Safeguarding Children's Partnership's continuing drive to improve practice and service and will also form an important part of the Partnership's improvement journey.
- 4.4. The Academy's structure is modelled on that of a university, with five 'faculties', led by the Assistant Directors of Safeguarding, Prevention and Education, the Principal Social Worker and the new Multi-Agency Safeguarding Arrangements (MASA) partners for Care Commissioning Group (CCG) and the Police. The Academy will report to the Director of Children's Services and submit annual reports to Haringey's Children's Safeguarding Partnership.
- 4.5 It will cover the spectrum of experience, with officers grouped into faculties ranging from social work apprentices and youth workers to senior social work leaders.
- 4.6 The Academy's work will include developing groups to focus on best practice and relevant research, as well as working to improve specialist knowledge and ensure these skills are embedded across the partnership's permanent workforce.
- 4.7 The Academy will aim to promote quality and innovation across children's social care and create more interest and entry routes into the profession. It will introduce a new learning structure offering a more supportive environment for workers. It will offer 'on the job and on the go' educational modules delivered through Research in Practice including e-learning and video resources.
- 4.8 The new Academy will be based around the following key principles:
 - Practice excellence - bringing academia and practice together to enhance our Signs of Safety Practice Model
 - Investment in social work - a three-year investment programme dealing with the recruitment and retention challenge
 - Quality assurance - with outcomes measured by clients and auditors.
 - Innovation - as the Council through ASPIRE develops, 'young inspectors' putting children at the heart of the social work inspection process.
- 4.9 Haringey's work with Professor David Shemmings, to establish an approach which places emphasis on attachment and relationship-based practice, is foundational to raising awareness of how workers develop an understanding of the attachment relationships in the work that they do and how this evidence impacts on the decisions taken.
- 4.10 The Academy will be supported by an operational group chaired by an independent person to ensure practical, weekly delivery and that social work/care education and learning/development needs are joined up and aligned

to wider services and priorities. This will integrate the learning and professional development we provide.

4.11 Key objectives for the Academy

- To develop the faculties within the academy predicated on the structures and developed work that already exist. In this we have student, ASYE and professional development faculties that are already working in practice and will need to progress our work in the advanced and 'EARLY HELP', faculties.
- Complete the roll out of Research in Practice and Community care Forum
- Commence the Recruitment of the Practice Assessor
- Consult and then sign off the faculties core curriculum - see attached appendix A
- Develop the Terms of Reference for the Operational Board
- Develop the Academies Operating Model.

5. Contribution to strategic outcomes

5.1 Borough Plan 2019-2022

5.2. People Priority

6. Use of Appendices

Draft Terms of Reference

7. Local Government (Access to Information) Act 1985 NA

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1. AIMS OF THE ACADEMY

The Haringey Children's Practice Academy will provide a clearly structured way for the Council's:

- Social work managers
- Social workers
- ASYEs
- Family intervention workers
- Family Support workers
- Foster carers
- Front line Administrators
- Youth workers
- Young people advisors

to develop and with additional routine, systemized training, foster best practice and ensure the best possible outcomes for the families they support.

The new academy will represent the partnership approach to provide ongoing training and mentoring to social workers and staff of all levels. Holding a focus on representing the stages of career progression and linking to the NASS KSS framework. The curriculum's core design will relate to the whole academy as well as a specific curriculum for each faculty that ties into role expectations.

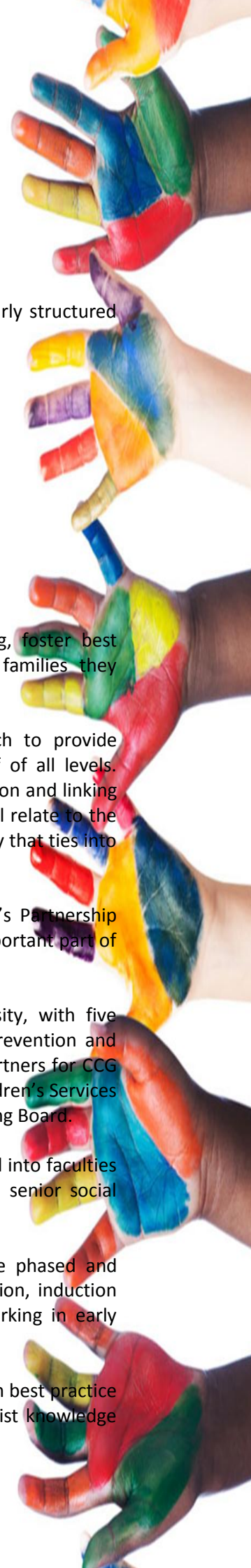
The academy is part of the Haringey Safeguarding Children's Partnership continuing drive to improve services and will also form an important part of the partnership's improvement journey.

The academy's structure is modelled on that of a university, with five 'faculties', led by the Assistant Directors of Safeguarding, Prevention and Education, the Principal Social Worker and the new MASA partners for CCG and the Police. The academy will report to the Director of Children's Services and submit annual reports to Haringey's Children's Safeguarding Board.

It will cover the spectrum of experience, with officers grouped into faculties ranging from social work apprentices and Youth workers to senior social work leaders.

The existing Recruitment and Retention programme will be phased and established into a distinct faculty around recruitment, selection, induction and staff retention approaches with a focus on officers working in early intervention, support services and for managers.

The academy's work will include developing groups to focus on best practice and relevant research, as well as working to improve specialist knowledge



and ensure these skills are embedded across the partnership's permanent workforce.

The academy will aim to promote quality and innovation across children's social care and create more interest and entry routes into the profession. It will introduce a new learning structure offering a more supportive environment for workers. It will offer 'on the job and on the go' educational modules delivered through Research in Practice including e-learning and video resources.

The new academy will be based around the following key principles:

- Practice excellence - bringing academia and practice together to enhance our Signs of Safety Practice Model
- Investment in social work - a three-year investment programme dealing with the recruitment and retention challenge.
- Quality assurance - with outcomes measured by clients and auditors.
- Innovation - as the Council through ASPIRE develops, 'young inspectors' putting children at the heart of the social work inspections process.

Haringey's work with Professor David Shemming's to establish an approach which places emphasis on attachment and relationship-based practice, is foundational to raising awareness of how workers develop an understanding of the attachment relationships in the work that they do and how this evidence and impacts on the decisions taken.

The Academy will be supported by an operational group Chaired by an independent to ensure the practical, weekly delivery and that the social work/care education and learning/development needs are joined up and aligned to wider services and priorities. This will integrate the learning and professional development we provide.

Key objectives for the Academy

- To develop the faculties within the academy predicated on the structures and developed work that already exist. In this we have student, ASYE and professional development faculties that are already working in practice and will need to progress our work in the advanced and 'EARLY HELP', faculties.
- Complete the roll out of Research in Practice and Community care Forum
- Commence the Recruitment of the Practice Assessor
- Consult and then sign off the faculties core curriculum - see attached appendix A
- Develop the Terms of Reference for the Operational Board
- Develop the Academies Operating Model

GENERAL



These terms of reference set out the membership, remit responsibilities and reporting arrangements of the Haringey Children's Academy Operational Group.

2. RESPONSIBILITIES

- 2.1 To enable the voluntary and community sector perspective to be expressed and used to influence the academy development and contribute to the borough plan to keep children safe
- 2.2 For Haringey CCG, Police and Social care to share knowledge and be appropriately inform about commissioning and recruitment plans at local level and across the North Central London Sector.
- 2.3 To work with Haringey CCG, police and social care to address areas of learning concern and improvement
- 2.4 To promote formal consultations and other engagement activities that will potentially have an impact on the Academy's purpose

3. MEMBERSHIP AND QUORACY

- 3.1 The group will comprise of a maximum of 10 members with a quorum of 6 members of which there must be representation from Haringey CCG, London Borough of Haringey a voluntary and community stakeholder member including parent and young person representative.
- 3.2 The core membership is:
 - **London Borough of Haringey Representatives-** Assistant Directors and or their delegates
 - Bridge Renewal Trust - Manager
 - Representative from voluntary organisations/community groups to include:
 - Haringey Parents and Children
 - Youth Parliament
 - CCG lead
 - Police Lead
- 3.3 The minutes of the meeting will normally be taken by Haringey Children's social care.
- 3.4 The meeting will be chaired by an independent person.

4. ATTENDANCE

- 4.1 Other agencies will be invited to attend when the group is discussing areas that are their responsibility. If they are unable to attend in person, then they will nominate a suitable deputy to attend in their place. Other individuals will be invited to attend if specific specialist advice is required.



- 4.2 Guest speakers will be invited when specific challenges or items of interest are being discussed.

5. FREQUENCY OF MEETINGS

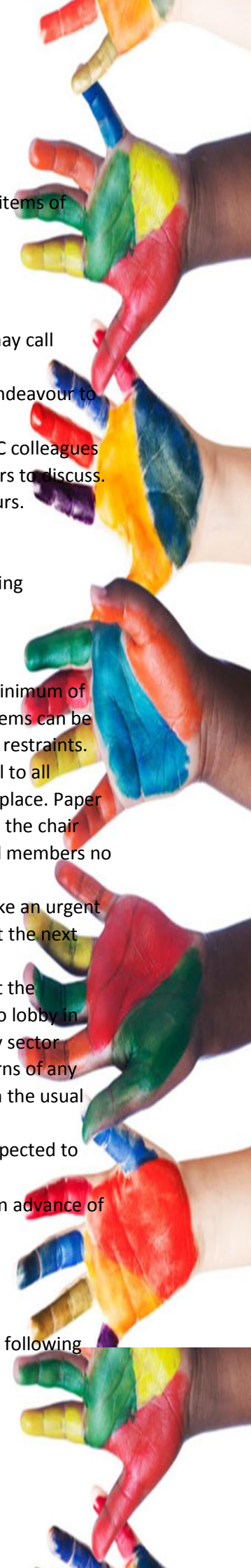
- 5.1 The Group will meet at least four times a year. The chair may call additional meeting as necessary.
- 5.2 If a designated member is unable to attend, they should endeavour to send a representative in their place.
- 5.3 Members may be contacted via the Chair of Haringey's CSC colleagues in-between the formal meetings, if there are urgent matters to discuss.
- 5.4 Meetings to be interactive and last no longer than two hours.

6. REPORTING

- 6.1 The group will report to the Haringey Children's safeguarding partnership and to the DCS.

7. GROUND RULES

- 7.1 Requests for Agenda items should be sent to the chair a minimum of two weeks in advance. The Chair will decide when and if items can be added, depending on the previous commitments and time restraints.
- 7.2 An approved agenda and papers will be circulated by email to all members five working days in advance of meetings taking place. Paper copies of meeting papers will be available on request from the chair
- 7.3 Minutes from the previous meeting will be circulated to all members no later than 15 working days after the meeting.
- 7.4 From time to time it may be necessary for the Chair to make an urgent decision at short notice. Members will be advised of this at the next available meeting, or by other means, such as email.
- 7.5 Membership is on the understanding that this Group is not the mechanism to raise or deal with individual complaints or to lobby in relation to funding for individual voluntary and community sector organisations or other organisations. Complaints or concerns of any nature should be directed through appropriate channels in the usual manner.
- 7.6 To ensure that meetings run smoothly members will be expected to adhere to the following rules:
- Members will read circulated reports and other materials in advance of meetings
 - Discussions should follow planned agendas
 - Show respect by listening to others and not interrupting
 - Operate on a consensus; seek general agreements
 - Identify actions that result from discussions and commit to following through those actions
 - Address items through the Chair of the meeting



- Talk one at a time; wait to be recognised by the Chair
- Turn mobile phones off, to silent or on vibrate
- Be respectful of other members ideas, views and cultures.

8. CONFIDENTIALITY

8.1 Documents circulated by Haringey CCG, London Borough of Haringey, Police or voluntary or community organisations, and the notes from the meetings, can be shared externally unless expressly stated as confidential or in draft form.

8.2 Members are required to respect confidentiality of specific topics discussed at the meeting as requested by other members.

9. REVIEW DATE

Membership and chairing arrangements will be reviewed annually. Next review date will be February 2021.

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Report for: Corporate Parenting Advisory Committee: 17 March 2020

Title: **ACTION PLAN: Children in Care and Youth Justice System**



Report authorised by : Ann Graham, Director, Children & Young People's Service

Lead Officer: Matthew Knights, Youth Justice Service Manager

Ward(s) affected: N/A

1. Describe the issue under consideration

1.1 At its meeting on 15 October 2019, CPAC received a report to update them on

- what strategies the Council had in place to address the disparity between custodial sentences received for looked after children and non-looked after children.
- what support was offered to foster carers to help prevent young people from being drawn into the type of behaviour that might lead them to being involved with the Youth Justice Service.
- what specifically was offered to looked after children to support them.

1.2 The attached action plan has been drawn up and has been presented to the YJS Management Board.

1.3 This action plan should be viewed in conjunction with previous reports presented to CPAC. Please see 4. Below. The action plan will be discussed at CPAC.

2. Contribution to strategic outcomes

The issues within this paper will be absorbed into the annual action plan of Haringey Youth Justice Board to ensure that the required changes are delivered.

3. Use of Appendices

N/A

4. Local Government (Access to Information) Act 1985

Report to CPAC dated 23 April 2019 : Haringey Youth Justice Service - Looked After Children

Report to CPAC dated 15 October 2019: Response to CPAC Questions on LAC and Youth Justice System

ACTION PLAN: Children in Care and Youth Justice System

ISSUE	REQUIRED ACTION	LEAD OFFICER	TIMELINE	Outcome Measure	RAGB
Monitor the disparity of re-offending and custody rates between CIC and Non CIC	YJS will include data around re-offending rates (live tracker) and custody rates via the YJS Dashboard	Matthew Knights - Youth Justice Service Manager	To be developed for April 2020 Dashboard	That disproportionality of CIC and level of understanding about the CIC cohort within the YJS is understood across the partnership.	Green
Monitor the disparity between custodial sentences between CIC and non-CIC.	YJS will recommend creative intensive bail support programmes and to assure the courts that remanding a CIC is not the only available option.	Paul Sutton - Assistant Director, Early Help and Prevention	Ongoing Report to be provided to CPAC June 2020	75% of bail support packages - to be audited and indicate the number of recommendations accepted by the courts	Green
	YJS will recommend creative alternative sentencing options to assure the courts that sentencing a CIC is not the only available option.	Paul Sutton – AD, Early Help and Prevention	Ongoing Report to be provided to CPAC June 2020	75% of Pre Sentence Reports - to be audited and indicate the number of recommendations accepted by the courts	Green
	Brokerage and commissioning to develop suitable alternative accommodation in borough and out of Haringey to keep children who are victims safe.	Dorne Kanareck, Children's Commissioner	By 31 st May2020	Arrangements to be made with 2 preferred providers and service monitored quarterly	Green

	All CIC held in remand to have monthly remand meetings to ensure their welfare needs and work commence to address repeat offending behaviour and adequate support post release.	Colette Elliott- Cooper Head of Service, Children in Care Matthew Knights -YJ Service Manager	Ongoing as part of BAU Report to be provided to CPAC September 2020	95% of YP held in remand to have monthly welfare visits	Green
	All CIC open to YJS will have access to <ul style="list-style-type: none"> • Mental Health Support Services, • Mentoring • Counselling • Substance Misuse Services 	Paul Sutton AD for Early Help and Prevention Eubert Malcolm – Interm AD Stronger Communities	Ongoing – as part of BAU Report to be provided to CPAC September 2020	95% of all YP open to YJS to be offered the described services	Green
	Briefing and training for magistrates to raise awareness of the vulnerabilities of CIC and the range of services available for CIC from Haringey.	Youth Justice Service to appoint a lead	31 st May 2020 and quarterly thereafter.	Number of courses provided and number of magistrates who attended. Feedback from Magistrates regarding the usefulness of the training.	Green

Support and training to foster carers, residential care homes and 16 plus semi-independent units to be better informed of the risk children and young people face from the threats of contextual safeguarding.	<p>Under Haringey Children's Academy a programme of learning to be deployed with Rescue and Response, Police and Safer London to increase awareness and disruption skills for young people at risk from</p> <ul style="list-style-type: none"> • Criminal exploitation • Child sexual exploitation • Prevent and radicalisation • Missing <p>YJS to also support in the training with Foster carers to support their knowledge about the YJS and partnership working.</p>	<p>Marisa Douglas - Exploitation and Prevention Lead</p> <p>Colette Elliott-Cooper - HoS, Children in Care</p> <p>Dorne Kanareck – Children's Commissioner</p> <p>Matthew Knights -YJ Service Manager</p>	<p>Rolling Programme to commence from March 2020 and conclude in December 2020</p>	<p>100% of in house foster carers working with adolescents to receive training by July 2020</p> <p>90% of all preferred residential and semi-independent providers to receive training by September 2020</p>	<p>Green</p>
	<p>All foster carers to have access to LEAP and the foster carers' learning to be considered as part of the CIC reviews.</p>	<p>Colette Elliott Cooper – HoS, Children in Care</p>	<p>Ongoing as part of BAU. Report to be provided to CPAC September 2020</p>	<p>95% of in house foster carers to be offered and to access LEAP.</p>	<p>Green</p>
	<p>IFA contracts to be monitored by Brokerage to ensure the agencies deliver the contextual safeguarding training.</p>	<p>Dorne Kanareck - Children's Commissioner</p> <p>Verna Miller - Brokerage</p>	<p>By 31 May 2020</p>	<p>90% of IFA agencies sign up to contextual safeguarding training</p>	<p>Green</p>

	IROs to be offered specialist training to advocate for CIC placed out of borough to ensure better access to: <ul style="list-style-type: none"> • Education • Health Services including therapeutic and CAMHS. 	Pauline Morris – Principal Social Worker	By 30 th June 2020	All IROs to receive contextual safeguarding training	Green
A directory of services to be produced setting out the range of services.	Directory to include YJB Commissioning intentions for specific programmes.	HoS early Help and Prevention – Martin Clements	31 st August 2020	Directory produced, agreed and circulated.	Green
Research with Foster Carers and CIC to see what help and support needed.	Questionnaire produced, circulated and data collected.	Matthew Knights -Youth Justice Service Manager	30 th September 2020	Data produced	Green
Report to be produced for the September management board regarding disparity between LAC and None LAC	Produce detailed data report for previous 3 years	Matthew Knights -Youth Justice Service Manager	September Management Board.	Report produced	Green

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