

Summary of the Children's Services Total Recruitment & Retention Offer

The recruitment and retention payments are only one element of the overall offer, which has been designed as a comprehensive package of measures, indicative of Haringey's commitment to investing in our people.

The offer includes, among other things:

- A tailored induction programme of support for new employees to maximise individual engagement in the critical initial period following appointment.
- A portfolio of Professional Development initiatives including:
 - A Social Work faculty as part of the Haringey Academy which has been designed to support the development of social workers and assisting the Council's ambition to be a learning organisation.
 - A specific "grow our own" strategy for recently qualified social workers.
- A wide-ranging Return to Practice programme offering opportunities for qualified social workers who are returning from career breaks or extended maternity leave to obtain the necessary practice days for re-registration.
- A Scholarship Programme offering funded places to students who are in their second year of studying for a social work degree.
- A funded Health and Care Professional Council (HCPC) registration plan for all permanent members of staff who require it by law.
- A "Refer a Friend" scheme which encourages existing staff to introduce fellow professionals to Haringey by a one off payment of £250 for each successful appointment to the target area.