



HARINGEY
family
HUBS

HARINGEY EARLY HELP JOURNEY “SO FAR”



April 2024

Haringey
LONDON

OUR VISION AND VALUES

Haringey has a new Corporate Delivery Plan which sets out our organisational priorities and plans. Key outcomes for children in the plan include:

Best start in life – the first few years of life give children the long-term foundations to thrive;

Happy childhoods – all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities

Successful futures – Every young person, whatever their background, has a pathway to success for the future.

INTRODUCING THE EARLY HELP STORY

The Early Help system in Haringey has been under developed for a number of years since 2018 when work first started to develop a robust partnership response to supporting families when needs first arose. As part of the recovery from the impact of the covid pandemic, Haringey Local Authority invested in increasing their Early Help Offer, creating an ethos of support for our families to access.

The national Supporting Families Programme already existed within Haringey enabling financial support to the universal and targeted offer.

With some time and energy the services providing support for our families, began to understand the impact working in partnership would have and the ability to enable families to create resilience for themselves. This showed a reduction in the need on statutory services along with evidence of the clear positive outcomes produced by a multi agency early help offer.

With the beginning of 2021 came the design and implementation of the Early Help Strategy, Early Help Strategic Partnership board and the use of a system for referrals and accessing multi agency support to ensure families can access the right help, at the right time from the right service.

Early Help – The journey so far tells Haringey's journey through the three years of recovery from COVID-19, service transformation, positive family outcomes and workforce development.

Be part of our story!

CHILDREN ARE AT THE HEART OF WHAT 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 skills. We act with empathy and we do with not to!

R - RELATIONSHIPS are the intervention and they make the 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 and 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 children, families and communities and work with families to build on their strengths and tackle issues.

Aligned to the organisational values are our professional values which shape the way we work with children and families. Children are at the heart of all we do and relationships are the intervention. Our work alongside children and their families builds on their strengths and we work with them to identify solutions to their difficulties. We aim to support children to grow up in their own families when it is in their best interests and safe enough to do so. When children do come into care, we support work for reunification or, where this is not possible, to make long term plans for permanency. We have embedded our professional values above and we support our staff to live them and evidence them.

Our organisational values, our Haringey Deal and our professional values will inform and support our plans for Haringey to become a child friendly borough.

STRATEGIC LEADERSHIP OF EARLY HELP OFFER

Haringey aims to take action as early as possible when problems are identified within a family, providing the right support at the right time. We are also committed to working with families to develop strategies that make them stronger in the long term.

To access the Early Help offer of the Local Authority, families must be affected by multiple issues such as domestic abuse, neglect, mental health, housing, substance misuse and live in the borough of Haringey.

As part of the wider early help offer within the partnership, we know taking action as early as possible for the presenting issues shows the positive impact an Early Help offer can have. Through data analysis, listening to the experiences of children, young people, parents, carers and learning from quality assurance activity, it is evident that our biggest need in Haringey is focused on Mental health of not only parents and carers, but young people too. Part of the provision to combat this includes parenting programmes to support directly, professional development to enhance knowledge, skills and confidence of our workforce, supported activities for our young people and partnerships with providers across the borough.

Our Early Help Strategic Partnership board is accountable for the Early Help System and the partnership infrastructure. They work towards evidencing a focus on early help, whole family and whole system working. Board members representative of agencies across the Early Help system continue to drive the agenda, holding all parts of the system accountable through deep dives, regular agenda discussions and key actions from the board. The development of the family hub model is also prioritised alongside delivery of our Supporting Families

programme and Reducing Parental Conflict model. There is a comprehensive governance structure for the delivery of Family Hubs and supporting families criteria.

STRONG PARTNERSHIP WORKING TO DELIVER IMPROVED OUTCOMES FOR CHILDREN

We do this work through our strategic partnership Start Well Board, and its subgroups, of which the Early Help Strategic Board is one:

- we have reviewed our Young People at Risk Strategy and plan and have established a Young People at Risk Network of practitioners to share practice;
- our newly formed Early Years Partnership Group is beginning the work to implement our **Early Years strategy** which will ensure children and their families benefit from an integrated and coordinated offer.
- the SEND Executive Board continues to oversee the delivery of the SEND Strategy and has delivered on the majority of the improvements in the Written Statement of Action. Children's educational outcomes are good and **SEND Power** our Parent Carer forum agrees there has been significant



improvement in co-production. we continue to implement the **i-Thrive** model through our Social Emotional and Mental Health Transformation Sub-Group ensuring no wrong door for children and families seeking support;

Through working in partnership with Haringey Education Partnership (HEP) as our school improvement partner, we work closely with schools to improve education outcomes for children. Within our schools across the borough, 95% are rated as good and outstanding and in many areas, children achieve above the average attainment compared to London and National data.

Working together 2023 will form a significant part of our partnership focus and leadership moving forward.

During 2021 – 2023 key stakeholders from organisations and services developed, implemented and delivered on the Early Help Strategy, creating an ethos of early help through multi agency working and priority need thinking.

Business meetings enabled focus on work being completed through the supporting families programme and key updates for continuation of a shared vision and ownership. The neglect toolkit was raised as a priority for workforce to be confident around and using . The Family Hubs programme also joined the priorities.

Deep Dives introduced a thematic approach to understand the impact of operational and strategic service delivery covering a range of areas within our Supporting Families Programme such as: domestic abuse, reducing parental conflict; families affected by health issues; substance misuse; early years and financial stability.

To ensure that members continued to have shared ownership and accountability, influencing strategic decision making, planning and commissioning ,partner reviews were completed, gathering feedback for the future refresh of the strategy and priorities of the wider Early Help **system**.

MEETING EXPERIENCE

Useful to visualise where insightful families fit. There is a richness of information within the membership. We always come away with thinking and actions to consider.

BEING A BOARD MEMBER

Can see the vision for outcomes and what the impact is for services.

Being part of Intervention evidence and reporting enables clear overviews of family support and services offered

It supports to access pieces of information and the right pathways.

IDEAS FOR THE BOARD FUTURE

More obvious link to other boards with feedback from agenda items relevant to Early Help.

There is some accountability missing from board members - what have you done with it (it could be data, knowledge or ideas)

WORKFORCE DEVELOPMENT

Haringey Children's Academy (HCA) provides a service to children's services within the local authority and our multi agency partnership. Our Early Help system is committed to providing learning, training and development to our multi agency workforce.

The Supporting Families Programme, Reducing Parental Conflict and Family Hubs all have national performance indicators to deliver a programme that includes opportunities to develop knowledge, skills and confidence.



An audit was completed against the current provision of training which although useful to the early help workforce, was social care focused. Using the supporting families 10 trigger needs we assessed the topics/themes of delivery and were able to highlight key gaps for the wider early help workforce. Using service transformation funding from supporting families programme, the team from HCA and supporting families lead are continuing to create learning opportunities to ensure our workforce are confident, knowledgeable and skilled in the core areas of need for Haringey Families.

All training provided through Early Help is accessible to our partners ensuring that training is delivered in relatable styles, different times of the week and with changes in topic to suit to services, organisations or settings.

Proposed launch delivery Year 1 Nov - Apr 23				
Topic	SFP / Early Help	Delivery	Frequency	Provider
Self Harm	H&W	Virtual		Tracey Charlton
Working multi agency	PBR evidence	Virtual		Phasic Ltd
Running an effective TAF	PBR evidence	Virtual		Tracey Charlton
Conversations how do they work	ALL	Virtual		Rivulet
Having difficult conversations	ALL	Virtual		Mayday
Family and disabilities	H&W	Virtual		Phasic Ltd
Adolescents how do we engage	Education / Youth	Virtual		Rivulet
Child to parent conflict	DA / Youth	Virtual		Mayday
Relationship Leaders	ALL	Virtual		Amity RS
Trauma Triggers	ALL	Virtual		Rivulet
Addictive Behaviours	H&W	Virtual		Rivulet
Creating Space	H&W	Virtual		Rivulet
Working with male family influences	Family	Virtual		Rivulet
RPC awareness and understanding	ALL	Virtual		Rivulet
Introduction to the EHEA Role and DWP	Financial	Virtual		EHEAs and SFP
Early Help ethos - what it means to you	ALL	Virtual		SFP team
SF Programme and reporting	PBR evidence	Virtual		SFP team

Gaps analysis reviewed and delivery plan scheduled





Responding to partner and practitioner voice the proposed delivery plan was expanded to include:

- Cultural Boundaries
- Professional Boundaries
- When is it safeguarding?
- Engaging Fathers
- Perinatal mental health
- LGBTQ+

Delivery has been through face-to-face sessions as well as virtual to cater for accessibility.

Opportunities within the plan will see partners and the early help workforce be supported with themes such as:

- ADHD
- Mental Health
- Trauma and emotional wellbeing plans
- Male family influences
- Addictive Behaviours
- Practitioner support for self well being

PRACTICE WEEK

Practice Week is delivered annually and includes a wealth of knowledge, skills and experience from partners across the borough. Lite Bites, observations and case audits create opportunities for learning and is accessible for all

2023 saw Practice Week focus on Physical injury and abuse. 10 lite bite sessions and 11 practice observations took place over the week. Average attendance at the sessions was 55.

Findings included

- Cultural barriers where English is not first language; ensuring that families are referred to relevant community support.
- Importance of Continued multi-agency working, to effect positive change.
- The importance of raising timely alerts and documenting concerns.
- Invisible Fathers; The Importance of Involving fathers.
- Ensure the child has a consistent safe space to speak to safe adults when needed.
- The need to monitor progress of the child's plan (ensuring no drift and maximum impact).
- The need to make referrals for additional support for families.
- The need for further Professional Curiosity

The Bridge Renewal Trust confidently ensure that their colleagues within the voluntary and community sector not only access training available through Haringey Children's Academy but also deliver trauma informed learning opportunities along with contextual safeguarding and restorative practice.

IMPACT OF WORKFORCE DEVELOPMENT

Our focus in 2023/24

- Embed a shared understanding and commitment to the value that 'early help is everyone's business'
- Skilled co-production with parents, children and carers – their experiences shape and improve our services
- Our workforce is skilled, competent and confident, recognising the strengths of families and communities and works alongside them to build resilience
- Practice that is trauma informed
- A strategic and innovative focus on shared learning and development where we also learn from our successes and challenges and share learning widely.

Better management of professional relationships

To set clear professional boundaries with the clients from the first meeting and not to allow the clients to manipulate me with gifts/food.

Be able to maintain professional boundaries and manage relationship better.

Developing professional relationships in safeguarding Jill Webb Ltd

TRAUMA INSIGHT AND EMOTIONAL SAFETY PLANNING FOR BABY'S SAKE

- Refer more families to the early help service, understand trauma and ace of parents
- I will apply what we learnt and review the slides accordingly -- thank you!
- I will be able to better understand and empathise with parents who have experienced trauma
- My practice will reflect how to be attuned to the family I work with
- I will be able to do a thorough assessment
- It has added to my knowledge around trauma, so will look forward to receiving slides and other info to help inform my practice further

NEURODIVERSITY AND CONFLICT ADHD SOLUTIONS CIC

I will be able to apply the strategies around communication, and being clear and more understanding with those I work with who have ADHD or suspected too

I can think more about why things are happening and use tools that I have gathered in this training to help with supporting people

I have learnt so much in this course and this will enable me to look at things more broadly when working with those who are experiencing ADHD and their families.

Sarah Hart, Senior Public Health Commissioner and a member of the early help strategic partnership board recently shared that Early Help was the highest attending cohort of the Alcohol Misuse support training around the Audit C tool.



THE EARLY HELP OFFER

Our ambition is to give every child the best start in life so that they go on to reach their full potential. Haringey has many positives for children growing up in the area. Nearly all early years settings (98%) and schools (95%) are good and outstanding, supporting children to achieve good outcomes.

Our Early Help Strategic Partnership Board continues to lead our work to deliver co-ordinated early help services and ensure that children, young people and families are offered help at the earliest opportunity. Our shared priorities are set out in our Early Help Strategy and our Supporting Families Programme outcomes show we had success in improving outcomes for children; achieving 100% of payment by results. Our Early Help Offer has been well received by partners. The Early Help Panel continues to ensure that families receive the right help in a timely manner.

EARLY HELP PANEL MEMBERSHIP AND PROCESS

Universal support services mean that families can access support without engaging an Early Help Assessment or Social Care support. The Early Help Panel is made up of multi-agency representatives from across services and organisations such as Health, Education, Vol/Com, housing and statutory services. The Panel takes place each week, chaired by our Service Manager for Targeted Family Support

supported by a team BSO and Family Support Manager.

Cases put through MASH and allocated to the Targeted Family Support Team can be either taken into an EHA OR sent through the Panel system. Each case is heard by using details from the referral and further information from members of the panel. A decision is then made as to what services they can access OR that they should be stepped up either the EH or SC. The panel support is responsible for minuting the case and actions, this is then uploaded onto the case recording system.

Our multi agency **Wellbeing and Assessment Model** and team round the family approach continue to provide the framework for us to identify the help families may need. We make sure we have the right conversations with families and partners and put in place a plan to help if needed.

Our performance across key indicators remains good and MASH continues to be a safe service where children receive a timely and effective response to contacts and referrals. We check our decision making in the MASH through monthly audits, routine management oversight and the requirements for the transfer of cases.

Following assessment families are offered support from Early Help services.

Adults safeguarding are engaged fully through the

partnership and links with the Principal Social Work lead for Quality Assurance and Development.

One of our key areas for improvement has been to develop a comprehensive evidence-based parenting programme. In our first year of the programme, 223 parents were referred. Learning from this first year is that Strengthening Families, Strengthening Communities, Incredible Years and Triple P have worked well and gone from strength to strength. More complex programmes such as Mellow parenting and Caring Dads showed that staff needed more support to run the programmes.

Professionals across the partnership were invited to be trained, however the majority of staff were from the Local Authority Early Help Service. To ensure consistency and sustainability, we have realigned resources to recruit to a full time Senior Parenting Worker who will be responsible for the running all the programmes and four Parenting Practitioners who will run the programmes in conjunction with those already trained across the partnership. Running programmes in different languages is also an area which we want to develop over the coming year.

The Violence Against Women and Girls (VAWG) team based within Haringey Public Health Team enable a range of Domestic Abuse support opportunities for families through signposting and funding organisations such as those listed within the PADLET that is provided to all staff.

In our recent training needs analysis our workforce were confident in their ability to engage conversations around domestic abuse and understanding needs related to this potential need that is prevalent within families.

FEEDBACK FROM PARENTS THAT COMPLETED PARENTING PROGRAMMES

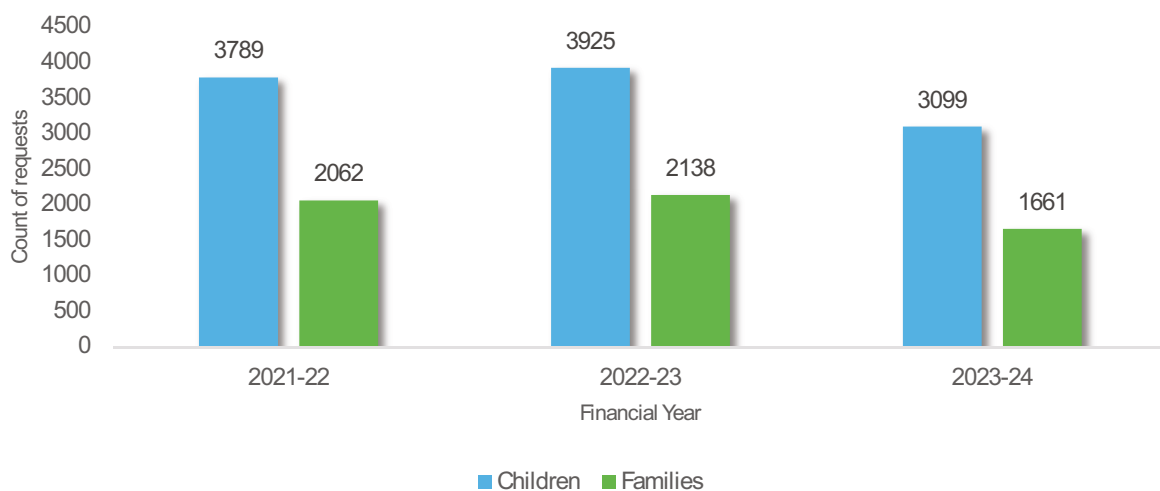
"Learning how to do things independently and to find myself. The support I have received in reminding myself the greatness I bring to my children learning new things."

"Being able to speak to other mums with similar experiences, revisiting things I knew /learning new things."

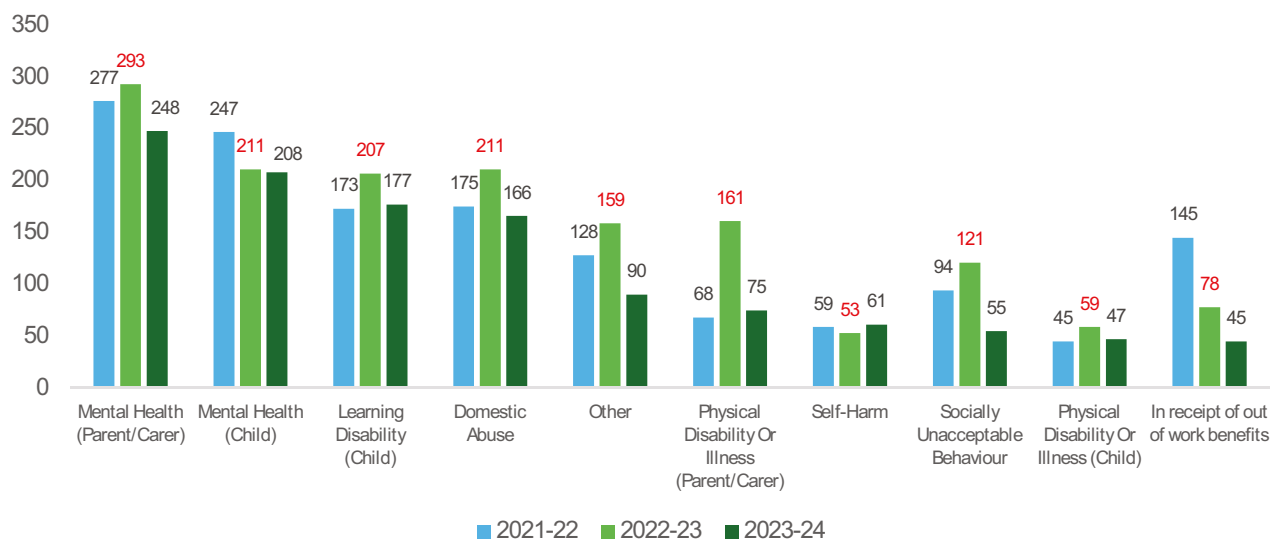
"I enjoyed everything except when I missed some of my days, because I had to look after my other children."



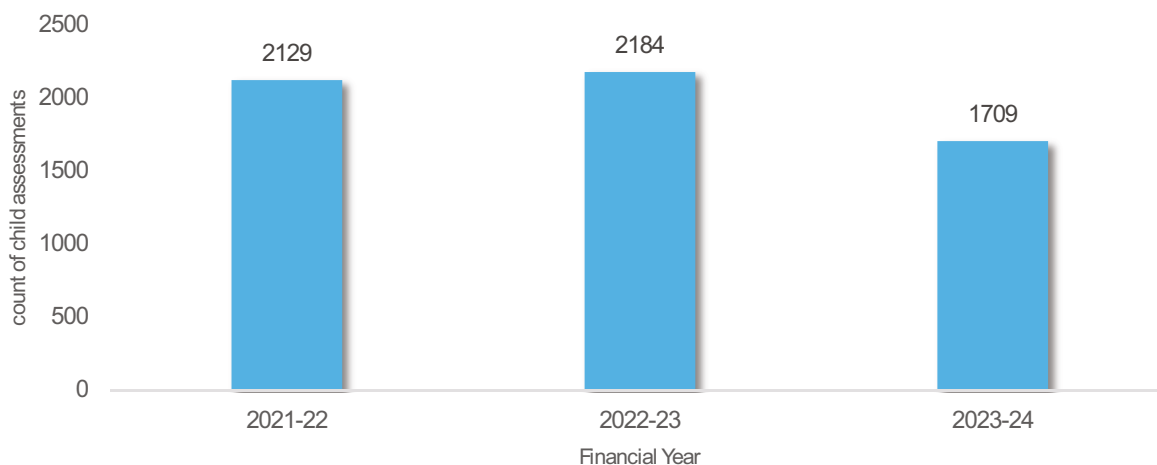
Number of Children and Families requesting a service from the Early Help & Prevention Service

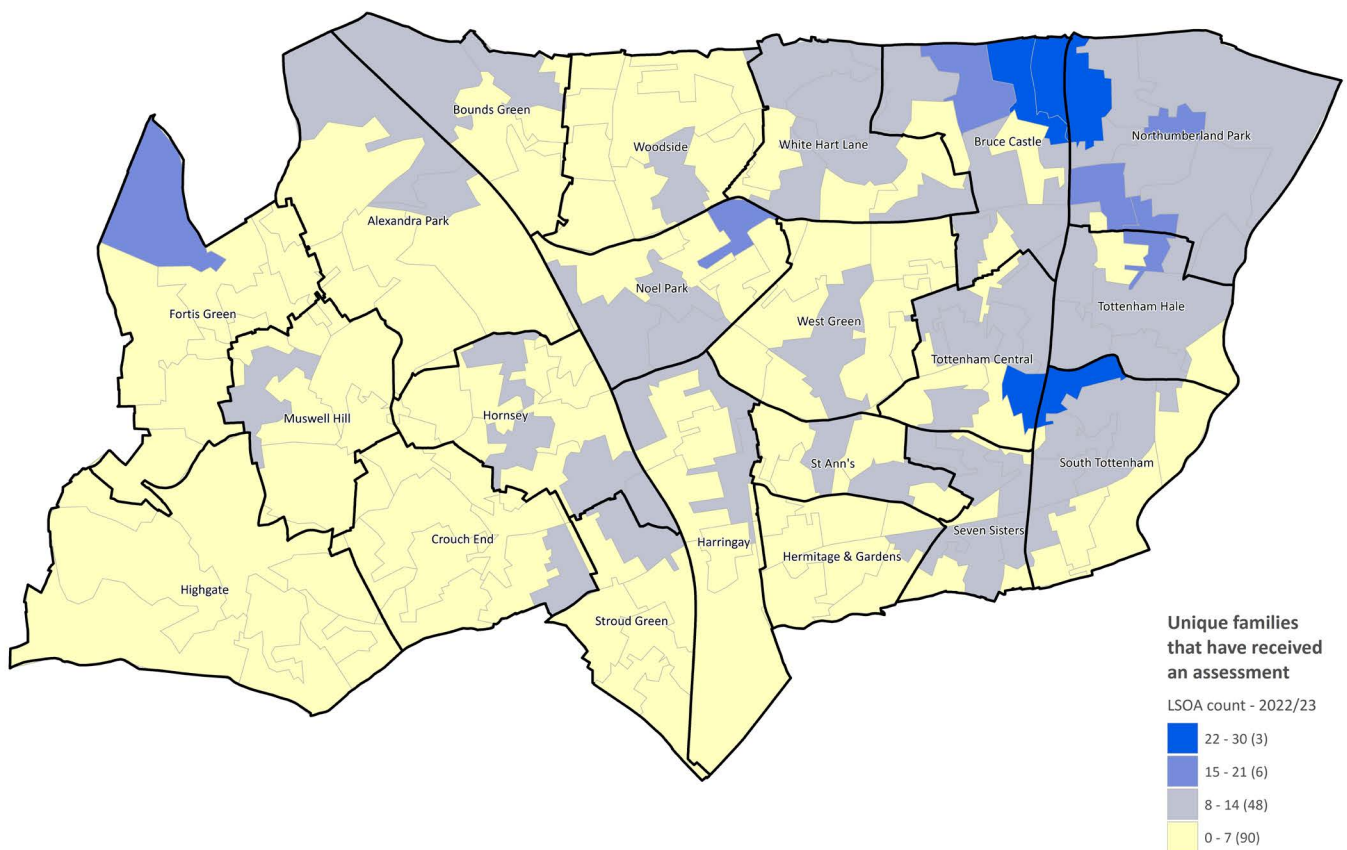
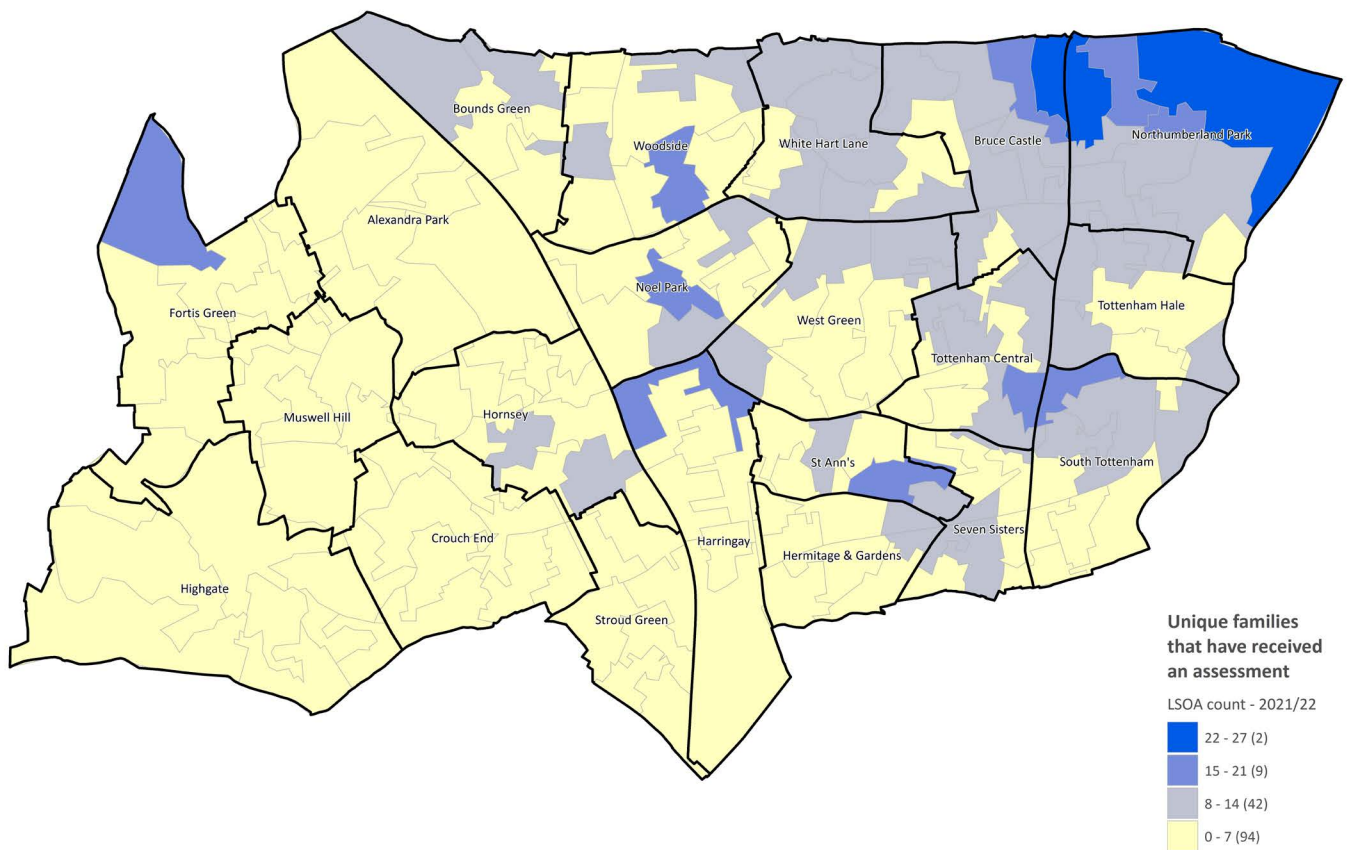


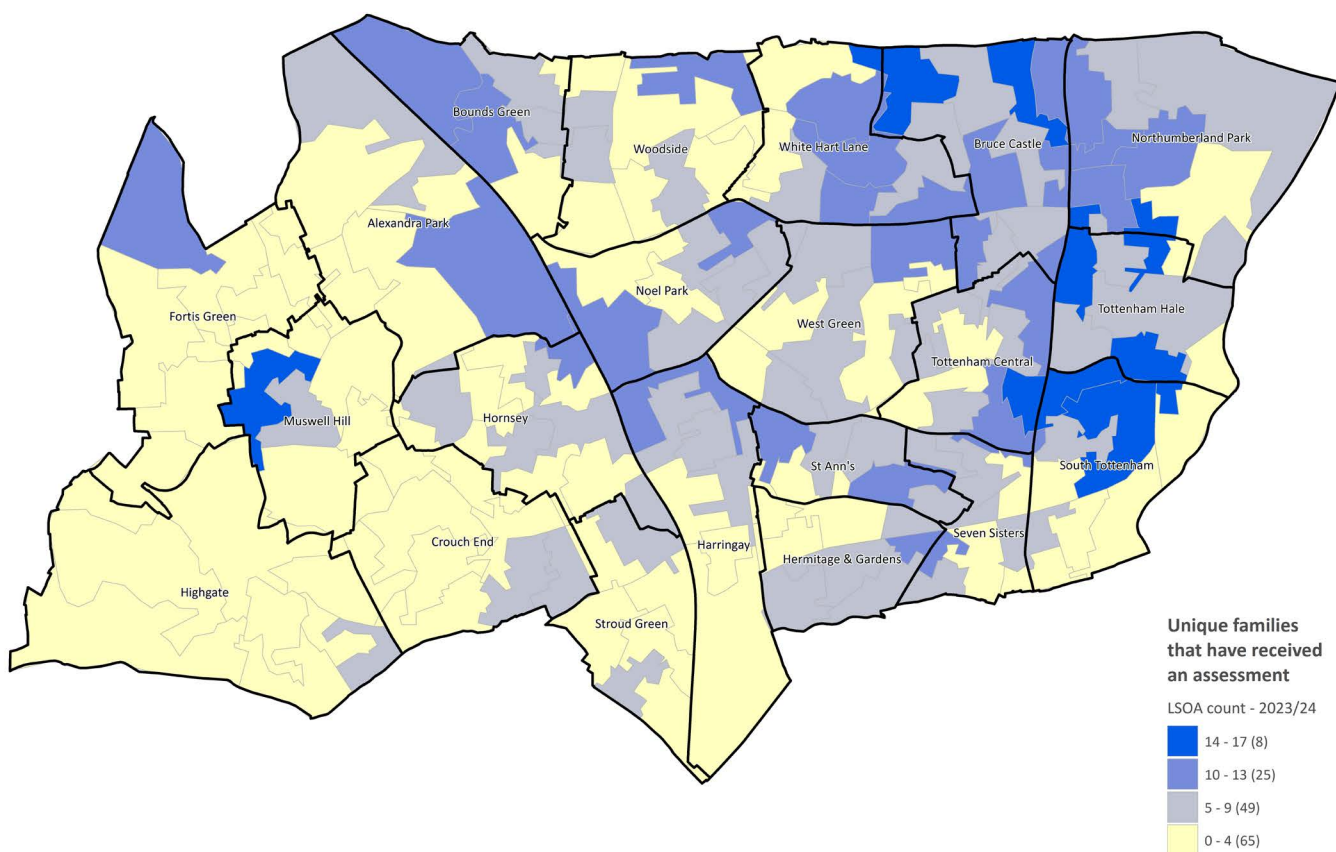
Top 10 presenting issues for families, identified at assessment



Number of children receiving an Early Help assessment







SUPPORTING FAMILIES

The Supporting Families programme is a national initiative aimed at providing support for vulnerable families with multiple and complex problems to prevent them from escalating into a crisis. The programme is delivered by local authorities and their partners in England and is designed to provide a whole-family approach to support. The programme has a national outcomes framework, which sets out the objectives of Supporting Families in 2022 to 2025.

Payment by results (PBR) enables funding to be directed to Early Help provision for Haringey Families, which in turn creates opportunity for support being made available to:

- Target families with multiple problems
- Target families who are high cost to the public purse

It also safeguards the priority within our service delivery that:

- Families must receive a 'whole family approach'
- Families must be allocated a dedicated keyworker
- Families must have a whole family assessment and plan

As part of the process of evidencing positive family outcomes using the supporting families outcomes plan, data sharing is a key requirement. Sharing data with our partners and wider early help services ensures that we can clearly evidence all information that families have provided, we can support the ethos of families only having to tell their story once and it enables our data team to ensure sustainable outcomes.

Police Data – Adult offending, Police callouts, domestic abuse callouts

Domestic Abuse – Multiagency Agency Safeguarding Hub notifications, Police Callouts MARAC case details from Mosaic

Child Protection / Children in Need/ Child Protection/ Early Help – Workflows and notes from Mosaic

Employment Data – ADMS and data provided from the Supporting Families Employment Adviser's

NEETS (not in education, employment or training) – IYSS Data, including destinations and last known EET information

SEND Data – Education Health Care Plans, Reviews, Drafts, Plans, case notes and assessments

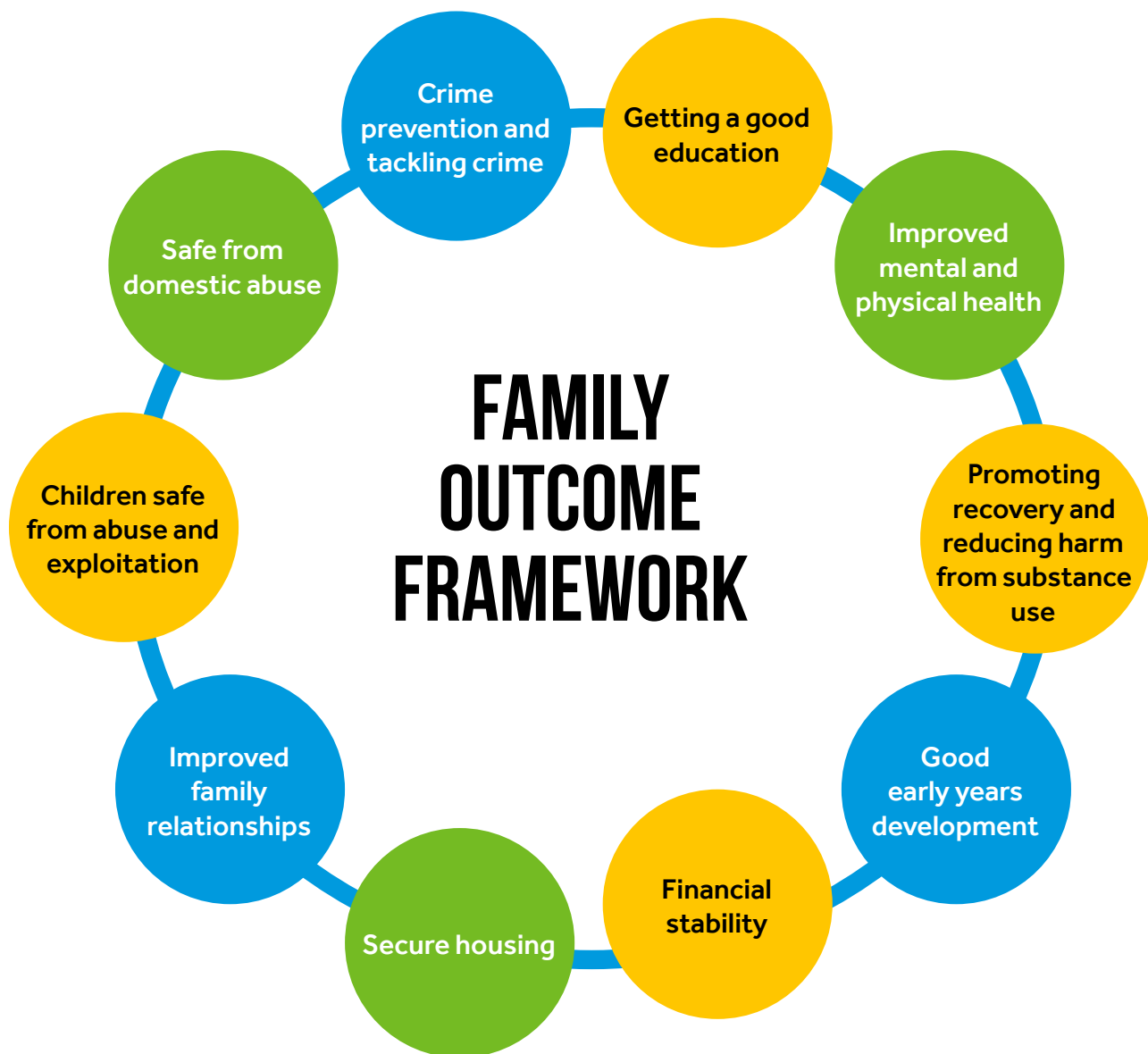
Education Data – Attendances in borough, exclusions, children missing education, Education Welfare Officers case notes

Children at risk of criminal and sexual exploitation – Notifications and workflows on case recording system

Substance misuse – working with Insight, Audit-C templates recorded on case recording system

Children Centres – eStart Data, free for 2 offer, Heath offers, 3 & 4 year old offer, Employment checks, IA&G





Haringey is one of 75 local authorities that have been invited to be part of the Family Hub arrangements. We opened our first Family Hub in June 2023 at the Triangle Centre. This will support our plans to further strengthen integrated locality working as we build our 0-19 offer to families.

Our Family Support service has a strong performance management framework that provides a number of daily, weekly and monthly dashboards to support management oversight of key performance indicators and performance surgeries are held if targets are not being met.

Moving forward the service needs to recognise that 24% of our parents (42 people) felt we did poorly in various areas. 38% of which felt this was down to not feeling involved or listened to during the assessment. 3 key focus for strategies could be; only 3% (7) of our families felt improvement around debt even though most of our families need support in this area. Only 11% (22) felt that their housing had been improved and we know that both children and parents are concerned about their housing. 20% (39) families felt supported around their employment and health – this is clearly an area we need to improve on.

KEY FAMILY SUPPORT SERVICE ACTIVITY 22/23

- 481 children referred to the Early Help Panel
- Average caseloads of 9 families /18 children
- 16% of children's social care cases stepped down to early help 10% of Early Help cases were stepped up to social care

We call 10 parents a week, asking them how we did - 188 (37%) of the 504 families we spoke to in the last year gave us the following feedback:

- 24% (46) found that education and communication with schools improved.
- 51% (97) found that their relationship with and their children's behaviour improved.
- 29% felt more confident as a parent.
- 83% of our families stated that their child had direct work completed with them.
- 88 young people also gave us feedback:
- 40% felt their support worker could have completed more activities

'I gotta admit that initially I felt a bit stressful which quickly went away when we met Sylvia and realised she's there to help us'

We audit a sample of Early Help cases every month and our audits show us that practice is more consistently good with no inadequate audits to the end of September 2023.



WORKING TOGETHER TO IMPROVE OUTCOMES FOR CHILDREN

Through our strong commitment to evidencing the impact of our early help offer; which is underpinned by the 10 supporting families criteria; we can communicate how monitoring of outcomes within our case recording system shows that 71% of family's cases closed to Early Help were as a result of positive outcomes achieved or referral to an appropriate service. The table below shows the percentage of the end of year claims that were achieved in each of the supporting families criteria headings. This means that within each case worked the 3 of more needs highlighted at point of assessment were within these headings.

Outcomes for children	Percentage of total end of year claims that contained this need
Getting a good education	18%
Good early years development	20%
Improving mental and physical health	80%
Promoting recovery and reducing harm from substance use	15%
Improved family relationships	70%
Children safe from abuse and exploitation	60%
Crime prevention and tackling crime	13%
Safe from Domestic Violence	40%
Secure Housing	14%
Financial stability	17%
Payment by results claims against target	100%

OUR FOCUS IN EARLY HELP OFFER 2023/24

- Deliver the next phase of our family hubs
- Continue to improve outcomes for children
- Continue to encourage parents to take up of free childcare places for their 2-year-olds
- Encourage more feedback from young people in the East of the borough
- Implement changes to the Parenting programme
- Application of genograms and chronologies and supervision which is aligned with the practice standards.



THE EARLY HELP SYSTEM GUIDE

0	1	2	3	4	5
Early stages ← → Mature					
There are no or few elements of this descriptor in place with no plan for development.	Planning has started and is at an early stage of development. It is too early for evidence of impact.	There is a plan to achieve this and some evidence that this is being implement. It's too early to demonstrate impact/ outcomes from this work.	There is some good evidence of progress - to some extent / across many elements. There may be some emerging evidence of the outcomes / impact. The next steps are clear.	This is largely in place although not yet fully established or embedded. There is some good evidence of outcomes / impact. There is a plan for continuous development.	This is in place and well established. There is strong evidence that developments are having impact where needed. There is a commitment to continuous development.

The Early Help System Guide outlines a national vision and descriptors for a mature Early Help System that is shared by DLUHC and DfE. It has been widely consulted upon across other government departments and local areas and is based on what is working around the country. It is a living tool that adapts as new and better ideas are implemented.

Our Early Help System Guide was completed through a framework of local workshops, partnership conversations and strategic planning. The Guide provides a self-assessment tool to support discussion, reflection and action planning against key areas that influence the effectiveness of Early

Help. It does not dictate what needs to be done; but is a dynamic tool designed to focus the system on common goals, and progress towards these.

The scoring system of the Early Help System Guide. Our partnership has scored 3 or above on all areas

- Family voice
- Workforce
- Community
- Leaders
- data



Early help is understood and seen as everyone's responsibility across the partnership of services working with children, adults and families. We have a shared culture and set of core principles that underpin the wider Early Help System.

Self Assessment Scoring – 3

The Early Help strategy is well recognised and established. a review is currently underway to refresh this for 2024. Partner participation will be a key part of the ongoing review and strategy, as part of our wider Family Hubs work, we are developing a shared practice model. This will include shared values and culture. There are a wide range of statutory and voluntary organisations signed up to this approach. Work will be underpinned by a relationship approach, including our reduced parental conflict work.

Next steps - shared understanding and system approach to Early Help.

We are improving the connectivity between voluntary and community sector activity, family networks and formal early help activities.

Self Assessment Scoring – 3

There is a clear workforce plan that enables access to training and development opportunities to the local sector. Parenting and 'stay and play' services are targeted towards certain communities, with our partners ensuring the delivery of these.

Next Steps - We are in the process on commissioning partners in the voluntary sector to develop our revised Early Help offer.

Our relationship with community groups and voluntary organisations embodies a culture of valuing the contribution of all, prizes creativity, collaboration, and local solutions; alongside quality and inclusivity. We are building a culture and system where our communities understand that everyone helps to deliver a whole family approach

Self Assessment Scoring – 3

The Council continues its Partnership with the Bridge Renewal Trust to recognise the contribution of the voluntary and community sector. We continue to build relationships with organisations which represent local minority groups, such as the Cheradi community.

Next Steps - Ensuring that all communities are represented as part of our Family Hubs Programme.

We are shifting decision making about local services and facilities towards families and communities

Self Assessment Scoring – 3

Newly formed parent/carers panels supported by the voluntary sector, are a key element of our family hub delivery and development. We have worked with the Early Intervention Foundation to develop deep dive needs assessments, to understand the needs of our communities.

Next Steps - using the information for the above sources to commission and develop services .

The response to different presenting needs (pathways) are aligned or integrated to ensure there is always a whole family response. This could take the form of a 'team around the school' approach where all relevant professionals work together to anticipate and respond early to for example school engagement, mental health or special educational needs of children and young people in the school.

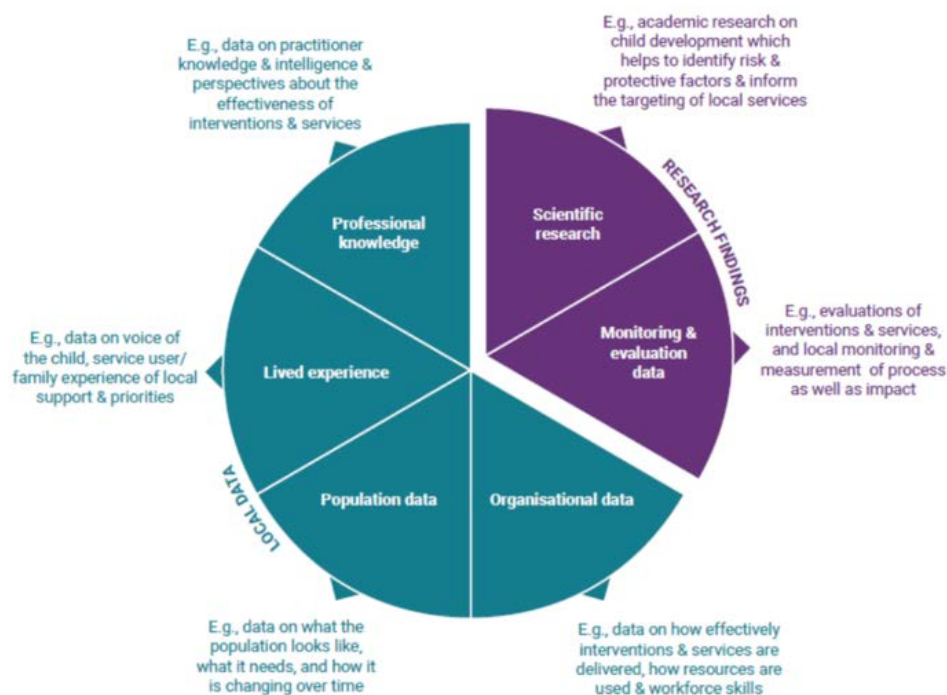
Self Assessment Scoring – 3

There are clear definitions of roles and an understanding of how these support the wider needs of children and their families. Positive relationships across the partnerships allow for timely responses to identify needs. We work closely with key partners such as Housing, Council Tax, GP's Insightful Families (alcohol agency) to deliver better outcomes for families.

Next steps - We are building on our positive work to expand relationships, and develop a "no wrong door" approach to help families in need



REDUCING PARENTAL CONFLICT



The theme of reducing parental conflict has been a priority for Haringey through the early help offer and is embedded within the family support team and parenting offer. In 2021 with the addition of the further 3 year funding from DWP, investment was made into a relationship toolkit and training for our internal workforce. This had mixed results with some practitioners engaging fully whilst others not utilizing the tools and knowledge they had access to.

Year 1 of the new funding round enabled an audit of provision, strong needs analysis completed with Foundations, engagement with the wider early help partners, priority given to the topic on the EHSBP agenda AND data collection being instigated. Year 1 culminated in a summit to launch Haringey's Be Curious campaign – recognizing that relationships are at the heart of the early help offer. The 'Be Curious' ethos enabled the focus to be on questions and understanding, using the skills and knowledge our workforce have to be curious around what our families aren't telling us, for example what their circumstances, environment or experience could tell us and using this to tailor support.

Year 2 saw investment of training for multi agency partners and internal services – creating a buzz around Be Curious and Haringey's themes of – Mental Health, Neurodiversity, separated families, demographics of Haringey and male family influences. The Year 3 bid is due to be submitted in early 2024, and our FOCUS will be around male family influences designing our new project "Free Of Conflict Using Sport" and continuing 'Be Curious'.

The 'Be Curious' ethos was launched at the March 2023 summit held at Rising Green Youth Centre. 39 attendees took part in the summit which saw a range of speakers inspire discussions and engagement around Reducing Parental Conflict.

- Quantitative data on service utilisation of local children's centres (Monitoring and Evaluation). The needs assessment completed with Foundations used data collected from a range of sources
- Public health data on child outcomes, benchmarked against regional and statistical neighbours (Population data)

- Observational data (qualitative) from Early Help Strategic Partnership board meetings on promoting recovery and reducing harm from substance misuse (Professional Knowledge)
- Local profile data from National Drug Treatment Monitoring System (NDTMS) (Monitoring and Evaluation)
- Findings from enquiry workshops run by Amity Relationship Solutions exploring barriers and facilitators in local RPC work (Professional Knowledge and Lived Experience)
- Data from the primary and secondary school pupil survey, triangulated with data from Supporting Families trigger needs, gives insight into trusted relationships in the home as a proxy indicator of the impact of parental conflict on young people's relational wellbeing. (Monitoring and Evaluation and Lived Experience)



- Triangulating findings from the Family Hubs needs assessment, State of the Borough report and the 2021 Census to build a local demographic profile of the target population (i.e., children and families) (Population data)

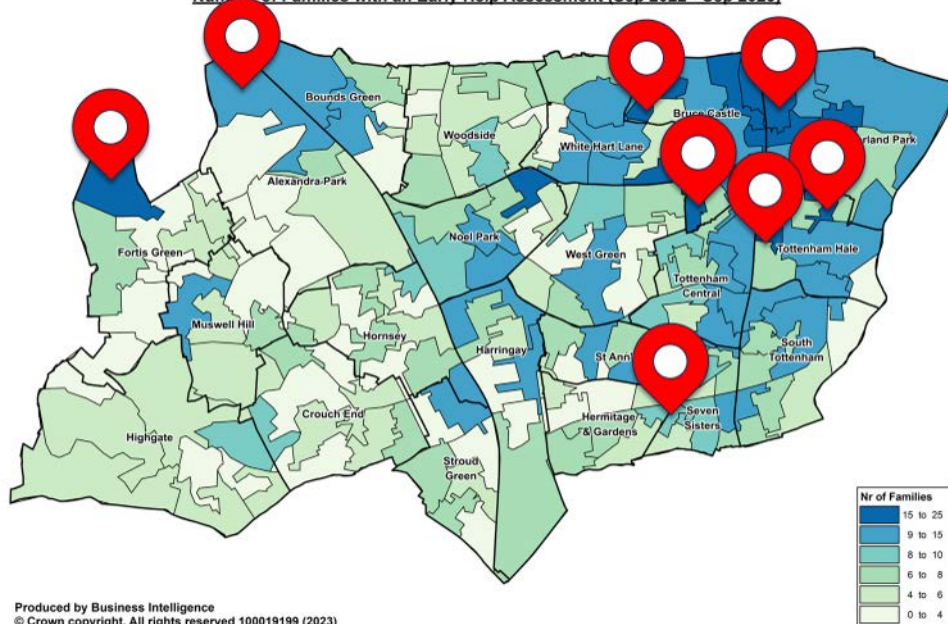
As part of the coordinators role a collection of pledges were shared at the end of the summit, and these have been a base for the RPC journey since April 2023. Examples of these pledges are included below:

- Speak to peers differently about RPC, and pass information to them.
- Improve parent offer on school website and share resources and information with the parental community, including translations for EAL communities.
- Share information with team and clients about new agencies met at the Summit.
- Continuous assessment of data collected. The need to be more aware of language use in relating to families.
- Discuss RPC in service / team meetings. Ensuring training is available for better understanding. Identify champions. Feedback to colleagues / commissioners regarding needs
- Shadow others re conflict work i.e. fathers' groups, to be in schools, children centres, visible mentors. Mental Health Workers in all schools.
- Support and encourage colleagues to be able to have an open discussion with parents around parental conflict.
- Cultural representation within the community we serve. A very topical subject, change the language. Very insightful for me to share with colleagues, Thank you.
- Be more curious in conversations when working with families at my centre. Sharing information about RPC with colleagues – 5 members of staff in my team.
- I have learned about other services in Haringey that will help me support families even more effectively. Sharing services across all the network i.e. early help, schools, nurseries etc. Up to date services guide.
- Supporting colleagues on asking and able to have discussions with families with RPC. Be more curious in what is happening between parents in the home.

MULTI-AGENCY SAFEGUARDING HUB (MASH) AND ASSESSMENT

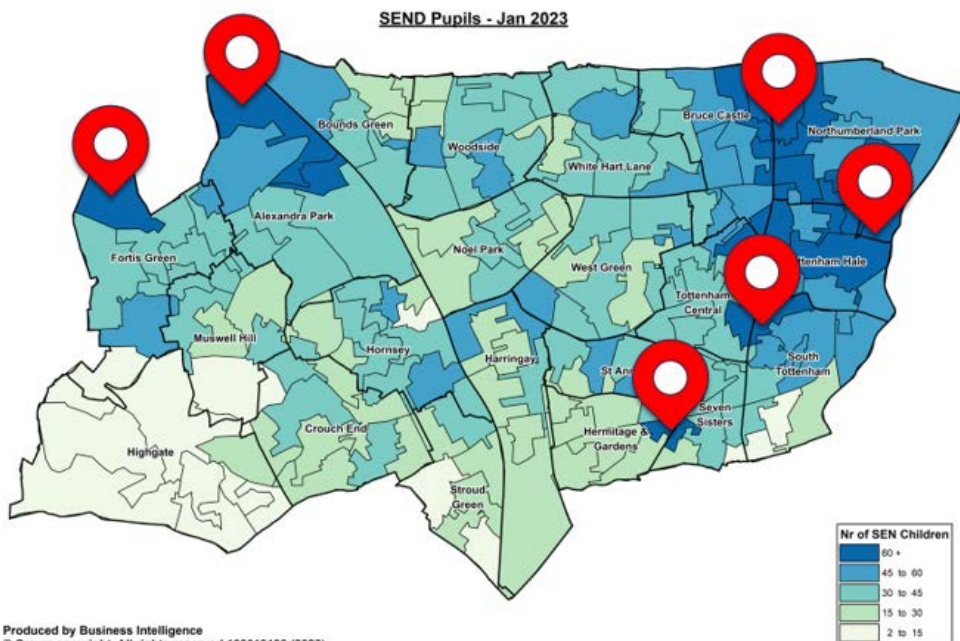
In 2023, Ofsted found 'Enthusiastic, experienced MASH practitioners and managers provide sensitive, child-centred and timely responses and interventions'. (Ofsted, 2023). The MASH is a collection of agencies who are co-located and share information to identify risks to children and young people and to carry out confidential screening, research and referral of vulnerable children. These co-located agencies are the police, health, housing, probation as well as children's social care. Early Help receives their referrals from MASH, enabling support work targeted at the family's needs to take place.

Number of Families with an Early Help Assessment (Sep 2022 - Sep 2023)



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SEND Pupils - Jan 2023



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HEALTHY CHILD PROGRAMME

We continue to make progress on the uptake of our healthy child programme using a multiskilled team of practitioners and a partnership approach to delivery. Our Health Visiting Service has faced significant staff challenges in recruiting qualified health visiting staff and this reflects the national and local picture of a decrease in the number of qualified health visitors. Responding to the challenge, the service has created 5 new student posts to train health visitors for the future.

At the end of March 2023, 93.7% of face-to-face new birth visits were within 10-14 days and this is an improvement on the previous year (90.4%). More families were seen face-to-face for their 6-8 week visit (66.6%), an improvement on the previous year (60.8%). At the end of Quarter 2 this has improved further to 79.2%.

At age 2 and a half, 73.4% of children received a developmental review (target 80%) which is an improvement on the previous year at 65.1%. At the end of quarter 2 this has improved further to 75.3%. Of these children 82.8% were at or above the expected level in all five areas of development. This is slightly lower than the previous year at 84.3%, but quarter 2 is showing a rise to 83.5%.

Capacity challenges have also had an impact on the delivery of our Maternal Early childhood Sustained

Home Visiting service for vulnerable parents. Plans are in place to address the service issues, and these are showing improvement in quarter 2. We continue to work with providers to increase reach and access to services.

Haringey Early Years service has launched Get Talking Haringey to support families in developing communication and language with young children. Services are being trained in the use of our speech and language communication needs tool as part of prevention and early intervention approach in reducing escalation of need.

The School Nursing service continues to support schools to meet children's health needs – this includes health promotion events and weighing and measuring children and rolling out training for Asthma Friendly schools. In January and May this year 27 schools have received 'Asthma Friendly Training'. Levels of childhood obesity are similar to England - 10.5% of children in reception and 23.6% in year six are obese.



CHILDREN'S CENTRES

At the end of March 2023, 78% of children under 5 were registered and 8,187 were accessing children centre provision and this is an improvement on the previous year when we had 75% and 7,347 respectively. 54% of children aged under 5 had three or more contacts and this sustained contact at this level has remained steady.

We have seen our signposting for additional support increase and there are now nearly 400 more records of signposting to foodbanks, connected communities, CARIS, Markfield and housing.

Our take up of free entitlement for 2 year olds has improved from 44% in 20/21 to 65.2% in 22/23 which is better than Statistical Neighbours 64.8% and in line with Inner London (65.3%). Performance continues to improve and at the end of June (September 2023) 70% of 2 year olds were benefiting from funded early education. This remains a priority and through our local databases we have sent approximately 600 'free passes' to eligible families, allowing them to bypass the online application process.

While we have seen an increase in applications there is still work to be done in terms of provision for the Orthodox Jewish community in South Tottenham where the take up rate is consistently the lowest in the borough.

EARLY HELP SERVICES IMPACT 22/23

- 90% breastfeeding at new birth visits and 66.6% of parents received a maternal mood assessment at 6-8 weeks
- 82.8% of children were at or above the expected levels of development
- 8,187 children were accessing children centre provision at end of March 2023
- 110 children under 5 accessing children centre provision were open to social care which is nearly double compared to a year ago
- children's centres reached 594 young parents up to the age of 24, 17% higher than the 506 reached at the end of March 21/22



DEEP DIVES OF EARLY HELP STRATEGIC PARTNERSHIP BOARD

SUBSTANCE MISUSE

Through our Insightful Families programme our identification of families impacted by alcohol has continued to improve. Activity to the end of September 2023 this year includes:

- 440 children service workers trained in assessment and brief advice. Now part of the Academy training.
- 825 audit alcohol assessments completed with parents
- 105 referrals, highest number now in line with the national average.
- 132 young people have received a service at Insight
- 481 parents/carers were supported by the service. For example 37 parents/carers attended drug and alcohol training at Fortismere this quarter.

HOW CAN WE WORK MORE EFFECTIVELY – FEEDBACK FROM OUR DEEP DIVE AROUND SUBSTANCE MISUSE

Multi agency strategies, joint care plans and pathways across statutory and non-statutory providers to meet individual needs of families

Whole Family Approach – addressing individual needs within family members – intergenerational behaviours

Professional curiosity – identification of need/non judgemental approach, reduce stigma

“Toxic Triangle” hidden harm approach – DVA and conflict, mental health and drug and alcohol use, early identification to reduce risks of harm from domestic violence and abuse – funding to support addiction

HOUSING

A data sharing agreement has been agreed between the Early Help Service, Council Tax Service and Housing Service. Family Support Workers are kept abreast of the levels of debt their families have accrued and provide support to alleviate the debt in conjunction with both Council Tax and Housing. In return, we are able to provide assurances to our families that no action will be taken against them whilst they continue to work with the Early Help Service, as part of the data sharing agreement.

DWP AND EARLY HELP PARTNERSHIP

Through the Supporting Families Programme the early help wider service is able to access the support of DWP expertise using the partnership of the Supporting Families Employment Advisers. These individuals have been part of Haringey Local Authority for a number of years working directly with our family support teams to engage families who are financially at risk. Using their knowledge, skills and access to DWP resources the SFEA's are able to change families' circumstances specifically related to the financially stable trigger need. This includes understanding their benefit rights, supporting with employment opportunities and referring to further services such as Haringey works.

It is a partnership focused relationship with the supporting families lead, community outreach team leader and the SFEA working together to structure a strong and sustainable model of working.

The SFEA is embedded within our early help service, previously having access to our case recording system mosaic and now being trained on Liquid Logic, having a Haringey email address, access to all learning opportunities and attendance on service days and team meetings.

Through our continued monitoring of the SFEA role we had found that the majority of referrals to the SFEAs were occurring at point of case closure which meant that some families could have been working with Early Help for a number of weeks before they



accessed support for one of their trigger needs. This was impacting not only on the family's ability to create positive family outcomes but also on our own outcomes for early help, financial stability evidencing being one of our weaker areas of outcomes met at point of case closure.

We now have a model that when families are referred with a trigger need of financial stability or if this is found at point of assessment, they are supported by both the family support team and SFEA's in a joint working capacity. This creates a consistent and sustainable impact for families but also upskills our workforce to build their knowledge, skills and confidence.

FINANCIAL STABILITY SUPPORT FROM HARINGEY WORKS

- Free employment support to all Haringey Residents
- Dedicated Employment
- Advisor on registration
- Information, Advice and Guidance (IAG)
- Careers advice, CV advice and interview preparation

- Access to vacancies locally and regionally
- Sector specific training
- Access to Apprenticeships
- Access to a wide range of employability services in Haringey
- Support in your first few months of work
- Temporary Recruitment Service – Council roles



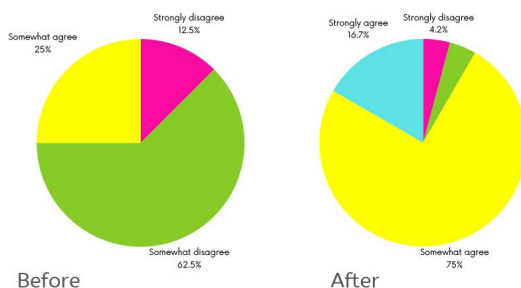
VOLUNTARY SECTOR PARTNERS

PATHS THROUGH CHANGE TRAINING

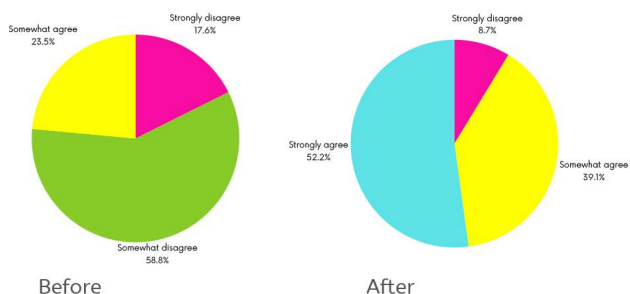
Your Tool-kit for Supporting Separating Families - Feedback



I feel confident when supporting families who are experiencing a separation / divorce



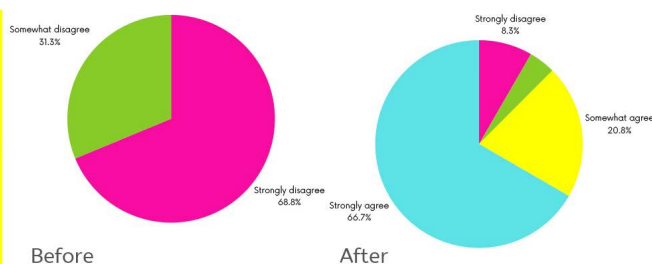
92% either somewhat or strongly agree with feeling confident supporting families (compared to 25% before)



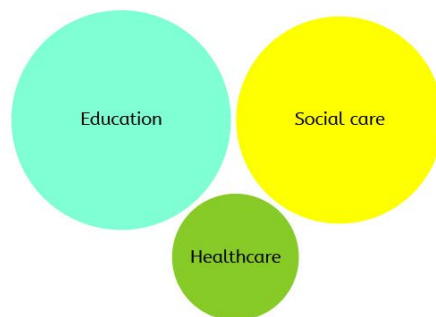
I understand who can help me support families experiencing separation / divorce

More than 88% either somewhat or strongly agree with knowing who can help them (compared to 25% before)

I know how to refer to Paths Through Change C.I.C. for their Advocacy Scheme



88% either somewhat or strongly agree with knowing how to refer to PtC after (compared to 0% before)



28 attendees

8 Family Support Workers,
4 individuals from Early Help team

brilliant brilliant engaging fantastic
informative informative fantastic
thank you thank you
helpful helpful interesting engaging
thank you interesting

PATHS
THROUGH
CHANGE

THE ALLEVIATE FUND

The Alleviate Fund is a pilot funding programme which aims to support Haringey based community and voluntary groups and organisations to deliver early help activities across ten priority areas.

This pilot fund complements other early help work delivered by the local authority and reflects intentions outlined within London Borough Haringey's Early Help Strategy 2021-2023.

The programme will include participatory decision making. This means that decisions about who will receive funding were made by a group of local people, who will bring a diverse range of skills, lived experiences and knowledge of local contexts.

Funding was provided through the collaborative decision making process up to £5000 per application.

Applicant's name	Project title
Bags of Taste	Bags of Taste Mentored Home Cooking Course
Dalmar Heritage and Family Development	Baby and Toddler Playgroup
Groundswell Arts	Space to Create
Kids N' Action	Kids N' Action Holiday Program
Paths Through Change	Are All Families Like Mine?
Refreshing Minds	Homework and Supper Squad
Youth & Community Connexions	Bass box project

HOME COOKED

Home Cooked is a violence reduction programme funded by the Mayor's London Violence Reduction Unit.

This is a partnership project to help tackle serious youth violence in the Tottenham Hale ward. We provide a range of initiatives for young people and their families such as sport provision, employment support, a future leaders programme and mental health support.

858

residents and
young people
supported

122

individuals
attending
professional
training

£235k

funding awarded
to grassroots
organisations

VOLUNTARY SECTOR OFFER ON A PAGE

Voluntary and Community Sector [Early Help and Prevention Offer](#)





HOMECOOKED

A partnership service commissioned to fund grassroots projects.

A panel of young people and adults in the Tottenham Hale ward came together to review, score and decide which organisations would receive funding to deliver their projects. A total of 26 organisations were funded for their respective projects, congratulations to those who have been successful. By collaborating with local grassroots organisations, we have engaged with 850+ young people and families in the Tottenham Hale ward.

Some examples include:

- **Black Arts Production Theatre** - Black Arts Production Theatre help give young people aged 8-16 years opportunities to further their careers as actors by giving them a platform to act/perform in front of a live audience.
- **Thru Life** - Thru Life will deliver a free community football league which will engage local young people of Ferry Lane and Down Lane Park, whilst also physically and actively improving their mental wellbeing.
- **Positive Role Models** - Positive Role Models engage with young people under the age of 25, through bespoke programmes, projects and workshops, that often combine the power of sport and peer-to-peer mentoring.
- **Awaken Genius** - Awaken Genius will work with mainstream schools and local communities in the Tottenham Hale ward to support children and families who are most at-risk.
- **M.A.P.P Learning** - MAPP will deliver a 'Back-to-School Hair Drive' event, impacting over 300 children receiving free school meals, young adults and, their respective familial networks with free barbering, hairdressing and back to school resources to mitigate the financial cost to parents/carers preparing for the September school term.

HEALTH VISITING

The Whittington on behalf of family hubs commissioned the Institute of Health Visiting to deliver 4 training sessions across the early help partnership. These were online and attendance overall was exceptional. Engagement with the sessions meant that practitioners would become confident in areas such as Fathers Mental Health, Perinatal mental health, LGBTQ+ and perinatal mental and autism ambassadors.

Feedback from the sessions showed the impact on practice and confidence.

- ***By applying the strategies learnt and recognising that fathers go through changes similar to mothers before, during and after pregnancy***
- ***I will use the tips given by Kieron to review our outreach strategy. Use more relevant language direct phrases when speaking to fathers. Look at my own daily practice and approach and how I can improve it to be more considerate and inclusive of fathers***
- ***I will ensure that when working with parents both are made to feel included. It may also be important to ensure Father's feel included***

FAMILY HUBS COMMISSION

As you can see through this evaluation hidden fathers arises as an issue for a lot of services, Family hubs have made a commissioning decision to support this issue.

DADS MATTER CO-ORDINATOR

- Working directly with services that support Dads, families and especially babies to increase engagement and knowledge across the sector.
- This is to ensure that dads know how important they are, how to access support when they need it, and why it's essential for their baby's development.
- Access via referrals from PIPs

RECOMMENDATIONS FROM THE IMPACT CONVERSATIONS

Implement a monitoring and evaluation framework for all programmes so the data has evidence to back it up.

Use the ME framework to influence work flow, commissioning and workforce development decisions.

Early Help offer is working but we should collect regular case studies – using the Be a Magpie formula that has been successful with Reducing Parental Conflict.

Revisit the Early Help lead practitioner system, is it enabling the wider early help system to be accountable.

Early Help Strategic Partnership Board should put more responsibility on members

What are you doing with information/knowledge gained. What impact is it creating on workflow and experiences of families.

Deep Dives revisited in terms of how we use findings in future work plans.

Build relationships with children's centres to gather more than data, create the partnership ethos that we feel with some of the more successful partners such as health.

Deliver workforce development in a multi-agency capacity, providing opportunities across the supporting families and family hub agenda with reducing parental conflict embedded through out.

Focus on 3 key areas of supporting families criteria for development, audits and impact collection – listen to the voice of families and act upon it.

Continue with vision for parenting team using findings from the parenting pilot, creating a focus on planning, design and delivery the wider parenting offer

Showcase our strong partnerships and share what went well and even better ifs. Create a wider ethos of show and tell and strengthen communications

"Early Help means thinking about prevention from the very beginning of parenthood"

Jane Grant

"Early Help is everything to do with circumstances"

Joint Commissioner

"Schools are every part of the strategy, children are our focus point"

Emma Murray

"It is invaluable to learn more about the work of other services and agencies as this informs our approach and allows us to signpost additional support to families."

Gerry Robinson

"The board provides richness of knowledge and experience, always come away with thoughts and actions"

HumanKind

