



Care Experience – As a Protected Characteristic

Corporate Parenting Advisory Committee
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Care Experience – A Protected Characteristic

The Independent Review of Children's Social Care headed by Josh McCallister published in May 2022 a final report and recommendations that included:

“Government should make care experience a protected characteristic” and “new legislation should be passed which broadens corporate parenting responsibilities across a wider set of public bodies and organisations.” (Care Review May 2022)

Some Local Authorities have agreed to add Care Experience as a protected characteristic. In doing so these Local Authorities have recognised and committed to acting upon the discrimination and stigma faced by care experienced people.

The Government have chosen not to implement this recommendation but councils across the country are now deciding to take their own action. Lambeth was the first London Borough to do this.

May 2022

Council resolves:

“To formally support the “Show Us You Care Too” campaign which calls for Care Experience to be made a protected characteristic as part of the Independent Review into Children’s Social Care; “

Whilst this did not become enshrined in law, many Local Authorities, including Haringey are supportive of adopting Care Experience as protected characteristic and have made changes to their practice accordingly.

Haringey's Approach so far

We have:

1. Joined the London Council pledge and as part of this signed up to support the movement across London for Protected Characteristic status.
2. In her former role as Haringey's, AD Bev Hendricks met with the London Council's lead Matthew Raleigh to support the creation of a survey to all 32 Local Authorities to examine what protected characteristics meant in practice for care leavers
3. Our OFSTED inspection measured us against the stand-alone judgement and graded our services as GOOD.

The Council to proactively seek out, listen to and incorporate the voices of care experienced people when developing new policies.

- We have introduced the Champions Model whereby children in care and care leavers work with senior leaders of social care and councillors to influence change.
- Delivered a Corporate Parenting Week, which facilitated interactions between councillors, children in care and care leavers.
- ASPIRE continued participation at CPAC, where updates and priorities are shared by young people.



Build numbers of apprenticeships for care experienced people.

There are apprenticeship opportunities available across the Council.

Recruitment Process

- All applicants who declare they are care leavers and who meet the minimum criteria for the role, will be interviewed for the position.
- Before the roles go live on Talent Link, they are shared with YAS Managers to be promoted to care leavers.
- L&D / Entry Level Talent Team offer care leavers additional advice and guidance on all aspects of the recruitment process (from application to Interview).

Care leaver Gaining apprenticeships (internal or external)

- Provided with advice guidance and support on claiming 'Apprenticeships care leavers' bursary'.
- The Council are also able to fund the cost of any apprenticeship course for employers taking on Care leavers through an Apprenticeship Levy transfer

Other activities to support Entry Level roles to care leavers

○ Opportunities for 6-12 week work placements.

These placements are unpaid, although services encouraged to meet the cost of travel and subsistence.



Taking an intersectional approach and commit to tackling the systemic discrimination and disproportionality faced by specific groups of care experienced people.

- Stop and Search Project

Sponsor DCS - Ann Graham, endorsed by Cabinet Member for Children, Schools and Families, Cllr Brabazon

- Produced a comprehensive Care Leavers Local Offer
- Young People's participation at Full Council



Haringey's Local Offer to care leavers

- Exempt from council tax for care leavers up to the age 25 for those living in Haringey
- offers priority banding when applying for social housing in Haringey
- provides £3000 setting up home money when moving into own tenancy
- provides a higher education bursary
- Fund holiday capped rent costs for young people at university
- offers the Staying Put arrangement
- Funded access to leisure centres in Haringey to age 21
- cover of £20 admin fee for Care Leavers TfL discount travel card
- provision of free prescription certificate annually to age 25

Next Steps

- Consider further actions Haringey would wish to take to in their support of Care Experience being considered as a Protected Characteristic; and the benefits of this for Haringey's Care Leavers.

Thank You!