

# **London Borough of Harrow Early Help Strategy 2024 – 2027**



Children's Services Vision "Children at the Heart of everything we do"

## **Identifying Strengths; Addressing Concerns; Building relationships**

We are delighted to present this Early Help strategy for Harrow. This Early Help Strategy is the embodiment of our commitment as joint Partners to ensure that we work in the most effective, coordinated and child centred approach as possible, as early as possible, when children, young people and their families need support from the system and the wider partnership in Harrow.

Good Early Help is the cornerstone of an effective wider safeguarding offer for children, young people, and families. In Harrow our vision is 'Right Support, Right Time'. We work together with families to ensure that when families need support, Early Help provision is available when and where possible to prevent needs, risks and circumstances escalating further for our children, young people, and families.

This strategy is based on the effective delivery of the key principles defined in Working Together to Safeguard Children 2023<sup>1</sup>. We, as partners have a statutory responsibility to co-operate with and contribute to. The strategy is an important start. We will need to work together to develop skills and knowledge in our workforce, and ensure practitioners are confident and competent in implementing the strategy in practice. In addition, and most importantly, to make a positive impact on the lives of children, young people, and families in Harrow.

We have no doubt that we will grow this considerably over time. At the heart of the strategy is the mission for all partners to work together, share resources and prioritize the needs of children, young people, and their families. It is well-known and understood across the partnership that we work together to prioritise meeting the needs identified early when working with our children, young people, and their families. We believe in the premise that early intervention, through engaging in a relational practice model is what our families want from us, and we will provide for them.

There are so many strengths in our diverse families and population and this strategy will enhance those strengths of our diverse population by supporting practitioners to work together with families on a strength based relational approach. That is, the right support at the right time and place, this is our joint ambition.

We want partners and practitioners to feel well supported, be knowledgeable about identified needs and to meet those needs of children, young people, and families as early as possible. We know this will take time, but we are determined to work together on this journey with ambition, drive, and passion. It is the right thing to do.

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<sup>1</sup> The Department for Education (DfE) published a new edition of its statutory guidance Working together to safeguard children in December 2023. The 2023 edition replaces Working together to safeguard children 2018, which underwent a limited factual update in 2020.

# Commitment from Early Help Partners

As key strategic partners in Harrow, we are committed to working together to implement this Early Help Strategy. Harrow's ambitious Early Help Strategy is key to children, young people, and their family's needs. They deserve the best early help and early response when they first come across difficulties. We have prioritized working together as partners so that the sum of our collective efforts has maximum impact on outcomes for children, young people, and their families in Harrow.

As agencies leading the safeguarding partnership working with the wider partnership colleagues from education, voluntary, faith and community sector organizations, families, and communities themselves, we can achieve the goals set out in this strategy working. We put each child's needs at the heart of all our activities so that the impact of Early Help work is maximized.

Harrow's partners have always been committed to working together and the key provisions introduced in Working Together 2023 are ones we have always aspired to and will continue to do so. We are determined to meet and excel in the key provisions as set out in Working Together 2023:

Key provisions introduced in Working together to safeguard children 2023.

- share the same goals,
- learn with and from each other,
- have what they need to help children and their families,
- acknowledge and appreciate difference,
- challenge each other.

Our diverse communities are a strength in Harrow, and we know that when we draw on the strengths in families and communities, we create longer lasting and sustainable change. Timely Early Help Support that meets the needs of our children, young people, and their families and that which demonstrates sustainable change is our ambition for this Early Help Strategy.

# What partners said about Early Help in Harrow

Through consultation partner agencies talked about the strengths within several partnerships and joint values focusing on what is best for Harrow's children. Partners shared experience of quality joint working that had a positive impact on Harrow's families, including early identification of need and reduction of escalation of complex family scenarios. Partners shared a need to focus on the child's views and how we work together to support responding to children effectively. Partners shared the need to work across the Early Help system to develop partnerships in some key areas of family's lives including swift and easy access to information about services that can support families at the right time in the community. Partners shared ambition to strengthen joint working arrangements, data systems and process to support families to have to 'tell their story'. Partners were keen to better utilize community-based sites to improve access for families.

*"Thank you.*

*Your session was so informative and interactive, thank you for being so patient with parents' input. This material will go a long way for us thank you."*

*" I wanted to say a huge and heartfelt thank you for your wonderful feedback about our drop-in service that I included in my presentation to EPs across London yesterday.*

*The feedback from them was very positive and I sincerely hope some more EP drop-ins start popping up in children's centres across the capital! I am going to add an extra slide and then send my PowerPoint to the London EPs and to yourselves as a record and celebration of our partnership working."*

*- Sent from Senior Educational Psychologist at Harrow Educational Psychology Service*

*"I just wanted to say thank you for supporting us with the (transitional) checks last week and yesterday. We have found them very beneficial.*

*We look forward to meeting again regarding support in place for next year.*

*Thank you for today. The parents found the behaviour workshop very informative.'*

*'The joint delivery of the weaning offer has proven extremely successful with families needing some specialist support being able to access the Early Support worker & Health practitioner at once – this meant a swifter identification of feeding challenges for the baby and quick support or mum in getting medical support required'*

*'The family were presented at MDT (Multi-disciplinary Team meeting), within 2 days they had GP and specialist support, within the meeting all professionals identified clear roles, including Early Support & actions for themselves in supporting a vulnerable parent to access relevant health support for her baby. The MDT gives a swift route to a cohesive health plan.'*

*'I was very impressed with how the Early Support worker and peri-natal nurse worked together; the lead professional role really made it clear to everyone involved. Thank you.'*

# What is Early Help and why is it important for us in Harrow?

Working Together 2023 defines Early Help as support for children of all ages that improves a family's resilience and outcomes or reduces the chance of a problem getting worse. It is not an individual service, but a system of support delivered by local authorities and their partners working together and taking collective responsibility to provide the right provision in their area. Some early help is provided through "universal services" \*, such as education and health services. They are universal services because they are available to all families, regardless of their needs. Other early help services are coordinated by a local authority and/or their partners to address specific concerns within a family and can be described as targeted early help. Examples of these include parenting support, mental health support, youth services, youth offending teams and housing and employment services. Early help may be appropriate for children and families who have several needs, or whose circumstances might make them more vulnerable. It is a voluntary approach, requiring the family's consent to receive support and services offered. These may be provided before and/or after statutory intervention.

\* Universal services are available to all children and families. They are provided by a range of agencies such as health and education. GPs, health visitors and school nurses are some examples of this type of service provision.

Early help in Harrow means taking action to support a child, young person, or their family as early as possible –

## Right support right time

- The best start in life, an early, responsive approach which has the diversity of Harrow at its core.
- At an early stage in a child's life to prevent problems from occurring and/or
- At the first sign of a problem to prevent that problem from escalating

# What do we know about Harrow?

Young Harrow Foundation Demographic Report

## Harrow Population

The population of Harrow is 261,200 at the time of the 2021 Census, the borough is among the 10% most densely populated areas in England, though slightly less than the London average. Children and Young people aged 0-19 years make up around a quarter of the population of Harrow, and those 0-4 years making up the largest proportion within this group.

Key risk factors that still need to be addressed in Harrow include reducing children in poverty; reducing homelessness in families with children and in pregnant women; reducing overcrowding; reducing the rate of low-birth-weight babies; reducing late antenatal booking; and increasing vaccination rates by 1 year of age. The proportion of overweight state-school children in Reception (4–5-year-olds; 2022/23) in Harrow is lower than the London and England average, while the rate in Year 6 (10–11-year-olds; 2022/23) is like the London and England average. Both figures remain steady in Harrow with no clear changes recently.

The MMR immunisation level does not meet recommended coverage (95%), by age two, 84.6% have had one dose (2022/23).

Harrow's rate of A&E attendances for children four years and under remains Lower than the London and England averages.

Children achieving a good level of development at the end of reception remains higher than the regional and national averages for Harrow, as does GSCE attainment.

The mental health and emotional wellbeing of children and young people is as important as their physical health. Around half of all mental health problems start by the mid-teens, and three quarters by the mid-20s, although treatment typically does not start till several years later. The most recent national survey of the mental health of children and young people (2017) found that 12.5% of 5–19-year-olds had at least one mental disorder when assessed, and 5.0% had 2 or more mental disorders.

The main primary need of pupils with Special Educational Needs both in Harrow and Nationally is Speech, Language and Communication Needs.

In Harrow, 35.8% of children at the age of 5 years old have visibly obvious tooth decay, among the worst rates in London (2021/22). It is higher in areas with deprivation and linked to childhood obesity. This is amenable to preventative action to reduce pain, discomfort and need for tooth extraction under anaesthetic.

## How does Early Help fit in with other approaches to working with children and families?

The vision for this strategy is shared across the Early Help system in Harrow and has been committed to it. The vision aligns to a range of other strategies and priorities which inform work with children and families in Harrow.

Harrow Council - A plan that continues to put residents first

[A plan that continues to put residents first – London Borough of Harrow](#)

Health and well-being Strategy

<https://www.harrow.gov.uk/health-leisure/health-wellbeing-strategy-2022-30>

SEND -

[Appendix 1 - HAR SEND STRATEGY 2024 110724 v4 LORES.pdf \(harrow.gov.uk\)](#)

[Local Offer for SEND](#)

Housing

[Housing strategies and policies – London Borough of Harrow](#)

Youth Justice Plan

Tactically Speaking – Watford FC Community Sports and Education Trust – 5 Year Strat to 2029

## Future Strategy development -

**Contextual Safeguarding** – in development and will align to Early Help

**Domestic Abuse** – in development and will align to Early Help

## Harlow's previous strategy

The previous Early Help Strategy had a focus on the development of the Early Support model in Harlow and transitioning from children's centres with a focus on 0 – 5 years delivery to a whole family model.

The aim was to provide Support at the earliest point in the child's journey and to consider all family members needs and wants when creating a family focussed plan.

The team had a focus on integrating families into the universal offer, to raise awareness of community-based organisation that they could continue to work with past the targeted intervention & plan.

Through the previous strategy we achieved.

1. Whole family approach to delivery
2. Better relationships with the wider children's services
3. A clearer focus on capturing the voice of the child
4. Shared database with children's services for better information sharing
5. Improved activities across 0 – 19 / 25-year-old offer
6. Support to the development of a SEND park
7. Set up of multi-age sessions in previous children's centre sites
8. One route for referrals to the targeted work offer through MASH
9. Increased partnership offers through CAMHS Under 5's
10. A school engagement strategy
11. Progression of the children's centre board to an Early Help board extending membership to reflect partners working 5 years plus
12. Stronger links with Youth Justice Service
13. Clearer pathways with key partners such as speech and language therapists

## What children and families have to say about support in Harrow

Consultation\* when developing the Early Help Strategy found that families felt that they should be more involved in actively promoting services and participating in community groups to share their experiences. Families shared that Early Help agencies could do more to include fathers and that services could benefit from more male workers. Families shared that services could be promoted more effectively across the Early Help System. Families wanted services to be accessible in their community and not to have to share their stories multiple times. Most parents reported they were happy with the service they were receiving.

*"A parent asked to speak to a member of management team at Whitefriars on Thursday 4th. A parent has 2 children and said that she is an early year's teacher. She wanted to let me know that she had come yesterday to a group, and she was very impressed by the groups – the set up was inviting, staff were welcoming, there was plenty for the children to do. She said she struggles in the holidays to find good opportunities for the children to socialise and play with others and wanted to tell me how grateful she was for our groups."*

*"Thank you.*

*The core offer that you had recommended allowed us to pay for Connor to enjoy a sailing course this week at the aquadrome.*

*The instructors said he's got real talent. If that extra funding to support him enjoy a sport was f in place he'd would never have known.  
Thank you."*



*'Having one worker to talk to meant that I didn't have to repeat my story to lots of different professionals'*

*'Groups are a safe environment to share experiences'*

*'Never too old to learn. Parenting is difficult and every child is different, and you must learn to deal with them as an individual'*

*'I now have more self-confidence, and I am more ambitious. I did feel that I was all alone but now I can talk to the staff at the children's centres. I felt before that I was falling downhill. Now I feel that I enjoy my time more with the kids. I am looking forward to waking up in the morning now, I'm happier and that kids are happier'*

*'I like to talk to them as they listen to me and try to help me, I am in year 4 and I like school, but it is hard to concentrate, my teachers are different with me now and I am happier in my lesson. I get to school on time.'*

*'Very helpful, any time I need I get what I am looking for, they helped me get volunteer job to get skills, attend workshops for FGM and child development'*

*'Dads club – A very positive space for children and parents creating a very positive experience. Empowering & confidence building as a father'*

*'Made a point of asking me to input at a professionals meeting and that I understood plans & decisions'*

*'I was a bit nervous at first. I wasn't sure I wanted someone poking into my family business – but she made me feel relaxed and like I was in control.'*

*\*Voluntary Action Harrow (VAH) with help from local voluntary and community sector (VCS) partners conducted a piece of work to gather qualitative data to help to gather the views of families, contribute towards strategy and to begin co-production of the family hubs in Harrow*

# How is Early Help provided in Harrow?

Early Help is a system wide approach and includes Local Authority services, commissioned services and strong partnership arrangements across a range of sectors.

The Local Authority have services that work across the pre-natal – 25-year-old offer.

These services include:

The Early Help Lead in MASH, supporting threshold decisions and offering support advice and guidance to families and professionals around Early Help available in Harrow.

The Supporting Families Together Team (Under Keeping Families Together) who provide intensive family support in the home and community.

The Early Support Team providing targeted, universal plus and universal services at the earliest point in the child's journey through group delivery, parenting programmes, 1:1 work both in the home and community, direct work with parents and direct work with young people. Delivery is from the Family hubs, education settings and various other community-based venues.

The family Group Conferencing Team focusing on prevention of children in to care, with plans to expand across the child's journey.

# National Vision for Early Help

## Wider Harrow Council Values & Priorities

### Our values

Our values and the associated behavioural indicators define how we do things around here.

They are important because they are the drivers for achieving our organisational aims. They inspire us, challenge us and lead us toward our goals.

Our values are:

### Be courageous

We are ambitious about what's possible, challenging the status quo and ready to step up and accept a challenge.

We make brave decisions to achieve success, delivering on our promises and inspiring others to 'Think Big'.

### Do it together

We build strong, effective relationships across the organisation, sharing our knowledge and breaking down silos.

We listen to others' opinions to inform decision-making and seek opportunities to drive collaboration with those that share our outcome.

We value diversity and always treat others with empathy and respect.

### Make it happen

We are outcomes focused, setting clear objectives within a framework and articulating what success looks like.

We are decisive, agile and quick to act. We know what to do and have the conviction to do it.

We break down barriers and enable others to be more effective.

Here at Harrow Council, the vision is one of 'Working together to make a difference for Harrow'.

Our new values are key to the success of the [Harrow Ambition Plan](#). The way in which we operate, and our behaviours will drive the organisation towards our goals to:

- Build a better Harrow
- Be more business like & business friendly
- Protect the most vulnerable and support families

# Harrow Children's Services Vision

“Children at the Heart of everything we do”

Identifying Strengths; Addressing Concerns; Building relationships

## Our Vision - Right Support, Right Time

Our vision for children, young people, parents, carers and the staff and volunteers who support them has been developed in line with family consultation and with a range of partner agencies. In line with Harrow values the team and partner agencies are courageous in working together to make this happen for families.

## Our pledge to families is

**Every communication will count.** The first conversation is often the most important and we want to make sure that each contact is useful to you. We want to welcome and listen to all family members without judgement. We strive to help you work out what can and cannot be done and by whom.

**One Conversation with one person.** When you reach out for support, we aim to ensure that you have coordination of your support from one person with one conversation. If you need other services, these will be drawn upon wherever possible. Wherever possible we will provide direct support without making referrals to other agencies.

This will be someone who you trust as a family trust. This person will usually be called the Lead Professional. S/he or she will work with you and other professionals to make sure that needs are assessed, and the right support put in place as quickly as possible.

**Assessments – we will co-produce with you, include diversity of communication and language.** A thorough assessment will be carried out with you to make sure that your whole family's situation is understood, and the information already gathered is verified and built on rather than asking you to repeat yourselves.

**Services that are needed will be easy to access.** You as a family will be able to go a place of your choice (maybe school, GP, family hub, or another venue) and receive the right level of information, advice, or support to get the help you need as quickly as possible.

**Services will be safe, practical, and useful** and available close to home or in a place where families can get to them. Services will make a real difference to your family.

# Early Support Beliefs and Principles in practice - We will:

- Provide strong agreed universal evidence based, preventative services for individuals and families when they need us at the earliest opportunity to have maximum impact and be independent, resilient, and powerful to achieve their ambitions.
- Children and their families receive the services they need when they need them and where they can best access them.
- identify with individuals and families emerging problems as early as possible and prevent them from escalating.
- make it easier for families to access appropriate support and develop shared responsibility to achieve wanted outcomes; Commissioners work together across services and across sectors to achieve the best value for money.
- spend most of the work time with our children, young people, and families in the community; Service providers (for example, schools, children's centers, health services, play and youth, and voluntary and community sector services) work together to make sure families receive the services they most need when they need them most.
- work in partnership with multi-agency colleagues in the best interests of the child, young person and / or family; We will demonstrate the difference that services make to the lives of children, their families, and their community.
- Encompass our statutory duties; reduce duplication of effort; identify and respond to unmet need; work closely with our social care colleagues recognising our obligations to escalate safeguarding matters.

# Early Help Strategy – Right Support, Right Time

Through consultation it is evident that the families, staff, volunteers and partners want children and young people in Harrow and neighboring areas to have the best start in life. This means we want healthy babies and good maternal health, and during the early years, for young children to have secure attachments to capable and confident parents. We acknowledge the importance of the first 1001 days and work towards providing high quality services that meet the needs and wants of Harrow communities early.

Once children are in primary school, we want them to develop to their full potential, to be healthy, and ready to thrive in secondary school.

In secondary school, we want emotionally and physically healthy adolescents who can prepare for adulthood by developing social skills and emotional resilience, to achieve and have realistic ambitions, understanding the paths that will help them achieve these.

We want healthy young adults aged 16+ who are in education, training or employment that fits with their abilities and aspirations, who have stable positive and respectful relationships and have independent living skills. Our youth offer and partnership working with the voluntary and community sector provides both universal and targeted support for young people in Harrow. Children who have SEND needs will be open to early help until they are 25 years old.

We want children and young people of all ages to be safe, able to learn from experience and have the confidence to make positive and safe choices.

As children and young people develop, we want to make sure their transitions through the stages of development are smooth and that their parents/carers feel confident in their parenting and can easily access Early Help if they need it. Where children have specific needs, for example, children with disabilities, children who are new to the U.K, at risk of exploitation and contextual safeguarding, we will adapt the youth offer to meet their needs.

The team will monitor and review outcomes against the 10 Supporting Families indicators.

To achieve this, we want to work together to build and increase the reach of our Early Help System through linking with partners in all sectors.

## Key priorities.

1. Continue to strengthen and **develop strategic partnerships** that will influence and manufacture change across the Early Help System through the Early Help Board
2. To work in partnership through the Early Support Board, Implementation Groups & relevant partnership boards to **operationally implement strategy** effectively to meet the needs of Harrow's communities
3. To embed **practice fundamentals** across children's services
4. To embed the role of the **lead professional**
5. To improve the way, we **communicate the offer of support** so that everyone that needs to know is aware of support available or how to access information
6. To effectively **consult with communities** across the Early Help system to support meeting changing needs
7. To **house the MASH team in a suitable community-based venue** and grow the **Early Help presence in MASH**
8. To forge and further **develop links with Council departments and new partners** to effectively meet the needs of the communities
9. To further explore the use of **community venues** to provide services at times in the community where families go
10. Develop and promote more ways **that relatives and the wider community can support families informally in the longer term**. Including the use of Family Group Conferencing to support this
11. **To develop the targeted, universal & universal plus service offer for 0 – 19 / 25-year-old** and their families with a real focus on what families are asking for.
12. To effectively develop the offer for the **first 1001 days** recognizing the importance of this stage in early support and help
13. To keep up to date with and **respond to the changing contexts** e.g. National policy that promotes 'Family Help'
14. To **develop the data reporting systems** across the Early Help system to better share information and to effectively measure impact and identifying emerging attends
15. To have a **clear understanding of the need within individual localities** (LSOAS) and to address the need through the Family Hubs and Integrated Neighbourhood Teams (Appendix 1)
16. To effectively **develop systems and processes for recording the impact of targeted work**
17. To effectively **develop systems and processes for recording the impact of universal & universal plus work** (Appendix 3)
18. To **focus on the four key priorities for Early Help**

# Improving Health Outcomes

Public Health are a key partner and funder of Early Help within Harrow. The focus for the work is preventing escalation of need and identifying health needs early. Together we will take action to improve health and well-being outcomes

## What do we need to do next?

1. Work with the family hub implementation group to provide an accessible offer to **improve health & emotional wellbeing**
2. To ensure effective networking through the INT, Child health Hubs and Family Hubs
3. Work with public health, local dentists and Whittington health to improve **oral health** across Harrow
4. Work with compass to **reduce harm from substance misuse**
5. To promote **Free health services available for families**, for example NHS dentists, Healthy Start Schemes, free prescriptions to those eligible
6. Work with local voluntary organizations, early years settings and health visitors to **promote physical activity**
7. To further utilize the **Multidisciplinary Team meetings (MDTs) to get swift and easy access to health services** for families in need (Appendix 4)
8. **To promote take up of childhood immunizations** working with voluntary sector organizations to reach communities where take up is low
9. To **support public health campaigns** such as Youth Health Champions
10. To provide venues and work together with health to provide the Henry Program
11. Continue to work with **CAMHS Under 5, peri-natal mental health educational psychologist** and commissioned partners to provide early interventions around mental health and well-being
12. To **strengthen commissioning arrangements or partnerships** with mental health providers, speech and language therapists and other health partners to ensure working relationships are effective in meeting the needs of local families
13. Support and upload the **Healthy Early Years award** and promote the pledges of the **early years charter**



# Education

Education is a key partner in Early Help within Harrow, from early years through to further education

The focus for the work is preventing escalation of need and identifying educational and developmental needs early.

Together we will take action to improve education outcomes for Harrows children and young people

## What do we need to do next?

1. **To further implement the school engagement strategy** to ensure effective working relationships that meet the needs of children and young people early
2. To work with local schools to effectively **support children and young at key points in their journey at transitional stages**
3. **To further develop the relationship with Whitefriars school** in the holistic plans for children accessing Thrive-in Education provision (**preventing exclusions**)
4. For Early Help agencies to continue to **attend heads and director's meetings to discuss key challenges and work towards solutions**
5. To work with Family Information Services to **promote funding routes in Early Years**
6. To continue to offer low-cost venues to **4 PVI settings within family hubs**
7. To continue to support young people **aged 16 plus to access education, employment or training**
8. To continue to work with **young Harrow Foundation to develop services that meet the needs of Harrows young people**
9. To continue to support the work of **Harrow Youth Parliament**
10. To further develop **apprenticeship schemes** and local opportunities for **young people into employment** in the local authority and NHS

# Community and Voluntary Sector

Community and voluntary sector organizations are key partners in Early Help within Harrow and play a key role in identifying emerging trends in communities and meeting those needs. Together we will take action to improve access to services, community-based provision and outcomes for Harrow's children and young people.

## What do we need to do next?

1. To further **develop key partnerships** to support meeting emerging needs for Harrow's communities
2. To ensure community and voluntary sector organizations have a **voice on keyboards and panels**
3. To ensure community and voluntary sector organizations **play a key role in the development of family hub models**
4. To ensure community and voluntary sector organizations play a key role in the **implementation of TAFs**
5. To work with community and voluntary sector to **capture views of local families** to inform change
6. To continue to attend **partnership meetings**
7. To offer family hub and other sites for **provision of the community and voluntary sector offer**
8. To be visible at community and voluntary sector sites to **promote partnerships and the Early Help system offer**
9. To continue to **roll out community projects across Harrow** such as Optivita
10. To ensure staff use the **Making Every Contact Count** approach and access training to be able to support front line officers in their roles to support behaviour change and healthier behaviours for example - stop smoking, immunisations, healthy eating, mental health and physical activity
11. To further develop **community venues** within the family hub model including adventure playgrounds, Mosques, Community halls, Churches.

# Police

The police are a key partner in Early Help and have a team based within the MASH, support strategy discussions and meet with key LA staff regularly to develop partnerships and to ensure children and young people are safeguarded. The police work closely with the youth justice team and community police support the local youth & Early Support centres.

## What do we need to do next?

1. To further develop the partnerships to **support reducing young people involved in crime or Anti-social behaviour**
2. To ensure the police have a **voice on keyboards and panels**
3. To ensure the police play a key role in the development **of family hub models**
4. To continue to work closely with the police around **County Lines**
5. To work closely with the police to **quickly respond to missing children**
6. To work closely with the police to **reduce the risk of children experiencing criminal or pre-criminal exploitation**
7. To work closely with the police to respond to **DA incidents**
8. To promote the **safe havens**

# How will we know we are making a difference?

The strategy will be implemented through a shared action plan and monitored via the Early Help Prevention Board, implementation groups and wider Governance Structure.

Both Qualitative and Quantitative data will be reviewed weekly by teams and managers, monthly by boards, quarterly by senior leaders and wider Governance and an annual report will be provided to evidence the impact of the Strategy.

Through daily work with children and family's views will be gathered across the Early Help system and evidenced in the yearly report. Any resulting changes, developments or responses will be clearly responded to through the report.

Key Indicators will be developed and reported on through the above mechanism.

Supporting Families indicators are and will continue to be used to measure impact.

The Early Help and Prevention Board, Early Support Advisory Board and Safeguarding Partnership will scrutinize the indicators and reports, influencing or advising on change and improvements and reflecting on successes.

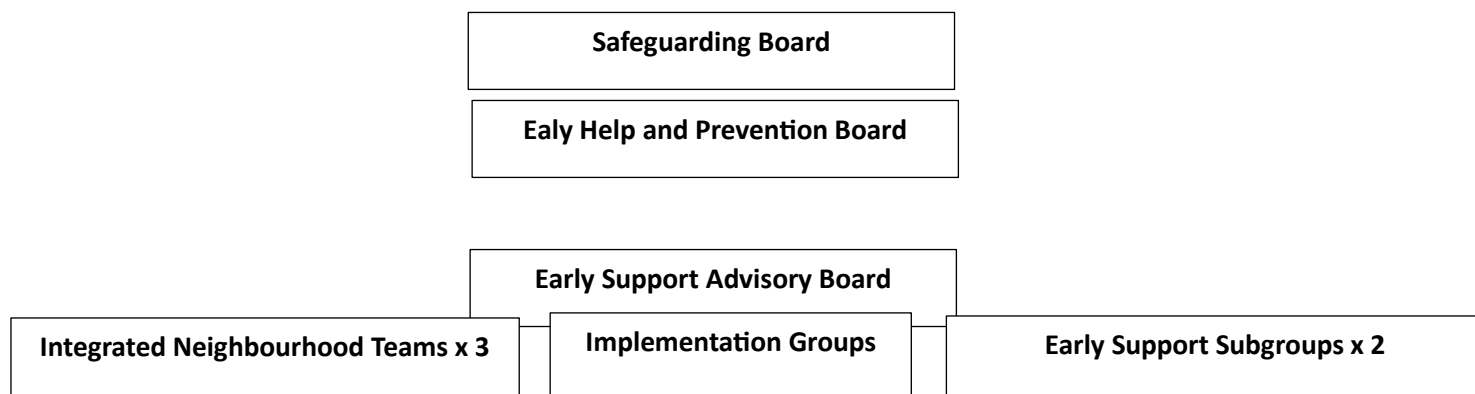
We will take a solution focused, relationships-based approach to working drawing on the strengths to support the development of area of challenges. We will work with other local authorities, national family hubs groups and other professionals to learn and grow as a service and wider Early Help System. We will strive to be innovative in our approach to improvement.

Family Hubs will be launched meeting the minimum expectations.

Early Support have a dedicated business intelligence team.

The business intelligence team are part of a working group nationally looking at data and evidencing outcomes. Harrow has been put forward to pilot new impact measures.

# Governance



# Workforce Development

Harrow has a workforce development Strategy with a focus on recruitment and retention, aiming for Harrow to be the best place to work for professionals in children, young peoples and family's services

The Early Help workforce and development training approach sets out the importance of networking, knowing colleagues in other agencies and setting up a joint training academy to achieve this ambition. ~Areas such as a shared understanding of child development are key to having a shared language amongst partners. The training offer will include this, equality and diversity and the best approaches to communication with children, young people, and their families.

The social work academy and the safeguarding partnership play a key role in providing effective, high-quality training to Early Help providers.

Partners play a key role in the training offer and provide CPD opportunities on a range of topics

# Key Reference Documents & Legislation underpinning our work

Working Together 2023

Children's Act 2004

Keeping Children Safe in Education 2024

Equality Act 2010 & UN Convention

Early Years Foundation Stage Curriculum 2024

Relationship based social work

Transactional Analysis

Coaching

Early Intervention Foundation

Early Help Systems Guide

Family Hub Model Implementation

Healthy Start

Public Health England

PHE Strategy 2020 – 2025

## Appendix 4

Example from West INT purpose of MDT -

Each month a multidisciplinary team meet to discuss families that have health concerns.

Any actions or plans for the child/yp will be recorded on their medical record.

The families for this MDT must be registered at one of the surgeries below:

Enderley Road

Roxbourne Medical centre

Pinn medical centre

The Ridgeway surgery

Simpson House Medical centre

Kenton Bridges Medical centre

Parental consent is necessary. Practitioners can present their own case, or if you are not able, the link manager can present for you.

The aim is for the team is to together be aware of the child's needs and discuss how this may be best met.

This will be particularly helpful for children on pathways to diagnosis, or where there is medical/special need which isn't clear yet.

It allows sift and easy access to both specialist and GP advice and joint approach to health and Early Help for the family