

Appendix I

Children's Social Care annual performance 2024-25

1. Introduction and Background

1.1 This report provides an overview of performance for Children's Social Care Services for 2024/25. The report provides comparative data by benchmarking with our statistical neighbours and looks at how our performance has grown and developed, where this is appropriate. Haringey's statistical neighbours are a group of local authorities judged by the DfE to have the most similar demographic profile and have been revised this year to account for latest comparable demographic data. these are:

- Barnet
- Brent
- Ealing
- Enfield
- Hounslow
- Lambeth
- Lewisham
- Redbridge
- Southwark
- Waltham Forest

1.2 Children's Social Care provides services and support for children and young people who are:

- in need
- at risk of harm and in need of protection
- children in our care who are looked after
- care experienced young adults

1.3 These children and young people have needs which are assessed as being complex or acute and require the statutory involvement of the Local Authority within the responsibilities set out in legislation, principally the Children Acts 1989 and 2004, and the Children and Families Act 2014 and various statutory guidance (including Working Together to Safeguard Children: December 2023).

1.4 The governance and scrutiny of the arrangements for safeguarding children take place through this Committee and the following multi agency forums:

- Safeguarding Accountability Meetings chaired by the Leader of the Council with the Lead Member for Children, relevant Assistant Directors and, Director of

Children Services in attendance. The meeting is held quarterly and allows the Leader to hold senior officers to account, to scrutinise performance related to vulnerable children, to be appraised of any concerns about the safety and welfare of children and to strategically drive improvements.

- Corporate Parenting Advisory Committee has a dedicated focus on Children Looked After and Care Leavers and has in attendance seven elected members along with senior officers in the partnership. The Committee meets quarterly and scrutinises performance and strategic planning related to children in care and care leavers.
- Haringey's Safeguarding Children's Partnership (HSCP) meets regularly, including a joint board meeting with the Adults Safeguarding Board. In accordance with Working Together 2023, three statutory safeguarding partners - Local Authority, Police and the ICB - must make arrangements to work together, along with the relevant agencies to safeguard and promote the welfare of children in our area. Haringey's Executive Board meets 6 times a year monitoring and reviewing Haringey's statutory safeguarding arrangements. The statutory safeguarding partners rota the chairing of the HSCP Executive and main board meeting. The HSCP is currently chaired by the Local Authority Director of Children's Services.

1.5 The HSCP has sub-groups which oversees the work of the Safeguarding Children's Partnership in relation to Quality Performance and Outcomes, Practice Learning Workforce and Development, Training, Missing and Exploitation (MACE). The HSCP annual report evaluates the effectiveness of safeguarding and child protection in Haringey and has set the following priorities, to improve the collective effectiveness of agencies in:

- Children living with Mental Health issues
- Prevention and Early Intervention
- Older children in need of help and protection, and
- contextual safeguarding including exploitation

2. National Context - National Statistical Reporting

2.1 All local authorities report to the Department of Education to inform the Child in Need Annual Census and the 903 Children in Care Return. The results of which are published every October on the DfE website. The CIN census covers early intervention, contacts and referrals to social care and the reasons, Child and Family assessments and identified factors, the nature and volume of child protection activity, the numbers of children subject to child protection conferences. The 903 return covers children entering care and the reasons, the types of placements used, the legal status of children, how many children have left care and for what reasons (including adoption)

and details about care leavers and their accommodation, employment and training outcomes and how the local authority is keeping in touch with them. The 903 now also include details of allocated social worker and stability.

2.2 In addition, more detailed returns are submitted to the North Central London Regional Adoption board on children with an adoption plan, the timeliness of matching and placing with an adopter and the recruitment of adopters.

2.3 An annual social worker workforce survey is also submitted to the DfE about the workforce profile, recruitment, retention, and sickness rates for social workers and also caseload numbers.

2.4 Data to Insight (D2I) the sector-led service for local authority children's data professionals with support from DfE, Ofsted and ADCS hosts The Local Authority Interactive Tool (CHAT) which collates a range of data across a number of returns and can be filtered to compare and benchmark performance across children's indicators based on the Ofsted ILACS inspection annex A data set.

3. Future Challenges and Operational Priorities

3.1 The future challenges and priorities can be summarised as follows (this is not an exhaustive list and the history of this type of work is that new priorities will emerge).

- Families First Partnership (FFP) programme aims to transform the whole system of help, support and protection, to ensure that every family can access the right help and support when they need it, with a strong emphasis on early intervention to prevent crisis.
- The service is following the development of the new Children's Wellbeing and Schools Bill and preparing for the implementation of new social care reforms as set out in the new national policy statement, 'Keeping children safe, Helping Families Thrive', Nov 2024.
- Continuing to meet the increasing demands for children's social care services and responding to factors arising from national and international challenges.
- Expand and improve the quality and timeliness of interventions available to children with presenting mental health or emotional wellbeing difficulties
- Maintaining operational effectiveness of the service in the context of new and emerging mental health and neuro-diversity support needs, the evolving and complex nature of child criminal and child sexual exploitation, the acuity of domestic abuse risks and needs, housing related risks and substance misuse.
- The costs associated with the placements for children in care which continue to be a significant pressure for the Council, more so given the Council's current budget pressures. Additional corporate funding has already been given to the

department, but as demand increases and the supply of placements comes under further pressure, the impact continues to be carefully monitored.

- The recruitment and retention of social workers continues to be a key focus and creative approaches to grow our own will continue to be explored.
- The development of permanence planning and tracking will ensure children achieve the earliest permanence
- Maximising the data provided by our data and information systems to strengthen performance dashboards and service compliance with key performance indicators.
- The priority in our Short Breaks Statement is to develop and deliver an Overnight Short Breaks provision within the borough itself, to provide children with the most complex and profound learning difficulties, respite and to mitigate against the need for these children to come into local authority care.
- Haringey Children's Academy providing learning and development opportunities for the children's workforce and supported by professors and academics, remains a central part of Children's Service retention and skills progression strategy.
- To continue to lead, jointly with our MET police colleagues, on our innovative Stop and Search work that is currently being piloted across London.

4. Local Background and Context

4.1 The department continues to support high levels of need and complexity in families for the following reasons:

- In 2023, 17.3% of children in Haringey lived in relative poverty, close to the London average but lower than similar areas and the national rates (19.8%)
- Haringey has the highest alcohol sales per adult in London, with a significantly higher rate of alcohol related hospital admissions.
- 2% of Haringey's working age population claim Employment Support Allowance for mental health and behavioural disorders, the fifth highest in London
- The borough has the eighth highest rate of domestic abuse with injury in London
- Haringey ranks 8th in London for households in temporary accommodation, an improvement from 5th in the previous year

4.2 Alongside these challenges, Haringey as a local area continues to be a strong and thriving place for children growing up in the area. It is a place that has a rich history, strong and vibrant communities, great transport links and excellent facilities with a range of cultural events. Key strengths include:

- Diverse communities where more than 180 languages are spoken.

- Over a quarter of the borough is green space – with 25 Green Flag Parks and 120 venues where cultural activities take place.
- Residents report that they have good friendships and associations in their local area and good relations between different ethnic and religious communities.
- And we will be the Borough of Culture in 2027

5. Our children and young people population

5.1 In Haringey, there are 54,422 children aged 0-17 years, representing 21% of the overall population (Census 2021), largely in line with statistical neighbours and London where 21% and 22% of people are aged 0-17 respectively. Notably, the ward with the highest proportion of 0-17-year-olds is South Tottenham (29%), while the ward with the lowest is Stroud Green (15.4%). The number of under 18s is not expected to change significantly in future years and will remain most concentrated in the east of the borough.

5.2 Almost half of the pupils in Haringey schools do not have English as a first language (47.4%). After English, Turkish, Spanish, Polish, Bulgarian, and Somalian are the most commonly spoken languages (May 22 Census)

5.3 One of the most significant challenges is inequality in outcomes. Poverty is a crucial determinant of poor outcomes. Childhood deprivation is unequally distributed across the borough and children in the east of the borough are substantially more likely to be affected by income deprivation. In 2023, 10,863 children in Haringey were living in relative poverty and this equates to 17.3% of all 0-16 year olds. This is the 11th highest of all London boroughs.

6. Outcomes for children and young people

6.1 **Haringey's Children in Care have above average educational outcomes** with our KS4 Average Attainment 8 Score for 2024 of 20.6% against an England average of 18.3. Progress 8 also scored in the second top quartile.

6.2 **Children with Special Educational Needs (SEN) have higher educational outcomes**, 22 of 27 measures featuring in the top quartile in England.

In 2024 for pupils with SEN Support for the following measures Haringey ranked in the top15 Local Authorities:

- Attainment 8 score per pupil at end of Key Stage 4
- Progress 8 score per pupil at end of Key Stage 4
- Progress 8 score per pupil at end of Key Stage 4 for pupils with EHC Plan

- English Baccalaureate - Average Point Score
- %19 year olds qualified to Level 2 and level 3

6.3 **Haringey has fewer secondary pupils being permanently excluded** and is better than the national average (0.01%) and its percentage of NEET children, those (Not in Education Employment or Training) improved (1.7%) from 1.9% in the previous year.

7. OFSTED

7.1 Ofsted inspectors visited the borough in February 2023, when they assessed the care, help and protection given to children, young people and care experienced young adults and their collective experiences of this support. They also examined what was being done by leaders to improve services.

7.2 They found that since 2018 many services in Haringey have been “transformed,” with most children now receiving “good support, when they need it, from the right people” including from social workers, personal advisers, early help workers and staff in schools.”

7.3 The report also included 6 areas that could improve:

- The effectiveness of permanence planning for children in care, including the challenge brought by independent reviewing officers.
- The identification of and response to children in private fostering arrangements.
- The provision and quality of life-story work at key developmental stages in children’s lives.
- The quality of supervision in ensuring that plans for children make a positive impact.
- The understanding and knowledge of frontline workers about adoption.

7.4 The report concluded the following paragraph:

“Haringey’s diverse population is reflected in the workforce and senior leadership team. This is important to frontline staff and one of the attractions of working for this local authority. Staff and leaders are acutely aware of the enduring public perception of Haringey children’s services. At all levels, staff are proud of working for Haringey. A culture of appreciation, kindness and support is firmly embedded. Staff said their leaders care about them, listen to them and take action to address the things that need to change. In turn, staff are loyal and they care about their leaders. Staff who leave often return to Haringey. They talk about the feeling of ‘family’. This sense of emotional safety is vitally important, enabling workers to practise with the confidence and persistence needed to effect change for children and young people who are living in very challenging circumstances.”

8. Safeguarding and children in care trends

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

8.2 The Multi Agency Safeguarding Hub (MASH), which receives contacts and referrals, is our local single point of contact for anyone who is worried about a child. The service continues to effectively collaborate with key partners and has sustained the practice and performance.

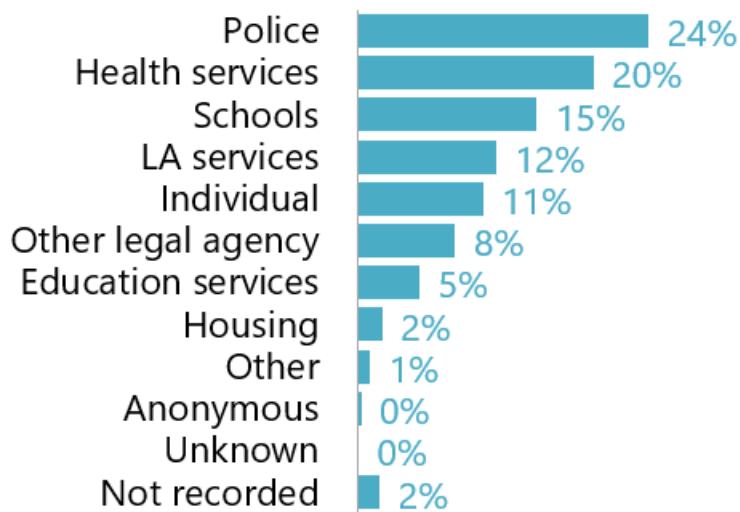
8.3 Our internal auditing process, part of our comprehensive quality assurance framework indicates that practice within the MASH is strong, we remain focused on continuing to strengthen practice and means that children receive a timely and effective response.

8.4 Contact & Referrals to social care

8.4.1 The communication of concerns from partner agencies or the public to children's social care is an important step in initiating a child protection response. Not all of these communications from partners and the public will meet the threshold for referral to social care, some will be passed to the Early Help service or signposted to universal services, others are simply one of our partner agencies ringing for some advice or support. These communications are categorised as contacts.

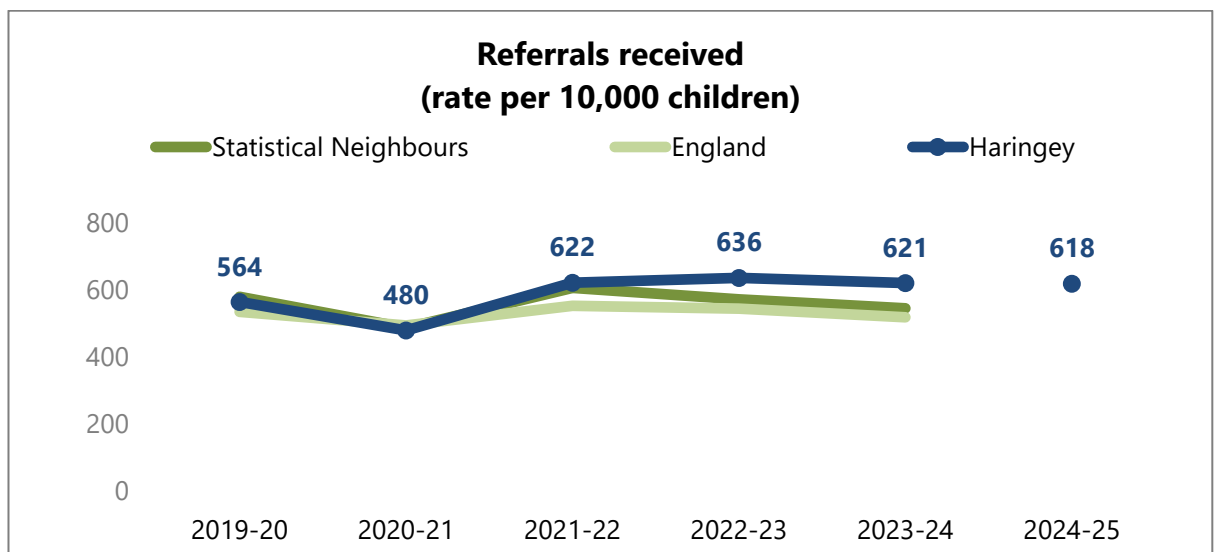
8.4.2 In the 12 months to March 2025 there were 13,958 contacts to MASH which is very similar to last years' number. The break-down of sources is set out below and shows an increase in the number from health and a fall in the number from the police (29% in 23/24)

Contact source

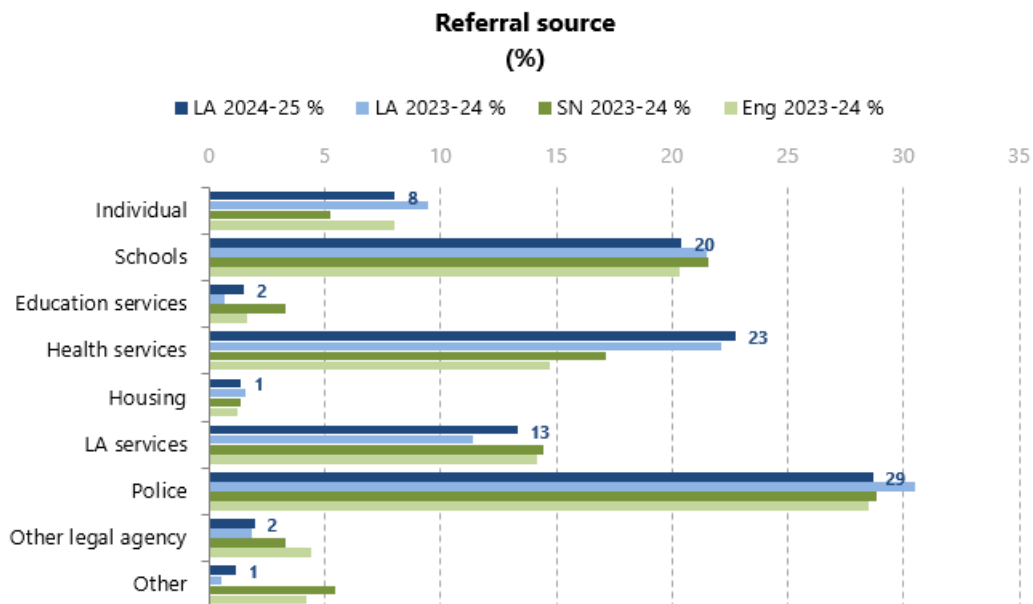


8.4.3 A referral is a contact that meets the threshold for services to be provided by children's social care, in respect of a child who is not currently open to the service. This means that social workers in the multi-agency assessment hub (MASH) share information and complete a risk analysis for the referral.

8.4.4 The number of referrals received was 3,312, very similar to past 3 years, but means the rate per 1000 population has moved slightly above our latest statistical neighbours.



8.4.5 The Police continue to be the largest source of referrals in common with our statistical neighbours and England. We have seen a reduction in referrals from schools and an increase in referrals from our colleagues in health.



9. Children with a Disability

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

9.2 The experience of the management team is helping to strengthen the skills, experience and expertise within the service though focus is maintained on continuing to develop and embed this across the service.

9.3 It is clear however that complexity in the nature of cases is rising and the service has seen an increase in court proceedings, impacting on timeliness and performance data. This is seen alongside an increase in children qualifying for CiN support and those being received into local authority care.

9.4 Regular multi-agency meetings take place with special schools and they continue to ensure the partnership approach to providing children with disabilities is robust and timely support.

10. SEND Special Educational Needs & Disabilities

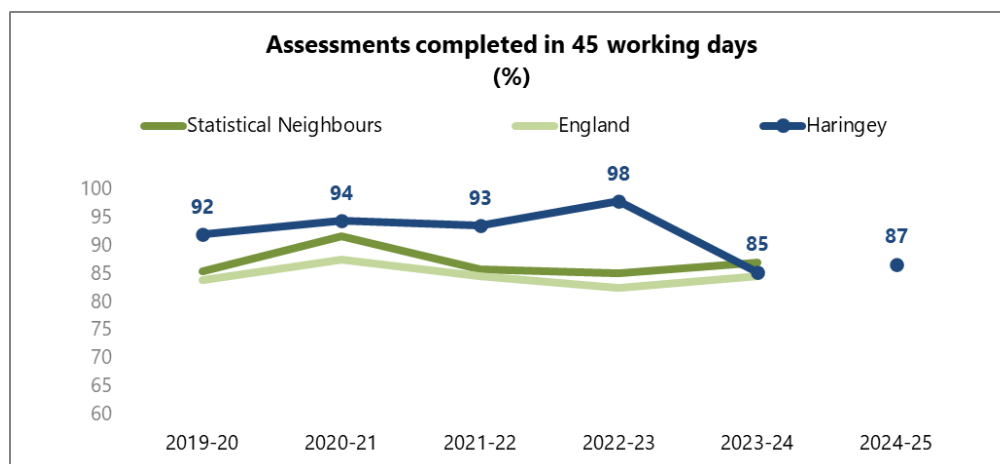
10.1 In 2024 a similar number of EHCPs were issued to the previous year, with 84% within the 20-week timescale with allowed exceptions discounted. This compares with 46.4% for England and 70% for our statistical neighbours.

11. Assessments

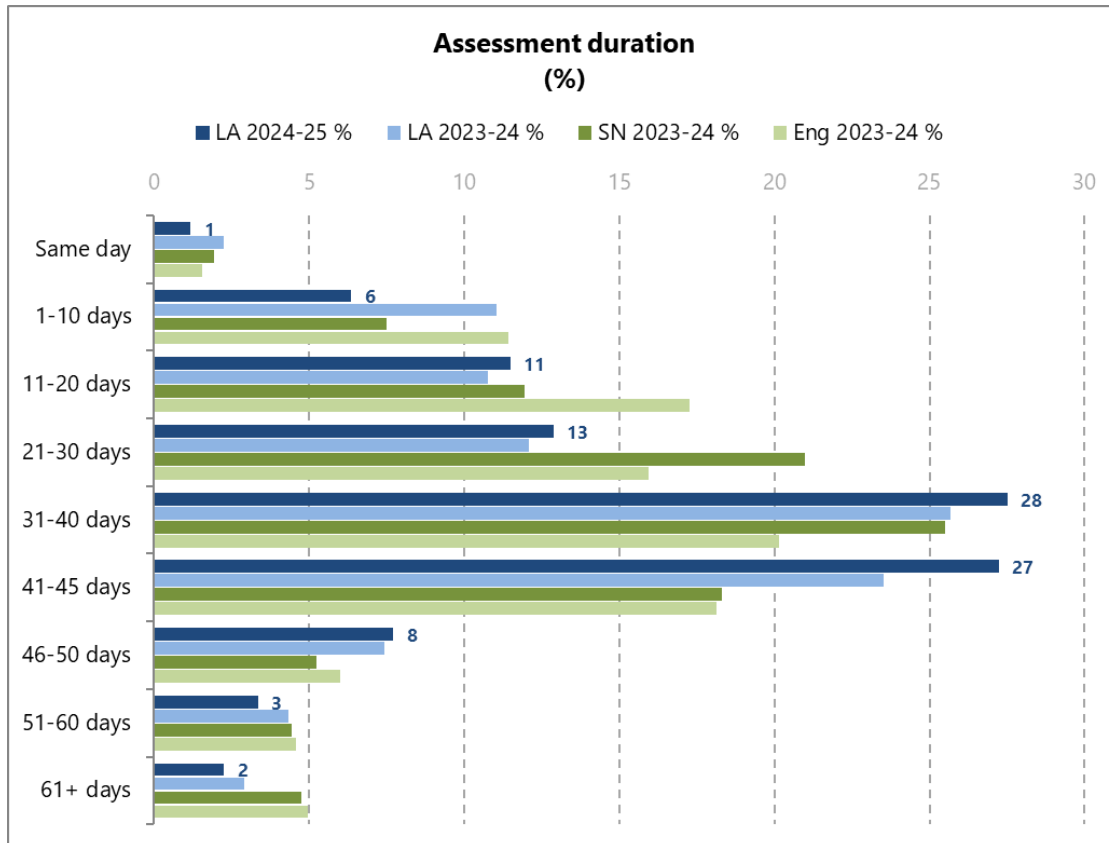
11.1 A referral to social care will normally result in a decision to complete an assessment of the child's needs (within 45 working days). In addition, if there is a concern that immediate protection may be needed as the child is suffering or likely to suffer significant harm, a strategy discussion with police and other partners is held immediately. At the strategy discussion it is decided whether to initiate enquires under section 47 of the Children Act 1989, which is an enquiry to decide what type of action is needed to safeguard a child and if necessary, hold an initial child protection conference within 15 working days.

11.2 During 2024/25 there were 3,540 assessments completed at a rate of 661 per 10,000 children, up from a rate of 580 per 10,000 children in 2023/24. In each of the past 6 years, at least 85% have been completed in 45 working days, as shown in the graph below. This represents continued good performance in the completion of assessments which compares well to statistical neighbours and England.

Assessments completed in 45 Working Days (%)



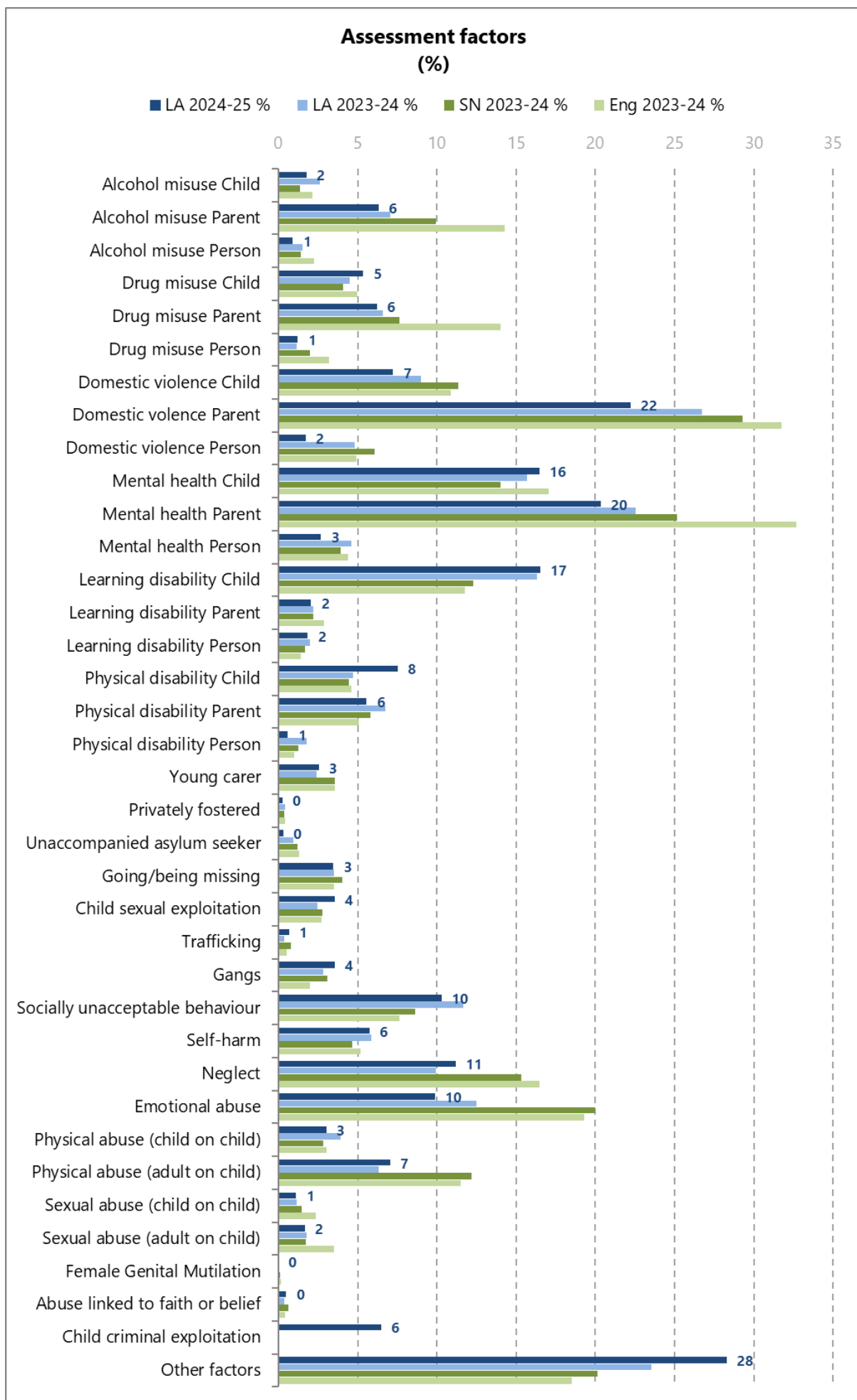
Duration of assessment



11.3 Factors found at the end of assessment

11.3.1 Despite a decrease Parental Domestic Abuse continues to be the single most common factor found at the end of assessments.

11.3.2 Other factors usually found as an addition to one of the main factors listed. Areas with fewer factors found include Mental Health and Emotional Abuse

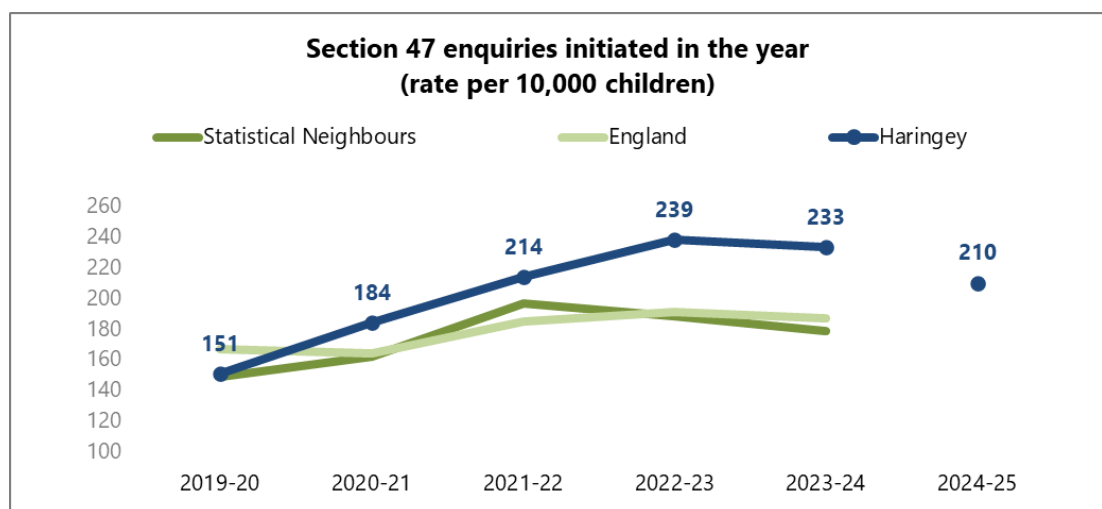


12. Section 47 enquiries

12.1 As noted above, Section 47 enquiries are carried out when there is a referral in which a child or children are reported to be at immediate risk of harm. This always follows a multi-agency strategy discussion and is a necessary part of initiating a child protection plan.

12.2 The rate of section 47 enquiries per 10,000 children aged 0-17 decreased to a rate of 210 per 10,000 children from 233 in 2023/24 our rate is still above the last published rate of 174 for statistical neighbours and the England average rate of 187.

12.3 Rate of s47 enquiries per 10, 000 children



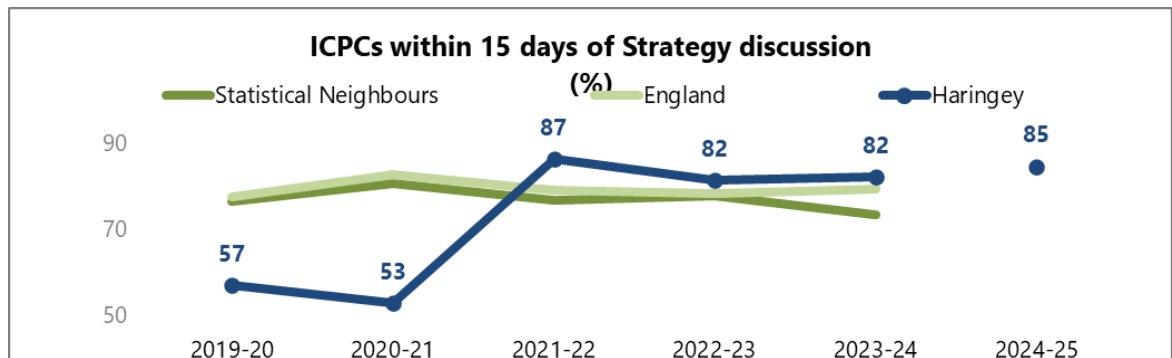
13. Initial Child protection conferences (ICPC)

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

13.2 In 2023/24 a total of 216 ICPCs were held, this increased to 225 in 2024/25.

13.3 It is critical that initial child protection conferences are convened quickly. Timeliness is defined by ICPC's which take place within 15 days of the strategy discussion which triggered the Section 47 investigation, the 85% for 2024/25 compares well with the national figure of 80%.

Trend of ICPC Timelines

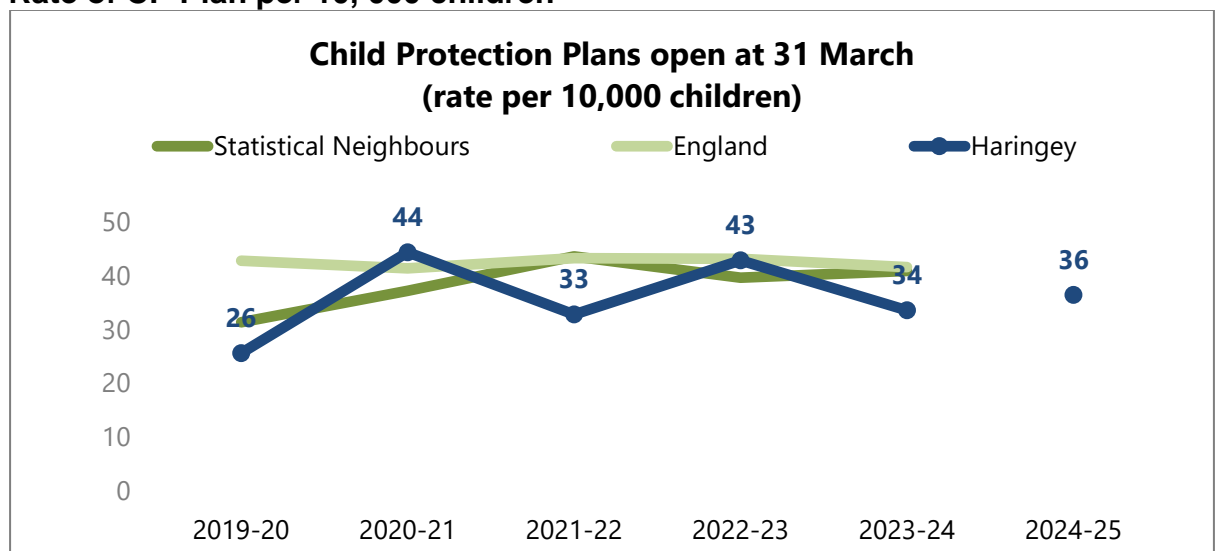


14. Child Protection Plans

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

14.2 There were 195 children on a child protection plan at the end of March 2025 or a rate of 36 per 10,000, which is below the last published statistical neighbours rate (41)

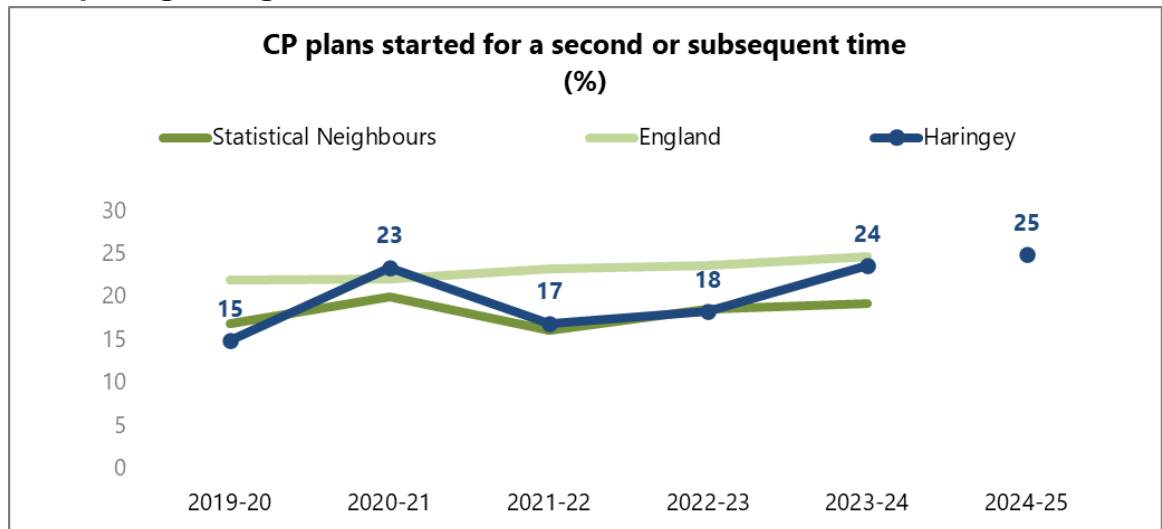
Rate of CP Plan per 10, 000 children



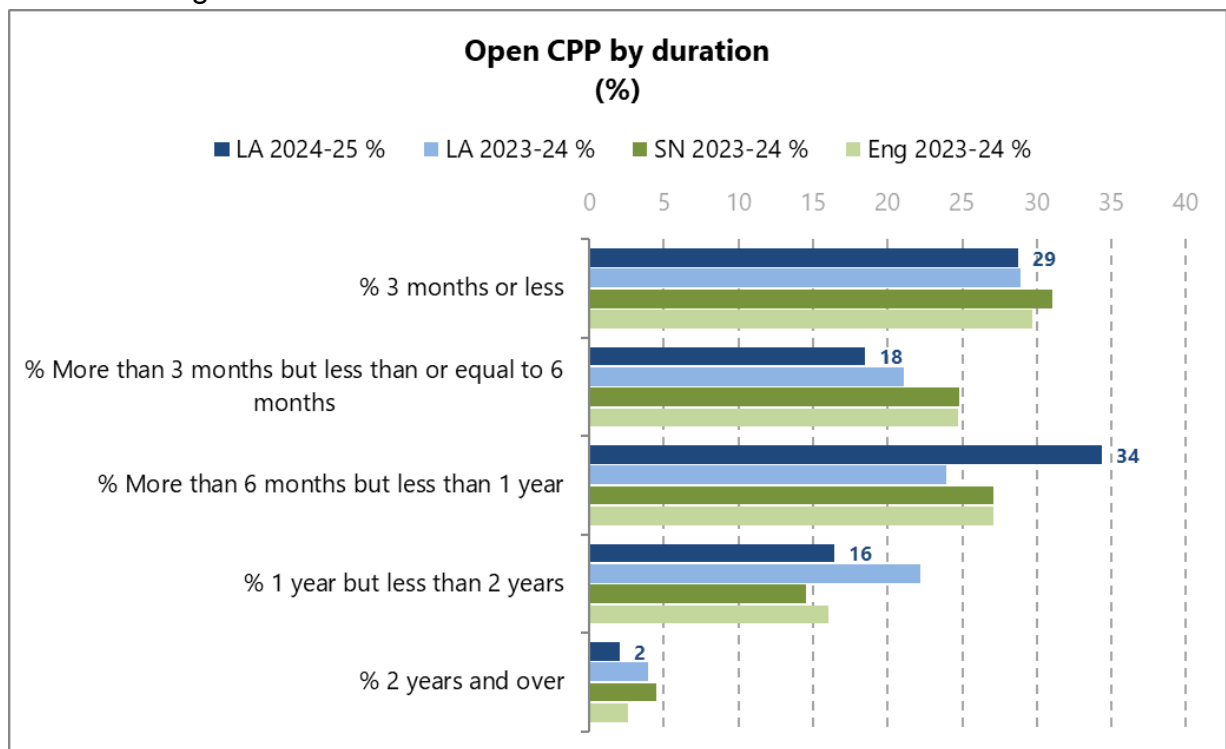
14.3 It is vital that the right children only remain subject to plans for the length of time required to bring about and demonstrate change. A simple measure for this is the rate of second and subsequent plans, if these are too high, it could be that plans are ineffectual or are not lasting long enough, too low and it could be that a degree of over caution is evident. The described percentage rate matches our statistical neighbours rate, (albeit with a minor data variance). We are keeping cases subject to subsequent

plans under review, to ensure that thresholds are applied appropriately and to see if there is any learning for the service in relation to early de-planning

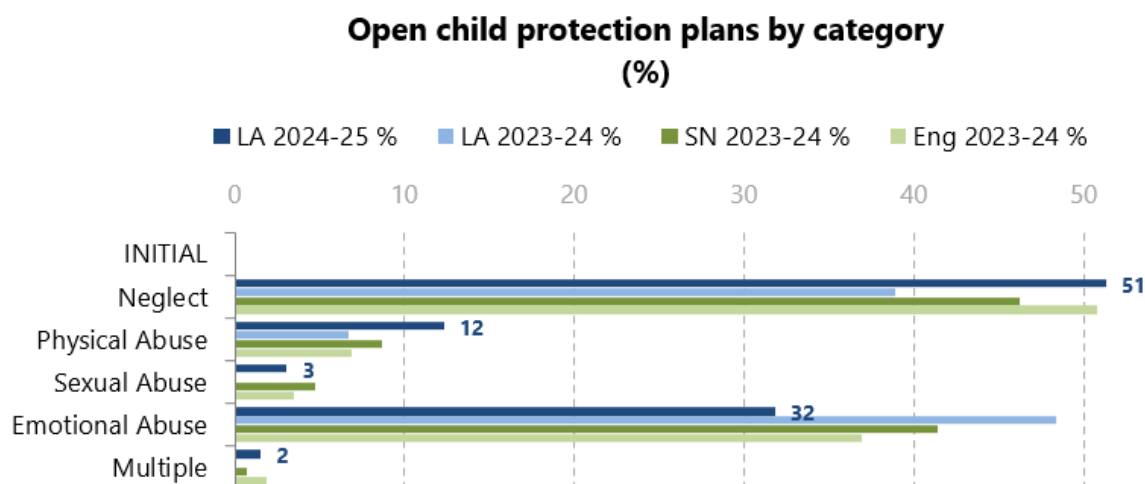
14.4 Comparing re-registrations for Child Protection Plans



14.5 Most child protection plans cease within two years. Of the 214 plans ending during 2024/25 ten were open for over two years which is the same rate as our statistical neighbours.



14.6 In common with other local authorities, the main initial reasons for children becoming subject to a child protection plan relate to emotional abuse 32% and neglect 51% as shown in the chart below

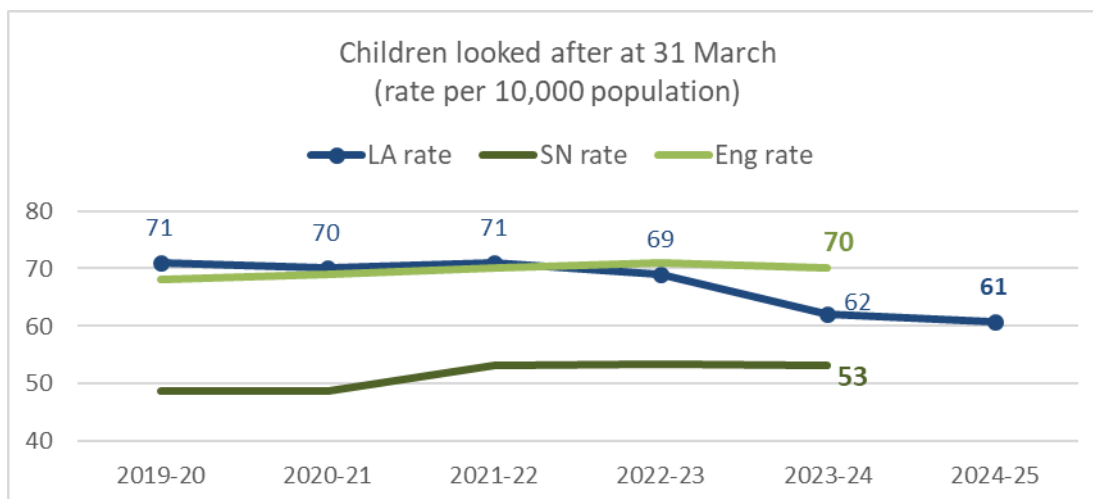


15. Children Looked After

15.1 A child who has been in the care of a local authority for more than 24 hours is known as a Child Looked After (CLA) also often referred to as children in care. Children in care in general are either living with extended family members, foster carers, in a residential children's home or living in residential settings like schools or secure units. Children come into care for a variety of reasons, including because they are unaccompanied asylum-seeking children with no responsible adult to care for them or children's services may have intervened because it was believed that the child was at risk of significant harm. A child stops being looked after when they are adopted, are made the subject of a Special Guardianship Order, return home unless there is a Care Order in place, or turn 18. However local authorities are required to information, advice and or support most children who leave care at 18, until they are 25 years old.

15.2 At the end of March 2025, 325 children were in our care. This is slightly fewer than in 2024 and the trend is opposed to the increase in national numbers.

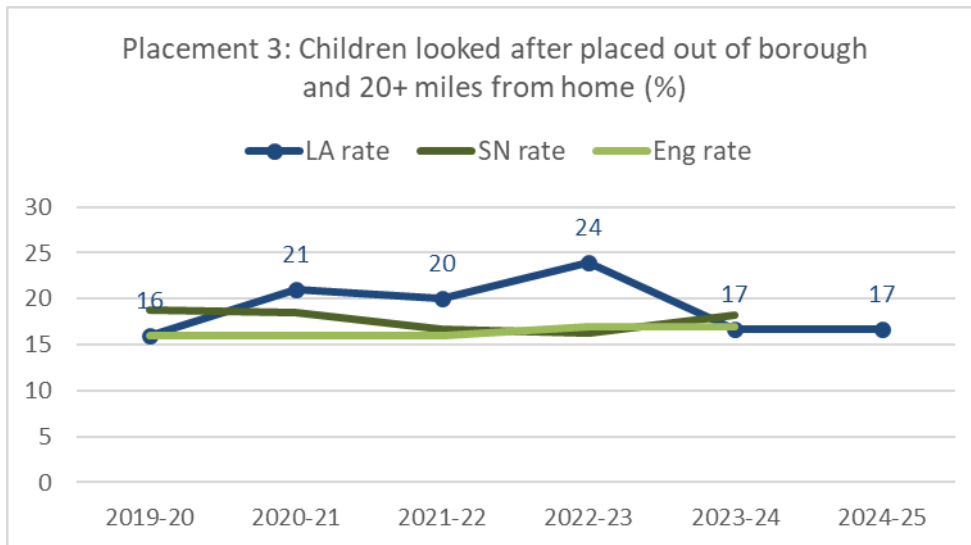
Rate of CLA started per 10, 000 children



15.3 The table below shows the children in care by placement type at the end of March 2024. Foster placements continue to be the largest proportion of placement types along with the proportion slightly higher than that of all England.

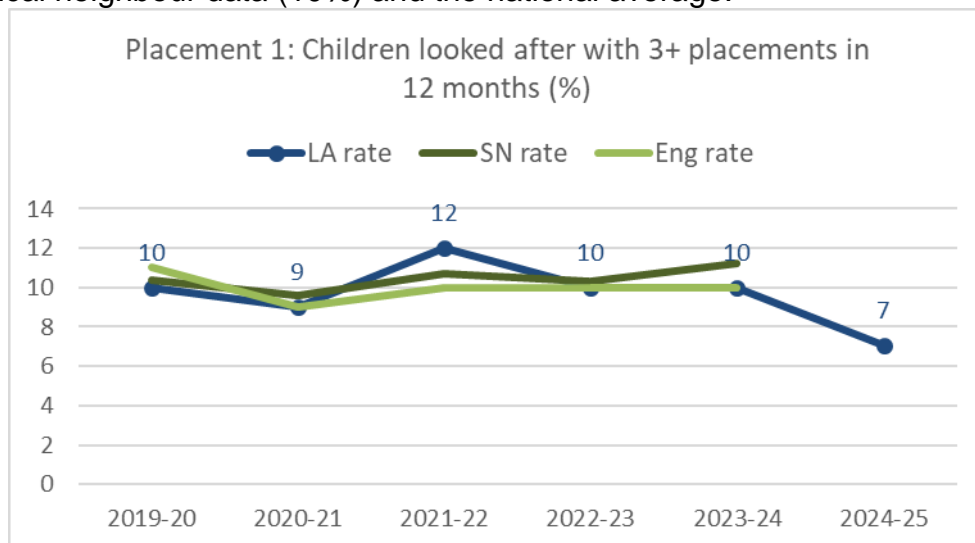
	LA 2024- 25 nos	LA 2024- 25 %	LA 2023- 24 %	SN 2023- 24 %	Eng 2023- 24 %
Foster placements	234	72%	70%	68%	67%
Placed for adoption	10	3%	2%	1%	2%
Placement with parents	7	2%	4%	4%	6%
Other placement in the community	0	0%	0%	-	-
Secure units, children's homes and hostels	34	10%	15%	-	-
Other residential settings	9	3%	2%	3%	2%
Residential schools	0	0	0	0	-
Other placements	0	0	7%	8%	5%

15.4 At the end of March 2025, 17 % of children were in placements in or within 20 miles of Haringey. This matches the previous year, and the last known data for statistical neighbours (17%). Local provision continues to be a challenge, and we continue to use our own residential provision, Haselmere Children's Home, to mitigate national and local challenges. We also continue to build relationships with local providers and work with our regional and sub-regional partners to address sufficiency issues.

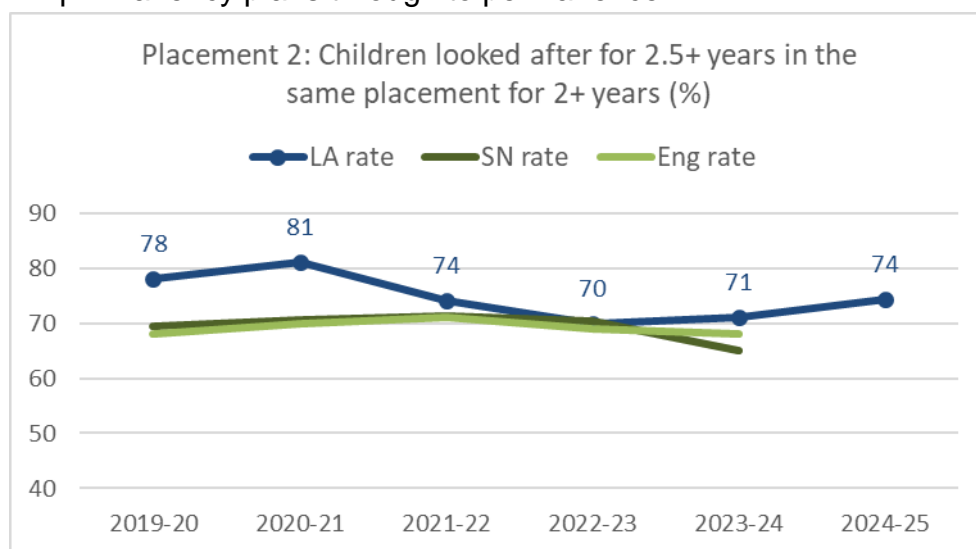


15.5 Placement stability is a key factor in children’s wellbeing. Having the chance to settle into a foster or residential placement over a period of time, supporting our children in developing a feeling of belonging, helping them feel secure in themselves. Stability will be achieved only by making sure that the child is in the right placement for them. There are two types of placement stability that we measure – short term stability which looks at the number of placements for children in the last 12 months, and long-term stability which considers those children who have been looked after for more than 2.5 years and have been in the same placement for more than the past 2 years. It is a combination of these indicators that gives us confidence that our children in care are in a stable environment.

15.6 Our short-term stability performance shows that only 7% of children in our care had three or more placements in the past 12 months. This is lower than 2023/24, statistical neighbour data (10%) and the national average.



15.7 Our performance in relation to long term placement stability is improved from a strong 71% to 74% at the end of March 2025. Permanence planning is continually being monitored and strengthened, and we ensure that Independent Reviewing Officers (IROs) have sufficient information to enable expedient and timely permanence planning. Our trackers are helping us monitor children who have not been matched with a new permanent family arrangement and we constantly check and review children's permanency plans through to permanence.



15.8 The data for children who go missing from care shows us that 13% of children were reported missing in the period 2024-2025. This remains below our SN rate of 15%. When children do go missing from placement there is a robust and effective response from children's social care and the Police. The missing co-ordinator tracks, and risk assesses children who go missing to ensure appropriate safeguards are in place to prevent repeat occurrences and return home interviews are routinely conducted by specialist workers.

16. Unaccompanied Asylum-Seeking Children (UASC)

16.1 There are two means by which UASC come to Haringey. Firstly, as spontaneous arrivals, most frequently arriving at local police stations. The second is through the National Transfer Scheme, which aims to equitably re-distribute UASC across the country, especially those from Kent and Croydon in recent years although there has been a sharp decrease in numbers the second of these two routes has become the most prevalent.

16.2 At the end of March 2020 there were 48 unaccompanied asylum-seeking children (UASC) in care, this fell to 26 by March 2024 and was further reduced at the

close of March 2025, to 19. This represents around 5.8% of the children in care cohort.

17. Adoption

17.1 There were 7 adoptions during 2024/25 which is in line with the last reported data from statistical neighbours but we remain beneath the national average. 13 children were also granted Special Guardianship Orders giving them a permanent home.

17.2 Haringey and the ALN (Adopt London North) have strengthened practitioner knowledge around early permanence as a placement option for children, with ALN running a number of in person and virtual training sessions for practitioners across the directorate.

17.3 A key priority continues to be the reduction of disparity in adoption for children of global majority heritage and improve the adoption system so that more adopters of Black heritage become applicants and choose to adopt through Adopt London.

18. Leaving care

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

18.2 The service has been continuing to work with the duty on local authorities to support all care leavers up to age 25 who can return to the local authority at any point after the age of 21 and request support.

18.3 At the end of March 2025 there were 662 care experienced young adults who were qualified for care lever services

Eligible	~ Has been looked after for at least 13 weeks since age 14 (can be multiple periods)~ Currently looked after Age 16 or 17
Relevant	~ Age 16 or 17 ~ Has been looked after for at least 13 weeks since age 14 (can be multiple periods)~ Looked after on or after their 16th birthday ~ No longer looked after
Former Relevant	~ Aged between 18 and 25 ~ Previously an eligible or relevant child
Qualifying	~ Aged between 16 and 21 (or 25 if in education) ~ Looked after on or after their 16th birthday ~ Not looked after for at least 13 weeks since age 14 or ~ privately fostered after the age of 16 but before the age of 18 or were looked after prior to becoming subject to a SGO"

Cohort of Care Leavers and eligibility for services

Age	Eligible	Relevant	Former Relevant	Qualifying	Total
16	30	1	0	1	32
17	61	9	1	4	75
18	0	0	70	0	70
19	0	0	83	0	83
20	0	0	78	1	79
21	0	0	82	2	84
22	0	0	79	1	80
23	0	0	79	0	79
24	0	0	80	0	80
Total	91	10	552	9	662

18.4 Looking at care leavers in suitable accommodation and those in employment, education or training Haringey has a higher percentage than both our statistical neighbours and the England rate

19. Workforce

19.1 The Workforce Development service has developed several initiatives with regards to recruitment and retention, enabling the service to 'Grow our Own' and obtain a high performing culture and be an employer of choice within the external

marketplace. This is enacted through many routes; student placements; recruiting cohorts of newly qualified social workers; the Step Up to Social Work programme, Social Work Apprentices, supporting staff to be Practice Educators; promoting within and converting agency staff to permanent contracts. We remain signed up to the London Pledge and the Framework for London in Permanent Children's Social Work Recruitment both these approaches help with the management of agency social workers costs across London and providing staffing stability.

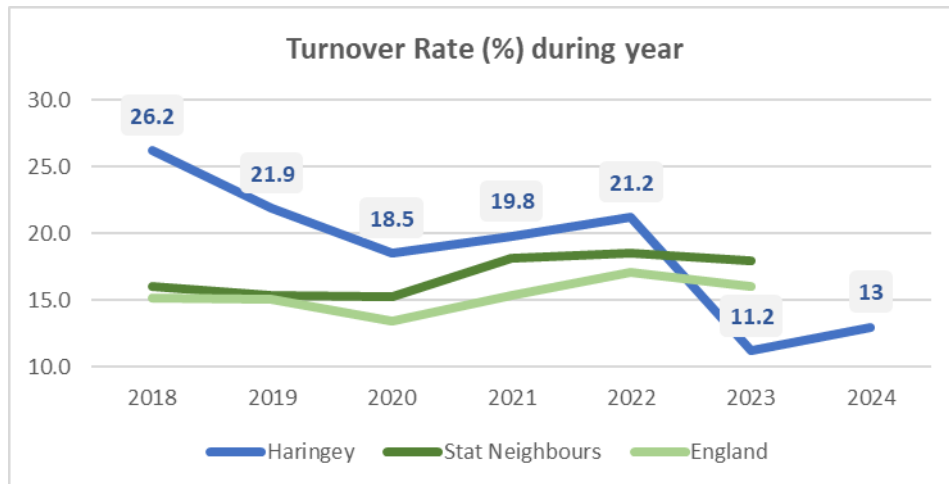
19.2 We are committed to retaining both newly qualified and experienced social workers by offering flexible secondment opportunities across different teams and service areas. These opportunities are designed to:

- Broaden professional experience
- Enhance knowledge and skills
- Support career progression within Haringey

19.3 We believe that when staff feel valued, supported, and are given room to grow, they are more likely to remain with the organisation long term. Our approach reflects our commitment to valuing our staff, to their wellbeing, development, and work satisfaction.

19.4 We are proud to share recent progress in our commitment to developing and retaining competent social workers within Haringey:

- Assessed and Supported Year in Employment (ASYE) Programme In 2025, we successfully recruited 6 internal social work students onto the ASYE programme, out of a cohort of 7. All 6 newly qualified social workers (NQSWs) began their ASYE journey in August 2025. Notably, 4 of these NQSWs were sponsored by Haringey through the Step Up to Social Work programme.
- Step Up to Social Work – New Cohort Haringey has committed to sponsoring 6 new students on the Step Up to Social Work programme. These students will begin their first placements in Adult Services in March 2026, continuing our investment in high-quality training and development.
- Social Work Apprenticeships Our 4 social work apprentices have successfully completed their first placement in Adult Services as of August 2025. They are now preparing for their final placements, scheduled to begin in March 2026.



19.5 The Director of Safeguarding & Social Care regularly leads the weekly “Gather and Grow” sessions where key messages are communicated service wide, and the workforce can ask any questions or make service adjustment feedback.

19.6 The Director’s Roadshows have also continued, and the Corporate Director meets with the Head of Service to hear and resolve organisational challenges.

19.7 The health and wellbeing of Children’s Services workforce is of great importance and all managers have been trained on how to carry out relevant risk assessments, create awareness of providing details of the Employee Assistant Programme and occupational health referral schemes and enabling their teams to flourish in hybrid ways of working. There also have been service specific health and wellbeing surveys leading to the implementation of key actions. The service ensures that exit interviews are carried out and feedback to the relevant management level and staying interviews also take place across the service. These platforms provide invaluable feedback on what is working well and where realistic improvements may be made.