Family Business Strategic Plan 2026 -2027

Family Business Model is **an employment initiative**, designed to empower care experienced young people on their journey into the world of work and adulthood. The initiative aligns with Haringey's commitment to be an outstanding Corporate Parent and break down the disadvantages and barriers care experienced young people experience in their journey into world of work and adulthood. The work also supports the commitment of all London local authorities to implement the Family Business Model as outlined in the Pan London Care Leavers Compact.

Through working with local businesses and partners, it can include work experience opportunities, employment opportunities, apprenticeships and internships and bespoke pre-employment training and support programmes. The model aims to encourage and enable local authorities and their partners to offer care experienced young people a broad range of support to help them progress successfully into employment**.**

Actions we have already taken as a LA are to pass a motion to adopt care experience as a protected characteristic: and are members and signatories of the Care Leavers Covenant.

Area	What are the key tasks and milestones?	Lead	Start Date	End Date	What will be the impact?
Extend the local authority's commitment as a Corporate Parent to all services within the council to create employment and training opportunities for young people within the council.	Establish governance and secure whole-council commitment to the Family Business Model through engagement with Corporate Parenting Board, Senior Leadership Team, elected members and the creation of a Chief Executive-sponsored Family Business Steering Group.	AG/DT	01/12/26	31/03/27	Strengthens leadership, governance and accountability across the council, embedding a whole-council Corporate Parenting approach that creates coordinated employment, education and training opportunities for care experienced young people.
	Explore, develop and implement a policy around social value impact that can be used create opportunities, including ring fenced opportunities – use Care Leavers Covenant social value toolkit	CB/ CC/ BP Barry Phelps	01/12/26	31/03/27	Embeds a sustainable and system-wide approach to creating opportunities for care experienced young people through commissioning and procurement. Through development of a social value framework (including at least 5 ringfenced opportunities), strengthens the Council's ability to translate investment into meaningful employment outcomes.
	Increase internal paid internships/ apprenticeships	HD	01/04/26	31/03/27	Expands the number and range of accessible, paid opportunities for care experienced young people,

					progress into sustained employment.
Engage with local business and organisations to create employment and training opportunities for young people.					
	Map existing local labour partnerships with Haringey works and engage in a Haringey "Breakfast Club" to become part of the Family Business	ES/ HD/ SB	01/12/26	31/03/27	Establishes a sustainable Family Business Employer Network, engaging 20 local businesses committed to providing placements, mentoring, apprenticeships and employment opportunities for care leavers.
	Develop a labour market and employer engagement framework, identifying priority sectors, and skill shortages mapping entry-level pathways and formalising partnerships with employers and training providers. • Identify labour market sectors with skills shortages. • Formalise partnerships with key employers and providers. • Map entry-level opportunities and required skills.	HD/SB	01/04/26	01/03/27	Aligns ETE pathways with labour market demand, helping care leavers access sustained employment through coordinated, multi-agency support.
	Develop and implement media campaign to publicise the Family Business Model across Haringey. Highlight key events such as National Care Leavers Month, publicise Family Business film, and raise awareness of the Care Leavers Covenant.	HD/SB/ES	01/04/26	01/03/27	Increases awareness and understanding of the Family Business Model across employers, partners and the wider community. Strengthens Haringey's reputation as an ambitious Corporate Parent.
	Hold or contribute to employer briefing and engagement event: "From Pledge to Practice".	HD/SB	01/04/26	01/03/27	Converts employer commitment into tangible opportunities, delivering placements, apprenticeships and jobs for care-experienced young people. Promotes inclusive, supportive employment experiences that enable young people to thrive, progress and succeed in the workplace.

Develop and implementing impactful programmes that support young people into employment and training.	Deliver and evaluate Year 2 of Haringey Full Potential, including recruitment, employer engagement, placements, outcomes monitoring, participant feedback and dissemination of learning, implementing career readiness programmes	All	01/03/26	31/03/27	Builds on Year 1 outcomes to support 63 care leavers, delivering 13 work placements and 13 employment opportunities.
	Support Haringey Care Leavers to access civil service internships	HD/ SB	01/06/26	31/03/27	Expands access to high-quality, nationally recognised employment pathways, supporting at least 12 care leavers to apply to Civil Service internships.
	Create, promote and develop an employment drop in weekly hub at the YAS to support young people into work	SB/ AH	01/01/27	31/03/27	Supports the development of a potential employment and training hub / "Job Hub" model, bringing together Haringey Works, Drive Forward and other partners to provide consistent, accessible support.
	The virtual school can support YAS and Haringey works to build on existing programmes developed by the Virtual School with key local partners – Tottenham Hotspurs/ Sports Leadership Course run by GLL and to explore capacity within the council, local enterprises and businesses.	EE	01/08/26	31/03/27	Strengthens early intervention and aspiration by building leadership, confidence and transferable skills at an earlier stage in the young person's journey.
	Explore and cost a supported enterprise pathway for care-experienced young people with an interest in self-employment. Haringey Works will support engagement, initial career discussions and referrals, working with a named specialist enterprise partner.	SB/Inclusive Economy Team	31/08/26	31/03/27	Creates an additional and flexible pathway into ETE by developing entrepreneurial skills, confidence and business awareness among care experienced young people.
Strengthening the local authority's partnership with the Care Leavers Covenant.	Strengthen implementation of the Care Leavers Covenant by maintaining strategic partnerships and increasing awareness and uptake of Covenant opportunities among young people.	EC/ES	01/04/26	31/03/27	Strengthens partnerships that open doors for young people to access meaningful opportunities and experiences. Ensures young people are

	• Maintain dialogue with Care Leavers Covenant. • Promote Covenant opportunities to young people.				well-informed, empowered and able to take up opportunities that align with their strengths and interests. Increases use and uptake of Covenant opportunities by making them visible, accessible and embedded within the Care Leavers Local Offer.
Developing and strengthening partnership with other local authorities across London who are also developing the Family Business model.	As part of the Pan London Care Leavers Compact attend Family Business working group	EC/ MM	01/04/26	31/03/27	Strengthens Haringey's role within a London-wide network committed to improving outcomes for care experienced young people. Enables the sharing and adoption of good and evidence-based practice across London, ensuring young people in Haringey benefit from the most effective approaches.
	Develop and implement reciprocal arrangements for care leavers living out of borough	DT/EC/AH	01/04/26	31/03/27	Ensures that care experienced young people continue to have access to meaningful opportunities regardless of where they live, recognising their strengths, aspirations and right to equitable support. Removes geographic barriers to employment, training and education.
In partnership with YAS improve the support young people receive to access and sustain employment and training, including financial support and support with mental health.	Virtual School Head to review Care Leavers Local Offer to assess support for EET, make recommendations if needed by using comparative analysis of statistical neighbours.	EE	01/08/26	31/03/27	Leads to a revised and strengthened Local Offer, making opportunities more visible, accessible and responsive to young people's strengths, aspirations and needs.
	Complete a deep dive EET analysis annually to understand barriers to successful EET engagement and the preferred EET pathways for young people	HD/ SB	01/01/27	31/03/27	Ensures that analysis is used to inform the design of targeted, evidence-based programmes and support, leading to better matching of young people to suitable opportunities. Strengthens

					strategic planning and improves outcomes by ensuring provision is responsive, equitable and aligned to young people's needs and aspirations.
	Continue to use and develop Aspirations panel to develop good practice, tracking and impact. Network to consider the scope and outcome of aspirations or any panel used to encourage LEETs into work. To consider the strategic plan and feed it into the directions of the panel, which will feed into the LEET strategic forum.	AH/ SH/ EE	01/04/26	31/03/27	Enhances multi-agency oversight and coordination, ensuring that young people receive timely, personalised and ambitious support. Strengthens tracking of progress and outcomes, enabling early identification of need and responsive intervention.
	Design a ROLI (Readiness and opportunities for learning indicator) for Children in Care (CiC) and CL's and embed processes in the system to run reports and track	EE /EC	01/12/26	31/03/27	Strengthens early identification of young people who may be at risk of withdrawing enabling proactive and preventative support. Ensures that interventions are timely, targeted and focused on building on young people's strengths and potential.
	Audit and review how effective Pathway Plans are at supporting EET and promoting the Family Business model	PM/MM	01/01/27	31/03/27	Leads to Pathway Plans that demonstrate improved effectiveness in supporting young people into work, ensuring plans are ambitious, personalised and clearly aligned to employment, training and education goals.
Involving young people in co-designing the programmes so it responds effectively to their needs and wishes	Embed co-production through Young Ambassadors and care leaver representation on governance structures, ensuring feedback informs service design, programme delivery and evaluation. • Understand YP ETE priorities through workshops. • Present Family Business model to Ambassadors and gather feedback.	AH/ ML /SH/SB	30/09/26	31/03/27	Engages young people in shaping and improving the programme, ensuring support remains relevant, responsive and informed by lived experience.

	• Gather Full Potential feedback and undertake "You Said, We Did activities." • Include care leaver on FP steering group.				
	Explore the possibility of recruiting a young person to an internship to work on the delivery of the Family Business model, via exploring and utilising additional government funding for Care Leavers	HD	30/09/26	31/03/27	Results in a care leaver internship being created and recruited, demonstrating Haringey's commitment to leading by example as a Corporate Parent.
	Design an event to showcase individual journeys of success across the system (e.g. Virtual School to Haringey Learns to Haringey Works to apprenticeship).	EE/EC/AH	01/01/27	31/03/27	Demonstrates the effectiveness of a joined-up, wraparound support model across the partnership, showcasing the golden thread from education through to sustained employment.
Developing an impactful self-evaluation framework to ensure that the Family Business is making a difference.	Implement and contribute to the Pan-London Family Business Evaluation Framework, supporting consistent impact measurement, evidence-based improvement, and shared learning across London.	EC/EE/ SH/ AH	01/04/26	31/03/27	Leads the development and implementation of a Pan-London self-evaluation framework, enabling consistent measurement of outcomes for care-experienced young people. Strengthens Haringey's ability to identify effective practice, drive continuous improvement, and ensure services remain responsive to young people's needs and aspirations.