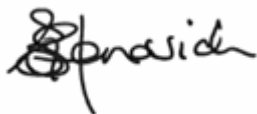


Report for: Corporate Parenting Advisory Committee: 16 January 2020

Item number: To be added by the Committee Section

Title: **Haringey Academy Update**



Report authorised by : Bev Hendricks, Assistant Director, Children's Services

Lead Officer: Bev Hendricks, Beverley.hendricks@haringey.gov.uk,
020 8489 7061

Ward(s) affected: NA

1. Describe the issue under consideration

At their meeting on 15 October, CPAC members received an update on the Ofsted action plan. The plan indicated that social workers would receive training through the Haringey Academy. Members requested more information regarding the Haringey Academy.

2. Recommendations

Members to note this briefing and to receive a further report in due course giving more detail of the programme.

3. Background information

3.1 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
- Frontline administrators
- Youth Workers
- 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.

3.2 The new academy will provide ongoing training and mentoring to social workers and staff of all levels. Holding a focus on representing the stages of career progression, linking to the NASS professional capability 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 at each career level.

- 3.3 The Academy is part of the Council's continuing drive to improve services and will also form an important part of the council's improvement journey.
- 3.4 The Academy's structure is modelled on that of a university, with four 'faculties', led by the Assistant Directors of Safeguarding and Education, the Principal Social Worker and the new MASA partners for Health 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.
- 3.5 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.
- 3.6 The existing recruitment and retention programme will be phased into 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.
- 3.7 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 within our permanent workforce.
- 3.8 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.
- 3.9 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 crisis.
 - 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.
- 3.10 Haringey's work with Professor David Shemmings to establish an approach which places emphasis on attachment and relationship-based practice, is fundamental to raising awareness of how workers develop an understanding of the attachment relationships in the work that they do and how this evidences and impacts on the decisions taken.
- 3.11 The Academy will be supported by an operational group chaired by the AD for Children's Safeguarding 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 are integrated into the learning and professional development we provide.

3.12 Key issues for the Academy Launch – not inclusive.

- To develop the faculties within the academy predicated on the structures and developed work that already exist. In this we have student, ASYE (Assessed and Supported Year in Employment) 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.
- Commence the recruitment the Practice Assessor
- Consult and then sign off the faculties' core curriculum
- Develop the Terms of Reference for the Operational Board
- Develop the Academy's Operating Model.

4. Contribution to strategic outcomes

4.1 Borough Plan 2019-2022

4.2 People Priority

5. Local Government (Access to Information) Act 1985

None