

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



Terms of Reference

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

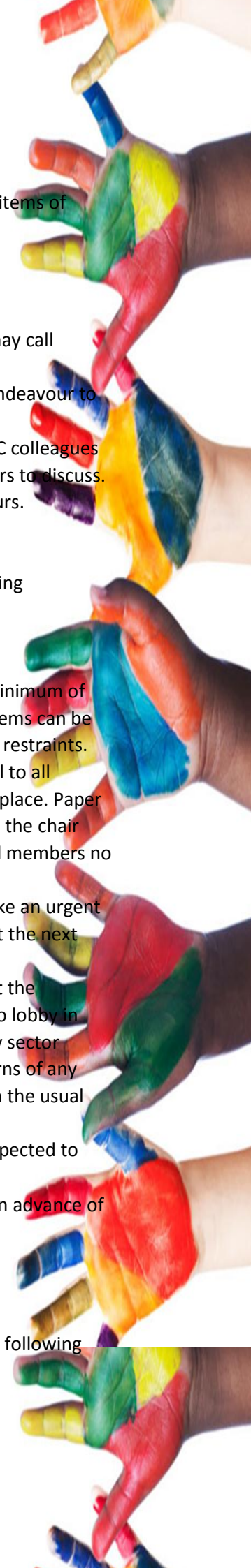
- 5.1 The Group will meet at least four times a year. The chair may call additional meeting as necessary.
- 5.2 If a designated member is unable to attend, they should endeavour to send a representative in their place.
- 5.3 Members may be contacted via the Chair of Haringey's CSC colleagues in-between 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.