

<b>REPORT TO:</b>	Children and Young People’s Scrutiny Committee
<b>SUBJECT</b>	Children & Young People’s Service Annual Performance Report
<b>REPORT LEAD Officer</b>	Bev Hendricks , AD Safeguarding & Social Care
<b>BRIEF OVERVIEW</b>	This paper provides a description of the performance for C&YPS for the period April 2021 – March 2022

## **1. Describe the issue under Consideration**

- 1.1 This report provides an overview of safeguarding and looked after children activity and performance for 2021 – 2022.

## **2. Member Introduction**

- 2.1 This report notes the progress and continued consistently effective performance with regards to safeguarding children and young people in Haringey, including the pressures caused following the COVID pandemic.
- 2.2 The report summarises performance activity levels and details several future priorities for vulnerable children.

## **3. Recommendations**

### **Committee is asked to note the report and, in particular:**

- 3.1 The service improvement and challenges contained within the report as well as the actions taken during 2021/22 in response to local demand and the financial pressures experienced by the service in relation to placements.
- 3.2 The areas identified as priorities for 2022/23 following analysis and review of 2021/22.

## **4. Reasons for the report**

- 4.1 The welfare of Haringey's vulnerable children is one of the Council's highest priorities. The annual report is intended to inform Committee of the performance of Children Social Care Services in 2021/22. Committee should be aware of the progress made against managing the safeguarding demands. The report, in addition to other measures, enables Members 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 parenting 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 2021/22. It covers the period in the aftermath of the 2020/21 COVID-19 lockdowns. The report provides comparative data by benchmarking with our statistical neighbours and looks at our performance from 2019 to 2022 where this is available.
- 5.2 Children's Social Care provides services and support for children and young people who are in need, at risk of harm and in need of protection, children in our care who are looked after and care leavers. These 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, principally the Children Acts 1989 and 2004, and the Children and Families Act 2014 and various statutory guidance (including Working Together to Safeguard Children, 2018, updated December 2020).

- 5.3 The governance and scrutiny of the arrangements for safeguarding children take place through this Committee and the following multi agency forums:
- 5.3.1 Safeguarding Accountability Meetings chaired by the Leader of the Council, Lead Member for Children, Young People and Families, Director of Children and Young People Services.  
The meeting is held quarterly and allows senior members to hold senior officers to account, to scrutinise performance related to vulnerable children, to be appraised of any concerns about the safety and welfare of children and to drive improvement.
- 5.3.2 Corporate Parenting Advisory Committee for Children Looked After and Care Leavers and attended by six elected members and senior officers in the partnership. The Committee meets quarterly and scrutinises performance and strategic planning related to children in care and care leavers and drives improvement.
- 5.3.3 Haringey's Safeguarding Children's Partnership (HSCP) is chaired by an independent chair, the Partnership meets six times a year under the new arrangements. The Children and Social Work Act 2017 and Working Together to Safeguard Children 2018 has removed the requirement for Local Authorities to establish LSCBs and replaced this with new local multi-agency safeguarding arrangements. Under the new legislation, the three statutory safeguarding partners - Local Authority, Police and Clinical Commissioning Group - must make arrangements to work together, along with the relevant agencies to safeguard and promote the welfare of children in their area.
- 5.3.4 Since the full implementation of new multi-agency safeguarding arrangements in September 2019, the HSCP continues to carry out all of its existing statutory functions.
- 5.3.5 The HSCP has sub-committees Quality Assurance, Training, Missing and Exploitation, Panel's, (MACE). The HSCP annual report evaluates the effectiveness of safeguarding and child protection in Haringey and has set the following priorities, to improve the collective effectiveness of agencies in:
- Addressing the impact of neglect on children
  - Addressing the consequences / harm suffered as a result of domestic violence,
  - parental mental health and substance abuse.
  - Identification of children who are vulnerable to exploitation.
- 5.3.6 The Annual Report of the HSCP will be presented to the Committee in June 2023.

## **5.4 National Statistical Reporting**

- 5.4.1 All local authorities report to the Department of Education to inform the Child In

Need Annual Census and the 903 Children in Care Return, the results of which are published every October on the DfE website. The CIN census covers early intervention, contacts and referrals to social care and the reasons, Child and Family assessments and identified factors, the nature and volume of child protection activity, the numbers of children protection conferences. The 903 covers children entering care and the reasons, the types of placement used, the legal status of children, how many children have left care and for what reasons (including adoption) and details about care leavers and their accommodation, employment and training outcomes and how the local authority is keeping in touch with them.

- 5.4.2 In addition, more detailed returns are submitted to the North Central London Regional Adoption board on children with an adoption plan, the timeliness of their matching and placing with an adopter and the recruitment of adopters.
- 5.4.3 An annual social worker workforce survey is also submitted to the DfE about the workforce profile, recruitment, retention, and sickness rates for social workers and also caseload numbers.
- 5.4.4 The Local Authority Interactive Tool (CHAT) hosted by the DfE collates a range of data across a number of returns and can be filtered to compare and benchmark performance across a range of children's indicators.

## **5.5 Local Context**

5.5.1 It appears that as a consequence of the pandemic, Safeguarding and Social care is supporting high levels of need and complexity in families. The reasons for the need and complexity can be seen in the following:

- Children living in (relative) low-income families show an increase of 10%, from 10,920 families in 2015-16 to 11,894 in 2020-21, according to the latest provisional DWP data.
- Haringey had 1,150 Hospital admissions for alcohol specific conditions (2020-21, 17<sup>th</sup> highest in London) and has the largest volume of pure alcohol sold per adult through the off-trade.
- 2.5% of Haringey's 16-64 years old population claim Employment Support Allowance for mental health and behavioural disorders. This is the 3rd highest rate of all London boroughs and above the London average, although this is largely due to the number of claimants overall. Of all ESA claimants in Haringey 50.5% are for MH and behavioural disorders, which is the same as the London average.
- Haringey has the 6th highest rate of domestic abuse with violence out of all London Boroughs and is above the London average.
- Haringey reported reduced levels of life satisfaction in 2020/21, with drops far greater than London as a whole. Satisfaction levels fell back to their 2012/13 levels.

- 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. (Quarter 1 2021)

5.5.2 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;
- Resident’s report that they have good friendships and associations in their local area and good relations between different ethnic and religious communities.

## 5.6 Our children and young people population

5.6.1 In Haringey there are 59,458 children aged 0-17 years, representing 22% of the overall population (ONS 2020 Mid-Year Estimates). This is largely in line with 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 ward 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 in future years and will remain most concentrated in the East of the Borough.

5.6.2 Almost half of pupils in Haringey schools do not have English as a first language (47.2%). After English, Turkish, Spanish, Polish, Somali, and Bulgarian are the most commonly spoken languages (in order).

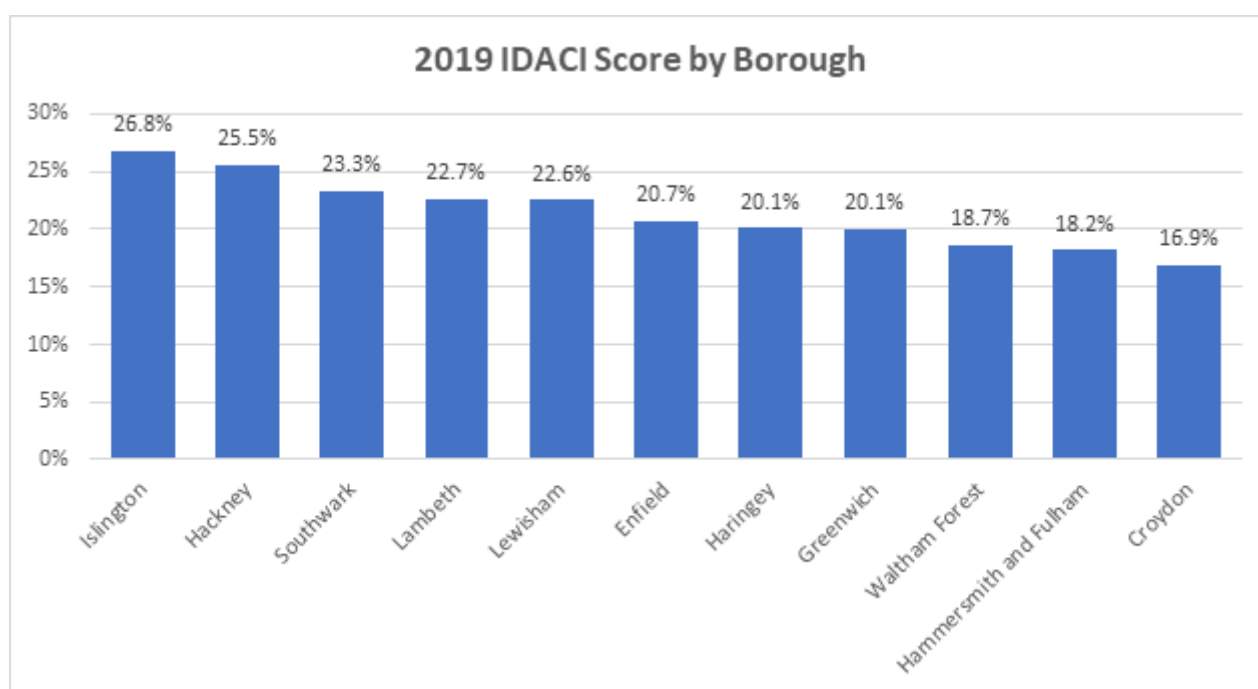
5.6.3 One of our greatest challenges is inequality in outcomes. Poverty is a key determinant of poor outcomes. Childhood deprivation is unequally distributed across the borough mostly affecting those in the East. In 2019/20, . In 2020-21, nearly one in five Haringey children lived in poverty (18%) - a higher rate than in London (16.6%), meaning we are working with increasing levels of need in Haringey. Haringey’s eastern wards also have more children living in all out-of-work benefit claimant households compared to the west of the borough. Department for Work and Pensions

(DWP) data shows the percentage of children in absolute poverty in workless households as 8% in Tottenham Green and 7.7% in White Hart Lane, while at the same time just 1.9% in Crouch End and Muswell Hill.

5.6.4 Latest provisional DWP data on children living in low-income families shows an increase of over 10% in families living in relative low income from 10,920 families in 2015/16 to 11,894 in 2020/21. 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.

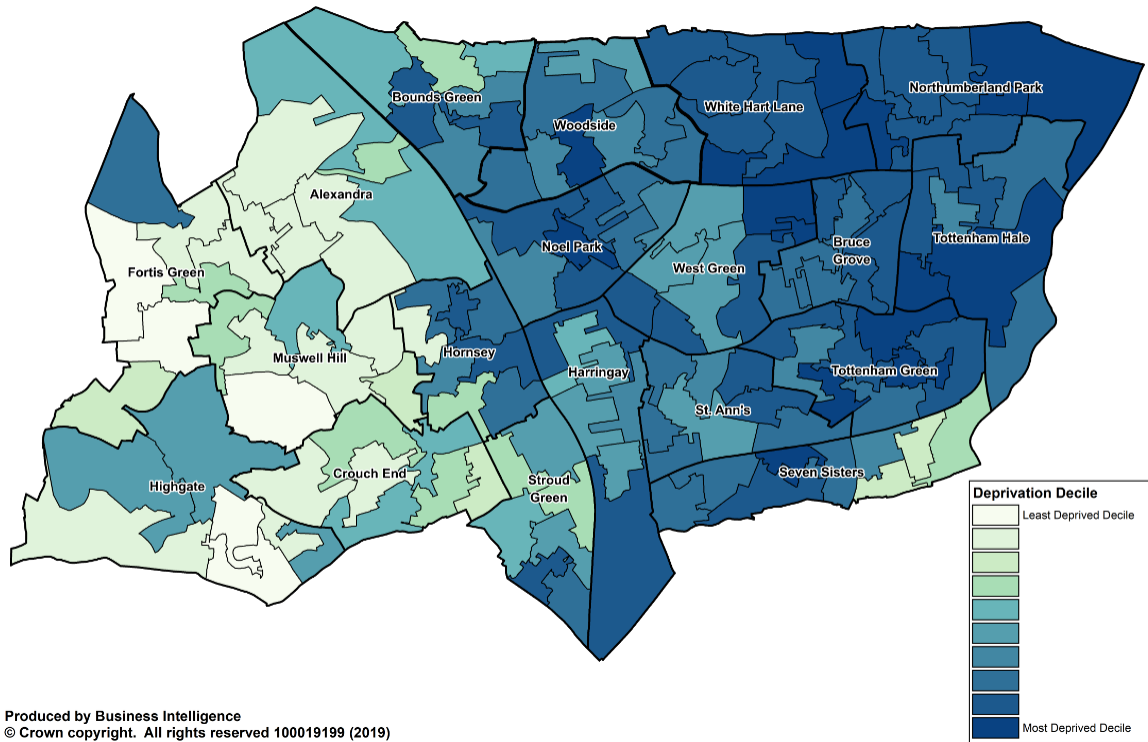
5.6.5 Haringey's 2019 IDACI (Income Deprivation Affecting Children Index) score which measures deprivation of children in the area is the 9th highest in London at 20.1%. London's overall average score is 17.2%.

5.6.6 See graph below showing how Haringey compares to statistical neighbours:



5.6.7 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:

### Haringey LSOA's by IDACI Decile



5.6.8 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

5.6.9 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.](#))

## 5.7 Safeguarding and looked after children's trends.

- 5.7.1 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.
- 5.7.2 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 effectively collaborate with key partners and has sustained the practice and performance that Ofsted noted in their last visit in March 2021. The Assurance Visit found that, **'the multi-agency safeguarding hub (MASH) makes effective decisions to safeguard children. Children and families receive a timely and appropriate response that is proportionate to their level of need.** Consistency in decision-making is achieved by reference to the threshold guidance and use of Haringey's chosen social work methodology' (Ofsted focused visit – letter published May 2021).
- 5.7.3 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, monthly audits, routine management oversight and the requirements for the transfer of cases.

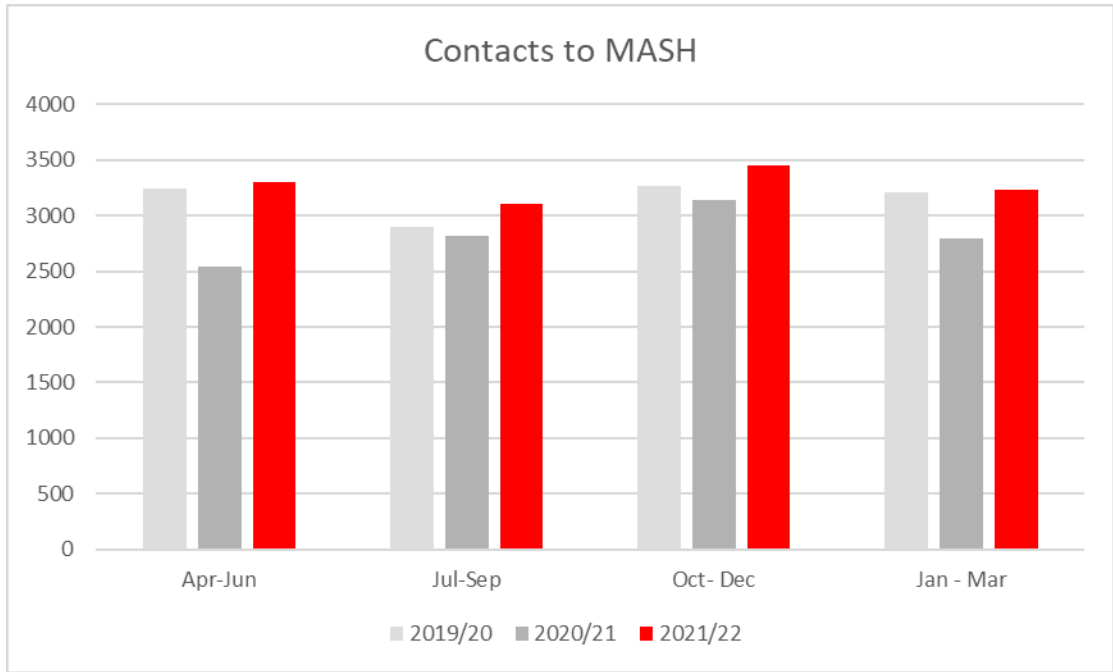
## 5.8 Contacts and referrals to children's social care

- 5.8.1 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 will meet the threshold for referral to assessment and result in a referral to social care, some will pass to the Early Help service or signposted to universal services, others represent the strength of the MASH consultation support as our partner agencies access the safeguarding expert advice and support. These communications are categorised as **contacts**.
- 5.8.2 **A referral** is a contact that meets the threshold for services to be provided by children's social care, in respect of a child who is not currently open to the service, which meets the agreed threshold. This means that social workers in the multi-agency assessment hub (MASH) share information and complete a risk analysis for the referral.
- 5.8.3 In 2021/22, the total number of contacts made to the MASH was just over 13,000. This is almost 1,800 or 16% more contacts this year compared to 2020/21, but just 4% (around 450) more than in 2019/20, the last year without a COVID effect.

2019/20	2020/21	2021/22
12,630	11,301	13,092

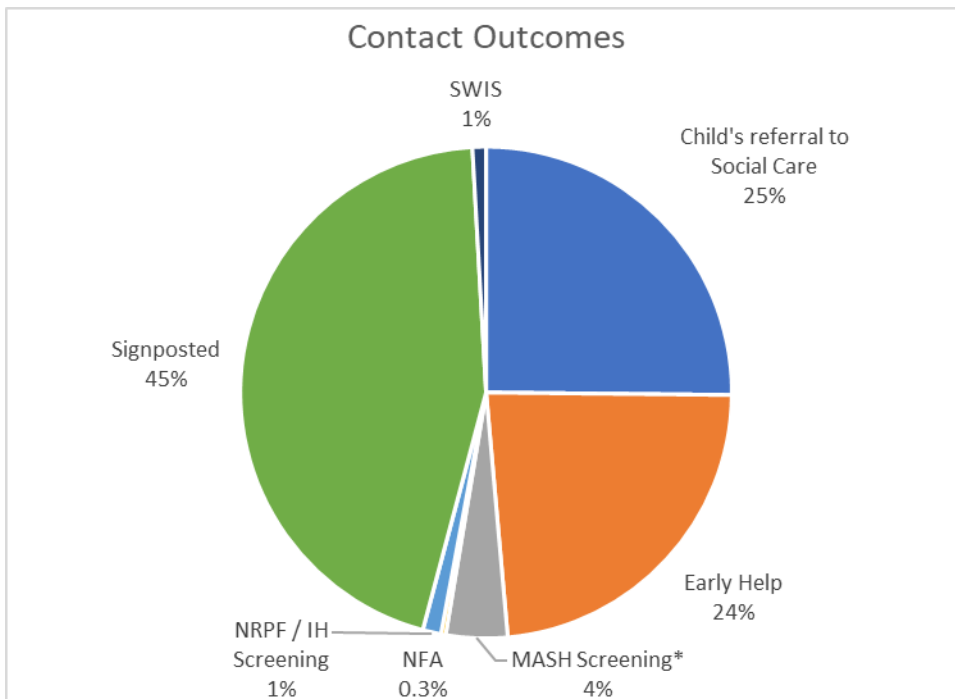


5.8.4



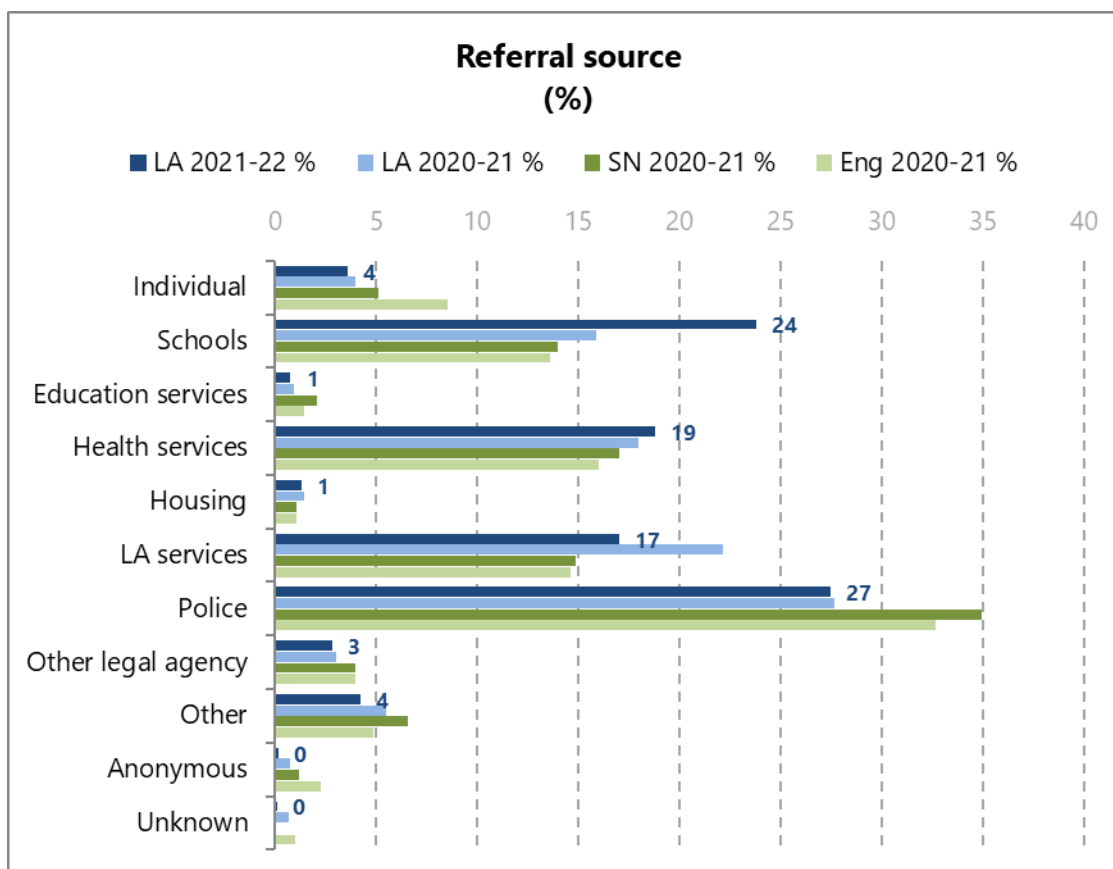
5.8.5 As can be seen in the chart above the increase in the volume of contacts was concentrated in the months of April to June and January to March which fits with the pattern of school closures in 2020/21

5.8.6 25% of these contacts resulted in a referral to social care (unchanged), and 24% to Early Help (up from 19% in 2021, the majority of the remainder are signposted to universal services.

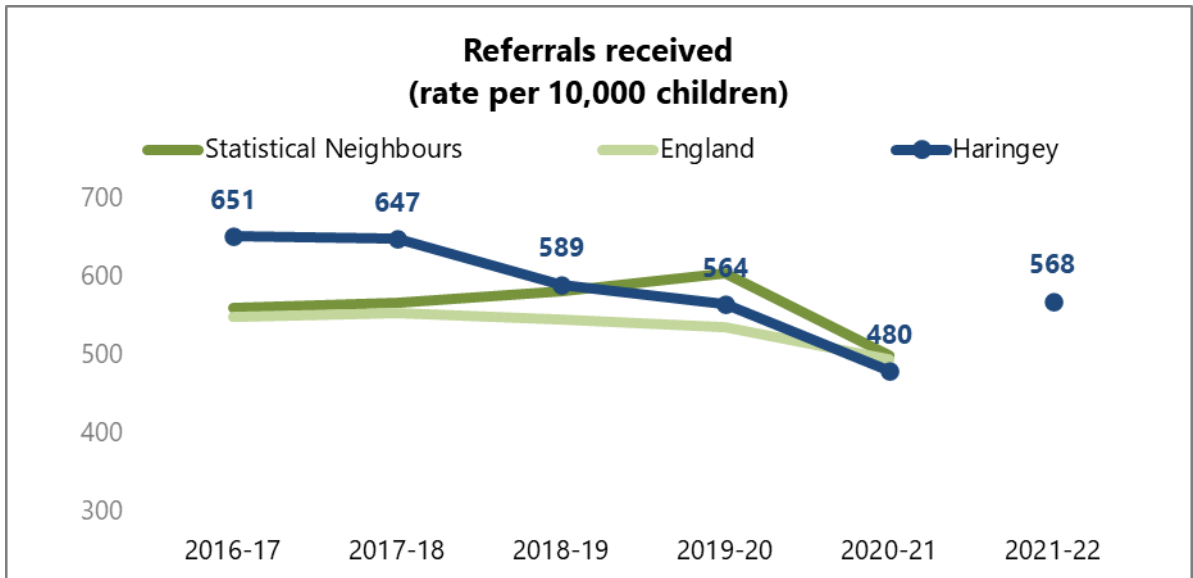


\*MASH screening was included in the contact work step part way through the year rather than being an outcome from it.

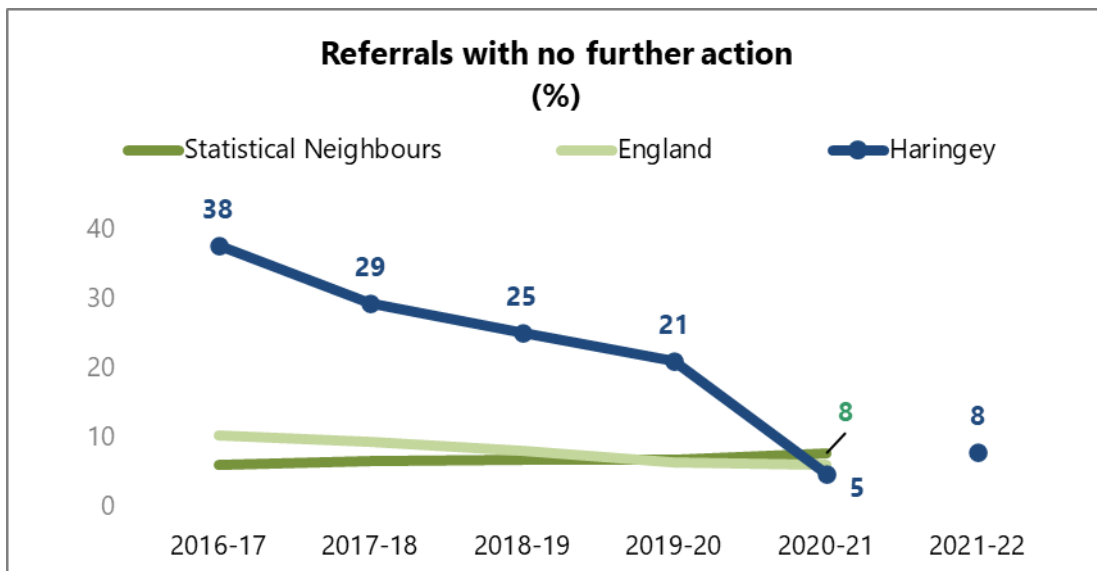
5.8.7 Police remain the most frequent referral to Social care but the gap between police and Schools referral has closed as referrals from schools have increased.



5.8.8 At the end of March 2022, the rate of referrals was 568 per 10,000 children aged 0-17, this is a 18% increase on the rate at the end of 2020/21 but and is in line with the last published rate for statistical neighbours. The chart below shows the change in the rate of referrals over time and the fall during the pandemic.



5.8.9 The rate of referrals to children’s social care that result in ‘no further action’ has remained low, broadly in line with the statistical neighbours and national rates as shown in the graph below. Following the significant reduction since the end of 2016/17. This sustained improvement in performance is largely due to our work with partners to improve the quality of referrals and their understanding of thresholds along with a revised MASH screening process ensuring that the correct decision is made earlier in the workflow.



## 5.9 Children with a disability

5.9.1 The Disabled Children’s Team (DCT) continues to meet the complex and diverse nature of the range of needs experienced by children with disabilities.

5.9.2 Rigorous implementation of thresholds, effective practice and case management has reduced the number of children with a disability on child protection plans falling from 20 to just one ensuring the right children are getting the right support. This in part has

been achieved by embedding the partnership arrangements with the Special secondary schools in Haringey meeting fortnightly with the DCT Team managers to methodically review the welfare needs of children and intervene at the earliest opportunities to prevent needs escalating. In addition, the engagement of a dedicated Housing Safeguarding Officer provides continuous and sustained support to families to advocate and identify suitable housing for children with complex physical needs.

5.9.3 The team's improving child focus and awareness of safeguarding is further evidenced by continuing fall in numbers of Children in Need with a disability

Year	No. of CIN Children with a disability	% of CIN Children with a disability
2019/20	300	6%
2020/21	221	5%
2021/22	183	4%

5.9.4 Our regular monitoring of performance data shows improvement in timeliness for visits, supervision and management oversight and completion of assessments. At the end of March 2022, 97% (63% in 2020) of DCT cases had an up-to-date visit and 95% (82% in 2020) of cases had up to date supervision and 100% management direction. Although still on an improvement journey, this reflects significant advances now above the averages for CYPS of 91% supervisions and 83% visits.

5.9.5 The recommendations from the commissioned assurance continue to be implemented moving the service closer to an integrated model of service delivery.

## 5.10 SEND Special Educational Needs & Disabilities

5.10.1 Along with national and London wide trends the number of Education, Care & Health Plans, (EHCPs), issued over the past 4 years has increased each calendar year up to 2020 where Haringey saw a lower number issued (latest published data for comparisons is 2019)

	2017	2018	2019	2020	2021
<b>New EHC Plans Issued (Number)</b>	185	240	345	309	260
<b>% in 20 Weeks</b>					
Haringey	23%	25%	70%	67%	30%
London	58%	58%	64%		59%
England	65%	60%	60%	58%	58%

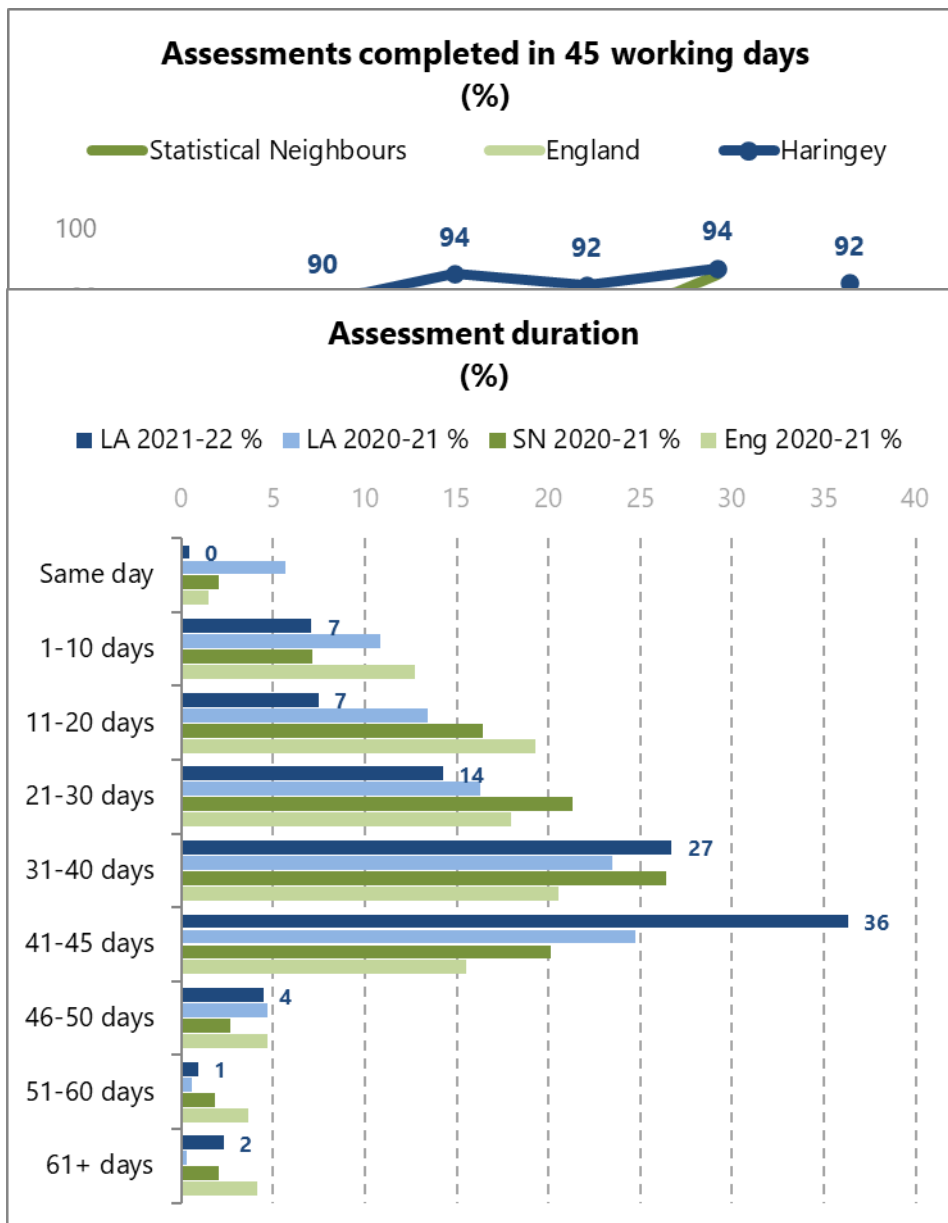
Number of open EHCP at year end					
Haringey	1537	1820	1877	2164	2567

## 5.11 Assessments

5.11.1 A referral to social care will either result in a decision to complete an assessment of the child’s needs (within 45 working days) or in addition 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 with police and other partners 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 and if necessary, hold an initial Child protection conference within 15 working days.

5.11.2 During 2021/22 there were 2,919 assessments completed at a rate of 491 per 10,000 children, up from a rate of 431 per 10,000 children in 2020/21 a significant 14% increase. In each of the past 5 years over 90% have been completed in 45 working days as shown in the graph below. This represents continued good performance in the completion of assessments and compare well with the average for our statistical neighbours (93% in 2020/21) and England, 88%.

**Assessments completed in 45 working days**



5.11.3 As shown in the chart above 29% of the assessments were completed in under 30 working days this year. This compares to almost half in 2020/21. This is still good performance but no longer outshines statistical neighbours and national averages as shown in the graph below. Whilst a few are completed more than 5 working days outside of the 45 days timescales this is usually as a result of the complexity of the issues and is a lower percentage than our comparators.

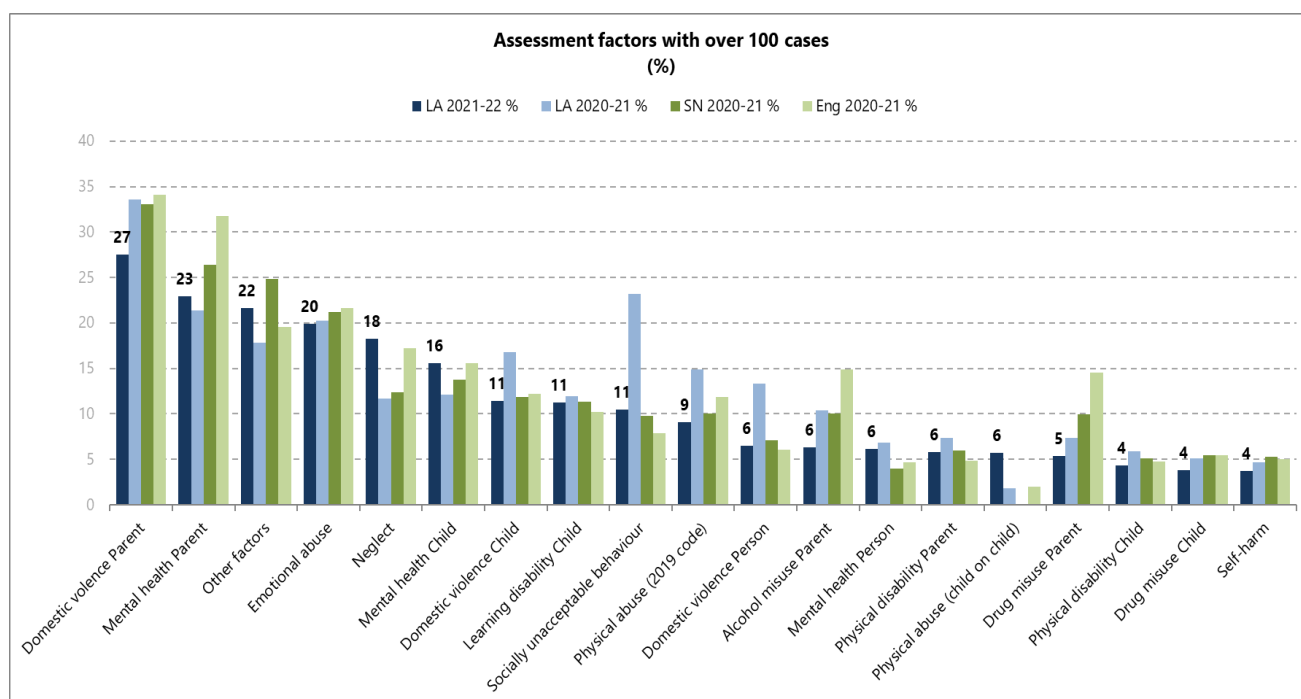
#### 5.11.4 Factors found at the end of assessment.

5.11.4.1 Following some factors found at the end of assessment increasing sharply in 2020/21, this year saw some areas fall back to more average rates for example:

- Parental Alcohol Misuse
- Domestic Abuse
- Physical Abuse
- Socially Unacceptable Behaviour

Other areas saw an increase such as:

- Neglect
- Child Mental Health

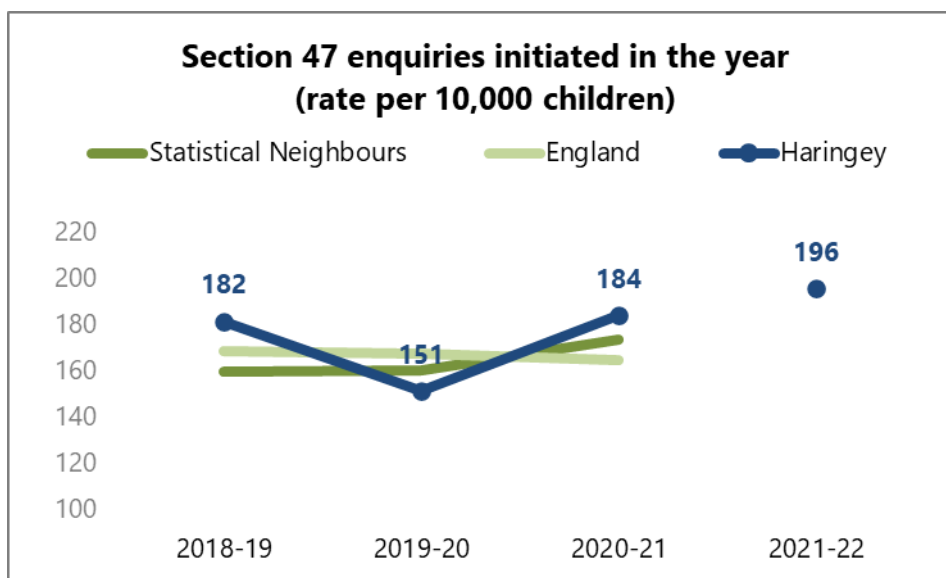


## 5.12 Section 47 enquiries

5.12.1 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 always follows a multi-agency strategy discussion.

5.12.2 The rate of section 47 enquiries per 10,000 children aged 0-17 increased to a rate of 196 per 10,000 children from 151 in 2019/20 and our rate is above the last published rate of 174 for comparator boroughs and the England average rate of 164.

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

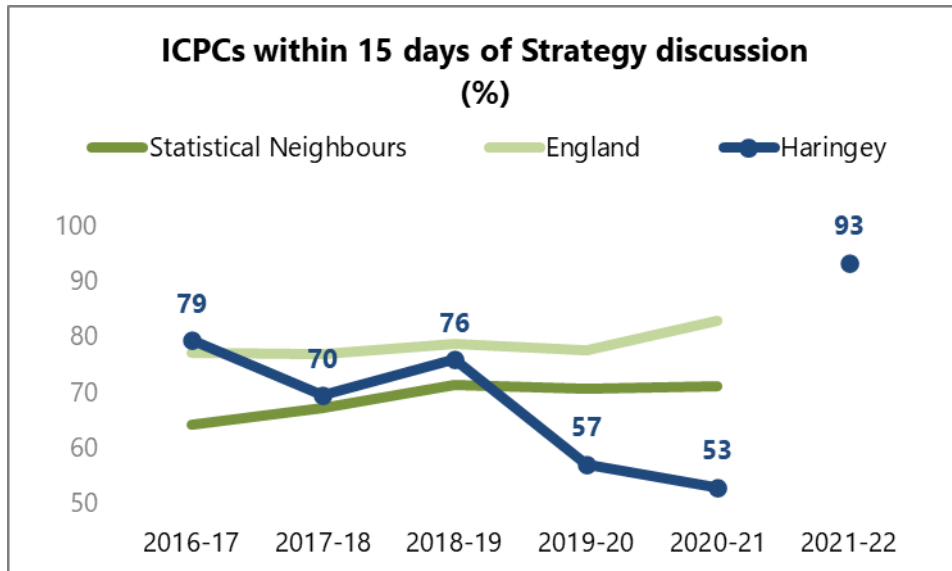


## 5.13 Initial Child protection conferences

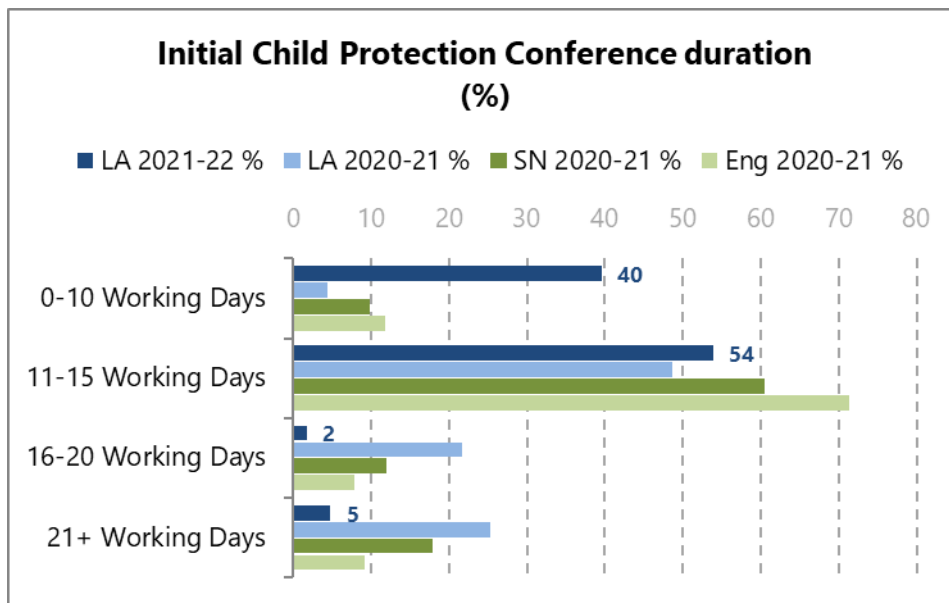
5.13.1 Following section 47 enquiries, where needed, an initial child protection conference is held. brings together family members (and the child where appropriate) and all relevant information, it is the responsibility of the conference to make recommendations on how organisations will work together to safeguard the child including the option of placing the child on a child protection plan.

5.13.2 In 2021/22 20% of all Section 47 investigations led to an Initial Child Protection Conference (ICPC) this year down from 33% last year.

5.13.3 It is critical that initial child protection conferences are convened quickly, and this is an area where performance showed a decline up to December 2020. The graph below shows that since January 2021 a new system and tight monitoring has been in place effectively addressing this decline with a percentage of 93 on time in 2021/22 compared with 53 last year.



5.13.4 As a result of the new process many more ICPS were completed within 10 working days, a full week before the 15 day threshold ensuring decision and plans were in place as early as possible.



## 5.14 Child protection

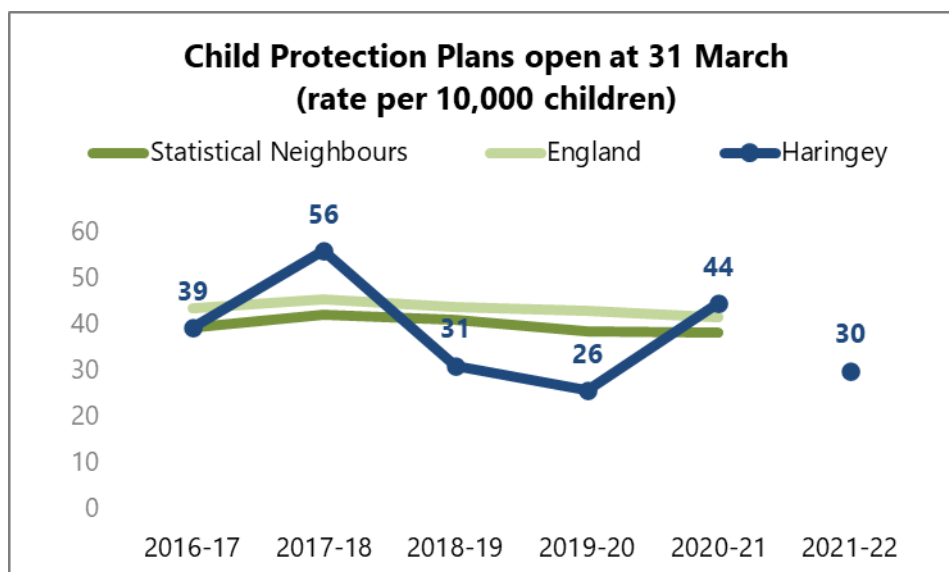
5.14.1 The aim of a child protection plan is to ensure the child is safe from harm and prevent further suffering and harm. The plan should promote the child’s health and development and support the family and wider family members to safeguard their child provided it is in the best interests of the child.

5.14.2 A proxy measure to assess whether the right number of children are being placed on child protection plans for the correct amount of time is the rate of second and



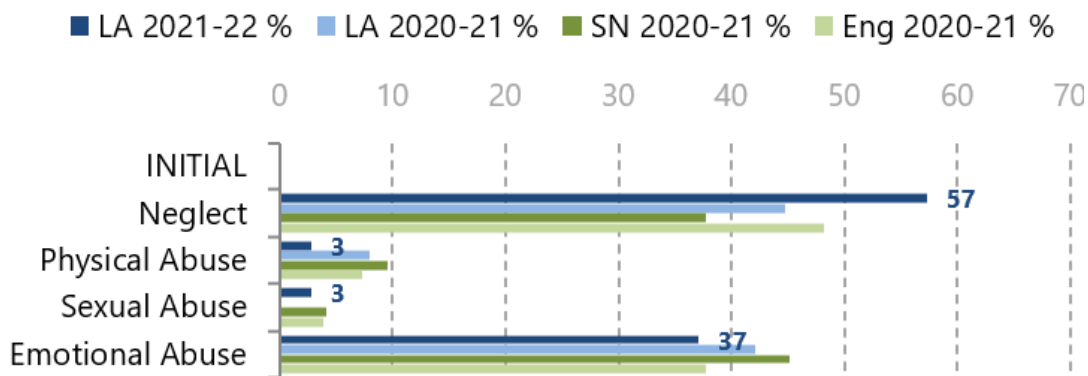
subsequent plans. The data tells us that Haringey's rate of the needs of children returning child protection plans is low but close to our statistical neighbours.

5.14.3 There were 153 children on a child protection plan at the end of March 2020. This rose to 264 in March 2021 and fell back to 178 in March 2021 or a rate of 30 per 10,000.



5.14.4 In common with other local authorities, the main initial reasons for children becoming subject to a child protection plan relate to emotional abuse and neglect as shown in the table below and our rates are historically largely in line with statistical neighbours but 2021/22 saw a significant increase in neglect. 57% of open child protection plans were because of neglect up from 45% in the previous year.

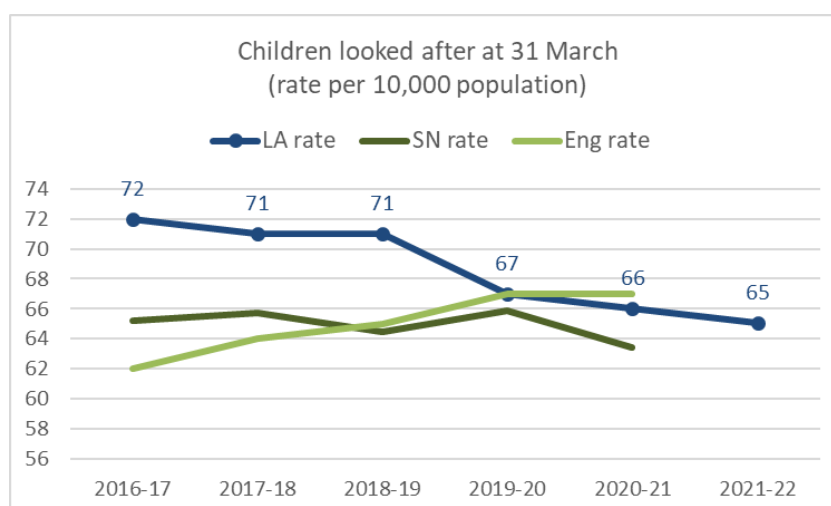
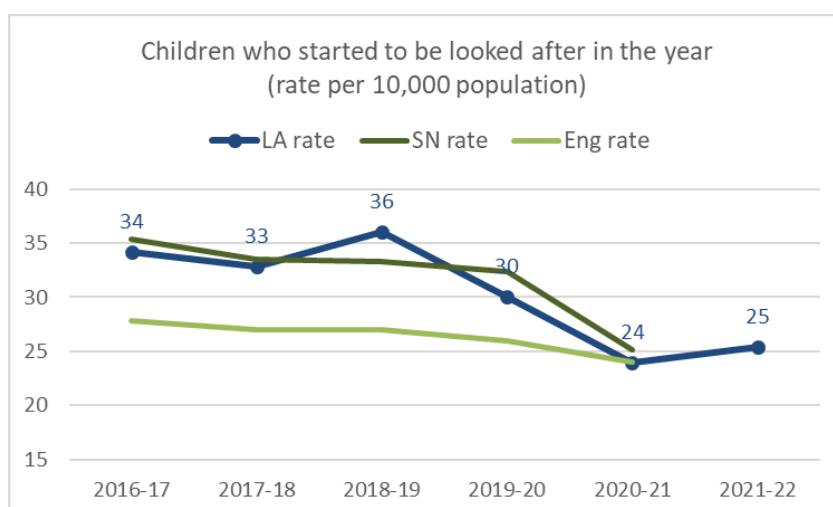
### Open child protection plans by category (%)



## 5.15 Children in care

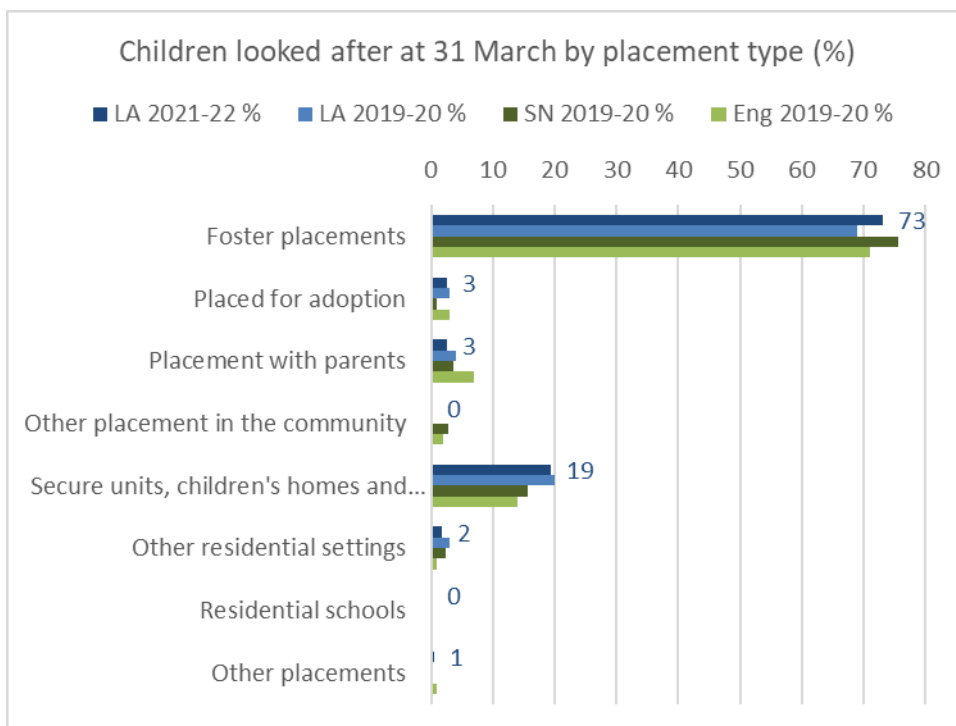
5.15.1 A child who has been in the care of a local authority for more than 24 hours is known as a Child Looked After (CLA). CLA are also often referred to as children in care. Children in care in general are either living with foster parents, in a residential children's home or living in residential 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 achieves their 18<sup>th</sup> birthday. However local authorities are required to support most children who leave care at 18 until they are 25 years old.

5.15.2 During 2021/22 the number of children starting to be looked after increased marginally but as those ceasing remained at the same rate as the previous year, so overall the number of children in care did not change significantly and was 385 on the 31/03/2022.



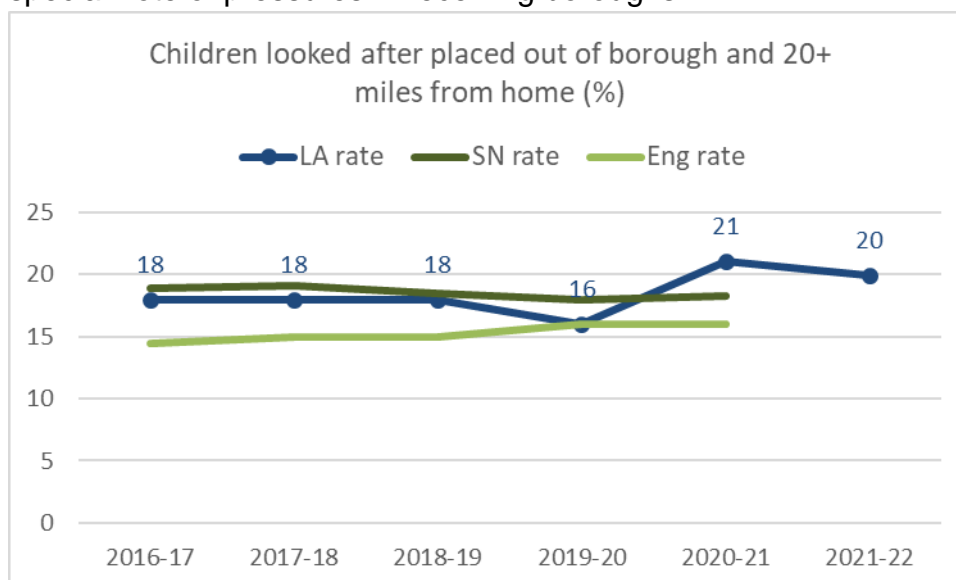
5.16.2 This is a rate of 65 children in care per 10,000 children which is in line with our statistical neighbours and close to the England average of 67.

5.16.3 An increasing number of our children in care were in foster placements (73%) and 19% were in regulated residential accommodation. The chart below shows the children in care by placement type at the end of March 2022.



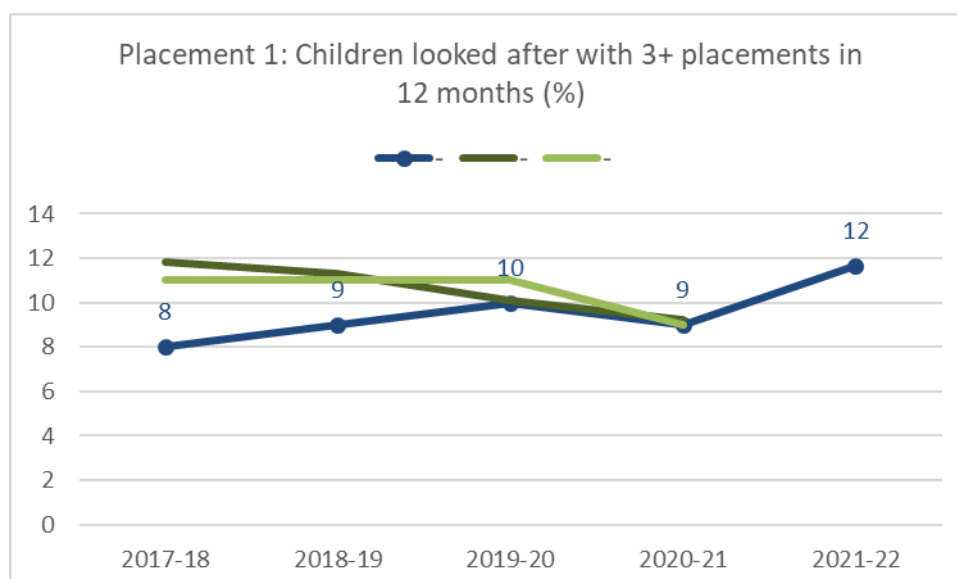
5.16.4 At the end of March 2022, 80% of children were in placements within 20 miles of Haringey. This is broadly in line with statistical neighbours. Local provision continues to be a challenge and we are working with our North Central London partners and others to implement to develop our LAC Sufficiency Strategy . When placing children out of borough along with other factors we consider the education and CAMHS provision young people will receive in their new placement and take

special note of pressures in receiving boroughs.

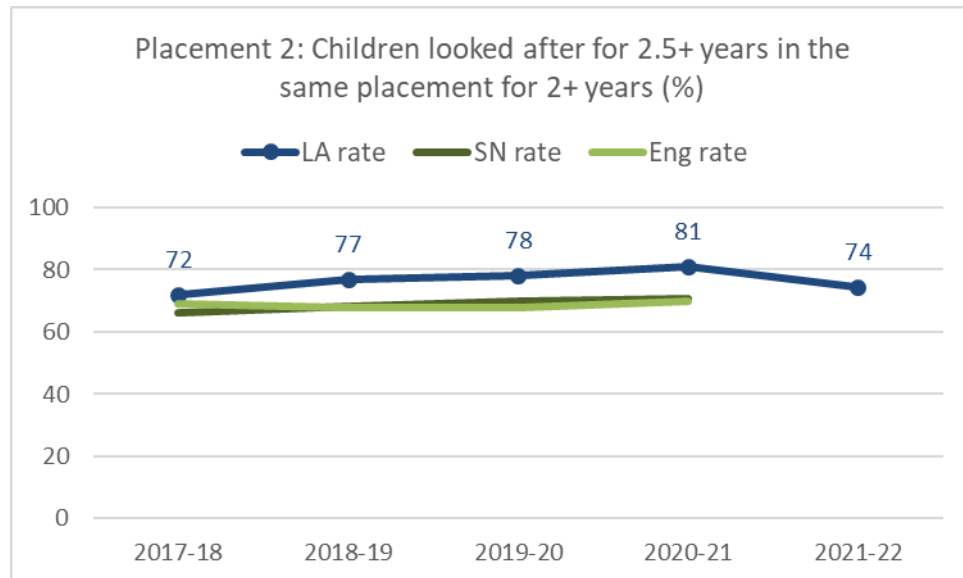


5.16.5 Placement stability is a key factor in children’s wellbeing. Having the chance to settle into a foster or residential placement over a period of time gives children a feeling of belonging, helping them feel secure in themselves and their identity. Stability will be achieved only by making sure 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 2.5 years and have been in the same placement for more than the past 2 years. It is a combination of these indicators that gives us confidence that our children in care are in a stable environment.

5.16.6 Our short-term stability performance shows that 12% of children in our care had three or more placements in the past 12 months. This is slightly higher than last reported statistical neighbour data (9%) and the national average.



5.16.7 Our performance in relation to long term placement stability is continuing to be very good and 74% of children who have been looked after for more than 2.5 years have been in the same placement for more than 2 years as shown in the graph below. This is slightly down but still above the last reported national and statistical neighbour performance of 70%.



5.16.8 The Violence, Vulnerability and Exploitation service continues to respond to the challenges faced by young people in Haringey. Direct Intervention specialist, 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 dedicated return home interview officer.

5.16.9 The latest available data for children who go missing from care shows a continued positive picture. For London on average 13% of CLA go missing at some point in the year, in Haringey that was 11.5% in 2021/22, on average there are 8 missing incidents per child, 4.8 in Haringey, down from 6.5 in 200/21. When children do go missing from placement there is a robust and effective response from children's social care and the Metropolitan Police. The missing co-ordinator tracks, and risk assesses children who go missing to ensure appropriate safeguards are in place to prevent repeat occurrences and return home interviews are routinely conducted by specialist workers.

5.16.10 Unaccompanied Asylum-Seeking Children (UASC). There are two means by which UASC come to Haringey. Firstly, as spontaneous arrivals, most frequently arriving at local police stations. The second means is through the National

Transfer Scheme, which aims to equitably re-distribute UASC from Kent and Croydon. The Government set target of 0.07% child population which equates to 42 UASC in Haringey. The scheme is voluntary, and Haringey has been one of the strongest supporters of the scheme.

5.16.11 At the end of March 2020 there were 48 unaccompanied asylum-seeking children (UASC) in care, this fell to 24 by March 2021 and was 26 in March 2022. This represents around 7% of the children in care cohort.

## **5.17 Adoption**

5.17.1 There were 8 adoptions during 2021/22 up from 5 in 2020/21. This is a steady and improvement picture that reflects the range of activities to identify early permanency for children in care.

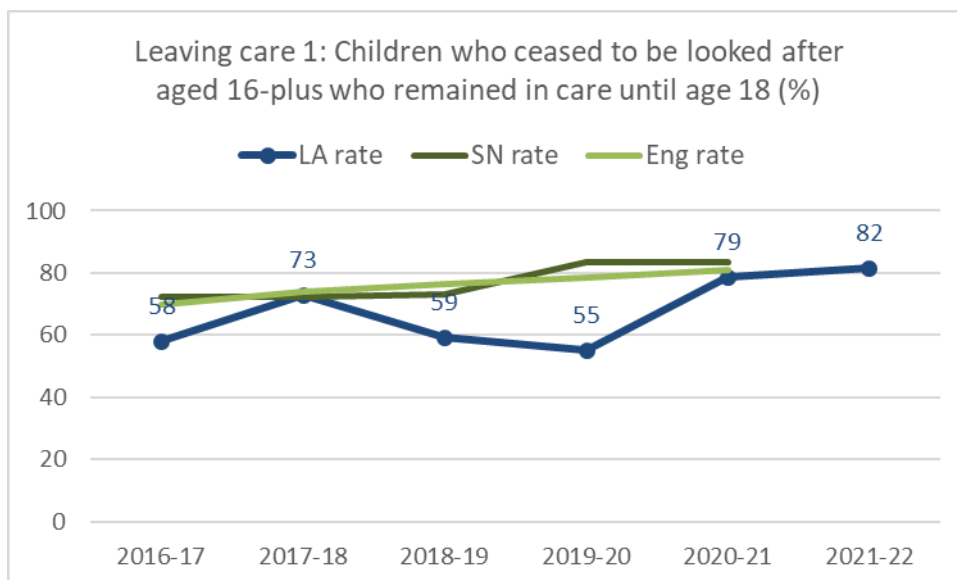
## **5.18 Leaving care**

5.18.1 For young people qualifying for service as Care Leavers there is a requirement for Haringey to stay in touch with the young person, keep the Pathway Plan under review, continue the appointment of a Personal Adviser and provide financial assistance where the young person is employed or seeking employment/to enable the young person to pursue education or training. These duties continue until the former relevant child reaches 21 or, where the child's pathway plan sets out a programme of education or training which extends beyond their 21st birthday, they continue for so long as the child pursues that programme.

5.18.2 The service has been continuing to work 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.

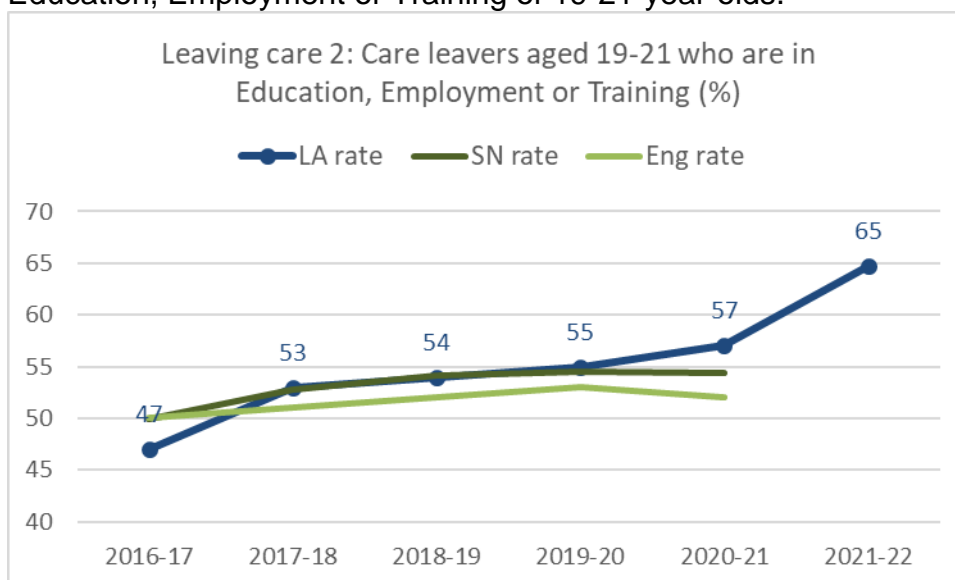
5.18.3 At the end of March 2022 there were 319 care leavers receiving leaving care support.

5.18.4 The graph below shows that increasing proportions of young people who are in care aged 16 are remaining in care until they are aged 18.



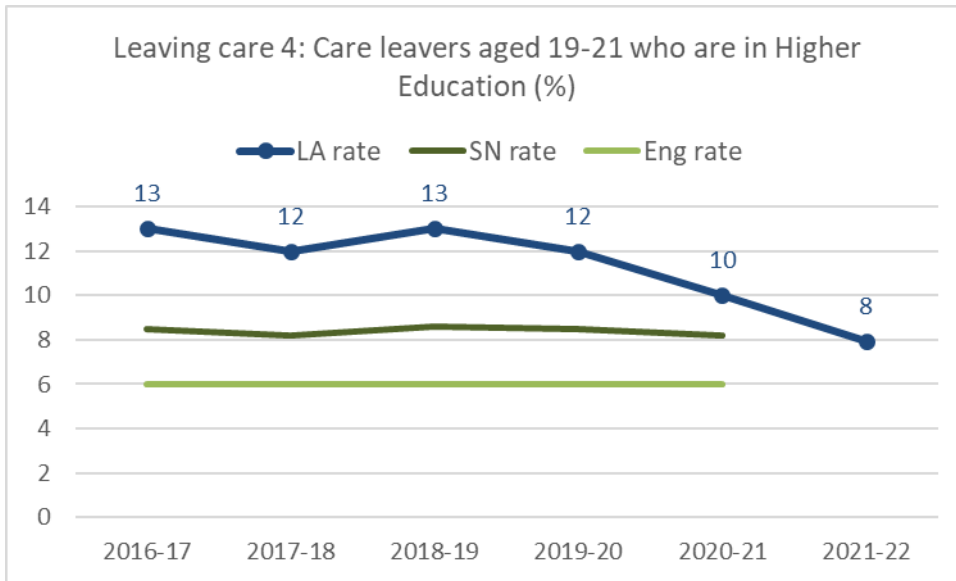
5.18.5 There has also been an increase in care leavers aged 19-21 with 65% are in education, employment and training this year compared to 57% in 2020/21 and 54% average for our statistical neighbours.

5.18.6 Education, Employment or Training of 19-21-year-olds.

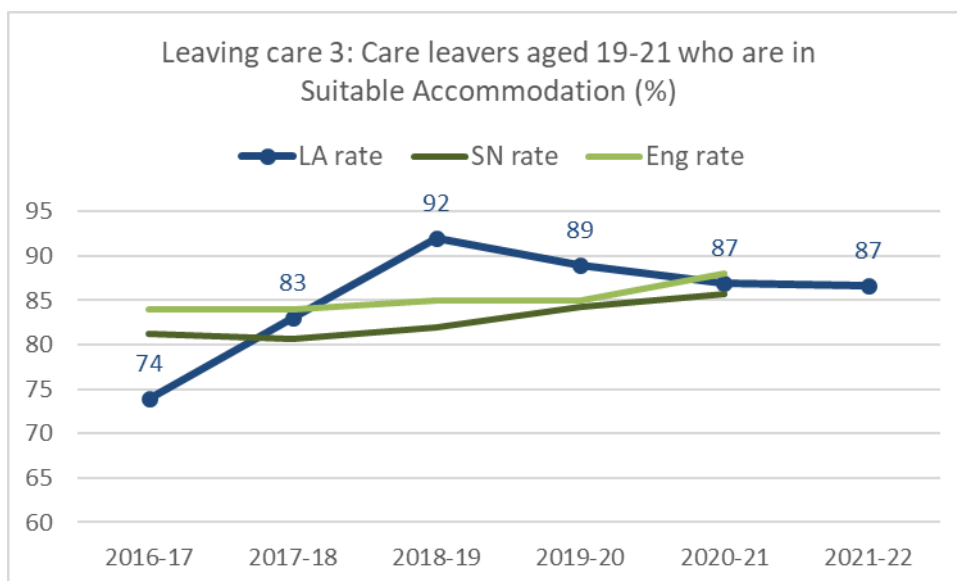


5.18.7 Despite a decrease in proportion Haringey also continues to perform well on care leavers aged 19-21 in higher education and at 8% is in line with our statistical neighbours.

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



5.18.9 Following several years of increases in the percentage of care leavers aged 19-21 in suitable accommodation has levelled out in the high 80%, in line with last reported data nationally and slightly better than statistical neighbours (86%).





## 6. Workforce

- 6.1 The service continues to invest in the recruitment and retention strategy established in March 2019 that has enabled the service to 'Grow our Own', obtain a high performing culture and be an employer of choice within the external marketplace. Although Haringey Council has made significant strides towards obtaining a high percentage of permanent qualified social workers, along with other councils around the country, there have been challenges to permanent recruitment and retaining permanent social workers particularly during the COVID-19 period.
- 6.2 At the end of March 2021, the rate of agency workers declined to 23.4% of the social care workforce from 29% at the end of March 2020. This further increase in permanent social worker stability in the workforce was a significant achievement as this was the first month whereby the agency percentage fell to under 25% since 2018. With regards recruitment achievements during this period (March 2020 – March 2021), the service had successfully recruited 9 newly qualified social workers, retained 90% of the previous cohort of newly qualified social workers and provided an intensive induction for the internationally recruited social workers from South Africa. There also has been intensive training sessions and administration support provided to managers on how to effectively recruit and support social workers and other front line officers during the COVID period.
- 6.3 Due to the unprecedented situation which COVID-19 presented and recognising the additional stresses which the frontline key workers faced, the service recruited additional COVID – 19 qualified social worker and differently qualified employees to support with service delivery. As delivering positive and impactful outcomes for children, young people and families is at the heart of Children's Services, this additional workforce was critical. As of August 2021, there are 7 COVID -19 qualified social workers within the service who continue to provide the necessary support for service delivery.
- 6.4 As the service has reached a greater level of recruitment stability, there has been a significant focus on retention initiatives since March 2020. The service has put a number of interventions in place with regards retention initiatives and a strong focus on supporting the workforce during the COVID-19 period. The interventions which were put in place during COVID-19 and continue to take place are the implementation of the Therapist sessions. The Therapist sessions allows a safe place for the workforce to come and confidentially speak about their own resilience and emotional needs. There are daily service team check ins which take place virtually. Furthermore, all the Assistant Directors take part in a weekly 'Ask the AD' session where key messages are communicated service wide, and the workforce can ask any questions or make service adjustment feedback. The Director's Roadshows have also continued a quarterly basis. In these roadshows, key updates are shared as well as good news stories celebrated.
- 6.5 The Health and Wellbeing of Children's Services workforce is of great importance and all managers have been trained on how to carry out relevant risk assessments, issue PPE, create awareness of providing details of the EAP and OH referral schemes and enabling their teams to adapt to the new ways of working. There also has been service specific health and wellbeing surveys leading to the implementation of key actions.

The service ensures that exit interviews are carried out and feedback to the relevant management level and staying interviews also take place across the service. These platforms provide invaluable feedback on what is working well and where realistic improvements may be made. The qualified social worker turnover in March 2021 was 9.4% and in August 2021, it was 10.2%. The London average qualified turnover for 2020/2021 was 14%.

- 6.6 Other key retention initiatives which have continued is the embedding of the Children's Services Academy, the recruitment of apprentices for non-qualified social worker roles and the benchmarking of workforce benefits in comparison to other Local Authorities.

## **7. Future Challenges and Operational Priorities**

7.1 The future challenges and priorities can be summarised as follows:

7.1.1 The National Review of Children Services and the implication following the recommendation from the Case for Change places additional work on all Local Authority's to further develop partnership arrangements with the ICB and CCG regional arrangements and review its focus on Early Intervention.

7.1.2 Maintaining the development of workforce skills through the Haringey Children's Academy and progressing the recruitment and retention of permanent qualified social workers in the context of the COVID recovery measures.

7.1.3 The costs associated with the placements for looked after children will continue to be a significant pressure for the Council. Significant additional corporate funding has already been aligned to the department, but as demand increases and the supply of placements comes under further pressure, the impact on costs must be carefully monitored.

7.1.4 A new system will be implemented following the successful procurement of the Liquidlogic system, which will free up social work capacity and reduce administration. The new system is expected to be in place Summer 2023.

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

### **8.1 Finance**

### **9.2 Procurement**

Not applicable

### **10.3 Legal**

10.3.1 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 Committee of Children Social Care performance in 2020/21 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.

## 10.4 Equality

10.4.1 This report is for Committee to note Haringey Council's progress and performance with regards to safeguarding vulnerable children. As such it creates no disadvantage or inequality and the activity described serves to reduce inequality for some of the councils most vulnerable children.

## 11 Use of Appendices

Appendix A

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

Appendix B

– [Working Together to Safeguard Children](#), 2018, updated December 2020 guidance

## 12 Local Government (Access to Information) Act 1985

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