

Haringey Early Years Strategy 2023 – 2026



‘Best Start in Life’



Foreword

Welcome to the Haringey's Early Years Strategy 2023-2026.

We would like to thank all our stakeholders and partners who have been actively involved in shaping how we develop our early years approach and look forward to seeing all that can be achieved in the coming years. Haringey's Early Years Strategy recognises that the delivery of our early years offer is not the responsibility of a single agency but is owned by all partners working with young children and their families.

In Haringey, we are committed to working in partnership to coordinate support, care and learning for young children and their families. We are proud of the quality of our early years provision in Haringey, which continues to improve year on year. We know how essential it is for our youngest children to access an exciting and sound early years curriculum, combined with quality care, and our teams work with all providers to achieve this. Maintaining high standards is fundamental to delivering good outcomes for children.

Having a clear focus on improving early years outcomes, underpinned by an early intervention approach, requires us to work together across disciplines and sectors. This is vital so that families can access the services they need and at the time when they need them to support effectively the best start in life for their young children and wider families.

Our Early Years strategy reflects our ambition for an integrated and better co-ordinated approach across all services for young children, their families and carers. This is underpinned by [‘The Best Start for Life’ Review](#). Through this strategy, our vision is to provide a constantly developing and improved early years offer which enables families to access the services they need for their young children to have the best start in life and long term foundations to thrive.



Councillor Zena Brabazon

Cabinet Member for Early Years, Children and Families



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Director of Children's Services

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Haringey Context

Haringey is a dynamic and diverse London borough with over 180 languages spoken in local schools. Our most recent [residents' survey](#) identified that many young families choose to move to Haringey because of the benefits of open spaces, good schools, easy access to a number of work locations and more affordable housing.

The borough has long welcomed communities from all over the world and, in addition to long standing Afro-Caribbean communities, there are significant communities of Turkish and Kurdish, Somali, Latin American and Eastern European residents living in the borough too. Haringey is home to a growing community of Charedi Jewish residents, living largely in the south east of the borough.

Haringey is marked by significant inequalities and is one of the more deprived authorities in the country. Haringey ranks 49 out of 317 local authorities and the 4th most deprived borough in London. 9 of Haringey's 19 wards are within the 20% most deprived wards in England, and these are located predominantly in the east of the borough. Northumberland Park and White Hart Lane are the two most deprived wards in Haringey, with Northumberland Park being the most deprived ward in London, and White Hart Lane the 4th.

There are 59,450 children and young people under the age of 18 living in Haringey, which amounts to 22% of the overall population. 23.7% of these children and young people under 16 live in relative poverty, which is the 11th highest rate of all London boroughs (see Appendix 1). 2,700 children and young people living in Haringey have an Educational Health Care Plan (EHCP). 19.9% of Haringey's primary school pupils, and 22.2% of secondary school pupils are entitled to free school meals.

Haringey residents report higher levels of life satisfaction than residents across the rest of London on average, and there are significant community assets and levels of community capacity which residents draw on all the time. Working across statutory partners and the Voluntary and Community Sector alongside local residents, is a key element of the Strategy we are presenting here. Our current early years offer is delivered across the borough through Private, Independent and Voluntary Nurseries, childminders, Nursery Schools and primary schools working alongside children centres in Haringey which offer community services and support for families. Free entitlement is a mix of universal and means tested offer, with a clear differential in take up between different communities. With Haringey's Free for 2s offer, some two-year-olds can have a free early learning place for up to 15 hours a week. All 3- and 4-year-olds are entitled to 15 hours free childcare with some working families accessing 30 hours. This strategy will act as a key driver to support families to access the free entitlement.

Our response to our context provides the background to our strategy. Our aim is to work alongside parents and communities, and in partnership across sectors, to ensure we achieve equitable outcomes despite the inequities in opportunities,

experience and income faced by many households in the borough. We will continue to focus on addressing barriers and removing challenges to households achieving their potential through a joined-up response which will see more resources in some areas and for some communities to ensure that every household benefits and that no community is left behind.



Early Years Strategy Development

The journey to parenthood and the first 1001 days from conception to age two are widely recognised as the crucial periods in the life course of a developing child. These first days play a significant role in shaping both their childhood and their future life. We know, for example, that 80% of brain cell development takes place by age three.

Partnership is key, and each aspect of a young child and family's life is potentially an area of focus for this strategy. We know, for example, that access to parks and open spaces is fundamentally important for the development of play and of good health throughout life, not just childhood. Likewise, a healthy balance of work and homelife requires effective and high-quality early years education and childcare to ensure that parents can effectively juggle home and work life. We also know that children with special educational needs and/or disabilities (SEND) benefit from access to early years education, care and support and that this provides respite to family carers supporting them to maintain children at home wherever possible.

Just as developing the strategy has relied on the strength of our partnership, so will the delivery across the range of public, voluntary and community and private business sectors. The shifts in central government thinking and policy towards the development of family hubs link to central government policy application here in Haringey.

A wide range of Haringey strategies and other initiatives, informed by local residents, communities and partners, touch the lives of young children and so both are pertinent to this strategy and have informed the development of our priorities (see [References](#) for more details).

In addition to strategies and policies, this strategy was informed by a range of sources as follows:

Stakeholder task and finish groups including:

- Children's Centres
- Early Education and Childcare
- Nursery Schools
- An oversight and reference group including representatives from the Early Years Sector, partner agencies and different service areas in the Council including the Lead Member for Early Years, Children and Families and the Director of Children's Services

Focused conversations with:

- Parents
- Schools

- Private, Independent and Voluntary Nurseries
- Childminders

Through this process of partnership working and co-production, we have arrived at five key strategic aims, which structure the Early Years Strategy and outline our core ambitions for early years provision in Haringey. These five key areas each contain a number of priorities, which lay out how we will work toward each strategic aim.

Strategic Aim 1:

To work in partnership with our parents and carers to build resilience and enjoy family life.

Strategic Aim 2:

To support parents and babies before and after birth to create the conditions where stress is reduced, positive, bonds and attachments can form, and language and communications skills develop so that children are ready for life, enjoyment, and learning.

Strategic Aim 3:

To narrow the gap in attainment for different groups of children ensuring there is equitable access to early education and childcare for all children across the borough.

Strategic Aim 4:

To ensure all families have a healthy pregnancy and a healthy early years, by improving health and wellbeing and reducing health inequalities for all children.

Strategic Aim 5:

Developing partnership and joined up infrastructure to deliver equitable outcomes and make best use of resources.

These strategic aims are also designed around Haringey Children's Service's HEARTS values:

Children are the  of all we do



H - we are **HUMAN**, we bring our whole selves to work.



E - we act **EARLY** together with our partners to prevent needs becoming worse



A - we take **ACTION** based on evidence, using our knowledge and skill. We act with empathy and we do with not to! We have the courage to hold ourselves to account.



R - RELATIONSHIPS are the intervention and they make change possible. We see the whole child in their lives. We are compassionate, respectful and honest in our relationships with families. It is **NOT** about being the expert in people's lives; **NOT** all about processes, forms, targets.



T - we learn **TOGETHER** and support each other. We are reflective and we recognise that there is no one lever, solution or tool. People are complex, issues are complex and systems are complex.



S - we believe in **STRENGTHS BASED** approaches – we see the strengths in all children, families and communities and we work with families to build on their strengths and tackle issues

Governance, evaluation, and continuous improvement

The Early Years Review and the associated development of an Early Years Strategy have highlighted the need for partnership governance around Early Years.

It is therefore proposed that an Early Years Strategic Partnership Group be established which will report into the Start Well Board. It will comprise of partners across early years including the local authority, early years education (maintained and PVI's), children's centres, NHS community and maternity services, the voluntary and community sector, parents and will be chaired by the Assistant Director for Schools and Learning from the Council. There is a crossover with early help and there will be a close interface with the Early Help Strategic Partnership Group which also reports to the Start Well Board.

The Partnership Group will have a number of functions:

1. To be responsible for the implementation of the Early Years Strategy and action plan, providing robust scrutiny, challenge and oversight.
2. To ensure performance and outcome metrics are developed, reported and applied to evidence impact inform future developments.
3. To offer a space for a focus on early years developments including new legislation and policy, etc.

Early Years Principles

Our work with children and families is guided by a set of principles which support and enable all that we do. If we hold these principles in mind, they will support us to achieve our ambitions in the ways which will strengthen our approach:

- Whole family approach involving and enabling parents at all levels with co-production embedded throughout.
- Prevention, early identification of need and early intervention to reduce harm.
- Whole systems and partnership working throughout the borough, to build capacity, capability, workforce development and impact across all agencies including the voluntary and community sector, the PVI's (Private, Voluntary and Independent Providers), schools and the NHS.
- Equitable outcomes through a focus on localities and making sure our joined-up responses meet locally identified needs flexibly.
- Funding supports and follows every child, is setting neutral and offers equitable access to high quality early years setting for all children.
- Integrated planning and resources to deliver improved sustainability and outcomes.
- Support for co-production and engagement with residents – at all levels of implementation and delivery.
- Locality working multi-agency model – so that parents in their neighbourhoods can access support close to home, have equality of access and reach of services within local communities.



‘All children will have the best start in life and a happy, healthy childhood’.

Strategic Aim 1:

To work in partnership with our parents and carers to build resilience and enjoy family life.

Strategic Aim 2:

To support parents and babies before and after birth to create the conditions where stress is reduced, positive, bonds and attachments can form, and language and communications skills develop so that children are ready for life, enjoyment and learning.

Priority One:

To provide an early years local offer to all parents and families by providing clear information, advice and guidance.

Why is this important?

Being a parent is an exciting, complex and often a challenging journey in any family's life. Parents provide those first steps of learning for a child and a good start in life as they nurture, care and guide their child's development. It is key to build on the resilience, strengths and capabilities of parents and by working in partnership we enable and empower parents to be the best that they can be. It is important for parents to recognise when they need help and know where to get it. The information, advice and guidance a parent receives is vital as they balance the various demands that parenting can bring. Our consultation results showed that although many parents and providers alike are accessing our website, the ease of navigation could be improved in order to make information more accessible. As part of our partnership with community services and facilities including our libraries, our parents will be able to access a wealth of support and advice to support their knowledge of early education for their children's development.

We will:

1. Develop a package of support for parents (and specifically new parents) which is clear and prioritised including adult learning, welfare support, employment, housing, early years education health and parenting.
2. Review our early years digital offer, ensuring up to date and relevant information and resources are easily accessible and available.
3. Work in partnership with parents to build resilience and enjoy family life through the delivery of parenting programmes and support services.



‘If we value our children then
we must cherish their parents’
- Bowlby

Priority Two:

To embed and develop an integrated, multi-agency approach to support both pre- and post- birth and childhood through enhanced children’s centre partnerships and locality based 0-19 Family Hubs.

Why is this important?

A multi-agency, whole family approach, to support families both pre- and post- birth and throughout childhood. Children’s Centre partnerships and the development of locality based 0-19 family hubs are key to our improved work with parents and the community. Consultation results showed that links between Children’s Centres and parents and providers alike could be stronger, and in reviewing the Children’s Centre offer we hope to be able to strengthen these links to maximise support available to families.

By developing a Family Hub model, we aim to strengthen support to families using a life course approach by providing help with the many challenges parents face; especially those which will hamper children and young people’s social, emotional, physical development and their educational progress. During consultation, parents indicated that this broader, more continuous and joined-up form of support would be valuable to them, with 85% of parents telling us that they would access these services.

It’s important that families know where to go and get help, and that staff and volunteers are trained to respond sensitively and effectively to families’ enquiries.

Our Family Hub model will provide a single point of access to services and advice, connection with services working or co-located together and relationships that are focussed on families.

We will:

4. Review and embed a comprehensive and consistent core offer of childhood services offer across all children centres.
5. Implement a Family Hub model starting with Triangle Children, Young People and Community Centre as the pilot. building on our children centre offer providing services to support children and young people aged 0 – 19.
6. Develop a core health visiting, and midwifery offer within children's centre and Family Hub settings.
7. Establish stronger relationships with families to influence the shaping of services and our service delivery model.



Strategic Aim 3:

To narrow the gap in attainment for different groups of children ensuring there is equitable access to early education and childcare for all children across the borough.

Priority Three:

To increase the take up of the free entitlement and ensure we have flexible, affordable early years education and childcare which all communities in Haringey are supported to access.

Why is this important?

We want to ensure that there is flexible, affordable early years education and childcare which all communities in Haringey are supported to access. We will target those most in need including children in need, children with emerging special educational needs and children growing up in poverty, as well as some communities which are underrepresented. A key priority, supported by the results of our parental consultation, is raising awareness of free entitlement childcare and who can access it. We will respond to how our communities access provision and childcare so that community needs are met supporting their child to the best start in life.

We will:

8. Develop a communications and marketing campaign to raise the awareness of the free entitlement throughout the borough.
9. Review how we can support our most vulnerable 0–5-year-olds to access childcare including those who do not meet the entitlement criteria.
10. Develop an outreach programme to engage with the Turkish, Somali and Charedi Jewish communities to understand and respond to their childcare needs.

Priority Four:

Working the broader partnership to recruit and develop a more sustainable, high quality and qualified workforce.

Why is this important?

The importance of a high-quality early years curriculum delivered by a skilled workforce is key to supporting our children to grow and develop in the early years and prepare them for the next stage in their education. Early Years education can

play a critical role in a child's life outcomes and needs skilled practitioners in the workforce to enable children to reach their full potential. Consultation with providers showed that staffing, both in terms of recruitment and retention, is by far the most significant challenge they are facing, in line with the sector at large. Haringey is committed to working in partnership with local childcare course providers and the sector to recruit and retain a high-quality workforce for the future. Our provider consultation has also provided valuable insights into how we can make training as accessible as possible for all providers and practitioners, and into the challenges faced by providers in terms of recruitment.

We will:

11. Continue to expand our model of setting-to-setting support to improve the quality of provision and skills of the early years workforce.
12. Work in partnership with childcare course providers to develop a recruitment plan to support the sustainability of the workforce in Haringey.
13. Work in partnership with the Nursery School Consortium to develop a programme of peer learning which provides system leadership for our schools and settings.



Priority Five:

Every child should be able to have access to the high-quality inclusive provision that is tailored to their needs.

Why is this important?

Research has shown that children with special education needs and disabilities (SEND) make better progress when they are in an early years setting. We want to

ensure that disability and need does not reduce a parent's childcare options and is not a barrier to accessing childcare that responds to children and the family's needs. A skilled workforce is pivotal to achieving our aim to provide the support and intervention that both the child and family need. Parents of children with SEND told us that the support most valuable to them is inclusive childcare settings with specially-trained staff, and our priorities here reflect a continued commitment to improving these provisions.

Consultation results also demonstrated that providers are supporting an increasing number of children with speech, language and communication needs, and many parents also felt that increased support in this area would be valuable. Good communication and language skills combined with strong social and emotional development are key to supporting our youngest children to become lifelong learners and reach their full potential. Children who are helped to become resilient, confident and effective communicators can develop the skills to overcome challenges they will face through life. In Haringey we recognise that the levels of referrals to the Speech and Language Service are continually increasing and that services currently are unable to meet the needs of our youngest children because of the volume of demand.

We will:

14. Ensure there is sufficient funding to provide additional support for children with emerging needs or SEND that follows the child based on their need.
15. Review our current SEND inclusion funding provision to ensure that it is a fair and equitable process.
16. With our Nursery Schools as a key partner, provide a comprehensive training programme to ensure that the early years workforce feel competent and confident in supporting young children with SEND within their settings.
17. Review and improve the speech, language and communication offer to better meet the needs for young children.
18. Develop a Get Talking Haringey Campaign which will support parents and practitioners to engage in meaningful conversations with children in the Early Years.

Haringey Nursery Schools



Haringey's three outstanding nursery schools (Pembury House, Rowland Hill and Woodlands Park) form the Haringey Nursery School Training Consortium (HNSTC), with the central aim of developing a progressive and outward looking role for nursery schools. In 2011 the Consortium was given Early Years Teaching Centre (EYTC) Status.

The nursery schools in Haringey have a rich and diverse history of excellent integrated early years practice and have developed a reputation for high quality accredited and non-accredited training.

Our Nursery Schools will have a key role in delivering against priority five and supporting the wider early years workforce. Working in partnership with the Haringey Early Years team and a range of other partners we aim to progress our role in leading system improvement in the Early Years in Haringey and beyond.

Our Nursery Schools:

- provide high quality early education for led by specialist headteachers and by teachers, qualified SENCOs and early years educators.
- each have a Children's Centre and provides integrated care, education, health, and other services for children, so that all aspects of a child's development can be supported within the context of the family.
- are in wards with some of the highest levels of deprivation in Haringey and are successful at working with the most disadvantaged and vulnerable children and their families.
- give priority to vulnerable children and children with special needs and disabilities; Haringey SEND service commission specialist places in all three nursery schools.



Strategic Aim 4:

To ensure all families have a healthy pregnancy and a healthy early years, by improving health and wellbeing and reducing health inequalities for all children.

Priority Six:

To improve health and wellbeing and reduce health inequalities for all children.

Why is this important?

Experiences and the ability to thrive and develop well during the early stages of childhood relate closely to outcomes in a wide range of areas, including health, throughout the rest of life.

Our focus on health and wellbeing will ensure we address all aspects of a child's wellbeing and development, across social, emotional, mental and physical health. We recognise that no one aspect of a child's development is more important than another and we need to work across partners to ensure access for all our communities to the same health improvement and wellbeing opportunities.

There is a significant body of evidence that demonstrates the importance of sensitive attuned parenting on the development of the baby's brain and in promoting secure attachment and bonding. Prevention and early intervention to increase parenting capacity and strengthen attachment relationships can positively impact on family resilience for improved long-term physical, mental and socio-economic outcomes.

We will:

19. Acknowledge the importance of wider determinants on health outcomes and enhance access to parks, leisure facilities and holiday activities for under 5s and their families.
20. Use a whole systems and partnership approach, to support change and improvements needed, maximising preventative activities for promoting vaccination, healthy weight, physical activity and oral health among families.
21. Target resources in areas of highest risk of poor health outcomes.
22. Work with health partners to develop integrated care pathways and ensure that all children receive statutory health and development reviews.
23. Focus on supporting good infant and maternal mental health.
24. Manage minor illnesses in the community to reduce hospital attendance and admissions.



Strategic Aim 5:

Developing partnership and joined up infrastructure to deliver equitable outcomes and make best use of resources.

Priority Seven:

Working together to plan the best use of resources to deliver improved outcomes for all children and families.

Why is this important?

Investment in the earliest years of a child's life will ensure that children grow up with the best possible outcomes. We will work together to ensure that funding and resources support all families and ensure that they are responsive to local need especially for those living in poverty and at risk from harm.

We will:

- 25. Integrate our resource planning to ensure effective use of funding to deliver shared outcomes.
- 26. Target resources in areas and for communities at highest risk of poor health and wellbeing outcomes meaning money will move around the system and the borough.
- 27. Work together to attract inward investment to early years provision prioritising bidding in line with this strategy.
- 28. Build the case for greater investment in our key strategic priorities.

Priority Eight:

We will develop our partnerships to ensure that all professionals working with parents and children through their children from pregnancy to the end of the foundation stage deliver effective and consistent services of support and advice.

Why is this important?

Our working partnerships will be key drivers for our success to improve outcomes for our youngest children and their families. By working together and building strong networks with community services and multi agencies we will aim to deliver consistent messages and high-quality services for our families. This will enable us to have shared goals for our strategy and high expectations of deliverance for all. Our

Early Years Partnership Group will provide a robust mechanism to ensure that we are on track with our aims, priorities and actions.

We will:

29. Establish an Early Years Partnership Group across a range of partners and reflective of our borough's diversity and communities.
30. Have a co-ordinated and consistent approach across services through this Strategy and Shared Strategic Action Planning.
31. Provide clear communication and messaging for our families and partners through the Group, developing strong networks between us.
32. Co-produce in partnership with parents and communities to develop policies and strategies to ensure ownership and consistency across the borough that:
 - Have shared outcomes and goals to support our children and their families.
 - Have high expectations of each other and the services we offer.
 - Provide high quality services that are open to scrutiny and challenge.
 - Build trust within the communities we serve.

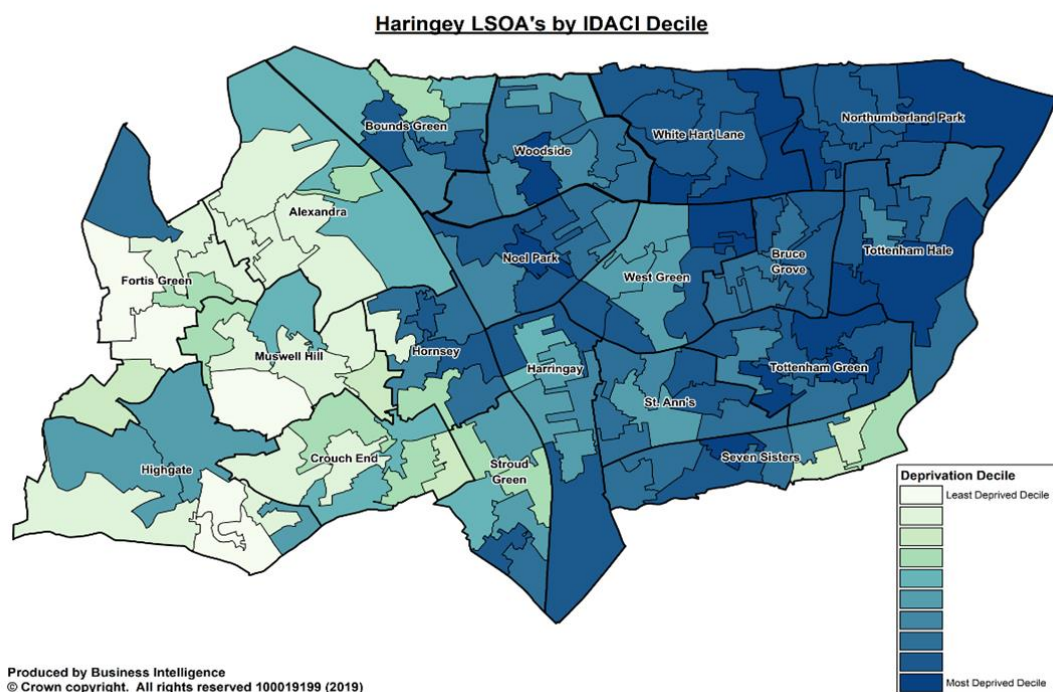


References

- [The Corporate Delivery Plan 2022-2024](#)
- [Haringey's Early Help Strategy 2021-2023](#)
- [Haringey SEND Strategy 2022 -2025](#)
- [The Best Start for Life – The First 1001 Critical Days](#)
- [Healthy Child Programme](#)
- [Healthy Early Years London](#)
- [The Baby Friendly Initiative UNICEF](#)
- [Good Economy Recovery Plan](#)
- [Parks and Greenspaces Strategy](#)
- [‘The Best Start for Life’ Review](#)
- [2021 Haringey Residents’ Survey](#)
- [Haringey Nursery Schools Training Consortium](#)

Appendix

Appendix 1



IDACI is the Index that maps **Income deprivation affecting Children**.
Haringey's IDACI score is **20.1%** compared to an average score for London of 17.2%.

Key Contacts