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25 July 2011

To: All Members of the Cabinet

Dear Member,

Cabinet - Thursday, 28th July, 2011

I attach a copy of the following report for the above-mentioned meeting which were not available at the time of collation of the agenda:

**3. CHILDREN'S CENTRES IN HARINGEY (PAGES 1 - 430)**

(Report of the Director of Children's Services – To be introduced by the Cabinet Member for Children): To set out a proposed model for delivery of Children's Centres.

NOTE BY HEAD OF LOCAL DEMOCRACY AND MEMBER SERVICES

In accordance with Part Four Section B Paragraph 17 of the Constitution only the item set out in this notice may be considered at the special meeting, and no other business shall be considered.

Yours sincerely

Richard Burbidge  
Cabinet Committees Manager

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**Haringey** Council

## **URGENT BUSINESS SHEET**

**Report Title: Children's Centres in Haringey**

**Committee/Sub etc: Cabinet**

**Date: 28 July 2011**

**The report is late because of the need to ensure that members of the working group preparing it have a final opportunity to review and agree it. It is vital to the success of the proposals that those who will implement them have been fully involved right up to the decision-making stage.**

**The report is too urgent to await the next meeting because any further delay would increase the financial slippage due to even later implementation of new arrangements.**

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The Head of Local Democracy & Member Services concurs with the admission of this item.

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Agenda item:

**[No.]****Cabinet****On 28 July 2011**Report Title **Children's Centres in Haringey**Report of **Peter Lewis, Director of Children's Services**

Signed :

Contact Officer : Jan Doust, Deputy Director, Prevention and Early Intervention  
 Ian Bailey, Deputy Director, Business Support & Development

Wards(s) affected: **All**Report for: **Key****1. Purpose of the report**

1.1. To set out a proposed model for the delivery of children's centre services.

**2. Introduction by Cabinet Member (if necessary)**

2.1. I would like to take this opportunity to thank the members of the Children's Centres task group for their work in developing the alternative model which forms the basis of this report. I believe we now have a model which will serve the children of the borough well, particularly our most vulnerable children.

**3. State link(s) with Council Plan Priorities and actions and /or other Strategies:**

3.1. The plans reflect the Council Plan vision set out in strategic priority 3 to “*Encourage lifetime well being*”. The proposals address this priority by seeking to ensure there is integrated, good quality early childhood service provision available from the earliest point in a child’s life.

3.2. To support the delivery of the Children’s Trust Preventative Strategy and Child Poverty Strategy and to provide a sound basis for early intervention across all services.3.3.

3.3. In addition, the proposals link to the objectives set out in the Children & Young People’s Plan Action Plan 2011-2012

1. Giving Every Child the Best Start in Life - ensuring all children make good progress from conception to 3 years to improve outcomes at age 5
2. Reduce inequalities
3. Ensuring children, young people and their families access services in a timely and appropriate manner

3.4. The proposals also link with the Council’s Sustainable Community Strategy - 2007-2016, in particular the outcomes:  
-*Economic vitality and prosperity shared by all*  
-*Safer for all*  
-*Healthier people with a better quality of life.*

3.5. The proposals have clear links to the Council’s Child Poverty Strategy and Action Plan 2008-2011, namely:

Objective 1: Addressing workless ness and increasing parental employment in sustainable jobs

Objective 2: Improving the take-up of benefits and tax credits

Objective 3: Reducing educational attainment gaps for children in poverty

(Consultation on the Child Poverty Strategy 2011-14 is currently underway)

**4. Recommendations**

4.1. That the Cabinet takes due account of the feedback from consultation summarised in Appendix 3 and the Equalities Impact Assessment in Appendix 4.

4.2. That the Cabinet agrees the principles of the arrangements for the delivery of Children’s Centre services in Haringey set out in sections 8-10 of this report.

4.3. That the Cabinet agrees that officers engage in consultation with trade unions and affected staff on the staffing changes that follow from these arrangements, and support schools to undertake consultation with their affected staff and unions.

4.4. That the Cabinet agrees the proposals for the delivery of children's centre services at Highgate, Rokesly and North Bank Children's Centres set out in section 11 of this report.

## **5. Other options considered**

5.1. The option that was initially proposed is set out in the consultation document, (Appendix 1) and the Addendum to the consultation document (Appendix 2).

5.2. Following the period of consultation, the option proposed to the Lead Member for C&YPS is set out in the report to the Lead Member of 18<sup>th</sup> May 2011.

## **6. Summary**

6.1. The report sets out the background, statutory, local and national context, the proposed model for children's centres, implications for staff and proposed arrangements for Highgate, Rokesly and North Bank.

## **7. Background**

7.1. In February 2011, Cabinet agreed total savings of £6.5m in the Children's Centres and Early Years budget spread over 2011/12 and 2012/13, of which £4.3m relates to funding for children's centre provision. These savings contributed to the Council's overall savings target of £84m as set out in the Medium Term Financial Plan for the period 2011-14.

7.2. These savings leave £4.8m available for children's centre provision, including the cost of subsidising childcare places, the costs of the autism provision at Woodside, and centrally-managed family support. Taking into account the above services, £2.375m remains for the actual running costs of children's centres. This is the available budget which the model set out in this report works within.

7.3. The report to Cabinet in February 2011 asked the Cabinet to consider an alternative model for the delivery of Children's Centre services. This model was based on 8 clusters including all 19 centres, and configured around Lead and Associate centres and three linked sites. All centres were to be retained but would provide different levels of service offers across the borough.

7.4. Cabinet agreed that the future Children's Centre programme should be reconfigured so that it can be delivered within the budget constraints whilst

ensuring that children living in the 0-30% most deprived super-output areas are able to access the full range of children's centre services. It asked officers to complete further detailed work on the proposals and to undertake consultation with service users and stakeholders.

7.5. A public consultation was held between 16<sup>th</sup> March 2011 and 22<sup>nd</sup> April 2011 on how the Children's Centre delivery programme should be configured within the revised budget constraints. The underpinning principle for the model of provision proposed was that the most vulnerable families living in the most deprived areas would be the priority for future service delivery.

7.6. In response to the consultation, serious concerns were expressed by all sections of the community about any reductions to resources for this age group of children. However given the scale of reductions that the Council has to make due to the changes in Government funding, the over-whelming response from the consultation was support for the proposal to focus the resources that remain on provision for the most vulnerable families living in the areas of greatest deprivation.

7.7. The report to the Lead Member of 18<sup>th</sup> May 2011 proposed a model that aimed to deliver this. The proposal was for Children's Centres to be reorganised into four clusters with staff directly employed by the Local Authority. Service Level Agreements with each cluster would prioritise the most vulnerable and set out the provision required to support the best outcomes for these families. Local Partnership Boards in each cluster would ensure that Children's Centres work together to deliver an offer within each locality that will provide the full range of services to the families that most need them and link with the other partnerships operating in the locality. The report also proposed that funding would no longer be provided to support Highgate, North Bank and Rokesly Children's Centres and the link site at Tower Gardens.

7.8. The 18<sup>th</sup> May report also set out changes to childcare fees, to be the subject of a separate report and equalities impact assessment.

7.9. The decision taken by the Lead Member to approve the implementation of the model set out in the report of 18<sup>th</sup> May 2011 was the subject of a 'call-in'. The 'call-in' stated that the 'model proposed fails to consider need across the borough and residents living in pockets of deprivation in wealthier areas which the Council still has a duty to provide for'. It proposed that the Council: reconsider plans to close Children's Centres; consider reducing other areas of C&YPS spending and utilising funding allocated to accommodate demographic pressures in order to increase funding available to Children's Centres; and explore differential charging structures and income generation in all centres to boost revenue. The childcare proposals, as they were to be reported on separately, were not subject to call-in.

7.10. The call-in was considered by Overview & Scrutiny Committee on 8<sup>th</sup> June 2011. The committee heard representations from interested groups including



Headteachers, Centre Managers and Governors. The committee referred the decision back to the Lead Member to reconsider.

7.11. In response, the Lead Member agreed that additional funding would be identified for Highgate, Rokesly, and North Bank children's centres (see section 11 of this report). The Lead Member also asked officers to undertake further work with representatives of the interested parties, known as the Children's Centres Alliance, to develop an alternative model for the delivery of children's centre services.

7.12. A children's centres task group was formed to undertake this work. The group included Headteachers, a Chair of Governors, Centre Managers from school-run centres, the Head of an LA-run centre, local authority officers (including those representing children's social care), and representation from health services. Meetings were held with the wider Children's Centre Alliance group, and with partners in the NHS, to enable them to feed into the development of the model. The model set out below is the result of this work.

## **8. Statutory, local and national context**

8.1. The Local Authority has enduring statutory responsibilities and our first priority is to ensure that these continue to be met. The arrangements set out in the proposed model reflect the statutory role of the Local Authority as the accountable body for Sure Start Children's Centres.

8.2. The Childcare Act 2006 places a number of duties on Local Authorities (LAs), including an Early Years Outcome Duty, and outlines the changing context for LAs in which a greater emphasis is placed on LAs as commissioners of services.

8.3. The Apprenticeship, Skills, Children and Learning Act 2009 sets out explicit duties on LAs for the provision of Children's Centres, and provides that the Council may make arrangements for Children's Centres to be managed on their behalf by a third party.

8.4. The provision of children's centre services is a key part of our Early Years Strategy and one of the mechanisms through which we will address the following early years strategic priorities:

- Safeguarding – ensuring the well-being of all children
- Prevention and early intervention – focusing on key known risks
- Reducing inequalities – reducing the gap in outcomes and ensuring that children with special educational needs and social disadvantage receive their entitlement to early years education
- Raising attainment – improving attainment levels for all children by ensuring high quality early years provision is accessible to all children

- Improving children's health and reducing health inequalities

8.5. This proposal is based on clear commissioning relationships between the LA and providers. The LA will be the commissioner of children's centre services whether delivered by LA managed centres, school managed centres or another provider. The Early Years Commissioning Strategy is the framework for this.

8.6. The LA will have in place a Service Level Agreement (SLA) with each individual centre, which will be monitored as part of the performance management framework.

8.7. The SLA is the contractual relationship between the Council and the provider. Where a school manages the children's centre, the contract will be between the Council and the Governing Body of the school as the provider. The LA will agree a cluster delivery plan, for each of the four clusters, which will outline the plans for, and organisation of, service delivery, staffing and deployment of resources across the children's centre cluster and will be strongly aligned to individual SLAs for each centre.

8.8. The provider is accountable for meeting the requirements set out in the SLA rests with the provider; which in the case of a school based children's centre, will be the Governing Body. Funding will be reviewed where any children centre provision is found by Ofsted to be unsatisfactory.

8.9. The aim of the proposals set out in this report is to ensure that the LA has a model that supports the council to fulfil its children's centre sufficiency duty under the 2009 Apprenticeship, Skills, Children and Learning Act and enables Haringey's population of children under 5 to have access to integrated early years services wherever they live within the borough. We have retained the principle set out in the February Cabinet report to maintain a full children's centre service offer in our most deprived areas.

8.10. The proposed model will:

- provide integrated, early years services that enable us to identify children's needs early
- provide targeted outreach to those least likely to access or engage in services
- offer preventative and early intervention services through children's centres, with effective links to specialist services across all early years settings
- ensure that all children have access to high quality health, education and care services that enable them to thrive and develop
- have in place strong and effective partnerships and systems that enable swift and easy access to support and services

8.11. The national context for children's centres continues to change. The Government have recently issued a document for consultation setting out what

they believe to be the core purpose of children's centres. The proposals set out within this report are subject to changes in Government policy and approach as they evolve the national strategies for early years and early intervention services. Consideration will need to be given to the LA's ability to respond to changes within the sector and the potential impact on our ability to continue to meet our statutory duties.

8.12. It is anticipated that changes to children's centres service delivery in neighbouring LAs will impact on services in Haringey. The proposed introduction of charges for universal children's centres services across Barnet will potentially lead to increased demand from families living outside of Haringey. In addition to this, a recent decision in Islington to restrict children's centres services access to Islington families only will mean that Haringey families living close to the border may find access to services more difficult. We will continue to monitor these developments and may need to return to Cabinet with proposals to respond.

## 9. Proposed model

9.1. There are some similarities between the model presented in this report and that set out in the report of 18<sup>th</sup> May 2011. It is based on four clusters, it does not feature 'lead' centres, and the work of each cluster will be overseen by a Local Partnership Board. There also some key differences. The composition of the clusters is different. With the exception of the existing local authority-run centres, staff will be employed and line managed not by the local authority but by the school in which they are primarily based. Whilst centres will work together to plan services across the cluster, there is no Cluster Manager role to co-ordinate/oversee provision.

9.2. A number of cluster options were considered by the Task Group. The preferred option is set out in the table below and was selected on the basis that it:

- Breaks through east/west barriers
- Builds on existing relationships and links
- Reflects patterns of family usage
- Is widely supported by schools and centres

Cluster 1	Cluster 2	Cluster 3	Cluster 4
Campsbourne	Earlsmead	Broadwater Farm	Bounds Green
Stroud Green	South Grove	Park Lane	Noel Park
The Ladder	Triangle	Pembury House	Rowland hill
Woodlands Park	Welbourne	Bruce Grove (link site)	Woodside
Stonecroft			
Downhills (link site)			

9.3. A funding formula was agreed for the allocation of resources to each cluster. The formula uses a combination of under 5's population size and deprivation indicators to allocate funding to each super output area<sup>1</sup>. The amounts awarded at super output area level are then aggregated to make cluster budgets using existing children's centre reach areas. The allocation of funding is set out in the table below. Funding will be devolved on the basis of a service level agreement with each children's centre setting out clear outcomes to be achieved and expectations of service delivery. The LA's performance management framework will operate at both centre and cluster level and will continue to take into account value for money and outcomes.

	<b>Cluster 1</b>	<b>Cluster 2</b>	<b>Cluster 3</b>	<b>Cluster 4</b>
	Stonecroft Stroud Green Campsbourne The Ladder Woodlands Park Downhills	Earlsmead South Grove Triangle Welbourne	Broadwater Farm Park Lane Pembury Bruce Grove	Bounds Green Noel Park Rowland Hill Woodside
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Premises & site management	105,111	95,141	92,515	127,468
Staffing	409,573	366,956	441,490	411,867
Running costs & service delivery	41,355	14,384	75,039	62,904
Leadership & finance	40,000	29,000	36,154	26,043
<b>Total</b>	<b>596,039</b>	<b>505,481</b>	<b>645,198</b>	<b>628,282</b>

*Table adds to £2,375,000*

9.4. The allocations will be reviewed annually in line with the latest data.

9.5. Subject to consultation, staff working predominantly in school-based children's centres will be employed on school contracts, with line management through to the school's senior leadership team. Local Authority-run children's centres will continue to be directly managed by the local authority, although other management options may be considered in future.

9.6. The deployment of staff will be flexible; with an expectation that staff will work in different locations across the cluster as required. This will be clearly stated on all job descriptions. In cases of staff absence, whilst the responsibility to provide cover would still lie with the school employing that member of staff, the cluster would work together to maintain service provision.

9.7. It is proposed that every cluster will have a Local Partnership Board, the

<sup>1</sup> The model uses a combination of the Index of Multiple Deprivation (IMD) and the Income Deprivation Affecting Children Index (IDACI) from the 2010 Indices of Deprivation.

membership of which will be agreed on a cluster by cluster basis but as a minimum will include representation from every children's centre in the cluster, the Local Authority, health services, relevant voluntary sector organisations, parents and prospective parents within the area. In line with statutory guidance, the Boards will provide advice and assistance for the purpose of ensuring the effective operation of the children's centres within the cluster. They will play an important part in driving improvement in the children's centres' performance.

9.8. Sitting above the Local Partnership Boards will be a Children's Centres Steering Group, with representation from each cluster and as appropriate, local authority staff. The purpose of the Steering Group will be to ensure that there is integrated service delivery, sharing of evidence based practice, and oversight of Children's Centres across the Borough. A representative from the Steering Group will also be a member of the multi-agency Early Years Strategy Group, which oversees the provision of prevention and early intervention services for 0-5s.

9.9. It is proposed that the staffing structure of each of the clusters will be based around four key roles. Job descriptions for these roles will be consistent across the clusters but will allow for some flexibility in how staff are deployed. The balance of roles in each cluster will also vary according to local circumstances. The roles have been developed taking into account comments received as part of the staff and trade union consultation on the previous proposals. These proposed roles will nevertheless be subject to an additional period of staff and trade union consultation before final decisions on staffing structure are taken by school governing bodies and Corporate Committee.

9.10. It is proposed that Early Intervention Co-ordinators (EICs) will lead on the planning and co-ordination of high-quality integrated services for children and families. Most EIC posts in the proposed model will work primarily in and for one children's centre, though some will work across two or three centres. EICs in school-based centres will be line managed by a member of the senior leadership team in the school in which they are primarily based, and EICs in the local authority-run centres will be managed by the local authority. The post will be a range grade to reflect different levels of responsibility. There will be close working relationships between the EICs in each cluster.

9.11. The proposed Community Outreach Workers role combines an outreach role (identifying vulnerable families, supporting them to access services, liaising with other agencies etc.) with a group worker role (running groups with children and families to support children's development and improve positive parenting skills). The role is flexible and the balance of the two aspects of the role can be adjusted according to local need and the skills of the worker. Community Outreach Workers will be line managed by their EIC.

9.12. Administration & Information Officers will perform an administrative and reception function ensuring the smooth day-to-day running of the centre. They will also provide effective information about and sign-posting to services for parents

and prospective parents, contributing to the delivery of the information duty under the Childcare Act 2006. In most cases their line manager will be the EIC, though in one cluster it is proposed that it will be the Monitoring & Evaluation Officer.

- 9.13. The proposed role of the Monitoring & Evaluation Officer is to support the cluster's self-evaluation, service planning and performance management through ensuring that necessary quantitative and qualitative data is effectively gathered and analysed. This is a cluster-wide role, line managed by a member of the senior leadership team in a nominated school.
- 9.14. Childcare is not the subject of this report, however the provision of childcare across children's centres is the subject of a continuing review.
- 9.15. In line with our intention to commission for prevention and early intervention and to reduce the need for social care interventions and placements, family support will continue to be managed centrally and deployed across the clusters in line with need at any time. These services will be available irrespective of where families live.
- 9.16. Concurrently with the work to develop the model set out in this report, we have continued positive discussions with commissioners and providers of NHS services. No significant changes are proposed to the current pattern of NHS services that already operate across Children's Centres.

## **10. Staffing**

- 10.1. Subject to the agreement of Cabinet, officers will commence consultation with trade unions and affected local authority-employed staff on the staffing changes necessary to implement the model set out in this report. Officers will also support school governing bodies to undertake parallel consultation with their staff and unions. As some school-based staff are employed on a term-time only basis, and governing bodies will not be able to meet to agree the revised basis for consultation during the school holidays, these consultations will begin in September.
- 10.2. In order to ensure consistency across all centres, the Children's Centres Task Group will reconvene following the completion of the consultation period to jointly agree responses to comments received and any changes to roles or the staffing structure. Reports will then be submitted to school governing bodies and the Corporate Committee to agree the implementation of the proposed staffing model.
- 10.3. It is proposed that in order to ensure fairness, all affected staff will be considered together as part of one recruitment exercise to the available posts in the new structure. Staff will be ring fenced to available posts based on the standard criteria of grade and degree of match with their current role, and will be invited to apply for the post(s) they are ring-fenced to. As part of their application

they will be able to state preferences for where they will work. Candidates will undergo a competitive interview process. Interview panels will include representation from schools and the local authority. As far as is practicable, selected candidates will be matched with their preferred location.

- 10.4. The planned implementation date of the new model is January 2012. Operation of the new model will be closely monitored by the local authority and adaptations considered if necessary. The model may also need to be amended in light of national policy developments in or changes in provision in neighbouring authorities.

### **11. Arrangements for Highgate, Rokesly and North Bank**

- 11.1 As set out in section 7.10, separate arrangements are proposed for Highgate, Rokesly and North Bank Children's Centres. Limited pump-priming funding has been identified for 2011-12 to enable the centres to develop sustainable business models. Long-term funding has been committed to pay accommodation costs needed to enable continued delivery of universal health services for children and families.

### **12. Chief Financial Officer Comments**

- 12.1. The savings attributable to centrally retained early years staff have already been approved through the Corporate Committee and have been substantially implemented. The proposals in this report relating to Children's Centre devolved services will be the subject of further staff consultation with final decisions being taken by a subsequent Corporate Committee and as a consequence the phasing of the saving presented to Cabinet in February 2011 will now be substantially different.
- 12.2. It is anticipated that the earliest implementation date for the new arrangements would be January 2012; the consequent slippage which represents a movement of the saving between 2011-12 and 2012-13 (rather than any overall reduction in the originally proposed saving) will need to be recalculated taking into account the ability to make further savings over the forthcoming period from the ending of fixed term contracts and other measures to save non-essential costs in line with the current spending embargo in place within Children's Services. A separate calculation of the amount of slippage can now be calculated and included in future budget management reports to Members.
- 12.3. The formula which has been used to allocated resources between the clusters for Children's Centre services does not encompass the resources available for Childcare; in particular the amount of subsidy provided, which has reduced by £425,000 between 2010-11 and 2011-12, the level of resources received in support of 3 and 4 year olds through the Early Years Single Funding Formula (EYSFF) and fees.

- 12.4. Given that the funding for Children's Centres is devolved it is important that the Service Level Agreements (SLA) include clear performance and output standards including those relating to the maintenance of budget management and financial control. The continued receipt of funding must be dependent upon delivering such standards including those relating to financial performance.

### **13. Head of Legal Services Comments**

- 13.1. Section 5A of the Childcare Act 2006 places a duty on a local authority to, so far as is reasonably practicable, include within its arrangements for early childhood services, sufficient provision of Children's Centres to meet local need. The statutory guidance, to which the Council must have regard, states that local authorities should ensure that universal access to Children's Centres is achieved, with the centres configured to meet the needs of local families, especially the most deprived.
- 13.2. Section 5E of the 2006 Act places a duty on the Council to consider providing services through a children's centre. The non-statutory guidance explains that, when services are not delivered directly at centres, local authorities, working with their Children's Trust partners should consider how best to ensure that the families who require services can be supported to access them. Such services should also be the subject of regular review whether provided directly by the authority or its partners, or alternatively through the commissioning of other providers or agencies.
- 13.3. Section 5D of the 2006 Act requires the local authority to consult before it decides to either close an existing centre or to make a significant alteration to the level and nature of the service.
- 13.4. The report sets out the consultation process that has taken place and demonstrates that the Council has complied with its consultation duty. The proposed way forward for the children's centre service set out in the report meets the duties of the Council under Sections 5A and 5E of the 2006 Act.
- 13.5. Section 5C of the 2006 Act places a duty on the Council to make arrangements to secure that each of the centres is within the remit of an advisory board. The proposals set out at paragraph 9.6 meet the requirements of this duty and follow the appropriate statutory guidance.
- 13.6. In reaching a decision on the proposals set out in the report, Members of the Cabinet must take account of the outcome of the public consultation. Further, due regard must be given to the Council's public sector equality duty, taking into account the attached equality impact assessment. The report also makes clear that detailed consultation is now to commence with staff and recognised trades unions on the basis of these proposals. Thus the final decision concerning the service and its staffing complement should only be taken following this latter



consultation exercise and take into account its outcome.

#### **14. Equalities & Community Cohesion Comments**

- 14.1. The full Equalities Impact Assessment (EIA) is at Appendix 4. It is based on the EIA that was submitted as part of the report to the Lead Member for C&YPS of 18<sup>th</sup> May, amended to take account of any differences between the model presented in that report and the model now proposed. It should be noted that whilst it is hoped that changes in the composition of clusters, balance of roles and line management and employment arrangements will be an improvement for children and families, these changes do not substantially alter the equalities groups adversely impacted by the proposal nor the actions needed to mitigate this impact.
- 14.2. The proposed changes to the pattern of Children's Centre delivery will result in reduced provision for children under 5 in Haringey. In terms of the equalities strands, the most relevant categories are age, maternity/pregnancy, and gender – whilst the children accessing the service are evenly split between boys and girls, parents and carers accessing the service are overwhelmingly women.
- 14.3. The model set out in this report is intended to prioritise the needs of the most vulnerable families living in the most deprived areas. As set out in Section 11 of this report, funding has been identified to support the continuation of services (including at a minimum, universal health services) within each of the 3 centres in the West where children's centre funding is no longer being provided. This will mitigate the impact for vulnerable families living in pockets of deprivation in the west of the borough. In addition outreach and family support services will be available to identify and support the most vulnerable children and families wherever they live.

#### **15. Consultation**

- 15.1. Initial proposals were set out in the consultation document (Appendix 1) and the views of the public were sought during a statutory consultation which took place between 16<sup>th</sup> March 2011 and 22<sup>nd</sup> April 2011. An addendum to the consultation was issued on 5<sup>th</sup> April 2011 (Appendix 2), setting out which children's centres would be at risk of closure if we could not sustain them all.
- 15.2. Outcomes from this consultation informed the development of the model proposed in the report of 18<sup>th</sup> May 2011, and have also been referred back to in the work of the Children's Centre Task Group to develop the model set out in this report. Full details of the consultation and the feedback are the subject of a separate report and this has been included as Appendix 3.
- 15.3. Following the Lead Member's agreement to the implementation of the

model set out in the report of 18<sup>th</sup> May 2011, the local authority began consultation with trades unions and affected staff on the changes necessary to implement the model. Schools with children's centres began consultation with their affected staff and relevant trade unions.

15.4. Following the recommendations made by the Overview & Scrutiny Committee at their meeting of 8<sup>th</sup> June 2011, the response of the Lead Member, and subsequent formation of the Children's Centres Task Group to undertake further work on the model, it was agreed to keep the staff and union consultation open, to enable the views of staff and unions to continue to feed into the development of the model. Responses received to date from staff have been considered by the task group.

15.5. The model as proposed in this report is significantly different to the one set out in the staff and union consultation documents. Therefore, an additional 30 days of consultation will take place, following which the final decisions relating to the staffing structure will be made.

#### **16. Use of appendices /Tables and photographs**

- 16.1. Appendix 1: Consultation document
- 16.2. Appendix 2: Addendum to consultation document
- 16.3. Appendix 3: Report on the consultation feedback
- 16.4. Appendix 4: Equalities Impact Assessment

#### **17. Local Government (Access to Information) Act 1985**

- 17.1. Relevant documents are attached as Appendices.



## Consultation paper on proposed changes to Haringey's Children's Centres and children's centre services

### Background

High quality early year's provision, including Children's Centre services are a proven element of prevention and early intervention and have a profound impact on the life chances of children into adulthood.

The Sure Start Children's Centre programme has been rolled out across the country in three phases over the last six years. The intention has been to provide 'one stop shop' access to services for all children under five, particularly for the most vulnerable and disadvantaged children within every community.

Sure Start Children's centres offer services and information for children under five years old and their families. By 2010, Haringey had set up 19 children's centres and three linked sites to offer a range of services including;

- Integrated early education and childcare
- Family and parenting support
- Child and family health services
- Help for parents/carers to access work and training

## Why we need to consult

The Government's spending review, as a response to the national financial climate, reduced the amount of money that will be available for councils to spend over the next three years. Haringey Council, like all local authorities, has difficult decisions to make about how to continue to provide high quality services with fewer resources. Haringey Council is taking steps to reduce its spending over the coming years and we have already started the process of reducing management and administrative costs in our Children and Young People's Service.



Haringey currently has 19 children's centres and three linked sites, funded until the end of March 2011 from the Government's Sure Start, Early Years and Childcare Grant.

The huge scale of spending cuts imposed on local government means that the council will have to make savings of £84m over three years on its £286million annual budget to spend on services. Because of government demands to make early spending cutbacks, £41m of this saving has to be found immediately, for 2011/12. As part of this, the Children and Young People's Service is restructuring in order to reduce spending by £14.1m while protecting services to the borough's most vulnerable children.

## The proposal

We are proposing to change the way we organise our children's centres, so that we can target services better and maintain the quality and effectiveness of those services that make the most difference to improving children's outcomes. It is clear that we cannot avoid some reductions in service and this may also include the closure of some centres.

A Cabinet paper was presented to elected members on 8 February 2011 and set out some initial proposals for the reorganisation of the children's centres. The models for change agreed by elected members were based on the following principles;

- Maintaining a full children's centre service offer in our most deprived areas (see page 7)
- Ensuring services on offer, and how they are delivered, reflect local needs
- Shared management and other jobs across centres
- Flexibility – staff working across children's centres
- Closing centres if the financial appraisals suggest that we are unable to maintain high quality, effective services across all centres

We are consulting until 22 April 2011 on the proposed changes. We will listen to your views and take them into consideration when we develop our final service delivery model.

We will submit our final model, **which in part will be based on detailed financial modelling**, along with all responses to the consultation, to the Cabinet member for children and young people and the

Director of the Children and Young People's Service who have been delegated authority by Cabinet to make the necessary changes. If the final model is accepted changes to the service will begin to be made from 1 July 2011.

## The proposed changes

We have looked at retaining the current number of Children's Centres in Haringey as full service centres, but this cannot be achieved within the available budget.

We are proposing to:

- Develop clusters based on all 19 designated centres
- Provide a mixture of a 'full' and a 'standard' service offering across the borough;
- Combine children's centre management and administration;

We believe that this will ensure we continue to deliver services to those that need them the most.

We are proposing that all 19 children's centres and three link sites will be affected. A map of where children's centres and linked sites currently are is shown on page 7.

In developing this new model for the delivery of children's centres in Haringey we will be seeking to continue building on the strong partnership and integrated working approaches currently in place across our provision.

## The delivery model for children's centres

The proposal is based on the development of a lead centre and associate centre model, with these centres clustered together to deliver services across the cluster area. It is proposed that the profile of a lead centre will include;

- Being geographically based in an area of higher deprivation
- Providing a full offer of children's centre services
- Hosting the children's centre services management for the cluster (who may not be directly employed by the lead centre)
- Leading the coordination of children's centre services across the cluster of centres
- Working with associate centres and partners to ensure there is effective local planning and delivery of services

The associate centres would offer a smaller range of services, with a focus on the provision of information and sign-posting to services.

This proposal would see the creation of eight lead centres and 11 associate children's centres. All eight Lead centres would provide a 'full offer' of services. Of the remaining associate centres six would provide a 'full offer' and five a 'standard offer'.

It is proposed that centres providing the 'full offer' will be those located in areas that are amongst the 30% most deprived according to national statistics.

Our consultation invites suggestions for possible alternative models which we will seriously consider as part of our decision making process.

	<b>Lead Children's Centre (full offer)</b>	<b>Associate Children's Centre (full offer)</b>	<b>Associate Children's Centre (standard offer)</b>	<b>Linked sites</b>
<b>Cluster 1</b>	Campsbourne		Stonecroft Highgate Rokesly North Bank Stroud Green	
<b>Cluster 2</b>	Noel Park	Bounds Green Woodside		
<b>Cluster 3</b>	Rowland Hill	Broadwater farm		Tower Gardens linked sites
<b>Cluster 4</b> (stand alone)	Park Lane			
<b>Cluster 5</b>	Pembury House			Bruce Grove Primary linked site
<b>Cluster 6</b>	Triangle	South Grove		
<b>Cluster 7</b>	Woodlands Park	The Ladder		Downhills Primary School linked site
<b>Cluster 8</b>	Welbourne	Earlsmead		

## The children's centre service offer

We believe that high quality early years services are the foundation for prevention and early intervention in Haringey. This means ensuring that good health and opportunities to thrive and learn are made available to all young children.

In circumstances where young children are at risk, services must be able to intervene quickly and appropriately and this relies on having staff with both

skills and knowledge to support children and families appropriately.

The former Department for Children, Schools and Families required us to deliver a 'full core offer' of services through children's centres. However the new Department for Education (DfE) is currently working on a new statement of core purpose for children's centres. We are proposing two levels of service for our children's centres as follows:

Proposed full service offer	
<p><b>Family support and parental outreach</b></p> <ul style="list-style-type: none"> <li>● Linked social worker/supervised contact/targeted support</li> <li>● Access to family support</li> <li>● Parenting programmes</li> <li>● Targeted parent/carer support groups</li> <li>● Targeted outreach</li> <li>● Access to housing advice and support</li> <li>● Information about available childcare for parents/carers and parents to be</li> </ul> <p><b>Child and family health services</b></p> <ul style="list-style-type: none"> <li>● Access to speech and language support</li> <li>● Links with Family Nurse Partnership programme</li> <li>● New parents/carers support</li> <li>● Visits to all new births</li> <li>● Antenatal services</li> <li>● Access to psychology services</li> </ul>	<p><b>Employment and training support</b></p> <ul style="list-style-type: none"> <li>● Access to benefits and employment advice</li> <li>● Family learning</li> </ul> <p><b>Access to Early education integrated with day care</b></p> <ul style="list-style-type: none"> <li>● Free 15 hour early education offer for disadvantaged 2-year-olds</li> <li>● Access to the 3 and 4 year old free early education entitlement</li> <li>● Support for children with SEN and or disabilities</li> <li>● Support, advice and training for early years providers</li> <li>● Parent/carer support group e.g. stay and play</li> </ul>

Proposed standard offer	
<p><b>Family support and parental outreach</b></p> <ul style="list-style-type: none"> <li>● Supervised contact</li> <li>● Access to family support</li> <li>● Parent/carer support groups</li> <li>● Targeted outreach</li> <li>● Information about available childcare for parents/carers and parents to be</li> </ul> <p><b>Child and family health services</b></p> <ul style="list-style-type: none"> <li>● New parents/carers support</li> <li>● Visits to all new births</li> <li>● Antenatal services</li> </ul>	<p><b>Access to Early education integrated with day care</b></p> <ul style="list-style-type: none"> <li>● Free 15 hour early education offer for disadvantaged 2-year-olds</li> <li>● Access to the 3 and 4 year old free early education entitlement</li> </ul> <p><b>Employment and training support</b> No service proposed</p> <p><b>Links with schools and children's information services</b> No service proposed</p>

## Staffing

The existing staffing and management arrangements are varied. Three centres are managed through the local authority, one centre is managed through a community organisation and the remaining fifteen centres are managed through schools. The costs apportioned to staffing and management varies across the centres and it is proposed to streamline staffing to the following core staffing for each lead centre:

- Children's Centre Service Manager
- Service Coordinator
- Reception/administrator
- Outreach & Information Officer
- Early Years Group Coordinator

## Governance

The result of clustering centres in this way is likely to require the merging of advisory boards or the establishment of joint local governance arrangements. One option would be to establish revised advisory boards to reflect the proposed lead centre and associate centre arrangements. Other ideas are welcome.

## Childcare in children's centres

Childcare places will continue to be provided in children's centres. The council has provided a high level of subsidy for these places. As a result of the reduction in overall funding it is proposed that the level of subsidy will be less in future. This means that it will be necessary to increase the fees parents/carers are asked to pay in order to meet the costs. It is proposed that the increase to fees as outlined below will come into effect from September 2011.

Age Range	New charge per week (£)
0-2	225
2-3	200
3 & 4	175

\*Based on 50 hour per week provision: 8-6pm per day and 48 weeks per year.

## What is the impact of these proposals?

These proposals will have an impact in the following ways;

### a) Staff

The proposal is likely to involve a significant reduction in staff numbers which will need to be considered in greater detail. This will form part of a separate consultation with all children's centre staff.

### b) Local communities

As the proposal indicates, centres will either offer a full service offer or a standard service offer. Families therefore may need to go to different centres to access the full range of services they may need.

### c) Commissioned services

Changes to commissioning may mean a reduction in the range or amount of services commissioned. The impact of this reduction will be different for each organisation.

### d) Governance

All centres are expected to have local advisory boards that reflect key local stakeholders and provide the opportunity for local input, support and challenge. Centres managed through schools have governance structures directly linked to the school governing bodies.

Consideration will need to be given to what the appropriate governance arrangements should be for centres clustered together for the delivery of children's centres services.

### e) Impact of increased childcare fees

The new fee structure will be related to the age of the child and the income of parents/carers. For some families, this will mean that costs will rise from the current level.

## Who we are consulting

- Parents, carers and other service users of the children's centres
- School staff and Governors
- Children's Centre staff
- Professional partners and commissioned organisations
- Community and voluntary sector services providers
- Ward Councillors
- Haringey's Children and Young People's Service staff

## Have your say

It is extremely important that you have your say on the proposal for our children's centres and we would like to hear your views on these.

We are consulting until 22 April 2011 on the proposed changes. We will listen to your views and take them into consideration when we develop our final service delivery model.

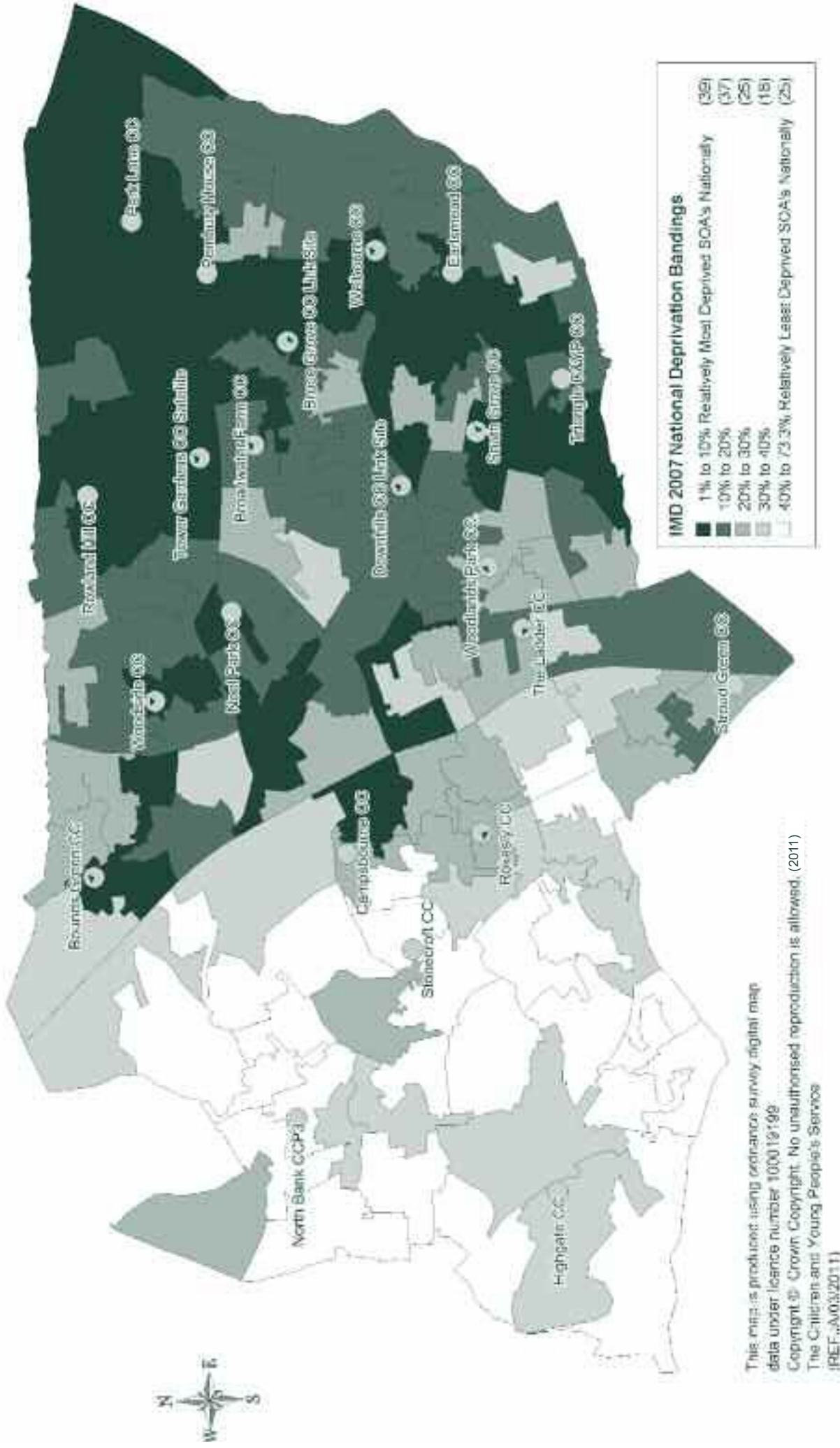
We will submit our final model, along with all responses to the consultation to the Head of Children's Services and Cabinet member who have delegated authority from Cabinet to take final decisions on this matter. If the final model is accepted changes to the service will begin to be made from 1 July 2011.

You can let us know what you think anytime up to 22 April 2011 by:

- Completing our online questionnaires – visit **[www.haringey.gov.uk/cc-consultation](http://www.haringey.gov.uk/cc-consultation)**
- Filling in a paper form – these are available for download from our website, in children's centres, or can be requested by calling 020 8489 2582 or 020 8489 1002
- Attending one of the consultation meetings – please see our website for more details
- emailing **[childrenscentreconsultation@haringey.gov.uk](mailto:childrenscentreconsultation@haringey.gov.uk)**
- writing to us at the following address:  
**Haringey Council**  
**Children's Centre Consultation**  
**3rd Floor**  
**48 Station Road**  
**London N22 7TY**



Appendix 1: Map of Haringey's Children's Centres and deprivation bandings



Note: IMD means Index of Multiple Deprivation and SOA means Super Output Area, which is an area used for statistical purposes.

Shqip

Kjo fletushkë ju tregon mbi konsultimin mbi qendrat e fëmijëve në Haringey. Për të porositur një kopje të kësaj fletushke dhe të një ankete në gjuhën tuaj, shenjoni ✓ kutinë, plotësoni formularin dhe dërgojeni tek adresa e mëposhtme me postim falas.

Polski

Niniejsza publikacja zawiera informacje o konsultacjach w sprawie placówek opieki przedszkolnej (children's centres) w gminie Haringey. Aby otrzymać publikację oraz ankietę w języku polskim należy zaznaczyć odpowiednią opcję, wypełnić formularz i odesłać go bezpłatnie na podany poniżej adres.

Français

Ce livret concerne une consultation sur les centres infantiles de Haringey. Pour commander un exemplaire de ce livret et un sondage dans votre langue, veuillez cocher la case, compléter le formulaire et le renvoyer à l'adresse en port payé ci-dessous.

Soomaali

Buugyarahani wuxuu kaaga warramayaa wadatashi ku saabsan xarumaha carruurta ee Haringey. Si aad u dalbato koobbi ah buugyarahan iyo waraysiga oo luqaddaada ku qoran, calaamadi sanduuqa, buuxi foomka oo ku soo dir cinwaanka boostiisu lacag la'aanta yahay ee hoose.

Kurdî Kurmancî

Ev destpirtûk li ser şewirdariya ji bo navendên zarokan ên li Haringey agahiyê dide we. Heke hun kopîyeke vê destpirtûk û lêkolînê bi zimanê xwe dixwazin, formê tije bikin û ji navnîşana posta bêpere ya jêrîn re bişînin.

Türkçe

Bu kitapçık Haringey çocuk merkezlerindeki konsültasyon hakkında bilgi sunmaktadır. Bu kitapçığın bir kopyasını ve anketi Türkçe olarak edinmek istiyorsanız lütfen kutucuğu işaretleyip, formu doldurun ve aşağıdaki ücretsiz posta adresine gönderin.

Please tell us if you would like a copy of this questionnaire in another language that is not listed above or in any of the following formats, and send the form to the Freepost address below.

- In large print       On audio tape       In Braille       In another language, please state: \_\_\_\_\_



Name: \_\_\_\_\_ Tel: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Email: \_\_\_\_\_

Please return to: Freepost RLXS-XZGT-UGRJ, Haringey Council, Translation and Interpretation Services, 8th Floor, River Park House, 225 High Road, London N22 8HQ

Haringey Council offers this translating and interpreting service to Haringey residents. We can translate this document into one language per resident ONLY. Consultation – proposed changes to Haringey's Children's Centres and children's centre services



SHAPE THE FUTURE  
Have your say  
**Haringey**



This addendum should be read in conjunction with the 'Consultation paper on proposed changes to Haringey's Children's Centres and children's centre services' of which it forms part.

**Addendum to Consultation paper on proposed changes to Haringey's Children's Centres and children's centre services  
5<sup>th</sup> April 2011**

- 1** The consultation period ends on 22<sup>nd</sup> April 2011 and Members and officers have been engaging with a large number of interested parties and hearing views on the consultation proposals. We are now mid-way through this consultation period and a number of factors are emerging that are likely to have a significant impact on the likely decisions that will be made in relation to the future of our centres.
- 2** The consultation document makes it clear that we will have to close Children's Centres if the financial appraisal suggests that we are unable to maintain high quality, effective services across all centres. So far, a number of consultation responses have suggested that we should seriously consider this if we are to deliver our aspiration to make sure that our most vulnerable families, living in our most deprived areas have access to provision that reduces their vulnerability and improves their life chances.

- 3** Legal advice at this point is that we should name centres that are potentially at risk of closure or substantial changes are likely to be made to the existing service offer. We have a duty to ensure that sufficient provision is made to meet local need, taking into account the needs of the most deprived families. Therefore if we decide to close centres, this will be because:
- they are not located in areas of the highest level of deprivation – the map included in appendix 1 of the document sets this out in detail; and/or
  - they are located in areas of high deprivation but there are similar provisions that are close enough to extend their reach and where economies can be achieved by having a single centre rather than 2 or even 3 separate provisions where economies of scale can be achieved.
- 4** We are continuing to work on the financial appraisals of the delivery models and at this point, it appears likely that funding from the Early Intervention Grant will be discontinued from some or all of the following Children's Centres:
- **Highgate** – not in area of high deprivation – may be able to run service and charge fees;
  - **Northbank** – not in an area of high deprivation and close to similar provision in Barnet;
  - **Stonecroft** – reduction of range of services and increased focus on childcare offer;
  - **Woodside** – reduction of range of services and increased focus on childcare offer; and
  - **Rokesly** – new provision in local school– proposal not to proceed with a full offer of Children's Centre services.
- 5** Currently there are three centres that are linked sites:
- Tower Gardens
  - Downhills
  - Bruce Grove
- We hope to offer some services from these sites but this will be determined in the final model and within the available resources constraints.
- 6** Although we have set out potential closures of Children's Centres, we will ensure that a full service offer is available to all families that need it within each cluster.

A copy of the 'Consultation paper on proposed changes to Haringey's Children's Centres and children's centre services' can be obtained from children's centres, our website [www.haringey.gov.uk/cc-consultation](http://www.haringey.gov.uk/cc-consultation) or by calling **020 8489 2582** or **020 8489 1002**.

**Appendix 3: Report on the consultation feedback**  
**(Proposed changes to Children’s Centres and Children’s  
Centre Services)**

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This report summarises what the public, Children's Centre staff, School staff, Governors, Professional Partners, Commissioned Services and Voluntary organisations told the Council during its consultation on proposed changes to Haringey's Children's Centres and Children's Centre services. The consultation took place between 16<sup>th</sup> March 2011 and 22<sup>nd</sup> April 2011.

### **Why we consulted**

The Government's spending review, as a response to the national financial climate, reduced the amount of money that will be available for councils to spend over the next three years. Haringey Council, like all local authorities, has difficult decisions to make about how to continue to provide high quality services with fewer resources. Haringey Council is taking steps to reduce its spending over the coming years and we have already started the process of reducing management and administrative costs in our Children and Young People's Services.

Haringey currently 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 huge scale of spending cuts imposed on local government means that the council will have to make savings of £84m over three years on its £308m annual budget to spend on services. Because of government demands to make early spending cutbacks, £41m of this saving has to be found immediately, for 2011/12. As part of this, the Children and Young People's Service is restructuring in order to reduce spending by £14.1m while protecting services to the borough's most vulnerable children. This includes having to reduce funding for Children's Centres.

A Cabinet paper was presented to elected members on 8 February 2011 and set out some initial proposals for the reorganisation of Children's Centres. The models agreed by elected members were based on the following principles:

- maintaining a full Children's Centre service offer in our most deprived areas
- ensuring services on offer, and how they are delivered, reflect local needs
- shared management and other jobs across centres
- flexibility – staff working across Children's Centres
- closing centres if the financial appraisals suggest that we are unable to maintain high quality, effective services across all centres.

The consultation asked for views on these principles and the model outlined in the consultation document (Annex 1).

### **How we consulted**

The consultation was published on the Council's website ([http://www.haringey.gov.uk/index/children\\_and\\_families/eyc/cc-consultation.htm](http://www.haringey.gov.uk/index/children_and_families/eyc/cc-consultation.htm)) on the 16<sup>th</sup> April. An email outlining the consultation process, including the

Consultation Paper was then sent to all Children's Centre Heads, Primary and Secondary School Heads, Governors, professional partners, commissioned services, voluntary organisations, Haringey's Councillors and Members of Parliament.

A variety of methods were used to engage parents, carers, staff and stakeholders in the consultation process. They included an on-line and paper questionnaire, consultation meetings for parents and carers, Children's Centre staff, School staff and Governors, Professional Partners, Commissioned Services and Voluntary organisations, as well as individual meetings with Children's Centre's management where requested. In addition the public and stakeholders had the opportunity to submit individual responses and proposals to the Children's Centres Consultation mailbox or write to the Council. All responses have been collated and analysed and will be considered as part of the decision making process.

The Council received 976 completed questionnaires and 65 emails and letters from parents and carers, school governors, staff and managers of Children's Centres, Professional Partners, Commissioned Services and Voluntary organisations from partners and from Members and Councillors up to and including the 22<sup>nd</sup> April 2011. In addition the Council received one petition from parents and carers at Highgate, a set of posters made by children from Earlsmead Children's Centre and a video response from parents and carers who use Broadwater Farm Children's Centre.

## The Consultation Process

### Background

#### *The proposed changes*

The Council have looked at retaining the current number of Children's Centres in Haringey as full service centres, but found that this cannot be achieved within the available budget. The Council therefore put forward a proposal which would:

- Develop clusters based on all 19 designated centres
- Provide a mixture of a 'full' and a 'standard' service offering across the borough
- Combine Children's Centre management and administration.

For a full description of the proposed changes see the Consultation paper on proposed changes to Haringey's Children's Centres and children's services in Annex 1. On the 5<sup>th</sup> April an Addendum to the consultation was published (see Annex 2). This was due to legal advice suggesting that at that point the Council should name centres that are potentially at risk of closure or where

substantial changes are likely to be made to the existing service offer. The list and full detail can be found in Annex 2.

## Activity

### *Questionnaire*

An on-line and paper questionnaire was produced for each of the following groups:

- Parents and carers
- Children's Centre Staff
- School Staff and Governors
- Professional Partners, Commissioned Services and voluntary organisations

Separate questionnaires were produced in order for questions to be targeted at the groups outlined. There were a number of standard questions which were used for all four questionnaires around the proposed principles, funding, service offer and proposed model. Parents and carers were asked specific questions on the centre(s) they use, their services and child care fees. All other groups were asked questions on staffing. The questionnaires and results can be found in Annexes 3-11.

The online questionnaires went live on the 23<sup>rd</sup> March. An email was sent to all Children Centre heads asking them to make parents, carers, their staff and governors aware of the questionnaire.

In addition to the online questionnaire there were a substantial number of paper copies printed to enable those without internet access to take part. Copies of the consultation paper, parents and carers questionnaire and professional partners, commissioned services and voluntary organisations questionnaire were made available in all Children's Centres and linked sites from the 25<sup>th</sup> March. Questionnaires were also distributed at consultation meetings.

Children's Centre staff were asked to make parents and carers aware of the consultation and encouraged them to respond to it. All centres were provided with a summary note outlining the consultation process.

Following requests from Children's Centres the questionnaire was translated into the top 6 languages spoken in the Borough and distributed to all centres. Parents and carers were told that if they were unable to write answers in English they could write them in their mother tongue and this would then be translated.

In addition to our communications on the Haringey website and through Children's Centres the consultation was extensively covered by local newspapers. We are confident that this contributed to the high number of responses as set out in the following table.



Table 1: Breakdown of completed questionnaires

Questionnaire	Total completed	Completed online	Completed on paper
Parents and carers	790	134	656
Children's Centre Staff	57	40	17
School Staff and Governors	82	44	38
Professional Partners, Commissioned Services and voluntary organisations questionnaire	47	14	33
<b>Total</b>	<b>976</b>	<b>232</b>	<b>744</b>

***Consultation meetings***

In order for open dialogue with service users, staff and stakeholders to take place consultation meetings were held across the Borough. Each meeting had a panel which consisted of senior managers from the Children and Young People's Service and the Lead Member or Early Years Champion Member. A note taker was present at each meeting to take down what was discussed. These discussions have been analysed and included as part of the results.

Table 2: Attendance at consultation meetings

Consultation meeting	Total number of meetings	Estimated total number of attendees*
Parents and carers	7	190
Children's Centre Staff	3	68
School Staff and Governors	2	15
Professional Partners, Commissioned Services and voluntary organisations questionnaire	1	10
<b>Total</b>	<b>13</b>	<b>283</b>

\* These estimated figures do not include children

## **What you said about proposed changes to Children's Centres and Children's Centre services**

The analysis of results other than questionnaire responses began during the consultation period and continued once the consultation period ended and all data was entered for paper questionnaires received up to (and including) the 22<sup>nd</sup> April. Those received after the closing date have not been analysed but can be found in Annex 11.

To assist the analysis specialist programmes including SNAP, SPSS and Excel have been used. In addition analysis was supported by the Council's Business Intelligence Team.

All correspondence, consultation meeting notes and free text answers to the four questionnaires have been considered and responses have been grouped together under themes. These can be found in annexes 7-10. In addition all responses to closed questions in the questionnaires have been analysed and themed (see annexes 7-10). The Council has also reviewed alternative proposals put forward by Headteachers, Governors, Centre Heads and Partners.

This analysis is a summary of all consultation responses, which have been grouped together under the following headings:

- Principles
- Proposed model (as set out in the consultation paper)
- Service offer
- Funding
- Childcare Fees
- Staffing
- Governance
- General comments
- Your alternative proposals

The following analysis makes reference to questionnaire results. Unless otherwise stated the percentages and total number of respondents figures are an aggregate of results from the Parents and carers, Children's Centre Staff, School Staff and Governors, Professional Partners, Commissioned Services and voluntary organisations questionnaires. It should also be noted that the number of respondents per question varies as not all respondents have completed every question.

### ***Principles***

The proposal set out five principles upon which the model was based. We asked your views on these principles and your responses were:

- 94% of all 934 respondents either supported or strongly supported maintaining a full Children's Centre service offer in our most deprived areas. In addition support for targeting the most vulnerable was

particularly expressed at consultation meetings in Highgate, Northbank, Earlsmead and Rokesley.

- 95% of all 891 respondents either supported or strongly supported ensuring services on offer, and how they are delivered, reflect local needs
- Just under half of all respondents (49% of all 872 respondents) either supported or strongly supported the principle of shared management and other jobs across centres. 30% either did not support or strongly did not support this principle. There was general support at consultation meetings for the principle of keeping a high proportion of the resources for front line service delivery.
- 51% of all 868 respondents either supported or strongly supported there being greater flexibility with staff working across Children's Centres. This figure rises to 55% when figures for respondents from Children's Centre staff and School staff and Governors are combined. Respondents of the Professional Partners, Commissioned Services and voluntary organisations questionnaire were particularly supportive with 62% either strongly supporting or supporting the principle
- Respondents were less supportive of closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres. 54% of 872 respondents do not support or strongly do not support this principle. However 64% of school staff and governors did support this principle.

### *Proposed model*

The Council asked for your views on the proposed model as set out in the consultation paper and addendum:

- 48% of all 902 respondents either disagreed or strongly disagreed with the overall proposal shown in the consultation paper. 32% were in support of it. In addition only 24% of all 146 respondents agreed that the proposal would provide sufficient capacity to reach children in our most disadvantaged communities (source: respondents from all surveys excluding parents and carers).
- The majority of respondents (71% of all 941 respondents) agreed that Children's Centres services should be targeted at the most vulnerable. This was further supported by 20 parents and carers who raised this under 'Q16 Do you have any further comments'.
- The Council asked to what extent respondents would support the following approach: detailed financial modelling might suggest the closure of some Children's Centres to ensure service for the most vulnerable were maintained. Overall 43% of all 938 respondents either

supported or strongly supported this approach. However 45% of respondents either did not support or strongly did not support this approach. The most supportive groups were school staff and governors at 73% of 81 respondents (support or strongly support) and 68% of Children's Centre staff (support or strongly support) out of 56 respondents. In contrast half of all 755 parents and carers respondents did not support or strongly did not support this approach. Overall parents have expressed strong concern regarding potential closure and cuts to Children's Centres services. This is demonstrated by individual comments in correspondence, consultation meetings held and free text answers to the questionnaire. These comments can be found in Annex 7. In addition some parents and carers raised concerns that if centres were to close (particularly in the West) they would encounter difficulties travelling to other centres

- All of the questionnaires apart from those for parents and carers asked about our proposal to introduce shared management and administration across our Children's Centres in order to reduce costs. 50% of all 185 respondents either strongly agreed or agreed and 36% either disagreed or strongly disagreed with this proposal.

### ***Service offer***

The consultation proposal set out two types of service offer – full and standard – that Children's Centres could operate in the future (see Annex 1 for full outline of proposed offers). The Council asked for your views on the service offers and you responded with:

- 48% of all 973 respondents either agreed or strongly agreed with the proposal to offer a full service offer in some centres and a standard offer in others. 34% were against this proposal.

Parents and carers were asked what types of services they would be willing to pay for if the Council was not able to keep all of the standard offer in their local centre. Responses included: stay and play, adult and parenting classes, childcare, drop-ins and classes for babies and toddlers (for a full breakdown of suggestions see Annex 7). 24% of respondents (of all 384) suggested that they would pay for all or multiple services provided at Children's Centres. However 24% of respondents stated that they would not be able to afford to pay and 9% said that they would not pay for any. In consultation meetings and some questionnaire comments respondents suggested that the costs of these services would be the deciding factor as to whether they would pay in the future or not.

In addition to asking parents and carers what services they might be prepared to pay for we also asked Children's Centre staff, school staff and governors and professional partners, commissioned services and voluntary organisations what they believe could be charged for. Their suggestions included: childcare, stay and play, things that are 'nice to have' rather than 'necessary' and ESOL. Some - like parents and carers - suggested that no

services should be charged for, whilst other have suggested flexible fees as an alternative option.

Children's Centre staff were asked what services they consider to be essential in supporting improved outcomes for children. The majority (93%) said Stay and Play. Over 80% indicated the following: post natal support/new parents groups, parenting programmes, one-to-one family support, childcare, early education for 2 year olds, speech and language support and ante natal support.

### ***Funding***

As part of the consultation questionnaire all respondents were asked given the reduction in the budget available for Children's Centres what extent they agreed or disagreed with a set of statements. Their responses were:

- 42% of all 901 respondents either agreed or strongly agreed that some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all Children's Centres. 44% either disagreed or strongly disagreed with this statement
- 22% of all 894 respondents either agreed or strongly agreed that funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres. 63% disagreed or strongly disagreed with this approach
- 43% of all 892 respondents either agreed or strongly agreed that funding should be allocated to centres in areas of greatest need only. This will mean that some centres may close. 48% disagreed or strongly disagreed with this approach
- 53% of all 898 respondents either agreed or strongly agreed that funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored.

The consultation meetings similarly reflected a tension between a general desire to keep Children's Centre services intact and a recognition that in times of reduced budgets the Council will need to consider targeting its resources.

### ***Childcare Fees***

The consultation paper outlined the new childcare costs which are to begin from September 2011. Parents and carers were asked for their comments on these changes which can be summarised as:

- 72% of all 349 respondents commented that it is too expensive or that they are against the increase

- 9% of all 349 respondents suggested that higher income families could pay more and a further 7% supported some form of means testing for those on lower incomes
- 7% of all of all 349 respondents commented that the increase is fair

### *Staffing*

As a result of the proposal and most alternative proposal put forward by stakeholders and service users the staffing composition across centres will have to be reviewed and restructured. As part of its proposal the Council put forward some core staffing roles (see Annex 1 for full breakdown) and asked stakeholders their views on the these roles and their suggestions for alternative compositions.

- 56% of 175 responses from Children's Centre staff, school staff and governors and professional partners, commissioned services and voluntary organisations did not believe that model for core staffing is correct.
- 93% of school staff and governors stated that Centre Manager is an essential post for Children's Centre.
- Among Children's Centre staff there was little consensus about the roles to be included in the core staff team with 27% of all 56 respondents citing Outreach Workers/Information Officer, 13% On-site manager, 11% Finance Officer and 11% Receptionist/Administrator
- Children's Centre staff, schools staff and governors and professional partners, commissioned services and voluntary organisations felt that Family Support Worker is an essential role at 94% and 82% and 72% respectively for partnership/multi-agency working. More than half of respondents indicated that Outreach Workers and Health Visitors are also essential.
- Parents and carers particularly raised concern that if staffing across centres was reduced would this impact on service quality and the Centre's ability to safeguard children. One parent at a consultation meeting raised a concern that it is the 'invisible stuff that Children's Centres staff do that may be lost'.
- At the three staff consultation meetings held staff and Trade Unions raised concerns regarding the impending restructure. Discussions centred around numbers affected, single status, job descriptions, what happens if they are on a school contract, timescales and who would be ring-fenced. They were assured that their comments would be taken into consideration by management

and that they would have more opportunities to be consulted on during the staffing consultation period.

### ***Governance***

The consultation paper outlined that under the proposed clustering of centres governance arrangements would need to be revised. Potential options include the merging of advisory boards or the establishment of joint local governance arrangements or the establishment of new advisory board to reflect the cluster. We asked your views on governance arrangements which included:

- 27% of all 56 school staff and governors respondents suggested that there needs to be accountability to the wider community and to where the centre is based
- 23% of all 56 school staff and governors respondents suggest that there should be a governing body sub committee of the lead site which consists of a governor representative from all sites, a Children's Centre parent representative and a member of senior leadership team from each site clustered
- At parents and carers consultation meetings they raised a variety of issues regarding governance including: how will it work if a different centre is the lead, who will be accountable and how will parents be involved
- Children's staff at their consultation meetings raised: who will lead the development of the new governance arrangements, could the governing body be made up of representative from schools, Children's Centres and parents and who will be accountable
- In order to support multi-agency working school staff and governors suggested participation from the Health visiting team in cluster meetings (30% of all 47 respondents) and joint training/regular meetings (23%). 28% of all 43 Children Centre staff respondents suggested that simplified working arrangements could be put in place, such as: regular meetings, joint workshops and coordinated working at the local level. In addition 21% felt that partnership working could be improved as a result of improved communications.

### ***General comments***

Through all consultation methods the Council asked stakeholders and service users for their general comments on the proposed changes. The following is a summary of the feedback received. For a fuller breakdown see Annexes 7-11.

- 22% of all 254 parents and carers respondents made comments inferring that the Council should not make cuts or changes to Children's Centres
- 15% of all 254 parents and carers respondents commented on fees
- 11% of all 254 parents and carers respondents commented that Children's Centres provide valuable support. This was further supported by parents and carers who wrote to the Council with 30% of all 40 respondents commenting that they like the centre and its services
- 6% of all 254 parents and carers respondents commented that Children's Centres should offer universal services and maintain the social mix of service users
- Parents and carers of Highgate Children's Centre submitted a petition 'Support Highgate Children's Centre!'. The majority of comments praised the centre and highlighted how much they value the services and support they receive
- 18% of all 32 Children's Centre staff respondents commented that they have concerns regarding staffing
- 46% of all 37 school staff and governors respondents raised concerns that the proposed model will not necessarily deliver economies of scale.

Stakeholders and parents and carers have through the consultation suggested that the clusters set out in the consultation paper are not the right ones. Instead some have advocated that the Broadwater Farm as part of the Inclusive Learning Campus should be a cluster lead. Others have proposed that the South West Cluster should remain in its current form, whilst some have promoted the idea of having a Wood Green cluster. Some governors raised concerns that linking two school based centres such as Earlsmead and Welbourne would not lead to economies of scale. Concerns have been raised that the proposed clusters are in some cases too big (such as cluster one) and that there should be no stand alone centres. There was however some support for clustering, as one Children's Centre staff member said at a consultation meeting 'working in clusters has to be the future'.

In order to keep more centres open it has been suggested by parents and carers (within the questionnaire free text answers<sup>1</sup>, correspondence and consultation meetings) that some services could be charged for or a donation

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<sup>1</sup> 11% of all 277 parents and carers who answered Q12 (We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough) suggested that the Council should increase prices for childcare/other services/ means-testing / flexible pay contributions / funding from other sources.



could be made. A number of parents and carers were wary that charging may lead to some service users being unable to use the services and therefore suggested that some form of means testing could be used. They did however warn that this could in itself be an expensive system to run.

One parent/carers suggestion was that 'the four centres that are in more affluent areas (which are currently proposed to be 'standard service' and remain open) should be closed and those funds used for the centres in more deprived areas. We think it is better that all the remaining centres are properly 'full service', and run as much as possible as they are at present, rather than what is proposed at present'. This view was however contradicted by 10 parents/carers who wrote to the Council requesting consideration that closures and or reductions to services in the West should not be agreed. This view was supported by some parents and carers who completed the questionnaire, with one expressing concerns that 'not everyone in these so called well-off areas is wealthy'.

Partners in Health individually via the questionnaire and as collective responses have expressed their desire to work in partnership with the Council to keep Children's Centres open in order for Health services to continue to be widely delivered across the Borough. Nevertheless they do acknowledge that services for the most vulnerable is a priority, however universal services are key to ensuring that this group is identified as early as possible.

### ***Alternative proposals***

This is a summary of proposals made by the existing children's centres and the Liberal Democrat party and does not reflect every point raised by every centre. A detailed response will be made to individual respondents. Ten written responses were made from individual or clusters of Children's Centres. One written response was also received from the Liberal Democrats.

- Clusters should be larger than the proposed model with a mixture of different types of Children's Centres included. There should be no stand alone Children's Centres.
- Doors should be open all the time/ services should be planned across a cluster so that families can always access somewhere/ individual centres should only be open when there is sufficient staffing on-site to provide high quality and safe service
- Integration with host centre/school – schools/centres should have day to day responsibility for staff working at the centre and safeguarding arrangements.
- Governors should maintain full control of services delivered from the school site as the responsibility rests with them and should be given more control over the buildings so that they can generate income from them

- Universal health services should remain at all centres
- Local services should reflect the needs of the local population which schools and Children's Centres are best placed to assess/know
- All centres should remain open providing a range of services
- The level of funding should reflect the levels of deprivation in each area reflected in the index of multiple deprivation. Clusters should be informed of their budgets.
- Funding should reflect all costs, schools cannot afford to cover the cost of site managers, cleaners etc.

## Annex

- Annex 1 Consultation paper
- Annex 2 Addendum 5<sup>th</sup> April 2011
- Annex 3 Parents and carers questionnaire
- Annex 4 Children's Centre staff questionnaire
- Annex 5 School staff and Governors questionnaire
- Annex 6 Professional Partners, Commissioned Services and Voluntary organisations questionnaire
- Annex 7 Parents and carers consultation results:
  - 7.1 Parents and carers questionnaire results
  - 7.2 Parents and carers free text questionnaire results
  - 7.3 Summary of responses from consultation meetings held with parents and carers
  - 7.4 Parents and carers consultation meeting dates
  - 7.5 Parents and carers comments received by email or letter
- Annex 8 Children's Centre staff consultation results
  - 8.1 Children's Centre staff questionnaire results
  - 8.2 Children's Centre staff free text questionnaire results
  - 8.3 Summary of responses from consultation meetings held with Children's Centre Staff
- Annex 9 School staff and Governors
  - 9.1 School Staff and Governors questionnaire results
  - 9.2 School Staff and Governors free text questionnaire results
  - 9.3 Summary of responses from consultation meetings held with School staff and Governors
  - 9.4 School Staff and Governors Consultation meeting dates
- Annex 10 Professional Partners, Commissioned Services and Voluntary organisations
  - 10.1 Professional Partners, Commissioned Services and Voluntary organisations questionnaire results
  - 10.2 Professional Partners, Commissioned Services and Voluntary organisations (PPCSVo) free text questionnaire results
  - 10.3 Summary of responses from consultation meetings held with Professional Partners, Commissioned Services and Voluntary organisations
  - 10.4 Professional Partners, Voluntary Sector and Commissioned Services consultation meeting date
- Annex 11 Consultation questionnaire results received after 22nd April

**The annexes for this report can be found at:**

<http://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=435&MId=5182>

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## Consultation paper on proposed changes to Haringey's Children's Centres and children's centre services

### Background

High quality early year's provision, including Children's Centre services are a proven element of prevention and early intervention and have a profound impact on the life chances of children into adulthood.

The Sure Start Children's Centre programme has been rolled out across the country in three phases over the last six years. The intention has been to provide 'one stop shop' access to services for all children under five, particularly for the most vulnerable and disadvantaged children within every community.

Sure Start Children's centres offer services and information for children under five years old and their families. By 2010, Haringey had set up 19 children's centres and three linked sites to offer a range of services including;

- Integrated early education and childcare
- Family and parenting support
- Child and family health services
- Help for parents/carers to access work and training

## Why we need to consult

The Government's spending review, as a response to the national financial climate, reduced the amount of money that will be available for councils to spend over the next three years. Haringey Council, like all local authorities, has difficult decisions to make about how to continue to provide high quality services with fewer resources. Haringey Council is taking steps to reduce its spending over the coming years and we have already started the process of reducing management and administrative costs in our Children and Young People's Service.



Haringey currently has 19 children's centres and three linked sites, funded until the end of March 2011 from the Government's Sure Start, Early Years and Childcare Grant.

The huge scale of spending cuts imposed on local government means that the council will have to make savings of £84m over three years on its £286million annual budget to spend on services. Because of government demands to make early spending cutbacks, £41m of this saving has to be found immediately, for 2011/12. As part of this, the Children and Young People's Service is restructuring in order to reduce spending by £14.1m while protecting services to the borough's most vulnerable children.

## The proposal

We are proposing to change the way we organise our children's centres, so that we can target services better and maintain the quality and effectiveness of those services that make the most difference to improving children's outcomes. It is clear that we cannot avoid some reductions in service and this may also include the closure of some centres.

A Cabinet paper was presented to elected members on 8 February 2011 and set out some initial proposals for the reorganisation of the children's centres. The models for change agreed by elected members were based on the following principles;

- Maintaining a full children's centre service offer in our most deprived areas (see page 7)
- Ensuring services on offer, and how they are delivered, reflect local needs
- Shared management and other jobs across centres
- Flexibility – staff working across children's centres
- Closing centres if the financial appraisals suggest that we are unable to maintain high quality, effective services across all centres

We are consulting until 22 April 2011 on the proposed changes. We will listen to your views and take them into consideration when we develop our final service delivery model.

We will submit our final model, **which in part will be based on detailed financial modelling**, along with all responses to the consultation, to the Cabinet member for children and young people and the

Director of the Children and Young People's Service who have been delegated authority by Cabinet to make the necessary changes. If the final model is accepted changes to the service will begin to be made from 1 July 2011.

## The proposed changes

We have looked at retaining the current number of Children's Centres in Haringey as full service centres, but this cannot be achieved within the available budget.

We are proposing to:

- Develop clusters based on all 19 designated centres
- Provide a mixture of a 'full' and a 'standard' service offering across the borough;
- Combine children's centre management and administration;

We believe that this will ensure we continue to deliver services to those that need them the most.

We are proposing that all 19 children's centres and three link sites will be affected. A map of where children's centres and linked sites currently are is shown on page 7.

In developing this new model for the delivery of children's centres in Haringey we will be seeking to continue building on the strong partnership and integrated working approaches currently in place across our provision.

## The delivery model for children's centres

The proposal is based on the development of a lead centre and associate centre model, with these centres clustered together to deliver services across the cluster area. It is proposed that the profile of a lead centre will include;

- Being geographically based in an area of higher deprivation
- Providing a full offer of children's centre services
- Hosting the children's centre services management for the cluster (who may not be directly employed by the lead centre)
- Leading the coordination of children's centre services across the cluster of centres
- Working with associate centres and partners to ensure there is effective local planning and delivery of services

The associate centres would offer a smaller range of services, with a focus on the provision of information and sign-posting to services.

This proposal would see the creation of eight lead centres and 11 associate children's centres. All eight Lead centres would provide a 'full offer' of services. Of the remaining associate centres six would provide a 'full offer' and five a 'standard offer'.

It is proposed that centres providing the 'full offer' will be those located in areas that are amongst the 30% most deprived according to national statistics.

Our consultation invites suggestions for possible alternative models which we will seriously consider as part of our decision making process.

	<b>Lead Children's Centre (full offer)</b>	<b>Associate Children's Centre (full offer)</b>	<b>Associate Children's Centre (standard offer)</b>	<b>Linked sites</b>
<b>Cluster 1</b>	Campsbourne		Stonecroft Highgate Rokesly North Bank Stroud Green	
<b>Cluster 2</b>	Noel Park	Bounds Green Woodside		
<b>Cluster 3</b>	Rowland Hill	Broadwater farm		Tower Gardens linked sites
<b>Cluster 4</b> (stand alone)	Park Lane			
<b>Cluster 5</b>	Pembury House			Bruce Grove Primary linked site
<b>Cluster 6</b>	Triangle	South Grove		
<b>Cluster 7</b>	Woodlands Park	The Ladder		Downhills Primary School linked site
<b>Cluster 8</b>	Welbourne	Earlsmead		

## The children's centre service offer

We believe that high quality early years services are the foundation for prevention and early intervention in Haringey. This means ensuring that good health and opportunities to thrive and learn are made available to all young children.

In circumstances where young children are at risk, services must be able to intervene quickly and appropriately and this relies on having staff with both

skills and knowledge to support children and families appropriately.

The former Department for Children, Schools and Families required us to deliver a 'full core offer' of services through children's centres. However the new Department for Education (DfE) is currently working on a new statement of core purpose for children's centres. We are proposing two levels of service for our children's centres as follows:

Proposed full service offer	
<p><b>Family support and parental outreach</b></p> <ul style="list-style-type: none"> <li>● Linked social worker/supervised contact/targeted support</li> <li>● Access to family support</li> <li>● Parenting programmes</li> <li>● Targeted parent/carer support groups</li> <li>● Targeted outreach</li> <li>● Access to housing advice and support</li> <li>● Information about available childcare for parents/carers and parents to be</li> </ul> <p><b>Child and family health services</b></p> <ul style="list-style-type: none"> <li>● Access to speech and language support</li> <li>● Links with Family Nurse Partnership programme</li> <li>● New parents/carers support</li> <li>● Visits to all new births</li> <li>● Antenatal services</li> <li>● Access to psychology services</li> </ul>	<p><b>Employment and training support</b></p> <ul style="list-style-type: none"> <li>● Access to benefits and employment advice</li> <li>● Family learning</li> </ul> <p><b>Access to Early education integrated with day care</b></p> <ul style="list-style-type: none"> <li>● Free 15 hour early education offer for disadvantaged 2-year-olds</li> <li>● Access to the 3 and 4 year old free early education entitlement</li> <li>● Support for children with SEN and or disabilities</li> <li>● Support, advice and training for early years providers</li> <li>● Parent/carer support group e.g. stay and play</li> </ul>

Proposed standard offer	
<p><b>Family support and parental outreach</b></p> <ul style="list-style-type: none"> <li>● Supervised contact</li> <li>● Access to family support</li> <li>● Parent/carer support groups</li> <li>● Targeted outreach</li> <li>● Information about available childcare for parents/carers and parents to be</li> </ul> <p><b>Child and family health services</b></p> <ul style="list-style-type: none"> <li>● New parents/carers support</li> <li>● Visits to all new births</li> <li>● Antenatal services</li> </ul>	<p><b>Access to Early education integrated with day care</b></p> <ul style="list-style-type: none"> <li>● Free 15 hour early education offer for disadvantaged 2-year-olds</li> <li>● Access to the 3 and 4 year old free early education entitlement</li> </ul> <p><b>Employment and training support</b> No service proposed</p> <p><b>Links with schools and children's information services</b> No service proposed</p>



## Staffing

The existing staffing and management arrangements are varied. Three centres are managed through the local authority, one centre is managed through a community organisation and the remaining fifteen centres are managed through schools. The costs apportioned to staffing and management varies across the centres and it is proposed to streamline staffing to the following core staffing for each lead centre:

- Children's Centre Service Manager
- Service Coordinator
- Reception/administrator
- Outreach & Information Officer
- Early Years Group Coordinator

## Governance

The result of clustering centres in this way is likely to require the merging of advisory boards or the establishment of joint local governance arrangements. One option would be to establish revised advisory boards to reflect the proposed lead centre and associate centre arrangements. Other ideas are welcome.

## Childcare in children's centres

Childcare places will continue to be provided in children's centres. The council has provided a high level of subsidy for these places. As a result of the reduction in overall funding it is proposed that the level of subsidy will be less in future. This means that it will be necessary to increase the fees parents/carers are asked to pay in order to meet the costs. It is proposed that the increase to fees as outlined below will come into effect from September 2011.

Age Range	New charge per week (£)
0-2	225
2-3	200
3 & 4	175

\*Based on 50 hour per week provision: 8-6pm per day and 48 weeks per year.

## What is the impact of these proposals?

These proposals will have an impact in the following ways;

### a) Staff

The proposal is likely to involve a significant reduction in staff numbers which will need to be considered in greater detail. This will form part of a separate consultation with all children's centre staff.

### b) Local communities

As the proposal indicates, centres will either offer a full service offer or a standard service offer. Families therefore may need to go to different centres to access the full range of services they may need.

### c) Commissioned services

Changes to commissioning may mean a reduction in the range or amount of services commissioned. The impact of this reduction will be different for each organisation.

### d) Governance

All centres are expected to have local advisory boards that reflect key local stakeholders and provide the opportunity for local input, support and challenge. Centres managed through schools have governance structures directly linked to the school governing bodies.

Consideration will need to be given to what the appropriate governance arrangements should be for centres clustered together for the delivery of children's centres services.

### e) Impact of increased childcare fees

The new fee structure will be related to the age of the child and the income of parents/carers. For some families, this will mean that costs will rise from the current level.

## Who we are consulting

- Parents, carers and other service users of the children's centres
- School staff and Governors
- Children's Centre staff
- Professional partners and commissioned organisations
- Community and voluntary sector services providers
- Ward Councillors
- Haringey's Children and Young People's Service staff

## Have your say

It is extremely important that you have your say on the proposal for our children's centres and we would like to hear your views on these.

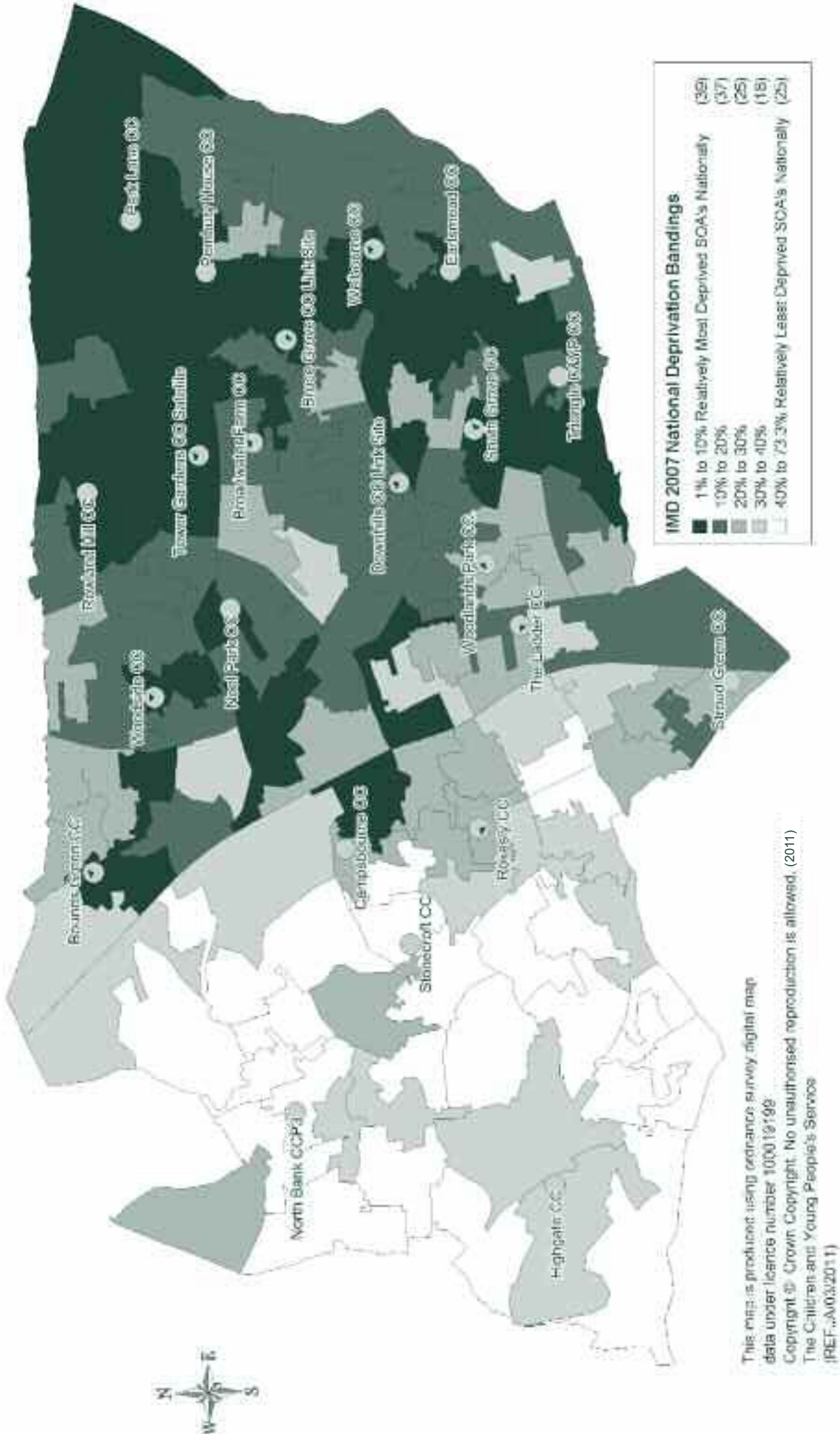
We are consulting until 22 April 2011 on the proposed changes. We will listen to your views and take them into consideration when we develop our final service delivery model.

We will submit our final model, along with all responses to the consultation to the Head of Children's Services and Cabinet member who have delegated authority from Cabinet to take final decisions on this matter. If the final model is accepted changes to the service will begin to be made from 1 July 2011.

You can let us know what you think anytime up to 22 April 2011 by:

- Completing our online questionnaires – visit **[www.haringey.gov.uk/cc-consultation](http://www.haringey.gov.uk/cc-consultation)**
- Filling in a paper form – these are available for download from our website, in children's centres, or can be requested by calling 020 8489 2582 or 020 8489 1002
- Attending one of the consultation meetings – please see our website for more details
- emailing **[childrenscentreconsultation@haringey.gov.uk](mailto:childrenscentreconsultation@haringey.gov.uk)**
- writing to us at the following address:  
**Haringey Council**  
**Children's Centre Consultation**  
**3rd Floor**  
**48 Station Road**  
**London N22 7TY**

Appendix 1: Map of Haringey's Children's Centres and deprivation bandings



Note: IMD means Index of Multiple Deprivation and SOA means Super Output Area, which is an area used for statistical purposes.



Shqip

Kjo fletushkë ju tregon mbi konsultimin mbi qendrat e fëmijëve në Haringey. Për të porositur një kopje të kësaj fletushke dhe të një ankete në gjuhën tuaj, shenjoni ✓ kutinë, plotësoni formularin dhe dërgojeni tek adresa e mëposhtme me postim falas.

Polski

Niniejsza publikacja zawiera informacje o konsultacjach w sprawie placówek opieki przedszkolnej (children's centres) w gminie Haringey. Aby otrzymać publikację oraz ankietę w języku polskim należy zaznaczyć odpowiednią opcję, wypełnić formularz i odesłać go bezpłatnie na podany poniżej adres.

Français

Ce livret concerne une consultation sur les centres infantiles de Haringey. Pour commander un exemplaire de ce livret et un sondage dans votre langue, veuillez cocher la case, compléter le formulaire et le renvoyer à l'adresse en port payé ci-dessous.

Soomaali

Buugyarahani wuxuu kaaga warramayaa wadatashi ku saabsan xarumaha carruurta ee Haringey. Si aad u dalbato koobbi ah buugyarahan iyo waraysiga oo luqaddaada ku qoran, calaamadi sanduuqa, buuxi foomka oo ku soo dir cinwaanka boostiisu lacag la'aanta yahay ee hoose.

Kurdî Kurmancî

Ev destpirtûk li ser şewirdariya ji bo navendên zarokan ên li Haringey agahiyê dide we. Heke hun kopîyeke vê destpirtûk û lêkolînê bi zimanê xwe dixwazin, formê tije bikin û ji navnîşana posta bêpere ya jêrîn re bişînin.

Türkçe

Bu kitapçık Haringey çocuk merkezlerindeki konsültasyon hakkında bilgi sunmaktadır. Bu kitapçığın bir kopyasını ve anketi Türkçe olarak edinmek istiyorsanız lütfen kutucuğu işaretleyip, formu doldurun ve aşağıdaki ücretsiz posta adresine gönderin.

Please tell us if you would like a copy of this questionnaire in another language that is not listed above or in any of the following formats, and send the form to the Freepost address below.

In large print

On audio tape

In Braille

In another language, please state:



Name:

Tel:

Address:

Email:

Please return to: Freepost RLXS-XZGT-UGRJ, Haringey Council, Translation and Interpretation Services, 8th Floor, River Park House, 225 High Road, London N22 8HQ

Haringey Council offers this translating and interpreting service to Haringey residents. We can translate this document into one language per resident ONLY. Consultation – proposed changes to Haringey's Children's Centres and children's centre services

SHAPE THE FUTURE  
Have your say  
**Haringey**



This addendum should be read in conjunction with the 'Consultation paper on proposed changes to Haringey's Children's Centres and children's centre services' of which it forms part.

**Addendum to Consultation paper on proposed changes to Haringey's Children's Centres and children's centre services  
5<sup>th</sup> April 2011**

- 1** The consultation period ends on 22<sup>nd</sup> April 2011 and Members and officers have been engaging with a large number of interested parties and hearing views on the consultation proposals. We are now mid-way through this consultation period and a number of factors are emerging that are likely to have a significant impact on the likely decisions that will be made in relation to the future of our centres.
- 2** The consultation document makes it clear that we will have to close Children's Centres if the financial appraisal suggests that we are unable to maintain high quality, effective services across all centres. So far, a number of consultation responses have suggested that we should seriously consider this if we are to deliver our aspiration to make sure that our most vulnerable families, living in our most deprived areas have access to provision that reduces their vulnerability and improves their life chances.

- 3** Legal advice at this point is that we should name centres that are potentially at risk of closure or substantial changes are likely to be made to the existing service offer. We have a duty to ensure that sufficient provision is made to meet local need, taking into account the needs of the most deprived families. Therefore if we decide to close centres, this will be because:
- they are not located in areas of the highest level of deprivation – the map included in appendix 1 of the document sets this out in detail; and/or
  - they are located in areas of high deprivation but there are similar provisions that are close enough to extend their reach and where economies can be achieved by having a single centre rather than 2 or even 3 separate provisions where economies of scale can be achieved.
- 4** We are continuing to work on the financial appraisals of the delivery models and at this point, it appears likely that funding from the Early Intervention Grant will be discontinued from some or all of the following Children's Centres:
- **Highgate** – not in area of high deprivation – may be able to run service and charge fees;
  - **Northbank** – not in an area of high deprivation and close to similar provision in Barnet;
  - **Stonecroft** – reduction of range of services and increased focus on childcare offer;
  - **Woodside** – reduction of range of services and increased focus on childcare offer; and
  - **Rokesly** – new provision in local school– proposal not to proceed with a full offer of Children's Centre services.
- 5** Currently there are three centres that are linked sites:
- Tower Gardens
  - Downhills
  - Bruce Grove
- We hope to offer some services from these sites but this will be determined in the final model and within the available resources constraints.
- 6** Although we have set out potential closures of Children's Centres, we will ensure that a full service offer is available to all families that need it within each cluster.

A copy of the 'Consultation paper on proposed changes to Haringey's Children's Centres and children's centre services' can be obtained from children's centres, our website [www.haringey.gov.uk/cc-consultation](http://www.haringey.gov.uk/cc-consultation) or by calling **020 8489 2582** or **020 8489 1002**.



# Children's Centre Consultation – Parents and Carers questionnaire

## **Have Your Say**

Haringey Council is undertaking a programme of consultation about the proposed changes to children's centres and services. The consultation takes place until 22 April 2011.

We are proposing to change the way we organise our children's centres, so that we can target services better and maintain the quality and effectiveness of those services that make the most difference to improving children's outcomes. It is clear that we cannot avoid some reductions in service and we may have to close some centres.

Have your say about our proposals by completing this short survey.

**The closing date for the survey is 22 April 2011.**





**Q1 To what extent do you support the principles we have applied to the proposed changes?** (please select one option in each row)

	Strongly support	Support	Neither support nor don't support	Do not support	Strongly do not support
Maintaining a full children's centre service offer in our most deprived areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensuring services on offer, and how they are delivered, reflect local needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shared management and other jobs across centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility – staff working across children's centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Use of Children's Centre services**

**Q2 Which children's centre do you usually use?** (please select one option)

- |  |   |
|--|---|
| <input type="checkbox"/> Bounds Green Children's Centre          | <input type="checkbox"/> Rokesly Children's Centre                            |
| <input type="checkbox"/> Broadwater Farm Children's Centre       | <input type="checkbox"/> South Grove Children's Centre                        |
| <input type="checkbox"/> Bruce Grove Children's Centre Link Site | <input type="checkbox"/> Stonecroft Children's Centre                         |
| <input type="checkbox"/> Campsbourne Children's Centre           | <input type="checkbox"/> Stroud Green Children's Centre                       |
| <input type="checkbox"/> Downhills Children's Centre Link Site   | <input type="checkbox"/> The Ladder Children's Centre                         |
| <input type="checkbox"/> Earlsmead Children's Centre             | <input type="checkbox"/> Tower Gardens Link Site                              |
| <input type="checkbox"/> Highgate Children's Centre              | <input type="checkbox"/> Triangle Children, Young People and Community Centre |
| <input type="checkbox"/> Noel Park Children's Centre             | <input type="checkbox"/> Welbourne Children's Centre                          |
| <input type="checkbox"/> North Bank Children's Centre            | <input type="checkbox"/> Woodlands Park Children's Centre                     |
| <input type="checkbox"/> Park Lane Children's Centre             | <input type="checkbox"/> Woodside Children's Centre                           |
| <input type="checkbox"/> Pembury House Children's Centre         |   |
| <input type="checkbox"/> Rowland Hill Children's Centre          |   |



**Q3 How often do you visit this children's centre?** (please select one option)

- 1-2 times per week
- 3-4 times per week
- 2-4 times per month
- Once per month
- Less than once per month

**Q4 Do you use any other children's centres in Haringey?** (please select all that apply)

- Bounds Green Children's Centre
- Broadwater Farm Children's Centre
- Bruce Grove Children's Centre Link Site
- Campsbourne Children's Centre
- Downhills Children's Centre Link Site
- Earlsmead Children's Centre
- Highgate Children's Centre
- Noel Park Children's Centre
- North Bank Children's Centre
- Park Lane Children's Centre
- Pembury House Children's Centre
- Rowland Hill Children's Centre
- Rokesly Children's Centre
- South Grove Children's Centre
- Stonecroft Children's Centre
- Stroud Green Children's Centre
- The Ladder Children's Centre
- Tower Gardens Link Site
- Triangle Children, Young People and Community Centre
- Welbourne Children's Centre
- Woodlands Park Children's Centre
- Woodside Children's Centre

**Q5 Which children's centre services do you use?**

- Childcare
- Stay and play sessions
- Speech and language support
- Parenting support e.g. parenting programmes
- One-to-one family support
- Adult education/training
- Jobcentre Plus
- Benefits or other advice
- Ante natal support
- Breastfeeding support
- Health and nutrition advice
- Information services

**Q6 How important are the following children's centre services to you?** (please tick all that apply)

	Very important	Important	Neither important nor unimportant	Very unimportant	Very unimportant
Childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stay and play sessions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech and language support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parenting support e.g. Parenting programmes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
One-to-one family support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adult education/training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jobcentre Plus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits or other advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ante natal support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Breastfeeding support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health and nutrition advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Service offer**

We have proposed two levels of service for our children’s centres - a full service offer and a standard service offer. All eight lead centres would provide a ‘full offer’ of services. Of the remaining associate centres six would provide a ‘full offer’ and five a ‘standard offer’.

**Q7 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others?** (please select one option)

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q8 To what extent do you agree that children’s centre services should be targeted to the most vulnerable?** (please select one option)

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q9 If we were not able to keep all of the standard offer in your local centres, what types of services, if any, would you be prepared to pay for?**

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**Proposed model for children’s centres**

The proposal is based on the development of a lead centre and associate centre model, with these centres clustered together to deliver services across the cluster area. This proposal would see the creation of eight lead centres and 11 associate children’s centres.

**Q10 To what extent do you agree or disagree with the proposal shown in the consultation paper?** (Please select one option).

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

**Q11 Detailed financial modelling might suggest the closure of some children’s centres to ensure services for the most vulnerable are maintained. To what extent would you support this approach?** (please select one option)

- Strongly support
- Support
- Neither support nor don’t support
- Do not support
- Strongly do not support

**Q12 We are interested in your views. Please tell us if you have other ideas for a children’s centre model for the borough.**

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**Q13 Will the proposed changes to Haringey’s children’s centres change how frequently you use your usual centre?** (please select one option)

- Yes, I will use it less frequently
- It will make no difference
- Yes, I will use it more frequently
- Don’t know

**Funding**

**Q14** Given the reduction in the budget available for children’s centres, please indicate to what extent you agree or disagree with the following statements. (please select one option in each row)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be allocated to centres in areas of greatest need only. This will mean that some centres may close	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Childcare Fees**

The fees for childcare within our children’s centres are changing. From September 2011, the current rate of £175 per week for a full-time place\*, will change to the following:

Age Range	New charge per week (£)
0-2	225
2-3	200
3 & 4	175

\*Based on 50 hour per week provision: 8-6pm per day and 48 weeks per year.

**Q15** If you have any comments on these charges, please use the lines below to tell us your views.

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**Any other comments**

**Q16** Do you have any other comments about these proposed changes?

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It would be helpful to know a little about you so that we can compare the views of different groups. Your answers will not be used to identify you and you do not have to answer them if you prefer not to.

**Q17 Which, if any, of the following most closely matches your role?**

- Parent
- Lone parent
- Carer
- Legal guardian
- Other, please specify \_\_\_\_\_

**Q18 What is your household income?**

- £0 - £10,000
- £10,000 - £25,000
- £25,000 - £40,000
- £40,000 - £55,000
- £55,000+

**Q19 Please tell us the first part of your postcode** (for example, N22 or N6) \_\_\_\_\_

**About You**

**Puzzled as to why we ask you so many personal questions?**

Asking personal questions can help to improve the services we deliver to the community. Diversity is a key strength of our borough, and the following questions will help us monitor what different groups of people think about a particular service or issue. We'll use this information to ensure people have their say and can influence decisions that affect them – regardless of their age, disability, gender, race, religion, belief or sexual orientation.

Remember that all the information you provide is confidential under data protection legislation; your information is not passed onto anyone else; it's not used to check nationality or citizenship status; and you're not obliged to provide information – but it is our duty to ask all the questions.

**Q20 What is your age group?**

- Under 19
- 20-24
- 25-29
- 30-44
- 45-59
- 60-64
- 65-74
- 75-84
- 85-89
- 90+

Under the Disability Discrimination Act (DDA) a person is considered to have a disability if she/he has a physical or mental impairment which has a substantial and long-term adverse effect on her/his ability to carry out normal day-to-day activities. Since 2005, people with HIV, cancer and multiple sclerosis (MS) are covered by the DDA.

**Q21 Do you consider yourself to be a disabled person?**

- Yes
- No

## Ethnic group

Below we are asking you to let us know which ethnic group best describes you (Please tick one box from the appropriate section)

### Q22

#### White

- British
                         
  Greek Cypriot
                         
  Turkish
                         
  Gypsy  
 Irish
                         
  Irish Traveller
                         
  Turkish Cypriot
                         
  Kurdish  
 Other, please write in the box

#### Mixed

- White and Black Caribbean
                         
  White and Asian
                         
  White and Black African  
 Other, please write in the box

#### Black or Black British

- African
                         
  Caribbean  
 Other, please write in the box

#### Asian or Asian British

- Indian
                         
  Bangladeshi
                         
  Pakistani
                         
  East African Asian  
 Other, please write in the box

#### Chinese

- Chinese  
 Other, please write in the box

#### Other Ethnic Group

- please write in the box

## Gender

### Q23 Are you?

- Man
                         
  Woman

## Gender identity

### Q24 Does your gender differ from your birth sex?

- Yes
                         
  No

## Religion

### Q25 Do you have a religion or belief that you would like to mention?

- No religion
                         
  Christian
                         
  Buddhist
                         
  Hindu  
 Jewish
                         
  Muslim
                         
  Sikh
                         
  Rastafarian  
 Other, please write in the box

## Sexual orientation

### Q27 How would you describe your sexual orientation?

- Heterosexual
                         
  Gay
                         
  Bisexual
                         
  Lesbian

## Feedback

If you would like to receive a copy of the Council's response to the consultation, please include your contact details, e.g. an email address, in the box below.


The Data Protection Act 1998 sets out how Haringey Council Children's Services must look after the information you share with us. Haringey Council Children's Services will only use the information collected in this questionnaire to inform the redesign of Children's Centres. We will not use your contact details when analysing consultation responses.

When you have filled it in, you can hand it in to your nearest Children's Centre, at a consultation event (see [www.haringey.gov.uk/cc-consultation](http://www.haringey.gov.uk/cc-consultation) for details), or post it to **Haringey Council, Children's Centres Consultation, 3rd Floor, 48 Station Road, London N22 7TY**

Thank you for completing and returning this form.



Have your say  
**Haringey**

<p><b>Shqip</b> <input type="checkbox"/></p> <p>Kjo fletushkë ju tregon mbi konsultimin mbi qendrat e fëmijëve në Haringej. Për të porositur një kopje të kësaj fletushke dhe të një anketa në gjuhën tuaj, shënjoni <input checked="" type="checkbox"/> kutinë, plotësoni formularin dhe dërgojeni tek adresa e mëposhtme me postim falas.</p>	<p><b>Kurdî Kurmancî</b> <input type="checkbox"/></p> <p>Ev destpirtûk li ser şêwirdarîya ji bo navendên zarokan ên li Haringey agahîyê dide we. Heke hun kopîyeke vê destpirtûk û lêkolînê bi zimanê xwe dixwazin, formê tije bikin û ji navnîşana posta bêpere ya jêrîn re bişînin.</p>	<p><b>Soomali</b> <input type="checkbox"/></p> <p>Buugyarahani wuxuu kaaga warramayaa wadatashi ku saabsan xarumaha carruurta ee Haringey. Si aad u dalbato koobbi ah buugyarahan iyo waraysiga oo luqaddaada ku qoran, calaamadi sanduuqa, buuxi foomka oo ku soo dir cinwaanka boostiisu lacag la'aanta yahay ee hoose.</p>
<p><b>Français</b> <input type="checkbox"/></p> <p>Ce livret concerne une consultation sur les centres infantiles de Haringey. Pour commander un exemplaire de ce livret et un sondage dans votre langue, veuillez cocher la case, compléter le formulaire et le renvoyer à l'adresse en port payé ci-dessous.</p>	<p><b>Polski</b> <input type="checkbox"/></p> <p>Niniejsza publikacja zawiera informacje o konsultacjach w sprawie placówek opieki przedszkolnej (children's centres) w gminie Haringey. Aby otrzymać publikację oraz ankietę w języku polskim należy zaznaczyć odpowiednią opcję, wypełnić formularz i odesłać go bezpłatnie na podany poniżej adres.</p>	<p><b>Türkçe</b> <input type="checkbox"/></p> <p>Bu kitapçık Haringey çocuk merkezlerindeki konsültasyon hakkında bilgi sunmaktadır. Bu kitapçığın bir kopyasını ve anketi Türkçe olarak edinmek istiyorsanız lütfen kutucuğu işaretleyip, formu doldurun ve aşağıdaki ücretsiz posta adresine gönderin.</p>

Please tell us if you would like a copy of this newsletter in another language that is not listed above or in any of the following formats, and send the form to the Freepost address below.

In large print     On audio tape     In Braille   

In another language, please state:



Name:  Tel:

Address:

Email:

Please return to: Freepost RLXS-XZGT-UGRJ, Haringey Council,  
Translation and Interpretation Services, 8th Floor, River Park House, 225 High Road, London N22 8HQ

Haringey Council offers this translating and interpreting service to Haringey residents. We can translate this document into one language per resident ONLY.  
Children's Centres Consultation – Parents and Carers Questionnaire



SHAPE THE FUTURE  
Have your say  
**Haringey**



# Children's Centre Consultation – children's centre staff questionnaire

Haringey Council is undertaking a programme of consultation about the proposed changes to children's centres and services. The consultation takes place until 22 April 2011.

We are proposing to change the way we organise our children's centres, so that we can target services better and maintain the quality and effectiveness of those services that make the most difference to improving children's outcomes. It is clear that we cannot avoid some reductions in service and we may have to close some centres.

Have your say about our proposals by completing this short survey.

**The closing date for the survey is 22 April, 2011.**

**Q1. To what extent do you support the principles we have applied to the proposed changes?**

(please select one option in each row)

	Strongly support	Support	Neither support nor don't support	Do not support	Strongly do not support
Maintaining a full children's centre service offer in our most deprived areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensuring services on offer, and how they are delivered, reflect local needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shared management and other jobs across centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility – staff working across children's centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q2. Do you have a children's centre on site or are you linked to a children's centre?**

(Please select one option).

- On site                                   Linked                                   None

**Proposed models for children's centres**

The proposal is based on the development of a lead centre and associate centre model, with these centres clustered together to deliver services across the cluster area. This proposal would see the creation of 8 lead centres and 11 associate children's centres.

**Q3. What do you think about the proposed clustering of children's centres into lead and associate centres?**

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**Q4. To what extent do you agree with our proposal to introduce shared management and administration across our children's centres in order to reduce costs? (Please select one option)**

- |                          |                          |                            |                          |                          |
|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| Strongly agree           | Agree                    | Neither agree nor disagree | Disagree                 | Strongly disagree        |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |

**Q5. Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**

- Yes                                   No



**Q6. To what extent do you agree that children's centre services should be targeted to the most vulnerable?** (Please select one option)

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q7. Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach?**

(Please select one option)

Strongly support	Support	Neither support nor don't support	Do not Support	Strongly do not support
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q8. To what extent do you agree or disagree with the overall proposal shown in the consultation paper?**

(Please select one option)

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q9 We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough.**

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**Funding**

**Q10. Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements.** (please select one option in each row)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly do disagree
Some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all children's centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be allocated to in areas of greatest need only. This will mean that some centres may close	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In the existing staffing and management, arrangements are varied. Costs apportioned to staffing and management also varies and it is proposed to streamline staffing to the following core model:

- Children’s Centre Service Manager
- Service Coordinator
- Reception/administrator
- Outreach and Information Officer
- Early Year Group Coordinator

**Q11. Is the proposed model for core staffing correct?** (Please select one option)

- Yes  No

**Q12. If no, which roles do you think should be included in the core staff team?**

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**Q13. Are there any other compositions of the core staff team that should be considered?**

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**Q14. Which job roles do you consider to be essential for effective multi-agency/partnership service delivery from children’s centres?** (Please select all that apply)

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Centre Manager              | <input type="checkbox"/> Advice worker  | <input type="checkbox"/> Speech and language therapist |
| <input type="checkbox"/> Outreach worker             | <input type="checkbox"/> Teacher        | <input type="checkbox"/> Dietician                     |
| <input type="checkbox"/> Family Support worker       | <input type="checkbox"/> Health Visitor | <input type="checkbox"/> Psychologist                  |
| <input type="checkbox"/> Social worker               | <input type="checkbox"/> Midwife        |  |
| <input type="checkbox"/> Other, please specify _____ |   |  |

**Service offer**

We believe that high quality early years services are the foundation for prevention and early intervention in Haringey. This means ensuring that good health and opportunities to thrive and learn are made available to all young children.

We have proposed two levels of service for our children’s centres - a full service offer and a standard service offer. All eight lead centres would provide a ‘full offer’ of services. Of the remaining associate centres six would provide a ‘full offer’ and five a ‘standard offer’.

**Q15. To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others?** (Please select one option)

- |                          |                          |                            |                          |                          |
|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| Strongly agree           | Agree                    | Neither agree nor disagree | Disagree                 | Strongly disagree        |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |

**Q16. Which of the following services do you consider to be essential in supporting improved outcomes for children?** (Please select all that apply)

- |  |   |
|--|---|
| <input type="checkbox"/> Childcare                   | <input type="checkbox"/> Family learning  |
| <input type="checkbox"/> Stay and play sessions      | <input type="checkbox"/> Support for employment                                 |
| <input type="checkbox"/> Speech and language support | <input type="checkbox"/> Antenatal support                                      |
| <input type="checkbox"/> Parenting programmes        | <input type="checkbox"/> Post natal support/new parents groups                  |
| <input type="checkbox"/> One-to-one family support   | <input type="checkbox"/> Early education for 2-year-olds (2-year-old programme) |
| <input type="checkbox"/> Adult education/training    |   |
| <input type="checkbox"/> Other, please specify _____ |   |

**Q17. What services, if any, do you think could be charged for?**

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**Q18. How should the established relationships with professional partners and commissioned services be maintained to ensure effective service delivery?**

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**Any other comments**

**Q19. Do you have any other comments about the proposed changes?**

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It would be helpful to know a little about you so that we can compare the views of different groups. Your answers will not be used to identify you and you do not have to answer them if you prefer not to.

**Q20. Which, if any, of the following most closely matches your role?** (Please select one option)

- |  |  |
|--|--|
| <input type="checkbox"/> Head of centre              | <input type="checkbox"/> Centre assistant            |
| <input type="checkbox"/> Deputy head of centre       | <input type="checkbox"/> Site manager                |
| <input type="checkbox"/> Centre manager              | <input type="checkbox"/> Administrator               |
| <input type="checkbox"/> Family support worker       | <input type="checkbox"/> Receptionist                |
| <input type="checkbox"/> Outreach worker             | <input type="checkbox"/> Information officer         |
| <input type="checkbox"/> Nursery officer             | <input type="checkbox"/> Finance officer             |
| <input type="checkbox"/> Nursery manager             | <input type="checkbox"/> Early years worker (groups) |
| <input type="checkbox"/> Other, please specify _____ |  |

Q21 Please tell us the first part of your postcode (e.g. N22 or N6)

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## About You

### Puzzled as to why we ask you so many personal questions?

Asking personal questions can help to improve the services we deliver to the community. Diversity is a key strength of our borough, and the following questions will help us monitor what different groups of people think about a particular service or issue. We'll use this information to ensure people have their say and can influence decisions that affect them - regardless of their age, disability, gender, race, religion, belief or sexual orientation.

Remember that all the information you provide is confidential under data protection legislation; your information is not passed onto anyone else; it's not used to check nationality or citizenship status; and you're not obliged to provide information - but it is our duty to ask all the questions.

#### Q22 What is your age group?

- Under 19                       20-24                       25-29                       30-44
- 45-59                       60-64                       65-74                       75-84
- 85-89                       90+

Under the Disability Discrimination Act (DDA) a person is considered to have a disability if she/he has a physical or mental impairment which has a substantial and long-term adverse effect on her/his ability to carry out normal day-to-day activities. Since 2005, people with HIV, cancer and multiple sclerosis (MS) are covered by the DDA.

#### Q23 Do you consider yourself to be a disabled person?

- Yes                       No

**Ethnic group**

Below we are asking you to let us know which ethnic group best describes you? (Please tick one box from the appropriate section)

**Q24**

**White**

- British
- Irish
- Other, please write in the box
- Greek Cypriot
- Irish Traveller
- White and Black Caribbean
- White and Asian
- White and Black African
- Turkish
- Turkish Cypriot
- Other, please write in the box
- Gypsy
- Kurdish

**Mixed**

- Other, please write in the box

**Black or Black British**

- African
- Caribbean
- Other, please write in the box

**Asian or Asian British**

- Indian
- Bangladeshi
- Pakistani
- East African Asian
- Other, please write in the box

**Chinese**

- Chinese
- Other, please write in the box

**Other Ethnic Group**

- please write in the box

**Gender**

**Q25 Are you?**

- Man
- Woman

**Gender identity**

**Q26 Does your gender differ from your birth sex?**

- Yes
- No

**Religion**

**Q27 Do you have a religion or belief that you would like to mention?**

- No religion
- Jewish
- Other, please write in the box
- Christian
- Muslim
- Buddhist
- Sikh
- Hindu
- Rastafarian

**Sexual orientation**

**Q28 How would you describe your sexual orientation?**

- Heterosexual
- Gay
- Bisexual
- Lesbian



## Feedback

If you would like to receive a copy of the Council's response to the consultation, please include your contact details, e.g. an email address, in the box below.

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**Thank you for completing and returning this form.**

SHAPE THE FUTURE  
Have your say  
**Haringey**



# Children's Centre Consultation - School Staff and Governors questionnaire

Haringey Council is undertaking a programme of consultation about the proposed changes to children's centres and services. The consultation takes place until 22 April 2011. We are proposing to change the way we organise our children's centres, so that we can target services better and maintain the quality and effectiveness of those services that make the most difference to improving children's outcomes. It is clear that we cannot avoid some reductions in service and we may have to close some centres.

Have your say about our proposals by completing this short survey.

**The closing date for the survey is 22 April 2011.**

**Q1. To what extent do you support the principles we have applied to the proposed changes?**

(please select one option in each row)

	Strongly support	Support	Neither support nor don't support	Do not support	Strongly do not support
Maintaining a full children's centre service offer in our most deprived areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensuring services on offer, and how they are delivered, reflect local needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shared management and other jobs across centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility – staff working across children's centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q2 Do you have a children's centre on site or are you linked to a children's centre?**

(please select one option).

- On site
- Linked
- None

**Q3. What do you think about the proposed clustering of children's centres into lead and associate centres?**

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**Q4. To what extent do you agree with our proposal to introduce shared management and administration across our children's centres in order to reduce costs? (Please select one option)**

- |                          |                          |                            |                          |                          |
|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| Strongly agree           | Agree                    | Neither agree nor disagree | Disagree                 | Strongly disagree        |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |

**Q5. Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**

- Yes
- No

**Q6. To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)**

- |                          |                          |                            |                          |                          |
|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| Strongly agree           | Agree                    | Neither agree nor disagree | Disagree                 | Strongly disagree        |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |



**Q7. Detailed financial modelling might suggest the closure of some children’s centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach?**

(Please select one option)

Strongly support	Support	Neither support nor don't support	Do not Support	Strongly do not support
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q8. To what extent do you agree or disagree with the overall proposal shown in the consultation paper?**

(Please select one option)

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q9 We are interested in your views. Please tell us if you have other ideas for a children’s centre model for the borough.**

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**Funding**

**Q10. Given the reduction in the budget available for children’s centres, please indicate to what extent do you agree or disagree with the following statements. (Please select one option on each row)**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly do disagree
Some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all children’s centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be allocated to centres in areas of greatest need only. This will mean that some centres may close	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In the existing staffing and management, arrangements are varied. Costs apportioned to staffing and management also varies and it is proposed to streamline staffing to the following core model:

- Children’s Centre Service Manager
- Service Coordinator
- Reception/administrator
- Outreach and Information Officer
- Early Year Group Coordinator

**Q11. Is the proposed model for core staffing correct?** (Please select one option)

- Yes  No

**Q12. If no, which roles do you think should be included in the core staff team?**

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**Q13. Are there any other compositions of the core staff team that should be considered?**

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**Q14. Which posts do you consider to be essential for a children’s centre to operate effectively**  
(Please select all that apply)

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Centre manager               | <input type="checkbox"/> Receptionist    | <input type="checkbox"/> Administrator       |
| <input type="checkbox"/> Outreach worker              | <input type="checkbox"/> Teacher         | <input type="checkbox"/> Site manager        |
| <input type="checkbox"/> Family support worker        | <input type="checkbox"/> Finance officer | <input type="checkbox"/> Health visitor      |
| <input type="checkbox"/> Social worker                | <input type="checkbox"/> Midwife         | <input type="checkbox"/> Information officer |
| <input type="checkbox"/> Other (please tell us) _____ |  |  |

**Service offer**

We believe that high quality early years services are the foundation for prevention and early intervention in Haringey. This means ensuring that good health and opportunities to thrive and learn are made available to all young children.

We have proposed two levels of service for our children’s centres - a full service offer and a standard service offer. All eight lead centres would provide a ‘full offer’ of services. Of the remaining associate centres six would provide a ‘full offer’ and five a ‘standard offer’.

**Q15. To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others?** (Please select one option)

- |                          |                          |                               |                          |                          |
|--------------------------|--------------------------|-------------------------------|--------------------------|--------------------------|
| Strongly agree           | Agree                    | Neither agree<br>nor disagree | Disagree                 | Strongly<br>disagree     |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> |

**Q16. What services, if any, do you think should be changed?**

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**Governance**

**Q17. What should the governance arrangements be in a cluster model?**

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**Q18. How should the established relationships with professional partners and commissioned services be maintained?**

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**Any other comments**

**Q19. Do you have any other comments about the proposed changes?**

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It would be helpful to know a little about you so that we can compare the views of different groups. Your answers will not be used to identify you.

**Q20 Which, if any, of the following most closely matches your role?**

- School staff member (non-teaching)
- Head teacher
- Deputy Head teacher
- Other, please specify \_\_\_\_\_
- Senior Management team member
- Teacher
- School Governor

**Q21 Please tell us the first part of your postcode** (example for your place of work, N22 or N6)

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**Puzzled as to why we ask you so many personal questions?**

Well, we're not just being nosy. Asking personal questions can help to improve the services we deliver to the community. Diversity is a key strength of our borough, and the following questions will help us monitor what different groups of people think about a particular service or issue. We'll use this information to ensure people have their say and can influence decisions that affect them - regardless of their age, disability, gender, race, religion, belief or sexual orientation.

Remember that all the information you provide is confidential under data protection legislation; your information is not passed onto anyone else; it's not used to check nationality or citizenship status; and you're not obliged to provide information - but it is our duty to ask all the questions.

**Q22 What is your age group?**

- Under 19                       20-24                       25-29                       30-44
- 45-59                       60-64                       65-74                       75-84
- 85-89                       90+

Under the Disability Discrimination Act (DDA) a person is considered to have a disability if she/he has a physical or mental impairment which has a substantial and long-term adverse effect on her/his ability to carry out normal day-to-day activities. Since 2005, people with HIV, cancer and multiple sclerosis (MS) are covered by the DDA.

**Q23 Do you consider yourself to be a disabled person?**

- Yes                       No

**Ethnic group**

**Below we are asking you to let us know which ethnic group best describes you?** (Please tick one box from the appropriate section)

**Q24****White**

- British
                                 
  Greek Cypriot
                                 
  Turkish
                                 
  Gypsy  
 Irish
                                 
  Irish Traveller
                                 
  Turkish Cypriot
                                 
  Kurdish  
 Other, please write in the box

**Mixed**

- White and Black Caribbean
                                 
  White and Asian
                                 
  White and Black African  
 Other, please write in the box

**Black or Black British**

- African
                                 
  Caribbean  
 Other, please write in the box

**Asian or Asian British**

- Indian
                                 
  Bangladeshi
                                 
  Pakistani
                                 
  East African Asian  
 Other, please write in the box

**Chinese**

- Chinese  
 Other, please write in the box

**Other Ethnic Group**

- please write in the box

**Gender****Q25 Are you?**

- Man
                                 
  Woman

**Gender identity****Q26 Does your gender differ from your birth sex?**

- Yes
                                 
  No

**Religion****Q27 Do you have a religion or belief that you would like to mention?**

- No religion
                                 
  Christian
                                 
  Buddhist
                                 
  Hindu  
 Jewish
                                 
  Muslim
                                 
  Sikh
                                 
  Rastafarian  
 Other, please write in the box

**Sexual orientation****Q28 How would you describe your sexual orientation?**

- Heterosexual
                                 
  Gay
                                 
  Bisexual
                                 
  Lesbian



## Feedback

If you would like to receive a copy of the Council's response to the consultation, please include your contact details, e.g. an email address, in the box below.

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**Thank you for completing and returning this form.**

SHAPE THE FUTURE  
Have your say  
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## Children's Centre Consultation – Professional Partners, Commissioned Services and Voluntary organisations

Haringey Council is undertaking a programme of consultation about the proposed changes to children's centres and services. The consultation takes place until 22 April 2011.

We are proposing to change the way we organise our children's centres, so that we can target services better and maintain the quality and effectiveness of those services that make the most difference to improving children's outcomes. It is clear that we cannot avoid some reductions in service and we may have to close some centres.

Have your say about our proposals by completing this short survey.

**The closing date for the survey is 22 April 2011.**



**Q1. To what extent do you support the principles we have applied to the proposed changes?**

(please select one option in each row)

	Strongly support	Support	Neither support nor don't support	Do not support	Strongly do not support
Maintaining a full children's centre service offer in our most deprived areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensuring services on offer, and how they are delivered, reflect local needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shared management and other jobs across centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility – staff working across children's centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q2 Do you have a children's centre on site or are you linked to a children's centre?**

(please select one option).

- On site     Linked     None

**Proposed model for children's centres**

The proposal is based on the development of a lead centre and associate centre model, with these centres clustered together to deliver services across the cluster area. This proposal would see the creation of eight lead centres and 11 associate children's centres.

**Q3. What do you think about the proposed clustering of children's centres into lead and associate centres?**

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**Q4. Do you agree with our proposal to introduce shared management and administration across our children's centres in order to reduce costs? (Please select one option)**

- |                          |                          |                               |                          |                          |
|--------------------------|--------------------------|-------------------------------|--------------------------|--------------------------|
| Strongly agree           | Agree                    | Neither agree<br>nor disagree | Disagree                 | Strongly<br>disagree     |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> |

**Q5. Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**

- |                          |                          |                               |                          |                          |
|--------------------------|--------------------------|-------------------------------|--------------------------|--------------------------|
| Strongly agree           | Agree                    | Neither agree<br>nor disagree | Disagree                 | Strongly<br>disagree     |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> |



**Q6. To what extent do you agree that children's centre services should be targeted to the most vulnerable?** (please select one option)

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q7. Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach?**  
(Please select one option)

Strongly support	Support	Neither support nor don't support	Do not support	Strongly do not support
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q8. To what extent do you agree or disagree with the overall proposal shown in the consultation paper?**

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q9 We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough.**

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### Funding

**Q10. Given the reduction in the budget available for children's centres, please indicate to what extent do you agree or disagree with the following statements.** (Please select one option on each row)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly do disagree
Some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all children's centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be allocated to centres in areas of greatest need only. This will mean that some centres may close	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In the existing staffing and management, arrangements are varied. Costs apportioned to staffing and management also varies and it is proposed to streamline staffing to the following core model:

- Children’s Centre Service Manager
- Service Coordinator
- Reception/administrator
- Outreach and Information Officer
- Early Year Group Coordinator

**Q11. Is the proposed model for core staffing correct?** (Please select one option)

- Yes  No

**Q12. If no, which roles do you think should be included in the core staff team?**

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**Q13. Are there any other compositions of the core staff team that should be considered?**

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**Q14. Which posts do you consider to be essential for a children’s centre to operate effectively**  
(Please select all that apply)

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Centre manager               | <input type="checkbox"/> Advice worker  | <input type="checkbox"/> Speech and language therapist |
| <input type="checkbox"/> Outreach worker              | <input type="checkbox"/> Teacher        | <input type="checkbox"/> Dietician                     |
| <input type="checkbox"/> Family support worker        | <input type="checkbox"/> Health visitor | <input type="checkbox"/> Psychologist                  |
| <input type="checkbox"/> Social worker                | <input type="checkbox"/> Midwife        | <input type="checkbox"/> Information officer           |
| <input type="checkbox"/> Other (please tell us) _____ |   |  |

**Service offer**

We have proposed two levels of service for our children’s centres – a full service offer and a standard service offer. All eight lead centres would provide a ‘full offer’ of services. Of the remaining associate centres six would provide a ‘full offer’ and five a ‘standard offer’.

**Q15. To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others?** (Please select one option)

- |                          |                          |                               |                          |                          |
|--------------------------|--------------------------|-------------------------------|--------------------------|--------------------------|
| Strongly agree           | Agree                    | Neither agree<br>nor disagree | Disagree                 | Strongly<br>disagree     |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> |

**Q16. What services, if any, do you think should or could attract a charge?**

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**Q17. How should the established relationships with professional partners and commissioned services be maintained to ensure effective service delivery?**

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**Other comments**

**Q18. Do you have any other comments about the proposed changes?**

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It would be helpful to know a little about you so that we can compare the views of different groups. Your answers will not be used to identify you and you do not have to answer them if you prefer not to.

**Q19 Which, if any, of the following most closely matches your role?** (Please select one option)

- Midwife
- Health Visitor
- Childminder
- Psychologist
- Other, please specify \_\_\_\_\_
- Speech and Language Therapist
- Social Worker
- Teacher
- General Practitioner (GP)

**Q20 Please tell us the first part of your postcode** (example for your place of work, N22 or N6)

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**Puzzled as to why we ask you so many personal questions?**

Asking personal questions can help to improve the services we deliver to the community. Diversity is a key strength of our borough, and the following questions will help us monitor what different groups of people think about a particular service or issue. We'll use this information to ensure people have their say and can influence decisions that affect them - regardless of their age, disability, gender, race, religion, belief or sexual orientation.

Remember that all the information you provide is confidential under data protection legislation; your information is not passed onto anyone else; it's not used to check nationality or citizenship status; and you're not obliged to provide information – but it is our duty to ask all the questions.

**Q21 What is your age group?**

- Under 19                       20-24                       25-29                       30-44
- 45-59                       60-64                       65-74                       75-84
- 85-89                       90+

Under the Disability Discrimination Act (DDA) a person is considered to have a disability if she/he has a physical or mental impairment which has a substantial and long-term adverse effect on her/his ability to carry out normal day-to-day activities. Since 2005, people with HIV, cancer and multiple sclerosis (MS) are covered by the DDA.

**Q22 Do you consider yourself to be a disabled person?**

- Yes                       No

**Ethnic group**

Below we are asking you to let us know which ethnic group best describes you? (Please tick one box from the appropriate section)

**Q23**

**White**

- British
- Irish
- Other, please write in the box
- Greek Cypriot
- Irish Traveller
- Turkish
- Turkish Cypriot
- Gypsy
- Kurdish

**Mixed**

- White and Black Caribbean
- Other, please write in the box
- White and Asian
- White and Black African

**Black or Black British**

- African
- Other, please write in the box
- Caribbean

**Asian or Asian British**

- Indian
- Other, please write in the box
- Bangladeshi
- Pakistani
- East African Asian

**Chinese**

- Chinese
- Other, please write in the box

**Other Ethnic Group**

- please write in the box

**Gender**

**Q24 Are you?**

- Man
- Woman

**Gender identity**

**Q25 Does your gender differ from your birth sex?**

- Yes
- No

**Religion**

**Q26 Do you have a religion or belief that you would like to mention?**

- No religion
- Jewish
- Other, please write in the box
- Christian
- Muslim
- Buddhist
- Sikh
- Hindu
- Rastafarian

**Sexual orientation**

**Q27 How would you describe your sexual orientation?**

- Heterosexual
- Gay
- Bisexual
- Lesbian



## Feedback

If you would like to receive a copy of the Council's response to the consultation, please include your contact details, e.g. an email address, in the box below.


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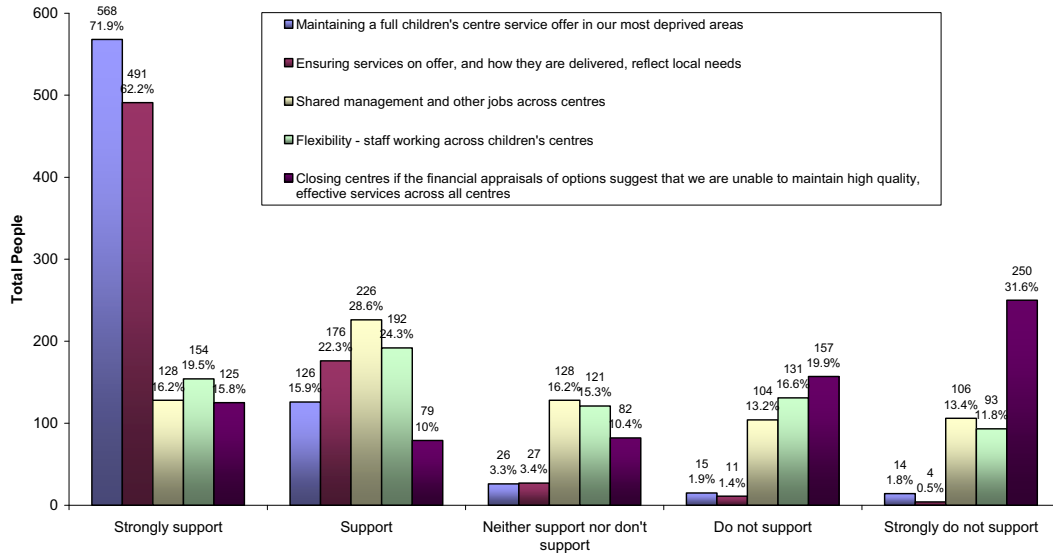
When you have filled it in, you can hand it in to your nearest Children's Centre, at a consultation event (see [www.haringey.gov.uk/cc-consultation](http://www.haringey.gov.uk/cc-consultation) for details), or post it to **Haringey Council, Children's Centres Consultation, 3rd Floor, 48 Station Road, London N22 7TY**

**Thank you for completing and returning this form.**

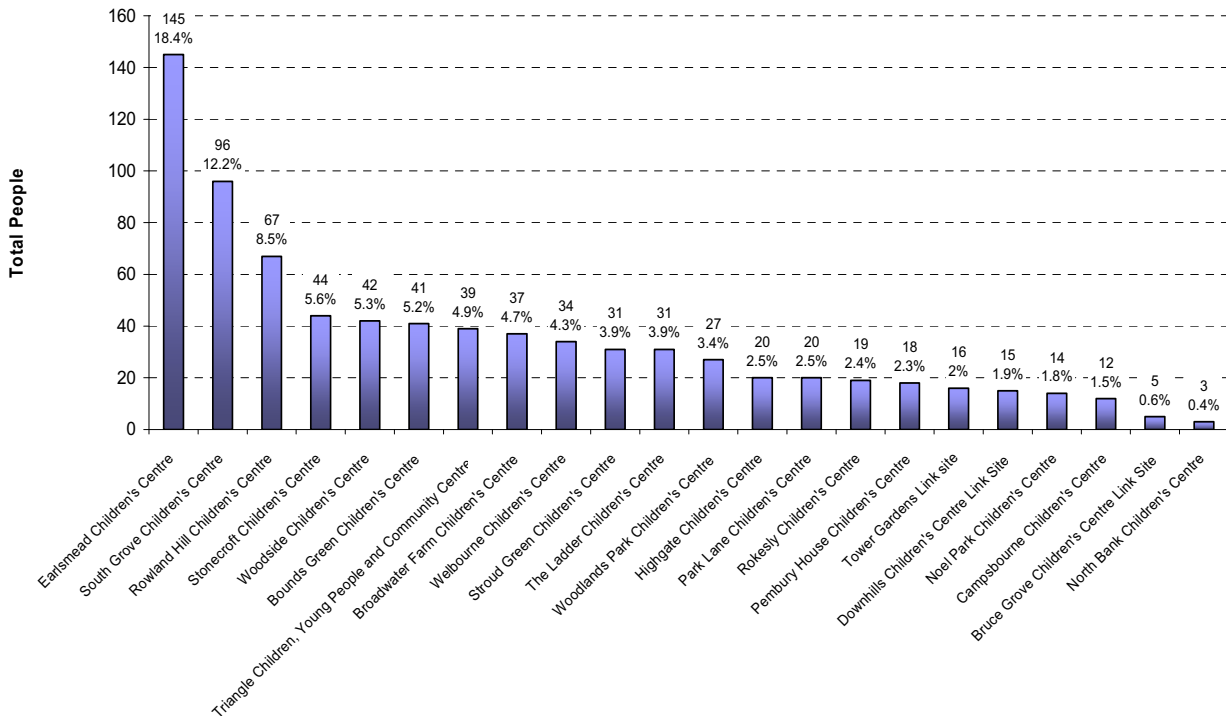
## Annex 7: Parents and carers consultation responses

### 7.1 Parents and carers questionnaire results

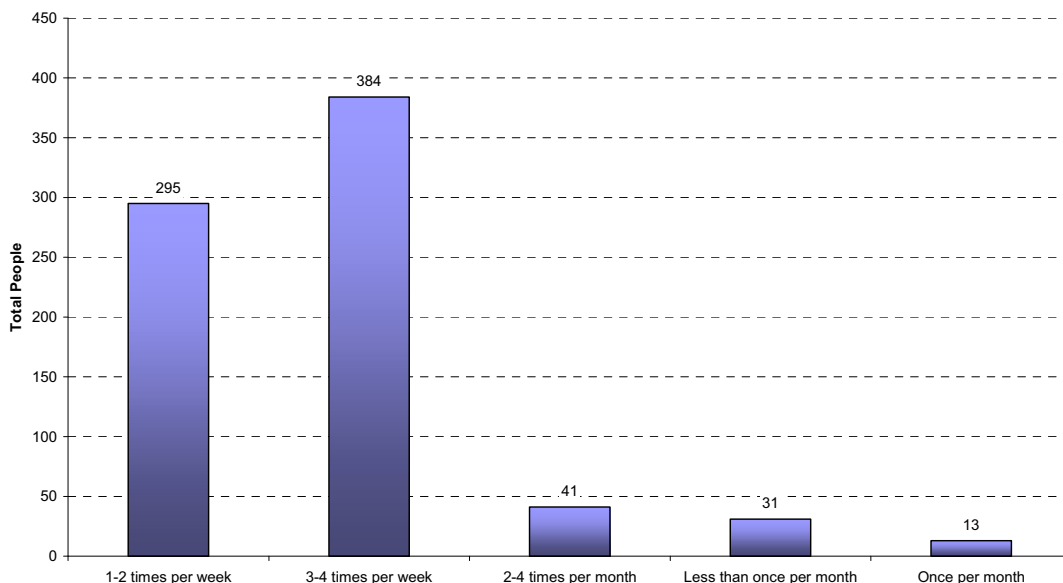
**Question 1: To what extent do you support the principles we have applied to the proposed changes? (Please select one option on each row)**



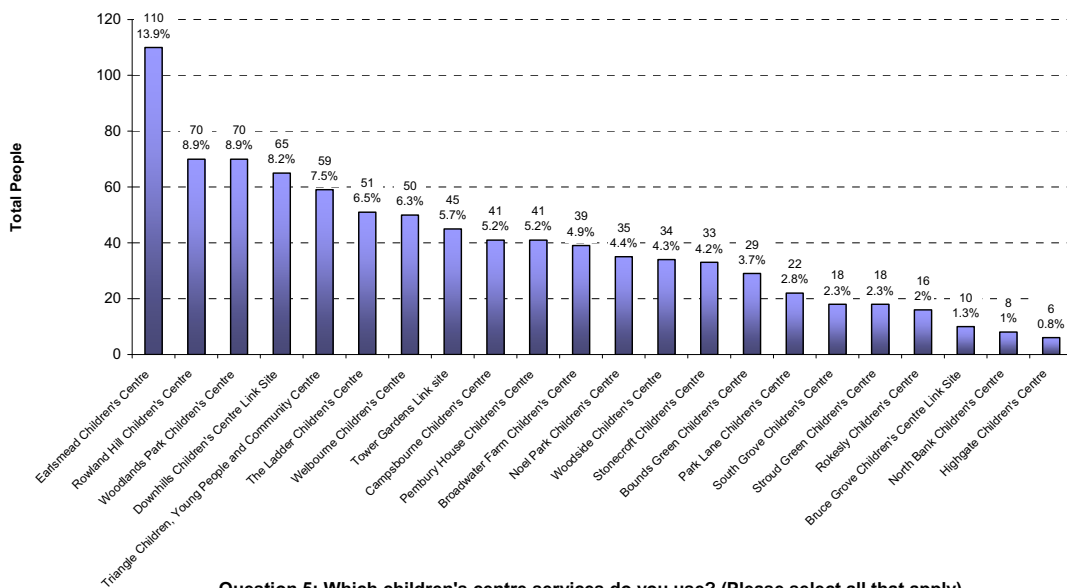
**Question 2: Which children's centre do you usually use? (Please select one option)**



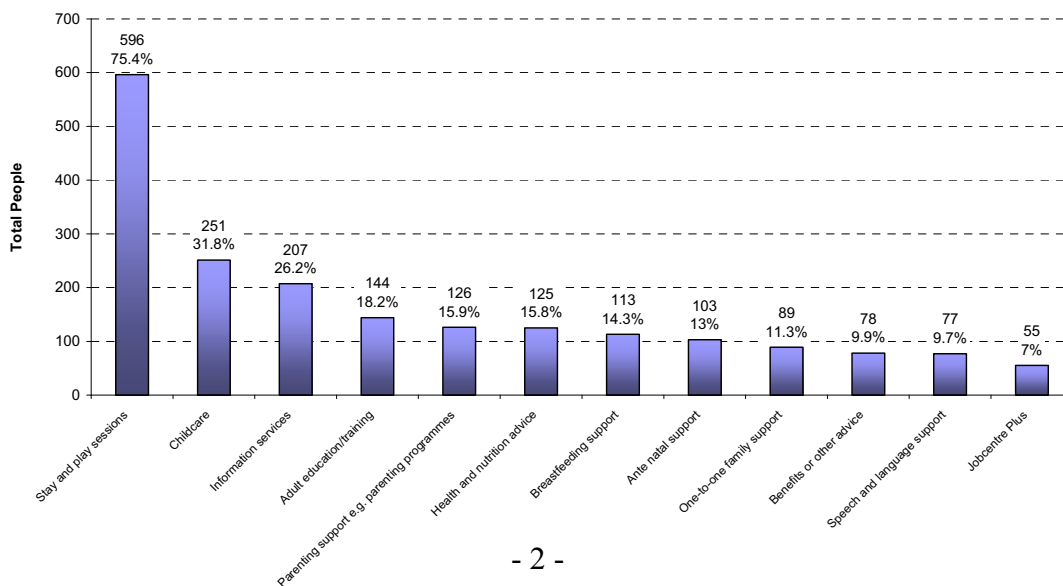
**Question 3: How often do you visit this children's centre ? (the centre selected in question 2)**



**Question 4: Do you use any other children's centres in Haringey? (Please select all that apply)**

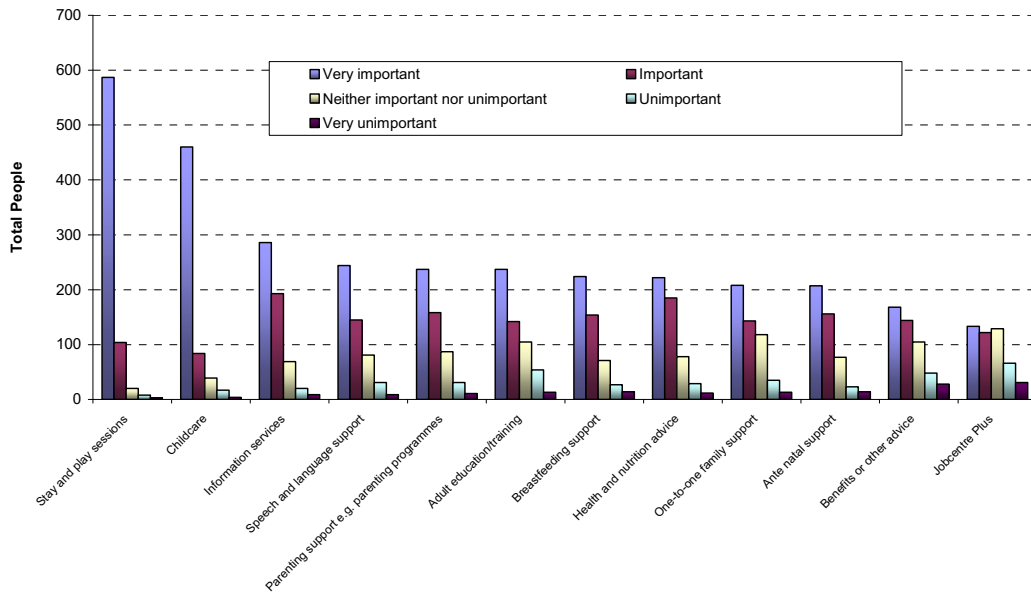


**Question 5: Which children's centre services do you use? (Please select all that apply)**

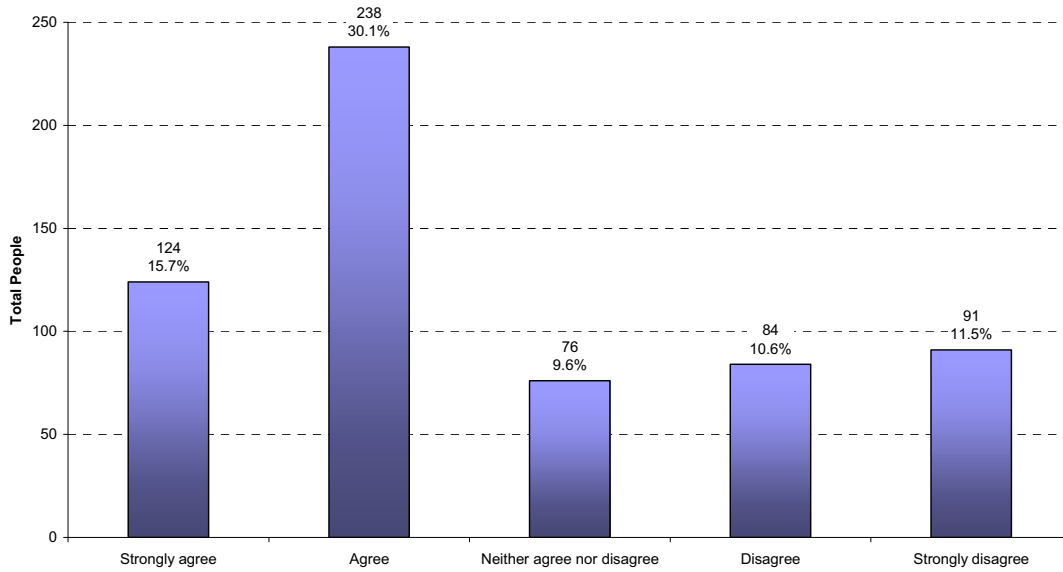




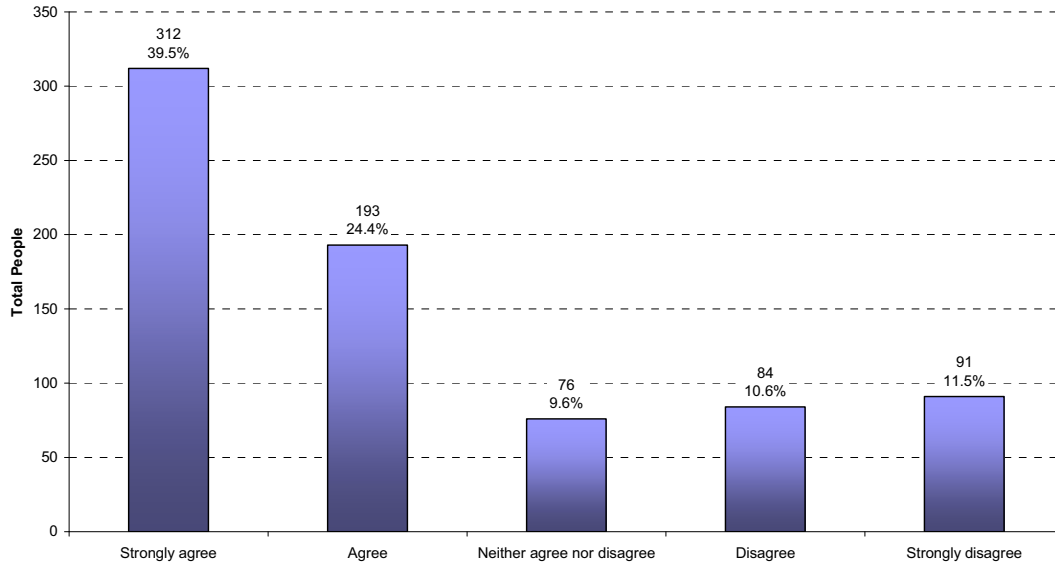
**Question 6: How important are the following children's centre services to you? (Please select all that apply)**



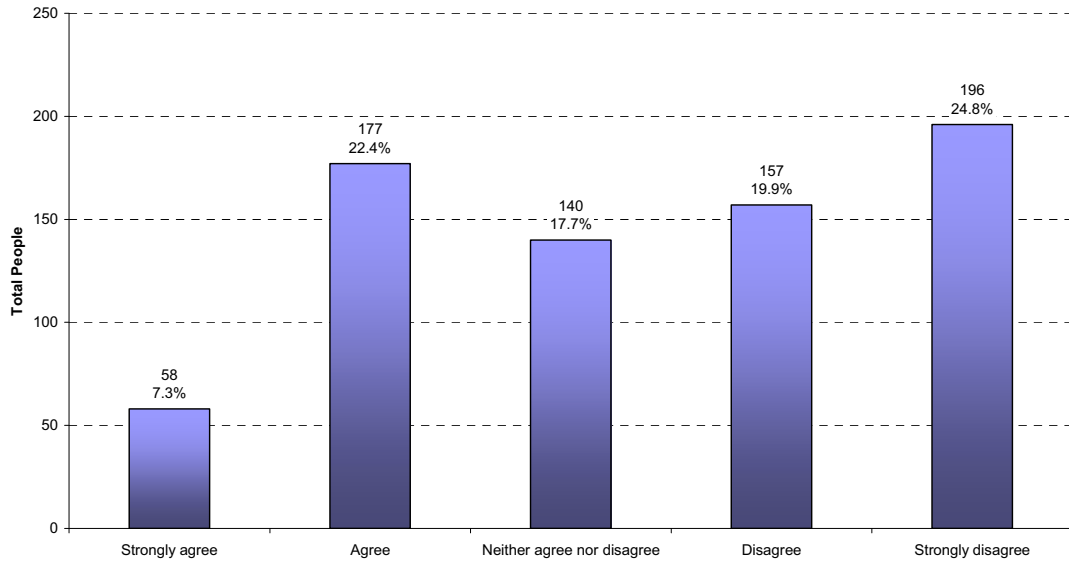
**Question 7: To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)**



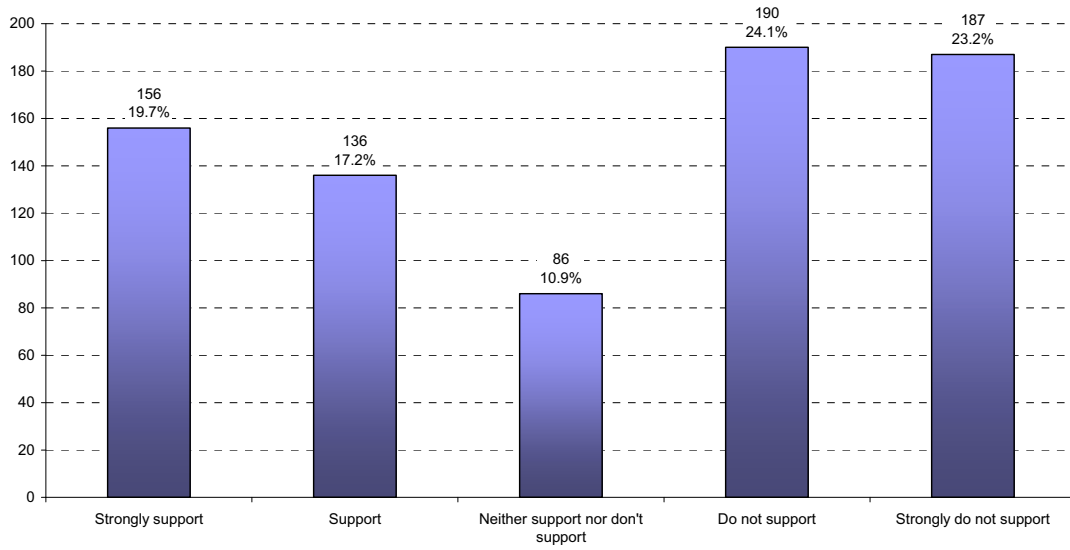
**Question 8: To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)**



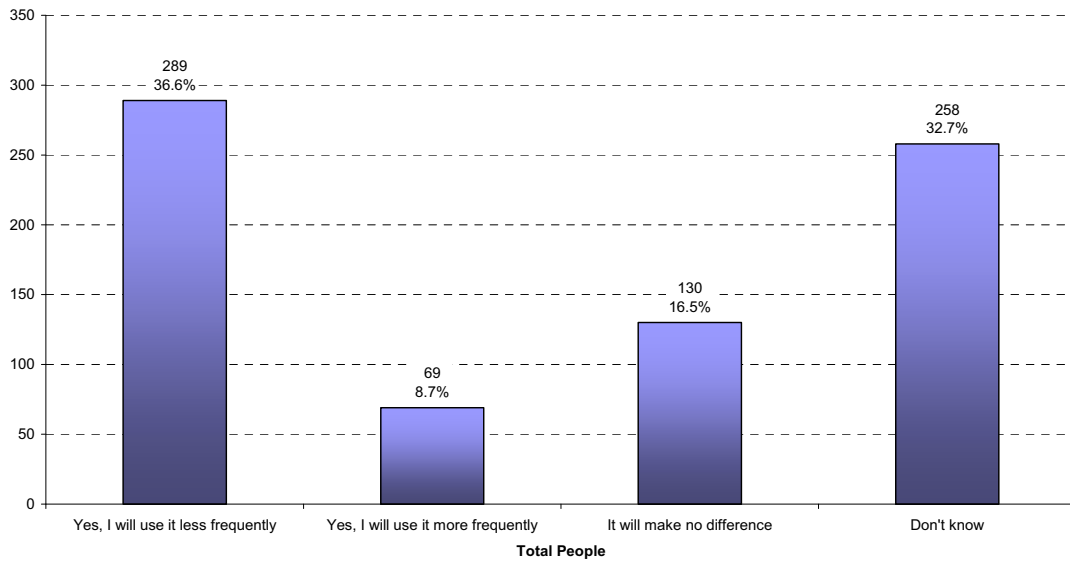
**Question 10: To what extent do you agree or disagree with the overall proposal shown in the consultation paper (Please select one option)**



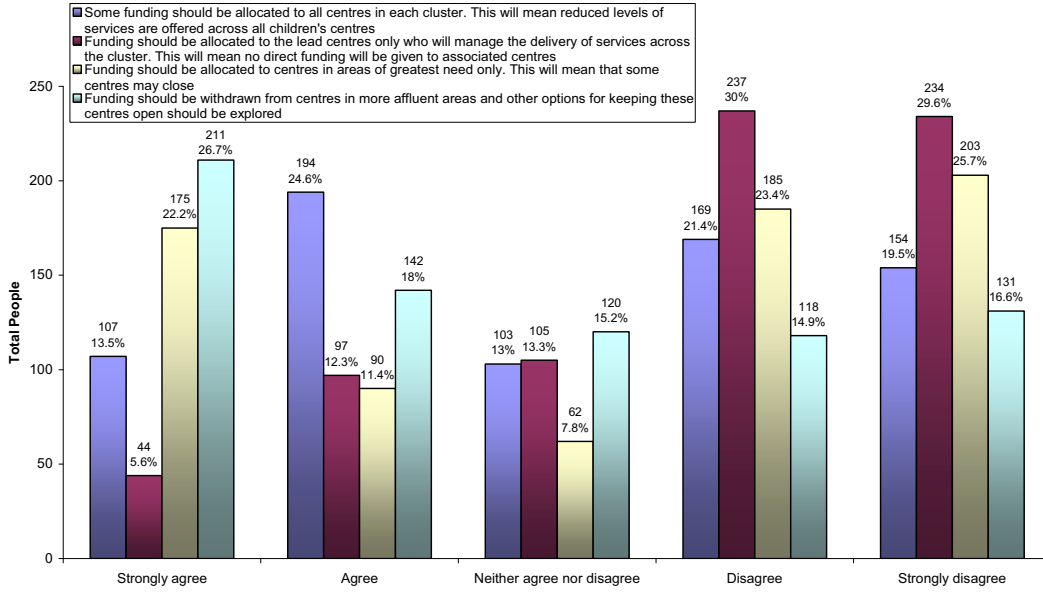
**Question 11: Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable are maintained. To what extent would you support this approach? (Please select one option)**



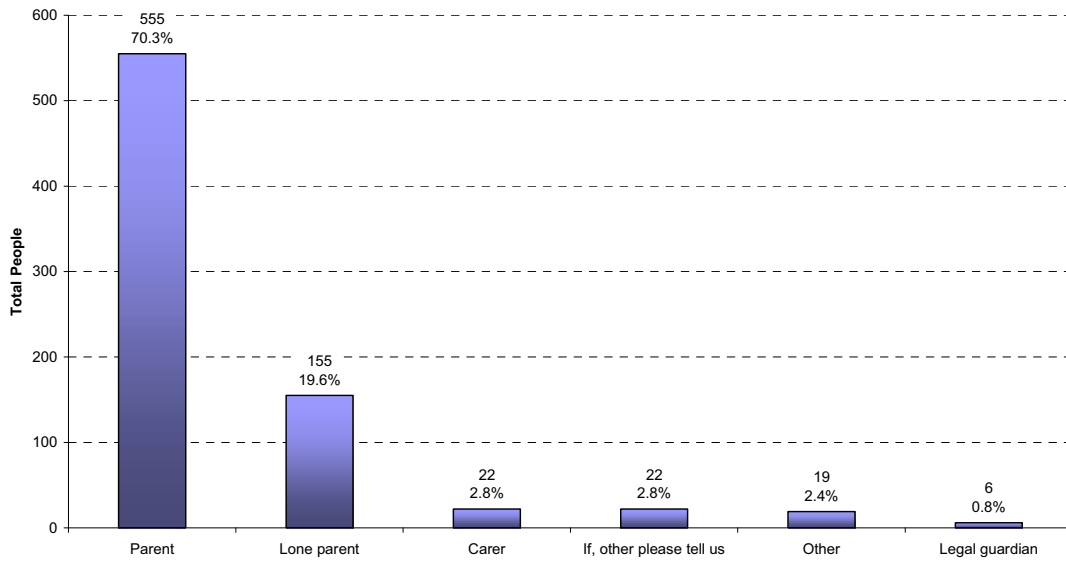
**Question 13: Will the proposed changes to Haringey's children's centres change how frequently you use your usual centre? (Please select one option)**



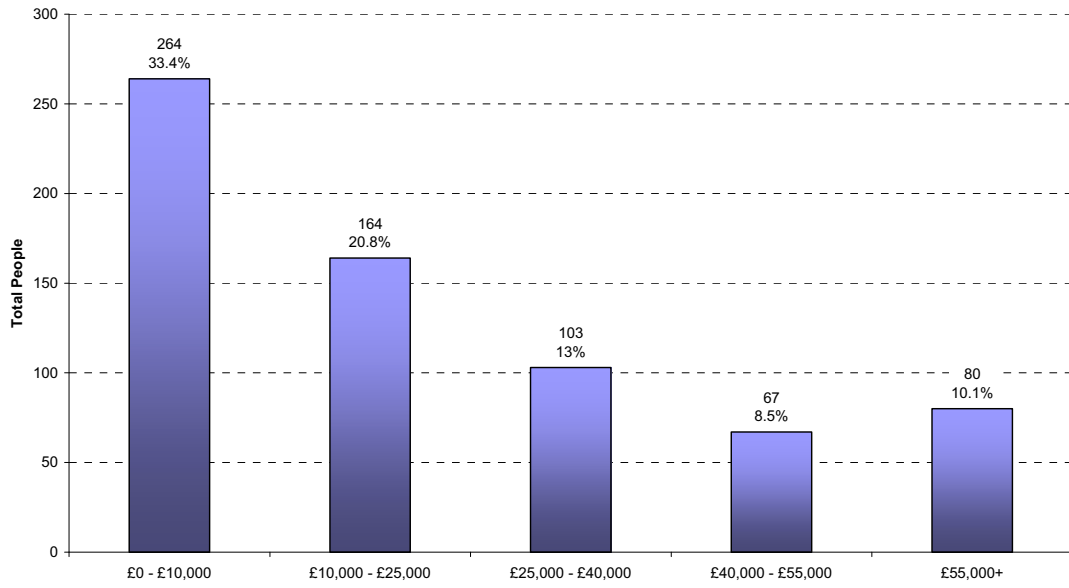
**Question 14: Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)**



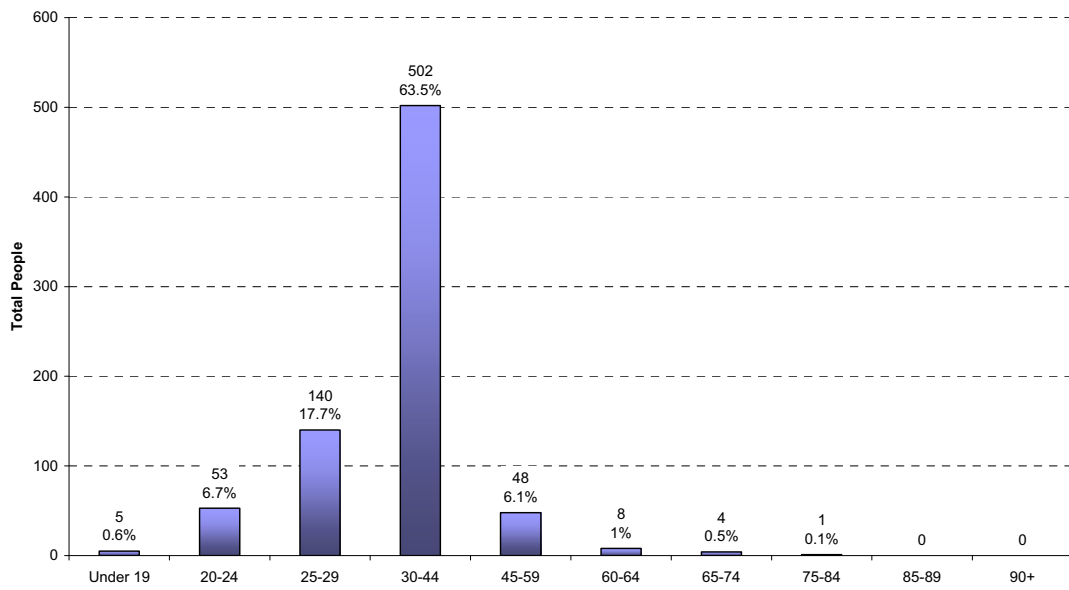
**Question 17: Which, if any, of the following most closely matches your role? (Please select one option)**



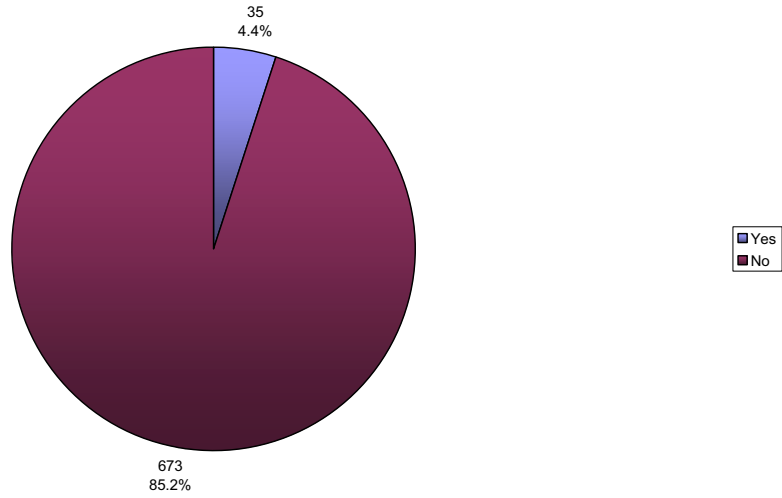
Question 18: What is your household income ? (Please select one option)



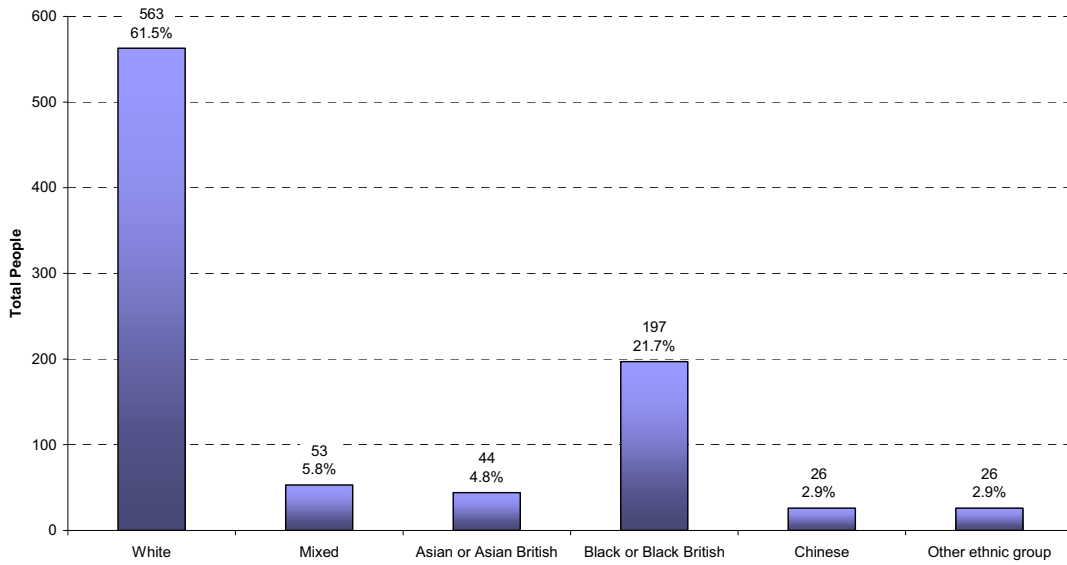
Question 20: Age



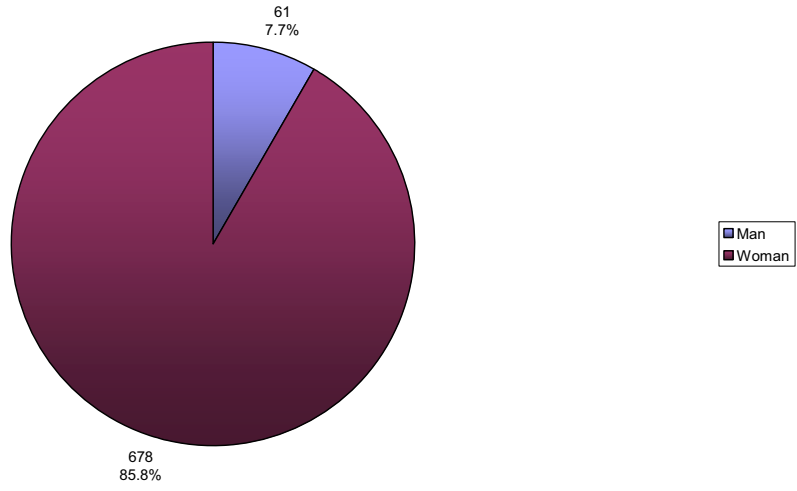
Question 21: Do you consider yourself to be a disabled person?



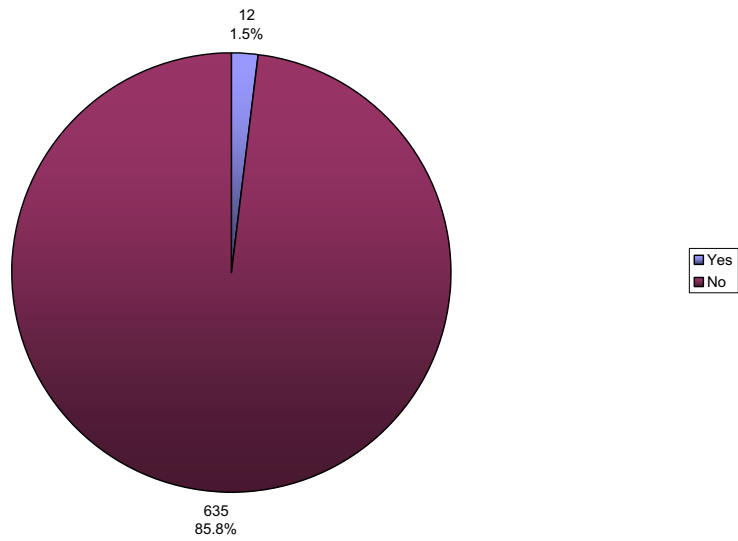
Question 22: Below we are asking you to let us know which ethnic group best describes you. (Please tick one box from the appropriate section)



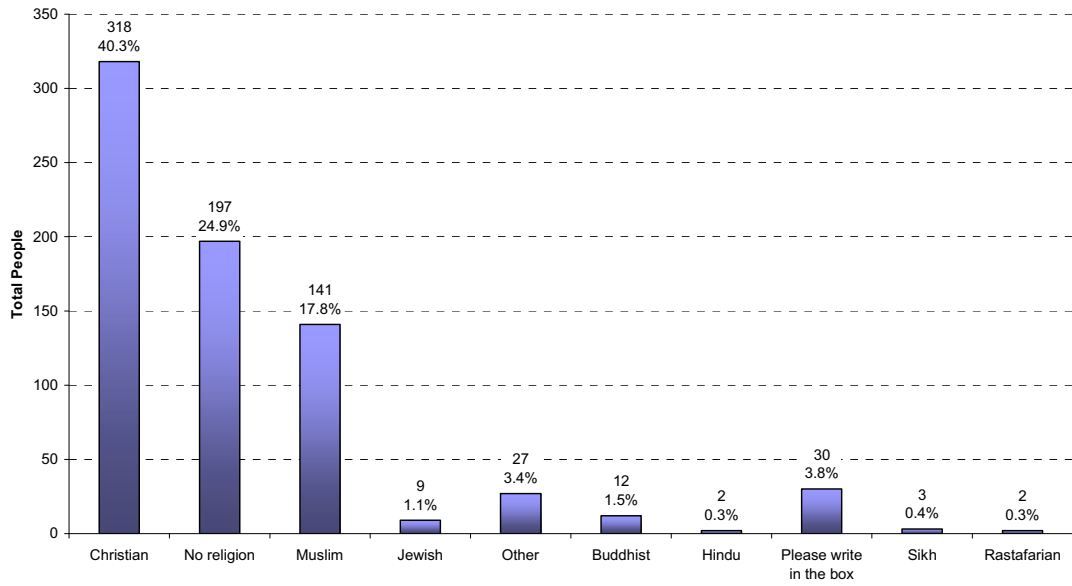
Question: 24 Gender



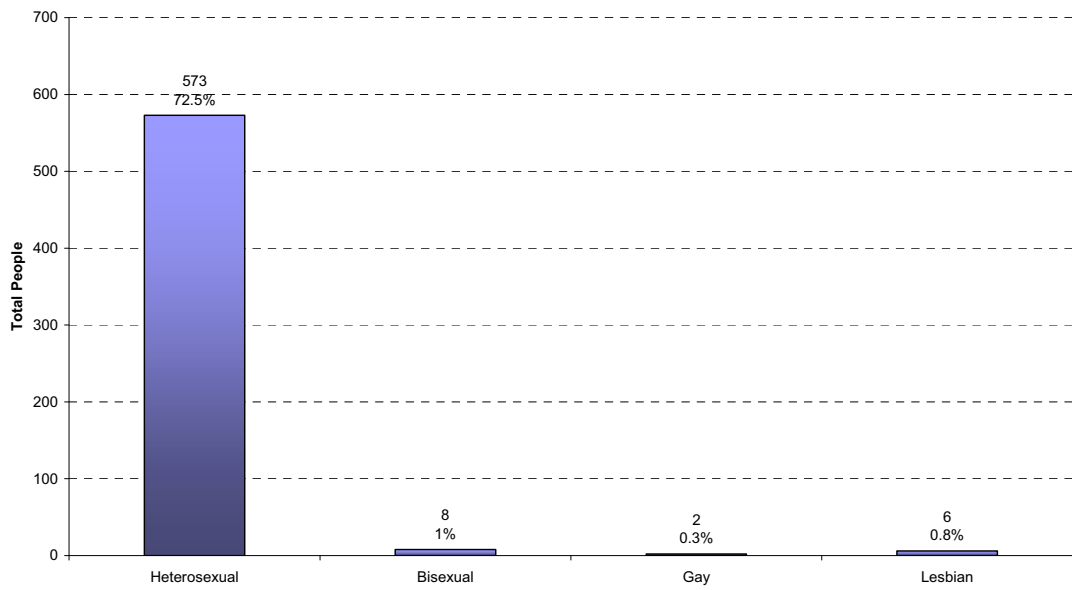
Question 25: Does your gender differ form your birth sex?



Question 26: Do you have a religion or belief that you would like to mention?



Question 27: How would you describe your sexual orientation?





## 7.2 Parents and carers free text questionnaire results

**Q9: If we were not able to keep all of the standard offer in your local centres, what types of services, if any, would you be prepared to pay for?**

Respondent	Group	Comment/idea summary
<b>Adult education/parenting</b>		
Individual	Parents/carers	Adult education /training and parenting.
Individual	Parents/carers	Adult education /training, e.g. first aid certain sessions for children, e.g. "movers + groovers" where a specific staff member run the session.
Individual	Parents/carers	Adult education training.
Individual	Parents/carers	advice sessions 1:1, Adult education
Individual	Parents/carers	Classes.
Individual	Parents/carers	Health and nutrition advice and adult education/training.
Individual	Parents/carers	Parenting courses e.g. baby massage, adult education.
Individual	Parents/carers	parenting courses such as first aid, a small charge (£2) for stay and play
Individual	Parents/carers	Parenting program.
Individual	Parents/carers	Parenting programmes.
Individual	Parents/carers	Special training courses such as First Aid course.
<b>After school/breakfast club/holiday times</b>		
Individual	Parents/carers	After school / breakfast club.
Individual	Parents/carers	After -school clubs, holiday clubs.
Individual	Parents/carers	After school facilities (which are important to those in work)
Individual	Parents/carers	After school programmes and extra training will get my money. Education should not have to be paid for or be at risk because these children are the future.
Individual	Parents/carers	After school, holiday schemes.
Individual	Parents/carers	Holiday play schemes, after school care
Individual	Parents/carers	I'd be prepared to pay more for childcare after school & in holiday.
Individual	Parents/carers	Morning & evening.
Individual	Parents/carers	We already pay for holiday play schemes and that is acceptable. Catering only for the most vulnerable prevents children of different class and wealth from meeting. That is bad for the

		same reason as faith schools are in my opinion bad; it breeds prejudice (see Ireland or Palestine/Israel for the most horrible results).
Individual	Parents/carers	would be willing to pay more for wrap around care- breakfast club and after school club
<b>All/multiple</b>		
Individual	Parents/carers	all of them
Individual	Parents/carers	ante natal classes, language and communication courses, first aid, baby yoga and baby massage
Individual	Parents/carers	Any.
Individual	Parents/carers	Baby massage, music group.
Individual	Parents/carers	Baby massage, yoga, speaker events
Individual	Parents/carers	Baby massage, yoga, speech therapy, music classes, if at nominal cost.
Individual	Parents/carers	baby weighing, baby groups
Individual	Parents/carers	Childcare or benefits or other advice.
Individual	Parents/carers	Childcare Parenting classes
Individual	Parents/carers	Childcare, advice, stay and play, language support, parenting programme.
Individual	Parents/carers	Childcare, certain services.
Individual	Parents/carers	Childcare, small fee (donation) for drop-in stay & play, adult education courses
Individual	Parents/carers	Childcare, speech and language support.
Individual	Parents/carers	Childcare, stay & play group.
Individual	Parents/carers	Childcare, Stay & Play, Antenatal.
Individual	Parents/carers	Childcare, stay & play, speech & language therapy.
Individual	Parents/carers	childcare, stay and play
Individual	Parents/carers	Childcare, stay and play
Individual	Parents/carers	all of them
Individual	Parents/carers	ante natal classes, language and communication courses, first aid, baby yoga and baby massage
Individual	Parents/carers	Any.
Individual	Parents/carers	Baby massage, music group.
Individual	Parents/carers	Baby massage, yoga, speaker events
Individual	Parents/carers	Baby massage, yoga, speech therapy, music classes, if at nominal cost.
Individual	Parents/carers	baby weighing, baby groups

Individual	Parents/carers	Childcare or benefits or other advice.
Individual	Parents/carers	Childcare Parenting classes
Individual	Parents/carers	Childcare, advice, stay and play, language support, parenting programme.
Individual	Parents/carers	Childcare, certain services.
Individual	Parents/carers	Childcare, small fee (donation) for drop-in stay & play, adult education courses
Individual	Parents/carers	Childcare, speech and language support.
Individual	Parents/carers	Childcare, stay & play group.
Individual	Parents/carers	Childcare, Stay & Play, Antenatal.
Individual	Parents/carers	Childcare, stay & play, speech & language therapy.
Individual	Parents/carers	childcare, stay and play
Individual	Parents/carers	Childcare, stay and play
Individual	Parents/carers	childcare, stay and play sessions
Individual	Parents/carers	Childcare, stay and play sessions
Individual	Parents/carers	Childcare, stay and play.
Individual	Parents/carers	Classes, stay & play
Individual	Parents/carers	classes, stay and plays if minimal cost (less than £2)
Individual	Parents/carers	Contribute to Play sessions i.e. Movers and Shakers, Debutots.
Individual	Parents/carers	e.g. music and movement sessions / other classes
Individual	Parents/carers	Exercise classes, other language activities singing and movement. A gold coin donation.
Individual	Parents/carers	Full offer.
Individual	Parents/carers	I can pay for a trip, education for adults and crèche.
Individual	Parents/carers	I think from the beginning all children's centres should have charged for their services
Individual	Parents/carers	I would be prepared to pay for all the services as they are excellent and my premature children benefit from them. The Highgate centre has a dad's club and a club for allergic children and also support for twins (where there is a higher incidence of postnatal depression and psychological problems in mothers and probably fathers)
Individual	Parents/carers	I would be prepared to pay for most of the services. What is most important is that the services are still available. Perhaps limited funding could be available for those who are unable to pay.
Individual	Parents/carers	I would happily pay for Stay & Play (particularly those with lots of crafts on offer), dance sessions (Jess at The Ladder is brilliant) and music sessions.

Individual	Parents/carers	I would pay for childcare, stay and play sessions.
Individual	Parents/carers	I would pay for play sessions (perhaps a membership scheme), baby massage.
Individual	Parents/carers	I would try to pay what I feel my child needs/benefit for is early development.
Individual	Parents/carers	It was not clear what full vs. standard service offer is. At present I rely on childcare facilities at Stonecroft without it would be difficult for me to work. When I had a baby initially post natal groups are a vital lifeline and I believe assist all women regardless of economic background. I would pay if necessary.
Individual	Parents/carers	Ludo-tek, Splash (swimming).
Individual	Parents/carers	Many services, e.g. stay and play, could be offered on a cost-basis, so still affordable. Just keeping the venue open as a place for parents to bring their children to play and to meet other local parents is more important than offering lots of facilities or services (especially those targeted at a few members of the community).
Individual	Parents/carers	mother and baby/ mother and toddler classes - would be prepared to make donation (up to £2) for stay and play sessions also
Individual	Parents/carers	Movers & Shakers; Debutots; Similar activity groups.
Individual	Parents/carers	Music / dancing sessions; Stay + Play sessions; activities; baby massage etc. Would be prepared to pay a small charge for all the above.
Individual	Parents/carers	Music groups, yoga, massage.
Individual	Parents/carers	Nearly all. Especially Stay & Play / ante natal & breastfeeding support.
Individual	Parents/carers	Play & Stay sessions, baby music and massage class but they must remain free in the east of the borough.
Individual	Parents/carers	Play group, stay and play drop in and antenatal clinic.
Individual	Parents/carers	Play Groups and parenting grammarse.
Individual	Parents/carers	play sessions, drop ins
Individual	Parents/carers	Play sessions. Adult & family learnings.
Individual	Parents/carers	Playgroups with the children but in general all!
Individual	Parents/carers	Playgroups, mum & baby.
Individual	Parents/carers	Poss. playgroups; childminders if prices were reduced slightly. Parental groups.
Individual	Parents/carers	Post-natal/mum-and-baby courses & classes; stay and play
Individual	Parents/carers	Some lessons for kids e.g. dancing and sport classes.
Individual	Parents/carers	Speech & language, Health & Nutrition.

Individual	Parents/carers	Stay & Play - donations of £1-2. Benefits advice - donations of £1-2.
Individual	Parents/carers	Stay & Play - PIPS
Individual	Parents/carers	stay & play creche
Individual	Parents/carers	Stay & Play groups like Jamboree Playhut, Acorns Toddler group & Baby Group . Movers + Shakers.
Individual	Parents/carers	Stay & Play, Breastfeeding support
Individual	Parents/carers	Stay & Play, breastfeeding, family support, jobcentre.
Individual	Parents/carers	Stay & Play, Childcare
Individual	Parents/carers	Stay & Play, childcare.
Individual	Parents/carers	Stay & Play, music & dance sessions.
Individual	Parents/carers	Stay & Play, Parenting Support, Allergy Advice, Healthy Meals - less sugary drinks and desserts, childcare
Individual	Parents/carers	Stay + play, childcare ante-natal parenting support.
Individual	Parents/carers	Stay and play - childcare
Individual	Parents/carers	stay and play groups that included good messy play, music and stories
Individual	Parents/carers	Stay and play groups, childcare.
Individual	Parents/carers	Stay and play session, adult education, training.
Individual	Parents/carers	stay and play sessions and childcare
Individual	Parents/carers	Stay and play sessions and childcare.
Individual	Parents/carers	Stay and play sessions for parents/carers.
Individual	Parents/carers	Stay and play sessions, baby massage.
Individual	Parents/carers	Stay and play sessions, language support.
Individual	Parents/carers	Stay and play sessions including music group
Individual	Parents/carers	Stay and play, Antenatal.
Individual	Parents/carers	stay and play, breastfeeding support, postnatal support
Individual	Parents/carers	Stay and play, childcare, adult education and training
Individual	Parents/carers	Stay and play, classes (I would be willing to pay more to pay classes than the current circa £3), toddler activity sessions
Individual	Parents/carers	Stay and play, dancing - any kids activities.
Individual	Parents/carers	stay and play, movers and shakers, twin club
Individual	Parents/carers	Stay and play. Childcare.

Individual	Parents/carers	Stay and play. Education and training.
Individual	Parents/carers	stay and play/ childcare
Individual	Parents/carers	Stay and play/parenting and one to one support
Individual	Parents/carers	Stay and play; Voluntary centre lessons.
Individual	Parents/carers	stay and plays, training
Individual	Parents/carers	The service my son mostly requires.
Individual	Parents/carers	Trips for children and parents, education for parents.
Individual	Parents/carers	Trips for kids, education, play sessions.
<b>Can't afford to pay (none)</b>		
Individual	Parents/carers	Although we don't live in a particularly deprived area, we are a low income family and have very little spare to pay for child services. Going miles to another centre is also not the greatest for us...
Individual	Parents/carers	As a lone parent I rely on the time my kids have at stay and play wouldn't be able to pay.
Individual	Parents/carers	As I already pay for the childcare services I use, in the current circumstances I would not expect any further services for free.
Individual	Parents/carers	As I am a student I can't afford to pay for any services.
Individual	Parents/carers	As I don't work I don't think I could pay for any services.
Individual	Parents/carers	Because I am the working class like most people from my area I need say that for me it would be impossible to pay for any services and in consequence if my children have worse educational start than children from richest families.
Individual	Parents/carers	Because of low incomes it wouldn't be fair.
Individual	Parents/carers	Can not pay.
Individual	Parents/carers	Cannot afford to pay any services children centres offer.
Individual	Parents/carers	Cannot afford any.
Individual	Parents/carers	Cannot afford to pay services.
Individual	Parents/carers	Cannot afford.
Individual	Parents/carers	Cannot pay.
Individual	Parents/carers	Can't afford to pay for any of the services and to appreciate the fact that it was being offered free,
Individual	Parents/carers	Could not afford to pay.
Individual	Parents/carers	Could not pay.

Individual	Parents/carers	Do not pay.
Individual	Parents/carers	Due to financial difficulties paying for services will bring along extra worries.
Individual	Parents/carers	I already pay for childcare.
Individual	Parents/carers	I am not in a financial position to pay for services, which my taxes pay for already.
Individual	Parents/carers	I am on a benefit; don't have much money like plenty of others here.
Individual	Parents/carers	I am on benefits and couldn't afford to pay.
Individual	Parents/carers	I am pay services hospital because is not give me.
Individual	Parents/carers	I can not pay at all.
Individual	Parents/carers	I can't pay any money for services.
Individual	Parents/carers	I can't pay for anything because I am on income support.
Individual	Parents/carers	I don't pay any services. Because am not working. If pay only child care.
Individual	Parents/carers	I don't pay children's service because I look at the child care, I not working.
Individual	Parents/carers	I don't think many people in this area would be able to pay for services.
Individual	Parents/carers	I mainly use the childcare service which I already pay for. I can not afford to pay for much else as it is costing a fair bit already.
Individual	Parents/carers	I won't be able to pay for private activities such as "singing" "music" etc... My daughter will have to stay at home most of the time especially during wintertime.
Individual	Parents/carers	I would be prepared to pay for the service as my financial is not very good.
Individual	Parents/carers	I would find it difficult to pay for any.
Individual	Parents/carers	I would find it impossible to pay.
Individual	Parents/carers	I would not be able to afford any private activities. Moreover, there is not much in my area. Only Earlsmead Children's Centre and Markfield Park.
Individual	Parents/carers	I would not be able to afford to pay!
Individual	Parents/carers	I would not be able to afford to pay.
Individual	Parents/carers	I would not be able to pay for any services at the moment as I am a single mum and unemployed. But I do very much love and appreciate these services as they have helped my son so much.
Individual	Parents/carers	I would stay at home rather than pay as I have insufficient funds myself as the cost of living keeps increasing.
Individual	Parents/carers	I wouldn't be able to pay for any service because I live on benefits as a single mother with 3 children. Children's Centre services are very important. I have a child in 2 year pilot project

		and get a lot of support from the outreach worker.
Individual	Parents/carers	Is very hard for me to pay for services but if I have to pay I will pay for childcare.
Individual	Parents/carers	It is not really the option as I would not be able to afford it.
Individual	Parents/carers	It will be difficult to pay for any services as most of the service user are in low income and lone parents.
Individual	Parents/carers	It would be very difficult as I have a very limited income.
Individual	Parents/carers	Like many people in my area I am on a very low income so couldn't afford to pay for any.
Individual	Parents/carers	Most of the people I know, including me would find it impossible to pay for services.
Individual	Parents/carers	Most people I know in the local area would find it impossible to pay for services.
Individual	Parents/carers	My unemployed daughter was deserted by the father when 4 months pregnant, aged 33. She is anxious, living with me and very needy. We need your full service in Highgate and cannot afford to pay.
Individual	Parents/carers	No because I am on income support. I am not working and I am single mum with 4 boys under six years.
Individual	Parents/carers	No I am not in position to pay for any service.
Individual	Parents/carers	No not in a position to do so.
Individual	Parents/carers	No pay.
Individual	Parents/carers	None. I can't afford to pay.
Individual	Parents/carers	None. I can't afford.
Individual	Parents/carers	None - I cannot afford any.
Individual	Parents/carers	None - One of the vulnerable.
Individual	Parents/carers	None as I am out of work.
Individual	Parents/carers	None as my income is too low.
Individual	Parents/carers	None because I am low income.
Individual	Parents/carers	None I can't afford to pay.
Individual	Parents/carers	None I can't to pay.
Individual	Parents/carers	None I'm benefits but stay & play should be always working.
Individual	Parents/carers	None on Income Support.
Individual	Parents/carers	None we need them all because I need help and they help me a lot.
Individual	Parents/carers	None wouldn't be able to afford it.
Individual	Parents/carers	None can't afford too.



Individual	Parents/carers	None can't afford.
Individual	Parents/carers	None, most people cannot afford to pay for these services so they will just go without
Individual	Parents/carers	None, the standard offer is very much reduced compared to the full offer. If you require paying for services in one centre and not another it is unfair, the pay for service centres will be used less or by the more affluent while the other will be over stretched financially and resources and places will be limited. This is a two tier solution separating the haves from the have nots and limiting services to the most needy.
Individual	Parents/carers	None. Can't afford it.
Individual	Parents/carers	None. How can I - I am a single mother, who is living off benefits because Childcare is too expensive. I want to get back to work once my children are in full time education / nursery
Individual	Parents/carers	None. I can't afford it.
Individual	Parents/carers	None. I can't afford to pay.
Individual	Parents/carers	None. Most people in my peer group including myself would not find it financially viable to pay for services.
Individual	Parents/carers	not able to afford to pay
Individual	Parents/carers	Not able to pay.
Individual	Parents/carers	Not financially viable to pay. Would have to go without.
Individual	Parents/carers	Not in a position to pay for any services, unemployed.
Individual	Parents/carers	Not in a position to pay.
Individual	Parents/carers	Not in position to pay for any service.
Individual	Parents/carers	Not prepared to pay for any service as I am unemployed.
Individual	Parents/carers	Not prepared to pay for; as life is getting extremely expensive.
Individual	Parents/carers	Probably would not be able to afford to pay.
Individual	Parents/carers	Some of the people I know, including me would find it impossible to pay for services.
Individual	Parents/carers	The live in UK is very difficult, so I do not think I will have money to pay for it. I have not financial for that kind of services.
Individual	Parents/carers	Things are already expensive just about managing to live and now we have to pay for our children to pay. I would willing to pay I would bring fruit though.
Individual	Parents/carers	This would mean attending the stay and play sessions once in a while rather than 3-4 times a week.
Individual	Parents/carers	We cannot pay.

Individual	Parents/carers	We don't have money to pay anything.
Individual	Parents/carers	When I stop working to have my second baby I will not be able to pay for my two and a half year old to go to nursery, so the Ladder Centre is vital for us.
Individual	Parents/carers	With my income paying for services would be hard, knowing I can take my child some where to play and I don't have to pay, we will go always.
Individual	Parents/carers	Would not be able to afford any of the services.
Individual	Parents/carers	Would struggle to pay for any services
<b>Childcare</b>		
Individual	Parents/carers	child care
Individual	Parents/carers	Child care, stay and play.
Individual	Parents/carers	Child care.
Individual	Parents/carers	childcare
Individual	Parents/carers	Childcare
Individual	Parents/carers	Childcare - but only because we'd have to.
Individual	Parents/carers	Childcare & contribution towards children's activities.
Individual	Parents/carers	Childcare / nursery.
Individual	Parents/carers	Childcare and after school provision.
Individual	Parents/carers	Childcare and pay nominal fee (£2) for stay and play
Individual	Parents/carers	Childcare and stay and play.
Individual	Parents/carers	Childcare as I already do.
Individual	Parents/carers	Childcare as it is important.
Individual	Parents/carers	Childcare because I already pay for it!
Individual	Parents/carers	Childcare but not with the fee increase.
Individual	Parents/carers	Childcare fees.
Individual	Parents/carers	Childcare from 7 months until 4yrs and after (and breakfast) childcare for school aged children.
Individual	Parents/carers	Childcare i.e. nursery.
Individual	Parents/carers	Childcare.
Individual	Parents/carers	I pay for Childcare now at Triangle and would continue to do so. Having local, affordable childcare in a caring environment is essential for me to work.
Individual	Parents/carers	I will pay for child care.

Individual	Parents/carers	I will pay for childcare.
Individual	Parents/carers	I will to pay for children.
Individual	Parents/carers	I would be prepared to pay for childcare, as in the near future I plan on returning to adult education or part time work.
Individual	Parents/carers	My main use is the childcare for which I already pay for.
Individual	Parents/carers	Same childcare. Not community services.
Individual	Parents/carers	The core services are surely the nurseries (childcare). All others could potentially be delivered elsewhere.
Individual	Parents/carers	We already pay for childcare. If necessary we could pay a little more for that.
Individual	Parents/carers	We are a household of working parents, without childcare from nurseries such as Woodlands {Park I'd have to stop working. We pay already and are prepared to continue to do so.
Individual	Parents/carers	Would pay for the childcare provision as don't have any choice as we both work.
<b>Classes for babies and toddlers</b>		
Individual	Parents/carers	Activities/classes for babies and toddlers. Training courses for parents.
<b>Depends on cost</b>		
Individual	Parents/carers	depends on cost - would pay small amount for stay and play
Individual	Parents/carers	Depends on how much it would be.
Individual	Parents/carers	Extras such as movement class but wouldn't be able to go if was expensive (i.e. over £1-£2)
Individual	Parents/carers	I already pay for nursery and wrap-around childcare and would be willing to pay more if necessary.
Individual	Parents/carers	If I could afford it I would pay for what I use and do.
Individual	Parents/carers	If it is a small amount of money. But I think other poorer people will not use the services.
Individual	Parents/carers	It depends how much. If it was nominal perhaps, but we cannot afford to pay much.
Individual	Parents/carers	It depends on what is offered.
Individual	Parents/carers	Less than £5.
Individual	Parents/carers	My ability to pay is limited as I have a very low income.
Individual	Parents/carers	Not sure, depends on cost.
Individual	Parents/carers	Not sure.
Individual	Parents/carers	Stay and play session £3 per session. breastfeeding and other parenting groups £3 per

		session and many more would mean that these sessions would no longer be useable on regular basis.
Individual	Parents/carers	What I could afford.
Individual	Parents/carers	Yes but small amount.
Individual	Parents/carers	Yes. I will.
Individual	Parents/carers	You (we/I) pay for whatever you have to pay for, for the benefit of your children. But even on 2 good wages and with only one (healthy) child with no special needs, this is not that easy or straight-forward and childcare is a huge cause of anxiety. Obviously I support the offer of special services remaining free, for the very people who need the most support often have less income to pay for it themselves. Sometimes because their work is restricted by their need to care for their especially dependent child. However, capable, working parents of healthy children need support too.
<b>Donations</b>		
Individual	Parents/carers	I would be prepared to give a voluntary fee.
Individual	Parents/carers	No by donation only.
Individual	Parents/carers	Small donation for stay + play, bouncing bunnies, baby massage.
Individual	Parents/carers	Small fee.
Individual	Parents/carers	Some money for buying fruits and drinks for our children.
Individual	Parents/carers	Stay & play, voluntary contribution £1 or 50pence.
<b>Drop-ins</b>		
Individual	Parents/carers	Drop in.
Individual	Parents/carers	drop ins and crèche facilities
Individual	Parents/carers	Drop ins special events but how would you manage the finances you would need admin staff to manage it and chase funding.
Individual	Parents/carers	From experience all centres are well used and attended. A small token contribution may be reasonable for 'drop in' services. But not greater than £1 per session.
<b>Means-test</b>		
Individual	Parents/carers	All of these services are vital and should be free of charge for most people in Haringey. I would not be opposed to means testing these services so that the better were charged for some things.
Individual	Parents/carers	All: Problems don't only happen to vulnerable/disadvantaged people. Money can pay for

		help but only if you can find the help. Children Centres are a centre for expert help for all. Have means tested, sliding scales to pay for all services if necessary but don't take services away from people just because the area is "Good".
Individual	Parents/carers	already pay for childcare, payment for services should be means tested, but not such that it would dissuade or deter anyone from utilising the service
Individual	Parents/carers	Baby massage/yoga/movement and music sessions (not only singing). Fees should be on a sliding scale according to income.
Individual	Parents/carers	Childcare, stay and play but within reasonable prices considered we are on low income and have no access to full benefits due to Visa/Foreign Office restrictions (still paying full taxes).
Individual	Parents/carers	Children's Centres aren't for those who can pay.
Individual	Parents/carers	I would be prepared to give a gold coin donation to specifically targeted sessions/drop-in like music classes, messy play. But poorer families should not be turned away we as a family could pay for one-to-one family support but not everyone could. It is a service I have used + would not want it to be cost for the rest of the community.
Individual	Parents/carers	My child is moving to primary school next year, but in principle those who can afford (like us) have always paid (rightly).
Individual	Parents/carers	Stay and play - means tested or at least give donation.
Individual	Parents/carers	Stay and play on a means-tested basis
Individual	Parents/carers	The truth is we will always pay whatever we have to for the services we need - which is primarily childcare in our case. We are lucky in that we can probably afford the proposed increases, while for many families it will be a real problem. The idea of targeting is dangerous however, as demand for services is not directly correlated with deprivation. Postnatal depression, breastfeeding problems and many other issues can affect families at any income level. Further, reducing the uptake of services by more well-off families will not necessarily lead to an increase in uptake by the less well-off. I would argue that the more people of any income bracket who use a service, the more likely it is to be noticed and seem attractive to those most in need.
Individual	Parents/carers	The whole point of these centres should be that in deprived areas e.g. Tottenham Parents need the most, help, advise, support and opportunities, taking away an opportunity to be able to get or seek help of any description is surely a stupid thing and in deprived areas parents on benefits cannot afford to pay.

<b>None</b>	
Individual	Parents/carers All services should be funded by local authority.
Individual	Parents/carers Already pay through taxes.
Individual	Parents/carers Free service.
Individual	Parents/carers I am against paying for these services.
Individual	Parents/carers I think it is not much to ask to for mothers on maternity leave to have some free activities for children. Not prepared to pay!
Individual	Parents/carers I would like to pay for none of these services.
Individual	Parents/carers I would not be prepared to pay for any services.
Individual	Parents/carers I would not go to any!
Individual	Parents/carers I wouldn't pay for any services as pay via taxes.
Individual	Parents/carers If possible none as money is tight for all families on maternity leave and its helpful to have few things given free, which is not too much to ask considering support and free handouts parents used to enjoy few years ago.
Individual	Parents/carers I'm not guino pay.
Individual	Parents/carers It should all be free.
Individual	Parents/carers No
Individual	Parents/carers No = no many.
Individual	Parents/carers No prepared to pay for our services.
Individual	Parents/carers No.
Individual	Parents/carers None.
Individual	Parents/carers none
Individual	Parents/carers None
Individual	Parents/carers none - I already pay high taxes
Individual	Parents/carers None - I would not go.
Individual	Parents/carers None - I. Tax and C. Tax should guarantee use of these centres.
Individual	Parents/carers None - no pay - it should be free!
Individual	Parents/carers None because they should be financed.
Individual	Parents/carers None because we work and pay all sorts of tax food, working tax council tax etc and I don't see why these centre should be targeted cause government are not paying out of their own pocket.

Individual	Parents/carers	None, they should all be free.
Individual	Parents/carers	None.
Individual	Parents/carers	None. Go to Children's Centre which is free to use their service.
Individual	Parents/carers	None. Why should money come into it? It's just another way to bleed already struggling parents.
Individual	Parents/carers	None. Children's services should not be targeted for cuts. Children and parents are vulnerable (many parents either do not work, or are forced to work part time and are on low incomes, whether they're from the West or the East of the Borough). We shouldn't be making vulnerable groups who can't fight back bear the brunt of cuts.
Individual	Parents/carers	Not any.
Individual	Parents/carers	Not prepared to pay for any service.
Individual	Parents/carers	Nothing.
Individual	Parents/carers	Services should be free for the whole community. Higher earning families already pay for these services by higher contributions through the taxation system.
Individual	Parents/carers	We need more help with family and children.
<b>Other</b>		
Individual	Parents/carers	At the moment I don't need offer services. I could pay, others who live near me couldn't.
Individual	Parents/carers	Children's services are vital to the community and should not be cut. They should be available to all, but are most vital in deprived areas.
Individual	Parents/carers	Don't know.
Individual	Parents/carers	Education for children.
Individual	Parents/carers	Educational, fitness.
Individual	Parents/carers	free childcare for all 3 and 4 years old, free 15hr for disadvantaged 2 year olds, stay and play in all centres, and shorter waiting list +affordable childcare for working parents
Individual	Parents/carers	Fun days / extra-curricular things.
Individual	Parents/carers	I do not accept that there need to be any cuts in services when there is so much money being spent on other priorities of the government such as tax relief for the top earners and companies, wars in other countries and subsidising nuclear power.
Individual	Parents/carers	I don't know.
Individual	Parents/carers	I will be looking to the service what makes me the best offer for make happy to my children.
Individual	Parents/carers	I will have to pay £20.

Individual	Parents/carers	I would pay for my child social skills but I use these centres rather than private ones you pay for because I can't afford to pay for them.
Individual	Parents/carers	If you know how helpful the centre is, we wouldn't have to choose. Full-time for Outreach and information on the Early Year Group. (Translator's note, this did not make sense in French).
Individual	Parents/carers	Meals
Individual	Parents/carers	Music
Individual	Parents/carers	Music session.
Individual	Parents/carers	No access to early education integrated with day care, child and family health services.
Individual	Parents/carers	Not sure what is "full offer" and what is "standard offer".
Individual	Parents/carers	Pay the studies of children.
Individual	Parents/carers	Speech and language support.
Individual	Parents/carers	Trips for children.
Individual	Parents/carers	UP wages / all travelling expend for MP tell them to use bus and trains like normal people do.
Individual	Parents/carers	Don't think so.
<b>Stay and Play</b>		
Individual	Parents/carers	a reasonable contribution for stay and play
Individual	Parents/carers	A small contribution to stay and play but only if this did not make the service inaccessible to all - the inclusive nature of the play sessions is very good - they have a real community feel.
Individual	Parents/carers	A small fee for play sessions.
Individual	Parents/carers	Contribute to stay and play.
Individual	Parents/carers	Contribution towards childcare and Stay & Play sessions.
Individual	Parents/carers	Could pay for stay and play if a low cost e.g. £1 but what about those who can't? It would remove access to services and difficult to means test... And stay and play provide sanity for parents rich or poor- cutting them would reduce access for those isolated in the community at all wealth levels
Individual	Parents/carers	I already pay for childcare, prepare to pay for stay & play.
Individual	Parents/carers	I think stay and play groups pre very important and would gladly pay towards keeping them running.
Individual	Parents/carers	I would be prepared to pay for stay and play sessions at a realistic/reasonable level.



Individual	Parents/carers	I would be prepared to pay for stay and play sessions, any weekend sessions etc. I also think local people could get involved and would be keen to volunteer to run toddler groups etc.
Individual	Parents/carers	I would be prepared to pay for the stay and play sessions.
Individual	Parents/carers	I would not be inclined to pay for stay and play sessions, but personally I would do this rather than see them discontinued. I would be prepared to pay for training opportunities such as first aid. But I do feel that charging for services would exclude many families.
Individual	Parents/carers	Nominal fee for Stay and Play sessions
Individual	Parents/carers	None, I believe services like nutrition advice, language for kids and adults, courses and job centre for adults shouldn't be cut. They are helping people help themselves and helping develop kids, if it helped keep the centres open I would pay £1 for stay and play sessions.
Individual	Parents/carers	Nursery play groups.
Individual	Parents/carers	Nursery Sure Start, which we currently pay for.
Individual	Parents/carers	Pay and play activities.
Individual	Parents/carers	Play and stay under 4 sessions.
Individual	Parents/carers	Play group.
Individual	Parents/carers	play groups
Individual	Parents/carers	Play sessions.
Individual	Parents/carers	Small amount for Stay & Play.
Individual	Parents/carers	Small charge for stay and play.
Individual	Parents/carers	Some Stay and play sessions.
Individual	Parents/carers	Stay & Play - if reasonably priced.
Individual	Parents/carers	Stay & play session
Individual	Parents/carers	Stay & play sessions
Individual	Parents/carers	Stay & play.
Individual	Parents/carers	Stay & Play.
Individual	Parents/carers	Stay & Play. This is the only service I think you could realistically charge for and even then it might need to be a token charge of £1 which won't cover costs, so numbers don't drop.
Individual	Parents/carers	Stay + Play sessions - contributions to snacks, craft materials etc. Childcare/creche - but should be means tested.
Individual	Parents/carers	stay and play

Individual	Parents/carers	Stay and play
Individual	Parents/carers	Stay and Play
Individual	Parents/carers	STAY AND PLAY
Individual	Parents/carers	Stay and play - I would pay a small fee for.
Individual	Parents/carers	stay and play a small contribution
Individual	Parents/carers	stay and play group
Individual	Parents/carers	Stay and play session.
Individual	Parents/carers	Stay and Play session.
Individual	Parents/carers	stay and play sessions
Individual	Parents/carers	Stay and play sessions
Individual	Parents/carers	Stay and play sessions (although I think payment for these should be voluntary so that those who are not able to pay are still able to access the sessions). Adult education or parenting classes - should be free for the most vulnerable but could be means tested for others.
Individual	Parents/carers	Stay and play sessions.
Individual	Parents/carers	Stay and play.
Individual	Parents/carers	Stay and Play.
Individual	Parents/carers	Stay and Plays / Messy play.
Individual	Parents/carers	Stay and play minimal charge? Up to £3?
Individual	Parents/carers	Would be happy to way nominal charge for stay and play.
Individual	Parents/carers	Would be prepared to pay a small fee for Stay & Play sessions, so that other (e.g. information and support services) are available without a fee to everyone who needs them
Individual	Parents/carers	Would put in a voluntary contribution for stay & play.
Individual	Parents/carers	Stay and play, mother and baby groups, baby groups playgroups.

**Q12 We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough.**

Respondent	Group	Comment/idea summary
<b>Advertise whole Borough provision in each centre</b>		
Individual	Parents/carers	Improved coordination throughout network of cc's so classes are available throughout week with no doubling up of offerings. I.e. the toddler messy Play class to be offered on different days at each children centre so if one cannot make a class at one centre another can be visited. I found working part time limits my ability to access certain classes and info services

		<p>and more often than not the services are all provided on same Days at each centre. I find the provision of services specifically stay and play and info services poor at Noel park and the organisation poor in comparison to other centres such as Woodside, Rowland hill, bounds green and broadwater farm. I feel the borough has adequate transport links in order to visit different childrens centres if necessary. But little is done in order to offer a coordinated approach across the network of childrens centres. Ie at broadwaterfarm I could find a time table of programmes across the south network but not the whole of Haringey. The leaflets provided at Noel park were very specifically for Noel park only. A network that works together and integrates it's service provision would be more efficient and provide a uniform service to all. I find the childrens centres invaluable support and would not want to risk losing any of the provisions. Any diluting of funds must mean that the networks are run more efficiently in order to provide same level of service throughout.</p> <p>There should be staff that can visit "standard offer" centres to inform about the full offer facilities in the other full offer centres face to face, so users can be made more aware of what's on offer.</p>
Individual	Parents/carers	
<b>Against targeting the most deprived</b>		
Individual	Parents/carers	<p>I do support the idea that financially or socially disadvantaged children get the services provided by children's centres, but an English speaking working family are disadvantaged in this model. In this example I'd have to stop working - less people paying into the pot for services.</p> <p>It is unfair for services to be moved to 'poorer' areas as without taxpayers money that we have already paid the services would close. Most parents on benefits are not interested anyway.</p>
Individual	Parents/carers	
<b>Against the cuts</b>		
Individual	Parents/carers	<p>Children's centres services are a vital component of our children's well being and development. These services should be ring fenced and protected.</p> <p>Do not allow the Conservatives to destroy the welfare state for ideological reasons. So above all do not close centres that could come back to life when a less USA-culture government is elected next time round. So better to reduce the hours of staff than to destroy their jobs. Greater use of volunteers, drawn perhaps from jobless ex-users of the service, would help; but I believe training is needed for these jobs, so I am not suggesting that as a long-term solution allowing trained staff to be sacked.</p>
Individual	Parents/carers	

Individual	Parents/carers	Children's centres are key to social and economical well being and cohesion, they cannot be subjects to savings.
Individual	Parents/carers	Don't cut front line services, especially children's services in the borough which witnessed Baby Peter and Victoria Climbié. Cut top executives' pay, PR e.g. Haringey People magazine, and the use of expensive consultants.
Individual	Parents/carers	I cannot blame the council for trying to do what they can with less money but it is appalling that cuts are being made in this area. From stories I have heard, it seems that even the most vulnerable WILL be suffering.
Individual	Parents/carers	These cuts should not affect the children. NO TO CUTS!!
Individual	Parents/carers	The proposed cuts that the government are proposing will have a devastating affect on my life.
Individual	Parents/carers	I think that the model that is currently in place has been working well in my experience. I am appalled that the Council has not stood up the vicious attack on the poor that the ConDem government is currently embarking upon. There is no need for cuts to our services, the money is there and just needs to be taken back from the bankers and the 1% that unfairly hold so much wealth. Make a stand Councillors, you got your jobs to work for us, do just that and say what thousands of us were saying on the 26th March NO TO TORY CUTS!
Individual	Parents/carers	I think that the model that is currently in place has been working well in my experience. I am appalled that the Council has not stood up the vicious attack on the poor that the ConDem government is currently embarking upon. There is no need for cuts to our services, the money is there and just needs to be taken back from the bankers and the 1% that unfairly hold so much wealth. Make a stand Councillors, you got your jobs to work for us, do just that and say what thousands of us were saying on the 26th March NO TO TORY CUTS!
Individual	Parents/carers	The council should be resisting these cuts not putting them through. They would be better to resign or set a deficit budget than hit any of these vital services.
Individual	Parents/carers	I reckon government should stick these proposal.
Individual	Parents/carers	We should have and need a model that is part of our school and community which stays open all day and has the services we need everyday.
Individual	Parents/carers	A good model needs to provide a centre which stays open all day and has the services we need daily.
Individual	Parents/carers	Centres should be maintained for provision of stay and pay at least. It is important to have

		places for parents of babies to meet, especially when there is very little facility available in the borough.
Individual	Parents/carers	It's very good here.
Individual	Parents/carers	Any centres providing help for children and their parents is a benefit. Centres should do child counselling, fun days out, fun activities for basis of a secure family structures.
Individual	Parents/carers	The government should keep the centre as it found it because its important for all children and their mothers.
Individual	Parents/carers	I wish no centre fall against their previous entitlement. I believe that this policy of conservatives will not prevail for so long so distributing resources fairly for all.
Individual	Parents/carers	Early years and education and services for children should not be subject to cuts (financially). This is a very important stage in the growth of our children. The model should rather improve on services offered.
Individual	Parents/carers	For them to be increased.
Individual	Parents/carers	I think they should have the children's centres alone because kids are the further of this country.
Individual	Parents/carers	To provide more funds for centres to provide more childcare and stay & plays.
Individual	Parents/carers	Keep funding children's centres - minimise the cuts.
Individual	Parents/carers	These reductions will cause huge cuts to services.
<b>Centres for the most vulnerable</b>		
Individual	Parents/carers	Children centre in Haringey need for most vulnerable. important in Tottenham
Individual	Parents/carers	poorer area of Haringey needs centres more and should be kept
Individual	Parents/carers	Increased prices for childcare for those who can afford it but generally put the children's centre at a more important find savings elsewhere in your budget. The education of our children, and support for families with lower incomes or most vulnerable should be your first priority. I think it is absolutely criminal that you are proposing this awful changes. Living in London it is particularly difficult to raise a family and work and I know that hundreds of families that completely rely on children's centres to enable them to work.
Individual	Parents/carers	Take the centres from the richer areas. The more deprived areas need the children's centres.
Individual	Parents/carers	Highgate has needy individual cases. The privileged go elsewhere. All the services are fully booked because it is a centre of excellence and must be available for all and economically

Individual	Parents/carers	necessary as preventative of future much more expensive aftercare within the community. target the most vulnerable - whenever I have been to Campsbourne, which is great, I am not sure it is targeting the most vulnerable mothers/fathers in society - young, isolated mothers, low income, English not as first language
Individual	Parents/carers	I think services should be cut in more affluent parts of Haringey. It would be detrimental to the local families if Earlsmead was open less often.
Individual	Parents/carers	Reduce the services on offer at more affluent children centres - Earlsmead area is so in need of the services the centre offers.
Individual	Parents/carers	Money should be taken from the wealthier end of the borough. Earlsmead children centre is very important to our community. Most of under fives have support in the care and education of their children and aid in social support through language classes, parent groups etc.
Individual	Parents/carers	More facilities to facilitate support to families with greater needs.
Individual	Parents/carers	It is important to maintain frontline services in vulnerable areas e.g. speech and language support, parenting classes, family support and adult education with crèche. These are vital in poor areas to ensure children's education and social well being.
Individual	Parents/carers	This modelling will automatically exclude those living in an area which is considered low needs, with vulnerable people residing there which will mean that these people will lose out.
Individual	Parents/carers	I think that taking away funding from children's centre is gonna lead to future crime. But I do think if you co-ordinate on teaching kid's normal like skills I would love to see more centres and funding for vulnerable areas more play areas/ more service with help children grow.
Individual	Parents/carers	Funding should depend on how deprived the area is.
Individual	Parents/carers	I very much hope Haringey Council will prioritise centres that are in very poor areas of the borough like Earlsmead is.
<b>Change cluster arrangements</b>		
Individual	Parents/carers	broadwater farm children's centre should be managed by and be part of the integrated learning campus for 'Broadwaters'; another layer of management in the form of a 'lead centre' will add to the complexity, bureaucracy and costs of running the centre rather than simplifying, streamlining and making savings
Individual	Parents/carers	Whilst I understand that those who are more deprived/vulnerable certainly need their services maintained it is wrong to assume that everyone in the west of the borough is well

		<p>off. I currently rent my property in Hornsey and require the use of childcare, stay and play and antenatal. I feel lucky to live so near to Campsbourne children's centre but fear that running 6 from this base will reduce the quality. @ groups of 3 would be better</p>
Individual	Parents/carers	<p>I go to Children's Centres that are already clustered together. They work wonderfully together. Giving all round support. Please do not separate these centres. I don't want South Grove to be linked to Triangle. Triangle is too far away and runs differently. Why change a cluster that is already working?</p>
Individual	Parents/carers	<p>Why is the Ladder centre being downgraded? We use this service for childcare in the holidays. I can't afford to work without this service. The Ladder comes up on your map as more deprived than Woodlands so I don't understand the logic.</p>
Individual	Parents/carers	<p>We want Broadwater Farm CC to be a lead centre in part because it is an integral part of the new Inclusive Learning Campus which is being built and will be a beacon for services for SEN and have links with the local community.</p>
Individual	Parents/carers	<p>With regards to broadwater farm nursery it seems appropriate to link it with the inclusive campus (primary school, special schools) and share services and expertise across these. They are already doing this to some extent and this would allow BWF to offer expertise with special needs identification and care. Could other centres also link in this way?</p>
Individual	Parents/carers	<p>Stonecroft and Campsbourne Children's Centres are already linked I would recommend bringing in Rokesly and no other centres as the link between Stonecroft and Campsbourne took a long time to form and work correctly there will need to be time to allow for consultation amongst the SLT's of all of the centres. Further comments are provided in question 16...</p>
Individual	Parents/carers	<p>The children's centres in the borough are one of the great success stories of the past few years it would be a huge mistake to undermine these essential services. Broadwater farm should certainly be a lead centre if these changes go ahead as part of the inclusive learning campus.</p>
Individual	Parents/carers	<p>I think there should be a much smaller cluster in the west involving Campsbourne as lead, Stonecroft and maybe the new Rokesley Centre. The Cluster 1 in the original paper in much too big and would be impossible to run - you just can't spread the resources that thin without something breaking - hence I think if we don't have the resources we have to close some services.</p>
Individual	Parents/carers	<p>Larger cluster that has been proposed by our school.</p>

Individual	Parents/carers	Wood Green.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Think the new linked centre and associate centre plan is good. The most difficult thing as you are no doubt aware will be reorganising staffing so that standards don't fall and the work still gets done within budget.
Individual	Parents/carers	South Grove is already clustered. Why switch them to triangle keep with the Ladder. My family do not like triangle.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Stroud Green CC should not be in with Highgate & Rokesley as they are much more affluent areas (i.e. it should retain full, not standard, offer).
Individual	Parents/carers	Not sure it's sensible for all the more affluent children's centres to be run by the same children's centre i.e. Campsbourne. Might reduce social cohesion.
Individual	Parents/carers	If you insist on combing centres then at least combine in smaller groups in the west of the borough i.e. two clusters of 3 existing centres rather than 1 cluster of 6 existing centres in order to maintain high quality services.
Individual	Parents/carers	Parent giving hand were possible in term of some little construction of money for e.g. drugs & fruits others were possible.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	Wood Green cluster.
Individual	Parents/carers	I'm not happy with this idea.
Individual	Parents/carers	WoodGreen cluster.
Individual	Parents/carers	I think that Rowland Hill should be a support centre helping Woodside and Noel Park.
Individual	Parents/carers	Wood Green cluster of centres. Rowland Hill main centre.
Individual	Parents/carers	It would be better if the deprived areas were to be the lead centres as the services they require will be met.



	Parents/carers	I love the South West cluster events so keep them together.
Individual	Parents/carers	I would definitely support a smaller cluster involving Stonecroft, Campsbourne (as lead ) + Rokesley.
Individual	Parents/carers	Woodside should not be linked to Rowland Hill - no recent relationship.
Individual	Parents/carers	I do not disagree with 'cluster' model but do not sure why some centres are being kept open when others in more deprived areas are being clustered, possibly losing impact. Also it is unclear what the rationale is for selecting 'lead' centres and associate centres.
Individual	Parents/carers	The centres were clustered based but what an suggested sets. Allow centres to organise their own clusters.
Individual	Parents/carers	The model could work however cluster one needs at least one of the associate children's centre to have a full offer.
<b>Cuts should be made on basis of geography/usage rather than need</b>		
Individual	Parents/carers	I think it is critical to have a point of access for all new mums spread throughout the borough. Services such as stay and play are key for this but missing from your proposed "standard offer". I think they should be included at all children's centres. Cuts to entire centres should be on the basis of geography and usage rather than need- no point keeping open a centre in a deprived area that no-one accesses. Far more sensible to keep enough centres open that all in the borough can walk to access one and prioritise those that are already used the most and therefore by definition are the most use, to both deprived and non-deprived.
Individual	Parents/carers	Lead centres should be spread geographically regardless of deprivation, as services are important for all families - charges could perhaps be higher in better off areas. Some centres, like Highgate, are much easier to get to on foot or by public transport.
Individual	Parents/carers	Highgate and Campsbourne as hubs. More money for the west of borough. Financial deprivation should not be the only criteria. Geographic access to services like baby weighing, health visitors, breastfeeding, midwives etc important across every bit of the borough
Individual	Parents/carers	Full offer children services should be in areas which are easily accessible to the community. E.g. Stroud Green which has both bus and a tube station.
<b>Do not close any children's centres</b>		
Individual	Parents/carers	Children Centres are core services for all families in the borough. They must not be closed

		down. This government slicing the childcare element of the tax credit and expecting us to pay even more!! This is not realistic. They are playing with the future of our babies... keep Tower Gardens open
Individual	Parents/carers	
Individual	Parents/carers	Yes. Keep them all open and pay the cost. Childcare is EXTREMELY important to any parent who wants to work. If you close centres, parents won't be able to work and the benefit culture that is too prevalent in this society will sky-rocket.
Individual	Parents/carers	We need a model that is part of the school, so part of the community. Should work as part of a cluster with a larger older centre I want a say over it. Should stay open all day every day. We need it.
Individual	Parents/carers	We want the children centre to stay.
Individual	Parents/carers	Keep the ones you already got opened and functional for the community.
Individual	Parents/carers	I will miss my centre if it closes down.
Individual	Parents/carers	Children's centres MUST stay open. Families in Haringey need them. NONE should be closed. The big society idea is a joke if families are not supported by well funded children's centres. How can parents work and child excel without support from community based services?
Individual	Parents/carers	To keep all children centres open as it's unfair for the children who have built bonds with the worker in the normal centres.
Individual	Parents/carers	I am extremely happy with my children's centres, I love the play groups, the support and the advise/information, I don't think it should change.
Individual	Parents/carers	The closure of some children's centre is very sad because I learn so much and my children have been improved so much in many way so please leave as parents need the centre.
Individual	Parents/carers	I strongly disagree with the changes if this means the closure of Bounds Green C. Centre which has been an excellent asset for our area, creating a space for play, learn and support.
Individual	Parents/carers	All of them are good.
Individual	Parents/carers	Bounds Green School is model itself.
Individual	Parents/carers	Keep all children's centres open as they are a necessary lifeline for parents and kids in the borough not a luxury you can dispense with on a whim.
Individual	Parents/carers	Even little projects are helpful due to availability and location, maybe some services can be reduced but not entirely closed.
Individual	Parents/carers	Keep South Grove open. They help me.

Individual	Parents/carers	South Grove has basically saved my life. Thank you Clare. Please keep them.
Individual	Parents/carers	Do not close.
Individual	Parents/carers	Should all remain open!
Individual	Parents/carers	I don't feel that you can build trust if staff are moved around and are not consistent. Please do not close Bounds Green, I would feel lost without it!
Individual	Parents/carers	Bounds Green should stay open.
Individual	Parents/carers	All centres should remain open and operating at their best. This will ensure diversity and different stimuli for service users.
Individual	Parents/carers	As the centres are being used I don't think it would be right to close them down.
Individual	Parents/carers	The current model seems to reflect our needs.
Individual	Parents/carers	These kinds of children centres are very important for families, I would to see them continued and privatised.
Individual	Parents/carers	These kinds of children centres should be supported, none of the centres should close down.
Individual	Parents/carers	Not all vulnerable people live in one area. All centres should be kept.
Individual	Parents/carers	Please do not close our Children Centre's because we need the help and support we get from our centre. Our children depend on it.
Individual	Parents/carers	Children's services should be maintained fully - children are the future & positive, supportive services prevent longer term problems. It is important to offer services that are accessible to all & integrate people from differing backgrounds to prevent 'ghettoisation' of 'poor' people. Children's services should promote community cohesion, positive preventing & emotional wellbeing.
Individual	Parents/carers	Children's Centres are vital to parents from all backgrounds for support, advice company and for children's development do not close them because it is a false economy.
Individual	Parents/carers	Children are important, children's centre's should be as they are, because I like were my child is now and I do not want to change anything.
Individual	Parents/carers	Do not agree with any loss of services. Do agree with a centralisation everyone need more centres.
Individual	Parents/carers	They should not be closed but better advertised.
Individual	Parents/carers	Do not close any centres. Maintain some services in each centre, even if those services are minimal. Assess which services are used most in each centre, and prioritise maintenance of

		those services.
Individual	Parents/carers	Do not close children centres.
Individual	Parents/carers	Please keep South Grove open!
Individual	Parents/carers	Keep our centres open we use them to make our lives more better.
Individual	Parents/carers	No closures but more targeted centres that serve the local community needs (i.e. cut the least used/least value -added services) irrespective of socio-economy status. The beauty of children's centre is they are for all - they create a real community - not ghetto-isation. People will not travel to the 'lead centres' - it has to be more local - even if service must be reduced.
Individual	Parents/carers	I am happy with services at Woodside Centre. There the children have lots of fun and they are more than happy staying and playing.
Individual	Parents/carers	Keep as it is.
Individual	Parents/carers	Really I am very pleased to come to Woodside Children's Centre as my kids enjoy it the most compared with other centres. They love to play with trikes, toys, wheat flour pasta and water. When time is finished they do not want to leave.
Individual	Parents/carers	Keep as it is.
<b>Do not cut opening hours/services</b>		
Individual	Parents/carers	Stays open all day and has the services we need each day.
Individual	Parents/carers	We need a centre that will stay open all day, every day of the week, including half-term holidays.
Individual	Parents/carers	Centres must be open all days.
Individual	Parents/carers	A centre that is open all day and has all the services we need.
Individual	Parents/carers	Stays open all day and has the services we need each day.
Individual	Parents/carers	The centre should be local and provide all the services.
Individual	Parents/carers	More stuff not less.
Individual	Parents/carers	Keep them opened as many services as you can, as most of them are really help.
Individual	Parents/carers	If not all, most of the groups of the children centres should extend their services time. Most of them are too short.
Individual	Parents/carers	We need the centre like Earlsmead to stay as they are open every day for stay and play sessions.
<b>Do not increase childcare fees</b>		

Individual	Parents/carers	Keep all children's centres open for primary childcare needs and instead of additional supplementary services use the budget not to increase childcare prizes for working parents. It is difficult to get a place in the sure start nursery as it is and if some close there will be no place for many children and it will encourage parents to stay at home with kids instead of seeking employment
Individual	Parents/carers	No pay.
Individual	Parents/carers	My idea is to pay less fees, and to be class lialect!
Individual	Parents/carers	No charges should be made.
<b>Financial query</b>		
Individual	Parents/carers	I'm all for efficiencies, provided they do not impact the service provided. It may be that sharing management and administration across centres will achieve this. However shutting centres is going too far - there is no way this would not impact the service, no matter which ones you decide to shut. The proposal and modelling seem to be based on an assumption of what the children's services budget has to be reduced by, which I don't accept. Rather than modelling and consulting on one department in isolation, why can't we be consulted on how much the budget for children's services should be, as opposed to other areas?
Individual	Parents/carers	Where is the detailed financial model? Why hasn't this been released with the consultation?
<b>Focus on childcare</b>		
Individual	Parents/carers	Concentrate budget on childcare rather than additional parental support services.
Individual	Parents/carers	If you have to limit/cut back on the proliferation of additional services. Focus only on the childcare element if necessary rather than close centres.
Individual	Parents/carers	Providing full time offer childcare centre services are better.
<b>Full offer for all</b>		
Individual	Parents/carers	I would like the all children's centre run full. I have been attending Stroud Green Children Centre and I benefit from services such as free stay and play sessions, healthy eating, information and outreach.
Individual	Parents/carers	I want my children's centre all other centres to run fully. I rely on their service and get support. I am a minority in this country and children's centre give holistic services. There is a Turkish speaking outreach worker and this increase any use of the centre as she gives information in Turkish as well.
<b>Hire out centre</b>		

Individual	Parents/carers	It should be a good idea to allow centres to hire out space for parties/ keep fit/yoga - in and out of hours and weekends, to raise funds. I understand staff may not like this bit makes sense.
Individual	Parents/carers	Hire any empty space out to other groups, including at weekends & in the evenings. E.g. Children's birthday parties, local groups such as Amnesty International, franchise of children's activities, such as drama & dancing.
Individual	Parents/carers	Centres need to explore opening up to local groups and private initiatives for children & eves and weekends to hire.
<b>Increase prices for childcare/other services (means-tested) / flexible pay contributions / funding from other sources</b>		
Individual	Parents/carers	Flexible pay contributions in relation to what people can afford, but having centralised children's centres is a very valuable way to create community itself which then develops into extensive support networks over time. This is valuable in all areas and will raise standards of care for all children. Mental health problems do not relate to deprivation primarily but to lack of support and this can be as much of a problem in wealthier areas. Children thrive in well functioning communities and this is as much the case in wealthier areas. Children's centres are community hubs. Fundraising to support children's centres and charitable status to maintain levels of activities. Once the infrastructure has been lost it will take years for something to step in to replace it. Children's centres work well - though I think they could charge for some services offered.
Individual	Parents/carers	Unfortunately not, but I think funding could be found from other revenue streams. Children's centres provide a valuable and important role for 1st time mums and dads. I relied heavily on my local children's' centre 2 years ago and hope that I will again.
Individual	Parents/carers	Investigate other paid for services for better off families to keep centres going
Individual	Parents/carers	Whilst I fully appreciate the difficulties facing LA's across London, I feel CC's offer an essential Early Intervention service to ALL families in the borough (not just those living in the highest levels of deprivation). Focussing on these areas essentially takes us back to the Early 'postcode lottery' Sure Start model which Children's centre's quite rightly moved us away from. I am pretty sure families would pay nominal sums to access services such as messy play, stay and play etc. It may also be good to get local childminders involved in running sessions and also local parents with an interest. I appreciate the need to make quick decisions to help - I think a pool of workers delivering services at all centres across the whole borough would work providing it is well managed and co-ordinated. I am sure this has

		been done but but monitoring most popular or most accessed services and rolling out a 'middle' ground off to ALL centres may be better.
Individual	Parents/carers	All children in the borough deserve the opportunity to mix with other children from a range of backgrounds. Reducing the services at Highgate to the 'standard offer' will result in a limited number of opportunities for toddlers to mix with other children, have space to play and develop. The Council has a responsibility to all children in the borough and if it closes children in Highgate will be at a huge disadvantage. Why not charge more to attend sessions or sponsorship from local business? It would be a complete waste of money to reduce the centre to one or two days a week after such a large capital investment was made it in only last year. I would be happy to pay £3/4 for the play and stay sessions. Why not ask those who can pay to contribute?
Individual	Parents/carers	Keep full services everywhere as I've often found it hard to use them as they are oversubscribed so cutting them would only make it worse. Ask for a donation or charge a small fee for some services. For example, I would be happy to pay a small amount for the kids' singing/meeting groups if that was essential to keep them open. This could be waived for the most vulnerable.
Individual	Parents/carers	centres could raise funds on a charitable basis
Individual	Parents/carers	If charging was introduced then parents who can afford to pay for services could help to maintain a more comprehensive service across the borough. I pay £80 per day for private nursery and have been on the waiting list for stonecroft for 18 months with no chance of getting in now because rightly, other people, who need the cheaper places at Stonecroft have got them. But my point is that some of the centres could charge a proportion of parents £60 a day rather than the £45 and this could help make them economically more viable. And nominal charges of £2 for stay and play. The new Centre at Rokesley should not be allowed to go to waste. In the spirit of co-operation, the facilities should be offered to Haringey families for a small fee and then it ensures some activities go on there. Otherwise, what a waste.
Individual	Parents/carers	Although I do think children centres are most important for the most vulnerable this is not a straight forward category. Are you vulnerable because of your financial situation or area or are there other factors such as mental health. Although mental health issues are possibly more likely in poor areas and in ethnic minority areas that does not mean they do not exist in other areas. They are possibly just less talked about. I also think that it is important to keep

		<p>children's centres open in more affluent areas as they are great ways for people of all backgrounds to meet, get insight into other people's situation, become friends and more important, support each other. Maybe there could be some possibilities for means testing on certain things. I would be happy to pay a small fee to be able to stay and play (often do at other places as long as it's value for money) but would be happy for it to be free for others. The importance is in the mixing of people.</p>
Individual	Parents/carers	<p>In Highgate we have very few children's services available. I think a lot of people would be willing to pay for services the children's centre offers as they are high quality. We just don't have much of anything for children in Highgate so don't take away the one good thing we do have - let people who can afford to pay do so and make it free for those on benefits.</p>
Individual	Parents/carers	<p>There are people in need in all areas of the borough. Children's Centres play a vital role in combating depression and isolation in adult carers, which is not just an issue which affects those in poverty. With children in school based nursery, it means many mothers simply do not have time to access services in lead centres and it is the very localised nature and proximity to schools of the current model which is so beneficial to communities. Allowing volunteer parent/adult carer-led groups to run stay and plays for a modest charge (e.g. £3 to revert to the council for the facility costs) is essential. Safe, indoor, play areas are in short supply in this area of the borough. They are essential as many families are living in small flats without gardens and they really need the space for the children to play. Additionally, not all families in the area are rich. Many working families' disposable income is under pressure after childcare costs and inflation affecting other living costs. These families also need facilities and should not be penalised and prevented from delivering good parenting and development opportunities to their children.</p>
Individual	Parents/carers	<p>Quality and breadth of services should remain, but on a pay-per-use basis (apart from access to health visitors, breastfeeding support and weigh-ins), with limited funding support available for those who cannot afford to pay. It is very important to ensure that a full service offering is available in all localities as new mums with small babies (&lt;6M) are in the greatest need of support and with babies this small it is difficult to travel distances</p>
Individual	Parents/carers	<p>Centres that are in less vulnerable areas could charge for services and subsidise costs.</p>
Individual	Parents/carers	<p>For the centres that are facing closure ask the parents/ carers if they would be prepared to pay for services provided. It must be a total waste of money for have these centres built, maintained and run just to close them in the next financial year. As you say, every child has</p>



		<p>a right to access high quality early years services and just because we do not live in a deprived area of the borough why should our children then not be able to go a play group? I have twins and travelling to other play groups is not an option for us. I would however, be prepared to pay more than is currently being charged.</p>
Individual	Parents/carers	<p>You should charge for additional support you giving people like e.g. stay and play, nutrition consultation, drop -in and not raise childcare cost, as it is already very high.</p>
Individual	Parents/carers	<p>It would be good if a small number of centres in the west could remain, and maybe charge for services there. There is still a need for support for parents and opportunities for children even in affluent areas. But I agree that resources should be focused on the east of the borough.</p>
Individual	Parents/carers	<p>This questionnaire is very badly designed. There are too many misleading questions which are asking 2 things at once. For example - Q11 above - How can I answer this question if a) I do not support the closure of children's centres, but b) I do believe that services for the most vulnerable should be maintained? You are forcing people to choose options that they don't fully agree with so that you can then say that the data you received from this questionnaire supports your plans to close a vital resource in a deprived area. You are not interested in hearing what parents have to say, otherwise you would be going down to these centres and speaking with the parents &amp; carers to find out exactly what they think. I understand that this is an expensive way to do your research, but would be far more valuable research than this piece of crap that you've produced. As for a model for the children's centres - I'd suggest you take a look around the council office at the admin &amp; IT staff and weed out the poor performers there. The ones who can hide behind their PCs, keeping their heads down and doing the minimum amount of work to keep their jobs and pull them up on it. These are the people who should be losing their jobs. Not the frontline staff who all provide an amazing service and despite being at risk of losing their jobs still manage to have a smile on their face and do their job exceedingly well.</p>
Individual	Parents/carers	<p>I think it's terrible that children have to suffer at the hands of the Tories. No centres should be closing and services should remain. Small charges could be made for certain services to those families who can afford it. A universal service is needed to identify children at risk. More children will become at risk at the hands of this government.</p>
Individual	Parents/carers	<p>It is vital to provide support for families and children across the borough. You should charge more for services to people who can afford it but maintain current levels of service.</p>

		Woodside children centre offers excellent childcare and is an amazing service to the community. It would be a great loss to Haringey to reduce the services there. I imagine other families also feel strongly about their local centres and that service should be available to all. However to subsidise the services parents who can afford to should be encouraged to pay for services.
Individual	Parents/carers	I think it is very important all centres stay open even if some services incur a fee for those who can afford it. (Means-tested). It would be very sad to close any centres.
Individual	Parents/carers	Many families do not fall in the most deprived categories but still are on a low income. I think families with an income of £40,000 or more should be charged and £56,000+ charged significantly.
Individual	Parents/carers	Try and maintain children's centre in the wealthier part of the borough by charging fees and encouraging volunteer. Services in the east of the borough must be free and staffed by well trained professionals.
Individual	Parents/carers	Make the price for full time childcare (nurseries) affordable (say £50/month only) so young mothers would go to work and not walk about streets and children centres subsidize and support childcare so mums would chase their career and not be put away for 4 years.
Individual	Parents/carers	If needed people should be charges for services provided in the centre, to help save costs.
Individual	Parents/carers	Centre should offer a learning foreign language sessions for school kids (French, Spanish). Fee should be 1/2 parents 1/2 funding.
Individual	Parents/carers	Make the rich pay.
Individual	Parents/carers	I think children's centres should have a means-tested membership scheme - a one off fee to use services.
Individual	Parents/carers	I think the children centres are fantastic + a very useful resource. If necessary I think a small charge for centre sessions would be fine.
Individual	Parents/carers	Have all services available for a sliding - scale fee dep. on parental income make it free for the poorest & rising for others.
Individual	Parents/carers	There could be cuts made in other areas not affecting children's centres.
<b>Link with primary schools</b>		
Individual	Parents/carers	Can they be more closely linked with Primary schools There is less need in more affluent areas.
Individual	Parents/carers	I think our centre should still be part of our school.

Individual	Parents/carers	It is a good idea to involve the children's centre with the school that it is attached to, both for the parents and child.
Individual	Parents/carers	For our centre to still be part of our school.
Individual	Parents/carers	We need a model that is part of the school which is part of community I have a say over. Stays open all day and provides all services needed.
Individual	Parents/carers	Give schools their own centres and let them run them.
Individual	Parents/carers	Let schools take over running of centres that are attached to schools.
Individual	Parents/carers	Is part of the school and so part of the community.
Individual	Parents/carers	The children's centre model for me is when they working together to deliver the best services for their community and the children's centre are part of the school to make more easier for the parents to attend there.
Individual	Parents/carers	Is part of the school and community, where people can take their children and to get to know other people in the area.
Individual	Parents/carers	We need a model that is part of the school and so part of the community work as part of a cluster with a larger older centre I have a say over stay open all day and.
Individual	Parents/carers	We need a model that: is part of the school and so part of community, work as part of a cluster with a larger, older centre I have say stay open all day and have the service we need each day.
Individual	Parents/carers	Is part of the school and so part of the community. Work as part of a cluster with larger, older centre I have a say over stay open all day and has the services we each need.
Individual	Parents/carers	May be linking Children's Centres to the school that some of theme are next the rather than to other children's centre in order to save management costs.
<b>More Stay and Play</b>		
Individual	Parents/carers	More parent led Stay and Play Sessions
Individual	Parents/carers	It's important to keep Stay & Play sessions because Parents & Carers stay with their children.
Individual	Parents/carers	Stay and play and drops are crucial services across the board. While I may not be closed as 'deprived' like many have been lost I live away from family and have no support I would have been lost without stay and play - isolated and might not have accessed breast feeding by advice and my child would be isolated they are real lifetime for mums& babies.
Individual	Parents/carers	More stay & play sessions for all parents & carers.

<b>Open for fewer days</b>		
Individual	Parents/carers	Possibly maintain the full services but with fewer days in the week open
Individual	Parents/carers	Reduce operating hours slightly to make cost savings.
Individual	Parents/carers	Keep them all open, but may be some part-time only, however ideally they would all be open full time.
<b>Other</b>		
Individual	Parents/carers	ENJOY SMALLER CENTRES AS MUCH MORE PERSONAL AND STAFF MORE WELCOMING
Individual	Parents/carers	It's better to have many centres each with few but well managed services, and some centres with added services than to cut centres altogether-it's so important for community building to have centres close to people's homes so they don't have to travel too much plus get the chance to meet other local mums!!
Individual	Parents/carers	Expansion of childcare services to fund the children's centre. There is a real shortage of quality childcare, by expanding this service, revenue could be generated to run the children's centre and facilitate other services. Just look at the waiting lists for your nurseries - this will show the need for more childcare places, and potential for expansion.
Individual	Parents/carers	You should concentrate on childcare services, not community.
Individual	Parents/carers	You should concentrate on the childcare, as parents are paying a lot for this service. Community is not that important. People have families and they can leave children with them when doing shopping. Drop-in sessions, ESOL, Jobcentre services should take place somewhere else not in nursery. What about us, people who are paying for the childcare, did anyone thought about us? What is going to happen to us, if we can't afford to pay? I think my husband and me are better off staying home and not working. What's the point? Some people are getting everything for three, and you making life harder for working class.
Individual	Parents/carers	The children's need to have they time to grow and the children's centre is the best communication to the children's understand the world around them.
Individual	Parents/carers	Evening stay & play sessions for working parents or parents that need more support.
Individual	Parents/carers	Should contain more outdoor playing area and outdoor games.
Individual	Parents/carers	I think different activities encourage children to make.
Individual	Parents/carers	That will make the children to grown well and learn a lot of things.
Individual	Parents/carers	All centres providing similar services.

Individual	Parents/carers	I'm new to this and haven't had time to form strong opinions on a 'model' centre - I do however love all the centres I visit.
Individual	Parents/carers	Watch how energy is spent / electricity / water etc. for saving energy before cutting on services. Better management on how money is spent.
Individual	Parents/carers	Combine other services within the centre for other people so it would be more of a community centre rather than just a Sure Start centre.
Individual	Parents/carers	Encouraging recycling and helping the environment.
Individual	Parents/carers	Keep them simple - don't need fancy toys and advisers at playgroups, what's most important is that there is a safe place for kids to play together.
Individual	Parents/carers	1 o'clock park club.
Individual	Parents/carers	Bankers to sponsor services to appease their guilt!
Individual	Parents/carers	The triangle service is the best and staff great.
Individual	Parents/carers	Maths, literacy class.
Individual	Parents/carers	Childcare speech language
Individual	Parents/carers	Have you done an assessment of who the users of the children's centres are & the extent to which "vulnerable" people are actually using them. Perhaps more targeted intervention through other means is more appropriate?
Individual	Parents/carers	Centres must have their own budget and be able to develop the services needed in consultation with the centre's users.
Individual	Parents/carers	More programmes for the children specially play group sessions.
Individual	Parents/carers	My son attends Stroud Green Centre which is done him very well so far as learning. So this centre is a MODEL centre for him.
Individual	Parents/carers	Standard offer not a bad idea but those Children Centres should also provide after school care & stay and play drop in sessions.
Individual	Parents/carers	Carers play and stay during sessions.
Individual	Parents/carers	Would be good if more services + info was centred at Wood green Library.
Individual	Parents/carers	Not necessary to make changes for the worse. We would appreciate more funding & services here at Rowland Hill.
Individual	Parents/carers	Instead of cluster could it work if each centre specialised in one or a few things relating to the needs of the community as long as the closest ones around all had the whole package. For examples centres just for childcare - language (ESOL) training in high non-English

		speaking areas. More affluent to only be open on certain days not 5 days or to mainly offer childcare as more money in those areas - more able to pay to because settlement. It's impossible to say at this stage. Also Children's centre linked with schools could be treated differently which works really well. At my son's school St. Mary's in Hornsey they have stay & play open to the community.
Individual		These services are highly used and beneficial to the community.
<b>Potential Travel Difficulties</b>		
Individual	Parents/carers	Your proposal disadvantages families in the western part of Haringey. There are a lot of families here, for whom the Highgate Children's Centre is an important local, walkable place where support, help and a network is available, which is particularly critical as a first time mum. We may not be as disadvantaged as other areas in Haringey, but that should absolutely not mean that basic children's centre services are not made easily accessible to us. Your proposal would mean having to walk for more than 30 mins to get to the nearest 'full service' centre, if the Highgate Children's centre only offers the standard offering, which seems unacceptable. We need access to health visitors more easily.
Individual	Parents/carers	If you close our local centres it will be very difficult to access centres further away.
Individual	Parents/carers	Centres in areas like ours should be given priority because the needs are so high. I use Earlsmead centre because I know the staff and other users. It is local and I feel safe. I would not be able to travel distances to go to lots of different centres.
<b>Retain services in the west</b>		
Individual	Parents/carers	I am concerned that the amended proposals leave the West of the borough severely depleted of services. Also the 'standard offer' makes no mention at all of stay and play sessions. There will not be much left.
Individual	Parents/carers	Keep full offer of services at Rokesley and Stonecroft.
<b>Shared management</b>		
Individual	Parents/carers	Sharing management staff over sites is possible if they have dedicated days in each and aren't spread too thin. Staff in contact with children should remain as one site. Have lead centres is a good idea, but closures, unless in affluent areas would have a huge impact.
Individual	Parents/carers	Cuts in management across centres.
<b>Social enterprise</b>		
Individual	Parents/carers	You are looking at leaving a void in services at Highgate. You have not been blue sky in your

		thinking. No mention of social enterprise initiatives or consulting the parents properly. I agree hub and spoke may be an option, but the active play sessions are where children learn, develop social interactions, communication and speech. These are vital in all centres. If it is basic weighing and advice stick it in a health centre/clinic, but don't badge it as a children's centre
Individual	Parents/carers	I think that children's centre should not be close at all. Can be run by the community.
Individual	Parents/carers	I feel each centre offer a lot of experiences for each child and if they are closed it will mean less people having access to these facilities. My proposal is that the centres are kept and local businesses can help in improving funding for these centres.
<b>Support cluster approach</b>		
Individual	Parents/carers	I think that the cluster approach is a better one. Where children centre can group some activities they have in common
Individual	Parents/carers	Support children centres working together but frontline services must be protected.
Individual	Parents/carers	Support children's centres working together, frontline services need to be protected.
Individual	Parents/carers	Support cc working together but frontline services must be kept.
Individual	Parents/carers	I just say whatever you do I am supportive person so GO head -----.
Individual	Parents/carers	As long as South Grove remains open and provides a full service under the same management now, I will be please because this my principle centre and I'm familiar with staff.
Individual	Parents/carers	I think that existing proposals are quite sensible already. If we can put them into reality it should be fine.
<b>Universal Services</b>		
Individual	Parents/carers	I do not support this approach, children's centre has to focus to all children they are the future and we (community) have to make sure that all have the same support.
Individual	Parents/carers	With regards to the constant cutting of services overall I do not agree. I am also concerned that funding is being constantly cut for those not seen as being "vulnerable" every parent deserves help and services. Though you may not consider them to be deprived it is also a fact that these parents would not be able to afford to pay for extra services on top of there costs of living and thus these children will begin to miss out on offering and so in this way become "deprived" themselves.
Individual	Parents/carers	My idea for a children's centre model for the borough is that there is childcare for every child

		<p>within the area. I am disgusted to hear that reductions are being made in the provision. Of course I understand that budgets are being cut, and that everyone must re-evaluate their expenditure. However, as a parent of a 15 month old who cannot get him a place in a local children's centre, the news that provision will be cut is particularly unwelcome. The whole childcare model in this country needs reassessing so that we can provide communal and educational care for all the children in our local communities. Healthy children do not need a lot of money spent on them in order to be happy and grow. We need to take money out of the administrative and inspection system and put it back into the number of places on offer. Specialist care is obviously more costly, but again, money is being spent on administering this instead of provision. We need to trust parents to make decisions about a childcare provider and work together with them to create a package for their children. Get people out of offices and give everyone who works with children one day a week to administrate, as they know best.</p>
Individual	Parents/carers	<p>I am one of a large number of parents who do not fall in to the 'vulnerable' category yet cannot afford to spend much money on playgroups/activities for my children. Stay and play session's offer a critically important service in promoting the social development of every child whilst giving parents the opportunity to meet, chat and avoid isolation and thus further social problems in the borough.</p>
Individual	Parents/carers	<p>do not discriminate against any children in the borough</p>
Individual	Parents/carers	<p>Parents from all backgrounds and are vulnerable after they have children. The centres are such an important facility for the whole community. The centre provided me with such a vital lifeline when I had my children. I had just moved to the area and didn't know anyone and it was a lonely time. I have worked hard and paid tax for many years and is it too much to ask for some support when I start a family?</p>
Individual	Parents/carers	<p>I think it is important that children's centres should have a mix of parents from different social backgrounds in order to increase all children's life chances and prevent the creation of 'ghetto' services</p>
Individual	Parents/carers	<p>There is no evidence base that demonstrates how the proposals seek to address what is described as 'ensuring services for the most vulnerable'. By law the council is required to provide an Equalities Impact Assessment. Where can I view this? All children centres should be maintained with a full service, not just those in 'the most deprived areas'. The government publication Every Child Matters(2004) set priorities nationally and locally for</p>



		<p>Children's Services. These outcomes were enforced legally in The Children Act (2004). The five outcomes are that EVERY child should stay healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being. By seeing this proposal through you will be failing children within the borough by preventing them from meeting their five outcomes.</p>
<p>Individual</p>	<p>Parents/carers</p>	<p>I do not think your model gives enough information for me to make an informed decision - hence my answer to question 10. I understand that the staff of the Ladder Centre have come up with a proposed model - and would like the council to take this into account. There is nothing like the Ladder Centre in this area, and to loose any of it's services would affect our children's lives. I will be less mobile when I have my next baby and will not be able to go to other centres as easily. Of course vulnerable children should be especially helped, but non-vulnerable children also deserve the excellent support and opportunities given by the Ladder Centre.</p>
<p>Individual</p>	<p>Parents/carers</p>	<p>I do believe that children's centres should be protected for the most vulnerable but I like how inclusive they are currently so would prefer for them to remain available for everyone to use. They are not as intimidating as some other baby and toddler groups can be and allow people/parents of all different ages and cultures to meet and learn from one another which can only be of benefit to children. Whilst young mother groups are great and well deserve funding, I think that the other classes where they can mix freely with 'older' mothers can help break down peoples' prejudices and provide learning experiences for both groups. It is the same for the other specialised groups, the great thing about children's centres is how inclusive they are and that they are a welcoming place where people can go and feel comfortable and find answers to they questions whoever they are.</p>
<p>Individual</p>	<p>Parents/carers</p>	<p>Children's centres should not just be for disadvantaged families. They provide a meaningful service for all members of the community with breastfeeding support (which has already been marginalised). Services such as baby massage, movers and shakers and postnatal exercise, stay and play are invaluable. Children's centres are criticised for providing childcare for the wealthy on the cheap. Proposals do not support social cohesion, but actively encourage social separation and ghettoisation of local areas. Children's centres currently encourage parents of all backgrounds to mix. Parenthood does not depend on whether one is 'advantaged' or 'disadvantaged' it affects everyone. For example, post natal depression is a problem across the community, exacerbated by social isolation, and is</p>

		<p>addressed well by the current model. Social isolation does not only affect the disadvantaged. The most vulnerable are served in a variety of different ways through social services. Of the Children's Centres in Haringey I contacted when trying to find a nursery placement for the under 3s when I went back to work (Campsbourne, Stonecroft, Highgate, Woodside Park), none of the centres had provision for day care for young babies (unlike other boroughs for example, Newham. I was and still am the sole earner in our house. I have to pay for a private nursery. I am NOT rich. I earn 35,000 a year to support 2 adults and one year old. More than a lot of people, but then I am not able to rely on the financial benefits and incentives open to more 'vulnerable' people. After rent, council tax and nursery my income is deficient. We do not have enough left over each month to pay utilities, transport and food. Children's centres could provide help with this by provision of early care at a subsidised rate. I am more than disappointed that instead of extending current services to make this provision, services that I do use and provide valuable community support will be reduced in my area as my child and I are not considered sufficiently 'vulnerable'. Rather than a broad brush approach across the borough to decide which services sought be retained and which be axed, perhaps assess uptake, rather than perceived social benefit to the vulnerable. Retain popular services, streamline services where there is a poor uptake. Additionally, services provided are duplications of existing government services in the borough. Antenatal services are adequately provided by hospitals and GPs, Job Centre services are provided through the Job Centre Plus locally. Such unnecessary duplication where there is already adequate provision elsewhere in the borough is nonsensical.</p>
Individual	Parents/carers	<p>I agree that it is important to maintain services in the most deprived areas, however I think it unfair that those living in areas considered better off should lose out. All new mothers need help close at hand, and travelling long distances can make things very difficult. We are paying extremely high taxes for our services, and while I fully support helping those who need it most I think this is an area where need is not necessarily based on income bracket.</p>
Individual	Parents/carers	<p>Help is not just based around income - wealthier parents need services for their children too... I have attended first aid, baby weighing, nutrition talk etc from my local centre Highgate - please do not close it.</p>
Individual	Parents/carers	<p>I believe that support needs to be more wide spread. If only a few centres offer a wide range of activities and support it will be impossible for there to be enough space for all families to</p>

		be included. Even if centres are streamlined, breastfeeding support and early postnatal guidance should be on offer at all centres. Some new mums do not have cars to travel long distances to receive this support or have the funds to pay for private help. Breastfeeding is the food and life source for our babies and mothers need to be given the support to help establish this.
Individual	Parents/carers	Somebody delivering services in different centres is very centralised, doesn't consider the strong foundation of relationship building, emphasis is on targeting rather than a real interest in people! Every CC has to cut down but to different extents. Everybody can be in a vulnerable position needing support in raising their children.
Individual	Parents/carers	It is important that some services are available to every child in the borough, regardless if they live in what is categorised as a "wealthier" area.
Individual	Parents/carers	The one that exists is more suitable for all.
Individual	Parents/carers	I believe the children centre already provides an important and well needed service for mothers from all walks of life and provides a base for mothers and fathers to meet for support.
Individual	Parents/carers	Services for those who are not deprived/vulnerable.
Individual	Parents/carers	Obviously if there are no other options then services for most vulnerable should be maintained. But I don't think the importance of centres for ALL under 5s should be underestimated and should be for everyone - to benefit the WHOLE community.
<b>Use of volunteers</b>		
Individual	Parents/carers	Ideally - keep the current level of service provided by the centres but with more reliance on volunteers to staff sessions. This may mean initial costs for volunteer training but would definitely be worth it. I feel strongly that the borough should look to make cuts in other areas NOT in its early years provision. Haringey would benefit from more children's centres, not fewer, and it is a huge shame that the current financial situation is going to affect these hugely important centres and support networks, which are used by such a broad range of people including the most vulnerable.
Individual	Parents/carers	engage parents/carers in delivering services on a volunteer basis rather than cease delivering a service
Individual	Parents/carers	I think once these buildings, which have been invested in so heavily, are closed, they will be lost to the community. Families, however wealthy they are, need services like these, and

		<p>even in the more affluent west of the borough there will be much less well off and vulnerable families there. Also, whatever your income, having a child can change that substantially and mean stay and play sessions where you're not charged £8 a time are vital so you don't become isolated and can get help when you need it. If there's not money to keep these services going we need to try and do more to engage the community and help them deliver services. But in every children's centre there needs to be a couple of members of staff to support any volunteers. We could also try and work with other organisations more, e.g. BTCV, other conservation or wildlife groups, to provide low cost activities that do some other good as well in the community. E.g. rather than spending council money getting a landscaper in to maintain garden/grounds at these places, get parents and their children to do it. If people feel they have some ownership in these spaces then they do more to help them keep going.</p>
Individual	Parents/carers	<p>Most important that people can walk to access services. Therefore suggest local centres are kept open but ask for volunteers to run sessions.</p>
Individual	Parents/carers	<p>Improving the existing ones and increasing the number of volunteers so as to cut down on cost. Also providing toys relevant to the needs and ages of the children.</p>
Individual	Parents/carers	<p>To keep stay and play groups open and baby or play groups that don't cost anything. To maybe have parent to volunteer in running the groups.</p>
Individual	Parents/carers	<p>Centres and groups led by volunteers - parents and supported by donations.</p>
Individual	Parents/carers	<p>Have more parents supporting the centre with their time. As long as each individual is police checked there will be more hands in the centre.</p>

**Q15 If you have any comments on these charges, please use the box**

Respondent	Group	Comment/idea summary
Individual	Parents/carers	<p>I see no reason why Children Centres should charge less than the private sector. Fees are still relatively low even at this new level.</p>
Individual	Parents/carers	<p>I think the childcare costs should be more expensive and in line with independent childcare as it is the taxpayer who is subsidising these costs and the same taxpayers that will not enjoy the subsidised costs while paying for everyone else</p>
Individual	Parents/carers	<p>They are still too low. You should bring them into line with other childcare providers</p>

<b>Flat fee for all ages</b>	
Individual	Parents/carers 3-4 year old should not be charged so much.
<b>How will changes affect quality of services?</b>	
Individual	Parents/carers Charging more but reducing the quality will have a dreadful effect on school numbers and children.
Individual	Parents/carers Haringey need to specify what is means by a 'significant staff reduction'. Does it mean that current staff/child ratio would not be maintained?
Individual	Parents/carers I am prepared to pay more but have great concern that the quality of care will be undermined by cuts, staff reduction etc.
<b>Increase is fair</b>	
Individual	Parents/carers Fine.
Individual	Parents/carers I believe these initial rises you are proposing to be fair. The cost for caring for a child does get cheaper the older they get and thus a staggering of costs at this level is appropriate. It also falls in line with the costs of other childcare providers in the borough who would provide a similar level of care for each child.
Individual	Parents/carers I still think this is very reasonable and represents good value for quality care.
Individual	Parents/carers I think £175 good money but 2-3 years children weekly £200 is a fair amount little bit increasing is good for future.
Individual	Parents/carers I think that some families will struggle but I understand the need for this but I still need the service I would have been happy with this.
Individual	Parents/carers I think the proposed increases seem fair.
Individual	Parents/carers I think these are fair and appropriate.
Individual	Parents/carers I think these charges are fair, but there are not enough childcare places!
Individual	Parents/carers If it keeps the children centre at Stroud Green as it is, I would have no problem paying higher premiums. Further more, after school clubs, holiday childcare such as hideaway at Stroud Green, should stay open. I would also be happy to pay a reasonable price for its services, should it stay open.
Individual	Parents/carers It is inevitable in the current economic climate that there will be some increase in costs and although a 28% increase is difficult to afford realistically I know it must be accepted, as long as increased costs are shared across all services and my increased fees do not subsidise

Individual	Parents/carers	others' free use of the centres which seems unjust. It is unfortunate that charges will rise, but inevitable they always will and I understand why. However I only agree if financial childcare help to less affluent families also rises.
Individual	Parents/carers	Its a big jump + I'm sure it will affect poor families, but I can appreciate money needs to come from somewhere but with the free 15 hrs to disadvantaged under 2 perhaps that will even out .....or less families in poorer areas will take the childcare + go on benefits as its not worthwhile to work.
Individual	Parents/carers	It's OK
Individual	Parents/carers	Reasonable, and still much cheaper than private centre provision.
Individual	Parents/carers	Seems ok.
Individual	Parents/carers	Still less than some private nurseries.
Individual	Parents/carers	That's okay.
Individual	Parents/carers	The current low level of fees enables me to maintain my job working as a teacher for Haringey. Any significant increase may impact on that. This current increase suggested is acceptable.
Individual	Parents/carers	These fees are very low. Non-supported fees (e.g. child minders, commercial nurseries and so on) are so expensive by comparison. It would seem fairer to raise the fees charged in children centres and allow more services (e.g. stay and play) to be offered across the borough and which can benefit more children.
Individual	Parents/carers	They seem reasonable. I pay £70 per day for a private nursery so this still seems good value and perhaps costs should be increased to reflect market rates?
Individual	Parents/carers	They still provide good value comparing to other private nurseries but people will only be prepared to pay it standards are maintained.
Individual	Parents/carers	Think the charges are fair - although not cheap. Childcare is expensive and this is still subsidised!
Individual	Parents/carers	This is still good value.
Individual	Parents/carers	This not issue to pay.
Individual	Parents/carers	Very reasonable in terms of provision.
<b>Means-test/support those on lower incomes</b>		
Individual	Parents/carers	Can charges be means- tested? Not sure that should be blanket charge when some people can afford to pay more and some less.

Individual	Parents/carers	Can help to parents who cannot support to pay the new charge.
Individual	Parents/carers	For those people whose earning are good may be does not make difference, but for others its very hard if pay is not as much as these charges what they should do leave the children or they leave the jobs and depends on government. The other way wages should be increase on that scale as well.
Individual	Parents/carers	I agree that parents should contribute more but this should be calculated according to income so lower income families pay less.
Individual	Parents/carers	I believe that Haringey Council should stop funding areas such as Crouch End or Highgate Wood as they are more affluent areas. And look towards areas such as Haringey Tottenham or Wood Green.
Individual	Parents/carers	I hope that the increase in fees will not make the childcare inaccessible to less affluent parents
Individual	Parents/carers	I think this is acceptable, as long as there is still financial support available to enable the most vulnerable to access the childcare.
Individual	Parents/carers	I think this is too difficult for someone who is on low income.
Individual	Parents/carers	I won't be able to afford these unless I get extra financial support.
Individual	Parents/carers	I work in the public sector - and will not receive a pay increase this year - so to find this extra money for childcare will be a struggle.
Individual	Parents/carers	I worry how I will afford to pay for my son childcare.
Individual	Parents/carers	I would prefer to see fees increase slightly (in line with rpi for example) than to see services withdrawn completely, as happened with Noel Park's after school club. I would support a sliding scale for childcare fees, based on household income - fairer to the lower-paid and to single parent families.
Individual	Parents/carers	If the charges reflect the high level of childcare provided I would be prepared to pay more but I can envisage that this will be an issue for many less affluent families in the borough.
Individual	Parents/carers	If the income of the parents/carers is still taken into consideration and reduced for the most vulnerable then this would be fair
Individual	Parents/carers	It is a steep increase in fees which in certain deprived areas of Haringey many people will struggle to afford or will not have any other choice but to meet the extra expenses some way or other. If fees increase and quality of services are reduced and compromised, then that is unfair.

Individual	Parents/carers	It is vital that charges are equitably means tested, although I still feel that there should not be an increase and Central Govt should be providing more support.
Individual	Parents/carers	It will affect mothers on low salaries.
Individual	Parents/carers	It's not fair as families already struggle with childcare fees.
Individual	Parents/carers	Make people who can afford (like us) pay!
Individual	Parents/carers	Most low-income families will not be able to afford it.
Individual	Parents/carers	Reduced fees for benefit claimants and/or single parents in ALL areas.
Individual	Parents/carers	Should depend on parents circumstances
Individual	Parents/carers	Some ideas should be explored about flexibility of paying these charges for parents who will find it difficult to pay the full fee. Such as providing food etc themselves to cut costs.
Individual	Parents/carers	Some parents are barely surviving in the current climate. Raising the fees would probably rush them towards cheaper alternatives which may not be safe in the long run.
Individual	Parents/carers	The fees should reflect the income in the deprived areas.
Individual	Parents/carers	There should be two tiers so that people like me can pay a bit more which then creates more cash flow for the centre. It does mean introducing a system to determine who gets the cheaper rate but that should be easy (e.g. low income, HB etc). As I say, I pay £80 per day but would prefer to go more local and pay £60.
Individual	Parents/carers	These charges are too high for a low income earning family.
Individual	Parents/carers	they [probably] reflect the current cost of running these services but I would worry about vulnerable people trying to get back into work
Individual	Parents/carers	This is the equivalent of what a low level job pays certainly unfair to low income families but a deal for the most affluent.
Individual	Parents/carers	This should be affordable childcare for working parents. These prices will make working very difficult for single parents and low income families. This will ensure people stay on benefits.
Individual	Parents/carers	Those who can afford to do so should be required to pay more for their childcare.
Individual	Parents/carers	Those who can pay more should pay more, if this can be administered with minimal hassle (i.e. no point in setting up a means testing scheme whilst cutting staff in the centre.
Individual	Parents/carers	Yes, if you make childcare affordable for everyone (as I said £50 only) less of the other services will be needed. Mums will go to work and not wander around streets and children centres. Families will benefit, children too (in education from early age), economy will



		benefit, social services will benefit (less income etc support) job done!
<b>Other</b>		
Individual	Parents/carers	This does not apply to my household
Individual	Parents/carers	We are happy with the centre we use.
Individual	Parents/carers	Can I see more detail on the financial models of individual centres?
Individual	Parents/carers	Doesn't affect me. I have a social place (funded).
Individual	Parents/carers	Don't use this service.
Individual	Parents/carers	I agree with the increase for 2-3 year olds but it would appear the 3-4 year old fee does not incorporate the 15 free hours a week. This is unacceptable if this is the case. I need to use an 8-6pm facility as I work and cannot choose to get my free hours of nursery care elsewhere
Individual	Parents/carers	I am just wondering why other countries in Europe seem to manage offering families more for less money!
Individual	Parents/carers	I am not happy with the raise because I would be able to send my child to the nursery at the age of 2.
Individual	Parents/carers	I didn't even know you could get childcare at these centres. It is not well publicised. I have always had to use private childcare; I didn't think I had any choice.
Individual	Parents/carers	I have no comment as despite living very near a childcare centre I am 300th on the list. I don't think you provide enough places!
Individual	Parents/carers	I have no information about these charges.
Individual	Parents/carers	I have twins who will be one in July - having two children of the same age will make this increase really difficult for us - i would suggest also reviewing the sibling discount or having a specific multiple one.
Individual	Parents/carers	I haven't no comment.
Individual	Parents/carers	I look after my son myself (I work from home) and save any spare cash for him.
Individual	Parents/carers	I think in case sorry the amid each week.
Individual	Parents/carers	I thought I understood this question, i.e. my fees will stay the same. BUT then I read in the paper the line about fees being related "to the income of parents/carers" - what does this mean? Precisely what is being proposed? Why is there a table which gives absolute figures if the figures are subject to change? Why is an income variation not mentioned above AT ALL? I think this is highly misleading and challengeable.

Individual	Parents/carers	I would prefer slight fee changes as described to the closer or reduction of children centre services.
Individual	Parents/carers	Not clear what the implications are for different income groups so this question is not meaningful.
Individual	Parents/carers	The charges seem to be reasonable however the local authority should be funding these.
Individual	Parents/carers	The problem may be that we will lose the families that are only paying for 1 or 2 days per week of childcare provision because it may be cost prohibitive.
Individual	Parents/carers	This is what I am charged already so I don't understand how this is an increase! Are there different charges at each centre?
Individual	Parents/carers	This should only apply to the new entrants in September not current users. Also should apply to non-Haringey users.
Individual	Parents/carers	This will hit us really hard and make things more difficult. However, I'd rather pay more and have the centre remain open.
Individual	Parents/carers	What do I think Haringey is money grabbing council but don't what to pride the services.
Individual	Parents/carers	What will the daily rate be? These could increase a little more of it makes the difference between keeping a centre open and closing one.
Individual	Parents/carers	WILL THESE BE MATCHED BY CHILD TAX CREDIT OR WILL ONLY THE WELL OFF NOW BE ABLE TO AFFORD CHILDCARE
Individual	Parents/carers	Wow. This is a significant increase per week, especially for the under 2's. It will have a huge impact on my budget, especially as I am losing child benefit and under 2's have to be full time at Triangle. It is still cheaper than private nurseries but I will have to re-assess my working hours and work longer. This will have a negative impact on my children
Individual	Parents/carers	You are putting the prices up, makes no difference to me because I cannot get my child into the nursery because it is full. If anything you should be opening more centres no closing them. It is only going to make the problem worse and people won't be able to work.
<b>Too expensive/against the increase</b>		
Individual	Parents/carers	£50 more than usual price for week for my child!!! It is very difficult for us now if this charges increase we will struggle to use children's centres. Please don't change it!!
Individual	Parents/carers	0-2 age. The money their ordered is a lot because to £175 their add £50 a week, can you reduced a bit.
Individual	Parents/carers	200 less like 100. 175 good.

Individual	Parents/carers	A 28% increase for 0-2 year olds?? And where do you think parents are going to find an extra £50 per week when all their benefits are being cut? It's not exactly small change is it?
Individual	Parents/carers	A 30% increase is quite steep considering the way employment is at the moment, job cuts and pay cuts or freezes. The 30% increase in rates, means Haringey are charging not too far off from private nurseries.
Individual	Parents/carers	A huge increase in fees!! Could not afford to have my child in childcare so I could not afford to go to work.
Individual	Parents/carers	Absolutely ridiculous and unreal prices. Parents are working to pay the fee, children and families are already being stretched financially, and dropping the fees to a realistic price would encourage use and help families get back into work. Child care should be to help, not run as a financial business. This is why I do not agree with child minders, stupid fees.
Individual	Parents/carers	Absolutely ridiculous!
Individual	Parents/carers	Absolutely ridiculous. Some parents like us are really struggling just because we want to work/study. This increase would mean I would stop work as I can't afford it and maybe join the benefit cue.
Individual	Parents/carers	Again the parents who will be penalised by this are the ones who cannot receive any help through tax credit. Us. And we are already struggling and would desperately like a second child but cannot possibly afford the childcare fees associated with raising a child in the UK.
Individual	Parents/carers	Already trying to manage childcare costs and a job make going back to work unfeasible. This will help make it even less affordable, especially in more deprived areas. I have 2 children and these costs would mean I had to stay out of work until my children reach school age. I do not want to be penalised for working.
Individual	Parents/carers	As a single parent it is atrocious.
Individual	Parents/carers	As all the taxes are going up it is hard to stay in work if transport, childcare, and food bills are going up.
Individual	Parents/carers	As if the fees are not high enough? Where is the money going?
Individual	Parents/carers	As my daughter is under 2, this will mean a huge increase in fees for us. We may have to consider other childcare options.
Individual	Parents/carers	As myself + my husband are on a low income these increases will mean we will struggle even more.
Individual	Parents/carers	At the time of pay reductions, pay freezes and rising unemployment putting the greater

Individual	Parents/carers	financial burden on working families are unfair.
Individual	Parents/carers	ATROCIOUS.
Individual	Parents/carers	Can not afford because low income.
Individual	Parents/carers	Can't afford.
Individual	Parents/carers	Childcare in this country is expensive and high fees are a barrier to getting full time employment for many.
Individual	Parents/carers	Childcare in children centres are too expensive for single parents and couples with child.
Individual	Parents/carers	Childcare in Children's Centre are so expensive.
Individual	Parents/carers	Childcare in children's centre one too expensive for simple.
Individual	Parents/carers	Children services should be free.
Individual	Parents/carers	Children's centres provide one of the few options for affordable childcare for working parents. There should be more affordable places not fewer.
Individual	Parents/carers	Completely unfair - how can parents with children in the 0-2 age range be expected to pay an extra £50 per week or £200 extra in a 4 week month. Shocking!
Individual	Parents/carers	Considering the raise in TAX and other expenses, how would they expect parents to afford these increases and survive?
Individual	Parents/carers	DIABOLICAL.
Individual	Parents/carers	Difficult for parents leaving in this area to pay!
Individual	Parents/carers	Disagree with charges.
Individual	Parents/carers	Disagree with charges.
Individual	Parents/carers	Disgraceful!
Individual	Parents/carers	Do not agree to paying extra charges or paying for my child once she is 3. Will send her to primary school instead.
Individual	Parents/carers	Do not agree with this.
Individual	Parents/carers	Do not agree.
Individual	Parents/carers	Effectively pricing most people out of access to childcare.
Individual	Parents/carers	Exorbitant for the most needy parent(s)
Individual	Parents/carers	Expensive! Will not be able to afford it. Will have a serious impact on my ability to stay in work, considering cuts to tax credits as well.
Individual	Parents/carers	Extortionate.
Individual	Parents/carers	Families that receive benefits would not be able to afford these prices for childcare.

Individual	Parents/carers	Far too much.
Individual	Parents/carers	Fees should be means tested to ensure those on low income can use the services. I agree to the increase if services are subsidised.
Individual	Parents/carers	Fees way too high.
Individual	Parents/carers	For a family with only one income it's very much impossible to afford these fees.
Individual	Parents/carers	For me is high price.
Individual	Parents/carers	hard to see how can pay new charge
Individual	Parents/carers	Has to be reduced.
Individual	Parents/carers	How are families expected to pay the increase when there is a threat of loosing jobs, child benefit and family tab to be removed or reduced!!
Individual	Parents/carers	How are we supposed to be able to work when salaries aren't increasing, the cost of living is more expensive, and now childcare is going up? This will result in more mothers on benefits!
Individual	Parents/carers	How can you expect single and working mums to afford this its £50 more a week which is 200 more a month, totalling nearly 900 a month!!!! People won't be able to afford child care anymore. I am so outraged with government messing around with the foundations of society! People will have to quit work because childcare costs a large percentage of their salary! It's idiotic and you will create more problems!
Individual	Parents/carers	How come for parents with income about £500 pw pay £175 for a place in a childcare. Impossible. Sorry.
Individual	Parents/carers	How do you expect single parent families and low income families to pay without driving them into poverty?
Individual	Parents/carers	I am trying for another child but by prices going up, all my money will go to childcare. I work full time & am married, my husband pays mortgage so it will be impossible to have second child as we will not have money to live.
Individual	Parents/carers	I believe they are way too high and families are already struggling with the current economic climate!
Individual	Parents/carers	I cannot afford this.
Individual	Parents/carers	I can't afford nursery.
Individual	Parents/carers	I can't afford them
Individual	Parents/carers	I can't afford these fees. I would like to work but I will not be able to work and pay the child care fees.

Individual	Parents/carers	I can't believe many people in this area can afford these prices.
Individual	Parents/carers	I can't pay this money.
Individual	Parents/carers	I can't pay this.
Individual	Parents/carers	I could not pay these prices.
Individual	Parents/carers	I disagree with changes. It will be more hard for parents to go back to work. The live is so expensive.
Individual	Parents/carers	I do not agree, people work very hard we have no choose but to take the child to the centre, but if the priest goes hay I may live work to look after my child.
Individual	Parents/carers	I don't agree the childcare cost.
Individual	Parents/carers	I don't agree with an increase as I think the rates are currently already too high.
Individual	Parents/carers	I don't agree with the charges.
Individual	Parents/carers	I don't agree with the new charges as it means those on low income will not be able to afford childcare.
Individual	Parents/carers	I don't agree.
Individual	Parents/carers	I don't know how people can afford to pay.
Individual	Parents/carers	I don't think its right to close them down with all these people losing their jobs.
Individual	Parents/carers	I don't use this service, but I have considered it - a hike of up of £50 per week would make this impossible.
Individual	Parents/carers	I feel it is a very high rise and has an impact on people with under 5 yr olds, income has not increased but expenses have, I work full-time and will find it will hit my pockets hard.
Individual	Parents/carers	I have two children (3 & 10months of age). Increasing the 0-2 charge per week will mean that I will not be able to stay in credit on a monthly basis.
Individual	Parents/carers	I have two children in childcare and it would not make sense me having to pay more out of my wages. At this point I should just stay at home and claim income support I would be better off and spend time with my children. The whole point is to keep people off benefits isn't it.
Individual	Parents/carers	I not would iike than to expensive.
Individual	Parents/carers	I not would like this is too expensive for my life.
Individual	Parents/carers	I oppose any increase as the cost of living is high and salaries are not being increased.
Individual	Parents/carers	I personally think the fees are too much and many more will be on benefits due to them not being able to afford the costs.

Individual	Parents/carers	I strongly disagree with the current rates as I think the high rates will stop people from working.
Individual	Parents/carers	I strongly disagree with this increase. While the cost of living is going so high + salaries have frozen, this increase seems unmanageable.
Individual	Parents/carers	I think it is too much charge per week if the parents have low incomes they can't afford.
Individual	Parents/carers	I think it might be too much for some parents to pay.
Individual	Parents/carers	I think it would be difficult on a low income.
Individual	Parents/carers	I think that is totally wrong as with job losses and pay cuts most families that are struggling will not be able to afford these increases.
Individual	Parents/carers	I think that they do charge a lot of money for that.
Individual	Parents/carers	I think the fees are a joke, is there going to be any financial support to families? We are tax payers and deserve more than this!
Individual	Parents/carers	I think the fees are too exorbitant.
Individual	Parents/carers	I think the increases are dramatic & will be tripling for some families. This will have a huge impact on whether some parents can even a hard to keep working.
Individual	Parents/carers	I think the new prices for childcare is too high. Some parents will not be able to afford them and it may not be worth their while working if they have to pay £50 a week more childcare.
Individual	Parents/carers	I think this amount is too expensive even was £175 a week, so, what about the couple who just the man work, so how they will pay for this crèche if the mothers wants to study full time.
Individual	Parents/carers	I think this is far too high - higher than some private nurseries. This means a single parent working full time to support their family with a child in a children's centre might be nearly 1000 pounds for childcare each month; add to this a typical 1000 rent/mortgage for a two bed flat in my area; and 125 pounds travel. This means a single parent would have to earn a minimum 35,000 even to break even and pay for childcare. To buy food, clothes etc, they would have to buy more. This essentially condemns parents without high incomes to staying at home.
Individual	Parents/carers	I think this is too much to charge for childcare. What about our parents who only work part time, we will not be able to pay for childcare if you have more than one child.
Individual	Parents/carers	I think this is very unjust families already find things difficult, and this will only make situation worse.

Individual	Parents/carers	I this poor area I can't see how parents can start paying for stay and play for the little ones.
Individual	Parents/carers	I will have to give up work to look after my children
Individual	Parents/carers	I would love to know which centres are providing childcare for under twos. 225 is absurd. My current childcare is (full time) 250 and that is private. Such an increase is considered making provision accessible for anyone, much less the vulnerable, there need to be an urgent reconsideration of what can actually be afforded. It is cheaper to stay at home, claim full benefits and care for you children yourself joining the ranks of thousands of long term unemployed than it is to contribute to society, the economy and provide a positive role model for your children by working for a living.
Individual	Parents/carers	I would not be able to afford this so it would be pointless going back to work.
Individual	Parents/carers	I would struggle to pay them because they are so high.
Individual	Parents/carers	I would struggle.
Individual	Parents/carers	I wouldn't be able to afford on my income.
Individual	Parents/carers	I'm a parent with a partner and I think it's worse than a mortgage.
Individual	Parents/carers	Increases in childcare costs equals less incentive to work and to look after my children myself which means less taxes in the system in terms of tax and NI. I have 2 children aged 2 & 3, this would mean £400 per week!! I would need a £30k job to make this viable...
Individual	Parents/carers	Is not good idea.
Individual	Parents/carers	Is so expensive. I can't pay, for me is lot of money.
Individual	Parents/carers	Is too much.
Individual	Parents/carers	Is very expensive. I will not to afford it.
Individual	Parents/carers	It is a steep increase with no promise at keeping resources / children's centres - not logical. What about single working parents??
Individual	Parents/carers	It is a very large increase and some parents with struggle to get by each month.
Individual	Parents/carers	It is already very hard to afford to work ( crazy!!) So I can't imagine how higher childcare costs will help. If you have more parents staying out of work to look after their children for longer. a) You'll have a lot of the workforce unavailable to work. b) You'll have a lot more problems like depression to deal with - How is this helping Britain?
Individual	Parents/carers	It is atrocious how are lone parents meant to help themselves when the powers to be do things like this.
Individual	Parents/carers	It is becoming very expensive. I am better off working part time to save on childcare. I could



Individual	never afford £200 per week.
Individual	It is too high. Standard family with 2 working adult will not be able to pay full fee. Also single mother will not be able to go back to work if fees increase.
Individual	It is too expensive.
Individual	It is very expensive.
Individual	It is very high. There is no point going back to work. I would like to work but nursery fees are very high and I can not afford it,
Individual	It looks very expensive. I will not be able to pay for these.
Individual	It will be so expensive for our family to send our children to the children's centres.
Individual	It will difficult for me to go back to work with increased charges for childcare.
Individual	It would not be right to increase the rates which I already find exorbitant.
Individual	It's already too high and does not justify me returning to work. If salaries aren't increasing in the same way as fees, the government are basically discouraging mothers/parents from returning to work.
Individual	It's as I may have to use the Children Centre less. And maybe think of doing less hours at work.
Individual	It's really expensive and will effect specially with single parents or low income family which can keep most of the children away from the learning centres or child care.
Individual	It's too expensive.
Individual	It's too much and that is why must mums stay on benefits because part-time job won't pay for it.
Individual	It's too much cost for family. Council help people on this issue. Council duty must help to parent to rise up their children.
Individual	its very expensive,
Individual	It's very expensive. I can't pay. I'm jobless. I can pay less than these.
Individual	Keep as it is.
Individual	Madness.
Individual	My I can't pay this amount of money for my child is very ... expensive, is no point to work for my, I have to stay with my child.
Individual	My pay is frozen indefinitely, how are families supposed to find extra money? I live in a tiny flat in an 'affluent area' & our income is not high. People have needs that cannot be defined

Individual	Parents/carers	by postcode. New charge is not much different to private nurseries, and extra £50 a week is a big jump, especially as salaries are at a record low and the cost of living has increased dramatically.
Individual	Parents/carers	New charges will place a financial burden on parents and carers in view of the fact that prices of goods and services are rising elsewhere and our salaries have not increased in line with cost of inflation for the past 3 years.
Individual	Parents/carers	No affordable.
Individual	Parents/carers	No do not agree with the charges.
Individual	Parents/carers	No good at all.
Individual	Parents/carers	No good enough.
Individual	Parents/carers	No good for us please don not cut any thing.
Individual	Parents/carers	No income.
Individual	Parents/carers	No money.
Individual	Parents/carers	No too much money.
Individual	Parents/carers	Of course I will prefer to pay less fees.
Individual	Parents/carers	Outrageous - how do you expect people to pay for these fees? They are way too high and disproportionate.
Individual	Parents/carers	Outrageous! These fees would be incredibly too high - I would have to leave work and not have childcare.
Individual	Parents/carers	Outrageous.
Individual	Parents/carers	Parents are forced to put their children in child care in order to work. At this time of low economic stability, wage cuts/freezes and high inflation these increases will significantly affect the well being and development of children in the borough.
Individual	Parents/carers	Parents cannot afford such prices all their wages will be going towards childcare only so parents are better off staying home instead of working.
Individual	Parents/carers	People are currently struggling with current payment and any more will not ease these problems but at the end of the day the council have to work around current budget. What future do these innocent children have with the cutbacks. I wish the government will consider family's first before thinking about?.
Individual	Parents/carers	People do not have money for these charges.
Individual	Parents/carers	Preparing to go back to work when my daughter is 3 yrs and gets a place but as it was in

		infancy. I couldn't afford the fees to place her in care and now things are worsening. Big element in whether or not I can use the nursery for more than 15hrs/wk.
Individual	Parents/carers	Putting more people out of work as they won't be able to afford childcare unless you fund them for it.
Individual	Parents/carers	Raising the childcare cost will only force more mothers out of work and on benefits. Save on one service but spend a lot more on the benefit support - is it really worth it? Creating benefit culture won't stop that way!
Individual	Parents/carers	Ridiculous prices.
Individual	Parents/carers	Should be free.
Individual	Parents/carers	sound two expensive
Individual	Parents/carers	That is expensive.
Individual	Parents/carers	That is too expensive and will encourage more people staying home with kids and claiming benefits which will drain the system even more. Even current rates are not affordable for middle class families who do not get any relief especially if you have more than 1 child and pay double for childcare. Children will stay at home and not get the development they need. This money can be saved on supplementary services (drop-ins, family support workers etc) but primary service of children's centres - offering full-time affordable places to working parents' children should remain. Working parents should get some kind of relief in payment those fees. Increasing the fees seems unfair and not justified it will put many families in poverty. My daughter is very happy attending nursery (Rowland Hill) but if we can't afford it we will have no choice but to stop it which will affect her psychologically, physically and morally.
Individual	Parents/carers	The 0-2 fees will can not possible for many families. Some of whom may have to give up working.
Individual	Parents/carers	The charges are too high, salaries are being frozen and tax credits are being decreased. How are we meant to pay more when the cost of living is also rising?
Individual	Parents/carers	The charges are too high especially as parents are part-time working and jobs salaries are not reflected.
Individual	Parents/carers	The childcare costs are becoming a joke. Me and my husband holding down a full-time job cannot afford to have more than 1 child as the 5 day childcare now costs £1000?
Individual	Parents/carers	The childcare element of working tax credit only helps with child care cost of up to £175 by

		giving 70% support of this an increase of £50 week. That's £2,600 pa for 0-2 would mean that the childcare be to expensive, to be able to work.
Individual	Parents/carers	The childcare fees are too high. I would not be able to pay these.
Individual	Parents/carers	The current rate should be maintain or even reduce so that parents can afford to send their children to these centres.
Individual	Parents/carers	The fees are too high and I would definitely struggle to pay.
Individual	Parents/carers	The fees for 0-2 and 2-3 are far too steep. We would be willing to pay little extra charges and the children's centres would be the first option for child care but these additional fees make me impossible to go back to work.
Individual	Parents/carers	The fees for the childcare is very high, some individuals are on benefits it may have a high effect to those parents.
Individual	Parents/carers	The fees seem almost unbelievable. I'm not sure how I will cope because my wages will not be going up.
Individual	Parents/carers	The increase is sharp, particularly for those with children under 2.
Individual	Parents/carers	The portion of rate going up is far too much!
Individual	Parents/carers	The rise in prices may discourage some parents of young children to come back to work.
Individual	Parents/carers	Then it will be even for working parents to access affordable childcare
Individual	Parents/carers	There should be no increases in fees
Individual	Parents/carers	These are still lower than sending my child to a childminder, but as I cannot get him a place in the centres, this is hardly relevant. However, it does mean that I will have to rethink my options while we plan to have a second child. For parents for whom this means an extra £50-£100 each week, this will be a real shock and will cause financial hardship for people and also mean withdrawals from centres and force people to change their working arrangements.
Individual	Parents/carers	These charges are far too expensive.
Individual	Parents/carers	These costs are extremely expensive especially for those on minimum wage.
Individual	Parents/carers	These look like the full income of family's so it seems unfair.
Individual	Parents/carers	They are ridiculous.
Individual	Parents/carers	They are so high I would struggle to pay them.
Individual	Parents/carers	They are so high most parents would struggle or be simply unable to pay them.
Individual	Parents/carers	They are so high. I would struggle to pay them or even I need to say that my children's will

		be stay with me in the home and this will be stopped my from study and better going to the job.
Individual	Parents/carers	They are too high.
Individual	Parents/carers	They are unaffordable and will be counter-productive as people will work less and contribute to the economy.
Individual	Parents/carers	They are way too high. I would struggle to pay them.
Individual	Parents/carers	This charge will be extremely expensive for my children to go Children Centre. I can't afford for two babies under 5 full time places, which I really need.
Individual	Parents/carers	This is a big increase for people living in this area.
Individual	Parents/carers	This is a major increase!
Individual	Parents/carers	This is a very big increase, but it is still very competitive with private day care. However if fees are going to be raised by this much I would expect that cuts and other changes should not need to be made. If you increase fees and make such sweeping cuts then many parents will be forced to stop working, and/or children's centres will be forced to close.
Individual	Parents/carers	This is a very large % increase - what is the justification to parents/carers? What will they get for the extra fee or is this just to subsidise the cuts? A price hike of £10 per day is likely to make these costs prohibitive to a number of parents, which could reduce use of the service and therefore revenue. However, given the demand for childcare places in the borough, £45 per day is a reasonable cost for high quality childcare, and this is something the council should be tapping into (by expanding, not cutting). More 0-2 year places would generate significant revenue and allow children's centres to generate revenue and maintain their role in the community.
Individual	Parents/carers	This is above average for the borough and more expensive than many other childcare options available....how can this be justified?
Individual	Parents/carers	This is an increase of £10 a day which is huge increase. IT makes evaluate whether it would be cheaper not to work.
Individual	Parents/carers	This is far too expensive to pay for a mid income working family. Not acceptable.
Individual	Parents/carers	This is not much cheaper than private childcare anyway...
Individual	Parents/carers	This is outrageous. There needs to be a flat fee (£175 is fine thank you) across all ages. Parents need to work. £175 per week already equates to £770 per month, which is already a considerable sum. You are making it impossible to have 2 children.

Individual	Parents/carers	This is really expensive! It means that the prices have gone up to £200 per month! This encourage young mums to stay at home and take benefits instead of returning to work!
Individual	Parents/carers	This is ridiculous!!!! How we suppose to afford to pay that amount now. I think we better off now working but claiming JSA. As always you making life easier for people on benefits. I need to take my kids from nursery and stay home!!!!
Individual	Parents/carers	This is ridiculous, what about single mothers on low budgets.
Individual	Parents/carers	this is too expensive
Individual	Parents/carers	This is too much. Some families may not be able to afford this which will mean it is not worth their while working.
Individual	Parents/carers	This is very expensive for someone on my income.
Individual	Parents/carers	This seems too great a jump, families will be unable to pay.
Individual	Parents/carers	This will force mums of more than one child to give up work and take (be forced to) benefits or pushed to the bare survival.
Individual	Parents/carers	This will seriously impact on working families and make it even more difficult for women to go out and work.
Individual	Parents/carers	Those charges are outrageous so many children with single parents will go without education because soon nobody would be able to afford to live a normal life. Leading to (high crime).
Individual	Parents/carers	To expensive.
Individual	Parents/carers	To high.
Individual	Parents/carers	Too costly.
Individual	Parents/carers	Too expensive for people on low incomes.
Individual	Parents/carers	Too expensive!
Individual	Parents/carers	Too expensive, to high fees.
Individual	Parents/carers	Too expensive.
Individual	Parents/carers	Too expensive. I would struggle to pay them.
Individual	Parents/carers	Too high charges.
Individual	Parents/carers	Too high.
Individual	Parents/carers	Too much money.
Individual	Parents/carers	Too much!
Individual	Parents/carers	Too much!!

Individual	Parents/carers	Too much.
Individual	Parents/carers	Unemployment rates will increase as parents will find it impossible to take low paid work and pay so much for child care. Higher earners will always find private solutions. The gap between rich and poor will increase.
Individual	Parents/carers	Very expensive I will not to afford it.
Individual	Parents/carers	We are disagree because is too expensive.
Individual	Parents/carers	We can just about afford this but many people can't. An extra £50 a week is a lot.
Individual	Parents/carers	Why is so high? You want to increase the cost by £50. Not many people will be able to afford this and you will see more unemployed people because of that. We will benefit more by staying at home with our children. Lot's of people straggling with the bills as it is, we don't need this on top of everything else what's happening. People earning been frozen, so the childcare should be frozen as well.
Individual	Parents/carers	Why is the rise such a large amount? I need to consider staying home with kids.
Individual	Parents/carers	Will be difficult to pay on low wages.
Individual	Parents/carers	With my income I cannot pay for it so what am I going to do?
Individual	Parents/carers	Would make life much harder.
Individual	Parents/carers	You are placing us, parents under further financial strain in the face of rising living costs. We simply won't be able to afford to pay.
<b>Too fast an increase</b>		
Individual	Parents/carers	need to be introduced gradually not in one go
Individual	Parents/carers	Prices should be gradual times one hand.
Individual	Parents/carers	too sudden a rise
<b>Will the service improve as a result of higher fees?</b>		
Individual	Parents/carers	By paying more will the service improve or will stay the same?

#### Q16 Do you have any other comments about these proposed changes?

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Centres for the most vulnerable</b>		
Individual	Parents/carers	Children's Centres were supposed to be for the most vulnerable. Has this changed? Why are there children's centres in more affluent areas - those who can afford it should pay for it.
Individual	Parents/carers	the most vulnerable should be protected and this won't happen by splitting management

		over site in the most deprived areas
Individual	Parents/carers	Priority should be given to centres where needs are high.
Individual	Parents/carers	Priority should be given to more needy areas.
Individual	Parents/carers	Priority should be given to centres like Earlsmead as the needs of our community are so high.
Individual	Parents/carers	Priority needs to be given to the more deprived areas like ours.
Individual	Parents/carers	Should listen to the people that care about their centres. Wealthy parents can travel to more poorer areas.
Individual	Parents/carers	In my opinion if you make any changes priority should be given to the centres in the poorest areas like ours. I use our centre because I like the atmosphere and staff working there and also because the centre is close where I live.
Individual	Parents/carers	The priority should help area where the needs are high like the centres we go to. I know the staff at the centre I go to and other users. It's a place I feel comfortable and safe. I can not go to lots of different centres and I believe it would not be good for my child to take her to different places as she will find it hard to make friends.
Individual	Parents/carers	I will not be able to go to lots of different centre. Priority should be given to centre that are in areas like where the need are so high I use our centre because I know the staff and centre other user I feel safe and comfortable.
Individual	Parents/carers	Priority should be given to the centres that are in areas like ours where the need are so high. I use our centre because I know the staff and centre and other users. I feel safe and comfortable. I will be able to go to lots of different centre.
Individual	Parents/carers	Priority should be given to centres that are in areas like our where need are so high. I use our centre because I know the staff and the centre and other users I feel safe and comfortable. I will not be able to go to lots of different centres.
Individual	Parents/carers	I believe funding should be kept in areas of greatest need. Earlsmead children centre is very important to the children in our community. As a regular user of this centre I have seen the support that is given to parents and their children. I have visited other centres - without doubt the staff and support workers are more involved with the children and parents provide stimulating and varied activities and are without doubt the best centre in Tottenham green area.
Individual	Parents/carers	I think deprived areas and lone parent need more support as well as young mothers, taking



		away the facilities will not solve anything but make it harder to have somewhere for our children to play and someone to talk to. These centres have helped me to achieve a level 2 in maths and gave me the encourage to succeed for my children. I don't know whether I have ticked the correct boxes as the question are a bit mind boggling, I agree centre should stay!
Individual	Parents/carers	I hope that Children's Centres would and should be able to stay open to provide support needed in the local communities. There are at least 4 out of 10 people in every community that needs the guidance / support of the Children's Centre. Park Lane, Northumberland Park, Lansdown Road etc has people in the communities and surrounding area that the Children's Centre is a key point of support to these families.
Individual	Parents/carers	It is important to keep frontline services in poor areas, particularly where there is low levels of education in adults and the need for affordable childcare. High cost will keep parents unemployed.
Individual	Parents/carers	Do not close my local children's centre as all the services are needed in this deprived area.
Individual	Parents/carers	I do think the vulnerable are most hit by these changes the more affluent will not be affected by this.
Individual	Parents/carers	Low income families will not be able to afford these changes.
Individual	Parents/carers	Cutting funding for children's will affect most vulnerable children and with damaging in a longer term Free education (including an early one) is vital to the economy and national wealth!
<b>Centres give valuable support</b>		
Individual	Parents/carers	Anyone can be vulnerable without the right support, not just those in the poorer areas of the borough. These centres are extremely valuable for all the support that they give to parents.
Individual	Parents/carers	The children's centres have been a life support system for me as a new mum and many of my friends.
Individual	Parents/carers	The staff at Earlsmead Children's Centre are exceptional. They have helped me with so many issues. They really are part of our community. Over many years using the centre, I feel is gives the whole school a more meaningful community feel.
Individual	Parents/carers	I need this help.
Individual	Parents/carers	I think it is important the centres stay as they are because the ones who would suffer the most are the children. They need routine and familiar face all the time being they are under

		5s and it is important that the parents have the full service as it builds good relationships with the centre's staff as they play an important role.
Individual	Parents/carers	I have used the centre for the past 8 months and it has been a great place to meet other mums, helped with new feelings, emotionally of being a new mum and very supportive. I am relatively a young mum and the closure of the centre would be a huge void to myself and daughter.
Individual	Parents/carers	Children centres are useful place for parent and their children.
Individual	Parents/carers	We want to keep coming to children's centre.
Individual	Parents/carers	I am still wondering what will happen if some children's centres are closed because the existing ones are really over populated with kids resulting in a lack of adequate space to play. These services are highly appreciated and can never be taken for granted. I for example live with my 2 year old son and I am unemployed, so I always take him there and he adores it as he meets other kids and plays with them. It is so sad the council has financial problems that might affect such cherished services. It also enables me to me other mums.
Individual	Parents/carers	Children's centres are used a lot and provide families a place to go support and advice - if all of it changes what are we going to be left with - filthy and abused parks that the youth are going to abuse even more having no where to go.
Individual	Parents/carers	As a advance country the aim should be giving more facilities not to cut them. In these children centres, we learn something which help us to help our children. For the young people when they are not financially strong enough and they want to learn something these centres are very strong sources for them. If people were educated they help to make country more good as well.
Individual	Parents/carers	I came to South Grove when I was in a bad way (domestic violence) and they have supported me through it. They are caring and dedicated. Do not remove them from our community. They are our rock. Keep them as they are.
Individual	Parents/carers	The government should provide more money to these centres so that services like childcare can be subsidised. Since children are the future leaders of this country, giving them a good and solid foundation from the beginning should be the government number one priority. These centres helps both the children and parent a lot. Increasing childcare fees and closing these centres will not help.
Individual	Parents/carers	Downhills has the best quality stay and play even though it is a small centre. It would be

Individual	Parents/carers	<p>dearly missed.</p> <p>I think it's really important that the services provided should reflect local need/demands. Ultimately each area is different with varying needs. I would also like to express how brilliant the staff are in the Bounds Green Children Centre. They are amazing and incredibly helpful. It would be such a shame to lose them. They are in a great position to help/guide/influence local users of the children centre &amp; have a good understanding of who is using the centres. They are caring but professional. If the children centre was to close it would represent a real lost opportunity for new parents &amp; babies to interact w local people from different backgrounds. The centres are really important for generating local networks and for (?) THE BIG SOCIETY.</p>
Individual	Parents/carers	<p>These centres are extremely valuable in all areas and the closure of centres must be avoided. It is important to consider that less advantage families reside in "affluent" areas - via social housing, etc. I believe that certain services should be targeted to certain centres. There's no point in having JobCentre Plus facilities in a centre in an area of high employment for example. Services need to be tailored.</p>
Individual	Parents/carers	<p>I consider it vital to maintain stay and play, parenting support, adult education, JCP, benefits, ante natal and breastfeeding support in the east of the borough i.e. the most deprived areas. I don't think it's meaningful to ask members of the public to comment on funding arrangements and management structures for which they can have no understanding of the implications.</p>
Individual	Parents/carers	<p>I know cuts have to be made but I can see that case at The Ladder is invaluable to some people. I'd other loose stay &amp; play than at facilities for the most needy.</p>
Individual	Parents/carers	<p>I think it is really bad that all the play and stay, baby groups playgroups, mother &amp; baby groups closing down as I use of these groups and would be lost without them so would a lot of parents. As through these groups &amp; get support and have something fun for me to take my children to do. It also help my children to learn social skills and I would be lost without them,</p>
Individual	Parents/carers	<p>Children's centres provide a valuable and much needed resource for the community. For my children it has been an invaluable opportunity to play with children from all different ethnic and ability backgrounds and have an excellent pre-school experience which you just cannot find at private nurseries.</p>
Individual	Parents/carers	<p>Take a look around the world and see the less educated don't amount to much and mostly</p>

		<p>turn to crime. Government is destroying the world. Without Children Centre's to help lighten the load with helping take care of your kid. Some parent will be unable to work because not everybody has somebody to look after their children and there are so much (paedophilia) and taking away funding will lead to the rise in risk factors letting Children Safe Guard down I would see lives destroyed.</p>
Individual	Parents/carers	<p>I have been using Children's Centres both on Haringey and Enfield side since my daughter has born. I used breast feeding support children, stay and play sessions rhymes and story telling and community session &amp; some activities for adults. I believe that they offered a superb standard and staff was always dedicated. It would be pity to give up such a wonderful foundation.</p>
Individual	Parents/carers	<p>Though I sympathise with the cuts the borough has to face. I do think that anything to do with children should be kept going as it keeps them out of trouble and helps development. Ever since my daughter started the play group, she has developed social skills and associates with children a lot better. Her speech has improved a great deal and her confidence as well. We as parents need these centres for our sense of belonging and how to manage our time with our children.</p>
Individual	Parents/carers	<p>Do not withdraw funding from any centre before you have a concrete, executable plan on how to keep the centre open. Information services and sign -posting are not efficient uses of children's centres.</p>
Individual	Parents/carers	<p>Vulnerable is not just about income. New mums, need somewhere safe to get out &amp; meet other mums, share information &amp; distress we are supposed to support breastfeeding - there are few places like stay &amp; play or drop ins to get out &amp; still breast feed too. None of my circle have gardens &amp; there are few places for our kids to run &amp; just be kids in a safe space.</p>
Individual	Parents/carers	<p>All the groups have supported me &amp; my children. It is really good for the children to mix and play with each other. My daughter really looks forward to coming to play.</p>
Individual	Parents/carers	<p>Has been positive influence in my life and helping to form contacts in London when did not know anyone helped me to become a volunteer would loose this if closed.</p>
Individual	Parents/carers	<p>It's really disappointing the Council is cutting back so hard on Children's Centres they are vital for a community &amp; succeed. They have helped me so much through the past 5 years with my 3 children in all different ways. I have made true lasting friendship, gained confidence back to re-enter the workforce. Had support from staff which has made me a better parent. Coming from Australia I felt lucky to have these services/ support within my</p>

		community as I'm so far away from family - the centre has been like another family + I know + have seen how they help the community from immigrants & the poorest families to support parents + nurture babies to toddlers to children.
Individual	Parents/carers	Please keep the activities even if we have to pay a fee. We love coming to meet up with other mums and play / dance. It keep us safe.
Individual	Parents/carers	I always use this children centre it benefit for my children.
Individual	Parents/carers	It will benefit me for my children.
<b>Combining support/services is a good idea</b>		
Individual	Parents/carers	I fundamentally oppose the Governments cuts to children and youth services (including removing ring-fenced money). It is appalling what councils are having to make funding decisions about. Children's Centres offer very valuable services no matter what area they are in. Being a parent can be a very difficult and isolating experience which has a direct impact on how a child is brought up and ultimately how they contribute to society. I realise that Haringey is in a very difficult position. I think amalgamating support services/ resources is a good idea.
Individual	Parents/carers	Provision of core services in the Children's Centres is very important, and the model to centralise full offer services in certain centres should help, provided the core services are protected in all centres. The centres have an important role in their communities and provide an invaluable service and expertise to mothers of young children that is not really provided elsewhere.
Individual	Parents/carers	Linking thru' clusters can be a good way to share expertise.
Individual	Parents/carers	Don't make unnecessary changes that cost money keep the already clustered centres together. At least make a saving there i.e. South Grove is fine in the cluster they are in.
Individual	Parents/carers	I have a 7 month old boy & have found the services & support offered by The Ladder children's centre absolutely invaluable. I understand the budget cuts require significant efficiency savings to be made but hope there will come in streamlining & centralising administrative role rather than in closing centres.
Individual	Parents/carers	The changed is not bad, but you need to provide a good service for the children it will be fine.
<b>Concerns about the consultation process (e.g. financial model, clusters chosen)</b>		
Individual	Parents/carers	Changing the already made clusters seems silly to me.

Individual	Parents/carers	The consultation is inadequate without full disclosure of the financial model
Individual	Parents/carers	Only to reiterate that the large cluster 1 would be a really bad idea.
Individual	Parents/carers	I think the increase in childcare costs is dangerously stupid. I think every mum and worker in children's centre should have a complete list of every service that is going to be cut and every centre you want to close before the plan is push through. There are maybe some centres that can be closed or have reduced services but we need to know which ones will be suffering these cuts. As I fear with all the cuts the centres that will be kept will be over-filled with those parents and children who can't go to their. Meaning some people will miss out as it'll be a case to many children not enough centres. It also means mums may have to travel further to go to a centre.
Individual	Parents/carers	The proposed can't change everything because there are so many parents who have so much to say and they can't because of their circumstance. Why not do a big meeting with parents in each children's centre to listen to their needs how important is the children's centre.
Individual	Parents/carers	Poorly designed consultation. You are asking us to make important decisions without understands the full implications. What will happen to Downhills - it is very popular and has an excellent community base.
Individual	Parents/carers	I feel that the form is clearly designed to be weighted in support of the proposal. Also the deprivation map does not accurately represent the areas shown.
Individual	Parents/carers	It is impossible to comment fully on these proposals without costings and financial information. How can parents propose alternative models w/o costings. Furthermore, we are being asked to comment on a model which you explicitly say may not be possible if the money is not there. Would it not be better to propose as costed model , rather a wish list model w/o costs attached. This consultation has all the hallmarks of a hasty poorly thought out tick box exercise. It is too difficult to fill in for the majority of parents who have no specialist knowledge of how C/C work.
Individual	Parents/carers	Stroud Green should be a full service lead children's centre. It is located in an area of huge diversity and many local people rely on the services provided in the current children's centre. Why has the Ladder been put in a different category & why has the Campsbourne been put in a different category? Stroud Green should be at least a full service associated centre like the Ladder. Haringey Council tend to "forget" about Stroud Green due to it's position is the far south of the borough. This area has a huge number of people struggling to

		make ends meet. All you need to do is come to Stroud Green Primary School/ Children Centre to see for yourselves how needy people are.
Individual	Parents/carers	Rowland Hill Children Centre merging is not a good idea. They are no way close to each other hence users will be more deprived.
Individual	Parents/carers	Roksely Children's Centre should be fully funded because its spacious and free to use.
Individual	Parents/carers	Don't be stupid - keep South West cluster.
Individual	Parents/carers	South West cluster events are great - keep them together.
Individual	Parents/carers	I think a cluster with Broadwater Farm as a lead centre and then with Downhill, Tower Gardens and Bruce Grove linked to it would make sense. These places are all close together and staff could walk easily from the to the other. Rowland Hill is further away and transport links are not to paid. Rowland Hill could perhaps be better partnered with Park Lane and Pembury House. Broadwater Farm is a because centre and part of a vibrant development that includes the new school and the rec. Because it is a new building it has a thing now that is paid for SEN children. These children will then for on to the new ICL use the great new school. The children's centre is part of this centre of excellence.
Individual	Parents/carers	Children's Centres are a fantastic community resource + contribute more than simply their specific services, providing an invaluable focal point for the community. Please do not dilute what Stonecroft can offer by clustering it with 5 other children centres. This is way too keep a group + could not be managed effectively. A smaller cluster with Campsbourne + Rokesley means they have a chance to preserve much that they have built up over the years.
Individual	Parents/carers	Disagree with the changes being proposed.
Individual	Parents/carers	There is real value in the link between primary school and children's centre - this should not be lost in the cluster model (i.e. centres should continue to be accountable to the school's governing bodies.)
Individual	Parents/carers	Why was Rokesley built? The centres are heavily used by a cross section of the community and should not only be available for those who have the greatest need. The centres should service the children at Haringey and they should not be paralysed if they come from more affordable families. The head centre at Campsbourne has too many associated centres. Stonecroft should be made a lead centre and have two of the associated centres.
Individual	Parents/carers	I think Stonecroft provides excellent affordable childcare I believe that post-natal services

		<p>are essential in areas and that more deprived areas need more services and more family support. I am not a supporter of lots of children's centres providing duplicate services and can appreciate this will need rehashing. I understand that services like stay and play are very popular here I would be in agreement for a charge to applied for these. My main concern is the affordable childcare and I think the suggestions would be really ok. In the N8 it is very, very limited.</p>
Individual	Parents/carers	<p>Not all children's centres in the borough need to offer the same services to reflect the local needs. As the new mum the stay and play sessions / breastfeeding groups etc. were a huge life line to me- meeting other mums in the same situations help me to keep me sane! Children's centres are my first option for child care because of the range of activities offered and for my children to be able to socialise with other children. I regularly use stay and play sessions at the Stonecroft which are always well organised with different activities set up each week. It would be very sad for me to see if Stonecroft becomes an associate children's centre with the standard offer.</p>
<p><b>Don't make cuts/changes to children's centres</b></p>		
Individual	Parents/carers	<p><b>THE SERVICES ARE GREAT AS THEY STAND CUTS WILL REDUCE EFFECTIVE WORK IN THE COMMUNITIES</b></p>
Individual	Parents/carers	<p>They are completely unacceptable and you should find cuts else where across your budgets.</p>
Individual	Parents/carers	<p>No cutting down on services, especially wrap around childcare in any children centres</p>
Individual	Parents/carers	<p>Only what I have already commented on. I am a working parent so don't access services however my childminder takes my son to the ladder Children's Centre and he loves it. As an ex Children's Centre Manager in a different borough, I feel that after all the work to set up these centres across the borough, to close those in 'more affluent' areas is the wrong approach. A socio economic mix of families attending centres is good for children and for parents - it was certainly positive in Newham where I worked. Going back to that post code lottery scenario is a huge backwards step - early Intervention services should be available to all.</p>
Individual	Parents/carers	<p>Your childcare - in nurseries, surestart centres, after school clubs and holiday playschemes - is first rate. It's child centred, play-led, learning by stealth. Your staff are hardworking, dedicated, motivated and well trained. You offer decent support to children with disabilities. Please don't dismantle a system that has been built up with care. Withdrawing after school</p>



		care or axing holiday play schemes will make it impossible for women with children (and some men with children) to remain in paid work - the last thing this borough needs is an increase in unemployment (and an associated fall in council tax revenue) or a failure to support the spirit and the letter of the 2010 Equalities Act.
Individual	Parents/carers	Early years provision is very important and these proposed cuts will have a huge impact of children's lives. All children deserve an opportunity to get something out of these centres and closing in more affluent areas is very short sighted. Haringey should look at its priorities and cut in other areas rather than early years.
Individual	Parents/carers	For our home the most important thing is that working parents can continue to access childcare. While the inc cost will be difficult we would pay the increase in order to keep centres open and stay in work, it is a cause of anxiety that as we don't tick any of the boxes for disadvantage we are not a priority. Nor are we earning enough to either stop working or go to a more expensive -and less vetted - private childcare option.
Individual	Parents/carers	The proposed changes have not taken into account geography (rokesly and highgate close together so cutting both has greater impact) or usage. If a centre is used a lot it should be prioritised as it serves its role. Keeping open centres in deprived areas that no-one uses is foolish- far more important that all those in the borough should be able to access a centre by walking as "deprived" people do not live in pockets in east haringey but in fact are also spread throughout the borough.
Individual	Parents/carers	The money for Children's Centres should remain ring fenced, it should not be spent on other services.
Individual	Parents/carers	To cut services for children and vulnerable people is evil and you will soon feel the effect around here. Crime will rise and more people won't be able to work. I'm appalled.
Individual	Parents/carers	These changes hit the most vulnerable throughout Haringey and I deplore the us and them approach to funding.
Individual	Parents/carers	It is a disgrace these proposals are even on the table. The Rokesly Centre has just been built, and is excellent. I cannot believe they are planning to reduce the services on offer. What was the point of building it? What a waste of money. It seems vindictive and unnecessary. I absolutely despair.
Individual	Parents/carers	NOOOOOOOO!!!!
Individual	Parents/carers	Do your saving somewhere else not in this area. Leave hard working people alone or we will

Individual	Parents/carers	<p>start claiming benefits like the rest!!!!!!!</p> <p>A terrible, terrible idea. As mentioned previously - there are a number of people employed by Haringey council who are lazy &amp; seem to derive no pleasure from their jobs. These are the people who you should be concentrating on weeding out. If these people worked in the private sector, they wouldn't last 2 minutes with their attitude. Unfortunately, it is difficult for you to find them and all too easy to look at frontline services and make drastic cuts. My daughter has just turned one. The support that both Welbourne &amp; Downhills children's centre have given me has been invaluable. They provided support for breastfeeding (I definitely would have given up had this not been the case) and just provide a place for mums to go and chat with other mums and share their experiences. I'm certain that the support given at these centres helps prevent Postnatal depression. Ultimately I feel that the problems encountered by closing these centres will end up being more costly in the long run.</p>
Individual	Parents/carers	<p>All children are entitled to the same level of service and education. The government want parents to go to work and pay their taxes etc. Affordable childcare needs to be provided. Also children's centres provide essential support for children and their parents. Closing centres means there will not be enough support to go around.</p>
Individual	Parents/carers	<p>It would be helpful if the council finds other way of supporting these departments rather than closing it down or allocating it to a lead centre. The Education Sector is very important, especially for young children as it is the early stage of learning. The council should look at other departments that are not necessary and cut funds.</p>
Individual	Parents/carers	<p>The centre that we attend is very well run and organised. The staff always greet the children with a warm welcome and interact with them. The 'singing time' has improved my daughters vocabulary. I fear that having to attend several different centres my daughter will not gain as much and that other stay &amp; play sessions will not be supervised or well structured.</p>
Individual	Parents/carers	<p>It affects our children's future. This is the first steps of children's education. No one right to cut this sort of services.</p>
Individual	Parents/carers	<p>Any fees introduced will be stupid. More support is needed multi culturally. Don't close the doors open more.</p>
Individual	Parents/carers	<p>The government should not be cutting funding to children's centres these are important services offered to parents and children. Instead of closing children's centres the</p>

		government could save money by not going to war with other countries.
Individual	Parents/carers	I don't think council should target children centres as many parents are not able to provide learning resources to their children, they come to children centres not only can their child learn but they can also meet new parents exchange information. Remember they are learning as well. Also children learn best through play.
Individual	Parents/carers	I have used Earlsmead children centre for both my children, and it provides an important role in the community. In a deprived area like Tottenham such a children's centre becomes even more important and I strongly oppose any cuts to services.
Individual	Parents/carers	I do not support closing the children centres instead of closing this they can change the ? other. As a mother I believe children centre is the place for children whom feel happy and useful for children education, before starting nursery. Also it is good place for mother who does not any alternative to take their children.
Individual	Parents/carers	I am happy with the centres I use. They are local, staff are friendly and I feel comfortable and safe.
Individual	Parents/carers	I do not support the proposed changes.
Individual	Parents/carers	I do not think any centre should close. We need more services.
Individual	Parents/carers	I feel that the children centre should all be treated the same. Also that they should all stay open. As education is the key. When these young toddlers go to the centres I see the smile on their faces as they are playing. The staff in the centre are also very helpful. Basically having the centre is a way to help the younger generation to be not afraid. It helps them to build up the confidence in saying hello and to communicate so that when they start nursery they will not cry on their first day as they are already comfortable with seen other kids playing around them.
Individual	Parents/carers	It is unfair and unjust.
Individual	Parents/carers	It is unfair.
Individual	Parents/carers	People in the community rely on these services very heavily. They need to take away funding from elsewhere.
Individual	Parents/carers	The children's centre at Earlsmead primary school plays a fundamental part to community and support to parents and children.
Individual	Parents/carers	Please do not close any centres. Please look at ways to keep them all open, even if charges are brought in for some services, to those who can afford it.

Individual	Parents/carers	Haringey Council should set a deficit budget. No cuts in any of the services.
Individual	Parents/carers	Keep centres open!
Individual	Parents/carers	It's not fair as we need to use the centre.
Individual	Parents/carers	I feel that children services are of extreme importance, so I do not feel like agreeing.
Individual	Parents/carers	Don't do them!
Individual	Parents/carers	I strongly disagree with the changes if this means the closure of Bounds Green C. Centre which has been an excellent asset for our area, creating a space for play, learn and support.
Individual	Parents/carers	Yes I think changes should be made for the children, but this changes are made for the council pockets.
Individual	Parents/carers	They should definitely be abandoned and the local authority should explore other ways of balancing its budgets.
Individual	Parents/carers	These proposed changes are a joke and it is clear Haringey still is the borough that does not care for the welfare of its children.
Individual	Parents/carers	I really feel it unfair that there are proposals to close some centres which were recently open for a reason, which is the general need, to encourage people back to work and give children a better chance these services are needed. When I first became a mother and was off work, being able to access Children's Centres was very helpful. I was able to get to know others (new mums) and helped me from feeling depressed and alone, it also eased pressure as services are very popular and at times I was glad to have the option to visit another centre if one was already full or more convenient in terms of opening times.
Individual	Parents/carers	Please keep the triangle centre open.
Individual	Parents/carers	Stay same.
Individual	Parents/carers	Clare is amazing. Keep South Grove as it is.
Individual	Parents/carers	We need all children's centres please don not close nothing.
Individual	Parents/carers	No good at all.
Individual	Parents/carers	Please don't cut anything. We need everything.
Individual	Parents/carers	Its important to try to ensure that centres do not close - they provide a vital link for parents with other parents, but also the wider community and council every as it is often through centres that parents become aware of initiatives and consultations such as this one.
Individual	Parents/carers	These changes are wrong the Government need to think about the future of young children and their needs and families need children's centre's. Our community need services to help

		<p>us and our children. I use my centre 3-4 times a week and I have benefited from the services here. Without the centre I would not have received the help and support I have received and my family are now doing very well. Keep the centre's open.</p>
Individual	Parents/carers	<p>I am strongly against re closure of children centres and am shocked that some centres love provide drop in centre or drop in groups. I rely heavily on the services that Stroud Green CC provide such as Jamboree and Acorns toddler group. I would be devastated if these services were to shut down.</p>
Individual	Parents/carers	<p>They are not realistic we need the services run fully.</p>
Individual	Parents/carers	<p>They do not seem realistic. These decisions will affect so many families. Children's Centre are very important for us. My son learns lot in the nursery. I have health problems and can't spend very much time with him at home. My first language is Turkish and can't read in English very well. They read books in the nursery and do activities. I got ESOL class in another centre through the outreach worker. She accompanied me to the other centre and helped me to register.</p>
Individual	Parents/carers	<p>Yes, all children centres especially Stroud Green should have focus more on the access to early education integrated with childcare cost to these services should not be made at all. If the proposal is to go ahead. Full service offers should focus more family support, child &amp; family health services &amp; employment and training so that standard service offers can still provide a full provision to early education. It would be detrimental to all children across the borough to cut any part Early Education integrated with day care. Children need services like SEN where they are comfortable and within an environment that is local to them. More than half the services offered in your full service offer I can access through my own GP. So it seems unfair to cut Early education for standard offers. If your going to call it a children's centre, you should be providing full services. For CHILDREN through early education across all centres. Stop focusing on the parents through offering hosing advice, psychology services etc, because there are other means and ways for parents to access these FOCUS ON THE CHILDREN.</p>
Individual	Parents/carers	<p>Childcare services provide vital services to parents in the Borough. Reducing the service will have a detrimental effect on parents and children. Reduction in funding should not be a given. More effective financial planning should be undertaken to ensure funds are allocated sensibly.</p>
Individual	Parents/carers	<p>We are totally disagree about these changes.</p>

Individual	Parents/carers	I am not happy with this.
Individual	Parents/carers	With all the talk about children's future why are their services being cut.
Individual	Parents/carers	While I agree we are living in very difficult financial times targeting children's centres seems to be a short sighted approach there is evidence of the excellent work sure start has done, particularly for the most needy families the Children's Centres have been an invaluable support for me as a first time mother, in so many ways. Another point to raise is the assumption that people living in affluent areas of the Borough are affluent with high levels of disposable income, not always the case! Also job security is low, people's circumstances change + they way depend on their local centre more at different times in their lives.
Individual	Parents/carers	Please keep South Grove open!
Individual	Parents/carers	No closure of our centre or joining up and losing money for our Adult learning.
Individual	Parents/carers	Leave our children centre's alone. They are needed by the people of our community.
Individual	Parents/carers	Yes - cuts in the youngest age group will have the greatest long term effect for Britain. Children's Centres are among the most valuable resources available to parents & carers. They prevent problems as well as support people with problems cuts in this area are a false economy.
Individual	Parents/carers	I think that these changes are not necessary. There are so many children in the Haringey area, so I think that just one centre will not be enough.
Individual	Parents/carers	'Big Society' should mean big and solid. Foundation to children so, leave open all children's services.
Individual	Parents/carers	Our centre is perfect, why should have it taken away. It benefits everyone.
Individual	Parents/carers	Don't do them.
Individual	Parents/carers	We don't want them.
Individual	Parents/carers	Please leave our centre as it is.
Individual	Parents/carers	They should not happen.
Individual	Parents/carers	I don't want centre to close.
<b>Fees (e.g. introduce different fee bands / too expensive)</b>		
Individual	Parents/carers	You may consider introducing different fee bands depending on the family income.
Individual	Parents/carers	though I agree with this level of rates for childcare at the children's centre I would like it to be noted that any cost rises over and above this would mean that the children centre costs become way above average for the borough. it would also have severe implications on all

		families who use the centres for childcare who may not be able to afford the childcare and have to move children to different forms of care which may endanger children's development and safety.
Individual	Parents/carers	phase the rise in
Individual	Parents/carers	Our income would appear good in your bracket on the next page but our household income is only £30,000
Individual	Parents/carers	By increasing fees you are putting childcare out of reach of many people. We will struggle to have a second child with these increased costs. You cannot expect the population to just accept such financial increases without it having a disastrous impact on quality of life for both parents and children, not to mention the Inland Revenue. If you decline Sure Start from 2-4 year olds, their capability for development to well paid (and well taxed) employment is reduced. This is not rocket science.
Individual	Parents/carers	The new childcare fees are similar in price to private nurseries. It is unethical that a local authority should charge the same fees as the private sector.
Individual	Parents/carers	I utterly disagree with these and the future costs changes. they are above average and more expensive than hackney, Islington and Camden's services of the exact same kind.
Individual	Parents/carers	Such a huge increase has to be delayed, when you take into account the loss of child benefit. I understand there has to be cuts but why is the first instinct to raise fees? Can you not introduce more timed sessions rather than full days to try and offset this?
Individual	Parents/carers	It's better that parents are given the option to pay more rather than have the service withdrawn.
Individual	Parents/carers	concerned that parents will find it difficult to find the extra money for childcare but also mindful the places are subsidised and this is closing the gap between the real cost of the place and what parents are charged
Individual	Parents/carers	I think savings can be done somewhere else (adult social care etc) but services for children should be available and AFFORDABLE for most. Considering that even local governments have froze salaries for 3 years it seems unfair that childcare will cost more. Children's centres provide so much and help families a lot therefore any cuts will affect many families and children who will miss out on opportunities and development
Individual	Parents/carers	Don't do it!!!!!!! Working class won't be able to afford to pay for they children childcare. I have a lots of friends and they all thinking about removing they kids from nursery!!!!

Individual	Parents/carers	The increase in cost is too much. It should be maybe 5%, not more than. We won't be able to pay!
Individual	Parents/carers	This is too much to pay? Who will be able to pay? Normal working family won't be able to afford to pay. Maybe you can increase the pay for people who earning over £50 000. We have to pay other bills on top of what we are paying for the childcare. Maybe you can increase like 10%, not more than that.
Individual	Parents/carers	The second proposed increase to fees including means testing places the top weekly charge at £340 per week. This is more than most private nurseries in Haringey charge and is an extortionate rate to pay, particularly for those in the lower end of that pay bracket who you will be asking to pay almost 50% of their net salary towards childcare. If Haringey council cannot compete unsubsidised with the private sector then something is badly wrong.
Individual	Parents/carers	Childcare should be discussed more due to the fees are very high. Not a lot of families are working to pay for these fees. Childcare should be the main situation to be discussed.
Individual	Parents/carers	Should put up money slowly.
Individual	Parents/carers	Should increase slowly.
Individual	Parents/carers	That's to much for the time ... prices are going up everywhere.
Individual	Parents/carers	Childcare costs are criminally high. Both my husband and I work full time and find child care costs unbelievably expensive.
Individual	Parents/carers	The fees are reasonable as they are now. They should remain same and funding gotten from other sources.
Individual	Parents/carers	In my opinion the fee for childcare shouldn't increase. My personally will not be able to pay £300 for 2 children age 10 months and 4 years. Especially when you are working, studying young person with not very high income.
Individual	Parents/carers	Probably people stop to taking kids to childcare.
Individual	Parents/carers	Yes because the parent are suffering there is no money at well.
Individual	Parents/carers	Well charges are any ways high.
Individual	Parents/carers	Slow increase in charges.
Individual	Parents/carers	To much fees.
Individual	Parents/carers	Will /or do the increase fees go towards what ???
Individual	Parents/carers	Increase charges slowly.



Individual	Parents/carers	I release charges slowly.
Individual	Parents/carers	Charges should be increase slowly over period of time.
Individual	Parents/carers	Charges are too high.
Individual	Parents/carers	They should increased over the period of time.
Individual	Parents/carers	I think that the charges should be done over time to ensure parents can afford these price changes.
Individual	Parents/carers	I fear that expenses will be higher but salaries will not go up by closing centres. Will there be enough affordable childcare places for nurseries.
Individual	Parents/carers	Consideration required for users with 1 plus children to steep increases.
Individual	Parents/carers	This is a service which can not to afford to pay.
Individual	Parents/carers	The charges are ridiculous. Children's centres should support local community instead charging the same prices as private childcare sector.
Individual	Parents/carers	I think changes for a charges.
<b>Increase childcare places</b>		
Individual	Parents/carers	These changes are definitely not what is needed in the community. We need more childcare places than there are now and we need more services to support all types of parents - as a working parent whose partner also works, with no family in the UK, we are currently using an (excellent) expensive Childminder, because we cannot get a place in the local centres and because our working days are not flexible enough to allow other options. I was hoping it would get better not worse. This makes me want to cry.
Individual	Parents/carers	We have had our daughter on the waiting list for a childcare place in a Haringey children's centres since birth and have not been given one (she is now three). I know many others are in the same situation. This demonstrates to me that there is a demand for MORE children's centres, not fewer. I would prefer to pay slightly higher fees for more places and an expanded childcare service (e.g. bringing some of the private nurseries in line with the high quality children's centre childcare on offer).
Individual	Parents/carers	Focus on main service - childcare. This was the centres were originally started for.
<b>Means-testing</b>		
Individual	Parents/carers	Its not fair to assume that there are no deprived families living in the more affluent areas. Should we have to take 2 buses for a 45 minute travel to our nearest children's centre only to find it over crowded? Maybe an income assessment should be made on the families that

		attend the children's centres and the higher income families could pay a small fee or donation to keep the services running and lesser income families should remain free?	
Individual	Parents/carers	I think, where they can afford to, families should contribute towards what are now free services e.g. stay and play.	
Individual	Parents/carers	The rich can afford it.	
Other			
Individual	Parents/carers	I don't want to go to Triangle	Parents/care
Individual	Parents/carers	Clustering seems to be a half-way house, where the associated centres will be scaled back and then very likely closed. It would be better to run full service children's centres than have some centres struggle with limited budgets and offering sub-par services - this is unfair to the community and to the staff. there is a rich vein of childcare support workers in this borough and clearly a need for more services, we should be looking at opportunities to build on this and generate revenue, not cut it to the bone impacting the future youth of our borough.	
Individual	Parents/carers	In affluent areas the focus should be on paid classes and activities that allow new parents to meet and get out. In deprived areas, health advice and education are likely to be more important. The baby weighing facility is very useful and it is convenient that centres in an area offer this on different days.	
Individual	Parents/carers	It is not clear why some of the centres are not economically viable when there is such a demand for wrap around care and people like me pay £80 for it. I can't understand why a new business model can't be introduced. If it is deemed anti-competitive, then the council can argue that it is simply providing a service that will make communities more sustainable. So in my case, I won't have to send my child to a private nursery in Finsbury Park. Instead, under a new model, I could send her to Stonecroft or Rokesley where she'd meet local kids and I'd meet local parents.	
Individual	Parents/carers	Is it impractical to impose means testing?	
Individual	Parents/carers	You can keep 1 or 2 children centres for each area e.g. Hornsey, Wood Green, Tottenham and parents/carer's can travel to nearest children centre in their area.	
Individual	Parents/carers	You can keep 1 or 2 children centres for each area e.g. Hornsey, Wood Green, Tottenham and parents/carer's can travel to nearest children centre in their area.	
Individual	Parents/carers	Changes are good if they are made for everyone's good and easy life otherwise it will be a	

Individual	Parents/carers	unwanted force and it can effect wrong way. Main budget given to lead centres, with smaller budgets given to associated to allow individual plans in those if appropriate.
Individual	Parents/carers	We want government to help use for child care.
Individual	Parents/carers	If you need to make charges you should do it slowly.
Individual	Parents/carers	This government needs to go!
Individual	Parents/carers	Can't we have a Robin Hood type charge on banks to fund early years provisions in this country! Can't believe we are bailing out irresponsible banks at the expense of the future generation. It's a disgrace.
Individual	Parents/carers	Children's centres should get charity status if they don't have so already!
Individual	Parents/carers	Please see attached sheet on which I list all my substantive comments.
Individual	Parents/carers	Believe that more awareness of the need for efficiency - in terms of way staff are organised and their workloads - is no bad thing. However, unless staff and resources are well managed (and rigorously monitored) little will change.
Individual	Parents/carers	I strongly disagree with coalition government policy of spending cuts while cutting tax for big businesses.
Individual	Parents/carers	Changes are needed but again not in the same scheme. If funding is used to open more places for nursery children and mums go back to work - no financial problems, parenting problems, no support, no stupid stay and play, mental support etc. needed. Put mums back to where they were before having babies so everything they achieved not be lost for 4 years - when children go to full time education. Even the low works must be able to afford the nursery amount. It is vicious to keep mums at home and struggle with the economy, give away benefits to people who can work and want to. It is vicious to have childminders who have to make their houses a wonderland or adventure park - they live in there! But carers and children at nurseries, mums at works, dads at work and invest in job places and business. Issues like "abuse" and "safety" won't exist.
Individual	Parents/carers	I think this matter needs to be thought through very carefully.
Individual	Parents/carers	It would be best to slowly bring in changes, giving people a chance to adapt.
Individual	Parents/carers	There are a lot of services that do not reach targeted group and cost a lot - the (?) of these services should be examined and appropriate cuts made.
Individual	Parents/carers	I think there should be more breastfeeding support available.

Individual	Parents/carers	Please keep Julie Zin Zan at Bounds Green Children's Centre Julie has taught [ ] so much as she has done so many other children.
Individual	Parents/carers	Use of donations / volunteering is important to ensure centres don't close.
Individual	Parents/carers	If I have to use a centre that's far away from where I live I don't think it would be easy for me to get to as I would have to spend money on transport. If centres are closed in wealthy areas, what will happen to poor families in those areas. Transport costs would be hard for them.
Individual	Parents/carers	I would like the main services to be maintained and that each centre is able to manage its own budget based on the local families' needs.
Individual	Parents/carers	Access to benefits and employment advice should be removed completely. Everyone has access to a job centre who are specialised in the subject. This is a financial burden and needless stretch of staff and centres set up for children's services. The same goes for housing advice: people requiring this go to the local council housing office. This is Haringey not a rural area where services are perhaps spread out and hard to reach. This money - what is left - should be spent on all of our children's centres.
Individual	Parents/carers	It is a shame that cuts will effect the services provided in children's centres when all the evidence suggested it is money well invested for the future generation.
Individual	Parents/carers	It will be good if the needs are met for the development as well as the 7cutur generation for better citizenship.
Individual	Parents/carers	I do hope that Stroud Green Centre is one of the Lead centres in this Borough as loads of other parents & carers would agree it has maintained all standards.
Individual	Parents/carers	It is shocking & disgraceful that such changes are necessary . However it is very difficult for most people to comment with knowledge about these proposals because we are not informed about the update of each these services + their effectiveness/success. Surely the council need to evaluate which services have the most citizens engaged + provide effective support for families and help to aid social mobility + improvement. Shouldn't the most efficiently run + effective children's centre be retained rather than a blanket economic rationale be applied to which should + shouldn't provide a lead or even be kept open. It is important to consider which centres have the capacity + existing leadership /community support to take on a leadership role in the borough.
Individual	Parents/carers	I am confused by the apparent overlap of services offered by GP clinics + children's centres

		are available at GP clinics as they are at my own GP clinic, then why can't The Children's centre offer services not provided by GPs, which would allow The Centres to focus resources on services that are scarcer (i.e. not provided by other local service providers)?
Individual	Parents/carers	Its disgusting with the amount of council tax. I have to pay to take service away from children, makes me sick.
Individual	Parents/carers	I have pre-entry ESOL classes at South Grove. They are amazing. Please keep them.
Individual	Parents/carers	I would propose giving existing+ future children's centre Heads + their teams should be empowered to report autonomies on local needs and could apportion expenditure appropriately & in consultation with local people.
Individual	Parents/carers	Please remember that these children are countries future generation - mould them well.
Individual	Parents/carers	when will the government tax the bankers properly? Perhaps this money could pay for 3 years old - the adults of the future.
<b>These will penalise parents going back to work</b>		
Individual	Parents/carers	These proposed changes mean working parents are penalised for going back to work. If you only support non working parents the incentive to go back to work and support the economy is diminished.
Individual	Parents/carers	everywhere else in Europe childcare related services are majorly subsidised to ensure that women can get back to work and be an equal part of society, and to ensure that families can afford to raise the next generation. here it is very much the opposite already and it is only getting worse. perhaps the whole benefit system could do with restructuring. stop tax credit and put it towards subsidising childcare, in that way every parent and family benefits equally and there is no discrimination. that is how it works in Europe. right now only the rich and the poor can afford childcare. those of us in the middle are stuck. can't afford to work and can't afford not to....so struggling away with one child only, and having a second remains a dream because of lack of affordable childcare.
Individual	Parents/carers	Your proposal disadvantages women and families in the west of Haringey - very unfair considering we pay significant council tax bills - for which we will receive less value for.
Individual	Parents/carers	The government want people to stay in work but without affordable childcare provision this is not possible. My husband and I both work and have benefited from the excellent Stroud Green Children's Centre.
Individual	Parents/carers	For a family with average income and two small children there is no way both parents can

		go to work as more than one salary will have to be handed over to nursery or children centre ?
Individual	Parents/carers	I suggest that this changes will affect at many families, and it will support the parent to stay at home and leave them without study, work or any activities they want to do, it will also cut the intellectual people.
Individual	Parents/carers	If you want people to go out to work then we need affordable local childcare.
Individual	Parents/carers	Campsbourne has provided a lifeline for me when I was suffering Post Natal Depression. It allows you and your child to get out, play and meet people. It is unfair if the services are taken away and put into poor areas as too many people have children they cannot pay for. They already receive benefits and housing benefit which the taxpayer pays for. Why should people on middle income have to pay for everyone else and not receive services. As childcare is so expensive I cannot go back to work so will be surviving on 1 income.
Individual	Parents/carers	For me it's the childcare that's so important, it goes away or is cut back- especially the after school & holiday club I'll have to go elsewhere. I'd pay more for these services. I don't want to take my children anywhere else. I love the childcare there & they do too. Also, I just don't know what else I'd do How I'd continue to work. If these services get cut it would be lesable.
Individual	Parents/carers	I do not understand why there aren't be affordable child care so parents could afford to go to work.
<b>Universal services/maintain social mix</b>		
Individual	Parents/carers	The government publication Every Child Matters (2004) set priorities nationally and locally for Children's Services. These outcomes were enforced legally in The Children Act (2004). The five outcomes are that every child should stay healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic well being. By seeing this proposal through you will be failing children within the borough by preventing them from meeting their five outcomes. I strongly oppose the consolidation of services in areas of highest deprivation. This will have a detrimental effect on the entire borough and its local communities.
Individual	Parents/carers	I think the children's centres are vital hubs for the community. As Haringey does not really offer parents much support in terms of visits from health visitors etc, they are vital sources of information and help when kids are young. They also offer people from different backgrounds somewhere to meet. This means that middle class parents can meet people from less advantaged backgrounds and through such associations, people and their children become socially mobile and educated about each other. This is the way that

		Haringey helps its population become less reliant on benefits/government services and more educated and prosperous.
Individual	Parents/carers	I am appalled by the fact that families are put into different categories and treated as if only the most vulnerable have a need for services. Nobody should be left alone and CC in the local area are in a much better position to support local families than asking them to travel for miles to reach a place to go to especially if staff is local as well, know the families and can build on long and stable relationships.
Individual	Parents/carers	Priority should be given to centres like ours. People use our centre because they know the staff, centre and other users. They feel safe and comfortable. This would be lost if they had to many different centres.
Individual	Parents/carers	If changes are unavoidable emphasis must be given to kids having access to the centres - a basic - other services can be tweaked.
Individual	Parents/carers	I feel everyone should have access to children centres as becoming a mother for the first time is a transformation that requires a lot of support particularly when your immediate family lives in another country. Creates networks for parents and families bring communities together stops isolation creates a haven especially being at home for long periods the activities and services provide opportunities to go out meet other families and realise you are not alone alleviating stress on families I think they are an asset to any community needy, vulnerable or in between children centres breakdown those barriers from my experience.
Individual	Parents/carers	I understand that difficult decisions have to be made. However, I think it is naive to assume that parents in better off areas are automatically in less need of children's centres services.
Individual	Parents/carers	I think children's services should not be affected at all. All children deserve opportunities - regardless of whether they are from a deprived background or not.
Individual	Parents/carers	I have three children and I always took my children to children centres. My children have now started school. Because I took them to early years children centres they are now very successful at their schools. I am sure they are successful because they have received early years education, I want no limitations on children centres for children of our future.
Individual	Parents/carers	Children's Centre being a universal service is absolutely key. All parents are vulnerable when they have young children. It is one of the most life changing experience to have a baby. It requires a huge adjustment and can be a very lonely and isolating experience. Drop in sessions & breastfeeding support made a huge difference to me & continue to do so. Cutting the universal services & targeting services only at deprived parents will kill the

Individual	Parents/carers	centres. Do not agree with the closure of any services that support children & families. This is short-sighted & will result in problems in the community for the future. In particular I am concerned that there could be a reduction in services in areas where a migration of families are on a low income & vulnerable to a range of social emotional pressures. While it is essential to ensure services meet the needs of the most vulnerable families. I feel strongly that limiting services only to the most vulnerable has negative implications for community integration & care on & can result in stigmatising vulnerable people. Services just for certain groups can result in labelling & prevent people accessing services through fear of being stigmatised. Service that encourage families from differing background to come together can defect in positive modelling the mutual benefit.
Individual	Parents/carers	Parent's + children from all social backgrounds rely on children's centre's to help them bond with the children + stop then going mad at home - across the week. It is great that Rowland Hill opens on a Saturday - we don't want it to closes.
Individual	Parents/carers	Closing down centres would affect the already disadvantaged families. Children from affluent backgrounds also need the experience. Funding should probably be reduced but not withdrawn entirely.
Individual	Parents/carers	All centres should remain and be funded appropriately for the benefit of our children in the community.
Individual	Parents/carers	Drop in (stay & play) sessions are vital for young children in this area, and their parents. Children learn appropriate behaviour for a nursery setting, they learn about other cultures and, importantly, play with English speaking children before going to school. Parents learn how to support their children's learning. If, while children are playing, parents can improve their English by chatting informally or attending classes all the better. Children's centres attached to schools provide an emotional preparation for school life and a way of easing parents back into the work place. Without adequate provision of children's centre services, unemployment will rise and educational results and societal cohesion will fall. Where is the big society in that!!
Individual	Parents/carers	I believe all families should have services available to them as you can be isolated in both affluent and vulnerable areas if you don't have a support network.
Individual	Parents/carers	<b>West of borough has most cuts – concerns about impact on children in the west</b>
Individual	Parents/carers	as usual the west of the borough seems to have the most cuts, only one lead centre and five



Individual	Parents/carers	offering only the standard offer, not everyone in the west of the borough is well off once again children in the west of the borough are being discriminated against so it is not a level playing field for all children
Individual	Parents/carers	The idea that 'affluent areas' don't need support via children's centres is absurd. Not everyone in these so called well-off areas is wealthy. I live in Highgate but on a council estate, for example! This is a dangerous approach to cutting services.
Individual	Parents/carers	Both Highgate and North Bank Children's Centres have been established within the past year. It would be a terrible waste of money and resources to cut back the services they offer so drastically. If the majority of services are delivered by one provider only within each cluster, that provider will be overwhelmed by demand. How they will be able to respond to this demand whilst also managing other 'associated' centres remains very unclear. I strongly oppose the proposals to reduce the services offered by Highgate Children's Centre in particular.
Individual	Parents/carers	The council should be facilitating the change in running model in the centres they propose to close or reduce to a standard (i.e. very little) service. If people are prepared to pay for services then the council should be facilitating this so that they can manage the centre in order to offer the usual services but freely to those in the greatest need. At our recent meeting they just kept saying - 'if you want to keep it going it's up to talk to the school' (re Highgate centre) Surely, as the council has just spent huge sums opening the centre, wouldn't it be better to manage and facilitate changeover to a paying model which would mean the most deprived (of whom there are, even in Highgate!) would benefit from continuation of service and the centre would be running and in existence in the future when, hopefully, the financial climate improves. If the paying model proves unsuccessful, that is the time for the council to think about closure.
Individual	Parents/carers	The average child in the west of the borough is being extremely short changed by these proposals.
Individual	Parents/carers	Do not solely focus on providing child services in some areas of the borough. It seems like this is a foregone conclusion and no thought is being put into what other options could be provided in more 'affluent' areas.
Individual	Parents/carers	Some centres rarely get used even in poor areas these are the ones that should be closed. Affluent area one not as long as its being used its needed.
Individual	Parents/carers	This seems a very backward step. Many families I know in the West are isolated and

Individual	Parents/carers	<p>depend on their centre for support. Withdrawal of children centre services is short sighted and will only lead to much more complex problems later. There are some very vulnerable families even in the West and I know my centre works with them. Where will they get support under these proposals.</p> <p>1) It is unfair and discriminatory to assume that everyone living in the west of the borough is affluent and therefore that 5 associate centres should only offer "standard offer" leaving only one "full offer" in this area. 2) Stonecroft has been a very successful children's centre for a very long time and to remove its services would be detrimental to many. 3) People who work and pay taxes actually fund these services but will possibly be excluded from using them which is unacceptable.</p>
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### 7.3 Summary of responses from consultation meetings held with parents and carers

Theme	Number of comments	Percentage
Against cuts	13	6%
Against increase in fees	2	1%
Against reductions in West	4	2%
Alternative for fees	4	2%
Alternative proposal	10	5%
Consultation process	26	12%
Could pay more to keep centre open	4	2%
Could we or another group run CCs	7	3%
Cross Borough provision	2	1%
Fear clustering will reduce effectiveness of management	4	2%
Fear loss of good staff and buildings	10	5%
Fear part closure	2	1%
Financial query	14	7%
Governance	7	3%
Happy to travel	1	0%
How protest nationally	3	1%
Like the centre and its services	21	10%
Not many alternatives in the area	5	2%
Other	43	20%
Political situation	2	1%
Potential travel difficulties	6	3%
Pro merging of centres/clustering	2	1%
Pro universal services	4	2%
Question composition of cluster	3	1%
Should target 2 year olds	2	1%
Supportive of the Council	4	2%
Target the most vulnerable	9	4%
Grand Total	214	

**7.4 Parents and carers consultation meeting dates**

1. **Monday 28<sup>th</sup> March 2011 10am – 11.30am**  
Neighbourhood Resource Centre  
Park Lane, London
2. **Tuesday 5<sup>th</sup> April 2011 6pm-7.30pm**  
Rokesly Infants School & Children's Centre  
Hermiston Avenue, London N8 8NH
3. **Wednesday 6<sup>th</sup> April 2011 6pm – 7.30pm**  
Downhills Primary School  
Philip Lane, London N15 4AB
4. **Thursday 7<sup>th</sup> April 2011 3pm - 4.30pm**  
Earlsmead Children's Centre  
Broad Lane, London N15 4PW
5. **Friday 8<sup>th</sup> April 2011 10am – 11.30am**  
Highgate Children's Centre  
Gaskell Road, London N6 4ED
6. **Monday 11<sup>th</sup> April 2011 10am – 11.30am**  
Northbank Children's Centre,  
Next to Muswell Hill Methodist Church  
Pages Lane, London
7. **Saturday 16<sup>th</sup> April 2011 10am- 11.30am**  
Haringey Civic Centre  
High Road, London N22

## 7.5 Parents and carers comments received by email or letter

Respondent	Group	Comment/idea summary
<b>Consultation difficult to understand</b>		
Individual	Public	This consultation is not clear in relation to two important points: ambiguous wording and it is not clear how Downhill's Children's Centre and other "linked sites are being treated. Are the full offer or not?
Individual	Public	I wrote an email explaining to you why your consultation was flawed, as the information provided in it was unclear, so that I am not able to respond in an informed way as it is not clear to me what you are proposing.
Individual	Public	What I am asking for is straightforward, and can be done at no cost to the Council other than putting back the consultation timetable by a week or two. Given that neither of my interpretations as to what was proposed was correct, I am concerned that no other parents will be able to work out what is being proposed either. I repeat again my suggestion that you clarify the main section of the website (which is all that most people are likely to read), so as to receive informed response to this consultation, and fail to see why you do not wish to do so.
<b>Service offer query</b>		
Individual	Public	I still do not appear to have received a response to my emails. For the reasons set out below, it would be beneficial if this could be clarified one way or the other, and the consultation restarted.
Individual	Public	My initial reading of these three paragraphs is that associated centres would offer a smaller range of services. In other words, even if an "associate centre" was 'full offer', it would still be offering a smaller range of services than a "lead centre". Another reading is that a 'lead centre' offering a "full offer" would be no different from an "associate centre" with a "full offer" - in other words, the level of services in a lead centre and associate centre would be the same. I would be grateful if you

		could clarify this point for me, and also confirm that you have changed the website so as to reflect the correct position, so that it is clear for all those responding to the consultation.
Individual	Public	2. It is not clear how Downhill's Children's Centre and other 'linked sites are being treated. Are the full offer or not? Either you are proposing that "associate centres" offer a smaller range of services, or you are not. Before I respond to the consultation, I would very much like to know which position is correct.
<b>Financial query</b>		
Individual	Public	What I have to ask is how do you propose to implement this sort of price structure? Are places going to come with the condition of handing over pay slips? Do you also not think that due to the costs proposed some of the families on certain incomes that using a Children's Centre will now become impossible for them as costs could be up to £80+ pounds a day when a similar private day nursery in the area comes in at around £50
Individual	Public	The initial rate rise. Having been to the meeting and spoken to someone at the council I know that the September rate rise is going to happen as it approved despite what the consultation papers say. I feel though this rise may seem fair, as the rates until now have been very reasonable. I am unhappy with how quickly this has been put in place and that no one thought to make this more gradual. My second concern with rates is the further information on how this may then go up further in April next year dependent on how much money you earn.
<b>Like the centre and its services</b>		
Individual	Public	am writing to express my concerns about the downgrading of the Highgate Children's Centre to an assessment (e.g. weighing, HV only facility).  It is an invaluable resource for its activities which include playgroups, messy play, twins club and specialist groups

Individual	Public	It's good the baby clinic will be kept, but Highgate Children's centre is about so much more. It's a real loving family place where I feel I can take my kids when I'm having a bad day and where they can experience new activities they'd never do at home.
Individual	Public	The staff are wonderful, they help with all issues, reading singing painting, the music sessions are great and real value for money, and the healthy snacks they provide at very little cost are such a great education for us all
Individual	Public	Highgate Children Centre has been there for us, with those working there being fantastically supportive, kind and welcoming. It provides a great opportunity to meet other mum's too as being a new mum in a new area has been very isolating.
Individual	Public	Just to say that we heartily support the people who try to save the centre. It is a crucial part of our community. Closing such a centre would be cutting a real opportunity for parents and carers to mix and create a real feeling of community [Highgate]
Individual	Public	It [Highgate CC] not only provides them with an opportunity to play with other children but to also participate in a music group, join in messy play and enjoy story time. It has also provided me with a lot of support from the people who run the sessions and also the opportunity to meet other mums and child carers in a safe and relaxing environment.
Individual	Public	Highgate Children's Centre is an invaluable part of the community, where mothers can walk from all around the local area to meet other people in similar situations as well as to learn baby massage, have invaluable breastfeeding advice as well as access to health visitors and baby weighing and more, all under one roof. It has meant a lot to me because I don't want to drive and would rather meet people who live in the local area who come from a diverse set of backgrounds. It would be an incredible loss to the community and I believe it would leave vulnerable mothers and other mothers in the local area stranded and potentially isolated.
Individual	Public	The centre provides a supportive, relaxed and predictable environment for young children, an opportunity for them and their parents to socialise, helps parents with

		ideas for better bringing up their children and represents a invaluable long-term investment in our community and our children's futures. The benefits are felt by the whole families of children who attend, and the centre is essential to the whole community.
Individual	Public	I would like to express my total support to this wonderful children centre. I started attending regularly when my little daughter was only a baby and I felt immediately at home, little part of my family. I got there amazing help and advice and answers to all my doubts as a new mum.
Individual	Public	The centre is extremely well run and provides an amazing service to a very appreciative community. I still attend the centre more than once a week and feel it offers services which simply are not offered elsewhere.
Individual	Public	From the centre's inception, it has played an important role in both my son's life and mine. We attend play group at the centre weekly, and sometimes bi-weekly.
Individual	Public	From the centre's inception, it has played an important role in both my son's life and mine. We attend play group at the centre weekly, and sometimes bi-weekly.
Individual	Public	The centre is bright and inviting and we look forward to our sessions. The Stay and Play offers variety over the weeks and The Movers and Shakers sessions are brilliant. I hope the Centre may be allowed to continue the wonderful work and play that is stimulated by the staff in this lovely environment.
Individual	Public	I would like to express my view that the children's centre at Highgate Primary School adds a great deal to the community that live in the area, use the centre and use the school.
Individual	Public	I am writing to express my views on the potential closure of Highgate Children's Centre. Since the birth of my child I have been a regular visitor to the centre and have attended courses that have been run there. I have to say that without the support of the centre and its workers, I would have felt very isolated as a new mother in the area.
Individual	Public	This centre has provided a much needed resource in a area that was crying out for it.



		The difference it has made to my family in the short time that it has been open cannot be overstated and shock that it is under threat at all.
Individual	Public	Highgate children's centre is a fantastic new facility which provides excellent facilities for new mums I have attending a number of courses and services there, from baby weighing, baby massage, first aid and also mums groups. It is always busy and bustling with new mums and babies.
Individual	Public	I am writing to express support for the Highgate Children's Centre.
Individual	Public	This is an invaluable resource for local children and parents and I ask that you do all you can to keep the Centre open and the various activities maintained, as it would be a massive waste to lose this.
Individual	Public	I am writing in support of Highgate Children's Centre, which provides an essential service to me and hundreds of other families in the area.
Individual	Public	Since its opening in 2008, the Children's Centre has played a significant role in providing for vulnerable children and promoting community cohesion. Uptake for its services has been high - particularly Stay and Play and Parenting classes - indicating a high level of demand for these services in Bounds Green.
Email: video	Other	
<b>Not many alternatives in the area</b>		
Individual	Public	I realise Highgate isn't deprived finically, but we are completely deprived of access to Haringey services. My health visitor gave me a pack with lists of baby groups and children's centres - none were less than one bus ride away if not two. I just couldn't understand or believe there was nowhere locally.
Individual	Public	I can't stress enough how much support somewhere like the Highgate Centre provides for parents, and what an integral part of parents life it plays. I feel devastated that we stand to lose it's services. Travelling to alternate centres (which would no doubt become vastly over-stretched) would not be an easy alternative for me.
Individual	Public	As we live on the north western edge of the Borough, close to the boundary with

		Camden/Islington, Highgate Children's Centre is therefore the only Children's Centre that is easily accessible to us and also the only one of its kind in this area of Haringey.
Individual	Public	Relocating these services to a single central location in Haringey will put them out of the reach of many or most new parents who need these services just at the time when travelling any significant distance is most difficult, and will remove the local knowledge and small community feel which results in such a friendly, personal and positive atmosphere.
<b>Closures</b>		
Individual	Public	I am writing to strongly protest about the possible closure of the children's centre in Storey Road, Highgate. Please do not think that everyone is wealthy in the zone around Highgate and that this children's centre is a luxury.
Individual	Public	Closing such a centre would be cutting a real opportunity for parents and carers to mix and create a real feeling of community.
Individual	Public	I do not support any closures and I strongly do not support closures in areas of higher deprivation, where the most vulnerable and disadvantaged children in Haringey live.
<b>Pro breastfeeding support</b>		
Individual	Public	I know without question that more families have continued breastfeeding because of the support offered at Highgate. In the West of Haringey there are simply no other options. The group at Stonecroft has only 8 places per week.
Individual	Public	The support I received from the breast feeding sessions [at Highgate CC] enabled me to continue breast feeding. Without their support I am sure I would have stopped.
Individual	Public	They recommended the Highgate Children's Centre Breastfeeding Support Group. Here I was both taught techniques to improve my breastfeeding position
Individual	Public	I would like to express my disappointment that funding has been removed for the locally children's centre.
<b>Governance</b>		
Individual	Public	The proposals are based on the development of a lead centre and associate centre

		<p>models. For a Children's Centre which is based in and managed through a school this model would conflict directly with the existing school governance arrangements and there are no substantive suggestions made as to how this conflict can be avoided or resolved to governors' satisfaction.. The governing body of the school cannot be expected to take any responsibility for the actions of staff who are not engaged by the school and over whom it would not have any control.</p>
<b>Alternative proposal</b>		
<p>Individual</p>	<p>Public</p>	<p>In terms of our response to the consultation, we suggest that rather than following this approach, and if cuts must be made, then the four centres that are in more affluent areas (which are currently proposed to be 'standard service' and remain open) should be closed and those funds used for the centres in more deprived areas. We think it is better that all the remaining centres are properly 'full service', and run as much as possible as they are at present, rather than what is proposed at present.</p> <p>We would also suggest that before you make any decision to move services from an associate centre to a lead centre (e.g. from Broadwater Farm to Rowland Hill) that you check with staff at the centre as to whether or not the users of those services would be likely to continue to go to them if they were elsewhere, otherwise you are likely to find that the overall number of users decreases significantly, which would be bad for children in deprived areas, and likely result in further cuts when participation targets are not met (if that is how these sort of things are worked out)</p> <p>This strikes me as a typical attempt to save money without actually looking at the services in each area and the needs of each local community - why not close two out of the 3 centres in Crouch End and have two centres of excellence - one in Highgate and one at Campsbourne?</p>
<p>Individual</p>	<p>Public</p>	<p>My suggestion would be proposing an extra input of money from us for example a membership fee. Could be monthly or annually. People that are members could pay for example £3 for activities as movers and shakers, while non members can pay £5...etc. Free playgroup for members £1or2 for non members may be? This way the</p>
<p>Individual</p>	<p>Public</p>	<p>My suggestion would be proposing an extra input of money from us for example a membership fee. Could be monthly or annually. People that are members could pay for example £3 for activities as movers and shakers, while non members can pay £5...etc. Free playgroup for members £1or2 for non members may be? This way the</p>

		centre can have a fix amount of cash put into it. The second proposal is leave one or two day a week the venue for hiring for Children's activities to members (an other advantage to become a member!)
Individual	Public	It would be more appropriate to base any decisions on statistical usage of the centres and to keep the centres/services most used open.
<b>Against reductions in West</b>		
Individual	Public	If the breastfeeding group at Highgate closes, the knock-on effect will be immediate and other resources will be hit by a group of stressed, desperate families who needs are currently being met by a group which works efficiently and resourcefully.
Individual	Public	From experience, the existing demand for services at Campsbourne Children's Centre is already so high that unless you book well in advance or arrive at the very beginning of a drop-in session, you are turned away. This is coupled with the fact that the Centre is not conveniently located for those on the western edge of the Borough. It also does not provide the same variety and number of activities and events as currently provided by Highgate Children's Centre.
Individual	Public	Crouch End currently has three children's centres including Campsbourne, whilst the Highgate Area has only one - if you reduce the service at Highgate it will be a huge loss to the community and many vulnerable families will not receive the valuable support they receive, particularly since it is quite difficult to reach Campsbourne Children's Centre from the Highgate area by public transport without taking two buses - very difficult with a small baby! This means that unless the parents have access to a car they will miss out on many of the much needed core services.
Individual	Public	Highgate Children's Centre is clearly an excellent, flagship service and its closure/reduction would be a huge loss to the borough and its residents.
Individual	Public	I am writing to protest at the proposed closure of Highgate Children's Centre.
Individual	Public	I sincerely hope that Haringey council will think again about how they allocate their children's centre budgets as this centre is an important part of the community it serves.
Individual	Public	I can't stress enough how much support somewhere like the Highgate Centre

		provides for parents, and what an integral part of parents life it plays. I feel devastated that we stand to lose it's services. Travelling to alternate centres (which would no doubt become vastly over-stretched) would not be an easy alternative for me.
Individual	Public	Haringey is so lucky to have Crouch End/ Hornsey within their borough, as "the yummy mummy paradise", really shows its true colour, a beautiful place to start a family/ raise children. Can WE ALL not work together to keep "the yummy mummy paradise" feeling? Get everyone who has and still is using the service the childcare places and children centre activities, like the Stonecroft, Campsbourne and all the other places. I am writing to urge you to reconsider the reduction of the service offer provided at Highgate Children's Centre.
Individual	Public	Highgate Children's Centre is a central part of my life and the life of my child. It is a critical resource for parents and children throughout the area. I urge you not to undo the good work that has been done, and to desist in imperilling its future. Truly, we would be lost without it
Individual	Public	Please do not close the centre down, for many of us it is a lifeline!
Individual	Public	I am writing today to register my grave concern regarding your plans to close Highgate Children's Centre. This centre has provided a much needed resource in a area that was crying out for it. The difference it has made to my family in the short time that it has been open cannot be overstated and shock that it is under threat at all. If the reasoning behind the selecting this centre is based on the fact that the surrounding area is affluent than I would suggest that you are ignoring the fact the centre is situated on a road that is almost wholly occupied by council tenants and is linked to a very socially diverse primary school. Person who use the centre come from far and wide to make use of its fabulous facilities.
Individual	Public	I would be grateful if you could reconsider shutting the centre . As the centre is so new shutting it represents a massive waste of money in building it then shutting it within such a small time scale. It feels that the poorer parts of the borough has more

		<p>childcare investment while the more wealthy areas are not deemed to need it. However being a new mum can be isolating and you need the helpful advise that Highgate children's centre can provide regardless of income.</p>
Individual	Public	<p>After hearing the proposal, my interpretation is that I am being discriminated against for living in one of the borough's more affluent areas.</p>
Individual	Public	<p>This is an invaluable resource [Highgate CC] for local children and parents and I ask that you do all you can to keep the Centre open and the various activities maintained, as it would be a massive waste to lose this.</p>
Individual	Public	<p>Haringey Council has a responsibility to spend its budget efficiently and to make the best use of taxpayers' money. Having spent half a million pounds of taxpayers' money on Highgate Children's Centre a year ago, the Council must protect this investment by keeping the centre open in some form. Even if the centre is only open one day a week with minimal services, when there is more money available its opening hours and services could be extended.</p>
Individual	Public	<p>I am shocked and appalled to hear that you are considering the near-total closure of Highgate Children's Centre. Since it opened a year ago it has been an invaluable and much-loved part of our community. For you to threaten its future by cutting almost all funding is spiteful, stupid and shows nothing but contempt for your constituents. Although the reduction in your overall budget is not of your choosing, you say you want to protect children's services and have cut the budget for centres by just under half. However, your plan to redistribute the remaining resources simply hits hardest the areas that have the fewest centres already, as your consultation map clearly shows. You want to slash funding and downgrade to "standard service" - the lowest level - all West Haringey centres except one - itself on the border with better-served East Haringey.</p>
<b>Consultation period too short</b>		
Individual	Public	<p>I would like to express my view that the children's centre at Highgate Primary School adds a great deal to the community that live in the area, use the centre and use the school.</p>

Individual	Public	I am writing to request that the deadline for the consultation process for the Proposed changes to Haringey's Children's Centres and Children Centre services be extended until 29 April 2011 as there are Easter holidays and it is hard to speak with parents at the moment.
Individual	Public	Please can you extend the deadline for the Children's centre consultation to at least April 29, taking into account the Easter holidays when so many people are away and unable to respond, especially given the significant addendum which we was only added just before the holidays.
Individual	Public	Please can that date be extended to 29th April to allow parents to respond to the consultation
<b>Against cuts</b>		
Individual	Public	I think your decision to significantly reduce children's services across the borough is a mistake. I do understand that central government cuts present a challenge for the Borough Council with many different options to weigh up. But the proposal to reduce services at the children's centres will have a massive, hidden impact.
Individual	Public	I would like to express my disappointment that funding has been removed for the locally children's centre.
<b>Core staffing</b>		
Individual	Public	Sharing of certain staff across the centres. I have concerns that the reception staff may be shared I feel it is vitally important that someone is at the front desk of the centre at all times.
<b>Supportive of the council</b>		
Individual	Public	I strongly support the principles you have applied to the proposed changes in the consultation paper.
<b>Question composition of clusters</b>		
Individual	Public	I have read the Children's Centre consultation paper and am writing to ask you to consider Bounds Green as a lead centre.
<b>Other</b>		

Individual	Public	I really don't want to have to write a formal JR pre-action letter if I can possibly help it, and would much rather that someone just engaged with my correspondence.
Individual	Public	I think one of the problems is looking at this within the conventional silos of departments and funding streams. Children's centres are not just about children but about families, mental health, future confidence and creativity and probably educational attainment and employability too.
<b>Could pay more to keep centre open</b>		
Individual	Public	I would happily contribute more to each of my children's visits (we already pay a small contribution when we visit) as the facilities and staff are excellent.
<b>Pro universal services</b>		
Individual	Public	Signposting of services to other centres which are almost impossible to access other than by a car or taxi journey of several miles is not an adequate solution. These health services need to be readily and conveniently available to everyone, conveniently based in their local community, regardless of background or income and whether someone lives in the west of the borough or the east.
Individual	Public	I agree that resources should be targeted at areas with most poverty, but this should not be an excuse to utterly neglect your many constituents whom you already discriminate against in this way.
<b>Consultation process</b>		
Individual	Public	I do not understand why I, and my partner as parents have not received through our letter box the Consultation paper on proposed changes to Haringey's children centres and children's centre service. Obviously someone had a brilliant idea spending money on printing leaflets out, but somewhere along the process these highly important papers have not reached to all concerned, us parents.
<b>Stop CC cuts</b>		
Email:video	Public	
<b>Staff very friendly</b>		
Email:video	Public	
Email:video	Public	



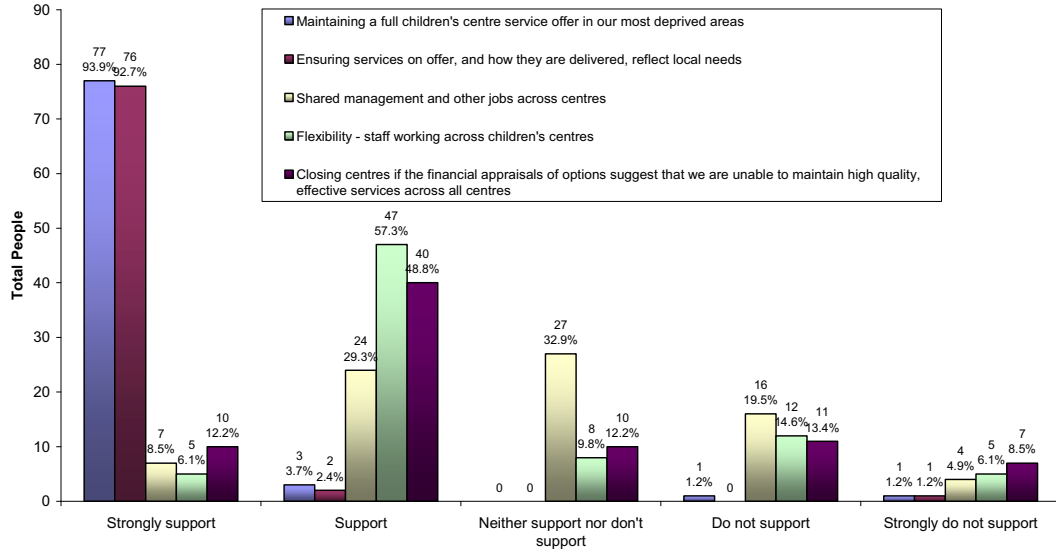
<b>Concerns about cuts</b>	
Email:video	Public
<b>Don't like the cluster arrangements: all centres are different</b>	
Email:video	Public

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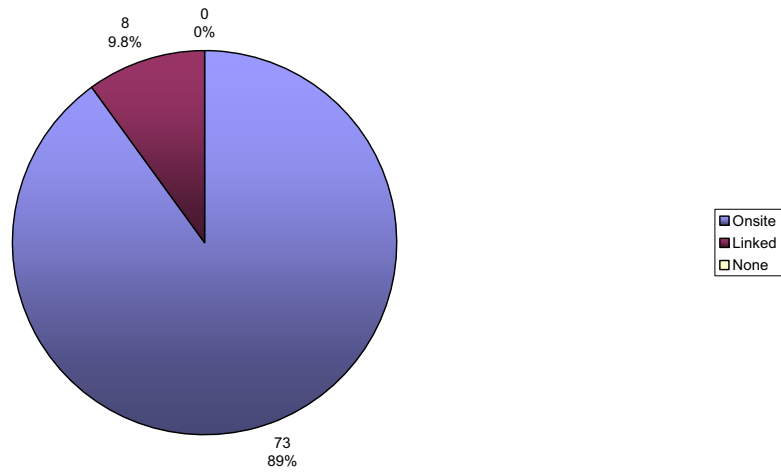
## Annex 8: Children’s Centre staff consultation responses

### 8.1 Children’s centre staff questionnaire results

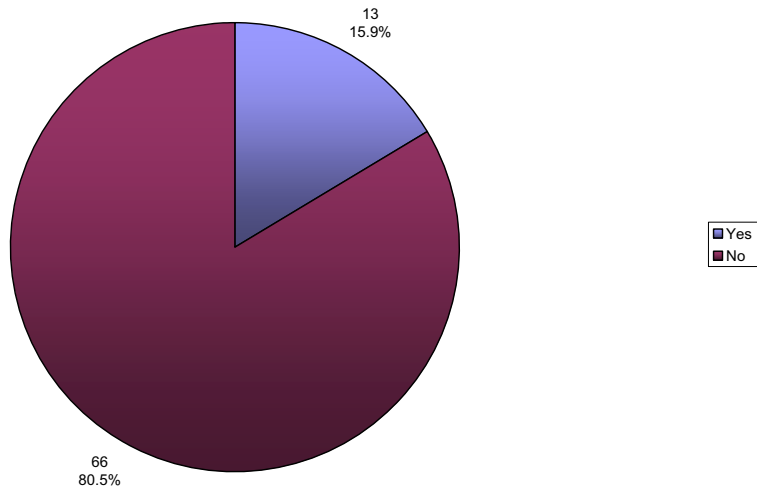
**Question 1: To what extent do you support the principles we have applied to the proposed changes? (Please select one option on each row)**



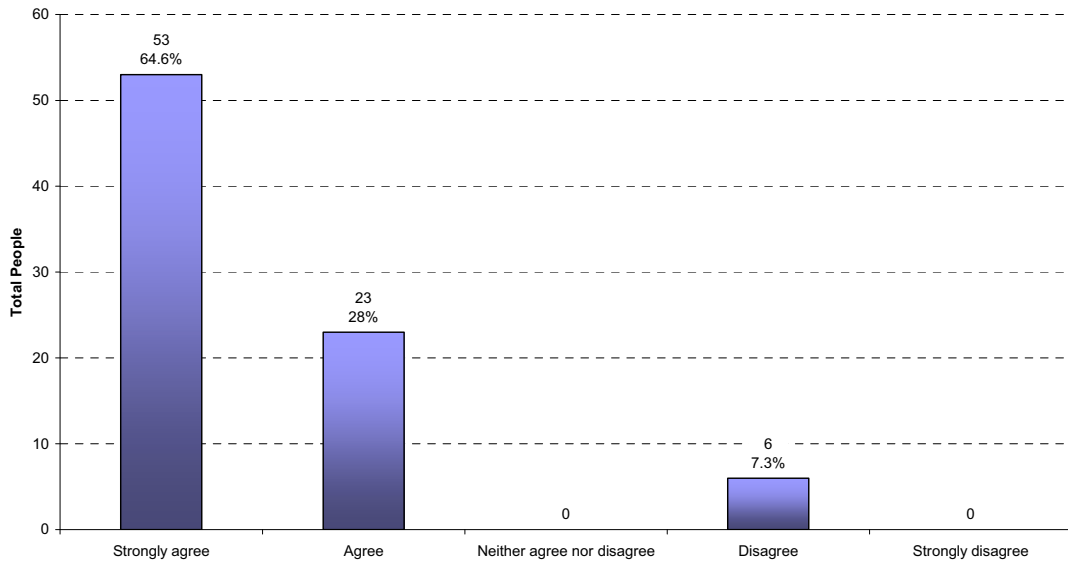
**Question 2: Do you have a children's centre on site or are you linked to a children's centre? (Please select one option)**



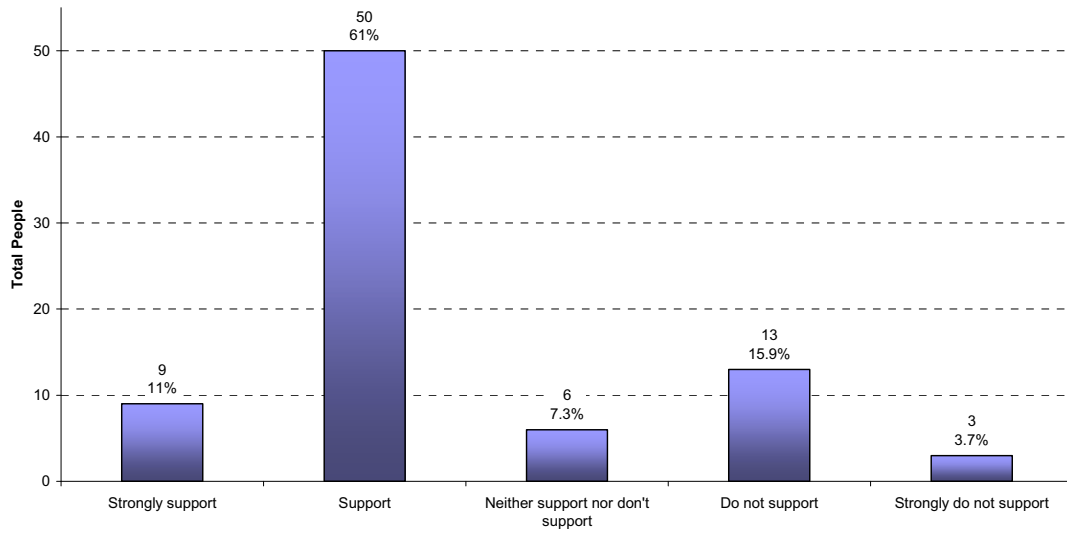
**Question 5: Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**



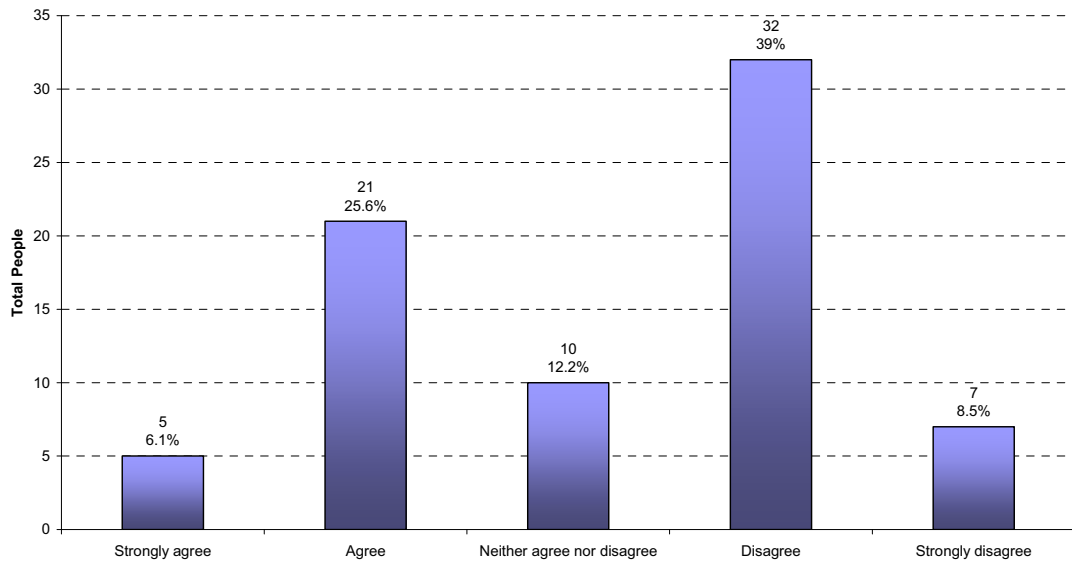
**Question 6: To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)**



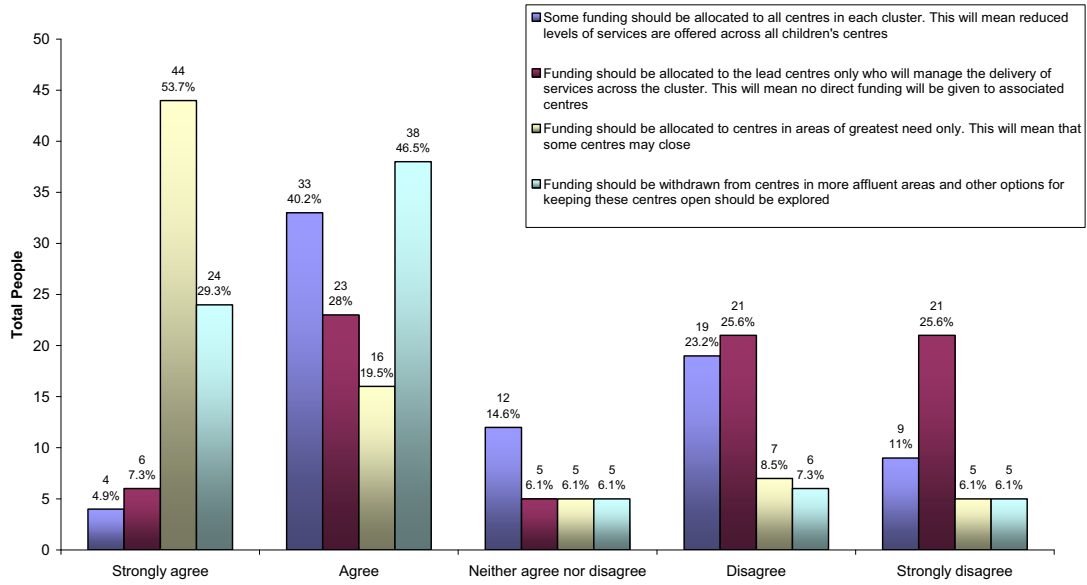
**Question 7: Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach? (Please select one option)**



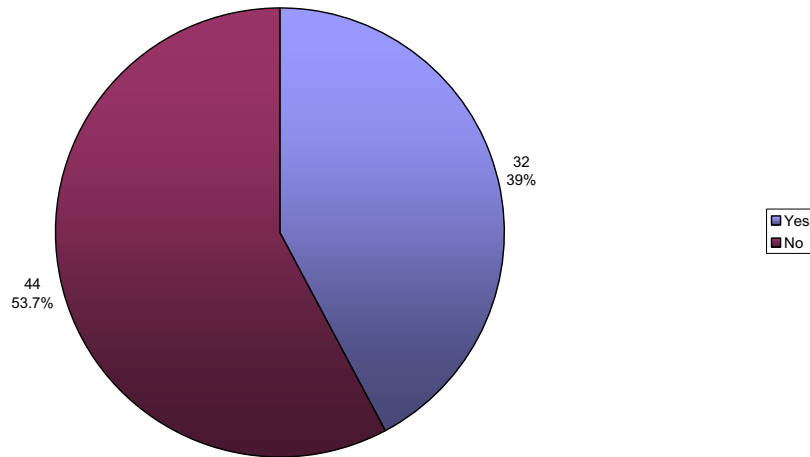
**Question 8: To what extent do you agree or disagree with the overall proposal shown in the consultation paper? (Please select one option)**



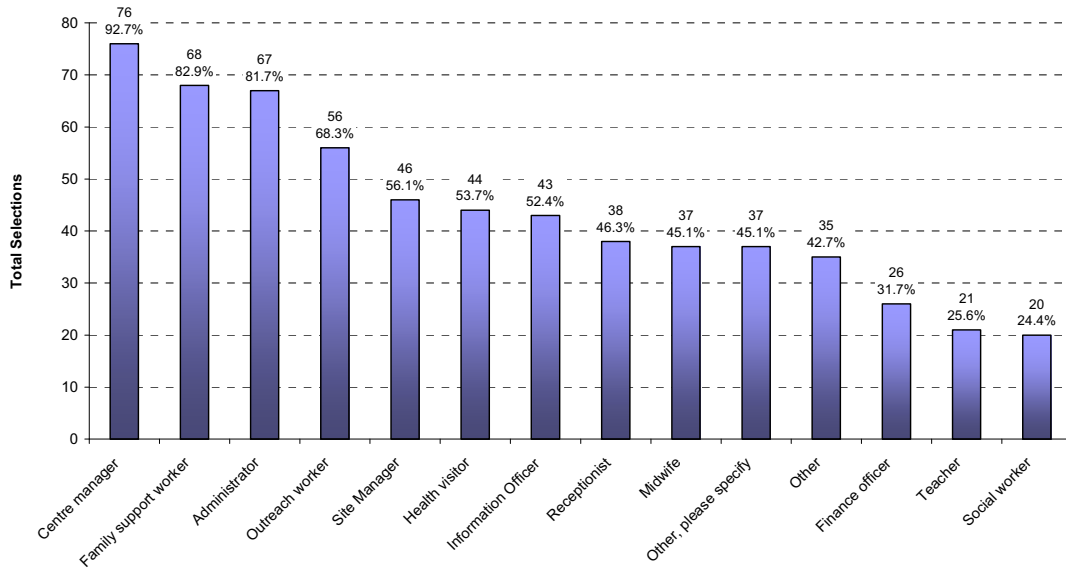
**Question 10: Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)**



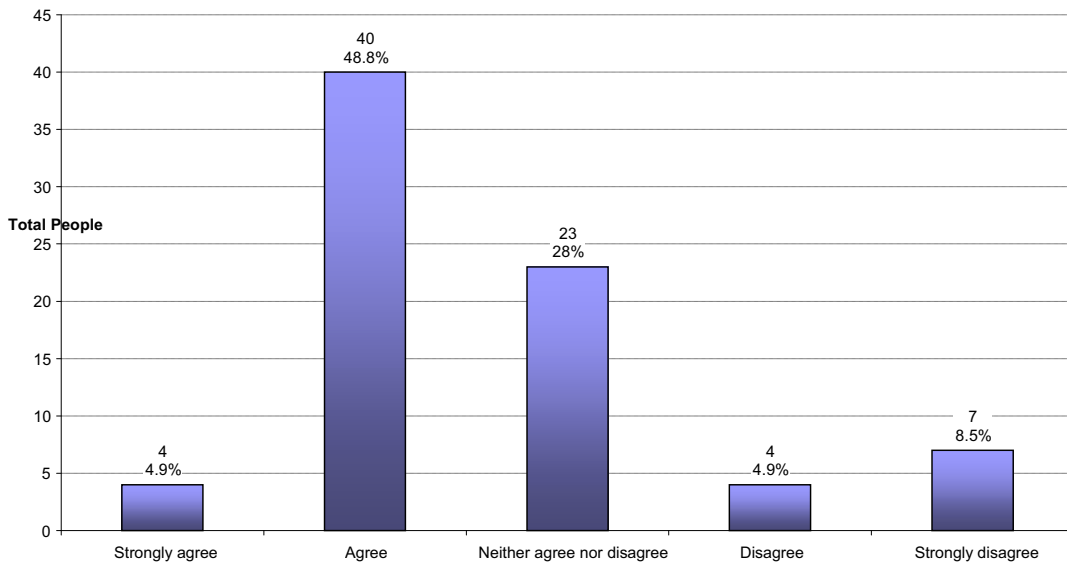
**Question 11: Is the proposed model for core staffing correct? (Please select one option)**



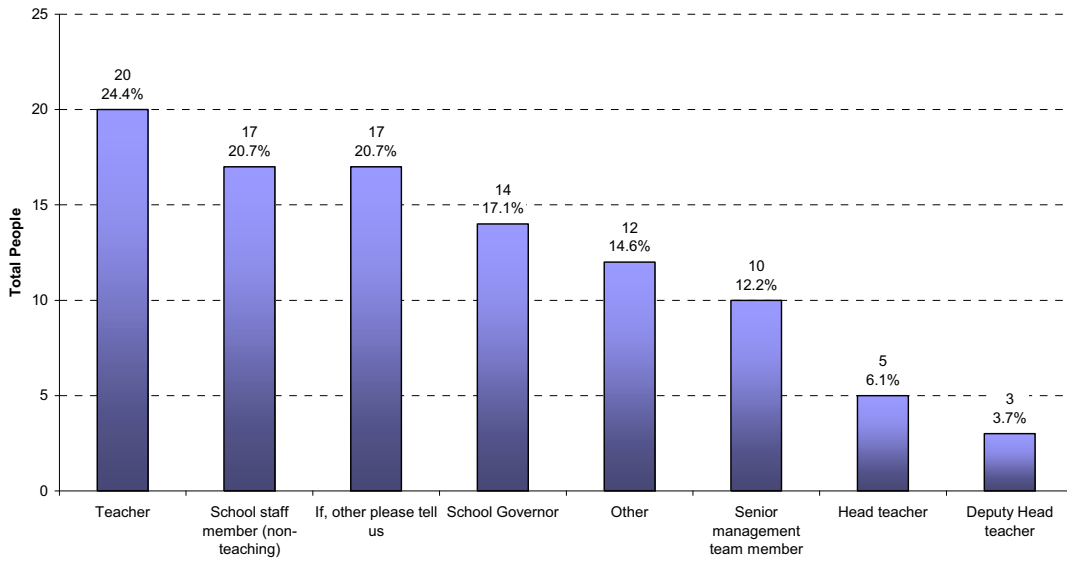
**Question 14: Which job roles do you consider to be essential for a children's centre to operate effectively? (Please select all that apply)**



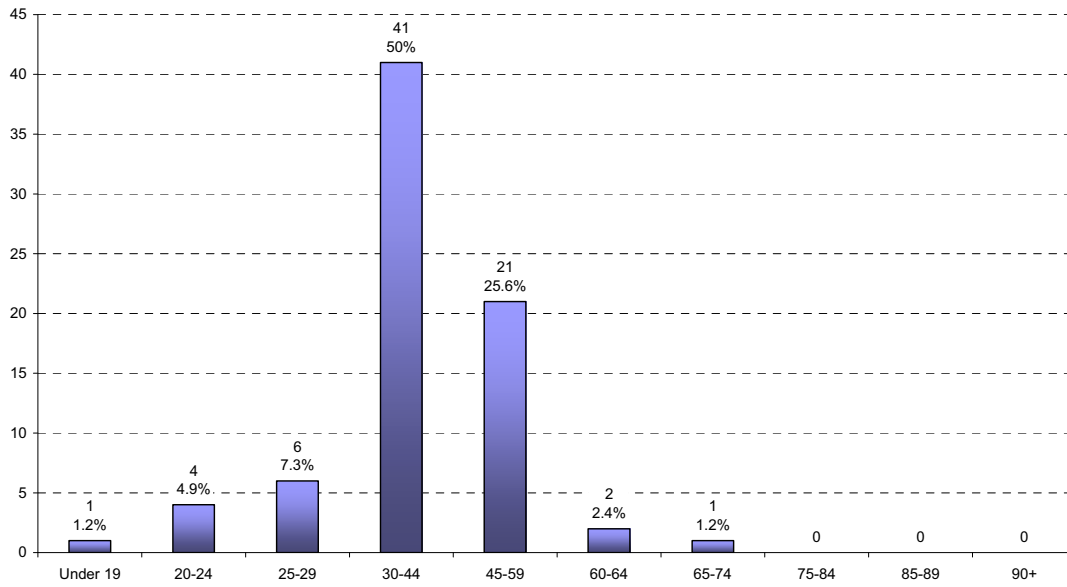
**Q15 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)**



**Question 20: Which, if any, of the following most closely matches your role? (Please select one option)**

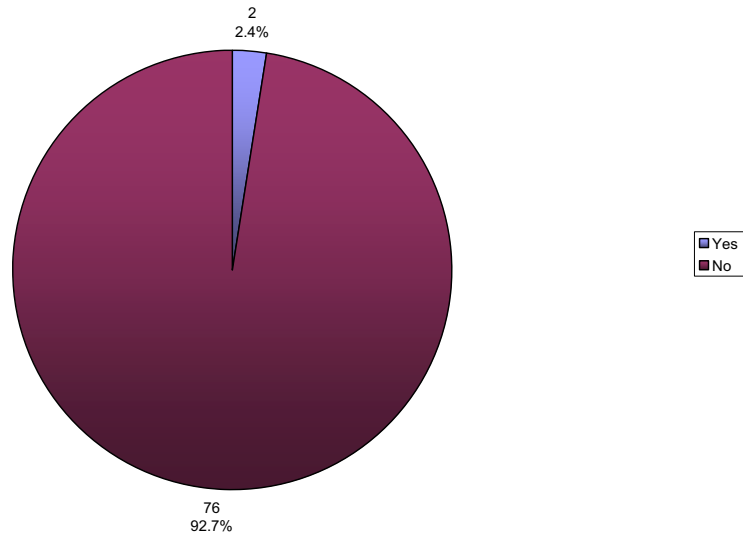


**Question 22: Age**

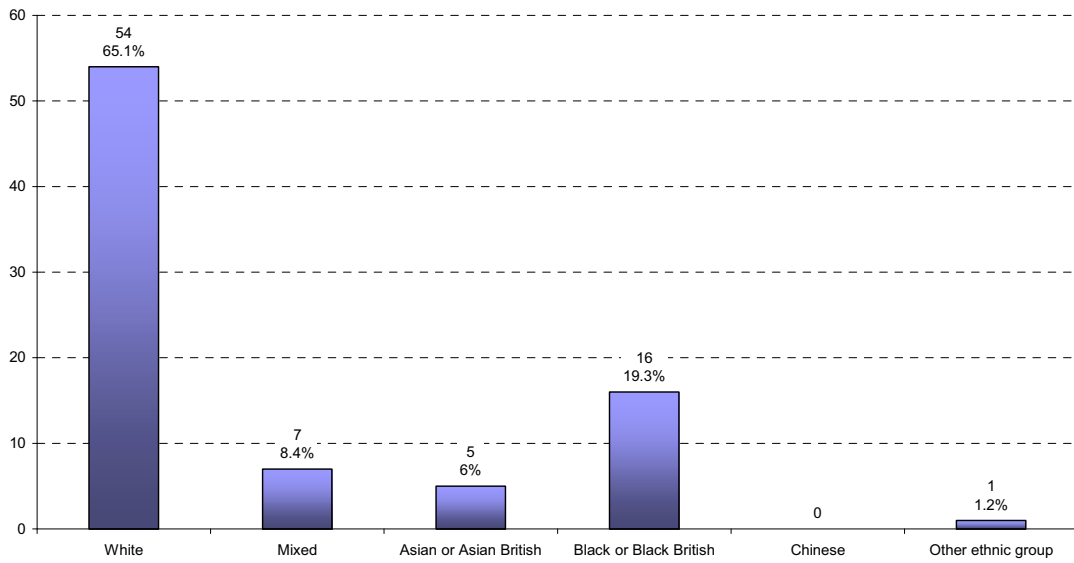




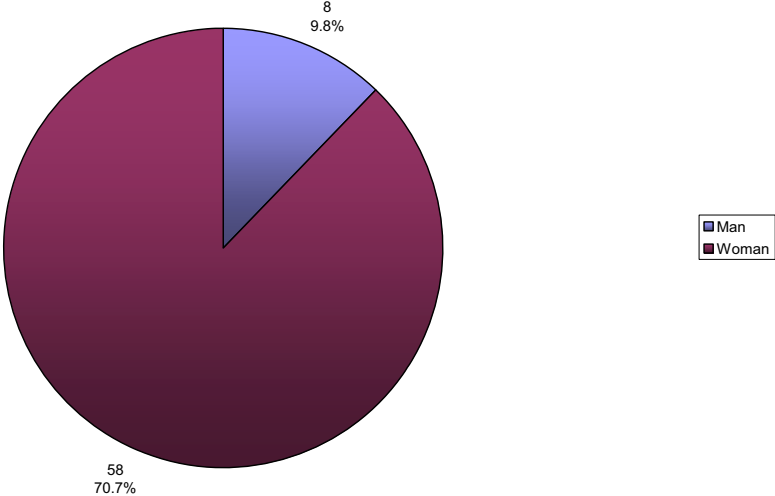
Question 23: Do you consider yourself to be a disabled person?



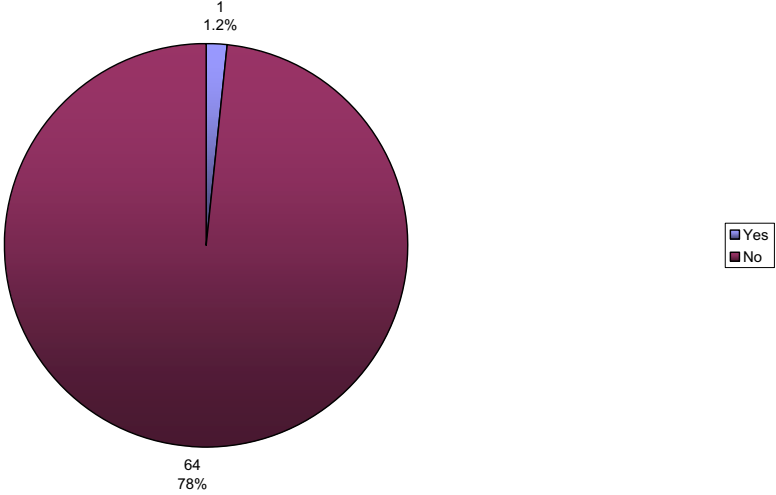
Question 24: Below we are asking you to let us know which ethnic group best describes you. (Please tick one box from the appropriate section)



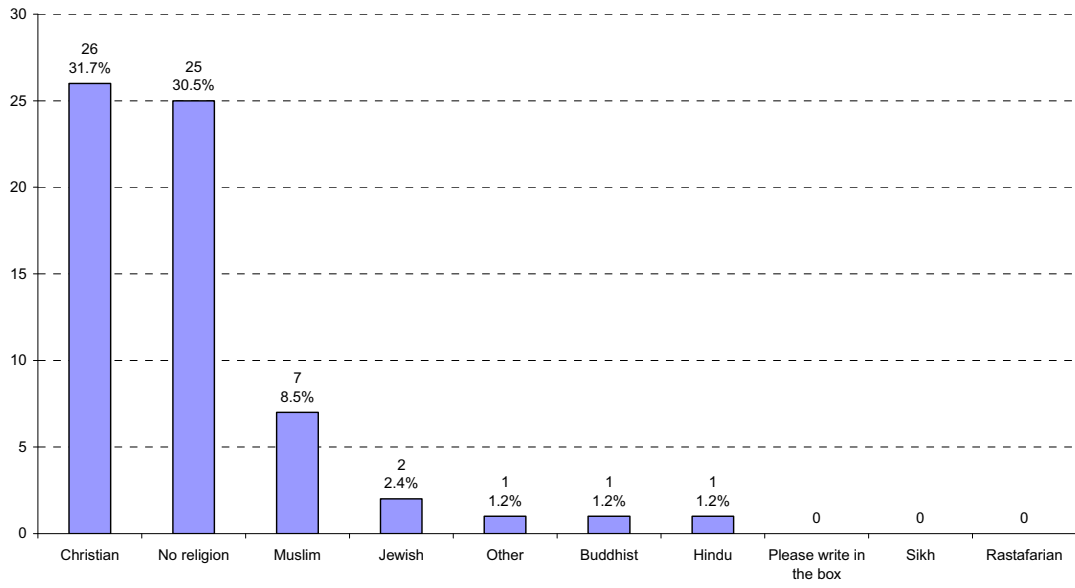
Question 25: Gender



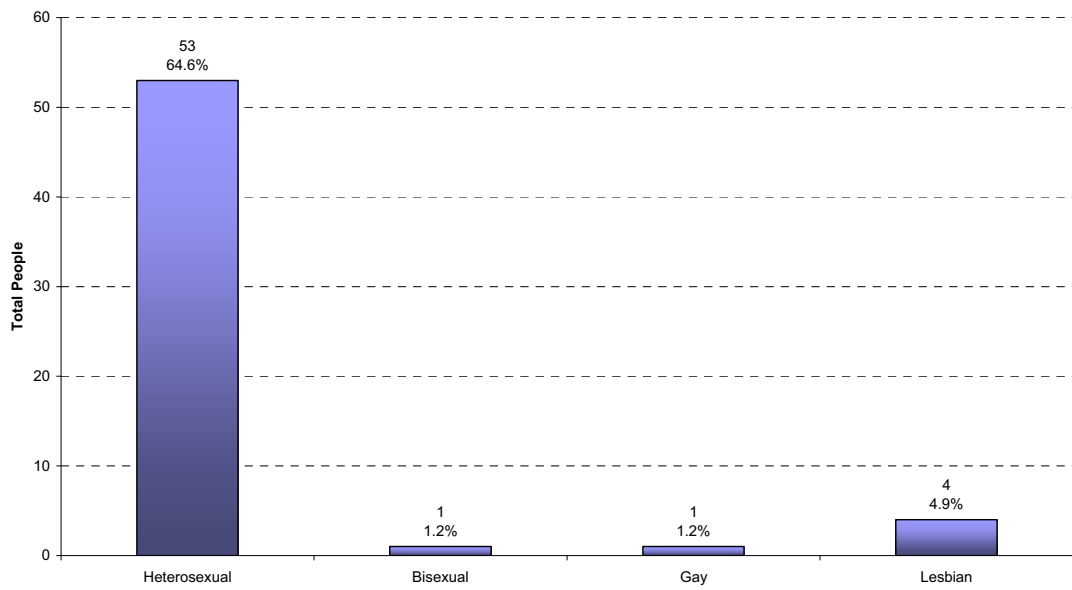
Question 26: Does your gender differ from your birth sex?



Question 27: Do you have a religion or belief that you would like to mention?



Question 29: How would you describe your sexual orientation?



## 8.2 Children's Centre staff free text questionnaire results

## Q3 What do you think about the proposed clustering of children's centres into lead and associate centres?

Respondent	Group	Comment/idea summary
<b>Concerns about composition of clusters</b>		
Individual	Staff	I think the idea of clustering is good. However, I do not agree with the proposed clusters. Centre's that are already clustered together and have built up strong working relationships and work in similar ways should be clustered together. This would save time, money and resources as centre staff know each other well already and would therefore be able to work flexibly immediately. Centre's should not just be clustered together because of their geographical location.
Individual	Staff	In principal, shared management is a good idea. Some of the particular clusters are not realistic. Clustering may have worked if an agreement with the various governing bodies (around strong guidelines, with a template (SLA?) for delivery) was in place as a condition for receiving LA CC funding, before particular clusters were put on the table. Without this now, I wonder whether the strategy can be strong enough to ensure coherent and equitable delivery of services.
Individual	Staff	The suggested cluster are too small. each cluster should be large enough to achieve economies of scale. A cluster of 4 or 5 centres will use a smaller percentage of its funding in management costs than for a cluster of 2 or 3
Individual	Staff	The proposed clustering is not the best option. There should be no stand alone centres. Existing clusters that are currently working well should be maintained. Where a centre is based at a school, the school should maintain control over the centre
Individual	Staff	It makes sense in terms of efficiency. However, it is likely to create some challenges where centres who were previously 'peers' are to be in a new 'hierarchical' relationship - especially if both are schools, and also where jobs are now at risk.
Individual	Staff	I do not think that the proposed model presented in the consultation is the most suitable solution as some CC's have natural links in relation to centres they are

		<p>already working with due to what they know about the community and the families they are serving. In my experience families do not usually travel between Broadwater Farm and Rowland Hill it is divided by two main roads. It would seem sensible to build on the established relationships we already have in place in our clusters. Funding that is given to centres should reflect the levels of deprivation within the areas. I feel very strongly that if the decision of cluster working agreed at cabinet is the way forward this should apply to all Centres and there should not be one centre (Park Lane) out of the whole borough which is permitted stand alone. I think that if the above is considered then in principle the clustering with leads/associate centres could work effectively.</p>
Individual	Staff	<p>If there would be a limited management team centres would not function to the best of their ability. It is such a wide area across these centres that we do not have any contact with them at present/future</p>
Individual	Staff	<p>Clusters cover a wide area, these centres presently have little or no contact with each other. It will be difficult for a limited management team to manage these centres.</p>
Individual	Staff	<p>It mustn't work but how you ensure that the lead centre fairly finds the associate centre where there may be a higher level of need or social deprivation</p>
Individual	Staff	<p>Cluster is too large for one lead centre and 4 on its own could join cluster 5</p>
<b>Concerns about staffing</b>		
Individual	Staff	<p>Unsure how the proposal can be effective and managed.</p>
Individual	Staff	<p>The clustering idea is a good one and it has proved to work looking at the Woodlands and Downhills Link. But the idea of no consistent staff at each centre will not work very well.</p>
Individual	Staff	<p>I think staff will struggle with work load and services will suffer on quality and continuity of staff.</p>
Individual	Staff	<p>I don't think having the shared staff will work very well as the associated centres won't have a face at the door at all times. I think the staff that are left will struggle to cover all the centres as the lead centre gets busier as more parents and carers will</p>

Individual	Staff	<p>go to the lead centres as there is more services on offer.</p> <p>I can understand the rationale for this but remain concerned regarding the capacity for managers to do this if the non lead centres still have to deliver a full core offer. I cannot see how this can be done as the centres are so busy both from an operational stance and the strategic aspect. I think the non lead site should deliver a reduced service if quality is to be maintained.</p>
Individual	Staff	<p>It is not necessarily a realistic proposal and you need to have sufficient amount of staff to continue to provide 'full offer' at the designated sites. I agree with potentially sharing management, but not the 'front line' staff, such as Admin/Information Officer, and Community Nursery Nurses, as you need these people to have face to face contact with the families using the centre.</p>
Individual	Staff	<p>I think it takes away the responsibility of centralised staff supporting heads of centre's and places all pressure and expectations on the heads of the lead centres to run possibly up to three children centres. It is sometimes difficult enough to run one large centre (especially those who are in the highest level of deprivation) let alone three. As a result, there will be less services, less customised support and more importantly less face to face contact with families which we already know has the highest impact. I strongly disagree with this the majority of this proposal</p>
Individual	Staff	<p>Will be difficult to run if not enough managers and experienced staff</p>
<b>Consultation should be longer</b>		
Individual	Staff	<p>Greater time and thought, through consultation is essential. Decisions are being made on a knee jerk basis to save cost, NOT what is best for the community. There are children's centres/nursery schools who seem to have the ability to 'opt out' of providing services, which are part of their remit, for a variety of reasons thereby forcing other centres to provide them. Accountability and transparency is paramount and decisions need to be thought through.</p>
<b>Do not support</b>		
Individual	Staff	<p>I have given it a lot of thought, but do not support the model as described. It will</p>

			neither deliver the necessary economies of scale nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models.
Individual	Staff		not all centres are being clustered. park Lane is stand alone? Shouldn't Triangle be stand alone as well as it doesn't fit into the proposed model and it's an intergenerational centre?
Individual	Staff		They will not work as they are too far apart and centres have families with different needs
Individual	Staff		I don't fully agree with the model but if it means it sustains delivery across the borough I would rather this than to close the centres and not have any delivery.
Individual	Staff		It appears to have been a bit rushed and not clearly scoped
Individual	Staff		I don't actually matter what we think, it isn't realistic, and Children and families will suffer.
Individual	Staff		I understand cuts need to be made, but I don't think it will work. How will we provide a quality of good services when some centres will only provide standard offer???
Individual	Staff		I don't think it will be a good working model. The quality of service will suffer
Individual	Staff		Do not agree everyone should have own budget and their own staff you cannot manage two centres it is a ridiculous idea.
Individual	Staff		Not Good.
<b>Don't close CCs</b>			
Individual	Staff		I Agree with this, however, I do not agree with closing down children's centres because the government claim they have no money.
Individual	Staff		All children centres should stay open as they are current. Clustering should only be considered as a last resort. All proposals indicate job losses which should be kept to a minimum.
Individual	Staff		It is better than closing Centres.
<b>Good idea</b>			
Individual	Staff		With the job description of an information officer changing with the introduction of eStart, 1 information officer can easily do the data work for the 3 CC as long as there

		is a dedicated outreach worker doing the promoting of the CC. You can easily hire cheaper outreach workers than having 2 or more information officers to do data work.
Individual	Staff	Good idea
Individual	Staff	I think it is a good idea and that this will promote more of a team work environment across the borough. I also think, that this way the current facilities will have more a chance of being made full use of, while maintaining the same knowledge of the deprived areas and being able to know and share this information might allow for easier handling of certain issues with families.
Individual	Staff	Good model
Individual	Staff	I think it could work if staffing is adequate
Individual	Staff	The idea can work as long as there is sufficient staff to do the ground work and not top heavy ratios of managers, overloading staff that are doing the ground work. Standardisation of key areas of work so that where staff have to work across a number of sites it will be the same. More flexible working.
Individual	Staff	I think that in principle the clustering of the centres should work as it makes sense to cluster certain centres together however, I cannot see how shared management and staff can work as it will be difficult to provide the services that we currently offer with good quality.
Individual	Staff	I agree with this if this is a way Children's Centres can provide quality of service. I feel that the clustering should be led from the ground and not an imposed model.
Individual	Staff	There are advantages to cluster working in saving management costs but enabling front line services/staff to support children/families
Individual	Staff	As long as it offers the same services and is safe. I'm okay with it
Individual	Staff	If clustered in a way that would work yes
Individual	Staff	In terms of budget reduction - it seems a valid option. The staffing effect is unclear
<b>Need further information</b>		
Individual	Staff	What level of services will be delivered locally
<b>Target deprived wards</b>		



Individual	Staff	<p>I think the clustering arrangements for the 3 most deprived wards needs to be looked at again as this is where the most need is regarding vulnerable families. There lead centre model is good provided the support is there to link appropriately to the associate centres; but there must be good services at the associate centres which include universal families because this is how we capture the most vulnerable that are on the edge. We need to take into consideration, vulnerable families that tend not to travel far due to disorganisation, lack of motivation, no knowledge or understanding of geographical areas they live in (particularly in new to the area. These areas tend to have transient populations which affect the knowledge of the area i.e. they are not in the area long enough. Other vulnerable families because of cases like domestic violence will only travel certain distances in order to keep safe. The centre I am at is currently the most suitable and meets the family needs in term of location for contact arrangements. Any change in location of venue for supervised contact may be further away from the children's schools/placements will incur travelling time meaning they would lose out on quality contact time with their parents and be a further cost. In the current financial climate it is unlikely there will be a budget to sustain transport costs. The children's centre that currently accommodate supervised contacts are operating at full capacity and there are no other suitable venues for vulnerable families. The centre I am at currently has good security to support contact and is central to a lot of services because of the good transport links.</p>
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**Q9 We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough**

Respondent	Group	Comment/idea summary
Against cuts		
Individual	Staff	I think it is a very bad move to make cuts in areas where babies, children and families could potentially be into dangerous situations because of the cuts
Individual	Staff	To provide services to give children a better start to their likes and expand their

		number of interactions with personal explore through play. This cannot happen if services are cut and their is such a need in our area.
<b>Against increase in fees</b>		
Individual	Staff	Your proposals that you have concerning the fees is highly unacceptable. Considering the cost of living has gone up, no pay rise for the past year and further pay freeze, the ongoing cuts in jobs in the future and the cuts in benefits, affecting those who are struggling with being offered a job but struggling with the cost of child care. This truly is outrageous. Families already struggling with fees and other rising costs around them have no other choice but to drop out of child care, and then the government will blame the services for failing (in Baby P cases)children because there should have been intervention earlier.
<b>Alternative model</b>		
Individual	Staff	Move away from networks, look at cc in relation to HV clinics and areas they cover and come up with an integrated model that clearly includes health partners as co-deliverer
Individual	Staff	For those that can, go back to being nurseries and extend the children core service by having more children in the centres covered by existing staff and managers
Individual	Staff	If some of the centres providing nursery placements, other areas at present being used for community groups could be used in increasing number of children that are being offered places due to a very large waiting list. additional places would benefit lots of parents within the community.
Individual	Staff	For the centres with nurseries, if reduced to providing a standard offer. The space used to provide previous children's centre services could be used to increase the number of children in the nursery.
<b>Centres should work with schools</b>		
Individual	Staff	A lot of work and effort was put into aligning with local schools by some centres. This in the end did not actually move far enough in terms of joint working by the local school for alignment to fully happen. The school declined to continue the process and the children's centre was left in limbo again. Why has this not been picked up

<b>Change composition of clusters</b>		again?
Individual	Staff	I think that current heads of centres should be consulted as some centres may already have formed alliances/relationships, with other centres that might be broken up in the case of the proposal pairing together certain centres which may not have previously had as much contact. I think this is neglecting to make use of the existing relationships and might cost more time, money and effort when spending the extra time that will require new trust and working relationships to be built when there are ready partnerships available and which deprived areas are already benefiting from.
Individual	Staff	I think that clustering children's centres is ok but for example Rowland hill could be a lead centre but I think it should be clustered with woodlands park, and Bounds Green and Come under Wood Green Cluster of children's Centre, rather than the proposed idea that they should merge with Broadwater farm C Centre. this is not a good idea as they are much further away and also they do not currently work with them, whereas they have worked over the last four years with the suggested Wood Green Cluster I mentioned.
Individual	Staff	I disagree with the current cluster model for the most deprived areas. it is too large a gap and needs a link between centres. Face to face contact does much more in the deprived areas as families tend not to have internet access.
Individual	Staff	Clusters of 3 or 4 centres, either in existing groups if working well or geographically based. No stand alone centres.
Individual	Staff	I do not disagree with some children centres in the west being closed as the level of deprivation is not as high as the north and south. I also do not disagree with the remaining children centres in the west to re-structure as one lead centre and linked centres. However, the same cannot be done for children centres in the north and especially not in the south. I think the centres in the most deprived areas should continue as a stand alone with its own set of management teams and staff offering the full core offer. Linking centres to lead centres in the south and north will cause extensive damage to a lot of the hard work the staff have done to bringing families in

		and adapting services to reflect the needs of the community. You cannot treat all three networks as they are the same. They need to be reviewed individually as they have very different needs.
<b>Charge fees</b>		
	Staff	To continue operate and introduce fees for services to families who are on a high income to generate income/funds to be able to operator and sustain services
<b>Flexible children's centre arrangements</b>		
Individual	Staff	Clusters of centres offering and specialising in different services with small teams to allow you to get to know families, plan, monitor and review quality services and be available by families when needed.
Individual	Staff	A good working model would be part of the school and so part of the community; works as part of a cluster with a larger, older centre; contribute to decisions and stays open all day and has the services we need each day.
Individual	Staff	Perhaps it would be better for certain centres (based on their previous success) to deliver targeted services rather than each centre try to deliver everything. Finance could then be targeted at certain services and producing more effective outcomes. I think the current cluster model is appropriate.
Individual	Staff	The overall proposal would be more acceptable if the groundwork had been done - see last response. Generally agree with clustering for management, but other services now put in the "lead centre" staffing need to be kept local in the needier areas. And if centres in less needy areas are to be closed or reduced, there needs to be excellent outreach and information there to reach vulnerable people in those areas.
Individual	Staff	Clusters should: • Be large enough to achieve economies of scale. A cluster of 4 or 5 centres will use a smaller percentage of its funding in management costs than for a cluster of 2 or 3. • Make sense to the local community and still be of a manageable size e.g. a cluster shouldn't span barriers such as major roads or railways that will prevent local people accessing services on the different sites. • Have the capacity to ensure there is strong leadership. Staffing structures must be able to support

		<p>strategic planning, robust monitoring and evaluation and good finance practice. There is no rationale for centres operating in isolation – this approach will not support strong reflective practice in the long term. • Where possible include a range of children’s centres that have evolved out of different types of service (Nursery Schools/Early Excellence Centres, Sure Start local programs, Under Fives Centres, Primary Schools). This will best ensure that there is local expertise without an over reliance on the LA which will have diminished capacity. Each cluster should include at least one centre where there is really high quality childcare and very good practice with the up-to-threes. There may be the potential for individual centres to specialise if local need demands this. Sites might become the focus for: ESOL; employment services; contact sessions; or health services depending on their configuration. The core offer will be delivered across the Cluster not on a centre-by-centre basis. • Consider having a range of opening times across the sites facilitating new ways of working. Some could have all year round opening (perhaps those with childcare which need to be open all year anyway) and others might be term time only (school based). Some may only be open for part of the week but offer regular Saturday opening. Staff contracts should reflect this. Providing that regular and reliable patterns of opening are established it wasn’t felt this would present a problem to users. Individual centres should be: • Open only when there is sufficient staffing on-site to provide a high quality and safe service. This means more than one member of staff on-site including someone with sufficient seniority to deal effectively with safeguarding issues. • Fully integrated into their host school. The host school will have day-to-responsibility for: the staff working at its children’s centre and safeguarding arrangements. The senior member of staff in the children’s centre should be part of the senior leadership team at the host school and staff from the school (e.g. SENCO, Inclusion Co-ordinator, Early Years Co-ordinator) need to see the Children’s Centre as an important part of their remit. Governors from the host school should be part of advisory boards that oversee local arrangements and cluster-wide working. There should be a financial relationship between each school</p>
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Individual	Staff	and the Local Authority to promote local ownership. Children centres were first set up in the most needy areas. All children should have right to a good equality service offer! we need to look at staffing structure in work places!! all the services we provide are already need by local families
Individual	Staff	I hope all the centres will deliver a service according to needs of parents carers child. If staff, could have opportunities to be placed in other centres, where staff have taken redundancy
<b>Focus on having centres in the most deprived areas</b>		
Individual	Staff	Areas with low levels of deprivation should be closed, leave the CC open in the areas that have high levels. The CC that are left should be used as hubs for training families and educating staff.
Individual	Staff	I don't have any other ideas for a model for the borough, as I don't think it is my job to. I agree that the management should be shared, but that each Children's Centre (ideally in the most deprived areas) would have the basic 'front line' staff to be able to continue as close to normal service, at the very least an Admin/Info Officer to advise/data analyse/publicise and a Community Nursery Nurse to run the services.
Individual	Staff	Ensure all children centres that are in deprived wards are not closed or essential services continue and therefore local communities futures are secure. Consider a model that has fully consulted with residents, maintains good communication between the council, centres and local communities to ensure current and future standards for the borough are maintained.
Individual	Staff	I think that staffing and resources must be applied in relation to IMD. I also think that although the resources must be targeted at the most vulnerable there must be a balance for a universal service that does not stigmatise groups of vulnerable children and families.
<b>Let centres decide how to cut their own budgets</b>		
Individual	Staff	I think all children's centre should not be closed or grouped together with other centres. I think the centres should have there budgets cut and the individual centres decide how the money is spent in there centres. It may mean losing some of there

		<p>services and maybe changing there staffing structure in individual centre or maybe having more staff working part-time. But if this is done once the cuts are over and the money starts being put back into children centres budgets they can all start running again as they were.</p>
<p><b>Maintain current cluster arrangements/established centre relationships</b></p>		
Individual	Staff	<p>The already clustered Centres i.e. Woodlands Park, Downhills, South Grove, The Ladder and Broadwater Farm should remain clustered. They are already working closely together and run in very similar ways, complementing each others services and doing joint community events. Don't split this cluster. The other centres should be clustered around them. DO NOT cluster South Grove with the Triangle. Just because they are geographically close, does not mean they will work well together. The two centre's are completely different, run in different ways and are viewed by the community completely differently. This clustering would be detrimental to way the community uses South Grove.</p>
Individual	Staff	<p>Perhaps there is more scope for building on the existing clusters, where strong relationships have developed between centres. Although there were initially 'lead' centres within this model, the clusters have been non-hierarchical, supportive and mutually beneficial, with many cross-cluster services being developed to avoid duplication of provision. It would be a shame to lose these relationships and networks by creating new (smaller) clusters which in many cases have no connection to the existing ones so would require starting from scratch.</p>
<p><b>Need more staff/concerns about staffing</b></p>		
Individual	Staff	<p>To run properly a Children's centre and keep staff motivated, should be enough cover so everyone can do their job properly. 1 admin post is not enough for all the work that involves supporting staff, management and community.</p>
Individual	Staff	<p>clusters will not work Having an information / outreach post will not work because they are different roles, but both are needed at a children's centre delivering the full core offer</p>

Individual	Staff	I am concerned about the level of staff on the ground to deliver a service to all parents in need and to ensure we provide quality of service. Unless there is a view of sharing of the 'offer' across centres then the model is not sustainable and will not meet the demand that we currently face with 19 centres. The models need to be locally driven and formed as we are the staff on the ground having to deal with the issues/demand currently.
<b>Require greater funding information</b>		
Individual	Staff	without details of funding it is impossible to suggest other models for children's centres. how can you consult with staff when they don't have the full details.
<b>Shared management</b>		
Individual	Staff	Shared management across CC that keeps as many front line staff in a CC to enable services to the most vulnerable/disadvantaged is vital

**Q12 If no, which roles do you think should be included in the core staff team?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Multiple roles</b>		
Individual	Staff	outreach and information officer roles should be separate and where's the finance officer post
Individual	Staff	Head of centre, deputy of centre, senior finance officer, nursery manager, teacher, inclusion officer, senior nursery officer, family outreach worker
Individual	Staff	A Manager and a Community Group Worker should be made available at each centre. Each centre, whether they are lead or not should have both of these roles. Families in the community need consistency in their lives and if they need help and support immediately, they need to know that someone they know will be there. It is no good having only permanent posts in the main centres. The community will not have the same faith and views about Children's Centres if these roles are removed.
Individual	Staff	Because of the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. a 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family



Individual	Staff	Support is delivered should be re-examined. Outreach worker, Information officer, reception/admin, finance officer, Early years worker
Individual	Staff	The model does not make clear what staff would be kept in each local (inc. associated) centre. In the lead core keep: Centre manager; Service co-ordinator; Outreach; teacher as EY quite for 2 year pilot. In each centre inc each associated centre keep admin / reception with information; early years / community delivery person with in-depth knowledge of local community of families.
Individual	Staff	Executive Head Evaluation and Monitoring Officer Community Services Coordinator Community Nursery Nurse Admin/Reception Information and Outreach Finance Officer
Individual	Staff	Firstly no mention of cleaners or site managers, both of whom are key to the maintenance and safety of the centre - no one will return to a dirty centre. Also it is impossible to say if the proposed staffing structure is adequate until job descriptions are available as roles and responsibilities need to be defined.
Individual	Staff	I. would like clarity of service co-ordinator and early year group co-ordinator roles? Are they the same? For centres with a nursery manager, does that role continue? ii. outreach and information officer roles should not be merged as significant differences and specialities in duties currently undertaken.
Individual	Staff	I think all the above working across although each centre should then have their own staff who work only in that specific centre. This should be; Nursery manager, room leaders, key people (nursery officers), curriculum coordinator/SENCo and any centre/ nursery assistants
Individual	Staff	Family Support workers are essential! Speech and language therapist are essential; we are getting children on open waiting list who are not speaking at age appropriate level! early years practitioners are front line staff!
Individual	Staff	Site management staff and finance staff office manager
Individual	Staff	Outreach and information officer should be 2 separate posts. How will the finance work.

Individual	Staff	Site Manager & Cleaner
Individual	Staff	Cleaner & Site Manager.
<b>Individual role</b>		
Individual	Staff	Creche workers.
Individual	Staff	Another Administrator, to support staff and management. Reception/ Administrator is a very busy role, in busy days, not much admin work is produce due to helping and dealing with parents/visitors to services, door opening and dealing with incomers and phone calls/messages. also expected to completed urgent duties are sometimes impossible due to lack of time to concentrate in task. Admin roles are essential to effective running of the centre as they support everyone inside the team and the community who comes for advice, help and sign-posting. Also necessary to cover for holidays, sickness, training and others.
Individual	Staff	there are so many staff working at the moment at children's centres doing various different jobs. If they go, who will actually run sessions where they are helping families and children? so I think there needs to be more roles included in the core staffing.
Individual	Staff	What about Outreach Workers I think that they play an key role in encouraging disadvantaged parents to come to the children's centre. I think that they should be classed as core staff.
Individual	Staff	this is very confusing as the model provides higher level of staffing than we have now even though this is a shared model? how does this staffing model fit council run centres?
Individual	Staff	The core staffing is OK but will not meet the needs of all centres, it must be done case by case
Individual	Staff	I think there needs to be an increase in the admin staff to support face to face contact with the community as they are the first point of contact. They would also need to support the administrative functions within the centres allowing other staff to do their work without being called to cover the reception areas. This is costly and a misuse of managers time.

Individual	Staff	All the above but Reception/Admin should be separate, also in order to make things a bit more feasible allow children centres to have term times like schools and if they wish they can have the option of running a term break club for shorter hours.
Individual	Staff	there needs to be a separate outreach person and a small bank of creche workers to support groups across a cluster
Individual	Staff	It is not so much about roles, but about ways of working and for the areas of highest deprivation is about being able to work deeply and reach in the locality. I am not sure this structure alone will do this.
Individual	Staff	2 early year workers for each centre
Individual	Staff	Head of Centre
Individual	Staff	I don't know as I have not seen the job descriptions for these jobs
Individual	Staff	the core staffing seems almost larger than it is currently. There is also no information on what the staffing would be for the other centres which aren't necessarily the lead centres.
Individual	Staff	I am not sure what a 'service coordinator' is, having not come across this term before. I would think more than one admin/receptionist would be needed, as each centre would need a F/T person for this role. The same would apply to the role of information/outreach worker - particularly if the existing role of outreach worker is to be eliminated and combined with info worker. The requirements of the info worker in terms of what data needs to be collated and recorded would need to be reviewed to clarify the workload for this role. Presumably the family support worker role would still be managed centrally under this proposed model.
Individual	Staff	Proposed staff does not include site management or cleaning staff, even though this may be percentage of costs it is still essential. I have a concern about the monitoring and evaluation aspect of Children's Centre delivery. With reduced staff there needs to be some thought about this aspect. Though an element of this is built into these roles. there is a real capacity issue.
Individual	Staff	What about the nursery managers and site manager post? I also think that the Information Officer and Outreach Worker should not be amalgamated, as this is two

		separate jobs with different roles and responsibility. This wouldn't work in the some centres with high deprivation as this would mean one person taking a high volume of caseloads.
Individual	Staff	not sure
Individual	Staff	I think that if a formula was devised in relation to the levels of deprivation in each area, then each cluster should be able to decide on the staffing which is most appropriate to meet the needs of the families it is serving.
Individual	Staff	However the EYGC post is a vital full time post in supporting families in the areas of high deprivation. It also supports safeguarding.
Individual	Staff	Nursery Manager
Individual	Staff	Nursery Nurse
Individual	Staff	But also keep experienced nursery staff
Individual	Staff	Nursery officers provide care and the support to both families and children
Individual	Staff	Nursery officer also provide important support to children and families
Individual	Staff	More early years practitioners - it is essential to have at least two early years staff running groups. It is a form of early intervention, observation and opportunity to direct to other services. Also for safeguarding
Individual	Staff	Where is the finance officer
Individual	Staff	Early years worker
Individual	Staff	One to one family worker.
Individual	Staff	Family Support Worker

**Q13 Are there any other compositions of the core staff team that should be considered?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Admin workers</b>		
Individual	Staff	1 extra admin role, full time or part time for support.
<b>Community Group Worker</b>		
Individual	Staff	Community group worker.

Individual	Staff	Group Worker should also be central to the core staff team as this is main bulk of the delivery.
<b>Create multi-disciplinary teams</b>		
Individual	Staff	I believe there should be a more radical approach with really multiple disciplinary team with real commitment from all agencies.
<b>Deputy manager</b>		
Individual	Staff	yes the deputy role as this person works across services.
Individual	Staff	See before - need to include cleaners and site managers. Also, a centre based Family Support Worker who works with families before they reach 2b is essential. An Early Years Professional may be a better option than a teacher as many Early Years Teachers are not happy with working with under 3 year olds.
<b>Head of Centre</b>		
Individual	Staff	Get rid of Family Support Workers. Information and Evaluation Officers are not essential. A manager at each centre is vital as each centre serves a different community and it should be the manager of each centre's role to know what the families in the community need and how the centre can support them.
Individual	Staff	Head of Centre. Alignment of these posts in all Children's Centres to ensure equity in both pay and conditions.
<b>Integration with host school</b>		
Individual	Staff	The model of working needs to be fully integrated into their host school. The host school will have day-to-responsibility for: the staff working at its children's centre and safeguarding arrangements. The senior member of staff in the children's centre should be part of the senior leadership team at the host school and staff from the school (e.g. SENCO, Inclusion Co-ordinator, Early Years Co-ordinator)
<b>Need Outreach worker</b>		
Individual	Staff	More outreach workers in deprived areas
Individual	Staff	The outreach worker or family support worker should be able to do contact sessions for those centres that have contact because the current system is really stretched

		with social workers.
<b>Outreach manager</b>		
Individual	Staff	Outreach Manager should be included in this as without them things would not run smoothly with regard to the outreach team.
<b>Receptionists essential</b>		
Individual	Staff	Receptionists are essential, whether the centre take on volunteers and are supported by the borough thus providing opportunities for local families to get work experience. But using a information officer as a receptionist is a waste of money and waste of valuable time.
<b>Shared management but not front line</b>		
Individual	Staff	Management could be shared, but not the front line staff

**Q14a Which other job roles do you consider to be essential for effective multi-agency/partnership service delivery from children's centres?, please specify**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Administrator</b>		
Individual	Staff	Administrator
<b>Community Group worker</b>		
Individual	Staff	Community Group Worker
Individual	Staff	Community group worker.
<b>Community Nursery Nurse</b>		
Individual	Staff	I think a Community Nursery Nurse is key to the success of any children's centre as is an Information Officer.
Individual	Staff	Community Nursery Nurse (EYGC in this model)
<b>Deputy Head of Centre</b>		
Individual	Staff	Deputy
<b>Early Years</b>		
Individual	Staff	Early years Practitioner

Individual	Staff	Early years worker
Individual	Staff	Early Years Practitioners
<b>Family Support Worker</b>		
Individual	Staff	Family Support Worker working at levels 1 & 2a. Some of the positions above can be shared across centres, other need to be based at each.
<b>Group co-ordinator/worker</b>		
Individual	Staff	group co-ordinator/worker
Individual	Staff	Group Worker SENCO
<b>Health partners</b>		
Individual	Staff	With health partners through strong SLA and named lead person for each cluster.
Individual	Staff	Dental advisor Contact team Community health advisor
<b>Inclusion officer</b>		
Individual	Staff	inclusion coordinator finance officer
Individual	Staff	Inclusion officer
<b>Information Officer</b>		
Individual	Staff	information Officer
Individual	Staff	information
Individual	Staff	Information Officer
<b>Nursery Officers</b>		
Individual	Staff	Nursery Officers
Individual	Staff	Nursery officers
Individual	Staff	Nursery officers
<b>Other</b>		
Individual	Staff	SENCo

**Q16a Which other service do you consider to be essential in supporting improved outcomes from children?, please tell us**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>ESOL provision</b>		

Individual	Staff	Funding to support our creche provisions and ESOL Provision for pre entry and entry level 1 learners needs to be funded by LA like e.g. family support workers
<b>Family Support Worker</b>		
Individual	Staff	Someone available whenever the centre is open for a parent in crisis to talk to - a centre based family support worker
<b>Health Visitors</b>		
Individual	Staff	Health visitors - one year and two year clinics
<b>Outreach</b>		
Individual	Staff	Outreach: Advice and adult learning delivered through partnerships - inc ESOL which needs to be seen as outreach pathway into other services; Voluntary sector esp. important as outreach into local communities
<b>Teenage pregnancy</b>		
Individual	Staff	Teenage pregnancy support
Individual	Staff	specific services for vulnerable groups such as teen parents
<b>Q17 What services, if any, do you think could be charged for?</b>		
<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>All / multiple</b>		
Individual	Staff	massage, yoga, music sessions
Individual	Staff	Stay and Play, Parenting programmes
Individual	Staff	mum and baby yoga, baby massage, music and movement
Individual	Staff	stay and play and some antenatal/ post natal support in SAO's it should be donation only
Individual	Staff	Baby Massage, Adult Education, Creche places, mini music.
Individual	Staff	In the most deprived areas, childcare only. In the affluent areas, many parents could afford to pay for things like stay and play, adult education/training. But there would



		be some parents even in the well-off areas who might be excluded by this.
Individual	Staff	Childcare Adult education training
Individual	Staff	Stay and Play; Childcare
Individual	Staff	Stay and play session, childcare
Individual	Staff	A small fee could be charged for stay and play drop ins ESOL classes.
Individual	Staff	A small charge could be made for stay and play sessions or parenting programmes
<b>Childcare</b>		
Individual	Staff	childcare
Individual	Staff	Childcare
Individual	Staff	Childcare
<b>Means tested payments</b>		
Individual	Staff	stay & play sessions, first aid, yoga ,music sessions etc for working higher income families but free for families in receipt of benefits
Individual	Staff	As Children's Centres should be available in the most deprived areas and for the most vulnerable families, NO services should be charged for. If centre's are continued in the richer areas of the borough then they should be made to pay to support the more deprived areas.
Individual	Staff	None as vulnerable families will not be able to afford to pay and therefore will not access the services they need. Some services could be provided on a means test basis
Individual	Staff	Stay and Play, post natal support groups depending on ability to pay
Individual	Staff	In affluent areas - childcare, Stay and Plays, Parenting programmes, adult and family learning, post natal and new parents groups.
Individual	Staff	Baby Massage, Stay & Play at a very small charge, creche for various sessions, Adult learning. All charges should consider the families circumstances or if they have been referred.
Individual	Staff	Maybe some stay and play sessions and parenting classes in some of the affluent area, where paying for these programme wont be a problem.

Individual	Staff	depends on the area and the need of the family. it could be income based. stay and play and childcare could be payable.
Individual	Staff	It should depend on family - if they are working? how much they are earning? most of our families are just about affording to pay fees I think services should be free for most vulnerable children and families
Individual	Staff	Family that are on high income to contribution stay and play sessions
None		
Individual	Staff	none, these services help develop children's social skills. I am highly against rubbish organisations such as world beaters since I feel they provide limited resources whilst wasting Centre resources printing pictures. For children that have difficulties include them otherwise get rid of them they are wasting our money
Individual	Staff	none
Individual	Staff	None in an area of extreme deprivation and all in more affluent areas
Individual	Staff	I don't think that these should be charged as they are services which ensure the well being of the borough's deprived families.
Individual	Staff	None if you want to reach vulnerable and disadvantage community members.
Individual	Staff	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	Staff	In our area none
Individual	Staff	None in needy areas. If centres are doing their job, their venue should be full to capacity with needed services. If it's something some people might not really need, there's not room to prioritise it. In wealthier areas, if a venue has space, perhaps it could respond to local demand for a pay-to-use service. But the risk is further isolating any needy people living in that area.
Individual	Staff	None. This is a regressive move and will lead to a two tier system
Individual	Staff	None-charges will affect many families ability to access essential services and will hinder family development for the most needy. This will only lead to increased social problems with already limited resources.
Individual	Staff	If there is a charge for services in the most deprived areas then parents and families

Individual	Staff	will not be able to access the services as they will not be able to afford to attend. Charging for services defeats the object of targeting the most vulnerable and the charging for services add a layer of financial management that would need to be carefully thought about e.g. who collects money, how is this banked etc.
Individual	Staff	In area of high deprivation this is not an option
Individual	Staff	None.
<b>Stay and Play</b>		
Individual	Staff	Stay and play. Baby massage. Contact sessions? Do SW have to pay for other venues where contact may take place? Perhaps there could be a nominal charge to cover basic costs like heating, lighting, cleaning.
<b>Voluntary contributions</b>		
Individual	Staff	I do not think that parents should be charged for any services, as many parents are unemployed and living in poverty however, they only suggestion I would make is that people contribute voluntarily for each session e.g. £1.00 per stay and play session.
Individual	Staff	Universal. but I'm not keen on a set charge, I favour voluntary contributions
Individual	Staff	We can ask parents for voluntary contributions. some may be able to contribute more than others but this should not stop families from accessing services if they can not afford it.
Individual	Staff	stay and play £1 per session, childcare, adult education and training.
<b>Yoga</b>		
Individual	Staff	Drop in groups, debutots, baby yoga

**Q18 How should the established relationships with professional partners and commissioned services be maintained to ensure effective service delivery?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Advisory boards</b>		

Individual	Staff	Advisory boards, Vulnerable children meetings, through Governance structures/ boards
Individual	Staff	Through a system of advisory boards and local committees. Local ownership is crucial Relationships at a strategic level between partners have to be strengthened as this has been a persistent weakness in the last 5 years
Individual	Staff	By not radically changing the established clusters! It has taken some years to build these relationships, and one of the most effective ways has been by including partners in regular cluster managers' meetings - we have been able to look at needs across clusters and plan services accordingly. It would make sense to merge local planning groups (advisory bodies) with cluster meetings though. More use could also be made of borough-wide CC managers meetings too.
Individual	Staff	Regular governance or local advisory group meetings at all centres including staff from associated centres
<b>Children's centres to continue to deliver services</b>		
Individual	Staff	with all centres offering the same services
Individual	Staff	Children's Centres should still be the hub of delivery from partners such as HV, Midwives, Community groups, adult learning, parenting workshops etc
Individual	Staff	Continue to build on the work the children's centres have started
Individual	Staff	Do not change existing arrangements-where systems are effective change is not necessary. It will create unnecessary problems.
<b>Develop Service Level Agreements with clear outcomes and monitor progress</b>		
Individual	Staff	Service level agreements with clear outcomes that is reviewed on a quarterly basis
Individual	Staff	Re-negotiate the SLA's to ensure effective working and commitment to deliver services.
Individual	Staff	Service level agreements , with agreed outcomes, this will be monitored on a quarterly basis to ensure that family's are being supported adequately
Individual	Staff	Strong borough wide SLAs (with health, CAB, HARTs, CARIS, Voluntary playgroups) which describe how it looks on the ground, with delivery data which can be measured and a particular person/ post which is accountable to each cluster. There

		also needs to be recognition of the long standing community engagement and commitment of the voluntary playgroup sector, as one which has delivered value-for-money and sustainable, highly regarded services which have responded well to local need over many years, adapting cooperatively to many demands and changes. I think to withdraw their funding for 2 year pilot at this stage is shabby and foolishly short sighted, esp. given that the 2 year project is to be expanded in a couple of years. To give them a chance to survive this couple of years would be more prudent and fair.
Individual	Staff	Ensuring that they are part of the process of change. Monitoring the input of the SLA at Local Authority level or ensuring transparency between the monitoring and delivery of service to ensure effective service delivery.
<b>Do not change from existing model</b>		
Individual	Staff	I think there needs to be service level agreements whereby expectations are discussed at the beginning. Also to ensure that the partners that are used benefit the service including Citizens advice, Midwife, health and Family Support service.
<b>Improved communications</b>		
Individual	Staff	heads of overall services should communicate better. Better inclusion from the NHS staff is needed, if you look at tower hamlets NHS services are completely integrated with the Centre. Though PCTs are being scrapped health workers should be pushed to work alongside CC. Better networking with housing offices and job centres
Individual	Staff	Communication must be something that is adhered to by all so as to make sure that service is delivered as effectively as possible. Also, regular meetings should be set up with goals discussed by all and taking input from everyone. Any and all changes should be discussed by professional partners and agreed to by all etc.
Individual	Staff	Involve in consultation, maintain good professional working
Individual	Staff	This is more achievable in larger clusters - already we have participation from the Health Visiting team in our existing children's Centre cluster meetings, and this could be maintained in a future setting.

Individual	Staff	There needs to be clarity and transparency of what we are paying partners to deliver and this needs to be agreed at Local Authority Level. There needs to be clear data to show that the agreed targets are being met and sharing of information that results in better outcomes for families. Once this is established, local arrangements can be made and relationships built to deliver.
Individual	Staff	All relationships with professional partners and commissioned services should be maintained as much as possible to help provide as many services as possible, especially as many have been withdrawn due to the Government cuts.
Individual	Staff	Shared communication
Individual	Staff	good communication
Individual	Staff	effective communication
<b>Other</b>		
Individual	Staff	I think the government should carry on funding the above in the most deprived areas, as they provide vital support for many parents living in poverty.
Individual	Staff	Possibly consider charging service users and honouring some payment to partners in order to continue delivering the service.
Individual	Staff	Commissioned centrally and managed on a day to day basis locally in a Children's Centre
Individual	Staff	You can't, it is not going to work. How can you provide the same or better services with less or no staff.
Individual	Staff	we do not understand what is meant by this.
Individual	Staff	By management of each centre.
<b>Partners co-located</b>		
Individual	Staff	Partners should be based in the centre's and should have regular drop ins rather than appointments.
<b>Simplified working together</b>		
Individual	Staff	Simplified communication/paperwork, transparency
Individual	Staff	continue to work together to provide the best outcomes for the vulnerable families.

Individual	Staff	keeping the most vulnerable families our focus. more cohesion of vision at strategic level. centre level management of services including outreach and FS.
Individual	Staff	Through partnership meetings
Individual	Staff	This is key to provide any services in the new climate of reduced funding. Partnership must be embedded in a new way of working, this must include clear scope for co-delivery of services
Individual	Staff	Organising joint projects and workshops, signposting and making referrals, attending team meetings and sharing information.
Individual	Staff	I think that each new cluster should have the opportunity to meet regularly with all other partners to discuss shared cases they are working on.
Individual	Staff	Regular meetings; There should be a framework on computer so all staff can keep updated with family/children information
Individual	Staff	regular ongoing meetings, information ongoing
Individual	Staff	Regular meetings with all agencies involved
Individual	Staff	important to keep links in the effort of budget cuts

**Q19 Do you have any other comments about the proposed changes?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Against increase in fees</b>		
Individual	Staff	How can people on low incomes afford such high cost of childcare, that's to be introduced. I know we have child tax credits in place but that's been reduced and for couples both working on low incomes its going to be a struggle.
Individual	Staff	Don't like this proposal change. The fee because the area we are in
<b>Concerns about composition of clusters</b>		
Individual	Staff	I'd urge the reassessment of grouped centres i.e. lead children's centres and their proposed associate children's centres. I think it should be based on more than location and that existing relationships between the centres be considered/taken into account in the context of this proposal.

Individual	Staff	I would like to reiterate that the proposed model falls between the two fields:- neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes the balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.
Individual	Staff	I think the proposal to link more than 2/ 3 centres together will result in gaps in services and early identification all staff in centres provide a front line service and work with children and families
<b>Concerns about staffing</b>		
Individual	Staff	very unhappy there CC are being reduced and staff are being left not knowing how and when jobs will be effected
Individual	Staff	to make sure that there is enough staff to support services.
Individual	Staff	If children centres are not staffed adequately, they will not be able to deliver the full core offer , where it is stated that they should be, . where their are cuts to staff in centres there will also be a cut in services that are currently being delivered.
Individual	Staff	The proposals could have : been more realistic; with more decisions taken much earlier; with prior discussion with governing bodies to achieve a greater degree of co-operation; included information to staff (and for governing bodies) about the standard of equitable and transparent processes for job re-deployment which are expected in council services - not just for the benefit of staff, but to ensure that best services are deliverable after the restructuring. (If governing bodies are left to scabble over piecemeal apportioning of jobs according to budgets, this may not achieve best services and many staff with good CC experience may be lost).
Individual	Staff	Adequate staffing must be maintained at centres for when families arrive in crisis at the same time as services are running and time can be given for staff to reflect and receive informal supervision. Staffing levels must also remain adequate so that safeguarding procedures can be maintained. A minimum of 3 fulltime members of staff must be available when centres are open. School based centres could be open



		<p>only term times and some centres who do not offer any kind of childcare could be open part of a week only to reduce costs but this needs to be clear for the user. Communities take several years to build trust with professionals and therefore, where possible, existing staff should stay in their current community. School based centres must integrate with their schools and leadership and governance be shared. This will not happen with the current proposed changes.</p>
Individual	Staff	<p>I think very sad that after building up such brilliant family support and work in our Children's Centre we can possibly lose all this by making such drastic cuts</p>
Individual	Staff	<p>I don't think the consultation takes into consideration each centre and how they work. I know they want to consolidate all the centres to have the same set up, but there is a reason why it doesn't at the moment. In our case we currently only have two members of full time staff and we are still managing to run as many services as possible. I think it would be quite impressive if you are able to cut our staff into any less and still expect us to provide the same standard of services. That will go for all centres that haven't been proposed as lead centres but will still be expected to provide a 'full service', the staffing should be spread across all centres so that everyone can provide more or less the same level of services (although still focusing on the more deprived areas, even if this means closing other centres in more affluent areas).</p>
Individual	Staff	<p>I think if there is restructuring of staffing it is important to ensure that staff are asked questions in the interviews about identifying vulnerable families as often staff are unable to identify these families and so slip through the net when they should be CAF for additional support. Also to be fully trained with CP issues and to be able to identify the thresholds.</p>
Individual	Staff	<p>The proposed changes will mean service quality will be reduced, i.e. reduced staffing. Staff will be taking on more responsibility and may fee they do not have a "base" or the relevant support from their managers</p>
<b>Focus on early intervention and prevention</b>		
Individual	Staff	<p>The focus of children's centres should be early intervention prevention work so that</p>

		parents do not go up the triangle of need
<b>Introduce fees in less deprived areas</b>		
Individual	Staff	Whilst I am aware under the current financial constraints cut backs are necessary I believe if we can introduce fees in less deprived areas and continue to deliver as much of a service as we can in areas where we have a high level of vulnerable families will be very beneficial.
<b>Local ownership</b>		
Individual	Staff	Local ownership is the key driver to ensure full participation. Children's centres and their host schools know their communities best and have untapped capacity to support the delivery of children's centre services. Staff who are working flexibly across centres (e.g. Family support workers) should be managed locally and not be part of centrally managed teams except for clinical supervision
Individual	Staff	I think it is really important to build on what has been developed over the past 5+ years and not lose the knowledge, skills, networks and relationships that have evolved, particularly at the level of existing clusters.
Individual	Staff	The models need to be locally driven to ensure the needs of each area are considered a 'one size fits all' approach will not work. Clear financial information would be a positive start
Individual	Staff	I think there may be other models of working as early years across Haringey which have not been considered. What has happened to the linking joining up to local primary schools in Wood?
<b>Make no changes</b>		
Individual	Staff	Leave our children's centre as they are. They are needed to make a difference in children's life.
<b>Other (e.g. training opportunities, more childcare places, work with partners)</b>		
Individual	Staff	Provide ample opportunities for families to be able to train. At the end of the day money will be used to train these people but they may get employment and then pay taxes. In this gloomy time you need to provide hope to others but encouraging

		volunteering opportunities with free paid CRB for CCs.
Individual	Staff	If you work with partners you can still provide a substantial service But in order for us to support families with under 5's to access services like ESOL or parenting classes I feel a free creche needs to be provided but this is an expensive part of what we offer but has great benefit to the children attending.
Individual	Staff	Need to ensure there are plans being discussed re how the community service delivery works with the childcare aspect in some centres.
Individual	Staff	think about the bigger picture regarding the needs of families rather than money driven.
Individual	Staff	I think members of the public should have been more involved in the consultation process and hope their opinions will actually count towards the final decision making process.
Individual	Staff	it is a big step that is going to affect a lot of people in the community and staff. Haringey should have taken more time to consult and evaluate peoples opinions, views and suggestions.
Individual	Staff	Support for children with SEN and disabilities including speech and language should be part of standard offer as should stay and play sessions, they support transition into childcare in the centre.
<b>Target resources in most deprived areas</b>		
Individual	Staff	More childcare places including pilot places accessible for vulnerable families especially in the west where many families are more affluent and can afford other types and venues for childcare
Individual	Staff	Centre's in Haringey should be in the most deprived areas. It is the most vulnerable families that need the support and these families are in the east of the borough. The families in the west know how and where to access services and can afford services. The families in the east need the funding. Keep the east centres and get rid of the west.
Individual	Staff	I do not think that it is helpful to provide full service in some centres and a standard service in others. I think that this should apportioned to the areas most in need of

Individual	Staff	<p>services ( most deprived)with the most needs.</p> <p>If we start from the assumption that 2 year old pilot is what would be left in some centres, then we must ensure that HV, social workers and family support workers work together effectively to support the families. Also if this is all it is left for some centres, we need to ensure there is quality information disseminated to all potential referrers and nobody is left out.</p>
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## 8.3 Summary of responses from consultation meetings held with Children's Centre Staff

Theme	Number of comments	Percentage
Alternative proposal	2	2%
Closures	1	1%
Consultation difficult to understand	2	2%
Consultation period too short	2	2%
Consultation process	5	6%
Core staffing	9	10%
Fear link to community will be lost	3	3%
Fees	1	1%
Final outcome	1	1%
Financial query	3	3%
Full and standard offer	2	2%
Future role of Head Teacher	1	1%
Governance	4	5%
Other	2	2%
Panel comment	5	6%
Political situation	2	2%
Question composition of cluster	2	2%
Role of libraries	3	3%
Single status	3	3%
Staffing restructure	33	38%
Grand Total	86	

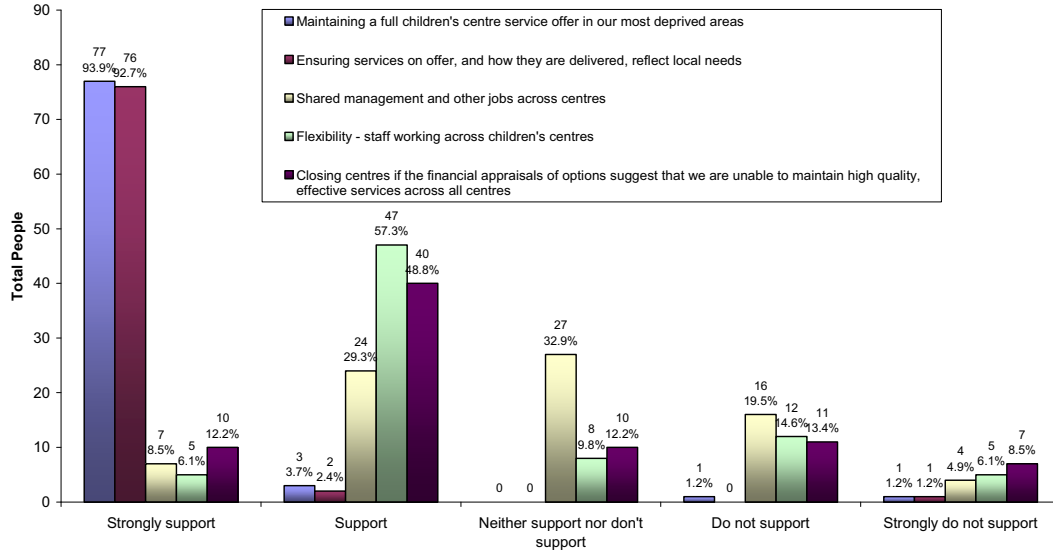
**8.4 Children's Centre staff consultation meeting dates**

1. **Wednesday 6<sup>th</sup> April 2011 10am-11.30am**  
Haringey Civic Centre  
High Road, London N22
  
2. **Tuesday 12 April 2011 4.30pm-6.00pm**  
Room G8, Professional Development Centre  
Downhills Park Road, London N17 9LN
  
3. **Tuesday 12 April 2011 6.30pm-8.00pm**  
Room G8, Professional Development Centre  
Downhills Park Road, London N17 9LN

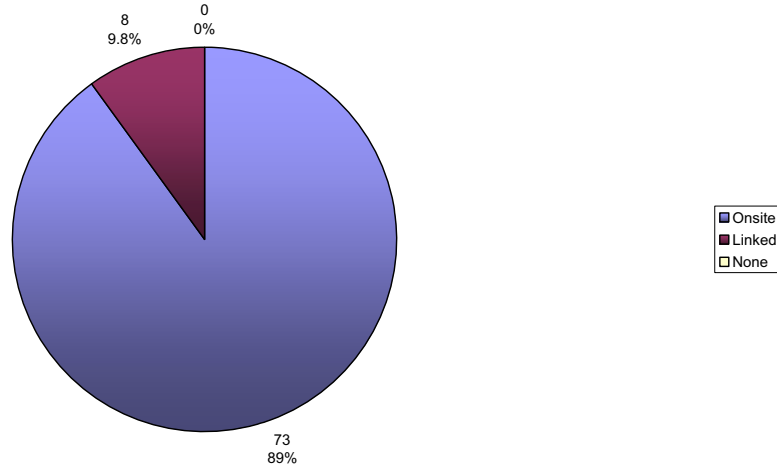
## Appendix 9: School Staff and Governors consultation responses

### 9.1 School Staff and Governors questionnaire results

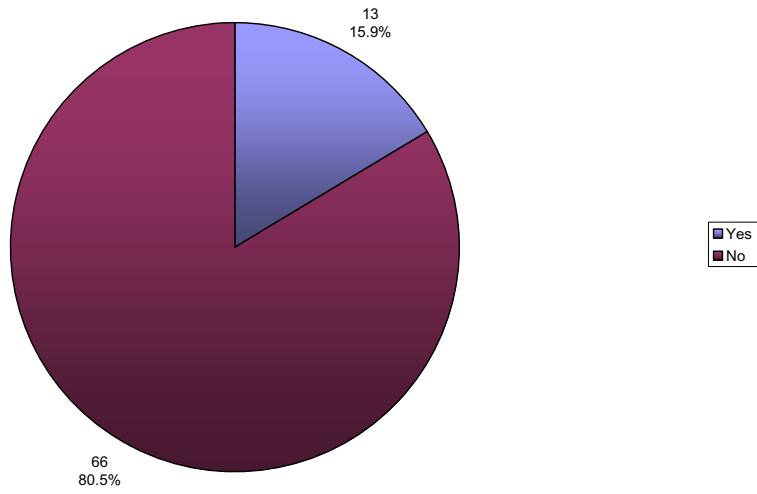
**Question 1: To what extent do you support the principles we have applied to the proposed changes? (Please select one option on each row)**



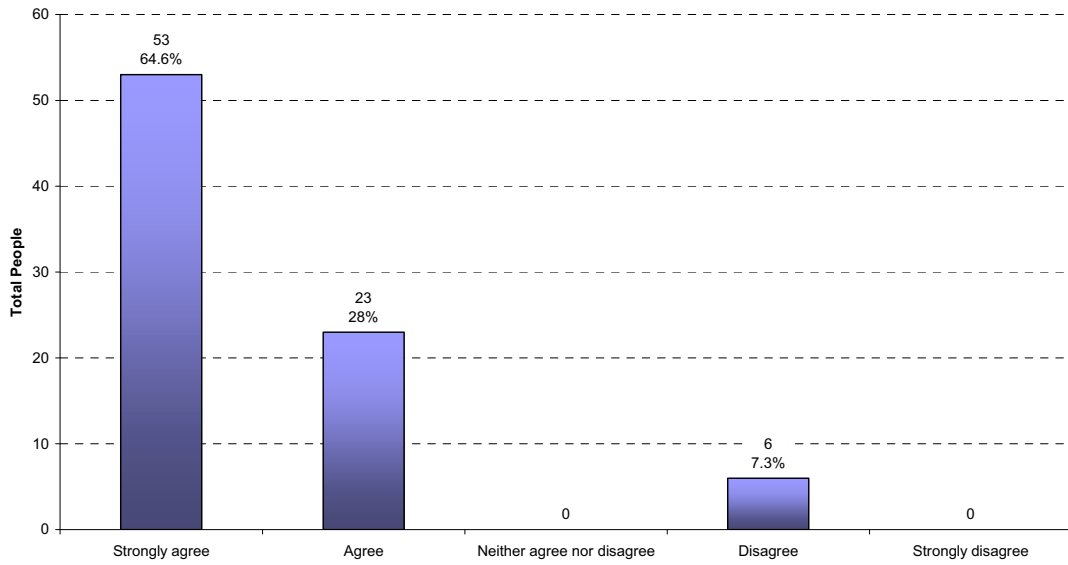
**Question 2: Do you have a children's centre on site or are you linked to a children's centre? (Please select one option)**



**Question 5: Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**

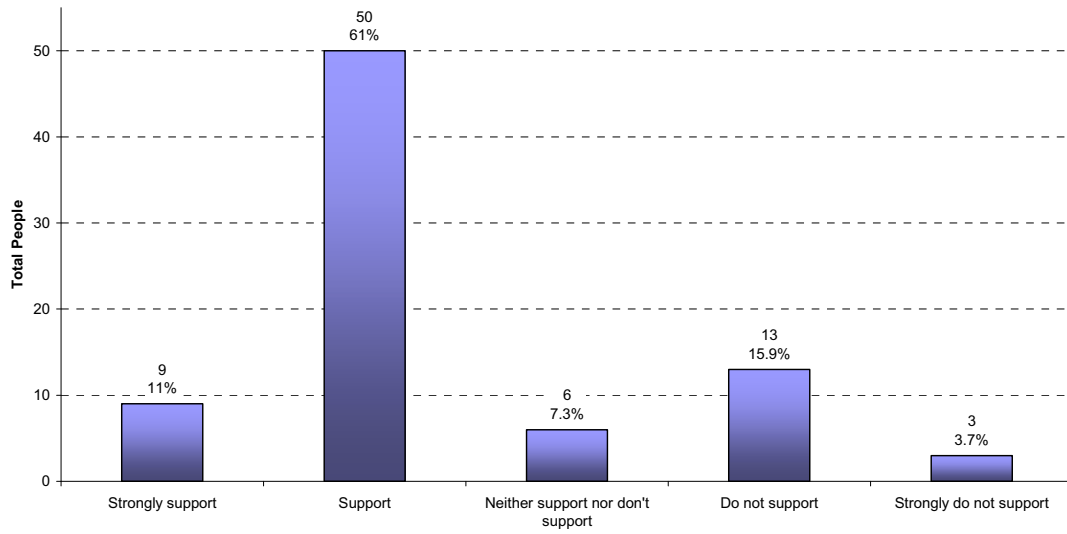


**Question 6: To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)**

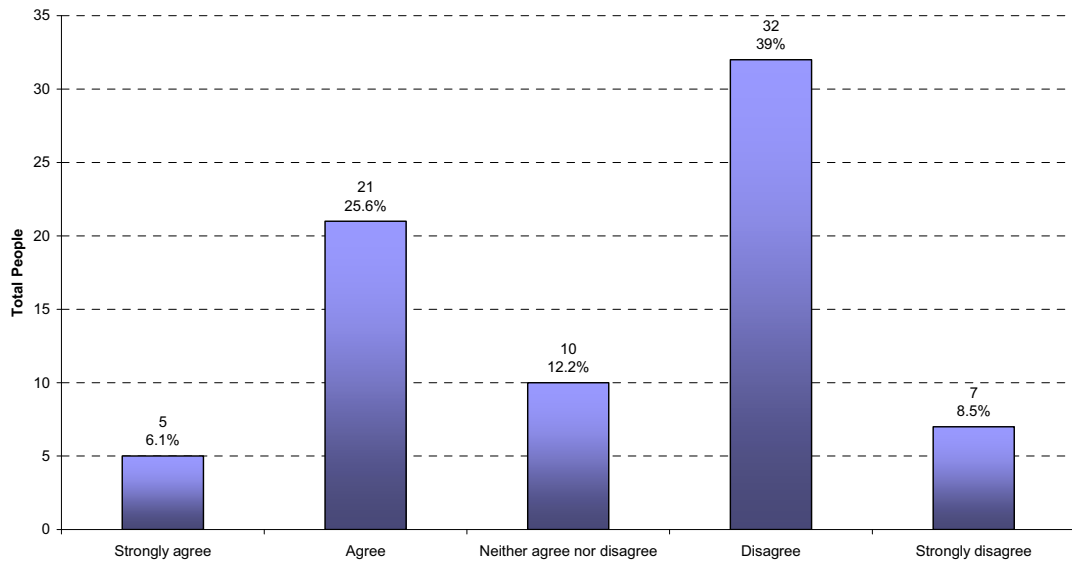




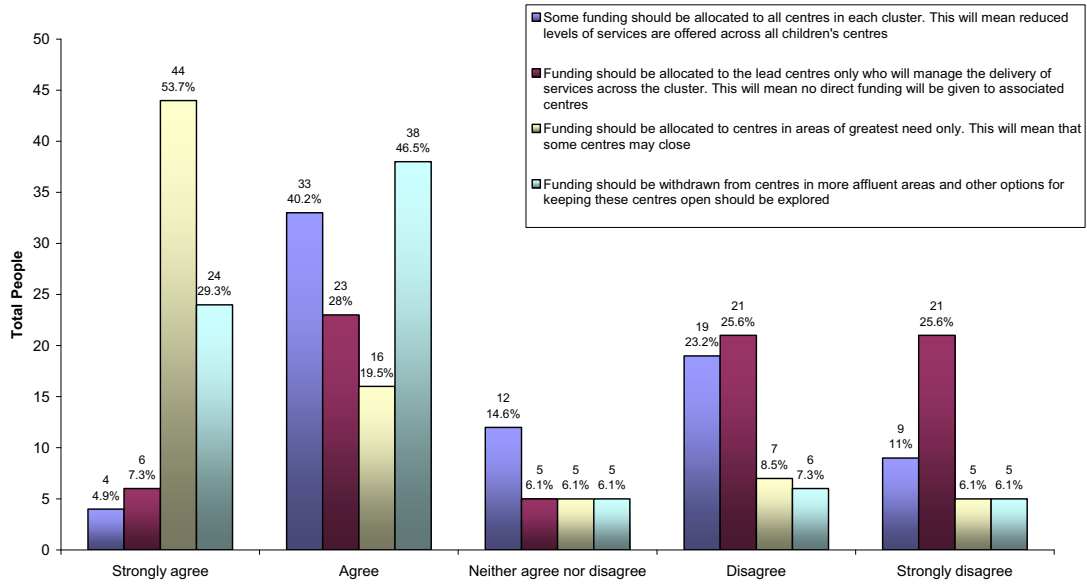
**Question 7: Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach? (Please select one option)**



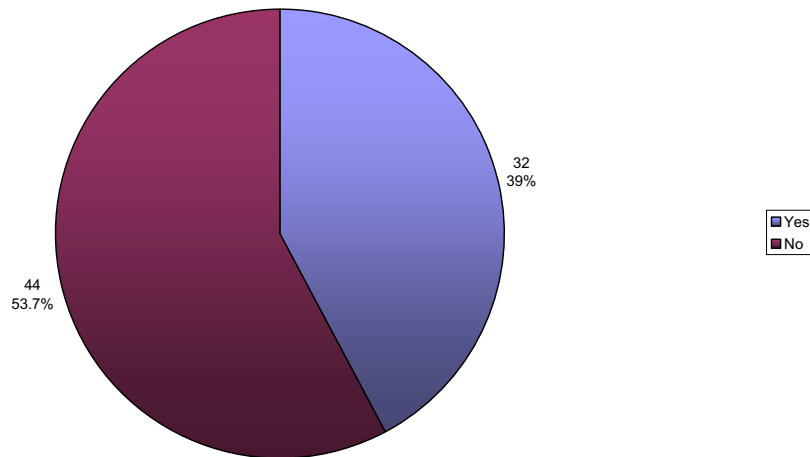
**Question 8: To what extent do you agree or disagree with the overall proposal shown in the consultation paper? (Please select one option)**



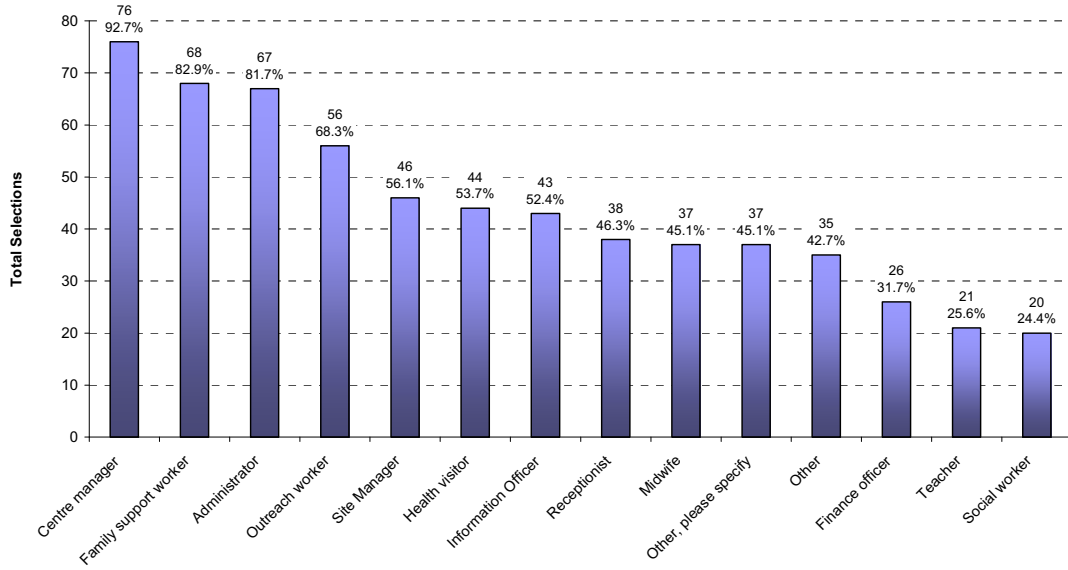
**Question 10: Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)**



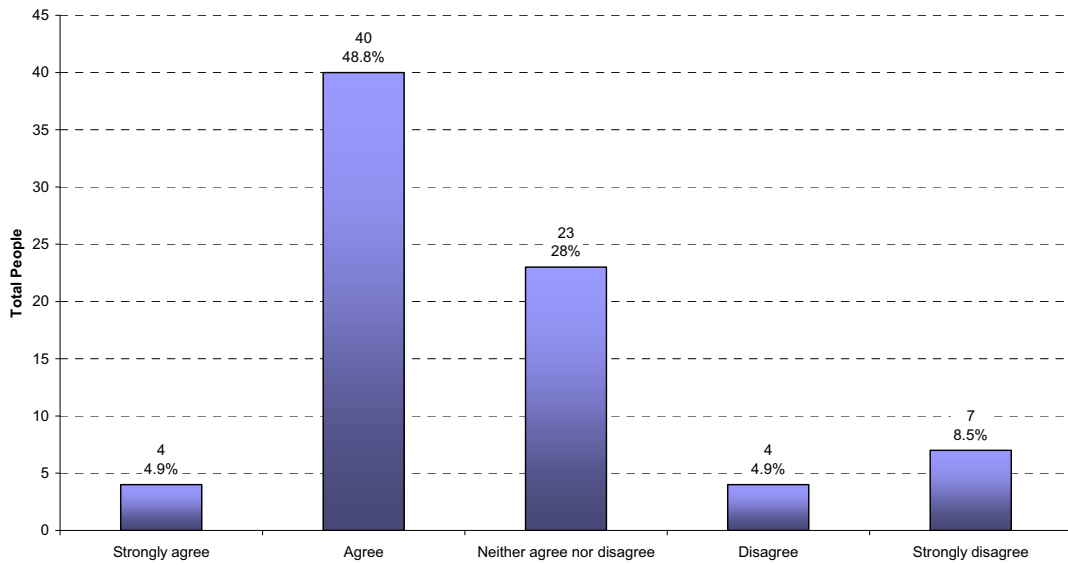
**Question 11: Is the proposed model for core staffing correct? (Please select one option)**



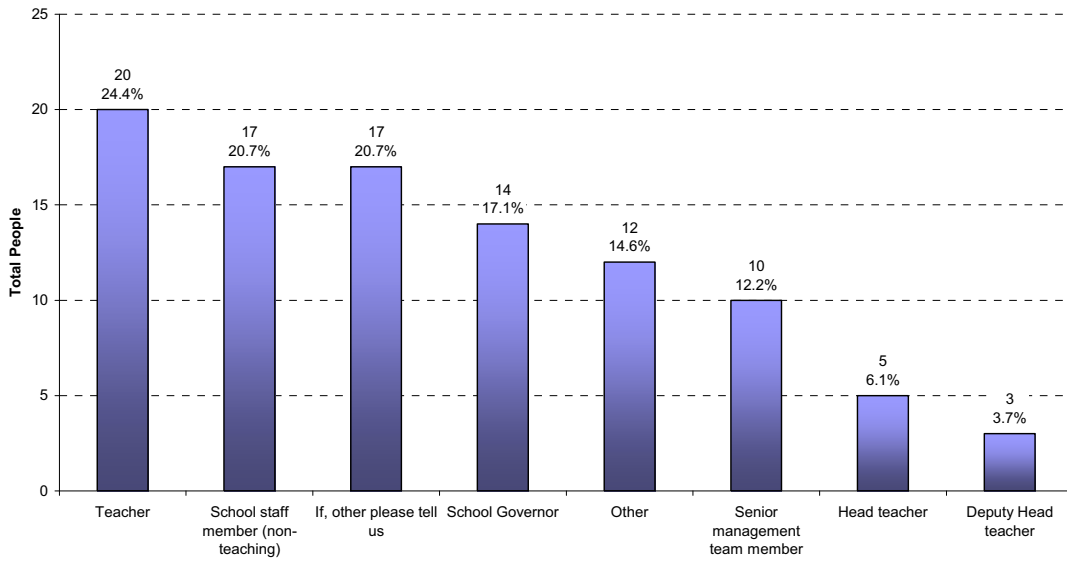
**Question 14: Which job roles do you consider to be essential for a children's centre to operate effectively? (Please select all that apply)**



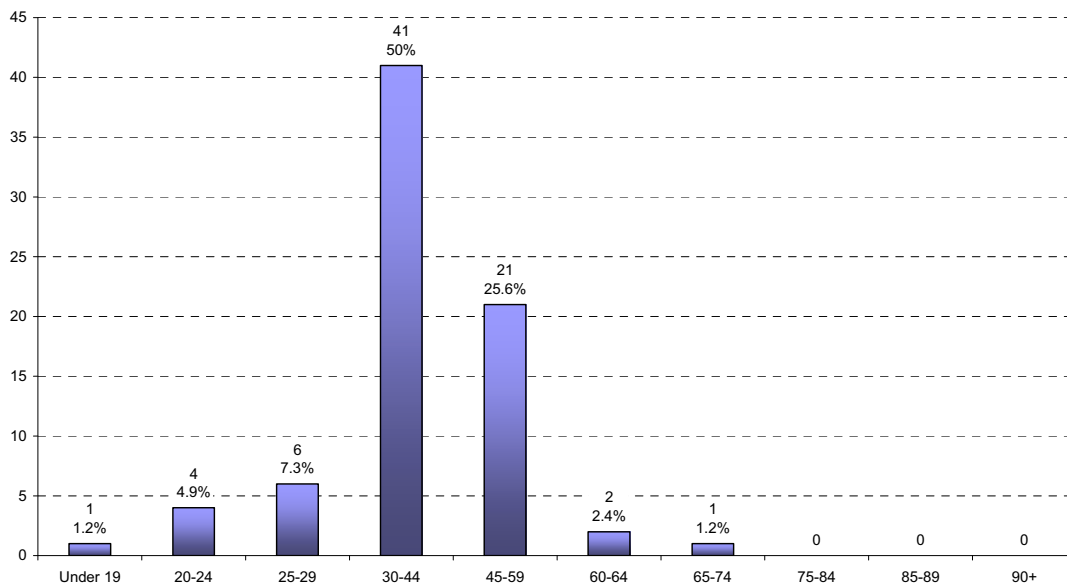
**Q15 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)**



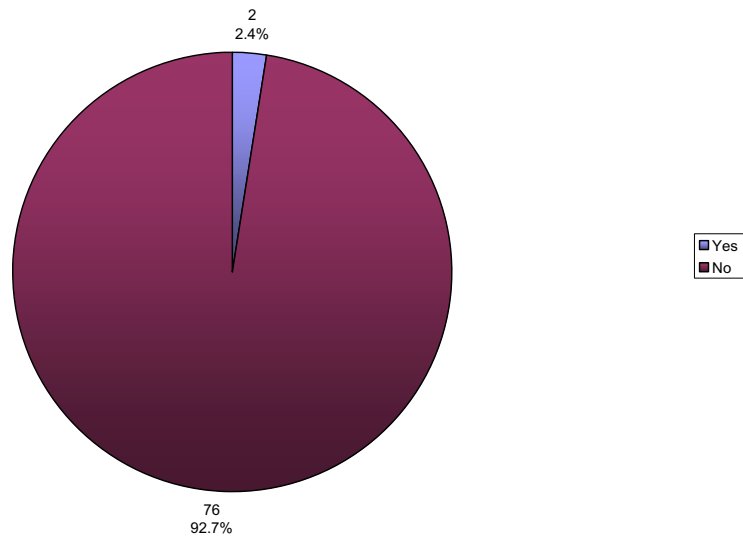
**Question 20: Which, if any, of the following most closely matches your role? (Please select one option)**



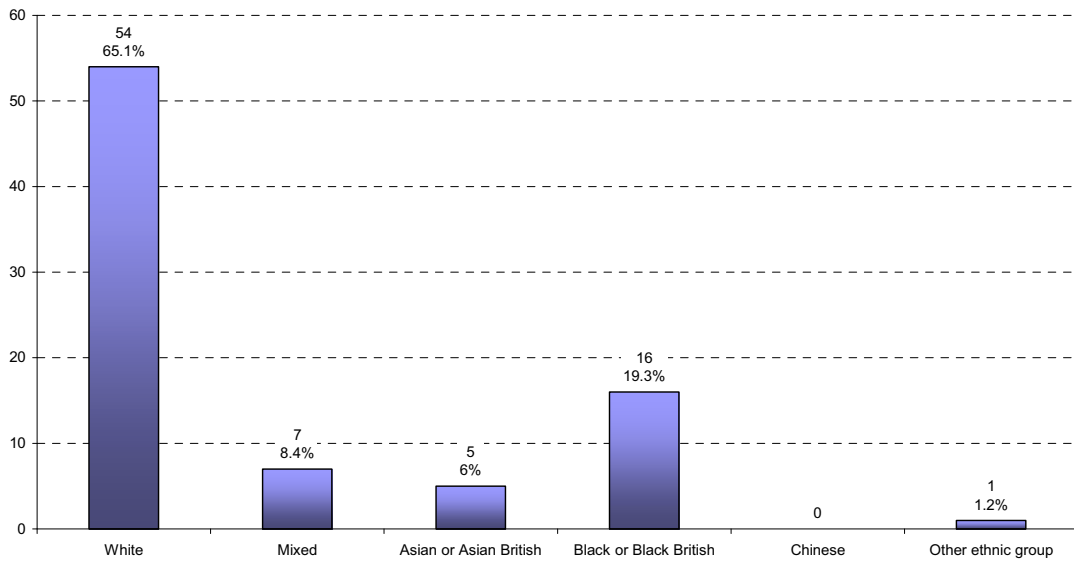
**Question 22: Age**



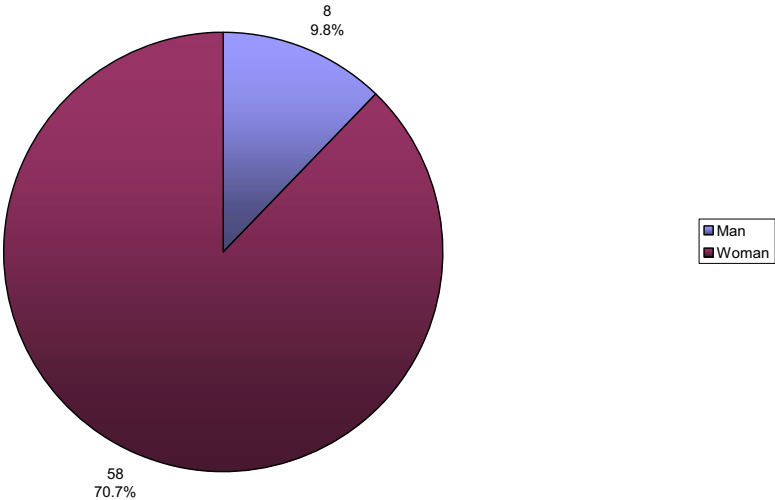
Question 23: Do you consider yourself to be a disabled person?



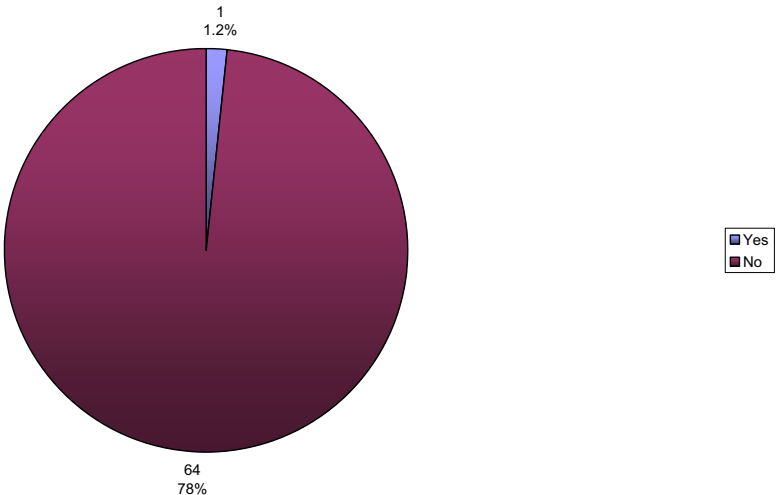
Question 24: Below we are asking you to let us know which ethnic group best describes you. (Please tick one box from the appropriate section)



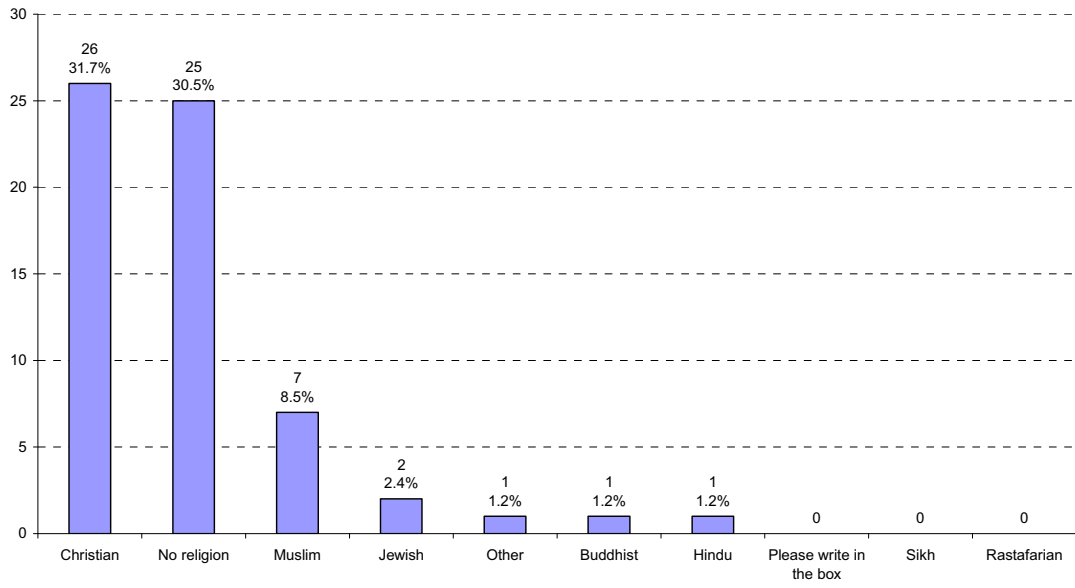
Question 25: Gender



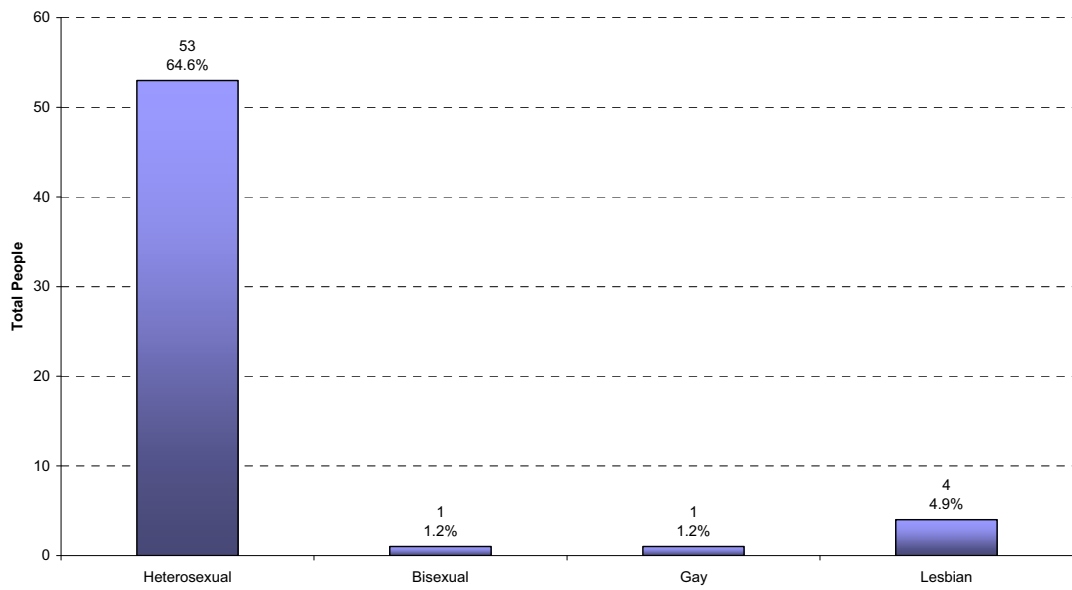
Question 26: Does your gender differ from your birth sex?



Question 27: Do you have a religion or belief that you would like to mention?



Question 29: How would you describe your sexual orientation?



9.2 School Staff and Governors (SS&G) free text questionnaire results

Q3: What do you think about the proposed clustering of children’s centres into lead and associate centres?

Respondent	Group	Comment/idea summary
<b>Concerns about clusters</b>		
Individual	SS&G	I feel that the clusters proposed has not been thought through extensively and that the dynamics of the clusters will not prove to be satisfactory. An alternative cluster, linking local site and arranging them to provide the community with the necessary services would be more productive. Centres should have been given access earlier to the proposed clustering, I do appreciate that some information has not been to hand but these are extremely important services for the community and rushing into providing the incorrect services from the wrong centres could prove even more damaging. If clustering is going to work then all centres should be provided with bodies that compliment each other and all centres should be linked welcome the idea
Individual	SS&G	If based on existing working partnerships between centres and also based on geography then it may work. I work at Rowland Hill and for the past 4 years we have been working with Woodside, Noel Park and Bounds Green. This seems more of a natural cluster than with Broadwater Farm. Why is Park Lane standing alone? Shouldn't they work with Pembury House?
Individual	SS&G	If the proposal is to cluster centres then for Rowland Hill we should be working with Woodside, Noel Park and Bounds green. These are the centres that we have been working with for the last four years.
Individual	SS&G	I feel that much of the local knowledge and relationships built up with families and staff will be lost if centres are clustered
Individual	SS&G	Do not oppose principle of clustering but need to look at logic of the clusters and make sure they are meaningful for the local areas and families they serve
Individual	SS&G	Sounds a good idea but I think BWF children's centre should be a lead as it is integral and the learning campus
Individual	SS&G	In some areas of the LA the proposed clustering may well work in the care of Broadwater Farm Children's Centre it is not the best model for the proposed BWFILC. A needs based



		model based on an area analysis may well be the best option so long as costs can be reduced.
Individual	SS&G	This will work if the right centres are linked. South Grove & Triangle link won't work as they are run so differently and the cluster wouldn't work.
<b>Concerns about governance</b>		
Individual	SS&G	I think it will present a problem for governance - currently we are responsible for the CC as governors, how would this work if the CC is managed by another CC? The Broadwater Farm CC should be a lead centre because it is part of the new Inclusive Learning Campus and will be a model for inclusion and cohesion.
Individual	SS&G	in theory it sounds like a good idea but I do not think it will work in practice - governance will be a nightmare - different loyalties and styles of management - how will 6 (in the WEST )governing bodies subsume into 1 - when more than 1 of these bodies have other responsibilities - i.e. schools that are linked? the idea that £200,000 will be enough to run 6 Children's centres in the WEST is unfounded - who is going to manage all this - the Head at Campsbourne already manages 2 linked schools, 2 CC, 1 play centre - adding another 2 or 3 (because some will be closed) CC does not make financial or management or governance sense - IT IS WAY OF THE COUNCIL PASSING THE RESPONSIBILITY TO THE LOCAL SCHOOLS AND GOVERNORS
<b>Concerns about local accountability</b>		
Individual	SS&G	It will be challenging to reflect the local needs with a team not in direct partnership with the school
Individual	SS&G	I don't support the model as described. In particular, I would be concerned about the loss of accountability to the communities surrounding the associate centres. Moreover, I think that there are concerns that these clusters as proposed will not deliver the necessary economies of scale. I feel that there are better models, please see my response to question 9
<b>Concerns about most vulnerable</b>		
Individual	SS&G	I think it is unfair as to how the decision has been made. I feel that the more deprived areas should continue to offer all services as these need it the most.
Individual	SS&G	This proposal, with a lead centre and associate centre, will not maintain services for the most vulnerable families living in Tottenham. It will also not give the hoped for economies of scale.

Concerns about outcomes	
Individual	SS&G I think that it will harm the progress with have already made within our school community
<b>Don't support</b>	
Individual	SS&G I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models, please see later.
Individual	SS&G I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models, please see later.
Individual	SS&G Q3 What do you think about the proposed clustering of children's centres into lead and associate centres? I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models, please see later.
Individual	SS&G I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models, please see later.
Individual	SS&G I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models, please see later.
Individual	SS&G I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models, please see later.
Individual	SS&G I do not agree with this as this will not lead to equal access to all families in our local area
Individual	SS&G I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey.
Individual	SS&G I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models, please see later.

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Individual	SS&G	not fair as services offered would be reduced, parents/ carers of young children deserve the right to choice.
Individual	SS&G	I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models.
Individual	SS&G	don't think this will work as more cuts will ensure that associate centres will die slowly
Individual	SS&G	this is appalling and will not work as parents should be able to choose where they go and not be dictated to
Individual	SS&G	I do not agree with the proposed change, as Tottenham is a highly deprived area and it needs as many children's centres as possible. As a teacher, I know that many people wouldn't walk to another place to take part in the services.
Individual	SS&G	I don't support the model as described. It will neither deliver the necessary economies of scale, nor maintain services for the most vulnerable families living in the most deprived ward in Haringey. I feel there are better models, please see later.
Individual	SS&G	Think all centres should be of equal quality.
<b>Other</b>		
Individual	SS&G	Needs further discussions @ cluster level.
Individual	SS&G	Can't see logic of some links.
Individual	SS&G	Our children's centre performs very efficiently as a stand alone centre. We are already part of a well established South West cluster.
<b>Partially support</b>		
Individual	SS&G	I think that clustering of centres, where appropriate may help to keep the cost down.
Individual	SS&G	A possible solution if staffing level remains effective in associate centres & the population served has equitable access to service provision; also need to ensure there is accessible, open 2-way communication & support from lead centres & the lead centre is able to ensure hands on support when needed.
Individual	SS&G	Agree, but with reservations.
Individual	SS&G	There are advantages to cluster working in saving management costs but enabling front line

Individual	SS&G	staff delivering services to support children and families I think this ok as long as the lead and associate centres in a specific area are geographically and professionally linked
Individual	SS&G	I feel that this is ok as long as the lead and associate centres in a specific area are geographically and professionally linked
Individual	SS&G	There are advantages to cluster working in saving management costs but enabling front line staff delivering services to support children and families
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Individual	SS&G	There are advantages to cluster working in saving management costs but enabling front line staff delivering services to support children and families
Individual	SS&G	Clustering for the delivery of some services - health, counselling, therapies.
Individual	SS&G	Clustering some services - housing, health, therapies, counselling, CAB.
Individual	SS&G	Clustering would give an management costs whilst enabling frontline staff to deliver key services.
Individual	SS&G	There are advantages to cluster working in saving management costs but enabling frontline staff delivering services to support children and families.

<b>Quality concerns</b>			
Individual	SS&G	quality will be watered down	
<b>Staffing concerns</b>			
Individual	SS&G	Can only see that this would save money on staffing costs which would mean stretching staff & putting services at risk.	
<b>Support</b>			
Individual	SS&G	This makes sense to achieve economies of scale	
Individual	SS&G	in support of this	
Individual	SS&G	I think it makes sense in the present economic climate. Otherwise the alternative is probably to close centres.	
Individual	SS&G	The benefits in terms of efficiencies of scale are obvious, and while I would prefer that we were in a financial situation that would allow full provision and management at all centres this no long seems possible. It is an acceptable compromise, though not a desirable one.	
Individual	SS&G	if it is needed ok	
Individual	SS&G	If this is absolutely necessary, we agree with the proposal that Noel Park and Woodside with Earlam and Bounds Green would make an effective cluster. Noel Park and Woodside and Earlam would work very well together with Noel Park leading on the community aspect and Woodside delivering quality childcare.	
Individual	SS&G	There are advantages to cluster working in saving management cost, front line staff delivering services to support children and families	
Individual	SS&G	Think its a good idea, providing the arrangement is organised and run fairly and efficiently	
Individual	SS&G	In theory sounds OK.	
<b>Support proposal to maintain services for most vulnerable</b>			
Individual	SS&G	Q9 We, as the Governors and Staff of Earlsmead School and Children's Centre, fully endorse the proposal to maintain and enhance services for the most vulnerable families living in the wards of highest deprivation in Haringey. We also acknowledge that Children's Centres need to deliver the necessary economies of scale. Earlsmead is situated in Tottenham Green, the most deprived ward in the Borough. When the Children's Centre initiative was first discussed, the school's Governing Body was enthusiastic about the proposal because it would help meet the needs of the most vulnerable in our community. We were willing to give up some of our already limited playground space to accommodate it.	

		<p>We continue to be strongly committed to the Children’s Centre. We have looked carefully at the proposal and do not believe that, in its present form, it addresses the needs of the deprived families of South Tottenham. We believe we need a model which: • Meets the needs of our community and continues to ensure that the Children’s Centre is an integral part of Earlsmead School, with a shared ethos and shared working. (One of the principal reasons Children’s Centres were placed within schools was as a means to make them representative of and accountable to their community.) • Ensures collaborative working and sharing of expertise, resources and best practice. We do not think that the model in the proposal will do this effectively and would like to propose a model where school-based (Phase 2) centres are linked in clusters with larger, standalone (Phase 1) centres. The school based Children’s Centres would benefit from the Phase 1’s larger size and more developed links with partners and the community and a rationalisation of services across the new cluster. The proposed link of Earlsmead with Welbourne links two school-based centres, and would neither deliver economies of scale nor accountability. Similarly, the clustering of Pembury House and Bruce Grove Link Site does not deliver any economies of scale. • Ensures that Earlsmead’s existing Governing Body, and the subcommittee of that Governing Body charged with delivering Children’s Centre services, are part of the decision-making process in the clusters. As Governors, we believe we understand our community and wish to continue to be involved with providing services for this area. • Keeps the doors of the Children’s Centre open all the time. The first time a parent turns away from the centre because the door is closed, might be the last time they visit the centre, and this is especially true of the most vulnerable parents who are less likely to engage with services, and who are more likely to be deterred by any setback in engaging. • Adopts a locality approach, so that centres which are close together can work closely on delivering services and improving outcomes for their users and communities, for example, a larger cluster of Triangle with Earlsmead, Welbourne and South Grove. We therefore believe we need a cluster model, such as proposed in the paragraph above, which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership.</p>
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<b>Q9: We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough.</b>		
<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Budgeting/Finances</b>		
Individual	SS&G	Part of the problem with the overall model is that of the budgeting structure, where centres have to spend their resources by March, without being able to carry finances over, leading to spending that could be saved for the next financial year. Also, many centres suffer from lack of investment in marketing and physical building space, which would attract more families to their services. If cuts have to be made, then centres in more affluent areas should have their budgets reduced first.
Individual	SS&G	More core full time places with parents paying for extended.
<b>Centres targeted in areas of highest need</b>		
Individual	SS&G	Children's Centres need to be targeted in areas of the highest deprivation and the most vulnerable need to be provided for.
Individual	SS&G	I would like to see the most deprived areas offering full service as these areas need it more.
Individual	SS&G	.keep centres in deprived areas and privatise the ones in the richer part of the borough
Individual	SS&G	The children centre with full service provision at all the children's centre in areas of high deprivation. This would include a full time outreach info officer and early year group
Individual	SS&G	I think that centres in the most vulnerable areas should remain open offering support to the families that need it the most. Some services ( as I have specified in this questionnaire earlier) would work well as a cluster. Other services need to be run from one centre where the staff can do the early intervention work rather than being stretched across centres & probably then not meeting the needs of our most



<p><b>Detailed idea proposed</b> Individual</p>	<p>SS&amp;G</p>	<p>vulnerable families.</p> <p>We, as the Governors and Staff of Earlsmead School and Children’s Centre, fully endorse the proposal to maintain and enhance services for the most vulnerable families living in the wards of highest deprivation in Haringey. We also acknowledge that Children’s Centres need to deliver the necessary economies of scale. Earlsmead is situated in Tottenham Green, the most deprived ward in the Borough. When the Children’s Centre initiative was first discussed, the school’s Governing Body was enthusiastic about the proposal because it would help meet the needs of the most vulnerable in our community. We were willing to give up some of our already limited playground space to accommodate it. We continue to be strongly committed to the Children’s Centre. We have looked carefully at the proposal and do not believe that, in its present form, it addresses the needs of the deprived families of South Tottenham. We believe we need a model which: • Meets the needs of our community and continues to ensure that the Children’s Centre is an integral part of Earlsmead School, with a shared ethos and shared working. (One of the principal reasons Children’s Centres were placed within schools was as a means to make them representative of and accountable to their community.) • Ensures collaborative working and sharing of expertise, resources and best practice. We do not think that the model in the proposal will do this effectively and would like to propose a model where school-based (Phase 2) centres are linked in clusters with larger, standalone (Phase 1) centres. The school based Children’s Centres would benefit from the Phase 1’s larger size and more developed links with partners and the community and a rationalisation of services across the new cluster. The proposed link of Earlsmead with Welbourne links two school-based centres, and would neither deliver economies of scale nor accountability. Similarly, the clustering of Pembury House and Bruce Grove Link Site does not deliver any economies of scale. • Ensures that Earlsmead’s existing Governing Body, and the subcommittee of that Governing Body charged with delivering Children’s Centre</p>
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<p>Individual</p>	<p>SS&amp;G</p>	<p>We need a model that meets the needs of the most vulnerable in Haringey. Earlsmead Children's Centre is situated in the most deprived ward. We need to develop a model which: 1. Adopts a locality approach so that centres situated close together, work on delivering services in order to improve outcomes for their communities. A cluster of school based children's centres (such as Earlsmead, South Grove and Welbourne) working with the Triangle is a better model. 2. This would result in collaborative working and sharing of expertise, resources and best practice. The Phase 2 centres would benefit from the larger size of the Phase 1 centres and together could enhance services for the wider community. The suggested models in the consultation (Earlsmead and Welbourne, for example) would not achieve this and also would not deliver economies of scale. 3. We want to</p>

		<p>make sure that the school based Earlsmead Children's Centre continue to be an integral part of our school, sharing our ethos and working for the community together. This was the reason the school wanted the Children's Centre in the first place. 4. We therefore look to a future where the school's Governing Body (and the subcommittee of the Governing Body that oversees the Children's Centre services) continue to be part of the decision making process in the new clusters. 5. We need the doors open all the time! It sounds simplistic, but if parents come and the centre is closed, they will be less likely to try again. This is particularly true of hard-to-engage vulnerable families.</p>
<p>Individual</p>	<p>SS&amp;G</p>	<p>We, as the Governors and Staff of Earlsmead School and Children's Centre, fully endorse the proposal to maintain and enhance services for the most vulnerable families living in the wards of highest deprivation in Haringey. We also acknowledge that Children's Centres need to deliver the necessary economies of scale. Earlsmead is situated in Tottenham Green, the most deprived ward in the Borough. When the Children's Centre initiative was first discussed, the school's Governing Body was enthusiastic about the proposal because it would help meet the needs of the most vulnerable in our community. We were willing to give up some of our already limited playground space to accommodate it. We continue to be strongly committed to the Children's Centre. We have looked carefully at the proposal and do not believe that, in its present form, it addresses the needs of the deprived families of South Tottenham. We believe we need a model which: • Meets the needs of our community and continues to ensure that the Children's Centre is an integral part of Earlsmead School, with a shared ethos and shared working. (One of the principal reasons Children's Centres were placed within schools was as a means to make them representative of and accountable to their community.) • Ensures collaborative working and sharing of expertise, resources and best practice. We do not think that the model in the proposal will do this effectively and would like to propose a model where school-based (Phase 2) centres are linked in clusters with larger, standalone (Phase 1) centres. The school based Children's Centres would</p>

		<p>benefit from the Phase 1's larger size and more developed links with partners and the community and a rationalisation of services across the new cluster. The proposed link of Earlsmead with Welbourne links two school-based centres, and would neither deliver economies of scale nor accountability. Similarly, the clustering of Pembury House and Bruce Grove Link Site does not deliver any economies of scale.</p> <ul style="list-style-type: none"> <li>• Ensures that Earlsmead's existing Governing Body, and the subcommittee of that Governing Body charged with delivering Children's Centre services, are part of the decision-making process in the clusters. As Governors, we believe we understand our community and wish to continue to be involved with providing services for this area.</li> <li>• Keeps the doors of the Children's Centre open all the time. The first time a parent turns away from the centre because the door is closed, might be the last time they visit the centre, and this is especially true of the most vulnerable parents who are less likely to engage with services, and who are more likely to be deterred by any setback in engaging.</li> <li>• Adopts a locality approach, so that centres which are close together can work closely on delivering services and improving outcomes for their users and communities, for example, a larger cluster of Triangle with Earlsmead, Welbourne and South Grove. We therefore believe we need a cluster model, such as proposed in the paragraph above, which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership.</li> </ul>
<p>Individual</p>	<p>SS&amp;G</p>	<p>Earlsmead is situated in the most deprived ward in the borough, and the governors of Earlsmead supported a Children's Centre because it met the needs of the most vulnerable in our community. We need a model which:</p> <ul style="list-style-type: none"> <li>• Meets the needs of our community and continues to ensure that the Children's Centre is an integral part of Earlsmead School, with a shared ethos and shared working. It should be noted that the principal reason Children's Centres were placed within schools was as a means to make them representative of and accountable to their community.</li> <li>• Ensures collaborative working and sharing of expertise, resources and best practice, for</li> </ul>



		<p>example by linking school-based Phase 2 centres with larger, standalone Phase 1 centres, to benefit from the latter's larger size and, possibly, due to their being longer-established, more developed links with partners and the community. The proposed link with Welbourne links two Phase 2 centres, and neither delivers economies of scale nor accountability. Similarly, the clustering of Pembury House and Bruce Grove Link Site does not deliver any economies of scale. Perhaps this is something that should be re-examined. • Ensures that Earlsmead's existing governing body, and the subcommittee of that governing body charged with delivering Children's Centre services are part of the decision-making process in the clusters. • Keeps the doors open all the time; the first time a parent turns away from the centre because the door isn't open might be the last time they visit the centre, and this is especially true of the most vulnerable parents who are less likely to engage with services, and who are more likely to be deterred by any setback in engaging. • Adopts a locality approach, so that centres which are close together can work closely on delivering services and improving outcomes for their users and communities, for example, a larger cluster of Earlsmead, Welbourne, Triangle and South Grove, or the existing South East cluster of Earlsmead, Triangle, Pembury House (and Bruce Grove link-site) and Welbourne.</p>
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		<p>proposed link with Welbourne links two Phase 2 centres, and neither delivers economies of scale nor accountability. Similarly, the clustering of Pembury House and Bruce Grove Link Site does not deliver any economies of scale. Perhaps this is something that should be re-examined. • Ensures that Earlsmead’s existing governing body, and the subcommittee of that governing body charged with delivering Children’s Centre services are part of the decision-making process in the clusters. • Keeps the doors open all the time; the first time a parent turns away from the centre because the door isn’t open might be the last time they visit the centre, and this is especially true of the most vulnerable parents who are less likely to engage with services, and who are more likely to be deterred by any setback in engaging. • Adopts a locality approach, so that centres which are close together can work closely on delivering services and improving outcomes for their users and communities, for example, a larger cluster of Earlsmead, Welbourne, Triangle and South Grove, or the existing South East cluster of Earlsmead, Triangle, Pembury House (and Bruce Grove link-site) and Welbourne</p>
<b>Don't make any changes/cuts/closures</b>		
Individual	SS&G	<p>Keeps the doors open all the time; the first time a parent turns away from the centre because the door isn’t open might be the last time they visit the centre, and this is especially true of the most vulnerable parents who are less likely to engage with services, and who are more likely to be deterred by any setback in engaging.</p>
Individual	SS&G	<p>Although I am aware of costs being cut across all areas of life I think the young need protecting and as such I think any children centre that is providing services that are being used on regular basis and are providing what their area needs should remain open even if its not in a deprived area, children from less deprived area’s can be just as vulnerable as any other child so any centre not meeting its needs/ care offer or that is not used should be considered for closure /or reduced services or linked with closer more used centre.</p>
<b>Minimum guarantee of services for all</b>		

Individual	SS&G	A consideration of a minimum guarantee of services should be considered. This model appears to be penalising certain areas of Haringey. Your survey reflects that as it is biased towards one model
<b>Other</b>		
Individual	SS&G	Q5 feel yes/no response is inadequate - it is an unknown (need a trial period to see how effective it is in reaching the most vulnerable population.
Individual	SS&G	Earlsmead Children's centre is based in one of the most deprived areas of Tottenham. The families in our area are most often disaffected and do not access services easily or readily. They will not travel as far as other centres. having a children's centre on site helps us to build relationships with families before they enter our school.
Individual	SS&G	I understand that there is not a lot of money, however, cutting costs for services that help young families is the wrong way about it. It would be more beneficial to cut the spending budget of the MPs. They do not need as much money and could handle having less, so therefore it should be given to services that need it more. Also, the borough is highly divided in the make up of different areas of it and Tottenham needs children's centres more than Highgate or Crouch End.
Individual	SS&G	THE PROPOSAL FAILS TO CONSIDER THAT PARENTS MAY NOT BE ABLE OR WILLING TO TRANSPORT THEMSELVES ACROSS THE BOROUGH TO ANOTHER CC - WHAT ABOUT THE COUNCIL DECIDING TO KEEP ALL THE CENTRES OPEN DESPITE THE CUTS - AND SCALE DOWN THE ACTIVITIES OR USE A SLIDING SCALE FOR THOSE PARENTS WHO CAN AFFORD TO PAY SOMETHING?
Individual	SS&G	While the current model is acceptable, future housing developments should make use of section 106 agreements to provide for future expansion of the children's centre and schools network.
Individual	SS&G	CC would play an important part in developing early years as we are developing inclusive hearing campus.
Individual	SS&G	See BWF Children Centre Proposal sent separately
Individual	SS&G	We are developing inclusive learning campus, our children centre would play

		key/important role in developing our early years
Individual	SS&G	See also BWFC proposal for the sustainability of services and letter from Hugh Williams, Chair of the Brook Special Centre and other developments in the area around us. and language development which could link in very well with the BWF Inclusive campus. This would not be a model for the LA but as there are not as yet any other ILC's written the LA we need to address particular circumstances in this case and link it to the greater economics of scale in using the Children's Centre as the early stage of the ILC
Individual	SS&G	I feel decisions re future of Children's Centre have already been made..... The fact that the closure date for returning this consultation (on 22/4) limits the amount of responses (as many centres are closed/ families travel). also we received the consultation document quite late so have not had a full 9 weeks to fully respond.
<b>Staffing</b>		
Individual	SS&G	I think it is essential to maintain managers of Children's Centres or the efficiency of each centre will deteriorate
<b>Strengthen community links</b>		
Individual	SS&G	it should stay open all day and people who use it have a say in what happens in it and it should be for the immediate community and especially for the benefit of the individual school
<b>Suggestions for alternative clustering</b>		
Individual	SS&G	Rowland Hill and Tower Gardens to work with Woodside Noel Park and Bounds Green children's centres
Individual	SS&G	As I said, Broadwater Farm CC should be a lead centre with Bruce Grove perhaps as it is a key part of the Inclusive Learning Campus and early intervention programmes.
Individual	SS&G	If the proposed clusters were changed to meet the local communities needs for example if in particular the wood green cluster included Rowland Hill, Woodside, Noel park and Bounds Green, who already have a working partnership, this would

		ensure that the local areas are provided with substantial services
Individual	SS&G	In the Wood Green cluster with Rowland Hill, Noel Park, Woodside and Bounds Green existing relationships could be built upon. Sharing expertise, joint working could take place. One cluster meeting could be agreed upon a graduated response could be met according to deprivation
Individual	SS&G	If we are to cluster then it should be with the settings already listed.
Individual	SS&G	A cluster model that is = 3 children's centres (cc) based around a lead CC with full service/front line staff provision at all the CC in areas of high deprivation. This would include a full time outreach /information officer, and Early Year group co coordinator at the CC where deprivation is high but shared management
Individual	SS&G	A cluster model that is = 3 children's centres (cc) based around a lead CC with full service/front line staff provision at all the CC in areas of high deprivation. This would include a full time outreach /information officer, and Early Year group co ordinator at the CC where deprivation is high but shared management
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Individual	SS&G	I think the idea of hub and associates is a good model and should stay. I would from choice support universalistic care for all children but if finance doesn't permit this then concentrating on the east of the borough is the best thing. However, I feel and think that Broadwater Farm Children's centre should be the hub and management lend as is. do part of the new learning campus and it could be linked with Bruce Grove and Rowland Hill if RH has no other centre it can link with. There should also be joint initiatives and management opportunities across centres
Individual	SS&G	A cluster model that is = 3 CC based around a lead CC with full service/front line staff provision at all the CC in areas of high deprivation. This would include a full time outreach/Information officer, and early year group co ordinator at the CC where deprivation is high but shared management

Individual	SS&G	A cluster model which included more than 2 children's centres and with one as the lead could work. Full service/frontline staff provision is very important at all centres in area of high deprivation. A full time outreach / information and Early Years group co-ordinator would be required in such centres but management could be shared
Individual	SS&G	South Grove is already linked i.e. is already in a cluster. There is no need to break up this cluster. Triangle and South Grove are SO SO different. South Grove is an a school site & Triangle is corporate this link + sharing won't work.
Individual	SS&G	A cluster model that is = 3 Children's Centres based around a lead Children Centre with full service/ frontline staff provision at all the Children Centres in areas of high deprivation. This would include a full time outreach / information officer an a Early Year Group co-ordinator at the Children Centre where deprivation is high but shared management.

**Q12. If no, which roles do you think should be included in the core staff team?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Lead teacher/curriculum co-ordinator</b>		
Individual	SS&G	lead teacher/curriculum coordinator/
<b>Don't know</b>		
Individual	SS&G	I don't know
<b>Need a flexible approach to staffing; every centre is different</b>		
Individual	SS&G	Because the varying Children's Centres in Haringey are so disparate, a 'one size fits all' model is not appropriate. Staffing structures should, and must vary.
Individual	SS&G	Because of the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. A 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family Support is delivered should be re-examined.

Individual	SS&G	Because of the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. A 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family Support is delivered should be re-examined.
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Individual	SS&G	.Due to the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. A 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family Support is delivered should be re-examined.
Individual	SS&G	We have a varied community and I do not believe that it is possible to have a one



Individual	SS&G	size fits all approach Because of the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. A 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family Support is delivered should be re-examined.
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Individual	SS&G	.Because of the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. A 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family Support is delivered should be re-examined.
Individual	SS&G	There is a wide range of Children's Centres so it is not possible to suggest one staffing structure for all.
Individual	SS&G	Because of the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. A 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family Support is delivered should be re-examined.
Individual	SS&G	This model will not work for every Centre and local needs must be considered before a staffing structure is agreed.
Individual	SS&G	Because of the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. A 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family Support is delivered should be re-examined.

Individual	SS&G	Staffing profiles will differ depending on the area and the amount of deprivation in that area.
Individual	SS&G	Roles should reflect local need. The posts may include safeguarding and vulnerable children admin and data evaluation posts.
Individual	SS&G	Need to look at it as a needs lead basis
Individual	SS&G	Different centres have different needs
<b>Service Co-ordinator</b>		
Individual	SS&G	children's centre manager could take on the role of service co-ordinator as I believe this should be a combined role an two positions are not needed, therefore reducing costs and enabling more services to be maintained
<b>Family Support Worker</b>		
Individual	SS&G	different areas will need different support, family support is a role which could be included in certain areas if they need it more.
<b>Flexible management</b>		
Individual	SS&G	have managers that are flexible across the centres to oversee services
<b>Other</b>		
Individual	SS&G	WHAT ABOUT ALL THE OTHER STAFF THAT ENSURE THAT THE CENTRE IS RUN ADEQUATELY
Individual	SS&G	Site Management.
Individual	SS&G	The above staffing is fine per centre but not per core model (e.g. shared between centres) to ensure quality + consistency of services.
<b>Need core staff at all centres</b>		

Individual	SS&G	At present until final decisions have been made, and even then, it would be dangerous to remove core staff as this could have a direct effect on the vulnerable children and families we are trying to help
Individual	SS&G	it may be difficult for staff to manage more than one centre - and tricky for a receptionist to serve more than one site
<b>Early Years co-ordinator</b>		
Individual	SS&G	The Early Years Coordinator is a vital post in supporting children and families both as part of a group and individually
Individual	SS&G	There should be a receptionist at all times to cover the different shifts. An Early Year Worker would be required to cover stay and play groups.
Individual	SS&G	However the EYGC is a vital full time role in supporting children and families in groups and individually for CC to run services for the most in need.
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Individual	SS&G	However, the EYGC is a vital full time role in supporting children and families in groups and individually for CC to run services for the most in need
Individual	SS&G	However the EYGC is vital full time role in supporting children and families in groups and individually, for Children Centre to run services for the most in need.
<b>Manager</b>		
Individual	SS&G	Cleaner, someone to lock up at night. Need to have a manager on site or the whole staff team will disintegrate
<b>Nursery nurses</b>		
Individual	SS&G	.Nursery Nurses play an important role centres have a wide variety of needs
<b>Health staff</b>		
Individual	SS&G	.Health staff e.g. health visitors/midwives and other lead practitioners who would also be providing services across the Inclusive Learning Campus and may be based at the Special school - The brook
<b>Community Group Worker</b>		
Individual	SS&G	Community Group worker is needed otherwise this is Okay. All centres need a manager. Otherwise there will be no continuation within the community.

**Q13. Are there any other compositions of the core staff team that should be considered?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Family support workers should be cut</b>		
Individual	SS&G	FSW should not be top sliced from the children's centres budget - their role is an expense that should be cut
Individual	SS&G	AT our centre it has been extremely beneficial to have a family support worker on site and as we deal with a vast amount of vulnerable families. Having them on site has proved to be absolutely essential when dealing with children and families as they provide excellent advice
Individual	SS&G	Family support workers
<b>Inclusive Learning Campus Model</b>		
Individual	SS&G	Need to look at staffing team along with inclusive learning campus model
Individual	SS&G	inclusive learning campus - staffing in line with that
<b>Manager</b>		
Individual	SS&G	Manager in each Children's Centre
Individual	SS&G	An Admin Officer, (Information Officer) & each Children's Centre needs some type of manager to co-ordinate.
Individual	SS&G	A manager is needed to keep up with the local community needs.
<b>Other</b>		
Individual	SS&G	The roles beneath are misleading. They suggest that centres directly payroll midwives and FSWs which they don't. There isn't any consideration for part time posts.
Individual	SS&G	budget/finance

Individual	SS&G	All the posts mentioned below are important in order to meet the variety of needs of different client groups across the borough
Individual	SS&G	speak to parents/carers in the centre and carrying out an evaluation role which is a crucial task.
Individual	SS&G	In some cases it might be possible for people to multi-skill so there could be a children's centre service manager and then a co operative team where different people take a lead but II multi skill
Individual	SS&G	Linkage as in Q12 with the primary school and special school
<b>Shared crèche and group workers</b>		
Individual	SS&G	Shared crèche and group workers
<b>This is not suitable for all children's centres</b>		
Individual	SS&G	I don't think this model is suitable for all children centres.
Individual	SS&G	Core staff team is not suitable for all sites, given the different site composition.

**Q14a. Which other job roles do you consider to be essential for effective multi-agency/partnership service delivery**

Respondent	Group	Comment/idea summary
<b>Cleaner</b>		
Individual	SS&G	Cleaner
Individual	SS&G	Cleaner, Group worker.
<b>Community Group Worker</b>		
Individual	SS&G	Community Group worker.
Individual	SS&G	Community Group worker.

<b>Community Nursery Nurse</b>	
Individual	SS&G A Community Nursery Nurse is a vital member of the centre, and much of our outreach is done by that worker. Family Support is vital, but it should be re-examined how it's managed.
Individual	SS&G I think a Community Nursery Nurse is key to the success of any children's centre.
Individual	SS&G I think a Community Nursery Nurse is key to the success of any children's centre.
Individual	SS&G community nursery nurse
Individual	SS&G Community Nursery Nurse
Individual	SS&G community nursery nurse
Individual	SS&G Community Nursery Nurse.
Individual	SS&G community nursery nurse
Individual	SS&G Community Nursery Nurse
Individual	SS&G Community nursery nurse
Individual	SS&G A variety of non teaching staff like nursery officers, nursery nurses, teaching assistance
Individual	SS&G nursery nurses nursery officers nursery assistants
<b>Early Years Coordinator</b>	
Individual	SS&G Early Years Coordinator
Individual	SS&G Early Years Group Co ordinator (currently called a community nursery nurse)
Individual	SS&G Early Years Group Co ordinator (currently called a community nursery nurse)
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Individual	SS&G	Early years group co ordinator
Individual	SS&G	Early years group co ordinators (currently called a community nursery nurse)
Individual	SS&G	Early Years Group co-ordinator ( Community nursery nurse)
Individual	SS&G	Early Years Group coordinators ( Current called Community Nursery nurse).
<b>Other</b>		
Individual	SS&G	Receptionist + info person = one post with support from information officer based at lead centre; Administrator & site manager = one post? Finance/budget Outreach worker & family support worker = one post? social worker & health visitor = peripatetic posts but based at lead centre
Individual	SS&G	School Nurse
Individual	SS&G	stay and play workers
Individual	SS&G	Community services co-ordinator.
<b>Reception/admin</b>		
Individual	SS&G	reception/admin to be combined. Nursery nurse
<b>Safeguarding</b>		
Individual	SS&G	Safeguarding vulnerable children administrator and data evaluation officer

**Q16. What services, if any, do you think could be charged for?**

<b>Childcare</b>		
Individual	SS&G	childcare if people can afford it
Individual	SS&G	Childcare, parenting classes, adult education
Individual	SS&G	Childcare
Individual	SS&G	Childcare



Individual	SS&G	Childcare
Drop-ins		
Individual	SS&G	drop in services
Flexible fees		
Individual	SS&G	???nursery/children play & stay etc if possible the lowest income groups should be exempt; and/or dependant on income could pay a graduated subsidized charge (could be supported with a subsidized voucher system?).
Individual	SS&G	those in areas where families can afford it
Individual	SS&G	ACTIVITIES SHOULD BE ON A SLIDING SCALE WITH THOSE PARENTS WHO CAN AFFORD TO PAY - PAYING A FEE
Individual	SS&G	There should be charges but it should be within the needs and level of costs that parents can afford. It should not just be for the affluent and the most deprived.
Individual	SS&G	Depending on income/benefits some activities may be charged for.
Individual	SS&G	Would depend on how affluent area's are as to charges for services such as creche, stay & play + other services, training, Health/ Social should be free.
None		
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	none. it is far too expensive already. In a community like South Tottenham, charging

		for any services at all might alienate and deter the families most in need of our services
Individual	SS&G	None in this area.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None
Individual	SS&G	none, all services are essential especially in more deprived areas of the borough
Individual	SS&G	none as parents/carers who attend Earlismead children's centre are often on low incomes but need the services which are currently available i.e. regular stay and play sessions.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	In a deprived area such as Tottenham, there should not be any charging. We must provide for the most needy.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
Individual	SS&G	No services should be charged for. If the proposals for reorganisation are based on maintaining service provision in the areas of greatest need charging would prevent those who need the services most from accessing them, and it would add an unnecessary administrative burden on the centres.
Individual	SS&G	none

Individual	SS&G	In areas of high deprivation as is our children's centre this is not viable
Individual	SS&G	None
Individual	SS&G	None
Individual	SS&G	In areas of high deprivation as is our children's centre this is not viable
Individual	SS&G	In areas of high deprivation as is our children's centre this is not viable
Individual	SS&G	In areas of high deprivation as is our children's centre this is not viable
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Individual	SS&G	In areas of high deprivation as is our children's centre this is not viable
Individual	SS&G	In areas of high deprivation as is our children's centre this is not viable
Individual	SS&G	In areas of high deprivation as is our children's centre this is not viable
Individual	SS&G	In areas of high deprivation as is our children's centre this is not viable
Individual	SS&G	Lettings
Individual	SS&G	In areas of high deprivation no services should be charged for.
Individual	SS&G	None.
Individual	SS&G	None.
Individual	SS&G	In areas, of high deprivation as is our children's centre this is not viable.
Individual	SS&G	None - In a community like South Tottenham, charging for any services at all might alienate and deter the families most in need of our services.
<b>Non-essential services</b>		
Individual	SS&G	Non-essential ones e.g. baby massage
<b>Other</b>		
Individual	SS&G	In a community like ours, it would be very difficult to charge for any services, and the fear would be that it would deter those who most need Children's Centre services from engaging with any services.
Individual	SS&G	The costs of collecting any money from groups would cost more in administration and lead to vulnerable families not using the Centres
Individual	SS&G	I feel there should be a consistent policy re charging of services across all

		Children's Centres otherwise some will be charging for services which families can access free @ other Children's centre.
<b>Stay and Play</b>		
Individual	SS&G	Stay and plays, courses, one-off courses but not health visitor, CAB, baby weighing.
Individual	SS&G	Stay and play, baby massage, training opportunities.
Individual	SS&G	May be charge small amount for stay and play?
<b>Voluntary contribution</b>		
Individual		All parents could be asked for a contribution which is voluntary
Individual		Centres could ask for voluntary contributions or minimum charges for some services. This would obviously need looking into but it could provide some solutions
Individual		All users of services can be asked for a voluntary donation which should be minimal for most services
Individual		voluntary contributions to all services?
<b>Blanks</b>		
Individual		I don't know
Individual		this is so unfair

**Q17. What should the governance arrangements be in a cluster model?**

<b>A governing body sub committee of lead site GB consisting of a governor representative from all sites, a CC parent representative and a member of senior leadership team from each site clustered.</b>		
Individual	SS&G	A governing body sub committee of lead site GB consisting of a governor representative from all sites, a CC parent representative and a member of senior leadership team from each site clustered.
Individual	SS&G	A governing body sub committee of lead site GB consisting of a governor representative from all sites, a CC parent representative and a member of senior

		leadership team from each site clustered.
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Individual	SS&G	A governing body sub committee of lead site GB consisting of a governor representative from all sites, a CC parent representative and a member of senior leadership team from each site clustered.
Individual	SS&G	A governing body sub committee of lead site GB consisting of a governor representative from all sites, a CC parent representative and a member of senior leadership team from each site clustered.
Individual	SS&G	A governing body sub committee of lead site GB consisting of a governor representative from all sites, a CC parent representative and a member of senior leadership team from each site clustered.
Individual	SS&G	A governing body sub- committee of lead site. Cuts consisting of a Governor

		representative from all sites, a Children Centre parent representative and a member of the senior leadership team from each site in the cluster.
Individual	SS&G	A governing body sub- committee of lead site GB consisting of a Governor representative from all sites, a Children Centre parent representative and a member of senior leadership team from each site clustered.
<b>Advisory Board/CC reps</b>		
Individual	SS&G	The Governing Bodies that are in the clusters would need to have a children's centre representative they could meet the heads or a cluster co-ordinator could be appointed to oversee funding and ensure requirements are being met
Individual	SS&G	Advisory Board
Individual	SS&G	A subcommittee of the lead site Governing Body comprising of One Governor representative from each site One parent representative of each site One member of the Senior Leadership Team from each site
Individual	SS&G	There should be a children's centre rep where there are governing bodies in a cluster. This rep would meet the cluster heads to be made fully aware of funding meeting the needs of the service level agreement.
Individual	SS&G	A children's centre parent representative and a member of senior leadership team from each site clustered
<b>Centres should be affiliated to/linked to schools</b>		
Individual	SS&G	All centres to be affiliated with schools so that Governing Bodies share responsibility delegated to head teachers as in NLC arrangements
Individual	SS&G	This would be very challenging. A lease would have to be established with the school.
Individual	SS&G	I think the governance needs to somehow still be linked with schools.
<b>Clear guidelines in an SLA</b>		
Individual	SS&G	There should be a clear governance structure and line management in an SLA.If Noel Park, Woodside/Earlham clustered, Earlham Governors would be responsible.
<b>Each centre have its own governance arrangements</b>		
Individual	SS&G	Each centre must have its own governance responsibilities.

Individual	SS&G	each centre requires their own governing body.
<b>Local boards/governing working parties should be set up</b>		
Individual	SS&G	Governing Body working party made up from all centres involved
Individual	SS&G	local boards should be established
<b>Need accountability to the wider community and to where the centre is based</b>		
Individual	SS&G	It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.
Individual	SS&G	It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.
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		<p>from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at</p>
<p>Individual</p>	<p>SS&amp;G</p>	<p>It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.</p>
<p>Individual</p>	<p>SS&amp;G</p>	<p>It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.</p>
<p>Individual</p>	<p>SS&amp;G</p>	<p>It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body</p>



Individual	SS&G	<p>would want to meet monthly or at the very least half-termly.</p> <p>It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.</p>
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Individual	SS&G	<p>It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.</p>
Individual	SS&G	<p>It should strike a balance between accountability to the settings in which the Centres</p>

		<p>are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.</p>
<p>Individual</p>	<p>SS&amp;G</p>	<p>It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.</p>
<p>Individual</p>	<p>SS&amp;G</p>	<p>There should be accountability to the settings in which the Centres are based with Governors working within a shared ethos with the school. There should also be accountability to the wider community.</p>
<p>Individual</p>	<p>SS&amp;G</p>	<p>It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-termly.</p>

Individual	SS&G	It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-terminly.
Individual	SS&G	It should strike a balance between accountability to the settings in which the Centres are based, for example in Earlsmead or Welbourne Primary Schools, and accountability to the wider community. At the same time, care should be taken to prevent a governing body becoming unwieldy. In a larger cluster model such as that discussed in my answer to Q9, one would want at least one member of the SMT and at least one governor of each linked centre/school setting, as well as representative from partners such as health, Jobcentre Plus and community groups. Most importantly, you would want representatives of centre users. Any governing body would want to meet monthly or at the very least half-terminly.
<b>Other</b>		
Individual	SS&G	I don't know
Individual	SS&G	Perhaps have half of the Governors from each CC form a new body, but what are the implications of this for the current Governing bodies? Will the CC have to split from the school?
Individual	SS&G	<b>I DON'T THINK THAT THIS MODEL WILL WORK IN TERMS OF GOVERNANCE</b>
Individual	SS&G	Governors should work together where services have been merged e.g. finances. Each governing body should know what the other centres are doing.
Individual	SS&G	Schools will not take on responsibilities of a Children Centre where it is not a lead Centre
Individual	SS&G	Should match governance arrangements for the inclusive learning campus.

Individual	SS&G	Governance attached too schools streamlined committed management governor representative from each cluster member. There could be advisory group involving parents
Individual	SS&G	Possibility of federPossibility of ??? Governance across the whole ILC
Individual	SS&G	Joint local arrangements to also include input from governing bodies of centres managed through schools
Individual	SS&G	The lead centre could provide governance with smaller teams of governors in associate centres.
Individual	SS&G	One governor per centre represented.
Individual	SS&G	School Governor's to head up an overall team to oversee the local managers.
<b>Separate arrangements for each cluster</b>		
Individual	SS&G	a separate body to oversee the group of centres
Individual	SS&G	individual ones for each cluster
Individual	SS&G	One governing body per cluster. This is why Triangle & South Grove cluster won't work.
<b>Blanks</b>		
Individual	SS&G	Good
Individual	SS&G	I have no idea

**Q18. How should the established relationships with professional partners and commissioned services be maintained to ensure effective service delivery?**

<b>Advisory groups</b>		
Individual	SS&G	Advisory groups
Individual	SS&G	Advisory groups
<b>Forums/ reps per cluster</b>		
Individual		Each cluster should have a representative body and a forum for information sharing.
<b>Good communication</b>		
Individual	SS&G	Perhaps need a hub system - i.e. via the lead centres but need to ensure that their

Individual	SS&G	services are fully accessible/timely to all populations served as needs arise. The centre head would have to meet regularly to ensure all services are being monitored and maintained.
Individual	SS&G	CC heads should work together with other professional services to look at the best ways to deliver services, but we should continue with multi agency working in each centre
Individual	SS&G	Effective communication and partnership working
Individual	SS&G	Effective communication and partnership working
Individual	SS&G	At cluster level meetings.
Individual	SS&G	Both sides working together to maintain standards.
Individual	SS&G	.By keeping staff who work well together to build on work teams.
<b>Interagency working groups</b>		
Individual	SS&G	Interagency working groups and children's centre representation on new health and well being boards
Individual	SS&G	A locally responsive service could be developed by children centre heads being represented on the local health and well being board. Shared supervision welcomed as an opportunity for professional development to take place by all those concerned.
<b>Joint training/regular meetings</b>		
Individual	SS&G	Joint training, regular meetings e.g. the South Network Health meetings held bi-monthly co ordinated by service co ordinator across cluster at local level.
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Individual	SS&G	.Joint training, regular meetings e.g. the South Network Health meetings held bi-monthly co ordinated by service co ordinator across cluster at local level.
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Individual	SS&G	Joint training, regular meetings e.g. the South Network Health meetings held bi-monthly co ordinated by service co ordinator across cluster at local level.
Individual	SS&G	Training; co ordinated by service co ordinator; regular meetings
Individual	SS&G	Joint training, regular meetings e.g.; The south network health meetings lead bi monthly; co ordinated by service co ordinator across cluster at local level.
Individual	SS&G	Joint training. Regular meetings.
Individual	SS&G	Joint training, regular meetings e.g. the South Network Health meetings held bi monthly. Co-ordinated by service co-ordinator across cluster at local level.
<b>Other</b>		
Individual	SS&G	With the lead manager liaising as current.
Individual	SS&G	This will really depend on what services are being maintained. Although it is likely that the range of services on offer will be reduced.
Individual	SS&G	Continued communication and regular meetings
Individual	SS&G	Because of the wide diversity of Children's Centres in terms of scales, staffing structures should, and must vary. A 'one-size fits all' approach is unrealistic. A Family Support Worker would be an asset to any centre, but the way in which Family Support is delivered should be re-examined.
Individual	SS&G	This is achievable through the model suggested above in question 9
Individual	SS&G	keeping them informed and asking advice at ground level
Individual	SS&G	<b>BY NOT CUTTING THE FUNDING IN THE FIRST PLACE. THIS PROPOSAL WILL ENSURE THAT PARTNERSHIPS DISSOLVE AND COMMISSIONING WON'T WORK - HOW WILL MIDWIVES AND HEALTH VISITORS MEET WITH THEIR CLIENTS FOR</b>

		<b>EXAMPLE IF THEY HAVE TO TRAVEL FROM THEIR AREA</b>
Individual	SS&G	how they are now, but improved
Individual	SS&G	Formal partnership agreements or SLA's across the campus linked to the vision and aims of the campus and to partners from health and social services
Individual	SS&G	Not sure
Individual	SS&G	Continuity of established service - the present set up works well.
Individual	SS&G	Stay the same.
Individual	SS&G	Extremely difficult to maintain relationships with professional partners when there are no staff i.e. managers in post to support these relationships!
<b>Participation from the Health visiting team in cluster meetings</b>		
Individual	SS&G	This is more achievable in larger clusters – already we have participation from the Health Visiting team in our existing Children’s Centre cluster meetings, and this could be maintained in a future setting.
Individual	SS&G	This is more achievable in larger clusters – already we have participation from the Health Visiting team in our existing Children’s Centre cluster meetings, and this could be maintained in a future setting
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		could be maintained in a future setting.
<b>SLAs</b>		
Individual	SS&G	Via re-negotiated SLAs both centrally and locally.
Individual	SS&G	By clear, standard letters of agreement ( for paid services) + service specification for other commissioned services e.g. CAB, Markfield, IADT, Health services, meeting with partners/ monitoring.

**Q19. Do you have any other comments about the proposed changes?**

<b>Alternative clustering</b>		
Individual	SS&G	We feel strongly that Noel Park and Woodside should align with Noel Park providing community services and Woodside providing childcare under the governance of Earlham Primary School.
Individual	SS&G	Cluster working is the most cost effective way of working, however the proposed clusters may not be the best model; they may be too small or too big. Where possible as much funding as possible should be devolved to centres /clusters to use directly to provide staff/ services rather than a large amount held centrally. Centres may be not knowledgeable about there immediate needs within the community.
Individual	SS&G	Keep South Grove in the cluster they are already. Do not link them with Triangle. It is stupid. South Grove is SO important to our community. Take it away and you will have a community break down. They are so important. South Grove is working so hard for the community. DO not take this away. It will cost you more money in the long run.
<b>Concern about speed of changes</b>		
Individual	SS&G	Changes are being made very quickly and although I understand that some changes do have to be made, due to the financial implications, I can only hope that you will listen to requests made. These changes will affect all children and families, vulnerable families in particular and deleting services will prove to be extremely costly and dangerous in the long run as some families will struggle to cope with the

		depletion of services across the borough
<b>Concern that good work will be lost</b>		
Individual	SS&G	I think that much of the early intervention work with families and vulnerable families will be lost as there will not be the staff to support them or help them go to the different agencies that could help them. In the long run, the State will end up spending 10x as much in the future as families disintegrate and cause difficulties for schools and the workforce in the future.
Individual	SS&G	Rather than progressing and developing child care and education and efforts is very wasted on cutting back. What are the priorities for this country? It should be the BEST POSSIBLE for all OUR CHILDREN to develop a harmonious, diverse and fair society.
<b>Concerns about vulnerable people</b>		
Individual	SS&G	If any of the centres close down the most vulnerable people in the community will suffer the consequences
Individual	SS&G	joining of centres and closures can only serve to reduce the services required by those most in need and in the poorest communities.
Individual	SS&G	I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.
Individual	SS&G	I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.

Individual	SS&G	we have worked so hard to build a good community around our centre and feel that this should be maintained as we are in an area of the greatest need
Individual	SS&G	I think it is a very sad and worrying time for everyone concerned but I realise some drastic decisions have to be made. If this consultation is dealt with sensitively I believe that the best decisions will be made from this very difficult situation. All children and their families deserve the best but our most vulnerable need to be heard otherwise there will be a lot more "Baby P's"
<b>Don't make changes</b>		
Individual	SS&G	they should not happen
Individual	SS&G	<b>YES - DON'T DO IT. MAKE A STAND AGAINST THE GOVERNMENT - THESE ARE OUR CHILDREN - OUR FUTURE YOU ARE THROWING AWAY</b>
Individual	SS&G	I have seen some families go through our centre who have had their lives charged for the better, and who without as could of lost their children/homes/ benefits + their mental well being it would be a shame if even one family suffered because of cuts, which is why any centre worth its money should be kept open no matter how affluent the area is.
<b>Other</b>		
Individual	SS&G	All centres should offer pilot places , full time places in schools to be put in centres.
Individual	SS&G	Joint training, and regular meetings coordinated by the cluster service coordinator
Individual	SS&G	The Broadwater Farm Inclusive Learning Campus is a prime opportunity to work in partnership with the local community/SEN/mainstream/Health and Social Services to deliver services to meet the needs of the pupils from 0 - 11. There can be no better basis for a Children's Centre to lead on the early intervention agenda with the support of health and SEN outreach services
<b>Proposed model will not deliver the necessary economies of scale</b>		
Individual	SS&G	I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while

		crucially allowing the settings in which they are based to retain a sense of ownership is what we need.
Individual	SS&G	I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.
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Individual	SS&G	Q19 Do you have any other comments about the proposed changes? I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.
Individual	SS&G	I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.
Individual	SS&G	Q19 Do you have any other comments about the proposed changes? I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts

Individual	SS&G	<p>are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p> <p>I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p>
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Individual	SS&G	<p>I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p>
Individual	SS&G	<p>I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that</p>

		<p>everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p>
Individual	SS&G	<p>I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p>
Individual	SS&G	<p>I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p>
Individual	SS&G	<p>The proposed changes do not either deliver economies of scale nor do they protect services for the most deprived. A model as described in question 9 has more chance of doing both.</p>
Individual	SS&G	<p>I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p>
Individual	SS&G	<p>I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p>

		crucially allowing the settings in which they are based to retain a sense of ownership is what we need.
Individual	SS&G	I would like to reiterate that the proposed model falls between two stools, neither supporting the most deprived nor delivering the needed economies of scale that everyone accepts are necessary in the current climate. A cluster model which strikes a balance between needed savings and accountability to communities, while crucially allowing the settings in which they are based to retain a sense of ownership is what we need.
<b>These are not balanced</b>		
Individual	SS&G	They are biased and this document does present a balanced view.
<b>Waste of new buildings</b>		
Individual	SS&G	It would be great shame if the new costly building were not used as intended.

### 9.3 Summary of responses from consultation meetings held with School staff and Governors

Theme	Number of comments	Percentage
Addendum	2	4%
Against increase in fees	2	4%
Against reductions in West	1	2%
Alternative proposal	3	5%
Commissioned services	2	4%
Consultation period too short	5	9%
Consultation process	3	5%
Could pay more to keep centre open	2	4%
Financial query	8	14%
Other	4	7%
Panel comment	11	19%
Potential travel difficulties	1	2%
Pro merging of centres/clustering	2	4%
Pro universal services	1	2%
Retain current clusters	1	2%
Safeguarding	1	2%
Should target 2 year olds	1	2%
Staffing restructure	7	12%
Grand Total	57	



**9.4 School Staff and Governors Consultation meeting dates**

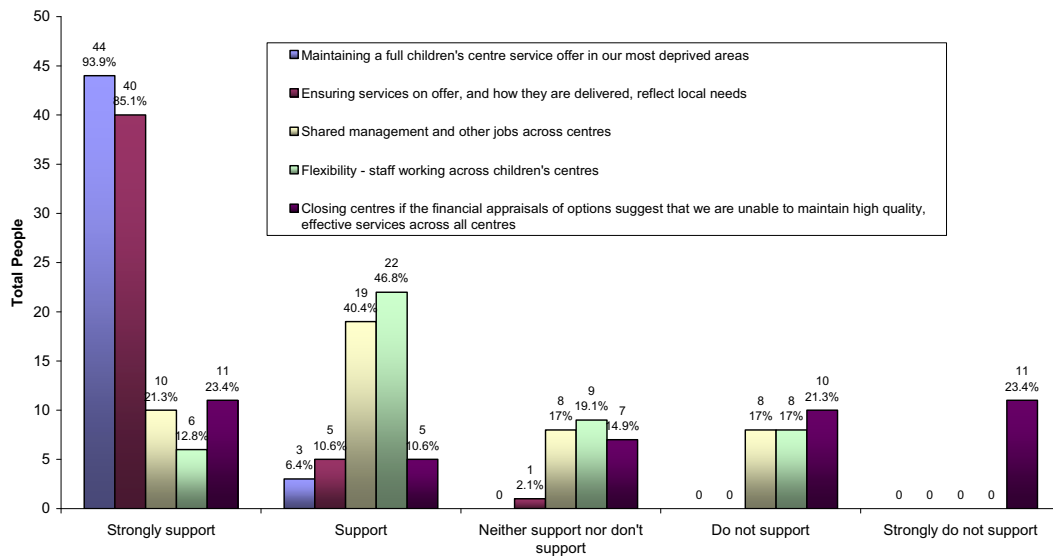
1. **Wednesday 30<sup>th</sup> March 2011 6pm – 7.30pm**  
Room G8, Professional Development Centre  
Downhills Park Road, London N17 9LN
  
2. **Thursday 7<sup>th</sup> April 2011 6pm – 7.30pm**  
Room G8, Professional Development Centre  
Downhills Park Road, London N17 9LN



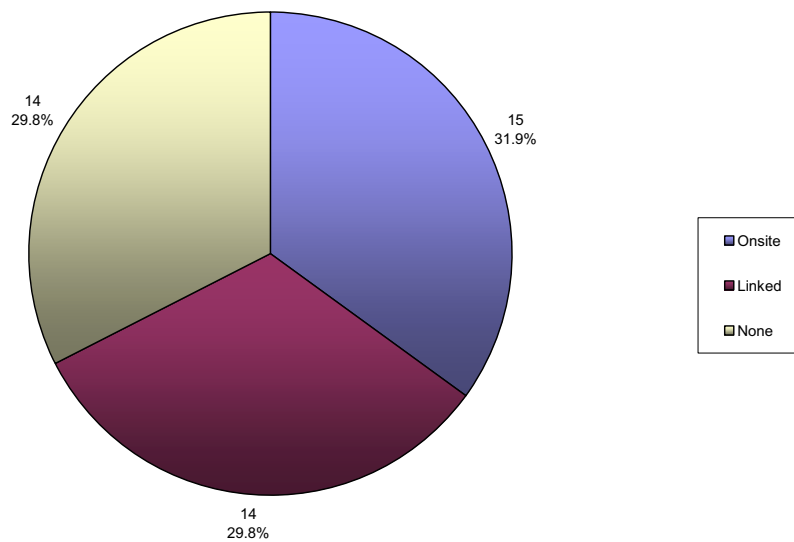
## Annex 10: Professional Partners, Commissioned Services and Voluntary organisations consultation responses

### 10.1 Professional Partners, Commissioned Services and Voluntary organisations questionnaire results

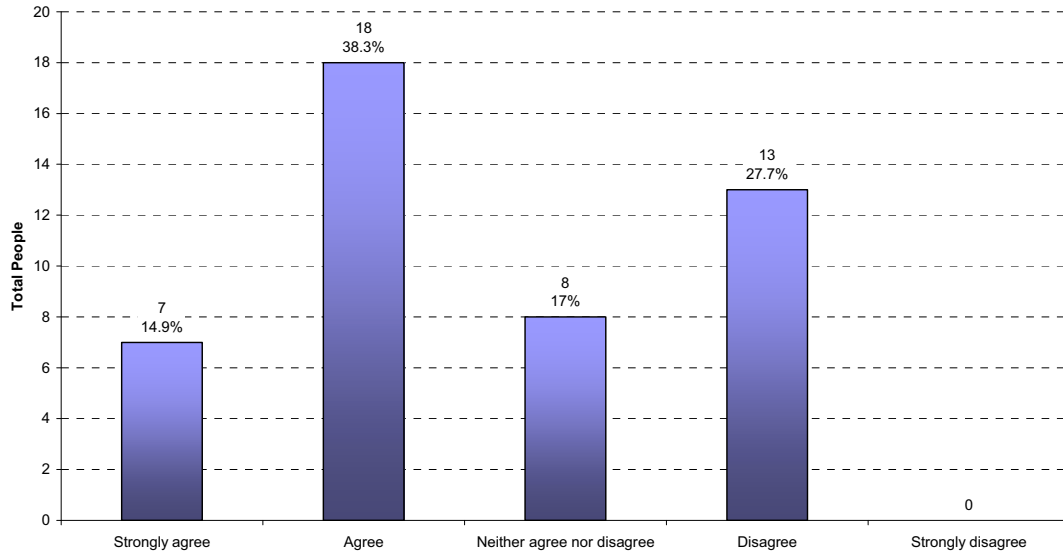
**Question 1: To what extent do you support the principles we have applied to the proposed changes?**  
(Please select one option on each row)



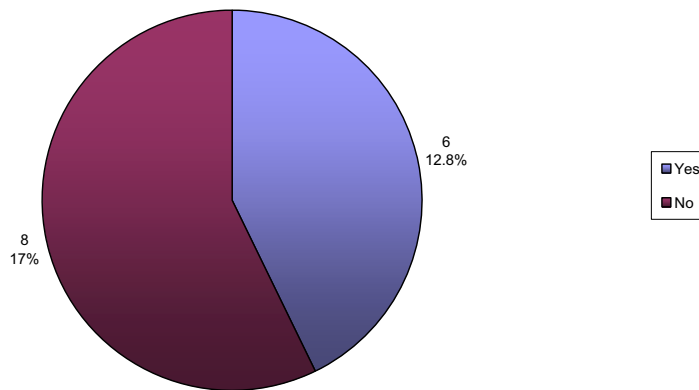
**Question 2: Do you have a children's centre on site or are you linked to a children's centre?** (Please select one option)



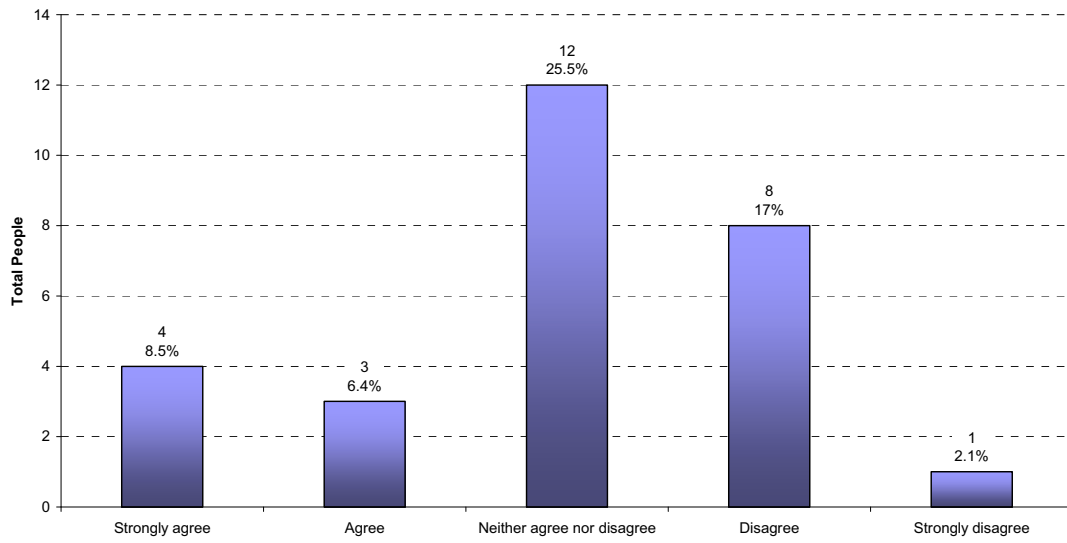
**Question 4: To what extent do you agree with our proposal to introduce shared management and administration across our children's centres in order to reduce costs? (Please select one option)**



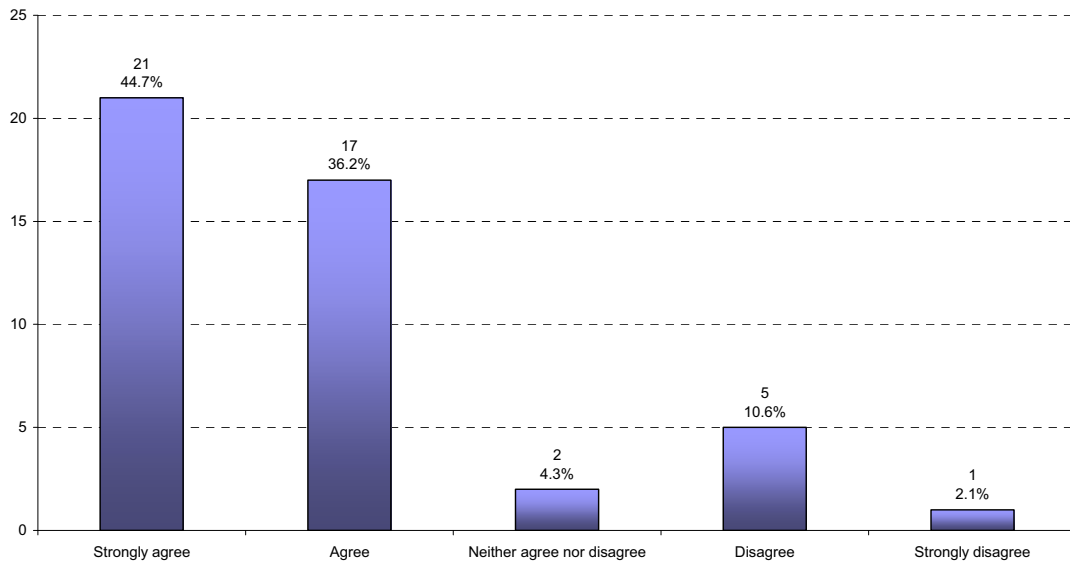
**Question 5: Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**



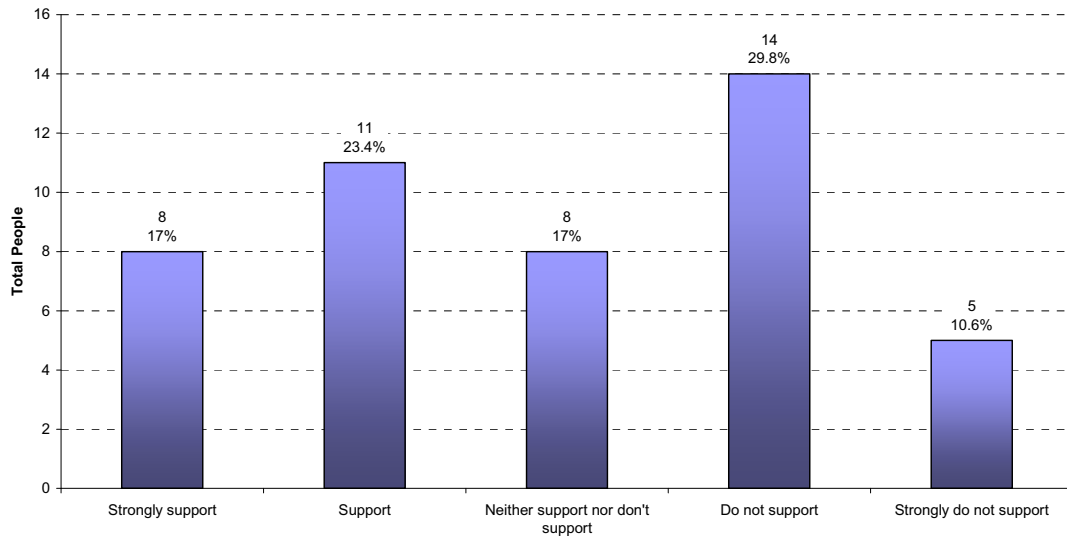
**Question 5a: Do the proposals provide sufficient capacity to reach children in our most disadvantaged? Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**



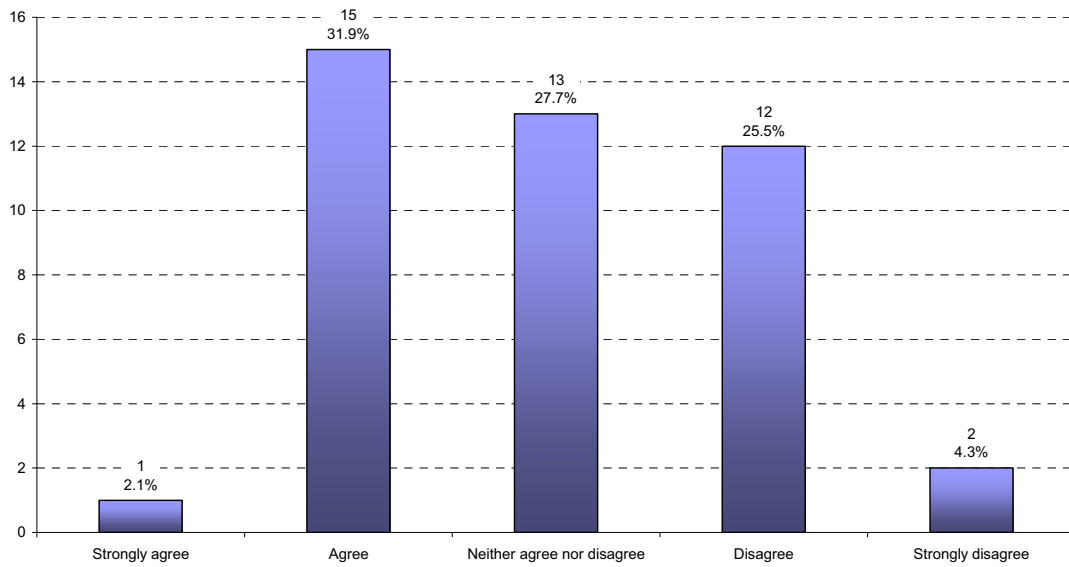
**Question 6: To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)**



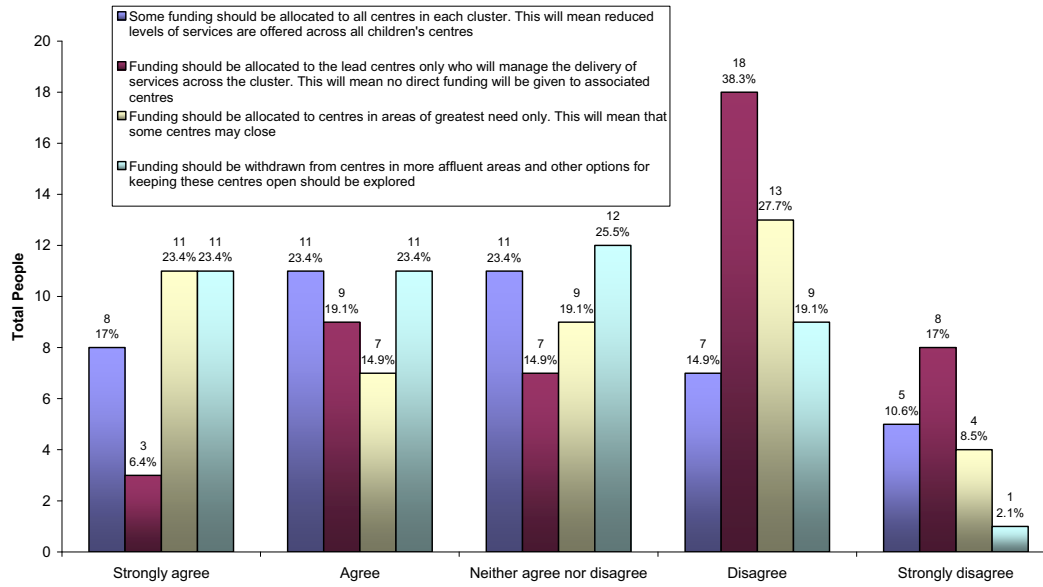
**Question 7: Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach? (Please select one option)**



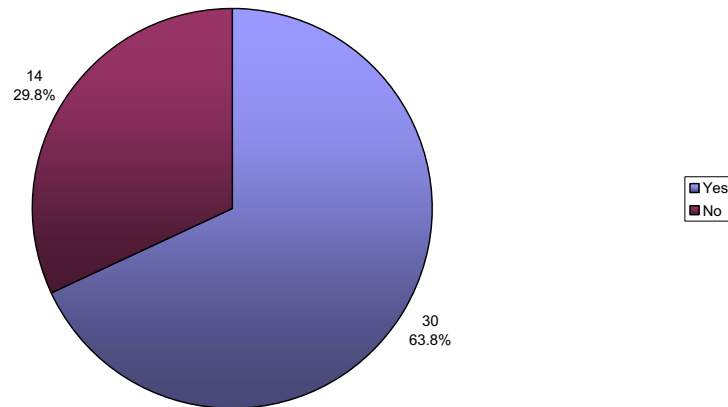
**Question 8: To what extent do you agree or disagree with the overall proposal shown in the consultation paper? (Please select one option)**



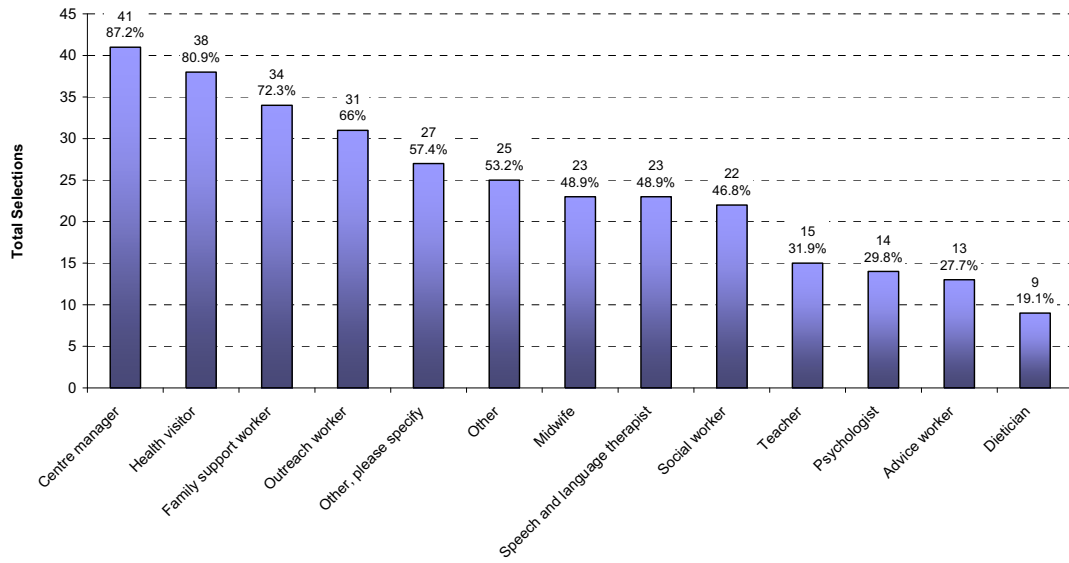
**Question 10: Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)**



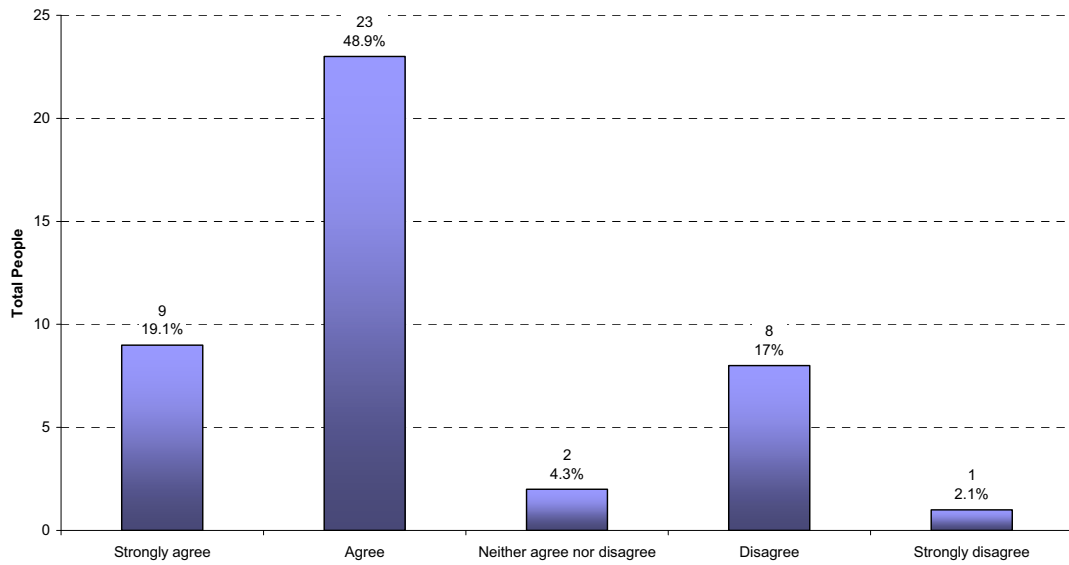
**Question 11: Is the proposed model for core staffing correct? (Please select one option)**



**Question 14: Which job roles do you consider to be essential for effective multi-agency/partnership service delivery from children's centres? (Please select all that apply)**

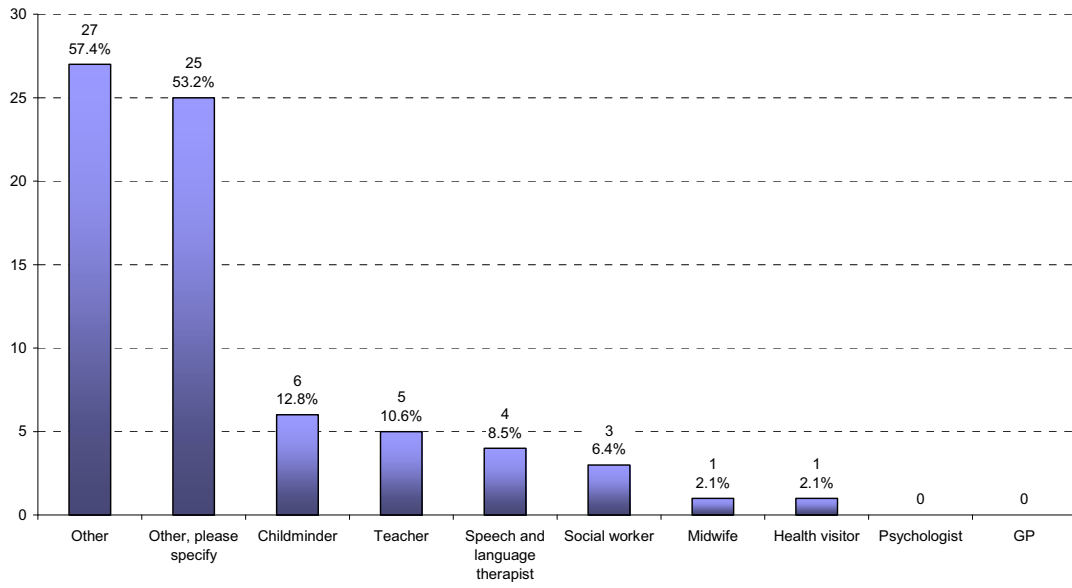


**Q15 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)**

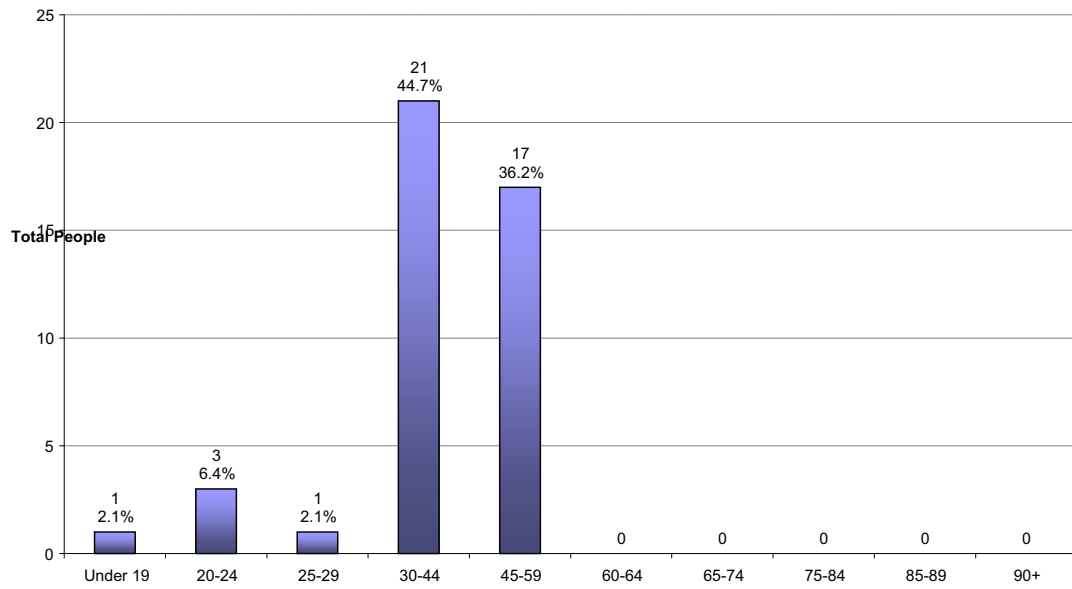




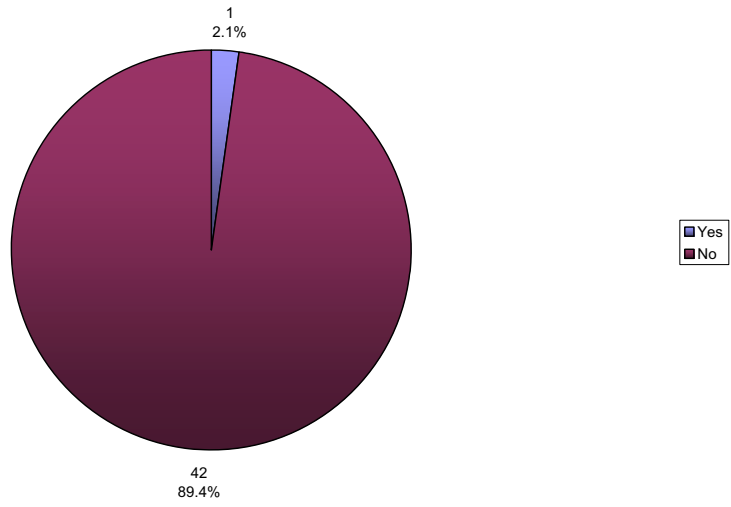
Question 19: Which, if any, of the following most closely matches your role?



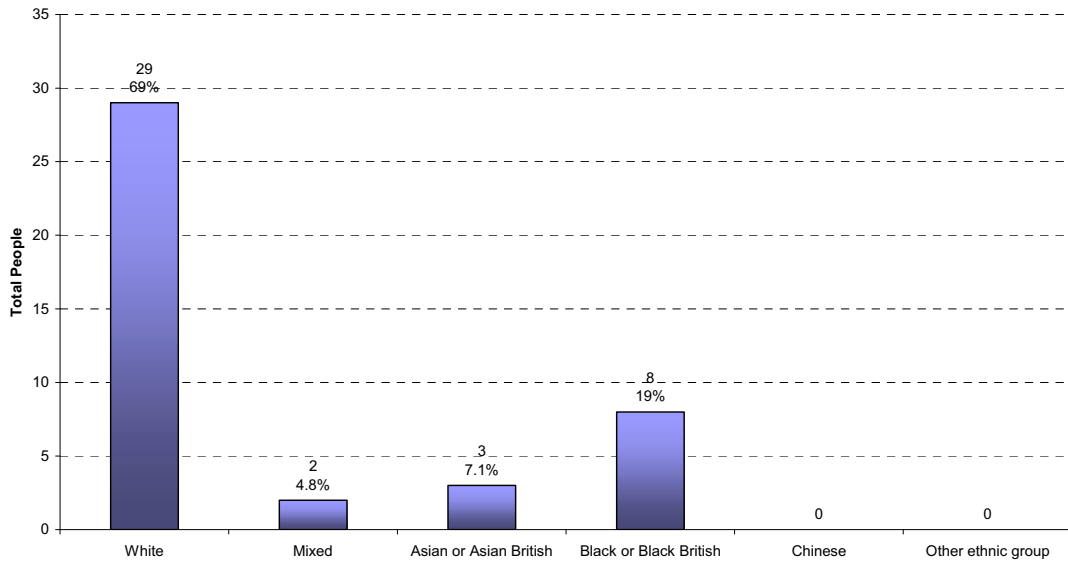
Q21 Age



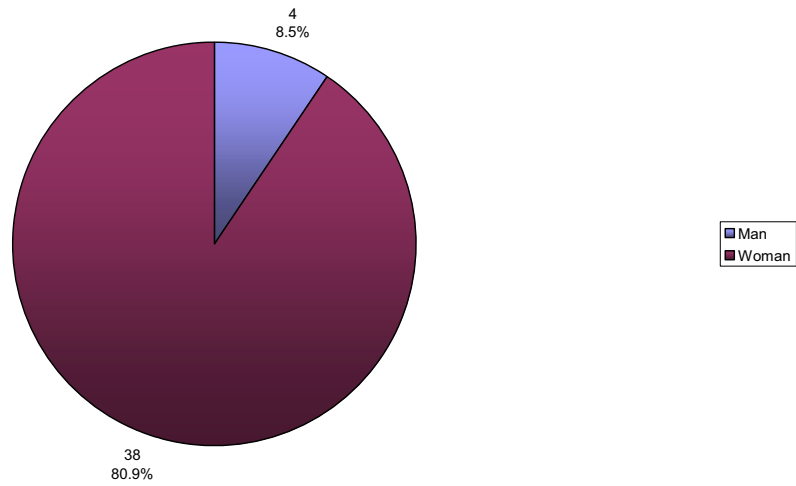
Question 22: Do you consider yourself to be a disabled person?



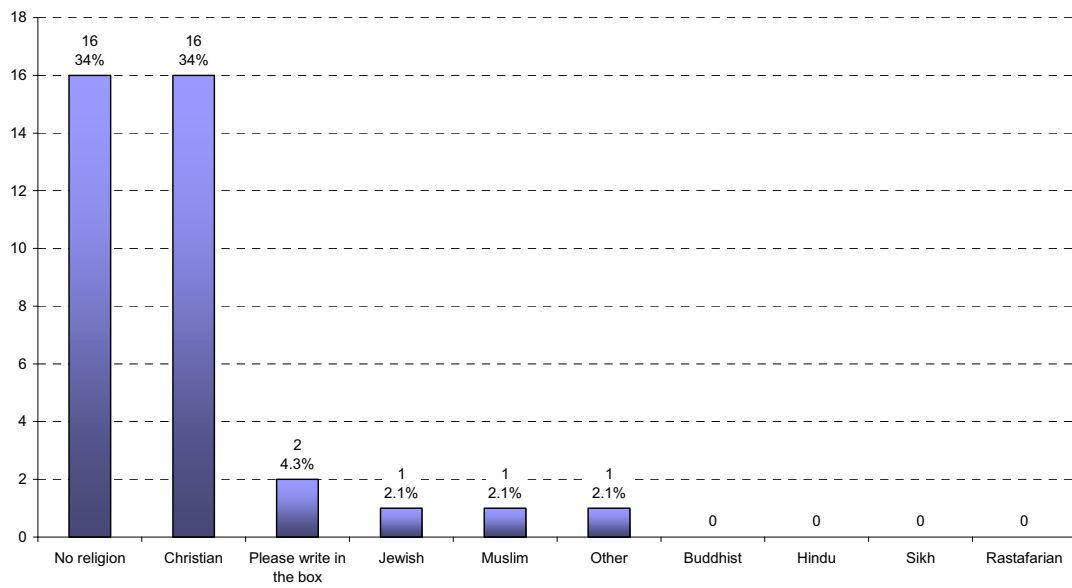
Question 23: Below we are asking you to let us know which ethnic group best describes you. (Please tick one box from the appropriate section)



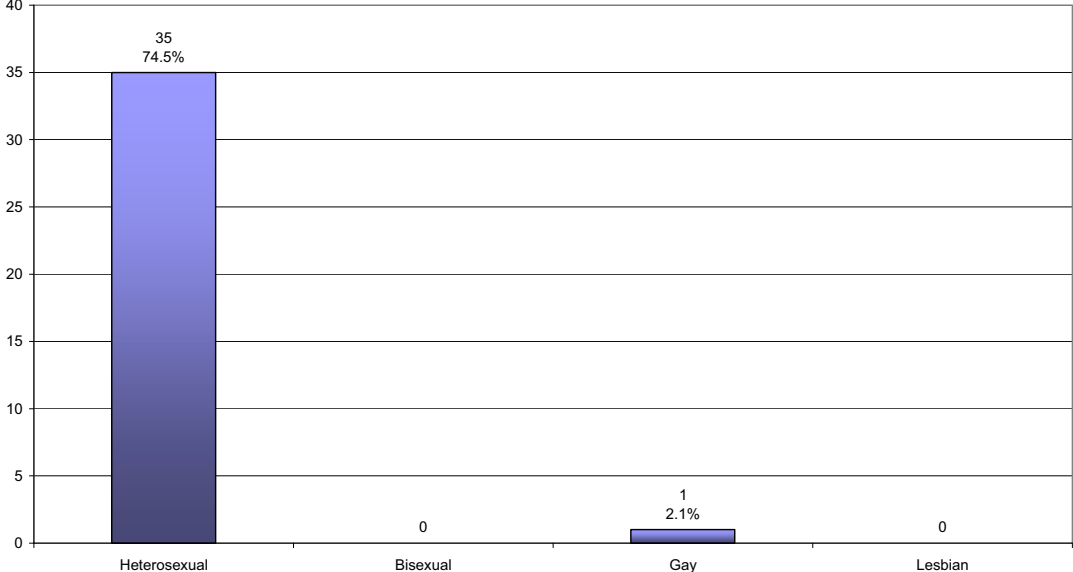
Question 26: Gender



Question 28: Do you have a religion or belief that you would like to mention?



Question 29: How would you describe your sexual orientation?



## 10.2 Professional Partners, Commissioned Services and Voluntary organisations (PPCSVo) free text questionnaire results

### Q3 What do you think about the proposed clustering of children's centres into lead and associate centres?

Respondent	Group	Comment/idea summary
<b>Concern about quality of service</b>		
Individual	PPCSVo	Any reduction in children's centre services is not appropriate and this seems to be a weakening of the service so I cannot support it
Individual	PPCSVo	Not sure. Not happy about children and families losing services.
Individual	PPCSVo	The proposal doesn't seem to be imparted to improve the service. It's to reduce cost & for financial benefit.
<b>Concerns about staffing</b>		
Individual	PPCSVo	As an organisation working closely with our local two centres we support this approach in principle as long as staffing levels reflect the demands on the service and the clusters reflect working relationships and complementary rather than forcing centres into unworkable groupings
Individual	PPCSVo	The associate centres need to have enough resources to be able to provide a viable and valuable service.
Individual	PPCSVo	I think its a reasonable idea, however not entirely sure how full services can function with minimal staffing.
Individual	PPCSVo	I agree with the principal of prioritising services to areas of high need. However, the sharing of management and staff is of concern: the success, accessibility and impact of services is very often dependent on the staff involved. Also, how do you measure which areas are "in greatest need"? Do postcodes truly reflect need??
Individual	PPCSVo	It is a good idea however e.g. our children's centre is already over subscribed and the staff already take a lot on so I cannot see how the lead centres are going to cope with the amount of people who are going to need them.
Individual	PPCSVo	I feel that we could possibly manage with part time head of centre /part time deputy. But feel that it is the face to face contact at office to group / community staff should not be cut. Broadwater Farm Children's Centre. to be part of inclusive learning

		campus.
<b>Concerns about the composition of clusters</b>		
Individual	PPCSVo	I like the idea of clustering and I think it could work. However, the centres have to be clustered in the right way. You can't cluster just by geography. It needs to be thought out a lot better.
Individual	PPCSVo	Agree as long as it does not become a 2-tiered approach, where lead centres offer better quality service to children and families
Individual	PPCSVo	Vision needs to be set by the local people and the local children's centre not by the lead centre. Community outreach needs to be fixed with a local community. All management to be shared! When sure start was originally setting up wood side it was linked to noel park - this worked. Staff need to be brought into the fact that children centre is not about the building but about the services and being out in the community, it's about partnership work - this was the only down side to the linking of wood side and noel park, staff couldn't see past the "lead" building!
Individual	PPCSVo	I think Park Lane should be an associate CC in cluster 5 with Pembury as the lead CC
Individual	PPCSVo	Not too sure about it may place pressure on other centre.
Individual	PPCSVo	Link the right centres and it will work.
Individual	PPCSVo	This will work if you link the right centres. Woodlands and Downhills works. South Grove and Triangle may not work as they are so different.
Individual	PPCSVo	I think the theory makes sense but in practice I am concerned that it makes the associate centres more vulnerable to closure in the next round of cuts. I also think the criteria which decided which centres are lead and which associate should be transparent and reviewed regularly.
<b>Support the idea</b>		
Individual	PPCSVo	it makes the most sense for other service providers
Individual	PPCSVo	Agree
Individual	PPCSVo	Good idea.
Individual	PPCSVo	a reasonable plan

Individual	PPCSVo	I think it's good.
Individual	PPCSVo	I am happy for Triangle Centre to remain as a lead centre, as my son attends nursery there.
Individual	PPCSVo	If run properly this could work.
Individual	PPCSVo	Okay
Individual	PPCSVo	I support the idea but not the model presented.
Individual	PPCSVo	To maintain as many of the services provided by Children Centres, to have a lead coordinator of those services that maintains communication with the other centres so that services don't overlap is a good idea.
Individual	PPCSVo	Fine.
Individual	PPCSVo	I feel that it will work well in areas where clusters have already built a strong relationship. If it means centres stay open it will be beneficial to all.
Individual	PPCSVo	Children centre services are very important in all areas and it is terrible that they are being cut at all. However in the light of this decision to make these cuts, having lead centres who are getting the right support / training to ensure good quality services is a sensible option.
Individual	PPCSVo	Only if necessary to maintain quality services.
Individual	PPCSVo	Good idea if not enough money.
Individual	PPCSVo	It makes sense to cluster management structures as long as local provision is not affected - especially in deprived areas.
Individual	PPCSVo	Sensible.
<b>You can be vulnerable/isolated in an affluent area</b>		
Individual	PPCSVo	I understand the principle of the clusters and feel that it may be a way forward. However, there are only 19 Children's Centres operating in the Borough now and they do provide key support to the local communities that they serve, particularly in the more deprived areas of Haringey. However, the reduction in services offered at Highgate Children's Centre seems not to make any financial sense as it is built to purpose (so a need must have been identified) and as it is only a year old cannot have re-couped the funding spent on it. One of the issues around the services that

		Children Centres provide is that parenting support, parental depression, poor mother/child bonding, domestic violence etc are not issues confined solely to vulnerable families in deprived areas. However, I do agree that families living in deprived areas of the Borough tend to have more complex needs than in more affluent areas of the Borough. I work in Haringey's First Response Team and the Children's Centres provide valuable support to our families and also child-friendly and appropriate rooms for supervised contacts between looked-after children and their parents.
<b>Other</b>		
Individual	PPCSVo	Whilst some economies can be realised this way there will need to be a careful approach to the planning of management structures. any less could build in poor performance.
Individual	PPCSVo	Would generate a lot of meetings / time spend travelling from site to site.
Individual	PPCSVo	Not sure.
Individual	PPCSVo	I think it's fine for families to access more than one centre provided that communication is good between centres so families don't fall through gaps.

**Q9: We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough.**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Alternative suggestions for clusters</b>		
Individual	PPCSVo	The South West Cluster (Woodlands, Downhills, Ladder, South Grove and Broadwater Farm) are brilliant. Keep them together. Cluster the other children's centres in a similar way around them.
Individual	PPCSVo	South Grove should be a lead centre. They are excellent and care more about the community than other centres I've been to.
Individual	PPCSVo	Don't do anything to South Grove. They have helped me become a childminder. I wouldn't have got where I am today without them.
Individual	PPCSVo	Maintain the South West Cluster. I use all of the 5 centres and they work well together and supplement each other.



Individual	PPCSVo	The South West Cluster put on some really good cluster events - especially the ones in the park. These are great for childminders. The South West Cluster are great. No need to split them up.
Individual	PPCSVo	I work with the South West Cluster already - the model will split them. I don't think this is a good idea. They should stay as a cluster.
Individual	PPCSVo	Services needed more in the needy areas, skeleton services in west of Borough, may be fees for better off parents. Sharing community development officer over cluster, part time head & possible deputy.
<b>Need flexible approach – all children's centres are different</b>		
Individual	PPCSVo	There is a risk that a blanket approach for all centres such not recognise the unique history of particular centres and tailored approaches - for example the Triangle Centre with its strong community rooted governance model could be considered for a stand alone centre that recognises that it is more than a children's centre but an intergenerational centre delivering a broad agenda.
<b>Rebuild community services in partnership</b>		
Individual	PPCSVo	Proposal is theoretical - not able to see what it really would look like in practice. How do you define vulnerable??? Deprived by who's standards??? 2 year old pilot scheme could be the basis of some of those with the most need and then connect CC and partnership services around those children. Whilst maintaining links with midwives, health visitors etc. who are involved in the real lives of local people and linking services around those who are referred through them. More links with social services and supporting the children they are working with. More links with local playgroups/nursery's and the children they are working with. In other words lets not just create another department that runs in isolation but lets serve the needs of those departments that are already connected to the families in our communities and support them in the work that is already being done. Children's Centres are not about a building - is about serving the needs of local people. Sure Start has already obliterated local infrastructure - lets not destroy what infrastructure managed to

		<p>survive - lets start building up the partnerships and remembering that we all exist to serve the people in our communities. We're already finding that as CC's start to go - they are leaving nothing behind because everything had to shut when CC's were invented (as local voluntary groups couldn't compete against council run free groups!). Lets start rebuilding services in partnership, so that when CC's end up going completely there is at least something left in the communities.</p> <p>Overall, I disagree with cuts to services for vulnerable children and families and think this stores up considerable trouble - and misery - for the future. However I appreciate the expectation to make cuts is coming from central government cutting local authority funding. My only suggestion (from the CAMHS service in Haringey) is that parts of our service might like to be co-located in the remaining children's centres - where some room space might be available. If this is of interest perhaps Shaun Collins Manager of the CAMHS service could be contacted on 0208 442 6467.</p>
Individual	PPCSVo	<p>Maintain some services through voluntary staffing e.g. co-ordinating with local groups e.g. NCT. Raise funds by not providing free refreshments / hire out venue / toys for parties etc. Currently they are a good place for all members of society to mix so services should continue for all otherwise children from deprived homes will not mix with more advantaged children.</p> <p>Allow parents / volunteers to keep activities going by using the centre for playgroups &amp; self directed &amp; organised.</p> <p>Closures of centres in non- deprived areas if closure is necessary. Opening services to external groups with a fee paying structure i.e. Tumble lots.</p> <p>I think it is essential all children's Centres remain open. They have been invested in and it is a waste of money to close some of them down as it will have knock on effect elsewhere. Parental/ Carer involvement in running services should be explored where possible with professional support. Drop-in groups should run at all centres as they provide a highly accessible form of first contact. It is essential all centres remain open to some extent as people with young children do not want to travel far, i.e.,</p>
Individual	PPCSVo	
Individual	PPCSVo	
Individual	PPCSVo	

		they want to walk to their centre.
<b>You can be vulnerable / isolated in an affluent area.</b>		
Individual	PPCSVo	There are deprived children in the entire borough, to suggest to target the most deprived is preposterous. This is almost discrimination as some do not live in the most deprived areas but have the same needs as the most deprived. Staffing is short on most days, to suggest to shorten the lead centres staffing even more would mean a full service will not be provided to it's normal (now) extent.
Individual	PPCSVo	I agree sharing management and admin across sites is a tolerable idea. I agree with if staffing levels are maintained as they are. But I think you need to be careful when judging vulnerability of children and parents. In area that are less deprived vulnerability could increase for parents if they lose local Children Centre services. Drop Ins, play and stay especially.
Individual	PPCSVo	Although children in deprived areas can benefit most from services provided by children's centres, new parents (mothers in particular) - regardless of where they live or how well off they are - are at risk of isolation and vulnerability: even a low level of support available may make a difference.
Individual	PPCSVo	Disability data is often not included in this type of consultation. Parents and carers tell us that children's centres have been a key place for them to access information and start accessing services to initiate the assessments of their children's SEN / Disabilities. This has been throughout the whole of Haringey and fear that those families in the west of Haringey who are very vulnerable will be isolated.
<b>Other</b>		
Individual	PPCSVo	The is a strong tension between the need to meet the vulnerable community and increasing fees.
Individual	PPCSVo	My view is that the Children's Centres have been highly effective and are continuing to improve and offer services appropriate for their area and are therefore meeting the needs of the communities that they serve. They have a number of support services that can be accessed. It is my experience that families will be less likely to access their local children's centres if they have to travel to them. As stated previously, I

		recognise that some areas of Haringey are more vulnerable and that the families have a more complex needs than other areas, but I still believe to close such vital services is a mistake and will not best serve the children of Haringey and their families.
Individual	PPCSVo	Saturday opening - supportive for working parents who may also be / feel vulnerable / in need.
Individual	PPCSVo	No I don't.
Individual	PPCSVo	I believe children's centres offer vital services and support to their communities. I am strongly opposed to services and centres being cut down and feel that this will be felt in schools and other children's services.
Individual	PPCSVo	The strength of a Children's centre is developing close links with local families. This could be diluted if users have to access many centres to find the services they need.

**Q12 If no, which roles do you think should be included in the core staff team?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Centre maintenance staff (Cleaners etc)</b>		
Individual	PPCSVo	Surely the centres need cleaning.
Individual	PPCSVo	Site Manager - for building maintenance. Cleaner - always need one of them. Community Group Worker - someone to get to know the families.
Individual	PPCSVo	Don't centres need cleaners and site managers?
<b>Community Group worker and Centre Manager</b>		
Individual	PPCSVo	Community Group Worker and Centre Manager in all centres
Individual	PPCSVo	Community Group Worker, Clean Caretaker, a permanent Family Support Worker.
<b>Need flexible approach – all children's centres are different</b>		
Individual	PPCSVo	prescriptive staffing models can be risky as flexibility especially in challenging financial environments is key - large centres would need a different staffing structure to a small one I believe.
Individual	PPCSVo	Staffing might vary for each centre depending on the needs of the community.

<b>Partnership</b>	
Individual	PPCSVo PARTNERSHIP PARTNERSHIP PARTNERSHIP - CC's are a hub of information and a network for communication!!!!
<b>SEN -CO</b>	
Individual	PPCSVo Would like clarity about the sen-co role in each centre
Individual	PPCSVo Special needs coordinator
<b>Separate Outreach Officer and Information Officer</b>	
Individual	PPCSVo Although I do not think the outreach and information job will be successful if shared
<b>Other</b>	
Individual	PPCSVo Previously written about.
Individual	PPCSVo I believe in order for the centre to function on a day to day basis well, more staff are required. If there are not enough staff the services will not be run as efficiently.
Individual	PPCSVo Cleaner. Caretaker. Family Support Worker (FSW).
Individual	PPCSVo Community Services Coordinator. Family Support Worker.
Individual	PPCSVo Of course ideally you would have all of the above but if looking to save money. You may be able to combine one or possibly two posts e.g. Children's Centres service manager + co-ordinator could be merged - reception/admin + Outreach /info.
Individual	PPCSVo Service Co-ordinator. Group co-ordinator. reception /admin. Outreach information

**Q13: Are there any other compositions of the core staff team that should be considered?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Family Support Workers based at centres</b>		
Individual	PPCSVo	Permanent Family Support Worker.
Individual	PPCSVo	Family Support Workers can be great. They are around. Perhaps they could be permanently in centres?
Individual	PPCSVo	The FSW needs to be based at the centres - they are never there when families need them.

<b>Maintain current staffing</b>	
Individual	PPCSVo I believe the staffing should remain as they are.
Individual	PPCSVo They should not lose their jobs.
<b>Not enough information to determine</b>	
Individual	PPCSVo not close enough to propose what would work in practice
Individual	PPCSVo Unknown as yet.
Individual	PPCSVo It is difficult to imagine how the centres should be staffed - this can only be decided by current staff who fully understand how their roles are shared.
Individual	PPCSVo Don't know.
<b>Remove Family Support Workers from children's centres</b>	
Individual	PPCSVo Top slicing the budget for Family Support Workers is not working. They are not working in line with Children's Centres and the centres should have more say over their budget. If the area does not require their services then they should be taken out of the centre and the money put where it is needed.
<b>School based centres managed by Head teacher</b>	
Individual	PPCSVo If a centre is attached to a school the head of school to have overall management & children's centre not to have a head to save costs centre run by deputy & senior staff one for community & one for childcare
<b>Separate Outreach post</b>	
Individual	PPCSVo Outreach work is very difficult and needs an assigned person
<b>Other</b>	
Individual	PPCSVo Community Group worker.
Individual	PPCSVo Social Worker – Children's Centres are for the most vulnerable families. Having a social worker in a centre seems an excellent way to make sure early intervention is obtained.

Q14a: Which other job roles do you consider to be essential for effective multi-agency/partnership service delivery from children's centres? (Please select all that apply)

Respondent	Group	Comment/idea summary
<b>Community Group worker</b>		
Individual	PPCSVo	Community Group Worker
Individual	PPCSVo	Community Group worker.
Individual	PPCSVo	Community Group Worker.
Individual	PPCSVo	Community Group Worker
Individual	PPCSVo	Community Group Worker.
Individual	PPCSVo	Group co-ordinator - he/she can refer on to health visitors, teachers etc. A group co-ordinator has come to really get to know families and detect who is most vulnerable. NB - I have taken word 'essential' very literally
<b>Information Officer</b>		
Individual	PPCSVo	Information officer
Individual	PPCSVo	Information Officer.
Individual	PPCSVo	Information officer.
Individual	PPCSVo	Information Officer. Therapeutic services.
Individual	PPCSVo	Information officer. Community Nursery Nurse.
Individual	PPCSVo	Information officer
Individual	PPCSVo	Information officer
Individual	PPCSVo	Information Officer
Individual	PPCSVo	Information Officer
Individual	PPCSVo	Information Officer
Individual	PPCSVo	Information Officer.
<b>Need representation from all frontline agencies</b>		
Individual	PPCSVo	I don't understand this question - integrated service delivery requires representation from all front line agencies including others not included such as citizens advice
<b>Partnership and networking</b>		

Individual	PPCSVo	PARTNERSHIP & NETWORKING - SHARING LA/PCT RESOURCES
Individual	PPCSVo	HARTS for Families Citizen Advice Bureau ESOL classes
Individual	PPCSVo	would like to include CAMHS
Individual	PPCSVo	Information Officer. IAPT, Markfield, CAB, Childminder support team.
<b>Other</b>		
Individual	PPCSVo	Senco
Individual	PPCSVo	Unison full time rep – to maintain appropriate and professional structure and attitude is maintained at all times.
Individual	PPCSVo	Community Support Worker.
Individual	PPCSVo	Nursery nurse qualified staff.
Individual	PPCSVo	Senco.

**Q16: What services, if any, do you think should or could attract a charge?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>After School Clubs</b>		
Individual	PPCSVo	After school clubs.
<b>Anything that is 'nice to have' rather than 'necessary'</b>		
Individual	PPCSVo	Not sure - would depend on the socio-economic profile of the area and ability to pay weighed against cost benefit analysis of overall social benefit.
Individual	PPCSVo	Drop ins/stay and play sessions. Everything that is nice rather than necessary!!! Sure Start killed it when they insisted on everything being free!!! A small charge - or a volunteering role (if you can't afford the charge/choose not to pay!!) should be none negotiable for all things nice not necessary - we should all be contributing - no matter how small our contribution - it's a healthier way to live in community together!!!
Individual	PPCSVo	Baby Massage. Mini Music. Bouncing Bunnies.
<b>Charge dual income users</b>		
Individual	PPCSVo	You could make low charges to families with dual income (including maternity pay)



		but not to single parents or where neither parents/ carers are in full time employment
<b>Crèche</b>		
Individual	PPCSVo	Crèche
<b>Drop ins</b>		
Individual	PPCSVo	Drop ins. Stay and play. etc. NOT for professional services such as health visitors etc
<b>Health + Social Services. Infant development services.</b>		
Individual	PPCSVo	Health + Social Services. Infant development services
<b>Mother &amp; Baby Yoga</b>		
Individual	PPCSVo	Possibly Mother and Baby yoga etc
<b>Music/movement classes</b>		
Individual	PPCSVo	Playgroups e.g. for refreshments. Music / Dance classes. Could hire the facilities.
Individual	PPCSVo	Toddler music/ movement groups - a small charge.
Individual	PPCSVo	Groups outside stay & play i.e. Movers & Shakers.
Individual	PPCSVo	Drop in groups in affluent areas e.g. music / stay & play.
<b>None</b>		
Individual	PPCSVo	None
Individual	PPCSVo	None.
Individual	PPCSVo	None - as the Children's Centres are for those who can't pay.
Individual	PPCSVo	None. Children's Centres are for the disadvantaged.
Individual	PPCSVo	None in Tottenham.
Individual	PPCSVo	If we begin charging for some services it could potentially discriminate against those who can't afford it, creating a culture of "haves" and "have nots".
Individual	PPCSVo	None since aim is to help disadvantaged - maybe groups could hire centre to provide their services and these groups could charge but not necessarily be to aid disadvantaged.
Individual	PPCSVo	None.
<b>Non-professional services</b>		
Individual	PPCSVo	Health and psychological advice should be free

<b>Nursery, based on affordability</b>		
Individual	PPCSVo	nursery for those who can afford it
<b>Services in affluent areas</b>		
Individual	PPCSVo	Only services offered in affluent areas where Children's Centres aren't really needed should charge. Those who provide for the most vulnerable should not charge.
Individual	PPCSVo	It depends on the area. Poorer families will struggle with this.
<b>Stay and Play</b>		
Individual	PPCSVo	Stay and Play sessions should have a charge and be parent run (voluntary)
<b>Training services</b>		
Individual	PPCSVo	training services such as first aid
<b>Voluntary contributions</b>		
Individual	PPCSVo	We have a voluntary donation for our drop ins of £1.00 - £2.00, this is generally paid for by most and does not exclude anyone from attending if they do not have the money. I feel all charges should be done on a voluntary basis and managed well this can generate a healthy revenue
<b>Other</b>		
Individual	PPCSVo	More Job Centre Plus sessions perhaps run by the centre itself also training sessions for adults. Under 5's playgroup to be continued.
Individual	PPCSVo	N/A

**Q17: How should the established relationships with professional partners and commissioned services be maintained to ensure effective service delivery?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Meetings that include the community (partners, parents/carers, etc.)</b>		
Individual	PPCSVo	Including representatives from different groups in consultations
Individual	PPCSVo	As a childminder we want specific events for us - so children's centres should be kept in the loop a lot more.
Individual	PPCSVo	Specific Childminder Stay & Plays - keep in contact with us more.

Individual	PPCSVo	Possibly invite all service managers / centre leads and information officers to a consultation event with all key partners to discuss in person. This needs to be an event that is creative in its delivery and encourages true participation. This should also include parents / carers to give this key insight from a service users viewpoint.
<b>Monitoring meetings</b>		
Individual	PPCSVo	Regular monitoring and reviews in order to ensure services add value and provide tangible and measurable outcomes for families.
<b>Parents/Carers represented at meetings</b>		
Individual	PPCSVo	Service delivery will inevitably suffer with staff cuts. More parental/carer involvement at regular meetings.
<b>Partners more regularly based in centres</b>		
Individual	PPCSVo	The partners should be based more regularly in the centres. And communication and information sharing should be enhanced. Partnerships cannot work simply by assuming.
Individual	PPCSVo	CAMHS would like to go on using children's centre premises for the Webster Stratton parenting courses which we run - in partnership with the children's centre staff and educational psychology service
<b>Service Level Agreements</b>		
Individual	PPCSVo	Services not provided on site sourced out, Service Level Agreement, Monitoring meetings
Individual	PPCSVo	General service specifications for e.g. IAPT Midwifery / Health Partners, HALS / WEA etc, which individual centres would monitor.
<b>Through effective communication</b>		
Individual	PPCSVo	There should be effective communication between the services.
Individual	PPCSVo	There is scope for the Haringey Family Learning Team to benefit from children centre manager team meetings to plan across all centres and agree curriculum and required support.
Individual	PPCSVo	Continue to pay for the elements of services that they are providing - CC's do not need to be delivering all the aspects of the targets themselves - if its possible to

		work in partnership, push the money to the partners your working with!! Now that Annie Jordan's post is gone how do Job Centre liaise and plan future services with the lead authority.
<b>Other</b>		
Individual	PPCSVo	Commissioned services can only be retained where the budget will allow. To think otherwise is futile.
Individual	PPCSVo	Have more permanence.
Individual	PPCSVo	The lead centre in a cluster to offer a full service, the other centres to offer different services and to double up on services only where a great need is shown.
Individual	PPCSVo	Keep maintaining at same level.
Individual	PPCSVo	Maintain (and pay) the present staff wherever possible.
Individual	PPCSVo	Keep paying them.

**Q18: Any other comments. Do you have any other comments about the proposed changes?**

<b>Respondent</b>	<b>Group</b>	<b>Comment/idea summary</b>
<b>Build in an evaluation process</b>		
Individual	PPCSVo	Ensure that there is an evaluation process built into the changes to learn and build on positives and rectify negative impacts
<b>Concern about the effect on Teenage Pregnancy Programme</b>		
Individual	PPCSVo	This form sent to us by Woodlands Children Centre. Teens and Toddlers is a Teenage Pregnancy Prevention programme that has worked with Haringey Secondary School and Children Centres for 4 years. A group of young people are selected by their school to work once a week for 18 weeks in a nursery with our T&T facilitators. The difference for the groups when based in Children Centres is the young people learn about their community and what services are on offer. Particularly for young people where English is a second language at home they have helped their parents access services and younger siblings have taken part in activities at the centres. To maintain the staffing levels for the work with children and families at children centres would be my priority. Spread the cost of management

		and admin.
<b>Concerns about cluster composition</b>		
Individual	PPCSVo	Think carefully about the centres that you are clustering. Some partnerships simply won't work. Putting a school based centre and a corporate centre together will fail.
Individual	PPCSVo	Make South Grove a lead centre. The South Grove team are dedicated and understanding. They are brilliant and should be kept as they are. They do excellent work and know exactly what their community needs. I'm a childminder and they have helped me with my Ofsted paperwork - where other centres haven't helped.
Individual	PPCSVo	Don't change South Grove - they are brilliant and super supportive - especially for childminders.
Individual	PPCSVo	Please keep the South West Cluster together.
Individual	PPCSVo	The childminders near me all use the South West Cluster Children's Centres. We like this grouping. Please keep them together. South Grove is my centre. The staff are amazing. They love and respect the community. Most importantly - they know the community which helps them do an amazing job. South Grove should not be changed - it will damage the community if they are reduced / changed.
Individual	PPCSVo	Yes, do not close Bounds Green Children's Centre. We'd have nowhere to go and the children enjoy it here.
<b>Concerns about impact on changes to HALS Family Learning team</b>		
Individual	PPCSVo	HALS Family Learning team offers free learning provision to families at no cost to the borough, we are concerned that some centres that have been able to support this work will no longer be able to do so.
<b>Concerns about the effect of changes on vulnerable families</b>		
Individual	PPCSVo	My main concern is how the changes will affect children of vulnerable families. This would have a direct impact on our target of reducing child poverty.
<b>Focus spend on service delivery</b>		
Individual	PPCSVo	I agree that less money should be spent on management - and more on sharp end service delivery - ideally towards those most needing that support.

<b>Need to maintain diversity</b>		
Individual	PPCSVo	Need to allow all community member to access the children's centre to maintain diversity. Small charges could be introduced even if just for most affluent parents. Sharing staff across centre will likely lead to a poorer service.
Individual	PPCSVo	As a 'normal' family, husband working 3 children close together, I have benefited enormously from the support and activities from initially Noel Park ( Spanish ) Salvation Army (hope, skip & jump) then later Bounds Green . I am not in need mother but would have not gone to classes if they had a £5 charge attached. However, I do think that £1-£2 is perfectly reasonable fee. I personally don't buy lunches out, coffee out, always take squash , water, sandwiches. I would hate Children's Centre to purely be for those 'in need' in my experience, these families do not attend. I do not know how much if more you can do to get those in need to attend.
<b>Pro-active Lead Centres/engage community</b>		
Individual	PPCSVo	The Lead Centres need to ensure that they proactively engage with the community in order to reach as many families as possible, particularly those in greatest need. The CAB currently works in 8 centres all of which have proactively referred clients for advice and assistance in order to reduce child poverty. Welbourne Children's Centre for example has actively gone out into the community - specifically targeting families in the most deprived SOAs and engaging with parents through group texting etc... The CAB has built strong partnerships with these centres - which include the proposed lead centres - Pembury, Woodlands Park, Rowland Hill, Triangle, Campsbourne and Welbourne - which greatly benefit parents. Continuing to work with these Centres as well as the other 2 Centres which are Highgate and the Ladder would mean that we can continue to work together to provide an integrated package of support to parents.
<b>Promote Partnership working</b>		
Individual	PPCSVo	very very sad that they have to be made. As a partner agency, we need accurate information about exactly what will be cut, and what will remain, as early as possible,

Individual	PPCSVo	<p>so that we can make appropriate care plans with the families who are referred to us.</p> <p>Our overall experience of Children Centres has been very positive, however the level of commitment to work with partner organisations and take initiative can vary. We would like to see the good practice of the most successful children's centres having the opportunity to share this and be valued in this way.</p>
<b>You can be vulnerable / isolated in an affluent area.</b>		
Individual	PPCSVo	<p>As the government is convinced of the crucial importance of working with young children and intervening early they should be prepared to finance this. It is only really with a consistent relationship built between users and provider that families and children's' needs will be known and provided for. There should be a continued fight to secure proper funding. In the meantime, funding should be fairly allocated and shared between centres. It seems wrong to have such great purpose built facilities built at the huge cost lying empty or underused. We know families need services. It cannot be assured there are not urgent needs amongst families living in relatively affluent areas. Share out the resources + fight for more. Identify which are the absolutely essential services and have these available in each centre.</p>
Individual	PPCSVo	<p>Families with children under five can be at their most vulnerable regardless of household income or social class - new mums from every background can be particularly at risk. It is also one of the strengths of current children centres that they are a mixing pot of all backgrounds which allows parents + carers to gain skills, advice + info from each other. If only the most deprived families are targeted this will end the benefit of children of all different social state leaving to get along with each other. I think it is a short - sighted plan and a huge mistake to be cutting funding to children's centres which have helped so many families in Haringey.</p>
<b>Other</b>		
Individual	PPCSVo	<p>We are forced to agree since we are aware cuts will be made anyway. Is this agreement taken to mean we are happy with the situation?</p>
Individual	PPCSVo	<p>The services of children's centres should be protected if the government does have any respect for the early years! This form is ridiculously long!</p>

Individual	PPCSVo	Please reconsider the stage of budget cut from 6 millions to 2 millions - children's services are vital compared to repairing pavements.
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### 10.3 Summary of responses from consultation meetings held with Professional Partners, Commissioned Services and Voluntary organisations

<b>Theme</b>	<b>Number of comments</b>	<b>Percentage</b>
Alternative proposal	2	7%
Commissioned services	9	31%
Full and standard offer	4	14%
Governance	1	3%
Help deprived	2	7%
Other	6	21%
Panel comment	4	14%
Question composition of cluster	1	3%
Grand Total	29	

**10.4 Professional Partners, Voluntary Sector and Commissioned Services  
consultation meeting date**

**Tuesday 5<sup>th</sup> April 2011                      3.30pm – 5pm**

Room G6, Professional Development Centre

Downhills Park Road, London N17 9LN

## Annex 11: Consultation questionnaire results received after 22nd April

## 11.1 Responses from parents and carers received after 22 April 2011

Support for principles

**Q1 To what extent do you support the principles we have applied to the proposed changes? (Please select one option in each row)**

	Strongly support	Support	Neither support nor don't support	Do not support	Strongly do not support
Maintaining a full children's centre service offer in our most deprived areas	5 (83.3%)	1 (16.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ensuring services on offer, and how they are delivered, reflect local needs	3 (50.0%)	3 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Shared management and other jobs across centres	2 (33.3%)	1 (16.7%)	1 (16.7%)	0 (0.0%)	2 (33.3%)
Flexibility - staff working across children's centres	2 (33.3%)	1 (16.7%)	1 (16.7%)	0 (0.0%)	2 (33.3%)
Closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres	0 (0.0%)	1 (16.7%)	0 (0.0%)	0 (0.0%)	5 (83.3%)

Use of Children's Centre services

**Q2 Which children's centre do you usually use? (Please select one option)**

0 (0.0%)	Bounds Green Children's Centre	0 (0.0%)	Rowland Hill Children's Centre
1 (16.7%)	Broadwater Farm Children's Centre	0 (0.0%)	Rokesly Children's Centre
1 (16.7%)	Bruce Grove Children's Centre Link Site	1 (16.7%)	South Grove Children's Centre
0 (0.0%)	Campsbourne Children's Centre	0 (0.0%)	Stonecroft Children's Centre
0 (0.0%)	Downhills Children's Centre Link Site	1 (16.7%)	Stroud Green Children's Centre
0 (0.0%)	Earlsmead Children's Centre	0 (0.0%)	The Ladder Children's Centre
0 (0.0%)	Highgate Children's Centre	0 (0.0%)	Tower Gardens Link site
0 (0.0%)	Noel Park Children's Centre	0 (0.0%)	Triangle Children, Young People and Community Centre
0 (0.0%)	North Bank Children's Centre	0 (0.0%)	Welbourne Children's Centre
0 (0.0%)	Park Lane Children's Centre	1 (16.7%)	Woodlands Park Children's Centre
1 (16.7%)	Pembury House Children's Centre	0 (0.0%)	Woodside Children's Centre

**Q3 How often do you visit this children's centre? (Please select one option)**

2 (33.3%)	1-2 times per week	0 (0.0%)	Less than once per month
3 (50.0%)	3-4 times per week	0 (0.0%)	Once per month
1 (16.7%)	2-4 times per month		

**Q4 Do you use any other children's centres in Haringey? (Please select all that apply)**

0 (0.0%)	Bounds Green Children's Centre	0 (0.0%)	Rowland Hill Children's Centre
3 (50.0%)	Broadwater Farm Children's Centre	0 (0.0%)	Rokesly Children's Centre
1 (16.7%)	Bruce Grove Children's Centre Link Site	0 (0.0%)	South Grove Children's Centre
0 (0.0%)	Campsbourne Children's Centre	0 (0.0%)	Stonecroft Children's Centre
0 (0.0%)	Downhills Children's Centre Link Site	0 (0.0%)	Stroud Green Children's Centre
0 (0.0%)	Earlsmead Children's Centre	0 (0.0%)	The Ladder Children's Centre
0 (0.0%)	Highgate Children's Centre	0 (0.0%)	Tower Gardens Link site
0 (0.0%)	Noel Park Children's Centre	0 (0.0%)	Triangle Children, Young People and Community Centre
0 (0.0%)	North Bank Children's Centre	0 (0.0%)	Welbourne Children's Centre
0 (0.0%)	Park Lane Children's Centre	0 (0.0%)	Woodlands Park Children's Centre
0 (0.0%)	Pembury House Children's Centre	0 (0.0%)	Woodside Children's Centre

**Q5 Which children's centre services do you use? (Please select all that apply)**

3 (50.0%)	Childcare	0 (0.0%)	Jobcentre Plus
3 (50.0%)	Stay and play sessions	0 (0.0%)	Benefits or other advice
0 (0.0%)	Speech and language support	1 (16.7%)	Ante natal support
1 (16.7%)	Parenting support e.g. parenting programmes	2 (33.3%)	Breastfeeding support
0 (0.0%)	One-to-one family support	1 (16.7%)	Health and nutrition advice
0 (0.0%)	Adult education/training	4 (66.7%)	Information services

**Q6 How important are the following children's centre services to you? (Please select all that apply)**

	Very Important	Important	Neither important nor unimportant	Unimportant	Very unimportant
Childcare	5 (83.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Stay and play sessions	4 (66.7%)	2 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Speech and language support	2 (33.3%)	0 (0.0%)	2 (33.3%)	0 (0.0%)	1 (16.7%)
Parenting support e.g. parenting programmes	1 (16.7%)	2 (33.3%)	1 (16.7%)	0 (0.0%)	1 (16.7%)
One-to-one family support	1 (16.7%)	2 (33.3%)	0 (0.0%)	0 (0.0%)	1 (16.7%)
Adult education/training	0 (0.0%)	1 (16.7%)	1 (16.7%)	1 (16.7%)	0 (0.0%)
Jobcentre Plus	0 (0.0%)	1 (16.7%)	2 (33.3%)	0 (0.0%)	1 (16.7%)
Benefits or other advice	0 (0.0%)	1 (16.7%)	2 (33.3%)	1 (16.7%)	0 (0.0%)
Antenatal support	2 (33.3%)	1 (16.7%)	1 (16.7%)	0 (0.0%)	0 (0.0%)
Breastfeeding support	2 (33.3%)	1 (16.7%)	2 (33.3%)	0 (0.0%)	0 (0.0%)
Health and nutrition advice	0 (0.0%)	3 (50.0%)	2 (33.3%)	0 (0.0%)	0 (0.0%)
Information services	2 (33.3%)	3 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

**Service Offer****Q7 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)**

2 (33.3%)	Strongly agree
3 (50.0%)	Agree
0 (0.0%)	Neither agree nor disagree
0 (0.0%)	Disagree
1 (16.7%)	Strongly disagree

**Q8 To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)**

3 (50.0%)	Strongly agree
2 (33.3%)	Agree
0 (0.0%)	Neither agree nor disagree
0 (0.0%)	Disagree
0 (0.0%)	Strongly disagree

**Proposed models for children's centres****Q10 To what extent do you agree or disagree with the overall proposal shown in the consultation paper (Please select one option)**

0 (0.0%)	Strongly agree
2 (33.3%)	Agree
1 (16.7%)	Neither agree nor disagree
1 (16.7%)	Disagree
2 (33.3%)	Strongly disagree

**Q11 Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable are maintained. To what extent would you support this approach?**

(Please select one option)

- 0 (0.0%) Strongly support
- 1 (16.7%) Support
- 1 (16.7%) Neither support nor don't support
- 1 (16.7%) Do not support
- 2 (33.3%) Strongly do no support

**Q13 Will the proposed changes to Haringey's children's centres change how frequently you use your usual centre?** (Please select one option)

- 1 (16.7%) Yes, I will use it less frequently
- 0 (0.0%) Yes, I will use it more frequently
- 2 (33.3%) It will make no difference
- 2 (33.3%) Don't know

## Funding

**Q14 Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements.** (Please select one option in each row)

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
Some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all children's centres	0 (0.0%)	2 (33.3%)	2 (33.3%)	2 (33.3%)	0 (0.0%)
Funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres	1 (16.7%)	1 (16.7%)	0 (0.0%)	3 (50.0%)	1 (16.7%)
Funding should be allocated to centres in areas of greatest need only. This will mean that some centres may close.	0 (0.0%)	1 (16.7%)	1 (16.7%)	1 (16.7%)	3 (50.0%)
Funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored	1 (16.7%)	2 (33.3%)	0 (0.0%)	2 (33.3%)	1 (16.7%)

## Free-text responses

**If we were not able to keep all of the standard offer in your local centres, what types of services, if any, would you be prepared to pay for? Q9**

The most important thing is to stay OPEN for everyone in the borough. I would be prepared to pay if it meant I could still access the service. its value has been incalculable to me in terms of social, moral and information support - a fantastic service for all children and parents. PLEASE KEEP THEM ALL OPEN WHATEVER.

**We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough. Q12**

Maintaining staff at specific centres is preferable, better to offer full service at as many as possible, and provide certain provision - advice and health to professionals who work at all centres in rotation liaising with permanent centre staff

Without access to these services, whoever you are whatever your income the social isolation of new parenthood can become unbearable. All parents need access to weekly support, sometimes daily with a new baby. If we have to pay, so be it but it must be means tested it prevents huge parenting problems for so many parents. They are vital services for Haringey.

I am sure management of the borough and Haringey Council can provide adequate alternatives

**If you have any comments on these charges, please use the box below to tell us your views Q15.**

This should be means related, as it could impact on siblings

These changes must be means tested! £900 per month on childcare will prevent all but those on high incomes from returning to work. After all progress with under 5s childcare this would be a highly retrograde step.

Changes to childcare will make me to terminate my full time employment

This prices are unsustainable and will force single parents to reduce their working hours and claim more benefits and it will prevent single parent families to attempt to find work, thus robbing the children of a formidable and excellent experience (social and emotional)

Is this fee increase compatible with the reduction. Is the childcare element of the working tax credits? as this is also being cut.

**Do you have any other comments about these proposed changes? Q16**

The Council should look at reducing other areas of expenditure, and focus on essentials such as child centres. Haringey could have less traffic wardens, road sweepers and high paid 'career' executives. moving professionals around reduces their effectiveness and may dilute the 'community' feeling in the centres. Children don't want inconsistent carers, they want to be in a stable setting.

Some parents would be willing and able to pay to access children's centre services. The key - again - is to keep them all open. We all need them, richer and poorer. If I had not had support as a new mother, I could easily have required more intensive support later on. Social isolation is a major issue for all new parents. Sure start and later children's centres have been a beacon of progress in this area. To withdraw these services could have very bad consequences for individual parents and children - and for the community. Haringey, post Baby P should be a beacon of family support for vulnerable children and parents.

The timescale for the consultation and to start implementing the changes feel rushed and pushy. I'm doubting if this "consultation" will have any bearing on the final decision. Even the consultation process feels "false" because the 22nd is a bank holiday it's the school holiday (many parents will be away and might miss the deadline) and most children centres close around 15/04/11

**Q17 Which, if any, of the following most closely matches your role? (Please select one option)**

- |                       |                         |
|-----------------------|-------------------------|
| 3 (50.0%) Parent      | 0 (0.0%) Legal guardian |
| 3 (50.0%) Lone parent | 0 (0.0%) Other          |
| 0 (0.0%) Carer        |                         |

If, other please tell us 1 (16.7%)

**Q18 What is your household income (Please select one option)**

- 1 (16.7%) £0 - £10,000
- 3 (50.0%) £10,000 - £25,000
- 1 (16.7%) £25,000 - £40,000
- 0 (0.0%) £40,000 - £55,000
- 0 (0.0%) £55,000+

**Q19 Please tell us the first part of your postcode (For example, N22 or N6)**

6 (100.0%)

**Demographics**

**Age**

**Q20 What is your age group?**

- |                   |                |
|-------------------|----------------|
| 0 (0.0%) Under 19 | 0 (0.0%) 60-64 |
| 0 (0.0%) 20-24    | 0 (0.0%) 65-74 |
| 0 (0.0%) 25-29    | 0 (0.0%) 75-84 |
| 5 (83.3%) 30-44   | 0 (0.0%) 85-89 |
| 1 (16.7%) 45-59   | 0 (0.0%) 90+   |

**Disability**

**Q21 Do you consider yourself to be a disabled person?**

- 0 (0.0%) Yes
- 5 (83.3%) No

**Ethnic Group**

**Q22 White**

3 (50.0%)	British	0 (0.0%)	Irish Traveller
0 (0.0%)	Greek Cypriot	0 (0.0%)	Turkish/Cypriot
0 (0.0%)	Turkish	0 (0.0%)	Kurdish
0 (0.0%)	Gypsy	0 (0.0%)	Other
1 (16.7%)	Irish		

Other, please write in the box 1 (16.7%)

**Mixed**

0 (0.0%)	White and Black Caribbean		
0 (0.0%)	White and Asian		
1 (16.7%)	White and Black African		
0 (0.0%)	Other		
	Other, please write in the box	0 (0.0%)	

**Asian or Asian British**

0 (0.0%)	Indian		
0 (0.0%)	Bangladeshi		
0 (0.0%)	Pakistani		
0 (0.0%)	East African Asian		
0 (0.0%)	Other		
	Other, please write in the box	0 (0.0%)	

**Black or Black British**

1 (16.7%) African  
 0 (0.0%) Caribbean  
 0 (0.0%) Other  
 Other, please write in the box 0 (0.0%)

**Other ethnic group (Please write in the box)**

0 (0.0%) Other  
 Please write in the box 0 (0.0%)

**Chinese**

0 (0.0%) Chinese  
 0 (0.0%) Other  
 Other, please write in the box 0 (0.0%)

**Gender**

**Q24 Are you?**

1 (16.7%) Man  
 5 (83.3%) Woman

**Gender identity**

**Q25 Does your gender differ from your birth sex?**

0 (0.0%) Yes  
 4 (66.7%) No

**Religion**

**Q26 Do you have a religion or belief that you would like to mention?**

1 (16.7%) No religion	0 (0.0%) Muslim
2 (33.3%) Christian	0 (0.0%) Sikh
0 (0.0%) Buddhist	0 (0.0%) Rastafarian
0 (0.0%) Hindu	0 (0.0%) Other
1 (16.7%) Jewish	

Please write in 1 (16.7%)

**Sexual orientation**

**Q27 How would you describe your sexual orientation?**

3 (50.0%) Heterosexual	0 (0.0%) Gay
0 (0.0%) Bisexual	0 (0.0%) Lesbian



## 11.2 Responses from staff and governors received after 22 April 2011

**Q1 To what extent do you support the principles we have applied to the proposed changes? (Please select one option on each row)**

	Strongly support	Support	Neither support nor don't support	Do not support	Strongly do not support
Maintaining a full children's centre service offer in our most deprived areas	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Ensuring services on offer, and how they are delivered, reflect local needs	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Shared management and other jobs across centres	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)
Flexibility - staff working across children's centres	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

**Q2 Do you have a children's centre on site or are you linked to a children's centre? (Please select one option)**

1 (100.0%)	On site
0 (0.0%)	Linked
0 (0.0%)	None

### Proposed models for children's centres

**Q4 To what extent do you agree with our proposal to introduce shared management and administration across our children's centres in order to reduce costs? (Please select one option)**

0 (0.0%)	Strongly agree
0 (0.0%)	Agree
0 (0.0%)	Neither agree nor disagree
1 (100.0%)	Disagree
0 (0.0%)	Strongly disagree

**Q5 Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**

0 (0.0%)	Yes
1 (100.0%)	No

**Q6 To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)**

1 (100.0%)	Strongly agree
0 (0.0%)	Agree
0 (0.0%)	Neither agree nor disagree
0 (0.0%)	Disagree
0 (0.0%)	Strongly disagree

**Q7 Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach? (Please select one option)**

1 (100.0%)	Strongly support
------------	------------------

- 0 (0.0%) Support
- 0 (0.0%) Neither support nor don't support
- 0 (0.0%) Do not support
- 0 (0.0%) Strongly do not support

**Q8 To what extent do you agree or disagree with the overall proposal shown in the consultation paper?** (Please select one option)

- 0 (0.0%) Strongly agree
- 0 (0.0%) Agree
- 0 (0.0%) Neither agree nor disagree
- 0 (0.0%) Disagree
- 1 (100.0%) Strongly disagree

### Funding

**Q10 Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements.** (Please select one option on each row)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all children's centres	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)
Funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)
Funding should be allocated to centres in areas of greatest need only. This will mean that some centres may close.	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

### Staffing

**Q11 Is the proposed model for core staffing correct?** (Please select one option)

- 0 (0.0%) Yes
- 1 (100.0%) No

**Q13 Are there any other compositions of the core staff team that should be considered?**

1 (100.0%)

**Q14 Which posts do you consider to be essential for a children's centre to operate effectively?** (Please select all that apply)

- |                                  |                                |
|----------------------------------|--------------------------------|
| 1 (100.0%) Centre manager        | 1 (100.0%) Midwife             |
| 1 (100.0%) Outreach worker       | 1 (100.0%) Administrator       |
| 1 (100.0%) Family support worker | 1 (100.0%) Site manager        |
| 1 (100.0%) Social worker         | 1 (100.0%) Health visitor      |
| 1 (100.0%) Receptionist          | 1 (100.0%) Information officer |
| 1 (100.0%) Teacher               | 0 (0.0%) Other                 |
| 1 (100.0%) Finance officer       |                                |

Other, please tell us 0 (0.0%)

## Service Offer

**Q15 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others?** (Please select one option)

- 0 (0.0%) Strongly agree  
 1 (100.0%) Agree  
 0 (0.0%) Neither agree nor disagree  
 0 (0.0%) Disagree  
 0 (0.0%) Strongly disagree

**Q20 Which, if any, of the following most closely matches your role?**

- |   |                            |
|---|----------------------------|
| 0 (0.0%) School staff member (non-teaching) | 0 (0.0%) Teacher           |
| 0 (0.0%) Head teacher                       | 1 (100.0%) School Governor |
| 0 (0.0%) Deputy Head teacher                | 0 (0.0%) Other             |
| 0 (0.0%) Senior management team member      |                            |

If, other please tell us 1 (100.0%)

## Age

**Q22 What is your age group?**

- |                   |                |
|-------------------|----------------|
| 0 (0.0%) Under 19 | 0 (0.0%) 60-64 |
| 0 (0.0%) 20-24    | 0 (0.0%) 65-74 |
| 0 (0.0%) 25-29    | 0 (0.0%) 75-84 |
| 1 (100.0%) 30-44  | 0 (0.0%) 85-89 |
| 0 (0.0%) 45-59    | 0 (0.0%) 90+   |

## Disability

**Q23 Do you consider yourself to be a disabled person?**

- 0 (0.0%) Yes  
 1 (100.0%) No

## Ethnic Group

**Q24 White**

- |                        |                          |
|------------------------|--------------------------|
| 0 (0.0%) British       | 0 (0.0%) Irish Traveller |
| 0 (0.0%) Greek Cypriot | 0 (0.0%) Turkish/Cypriot |
| 0 (0.0%) Turkish       | 0 (0.0%) Kurdish         |
| 0 (0.0%) Gypsy         | 0 (0.0%) Other           |
| 0 (0.0%) Irish         |                          |

Other, please write in the box 0 (0.0%)

### Mixed

- 0 (0.0%) White and Black Caribbean  
 0 (0.0%) White and Asian  
 0 (0.0%) White and Black African  
 0 (0.0%) Other  
 Other, please write in the box 0 (0.0%)

### Asian or Asian British

- 1 (100.0%) Indian  
 0 (0.0%) Bangladeshi  
 0 (0.0%) Pakistani  
 0 (0.0%) East African Asian  
 0 (0.0%) Other  
 Other, please write in the box 0 (0.0%)

**Black or Black British**

0 (0.0%) African

0 (0.0%) Caribbean

0 (0.0%) Other

Other, please write in the  
box

0 (0.0%)

**Chinese or other ethnic group**

0 (0.0%) Chinese

0 (0.0%) Other

Other, please write in the  
box

0 (0.0%)

**Other ethnic group (Please write in the box)**

0 (0.0%) Other  
 Please write in the box 0 (0.0%)

**Gender**

**Q25 Are you?**  
 0 (0.0%) Man 1 (100.0%) Woman

**Gender identity**

**Q26 Does your gender differ from your birth sex?**  
 0 (0.0%) Yes 1 (100.0%) No

**Religion**

**Q27 Do you have a religion or belief that you would like to mention?**

0 (0.0%) No religion	0 (0.0%) Muslim	0 (0.0%) Hindu	1 (100.0%) Other
0 (0.0%) Christian	0 (0.0%) Sikh	0 (0.0%) Jewish	
0 (0.0%) Buddhist	0 (0.0%) Rastafarian	Please write in the box	1 (100.0%)

**Sexual orientation**

**Q29 How would you describe your sexual orientation**

0 (0.0%) Heterosexual
0 (0.0%) Bisexual
0 (0.0%) Gay
1 (100.0%) Lesbian

Free-text responses

What do you think about the proposed clustering of children's into lead and associate centres? (Q3)

I would like to link with BWFCC with Bruce Grove CC link site. I would change the proposals to Pembury House to link with Park Lane CC Rowland Hill CC to link with Noel Park (incl. Woodside/Bounds Green)

We are interested in your views. Please tell us if you have other ideas for a children's centre model (Q9)

As BWFCC is an integral and first phase of the new inclusive learning campus, it is essential to keep it. Things like the health/family support and the SEN access leaving a natural pathway to the Brook Special School mean it will be a truly inclusive campus from 1 - 11. I would want to see increased links with Bruce Grove Primary School, and to continue links with the SW cluster. Our SEN provision/early years/health services and childcare are vital to the community.

If no, which roles do you think should be included in the core staff team (Q12)

It wouldn't work in our centre and am sure others are the same. We all have individual needs as local service providers

Are there any other compositions of the core staff team that should be included in the core staff team (Q12)

Our centre needs to have a link with the BWF primary school, Bruce Grove primary and the Brook School and the SW cluster of CCs

What services, if any, do you think should be charged for? (Q16)

As we do now, childcare although as a parent working full time I would find the £50 jump per week too hard to manage

What should the governance arrangements be in a cluster model (Q17)

Set up an advisory group and ensure all clusters have a governor represented/governor body

How should the established relationships with professional partners and commissioned services be maintained (Q18)

As above - we are specialized and need to keep up the very important relationships we have built up over the past 6 years

Do you have any other comments about the proposed changes? (Q19)

I am appalled at this consultation process, how hard it is to understand how hard the access to documents has been, how staff have been notified

### 11.3 Responses from Children's Centres staff received after 22 April 2011

- Q1 To what extent do you support the principles we have applied to the proposed changes? (Please select one option on each row)**
- |   | Strongly support | Support   | Neither support nor don't support | Do not Support | Strongly do not support |
|---|------------------|-----------|-----------------------------------|----------------|-------------------------|
| Maintaining a full children's centre service offer in our most deprived areas   | 2 (50.0%)        | 1 (25.0%) | 0 (0.0%)                          | 0 (0.0%)       | 0 (0.0%)                |
| Ensuring services on offer, and how they are delivered, reflect local needs   | 2 (50.0%)        | 1 (25.0%) | 0 (0.0%)                          | 0 (0.0%)       | 0 (0.0%)                |
| Shared management and other jobs across centres   | 0 (0.0%)         | 0 (0.0%)  | 1 (25.0%)                         | 1 (25.0%)      | 1 (25.0%)               |
| Flexibility - staff working across children's centres   | 0 (0.0%)         | 1 (25.0%) | 1 (25.0%)                         | 1 (25.0%)      | 0 (0.0%)                |
| Closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres | 0 (0.0%)         | 0 (0.0%)  | 0 (0.0%)                          | 3 (75.0%)      | 0 (0.0%)                |
- Q2 Do you have a children's centre on site or are you linked to a children's centre? (Please select one option)**
- 3 (75.0%) On site
  - 0 (0.0%) Linked
  - 0 (0.0%) None

### Proposed models for children's centres

- Q3 What do you think about the proposed clustering of children's centres into lead and associate centres?**
- 2 (50.0%)
- Q4 To what extent do you agree with our proposal to introduce shared management and administration across our children's centres in order to reduce costs? (Please select one option)**
- 0 (0.0%) Strongly agree
  - 0 (0.0%) Agree
  - 2 (50.0%) Neither agree nor disagree
  - 0 (0.0%) Disagree
  - 2 (50.0%) Strongly disagree
- Q5 Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)**
- 2 (50.0%) Yes
  - 1 (25.0%) No
- Q6 To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)**
- 1 (25.0%) Strongly agree
  - 2 (50.0%) Agree
  - 0 (0.0%) Neither agree not disagree

- 1 (25.0%) Disagree
- 0 (0.0%) Strongly disagree

**Q7 Detailed financial modelling might suggest the closure of some children’s centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach? (Please select one option)**

- 1 (25.0%) Strongly support
- 0 (0.0%) Support
- 0 (0.0%) Neither support nor don't support
- 1 (25.0%) Do not support
- 1 (25.0%) Strongly do not support

**Q8 To what extent do you agree or disagree with the overall proposal shown in the consultation paper? (Please select one option)**

- 0 (0.0%) Strongly agree
- 0 (0.0%) Agree
- 2 (50.0%) Neither agree nor disagree
- 1 (25.0%) Disagree
- 0 (0.0%) Strongly disagree

**Q9 We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough.**

3 (75.0%)

### Funding

**Q10 Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all children’s centres	2 (50.0%)	1 (25.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres	0 (0.0%)	0 (0.0%)	1 (25.0%)	0 (0.0%)	2 (50.0%)
Funding should be allocated to centres in areas of greatest need only. This will mean that some centres may close	0 (0.0%)	0 (0.0%)	1 (25.0%)	1 (25.0%)	1 (25.0%)
Funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored	0 (0.0%)	1 (25.0%)	0 (0.0%)	1 (25.0%)	1 (25.0%)

### Staffing

**Q11 Is the proposed model for core staffing correct? (Please select one option)**

- 0 (0.0%) Yes
- 4 (100.0%) No

**Q14 Which job roles do you consider to be essential for effective multi-agency/partnership service delivery from children's centres? (Please select tick all that apply )**

- 4 (100.0%) Centre manager
- 4 (100.0%) Health visitor



3 (75.0%)	Outreach worker	3 (75.0%)	Midwife
4 (100.0%)	Family support worker	4 (100.0%)	Speech and language therapist
3 (75.0%)	Social worker	1 (25.0%)	Dietician
2 (50.0%)	Advice worker	3 (75.0%)	Psychologist
1 (25.0%)	Teacher	1 (25.0%)	Other

Other, please specify 1 (25.0%)

### Service Offer

**Q15 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)**

0 (0.0%)	Strongly agree
1 (25.0%)	Agree
3 (75.0%)	Neither agree nor disagree
0 (0.0%)	Disagree
0 (0.0%)	Strongly disagree

**Q16 Which of the following services do you consider to be essential in supporting improved outcomes from children? (Please select all that apply)**

4 (100.0%)	Childcare	2 (50.0%)	Family learning
3 (75.0%)	Stay and play sessions	1 (25.0%)	Support for employment
4 (100.0%)	Speech and language support	3 (75.0%)	Antenatal support
4 (100.0%)	Parenting programmes	3 (75.0%)	Post natal support/new parents groups
3 (75.0%)	One-to-one family support	3 (75.0%)	Early education for 2 year olds (2 year old programme)
1 (25.0%)	Adult education/training	1 (25.0%)	Other

If other, please tell us 1 (25.0%)

**Q20 Which, if any, of the following most closely matches your role? (Please select one option)**

0 (0.0%)	Head of centre	0 (0.0%)	Site manager
0 (0.0%)	Deputy head of centre	0 (0.0%)	Administrator
0 (0.0%)	Centre manager	0 (0.0%)	Receptionist
0 (0.0%)	Family support worker	0 (0.0%)	Information officer
1 (25.0%)	Outreach worker	0 (0.0%)	Finance officer
1 (25.0%)	Nursery officer	0 (0.0%)	Early years worker (groups)
0 (0.0%)	Nursery manager	1 (25.0%)	Other
1 (25.0%)	Centre Assistant		

If, other please tell us 1 (25.0%)

**Q21 Please tell us the first part of your postcode (Example for your place of work, N22 or N6)**

2 (50.0%)

### Age

**Q22 What is your age group?**

0 (0.0%)	Under 19	0 (0.0%)	60-64
0 (0.0%)	20-24	0 (0.0%)	65-74
1 (25.0%)	25-29	0 (0.0%)	75-84
1 (25.0%)	30-44	0 (0.0%)	85-89
1 (25.0%)	45-59	0 (0.0%)	90+

### Disability

**Q23 Do you consider yourself to be a disabled person?**

0 (0.0%)	Yes
----------	-----

4 (100.0%)

No

### Ethnic Group

#### Q24 White

2 (50.0%)  
0 (0.0%)  
0 (0.0%)  
0 (0.0%)  
0 (0.0%)

British  
Greek Cypriot  
Turkish  
Gypsy  
Irish

0 (0.0%) Irish Traveller  
0 (0.0%) Turkish/Cypriot  
0 (0.0%) Kurdish  
0 (0.0%) Other

Other, please write in the box 0 (0.0%)

**Other ethnic group (Please write in the box)**  
0 (0.0%) Other

**Mixed**

0 (0.0%) White and Black Caribbean  
 0 (0.0%) White and Asian  
 0 (0.0%) White and Black African  
 0 (0.0%) Other  
 Other, please write in the box 0 (0.0%)

**Asian or Asian British**

0 (0.0%) Indian  
 0 (0.0%) Bangladeshi  
 0 (0.0%) Pakistani  
 0 (0.0%) East African Asian  
 0 (0.0%) Other  
 Other, please write in the box 0 (0.0%)

**Black or Black British**

0 (0.0%) African  
 1 (25.0%) Caribbean  
 0 (0.0%) Other  
 Other, please write in the box 0 (0.0%)

**Chinese**

0 (0.0%) Chinese  
 0 (0.0%) Other  
 Other, please write in the box 0 (0.0%)

**Gender**

**Q25 Are you?**

0 (0.0%) Man  
 4 (100.0%) Woman

**Gender Identity**

**Q26 Does your gender differ from your birth sex?**

0 (0.0%) Yes  
 3 (75.0%) No

**Religion**

**Q27 Do you have a religion or belief that you would like to mention?**

1 (25.0%) No religion 0 (0.0%) Muslim  
 2 (50.0%) Christian 0 (0.0%) Sikh  
 0 (0.0%) Buddhist 0 (0.0%) Rastafarian

0 (0.0%) Hindu 0 (0.0%) Other  
 0 (0.0%) Jewish  
 Please write in the box 0 (0.0%)

**Sexual orientation**

**Q28 How would you describe your sexual orientation?**

3 Heterosexual  
 (75.0%)

0 (0.0%) Bisexual  
0 (0.0%) Gay  
0 (0.0%) Lesbian

**Free-text responses**

<b>What do you think about the proposed clustering of children's into lead and associate centres? (Q3)</b>
Am concerned that the amount of work will be too much for 1 manager.
Cluster 1 too large, too many centres for one core staffing proposal.
<b>We are interested in your views. Please tell us if you have other ideas for a children's centre model (Q9)</b>
For staff to work term times if that could be offered
Out of borough and out of ward users should pay extra for services as they can stop the vulnerable families in wards accessing services. Why should Haringey residents subsidise Enfield, Barnet, Walthamstow, Hackney etc. families.
Cluster 1 too large, shrink to more strategic cluster Campsbourne, Stonecroft and Rokseley more practical.
<b>If no, which roles do you think should be included in the core staff team (Q12)</b>
Stay and play session/Under 18 months; Transition - stay and play to nursery or school; promote 'learning ladder' to parents; referral/ follow up from nursery and 2 years pilot; liaison with nursery, 2 years pilot, health visitor and other professional; home visit; outreach for vulnerable families; parents volunteers; teenage parents; breastfeeding peer group; baby weighting clinic; supporting CAF form; workshops; liaison with home start/African women centre; escorting families to the children's centre or other services; support NVQ childcare student within the stay and play session
All existing posts.
More roles for large cluster not just set teams for all centres, treat as individuals.
<b>Are there any other compositions of the core staff team that should be included in the core staff team (Q13)</b>
Finance officer. Nursery staff. Not clear of what roles would cover seniors / deputies / [not sure if next word is] Service [or] Senco etc.
<b>Which job roles do you consider to be essential for effective multi-agency/partnership service delivery from children's centres? (Q14a)</b>
Senco
Which of the following services do you consider to be essential in supporting improved outcomes for children?
baby weighting clinic
<b>What services, if any, do you think could be charged for? (Q17)</b>
Baby Massage, Baby Yoga.
Stay + Play, baby massage etc in affluent areas.
<b>How should the established relationships with professional partners and commissioned services be maintained (Q18)</b>
Good effective forms of communication, internal knowledge + training sharing.
I don't think that there may be too much emphasis on demographics in some proposals. I feel there's a cluster of vulnerable children (and families) being "missed" just because they live in an affluent area.
I understand cuts need to be made but you can't treat all children's centres the same and avenues haven't been explored like providing more placements at Stonecroft. Opening a new group room. More income and room space for 2 year old pilots, SEN + SLT.

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**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**

**Date: 10/05/2011 (revised 21/07/2011)**

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

*Note: This EqIA was originally completed on 10<sup>th</sup> May 2011 to assess the equalities impact of proposals for the delivery of children's centre services set out in a report to the Cabinet member for Children on 18<sup>th</sup> May 2011. These proposals have since been revised and are the subject of a further report to Cabinet on 28<sup>th</sup> July 2011. This EqIA has been updated to reflect the revised proposals set out in that report.*

***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 overall approach has been to target 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.

The proposal is based on a cluster model, with four clusters of children's centres working together to plan and deliver services across their cluster area using the funding that is allocated to them. Funding will be devolved on the basis of a service level agreement with each children's centre setting out clear outcomes to be achieved and expectations of service delivery. The LA's performance management framework will operate at both centre and cluster level and will continue to take into account value for money and outcomes.

It is proposed that every cluster will have a Local Partnership Board, the membership of which will be agreed on a cluster by cluster basis but as a minimum will include representation from every children's centre in the cluster, the Local Authority, health services, parents and prospective parents within the area. In line with statutory guidance, the Boards will provide advice and assistance for the purpose of ensuring the effective operation of the children's centres within the cluster. They will play an important part in driving improvement in the children's centres' performance.

Subject to consultation, staff working predominantly in school-based children's centres will be employed on school contracts, with line management through to the school's senior leadership team. Local Authority-run children's centres will continue to be directly managed by the local authority, although other management options may be considered in future. Under the new model, although staff will be contracted to one school/centre, they will all still be expected to work in different locations across the cluster as needed. This expectation will be clearly stated on all job descriptions.

In line with our intention to commission for prevention and early intervention and to reduce the need for social care interventions and placements, family support will continue to be managed centrally and deployed in line with need at any time. This service will be available irrespective of where families live.

The proposed clusters are set out in the table below.

	<b>Cluster 1</b>	<b>Cluster 2</b>	<b>Cluster 3</b>	<b>Cluster 4</b>
<b>Centres</b>	Stonecroft Stroud Green Campsbourne The Ladder Woodlands Park Downhills (link site)	Welbourne Earlsmead South Grove Triangle	Broadwater Farm Park Lane Pembury Bruce Grove (link site)	Bounds Green Noel Park Rowland Hill Woodside
<b>Wards served</b>	Stroud Green Haringay Hornsey Muswell Hill <u>St Ann's (split with C2)</u> <u>West Green (split with C3)</u>	Tottenham Green Seven Sisters <i>St Ann's (split with C1)</i> <i>Tottenham Hale (split with C3)</i>	Northumberland Park Bruce Grove <u>Tottenham Hale (split with C2)</u> <i>West Green (split with C1)</i>	Woodside Bounds Green Noel Park White Hart Lane
<b>Estimated under-5 population<sup>1</sup></b>	4035	2735	3245	3350
<b>Resource allocation in proposed model</b>	£596,038	£505,481	£645,198	£628,282
<b>Resource allocation/head</b>	£148	£185	£199	£188
<b>IMD 2010 Average Score<sup>2</sup></b>	31.9	43.6	48.0	41.9

Please note that due to the location of children's centres in Haringey, the population served by each cluster does not map directly to wards. Three wards – St Ann's, West Green, and Tottenham Hale – fall partially into one cluster and partially into another, with the boundary between the clusters being based on Super Output Areas. Where a ward is underlined in the table above, that means the majority of the ward is covered by that cluster. Where a ward is *italicised*, that cluster only covers a minority of the ward.

In line with the targeting of resources to areas of greatest need, separate arrangements are proposed for Highgate, Rokesly and North Bank Children's Centres. Pump priming

<sup>1</sup> 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.

<sup>2</sup> Source: Indices of Deprivation 2010. The Index of Multiple Deprivation provides a score for the level of deprivation in each of the 32,482 Super Output Areas (SOAs) in England. Scores in 2010 ranged from 0.5 (least deprived) to 87.8 (most deprived). The figures in this table provide an average score for the SOAs in each cluster.

funding has been identified for 2011-12 to enable the continued delivery of universal health and other services for children and families within each of these centres. These services will be supported by charging fees to some parents according to their ability to pay. The centres will serve Crouch End, Highgate and Fortis Green wards, providing access to services to the (approximately) 1940 children aged 0-4 living in these wards. The financial support provided by the LA for 2011-12 will be linked to SLAs setting out clear outcomes and expectations of service delivery.

### **C. What will be different in the new structure**

Whilst the DfE no longer specifies a core offer, it is helpful to consider the impact of the proposed reorganisation in terms of its five elements.

#### **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 provision of family support will be maintained across all of our children's centres. However, the reduction in overall funding to children's centres means that there will be some reduction in capacity to deliver group work and outreach work. This impact may be more marked in those centres that do not form part of a cluster arrangement.

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

#### **III. Child and family health services**

Funding for most child and family health services is not provided by the Local Authority (LA), and LA funding for services such as Speech & Language Therapy will continue, so this area of provision will largely continue unchanged in the proposed new model.

The funding that has been identified to support premises costs at Highgate, Rokesly and North Bank will enable the continued provision of health services at these centres.

#### **IV. Links with schools and Children's Information Services**

It is anticipated that the strong links built up with schools will be maintained in the new model, and strengthened through the work of the Local Partnership Boards.

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.

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 18<sup>th</sup> 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 present, 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](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?**

In addition to service user data, this section draws on demographic data, drawn primarily from the 2001 census. Please note that census data is only available at ward level. Purely for the purposes of data analysis, wards that cut across clusters have been counted as belonging to the clusters in which they predominantly fall. This means that St Ann's and West Green have been considered as part of cluster 1 and Tottenham Hale as part of cluster 3. As a result of this, census data for cluster 2 is based on only two wards.

### 1. Ethnicity

#### Service User data<sup>3</sup>

Ethnicity	Percentage of children accessing CC services	Haringey child population distribution figures
Asian	5.3 %	6.7%
Black	25.0 %	20.0%
Mixed	10.6%	4.5%
Other	6.2%	3.1%
White	44.6%	65.6%
Not disclosed	8.3%	-

Service user information indicates an underrepresentation of White and Asian service users and an overrepresentation of service users of Black, Mixed and Other ethnicities.

#### Demographic data<sup>4</sup>

<sup>3</sup> Service use figures are from 2009/10; Haringey figures are from the 2001 census

The following table sets out the ethnicity profile of each cluster, based on the wards that the cluster serves, and also of the wards which do not form part of the cluster model.

	Cluster 1	Cluster 2	Cluster 3	Cluster 4	Outside cluster model	Haringey
British	48.1%	33.0%	29.9%	40.7%	66.5%	45.3%
Irish	4.7%	3.9%	3.7%	4.7%	4.1%	4.3%
Other White	17.0%	16.8%	14.5%	17.3%	14.2%	16.1%
White and Black Caribbean	1.3%	1.8%	2.0%	1.7%	0.8%	1.5%
White and Black African	0.8%	0.7%	0.9%	0.8%	0.4%	0.7%
White and Asian	1.1%	0.9%	1.0%	1.1%	1.2%	1.1%
Other Mixed	1.1%	1.5%	1.5%	1.3%	1.1%	1.3%
Indian	3.1%	2.6%	2.3%	3.9%	2.0%	2.9%
Pakistani	0.9%	1.0%	1.3%	1.1%	0.5%	0.9%
Bangladeshi	1.5%	2.3%	1.1%	1.9%	0.3%	1.4%
Other Asian	1.4%	1.8%	2.0%	1.9%	0.8%	1.5%
Caribbean	7.4%	14.4%	17.9%	9.3%	2.7%	9.5%
African	7.7%	13.2%	15.7%	9.8%	2.7%	9.2%
Other Black	1.0%	1.9%	2.4%	1.6%	0.4%	1.4%
Chinese	1.2%	1.4%	1.1%	1.4%	0.7%	1.1%
Other ethnic group	1.6%	2.7%	2.6%	1.8%	1.7%	2.0%

Census data indicates:

- A higher proportion of White British and lower proportion of Black ethnicities in comparison to the overall Haringey profile in those wards that are outside the cluster model
- A higher proportion of Black ethnicities and lower proportion of White British in comparison to the overall Haringey profile in clusters 2 & 3
- A profile that is broadly in line with the overall borough picture in clusters 1 & 4

## 2. Age

### Service User data

All children's centre services are directed at children aged 0-5 and their families. We do not have a breakdown of the numbers within each year group from 0-5.

### Demographic data<sup>5</sup>

The following table shows the varying proportions of the population that consists of under-fives, from 6.9% in those wards that are outside of the cluster model through to 9.9% in cluster area 3. Census data on age is available in 5-year bands (0-4, 5-9, 10-14 etc) therefore data in this table omits 5 year olds.

	Total Population	Total 0-4 Population	0-4 Population as % of total
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<sup>4</sup> Source: 2001 Census

<sup>5</sup> Source: 2009 Mid-year Population Estimates

Cluster 1	67,306	4,895	7.3
Cluster 2	26,608	2,519	9.5
Cluster 3	39,402	3,917	9.9
Cluster 4	48,233	3,857	8.0
Outside cluster model	43,980	3,013	6.9
Haringey	225,529	18,201	8.1

### 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
<b>Total</b>	<b>7948</b>	<b>7501</b>	<b>15449</b>

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<sup>6</sup>

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

<sup>6</sup> Source: HMRC, 2008

these families the parent will be a woman. The table shows significantly fewer of these families in those wards which are outside the cluster model.

	Children in Lone Parent families in receipt of CTC (<60% median income) or IS/JSA
Cluster 1	4,070
Cluster 2	2,260
Cluster 3	4,385
Cluster 4	4,820
Outside cluster model	885

#### 4. Disability

##### Service User and demographic data

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*”<sup>7</sup>. 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<sup>8</sup>. 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 following table shows the distribution of children with Statements of SEN<sup>9</sup> – there is not a huge variation between the areas.

	Total Children with statements of SEN May 2011	Percentage of 0-19 year olds with statements of SEN
Cluster 1	308	2.0
Cluster 2	148	2.5
Cluster 3	258	2.3
Cluster 4	328	2.7
Outside cluster model	172	2.0
Haringey	1,214	2.3

<sup>7</sup> Source: SEN Code of Practice, <http://www.teachernet.gov.uk/docbank/index.cfm?id=3724>

<sup>8</sup> 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.

<sup>9</sup> Source: SEN database and 2009 mid-year population estimates



1.5% of children accessing children's centres have disabilities or complex needs<sup>10</sup>. This corresponds closely with the 1.2% of children who have statements of Special Educational Needs (SEN) in reception class (age 4-5) in Haringey schools. Whilst SEN and disabilities are not the same thing, this nevertheless does suggest that children with complex needs in Haringey are well represented in the children's centres.

7.6% of the overall child and adult Haringey population has a disability, significantly higher than the 1.5% of children accessing children's centres. 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.

## 5. Religion

### Service User & Demographic data<sup>11</sup>

	Cluster 1	Cluster 2	Cluster 3	Cluster 4	Outside cluster model	All children's centres	Census figures
None	35.5%	10.3%	10.0%	15.2%	35.9%	18.9%	20.0%
Christian	24.9%	40.0%	45.1%	29.0%	36.3%	34.7%	50.1%
Buddhist	0.4%	0.9%	0.4%	0.5%	0.6%	0.6%	1.1%
Hindu	0.6%	0.7%	0.4%	1.6%	1.5%	0.9%	2.1%
Jewish	1.3%	0.6%	0.0%	0.1%	6.2%	0.9%	2.6%
Muslim	8.6%	19.1%	21.1%	15.8%	2.2%	15.2%	11.3%
Sikh	0.3%	0.4%	0.1%	0.2%	0.3%	0.2%	0.3%
Any Other Religion	1.6%	9.1%	2.1%	7.9%	1.9%	5.0%	0.5%
Data Not Provided	26.7%	18.8%	20.8%	29.7%	15.2%	23.6%	12.1%
Total	100.0%	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 are under-represented while Muslims and those of 'any other religion' are over-represented. However, 23.6% did not state their religion compared to 12.1% in the Census, making it hard to draw comparisons. Further, the disparity in the 'any other religion' figure may be due to the way data is collected and recorded.

While the Christian group appears to be under-represented, it is still the largest single group accessing CC services. The under-representation of the Jewish communities could be because orthodox Jewish groups in Haringey attend orthodox Jewish settings which are situated across the border in Hackney.

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. Cluster 1 and centres outside the cluster model have an overrepresentation of those with no religion and an

<sup>10</sup> Please note this figure is from 2009/10

<sup>11</sup> Source: Children's Centre Service Use data and 2001 Census. Please note that the data for the 'outside cluster model' column only relates to Highgate as Rokesly and North Bank children's centres were not fully operational at the time of data collection.

underrepresentation of Muslim service users. Clusters 2 & 4 both have high proportions of those with 'any other' religion. Cluster 3 has the highest proportion of Christian service users.

## **6. Maternity & Pregnancy**

All adults accessing children's centre services are either pregnant or are parents or carers of young children aged 0-5 (note though that carers can include people who are not primary carers such as grandparents or childminders).

## **7. 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?
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#### 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 may have some 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 those centres which do not form part of the cluster model, in line with the approach which targets resources at areas of higher deprivation.

Overall, the effect of the reduction in funding to children's centres will have some negative impact for service users. The impact will be greatest for children aged 0-5 and their parents/carers, the majority of whom using the service are women. In terms of the equalities strands, the most relevant categories are therefore age, maternity and pregnancy, and gender.

As stated above, the reduction in the level of service is likely to be more marked in those centres which do not form part of the cluster model. Looking at the equalities data, 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 here 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 those areas which do not form part of the cluster model, the main risk is that vulnerable children and families who need support are not identified. The pump priming funding that has been identified for 2011-12 to enable the continued delivery of universal health and other services for children and families at those three centres will mitigate this risk. Furthermore, 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 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

***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 16<sup>th</sup> March to 22<sup>nd</sup> 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 Cabinet of 29<sup>th</sup> July 2011.

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

The council's response to the issues and concerns raised was set out in the report to the Lead Member of 17<sup>th</sup> May 2011. Consultation feedback was also taken into account as part of the work to develop the revised model set out in the report to Cabinet of 29<sup>th</sup> July 2011.

#### ***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?***

Each cluster will hold staff events to develop cluster working. As far as possible, we will continue to develop and provide access to training on outreach and community engagement.

## 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 will be responsible for monitoring the quality of provision and outcomes for children and families through its performance management framework. The Local Partnership Boards will oversee provision in each cluster.

▪ ***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 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 area that does not form part of cluster model	Data collected but not yet available	Data collected but not yet available	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	<p>Community Outreach Workers to support delivery of universal health services</p> <p>Training for Early Education providers in identification of additional need</p> <p>Continued delivery of Integrated Working and CAF training</p> <p>Tracking and monitoring of access to and take-up of services</p>	<p>Children's Centre Early Intervention Co-ordinators</p> <p>Early Years Advisory Teachers; Area Inclusion Co-ordinators</p> <p>Integrated Working Manager</p> <p>Early Years Information &amp; Data Management Officer; Cluster Monitoring &amp; Evaluation Officers</p>	Ongoing	Within existing resources
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; Cluster Monitoring & Evaluation Officers	May – Aug 2011 and ongoing	Within existing resources
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; Early Intervention Co-ordinators	Ongoing	Within existing resources



**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 Cabinet 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: 21/07/11**

**Quality checked by (Equality Team):**

**Name: Arleen Brown**

**Designation: Senior Policy Officer**

**Signature:**

**Date:**

**Sign off by Directorate Management Team:**

**Name: Jan Doust**

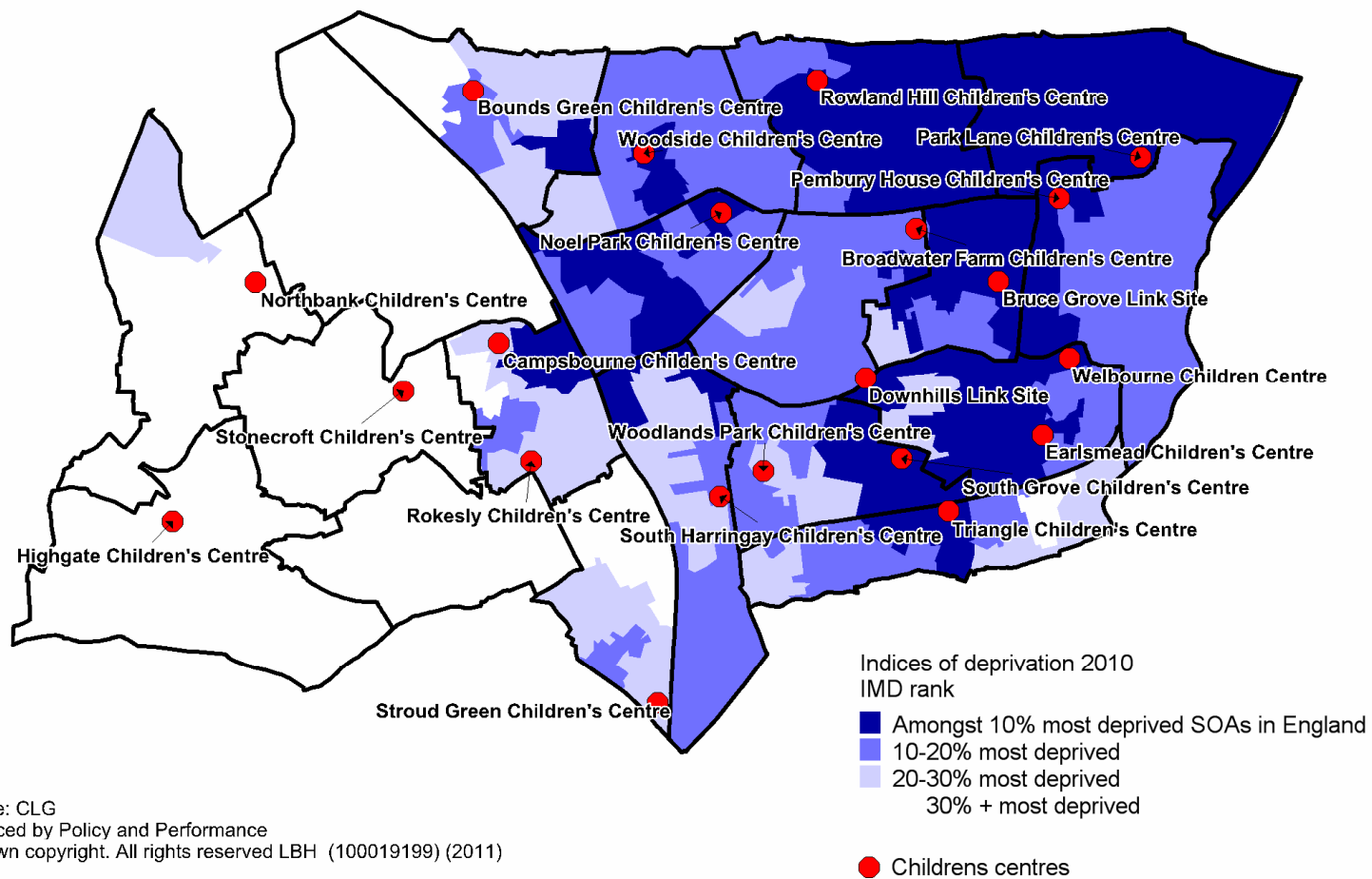
**Designation: Deputy Director, Prevention & Early Intervention**

**Signature:**

**Date: 21/07/11**

## Annex A – Location of Children’s Centres in Haringey

### Indices of Multiple Deprivation 2010 Childrens centres



Source: CLG  
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## 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	<b>Monday</b>	AM
Bounds Green	Baby Massage - Appointments only	Baby Massage			<b>Monday</b>	10:30 - 11:30
Bounds Green	Stay & Play (U5s)	Stay & Play			<b>Tuesday</b>	09:15 - 11:15
Bounds Green	HARTS for Families - Tenancy support	Support/advice for parents/carers		HARTs for Families	<b>Tuesday</b>	09:30 - 11:30
Bounds Green	Buggy Walk				<b>Tuesday</b>	11:15 - 12:00
Bounds Green	Child Minders Training	Support/advice for parents/carers	Childminders		<b>Tuesday</b>	10:00 - 14:00
Bounds Green	Family Support Worker - Drop-ins	Support/advice for parents/carers			<b>Tuesday</b>	14:00 - 16:00
Bounds Green	Whittington - Antenatal Appointments ONLY	Ante & postnatal Services			<b>Wednesday</b>	AM
Bounds Green	Baby Weighing - Drop In (only 1st Wed of every month)	Baby Weighing			<b>Wednesday</b>	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		<b>Wednesday</b>	9:30 - 10:30
Bounds Green	Stay & Play (U18months)	Stay & Play			<b>Wednesday</b>	13:15 - 15:00
Bounds Green	Whittington - Postnatal Drop-ins	Ante & postnatal Services			<b>Wednesday</b>	13:30 - 15:00
Bounds Green	Stay & Play (U5s)	Stay & Play			<b>Thursday</b>	09:15 - 11:15
Bounds Green	Jobcentre Plus - Appointments	Employment Support		Jobcentre Plus	<b>Thursday</b>	All Day
Bounds Green	Mobile Library - Every 2nd Week	Mobile Library		Library Service	<b>Thursday</b>	11:00 - 11:45

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

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

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

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

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



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

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

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

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

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

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

<b>Children's Centre</b>	<b>Services Offered</b>	<b>Category</b>	<b>Access Group</b>	<b>Provider</b>	<b>Day</b>	<b>Times</b>
Stroud Green	Markfield Advice Sessions for disabled families	Support/advice for parents/carers	Children with disabilities	Markfield	<b>Tuesday</b>	13:30 - 15:30
Stroud Green	Information Sessions @ Jamboree Play Hut	Support/advice for parents/carers			<b>Tuesday</b>	10:30 - 14:30
Stroud Green	Antenatal Clinic (Whittington Hospital) - Appointments ONLY. Movers and shakers 10:00 - 10:30	Ante & postnatal Services			<b>Wednesday</b>	09:30 - 12:00
Stroud Green	Jamboree Stay & Play	Stay & Play			<b>Wednesday</b>	10:30 - 12:00
Stroud Green	Jamboree Stay & Play	Stay & Play			<b>Wednesday</b>	13:00 - 14:30
Stroud Green	Baby Group (0-12months) term-time Only	Stay & Play			<b>Thursday</b>	10:00 - 12:00
Stroud Green	Antenatal Clinic (Whittington Hospital) - Appointments ONLY	Ante & postnatal Services			<b>Thursday</b>	09:30 - 10:00
Stroud Green	Jamboree Stay & Play	Stay & Play			<b>Thursday</b>	10:30 - 12:00
Stroud Green	Jamboree Stay & Play	Stay & Play			<b>Thursday</b>	13:00 - 14:30
Stroud Green	Jamboree Stay & Play	Stay & Play			<b>Friday</b>	10:30 - 12:00
Stroud Green	Jamboree Stay & Play	Stay & Play			<b>Friday</b>	13:00 - 14:30
Stroud Green	Acorns Stay & Play (Term-time Only)	Stay & Play			<b>Friday</b>	09:30 - 12:00
Stone Croft	Antenatal Clinic - Whittington (Appointments)	Ante & postnatal Services			<b>Friday</b>	09:30 - 12:00
Stone Croft	PIPS (Appointments ONLY)	Child mental health		PIPs	<b>Friday</b>	12:00 - 17:30
Stone Croft	PIPS (Appointments ONLY)	Child mental health		PIPs	<b>Tuesday</b>	08:00 - 12:00
Stone Croft	Breast Feeding Group (Appointments)	Breast Feeding			<b>Wednesday</b>	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; 1 <sup>st</sup> & 3 <sup>rd</sup> 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 Families located 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

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

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

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

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

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

## Appendix C

**Report on the consultation feedback**  
**(Proposed changes to Children’s Centres and Children’s Centre Services)**

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This report summarises what the public, Children’s Centre staff, School staff, Governors, Professional Partners, Commissioned Services and Voluntary organisations told the Council during its consultation on proposed changes to Haringey’s Children’s Centres and Children’s Centre services. The consultation took place between 16<sup>th</sup> March 2011 and 22<sup>nd</sup> April 2011.

**Why we consulted**

The Government’s spending review, as a response to the national financial climate, reduced the amount of money that will be available for councils to spend over the next three years. Haringey Council, like all

local authorities, has difficult decisions to make about how to continue to provide high quality services with fewer resources. Haringey Council is taking steps to reduce its spending over the coming years and we have already started the process of reducing management and administrative costs in our Children and Young People's Services.

Haringey currently 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 huge scale of spending cuts imposed on local government means that the council will have to make savings of £84m over three years on its £308m annual budget to spend on services. Because of government demands to make early spending cutbacks, £41m of this saving has to be found immediately, for 2011/12. As part of this, the Children and Young People's Service is restructuring in order to reduce spending by £14.1m while protecting services to the borough's most vulnerable children. This includes having to reduce funding for Children's Centres.

A Cabinet paper was presented to elected members on 8 February 2011 and set out some initial proposals for the reorganisation of Children's Centres. The models agreed by elected members were based on the following principles:

- maintaining a full Children's Centre service offer in our most deprived areas
- ensuring services on offer, and how they are delivered, reflect local needs
- shared management and other jobs across centres
- flexibility – staff working across Children's Centres
- closing centres if the financial appraisals suggest that we are unable to maintain high quality, effective services across all centres.

The consultation asked for views on these principles and the model outlined in the consultation document (Annex 1).

## ***How we consulted***

The consultation was published on the Council's website ([http://www.haringey.gov.uk/index/children\\_and\\_families/eyc/cc-consultation.htm](http://www.haringey.gov.uk/index/children_and_families/eyc/cc-consultation.htm)) on the 16<sup>th</sup> April. An email outlining the consultation process, including the Consultation Paper was then sent to all Children's Centre Heads, Primary and Secondary School Heads, Governors, professional partners, commissioned services, voluntary organisations, Haringey's Councillors and Members of Parliament.

A variety of methods were used to engage parents, carers, staff and stakeholders in the consultation process. They included an on-line and paper questionnaire, consultation meetings for parents and carers, Children's Centre staff, School staff and Governors, Professional Partners, Commissioned Services and Voluntary organisations, as well as individual meetings with Children's Centre's management where requested. In addition the public and stakeholders had the opportunity to submit individual responses and proposals to the Children's Centres Consultation mailbox or write to the Council. All responses have been collated and analysed and will be considered as part of the decision making process.

The Council received 976 completed questionnaires and 65 emails and letters from parents and carers, school governors, staff and managers of Children's Centres, Professional Partners, Commissioned Services and Voluntary organisations from partners and from Members and Councillors up to and including the 22<sup>nd</sup> April 2011. In addition the Council received one petition from parents and carers at Highgate, a set of posters made by children from Earlsmead Children's Centre and a video response from parents and carers who use Broadwater Farm Children's Centre.

## ***The Consultation Process***

### **Background**

#### **The proposed changes**

The Council have looked at retaining the current number of Children's Centres in Haringey as full service centres, but found that this cannot be achieved within the available budget. The Council therefore put forward a proposal which would:

- Develop clusters based on all 19 designated centres
- Provide a mixture of a 'full' and a 'standard' service offering across the borough



- Combine Children's Centre management and administration.

For a full description of the proposed changes see the Consultation paper on proposed changes to Haringey's Children's Centres and children's services in Annex 1. On the 5<sup>th</sup> April an Addendum to the consultation was published (see Annex 2). This was due to legal advice suggesting that at that point the Council should name centres that are potentially at risk of closure or where substantial changes are likely to be made to the existing service offer. The list and full detail can be found in Annex 2.

## Activity

### Questionnaire

An on-line and paper questionnaire was produced for each of the following groups:

- Parents and carers
- Children's Centre Staff
- School Staff and Governors
- Professional Partners, Commissioned Services and voluntary organisations

Separate questionnaires were produced in order for questions to be targeted at the groups outlined. There were a number of standard questions which were used for all four questionnaires around the proposed principles, funding, service offer and proposed model. Parents and carers were asked specific questions on the centre(s) they use, their services and child care fees. All other groups were asked questions on staffing. The questionnaires and results can be found in Annexes 3-11.

The online questionnaires went live on the 23<sup>rd</sup> March. An email was sent to all Children Centre heads asking them to make parents, carers, their staff and governors aware of the questionnaire.

In addition to the online questionnaire there were a substantial number of paper copies printed to enable those without internet access to take part. Copies of the consultation paper, parents and carers questionnaire and professional partners, commissioned services and voluntary organisations questionnaire were made available in all Children's Centres and linked sites from the 25<sup>th</sup> March. Questionnaires were also distributed at consultation meetings.

Children's Centre staff were asked to make parents and carers aware of the consultation and encouraged them to respond to it. All centres were provided with a summary note outlining the consultation process.

Following requests from Children's Centres the questionnaire was translated into the top 6 languages spoken in the Borough and distributed to all centres. Parents and carers were told that if they were unable to write answers in English they could write them in their mother tongue and this would then be translated.

In addition to our communications on the Haringey website and through Children's Centres the consultation was extensively covered by local newspapers. We are confident that this contributed to the high number of responses as set out in the following table.

Table 1: Breakdown of completed questionnaires

Questionnaire	Total completed	Completed online	Completed on paper
Parents and carers	790	134	656
Children's Centre Staff	57	40	17
School Staff and Governors	82	44	38
Professional Partners, Commissioned Services and voluntary organisations questionnaire	47	14	33
<b>Total</b>	<b>976</b>	<b>232</b>	<b>744</b>

### **Consultation meetings**

In order for open dialogue with service users, staff and stakeholders to take place consultation meetings were held across the Borough. Each meeting had a panel which consisted of senior managers from the Children and Young People's Service and the Lead Member or Early Years Champion Member. A note taker was present at each meeting to take down what was discussed. These discussions have been analysed and included as part of the results.

Table 2: Attendance at consultation meetings

<b>Consultation meeting</b>	<b>Total number of meetings</b>	<b>Estimated total number of attendees*</b>
Parents and carers	7	190
Children's Centre Staff	3	68
School Staff and Governors	2	15
Professional Partners, Commissioned Services and voluntary organisations questionnaire	1	10
<b>Total</b>	<b>13</b>	<b>283</b>

\* These estimated figures do not include children

### ***What you said about proposed changes to Children's Centres and Children's Centre services***

The analysis of results other than questionnaire responses began during the consultation period and continued once the consultation period ended and all data was entered for paper questionnaires received up to (and including) the 22<sup>nd</sup> April. Those received after the closing date have not been analysed but can be found in Annex 11.

To assist the analysis specialist programmes including SNAP, SPSS and Excel have been used. In addition analysis was supported by the Council's Business Intelligence Team.

All correspondence, consultation meeting notes and free text answers to the four questionnaires have been considered and responses have been grouped together under themes. These can be found in annexes 7-10. In addition all responses to closed questions in the questionnaires have been analysed and themed (see annexes 7-10). The Council has also reviewed alternative proposals put forward by Headteachers, Governors, Centre Heads and Partners.

This analysis is a summary of all consultation responses, which have been grouped together under the following headings:

- Principles
- Proposed model (as set out in the consultation paper)
- Service offer
- Funding
- Childcare Fees
- Staffing
- Governance
- General comments
- Your alternative proposals

The following analysis makes reference to questionnaire results. Unless otherwise stated the percentages and total number of respondents figures are an aggregate of results from the Parents and carers, Children's Centre Staff, School Staff and Governors, Professional Partners, Commissioned Services and voluntary organisations questionnaires. It should also be noted that the number of respondents per question varies as not all respondents have completed every question.

## Principles

The proposal set out five principles upon which the model was based. We asked your views on these principles and your responses were:

- 94% of all 934 respondents either supported or strongly supported maintaining a full Children's Centre service offer in our most deprived areas. In addition support for targeting the most vulnerable was particularly expressed at consultation meetings in Highgate, Northbank, Earlsmead and Rokesley.
- 95% of all 891 respondents either supported or strongly supported ensuring services on offer, and how they are delivered, reflect local needs
- Just under half of all respondents (49% of all 872 respondents) either supported or strongly supported the principle of shared management and other jobs across centres. 30% either did not support or strongly did not support this principle. There was general support at consultation meetings for the principle of keeping a high proportion of the resources for front line service delivery.
- 51% of all 868 respondents either supported or strongly supported there being greater flexibility with staff working across Children's Centres. This figure rises to 55% when figures for respondents from Children's Centre staff and School staff and Governors are combined. Respondents of the Professional Partners, Commissioned Services and voluntary organisations questionnaire were particularly supportive with 62% either strongly supporting or supporting the principle
- Respondents were less supportive of closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres. 54% of 872 respondents do not support or strongly do not support this principle. However 64% of school staff and governors did support this principle.

## Proposed model

The Council asked for your views on the proposed model as set out in the consultation paper and addendum:

- 48% of all 902 respondents either disagreed or strongly disagreed with the overall proposal shown in the consultation paper. 32% were in support of it. In addition only 24% of all 146 respondents agreed that the proposal would provide sufficient capacity to reach children in our most disadvantaged communities (source: respondents from all surveys excluding parents and carers).
- The majority of respondents (71% of all 941 respondents) agreed that Children's Centres services should be targeted at the most vulnerable. This was further supported by 20 parents and carers who raised this under 'Q16 Do you have any further comments'.
- The Council asked to what extent respondents would support the following approach: detailed financial modelling might suggest the closure of some Children's Centres to ensure service for the most vulnerable were maintained. Overall 43% of all 938 respondents either supported or strongly supported this approach. However 45% of respondents either did not support or strongly did not support this approach. The most supportive groups were school staff and governors at 73% of 81 respondents (support or strongly support) and 68% of Children's Centre staff (support or strongly support) out of 56 respondents. In contrast half of all 755 parents and carers respondents did not support or strongly did not support this approach. Overall parents have express strong concern regarding potential closure and cuts to Children's Centres services. This is demonstrated by individual comments in correspondence, consultation meetings held and free text answers to the questionnaire. These comments can be found in Annex 7. In addition some parents and carers raised concerns that if centres were to close (particularly in the West) they would encounter difficulties travelling to other centres
- All of the questionnaires apart from those for parents and carers asked about our proposal to introduce shared management and administration across our Children's Centres in order to

reduce costs. 50% of all 185 respondents either strongly agreed or agreed and 36% either disagreed or strongly disagreed with this proposal.

## **Service offer**

The consultation proposal set out two types of service offer – full and standard – that Children’s Centres could operate in the future (see Annex 1 for full outline of proposed offers). The Council asked for your views on the service offers and you responded with:

- 48% of all 973 respondents either agreed or strongly agreed with the proposal to offer a full service offer in some centres and a standard offer in others. 34% were against this proposal.

Parents and carers were asked what types of services they would be willing to pay for if the Council was not able to keep all of the standard offer in their local centre. Responses included: stay and play, adult and parenting classes, childcare, drop-ins and classes for babies and toddlers (for a full breakdown of suggestions see Annex 7). 24% of respondents (of all 384) suggested that they would pay for all or multiple services provided at Children’s Centres. However 24% of respondents stated that they would not be able to afford to pay and 9% said that they would not pay for any. In consultation meetings and some questionnaire comments respondents suggested that the costs of these services would be the deciding factor as to whether they would pay in the future or not.

In addition to asking parents and carers what services they might be prepared to pay for we also asked Children’s Centre staff, school staff and governors and professional partners, commissioned services and voluntary organisations what they believe could be charged for. Their suggestions included: childcare, stay and play, things that are ‘nice to have’ rather than ‘necessary’ and ESOL. Some - like parents and carers - suggested that no services should be charged for, whilst other have suggested flexible fees as an alternative option.

Children’s Centre staff were asked what services they consider to be essential in supporting improved outcomes for children. The majority (93%) said Stay and Play. Over 80% indicated the following: post natal support/new parents groups, parenting programmes, one-to-one family support, childcare, early education for 2 year olds, speech and language support and ante natal support.

## **Funding**

As part of the consultation questionnaire all respondents were asked given the reduction in the budget available for Children’s Centres what extent they agreed or disagreed with a set of statements. Their responses were:

- 42% of all 901 respondents either agreed or strongly agreed that some funding should be allocated to all centres in each cluster. This will mean reduced levels of services are offered across all Children’s Centres. 44% either disagreed or strongly disagreed with this statement
- 22% of all 894 respondents either agreed or strongly agreed that funding should be allocated to the lead centres only who will manage the delivery of services across the cluster. This will mean no direct funding will be given to associated centres. 63% disagreed or strongly disagreed with this approach
- 43% of all 892 respondents either agreed or strongly agreed that funding should be allocated to centres in areas of greatest need only. This will mean that some centres may close. 48% disagreed or strongly disagreed with this approach
- 53% of all 898 respondents either agreed or strongly agreed that funding should be withdrawn from centres in more affluent areas and other options for keeping these centres open should be explored.

The consultation meetings similarly reflected a tension between a general desire to keep Children’s Centre services intact and a recognition that in times of reduced budgets the Council will need to consider targeting its resources.

## **Childcare Fees**

The consultation paper outlined the new childcare costs which are to begin from September 2011. Parents and carers were asked for their comments on these changes which can be summarised as:

- 72% of all 349 respondents commented that it is too expensive or that they are against the increase

- 9% of all 349 respondents suggested that higher income families could pay more and a further 7% supported some form of means testing for those on lower incomes
- 7% of all of all 349 respondents commented that the increase is fair

### **Staffing**

As a result of the proposal and most alternative proposal put forward by stakeholders and service users the staffing composition across centres will have to be reviewed and restructured. As part of its proposal the Council put forward some core staffing roles (see Annex 1 for full breakdown) and asked stakeholders their views on the these roles and their suggestions for alternative compositions.

- 56% of 175 responses from Children's Centre staff, school staff and governors and professional partners, commissioned services and voluntary organisations did not believe that model for core staffing is correct.
- 93% of school staff and governors stated that Centre Manager is an essential post for Children's Centre.
- Among Children's Centre staff there was little consensus about the roles to be included in the core staff team with 27% of all 56 respondents citing Outreach Workers/Information Officer, 13% On-site manager, 11% Finance Officer and 11% Receptionist/Administrator
- Children's Centre staff, schools staff and governors and professional partners, commissioned services and voluntary organisations felt that Family Support Worker is an essential role at 94% and 82% and 72% respectively for partnership/multi-agency working. More than half of respondents indicated that Outreach Workers and Health Visitors are also essential.
- Parents and carers particularly raised concern that if staffing across centres was reduced would this impact on service quality and the Centre's ability to safeguard children. One parent at a consultation meeting raised a concern that it is the 'invisible stuff that Children's Centres staff do that may be lost'.
- At the three staff consultation meetings held staff and Trade Unions raised concerns regarding the impending restructure. Discussions centred around numbers affected, single status, job descriptions, what happens if they are on a school contract, timescales and who would be ring-fenced. They were assured that their comments would be taken into consideration by management and that they would have more opportunities to be consulted on during the staffing consultation period.

### **Governance**

The consultation paper outlined that under the proposed clustering of centres governance arrangements would need to be revised. Potential options include the merging of advisory boards or the establishment of joint local governance arrangements or the establishment of new advisory board to reflect the cluster. We asked your views on governance arrangements which included:

- 27% of all 56 school staff and governors respondents suggested that there needs to be accountability to the wider community and to where the centre is based
- 23% of all 56 school staff and governors respondents suggest that there should be a governing body sub committee of the lead site which consists of a governor representative from all sites, a Children's Centre parent representative and a member of senior leadership team from each site clustered
- At parents and carers consultation meetings they raised a variety of issues regarding governance including: how will it work if a different centre is the lead, who will be accountable and how will parents be involved
- Children's staff at their consultation meetings raised: who will lead the development of the new governance arrangements, could the governing body be made up of representative from schools, Children's Centres and parents and who will be accountable
- In order to support multi-agency working school staff and governors suggested participation from the Health visiting team in cluster meetings (30% of all 47 respondents) and joint training/regular meetings (23%). 28% of all 43 Children Centre staff respondents suggested

that simplified working arrangements could be put in place, such as: regular meetings, joint workshops and coordinated working at the local level. In addition 21% felt that partnership working could be improved as a result of improved communications.

## **General comments**

Through all consultation methods the Council asked stakeholders and service users for their general comments on the proposed changes. The following is a summary of the feedback received. For a fuller breakdown see Annexes 7-11.

- 22% of all 254 parents and carers respondents made comments inferring that the Council should not make cuts or changes to Children's Centres
- 15% of all 254 parents and carers respondents commented on fees
- 11% of all 254 parents and carers respondents commented that Children's Centres provide valuable support. This was further supported by parents and carers who wrote to the Council with 30% of all 40 respondents commenting that they like the centre and its services
- 6% of all 254 parents and carers respondents commented that Children's Centres should offer universal services and maintain the social mix of service users
- Parents and carers of Highgate Children's Centre submitted a petition 'Support Highgate Children's Centre!'. The majority of comments praised the centre and highlighted how much they value the services and support they receive
- 18% of all 32 Children's Centre staff respondents commented that they have concerns regarding staffing
- 46% of all 37 school staff and governors respondents raised concerns that the proposed model will not necessarily deliver economies of scale.

Stakeholders and parents and carers have through the consultation suggested that the clusters set out in the consultation paper are not the right ones. Instead some have advocated that the Broadwater Farm as part of the Inclusive Learning Campus should be a cluster lead. Others have proposed that the South West Cluster should remain in its current form, whilst some have promoted the idea of having a Wood Green cluster. Some governors raised concerns that linking two school based centres such as Earlsmead and Welbourne would not lead to economies of scale. Concerns have been raised that the proposed clusters are in some cases too big (such as cluster one) and that there should be no stand alone centres. There was however some support for clustering, as one Children's Centre staff member said at a consultation meeting 'working in clusters has to be the future'.

In order to keep more centres open it has been suggested by parents and carers (within the questionnaire free text answers<sup>12</sup>, correspondence and consultation meetings) that some services could be charged for or a donation could be made. A number of parents and carers were wary that charging may lead to some service users being unable to use the services and therefore suggested that some form of means testing could be used. They did however warn that this could in itself be an expensive system to run.

One parent/carers suggestion was that 'the four centres that are in more affluent areas (which are currently proposed to be 'standard service' and remain open) should be closed and those funds used for the centres in more deprived areas. We think it is better that all the remaining centres are properly 'full service', and run as much as possible as they are at present, rather than what is proposed at present'. This view was however contradicted by 10 parents/carers who wrote to the Council requesting consideration that closures and or reductions to services in the West should not be agreed. This view was supported by some parents and carers who completed the questionnaire, with one expressing concerns that 'not everyone in these so called well-off areas is wealthy'.

Partners in Health individually via the questionnaire and as collective responses have expressed their desire to work in partnership with the Council to keep Children's Centres open in order for Health services to continue to be widely delivered across the Borough. Nevertheless they do acknowledge that services

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<sup>12</sup> 11% of all 277 parents and carers who answered Q12 (We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough) suggested that the Council should increase prices for childcare/other services/ means-testing / flexible pay contributions / funding from other sources.

for the most vulnerable is a priority, however universal services are key to ensuring that this group is identified as early as possible.

### **Alternative proposals**

This is a summary of proposals made by the existing children's centres and the Liberal Democrat party and does not reflect every point raised by every centre. A detailed response will be made to individual respondents. Ten written responses were made from individual or clusters of Children's Centres. One written response was also received from the Liberal Democrats.

- Clusters should be larger than the proposed model with a mixture of different types of Children's Centres included. There should be no stand alone Children's Centres.
- Doors should be open all the time/ services should be planned across a cluster so that families can always access somewhere/ individual centres should only be open when there is sufficient staffing on-site to provide high quality and safe service
- Integration with host centre/school – schools/centres should have day to day responsibility for staff working at the centre and safeguarding arrangements.
- Governors should maintain full control of services delivered from the school site as the responsibility rests with them and should be given more control over the buildings so that they can generate income from them
- Universal health services should remain at all centres
- Local services should reflect the needs of the local population which schools and Children's Centres are best placed to assess/know
- All centres should remain open providing a range of services
- The level of funding should reflect the levels of deprivation in each area reflected in the index of multiple deprivation. Clusters should be informed of their budgets.
- Funding should reflect all costs, schools cannot afford to cover the cost of site managers, cleaners etc

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