Haringey Care Leaver Education, Employment and Apprenticeship Strategy

2026-2029

Enhanced ETE Support for Care Leavers

June 2026

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Executive Summary

Our Vision

Haringey is ambitious for its Care Leavers and is committed to ensuring every care experienced young person can achieve economic independence, stability and fulfilment in adulthood.

Whilst many Care Leavers make successful transitions into Education, Employment and Training (ETE), our analysis demonstrates that opportunities are not experienced equally. Outcomes are influenced by earlier experiences of care, educational disruption, SEND, exploitation, mental health needs and wider structural inequalities. These factors increase the likelihood of young people experiencing barriers in education, employment and training during early adulthood.

With 46% of Haringey Care Leavers currently recorded as Looking for Education, Employment or Training (LEET), particularly within the 19-25 age group, this strategy sets out how we will strengthen prevention, improve transitions and create sustainable pathways into education, employment and apprenticeships.

Through a whole-system Corporate Parenting approach, we will remove barriers, target support where need is greatest and improve long-term outcomes for Care Experienced Young Adults.

Why This Strategy Matters

Poor ETE outcomes rarely emerge suddenly in adulthood. They are often preceded by educational disruption, instability in care, unmet SEND needs, exploitation, criminalisation, mental health difficulties or weak support networks.

Our local analysis demonstrates:

- ETE participation declines significantly from age 19 onwards.
- Young men experience disproportionately poorer outcomes.
- Some ethnic groups experience significantly higher rates of increased risk of barriers to ETE.
- Young adults with SEND, experiences of exploitation or criminal justice involvement face additional barriers to employment and training.
- Stable accommodation alone does not guarantee positive ETE outcomes.

These findings reinforce the need for a preventative, equity-focused and relationship-based approach.

Our Strategic Response

The strategy is built around three strategic objectives:

Access and Inclusion - removing structural, financial and educational barriers that prevent Care Leavers accessing opportunities.

Support and Enablement - providing coordinated, relationship-based support throughout the transition to adulthood.

Progression and Sustainability - ensuring access to opportunities translates into sustained participation, progression and employment outcomes.

Employment is a Corporate Parenting responsibility. Through the Family Business Model, Haringey Family Business Strategic Plan v3_.docx Haringey Council, partners, education providers and employers will work together to create meaningful opportunities and pathways into employment.

Progress will be monitored through the Corporate Parenting Advisory Committee, supported by a Care Leaver Outcomes Dashboard and ongoing engagement with Care Leavers themselves.

Current Context

In Haringey we are ambitious about our Care Leavers and are proud of our role as Corporate Parents. Our Local Offer - Our offer to Haringey's Care Leavers - July 2025 Care leavers local offer | Haringey Council already provides a strong foundation across education, training and employment reflecting national policy commitment, such as the Get Britain working strategy Get Britain Working White Paper - GOV.UK GOV.UK. Through these programmes Care Leavers receive tailored work coaching support, flexible funds to remove practical barriers and priority access to work and health programmes, including guaranteed interview schemes.

We have established a strong partnership with the Virtual School and focus on identifying future pathways early, ensuring Children in Care are supported from school through to adulthood. With 98% of local schools rated as good or outstanding, young people in Haringey typically experience strong educational foundations and attainment for Children in Care locally is above national averages in English and Math's and overall GCSE performance. Our task is to ensure this continuity is maintained as young people transition to their majority and that children placed out of borough, receive an offer that matches the quality of provision in Haringey Education strategy | Haringey Council

Yet despite strong practice, our ETE data shows us that we can go even further. Care Leavers remained underrepresented across the general workforce and outcomes regress at the age of 19. Nationally, only 2% undertake apprenticeships and LEET rates for 19-21 year olds remain high compared to their peers. Locally, this reflects what we know about disrupted schooling, SEND Needs, Mental Health, precarious Housing and limited access to employment

We are also seeing disproportionality within our own cohort. Young men in Haringey are more likely to be LEET, often linked to exclusion or instability during adolescence. LEET young women meanwhile, are more likely to be managing caring responsibilities with their own children or have mental health needs. Some ethnic groups, including mixed White/Black

Caribbean, Black Caribbean and White British Care Leavers, experience notably poorer outcomes reinforcing the need for more targeted support. This strategy seeks to set out how we intend to strengthen the response to our local offer.

Background

Care Leavers face unique challenges as they transition into adulthood, often without the family and financial support systems available to their peers. As a Corporate Parent, Haringey has both a statutory and moral responsibility to ensure that young adults are supported to succeed. In this strategy, we build on existing support structures and introduce new, targeted measures to address persistent inequalities in education, employment, and independent living. We draw on the priorities set out in an earlier Needs and Gap analysis of Care Experienced Young People and the strategy is underpinned by the;

- Children Looked After Strategy 2022- 2026 which clearly states our aspirations for children and young people.
- The Sufficiency Strategy which is focused on developing placement choices and services for Children in Care and Care Leavers (2022-2026)
- The Early Years Strategy 2023-2026
- The Local Offer for Care Leavers
- Education Strategy (2025-2028),
- Corporate Delivery Plan (2024-2026)

It is further informed by:

- Local data (correct up to 31.03.26), including LEET rates and intersectional analysis
- National benchmarking using DfE datasets.
- Feedback from Care Leavers and frontline practitioners.
- Needs and Gap Analysis for Transitions
- Needs and Gap Analysis for Care Leavers

This strategy is designed as a dynamic framework that evolves through continuous learning and multi-agency collaboration. Its overarching aim is not only to reduce LEET rates but to strengthen the conditions that enable Care Leavers to thrive academically, professionally and personally. Progress will be monitored through clear governance, evaluation and the meaningful inclusion of Care Leavers voices through the Corporate Parenting Advisory Committee and the Young Ambassadors.

Strategic Context

The strategies across Children's Services reflect our Corporate Delivery Plan, underpinned by an ambition for children and young people to grow and develop equitably.

In this strategy we set out our continued commitment to Children in Care, and Care Experienced Young Adults. Our objectives reflect our ambition for a fairer borough, where children and young people's wellbeing, safety and development are central. They also reflect our understanding that good ETE outcomes are interconnected with children's early experiences, which is particularly relevant for our Care Leavers. These factors do

not emerge at the point they reach adulthood, they develop over time and are often rooted within family context, financial insecurity and access to opportunity.

Within the wider strategic context, our approach reflects the Families First model which we are also operationalising. The focus within ETE on early identification of risk, improved transitions, and sustained support into adulthood reflects the same system pressures that Families First seeks to address at an earlier stage. Both approaches recognise that prevention is more effective than late intervention and that outcomes improve where support is coordinated, relational and sustained over time. As such, our pathways are trauma informed and sequenced around children's life stories, directly linking early experiences to later attainment, mental health and stability.

In practice this requires a system that can assure continuity of support across transitions, ensuring that these factors are consistently addressed. This is reflected through our SEND Inspection framework, which emphasises early identification, smooth transitions and the centrality of children and young peoples voices. These principles are strengthened by alignment between PEPs and Pathway planning, ensuring that support before 18 translates into outcomes focused ETE pathways, as set out within our Local Offer.

We apply this same principle across cohorts, when Care Leavers in custody are participating in education and training they are treated as 'ETE', so that their sentence does not disrupt their pathway, rather forms a part of a continuous part of their journey with clear re-engagement plans on release. Similarly for Care Leavers with childcare responsibilities, participation is sequenced. They are recorded as temporarily unable to work, and we align the Early Years Strategy (2023-2026) with their ETE pathways, so that they can re-enter training, and work while their children access our early years provisions Childcare | Haringey Council

What we are Already Doing

Operationally, we already have a strong foundation of support in place for Care Leavers, with a combination of educational, training and employment pathways, reflecting our ambition as Corporate Parents.

Education:

Care Leavers are supported through personalised guidance from Personal Advisor, helping young adults choose courses, complete applications and plan for progression. This is complemented by access to the 16-19 Bursary Fund, covering essential education costs such as travel, books and equipment, alongside a Higher Education bursary of up to £2000 and a £250 Educational Support Fund for additional learning resources.

We reduce practical barriers through digital inclusion and financial support, including laptops for those in education and transport reimbursement to support attendance. Care Leavers can also access free courses through the Haringey Adult Learning Service, including core English and Math's provision, supporting foundational skills and progression

Apprenticeships:

We have taken meaningful steps to expand access to apprenticeships and paid opportunities. Care Leavers receive guaranteed interviews for council apprenticeships, and we have created a ring-fenced role within the Children's Directorate, where the prospective candidate must have care experience. We also have partnered with national employers, including the Civil Service, to create high-quality paid placements and opportunities for our young adults.

Employment and Volunteering:

To prepare young people for employment, Haringey Full Potential offers 12-week, paid work placements, specifically for care leavers. In addition, we provide practical support including CV and interview preparation and access to suitable interview clothing. We know that structured volunteering opportunities offer a pathway into work and help young adults build confidence, routine and transferable skills. This is particularly relevant for those who need time and scaffolding before moving into sustained employment.

Governance and Delivery:

Delivery of our current ETE offer is supported by consistent tracking and clear accountability. Progress is monitored with education providers via our Education, Employment and Training Aspirational Panel, including where young people have EHCP's or additional needs. Support is coordinated across education, employment, health, housing and early help services. Routine data oversight ensures we understand what is working well and where further strengthening is required, enabling us to continuously improve the experience and outcomes for our Care Leavers.

Summary of Sufficiency Needs and Local Demand

Understanding sufficiency and demand is central to identifying the conditions that shape our Care Leavers' outcomes. Our local data demonstrates that ETE participation is linked to early experience, particularly their placement stability, educational continuity and the quality of transitional planning.

Children in Care

Educational outcomes for Children in Care remain below the borough average. The latest data shows lower attainment 8 scores compared to their peers, alongside persistently high absence rates. Educational disruption impacts attainment at key stages as well as post-18 opportunities.

Placement stability is a relative strength, with only 7% of children in care experiencing 3+ placement in the last year and 74% in longer term stable placements. However, 17% are also placed more than 20 miles from home, disrupting education, SEND support and community connections, factors known to associate with lower ETE participation. This is further compounded by risk indicators, such as 13% missing from care and 7% with substance misuse concerns, highlighting ongoing sufficiency pressures that can resurface during the transition to independence.

Children in Care with SEND

A significant proportion of our Children in Care present with additional needs, with 36.6% having an EHCP and a further 22.6% identified with emerging or unassessed SEND, often linked to disrupted or inconsistent education. This has an impact on their ETE participation and engagement.

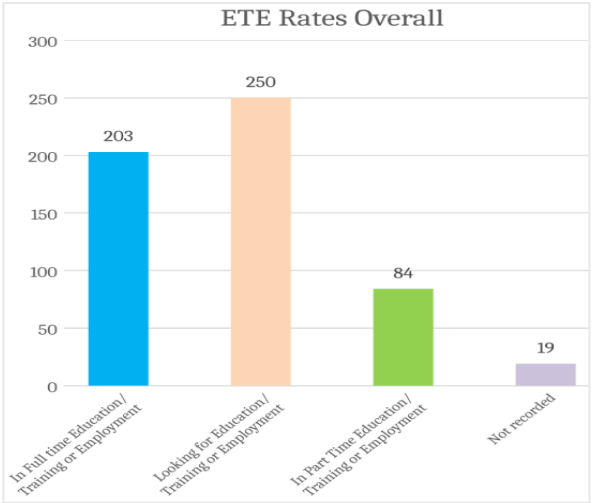
These young people can enter their adulthood with gaps in their literacy, numeracy, and functional skills, alongside a mismatch between their needs and the provision available to them. This contributes to lower attainment and is reflected in the higher LEET rates we see in the 19+ cohort. Strengthening early identification and timely assessment for those with disrupted education is critical to sufficiency planning.

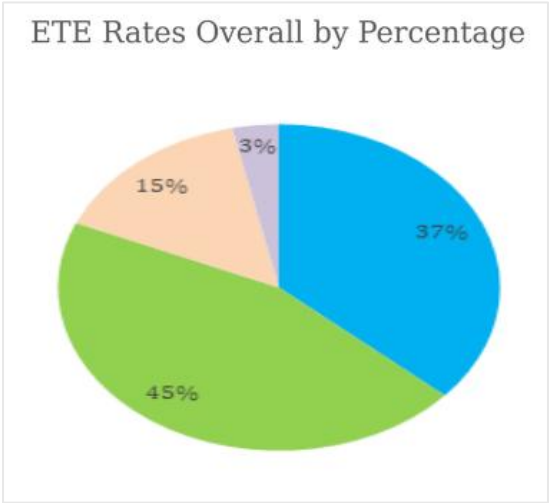
Children in Care known to the Criminal Justice System

A further sufficiency pressure relates to the disproportionate number of children known to the Youth Justice Service or who have been exposed to Child Criminal Exploitation. Indicators such as missing episodes, substance misuse and criminal justice involvement are all established predictors of later LEET status and are markers present for our Children in Care.

Young people affected by exploitation, county lines involvement or criminalisation during adolescence frequently experience disrupted education, reduced attendance and placement instability. These factors combine to limit attainment and create additional barriers to re-engagement post-18. These experiences also intersect strongly with gender and ethnicity patterns, reinforcing the trauma informed, multi-agency responses that address risk early and continue into adulthood.

Care Leavers

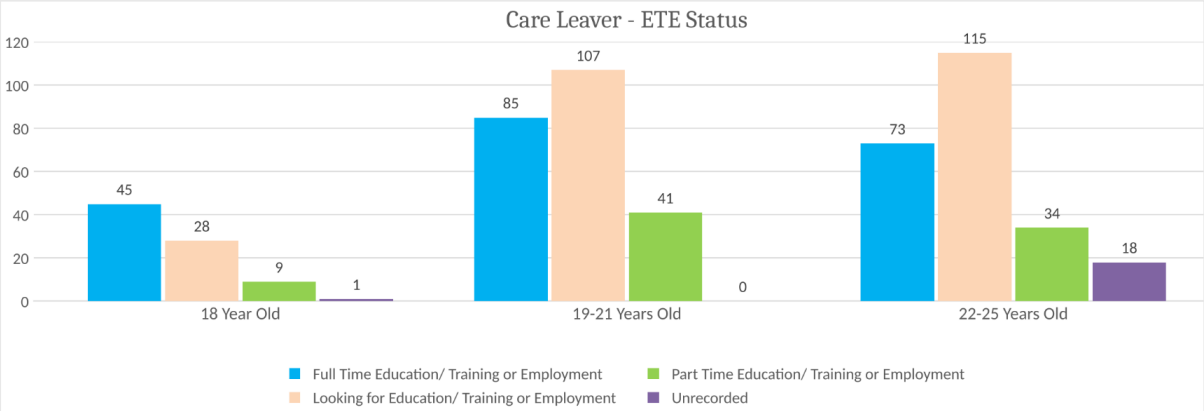




ETE outcomes for Care Leavers reflect the early indicators identified within our Children in Care cohort. In 2025, 54% of those aged 19-21 were engaged in ETE, below national averages and although 90% are in suitable accommodation, stable housing alone has not translated into improved progression. Participation in Higher Education would also benefit from further development, as 10% of our Children in Care progressed Higher Education.

Engagement declines with age, ETE participation drops steadily between 19 and 25. This points to a sufficiency gap as statutory support reduces, and highlights the need for sustained support beyond transition points. For those with experiences of co-existing risk factors, traditional ETE pathways are often misaligned with their needs.

Age Profile



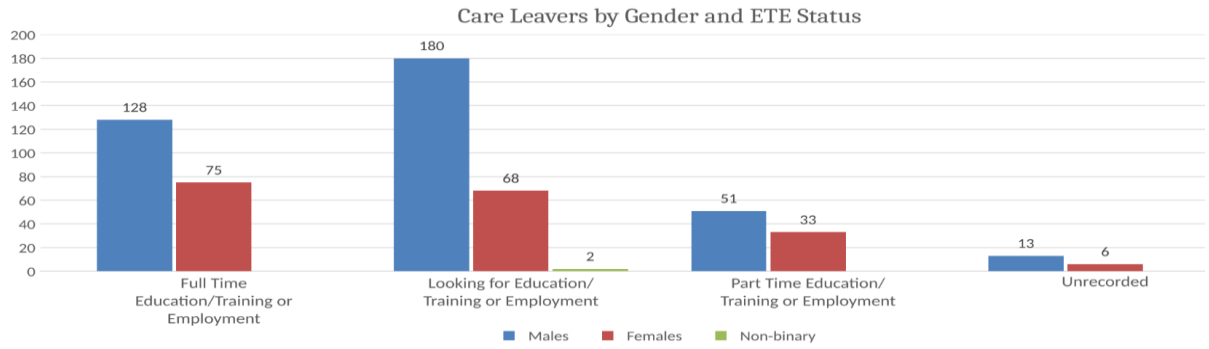
ETE engagement is highest at 18 and declines steadily into the early 20's with LEET rates rising notably from age 22, This reflects the tapering of educational support, such as bursaries and the cumulative impact of earlier experiences.

This decline is not random. Many Care Leavers enter adulthood with unmet needs, disrupted education histories and gaps in attainment, making it harder to sustain participation without ongoing support. In addition, entrenched qualification gaps and reduced confidence limit opportunities, particularly where 'second-chance' learning and pre-apprenticeship routes are not embedded.

Participation is also shaped by caring responsibilities, which often emerge between 19-24, requiring flexible pathways aligned with childcare and Early Years provision. Other care leavers experience fatigue with long-term service involvement and the complexity of managing benefits, housing, work, debt and adult responsibilities without the support of a family safety net. This speaks to the need to assure the Corporate Parenting role across the partnership and local authority.

Part-time ETE is more nuanced. It can provide a stepping stone into sustained engagement, buy may also indicate a cohort with unmet needs who would require more targeted support to progress. A simplified relational approach and access to practical financial support can help manage this and make progress more achievable.

Gender Profile



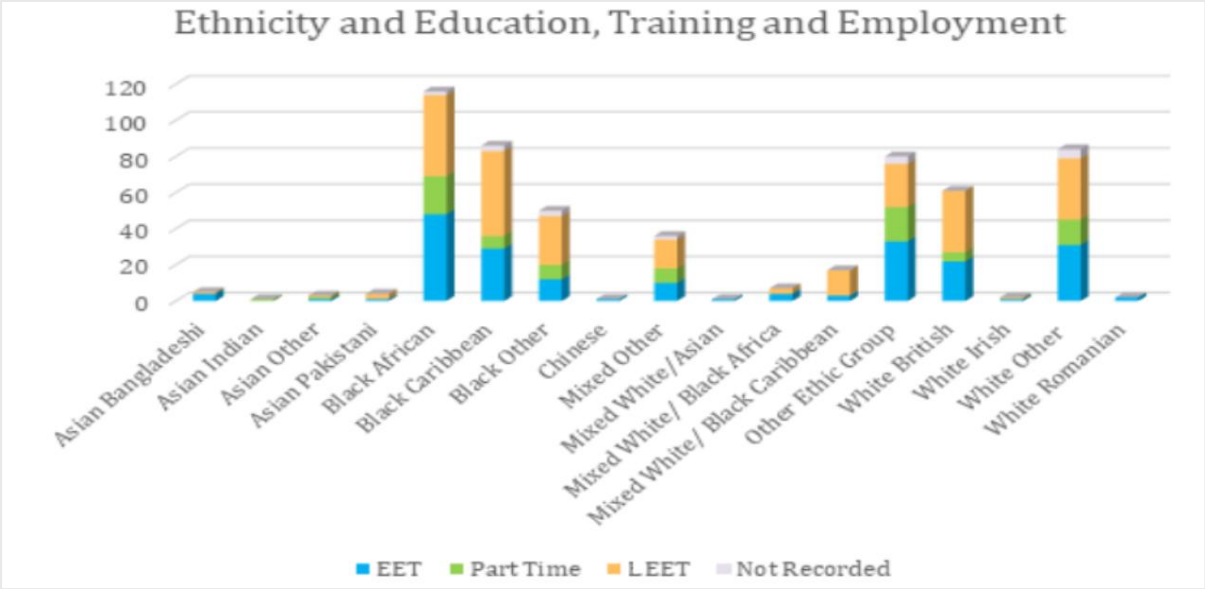
The gender analysis highlights inequalities in ETE participation, consistent with national trends and local sufficiency pressures. The data shows us that a universal provision will not be sufficient.

Young men are significantly more likely to be LEET (52%) compared to young women (39%) reflecting earlier experiences of exclusion, disrupted schooling and placement instability that limit attainment and access to skilled pathways. This reinforces the need for more targeted early intervention, relational mentoring and employment focused support.

For young women, barriers are more closely linked to mental health and early parenthood/child care responsibilities, meaning that sustained engagement depends on coordinated support across the child and adult partnership. While overall participation is higher, maintaining engagement relies on timely and aligned provision.

Although small in number, young people identifying outside the gender binary are recorded as LEET, indicating the need for inclusive, responsive approaches which are tailored to those care experienced children and young adults who are LGBTQ+.

Ethnicity Profile



The ethnicity analysis highlights disproportionality in ETE outcomes, demonstrating that opportunities and barriers are unevenly distributed. The most significant difference is among

young people of Mixed White and Black Caribbean heritage, where 82% are LEET, reflecting the lowest outcome across the dataset. This aligns with known patterns of higher exclusion, disrupted education and safeguarding concerns and the cumulative impact of which is shaping ETE participation, post-18.

Part-time ETE participation also varies across ethnicity. For some groups, Black African and Other Ethnic backgrounds for example, higher participation might refer to step-up pathways but can also indicate unmet need where full-time routes are not yet accessible. Conversely several Asian groups show stronger ETE outcomes, with smaller positive outliers suggesting the role of protective factors such as school stability and community support.

Achieving Equity: Age, Gender and Ethnicity

The age, gender and ethnicity analysis shows that inequity is cumulative and structural. Co-existing risks do not operate in isolation, they intersect and compound over time. This is most clearly evidenced through age. Young people entering adulthood with gaps in attainment or unresolved needs are more likely to experience reduced participation in ETE as statutory support reduces at 19 and again at 21. This is most pronounced for young men, where earlier experiences of exclusion and instability, impact higher LEET rates and for young women, where caring responsibilities, early parenthood and mental health shape participation over time.

SEND and Criminal Justice involvement serve to impact these pressures further. Young people with EHCPs, unassessed needs, or experiences of exploitation and criminalisation face disrupted education and reduced access to opportunities, carrying these disadvantages into adulthood.

Improving these outcomes requires an equity driven approach, with earlier identification, stronger educational inclusion, continuity in planning and sustained multi-agency support. Addressing inequalities requires targeted, culturally competent and relational approaches that recognise the cumulative impact of disadvantage and create pathways to participation, progression and economic independence.. An intersectional analysis directly translates this into the delivery of our 3 three strategic objectives and through the following priorities.

- Strengthening educational continuity before 18 to improve access and progression in early adulthood
- Expanding second-chance pathways including January entry points into education and training
- Ensuring placement sufficiency and stability to reduce disruption and support attainment
- Aligning accommodation and ETE pathways to enable sustained participation
- Embedding early identification and transition planning, particularly for those who are SEND or seen to be ‘at-risk’ of being LEET
- Extending support beyond 19, recognising increased risk of disengagement as statutory support reduces
- Strengthening participation and attendance through inclusive practice, recognising that exclusion, poor attendance and educational disruption are significant predictors of poorer ETE outcomes in adulthood

- Working with schools, colleges, employers and community partners to build aspiration, belonging and social capital, enabling care experienced young people to access the networks, opportunities and trusted adult relationships that support progression.

Readiness and opportunities for Learning Indicators (ROLI)

Reducing barriers to participation in education, employment and training begins long before a young person becomes a Care Leaver.

To strengthen prevention and earlier intervention, Haringey will introduce a Readiness and opportunities for learning Indicators (ROLI) framework across Children's Services, the Virtual School and the Young Adults Service.

Evidence demonstrates that disengagement is rarely sudden and is often preceded by identifiable indicators throughout childhood and adolescence.

Core ROLI Indicators

Educational Indicators

- Persistent absence
- School exclusion
- Attainment below expected levels
- Multiple school moves
- Reduced participation in education

Care Experience Indicators

- Placement instability
- Out-of-borough placements
- Multiple professional changes
- Delayed transition planning

Safeguarding and Vulnerability Indicators

- Missing episodes
- Child Criminal and/or Sexual Exploitation
- County Lines involvement
- Substance misuse
- Youth Justice involvement

Health and SEND Indicators

- EHCP
- Emerging or unidentified SEND
- Mental health difficulties
- Neurodiversity-related barriers

Transition to Adulthood Indicators

- Housing instability
- Financial vulnerability
- Early parenthood
- Limited support networks

Young people identified through the ROLI framework will receive enhanced transition planning and targeted ETE support to reduce their likelihood of becoming disengaged during adulthood.

Strengthening the Current Approach

The analysis highlights a strong foundation but also the need to sharpen alignment across the system to ensure outcomes are sustained over time. In particular, the connection between preparation for independence and long-term ETE progression, requires further strengthening, so that support extends beyond initial access and continues into early adulthood.

Our focus is on improving the consistency and coherence of transition planning, ensuring that accommodation and support pathways are aligned. This includes sustaining support beyond age 18 and strengthening local placement sufficiency to minimise disruption, maintain continuity and enable progression. The refined approach provides the foundation for our strategic objectives, translating the sufficiency analysis into a coordinated response to focus on access, support and sustained progression.

Strategic Objectives

The strategic objectives translate the sufficiency analysis into a coordinated response that address the structural analysis into a coordinated response. These work to impact participation and progression in ETE. They aim build a system that removes barriers, strengthens support and ensures sustained progression, rather than delivering individual interventions.

Strategic Objective 1: Access and Inclusion

Outcome

Care Leavers can access the right education, training and employment opportunities accounting for their background, location or circumstances.

We Will

- Embed a ROLI framework to strengthen early identification and prevention.
- Strengthen Year 11 and post-16 transition planning.
- Ensure equitable access to opportunities for young people living out of borough.
- Reduce financial barriers through transport, digital inclusion and bursary support.
- Deliver targeted interventions for groups experiencing disproportionate outcomes.

Strategic Objective 2: Support and Enablement

Outcome

Care Leavers receive coordinated, relationship-based support throughout their transition into adulthood.

We Will

- Strengthen the interface between Personal Education Plans and Pathway Plans.
- Improve multi-agency coordination across Housing, Health, SEND, Probation, Youth Justice and Employment Services.
- Expand independence and employability programmes.
- Embed trauma-informed and mental health-informed practice.
- Sustain support at key transition points beyond age 18 and 21.

Strategic Objective 3: Progression and Sustainability

Outcome

Care Leavers achieve sustained participation and progression in education, employment and training.

We Will

- Increase apprenticeships, internships and employment opportunities.
- Expand second-chance education and training pathways.
- Align provision with labour market demand and growth sectors.
- Monitor employment retention and progression.
- Integrate housing and employment pathways to support long-term stability.

Employment and Employer Engagement

Delivering sustained employment outcomes requires a whole-system Corporate Parenting approach. Employment is not solely the responsibility of the Young Adults Service or Haringey Works; it is a shared responsibility across the Council, partner agencies, education providers and employers.

Through the Family Business Model, Haringey will create a coordinated employment pathway that supports Care Leavers from preparation and aspiration through to sustained employment, progression and career development.

Haringey Works will act as the strategic lead, coordinating employer engagement, work experience opportunities, apprenticeships and employment pathways aligned to local labour market demand.

Particular emphasis will be placed on retention and progression within employment, recognising that securing a job is only the first step towards long-term economic independence.

Success Measures 2026-2029

The success of this strategy will be measured through improvements in outcomes rather than activity alone.

By 2029 we aim to achieve:

- Reduction in overall Care Leaver LEET rates.
- Increased participation in ETE across the 19-25 cohort.
- Increased apprenticeship starts and completions.
- Increased participation in Higher Education.
- Improved employment retention rates.
- Reduced disproportionality by age, gender and ethnicity.
- Increased participation for Care Leavers with SEND.
- Improved alignment between accommodation and ETE outcomes.

Evaluation Framework

Delivery will be coordinated through existing structures to ensure clarity and accountability, rather than creating additional reporting. Haringey Works will lead employment outcomes through the Family Business Model while the Young Adults Service provides relational oversight of Pathway Planning. The Virtual School will strengthen early identification and transition planning, ensuring effective plans are in place as children transition to their majority.

Strategic oversight will sit with the Corporate Parenting Advisory Committee, aligned to the Children's Directorate Board, ensuring delivery remains connected to wider sufficiency, accommodation and Families First priorities.

The framework is designed to measure whether the strategy is successfully

- Reducing barriers to access
- Strengthening multi-agency support
- Improving sustained participation in ETE

This will be achieved through:

Care Leaver Outcomes Dashboard, using existing data to track participation, progression and key indicators of stability, including accommodation and ETE, with a focus on disproportionality across the cohorts

Regular Multi-Agency Oversight, using existing governance structures including the Corporate Parenting Advisory Committee and operational panels to review performance, challenge barriers and coordinate responses

Embedding Care Leavers Voices, using established forums, ensuring feedback directly informs service improvement and pathway design

Employer and Partner Feedback, through Haringey Works and the Family Business Strategic Plan to improve the quality and sustainability of opportunities

3 Year Strategy Review:

The strategy will be refreshed in 3 years' time based on evaluation findings, data trends, and changes in local need.

Conclusion

This strategy recognises that education, employment and training outcomes are shaped by children's experiences long before they leave care.

Through a stronger focus on prevention, early identification, transition planning and sustained support, Haringey will create a more coordinated system that enables Care Leavers to thrive in adulthood.

By embedding the Risk of readiness and opportunties for learning Indicator (ROLI) framework, strengthening the Family Business Model and aligning education, housing and employment pathways, we will move beyond short-term participation and support young people towards long-term stability, progression and economic independence.

As Corporate Parents, our ambition must be uncompromising: every care leaver should have the opportunity, support and belief they need to thrive.

Education, employment and training builds confidence, independence, stability and hope. Yet care leavers often face additional barriers without the networks and safety nets many young people rely on.

Improving ETE outcomes is therefore a shared Corporate Parenting responsibility. Every service and partner must use its influence, resources and connections to create meaningful work experience, apprenticeships, employment and mentoring opportunities.

If this were our own child, would we be satisfied with the opportunities available to them?

Our role is not simply to prepare care leavers for opportunities, but to create them, remove barriers and provide the support they need to succeed.

Employment is a Corporate Parenting responsibility and improving ETE outcomes is everybody's business.

Key Data Sources-Summary

Children Looked After Strategy 2022- 26 LOOKED AFTER CHILDREN Sufficiency Strategy 2022-2026 LOOKED AFTER CHILDREN Sufficiency Strategy 2022-2026

The Early Years Strategy 2023-2026 Appendix 1.pdf Appendix 1.pdf

The Local Offer for Care Leavers Our offer to Haringey's Care Leavers - July 2025 Our offer to Haringey's care leavers - July 2025

Education Strategy (2025-2028), Education strategy | Haringey Council Education strategy | Haringey Council

Corporate Delivery Plan The Corporate Delivery Plan | Haringey Council The Corporate Delivery Plan | Haringey Council

ChAT ChAT 9.5_Haringey_September_2025.xlsx ChAT

Local data, Haringey Matrix Haringey (E09000014) - ONS

National benchmarking using DfE datasets. Children looked after in England including adoptions, Reporting year 2025 - Explore education statistics - GOV.UK Children looked after in England including adoption: 2024 to 2025 - GOV.UK

Needs and Gap Analysis for Transitions EducationEmploymentBenefits_Needs&Gaps_StepstoAdulthood(Transitions)Programme_v1.2.docx EducationEmploymentBenefits_Needs&Gaps_StepstoAdulthood(Transitions)Programme_v1.2 1.docx