Appendix 4

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM

Service: Early Years

Directorate: Children and Young People's Service

Title of Proposal: Delivery model for Children's Centres

Lead Officer (author of the proposal): Jan Doust

Names of other Officers involved: Ros Cooke, Shubhi Raymond, Tom Fletcher

Step 1 - Identify the aims of the policy, service or function

State what effects the proposal is intended to achieve and who will benefit from it.

At present, Haringey has 19 children's centres and three linked sites, which were funded until the end of March 2011 from the Government's Sure Start, Early Years and Childcare Grant. The proposal is to reconfigure the delivery of Children's Centre services in line with the need to significantly reduce spending, whilst maintaining the quality and effectiveness of those services that make the most difference to improving outcomes for children and their families.

A. Current provision

By April 2010, Haringey Council had met a target set by the then Department for Children, Schools & Families (DCSF) to establish 19 designated children's centres across the borough. The current network of centres and link sites were designed to provide universal access to children's centre services to approximately 16,000 children under 5 and their families. Children's centres as designated by the DCSF were required to deliver the 'full core offer', which consists of:

I. Early education integrated with day care
II. Family support and parental outreach
III. Child and family health services
IV. Links with schools and Children's Information Services
V. Links with Jobcentre Plus

The following sections summarise current children's centre service provision in terms of the core offer. Please see Annex B for a list of children's centre service provision as at December 2010.

I. Early education integrated with day care

All three and four year olds are entitled to 15 hours of free nursery education for 38 weeks of the year. This applies until they reach compulsory school age (the term following their fifth birthday). Free nursery education can take place in nurseries, playgroups, preschools or at their childminders. Most of Haringey's children's centres provide nursery education places to 3 and 4 year olds, either directly through the centre or through the nursery attached to the primary school to which they are aligned.

Haringey has been part of a national pilot programme offering 15 hours of free early education to vulnerable and disadvantaged 2 year olds. To access these places, children have to be referred by practitioners such as health visitors, social workers, family support workers, outreach workers etc. Referrals are then considered by a panel which allocates places based on agreed criteria. These places, at present, are spread across children's centres and private, voluntary and independent (PVI) sector nurseries.

Those children's centres that were in 'phase 1' of the children also provide childcare from 8am-6pm, Monday-Friday, year-round.

II. Family support and parental outreach

All of Haringey's children's centres have an attached Family Support Worker. They undertake casework with individual families identified through the CAF process, one-off pieces of work with families without a CAF, and deliver parenting programmes.

Other children's centre staff also deliver parenting programmes, in addition to those run by the family support workers. They also run informal support groups and drop-in sessions for parents, including sessions for particular groups such as young parents, or Turkish families. Various other agencies also run drop-in/advice sessions for parents through the children's centres, such as Markfield, Citizens Advice Bureau, and HARTs for Families.

All Haringey children's centres run 'stay & play' sessions. These sessions are supported by Early Years Workers and give parents and children an opportunity to meet others and play together. They provide children with the opportunity to play with toys and equipment that they may not have access to at home, and help them to learn and develop.

There are five outreach workers working across the network of centres. Their role is to work with families who are not accessing children's centre services, including those from 'hard to reach' groups, and link them into children's centre provision.

III. Child and family health services

A range of health services are currently provided through the network of children's centres, both universal and targeted. Universal services include ante and post-natal classes, breastfeeding support, baby weighing, and health visitor appointments. Targeted services include the Parent & Infant Psychology Service (PIPS), Improving Access to Psychological Therapies (IAPT), 4YP (sexual health advice service for teenagers) and Speech & Language Therapy (SLT).

IV. Links with schools and Children's Information Services

All but three of Haringey's children's centres are aligned to a local school, so strong links between schools and children's centres are in place.

All of the children's centres provide information and advice to parents on childcare and early years provision, and other relevant services. There are dedicated information officers and outreach officers, but all children's centre staff provide advice and information to parents in some capacity, during the course of their interaction with families.

V. Links with Jobcentre Plus

As of December 2010, Jobcentre Plus were working from 11 Haringey children's centres, delivering work focused interviews, career and job advice drop-ins, group sessions and appointments. A dedicated Working Parents Officer has supported the development of strong links between Jobcentre Plus and the children's centre, and co-ordinated various joint projects and initiatives.

B. Proposed future provision

The Department for Education (DfE) no longer specifies a core offer. However, the Council believes that high quality early years services are the foundation for prevention and early intervention in Haringey. Therefore, the new structure will maintain the elements of the full core offer, as far as possible, in the areas of greatest deprivation, within a universal early years education and health service offer.

The proposal is based on a cluster model, with four clusters of children's centres working together to deliver services across their cluster area using the funding that is allocated to them. The four-cluster model means that each cluster area will be of sufficient size to respond flexibly to local need. It also entails a significant reduction and management and co-ordination costs, maximising the resources available for front-line service provision.

Local Partnership Boards (LPB) will be created with representation from governors, children's centres, headteachers, parents, the local authority and professional partners such as Health, Social Care, Family Support, in the cluster. These will be advisory bodies where all partners will participate in planning and evaluating services to be delivered across the cluster.

Within each Cluster some CCs would offer a full range of CC services and some a limited range; some would be open around the year and some term time only, in some cases on a reduced number of days per week. This would be organised and agreed across the Cluster through the CC Cluster Manager and LPB. The Cluster managers would be appointed and line managed by the local authority.

All staff, whether centrally located or based in clusters will in future be employed directly by the local authority for their work in children's centres. This will maximise flexibility to respond to changing needs. In principle, staff could be deployed across any cluster, though in practice we will ensure that cluster-based staff will normally remain within their own cluster in order to support the continuity of positive professional relationships which are vital to the work.

In line with our intention to commission for prevention and early intervention, specialist staff providing support to more vulnerable families, including family support, will be managed centrally and deployed across the clusters in line with need at any time.

To implement this model the following set of clusters are proposed:

	Cluster 1	Cluster 2	Cluster 3	Cluster 4
Centres	Broadwater Farm Park Lane Pembury Welbourne Bruce Grove	Stonecroft Stroud Green Campsbourne	Earlsmead The Ladder South Grove Triangle Woodlands Park Downhills	Bounds Green Noel Park Rowland Hill Woodside
Wards served	Northumberland Park Tottenham Hale Bruce Grove	Muswell Hill Hornsey Crouch End Stroud Green Fortis Green Highgate	Harringay West Green St Ann's Seven Sisters Tottenham Green	Alexandra Woodside Bounds Green Noel Park White Hart Lane
Estimated under-5 population[1]	3715	4060	4180	3350
Resource allocation in proposed model	£720,016	£290,579	£688,440	£594,846
Resource allocation/ head	£194	£72	£165	£178
IMD 2010 Average Rank[2]	2907	13125	4674	6759

As the table shows, our overall approach has been to target the limited resources to areas of greatest need; more specifically, it has been to ensure that those children living in the 0-30% most deprived Super Output Areas (SOAs) are able to access the full range of children's centre services[3]. Accordingly, we will not be able to provide direct financial support for the Highgate, Rokesly and Northbank (Fortis Green) sites though we will encourage partnerships – for example with schools, parents and our colleagues in the NHS – which may enable services to continue at these sites. We will also cease to support the Tower Gardens site.

Please note that due the location of children's centres in Haringey, the population served by each cluster does not map directly to wards. Further, families can and do choose to access children's centre services at centres other than the one which they live nearest to. The figures above for estimated under-5 populations and resource allocation per head therefore can only be taken as a general indication of the level of resources allocated to different parts of the borough.

[1] Source: Mid-2009 Population Projections. Figures are based not on the 'wards served' identified in the previous line but on DWP data on the number of children for whom child benefit is being claimed in the 'reach areas' of each of the children's centres in the cluster area.
[2] Each Super Output Area in England is ranked by its level of deprivation, with a rank of 1 being the most deprived Super Output Area in the country and 32,482 being the least deprived. The figures in this table provide an average rank for the super output areas in the wards served by each cluster area.
[3] Please see Annex A for a map of current children's centres in Haringey showing levels of deprivation according to the Index of Multiple Deprivation.

C. What will be different in the new structure

It is helpful to consider the impact of the proposed reorganisation in terms of the elements of the core offer.

I. Early education integrated with day care

No substantive change is proposed in this area.

Free nursery education for 3 and 4 year olds is a universal entitlement and is unaffected by these proposals. Furthermore, these proposals do not involve any change to the provision of 3 and 4 year old nursery places through Haringey's current network of children's centres.

Similarly, the number of places on the 2 year-old pilot programme is unaffected by these proposals, and the process for accessing places will remain unchanged. It is proposed however that all 2 year-old pilot places are provided through children's centres, rather than a mix of children's centres and PVI providers as at present. This is to ensure that the provision is of a high quality and to enable these families to access the range of children's centre services.

The centres providing full-time day care will continue as before.

II. Family support and parental outreach

The existing level of family support workers will be maintained, but they will be deployed across the four clusters rather than attached to an individual centre. This will not impact the casework aspect of their work, which will continue to be driven by the CAF process. However there will be an impact in terms of there being no family support input/presence for one-off work and general advice and support at the three centres (and the link site) from which it is proposed that council financial support is withdrawn.

A further impact at those centres is that drop-ins, parent groups, and 'stay & plays' delivered by council children's centre staff will cease. Indeed, the reduction in overall funding to children's centres means that there is also likely to be some reduction in this provision at those centres that do form part of the proposed four-cluster model. This reduction will be greater in cluster 2, in line with the approach which targets resources at areas of higher deprivation.

Sessions provided by other agencies are not affected by this proposal and will continue to be delivered across the network of children's centres.

In the new model, the roles of Information Officer and Outreach Officer have been combined. Overall there will be broadly the same level of resource in this area as at present. However, the focus of the role will be more on outreach work to ensure that vulnerable children and families are aware of and access relevant services.

III. Child and family health services

Funding for most child and family health services is not provided by the local authority, and services which are LA-funded, such as Speech & Language Therapy, will continue, so this area of provision will largely continue unchanged in the proposed new model.

The withdrawal of direct financial support for three children's centres and the link site does however constitute a barrier to the provision of health services at these centres, and this could have an impact on the local population. However, it is planned to encourage partnerships which may enable services to continue at these sites.

IV. Links with schools and Children's Information Services

It is proposed that all staff will be employed directly by the local authority for their work in children's centres. This will maximise flexibility to respond to changing needs. However, as the centres will remain co-located on school sites, the strong links built up should be sustained.

Children's centres' role in providing advice and information to parents will remain a priority, though with the reduction in overall capacity there will be some impact in this area. There will be a greater impact in cluster 2, in line with the approach which targets resources at areas of higher deprivation.

V. Links with Jobcentre Plus

Jobcentre Plus provision is unaffected by these proposals and as such will continue in the proposed new model. The Working Parents Officer post has been deleted as part of the restructure of Central Early Years Services (please see report to General Purposes Committee of 18th April 2011), however it is anticipated that the links put in place will be sustained.

Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at presently, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The 2001 Haringey Census data has an equalities profile of the borough and will help you to make comparisons against population sizes.
http://harinet.haringey.gov.uk/index/news_and_events/fact_file/statistics/census_statistics.htm

2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:

- ***are significantly under/over represented in the use of the service, when compared to their population size?***
- ***have raised concerns about access to services or quality of services?***

appear to be receiving differential outcomes in comparison to other groups?

2 b) What factors (barriers) might account for this under/over representation?

From April 2010-March 2011 a total of 15,447 children accessed Haringey Children's Centres. DWP child benefit data indicates a total of 15,305 children under 5 living in Haringey, indicating that children's centres are accessed universally. In addition to service user data, this section draws on demographic data, drawn primarily from the 2001 census, analysed on the basis of the wards served by the proposed four clusters as set out in the previous section.

1. **Ethnicity**

Service User data[4]

Ethnicity	Percentage of children accessing CC services (Total: 10,790)	Haringey child population distribution figures
Asian	5.3 %	6.9%
Black	25 %	31.9%
Chinese	1.1%	0.5%
Mixed	10.6%	9.9%
Other	5.1%	7.8%
White	44.6%	42.5%
Not disclosed	8.3%	-

Service user information indicates a slight under-representation of the black ethnic community in the CCs as compared with overall Haringey figures. However, given the

[4] Please note these figures are from 2009/10

small size of the under-representation and the fact that there are also 8.3% undisclosed ethnicities, we cannot draw any firm conclusions on this basis.

Demographic data[5]

	Cluster 1	Cluster 2	Cluster 3	Cluster 4	All
British	29.9%	64.1%	35.2%	45.2%	45.3%
Irish	3.7%	4.5%	4.2%	4.6%	4.3%
Other White	14.5%	13.4%	19.2%	16.7%	16.1%
White and Black Caribbean	2.0%	1.1%	1.5%	1.5%	1.5%
White and Black African	0.9%	0.5%	0.8%	0.8%	0.7%
White and Asian	1.0%	1.2%	0.9%	1.1%	1.1%
Other Mixed	1.5%	1.1%	1.3%	1.3%	1.3%
Indian	2.3%	2.1%	3.3%	3.6%	2.9%
Pakistani	1.3%	0.5%	1.2%	0.9%	0.9%
Bangladeshi	1.1%	0.5%	2.2%	1.6%	1.4%
Other Asian	2.0%	0.9%	1.8%	1.7%	1.5%
Caribbean	17.9%	4.0%	11.3%	8.2%	9.5%
African	15.7%	3.4%	11.8%	8.5%	9.2%
Other Black	2.4%	0.6%	1.5%	1.4%	1.4%
Chinese	1.1%	0.7%	1.5%	1.2%	1.1%
Other ethnic group	2.6%	1.5%	2.3%	1.7%	2.0%

Census data indicates:

- an overrepresentation of White British in cluster area 2 and an underrepresentation in cluster areas 1 & 3
- an overrepresentation of Caribbean and African in cluster area 1 and an underrepresentation in cluster area 2
- a small overrepresentation of Other White in cluster area 3

2. **Age**

Service User data

All CC services are directed at children under five and their families. We do not have a breakdown of the numbers within each year group from 0-4.

Demographic data[6]

	Total Population	Total 0-4 Population	0-4 Population as % of total
Cluster 1	39,402	3,917	9.9
Cluster 2	65,636	4,287	6.5
Cluster 3	62,047	5,377	8.7
Cluster 4	58,444	4,620	7.9
Haringey	225,529	18,201	8.1

The table above shows the varying proportions of the population that consists of under-fives, from 6.5% in cluster area 2 through to 9.9% in cluster area 1.

[5] Source: 2001 Census
[6] Source: 2009 Mid-year Population Estimates

3. **Gender**

Service User data

The gender difference for children 0-5 accessing services is not significant – overall in 2010/11, service users were 51% male and 49% female. The table below shows the breakdown of service users by gender for each of the children's centres.

Centre	Male	Female	Total
Bounds Green	537	480	1017
Broadwater Farm	481	496	977
Campsbourne	550	576	1126
Downhills	144	121	265
Earlsmead	162	143	305
Highgate	562	442	1004
Noel Park	554	521	1075
Park Lane	1100	1043	2143
Pembury House	266	245	511
Rokesly	0	0	0
Rowland Hill	669	614	1283
South Grove	609	612	1221
Stonecroft	405	369	774
Stroud Green	294	242	536
The Ladder	128	97	225
Triangle	626	648	1274
Welbourne	304	301	605
Woodlands Park	285	327	612
Woodside	272	224	496
Total	**7948**	**7501**	**15449**

Children are mostly accompanied by their mothers and sometimes by other family members or childminders. **Fathers** are significantly under-represented – only 2192 fathers attended a children's centre in 2010-11. There may be many reasons for this: fathers may be working, children may be looked after by their mothers who may be lone parents. It may be that fathers do not feel as comfortable coming to a CC for young children. The CCs are very aware of this and have had programmes in place to encourage participation of fathers, which have had some success so far.

Demographic data[7]

The table below shows the number of children in Lone Parent families in receipt of child tax credit, income support, or jobseekers' allowance. We know that in the vast majority of these families the parent will be a woman. The table shows significantly fewer of these families in cluster area 2.

	Children in Lone Parent families in receipt of CTC (<60% median income) or IS/JSA
Cluster 1	4,385

[7] Source: HMRC, 2008

Cluster 2	2,070
Cluster 3	4,930
Cluster 4	5,035

4.**Disability**

Service User data[8]

Percentage of children with disabilities/complex needs accessing CCs	Percentage of all children with SEN statements aged 4- 5
1.46	1.19

The percentage of children with disabilities/complex needs 0-5 in the CCs corresponds closely with the percentage of children who have statements of SEN in reception class in schools. This suggests that children with the severe and complex needs in Haringey are well represented in the CCs.

The percentage of these children is lower than the overall 7.6 % of disabled children and adults in Haringey. However, as children's additional needs often become apparent gradually, it is only those with the most significant needs that are picked up at an early age. Good systems are in place through the Early Support programme to identify and assess the needs of children with disabilities/special educational needs during their time in the children's centres.

Demographic data[9]

The SEN Code of Practice defines Special Educational Needs as follows: "*Children have special educational needs if they have a learning difficulty which calls for special educational provision to be made for them*"[10]. The Equality Act 2010 definition of disability is that a person has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

From these definitions it is clear that whilst there will be an overlap between 'Children with SEN' and 'Children with Disabilities', these cannot be taken to mean the same thing. In particular, children with lower levels of SEN would not be classed as disabled according to the Equality Act 2010[11]. The overlap is likely to be greatest amongst children with Statements of SEN (those with the highest need). In any case, these children constitute a vulnerable group for whom provision must be made.

The table below shows the distribution of children with Statements of SEN across the four cluster areas – there is not a huge variation between the clusters.

[8] Please note these figures are from 2009/10
[9] Source: SEN database and 2009 mid-year population estimates
[10] Source: SEN Code of Practice, http://www.teachernet.gov.uk/docbank/index.cfm?id=3724
[11] There are a number of stages to the SEN assessment process. The majority of children with SEN have their needs met either within their school (School Action) or by their school in conjunction with some support from external agencies (School Action Plus). Statutory Assessments of SEN (which generally lead to the issuing of a Statement of SEN) are only carried out for the small minority of children who have SEN of a severity or complexity that requires the Local Authority to determine and arrange the special educational provision their learning difficulties call for.

	Total Children with statements of SEN May 2011	**Percentage of 0-19 year olds with statements of SEN**
Cluster 1	258	2.3
Cluster 2	246	2.0
Cluster 3	326	2.1
Cluster 4	384	2.7
Haringey	1,214	2.3

5. **Religion**

Service User & Demographic data[12]

	Cluster 1	Cluster 2	Cluster 3	Cluster 4	All children's centres	Census figures
None	9.8%	36.5%	16.9%	15.2%	18.9%	20.0%
Christian	42.5%	25.5%	40.1%	29.0%	34.7%	50.1%
Buddhist	0.4%	0.5%	0.8%	0.5%	0.6%	1.1%
Hindu	0.4%	0.7%	0.9%	1.6%	0.9%	2.1%
Jewish	0.1%	3.0%	0.6%	0.1%	0.9%	2.6%
Muslim	20.9%	4.3%	18.2%	15.8%	15.2%	11.3%
Sikh	0.1%	0.2%	0.4%	0.2%	0.2%	0.3%
Any Other Religion	4.8%	1.0%	5.8%	7.9%	5.0%	0.5%
Data Not Provided	21.0%	28.2%	16.2%	29.7%	23.6%	12.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The table above includes data on the religion of children's centres service users and religion data taken from the 2001 census.

Comparing children's centre service users with Census data, Christians and Jewish seem to be under-represented while Muslims are over-represented. These figures may be skewed as a high 23.6% did not state their religion (compared to 12.1% in the Census). Also, there may have been some change in the religious profile in the borough since 2001.

While the Christian group appears to be under-represented, it is still the largest single group accessing CC services. It is therefore unlikely to suggest that this group feels unwelcome to attend there. The under-representation of the Jewish group could be because there are orthodox Jewish groups in Haringey who for reasons of their religion, only attend orthodox Jewish settings which are situated across the border in Hackney, with funding from Haringey.

Comparing the religion of service users across the cluster areas is difficult as there is a large variation in the percentage who did not state their religion. The most salient points are an overrepresentation of Christians and Muslims in cluster area 1, and an overrepresentation of Jewish and those with no religion in cluster area 2.

[12] Source: Children's Centre Service Use data and 2001 Census

6. **Maternity & Pregnancy**

All adults accessing children's centre services are either pregnant or are parents or carers of young children aged 0-4 (note though that carers can include people who are not primary carers such as grandparents or childminders).

Other Equality Strands

Information on Gender reassignment and Sexual Orientation is not available. Assessment of impact on families with respect to these characteristics is therefore not possible. However, information on these strands is now being collected as part of the revised Children's Centres registration form.

Step 3 - Assessment of Impact

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect existing barriers and what actions you will take to address any potential negative effects.

3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)

Increase barriers? X	Reduce barriers?	No change?

Comment

To summarise the differences between the current and future models of service delivery, the overall picture is that:

- Universal child and family health services and early education and childcare will be maintained with little or no discernible impact to service users
- Targeted family support and outreach work will also be maintained
- The reduction in funding to children's centres will impact on the range and level of services such as stay & plays, information & advice, drop-ins, parents groups etc. that they can provide. This impact will be more marked in cluster 2, in line with the approach which targets resources at areas of higher deprivation.
- The withdrawal of direct financial support for three centres and the link site will significantly curtail the services which will be provided from those centres, though it is planned to encourage partnerships which may enable services to continue at these sites.

Overall, the effect of the reduction in funding to children's centres will have some negative impact for service users. In terms of the equalities strands, the most relevant categories are age and maternity and pregnancy – this is a service for children 0-5 and their parents/carers. Second to this is gender – whilst the children accessing the service are evenly split between boys and girls, parents & carers accessing the service are overwhelmingly women.

As stated above, the reduction in the level of service is likely to be more marked in cluster 2. Looking at the equalities data relating to the clusters, this means that there will be a disproportionate impact for people of White British ethnicity and those with no religion. It should be noted however that the reason there is a more marked reduction in cluster 2 is because it is an area which experiences less deprivation.

3 b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?

The council has sought to minimise the impact of the reduction in funding through:

- Reducing management and administrative costs as far as is practicable in order to maximise resources for service delivery

- Targeting the available resources on the population for whom children's centre services make the most difference – vulnerable families and those living in areas of the greatest deprivation
- Developing a model that enables creative and collaborative working and a flexible response to local need
- Ongoing discussions with neighbouring boroughs to ascertain their plans for services that may affect families living in Haringey, particularly near the borders

With regard to the reduction in service in cluster 2, the main risk is that vulnerable children and families who need support are not identified. Children's centres are part of a pattern of provision for vulnerable families but they are not the only provision and many services will remain unchanged. Families requiring access to additional services will be identified in a number of ways, including:

- The continuation of universal health services
- Communication between health visitors and other professionals including through the CAF process
- Outreach workers working across the cluster area to identify families in need of services and link them up with appropriate support, advice and information
- Family support workers continuing to work with the families identified as the most vulnerable, wherever they live
- Continuing the free entitlement to universal education provision for 3 and 4 year olds
- Provision of training to early years settings on the identification of need

Family support and outreach are both being broadly maintained at their existing levels.

3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?

We will monitor the impact of the proposal closely and put appropriate measures in places to address adverse impacts.

Step 4 - Consult on the proposal

Consultation is an essential part of impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal, ensuring that you cover all the equalities strands. Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

A large scale public consultation exercise was carried out from 16th March to 22nd April, the outcomes of which have informed the proposal set out in section 1 of this document. For a full account of the consultation process and the issues raised please see Appendix 3 of the report to the Lead Member for C&YPS of 17th May 2011.

4 b) How, in your proposal have you responded to the issues and concerns from consultation?

Feedback is summarised in the report to the Lead Member of 17th May and detailed further in Appendix 3.

4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

This will be done through the Haringey website, local media, and the network of children's centres.

Step 5 - Addressing Training

The issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

Do you envisage the need to train staff or raise awareness of the issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?

Staff events will be held to support staff in implementing the new model.

Step 6 - Monitoring Arrangements

If the proposal is adopted there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the six equality strands. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address the effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Equalities Team.

What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?

- ***Who will be responsible for monitoring?***

The Early Years Senior Management Team with the local management boards will be responsible for monitoring the quality of provision and outcomes for children and families.

- ***What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?***

Indicators include:

- Children's Centre monitoring data
- OFSTED inspection reports of Children's Centres
- Early Years Foundation Stage Profile results

- ***Are there monitoring procedures already in place which will generate this information?***

Yes. Systems being put into place at present will improve and expand data collection, including of equalities data.

A new registration form is being implemented across children's centres to ensure that the equalities data collected is line with the requirements of the Equality Act 2010.

A new management information system, eStart, was rolled out to children's centres in February 2011. This will streamline data collection, improve consistency across centres, and increase the availability of data centrally for reporting purposes.

- ***Where will this information be reported and how often?***

Information is reported to the Director and Lead Member. The frequency of reporting varies according to the data. EYFSP results are on an annual cycle, whereas Children's Centres monitoring and OFSTED inspections are reported termly.

Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
Impact is on children aged 0-5 and their families	No issues identified	No issues identified overall; impact of service reduction in cluster area 2 is predominantly on White UK	No disproportionate impact for children but parents/carers accessing services are overwhelmingly women	Underrepresentation of Jewish families though measures are in place to ensure they can access appropriate services. Overrepresentation of those with no religion in cluster area 2.	Data not collected	Data not collected	Data not collected	Impact is on pregnant women and parents/carers of young children

Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
To ensure that universal services are able to identify families needing additional services and take appropriate action	Early Years Group Co-ordinators and Outreach & Information Officers to support delivery of universal health services Training for Early Education providers in identification of additional need Continued delivery of Integrated Working and CAF training	Children's Centre Cluster Managers and Service Co-ordinators Early Years Advisory Teachers; Area Inclusion Co-ordinators Integrated Working Manager	Ongoing	
To ensure that comprehensive data (including equalities data) on children's centre service use is available to inform service planning and evaluation	Full implementation of new Children's Centre registration form; embed eStart database	Early Years Information & Data Management Officer	May – Aug 2011 and ongoing	
Low number of fathers accessing centres with their children	Children's Centre clusters to maintain and build on existing programmes to engage with fathers as a priority	Early Years Lead for Early Intervention & Prevention with CC Cluster managers	Ongoing	

Step 9 - Publication and sign off

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.

When and where do you intend to publish the results of your assessment, and in what formats?

The Equalities Impact Assessment will be published as an appendix to the General Purposes Committee report on the proposed restructure of the Children's Centres and also separately on the Council's website.

Assessed by (Author of the proposal):

Name: Jan Doust

Designation: Deputy Director, Prevention & Early Intervention

Signature:

Date:

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature:

Date:

Sign off by Directorate Management Team:

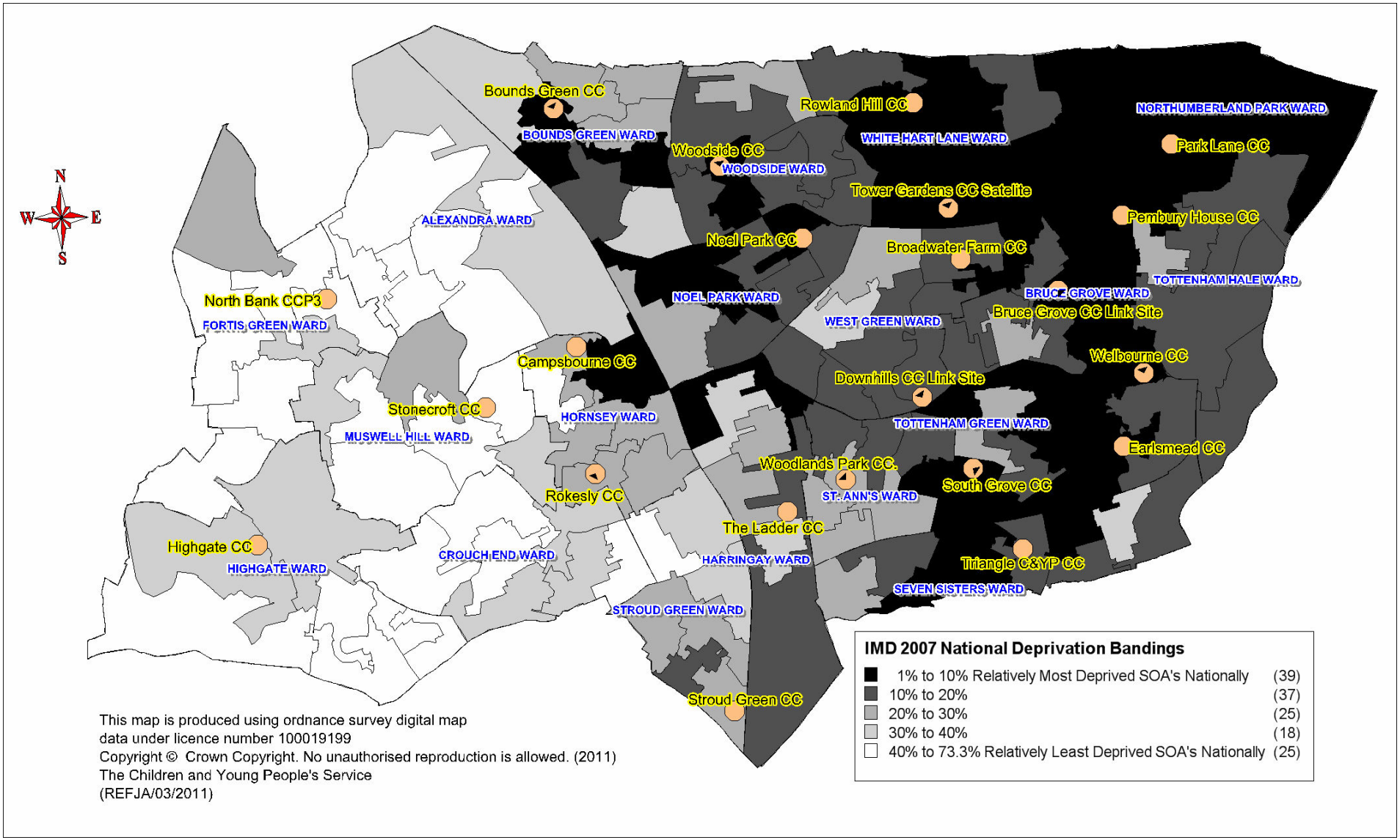
Name: Ian Bailey

Designation: Deputy Director, Business Support & Development

Signature:

Date:

Annex A – Location of Children's Centres in Haringey



Annex B – Summary of Children's Centre Services as at December 2010

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Bounds Green	PIPS - Appointments Only	Child mental health		PIPs	**Monday**	AM
Bounds Green	Baby Massage - Appointments only	Baby Massage			**Monday**	10:30 - 11:30
Bounds Green	Stay & Play (U5s)	Stay & Play			**Tuesday**	09:15 - 11:15
Bounds Green	HARTS for Families - Tenancy support	Support/advice for parents/carers		HARTs for Families	**Tuesday**	09:30 - 11:30
Bounds Green	Buggy Walk				**Tuesday**	11:15 - 12:00
Bounds Green	Child Minders Training	Support/advice for parents/carers	Childminders		**Tuesday**	10:00 - 14:00
Bounds Green	Family Support Worker - Drop-ins	Support/advice for parents/carers			**Tuesday**	14:00 - 16:00
Bounds Green	Whittington - Antenatal Appointments ONLY	Ante & postnatal Services			**Wednesday**	AM
Bounds Green	Baby Weighing - Drop In (only 1st Wed of every month)	Baby Weighing			**Wednesday**	9:30 - 11:30
Bounds Green	Young Parents Drop In (every Wed apart from 1st of the month)	Support/advice for parents/carers	Young Parents		**Wednesday**	9:30 - 10:30
Bounds Green	Stay & Play (U18months)	Stay & Play			**Wednesday**	13:15 - 15:00
Bounds Green	Whittington - Postnatal Drop-ins	Ante & postnatal Services			**Wednesday**	13:30 - 15:00
Bounds Green	Stay & Play (U5s)	Stay & Play			**Thursday**	09:15 - 11:15
Bounds Green	Jobcentre Plus - Appointments	Employment Support		Jobcentre Plus	**Thursday**	All Day
Bounds Green	Mobile Library - Every 2nd Week	Mobile Library		Library Service	**Thursday**	11:00 - 11:45

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Bounds Green	Bouncing Bunnies				**Friday**	09:15 - 10:15
Bounds Green	Stay & Play (U5s)	Stay & Play			**Friday**	13:15 - 15:00
Broadwater Farm	Ludotek, Talking Families, Story Telling & Play	Stay & Play		Ludotek	**Monday**	10:30 - 12:30
Broadwater Farm	Polish Group	Support/advice for parents/carers	BME		**Tuesday**	9:30 - 11:30
Broadwater Farm	Jobcentre Plus	Employment Support		Jobcentre Plus	**Tuesday & Friday**	09:30 - 16:00
Broadwater Farm	Much around Wednesday				**Wednesday**	13:00 - 15:30
Broadwater Farm	Drop in Clinic -Weighting	Baby Weighing			**1st Thur of the Month**	09:00 – 11:00
Broadwater Farm	Transition to parenthood Baby Massage & Discussion	Ante & postnatal Services			**Thursday**	9:30 - 11:30
Broadwater Farm	Anti-natal - Transition to parenthood	Ante & postnatal Services			**Thursday**	13:00 - 15:30
Broadwater Farm	Playtime - Babies	Stay & Play			**Thursday**	13:00 - 15:00
Broadwater Farm	Whittington Hospital - Midwifery Team - Antenatal Appointments ONLY	Ante & postnatal Services			**Thursday**	9:00 - 15:30
Broadwater Farm	Cook and Eat	Family Learning			**Tuesdays**	13:30 - 15:30
Broadwater Farm	Open Drop-in/Stay & Play sessions	Stay & Play			**Friday**	09:30 - 11:30
Broadwater Farm	Teenage Parents Classes	Parenting Programme	Young Parents		**Monday**	09:30 - 15:30
Broadwater Farm	Infant Psychologist by Appointment (as required)	Child mental health		PIPs	**As required**	As required

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Broadwater Farm	Jobcentre Plus Lone Parents Advice Surgeries & Ingeus	Employment Support	Lone Parents	Jobcentre Plus	**As required**	09:30 - 15:00
Campsbourne	Antenatal Appointments Whittington Hospital	Ante & postnatal Services			**Monday**	09:00 - 12:00
Campsbourne	I'm just Toddling	Stay & Play			**Monday**	09:15 - 11:00
Campsbourne	Baby Weigh in Clinic	Baby Weighing			**Monday**	14:00 - 16:00
Campsbourne	Stay & Play (U3's drop-in)	Stay & Play			**Tuesday**	09:00 - 11:00
Campsbourne	Parents Meet-up (Monthly)	Stay & Play			**Tuesday**	13:30 - 15:30
Campsbourne	Let's Play (Monthly)	Stay & Play			**Tuesday**	13:45 - 15:15
Campsbourne	Dad's Time	Stay & Play	Fathers		**Wednesday**	09:00 - 11:00
Campsbourne	Jobcentre Plus & Ingeus (Drop-ins) (Fortnightly)	Employment Support		Jobcentre Plus	**Wednesday**	11:00 - 15:30
Campsbourne	Stay & Play (U5's drop-in)	Stay & Play			**Wednesday**	13:30 - 15:30
Campsbourne	Movers & Shakers (1yr +)	Stay & Play			**Thursday**	09:15 - 10:00
Campsbourne	Movers & Shakers (U1)	Stay & Play			**Thursday**	10:15 - 11:00
Campsbourne	Baby Group	Stay & Play			**Thursday**	13:00 - 15:30
Campsbourne	Foster Carers Coffee Morning	Support/advice for parents/carers	Foster carers		**Friday**	09:30- 12:00
Campsbourne	Childminders' Drop-in	Support/advice for parents/carers	Childminders		**Friday**	09:30- 12:00
Downhills (Link Site)	Musical Mondays Stay & Play Group (0-5yrs)	Stay & Play			**Monday**	09:30 - 11:30

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Downhills (Link Site)	4YP sexual health clinic	Sexual Health			**Monday**	12:30-16:30
Downhills (Link Site)	Pre School & Baby Group Stay & Play (term time only)	Stay & Play			**Tuesday**	09:00 - 11:00
Downhills (Link Site)	At the school gates employment zone	Employment Support			**Tuesday**	08:45-11:00
Downhills (Link Site)	Baby & Me (Stay & Play Group)	Stay & Play			**Tuesday**	13:00 - 15:00
Downhills (Link Site)	Transition to parenthood	Ante & postnatal Services			**Tuesday**	13:00 - 15:00
Downhills (Link Site)	Health Visitors - Appointments ONLY	Health Visitors			**Wednesday**	09:30 - 12:30
Downhills (Link Site)	Family Learning (term time only)	Family Learning			**Wednesday**	09:30-10:45
Downhills (Link Site)	ESOL Classes with creche (term time only)	ESOL			**Wednesday**	13:00-15:00
Downhills (Link Site)	Toddles - Volunteer Stay & Play (U3s)	Stay & Play			**Thursday**	13:00 - 15:00
Downhills (Link Site)	Somali Advice Drop-in with Creche (term time only)	Support/advice for parents/carers	BME		**Friday**	09:00 - 12:00
Downhills (Link Site)	ESOL Classes with creche (term time only)	ESOL			**Friday**	
Earlsmead	Stay & Play (Baby & Toddler Group)	Stay & Play			**Monday**	09:00 - 11:30
Earlsmead	ESOL with creche	ESOL			**Monday**	13:00 - 15:00
Earlsmead	Jobcentre Plus - Appointments	Employment Support		Jobcentre Plus	**Tuesday**	09:30 - 15:00
Earlsmead	Stay & Play (Baby & Toddler Group)	Stay & Play			**Tuesday**	13:00 - 15:00
Earlsmead	ESOL with creche	ESOL			**Wednesday**	13:00 - 15:00
Earlsmead	Stay & Play (Baby & Toddler Group)	Stay & Play			**Wednesday**	13:00 -

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
						15:00
Earlsmead	Stay & Play (Baby & Toddler Group)	Stay & Play			**Friday**	09:30 - 11:30
Earlsmead	Haringey Books & Toy Bus (alternate Fridays)	Mobile Library		Library Service	**Friday**	13:00 - 15:00
Highgate	Stay & Play	Stay & Play			**Monday**	09:00 - 11:30
Highgate	Yoga Mums - Appointments	Support/advice for parents/carers			**Monday**	11:00 - 12:30
Highgate	Stay & Play Drop-in (Baby)	Stay & Play			**Tuesday**	09:00 - 11:30
Highgate	Baby Clinic	Baby Weighing			**Tuesday**	09:30 - 11.30
Highgate	Health Visitors - Appointments ONLY	Health Visitors			**Tuesday**	09:30 - 11:30
Highgate	Stay & Play Drop-in (Toddler)	Stay & Play			**Tuesday**	13:00 - 15:30
Highgate	Dads' Club - Drop-in	Stay & Play	Fathers		**Wednesday**	09:00 - 12:00
Highgate	Parent and Infant Psychology Service (PIPS)	Child mental health		PIPs	**Wednesday**	09:00 - 13:00
Highgate	Twins' Club	Stay & Play			**Wednesday**	13:30 - 15:30
Highgate	Stay and Play	Stay & Play			**Thursday**	09:00 - 11:30
Highgate	Movers & Shakers	Stay & Play			**Thursday**	09:45 and 10:30
Highgate	Midwives	Ante & postnatal Services			**Thursday**	09:30 - 12:30
Highgate	Baby Massage - Appointments	Baby Massage			**Thursday**	13:30 - 14:30
Highgate	Breast Feeding Advice - Drop-in	Breast Feeding			**Thursday**	12:30 - 14:30

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Highgate	Dad's Club	Stay & Play	Fathers		**Friday**	09:00 - 12:00
Highgate	Allergykidz (last Friday of the month)	Support/advice for parents/carers	Children with disabilities		**Friday**	13:30 - 16:00
Noel Park	Councillors - Drop-in Surgeries	Councillors surgery	Universal		**Monday**	
Noel Park	Baby Wonder Weeks (0-6mths old) - starts again in Sept 2010	Stay & Play			**Monday**	13:30 - 15:30
Noel Park	Ante & Post Natal Appts - Whittington Hospital	Ante & postnatal Services			**Monday**	09:00 - 16:00
Noel Park	Child Psychologist- PIPS - By Appointment	Child mental health		PIPs	**Monday**	AM
Noel Park	Stay & Play Toddlers (18mths-3yrs) @ Play Centre - Term time only	Stay & Play			**Tuesday**	09:00 - 11:00
Noel Park	Antenatal & Postnatal Clinic (North Middlesex Hospital)	Ante & postnatal Services			**Tuesday**	09:30 - 16:00
Noel Park	Drop in for Polish & Eastern European Parents @ Salvation Army - Term time only	Support/advice for parents/carers	BME		**Tuesday**	09.30 - 12.00
Noel Park	CAB Debt Management Surgery	Support/advice for parents/carers			**Tuesday**	10:00 - 04:30
Noel Park	Councillor - Drop in Surgery (Cllr Pauline Gibson) 2nd Tuesday of each month	Councillors surgery	Universal		**Tuesday**	5:30 - 06:30pm
Noel Park	Councillor - Drop in Surgery (Cllr Alan Strickland) 4th Tuesday of each month	Councillors surgery	Universal		**Tuesday**	6:00 - 07:00pm
Noel Park	Stay & Play for Childminders - Term time only	Stay & Play	Childminders		**Wednesday**	09:30 - 11:30
Noel Park	Musical Tots (Babies & Toddlers) @ Play Centre - Term time only	Stay & Play			**Wednesday**	12:30 - 13:30
Noel Park	Noel's Kitchen Café - healthy food at cheap prices				**Wednesday**	12:00 - 13:30

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Noel Park	Kid City (Drop-in for children with disabilities) at 100 Tower Gardens N17	Stay & Play	Children with disabilities	Kid City	**Wednesday**	10:00 - 15:00
Noel Park	Health Visitor appointments - book via Stuart Crescent Health Centre	Health Visitors			**Wednesday**	1.30 - 3.30
Noel Park	Weighing Clinic - last Wednesday of each month	Baby Weighing			**Wednesday**	1.30 - 3.30
Noel Park	New Age Child Care Day Care Centre (nursery)	Child Care			**Monday - Friday**	8.00 - 6.00pm
Noel Park	Stay & Play - Noel Park Nippers (Babies/children up to 2yrs -run by Parents)	Stay & Play			**Thursday**	10.00 - 11.30
Noel Park	Hop, Skip & Jump - Term time only	Stay & Play			**Thursday**	11.45 - 12.45
Noel Park	Noel's Kitchen Café - healthy food at cheap prices				**Thursday**	12:00 - 13:30
Noel Park	Harts Advisory Surgery	Support/advice for parents/carers		HARTs for Families	**Thursday**	12:00 - 1400
Noel Park	Kid City (Drop-in for children with disabilities) at 100 Tower Gardens N17	Stay & Play	Children with disabilities	Kid City	**Thursday**	10:00 - 15:00
Noel Park	Antenatal Clinic (Whittington Hospital) - see Monday	Ante & postnatal Services			**Thursday**	10:00 - 12:30
Noel Park	Stay & Play - Babies (0 - 18mths)	Stay & Play			**Friday**	10:00 12:00
Noel Park	Child Psychologist- PIPS - By Appointment	Child mental health		PIPs	**Friday**	AM
Noel Park	Kid City (Drop-in for children with disabilities) at 100 Tower Gardens	Stay & Play	Children with disabilities	Kid City	**Friday**	10:00 - 15:00
Noel Park	Solace Womens aid (by appointment	Support/advice for parents/carers			**Friday**	13.00 - 16.00
Park Lane	Drop-ins (U 18months)	Stay & Play			**Monday**	13:30 - 15:00
Park Lane	Drop-ins (0-4yrs)	Stay & Play			**Tuesday**	09:00 - 11:00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Park Lane	Child Psychologist - By Appointment	Child mental health		PIPs	**Tuesday**	AM
Park Lane	Adult Psychologist - By Appointment	Adult Mental Health			**Tuesday**	All Day
Park Lane	Just for Parents Drop-in	Support/advice for parents/carers			**Tuesday**	10:00 - 12:00
Park Lane	CAB Debt Management Surgery	Support/advice for parents/carers			**Tuesday**	10:00 - 12:30
Park Lane	Play & Learn Drop-in (0-4yrs)	Stay & Play			**Tuesday**	13:00 - 15:00
Park Lane	Career & Job Advice - Appointments	Employment Support			**Tuesday**	10:00 - 15:30
Park Lane	Baby & Parents Group (0-12 months)	Stay & Play			**Wednesday**	10:00 - 11:30
Park Lane	Antenatal & Postnatal Clinic (North Middlesex Hosp)	Ante & postnatal Services			**Wednesday**	09:30 - 16:00
Park Lane	Career & Job Advice - Drop-in	Employment Support			**Wednesday**	10:00 - 15:30
Park Lane	Baby weighing clinc 2nd Thursday of the month	Baby Weighing			**Thursday**	10:00 - 12:00
Park Lane	Kid City (Drop-in for children with disabilities)	Stay & Play	Children with disabilities	Kid City	**Thursday**	10:00 - 13:00
Park Lane	Antenatal Clinic (Whittington Hospital)	Ante & postnatal Services			**Thursday**	10:00 - 12:30
Park Lane	Adult Psychologist - By Appointment	Adult Mental Health			**Thursday**	All Day
Park Lane	Career & Job Advice - Appointments	Employment Support			**Thursday**	10:00 - 15:30
Park Lane	Harts Advisory Surgery	Support/advice for parents/carers		HARTs for Families	**Friday**	10:00 12:00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Park Lane	Kid City (Drop-in for children with disabilities)	Stay & Play	Children with disabilities	Kid City	**Friday**	10:00 - 13:00
Park Lane	Adult Psychologist - By Appointment	Adult Mental Health			**Friday**	All Day
Park Lane	Community Health Trainers -by appointment only				**Friday**	9.30 -4pm
Park Lane	Postnatal Checks (Whittington Hospital)	Ante & postnatal Services			**Friday**	14:00 - 16:00
Pembury	Baby & Toddler Group	Stay & Play			**Monday**	09:30 - 11:15
Pembury	Antenatal Clinic (Middlesex Hospital) Appointments Only	Ante & postnatal Services			**Monday**	09:30 - 16:00
Pembury	Parents Forum with Creche	Support/advice for parents/carers			**Monday**	13:00 - 15:00
Pembury	Breastfeeding Support @ Welbourne CC	Breast Feeding			**Monday**	13:00 - 15:00
Pembury	ESOL with Creche (Entry Level 1)	ESOL			**Tuesday**	09:30 - 11:30
Pembury	ESOL with Creche (Entry Level 2)	ESOL			**Tuesday**	13:00 - 15:00
Pembury	Baby & Toddler Group	Stay & Play			**Wednesday**	09:30 - 11:15
Pembury	Pathways 2 Work (Haringey Guarantee)	Employment Support			**Wednesday**	09:30 - 16:00
Pembury	Communication for Life - with Creche				**Wednesday**	13:00 - 15:00
Pembury	TOPS				**Thursday**	09:30 - 11:30
Pembury	Splash!				**Thursday**	10:00 - 11:30
Pembury	Advice Drop-in (Families in Temporary Accommodation) Kemble Hall	Support/advice for parents/carers	Temporary Accommodation		**Thursday**	11:00 - 13:00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Pembury	ESOL with Creche (Entry Level 2)	ESOL			**Thursday**	13:00 - 15:00
Pembury	Baby Group (Babies Under 1yr ONLY)	Stay & Play			**Thursday**	13:00 - 15:00
Pembury	ESOL with Creche (Entry Level 1)	ESOL			**Friday**	09:30 - 11:30
Pembury	Baby & Toddler Group	Stay & Play			**Friday**	13:00 - 14:45
Pembury	Dad & Me	Stay & Play	Fathers		**Saturday**	10:00 - 12:00
Rowland Hill	Hearing Impaired Group	Stay & Play	Children with disabilities		**Monday**	09:00 - 11:15
Rowland Hill	Beating the Blues - By Appointments only	Adult Mental Health			**Monday**	All Day
Rowland Hill	Citizens Advice Bureau (CAB)	Support/advice for parents/carers			**Monday**	13:00 - 15:00
Rowland Hill	Stay & Play drop-in Tower Gdns link site	Stay & Play			**Monday**	09:00-11.30
Rowland Hill	IAPT-CCBT clinics appointments only	Adult Mental Health			**Monday**	09:00-17.00
Rowland Hill	HALS family health workshop Tower Gdns link site with creche			HALS	**Monday**	13:00-15:00
Rowland Hill	Stay & Play drop in	Stay & Play			**Monday**	13:15-15.15
Rowland Hill	PIPS - By Appointments ONLY	Child mental health		PIPs	**Tuesday**	PM
Rowland Hill	HALS -ICT/Maths workshop free creche	Adult Learning		HALS	**Tuesday**	AM & PM
Rowland Hill	PIPS - By Appointments ONLY	Child mental health		PIPs	**Wednesday**	AM
Rowland Hill	Stay & Play drop in	Stay & Play			**Wednesday**	9:00-11:00
Rowland Hill	Baby Weighing - Drop-in 4th Wed of every month	Baby Weighing			**Wednesday**	9:30-11:00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Rowland Hill	Stay & Play/Toy Library (U5s)	Stay & Play			**Wednesday**	13:15-15:30
Rowland Hill	Beating the Blues - By Appointments only	Adult Mental Health			**Wednesday**	All Day
Rowland Hill	Breast Feeding Group drop in	Breast Feeding			**Wednesday**	13:30 - 15:30
Rowland Hill	Stay & Play drop in	Stay & Play			**Thursday**	9:00-11:00
Rowland Hill	HALS CV application writing Drop in Tower Gdns link site	Employment Support		HALS	**Thursday**	AM
Rowland Hill	Stay & Play	Stay & Play			**Thursday**	13:15 - 15:15
Rowland Hill	Jobcentre Plus (Appointments Only)	Employment Support		Jobcentre Plus	**Thursday**	10:00 - 14:00
Rowland Hill	Stay & Play drop in	Stay & Play			**Friday**	09:00 - 11:00
Rowland Hill	Antenatal & Postnatal Clinic for Young Parents (North Middlesex Hospital) - Appointments ONLY	Ante & postnatal Services	Young Parents		**Friday**	09:00 - 16:00
Rowland Hill	Growing Club- Community Group	Family Learning			**Friday**	13:15 - 15:15
Rowland Hill	IAPT-CCBT clinics appointments only	Adult Mental Health			**Friday**	09:00-17:00
Rowland Hill	Stay & Play drop in	Stay & Play			**Friday**	13:15 - 15:15
Rowland Hill	Beating the Blues - By Appointments only	Adult Mental Health			**Friday**	All Day
Rowland Hill	Stay & Play (U5s) Term-time	Stay & Play			**Saturday**	10:30 - 13:00
South Grove	Antenatal & Postnatal Appointments (Whittington Hospital)	Ante & postnatal Services			**Monday**	09:30 - 12:00
South Grove	Family Learning ESOL with Creche (Beginners)	Family Learning			**Monday**	09:00 - 13:00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
South Grove	Family Learning ICT Club	Family Learning			**Monday**	11:00 - 13:00
South Grove	Family Learning ESOL with Creche	Family Learning			**Tuesday**	09:30 - 12:00
South Grove	IAPT Adult Psychologist	Adult Mental Health			**Tuesday**	10:00 - 16:00
South Grove	Childminders Support Group	Support/advice for parents/carers	Childminders		**Tuesday**	13:00 - 15:30
South Grove	Family Learning ESOL with Creche	Family Learning			**Wednesday**	09:30 - 12:00
South Grove	IAPT Adult Psychologist	Adult Mental Health			**Wednesday**	10:00 - 16:00
South Grove	Stay & Play (U5s)	Stay & Play			**Wednesday**	12:30 - 15:30
South Grove	Jobcentre Plus Work Focused Interviews)	Employment Support		Jobcentre Plus	**Thursday**	10:00 - 12:00
South Grove	Jobcentre Plus Work Focused Interviews)	Employment Support		Jobcentre Plus	**Thursday**	13:00 - 15:00
South Grove	Antenatal Appointments 4 Teenage Parents (Whittington Hospital)	Ante & postnatal Services	Young Parents		**Thursday**	09:00 - 12:00
South Grove	PIPs Child Psychologist	Child mental health		PIPs	**Thursday**	10:00 - 14:00
South Grove	Stay & Play with Music sessions (U5s)	Stay & Play			**Friday**	09:30 - 12:30
South Grove	Jobcentre Plus Work Focused Interviews)	Employment Support		Jobcentre Plus	**Friday**	10:00 - 12:00
South Grove	Jobcentre Plus Work Focused Interviews)	Employment Support		Jobcentre Plus	**Friday**	13:00 - 15:00
Stroud Green	Acorns Stay & Play (Term-time Only)	Stay & Play			**Monday**	09:30 - 12:00
Stroud Green	HARTS for Families - Drop-in Surgery (1st & 3rd Monday of the Month)	Support/advice for parents/carers		HARTs for Families	**Monday**	10:00 - 12:00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Stroud Green	Markfield Advice Sessions for disabled families	Support/advice for parents/carers	Children with disabilities	Markfield	**Tuesday**	13:30 - 15:30
Stroud Green	Information Sessions @ Jamboree Play Hut	Support/advice for parents/carers			**Tuesday**	10:30 - 14:30
Stroud Green	Antenatal Clinic (Whittington Hospital) - Appointments ONLY. Movers and shakers 10:00 - 10:30	Ante & postnatal Services			**Wednesday**	09:30 - 12:00
Stroud Green	Jamboree Stay & Play	Stay & Play			**Wednesday**	10:30 - 12:00
Stroud Green	Jamboree Stay & Play	Stay & Play			**Wednesday**	13:00 - 14:30
Stroud Green	Baby Group (0-12months) term-time Only	Stay & Play			**Thursday**	10:00 - 12:00
Stroud Green	Antenatal Clinic (Whittington Hospital) - Appointments ONLY	Ante & postnatal Services			**Thursday**	09:30 - 10:00
Stroud Green	Jamboree Stay & Play	Stay & Play			**Thursday**	10:30 - 12:00
Stroud Green	Jamboree Stay & Play	Stay & Play			**Thursday**	13:00 - 14:30
Stroud Green	Jamboree Stay & Play	Stay & Play			**Friday**	10:30 - 12:00
Stroud Green	Jamboree Stay & Play	Stay & Play			**Friday**	13:00 - 14:30
Stroud Green	Acorns Stay & Play (Term-time Only)	Stay & Play			**Friday**	09:30 - 12:00
Stone Croft	Antenatal Clinic - Whittington (Appointments)	Ante & postnatal Services			**Friday**	09:30 - 12:00
Stone Croft	PIPS (Appointments ONLY)	Child mental health		PIPs	**Friday**	12:00 - 17:30
Stone Croft	PIPS (Appointments ONLY)	Child mental health		PIPs	**Tuesday**	08:00 - 12:00
Stone Croft	Breast Feeding Group (Appointments)	Breast Feeding			**Wednesday**	10:00 - 12:00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Stone Croft	Antenatal Clinic - Whittington (Appointments)	Ante & postnatal Services			**Wednesday**	09:00 - 11:30
Stone Croft	PIPS (Appointments ONLY)	Child mental health		PIPs	**Wednesday**	12:30 - 17:30
Stone Croft	Let's Play Drop-in (18months Plus)	Stay & Play			**Thursday**	09:30 - 10:50
Stone Croft	Let's Play Drop-in (18months Plus)	Stay & Play			**Thursday**	11:00 - 12:15
Stone Croft	Antenatal Clinic - Whittington (Appointments)	Ante & postnatal Services			**Thursday**	09:00 - 11:30
Stone Croft	Discovery Play - Drop-in (6 - 17months babies)	Stay & Play			**Thursday**	13:00 - 14:00
The Ladder	ESOL with Crèche	ESOL			**Monday (Term time only)**	09:00 - 11:00
The Ladder	ESOL with Crèche	ESOL			**Friday (Term time only)**	09:00 - 11:00
The Ladder	Parenting Group for Turkish/Kurdish Parents (CAMHS) - 12 week course 5th February – 18th June 10, Follow up session in September	Parenting Programme	BME		**Every Friday**	10:00 - 12:30
The Ladder	Improving Access to Psychological Therapies (Appointments Only)	Adult Mental Health			**Monday**	9:00 - 5:00
The Ladder	Improving Access to Psychological Therapies (Appointments Only)	Adult Mental Health			**Tuesday**	9:00 - 5:00
The Ladder	Child Minders	Support/advice for parents/carers	Childminders		**Tuesday**	9:30 - 11:30
The Ladder	Twinkle Toes (0-12 months)	Stay & Play			**Tuesday**	1:30 – 3.30
The Ladder	Midwife (Whittington Hospital) - Appointments ONLY; 1st & 3rd Wednesday/month	Ante & postnatal Services			**Wednesday**	9:00 - 2:00
The Ladder	Mums.Net - 1st Wednesday/month				**Wednesday**	10:00 -

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
						12:00
The Ladder	Stay & Messy Play (0-5yrs)	Stay & Play			**Wednesday**	13:20 - 15:20
The Ladder	Stay & Messy Play (0-5yrs)	Stay & Play			**Thursday**	09:30 - 11:30
The Ladder	Midwife (Whittington Hospital) - Appointments ONLY;	Ante & postnatal Services			**Thursday**	9.00 - 2:00
The Ladder	Antenatal Drop-in	Ante & postnatal Services			**Thursday**	09:30 - 11:30
The Ladder	School Gates Employment Initiative	Employment Support			**Wednesday**	9:00 – 11.30
The Ladder	Community Nutrition Assistants Course				**Wednesday**	9:30 – 12.30
The Ladder	HARTS Information & Advice drop-in	Support/advice for parents/carers		HARTs for Families	**Thursday**	09:30 - 11:30
The Ladder	Movers & Groovers 1- 2.5yrs/Movers & Groovers 2.5 - 5yrs	Stay & Play			**Thursday (term-time only)**	13:15 - 13:45
The Ladder	Hear a Story Sing a Rhyme	Stay & Play			**Friday**	1:50 – 3:20
Triangle	Ante/Postnatal Clinic (Whittington Hospital) - Appointments ONLY	Ante & postnatal Services			**Monday**	09:30 - 11:30
Triangle	ESOL Entry L1/L2	ESOL			**Monday**	09:30 - 11:30
Triangle	Childminders' Drop-in	Support/advice for parents/carers	Childminders		**Monday**	10:15 - 12:15
Triangle	HARTS for Familieslocated in Drop in	Support/advice for parents/carers		HARTs for Families	**Monday**	10.30 - 12.30
Triangle	Community Health Trainer				**Monday**	09:00 - 13:00
Triangle	Something to do, Somewhere to go Girls' Project				**Monday**	15:30 - 18:30

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Triangle	After School Club	Child Care			**Monday**	15:30 - 18:00
Triangle	Mental Health Therapist - By Appointment	Adult Mental Health			**Tuesday**	09:00 - 13:00
Triangle	ESOL Entry L1/L2	ESOL			**Tuesday**	09:30 - 11:30
Triangle	Stay & Play - Drop-in	Stay & Play			**Tuesday**	10:15 - 12:15
Triangle	Community Health Trainer				**Tuesday**	13:00 - 18:00
Triangle	Teens & Toddlers Project - By Appointment				**Tuesday**	11:30 - 17:00
Triangle	After School Club	Child Care			**Tuesday**	15:30 - 18:00
Triangle	Youth Club Activities				**Tuesday**	18:30 - 21:30
Triangle	Stay & Play/Ludotek	Stay & Play		Ludotek	**Wednesday**	10:15 - 12:15
Triangle	Mental Health Therapist - By Appointment	Adult Mental Health			**Wednesday**	13:00 - 16:00
Triangle	After School Club	Child Care			**Wednesday**	15:30 - 18:00
Triangle	Ward Councillors Surgeries	Councillors surgery	Universal		**Wednesday**	18:00 - 19:00
Triangle	HARTS for Families - (3rd Thursday of the Month)	Support/advice for parents/carers		HARTs for Families	**Thursday**	09:30 - 11:00
Triangle	Health Visitors Weighing-in Clinic - (3rd Thursday of the Month)	Baby Weighing			**Thursday**	09:30 - 11:30
Triangle	Stay & Play (Under ones Drop-in	Stay & Play			**Thursday**	12:45 - 14:45
Triangle	Antenatal Classes - By Appointment	Ante & postnatal Services			**Thursday**	9.30 - 11.30
Triangle	Contraception & Sexual Health - Drop-in	Sexual Health			**Thursday**	11:00 -

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
	Clinic (13-20yrs)					16:00
Triangle	Teenage Parents Support Group @ Triangle House	Support/advice for parents/carers	Young Parents		**Thursday**	13:00 - 17:00
Triangle	After School Club	Child Care			**Thursday**	15:30 - 18:00
Triangle	Youth Club Activities				**Thursday**	18:30 - 21:30
Triangle	Ante/Postnatal Clinic (Middlesex Hospital) Appointments ONLY	Ante & postnatal Services			**Friday**	09:30 - 16:30
Welbourne	Positive Practical Parenting - with Creche	Parenting Programme			**Monday**	09:15 - 11:30
Welbourne	Breast Feeding Support Group	Breast Feeding			**Monday**	13:30 - 15:30
Welbourne	Weaning Group (every 3rd Monday of the month)				**Monday**	13:30 - 15:30
Welbourne	Stay & Play Baby Group	Stay & Play			**Monday**	13:30 - 15:30
Welbourne	Stay & Play (Music & Movement)	Stay & Play			**Monday**	14:00 - 13:30
Welbourne	Parents & Toddlers Group @ Ferry Lane	Stay & Play			**Tuesday**	09:30 - 11:30
Welbourne	Stay & Play Toddler Group	Stay & Play			**Tuesday**	09:15 - 11:15
Welbourne	ICT Classes	Adult Learning			**Tuesday**	15:30 - 17:00
Welbourne	Stay & Play Toddler Group	Stay & Play			**Wednesday**	09:15 - 11:15
Welbourne	Spash!				**Wednesday**	10:30 - 11:30
Welbourne	Stay & Play Baby Group	Stay & Play			**Wednesday**	13:30 - 15:30
Welbourne	Baby Massage -	Baby Massage			**Wednesday**	14.00 - 15.00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Welbourne	Transition workshop for parents of children moving up to Nursery or Reception (Ask in centre for details)	Support/advice for parents/carers			**Thursday**	
Welbourne	ICT Café/Class	Adult Learning			**Thursday**	14.00 - 15.30
Welbourne	Parent Infant Psychology Service (Ask in centre for details)	Child mental health		PIPs	**Thursday**	
Welbourne	Parents & Toddlers Group @ Ferry Lane	Stay & Play			**Friday**	09:30 - 11:30
Welbourne	Mobile Library - Fortnightly	Mobile Library		Library Service	**Friday**	14:00 - 16:00
Welbourne	Parents Forum	Support/advice for parents/carers			**Friday**	14:00 - 15:30
Welbourne	Stay & Play Toddler Group	Stay & Play			**Friday**	14:00 - 15:30
Welbourne	Dad & Me (Starting SOON)	Stay & Play	Fathers		**Saturday**	10.00 - 12.00
Woodlands Park	Stay & play 0-5yrs/Childminders Group	Stay & Play	Childminders		**Monday**	09:30 - 11:30
Woodlands Park	ESOL Numeracy	ESOL			**Monday**	13:00 - 15:00
Woodlands Park	TOPS - Appointment Only				**Tuesday**	10:00 - 11:30
Woodlands Park	Antenatal/Postnatal Group - Appointments Only	Ante & postnatal Services			**Tuesday**	12:30 - 15:30
Woodlands Park	Transition into Parenthood - Drop-ins	Ante & postnatal Services			**Tuesday**	13:00 - 15:00
Woodlands Park	Singing Music				**Wednesday**	10:00 - 11:30
Woodlands Park	Breast Feeding Support Group	Breast Feeding			**Thursday**	10:00 - 12:00
Woodlands Park	Gardening Club	Family Learning			**Thursday**	09:30 - 11:30

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Woodlands Park	Health Visitors Weighing in clinic (1st Thurs of Month)	Baby Weighing			**Thursday**	13:00 - 15:00
Woodlands Park	Stay & Play 0-5yrs	Stay & Play			**Friday**	09:30 - 11:30
Woodlands Park	Me & Little Footprints				**Friday**	13:00 - 15:00
Woodside	Stories&More Stories - with Creche (Family learning course about stories for children for basic English speakers) finishing 23rd July	Family Learning			**Monday**	9.30 - 11.30
Woodside	IAPT-Cognitive Behavioural Therapy - By Appointment	Adult Mental Health			**Monday**	9:00 - 16.00
Woodside	PIPS-Parent&Infant Psychology Service - By Appointment	Child mental health		PIPs	**Monday**	13:00 - 15:45
Woodside	Stay & Play Drop-in 0-5yrs - Child Minders Group	Stay & Play	Childminders		**Tuesday**	09:30 - 11:30
Woodside	Midwife Antenatal Clinic (Whittington Hospital) - Appointments	Ante & postnatal Services			**Tuesday**	10:00 - 12.30
Woodside	Midwife Postnatal Clinic (Whittington Hospital) -Walk-In Clinic	Ante & postnatal Services			**Tuesday**	13:30 - 16:00
Woodside	Travellers Advice & Support Session - Drop-in	Support/advice for parents/carers	Travellers		**Tuesday**	13:00 - 16:00
Woodside	Stay & Play Drop-in 0-5yrs - Activity & Craft day	Stay & Play			**Wednesday**	09:30 - 11:30
Woodside	Strengthening families & Communities - Drop-in with Creche (Starts in Sept)	Parenting Programme			**Wednesday**	11:30 - 15:00
Woodside	Jobcentre Plus Lone parents group meeting - Appointments (22nd July, 29th July & 5th August)	Employment Support	Lone Parents	Jobcentre Plus	**Thursday**	9.30 - 1.30
Woodside	PIPS-Parent&Infant Psychology Service - By Appointment	Child mental health		PIPs	**Thursday**	9:00 - 12:45
Woodside	IAPT-Cognitive Behavioural Therapy - By Appointment	Adult Mental Health			**Thursday**	9:00 - 16:00

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Woodside	Stay & Play Drop-in 0-2yrs - Bonding with your baby	Stay & Play			**Thursday**	13:00 - 15:00
Woodside	Stay & Play Drop-in 0-5yrs (2nd,3rd&last Friday of each month)	Stay & Play			**Friday**	09:30 - 11:30
Woodside	Baby Weaning Clinic Drop -in - babies 4 - 9months (1st Friday of each month)				**Friday**	10:00 - 11.00
Woodside	Baby weighing - Drop-in (2nd Friday of each month)	Baby Weighing			**Friday**	11:00 - 12:30
Woodside	ESOL - with Creche finishing on 30th July	ESOL			**Friday**	13:00 - 15:00
Woodside	4YP - Advice service for teenegers run by NHS (Last Saturday of each month)	Sexual Health			**Saturday**	10:00 - 13.30
Woodside	Fathers Group Drop - in (Next - 7th August & 11th September)	Stay & Play	Fathers		**Saturday**	10:00 - 12:00