

**Report for:** Cabinet: 13 October 2020

**Title:** Children's Social Care Annual Report 2019/20

**Report authorised by:** Ann Graham, Director of Children and Young People's Service

**Lead Officer:** Beverley Hendricks, Assistant Director, Children's Social Care.

**Ward(s) affected:** All

**Report for Key/  
Non Key Decision: Key decision**

**1. Describe the issue under consideration**

1.1 This report provides an overview of safeguarding and looked after children activity and performance for 2019 – 2020.

**2. Cabinet Member Introduction**

2.1 I welcome Children's Social Care's first Annual Performance Report. The Director of Children's Services and I, in our statutory roles, are committed to producing an annual report each year.

2.2 An annual report gives us the opportunity to see the improvements the service is making, the challenges it faces and where we need to focus our attention for improvement. The report looks at performance for 2019-20 and although for part of the year, Coronavirus was with us, we had not yet gone into lockdown and the closure of schools. We know that the virus has impacted all of Haringey but it is a fact that families, and therefore, children and young people in the east of the borough have been hit particularly hard by the virus and lockdown. For example, the east of the borough has amongst the highest rates of those furloughed in London.

2.3 I note this because this is the context within which our children and young people are now living, and Children's Social Care and Partner agencies are working to support them.

2.4 The performance report notes areas where we are doing well and also where we need to improve. I would like to pick out one area of continued improvement that I am proud of and that is, the continued positive educational outcomes for our children in care and care leavers in higher education. I was delighted to be able to send congratulation cards to some of them noting their excellent achievements this summer.

2.5 I recommend that Cabinet notes this report and the information in it on the services' performance.

### **3. Recommendations**

#### **Cabinet is asked to:**

- 3.1 Note the Children Social Care Annual Report 2019/20 and in particular:
- a) the increase in the rate of referral, reduction in the numbers of referrals that result in 'no further action' and the effectiveness of the Multi Agency Safeguarding Hub (MASH) (paragraphs 6.5 to 6.6 and 6.7 to 6.9);
  - b) improvements in the numbers of, and time taken to complete assessments (paragraphs 6.13 to 6.14);
  - c) the increase in the rate of Section 47 enquiries (paragraph 6.17);
  - d) the slight reduction in the numbers of children in care which has closed the gap with our statistical neighbours (paragraph 6.26);
  - e) the need to reduce the numbers of children placed out of boroughs and the very good performance on long term placement stability (paragraphs 6.28 and 6.30);
  - f) the significant improvements in the numbers of care leavers in suitable accommodation (paragraph 6.47); and
  - g) the action taken to improve the recruitment and retention of social workers (section 7).

### **4. Reasons for decision**

- 4.1 The annual report is intended to inform Cabinet of the performance of Children Social Care in 2019/20. Cabinet should be aware of the progress made against managing the financial and safeguarding demands. The report, in addition to other measures, enables Cabinet to assure itself that the necessary arrangements are in place for the Council to effectively discharge its children social care obligations. In this regard, there is a distinct leadership role for the Leader, Lead Member for Children and Young People's Services, the Chief Executive and Director of Children Services. Also, there is a wider corporate parent role for all members of the Council.

### **5. Introduction and Background**

- 5.1 This report provides an overview of performance for Children's Social Care Services for the full year of 2019/20. This is the first annual report and a report will be produced each year. This report covers the period before the COVID-19 lockdown and the closure of schools which took place on 23 March 2020. The report provides comparative data by benchmarking with local authorities that are similar to Haringey (our statistical neighbours) and looks at our performance from 2017 to 2020 where this is available. The Children's Social Care Service ensures that:
- children who are referred to the service receive the help and protection they need; and

- children in our care receive the help and support they need to thrive.
- 5.2 The Children's Social Care Service provides services and support for children and young people who are in need, at risk of harm and in need of protection and also children who are looked after in our care and care leavers. The children and young people have needs which are assessed as being complex or acute and require the statutory involvement of the Local Authority within the responsibilities set out in legislation ([Children Act's](#)) and national guidance ([Working Together to Safeguard Children 2018](#)).
- 5.3 The Ofsted report from our Focused Visit of the front door in 2019 noted our approach to sustainable change and recorded that the leadership team is '*establishing strong foundations to ensure that the children supported across all teams consistently benefit from services that make a difference to their lives*'. We recognise that sustainable cultural change takes time before results are seen, and the importance of maintaining pace and tenacity. We are continuing with improvements as evidenced in the following sections.
- 5.4 Significant events and changes this year included:
- Strengthening partnership working through the Haringey Safeguarding Children Partnership (HSCP) - these new arrangements came into effect on 29 June 2019 and replaced the Local Safeguarding Children's Board (LSCB).
  - Continued positive educational outcomes for children in care with 12% of our care leavers in higher education, well above the national rate and that of our statistical neighbours by 2%.
  - Launched a new Violence, Vulnerability and Exploitation service with a multi-agency offer to safeguard children and families at risk including those who go missing repeatedly.
  - Development of a significant invest to save programme of projects providing £2m investment to improve outcomes for children and families. These projects, such as the Maya Angelou Family Assessment Centre, PAUSE, Mockingbird and our edge of care work through the Positive Families Partnership, are now up and running and delivering results for children and families.
  - The service is working with the North Central London Commissioning Group to build resilience and capacity in placement options for children with more complex needs including the development of the Haslemere Road assessment centre designed to bring children back into the borough.
  - Launch of the Haringey Children's Academy providing learning and development opportunities for the children's workforce and supported by professors and academics.
  - Launch of the Regional Adoption Agency for North London in October 2019;
  - A report from Ofsted following the Focused Visit in December 2019 that is positive about the direction of travel regarding service improvements.
  - Appointment of the permanent Assistant Director for Safeguarding and Social Care and the appointment of the Principal Social Worker.

5.5 Safeguarding and Social Care is supporting high levels of need and a high level of complexity in families. The reasons for this can be seen in the following:

- Haringey has a higher than average number and rate of children living in all out-of-work benefit claimant households compared to London.
- Haringey has the 16th highest alcohol-related hospital admissions out of all London Local Authorities, and the largest volume of pure alcohol sold per adult through the off-licence trade.
- 2.5% of Haringey's 16-64-year-old population claim Employment Support Allowance for mental health disorders. This is the 4th highest rate of all London boroughs and above the London average, with the rate being substantially higher in the east of the borough than in the west.
- Haringey has the 6th highest rate of domestic abuse with violence out of all London Boroughs and is above the London average;
- Haringey has the third highest rate of households in Temporary Accommodation in London and the population outnumbers the availability of housing by approximately 12,000.

5.6 Alongside these challenges for children, Haringey has many positives for children growing up in the area. It is a place that has a rich history, strong and vibrant communities, great transport links and excellent facilities with a range of cultural events. Key strengths include:

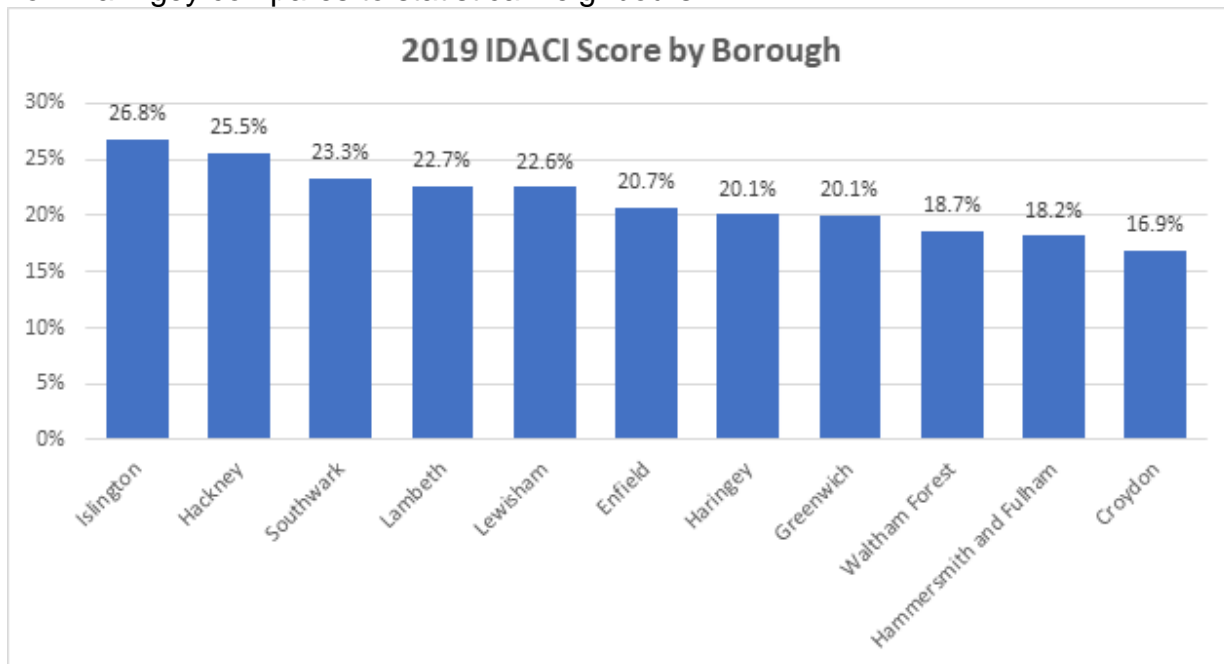
- 97% of schools that are good and outstanding;
- 99% of early years settings are judged as good or outstanding;
- the majority of our children's centres are judged good (5 out of 8) with all having good or outstanding childcare;
- diverse communities where more than 180 languages are spoken;
- over a quarter of the borough is green space – with 25 Green Flag Parks and 120 venues where cultural activity takes place;
- residents report that they have good friendships and associations in their local area and good relations between different ethnic and religious communities; and
- residents report higher levels of satisfaction than other London boroughs.

### **Our children and young people population**

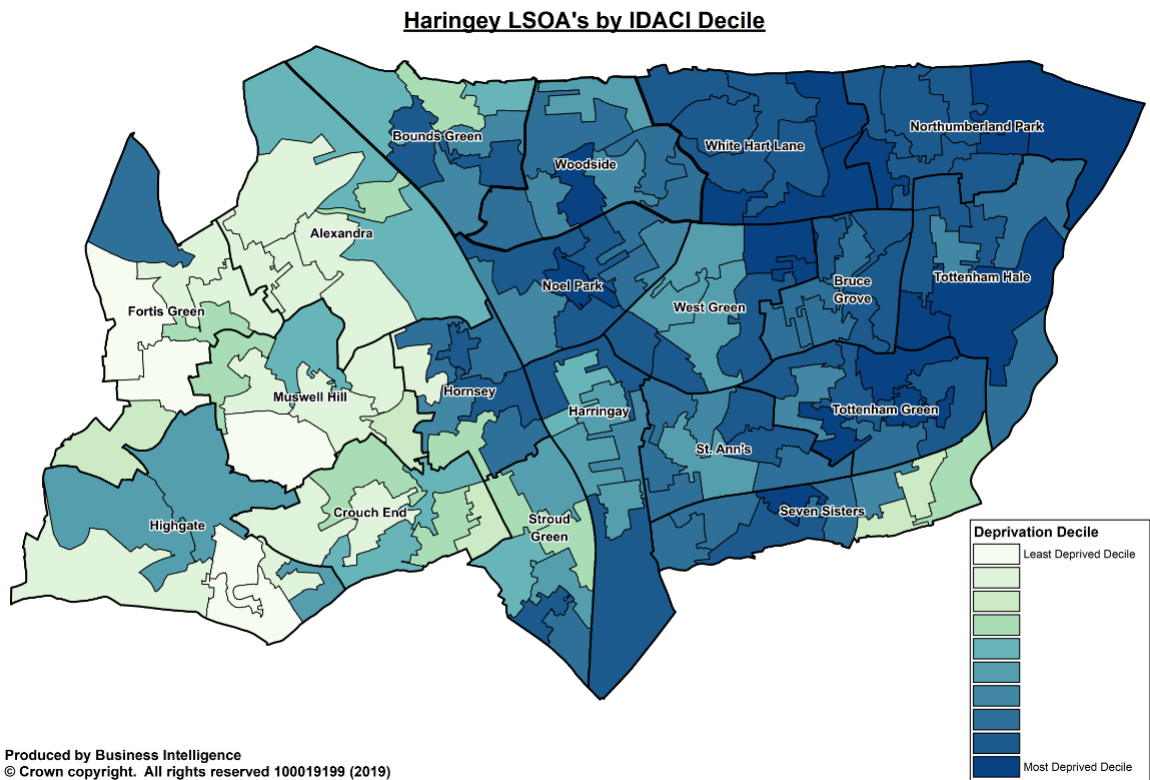
5.7 In Haringey there are 59,847 children aged 0-17 years, representing 22% of the overall population (ONS 2019 Mid Year Estimates). Five to 15-year olds make up the largest proportion of this age group accounting for almost 60% of the 0-17-year-old population. This is largely in line with the statistical neighbours and London where 21% and 22% of the population are aged 0-17 respectively. Children are not evenly spread across Haringey – eastern parts of the borough contain a large number and proportion of children, whilst many areas in the western parts of the borough have relatively fewer young people. Whilst in terms of overall population the East of the borough has 22.6% children and the West 21.3%, there can be significant variation between wards. Notably the wards with the highest proportion of 0-17-year olds is Seven Sisters (31%), whilst the ward with the lowest is Harringay (17%). The percentage of the population that is under

18 is not expected to change significantly and will remain most concentrated in the East of the Borough.

- 5.8 The majority of pupils in Haringey schools do not have English as a first language (53.5%). After English, Turkish, Polish, Somali, Spanish and Bangladeshi are the most common languages spoken.
- 5.9 One of our greatest challenges is inequality in outcomes. Poverty is a key determinant of poor outcomes. Childhood deprivation is unequally distributed across the borough mostly affecting those in the East. In 2016, 1 in 4 Haringey children aged under 16 years were living in poverty (24.4%), a higher rate than in London (21.8%) or England (18.6%). In 2017 this has increased slightly to 26%. Haringey's eastern wards also have a larger number of children living in all out-of-work benefit claimant households compared to the west of the borough. Department for Work and Pensions' data shows the percentage of children in out-of-work benefit claiming households as 22.9% in White Hart Lane, 22.4% in Northumberland Park, whilst at the same time just 3.1% in Muswell Hill and 4.3% in Alexandra.
- 5.10 Latest provisional DWP data (updated June 2020) on children living in low income families shows an increase of over 20% in families living in relative low income from 10,935 families in 2016/17 to 13,167 in 2018/19. Relative low-income is defined as a family whose equivalised income is below 60 per cent of contemporary median income. Gross income measure is Before Housing Costs (BHC) and includes contributions from earnings, state support and pensions.
- 5.11 Haringey's 2019 IDACI (Income Deprivation Affecting Children Index) score which measures deprivation of children in the area is the 9th highest in London at 20.1%. London's overall average score is 17.2%. See graph below showing how Haringey compares to statistical neighbours:



5.12 Of Haringey's 145 smaller geographic areas (Lower Super Output Areas – LSOAs), 52 are in the top 20% most deprived in the country for IDACI. These are almost all in the East of the borough – see the map below:



5.13 The table below shows how Haringey ranks in the top 10 in the Indices of Multiple Deprivation (2019) in London:

	National districts rank of ranks (out of 317 districts)	London IMD 2019 rank of rank
Barking and Dagenham	5	1
Hackney	7	2
Newham	12	3
Tower Hamlets	27	4
Islington	28	5
Lewisham	35	6
<b>Haringey</b>	<b>37</b>	<b>7</b>
Lambeth	42	8
Southwark	43	9
Waltham Forest	45	10

5.14 It is widely accepted that poverty correlates positively with child abuse and neglect\*, meaning that those in the east of the borough are more vulnerable to

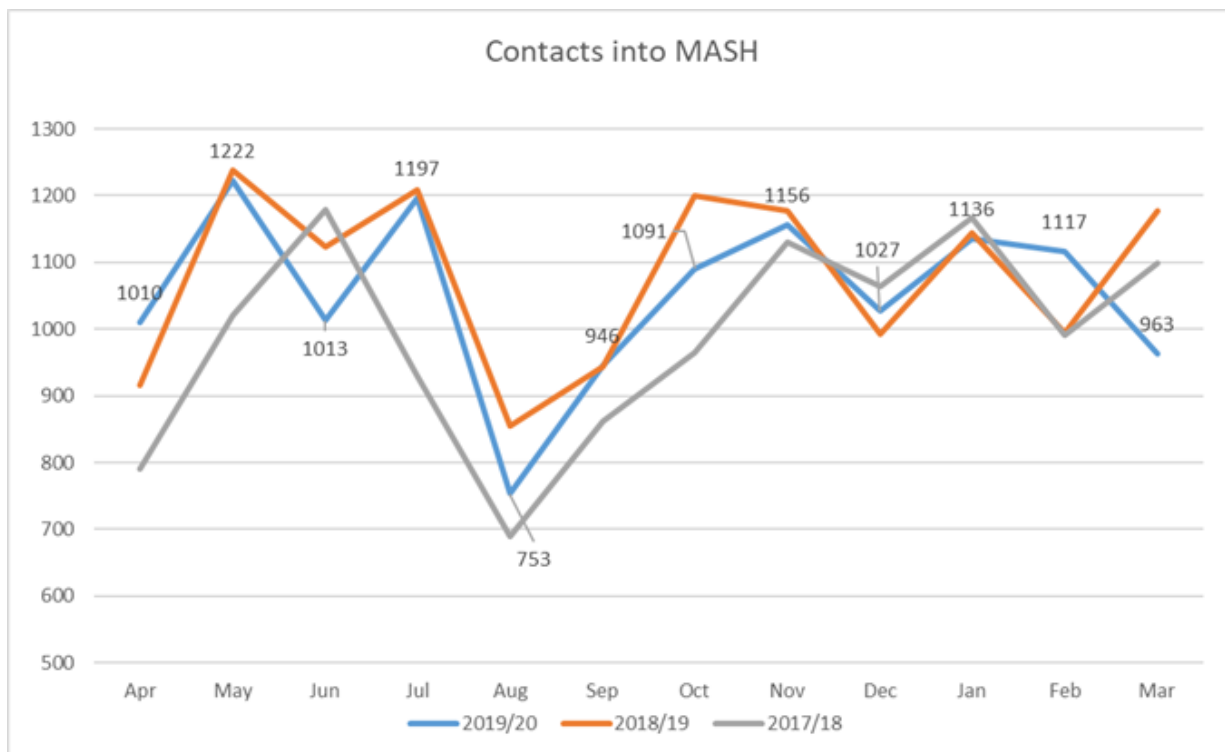
these issues. (\*see [Joseph Rowntree Foundation Report: “The Relationship between Poverty, Child Abuse and Neglect”, 2016.](#))

## **6. Safeguarding and looked after children trends**

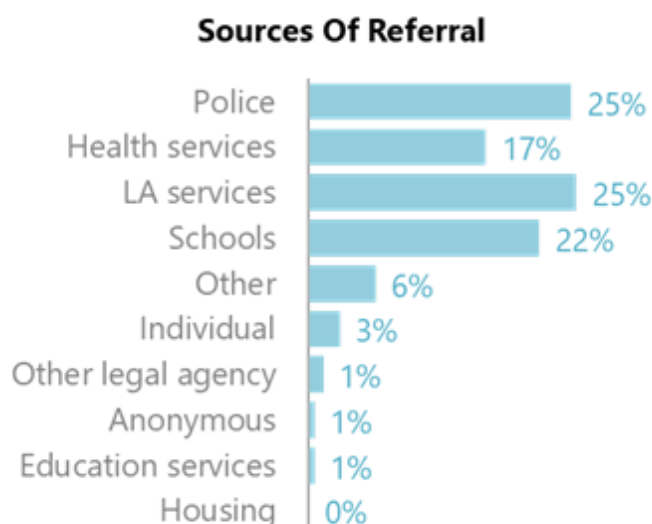
- 6.1 This section of the report sets out the data we monitor every month to assess our performance in supporting children who are on a child protection plan and those who are in our care. The data supports us in tracking our improvement and identifying our challenges for action and this is shown for the past three years.

### **Contacts and referrals to children’s social care**

- 6.2 The communication of concerns from partner agencies or the public to children’s social care is an important step in initiating a child protection response. Not all of these communications from partners and the public result in a referral to social care as they do not always meet the threshold for referral to assessment or they are simply one of our partner agencies ringing for some advice or support when they think a child may need early help or support. These are categorised as contacts.
- 6.3 A referral is a request for services to be provided by children’s social care and is in respect of a child who is currently not assessed to be in need. This means that social workers in the multi-agency assessment hub (MASH) share information and complete a risk analysis for the referral.
- 6.4 In 2019-20, the total number of contacts made to the MASH was 12,631. This is 2.6% fewer contacts this year compared to 2018/19.



6.5 37% of these contacts result in a referral to social care, a 10-percentage point reduction on the previous year. The largest source of contacts (41%) and referrals (25%) are from the Police.

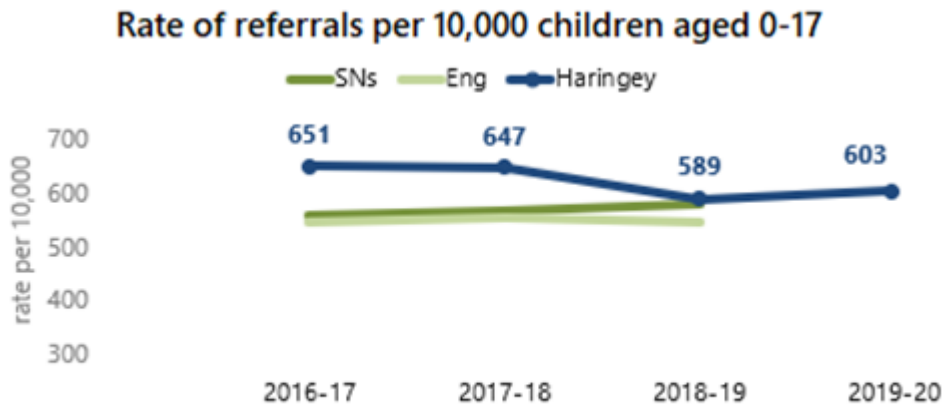


6.6. At the end of March 2020, the rate of referrals was 603 per 10,000 children aged 0-17, this was an increase on the rate at the end of 2018/19 (589 per 10,000) and is slightly above the last published rate (2018-19) for statistical neighbours of 581. The graph below shows the change in the rate of referrals over time.

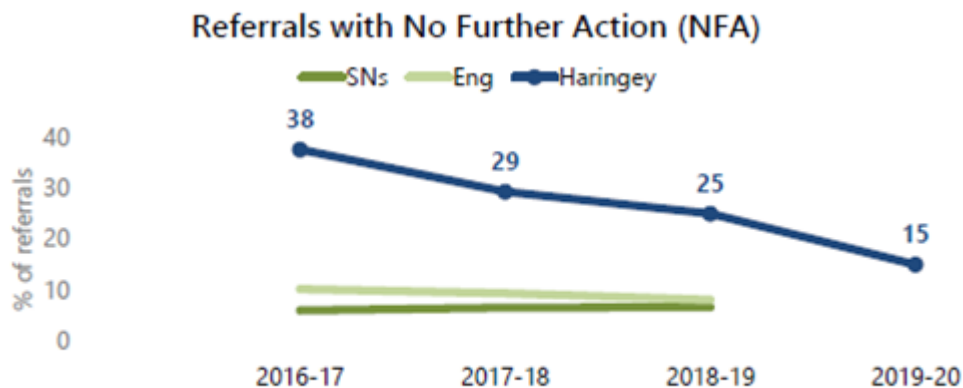
6.7 There are differing referral rates for the east and west of the borough, for Tottenham, there were 2,278 referrals, this is a rate of 681 per 10,000 and for



Hornsey and Woodgreen, there were 1,189 referrals and this is a rate of 442 per 10,000.

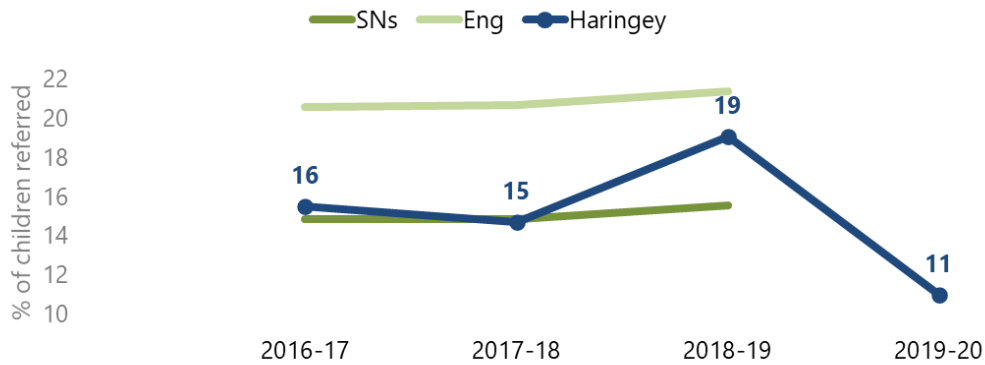


6.8 The rate of referrals to children’s social care that result in ‘no further action’ (NFA) remains higher than statistical neighbours and national rates as shown in the graph below. There has been a significant reduction since the end of 2018/19. In 2019/20, 15% of Haringey referrals resulted in no further action compared to less than 10% for both statistical neighbour and national averages. This improvement in performance is down to our work with partners to improve the quality of referrals and their understanding of thresholds. The reasons referrals count as NFA to social care include being directed to the Early Help Service and uptake of a universal service.



6.9 Performance in relation to re-referrals is good with fewer than 11% of children with more than one referral in the 12 months prior to the reporting date, down from 19% at the end of 2018/19. As shown in the graph below, this is broadly in line with statistical neighbours and below the national average which was 21% at the time of last publication. A lower re referral rate suggests that work to support families is effective and sustained.

## Re-referrals: children with a previous referral within 12 months of their latest referral



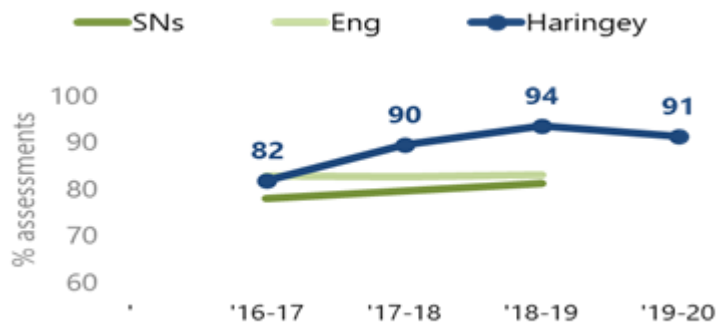
- 6.10 The Multi Agency Safeguarding Hub (MASH), which receives contacts and referrals, is our local single point of contact for anyone who is worried about a child. The service continues to be an effective collaboration with key partners and has sustained the practice and performance that Ofsted noted in their last visit: *'A culture of professional curiosity and child centred practice in the multi-agency safeguarding hub (MASH) and assessment service is leading to tangible improvements for children and young people'*.
- 6.11 Additionally Ofsted noted that an early help hub embedded in the MASH is a *'significant strength'* as the co-location of a social work-qualified early help team manager and dedicated family support worker means that children *'benefit from the immediate help given, and this is preventing concerns from escalating'*. It *'is an important improvement, as some children requiring early help had previously waited too long'* (Focused Visit, Ofsted 2019).
- 6.12 Our performance data continues to show us that the MASH is a safe service providing an appropriate and timely response to contacts and referrals to safeguard children. Cases are prioritised, tracked and monitored through the MASH process with clear pathways and timescales for consistency. We check our decision making in the MASH through routine management oversight and the requirements for the transfer of cases.

### Assessments

- 6.13 A referral will then either result in a decision to complete an assessment of the child's needs (within 45 working days) or, if there is a concern that immediate protection may be needed as the child is suffering or likely to suffer significant harm, an immediate strategy discussion is held. At the strategy discussion it is decided whether to initiate enquires under section 47 of the Children Act 1989 which is an enquiry to decide what type of action is needed to safeguard a child.
- 6.14 During 2019/20 there were 3,053 assessments completed at a rate of 505 per 10,000 children, up from a rate of 469 per 10,000 children in 2018/19. On average assessments were completed in 30 working days with over 90% completed in 45 working days as shown in the graph below. Although this is a slight dip on 2018/19

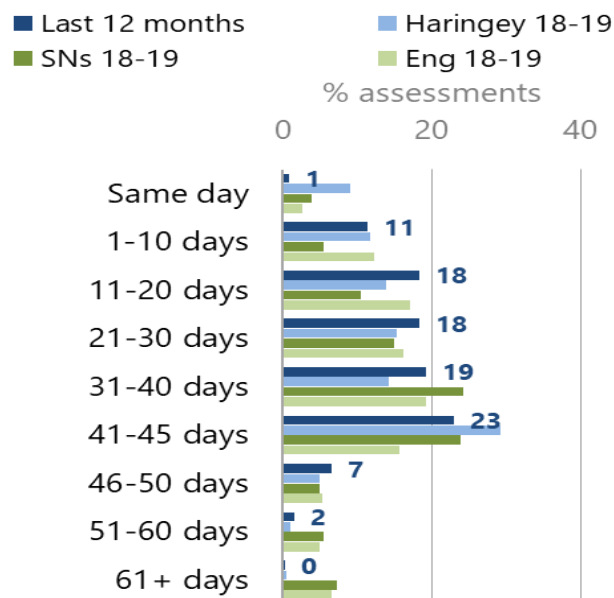
performance levels achieved (94%), it represents continued timely performance in the completion of assessments and remains better than the average for our statistical neighbours 81% in 2018/19.

### Assessments completed in 45 working days



6.15 The average time taken to complete an assessment has improved from 35 working days in 2017/18 and has remained stable at 30 working days this year. This is very good performance and is better than both statistical neighbours and national averages as shown in the graph below. Whilst very few are completed outside of the timescales this is usually as a result of the complexity of the issues.

### Comparing timeliness

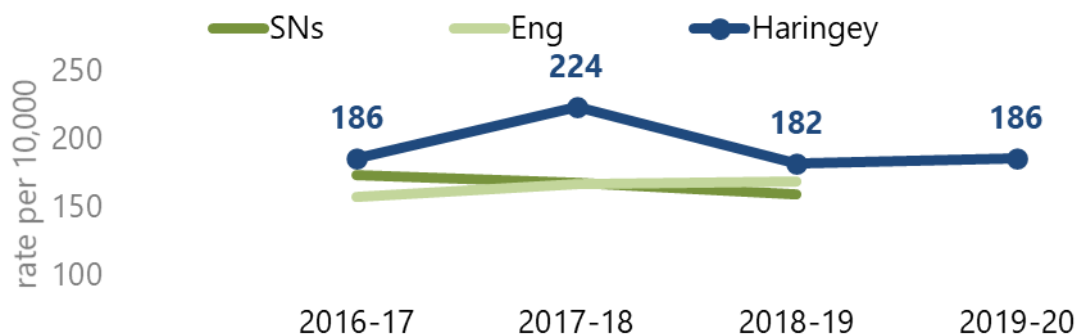


### Section 47 enquiries

6.16 As noted above, Section 47 enquiries are carried out when there is a referral in which a child or children are reported to be at immediate risk of harm. This follows a multi-agency strategy meeting. Ofsted reported that ‘agency strategy meetings are timely and are well attended by a range of professionals...’ Child protection enquiries are generally thorough. Appropriate action is taken to safeguard and protect children, including, where appropriate, emergency applications to the family courts to remove children from situations of immediate harm’ (Ofsted, Focused Visit December 2019).

6.17 The rate of section 47 enquiries per 10,000 children aged 0-17 increased to a rate of 186 per 10,000 children from 182 in 2018/19 and our rate remains above the last published rate of 159 for comparator boroughs and the England average rate of 168.

**Rate of Section 47 enquiries per 10,000 children aged 0-17**

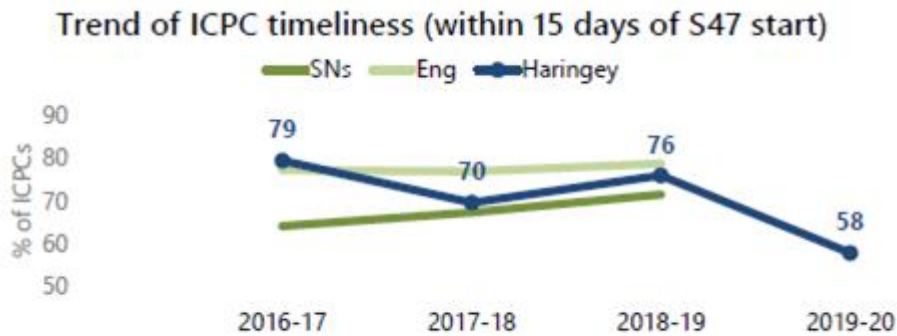


**Initial Child protection conferences**

6.18 Following section 47 enquiries an initial child protection conference brings together family members (and the child where appropriate) with appropriate support, and practitioners involved with the child and family to make decisions about the child’s future safety, health, and development. This conference brings together all relevant information and it is the responsibility of the conference to make recommendations on how organisations will work together to safeguard the child.

6.19 17% of all Section 47 investigations led to an Initial Child Protection Conference (ICPC) this year. This has reduced for the last two years where more Section 47s were progressing to an ICPC. There were no children with a repeat ICPC within 12 months of the latest, this has come down from below five children in 2017/18. 83% of section 47s that were completed did not require an ICPC and of those that progressed to ICPC just over three quarters progressed to a Child Protection Plan.

6.20 It is critical that initial child protection conferences are convened quickly, and this is an area where performance showed a decline in the six months to March 2020. The graph below shows that in the last 12 months (April 2019 to March 2020) only 58% of ICPCs were held within 15 working days in Haringey compared to last year's 76% and the statistical neighbours average of 72%. However, approximately 75% are completed within 18 days.

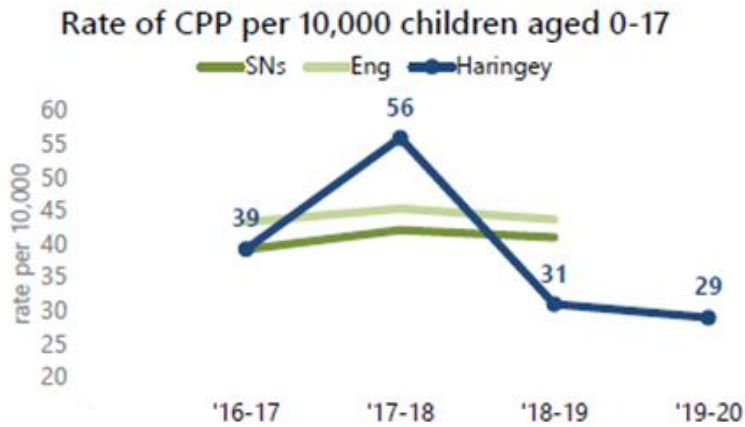


6.21 A review conducted to examine the reasons for the late presentations found that this was for the majority of cases due to the organisation and management of the administrative resources which are now dedicated to this function. Children's Social Care assumed the management of the business support function in January 2020 and the review noted that the performance increased from 33% to 74% in the first quarter for 2020/21. With skilled administrators in the service holding responsibility for the recording and central administration the timeliness has improved.

### Child protection

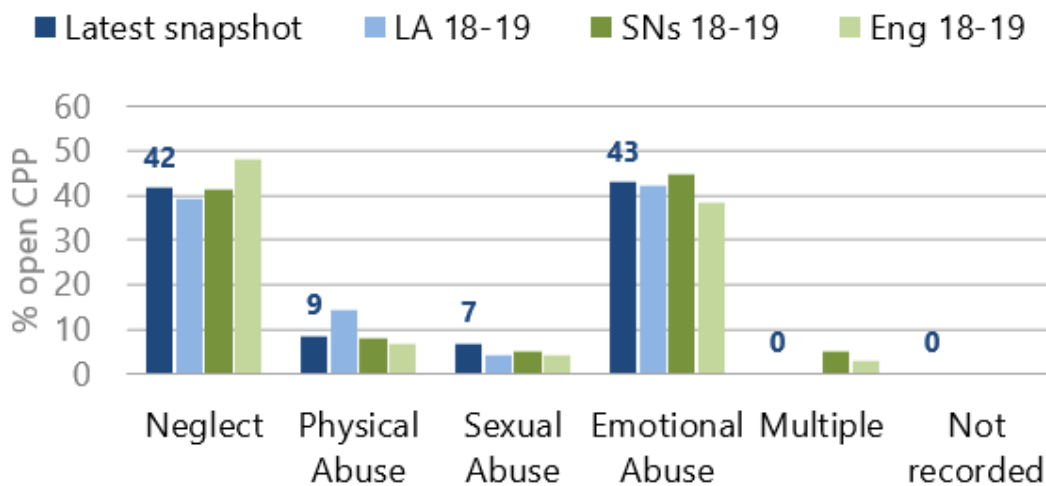
6.22 The aim of a child protection plan is to ensure the child is safe from harm and prevent further suffering and harm. The plan should promote the child's health and development and support the family and wider family members to safeguard their child provided it is in the best interests of the child.

6.23 At the end of March 2020, 77% of initial child protection conferences resulted in a child protection plan. There were 175 children on a child protection plan at the end of March 2020. This child protection rate has remained fairly stable since 2018/19 at a rate of 29 per 10,000 children at the end of March 2020 having come down from a significantly higher rate of 56 in 2017/18. At the end of March 2020 this remained below our statistical neighbours' average rate of 41 Child Protection Plans per 10,000 children and the national rate of 44 as shown in the table below.



6.24 In common with other local authorities, the main child protection issues relate to emotional abuse and neglect as shown in the table below and our rates are largely in line with statistical neighbours. This shows that at the end of 2019/20 (latest snapshot) 42% of open child protection plans were as a result of neglect and 43% were as a result of emotional abuse.

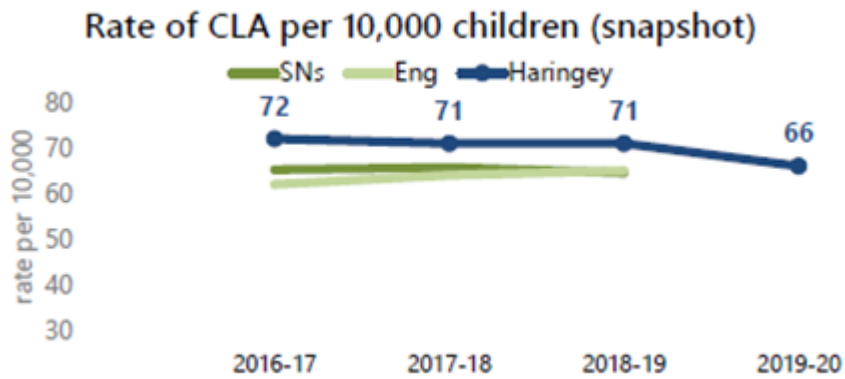
### Latest category of abuse for current CP plans



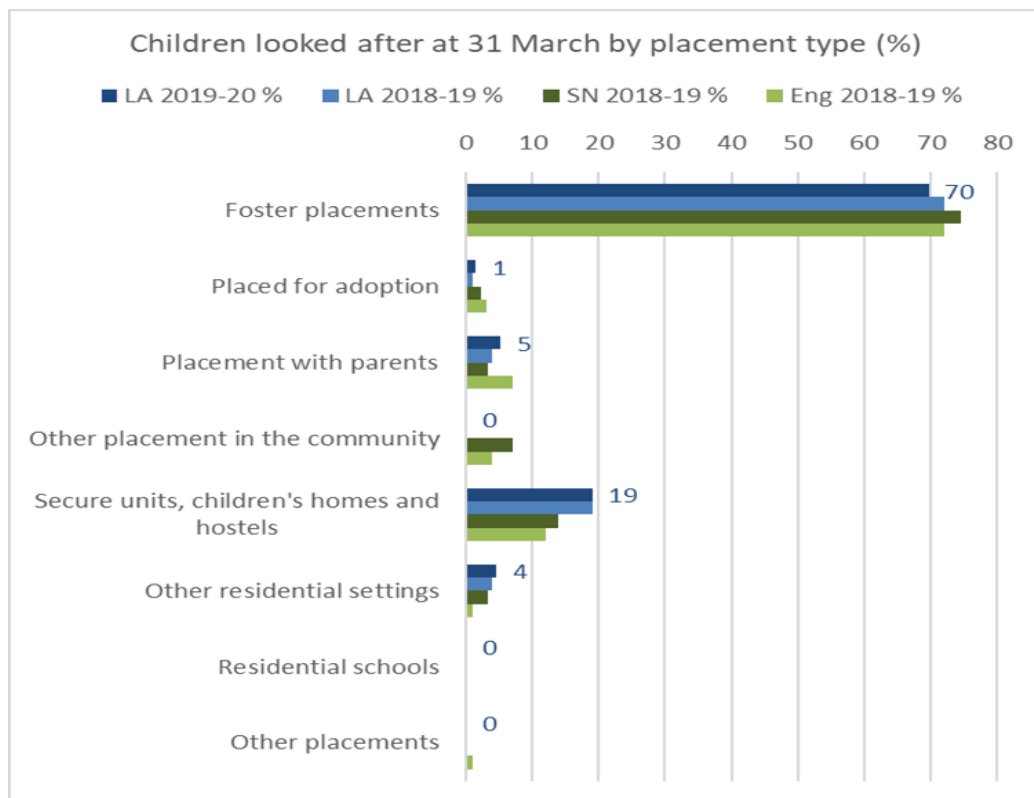
### Children in care

6.25 A child who has been in the care of a local authority for more than 24 hours is known as a looked after child. Looked after children are also often referred to as children in care. Looked after children in general are either living with foster parents, in a residential children's home or living in residential settings like schools or secure units. Children come into care for a variety of reasons, including because they are unaccompanied asylum seeking children with no responsible adult to care for them or children's services may have intervened because it was believed that the child was at significant risk of harm. A child stops being looked after when they are adopted, return home or turn 18. However local authorities are required to support children leaving care at 18 until they are 25.

6.26 At the end of March 2020, the number of children in our care reduced slightly to 396. This is a rate of 66 children in care per 10,000 children and has closed the gap between our statistical neighbours and England rates of 65. In Haringey, 32 children in care (8%) have a disability.

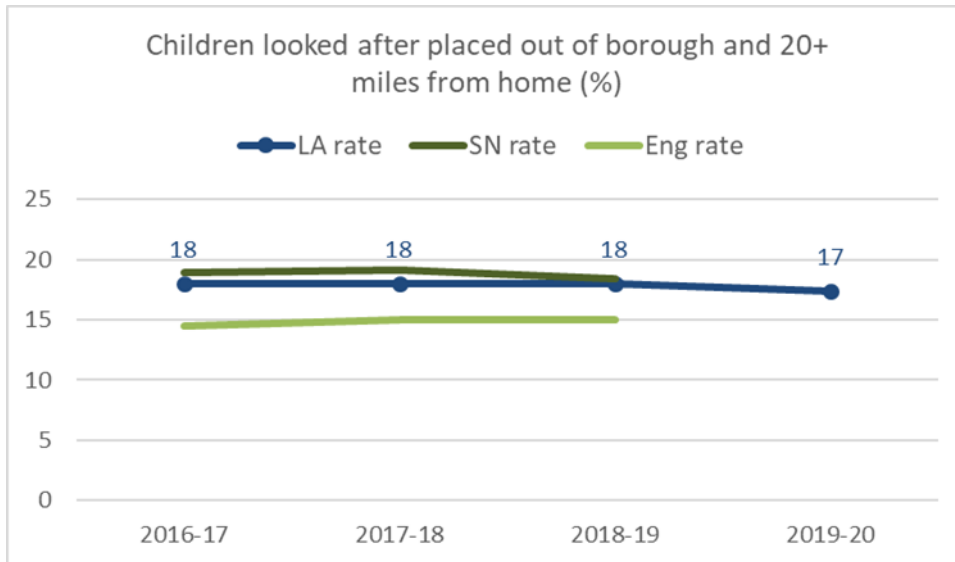


6.27 The majority of children in care were in foster placements (263 out of 396) and 37 were in residential accommodation, slightly down on 39 at the end of March 2019. The chart below shows the children in care by placement type at the end of March 2020.



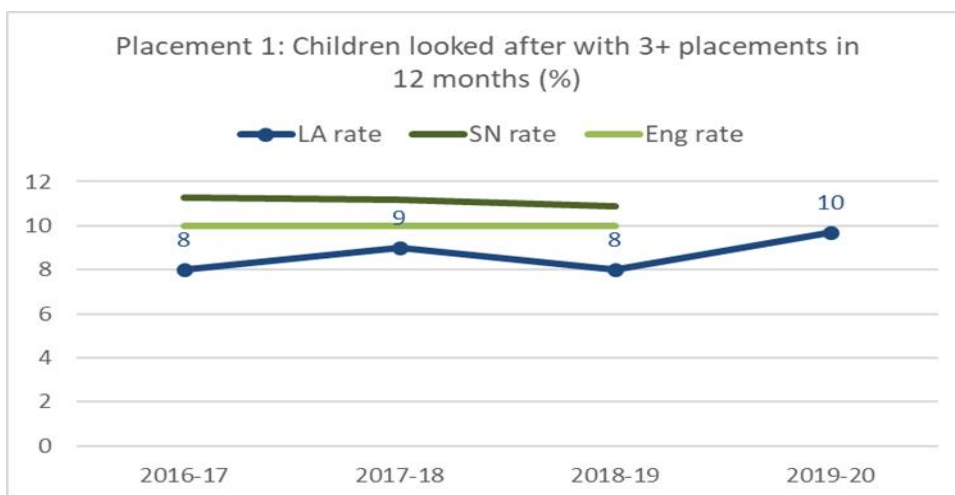
6.28 At the end of March 2019/20, 17% of children were in placements out of our borough and more than 20 miles from home as shown in the graph below. This is higher than the national average (15%) and in line with statistical neighbours (18%) and is a focus for improvement. Local provision continues to be a challenge

and we are working with our North Central London partners to develop this. When placing children out of borough we do take into account the education and CAMHS provision young people will receive in their new placement, taking note of pressures in receiving boroughs.



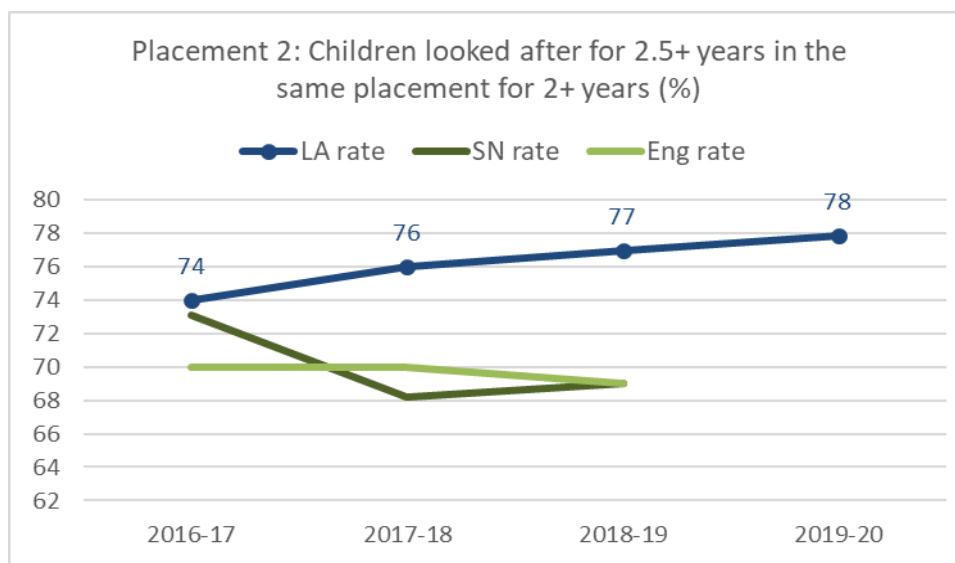
6.29 Placement stability is a key factor in children’s wellbeing. Having the chance to settle into a foster or residential placement over a period of time gives children a feeling of belonging, helping them feel secure in themselves and their identity. Stability will be achieved only by making sure that the child is in the right placement for them. There are two types of placement stability that we measure – short term stability which looks at the number of placements in the last 12 months and long term stability which considers those children who have been looked after for more than two and a half years and have been in the same placement for more than two years.

6.30 Our short-term stability performance shows that 10% of children in our care had three or more placements in 12 months. This is slightly better than last reported statistical neighbour data (11%) and in line with national averages.





6.31 Our performance in relation to long term placement stability is very good and 78% of children who have been looked after for more than two and a half years have been in the same placement for more than two years as shown in the graph below. This is better than the last reported national and statistical neighbour performance of 69%.



6.32 Ofsted did note that *'more needs to be done to ensure that there are places available for vulnerable adolescents ....inspectors found examples where vulnerable adolescents had multiple placement moves and the local authority was struggling to find a suitable placement to meet their needs'* (Ofsted Focused Visit, December 2019). As a result of this, the fostering service is recruiting and supporting existing foster carers to further develop the skills needed to support children with more complex needs and we have formally joined the North Central London Commissioning partnership to work together on commissioning Tier 4 beds and placements for adolescents.

6.33 The establishment of the Adolescent Resource Panel, launched in May 2020, now ensures that young people at risk are identified and a full case discussion is held to identify the offer best suited to the family's needs.

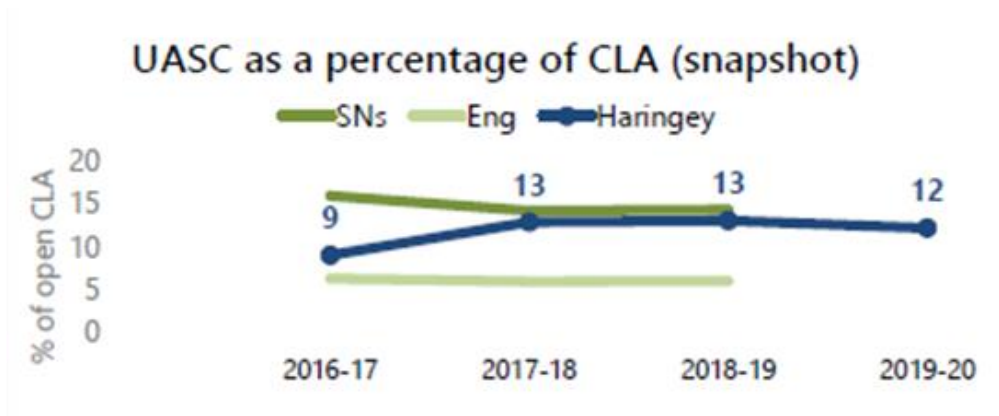
6.34 As part of our prevention work to support families to stay together and reduce the risk of children entering care we are working with the 'Positive Families Partnership' to identify young people at risk and offer them multi-systemic or family functional therapies.

6.35 This project went live in September 2019 and to the end of June had worked with nine young people, of whom five have successfully completed their treatment and remained out of care. Additional benefits achieved through this programme include helping young people remain in education, reducing crime and reducing exploitation.

6.36 The new Violence, Vulnerability and Exploitation service has also been developed in response to the challenges faced by young people in Haringey. Exploitation support workers work directly with children who are looked after, on

a child protection plan or who are a child in need. The service has put in place robust operational practice and systems and runs a multi-agency panel to offer services and recommendations to children and families at risk of exploitation. The panel utilises the VOLT (victim/offender/local/themes) application to consider what disruption, intervention or protection is needed. Children who go missing, especially those who go missing repeatedly, have benefited from the consistent approach from the return home interview officer.

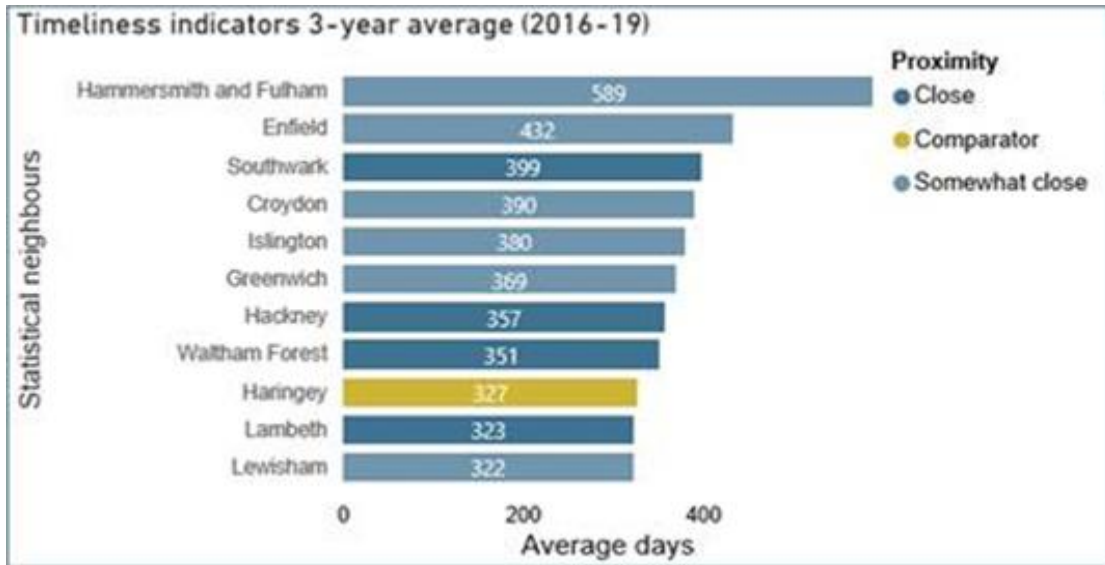
6.37 At the end of March 2020 there were 48 unaccompanied asylum-seeking children (UASC) in care, the majority were male (43). At around 12% of the children in care cohort. This is in line with statistical neighbours but above the national average as shown in the graph below.



### Adoption

6.38 There were 10 adoptions by the end of March 2020. This equates to 4% of children who ceased to be looked after and although a decline from 6% the previous year, is broadly in line with the 5% average achieved by our statistical neighbours although falling short of the 12% average achieved nationally. In 2019/20 it took on average 568 days from the date the child entered care to the date the child moved in with their adoptive family and this reflects a slightly longer timescale than in the period 2018/19 (473 days). As part of our work to improve permanence for children, we have a new permanence planning process that identifies parallel plans for prospective adoptions. Additionally, family group conferences, which draw on the extended family to help provide support and care, are used more frequently.

6.39 One of the key measures is the timeliness of adoptions over a three-year period. On this measure Haringey is third best compared to statistical neighbours as shown in the adoption scorecard below.

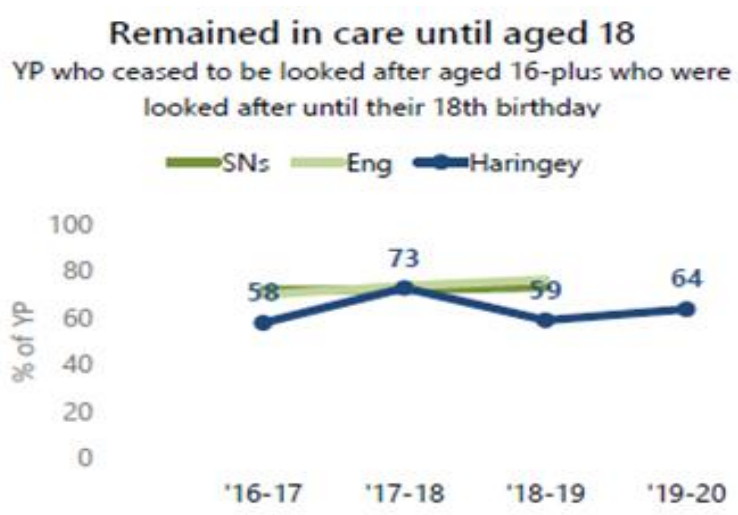


- 6.40 From October 2019 the main elements of the adoption service were delivered through the regional adoption agency, Adopt London North, as agreed by Cabinet in March 2019 and as required by Government legislation. The Regional Adoption Agency will continue to be accountable to participating authorities' corporate parenting boards and other bodies and will deliver the following main services across North London:
- recruitment and assessment of prospective adopters including marketing and recruitment strategy.
  - permanence planning including tracking and monitoring children possibly requiring adoption;
  - matching and placement including family finding; and
  - adoption support including assessment for adoption support; developing and delivering adoption support plans and funding applications to the Adoption Support Fund.

### Leaving care

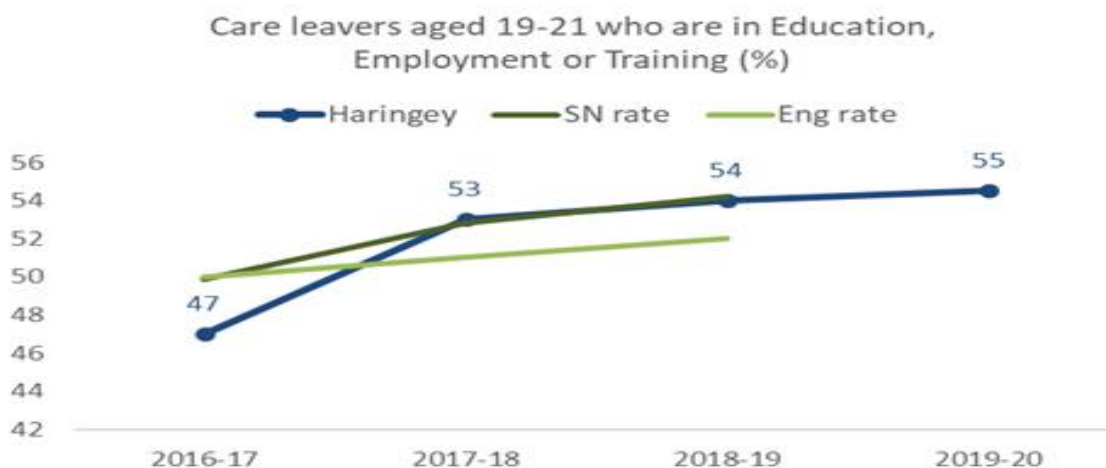
- 6.41 The Ofsted report from October 2018 records that “services for care leavers have improved significantly since the last inspection, and they are well supported to achieve good outcomes and prepare for adulthood”.
- 6.42 At the end of March 2020 there were 407 care leavers receiving leaving care support. The number of care leavers being supported has increased by over 100 since pre-2017 levels and has fluctuated from 339 in April 2017 to 428 in October 2018 and currently there are 423 care leaver allocations.
- 6.43 The service has this year been working with the new duty on local authorities to support all care leavers up to age 25 who can return to the local authority at any point after the age of 21 and request support. The legislation has impacted the capacity of the young adults Euc service with a decrease in 16+ children in care cases but an increase in the number of returning care leavers where we have a duty to support them.

The graph below shows that increasing proportions of young people are remaining in care until they are aged 18. In the 12 months to March 2020, 64% of young people who ceased to be looked after aged 16 plus were looked after until their 18th birthday.



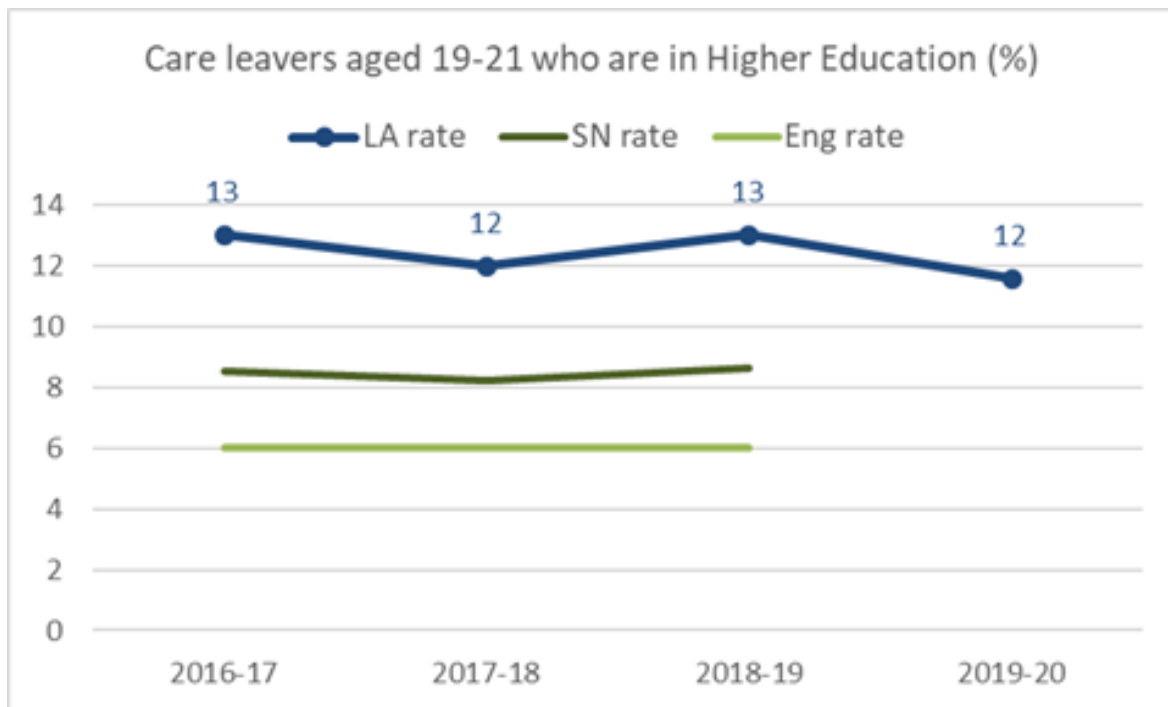
6.44 The percentage of care leavers aged 17-18 in education, employment and training increased slightly from 79% in 2018/19 to 80% in the year. There has been a slight improvement for older care leavers aged 19-21 where 55% are in education, employment and training this year compared to 54% in 2018/19 and 54% average for our statistical neighbours.

### Education, Employment or Training of 19-21-year olds



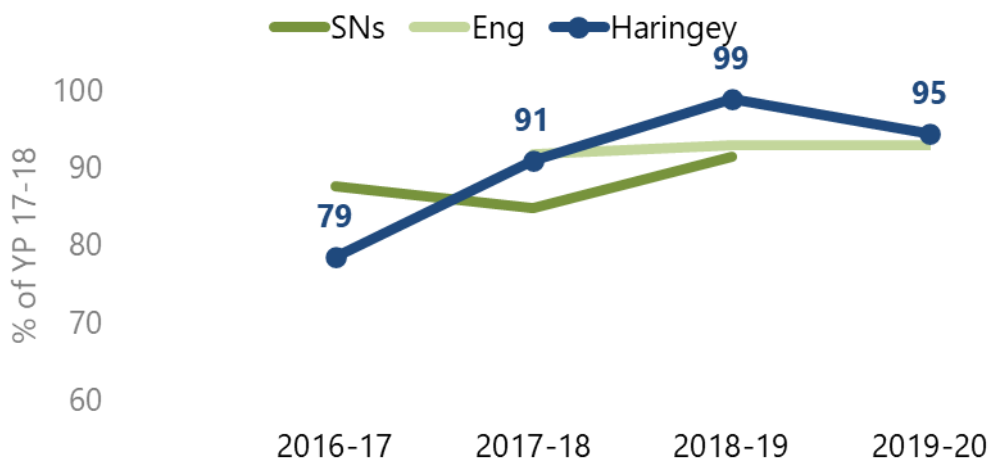
6.45 Haringey also performs extremely well with regard to care leavers aged 19-21 in higher education and at 12% is double the national rate and higher than our statistical neighbours.

## Care Leavers 19-21year olds who are in Higher Education

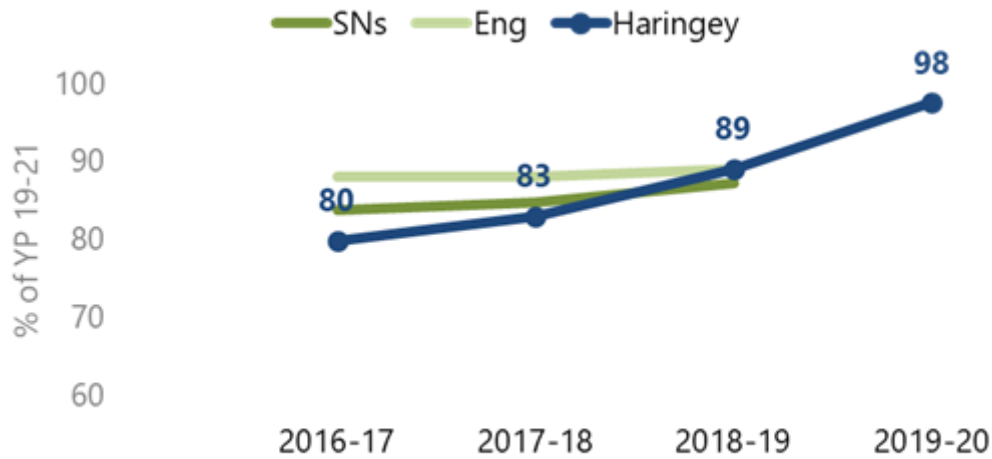


6.46 In Haringey, 95% of young people aged 17-18 and 98% aged 19-21 are in touch with the service representing continued good performance compared to statistical neighbours and England as shown in the graphs below.

## Local authority in touch with 17-18 year olds

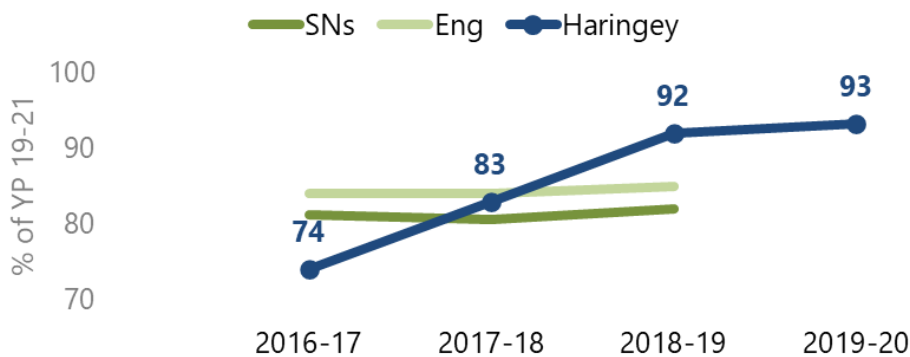


### Local authority in touch with 19-21year olds



6.47 Over the past three years there has been a significant improvement in the percentage of care leavers aged 19-21 in suitable accommodation at 93%, which is up from the good performance of 83% in 17/18. However, the percentage of care leavers aged 17-18 in suitable accommodation has remained stable at 88% (was 91% in 2018/19) and is in line with last reported data nationally (88%) and slightly better than statistical neighbours (87%).

### Accommodation suitability of 19-21-year olds



### Children with a Disability

6.48 The Disabled Children's Team (DCT) has continued to be a focus for improvement and remains on a journey to improve the quality of care to children and change the culture in the team.

- 6.49 The team's improving child focus and awareness of safeguarding is evidenced by a significant increase in the percentage of children on a child protection plan with a disability since 2017/18 – from 1% to 7%.

Year	No. of Children on a CP Plan with a disability	% of Children on a CP Plan with a disability
2017/18	4	1%
2018/19	7	4%
2019/20	12	7%

- 6.50 The service has had additional investment in the team to increase capacity which has included additional management and plans to recruit a CAMHS practitioner with a specialism in autism and mental health needs. All practitioners are required to have level 3 safeguarding training and the team managers have taken part in a four-month Research in Practice programme (Managing Risk and Safeguarding) to support their development.
- 6.51 Regular monitoring of performance data shows improvement in timeliness for visits, supervision and management oversight and completion of assessments. At the end of March 2020 monitoring showed that 63% of children's cases had an up to date visit and 82% of cases had either up to date supervision or management direction. Although still on an improvement journey, this reflects significant improvement where data at the end of March 2019 was significantly worse with supervisions at 35%.
- 6.52 Following a critical judgment by a judge in the current year relating to a case within the DCT, a number of independent reviews and audits were commissioned to determine, amongst others, whether there were deep rooted and widespread systemic failings in evaluating risk and prioritising the needs of the child. Also, to identify where improvements needed to be made, and provide assurance about the robustness of processes and systems.
- 6.53 The audits and reviews will not be completed until the end of November 2020 and the final findings will be reported to the Haringey Children's Safeguarding Partnership where the actions and recommended improvements will be monitored to ensure the required changes are implemented, and in line with a learning culture approach.

## 7. Recruitment and retention of social workers

- 7.1 As noted above, stable placements are important for children to thrive. So too are stable and strong relationships with consistent professionals which contribute towards helping children and young people feel safe and ready to succeed. A permanent skilled workforce is essential for relationship based social practice to thrive. Along with other councils around the country, children's social care service continues to experience difficulties in recruiting experienced social workers as this a national challenge. The borough had a high proportion of agency staff in particular frontline teams during 2019/20.

- 7.2 This has been a significant area of focus over the last year and Ofsted noted it as an area for improvement and reported that *'while having some success, leaders have struggled to sufficiently recruit and retain staff. Leaders are diligent about considering reasons why recruitment remains so difficult, including remuneration packages offered by neighbouring authorities'* (Focused Visit, December 2019).
- 7.3 At the end of March 2020, the rate of agency workers has declined to 35% of the social care workforce (71 agency social workers) from 29% at the end of March 2019. In part this reflects some desired turnover as a result of the need for change and improvement. It does however also reflect the national challenges in recruiting social workers to some key frontline roles.
- 7.4 At the end of March 2020, the service had been successful in recruiting a permanent Assistant Director, permanent Heads of Service as well as the Principal Social Worker. The majority of service managers were also permanent, with only two interims. The service continues to run recruitment campaigns to attract experienced staff and newly qualified social workers and we have had significant success in converting agency staff to permanent members of staff too. Additionally, we commenced recruiting a cohort of fourteen social workers from South Africa that are being inducted into the service during August and September. This recruitment and stability in senior management is now delivering results and it is anticipated that by October 2020, 81% of the social care workforce will be permanent staff (compared to 63% at the end of March 2020).
- 7.5 From a 'Grow our Own' recruitment perspective, there will be 10 Newly Qualified Social Workers joining the service from September 2020 onwards enabling the release of agency workers once the cohort of newly qualified social workers satisfy the service standards and expectations. The service is also now focused on recruiting permanent team managers.
- 7.6 It is critical that we continue to drive forward our workforce strategic priorities. To support this there are several retention activities underway and many which have already been completed to ensure retention of the Children's Services workforce. These range from the launch of the Children's Services Academy in November 2019 which continues to focus on providing learning platforms for qualified and unqualified roles as well as frameworks for "Growing our Own". The Children's Service Workforce Strategy 2020 – 2023 which includes priorities focusing on Health and Wellbeing, Diversity and Inclusion, Learning and Development as well as Recruitment and Retention.
- 7.7 Our staff are actively encouraged to feedback their thoughts on working in Children's Services and have several platforms in place for this such as Director Roadshows, service specific staff engagement surveys and 'staying interviews' which take place when someone indicates they may be intending to leave the service. Children's Services recognises that their workforce is pivotal in ensuring that they not only achieve their strategic objectives but also put the voice of the child at the heart of everything they do.



**8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)\**

**8.1 Finance**

**8.1.1** Children's Social Care finished the 2019/20 financial year with a £1.8m pressure on a £41.4m controllable budget. This is a £3.2m reduction from the previous financial year.

**8.1.2** For the new year (2020/21), the service has a further £2m of savings to deliver. The progress on this and the impact of COVID-19 on the service continues to be monitored closely.

**8.1.3** The report presents no further financial implications.

**8.2 Procurement (NA)**

**8.3 Legal**

**8.3.1** Under the Children Act 1989, the Council is responsible for safeguarding and promoting the welfare of children in need in its area. The annual report serves to inform Cabinet of Children Social Care performance in 2019/20 in the discharge of the Council's children safeguarding obligations. The report is for noting and there are no legal implications arising from the recommendations.

**8.4 Equality**

**8.4.1** The Council has a public sector equality duty under the Equalities Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share those protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people.

**9. Use of Appendices**

None

**10. Local Government (Access to Information) Act 1985**

– [Statutory Guidance on the roles and responsibilities of the Director of Children's Services and the Lead Member for Children's Services](#)

– [Working Together to Safeguard Children 2018](#) guidance