

**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](mailto: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**