

Supporting Adults in Haringey

Our Adult Social Care Strategy 2024-2025



Haringey
LONDON

1. What Is Adult Social Care?

Adult social care plays a vital role in supporting the wellbeing and independence of individuals within our community, addressing a diverse range of needs and circumstances. From assisting older adults with daily living tasks to providing support for individuals with disabilities or mental health challenges, adult social care encompasses a wide spectrum of services tailored to meet the unique requirements of each individual. As a fundamental component of local authority services, adult social care is integral to promoting dignity, autonomy, and quality of life for residents across Haringey.

The importance of adult social care to local residents cannot be overstated. For many individuals, social care services are essential lifelines, enabling them to remain living independently in their own homes, maintain social connections, and access the support they need to lead fulfilling lives. From personal care assistance to respite services for carers, adult social care interventions have a profound impact on the overall wellbeing and quality of life of those who rely on them.

However, despite its critical importance, adult social care services face numerous challenges that impact their ability to meet the growing and evolving needs of the community. One significant challenge is the increasing demand for services due to demographic shifts, including an aging population and rising prevalence of chronic health conditions. This demand places strain on existing resources and budgets, creating pressures to deliver more with limited resources.

Additionally, financial constraints, budgetary pressures, and changing legislative frameworks pose ongoing challenges for local authorities tasked with delivering adult social care services. Balancing the need to provide high-quality care with the imperative to achieve efficiency and value for money requires innovative approaches and strategic planning.

Furthermore, the complexity of individual care needs, coupled with the need to coordinate services across health, social care, and community sectors, presents logistical and operational challenges. Achieving seamless integration and coordination of care while ensuring that services are person-centred and responsive to individual preferences and circumstances requires effective collaboration and partnership working.

Despite these challenges, the importance of adult social care services in supporting the wellbeing and independence of local residents cannot be understated. By addressing these challenges through strategic planning, innovation, and partnership working, we can strive to create a sustainable and responsive adult social care system that meets the diverse needs of our community now and in the future.

2. Vision for Haringey

Our vision as set out in the corporate delivery plan, is for Haringey to be a place where everyone can live healthy and fulfilling lives and feel connected and safe in communities where people support each other. The role of adult social care is to ensure that we are working in collaboration with our residents in achieving their desired outcomes, maximising their independence and improving their quality of life.

The strategy foundations are that Haringey residents wish to remain within their own homes, within their own communities and connected to the things that matter most to them. This strategy outlines how adult services will work with residents and partners to ensure that we are supporting people to live their best possible lives.

3. Our Priorities

'Home First'

The 'Home First' model of care is central to our approach to supporting residents, prioritising support and interventions that enable individuals to remain living independently in their own homes for as long as possible. Grounded in the principles of dignity, choice, and autonomy, our Home First model emphasises proactive, personalised, and community-based interventions that promote wellbeing, prevent unnecessary hospital admissions, and optimise the use of resources.

Key components of our strategy include early intervention and prevention initiatives aimed at identifying and addressing care needs at the earliest opportunity, enabling individuals to maintain their independence and quality of life. Through comprehensive assessments, personalised care planning, and access to a range of community-based support services, we aim to empower individuals to live safely and comfortably in their own homes, surrounded by familiar surroundings and social connections.

Central to our Home First model is the integration of health and social care services, fostering seamless coordination and collaboration between primary care, community services, and social care providers. By breaking down silos and adopting a multidisciplinary approach, we seek to ensure that individuals receive holistic, coordinated support that addresses their physical, emotional, and social needs in a person-centred manner.

We want to further develop our culture of utilising innovative technologies and telecare solutions that enable remote monitoring, communication, and support, enhancing safety and security for individuals living at home while facilitating timely interventions and access to assistance when needed.

Through ongoing evaluation, learning, and partnership working, we are committed to continuously improving and refining our Home First model, ensuring that it remains responsive to the evolving needs and preferences of individuals within our community. By embracing a Home First approach, we aim to promote independence, enhance quality of life, and enable individuals to live with dignity and autonomy in the place they call home.

Strengths-Based Practice

Our strategy for social care centres on the adoption and implementation of a strengths-based practice approach, guided by the belief that every individual possesses inherent strengths, capabilities, and resources that can be harnessed to promote resilience, empowerment, and positive outcomes. Grounded in principles of collaboration, empowerment, and asset-based thinking, our strengths-based practice model seeks to shift the focus from deficits and problems to strengths and solutions, thereby fostering a culture of optimism, agency, and self-determination within our community.

Key elements of our strategy include:

- 1** **Strengths Assessment and Identification:** Conducting comprehensive strengths assessments to identify and leverage the unique strengths, assets, and resources of individuals, families, and communities. This process involves active listening, empathy, and collaboration to uncover strengths that may be overlooked or undervalued.
- 2** **Empowerment and Co-creation:** Empowering individuals to actively participate in decision-making processes, goalsetting, and care planning, drawing on their strengths, aspirations, and preferences to co-create personalized support plans that reflect their values and priorities.

- 3** Collaborative Partnerships: Building collaborative partnerships with service users, families, carers, and community organisations to mobilise collective strengths and resources in addressing complex challenges and achieving positive outcomes.
- 4** Strengths-based Interventions: Designing and delivering interventions that build on individuals' strengths and capabilities, promoting self-efficacy, resilience, and wellbeing. This may involve skill-building, psychoeducation, peer support, and community-based activities tailored to enhance individuals' strengths and coping strategies.
- 5** Promotion of Self-determination and Autonomy: Fostering an environment that promotes autonomy, self-determination, and agency, enabling individuals to take ownership of their lives, make informed choices, and pursue their goals with confidence and independence.
- 6** Continuous Learning and Improvement: Committing to ongoing learning, reflection, and evaluation to refine and enhance our strengths-based practice approach, ensuring that it remains responsive to the evolving needs and contexts of the individuals and communities we serve.

By embracing strengths-based practice as a guiding principle in our social care strategy, we aim to promote resilience, empowerment, and wellbeing among individuals, families, and communities, ultimately fostering a culture of hope, possibility, and positive change.

Localities

We are adopting a locality model of service delivery so that we can optimise the support services to local residents within Haringey. Rooted in the principles of proximity, accessibility, and community engagement, the locality model seeks to enhance the responsiveness, effectiveness, and relevance of social care provision by decentralising services and fostering strong partnerships at the neighbourhood level.

Key elements of our strategy include:

- 1** Proximity and Accessibility: Establishing localised service hubs strategically located within each locality to ensure that support services are easily accessible to local residents. By bringing services closer to where people live, work, and socialise, we aim to reduce barriers to access, improve convenience, and enhance engagement with individuals and families in need of support.
- 2** Tailored Support and Personalisation: Tailoring support services to meet the unique needs and circumstances of specific localities, taking into account demographic profiles, cultural diversity, and community priorities. This will involve co-designing services with local residents, conducting needs assessments, and collaborating with community organisations to deliver targeted interventions that address local challenges and aspirations.
- 3** Community Engagement and Participation: Fostering active engagement and participation of local residents, community groups, and stakeholders in the planning, delivery, and evaluation of social care services. By involving communities in decision-making processes, we aim to build trust, strengthen social networks, and empower residents to take ownership of their wellbeing and that of their neighbours.
- 4** Holistic and Integrated Approaches: Adopting holistic and integrated approaches to service provision that address the interconnected needs of individuals and families within local communities. This may involve collaborating with health, education, housing, and employment services to provide wraparound support that addresses social, economic, and health-related determinants of wellbeing.

- 5** Building Community Resilience and Networks: Investing in initiatives that build community resilience, social capital, and networks of support within localities. This includes facilitating peer support groups, neighbourhood watch schemes, and community-led initiatives aimed at promoting social inclusion, reducing isolation, and enhancing collective wellbeing.
- 6** Data-informed Decision-making: Utilising local data and intelligence to inform decision-making processes, monitor outcomes, and evaluate the effectiveness of services within specific localities. By collecting and analysing data at the neighbourhood level, we aim to identify trends, allocate resources efficiently, and tailor interventions to address local needs and priorities.

Through the implementation of the locality model, we are committed to enhancing the quality, accessibility, and relevance of social care services to local residents in Haringey. By fostering strong partnerships, empowering communities, and tailoring support to meet the unique needs of specific localities, we aim to build stronger, more resilient neighbourhoods where all residents have the opportunity to thrive.

Inclusion and Tackling Inequalities

We are committed to inclusion, equity, and the promotion of social justice for all individuals within our diverse community. Recognising the impact of systemic inequalities on access to services, health outcomes, and wellbeing, we are dedicated to tackling disparities and fostering an environment where everyone has the opportunity to thrive.

Key elements of our strategy include:

- 1** Intersectional Approach: Adopting an intersectional lens to understand and address the complex interplay of factors that contribute to inequalities, including race, ethnicity, gender, age, disability, socioeconomic status, and other intersecting identities. By recognising the unique experiences and challenges faced by different groups, we aim to tailor our interventions and support services to meet the diverse needs of our community.
- 2** Promotion of Diversity and Inclusion: Fostering a culture of diversity, inclusion, and belonging within our organisation and across all levels of service provision. This includes recruiting and retaining a diverse workforce, providing cultural competency training, and creating inclusive spaces where individuals feel valued, respected, and represented.
- 3** Accessible and Culturally Responsive Services: Ensuring that our social care services are accessible, culturally responsive, and sensitive to the needs and preferences of diverse communities. This may involve providing language support, culturally specific programming, and targeted outreach initiatives to reach underserved populations and address barriers to access.
- 4** Tackling Health Inequalities: Addressing health inequalities through targeted interventions aimed at reducing disparities in health outcomes and access to healthcare services. This includes addressing social determinants of health, promoting preventive care, and collaborating with health partners to address underlying structural factors contributing to inequalities.
- 5** Community Engagement and Co-production: Engaging with diverse communities and stakeholders to co-produce solutions that address inequalities and promote social inclusion. By amplifying the voices of marginalised groups, building trust, and fostering partnerships, we aim to ensure that our strategies are informed by the needs and priorities of those most affected by inequalities.
- 6** Data-driven Decision-making: Utilising data and evidence to monitor inequalities, track progress, and inform decision-making processes. This includes collecting disaggregated data, conducting equality impact assessments, and using feedback mechanisms to ensure that our strategies are responsive to the needs of all individuals within our community.

- 7** **Advocacy and Policy Influence:** Advocating for policies and practices that promote equity, social justice, and human rights at the local, regional, and national levels. By leveraging our position and partnerships, we aim to influence systemic change and create a more equitable and inclusive social care system for all.

Through these strategic initiatives, we are committed to advancing inclusion, tackling inequalities, and creating a more equitable and inclusive social care system that promotes the wellbeing and dignity of all individuals within our community.

Prevention and Early Intervention

Prevention and early intervention are key pillars in promoting wellbeing, resilience, and independence within our community. Grounded in the principle that it is more effective and cost-efficient to intervene early and prevent issues from escalating, we want to develop an approach that focuses on identifying and addressing risk factors, building protective factors, and empowering individuals to lead healthy and fulfilling lives.

Key elements of our strategy include:

- 1** **Early Identification and Assessment:** Implementing proactive screening and assessment processes to identify individuals and families at risk of social care needs at the earliest opportunity. This involves collaborating with partners across health, education, housing, and community sectors to identify signs of vulnerability and intervene proactively.
- 2** **Targeted Interventions:** Designing and delivering targeted interventions tailored to the specific needs and circumstances of individuals and families. This may include psychoeducation, skill-building programs, family support services, and community-based initiatives aimed at addressing underlying risk factors and strengthening protective factors.
- 3** **Partnership Working:** Collaborating with a range of stakeholders, including health agencies, children services, community organisations, and voluntary groups, to coordinate and deliver integrated prevention and early intervention services. By pooling resources, expertise, and networks, we aim to maximise the impact of our interventions and reach those most in need.
- 4** **Promotion of Resilience and Empowerment:** Promoting resilience, self-efficacy, and empowerment among individuals and families through strengths-based approaches. This involves building on individuals' strengths, assets, and resources to enhance their capacity to cope with challenges and navigate life transitions effectively.
- 5** **Community Engagement and Participation:** Engaging with communities and service users to co-produce prevention and early intervention initiatives that are responsive to local needs and priorities. By involving communities in the design, delivery, and evaluation of services, we aim to build trust, foster ownership, and ensure that interventions are culturally relevant and meaningful.
- 6** **Data-driven Decision-making:** Utilising data and evidence to inform decision-making processes, monitor outcomes, and evaluate the effectiveness of prevention and early intervention initiatives. This includes collecting and analysing data on risk factors, service utilization patterns, and outcomes to continuously improve and refine our strategies.
- 7** **Promotion of System-wide Approach:** Advocating for a system-wide approach to prevention and early intervention that is embedded across all sectors and levels of service provision. By integrating prevention and early intervention into policy, practice, and commissioning processes, we aim to create a more responsive, coordinated, and sustainable social care system.

Through these strategic initiatives, we are committed to promoting prevention and early intervention as fundamental principles in our social care strategy, ultimately improving outcomes, reducing the need for higher-cost interventions, and enhancing the wellbeing of individuals and families within our community.

Co-Production

Our strategy for co-production in adult social care emphasises collaborative partnership between service users, carers, professionals, and the wider community to shape and deliver responsive, person-centred services. Through meaningful engagement, active participation, and shared decision-making, we seek to harness the expertise, insights, and experiences of all stakeholders to co-design and co-deliver services that meet the diverse needs and preferences of individuals within our community.

Key elements of our approach include fostering a culture of mutual respect, transparency, and trust, where the voices of residents and carers are valued as equal partners in the design, delivery, and evaluation of adult social care services. By promoting inclusive practices, facilitating accessible channels of communication, and providing opportunities for involvement at all stages of service provision, we aim to empower service users and carers to actively contribute to shaping their care and support pathways.

Furthermore, our strategy prioritises collaboration and partnership working across organizational boundaries, bringing together local authorities, health agencies, voluntary organizations, and community groups to collectively address shared challenges and co-create innovative solutions. By leveraging the collective wisdom, resources, and networks of diverse stakeholders, we seek to build a more integrated, responsive, and sustainable adult social care system that reflects the aspirations and priorities of the communities we serve.

Through ongoing evaluation, learning, and adaptation, we are committed to continuously improving our co-production approach, ensuring that it remains responsive to the evolving needs and preferences of service users, carers, and the wider community. By embracing co-production as a guiding principle in our adult social care strategy, we aim to foster a culture of empowerment, collaboration, and innovation that enhances the quality of life and wellbeing of all individuals within our community.

Carers

Our strategy is to recognise and support the invaluable contribution of informal carers in the provision of adult social care in Haringey. We aim to empower and assist informal carers by implementing targeted initiatives that acknowledge their dedication, alleviate their challenges, and enhance their wellbeing. Through collaborative partnerships, innovative programs, and tailored support services, we endeavour to ensure that informal carers feel valued, equipped, and supported in their vital role, ultimately fostering a sustainable and inclusive social care ecosystem that benefits both carers and care recipients alike.

Workforce

We will cultivate a supportive and empowering environment for social care staff within Haringey Council, aimed at attracting, retaining, and developing talented professionals committed to delivering high-quality care. Through competitive pay, ongoing training opportunities, and a culture of recognition and appreciation, we seek to foster a skilled and motivated workforce dedicated to meeting the diverse needs of our community. By prioritizing staff wellbeing, professional growth, and continuous improvement, we aim to create a fulfilling and sustainable career pathway within our organisation, ensuring that our social care staff feel valued, supported, and equipped to make a meaningful difference in the lives of those we serve.