



NOTICE OF MEETING
***PLEASE NOTE LATER STARTING TIME**

Cabinet Member Signing

WEDNESDAY, 18TH MAY, 2011 at *14:00 HRS - CIVIC CENTRE, HIGH ROAD, WOOD GREEN, N22 8LE.

CABINET
MEMBER: Councillor Lorna Reith (Cabinet Member for Children's Services)

AGENDA

1. DECLARATIONS OF INTEREST

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is considered must disclose to that meeting the existence and nature of that interest at the commencement of that consideration, or when the interest becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter if the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the member's judgment of the public interest **and** if this interest affects their financial position or the financial position of a person or body as described in paragraph 8 of the Code of Conduct **and/or** if it relates to the determining of any approval, consent, licence, permission or registration in relation to them or any person or body described in paragraph 8 of the Code of Conduct.

2. DEPUTATIONS/PETITIONS/PRESENTATIONS/QUESTIONS

To consider any requests received in accordance with Standing Orders.

3. CHILDREN'S CENTRES IN HARINGEY (PAGES 1 - 402)

(Report of the Director of the Children and Young People's Service): To set out proposals, following the period of consultation, to maintain effective children's centre services within the available budget and based upon the principles agreed by Cabinet:

- maintaining a full children's centre services offer in our most deprived areas
- ensuring that the delivery of services reflect local needs;
- shared management and other jobs across centres;
- flexibility amongst staff working across Children's Centres
- the closure of centres if the financial appraisals suggest that we are unable to maintain high quality, effective services across all centres.

4. CHILDREN AND YOUNG PEOPLE'S DIRECTORATE SPECIFIC CRITERIA TO ASSESS FUNDING FOR THE THIRD SECTOR (AND THE PRIVATE SECTOR WHERE APPROPRIATE) AND ACTUAL FUNDING FOR 2011/12 (PAGES 403 - 534)

(Report of the Director of the Children and Young People's Service): To implement the final funding decisions in relation to the budget reductions in the Children and Young People's Service.

5. EXCLUSION OF THE PRESS AND PUBLIC

The following item is likely to be the subject of a motion to exclude the press and public as they contain exempt information which either relates to the business or financial affairs of any particular person (including the Authority holding that information) or the amount of any expenditure proposed to be incurred by the authority under any particular contract for the acquisition of property or the supply of goods and services.

Note by the Head of Local Democracy and Member Services

Item 6 allows for the consideration of exempt information in relation to item 4 which appears earlier on the agenda.

6. CHILDREN AND YOUNG PEOPLE'S DIRECTORATE SPECIFIC CRITERIA TO ASSESS FUNDING FOR THE THIRD SECTOR AND THE PRIVATE SECTOR WHERE APPROPRIATE) AND ACTUAL FUNDING FOR 2011/12 (PAGES 535 - 566)

(Report of the Director of the Children and Young People's Service): To implement the final funding decisions in relation to the budget reductions in the Children and Young People's Service.

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10 May 2011

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Agenda item:

[No.]**Lead Member Signing****On 17 May 2011**Report Title **Children's Centres in Haringey**Report of **Peter Lewis, Director of the Children and Young People's Service**

Signed :

Contact Officer : Jan Doust, Deputy Director, Early Intervention and Prevention

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

1.1. To set out proposals, following the period of consultation, to maintain effective children's centre services within the available budget and based upon the principles agreed by Cabinet:

- maintaining a full children's centre services offer in our most deprived areas
- ensuring that the delivery of services reflect local needs;
- shared management and other jobs across centres;
- flexibility amongst staff working across Children's Centres
- the closure of centres if the financial appraisals suggest that we are unable to maintain high quality, effective services across all centres.

2. Introduction by Cabinet Member (if necessary)

2.1. Not applicable.

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. In addition, the proposals link to the Children and Young People’s Plan 2009 - 2020 priorities set out below;

Priority 1 – to improve health and well-being throughout life

Priority 3 – to improve safeguarding and child protection

Priority 4 – develop positive human relationships and ensure personal safety

Priority 5 – develop sustainable schooling and services with high expectations of young people

Priority 6 – engender lifelong learning for all across a broad range of subjects both in and out of school

Priority 10 – Empower families and communities

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;

Objectives 1: Addressing worklessness 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

4. Recommendations

4.1. That the Lead Member notes the feedback from consultation summarised in section 16 of this report and in detail in Appendix 3 and the Equalities Impact Assessment in Appendix 4.

4.2. That the Lead Member agrees the arrangements for the delivery of Children’s Centre services in Haringey set out in sections 17 - 19 of this report.

- 4.3. That officers engage in consultation with affected staff on the staffing changes that follow from these arrangements.
- 4.4. That officers prepare a report seeking agreement to the changes to childcare fees set out in section 21 of this report and undertake an assessment of the equalities impact of the increases.

5. Other options considered

- 5.1. The options considered were set out in the consultation document, Appendix 1 and the Addendum to the consultation document (Appendix 2)...

6. Chief Financial Officer Comments

- 6.1. The saving proposed in this report (£6.519m) is consistent with that reported to Cabinet in February 2011 and necessary to achieve the overall level of savings agreed by the Council in setting its budget for 2011-2012 and the Medium Term Financial Plan for 2011-14. The phasing of the saving is however, also important. The supporting papers to Cabinet suggest that £1.3m of the saving is to be achieved in 2012-13 with the bulk (£5.2m) being scheduled for 2011-12.
- 6.2. Achievement of that savings profile is not possible and, whilst provision exists corporately for overall programme slippage, this cannot necessarily be assumed against individual proposals. Potential slippage of approximately £600,000 against the originally proposed profile has been estimated against this proposal which assumes that any revised structures and proposals take effect from September 2011.
- 6.3. This also recognises action taken already to reduce non-essential expenditure. It is important that steps continue to be taken in order to minimise slippage and the Directorate should also take such action as it can to identify other areas where savings proposals can be accelerated and/ or identify alternative areas for savings to be made. This is imperative to ensure that, in overall terms the profile of savings agreed for the Directorate are in fact achieved.

7. Head of Legal Services Comments

- 7.1. 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.

- 7.2. 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.
- 7.3. 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.
- 7.4. 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.
- 7.5. In reaching a decision on the proposals set out in the report, the decision maker must take account of the outcome of the public consultation. Further, due account must be taken of 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 commencing 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.

8. Equalities & Community Cohesion Comments

- 8.1. The proposed changes to the pattern of Children's Centre delivery will result in reduced provision for children under 5 in Haringey. The revised model set out in this report is intended to prioritise the needs of the most vulnerable families living in the most deprived areas. Where financial support is withdrawn from centres we expect health services to continue to operate. In addition outreach and family support services will be available to identify and support the most vulnerable children and families wherever they live.
- 8.2. The full Equalities Impact Assessment (EIA) is in Appendix 4.

9. Consultation

- 9.1. Section 15 summarises the consultation process. A full report on the consultation process is included as Appendix 1 and the addendum to the consultation process is included as Appendix 2.

10. Service Financial Comments

- 10.1. The Cabinet report of 8 February set out details of savings of £6.519m overall in the Early Years' and Children's Centre budgets, including £2.2m through changes to the central management and support arrangements for Children's Centres and Early Years and reductions to the services centrally commissioned to support this age group. £4.8m is available for direct service delivery.
- 10.2. This sum includes the cost of subsidising childcare places (£1.557m) and the costs of the autism provision at Woodside and centrally-managed family support, leaving £2.375m for the actual running costs of Children's Centres.
- 10.3. The proposals in this report have been developed within this budget. The resources have been allocated across clusters as follows:

	Cluster 1	Cluster 2	Cluster 3	Cluster 4
	Broadwater Farm Park Lane Pembury Welbourne Bruce Grove	Stonecroft Stroud Green Campsbourne	Earlsmead The Ladder South Grove Triangle Woodlands Park Downhills	Bounds Green Noel Park Rowland Hill Woodside
	£	£	£	£
Premises and site management	157766	13846	207237	101596
Staffing	441558	231733	381497	439337
Running costs	52458	20000	52599	32374
Service delivery	68234	25000	47107	21538
sub-total	720016	290579	688440	594846

- 10.4. This allocation broadly follows the population of under-5s, taking account of levels of deprivation across the areas served by each cluster. It is not however, allocated on the basis of a formula due to the need to take account of the real costs of running and opening centres in each cluster. The effect of this allocation of funding is considered in more detail in the Equalities Impact Assessment (EIA) accompanying these proposals (Appendix 4).

11. Use of appendices /Tables and photographs

- 11.1. Appendix 1: Consultation document
- 11.2. Appendix 2: Addendum to consultation document
- 11.3. Appendix 3: Report on the consultation feedback
- 11.4. Appendix 4: Equalities Impact Assessment

12. Local Government (Access to Information) Act 1985

- 12.1. Relevant documents are attached as Appendices.

13. Summary

- 13.1. In February Cabinet agreed savings of £6.519 from Haringey's Early Years' and Children Centre programme and recommended charges to the fees charged for childcare in Children's Centres. Reductions to central staffing costs and commissioning budgets were agreed and a public consultation was held between 16th March and 22nd April on how the Children's Centre delivery programme should be configured within the revised budget constraints. The underpinning principle for the model of provision was that the most vulnerable families living in the most deprived areas would be the priority for future service delivery. An addendum to the consultation was issued on 5th April 2011 making explicit the Children's Centres that would be at risk of closure if the available finances could not sustain all existing centres. Almost 1000 responses were made to the online consultation as well as 13 public meetings and over 65 emails and letters and alternative proposals were received.
- 13.2. Serious concerns have been expressed by all sections of the community about any reductions to resources for this age group of children. National research consistently demonstrates that the early intervention with young children can prevent greater problems developing as they get older. 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. This report sets out the model that we will adopt for delivering this. Children's Centres will be reorganised into four clusters with staff directly employed by the Local Authority. A Service Level Agreement will be in place that prioritises the most vulnerable and sets out the provision required to support the best outcomes for these families. The report also proposes the establishment of Local Partnership Boards in each cluster who will 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 will link with the other partnerships

operating in the locality. Funding will no longer be provided to support the following Children's Centres:

- Highgate
- Northbank
- Rokesly
- Tower Gardens

13.3. We will continue to commission services centrally to support the most vulnerable families wherever they live and to provide specialist family support for the families that are most at risk, wherever they live. No significant changes are proposed to the current pattern of NHS Haringey services that already operate across Children's Centres.

13.4. Subject to agreement, a new fee structure is proposed from September 2011 that will reduce the subsidy provided for childcare. A further review of the impact of this is planned, so that fees charged will be linked to family income and a sliding scale will be introduced from April 2012. A full equalities impact assessment of these changes will be completed.

14. Background

14.1. In February 2011, Cabinet agreed savings of £6.519m in the Children's Centres and Early Years budget as an element of the Council's overall savings target of £41m for financial year 2011/12.

14.2. In introducing the report to the February Cabinet, Cllr Reith made the following comments:

'It is bitterly disappointing therefore to present this report which outlines how we have to reduce these services because of Central Government cuts. Officers and members have spent long hours trying to stretch the money to keep as many centres open and services available as possible. We have substantially reduced central support and individual centre management costs. We have prioritised those children living in the most severely deprived areas.

However, it is clear that we cannot avoid some reductions in service and we may have to close some centres. We will reach a final decision on this once we have been able to assess the impact of changes to fees as well as the ongoing support from other stakeholders and have completed the consultation with centres.'

14.3. Cabinet were asked to consider an alternative model for the delivery of Children's Centre services. These proposals were based on a model that included :

- the development of 8 clusters including all 19 centres and configured around Lead and Associate centres and three linked sites.
- reduced management and administrative costs of each centre through combining roles; and
- retention of all existing centres but providing different levels of service offers across the borough.

14.4. The Cabinet report also set out details of savings amounting to £2.2m through changes to the central management and support arrangements for Children's Centres and Early Years and reductions to the services centrally commissioned to support this age group. £4.8m is available for direct service delivery. This sum includes the cost of subsidising childcare places (£1.557m) and the costs of the autism provision at Woodside and centrally-managed family support as set out in paragraph 18.8 leaving £2.375m for the actual running costs of Children's Centres.

14.5. Cabinet agreed:

- (4.1) 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;
- (4.2) that officers complete the detailed work required to meet 4.1 above including a commissioning strategy which sets out the required service level, revised formula for the allocation of funding and a revised fee structure that maximises income and supports the maintenance of services where parents/carers are able to contribute to the cost; and
- (4.3) that consultations on this strategy and proposals should take place with each Children's Centre and school in the current programme in order to ensure that service delivery is protected for the most vulnerable families, resources are targeted to the areas that will be most effective and the programme is delivered within the available budget from April 2011.

15. The consultation process

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 16th March 2011 and 22nd April 2011.

- 15.2. An addendum to the consultation was issued on 5th April 2011 (Appendix 2). The original consultation proposed that Children's Centre resources would be targeted at the most vulnerable families and those living in areas of highest deprivation. A map of Haringey showing Children's Centres and deprivation bandings were included in the consultation document. We were given legal advice that we should specifically state which Children's Centres would be at risk of closure if we could not sustain them all and the addendum set out the potential changes.
- 15.3. The process of consultation included a series of 13 open meetings hosted by a combination of the Lead Member for Children and Young People, the Early Years Champion Member and senior officers and these were attended by parents/carers, staff, governors and other interested parties. Written responses were received through the online questionnaires and other forms of submission.
- 15.4. There were a total of 976 questionnaires submitted – 790 from parents/carers, 57 from Children's Centre staff, 82 from school staff and governors and 47 from partner statutory and voluntary organisations. In addition, 65 emails and letters and a video were also received.
- 15.5. Full details of the consultation and the feedback are the subject of a separate report and this has been included as Appendix 3.

16. Feedback from the consultation

- 16.1. The vast majority of responses to the consultation reflect serious concerns about reducing resources to support this age range and about the level of savings required. National independent research commissioned by the government and published as recently as January 2011 demonstrates the importance of targeting support to children in the 0-5 age range and the potential that this has for improving outcomes and reducing the need for more costly interventions later on (*Graham Allen: Early Intervention: The Next Steps*).
- 16.2. Among users of the services almost all respondents to the on-line consultations and attendees at meetings agreed with the principle of maintaining a full children's centre service in our most deprived areas delivered in a way that meets local needs.
- 16.3. It should also be noted that there was substantial opposition expressed in the questionnaire responses to the closure of any centres, even if the financial resources prove insufficient to maintain high quality, effective services across all centres. Parents/carers expressed particular concerns about cuts or closures

and there was some support for increased charges where this would enable services such as 'stay and play' and childcare to remain.

- 16.4. These views must be balanced with the dialogue from the consultation meetings that were held where there were some strong expressions of support for closing centres where this would enable services to be protected for the most vulnerable families and the areas of greatest deprivation.
- 16.5. During the process of consultation Members and officers have continued to do detailed and exhaustive work to evaluate a range of models within the available resources, including financial assessment. Some alternative proposals were submitted by the Early Years Champion Member, the Opposition Party in Haringey and Children Centre staff and managers who have also been actively engaged in the process. There will be a full response to each of these and they have been taken into consideration in developing the proposals set out in this report.
- 16.6. Consultation responses and discussions with Children Centre staff, managers and partner organisations indicates that there is an understanding of the economies that would be achieved through bringing groups of centres together and a shared approach to management and administration as set out in the proposal originally considered by Cabinet.
- 16.7. There has been debate about both the number of clusters and the combination of centres in each cluster. We knew that there would be debate about these areas and have openly encouraged the submission of alternatives.
- 16.8. Whatever combination of clusters we propose, it is unlikely that there will be universal consensus given the range of different perspectives. However, our intention is that the model will:
- maintain and build on the good practice that already exists;
 - recognise the particular challenges for children living in the most deprived areas;
 - provide continued access to the full range of services, to the families that are most vulnerable;
 - enable us to direct as much as possible of the available resources into direct work with children and families;
 - reduce duplication, overlap and gaps, particularly in relation to management and administration of services; and
 - be delivered within the resources that are available.

17. Proposed way forward

- 17.1. The Local Authority has enduring statutory responsibilities and our first priority is to ensure that these continue to be met. These are set out in the Childcare Act 2006. This sets out the commitment to give every child the best start in life and parents/carers greater choice and flexibility about how to balance work and family life. The Act places the following duties on local authorities:
- to improve outcomes for young children and reduce inequalities between them;
 - to secure sufficient childcare to enable parents/carers to work; and
 - to provide information to parents/carers about childcare and a wide range of other services that may be of benefit to them.
- 17.2. The Act defines a Children's Centre as a place or group of places:
- which are managed by or on behalf of the Local Authority with the purpose of securing that early childhood services are delivered in an integrated manner;
 - through which early childhood services are available; and
 - at which activities for young children are provided.
- 17.3. As a result of the feedback and the financial modelling we propose to continue with the principle of cluster-based model of working that was set out in the consultation document. However, we have responded to feedback that eight clusters are too many and that we should not have any 'stand-alone' centres. Concerns were also expressed about the notion of 'lead centres' and different levels of service offer and we have addressed these in the model.
- 17.4. We now propose to have fewer clusters as this will reduce the number of managers required and will release more of the available resources into the frontline. In addition, larger clusters will provide increased flexibility to target resources to where they are most needed. There are no 'stand-alone' centres in the model and as far as possible, the proposed clusters have been configured on the basis of existing collaborative working or suggestions from the Children's Centres themselves. We accept that there will inevitably be some exceptions to this.
- 17.5. The proposal set out here should be seen as a radical rethinking of the management and organisation of Children Centres that will enable us to use these resources as a powerful tool in our strategy for prevention and early intervention.
- 17.6. Effective early intervention services can prevent children from progressing to the higher levels of need where they will require more intensive, expensive and long term interventions and Children's Centres are integral to this process. We will endeavour to get the balance right between the delivery of

universal services and the relationships between services that work at the specialist end of the continuum and Children's Centres.

17.7. We want our children's centre services to prioritise the groups of children known to be at risk according to the Haringey Continuum of Needs and Intervention:

- children under 5 who are the subject of a Child Protection Plan or are siblings of older children who are subject to a Child Protection Plan;
- children in care;
- children known to be in need;
- children with disabilities; and
- children who live in households with other known risk factors, including family breakdown.

17.8. Our commissioning strategy for Children's Centre clusters will be based on providing services that lead to improved outcomes for these children and families. We want them to:

- provide outreach and support to identify and engage with children and families known to be vulnerable wherever they live in the locality;
- facilitate partnership working to provide a 'team around the child' and 'team around the family' approach for all vulnerable children, including those in the Two Year Old Programme; and
- coordinate the delivery of all elements of the Children's Centre offer to meet local needs.

17.9. We want our Children's Centres, working with statutory, voluntary and community partners to:

- improve the quality and capacity of in-borough specialist provision so that fewer children require specialist out-borough placements;
- support families so that where possible children and families are kept together and their needs identified and supported using the most effective interventions so that fewer children need to be taken into care;
- contribute to the earliest identification possible of those children that do need to be taken into care to ensure that effective permanency planning is facilitated;
- focus targeted and specialist interventions on the most vulnerable children and their families and to work with universal services to agree clear expectations on how they will support children below the thresholds for these services; and
- ensure that properly integrated services work together with families to support children's' development and therefore improve overall attainment for all and narrow the gap between the lowest 30% and the rest.

17.10. The current offer of health services such as ante and post-natal classes, breastfeeding support, baby weighing and some health services commissioned

by the Local Authority such as speech and language therapy will continue for families wherever they live.

17.11. The evident good practice and impact of work already done from the original centres will be critical to the success of the new model and will provide the foundation for the new model, albeit within reduced resources. A specific example of this is Broadwater Farm Children's Centre which is integral to the Inclusive Learning Campus as well as being part of the cluster of Children's Centres.

18. Organisation

18.1. We are proposing that a four cluster arrangement would offer a balance between the objectives of reducing overall management costs and maintaining a degree of local flexibility in response to local needs. Each will have a cluster manager and these will be appointed and line managed by the local authority, in close cooperation with Children's Centres.

18.2. We understand the concerns that were raised in the consultation about the notion of 'lead centres' and 'full' and 'standard' offers. These do not form part of the model that we are proposing in this report. Instead, Children's Centres within each cluster will work together to use resources so that the full range of services are provided to the families that most need them.

18.3. No changes are proposed to the way that childcare is delivered. There are currently 500 free full time education places for 3 & 4 year olds currently spread across schools and a review is underway that will ensure that these are used to support better outcomes for the most vulnerable children. Changes to the distribution of these places will be in place for April 2012 onwards.

18.4. We will commission a set of integrated services from other partners to work alongside Children's Centre services. In some cases this may lead to changes over time in the degree to which services are offered at the sites available within each cluster.

18.5. A Local Partnership Board will be created for each cluster and will have representation from all the governing bodies of the Children's Centres, headteachers, parents/carers, the local authority and professional, voluntary and community partners. These will be advisory bodies where all partners will participate in planning and evaluating services to be delivered across the cluster and they will link in as appropriate with other partnerships operating in each area e.g. Area Assemblies.

18.6. Within each cluster some Children's Centres will offer a full range of services and some a limited range; some would be open around the year and some term time only, in some cases on a reduced number of days per week.

This would be organised and agreed across the cluster, facilitated by the cluster manager and endorsed by the Local Partnership Board...

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

18.8. 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 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.

18.9. We propose the following revised set of clusters:

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

18.10. Overall we are proposing that the delivery of service offers will be determined within each cluster. The full range of services will be maintained for the families with the highest level of needs. No reductions are proposed in child care and early education where it is currently provided – so, for example, Stonecroft, Woodside and Stroud Green will continue with their current arrangements in this respect. Rowland Hill, Pembury and Woodlands Park will continue to operate as nursery schools and will continue to deliver a range of Children Centre services.

18.11. Our overall approach has been to target the limited resources to areas of greatest need. Accordingly, we will not be able to provide direct financial support for the Highgate, Rokesly and Northbank (Fortis Green) sites though we will encourage partnerships – for example with schools, parents/carers and our colleagues in the NHS – which may enable services to continue at these sites. We will also cease to support the Tower Gardens site.

18.12. We are engaged in a dialogue with our neighbouring Local Authorities who are also making future plans for Children’s Centre provision and have assessed the degree to which these might impact on Haringey families. We have taken account of these discussions in our proposed model. Many of our families access provision in other Local Authorities and families from other areas access our services. We are continuing this dialogue so that vulnerable families will be able to access the services that they need where possible, in the location that is best suited to their circumstances.

19. Staffing

19.1. Detailed consultation is now starting with staff working in Children’s Centres as the reduction in funding and the changes to the operating model will affect posts at all levels. The consultation process will follow the agreed processes for restructuring and will be referred to the Council’s Corporate Committee for decisions in June 2011.

20. Childcare Fees

20.1. The Cabinet Report in February 2011 set out proposals to change the fee structure for childcare in Haringey. The proposals were that fees for children under 2 should be increased to reflect the actual cost of care for this age group and that differentiated fees should be considered in order to reflect the demand and to improve the sustainability of Children’s Centres within the current budget constraints.

20.2. Changes to the fee structure for childcare in Haringey are proposed in two stages – September 2011 and April 2012.

20.3. The consultation paper outlined the new childcare costs which will be in place from September 2011 and asked for comments from parent/carers on the impact of these changes.

20.4. Parents/carers are concerned about any rises. However, the Local Authority can no longer provide subsidised childcare costs for families who are able to pay and will reduce this over a staged process.

20.5. Subject to agreement, the first stage of the new fee structure as set out in the consultation document will be in place from September 2011 :

Age Range	Charge per week (£)
0-2	225
2-3	200
3-4	175

- 20.6. We will report separately on these proposed increases, accompanied by an equalities impact assessment. Before the changes are implemented, we will communicate separately with parents/carers about them so that they can make proper arrangements.
- 20.7. The second stage of the changes to the fee structure will be in place for the financial year 2012-13. This means that we will be implementing a sliding scale of fees linked to family income. We will be doing further work to review the impact of the increase in fees from September 2011, changes to the welfare and benefits system and any changes in employment levels in Haringey as a result of the current economic climate.

21. Conclusion

- 21.1. This has proved a difficult and challenging process for the members and officers involved in this review. All regret the need to make these very large savings. However, the considerable financial constraints have required us to focus on what really matters in improving the lives of the most vulnerable children in Haringey. We believe that the arrangements set out in this report represent the best hope of preserving what is best about current Children's Centre provision.



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.

	Lead Children's Centre (full offer)	Associate Children's Centre (full offer)	Associate Children's Centre (standard offer)	Linked sites
Cluster 1	Campsbourne		Stonecroft Highgate Rokesly North Bank Stroud Green	
Cluster 2	Noel Park	Bounds Green Woodside		
Cluster 3	Rowland Hill	Broadwater farm		Tower Gardens linked sites
Cluster 4 (stand alone)	Park Lane			
Cluster 5	Pembury House			Bruce Grove Primary linked site
Cluster 6	Triangle	South Grove		
Cluster 7	Woodlands Park	The Ladder		Downhills Primary School linked site
Cluster 8	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>Family support and parental outreach</p> <ul style="list-style-type: none"> ● Linked social worker/supervised contact/targeted support ● Access to family support ● Parenting programmes ● Targeted parent/carer support groups ● Targeted outreach ● Access to housing advice and support ● Information about available childcare for parents/carers and parents to be <p>Child and family health services</p> <ul style="list-style-type: none"> ● Access to speech and language support ● Links with Family Nurse Partnership programme ● New parents/carers support ● Visits to all new births ● Antenatal services ● Access to psychology services 	<p>Employment and training support</p> <ul style="list-style-type: none"> ● Access to benefits and employment advice ● Family learning <p>Access to Early education integrated with day care</p> <ul style="list-style-type: none"> ● Free 15 hour early education offer for disadvantaged 2-year-olds ● Access to the 3 and 4 year old free early education entitlement ● Support for children with SEN and or disabilities ● Support, advice and training for early years providers ● Parent/carer support group e.g. stay and play

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

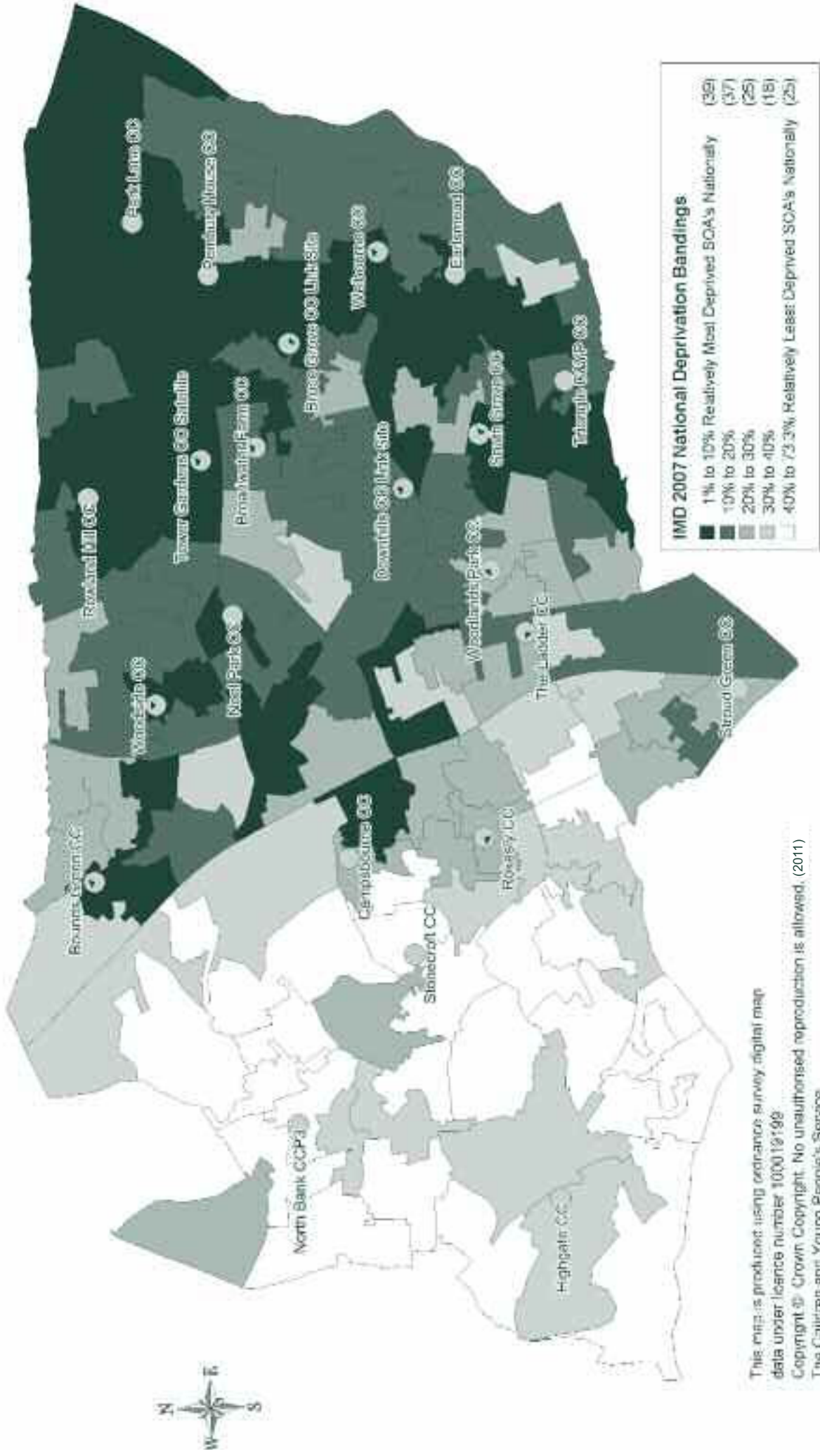
We are consulting until 22 April 2011 on the proposed changes. We will listen to your views and take them into consideration when we develop our final service delivery model.

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**
- 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**
- 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 wê 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
5th April 2011**

- 1** The consultation period ends on 22nd 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 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 16th March 2011 and 22nd 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) on the 16th 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 22nd 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 5th 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 23rd 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 25th 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
Total	976	232	744

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
Total	13	283

* 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 22nd 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 answers¹, correspondence and consultation meetings) that some services could be charged for or a donation

¹ 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 5th 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.

	Lead Children's Centre (full offer)	Associate Children's Centre (full offer)	Associate Children's Centre (standard offer)	Linked sites
Cluster 1	Campsbourne		Stonecroft Highgate Rokesly North Bank Stroud Green	
Cluster 2	Noel Park	Bounds Green Woodside		
Cluster 3	Rowland Hill	Broadwater farm		Tower Gardens linked sites
Cluster 4 (stand alone)	Park Lane			
Cluster 5	Pembury House			Bruce Grove Primary linked site
Cluster 6	Triangle	South Grove		
Cluster 7	Woodlands Park	The Ladder		Downhills Primary School linked site
Cluster 8	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>Family support and parental outreach</p> <ul style="list-style-type: none"> ● Linked social worker/supervised contact/targeted support ● Access to family support ● Parenting programmes ● Targeted parent/carer support groups ● Targeted outreach ● Access to housing advice and support ● Information about available childcare for parents/carers and parents to be <p>Child and family health services</p> <ul style="list-style-type: none"> ● Access to speech and language support ● Links with Family Nurse Partnership programme ● New parents/carers support ● Visits to all new births ● Antenatal services ● Access to psychology services 	<p>Employment and training support</p> <ul style="list-style-type: none"> ● Access to benefits and employment advice ● Family learning <p>Access to Early education integrated with day care</p> <ul style="list-style-type: none"> ● Free 15 hour early education offer for disadvantaged 2-year-olds ● Access to the 3 and 4 year old free early education entitlement ● Support for children with SEN and or disabilities ● Support, advice and training for early years providers ● Parent/carer support group e.g. stay and play

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

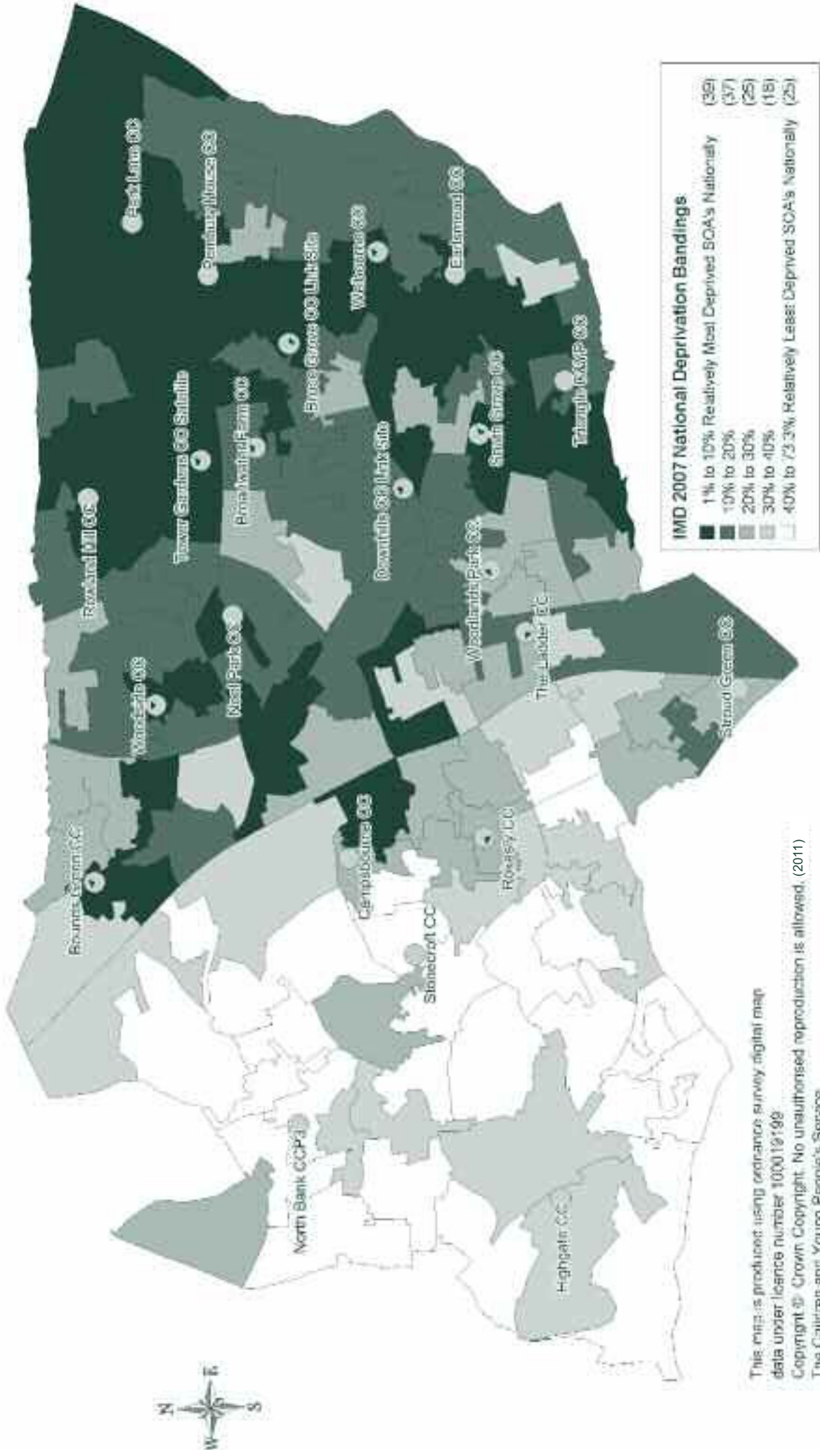
We are consulting until 22 April 2011 on the proposed changes. We will listen to your views and take them into consideration when we develop our final service delivery model.

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**
- 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**
- 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
5th April 2011

- 1** The consultation period ends on 22nd 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 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?

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.

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.

Any other comments

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

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 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>Shqip <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>Kurdî Kurmancî <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>Soomali <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>Français <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>Polski <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>Türkçe <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



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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?

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
-

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.

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?

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

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?

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

Any other comments

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

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)

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.

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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
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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?

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.

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?

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

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
nor disagree | Disagree | Strongly
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 or?

Governance

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

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

Any other comments

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

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)

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.

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 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.

SHAPE THE FUTURE
Have your say
Haringey



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?

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 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)

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"/>

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.

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?

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

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
nor disagree | Disagree | Strongly
disagree |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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

 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**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

 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.

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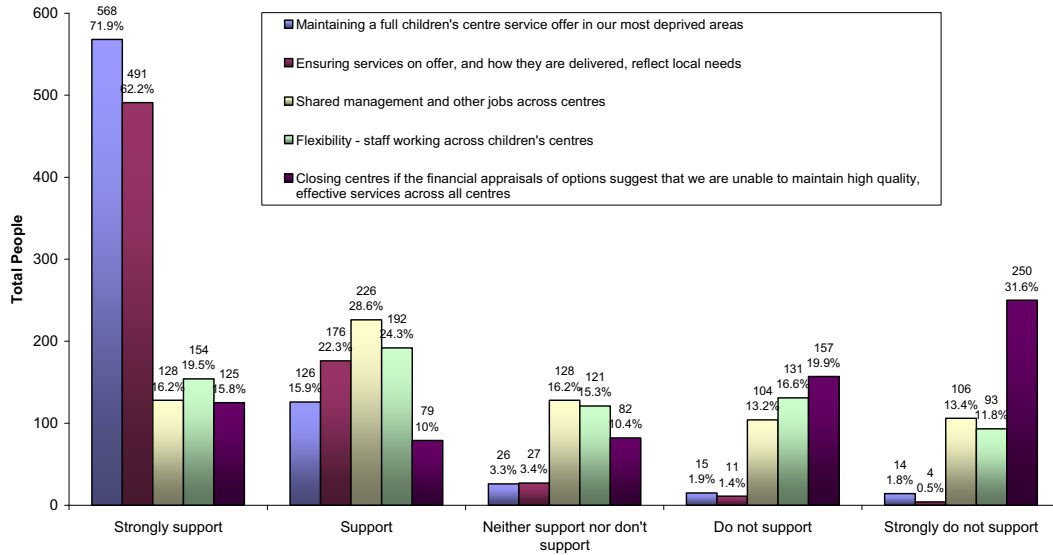
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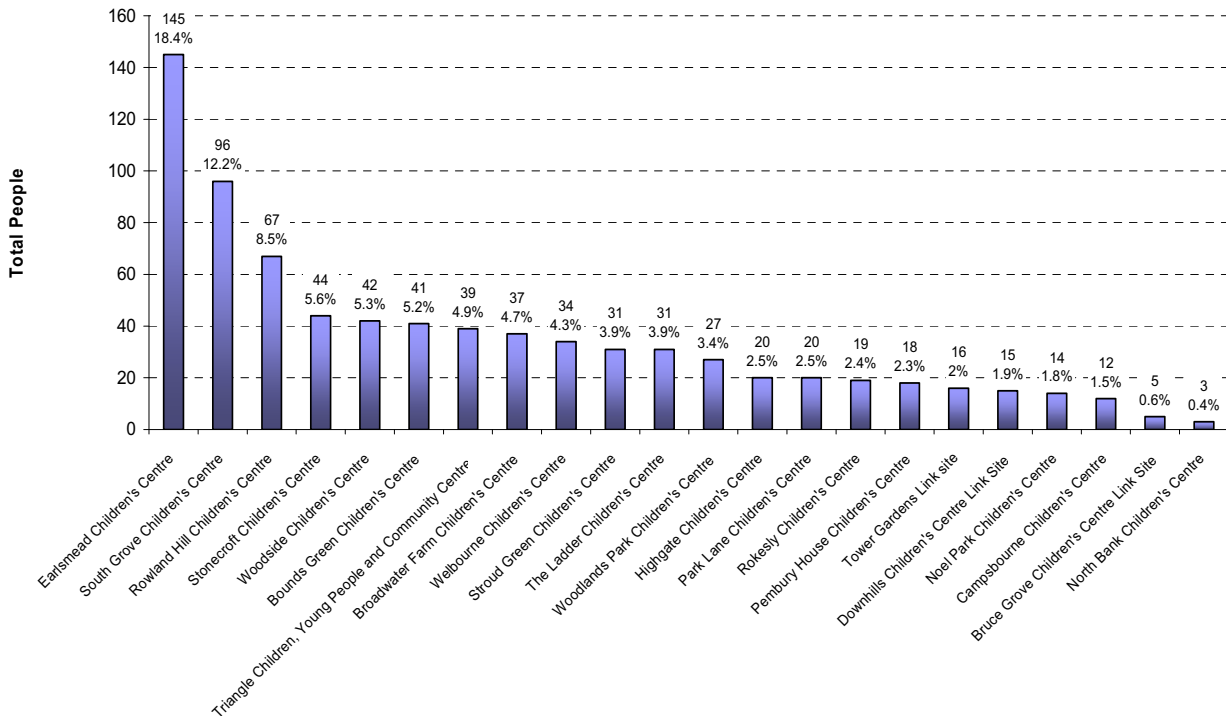
Annex 7: Parents and carers consultation responses

7.1 Parents and carers questionnaire results

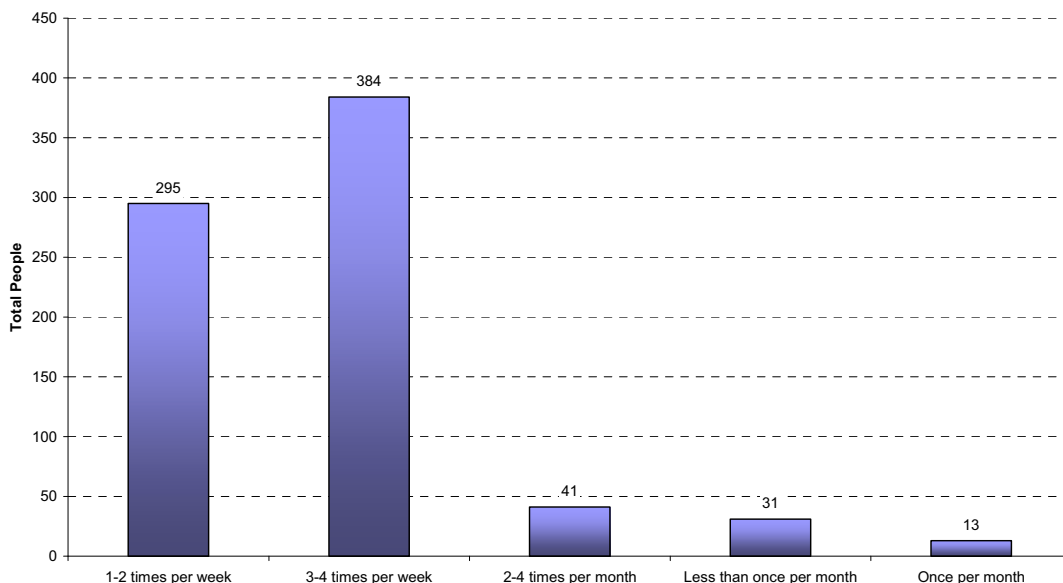
Question 1: To what extent do you support the principles we have applied to the proposed changes? (Please select one option on each row)



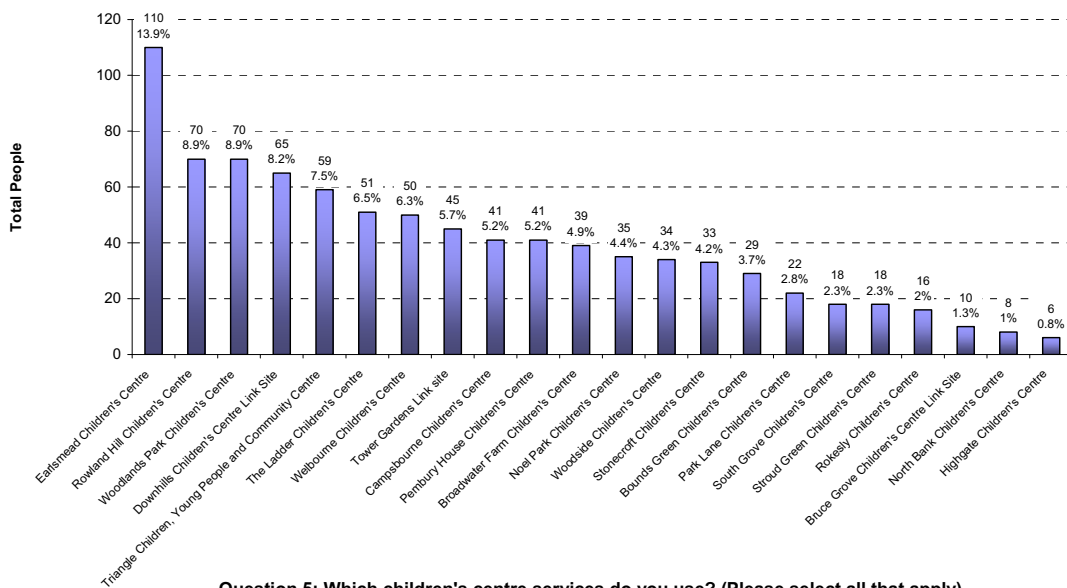
Question 2: Which children's centre do you usually use? (Please select one option)



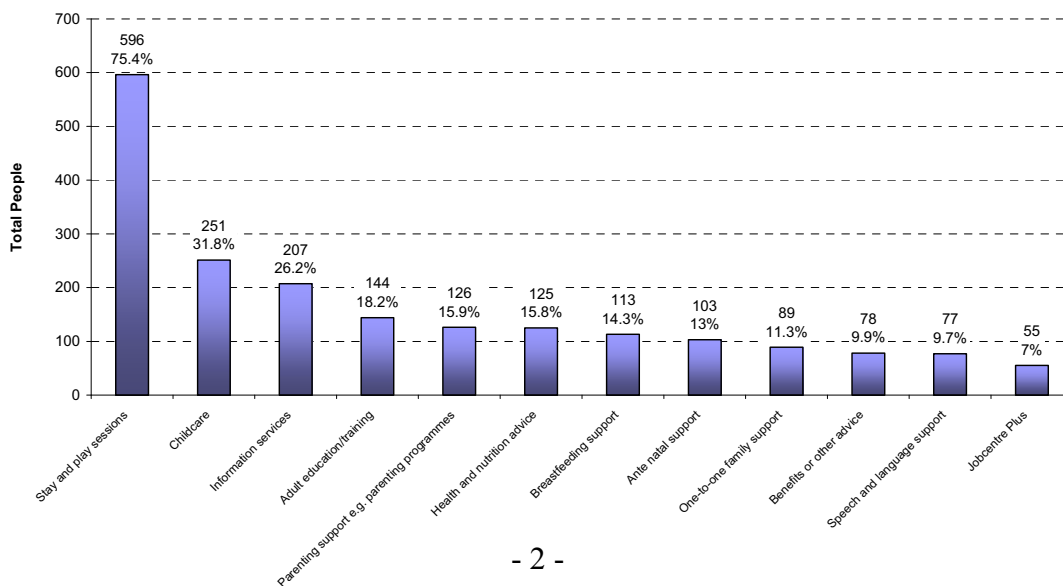
Question 3: How often do you visit this children's centre ? (the centre selected in question 2)



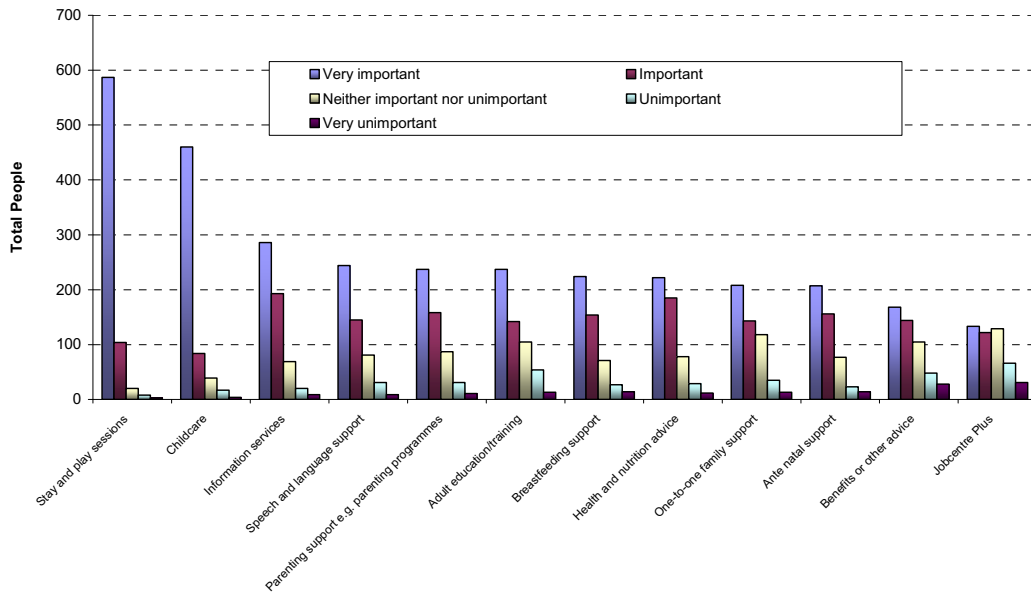
Question 4: Do you use any other children's centres in Haringey? (Please select all that apply)



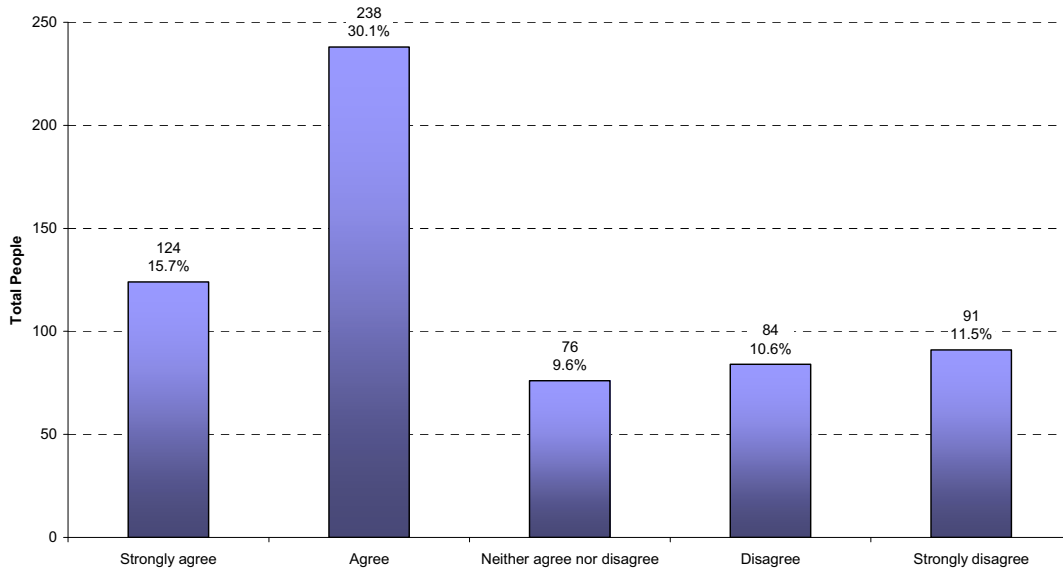
Question 5: Which children's centre services do you use? (Please select all that apply)



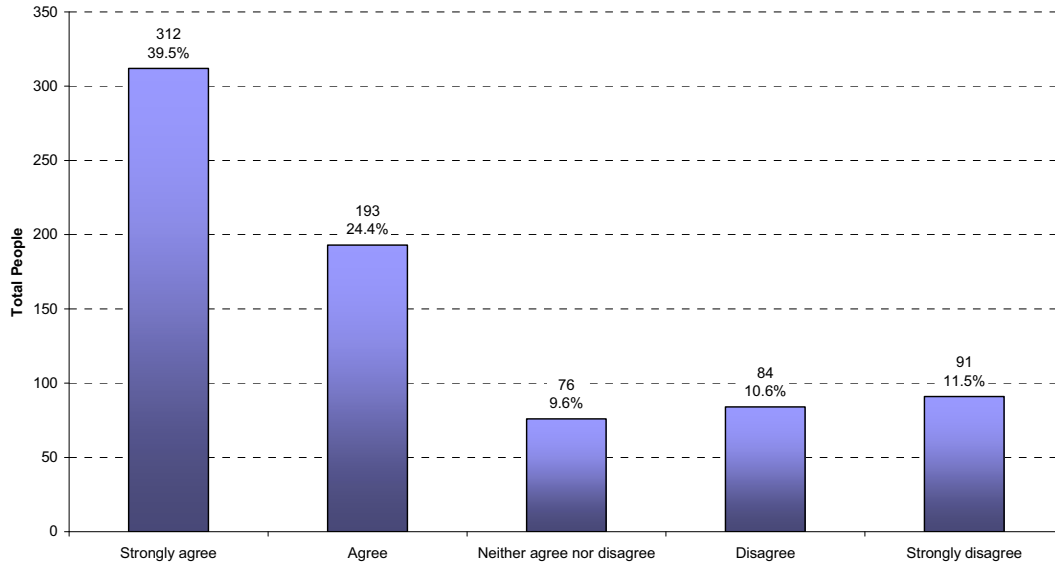
Question 6: How important are the following children's centre services to you? (Please select all that apply)



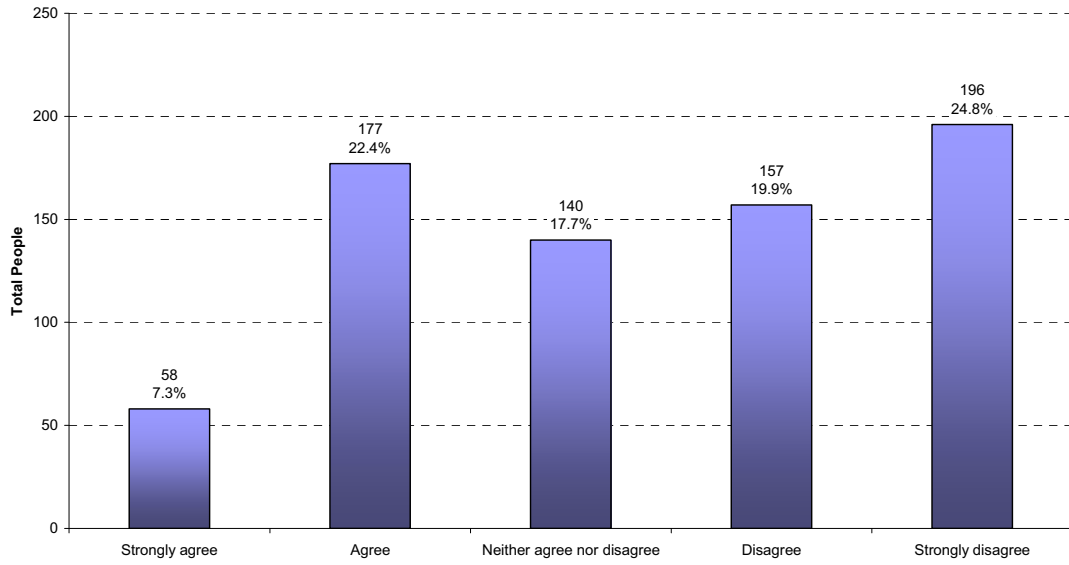
Question 7: To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)



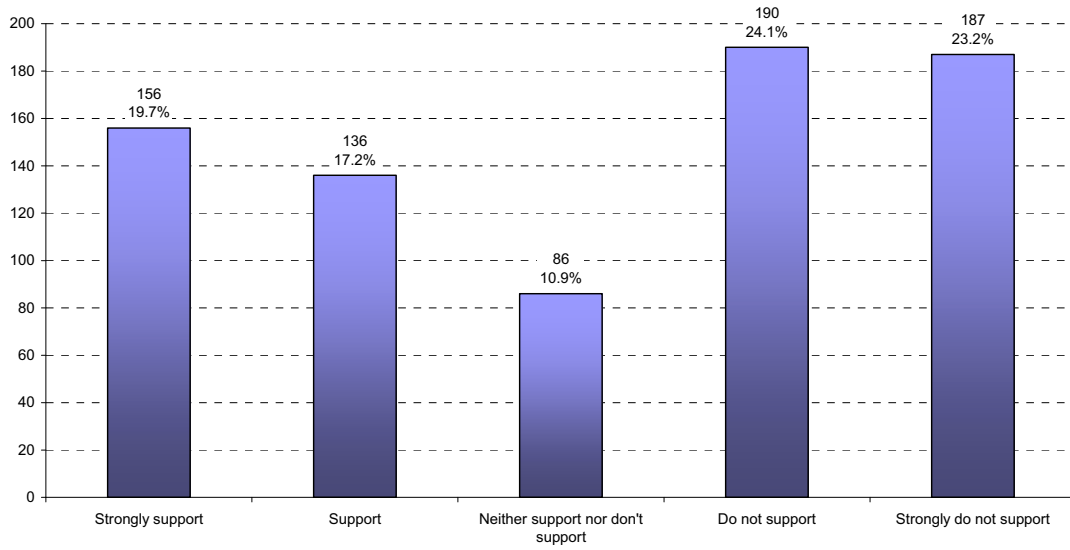
Question 8: To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)



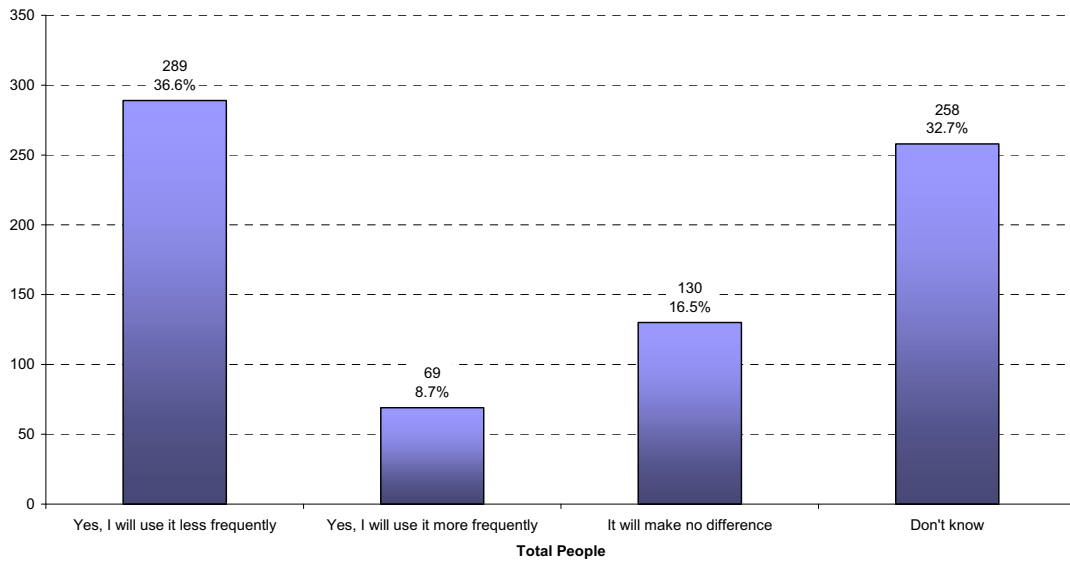
Question 10: To what extent do you agree or disagree with the overall proposal shown in the consultation paper (Please select one option)



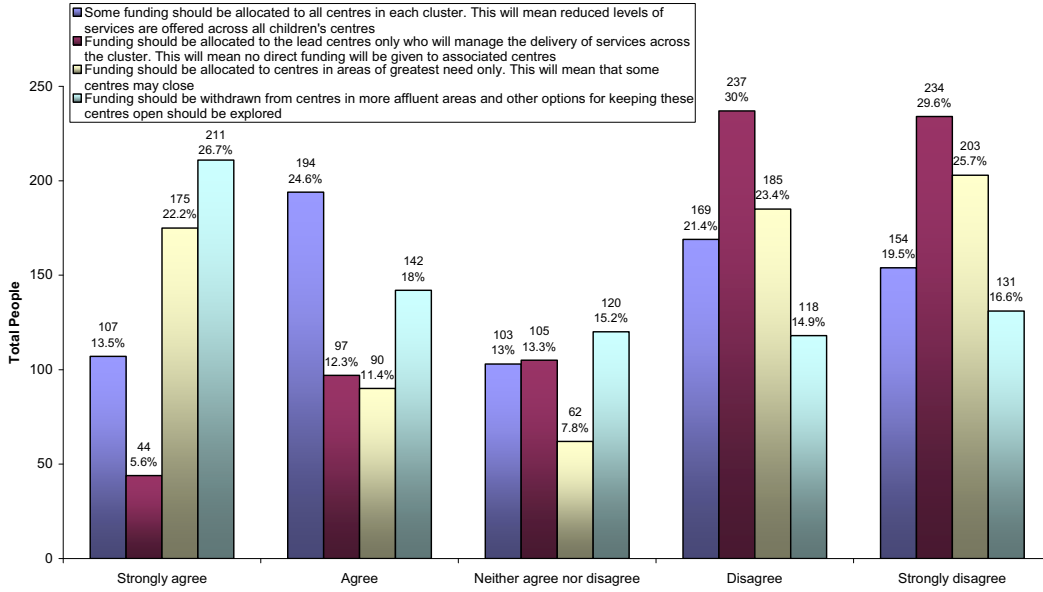
Question 11: Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable are maintained. To what extent would you support this approach? (Please select one option)



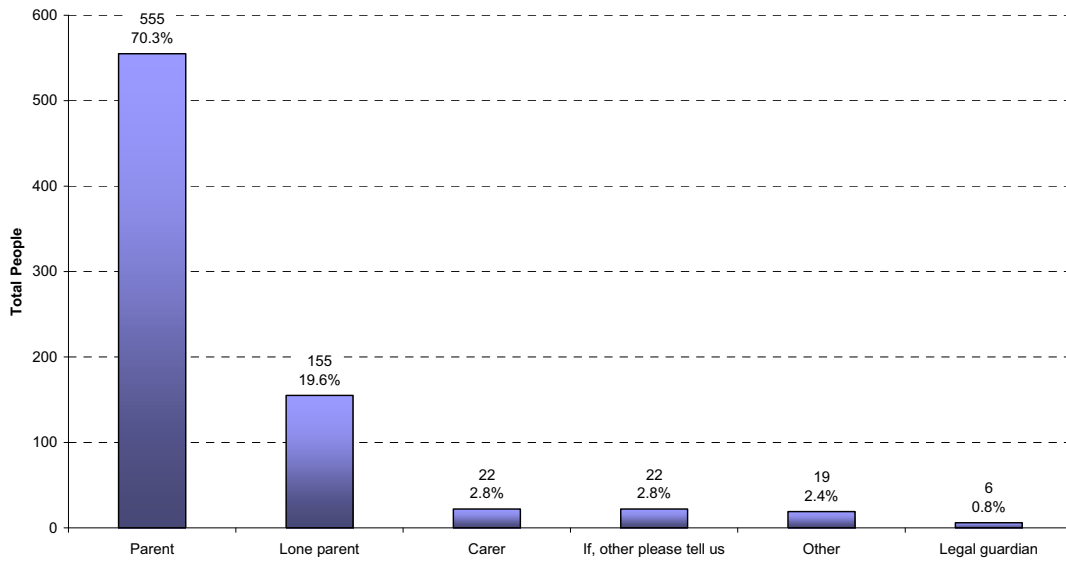
Question 13: Will the proposed changes to Haringey's children's centres change how frequently you use your usual centre? (Please select one option)



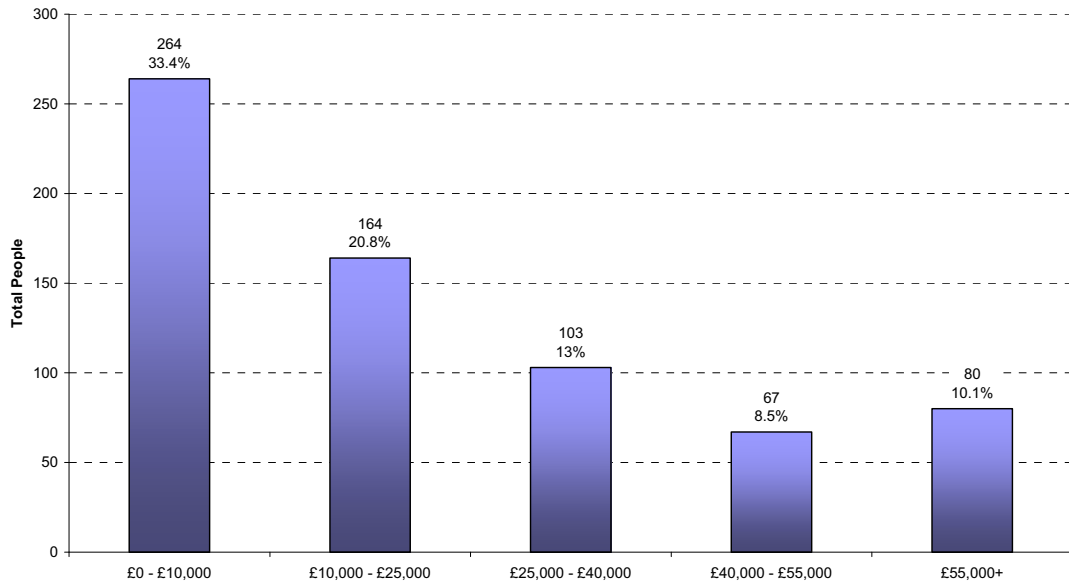
Question 14: Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)



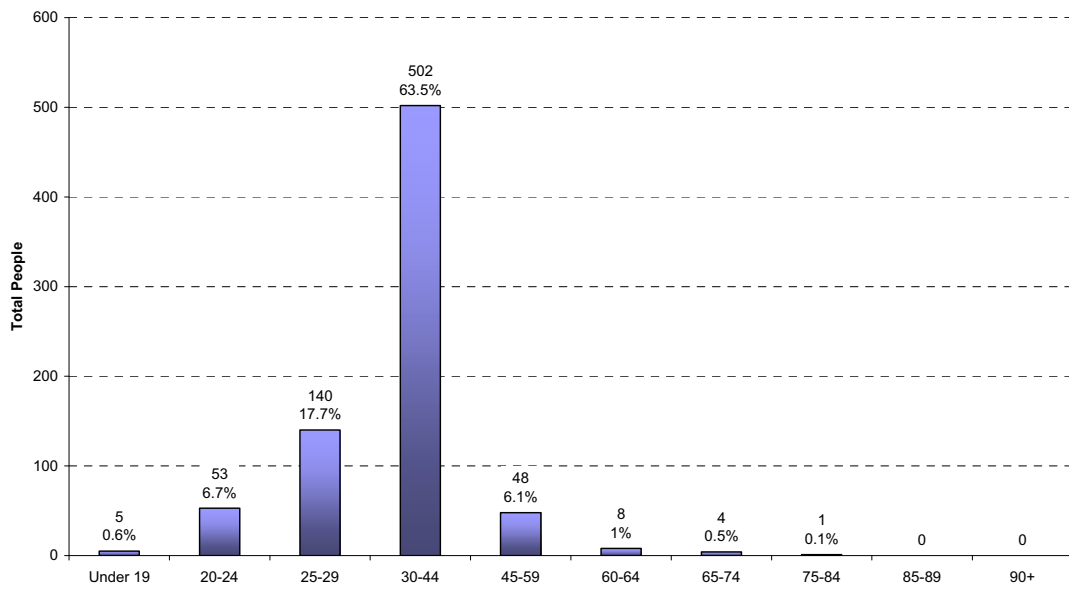
Question 17: Which, if any, of the following most closely matches your role? (Please select one option)



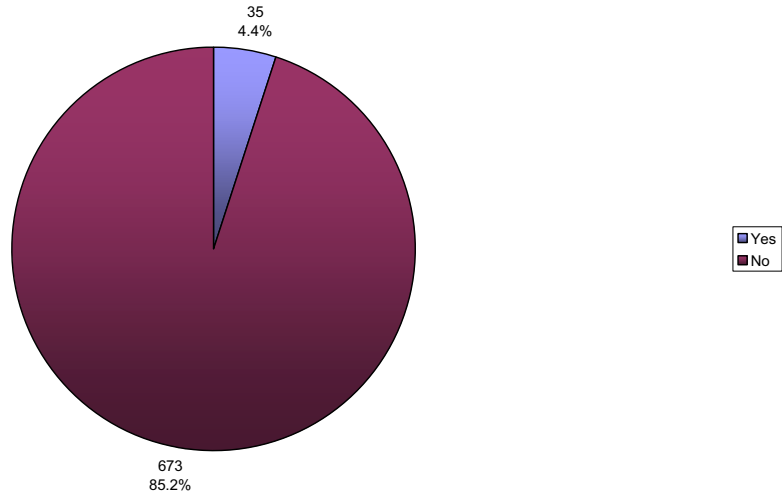
Question 18: What is your household income ? (Please select one option)



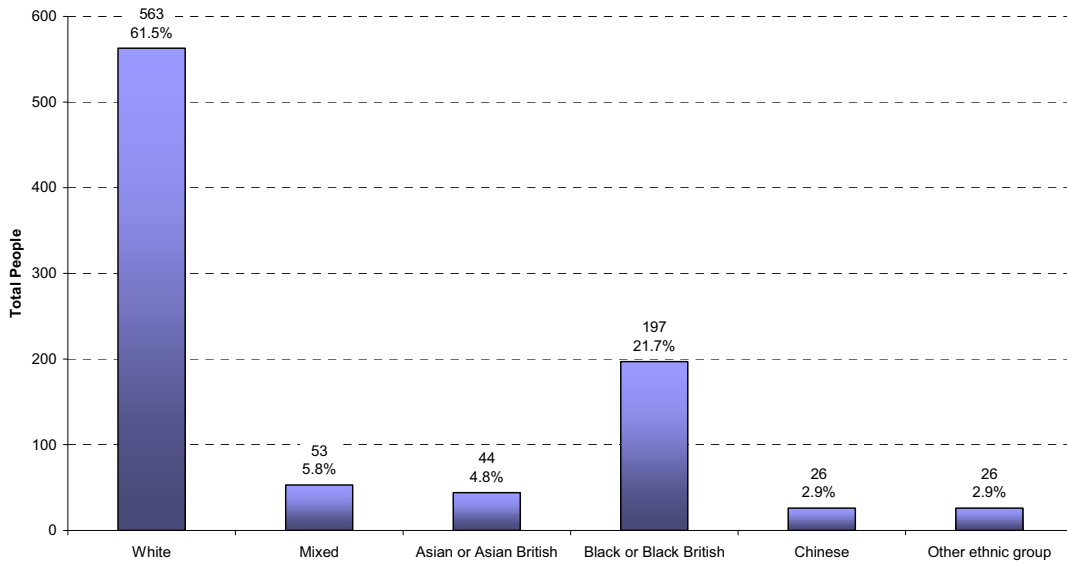
Question 20: Age



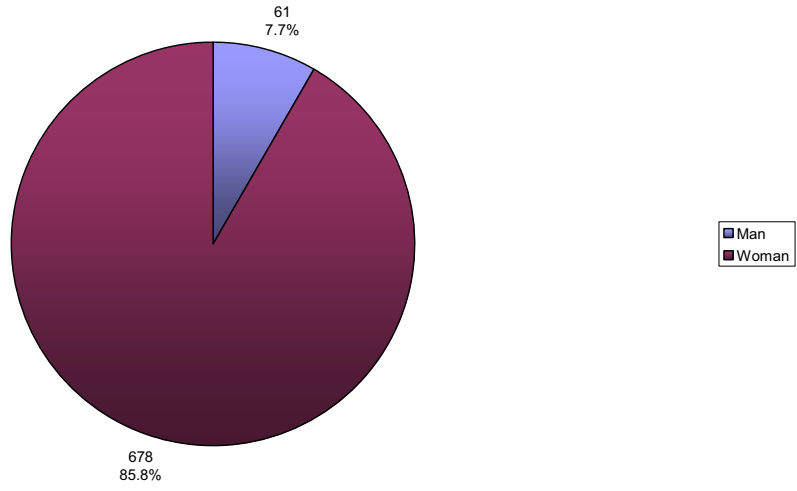
Question 21: Do you consider yourself to be a disabled person?



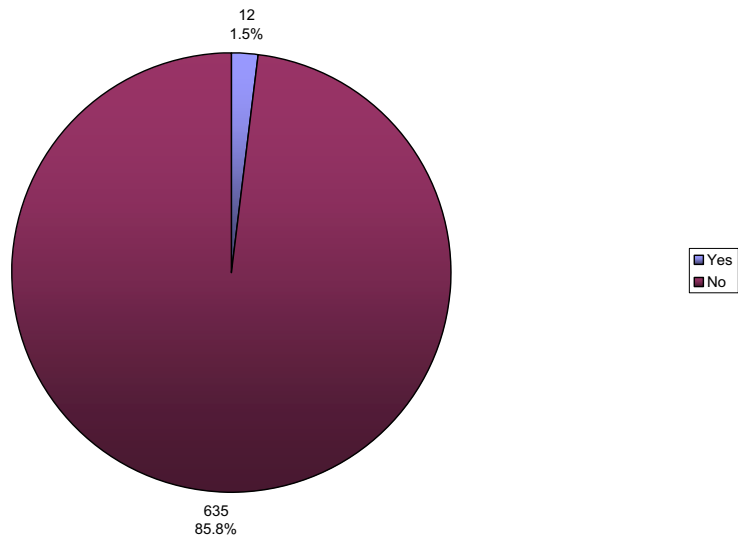
Question 22: Below we are asking you to let us know which ethnic group best describes you. (Please tick one box from the appropriate section)



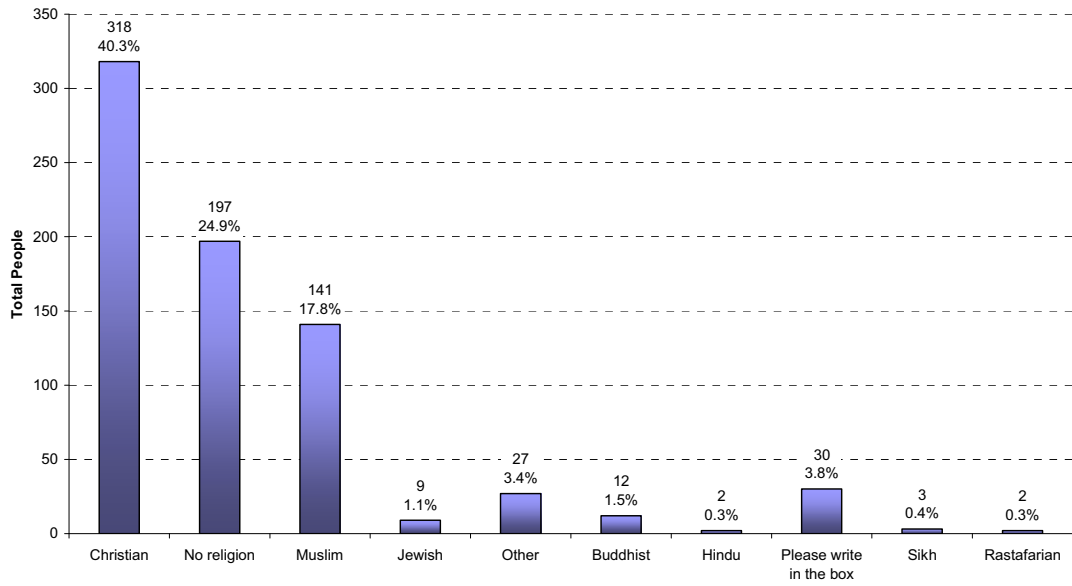
Question: 24 Gender



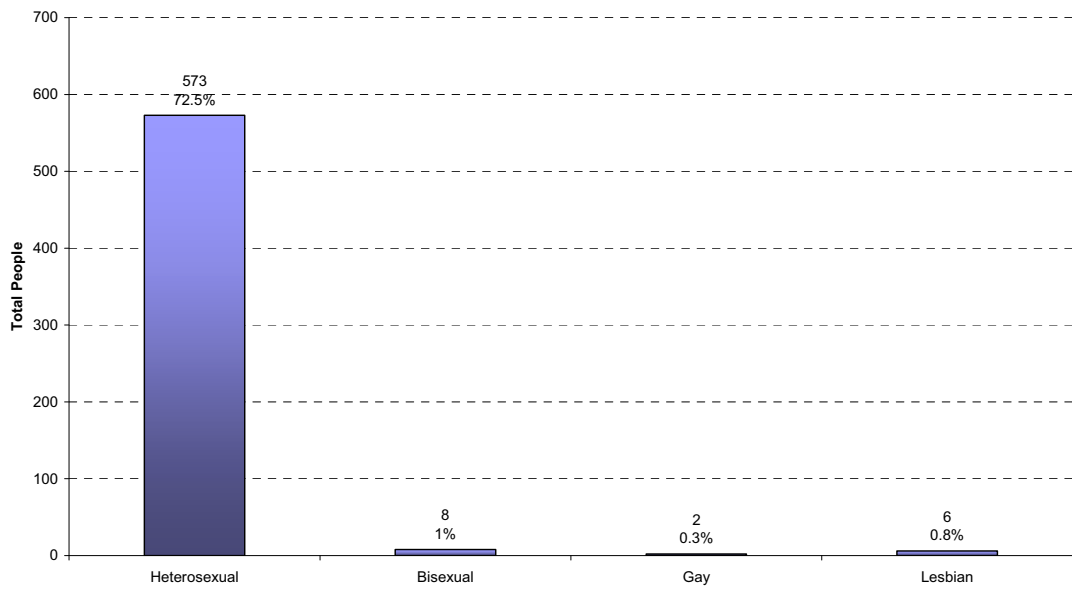
Question 25: Does your gender differ form your birth sex?



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
Adult education/parenting		
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.
After school/breakfast club/holiday times		
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
All/multiple		
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.
Can't afford to pay (none)		
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
Childcare		
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.
Classes for babies and toddlers		
Individual	Parents/carers	Activities/classes for babies and toddlers. Training courses for parents.
Depends on cost		
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.
Donations		
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.
Drop-ins		
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.
Means-test		
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.

None	
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.
Other		
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.
Stay and Play		
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
Advertise whole Borough provision in each centre		
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	
Against targeting the most deprived		
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	
Against the cuts		
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.
Centres for the most vulnerable		
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.
Change cluster arrangements		
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.
Cuts should be made on basis of geography/usage rather than need		
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.
Do not close any children's centres		
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.
Do not cut opening hours/services		
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.
Do not increase childcare fees		

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.
Financial query		
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?
Focus on childcare		
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.
Full offer for all		
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.
Hire out centre		

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.
Increase prices for childcare/other services (means-tested) / flexible pay contributions / funding from other sources		
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 (<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 & 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 & 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.
Link with primary schools		
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.
More Stay and Play		
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 been isolated they are real lifetime for mums& babies.
Individual	Parents/carers	More stay & play sessions for all parents & carers.

Open for fewer days		
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.
Other		
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.
Potential Travel Difficulties		
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.
Retain services in the west		
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.
Shared management		
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.
Social enterprise		
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.
Support cluster approach		
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.
Universal Services		
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.
Use of volunteers		
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>

Flat fee for all ages	
Individual	Parents/carers 3-4 year old should not be charged so much.
How will changes affect quality of services?	
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 meant 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.
Increase is fair	
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 outor 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.
Means-test/support those on lower incomes		
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!
Other		
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.
Too expensive/against the increase		
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

		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 ilke 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.
Too fast an increase		
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
Will the service improve as a result of higher fees?		
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?

Respondent	Group	Comment/idea summary
Centres for the most vulnerable		
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!
Centres give valuable support		
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 & 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 & babies to interact w local people from different backgrounds. The centres are really important for generating local networks and for (?) THE BIG SOCIETY.</p> <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> <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> <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 & play than at facilities for the most needy.</p> <p>I think it is really bad that all the play and stay, baby groups playgroups, mother & 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 & 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> <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> <p>Take a look around the world and see the less educated don't amount to much and mostly</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>
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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 & 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 & 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 & 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 & 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 gate to get out & meet other mums, share information & distress we are supposed to support breastfeeding - there are few places like stay & play or drop ins to get out & still breast feed too. None of my circle have gardens & there are few places for our kids to run & just be kids in a safe space.</p>
Individual	Parents/carers	<p>All the groups have supported me & 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 & 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.
Combining support/services is a good idea		
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.
Concerns about the consultation process (e.g. financial model, clusters chosen)		
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 thing Stonecroft provides excellent affordable childcare I believe that post-natal services

		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.
Individual	Parents/carers	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.
Don't make cuts/changes to children's centres		
Individual	Parents/carers	THE SERVICES ARE GREAT AS THEY STAND CUTS WILL REDUCE EFFECTIVE WORK IN THE COMMUNITIES
Individual	Parents/carers	They are completely unacceptable and you should find cuts else where across your budgets.
Individual	Parents/carers	No cutting down on services, especially wrap around childcare in any children centres
Individual	Parents/carers	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.
Individual	Parents/carers	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

		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 & 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 & 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 & 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> <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> <p>They are not realistic we need the services run fully.</p> <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 & family health services & 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 housing 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.
Fees (e.g. introduce different fee bands / too expensive)		
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.
Increase childcare places		
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.
Means-testing		
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			Parents/care
Individual	Parents/carers	I don't want to go to Triangle	
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.
These will penalise parents going back to work		
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.
Universal services/maintain social mix		
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	West of borough has most cuts – concerns about impact on children in the west
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 28th March 2011 10am – 11.30am**
Neighbourhood Resource Centre
Park Lane, London
2. **Tuesday 5th April 2011 6pm-7.30pm**
Rokesly Infants School & Children's Centre
Hermiston Avenue, London N8 8NH
3. **Wednesday 6th April 2011 6pm – 7.30pm**
Downhills Primary School
Philip Lane, London N15 4AB
4. **Thursday 7th April 2011 3pm - 4.30pm**
Earlsmead Children's Centre
Broad Lane, London N15 4PW
5. **Friday 8th April 2011 10am – 11.30am**
Highgate Children's Centre
Gaskell Road, London N6 4ED
6. **Monday 11th April 2011 10am – 11.30am**
Northbank Children's Centre,
Next to Muswell Hill Methodist Church
Pages Lane, London
7. **Saturday 16th 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
Consultation difficult to understand		
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.
Service offer query		
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.
Financial query		
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.
Like the centre and its services		
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	
Not many alternatives in the area		
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.
Closures		
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.
Pro breastfeeding support		
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.
Governance		
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>
Alternative proposal		
<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>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>Individual</p>	<p>Public</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.
Against reductions in West		
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>
Consultation period too short		
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
Against cuts		
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.
Core staffing		
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.
Supportive of the council		
Individual	Public	I strongly support the principles you have applied to the proposed changes in the consultation paper.
Question composition of clusters		
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.
Other		

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.
Could pay more to keep centre open		
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.
Pro universal services		
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.
Consultation process		
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.
Stop CC cuts		
Email:video	Public	
Staff very friendly		
Email:video	Public	
Email:video	Public	

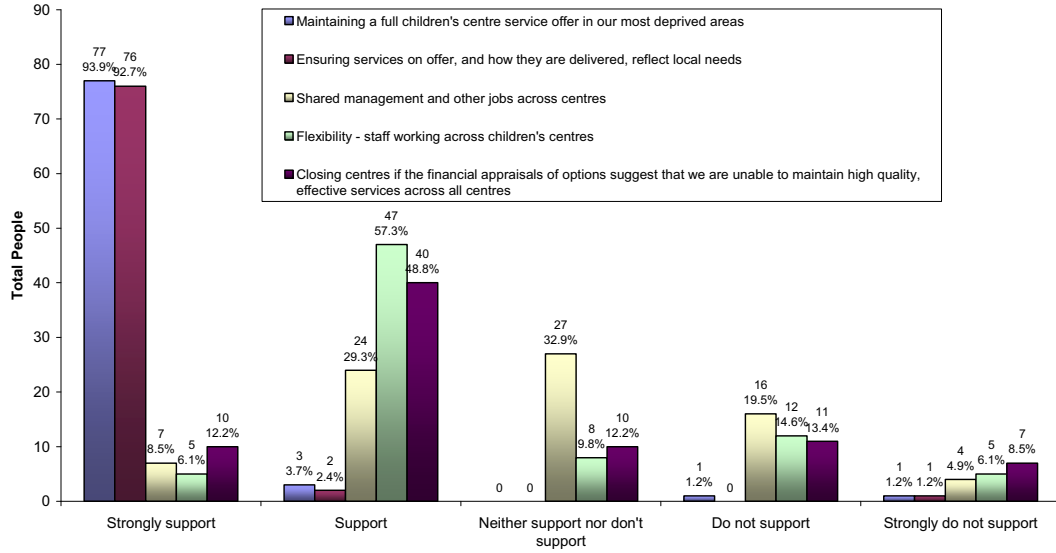
Concerns about cuts	
Email:video	Public
Don't like the cluster arrangements: all centres are different	
Email:video	Public

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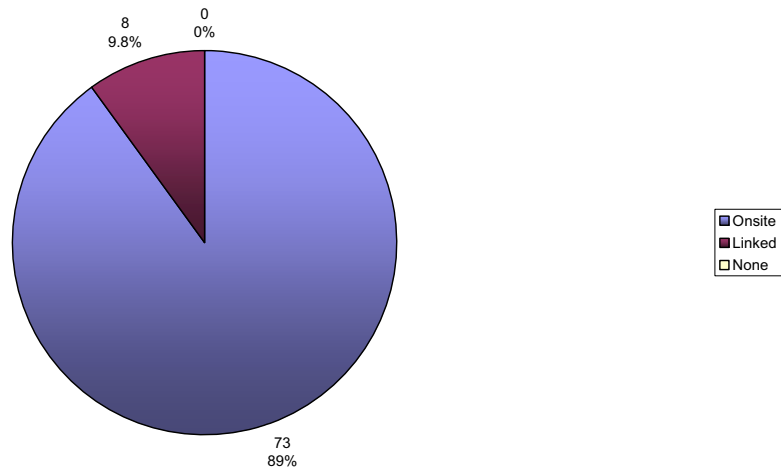
Annex 8: Children’s Centre staff consultation responses

8.1 Children’s centre staff questionnaire results

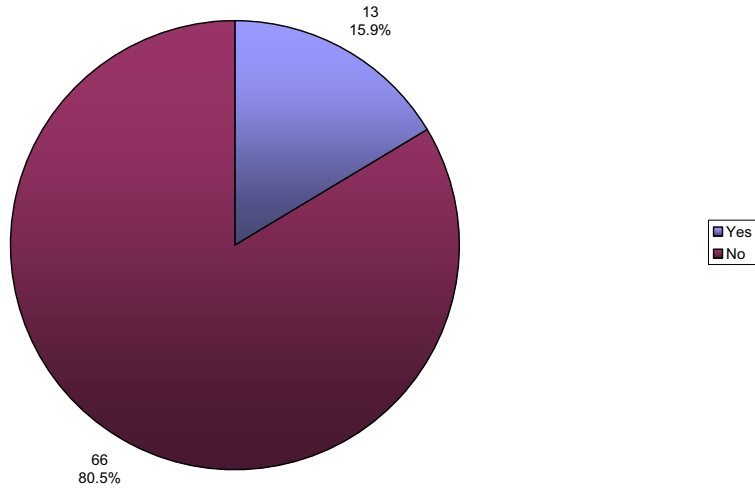
Question 1: To what extent do you support the principles we have applied to the proposed changes? (Please select one option on each row)



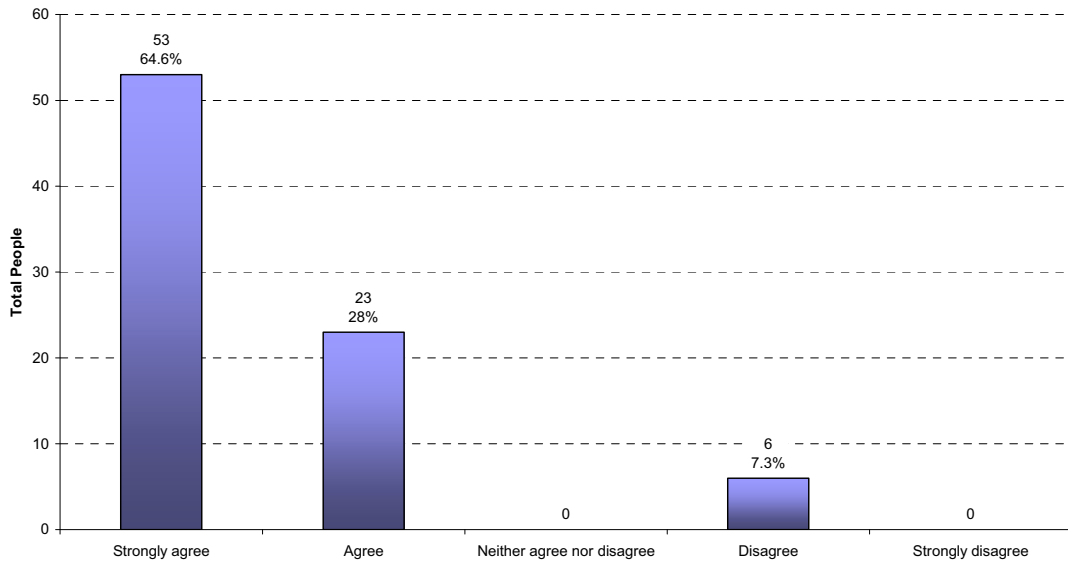
Question 2: Do you have a children's centre on site or are you linked to a children's centre? (Please select one option)



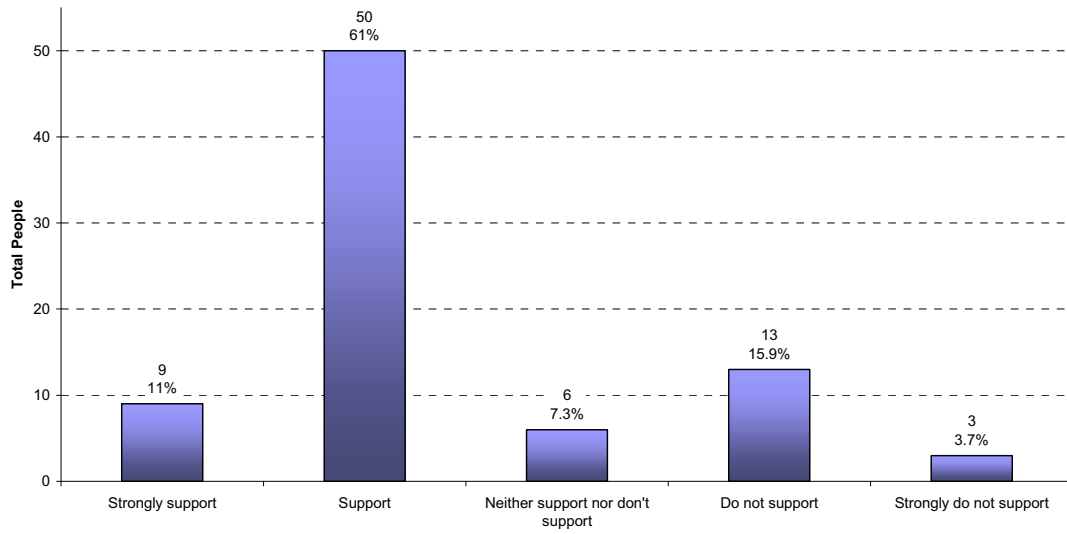
Question 5: Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)



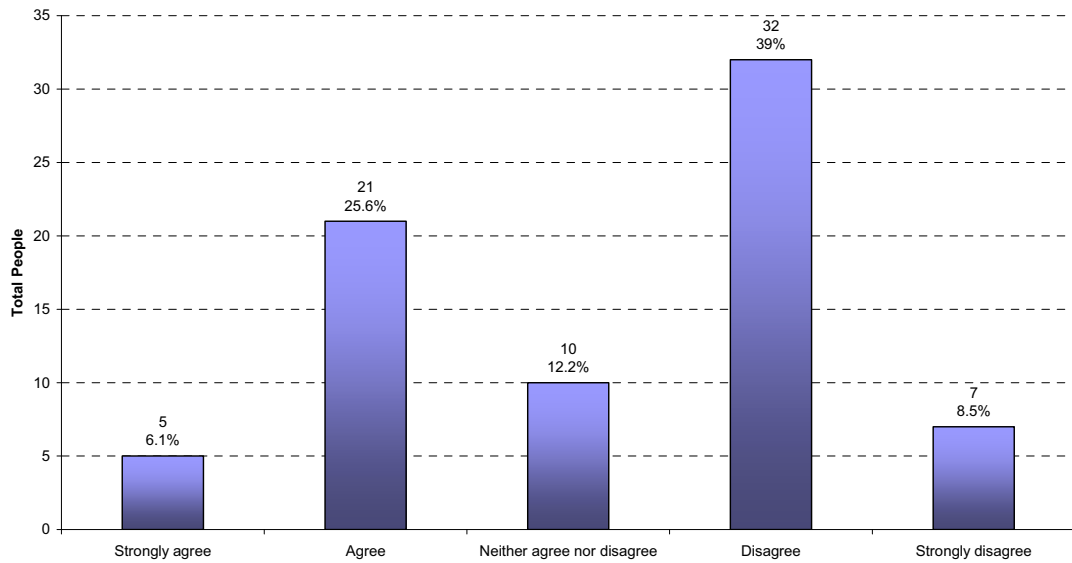
Question 6: To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)



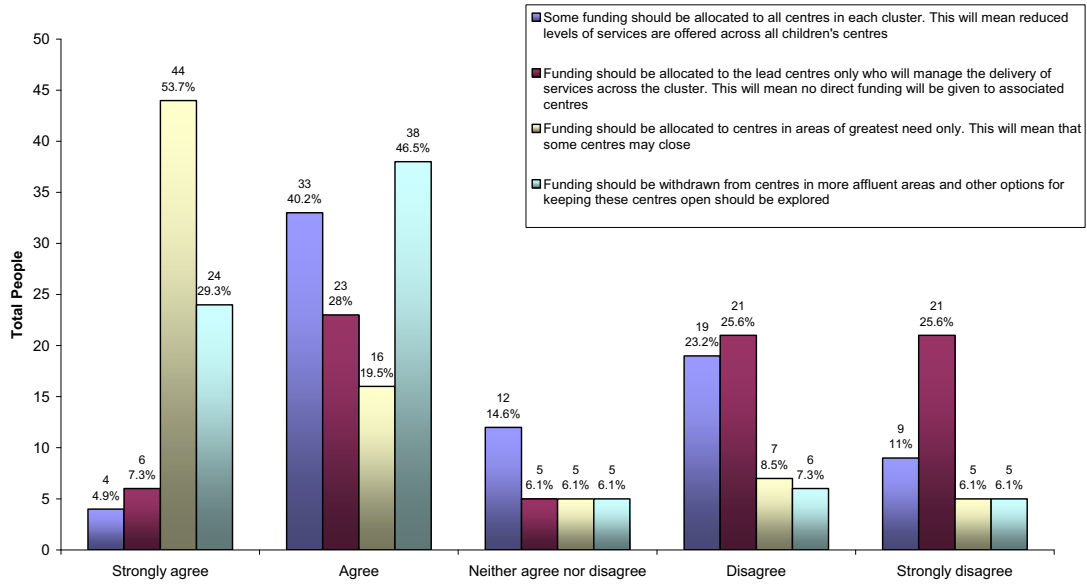
Question 7: Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach? (Please select one option)



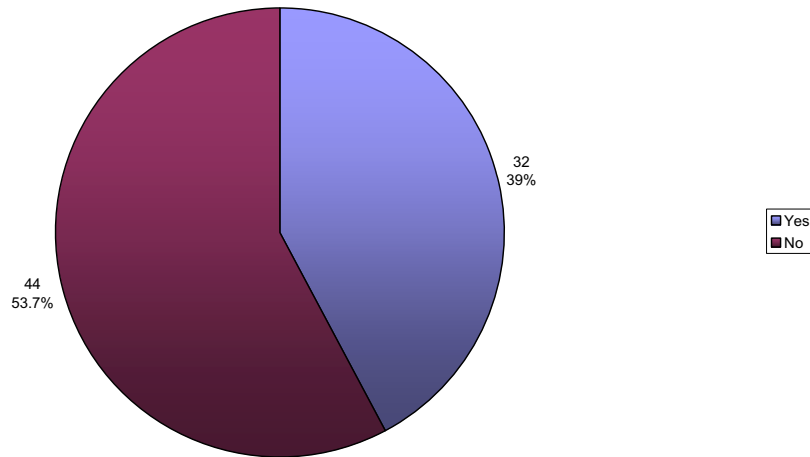
Question 8: To what extent do you agree or disagree with the overall proposal shown in the consultation paper? (Please select one option)



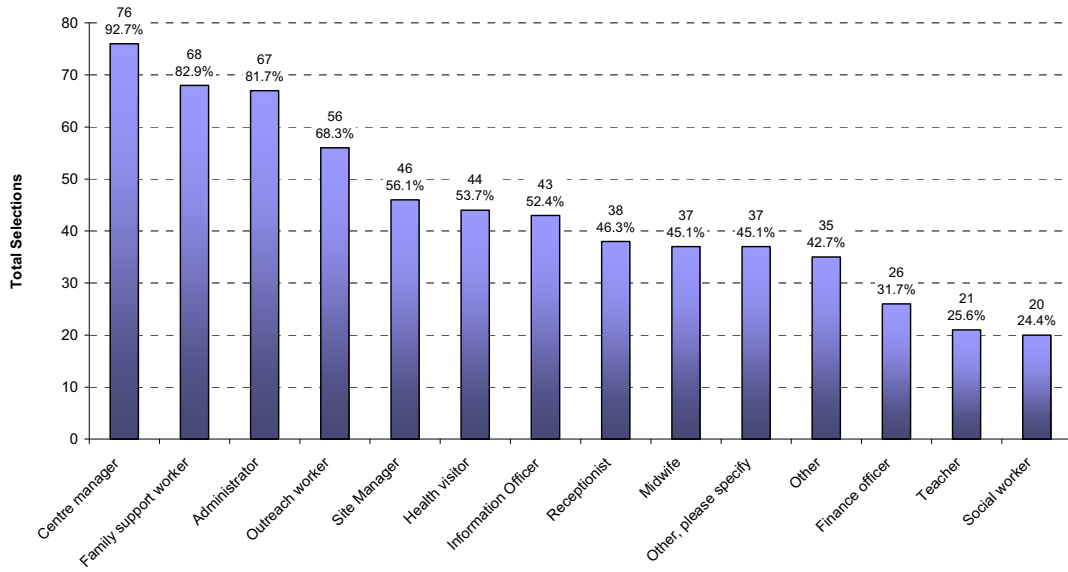
Question 10: Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)



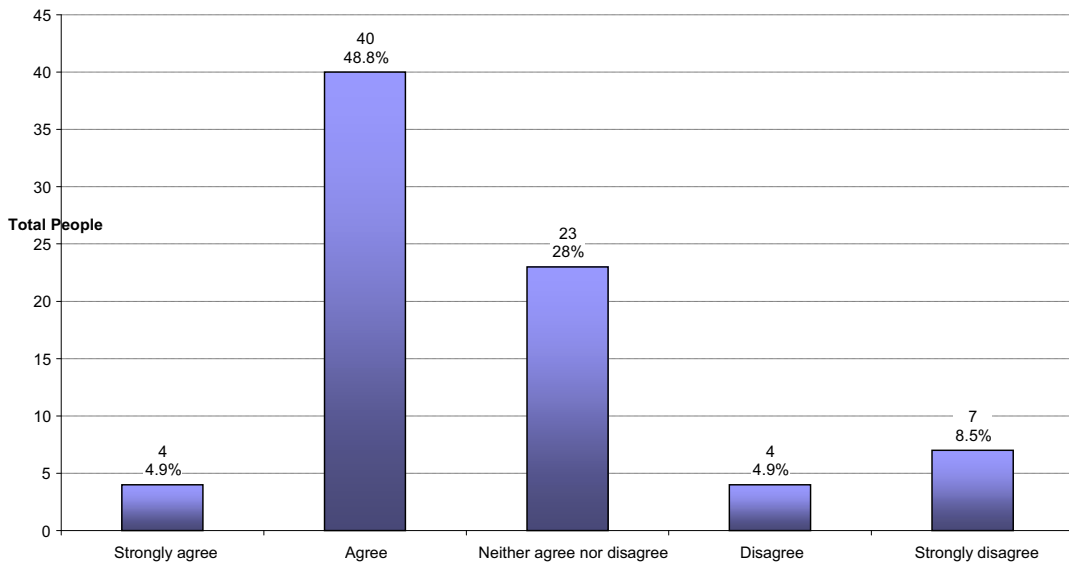
Question 11: Is the proposed model for core staffing correct? (Please select one option)



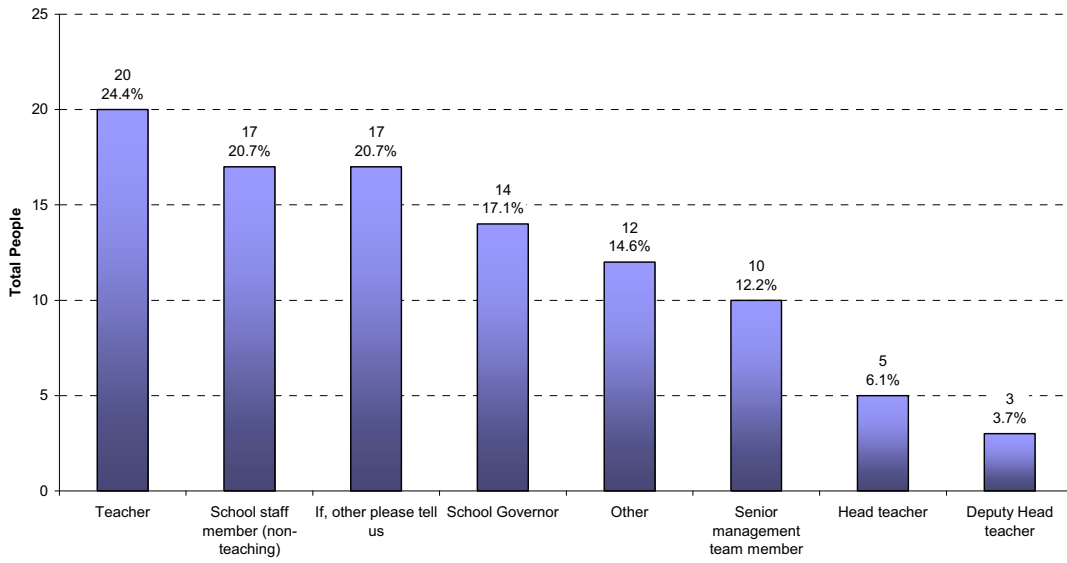
Question 14: Which job roles do you consider to be essential for a children's centre to operate effectively? (Please select all that apply)



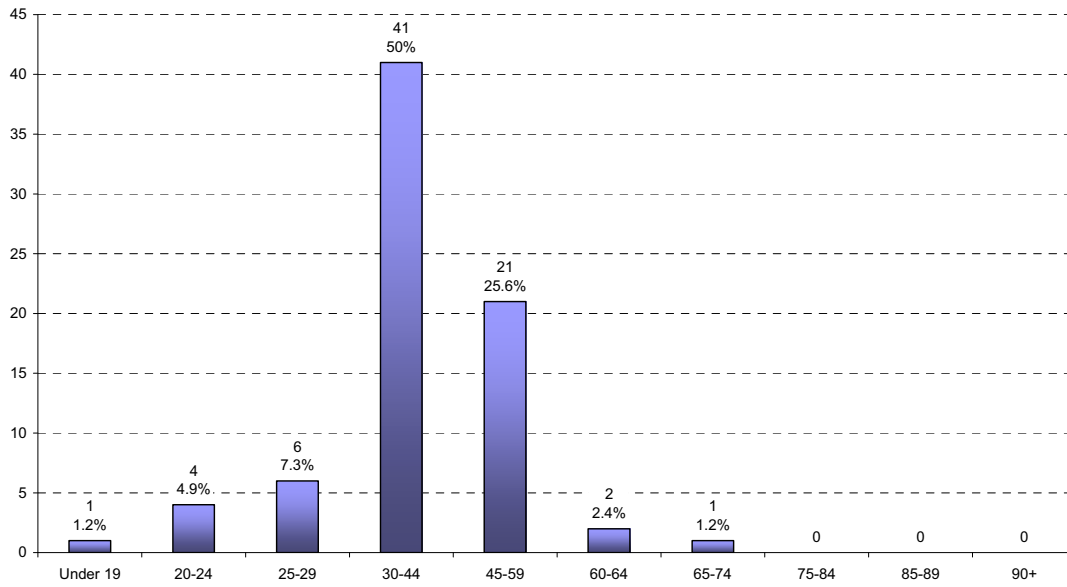
Q15 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)



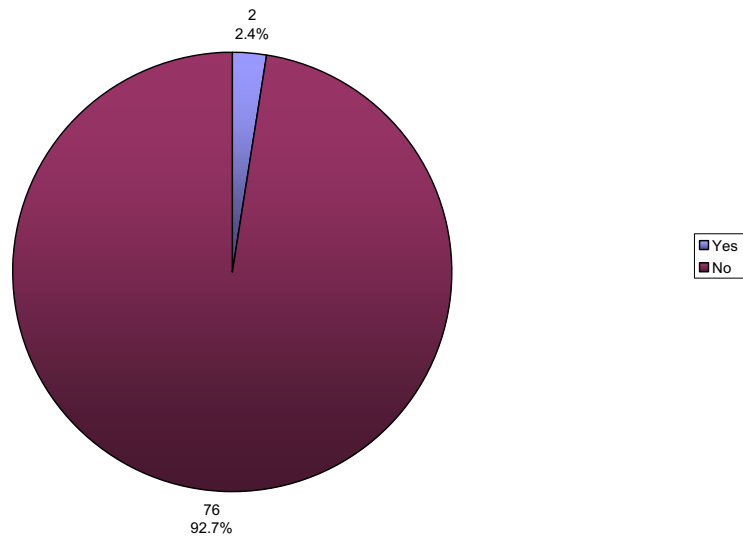
Question 20: Which, if any, of the following most closely matches your role? (Please select one option)



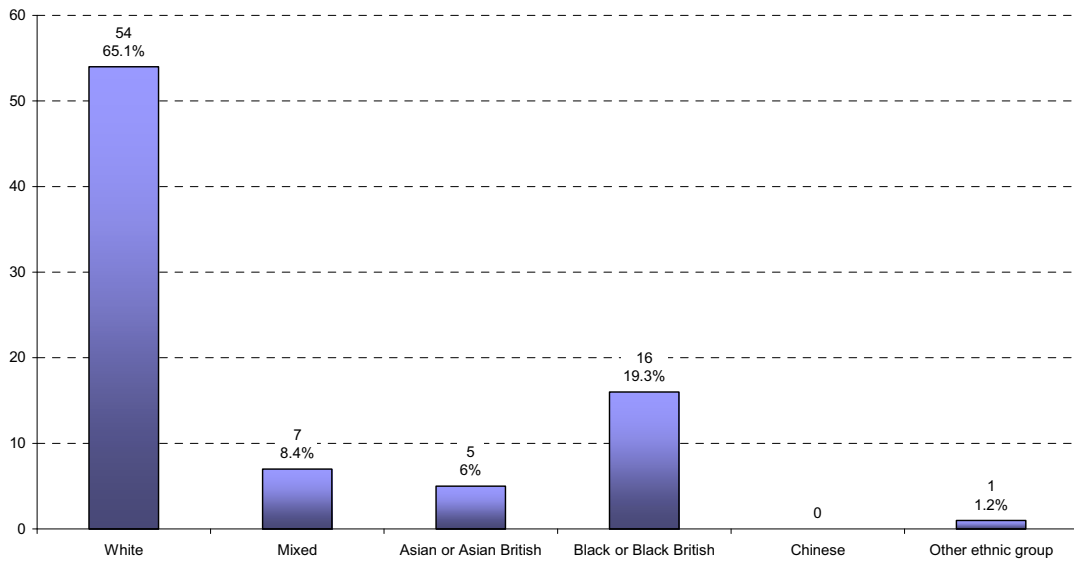
Question 22: Age



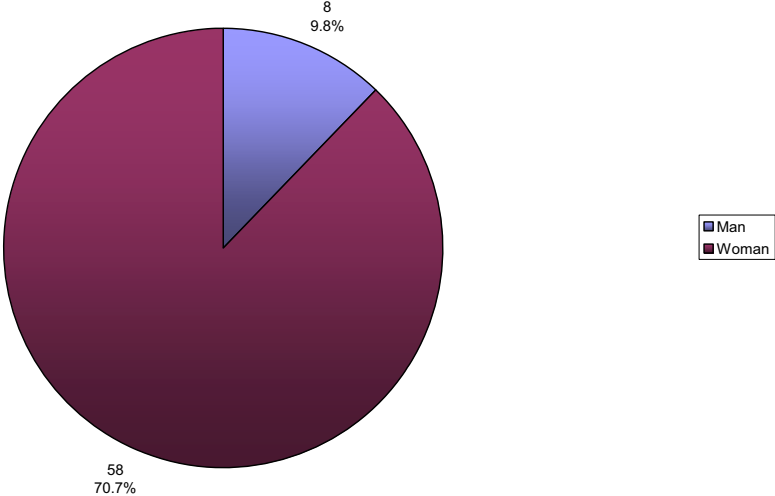
Question 23: Do you consider yourself to be a disabled person?



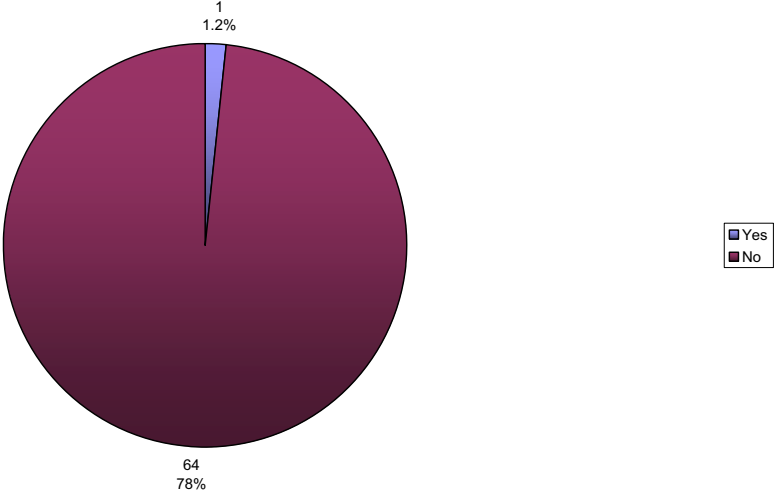
Question 24: Below we are asking you to let us know which ethnic group best describes you. (Please tick one box from the appropriate section)



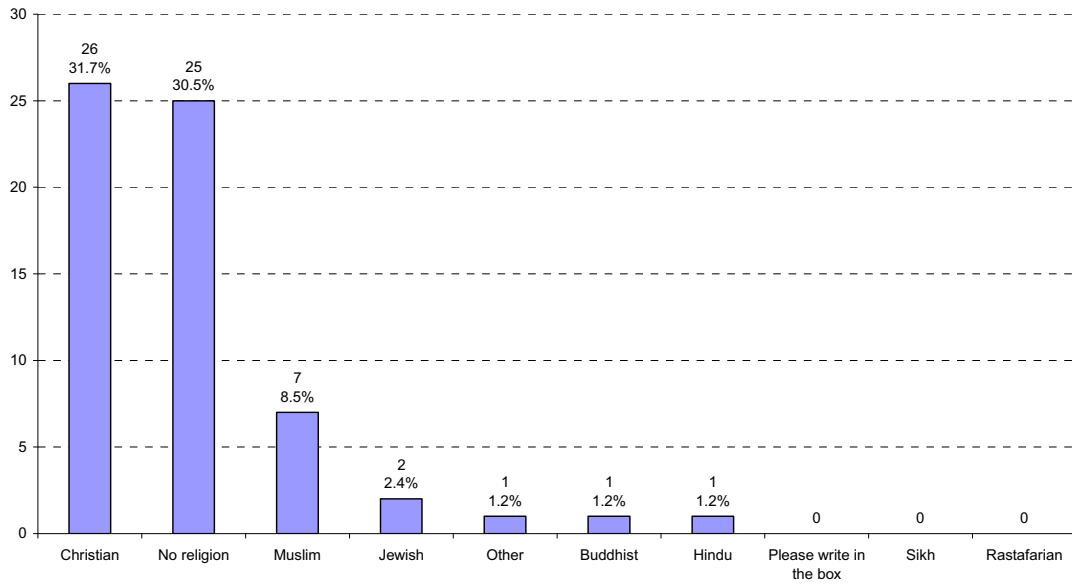
Question 25: Gender



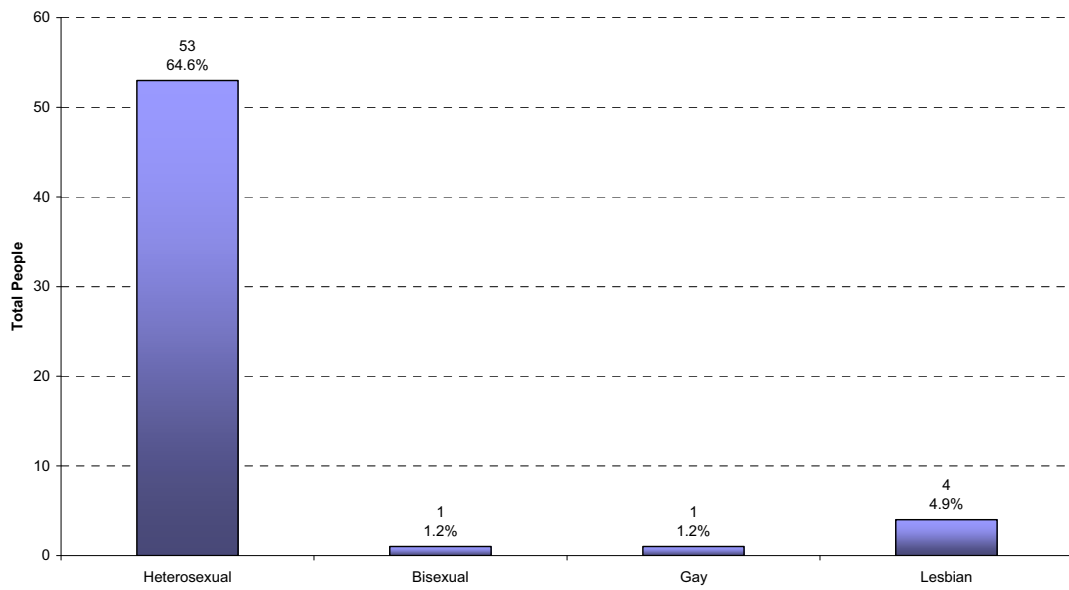
Question 26: Does your gender differ from your birth sex?



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
Concerns about composition of clusters		
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>
Concerns about staffing		
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>
Consultation should be longer		
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>
Do not support		
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.
Don't close CCs		
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 are. 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.
Good idea		
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
Need further information		
Individual	Staff	What level of services will be delivered locally
Target deprived wards		

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.
Against increase in fees		
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.
Alternative model		
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.
Centres should work with schools		
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

Change composition of clusters		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.
Charge fees		
	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
Flexible children's centre arrangements		
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
Focus on having centres in the most deprived areas		
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.
Let centres decide how to cut their own budgets		
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>Maintain current cluster arrangements/established centre relationships</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>Need more staff/concerns about staffing</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.
Require greater funding information		
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.
Shared management		
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?

Respondent	Group	Comment/idea summary
Multiple roles		
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.
Individual role		
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?

Respondent	Group	Comment/idea summary
Admin workers		
Individual	Staff	1 extra admin role, full time or part time for support.
Community Group Worker		
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.
Create multi-disciplinary teams		
Individual	Staff	I believe there should be a more radical approach with really multiple disciplinary team with real commitment from all agencies.
Deputy manager		
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.
Head of Centre		
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.
Integration with host school		
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)
Need Outreach worker		
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.
Outreach manager		
Individual	Staff	Outreach Manager should be included in this as without them things would not run smoothly with regard to the outreach team.
Receptionists essential		
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.
Shared management but not front line		
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

Respondent	Group	Comment/idea summary
Administrator		
Individual	Staff	Administrator
Community Group worker		
Individual	Staff	Community Group Worker
Individual	Staff	Community group worker.
Community Nursery Nurse		
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)
Deputy Head of Centre		
Individual	Staff	Deputy
Early Years		
Individual	Staff	Early years Practitioner

Individual	Staff	Early years worker
Individual	Staff	Early Years Practitioners
Family Support Worker		
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.
Group co-ordinator/worker		
Individual	Staff	group co-ordinator/worker
Individual	Staff	Group Worker SENCO
Health partners		
Individual	Staff	With health partners through strong SLA and named lead person for each cluster.
Individual	Staff	Dental advisor Contact team Community health advisor
Inclusion officer		
Individual	Staff	inclusion coordinator finance officer
Individual	Staff	Inclusion officer
Information Officer		
Individual	Staff	information Officer
Individual	Staff	information
Individual	Staff	Information Officer
Nursery Officers		
Individual	Staff	Nursery Officers
Individual	Staff	Nursery officers
Individual	Staff	Nursery officers
Other		
Individual	Staff	SENCo

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

Respondent	Group	Comment/idea summary
ESOL provision		

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
Family Support Worker		
Individual	Staff	Someone available whenever the centre is open for a parent in crisis to talk to - a centre based family support worker
Health Visitors		
Individual	Staff	Health visitors - one year and two year clinics
Outreach		
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
Teenage pregnancy		
Individual	Staff	Teenage pregnancy support
Individual	Staff	specific services for vulnerable groups such as teen parents
Q17 What services, if any, do you think could be charged for?		
Respondent	Group	Comment/idea summary
All / multiple		
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
Childcare		
Individual	Staff	childcare
Individual	Staff	Childcare
Individual	Staff	Childcare
Means tested payments		
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.
Stay and Play		
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.
Voluntary contributions		
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.
Yoga		
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?

Respondent	Group	Comment/idea summary
Advisory boards		

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
Children's centres to continue to deliver services		
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.
Develop Service Level Agreements with clear outcomes and monitor progress		
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.
Do not change from existing model		
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.
Improved communications		
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
Other		
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.
Partners co-located		
Individual	Staff	Partners should be based in the centre's and should have regular drop ins rather than appointments.
Simplified working together		
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?

Respondent	Group	Comment/idea summary
Against increase in fees		
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
Concerns about composition of clusters		
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
Concerns about staffing		
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>
Focus on early intervention and prevention		
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
Introduce fees in less deprived areas		
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.
Local ownership		
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?
Make no changes		
Individual	Staff	Leave our children's centre as they are. They are needed to make a difference in children's life.
Other (e.g. training opportunities, more childcare places, work with partners)		
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.
Target resources in most deprived areas		
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 6th 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

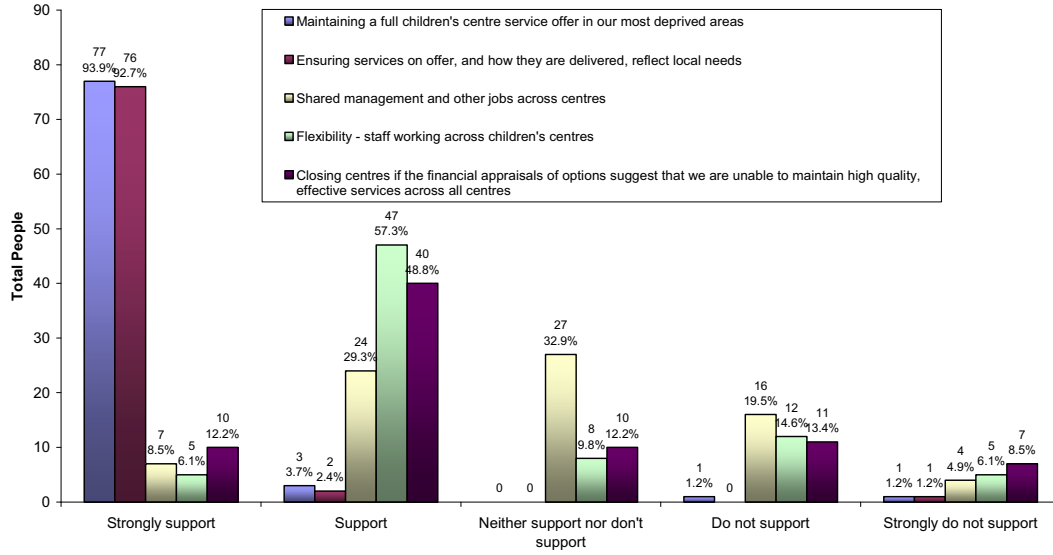
3. **Tuesday 12 April 2011 6.30pm-8.00pm**
Room G8, Professional Development Centre
Downhills Park Road, London N17 9LN

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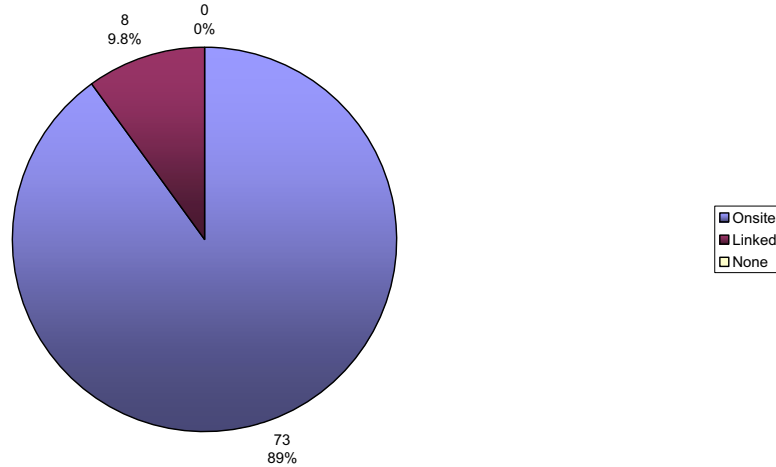
Appendix 9: School Staff and Governors consultation responses

9.1 School Staff and Governors questionnaire results

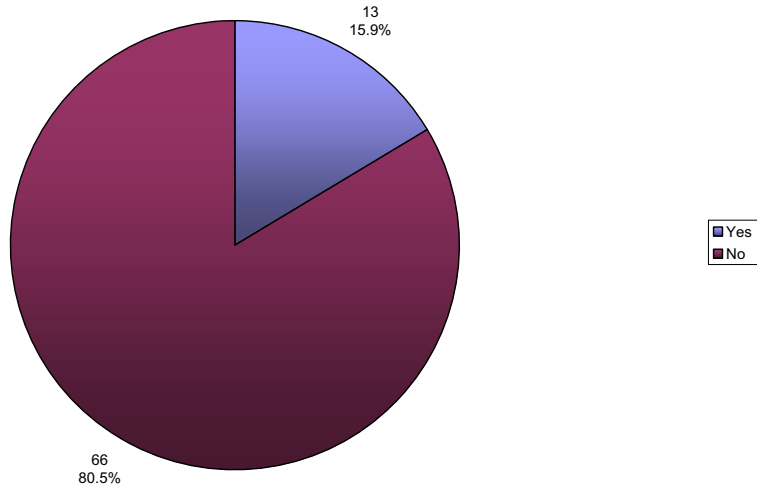
Question 1: To what extent do you support the principles we have applied to the proposed changes?
(Please select one option on each row)



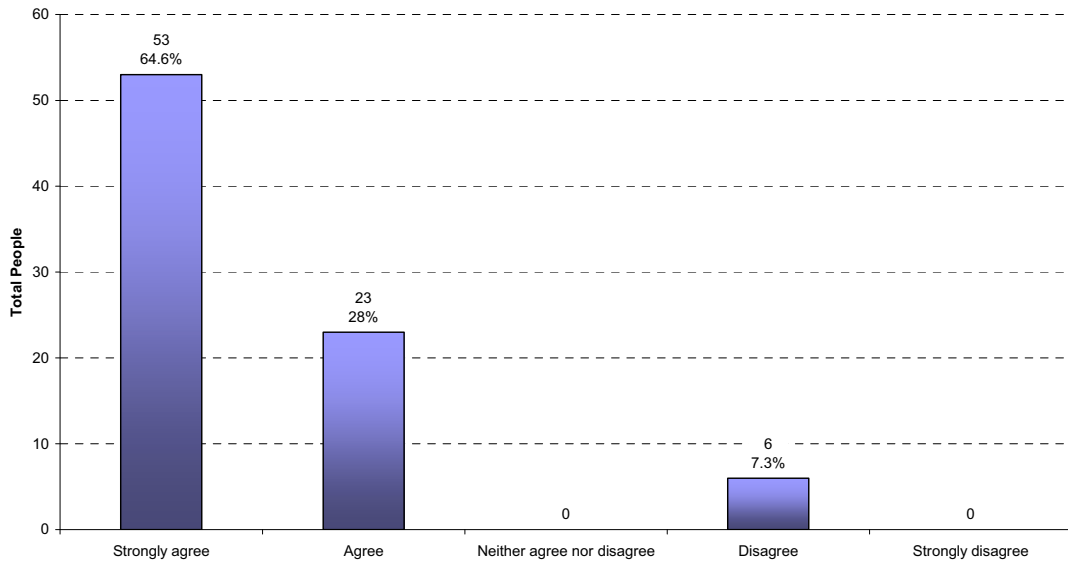
Question 2: Do you have a children's centre on site or are you linked to a children's centre? (Please select one option)



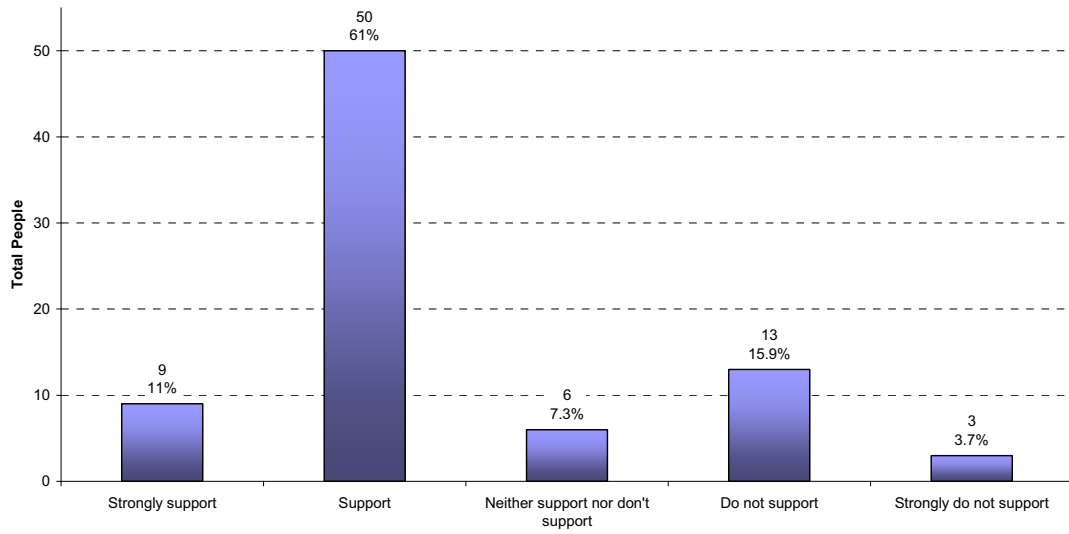
Question 5: Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)



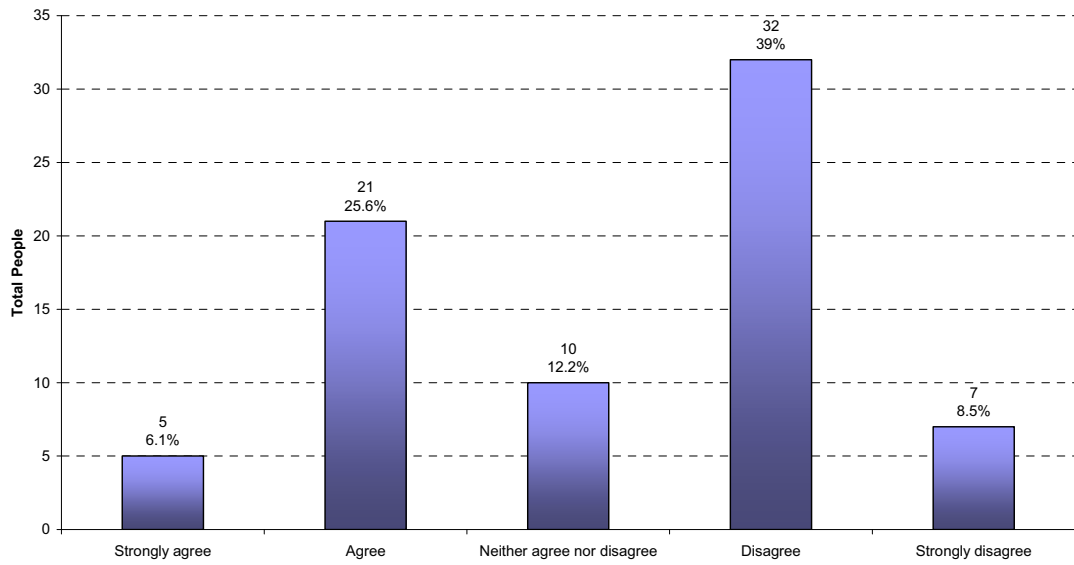
Question 6: To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)



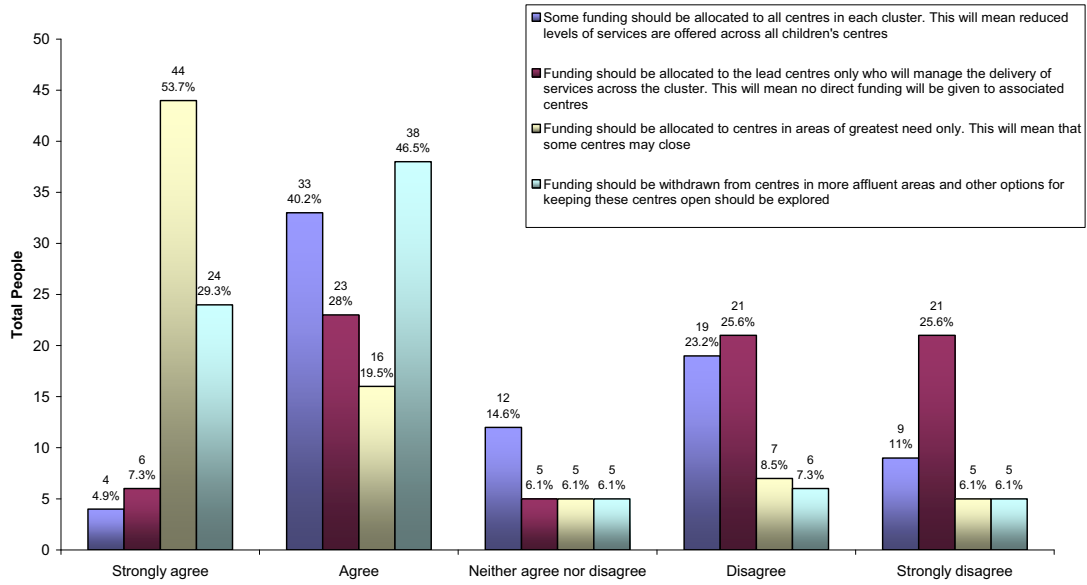
Question 7: Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach? (Please select one option)



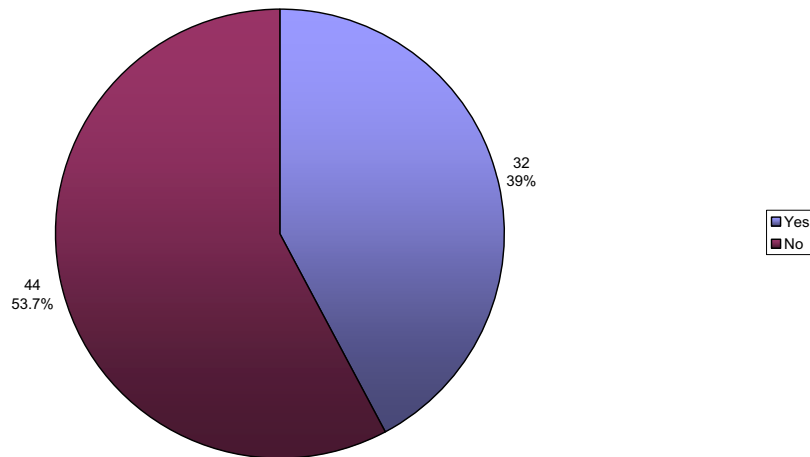
Question 8: To what extent do you agree or disagree with the overall proposal shown in the consultation paper? (Please select one option)



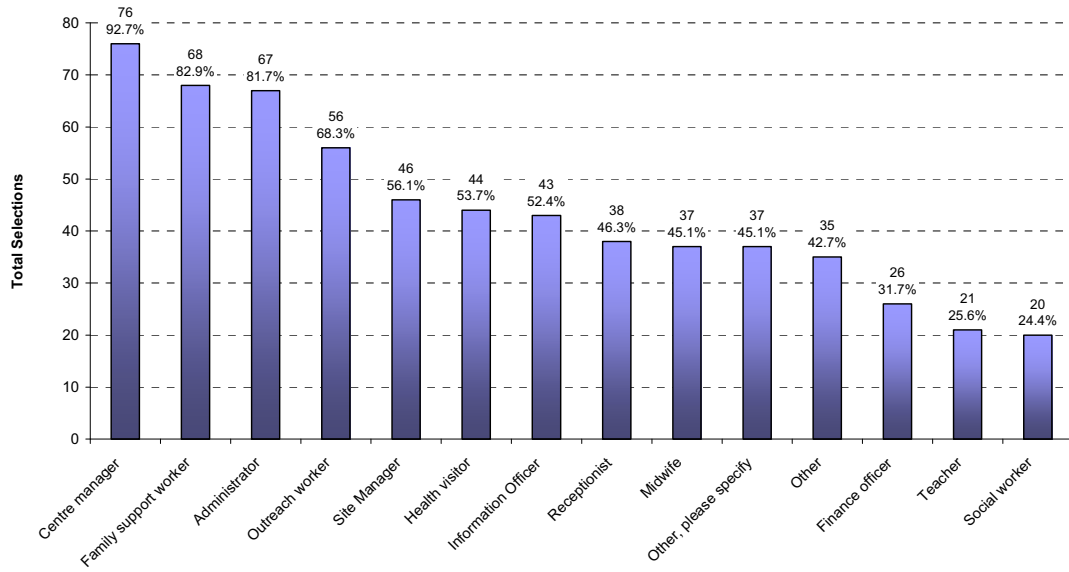
Question 10: Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)



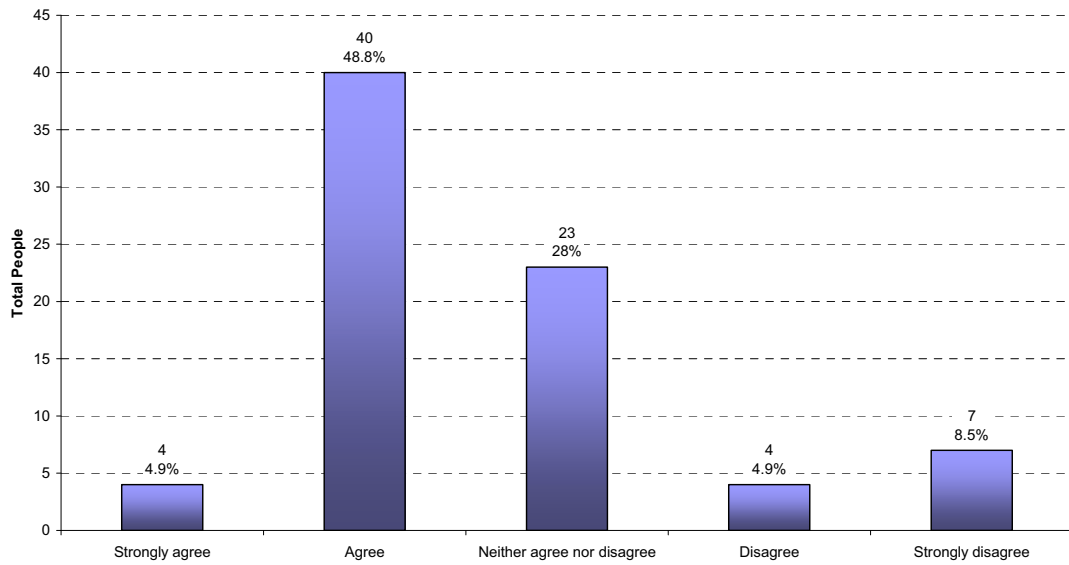
Question 11: Is the proposed model for core staffing correct? (Please select one option)



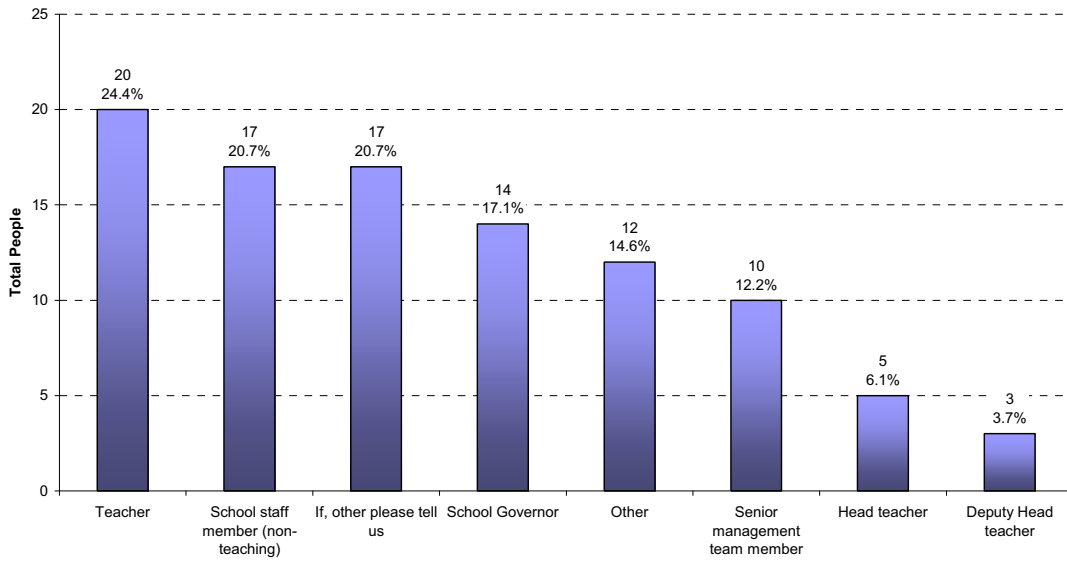
Question 14: Which job roles do you consider to be essential for a children's centre to operate effectively? (Please select all that apply)



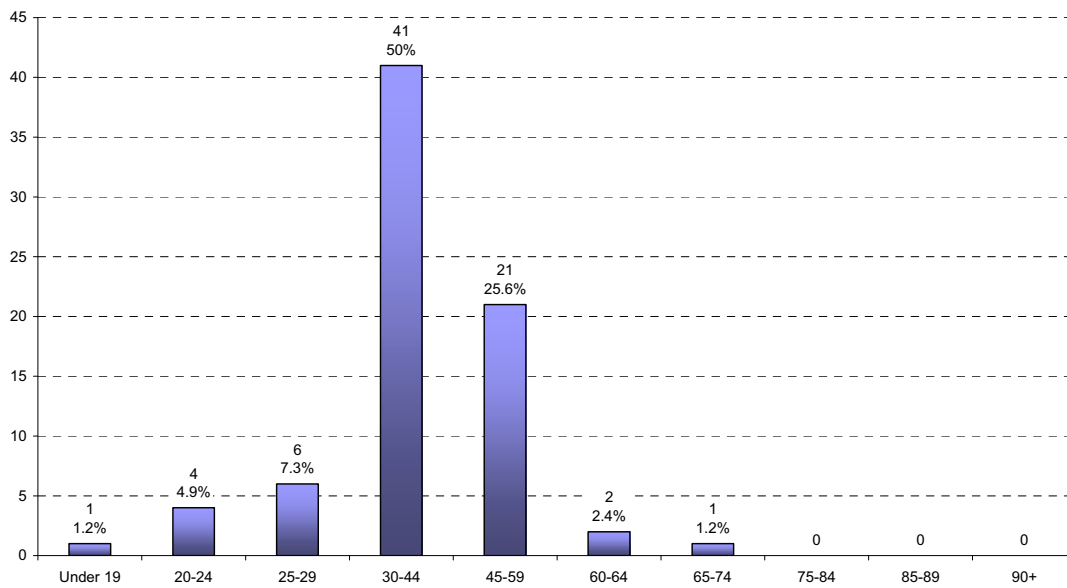
Q15 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)



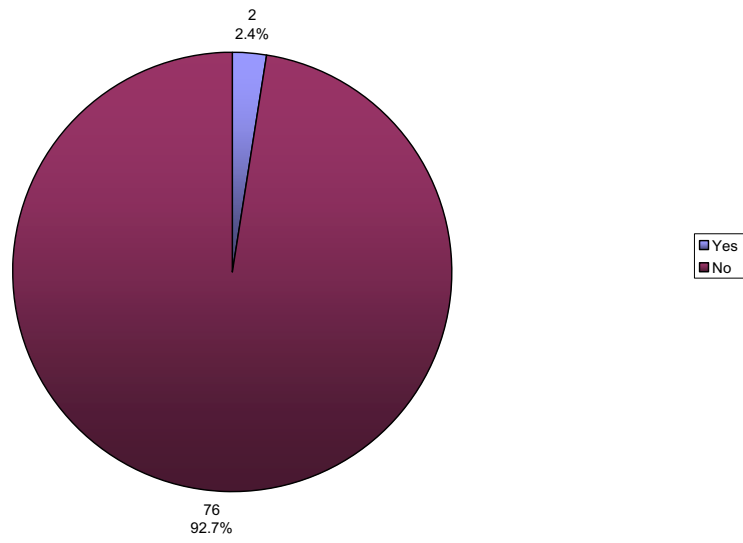
Question 20: Which, if any, of the following most closely matches your role? (Please select one option)



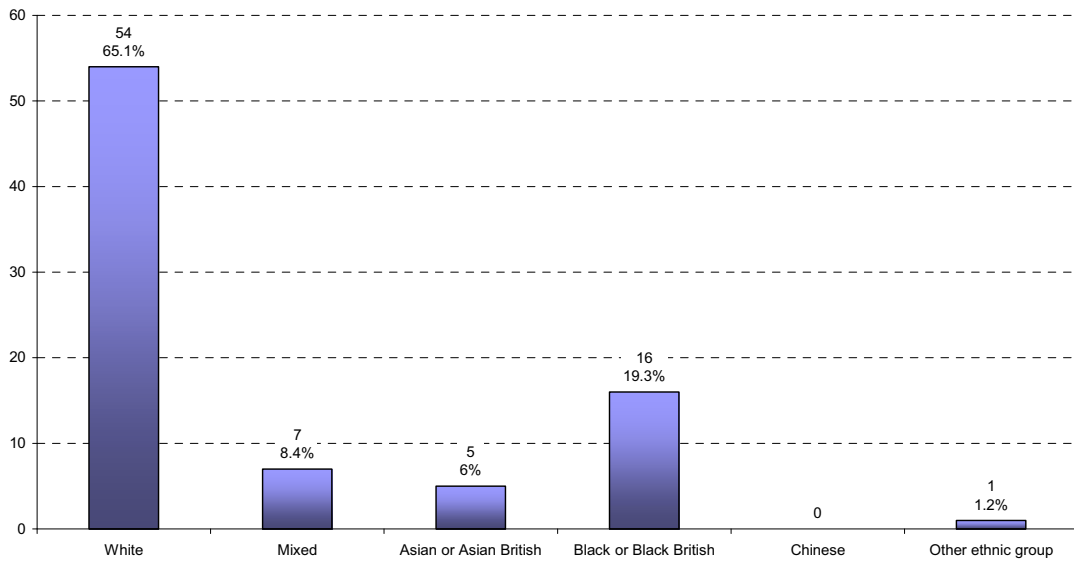
Question 22: Age



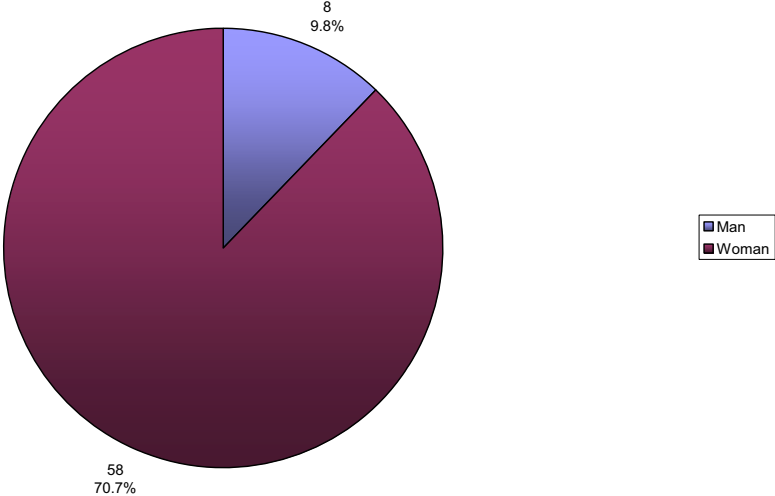
Question 23: Do you consider yourself to be a disabled person?



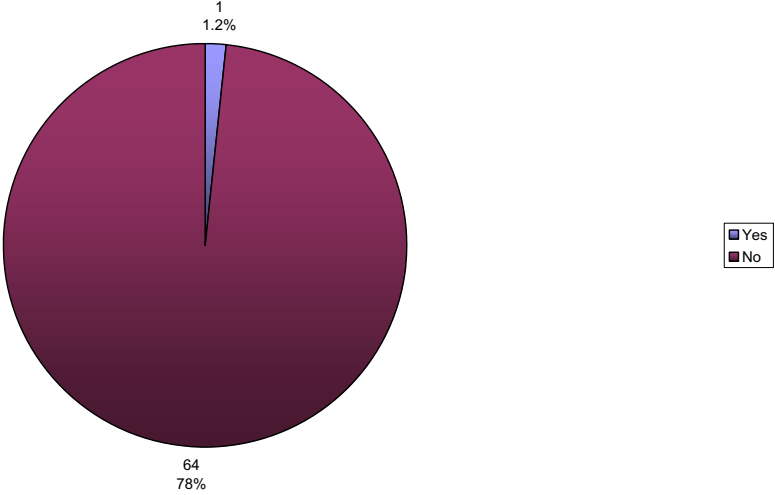
Question 24: Below we are asking you to let us know which ethnic group best describes you. (Please tick one box from the appropriate section)



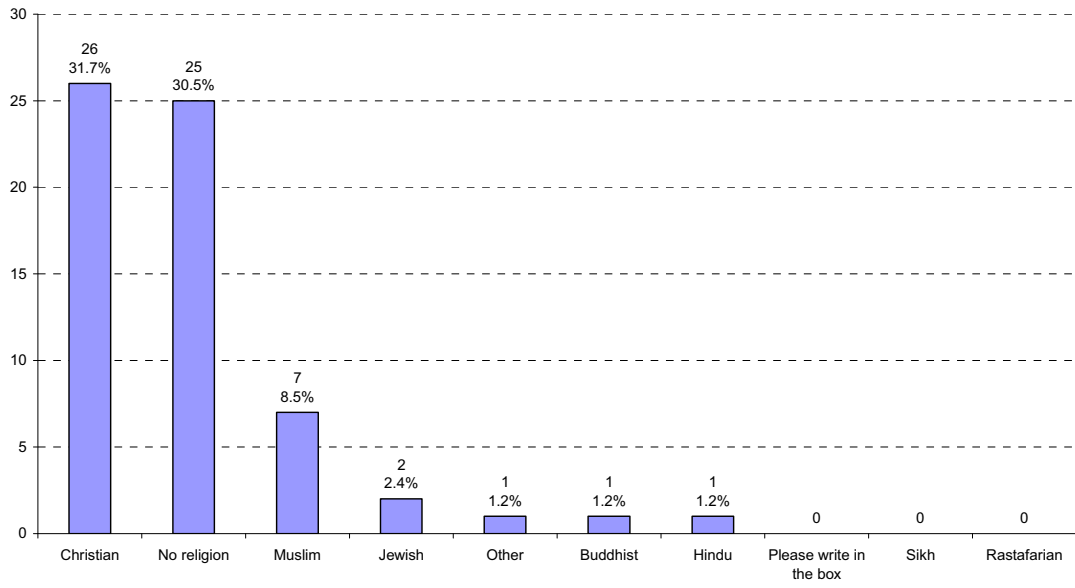
Question 25: Gender



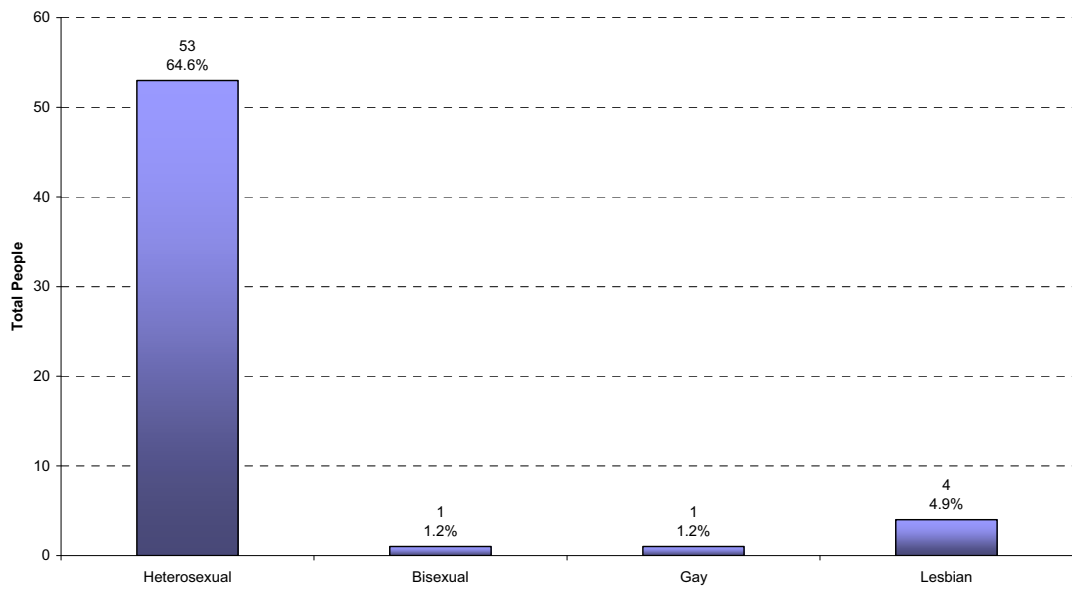
Question 26: Does your gender differ from your birth sex?



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
Concerns about clusters		
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.
Concerns about governance		
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
Concerns about local accountability		
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
Concerns about most vulnerable		
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
Don't support	
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 not a good idea
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.

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	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.
Other		
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.
Partially support		
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.

Quality concerns			
Individual	SS&G		quality will be watered down
Staffing concerns			
Individual	SS&G		Can only see that this would save money on staffing costs which would mean stretching staff & putting services at risk.
Support			
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.
Support proposal to maintain services for most vulnerable			
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>
<p>Individual</p>	<p>SS&G</p>	<p>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</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
Budgeting/Finances		
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.
Centres targeted in areas of highest need		
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>Detailed idea proposed Individual</p>	<p>SS&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&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&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>

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<p>Individual</p>	<p>SS&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"> • 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. • Ensures collaborative working and sharing of expertise, resources and best practice, for

		<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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Don't make any changes/cuts/closures		
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>
Minimum guarantee of services for all		

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
Other		
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

		<p>key/important role in developing our early years</p> <p>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</p>
Individual	SS&G	
Individual	SS&G	<p>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.</p>
Staffing		
Individual	SS&G	<p>I think it is essential to maintain managers of Children's Centres or the efficiency of each centre will deteriorate</p>
Strengthen community links		
Individual	SS&G	<p>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</p>
Suggestions for alternative clustering		
Individual	SS&G	<p>Rowland Hill and Tower Gardens to work with Woodside Noel Park and Bounds Green children's centres</p>
Individual	SS&G	<p>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.</p>
Individual	SS&G	<p>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</p>

		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?

Respondent	Group	Comment/idea summary
Lead teacher/curriculum co-ordinator		
Individual	SS&G	lead teacher/curriculum coordinator/
Don't know		
Individual	SS&G	I don't know
Need a flexible approach to staffing; every centre is different		
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
Service Co-ordinator		
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
Family Support Worker		
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.
Flexible management		
Individual	SS&G	have managers that are flexible across the centres to oversee services
Other		
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.
Need core staff at all centres		

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
Early Years co-ordinator		
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.
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 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 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 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.
Manager		
Individual	SS&G	Cleaner, someone to lock up at night. Need to have a manager on site or the whole staff team will disintegrate
Nursery nurses		
Individual	SS&G	.Nursery Nurses play an important role centres have a wide variety of needs
Health staff		
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
Community Group Worker		
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?

Respondent	Group	Comment/idea summary
Family support workers should be cut		
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
Inclusive Learning Campus Model		
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
Manager		
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.
Other		
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
Shared crèche and group workers		
Individual	SS&G	Shared crèche and group workers
This is not suitable for all children's centres		
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
Cleaner		
Individual	SS&G	Cleaner
Individual	SS&G	Cleaner, Group worker.
Community Group Worker		
Individual	SS&G	Community Group worker.
Individual	SS&G	Community Group worker.

Community Nursery Nurse	
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
Early Years Coordinator	
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)
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 (currently called a community nursery nurse)
Individual	SS&G	Early Years Group Co ordinator (currently called a community nursery nurse)
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).
Other		
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.
Reception/admin		
Individual	SS&G	reception/admin to be combined. Nursery nurse
Safeguarding		
Individual	SS&G	Safeguarding vulnerable children administrator and data evaluation officer

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

Childcare		
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
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	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.
Non-essential services		
Individual	SS&G	Non-essential ones e.g. baby massage
Other		
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.
Stay and Play		
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?
Voluntary contribution		
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?
Blanks		
Individual		I don't know
Individual		this is so unfair

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

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 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 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 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.
Advisory Board/CC reps		
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
Centres should be affiliated to/linked to schools		
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.
Clear guidelines in an SLA		
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.
Each centre have its own governance arrangements		
Individual	SS&G	Each centre must have its own governance responsibilities.

Individual	SS&G	each centre requires their own governing body.
Local boards/governing working parties should be set up		
Individual	SS&G	Governing Body working party made up from all centres involved
Individual	SS&G	local boards should be established
Need accountability to the wider community and to where the centre is based		
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>Individual</p>	<p>SS&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&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&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-terminly.</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-terminly.</p>
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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&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&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&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>

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Other		
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	I DON'T THINK THAT THIS MODEL WILL WORK IN TERMS OF GOVERNANCE
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.
Separate arrangements for each cluster		
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.
Blanks		
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?

Advisory groups		
Individual	SS&G	Advisory groups
Individual	SS&G	Advisory groups
Forums/ reps per cluster		
Individual		Each cluster should have a representative body and a forum for information sharing.
Good communication		
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.
Interagency working groups		
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.
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.
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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.
Other		
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	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

		EXAMPLE IF THEY HAVE TO TRAVEL FROM THEIR AREA
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!
Participation from the Health visiting team in cluster meetings		
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.
SLAs		
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?

Alternative clustering		
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.
Concern about speed of changes		
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
Concern that good work will be lost		
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.
Concerns about vulnerable people		
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.
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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"
Don't make changes		
Individual	SS&G	they should not happen
Individual	SS&G	YES - DON'T DO IT. MAKE A STAND AGAINST THE GOVERNMENT - THESE ARE OUR CHILDREN - OUR FUTURE YOU ARE THROWING AWAY
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.
Other		
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
Proposed model will not deliver the necessary economies of scale		
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

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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.
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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	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.
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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		<p>crucially allowing the settings in which they are based to retain a sense of ownership is what we need.</p>
<p>Individual</p>	<p>SS&G</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>
<p>These are not balanced</p>		
<p>Individual</p>	<p>SS&G</p>	<p>They are biased and this document does present a balanced view.</p>
<p>Waste of new buildings</p>		
<p>Individual</p>	<p>SS&G</p>	<p>It would be great shame if the new costly building were not used as intended.</p>

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

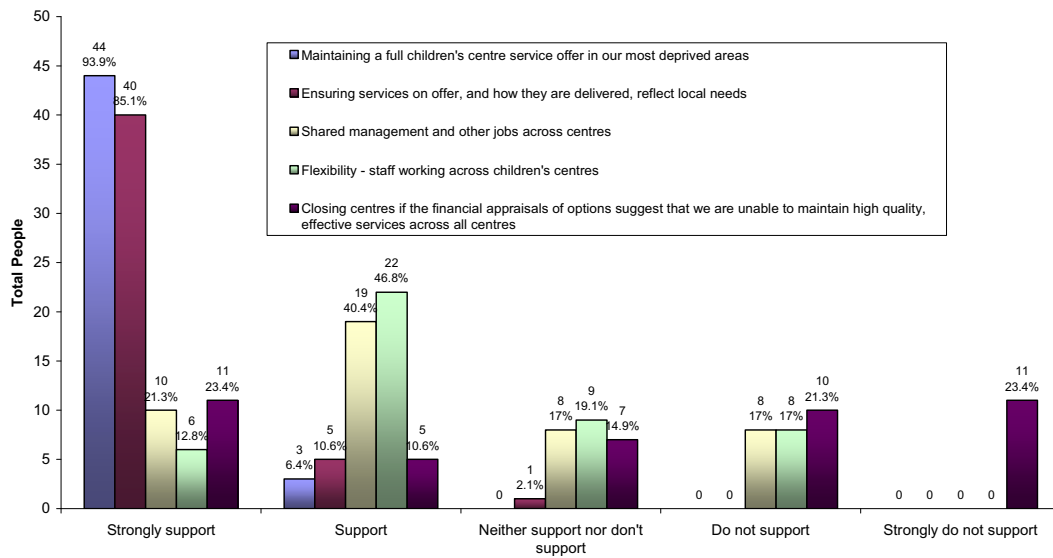
1. **Wednesday 30th March 2011 6pm – 7.30pm**
Room G8, Professional Development Centre
Downhills Park Road, London N17 9LN

2. **Thursday 7th April 2011 6pm – 7.30pm**
Room G8, Professional Development Centre
Downhills Park Road, London N17 9LN

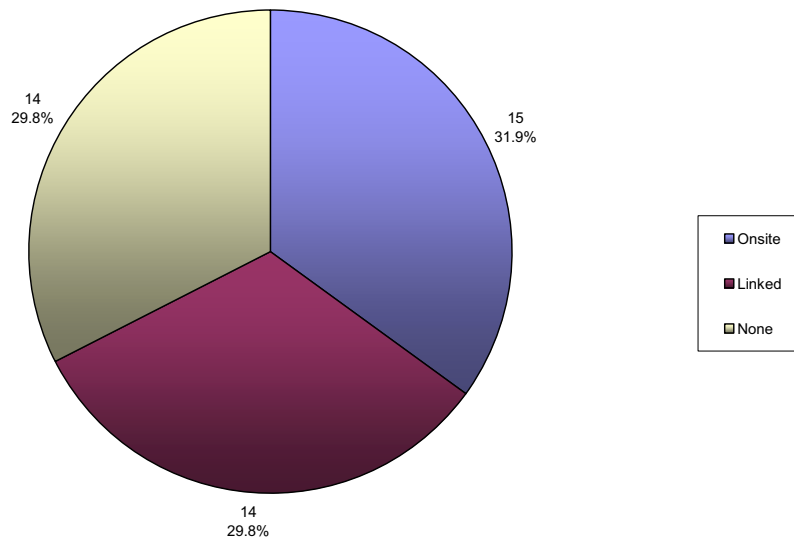
Annex 10: Professional Partners, Commissioned Services and Voluntary organisations consultation responses

10.1 Professional Partners, Commissioned Services and Voluntary organisations questionnaire results

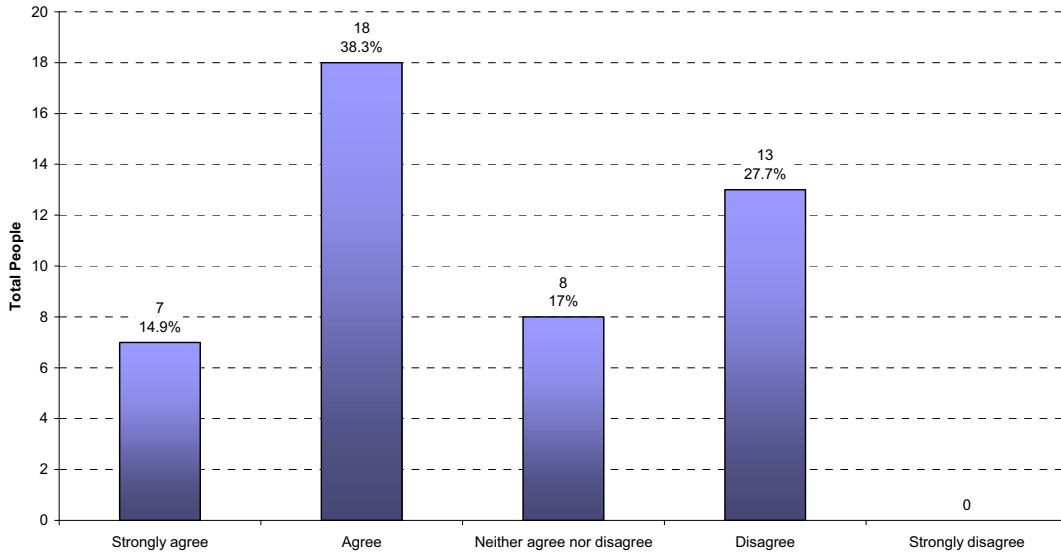
Question 1: To what extent do you support the principles we have applied to the proposed changes?
(Please select one option on each row)



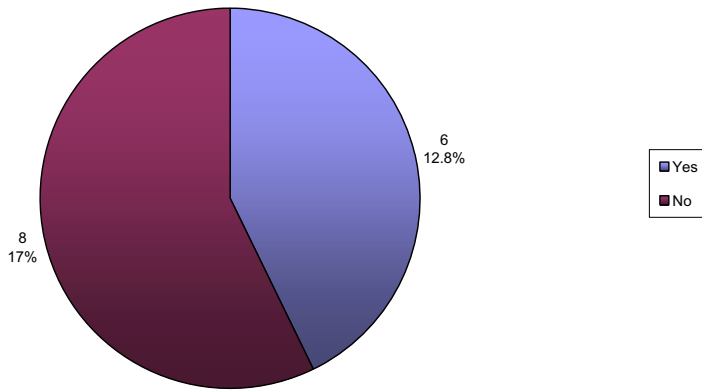
Question 2: Do you have a children's centre on site or are you linked to a children's centre? (Please select one option)



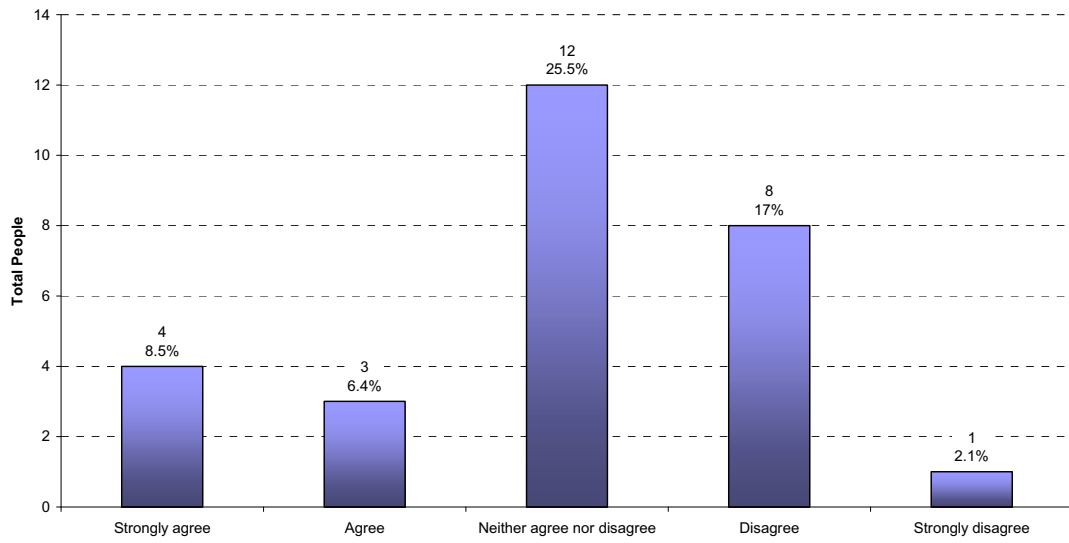
Question 4: To what extent do you agree with our proposal to introduce shared management and administration across our children's centres in order to reduce costs? (Please select one option)



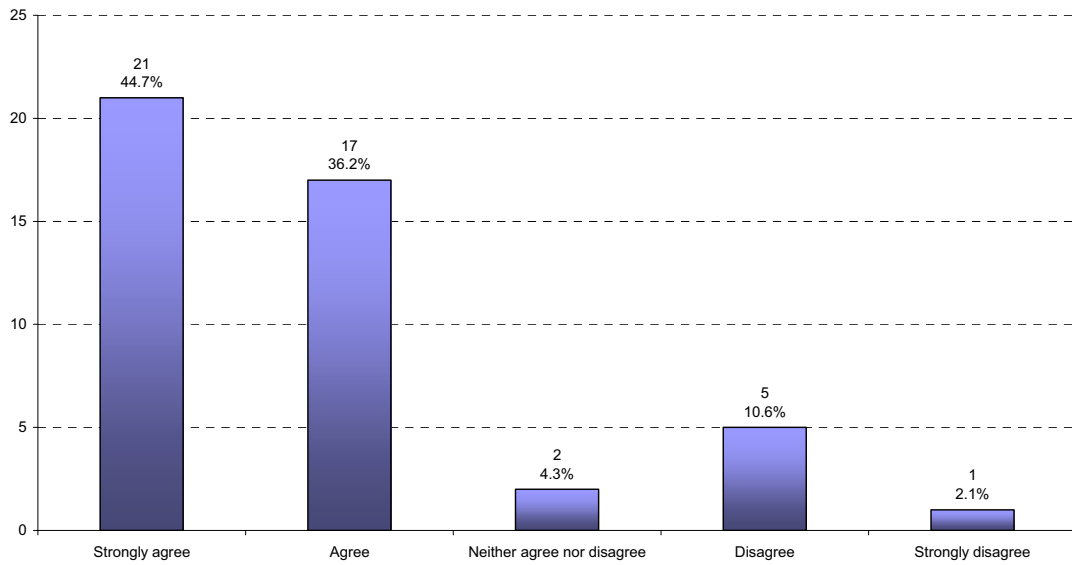
Question 5: Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)



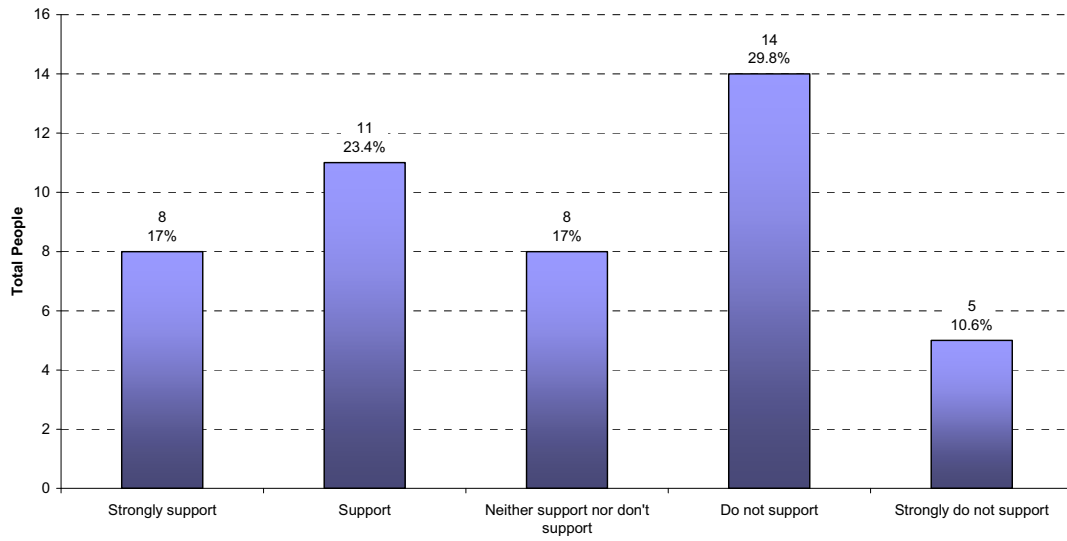
Question 5a: Do the proposals provide sufficient capacity to reach children in our most disadvantaged? Do the proposals provide sufficient capacity to reach children in our most disadvantaged communities? (Please select one option)



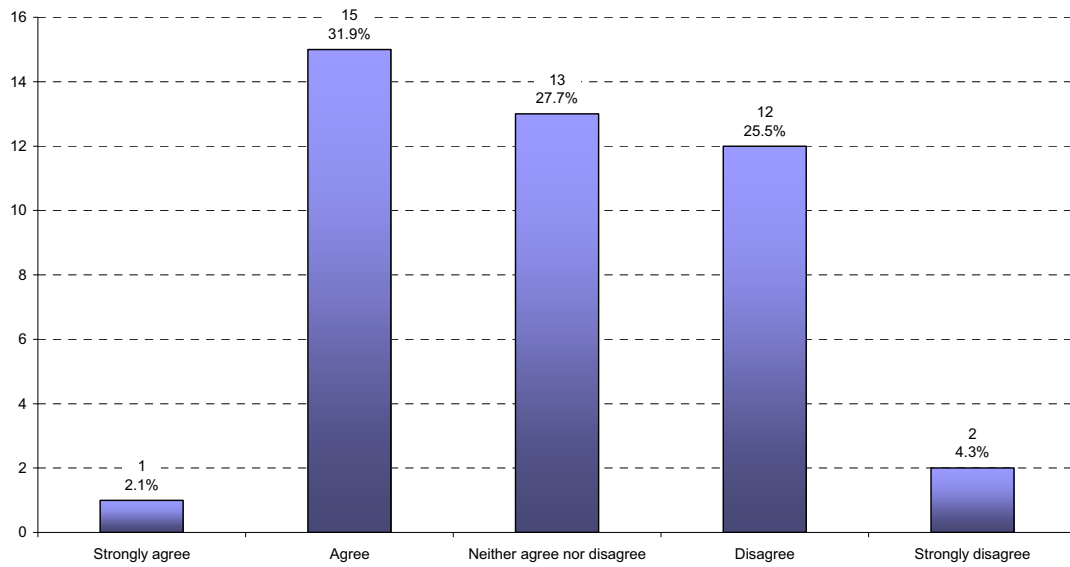
Question 6: To what extent do you agree that children's centre services should be targeted to the most vulnerable? (Please select one option)



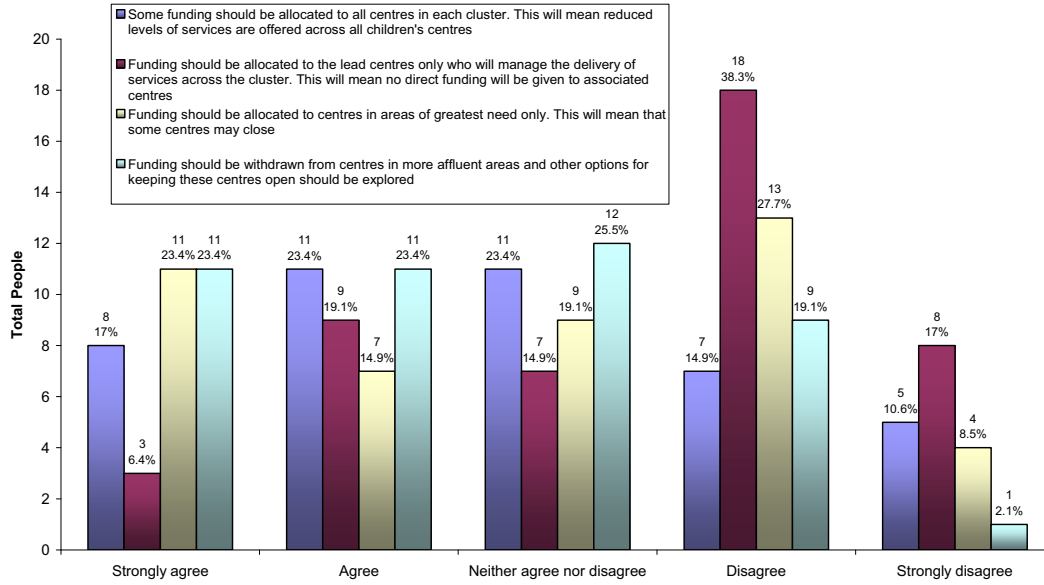
Question 7: Detailed financial modelling might suggest the closure of some children's centres to ensure services for the most vulnerable were maintained. To what extent would you support this approach? (Please select one option)



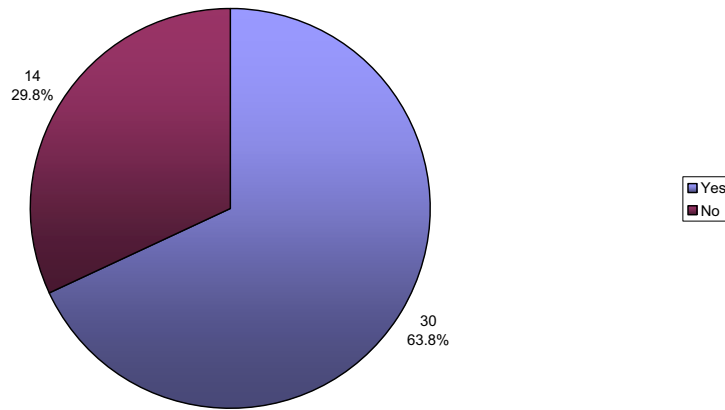
Question 8: To what extent do you agree or disagree with the overall proposal shown in the consultation paper? (Please select one option)



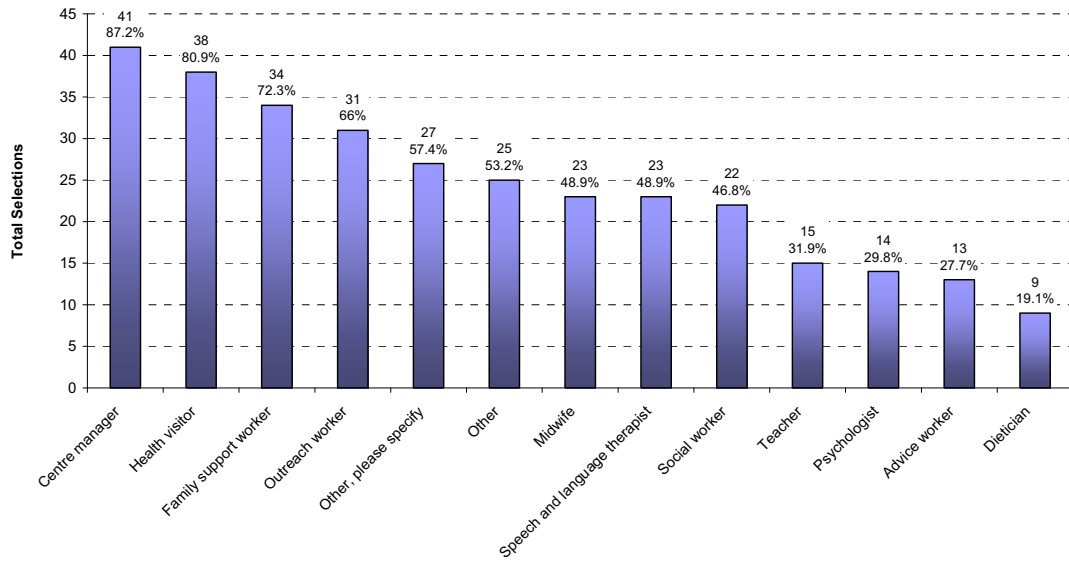
Question 10: Given the reduction in the budget available for children's centres, please indicate to what extent you agree or disagree with the following statements. (Please select one option on each row)



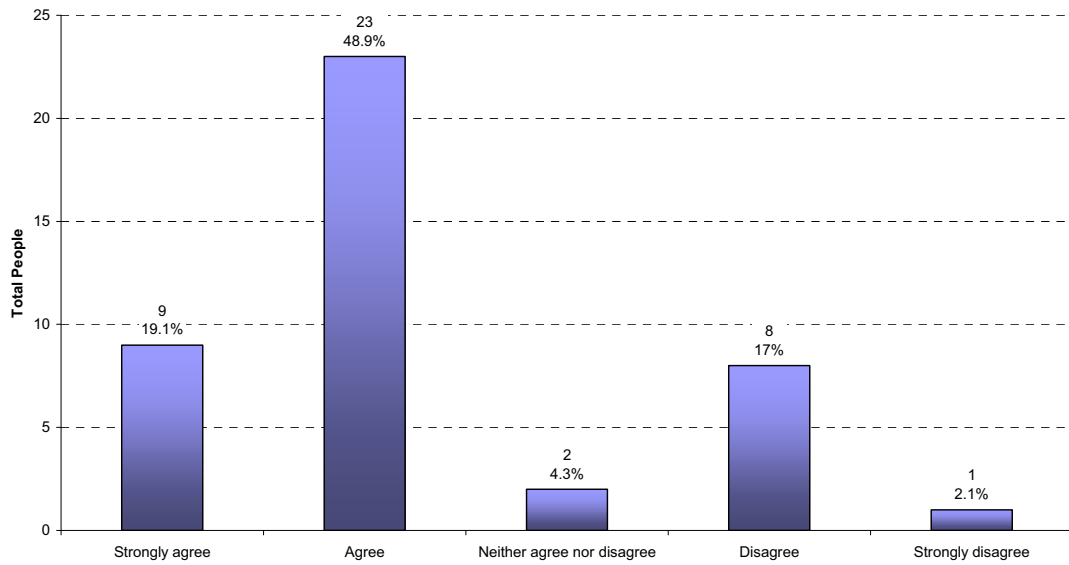
Question 11: Is the proposed model for core staffing correct? (Please select one option)



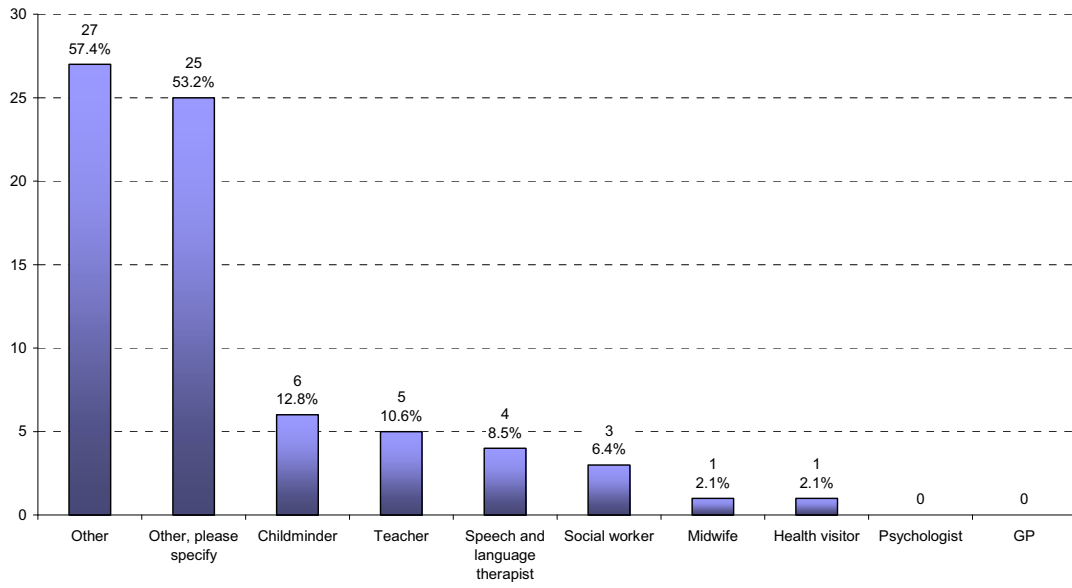
Question 14: Which job roles do you consider to be essential for effective multi-agency/partnership service delivery from children's centres? (Please select all that apply)



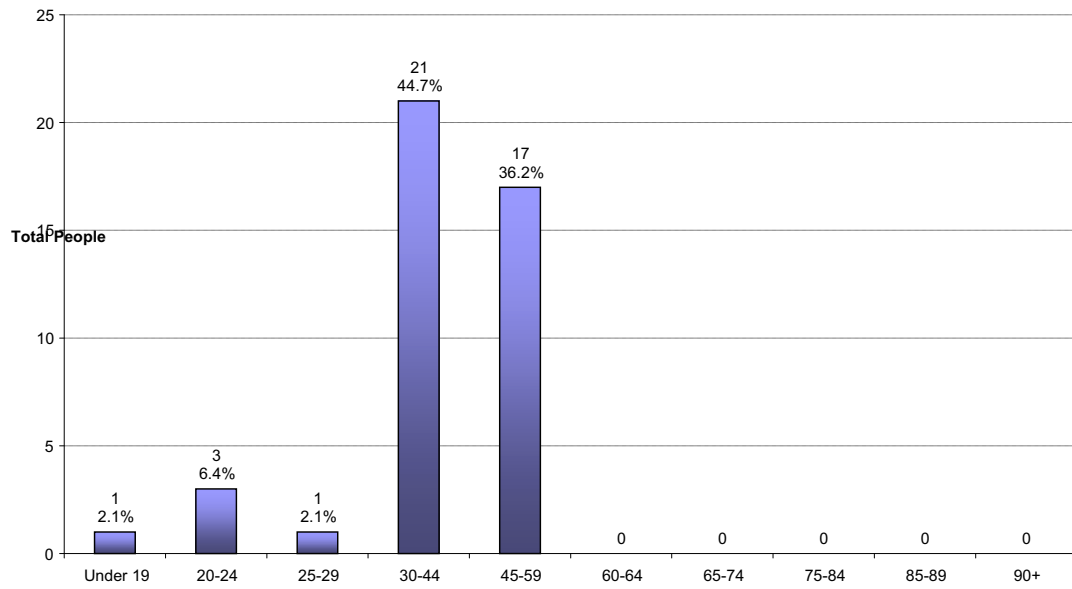
Q15 To what extent do you agree with the proposal to offer a full service in some centres and a standard offer in others? (Please select one option)



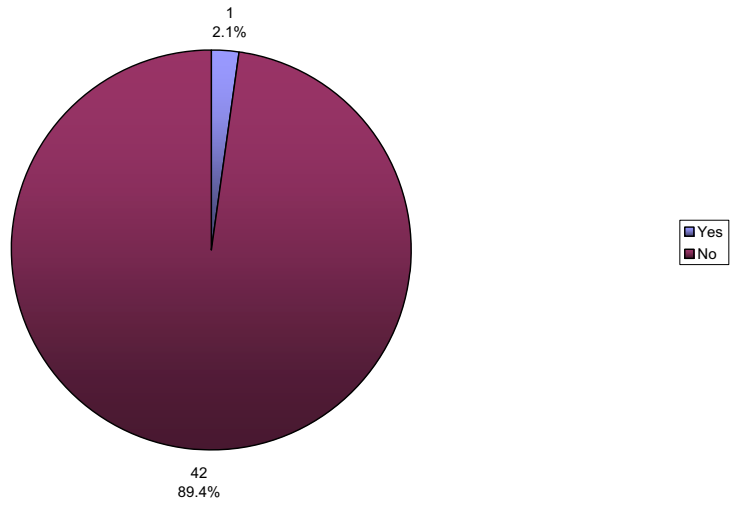
Question 19: Which, if any, of the following most closely matches your role?



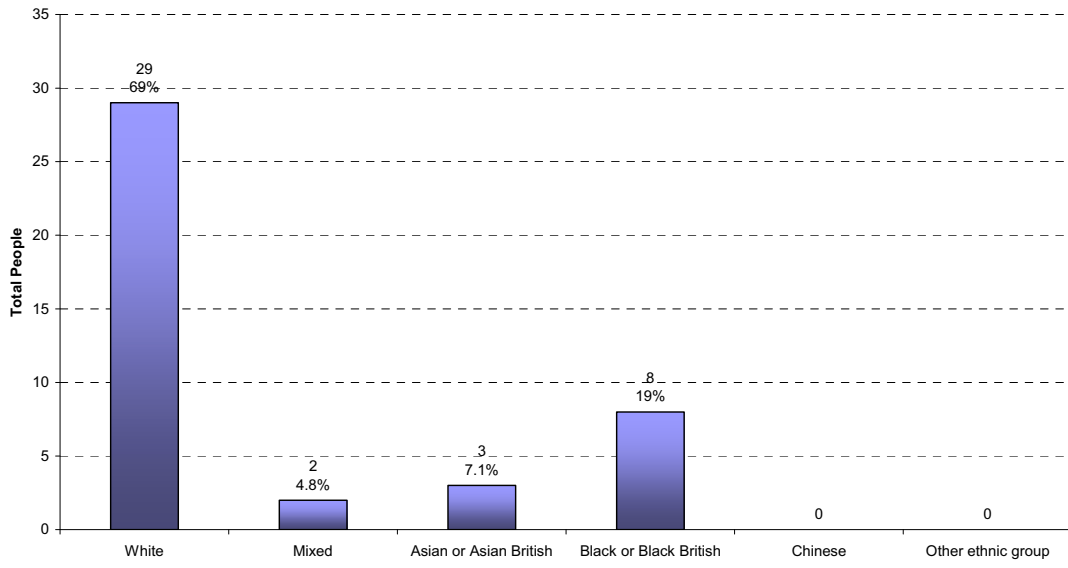
Q21 Age



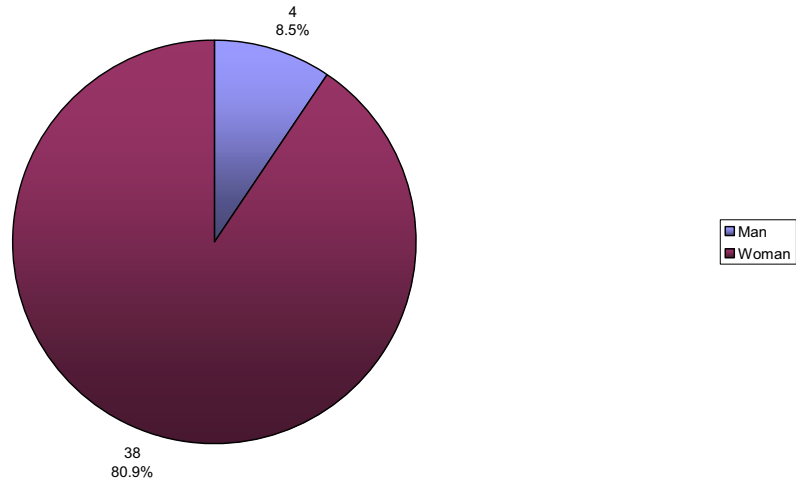
Question 22: Do you consider yourself to be a disabled person?



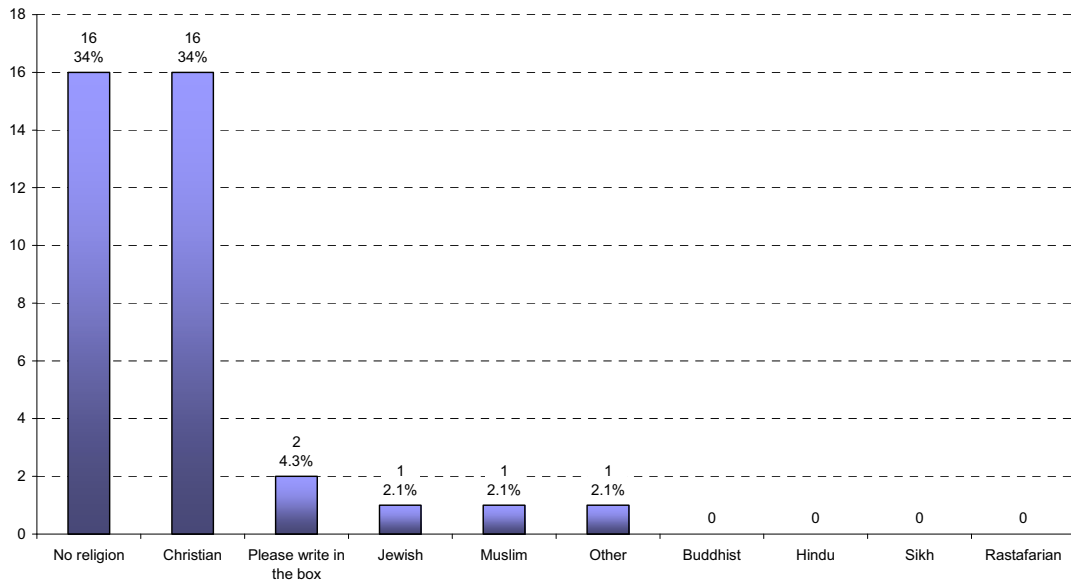
Question 23: Below we are asking you to let us know which ethnic group best describes you. (Please tick one box from the appropriate section)



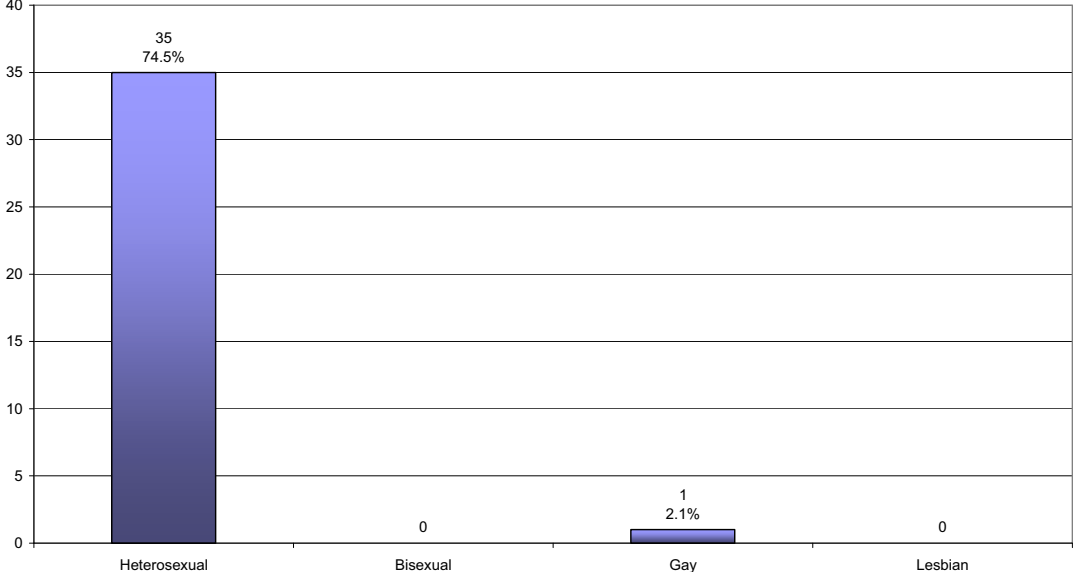
Question 26: Gender



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
Concern about quality of service		
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.
Concerns about staffing		
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.
Concerns about the composition of clusters		
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.
Support the idea		
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.
You can be vulnerable/isolated in an affluent area		
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.
Other		
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.

Respondent	Group	Comment/idea summary
Alternative suggestions for clusters		
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.
Need flexible approach – all children's centres are different		
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.
Rebuild community services in partnership		
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>
Individual	PPCSVo	<p>Allow parents / volunteers to keep activities going by using the centre for playgroups & self directed & organised.</p>
Individual	PPCSVo	<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>
Individual	PPCSVo	<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>

		they want to walk to their centre.
You can be vulnerable / isolated in an affluent area.		
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.
Other		
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?

Respondent	Group	Comment/idea summary
Centre maintenance staff (Cleaners etc)		
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?
Community Group worker and Centre Manager		
Individual	PPCSVo	Community Group Worker and Centre Manager in all centres
Individual	PPCSVo	Community Group Worker, Clean Caretaker, a permanent Family Support Worker.
Need flexible approach – all children's centres are different		
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.

Partnership	
Individual	PPCSVo PARTNERSHIP PARTNERSHIP PARTNERSHIP - CC's are a hub of information and a network for communication!!!!
SEN -CO	
Individual	PPCSVo Would like clarity about the sen-co role in each centre
Individual	PPCSVo Special needs coordinator
Separate Outreach Officer and Information Officer	
Individual	PPCSVo Although I do not think the outreach and information job will be successful if shared
Other	
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?

Respondent	Group	Comment/idea summary
Family Support Workers based at centres		
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.

Maintain current staffing	
Individual	PPCSVo I believe the staffing should remain as they are.
Individual	PPCSVo They should not lose their jobs.
Not enough information to determine	
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.
Remove Family Support Workers from children's centres	
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.
School based centres managed by Head teacher	
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
Separate Outreach post	
Individual	PPCSVo Outreach work is very difficult and needs an assigned person
Other	
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
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	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
Information Officer		
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.
Need representation from all frontline agencies		
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
Partnership and networking		

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.
Other		
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?

Respondent	Group	Comment/idea summary
After School Clubs		
Individual	PPCSVo	After school clubs.
Anything that is 'nice to have' rather than 'necessary'		
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.
Charge dual income users		
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
Crèche		
Individual	PPCSVo	Crèche
Drop ins		
Individual	PPCSVo	Drop ins. Stay and play. etc. NOT for professional services such as health visitors etc
Health + Social Services. Infant development services.		
Individual	PPCSVo	Health + Social Services. Infant development services
Mother & Baby Yoga		
Individual	PPCSVo	Possibly Mother and Baby yoga etc
Music/movement classes		
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.
None		
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.
Non-professional services		
Individual	PPCSVo	Health and psychological advice should be free

Nursery, based on affordability		
Individual	PPCSVo	nursery for those who can afford it
Services in affluent areas		
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.
Stay and Play		
Individual	PPCSVo	Stay and Play sessions should have a charge and be parent run (voluntary)
Training services		
Individual	PPCSVo	training services such as first aid
Voluntary contributions		
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
Other		
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?

Respondent	Group	Comment/idea summary
Meetings that include the community (partners, parents/carers, etc.)		
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.
Monitoring meetings		
Individual	PPCSVo	Regular monitoring and reviews in order to ensure services add value and provide tangible and measurable outcomes for families.
Parents/Carers represented at meetings		
Individual	PPCSVo	Service delivery will inevitably suffer with staff cuts. More parental/carer involvement at regular meetings.
Partners more regularly based in centres		
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
Service Level Agreements		
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.
Through effective communication		
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.
Other		
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?

Respondent	Group	Comment/idea summary
Build in an evaluation process		
Individual	PPCSVo	Ensure that there is an evaluation process built into the changes to learn and build on positives and rectify negative impacts
Concern about the effect on Teenage Pregnancy Programme		
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.
Concerns about cluster composition		
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.
Concerns about impact on changes to HALS Family Learning team		
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.
Concerns about the effect of changes on vulnerable families		
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.
Focus spend on service delivery		
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.

Need to maintain diversity		
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.
Pro-active Lead Centres/engage community		
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.
Promote Partnership working		
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>
You can be vulnerable / isolated in an affluent area.		
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>
Other		
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

Theme	Number of comments	Percentage
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 5th April 2011 3.30pm – 5pm

Room G6, Professional Development Centre

Downhills Park Road, London N17 9LN

Appendix 4

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service: Early Years

Directorate: Children and Young People's Service

Title of Proposal: Delivery model for Children's Centres

Lead Officer (author of the proposal): Jan Doust

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

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

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

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

A. Current provision

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

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

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

I. Early education integrated with day care

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

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

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

II. Family support and parental outreach

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

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

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

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

III. Child and family health services

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

IV. Links with schools and Children's Information Services

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

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

V. Links with Jobcentre Plus

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

B. Proposed future provision

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

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

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

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

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

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

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

	Cluster 1	Cluster 2	Cluster 3	Cluster 4
Centres	Broadwater Farm Park Lane Pembury Welbourne Bruce Grove	Stonecroft Stroud Green Campsbourne	Earlsmead The Ladder South Grove Triangle Woodlands Park Downhills	Bounds Green Noel Park Rowland Hill Woodside
Wards served	Northumberland Park Tottenham Hale Bruce Grove	Muswell Hill Hornsey Crouch End Stroud Green Fortis Green Highgate	Haringay West Green St Ann's Seven Sisters Tottenham Green	Alexandra Woodside Bounds Green Noel Park White Hart Lane
Estimated under-5 population¹	3715	4060	4180	3350
Resource allocation in proposed model	£720,016	£290,579	£688,440	£594,846
Resource allocation/head	£194	£72	£165	£178
IMD 2010 Average Rank²	2907	13125	4674	6759

As the table shows, our overall approach has been to target the limited resources to areas of greatest need; more specifically, it has been to ensure that those children living in the 0-30% most deprived Super Output Areas (SOAs) are able to access the full range of children's centre services³. Accordingly, we will not be able to provide direct financial support for the Highgate, Rokesly and Northbank (Fortis Green) sites though we will encourage partnerships – for example with schools, parents and our colleagues in the NHS – which may enable services to continue at these sites. We will also cease to support the Tower Gardens site.

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

¹ Source: Mid-2009 Population Projections. Figures are based not on the 'wards served' identified in the previous line but on DWP data on the number of children for whom child benefit is being claimed in the 'reach areas' of each of the children's centres in the cluster area.

² Each Super Output Area in England is ranked by its level of deprivation, with a rank of 1 being the most deprived Super Output Area in the country and 32,482 being the least deprived. The figures in this table provide an average rank for the super output areas in the wards served by each cluster area.

³ Please see Annex A for a map of current children's centres in Haringey showing levels of deprivation according to the Index of Multiple Deprivation.

C. What will be different in the new structure

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

I. Early education integrated with day care

No substantive change is proposed in this area.

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

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

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

II. Family support and parental outreach

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

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

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

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

III. Child and family health services

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

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

IV. Links with schools and Children's Information Services

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

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

V. Links with Jobcentre Plus

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

Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at 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

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

- **are significantly under/over represented in the use of the service, when compared to their population size?**
- **have raised concerns about access to services or quality of services? appear to be receiving differential outcomes in comparison to other groups?**

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

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

1. Ethnicity

Service User data⁴

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

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

⁴ Please note these figures are from 2009/10

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

Demographic data⁵

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

Census data indicates:

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

2. Age

Service User data

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

Demographic data⁶

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

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

⁵ Source: 2001 Census

⁶ Source: 2009 Mid-year Population Estimates

3. Gender

Service User data

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

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

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

Demographic data⁷

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

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

⁷ Source: HMRC, 2008

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

4. Disability

Service User data⁸

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

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

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

Demographic data⁹

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

From these definitions it is clear that whilst there will be an overlap between 'Children with SEN' and 'Children with Disabilities', these cannot be taken to mean the same thing. In particular, children with lower levels of SEN would not be classed as disabled according to the Equality Act 2010¹¹. The overlap is likely to be greatest amongst children with Statements of SEN (those with the highest need). In any case, these children constitute a vulnerable group for whom provision must be made.

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

⁸ Please note these figures are from 2009/10

⁹ Source: SEN database and 2009 mid-year population estimates

¹⁰ Source: SEN Code of Practice, <http://www.teachernet.gov.uk/docbank/index.cfm?id=3724>

¹¹ There are a number of stages to the SEN assessment process. The majority of children with SEN have their needs met either within their school (School Action) or by their school in conjunction with some support from external agencies (School Action Plus). Statutory Assessments of SEN (which generally lead to the issuing of a Statement of SEN) are only carried out for the small minority of children who have SEN of a severity or complexity that requires the Local Authority to determine and arrange the special educational provision their learning difficulties call for.

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

5. Religion

Service User & Demographic data¹²

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

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

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

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

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

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

6. Maternity & Pregnancy

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

Other Equality Strands

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

Step 3 - Assessment of Impact

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

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

Increase barriers? X	Reduce barriers?	No change?
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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 will impact on the range and level of services such as stay & plays, information & advice, drop-ins, parents groups etc. that they can provide. This impact will be more marked in cluster 2, in line with the approach which targets resources at areas of higher deprivation.
- The withdrawal of direct financial support for three centres and the link site will significantly curtail the services which will be provided from those centres, though it is planned to encourage partnerships which may enable services to continue at these sites.

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

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

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

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

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

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

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

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

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

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

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

Step 4 - Consult on the proposal

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

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

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

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

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

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

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

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

Step 5 - Addressing Training

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

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

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

Step 6 - Monitoring Arrangements

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

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

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

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

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

Indicators include:

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

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

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

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

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

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

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

Step 7 - Summarise impacts identified

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

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

Step 8 - Summarise the actions to be implemented

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

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

Step 9 - Publication and sign off

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

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

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

Assessed by (Author of the proposal):

Name: Jan Doust

Designation: Deputy Director, Prevention & Early Intervention

Signature:

Date:

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature:

Date:

Sign off by Directorate Management Team:

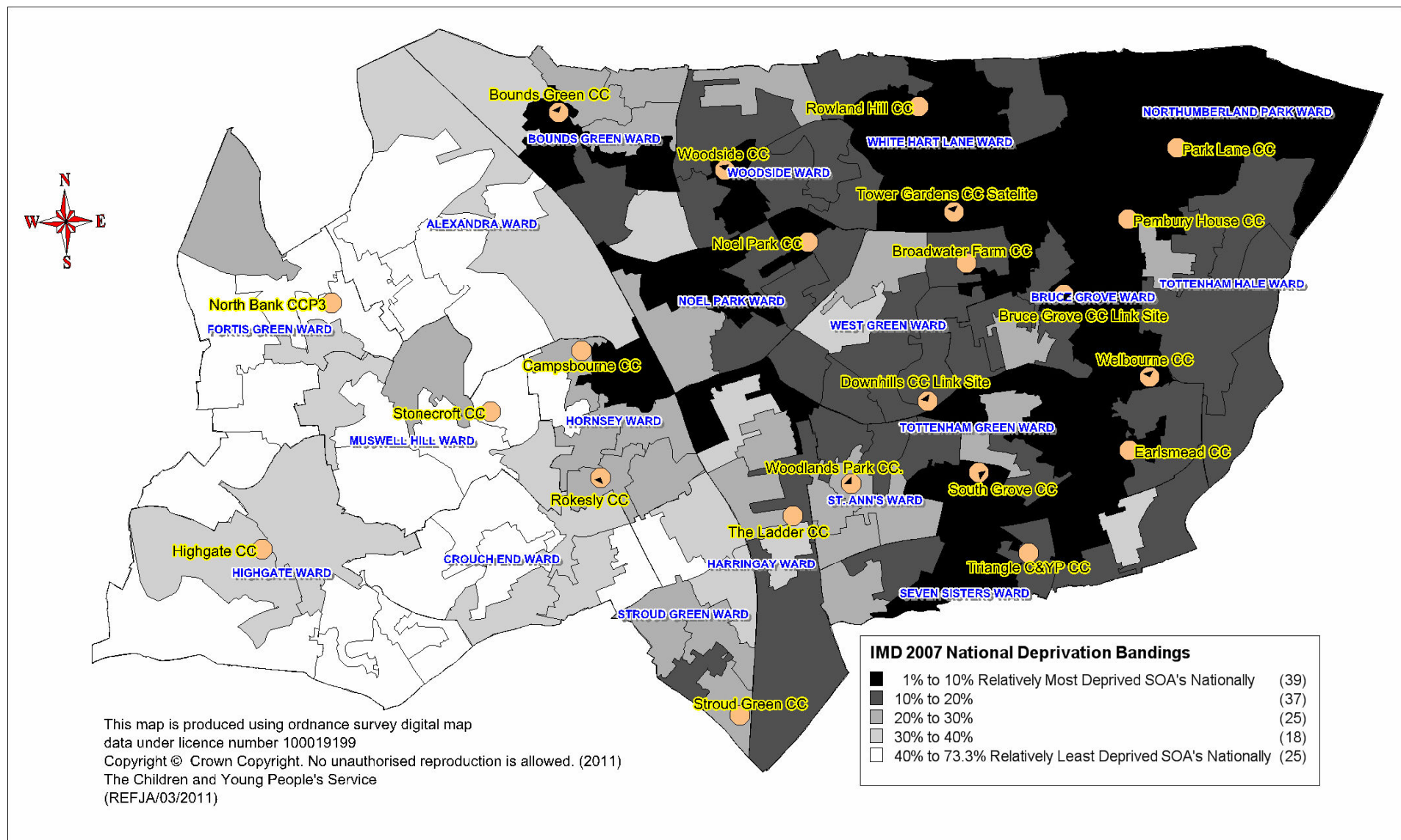
Name: Ian Bailey

Designation: Deputy Director, Business Support & Development

Signature:

Date:

Annex A – Location of Children’s Centres in Haringey



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Agenda item:

[No.]**Lead Member Report – Councillor Reith****On 18th May 2011**

Report Title: Report to Approve and Implement the recommendations from the completed consultation on CYPS Directorate specific criteria to assess funding for the third sector (and the private sector where appropriate), and actual funding for 2011-12.	
Report of Peter Lewis, Director Children and Young People Service Signed :	
Contact Officer : Ian Bailey, Deputy Director, Business Support & Development	
Wards(s) affected: All	Report for: Key Decision
<p>1. Purpose of the report</p> <p>1.1. The purpose of this report is to implement the final funding decisions in relation to the budget reductions in the Children & Young People's Service (CYPS).</p> <p>1.2. The cabinet member for Children and Young People's Service agreed criteria for future funding in relation to the commissioning of services in CYPS for 2011/12. These criteria were subject to consultation and this report seeks to confirm approval of the criteria as attached at Appendix B.</p> <p>1.3. These criteria were provisionally applied to assess the future funding of services and these provisional decisions were subject to consultation. Following appropriate consideration of the response to this consultation and having had due regard to the Council's equality duties under the Equality Act 2010 this report seeks Lead Member approval to implement funding decisions arising from the application of these criteria.</p>	
<p>2. Introduction by Cabinet Member (if necessary) Not applicable.</p>	

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

- 3.1 The proposals contribute to the Council's following priorities:
- 3.2 Council Plan – Driving Change, Improving Quality: delivering excellent customer focused cost effective services;
- 3.3 Sustainable Community Strategy – Healthier people with a better quality of life and;
- 3.4 Children & Young People's Strategic Plan 2009-2020 – keeping vulnerable children safe and promoting their welfare; Early intervention and prevention.
- 3.5 Safeguarding Plan - we will build a holistic picture of a child's needs, based on Haringey Continuum of Need and Intervention (see Appendix C)

4. Recommendations

- 4.1. It is recommended that the CYPS Directorate specific criteria attached at Appendix B for the future funding of services in CYPS is confirmed in order for final decisions on funding of individual services to be made.
- 4.2. It is recommended that approval be granted for the recommendations as set out in Appendix 1 of this report to implement the funding changes to individual services resulting from the application of these criteria. Such approval must take into account the outcome of consultation with the organisations and service users. Further, due regard must be given to the authority's public sector equality duty, taking into account the attached equality impact assessments.

5. Reason for recommendation(s)

- 5.1. In order to make informed and equitable decisions regarding proposed reductions, criteria were developed to assist in making decisions on future funding and commissioning of organisations in Children and Young People's Services.
- 5.2. These criteria formed the basis of provisional decisions on funding allocations to organisations. The criteria afforded priority to services where the predominant numbers of service users were vulnerable children and young people with acute or highly complex needs, categorised at the highest level of need on the Haringey Continuum of Need and Intervention, attached at Appendix C. Services where a withdrawal of funding would threaten the Council's ability to meet its statutory duties would also be considered for funding. These criteria formed the basis of provisional decisions on funding allocation to organisations, and are fully set out at Appendix B.
- 5.3. The provisional decisions were notified to providers and users on the 18th February 2011 to enable consultation to be undertaken. The criteria themselves

were monitored throughout the consultation process in order to give due regard to its impact on protected groups under the equalities legislation. Consultees were advised that the criteria were subject to the consultation process and equalities impact assessments.

- 5.4. Some concern was expressed about the approach taken to prioritise level 4 children and young people, as it was felt that children at level 3 on the Haringey Continuum of Need and Intervention triangle may be at risk of developing more complex, level 4, needs. However, the overall response to the criteria was an acknowledgement of the need to target service provision to the most vulnerable children and young people.
- 5.5. It is therefore recommended that the criteria as set out in Appendix B are approved.
- 5.6. Of the 79 organisations consulted, CYPS received a total of 25 responses on the criteria and the provisional decisions resulting from its application. For the purposes of the EQIA, the services provided were grouped into 8 themes as follows and some organisations appear in more than one theme: Early Years Education and Childcare; Activities for Young People 13-19 years; Disabilities and Special Educational Needs; Family Support; 14-19 Education; Children in Care; Youth Offending and Teenage Pregnancy.
- 5.7. The detailed breakdown of proposed funding of individual services in 2011/12 can be found at Appendix 1 to this report. A summary of the consultation analysis and proposed recommendations for each sector is set out below.
- 5.8. **Early Years Education and Childcare:**
- 5.8.1 Having applied the criteria to early years childcare services, 9 of the 23 organisations expressed concern about the Council's ability to meet its statutory childcare duties. Service users strongly opposed proposed cuts to early years childcare and expressed concerns that the quality of childcare may reduce. They were concerned about the likelihood of increased costs and the reduction of affordable good quality childcare for working parents on low income.
- 5.8.2 Having considered the responses to the criteria and provisional decisions, the recommendation is to cease the time limited sustainability funding. This is because services that continue to offer the free entitlement of 15 hours over a minimum of 38 weeks will be funded through the Early Years Single Funding Formula. The rationale is an anticipated increase in funding into these organisations with the introduction of the Council's Early Years Single Funding Formula, introduced from April 2011. There may be certain exceptions where groups are unable to fully meet the 15 hours free entitlement. Where this is the case with the agreement of the Council they will be funded through the Early Years Single Funding Formula.
- 5.9. **Activities for Young People 13 – 19 years:**
- 5.9.1 Having applied the criteria to activities for young people 4 of the 31 organisations responded to the criteria and the provisional decisions. These organisations expressed concern about the lack of alternative funding streams

to deliver activities for young people aged 13 – 19 years. Service users strongly opposed the proposal to reduce or cease funding in some instances.

5.9.2 Having considered the responses to the criteria and the provisional decisions, CYPS recognise that there will be some impact on prioritising services to the most vulnerable children and that this will result in less activities at levels 1 and 2 on the Haringey Continuum of Need for young people. To reduce the impact the CYPS will support schools to develop more universal (levels 1 and 2) targeted programmes.

5.10 **Disabilities and Special Educational Needs:**

7 of the 12 organisations responded to the criteria and the provisional funding decisions. Concern was expressed about the approach taken to prioritise level 4 children and young people, as it was felt that children at level 3 on the Haringey Continuum of Need and Intervention may be at risk of developing more complex level 4 needs. CYPS has taken this concern into consideration and will support schools, other extended school providers and third sector organisations by providing advice on access arrangements and training to enable them to continue to provide for children and young people at level 3 on the Haringey Continuum of Need and Intervention. This, it is hoped, will mitigate against the possibility of these children rising into the level 4 category.

5.11 **Family Support:**

5 of the 7 organisations responded to the criteria and the provisional funding decisions agreed that priority should be targeted at the most vulnerable children. The main concern raised was around the need to ensure that appropriate service provision is available for children at level 3 on the Continuum of Need .as outlined at 7.6.4.

5.12 **14 – 19 Education:** 6 organisations came under this category. There were no consultation responses on the criteria and the provisional funding decision. We did not receive responses on the application of the criteria. We did receive responses from services users from 1 organisation on the proposed cuts. Service users strongly oppose the proposal to reduce or cease funding as they felt that this would impact on their ability to realise their personal goals and qualifications.

5.12.1 Having considered our application of the criteria and the responses from service users on our provisional decision, the recommendation is to cease funding these services. The CYPS will reduce some of the impact by more targeted programmes developed in school and by schools paying the full cost of alternative provision.

5.13 **Children in Care:** 3 organisations came under this category - there were no consultation responses received on the criteria used.

5.13.1 Having considered our application of the criteria, which assessed these services as meeting level 4 on the continuum of need the recommendation, is to maintain funding.

5.14 **Youth Offending:** 1 organisation came under category - there were no consultation responses received on the criteria used.

5.14.1 Having considered our application of the criteria, which assessed this service as meeting level 4 on the continuum of need the recommendation, is to maintain funding.

5.15 **Teenage Pregnancy** – 1 organisation came under this category - there were no consultation responses received on the criteria used.

5.15.1 Having considered our application of the criteria, which assessed this service as meeting level 4 on the continuum of need the recommendation, is to maintain funding

5.16 The overall response to the criteria and provisional decisions was an acknowledgement of the need to target service provision to the most vulnerable children and young people.

5.17 Appendix F provides a summary of the responses from organisations to the criteria and judgements. Appendix G provides a summary of responses from service users.

6 Other options considered

6.1 Officers have considered all options but due to the budgetary constraints on the Council it is necessary to find this level of savings within the Children and Young People's Service. This necessitates the prioritisation of services for our most vulnerable children and young people.

7 Summary

7.1. Overarching funding criteria for the Council, based on work from the Audit Commission, were approved at Cabinet on 8th February. These are attached as Appendix A to this report.

7.2 The Children and Young People's Directorate specific criteria measured services against a three stage assessment, attached at Appendix B. Services were first assessed regarding the extent to which they met at least one of the first two strategic priorities of the CYPS Strategic Plan 2009-2020. The second stage assessment involved prioritising services where the predominant numbers of service users were vulnerable children and young people with acute or highly complex need, being level four on the Haringey Continuum of Need attached at Appendix C. Under provisional assessment, services which did not meet level four would receive no further funding save for circumstances where a withdrawal of service would put the Council at serious risk of failing to meet its statutory duties. In such cases, funding would be reviewed, and this represented the third stage of the assessment.

- 7.3 These criteria were applied and the provisional decisions were notified to providers and users to enable consultation to be undertaken. The final recommendations for services, having considered the responses to consultation and conducted an Equalities impact Assessment, can be found at Appendix 1. The recommendations mean that services and organisations will be subject to one of three outcomes which are that, in 2011/12, they will receive: the same level of funding; reduced level of funding; or no funding.
- 7.4 The criteria reasonably utilises the ‘Continuum of Need’ (Appendix C) as a basis for a risk assessment, as this is the tool used as part of the Common Assessment Framework and was developed by the London Safeguarding Children Board (a multi-agency board) following the statutory guidance as laid out in “Working Together to Safeguard Children” (September 2010). The further criteria stages were developed in response to consultation to include a third stage to ensure that the Authority complies with its Equality Act 2010 duties and the Aiming High government project.
- 7.5 The range of services that may be affected by both the design of the criteria and the decision to implement the decisions on applying the criteria is broad. For the purposes of the Equality Impact Assessment, the services provided were grouped into 8 themes, Early Years Education and Childcare; Activities for Young People 13-19 Years; Disabilities and Special Educational Needs; Family Support; 14 to 19 Education; 6. Children in Care; Youth Offending; and Teenage Pregnancy.
- 7.6 In commenting on the application of application of criteria and proposed decisions, the following main themes emerged from consultation responses – please see Appendix F for full response:
- 7.6.1 **Feedback to the consultation process** – The consultation period was considerably less than recommended in the local Compact guidance. Decisions about funding were part of an overall strategy to save £41m at very short notice. The consultation started as soon as possible given those constraints.
- 7.6.2 **Childcare Sufficiency** – The criteria and judgements do not allow a full range of services and organisations and services felt that this will effectively make childcare unaffordable. The introduction of the Council’s Early Years Single Funding Formula (EYSFF) is anticipated to increase funding for the majority of settings. For those organisations where sustainability is anticipated to be a problem with the introduction of the new system a reduced rate of time limited funding has been recommended .
- 7.6.3 **Ensure services for individual children at and young people at Level 4** – The Council is dedicated to ensuring that all children in the borough who are judged to be at level 4 on the continuum of need have access to an appropriate level of service. This will be ensured through the appropriate assessments processes.
- 7.6.4 **Services that work predominantly with service users at Level 3 and below** – Some organisations expressed concern about differentiating between level 3 and 4 on the continuum of need as they felt that this may lead to more children moving from level 3 to 4.

The CYPS will support schools, other extended school providers and third sector organisations by providing advice on access arrangements and training to enable them to continue to provide for children and young people at level 3. This, it is hoped, will mitigate against the possibility of these children rising into the level 4 category.

7.6.5 Nurseries & playgroups – Some service providers expressed difficulty in estimating the effect of these proposals because they had not received definitive information about their EYSFF allocation. The EYSFF is a significant change in the way we fund private, voluntary and independent organisations (PVI), which was delayed due to the need to gather extensive data collection from schools and PVI's, which was needed to arrive at the final indicative allocation of each service providers

7.6.6 Sustainability of Nursery and playgroup settings – Organisations expressed concern that the proposed reduction in the sustainability grant is not phased. The financial viability of early years childcare providers have been assessed and of those organisations where there is a serious risk that to withdraw funding would threaten the Council's ability to meet its statutory duties a reduced level of the sustainability grant has recommended to mitigate against this risk.

7.7 The themes and the Council's analysis is set out in more detail at Appendix F and G . Overall, it is a generally acknowledged that there is a need to prioritise services for the most vulnerable children and young people given the budgetary challenges faced by the Council.

7.8 Organisations have requested assurances that those children on the autistic spectrum that do not necessarily have level 4 needs will continue to receive support to stay healthy and safe. Children on the autistic spectrum may range within the levels on the triangle. The CYPS considers that it has duty to children on the autistic spectrum by virtue of the Aiming High strategy and also because of its Equality Act 2010 duty, and will prioritise resources accordingly so that it effectively discharges its statutory duty to meet the needs of this group.

7.9 The detailed breakdown of the proposed reduction in budget can be found at Appendix 1 to this report. The following table summarises the overall outcome.

Theme	No. of grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No of Orgs with Maintained Funding.

Activities for Young People	37	£277,042.00	£0.00	-100.0%	37	0	0
Disabilities and Special Educational Needs	21	£638,860.75	£552,775.75	-13.5% ¹	5	0	16
Family Support	8	£176,114.76	£170,502.00	-3.2%	3	0	5
14 to 19 Education	8	£229,800.00	£0.00	-100.0%	8	0	0
Children in Care	3	£246,784.40	£94,200.00	-61.8% ²	0	0	3
Youth Offending	1	£30,900.00	£35,000.00	13.3%	0	0	1
Teenage Pregnancy	1	£30,000.00	£12,500.00	-58.3%	0	1	0
Total	102	£1,983,985.91	£977,877.75	-50.7%	71	6	25

7.10 The projected 2011/12 spend also includes a provision for accessing supported housing and domiciliary services where required for children with Level 4 needs. This has not been identified as a proposed cut, as it does not relate to a contract with a specified provider and is very much case-specific to the individual and their particular needs. It is therefore impossible to predict exactly how much is required to be budgeted. Failure to have this resource in place may result in the Authority being unable to meet its statutory duty to the most vulnerable people in some circumstances.

8 Chief Financial Officer Comments

8.1 This report identifies criteria against which organisations can be evaluated when applying for funding from the Council. However, the report does not deal with the way in which the overall level of resources available for distribution has been determined nor how resources will be rationed in the event that the level of 'demand' from organisations meeting the criteria exceed the resources available.

8.2 The schedule to this report covers funding from a variety of sources e.g. some relates to placements with organisations being funded from 'Aiming High' resources for short breaks whilst others relates to funding previously available through the Area Based Grant (ABG) where significant reductions have been made.

8.3 In total the report identifies a proposed reduction in allocations from c£2m to c£980,000. A significant element of this can be attributed to reductions in payments to Private Voluntary and Independent (PVI) providers now funded through the Early Years Single Funding Formula (EYSFF) which given its intention to fund all providers equitably and taking into account the relative cost pressures faced by them is logical.

8.4 Some £160,000 expended in 2010-11 has not been included in the 2011-12 projection since it relates to demand led placement services which may be at a significantly different level depending on the need for these specialist services.

8.5 The proposals for reductions in these allocations in large part contribute to the overall budget reductions within the Children’s Service agreed by the Council in setting its 2011-12 budget.

9 Head of Legal Services Comments

9.1 The Council has various statutory duties to safeguard and promote the well-being of children in its area from the Children Acts and Educations Acts legislation. The decisions by the Cabinet Member concerning the recommendations set out in the report must be informed by and take into account the outcome of the consultation with service users and providers, which is set out in Appendix F and G to this report.

9.2 In reaching their decisions the cabinet member must also have due regard to the authority’s public sector equality duty and thus should take into account the attached full equality impact assessments included at Appendix H and I to the report. The extent of the duty on the authority is set out in Appendix D to this report. As the attached equality impact assessments highlight the effect of proposals on a number of specific groups within the community, defined as those with protected characteristics under the Equality Act 2010 (by reason of their race, sex or age), particular consideration must be given to those effects and to the proposals made to reduce or mitigate them.

9.3 The report also seeks approval make final decisions to the services as detailed in Appendix 1. Power for the Cabinet Member to makes these decisions is contained within the Council’s Constitution (Part 3, Section D paragraph 2.2 (d)).

9.4 The Council in exercising these powers needs to take into account the views and opinions of users, providers and other stakeholders and to have carried out extensive consultation on these proposals. The results of the consultation process are reflected in the final recommendations in this report. The revised proposals are as reasonable and as fair as can be expected. Further legal comments are contained in paragraphs 6.1 to 6.8 of the exempt information report attached at Appendix 1.

10 Head of Procurement Comments – [Required for Procurement Committee]

10.1 Not applicable

11 Equalities & Community Cohesion Comments

11.1 The EQIA on the Criteria at Appendix H shows that the first version of the

criteria impacted adversely on service users in relation to their age and also upon the Council's ability to meet its statutory duties. Consequently the criteria were revised to reduce this impact.

11.2 Following their revision, the impact on Early Years and Childcare organisations was reduced because the review of the criteria allowed for the addition of a third stage. The result of the addition of the third stage allowed the Council to include organisations that were previously excluded by the initial criteria.

11.3 In spite of their revision, however, the criteria continue to have an adverse impact on children and young people aged between 14 and 19. Actions to mitigate against these can be found in Step 8 of the EIAs in Appendices H and I. Specifically these actions include:

11.3.1 Building on the established Youth Service affiliation scheme for Third Sector and private providers

11.3.2 Creating a Community Development and Quality Assurance team within the new Youth Service

11.3.3 Working with schools to explore options for buying in services to meet the needs of 14 – 19 year olds

11.4 The EIA at appendix I on the assessment of the funding of the Third Sector (and the private sector where appropriate) highlights the adverse impact of the proposals on service users. These are as follows:

11.4.1 Age

(a) **Activities for Young People** - There will be a disproportionate impact on young people aged 13 – 19

(b) **Family Support** - Children aged 0 – 5 and their parents, although no specific equality data on parents is available

(c) **14 – 19 Education** - Organisations work with children and young people aged between 14 and 19 years old who are at risk of becoming NEET. As such, this age group will be disproportionately adversely impacted by the implementation of these proposals. Furthermore, a disproportionate number of service users are boys

(d) **Teenage Pregnancy** - All service users are teenagers

11.4.2 Race

(e) **Activities for Young People** - BME groups will be disproportionately impacted for those projects that provide targeted support to ethnic groups.

(f) **Family Support** - Kurdish, Somali and Polish families will be negatively impacted due to the targeted nature of the services provided by the organisations

(g) **Teenage Pregnancy** - Ethnicity because the majority of service users are from BME groups

11.4.3 Sex

(h) **14 – 19 Education** - A disproportionate number of service users are boys. As such, this age group will be disproportionately adversely impacted by the implementation of these proposals.

(i) **Teenage Pregnancy** - The majority of service users are female

12 Consultation

12.1 **8 February 2011:** High level criteria for funding of Council services, developed by Council Officers and agreed by Legal Services, agreed at Cabinet

12.2 The Cabinet Member for Children and Young People agreed criteria for future funding in relation to the Children and Young People's Service for 2011/12. The criteria are provisionally applied to organisations and in principle decisions are notified to providers to commence consultation. Consultation period to end on 18 March 2011.

12.3 **25th March 2011:** It is decided to extend the deadline for consultation responses to enable greater analysis to be undertaken. Letters were sent out to all service providers advising them of the temporary extension of contracts to the organisations that the Council was provisionally minded to continue these, pending final decisions. This letter also advised that the consultation period was being extended to March 31st 2011 for organisations and 8th April for service users.

12.4 **18th February – 31st March 2011:** Consultation on these proposals took place between the 18th February – 31st March 2011. Questionnaires and a series of face-face meetings with HAVCO and representatives from the Children and Young People Theme Board and service users formed the basis of the consultation methods used. Responses to the questionnaires can be seen at Appendix F. The analysis of these responses and a write up of the comments from service users can be seen in the consultation section of the EqIA's (Appendices G) and within this report.

12.5 The consultation with providers is described more fully in section 7 of this report and Appendix F and G.

12.6 The table below provides a summary of the number of organisations consulted and the application of the CYPS criteria. See Appendix E for the full listing.

Summary of organisations consulted and provisional application of the CYPS Criteria	
Total number of organisations consulted	79

	Total number of organisations who responded to the criteria and judgement	25
	Total number of services / projects delivered in 2010-11	102
Application of Criteria		
	Judgements based on provisional application of the CYPS criteria – minded to maintain funding at 2010-11 rate	25
	Judgements based on provisional application of the CYPS criteria – minded to reduce funding in 2011-12	6
	Judgements based on provisional application of the CYPS criteria – proposed Not to fund in 2011-12	71
	2000 questionnaires were distributed to services users via the 79 organisations consulted. We received responses from 31 organisations.	399 returned
13 Service Financial Comments		
13.1	Please see CFO comments at section 8.	
14 Use of appendices /Tables and photographs		
14.1	Appendix A – Council Wide Overarching Criteria based on Audit Commission criteria	
14.2	Appendix B – Criteria agreed by cabinet member for Children and Young People's Services	
14.3	Appendix C – Haringey Continuum of Need and Intervention	
14.4	Appendix D – The Public Sector Equality Duty	
14.5	Appendix E – List of Service Providers consulted	
14.6	Appendix F – Summary of Organisations responses to the Third Sector consultation on the criteria and its application as at Appendix A-C	
14.7	Appendix G – Service Users Response to Consultation	
14.8	Appendix H & I – Equalities Impact Assessments	
14.9	Appendix 1 – Exempt Information – not for publication	
15 Local Government (Access to Information) Act 1985		
15.1	This report contains exempt and non exempt information. Exempt information is contained in Appendix 1 and is not for publication . The exempt information is under the following category (identified in the amended schedule 12A of the Local Government Act 1972 (3) Information relation to the financial or the business affairs of any particular person (including the authority holding that information	

APPENDIX A

Council Wide Overarching Criteria

Criteria	Rationale
Link to strategic priorities e.g. council priorities/Sustainable Community Strategy Outcomes/agreed HSP thematic board outcomes	How this activity is essential to achieving council and partnership priorities
Link to and statutory obligations	Why the council needs to fund this activity
Maximise outcomes: link into performance measures	How this activity improves the wellbeing of local communities
Impact/effect/improvement(s) of service delivery to local community	<ul style="list-style-type: none"> • How we can focus this activity on people most in need • What can make this activity more effective • Other local bodies exist which could provide this activity e.g. the private sector, third sector or citizens could provide this activity, whole or in part • How we make sure that payment to service providers links to achievement
Maximise value for money: including long- and short-term financial savings	How we can provide this activity at lower cost
Local connection/presence in Haringey	Support local organisations and businesses where appropriate.

APPENDIX B

Proposed Approach for Assessing Funding to Third Sector Organisations

1. Introduction

1.1 In line with the suggested approach set out in the Budget Report to Cabinet on 8th February, it is proposed that the following process is adopted by CYPS for assessing future funding to Third Sector organisations who are currently grant funded or commissioned.

1.2 The Government released the detailed local authority financial settlement on 13th December 2010 and following this it became clear that Haringey’s financial settlement is worse than originally anticipated. The Council will need to reduce its budget by approximately £87 million over the next three years – with more than half of those savings, £46 million, having to be found next financial year, 2011/12, due to the ‘front-loading’ of these cuts.

2. CYPS Criteria

2.1 The budget pressures set out above necessitates the CYPS to develop directorate specific criteria to assist in making decisions on future funding of the Third Sector organisations and other organisations where relevant. CYPS Directorate is proposing to assess organisations and the services they provide with a 3 stage process.

2.2 CYPS will firstly apply two priorities as set out in the Children and Young People’s Plan 2009-2020 at 3.1 below. Services provided by organisations must meet at least one of these CYPS priorities. Secondly, the service users they work with must fall within the Haringey Continuum of Need and Intervention (triangle) at 3.2 below. This table will be applied in conjunction with the threshold guidance in the Haringey Continuum of Need attached at Appendix C.

2.3 Funding will be granted to those organisations where the predominant number of service users fall within level four of the Continuum of Need and Intervention. Organisations which do not meet level 4 will not be funded except where there is a serious risk that to withdraw funding would threaten our the Council’s ability to meet its statutory duties.

3 CYPS Priorities 2009 – 2020

3.1 First Stage Assessment:

Each organisation will be assessed regarding the extent to which they meet at least one of the first two priorities of the CYPS Strategic Plan 2009-2020 and which form part of the overarching criteria set out at Appendix A:

Organisations must meet at least one of the priorities listed below
Keeping vulnerable children safe and promoting their welfare
Early intervention and prevention

3.2 Second Stage Assessment:

Services will be assessed against the Haringey Continuum of Need and Intervention (Triangle) **Table at 3.2. Assessment will be based on where the predominant, that is the largest proportion of, service users fall within the Triangle.**

Priority will be given to organisations where the predominant number of its service users fall within the Triangle at Level 4, and these organisations will proceed to the third stage of the funding eligibility assessment. Organisations where the predominant number of its service users fall within the Triangle at Level 3, 2b, 2a or 1 will not proceed to the third stage and will not receive any further funding.

Haringey Continuum of Need and Intervention (Triangle) Table (To be applied in conjunction with Appendix C)

Level	Continuum of Need and Intervention (Triangle)	Appendix 1 Threshold Guidance	Threshold for progression to Third Stage Assessment
4	Vulnerable children with acute or highly complex needs	Targeted and coordinated services	Pass
3	Vulnerable Children with Multiple and Complex Needs	Targeted and coordinated services	Fail
2b	Vulnerable children with some (i.e. 3 or more) additional needs	Targeted services outside universal services	Fail
2a	Vulnerable children with one or two additional needs	Targeted services within/alongside universal services	Fail
1	child achieving expected outcomes	Universal services	Fail

3.3 Third Stage Assessment:

3.4 Organisations who do not meet level four will not be funded except where there is a serious risk that to withdraw funding would threaten the Council's ability to meet its statutory duties. In such cases, funding will be reviewed.

4 Six Equalities Strands

4.1 In making assessments the CYPS Directorate will need to consider whether any differential or adverse impact upon the key equality groups can be justified and if not, whether it amounts to unlawful discrimination. If it is found that it does, then the LA is duty bound to act and ensure it acts lawfully by changing the policy or procedure in question. When making its decisions, the CYPS Directorate will also need to consider the Council's other statutory equality obligations, such as the obligation to have due regard to the need to promote equality of opportunity.

4.2 The equality strands are:

Race	Gender	Disability	Age	Faith/Religion	Sexual orientation
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APPENDIX C

See attached Haringey Continuum of Need

APPENDIX D

THE NEW DUTY – THE SINGLE EQUALITY DUTY

EQUALITY ACT 2010

Introduces the **Single Equality Duty** which covers all eight strands, namely **race, disability, sex, gender identity, pregnancy and maternity, religion/belief, age** and **sexual orientation** and which came into force on 06 April 2011.

Section 149 of the Equality Act 2010 Public Sector Equality Duty states

(1) A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) – A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) – Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) – The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) – Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –

- (a) tackle prejudice, and
- (b) promote understanding.

(6) – Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) – The relevant protected characteristics are – age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

(8) – A reference to conduct that is prohibited by or under this Act includes a reference to –

- (a) a breach of an equality clause or rule;
- (b) a breach of a non-discrimination rule.

THE COUNCIL'S EQUALITIES SCHEME 2010-2013 AND DELIVERY PLAN

The Council's current Equality Scheme includes the three existing equality duties, namely race, disability and gender as well as the additional equality strands, namely religion or belief, age and sexual orientation, introduced by the Equality Act 2006, The Employment Equality (Age) Regulations 2006 and The Equality Act (Sexual Orientation) Regulations 2007.

TYPES OF DISCRIMINATION

Types of discrimination by way of an overview only include

- direct discrimination that is when someone (falling within one or more of the equality strands) is treated less favourably than others in the same circumstances
- indirect discrimination is when a provision, criterion or practice is applied to all but which puts a person (falling within one or more of the equality strands) at a disadvantage
- victimisation is when a person (falling within one or more of the equality strands) is treated less favourably than others having complained about discrimination in some way whether by way of proceedings or providing information or the making of allegations
- harassment is where there is unwanted conduct which has the purpose or effect of violating the person's (falling within one or more of the equality strands) dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

FOR INFORMATION

STATUTORY CODES OF PRACTICE

These are statutory codes relevant to each of the duties and whilst a breach of the code does not of itself make a person liable in any proceedings it will be taken into account by a court in certain types of proceedings. This means that they are admissible in evidence and if any provision of one of the codes appears to a court or a tribunal to be relevant to any question arising in the proceedings it has to be taken into account.

The existing codes continue to have effect until revoked by the Secretary of State at the request of the Equality and Human Rights Commission. The Commission has the power to issue new codes.

The draft code of practice on the Public Sector Equality Duty is scheduled to be laid before Parliament in Summer 2011.

GUIDANCE

The Commission has also produced non statutory guidance which includes the guidance on how to complete the assessments

APPENDIX E

Ref	Name of Provider	Number of Projects Funded in 2010-11	<u>Proposal based on Draft CYPS Criteria as applied in the letter to organisations dated 18 February 2011</u> Minded to Maintain Funding - A / plus number Minded to Reduce Funding - B / plus number Minded to Cease Funding - C / plus number	No. of Projects Funded 2011-12	No. of Projects NOT Funded 2011-12	Organisations who Responded to CYPS Criteria & Judgement Y/N
1.	101 Playgroup	1	C1	0	1	Y
2.	345 Pre-school Church crescent	1	C1	0	1	N
3.	345 Pre-school Springfield	1	C1	0	1	N
4.	345 Pre-school Tetherdown	1	C1	0	1	N
5.	Access to Sports Project	1	C1	0	1	N
6.	Action for Children	1	A1	1	0	N
7.	Action for Kids	3	C1 A2	2	1	Y
8.	African Caribbean Day Nursery	1	B1	1	0	Y
9.	African Women's Welfare Group	1	C1	0	1	Y
10.	Ascend	1	C1	0	1	N
11.	ATG Entertainment Group	1	C1	0	1	N
12.	AUC UK	1	C1	0	1	N
13.	Barnardo's Services Limited	1	A1	1	0	N
14.	Besiktas FC	1	C1	0	1	N
15.	Black Arts Production Theatre	1	C1	0	1	N
16.	BME Carers Support Service	2	A1 C1	1	1	Y
17.	Burrokeets UK	1	C1	0	1	N
18.	Caris Haringey	2	A2	2	0	Y
19.	Catch 22 (formerly RPS Rainer)	1	A1	1	0	Y
20.	Chestnuts Pre-School	1	C1	0	1	Y
21.	College of Haringey Enfield and North East London	1	C1	0	1	N
22.	Community Concept	1	C1	0	1	N
23.	Creative Engagement Youth Ltd	2	C2	0	2	N
24.	Devon Close Pre School	1	C1	0	1	N
25.	Dinosaurs Playgroup	1	B1	1	0	Y
26.	Embrace UK	1	C1	0	1	N
27.	Esqua	1	C1	0	1	Y
28.	Ezer Leyoldos	1	A1	1	0	Y
29.	Film Skool Deluxe	1	C1	0	1	N

Ref	Name of Provider	Number of Projects Funded in 2010-11	Proposal based on Draft CYPS Criteria as applied in the letter to organisations dated 18 February 2011 Minded to Maintain Funding - A / plus number Minded to Reduce Funding - B / plus number Minded to Cease Funding - C / plus number	No. of Projects Funded 2011-12	No. of Projects NOT Funded 2011-12	Organisations who Responded to CYPS Criteria & Judgement Y/N
30.	Footpath Films Ltd	1	C1	0	1	N
31.	Formula UK	1	C1	0	1	N
32.	Free the Child	1	C1	0	1	N
33.	Fun4all Community Project	2	C2	0	2	N
34.	Haringey Education Business Partnership	2	C2	0	2	N
35.	Haringey Shed	5	A2 C3	2	3	Y
36.	Haringey Wrestling Club	2	C2	0	2	N
37.	High Cross Playgroup	1	C1	0	1	Y
38.	Higher Heights Youth & Community Organisation	1	C1	0	1	N
39.	Hilltop Playgroup	1	C1	0	1	N
40.	Hornsey Ridge Playgroup	1	C1	0	1	N
41.	Ilse Amlot Centre	1	C1	0	1	N
42.	Keep it Simple Training	1	C1	0	1	N
43.	Kid City	1	C1	0	1	Y
44.	Kori Arts	1	C1	0	1	N
45.	Kurdish Community Centre	1	C1	0	1	N
46.	Lubavitch Nursery	1	B1	1	0	N
47.	Markfield Project	7	A5 C2	5	2	Y
48.	Moving Mountains Ltd	1	C1	0	1	N
49.	My Muzik	2	C2	0	2	N
50.	North London Garage Group Training Agency	1	C1	0	1	N
51.	Pavilion Pre-School	1	C1	0	1	N
52.	PEEC	1	C1	0	1	Y
53.	Phoenix Community Care	1	A1	1	0	N
54.	Rainbow Playgroup	1	C1	0	1	Y
55.	Resources for Autism	1	A1	1	0	N
56.	Ruff Diamond Entertainment	1	C1	0	1	N
57.	S Pinter Youth Project	1	C1	0	1	N
58.	SABA UK Unsigned	3	C3	0	3	N
59.	Samafal Somali Women's Association	1	C1	0	1	Y
60.	Sand Bunker Community Centre	1	C1	0	1	N
61.	SAS Positive Activities Ltd	2	C2	0	2	Y
62.	Sorag Carers & Special Needs Project	1	A1	1	0	N

Ref	Name of Provider	Number of Projects Funded in 2010-11	Proposal based on Draft CYPS Criteria as applied in the letter to organisations dated 18 February 2011 Minded to Maintain Funding - A / plus number Minded to Reduce Funding - B / plus number Minded to Cease Funding - C / plus number	No. of Projects Funded 2011-12	No. of Projects NOT Funded 2011-12	Organisations who Responded to CYPS Criteria & Judgement Y/N
63.	St James Pre School Playgroup	1	C1	0	1	N
64.	Stationers Playgroup	1	C1	0	1	Y
65.	Step by Step	2	A2	2	0	N
66.	Teens and Toddlers, COUI UK	1	B1	1	0	N
67.	The London DJ & MC Academy Ltd	1	C1	0	1	N
68.	The National Autistic Society - Ladbroke Grove Centre	1	A1	1	0	Y
69.	Tottenham green Under Fives' Centre	1	B1	1	0	Y
70.	Tree House	1	A1	1	0	Y
71.	West Green Playgroup	1	C1	0	1	N
72.	Whizz Kidz	1	A1	1	0	N
73.	Wood Green Pre-School Playgroup	1	C1	0	1	N
74.	Wood Green Salvation Army Playgroup	1	C1	0	1	N
75.	Yaladenu pre school	1	C1	0	1	Y
76.	Yesodah Hatorah Nursery	1	B1	1	0	N
77.	Young Stars Club	1	C1	0	1	N
78.	Youth Direct	1	C1	0	1	N
79.	Haringey Citizen Advice Bureau	1	A1	1	0	Y
Total		102		31	71	

APPENDIX F

Summary of Organisations responses to the Third Sector consultation on the criteria and its application as at Appendix A-C	Local Authority Response
<p>1.</p> <p><u>Feedback to the consultation process</u></p> <ul style="list-style-type: none"> • The consultation period is considerably less than that recommended in the Local Compact guidance. The short timeframe as stated in the letter dated 18th Feb was not necessary given that the detailed local authority financial settlement was released by the Government in December 2010. There are examples of local authorities who have completed equivalent consultation exercises on potential cuts to services well before the local authority settlements were announced. • The short consultation period presents particular equalities issues for organisations whose service users have complex needs, for example, disabilities. The consultation with service users has not taken this into account. • The late consultation and decision making process has left insufficient time for organisations to secure alternative sources of funding. It has also made planning services beyond March 2011 problematic. Even for services that CYPS is proposing to fund, the uncertainty created by the process means that families may experience a break in essential services that there is a statutory duty for CYPS to provide. For example, agreeing staffing arrangements, transport arrangements and undertaking children's needs assessments 	<ul style="list-style-type: none"> • This is specifically addressed in the report. Decisions about funding for these organisations could not be taken in isolation; they were part of an overall strategy to save £41m at very short notice. The consultation started as soon as was possible given those constraints. We do understand that the timescales are challenging for the organisations concerned. • CYPS consulted with HAVCO's Children and Young People's Theme Board and as a result extended the consultation to enable engagement with service users with more complex needs. • To mitigate against the uncertainty caused by the extension of the consultation and the potential for a break in service for statutory services, a two month contract extension was arranged for relevant contracts.

Summary of Organisations responses to the Third Sector consultation on the criteria and its application as at Appendix A-C	Local Authority Response
has been difficult.	
<p>2.</p> <p><u>Childcare Sufficiency</u></p> <ul style="list-style-type: none"> The criteria and judgements that have been applied are unfair as they do not allow a full range of services and will effectively make childcare unaffordable. 	<p>The rationale is an anticipated increase in funding for the majority of childcare settings involved in this process through the introduction of the Council's Early Years Single Funding Formula from April 2011. For those organisations where sustainability is anticipated to be a problem under the new funding system, a reduced rate of funding to support sustainability has been allocated through this process.</p>
<p>3.</p> <p><u>Ensure services for individual children and young people at Level 4</u></p> <ul style="list-style-type: none"> Some organisations work with level 4 children but the predominant number of their service users are below level 4 and as such, the provisional application of the criteria has resulted in the proposal not to fund them in 2011/12. This means that these level 4 service users will not receive that service even though resources are being targeted at them. How will the Council ensure that these service users receive the services to which they are entitled? 	<p>It is recognised that this as an important issue. The Council is dedicated to ensuring that all children in the borough who are judged to be at level 4 on the continuum of need have access to an appropriate level of service. This will be ensured via the appropriate assessment processes.</p> <p>Where organisations judge a child to have a high level of need, the Council will work with those organisations to ensure that children and young people are appropriately assessed and consequently are able to access services that meet those needs. This may mean that organisations whose funding has been reduced through this process may receive funding, however, this will be dependent on the individual child(ren) assessment.</p> <p>CYPS will continue with Aiming High and will target children at level 4 through this initiative. Future contracts resulting from commissioning processes will prioritise</p>

Summary of Organisations responses to the Third Sector consultation on the criteria and its application as at Appendix A-C	Local Authority Response
	<p>service users at level 4.</p> <p>Further to this, a commissioning process will be undertaken to identify providers that can address the needs of children and young people at level 4. CYPS will be issuing a specification how it will expect organisations to meet the needs of children and young people at level 4. Providers who meet the requirements set out in the guidance will be able to apply for funding.</p>
<p>4.</p> <p><u>Services that work predominantly with service users at Level 3 and below</u></p> <ul style="list-style-type: none"> • Some organisations have expressed concern about differentiating between Level 3 and Level 4 on the triangle. To withdraw funding at Level 3 may mean that some of the most vulnerable children will be pushed into crisis situations and the number of Level 4 risk children will increase. • Children with Autism are likely to fall at level 3 in the continuum of need and intervention. If Haringey Council decides that this group will no longer be entitled to funding, it is unclear how the council will avoid challenge through the courts as they may be found to have a legal duty under section 17 of the Children's Act to provide services for children who are in need. • Many children with autism may be able to attend universal services but only if they are provided with specialist support. For example, a 	<p>CYPS will support schools, other extended school providers and third sector organisations by providing advice on access arrangements and training to enable them to continue to provide for children and young people at level 3. This, it is hoped, will mitigate against the possibility of these children rising into the level 4 category.</p> <p>Organisations have requested assurances that those children on the autistic spectrum that do not necessarily have level 4 needs will continue to receive support to stay healthy and safe. Children on the autistic spectrum may range within the levels on the triangle. The CYPS considers that it has duty to children on the autistic spectrum by virtue of the Aiming High strategy and also because of its Equality Act 2010 duty, and will prioritise resources accordingly so that it effectively discharges its statutory duty to meet the needs of this group.</p> <ul style="list-style-type: none"> • The Aiming High programme will continue and will support children and young people with complex needs, for example children with

Summary of Organisations responses to the Third Sector consultation on the criteria and its application as at Appendix A-C	Local Authority Response
<p>young person might be able to attend a youth club if there are accompanied by an appropriate professional. What steps will be taken to ensure that in such instances, users are able to access universal services?</p>	<p>Autism, to access universal, targeted and specialist services.</p> <ul style="list-style-type: none"> • Further to this, the Council is negotiating with a number of schools to arrange the delivery of after school childcare. It is anticipated that schools will work with children at all levels of the triangle thus ensuring access to universal services for all users, irrespective of their level of need.
<p>5.</p> <p><u>Nurseries & Playgroups</u></p> <ul style="list-style-type: none"> • Nurseries have had difficulty in estimating the effect of these proposals because they have not had definitive information on the total allocation that they will receive through the Early Years Single Funding Formula. • How has the Early Years Single Funding Formula been applied and why was notification of funding allocation issued at such a late date? 	<p>The rationale is an anticipated increase in funding into the organisation with the introduction of the Council's Early Years Single Funding Formula from April 2011. As such there is no perceived risk to organisations. Where there is a perceived risk for organisations with regards to sustainability, an appropriate level of funding has been proposed to ensure sustainability.</p> <p>The introduction of the Early Years Single Funding Formula (EYSFF) is a significant change in the way the Council funds private, voluntary and independent organisations (PVI). Formulating it required extensive data collection from schools and PVIs and this was used to arrive at the final indicative allocation of each service provider.</p> <p>The free entitlement is now a maximum of 15 hours per week over at least 38 weeks per year for all three and four year olds, free at the point of delivery. This requirement came into force nationally in September 2010.</p> <p>The EYSFF will alter the distribution of resources between maintained and non-maintained settings. Take-up of places is greater in areas that are more affluent and</p>

Summary of Organisations responses to the Third Sector consultation on the criteria and its application as at Appendix A-C	Local Authority Response
<ul style="list-style-type: none"> A local nursery is stating that they are the only nursery serving the Jewish community of the borough. Removing its grant will mean therefore that there is no council support for the nursery education of this significant minority community. 	<p>this will affect the distribution of resources within the borough. We intend to mitigate this by the use of a deprivation factor and by the targeting of resources for children most in need.</p> <p>CYPS is proposing to fund the following two Orthodox Jewish organisations at a reduced rate that will ensure sustainability. Children from the Orthodox Jewish Community who cannot access other provision will continue to access early years provision through these two nurseries. Non-orthodox Jewish children will be able to access mainstream provision. A Childcare Sufficiency Audit has been undertaken to ensure sufficient childcare places are available.</p>
<p>6.</p> <p><u>Sustainability of Nursery and Playgroup settings</u></p> <p>Proposals acknowledge that there may be a serious risk to the council's ability to meet its statutory duty of providing sufficient childcare if funding is totally withdrawn – an immediate reduction of 50% and 30% has been proposed for some organisations.</p> <p>The reduction is not phased. What is the rationale for implementing these reductions?</p> <p>How do these cuts compare to funding reductions for other providers?</p> <p>What actions have been taken to assess the impact of such a reduction in funding at short notice?</p>	<p>Having applied the CYPS criteria the proposed ceasing of funding is in line with reductions to other providers. Assessments have taken into account the application of the Early Years Single Funding Formula as outlined in point 5.</p> <p>Given the application of a reduction to the levels of grant funding available to the EY service from April 2011, there has been little scope for a phased reduction to funding.</p> <p>This point is noted. Unfortunately due to reductions the in the levels of funding available to the local authority 2011, in most cases the Council is minded to cease funding to service providers as they will now be in receipt of the EYSFF.</p> <p>The financial viability has also been assessed and of those organisations where there is a serious risk that to withdraw funding would threaten the</p>

Summary of Organisations responses to the Third Sector consultation on the criteria and its application as at Appendix A-C	Local Authority Response
	Council's ability to meet its statutory duties. For these organisations funding has been reduced to mitigate against this risk.

Appendix G

Service Users Response to Consultation

Service user questionnaires were distributed and attached to these were details of the funding proposals for the organisation from which they received a service. Officers also endeavoured to arrange to visit settings to consult directly with service users. Consequently, two officers visited Markfield and Haringey Shed and discussed the potential impact of the proposals detailed here with service users.

Response rates and responses to the questionnaire are set out in the table below. Organisations are divided between the eight themes running throughout this EIA.

Name of Provider	Number of user responses	Service User response
1. Early Years and Childcare		
101 Playgroup	40	<p>Service users strongly oppose the proposal to reduce or cease funding in some instances. 60% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Overall respondents felt that there was limited provision in the area. Children would have to travel further and pay more to go to private nurseries. Some children would lose out on early years development and have to wait until they started school.</p>
345 Pre-school Church crescent	Nil return	
345 Pre-school Springfield	Nil return	
345 Pre-school Tetherdown	7	<p>Service users strongly oppose the proposal to reduce or cease funding in some instances. 100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that if funding is cut, this pre-school, which already struggles financially, will have to charge a higher contribution fee, making it unaffordable for parents.</p>

Name of Provider	Number of user responses	Service User response
African Caribbean Day Nursery	9	<p>Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>88% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users at this organisation stated that it offers a unique service, not found anywhere else in the local community. Users also commented that it creates an environment for children to advance through their educational and personal growth whilst developing a positive self image through cultural education.</p>
Chestnuts Pre-School	2	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that without this preschool, children would experience difficulty achieving at school in the reception year. Users also commented that the services Chestnuts provides are valuable because they enable children to develop social and emotional skills and also begin to study the subjects they will be taught in reception at school.</p>
Devon Close Pre School	Nil return	
Dinosaurs Playgroup	1	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease</p>

Name of Provider	Number of user responses	Service User response
		<p>funding to organisations in some instances.</p> <p>Service users commented that Dinosaurs Playgroup is a splendid centre that is well equipped and is in a location which is popular with the parents who use the playgroup. They also commented that it is inexpensive to maintain, meaning that reducing its funding represents an insignificant saving. However, they commented, the loss to the community's children's provision would be great.</p>
High Cross Playgroup	9	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users of this playgroup commented that the proposals would affect lone parents wishing to access work/training. Users also commented that the care provided by all staff at High Cross Playgroup is helpful and that the playgroup provides a safe and secure place for children to learn and play.</p>
Hilltop Playgroup	3	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances. 67% of respondents were unsure of Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that the playgroup relies heavily on funding to run effectively and to purchase much needed resources for the children as well</p>

Name of Provider	Number of user responses	Service User response
		as to pay the rent and staffing costs. Users also commented that the playgroup is a community playgroup and that there is no other playgroup nearby to support and provide pre-school education for children.
Hornsey Ridge Playgroup	Nil return	
Ilse Amlot Centre	24	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>54% of respondents said that they understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users also commented that this service is important for parents wanting to get back into work and that parents should be encouraged and supported to do so. Users commented that parents should be provided with the necessary resources to enable them to work.</p> <p>Many service users also commented that their children access this service on a daily basis, Mon-Fri 9am-12pm and that this has allowed their children to enhance their social skills, to socialise and to develop.</p>
Lubavitch Nursery	Nil return	
Pavilion Pre-School	Nil return	
Rainbow Playgroup	16	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents said that they understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p>

Name of Provider	Number of user responses	Service User response
		Users also commented that without places like Rainbow, which has excellent staff, and the 2 Year Old Pilot scheme, they will receive a significantly reduced level of support. Users said that cheaper childcare for single parents is important.
St James Pre School Playgroup	Nil return	
Stationers Playgroup	12	<p>100% Service users strongly oppose the proposal to reduce or cease funding to organisations in some instances.</p> <p>67% of respondents said that they understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that this service already relies heavily upon help from parents and that, if funding is reduced, it may well have to close down because there will not be enough staff to support the children.</p>
Tottenham green Under Fives' Centre	18	<p>94% Service users strongly oppose the proposal to reduce or cease funding in some instances whilst 6% opposed.</p> <p>67% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that a reduced level of service may mean that it is likely that this nursery will have to reduce its provision by, for example, stopping the 2 Year Old Pilot scheme. Children taking part in the pilot are mainly referred by social services. As such, many of these children have a high level of need.</p>

Name of Provider	Number of user responses	Service User response
West Green Playgroup	Nil return	
Wood Green Pre-School Playgroup	10	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>90% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users also commented that the playgroup provides an affordable play scheme where children can learn essential socialising skills and take their first steps towards schooling and independence in a welcoming environment.</p>
Wood Green Salvation Army Playgroup	7	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>28% of respondents said that they understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users also commented that this playgroup is central to the community and that it represents the community's values, beliefs and morality and provides good childcare. Users also commented that they believe, in their knowledge and experience as playgroup leaders, that what this playgroup offers is equal to services provided by "better funded" playgroups.</p>
Yeladenu pre school	9	<p>89% of service users strongly oppose the proposal to reduce or cease funding in some instances. 11% opposed.</p> <p>28% of respondents understood Haringey Council's reasons for proposing to reduce or cease</p>

Name of Provider	Number of user responses	Service User response
		<p>funding to organisations in some instances.</p> <p>Users commented that there are few excellent nurseries like this that understand child development. Stopping funding for a centre like this will make it unaffordable for many families and will mean that they have to use state funded nurseries. This is one of the few Jewish Nurseries in the area and supports children to learn about their religion and culture whilst learning about those of others.</p>
Yesodah Hatorah Nursery	Nil return	
2. Activities for Young People		
Access to Sports Project	Nil return	
African Women's Welfare Group	9	<p>Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents were unsure of Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Respondents commented that they value the mentoring programmes and the opportunities it creates to increase self confidence. The youth group at AWWG provides services that, it is felt, are greatly needed in the local community and enables youths to become positive, pro-active role models.</p>
Ascend	Nil return	
ATG Entertainment Group	Nil return	
AUC UK	15	86% services users strongly oppose the proposal to reduce or cease funding in some instances.

Name of Provider	Number of user responses	Service User response
		<p>14% opposed.</p> <p>Half of respondents were unsure of why Haringey Council is proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that this service is so important. It has supported people to build a strong relationship with their parents and friends and has consequently made them feel happier and less bored.</p>
Besiktas FC	Nil return	
Black Arts Production Theatre	Nil return	
BME Carers Support Service	9	<p>77% Service users strongly oppose the proposal to reduce or cease funding in some instances. 23% opposed. The majority of responses related to the holiday play-scheme provided by this organisation.</p> <p>Half of respondents were unsure of Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that the play-scheme provides services for children with disabilities a good opportunity to socialise with others and give parents and carers a break</p>
Burrokeets UK	Nil return	
Community Concept	Nil return	
Embrace UK	Nil return	
Esqua	Nil return	
Film Skool Deluxe	Nil return	
Footpath Films Ltd	Nil return	

Name of Provider	Number of user responses	Service User response
Formula UK	Nil return	
Free the Child	10	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that they strongly oppose the proposals because it will affect their way of life because without the youth club they will become bored. It was stated that service users will go back on the streets if this service is cut which may lead them to become involved with crime.</p>
Fun4all Community Project	Nil return	
Haringey Wrestling Club	Nil return	
Higher Heights Youth & Community Organisation	1	<p>100% Service users strongly oppose the proposal to reduce or cease funding organisations in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that the annual summer sports camp is beneficial because the participation is diverse and represents Haringey diverse community. Comments were also made about the benefit of the training provided by this organisation because it helps young people develop their social and emotional skills.</p>
Kori Arts	Nil return	

Name of Provider	Number of user responses	Service User response
Moving Mountains Ltd	Nil return	
My Muzik	Nil return	
Ruff Diamond Entertainment	Nil return	
S Pinter Youth Project	Nil return	
Sand Bunker Community Centre	14	<p>100% of service users strongly oppose the proposal to reduce or cease funding to some in some instances.</p> <p>7% of respondents said that they understood why Haringey Council is proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that many young people that hang around on estates have limited access to activities. This youth club is limited to opening once a week as it does not have enough volunteers. Users asked where young people will be expected to go if this organisation receives no funding.</p>
SAS Positive Activities Ltd	20	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>35% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Services users commented that this service enables them to gain confidence, learn self-defence, and provides opportunities to socialise, meet new people. As such, it prevents them from becoming involved with gangs.</p>
The London DJ & MC Academy Ltd	Nil return	

Name of Provider	Number of user responses	Service User response
Young Stars Club	Nil return	
Youth Direct	Nil return	
3. Disabilities and Special Educational Needs		
Action for Kids	Nil return	
Kid City	Nil return	
Resources for Autism	8	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>25% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Some service users commented that they did not understand why the Council is proposing to cut services for the most needy and most vulnerable people who have no bargaining power. Users said that they need the service to be there and that it needs to be understanding, flexible and tailored to users' needs. More services, not fewer are required for this group.</p>
Sorag Carers & Special Needs Project	Nil return	
Step by Step	6	<p>100% of service users strongly support the proposal.</p> <p>50% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that they would not be able to cope without this service. An end to this service would damage home</p>

Name of Provider	Number of user responses	Service User response
		environments. Comments were also made that the children accessing the service would become bored, upset and would be deprived of the chance to socialise.
The National Autistic Society - Ladbroke Grove Centre	4	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reason for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that services for children with disabilities should not be cut. These children need stimulation and help to achieve their full potential thereby reducing their 'burden on the state' in adult life. Also, families often rely on respite from the council.</p> <p>Funding to respite is essential to prevent family breakdown and facilitate families being able to continue working. If were to stop service users have stated that they may have to give up work.</p>
Tree House	3	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances. 6% opposed.</p> <p>33% of respondents understood why Haringey Council is proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that Tree House School provides a specialist educational system of learning which has proven to be the only effective approach in meeting my child's needs. No other provision follows the</p>

Name of Provider	Number of user responses	Service User response
		principles of ABA to the same extent as Tree House.
Whizz Kidz	Nil return	
Haringey Shed	29	<p>83% Service users strongly oppose the proposal to reduce or cease funding in some instances. 7% opposed. 7% Strongly supported. 3% neither supported nor opposed.</p> <p>The majority of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that for children and young people with autism it is difficult, if not near impossible to find activities they will enjoy and feel thoroughly including in without prejudice and judgement from those without special needs. They do, however, find this at Haringey Shed.</p>
Markfield Project	1	<p>This respondent strongly opposed the proposal to reduce or cease funding in some instances.</p> <p>This respondent did not understand Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>They commented that they did understand the need to reduce spending. They did not think, however, that this needed to be done by cutting funding to organisations like Markfield who are providing services to disabled children and the vulnerable children who need help most.</p>
4. Family Support		

Name of Provider	Number of user responses	Service User response
Caris Haringey	Nil return	
Ezer Leyoldos	3	<p>67% Service users strongly oppose the proposal to reduce or cease funding in some instances. 33% opposed.</p> <p>67% of respondents were unsure of Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that they are happy with the service they receive from this organisation.</p>
Kurdish Community Centre	Nil return	
PEEC	46	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>43% of respondents understood Haringey Council's reasons for reducing or ceasing funding to organisations in some instances.</p> <p>Respondents commented that they disagreed with the cut in funding to this organisation because it is the only organisation providing a service for the Polish community. Users commented that they would have nowhere to go to access support in the early stages of family life.</p>
Samafal Somali Women's Association	37	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>59% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that the implementation of proposals will have a huge impact on their</p>

Name of Provider	Number of user responses	Service User response
		community because will not be able to get support anywhere else.
Haringey Citizen Advice Bureau	Nil return	
5. 14 – 19 Education		
College of Haringey Enfield and North East London	Nil return	
Haringey Education Business Partnership	Nil return	
Keep it Simple Training	7	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>42% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that if funding is reduced, it will directly impact on service users' ability to realise their personal goals and achieve qualifications.</p>
North London Garage Group Training Agency	Nil return	
6. Children in Care		
Action for Children	Nil return	
Barnardo's Services Limited	Nil return	
Phoenix Community Care	Nil return	
7. Youth Offending		
Catch 22 (formerly RPS Rainer)	Nil return	
8. Teenage Pregnancy and Parenthood		
Teens and Toddlers, COUI UK	Nil return	
Organisations Fitting within More than one Category		
Creative Engagement Youth Ltd	Nil return	

Name of Provider	Number of user responses	Service User response
SABA UK Unsigned	Nil return	
Unidentified Organisations	10	

APPENDIX H

See attached Equalities Impact Assessment

Equality Impact Assessment of Criteria to assess further funding plans for 2011-12 for the Children and Young People's Service
Criteria to assess further funding plans for 2011-12 for the Children and Young People's Service

Appendix I

See attached Equalities Impact Assessment

Equality Impact Assessment of Criteria to adopt and implement a Children and Young People's Specific approach to assessing commissioning of the Third Sector (and the private sector where appropriate).

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THRESHOLDS OF NEED AND SERVICE RESPONSES: GUIDANCE FOR STAFF

The following is a guide for practitioners and managers in every agency that works with, or is involved in, children, young people and their families. Its aim is to assist practitioners and managers in assessing and identifying a child's level of need, what type of services/resources may meet those needs and what processes to follow in moving from an assessment to a provision of services. It describes needs in terms of 'Tiers' - which is essentially a schematic way of helping to understand children's needs and how they could be met. It does not provide a rigid or concrete set of procedures – it is important that all agencies understand the needs of each individual child within their own context and realise that each child's situation is unique and specific to them. What follows is therefore a **guide to offer clarification**, not a rigid set of procedures.

In any tiered approach, the following is crucial to ensure a range of service provision is **available** to meet the range of need of children in the community and to ensure that the appropriate services are **accessed** to meet the range of need of children in the community. Everyone should understand that:

- children can and do move from one level to another;
- children in levels 2-4 also need and use universal services;
- repeated assessments should not be necessary to move children from one tier to another, and that children's stories can follow them as they progress through service provision;
- there will be some children - for example, those with complex needs – who should be enabled to move quickly and effortlessly to the required service response without necessarily going up through each level;
- for most children, the service aspiration is to secure them as low down the level of need as possible.

Below is Haringey's version of a continuum of need and intervention triangle similar to those found in other local authorities. For some children/young people it is clear where they fall on the continuum; for other children/young people a practitioner may need to use the Threshold Guidance in the appendix to try to decide whether or not the child/young person has additional needs, and where they might fall on the continuum; this process can help decide whether a CAF would be appropriate, to help further clarify need and appropriate response.

Together we ensure that every child matters

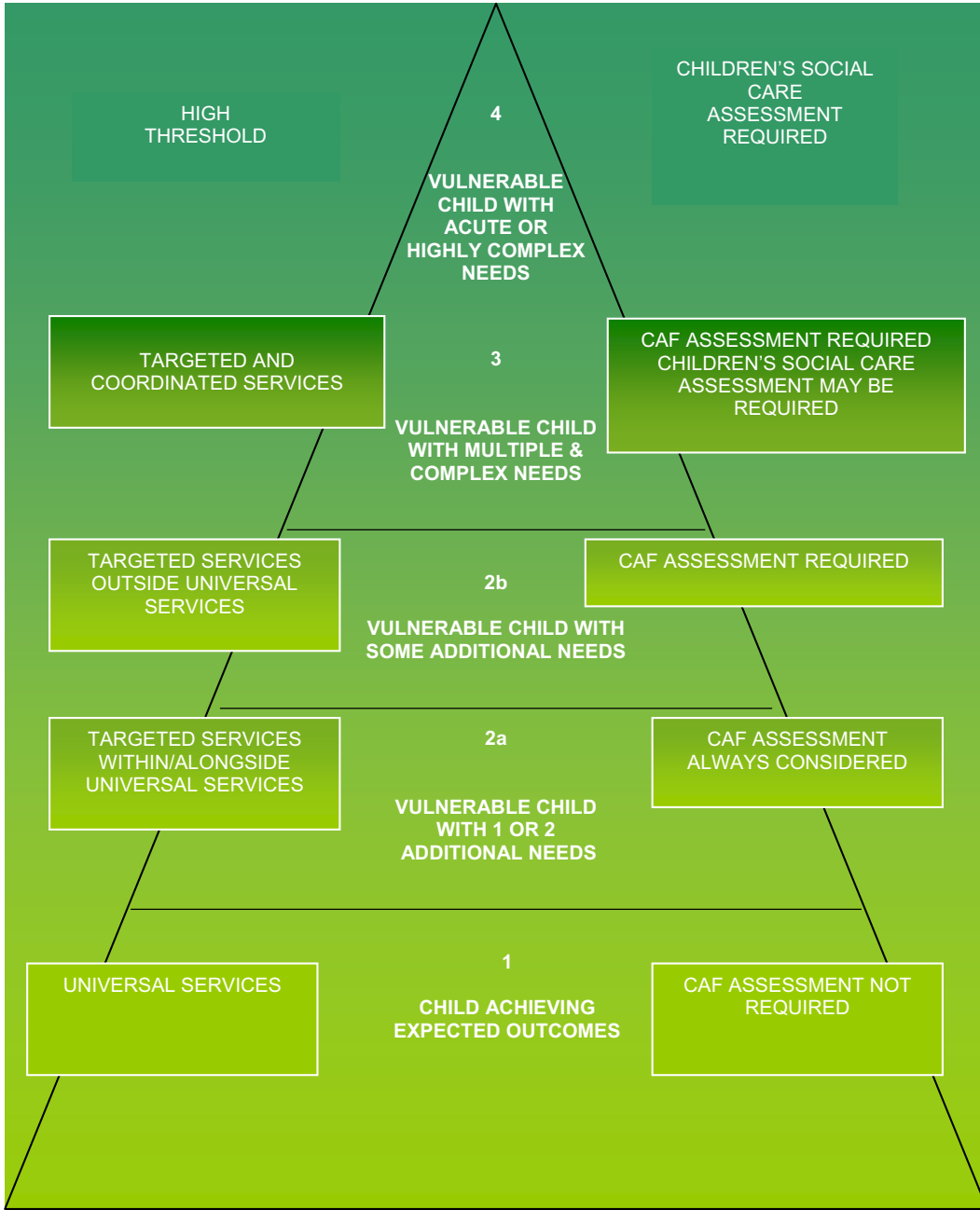
Sometimes it is only by completing a CAF that practitioners can gain a clear understanding of the child or young person's level of need and what would be the appropriate service response.

Just because a child is assessed at a point in time as meeting certain threshold criteria does not mean that they always will. An assessment is an on-going process, not an event; children and young people's needs often change over time and may cross different levels, i.e., high in some areas and low in others. The age of the child/young person and protective factors that may enhance resilience are also important contributory factors. Of central importance in understanding where a child's needs might lie on this continuum, is the cooperation and engagement of the parents and carers – a lack of cooperation or appreciation about the concern may of itself raise the level of the need and required response.

Most children and young people's needs will be met through universal services (Level 1) – for example, schools, youth services, GP surgeries – as well as from support from within the family, friendship, and community networks. A relatively very small number of children and young people, at risk of significant harm or significant impairment to health or development, require specialist support (Level 4), usually led by Children's Social Care.

In between Levels 1 and 4 are the vulnerable children/young people who have additional needs and are in need of targeted support. These children/young people's needs do not obviously rise to Level 4. Those in Level 3 will have met the criteria for assessment by social care – it will become a matter of judgment and consultation whether in fact their needs do need to be referred or can be met 'lower' down the hierarchy. Level 2 is where the majority of vulnerable children will have their needs assessed and met – it has been subdivided into (a) and (b) to reflect this fact and to acknowledge that some children actually sit just above universal provision and some sit only just under entry into social care. Some of the children who are most at risk are those that sit just below one or more thresholds and any assessment should be mindful of this.

HARINGEY CONTINUUM OF NEED AND INTERVENTION



Refer directly to Children's Social Care (Level 4) straightaway with any concerns that a child/young person has suffered or may be at immediate or acute risk of suffering

Your intervention should be designed to reduce the risk factors and increase the protective factors the child/young person is subject to

SAFEGUARDING CHILDREN: CONTINUUM OF NEED AND INTERVENTION

<p>4.VULNERABLE CHILD WITH ACUTE OR HIGHLY COMPLEX NEEDS</p>	<ul style="list-style-type: none"> • <i>Has suffered or is at risk of suffering significant harm/significant impairment to health or development</i> • <i>Children who are at risk if they remain at home. Children requiring specialist and integrated support. Allegations of abuse physical, sexual, emotional or neglect. <u>Children who fall into this category will always need an immediate referral to Social Care and/or the Police</u> and the Pan London Child Protection Procedures must be followed.</i> • <i><u>Assessment:</u> Assessing the needs of children in this category is almost always initiated by a Section 47 investigation, will be directed by a Strategy meeting or Discussion with the Police CAIT and which may lead to the completion of a core assessment and the convening of a an Initial Child protection Case Conference.</i> • <i><u>Service Provision:</u> Service provision will generally take the form of a child protection plan or a care plan for a child in care. Service plans will be constructed and reviewed within Child protection Conferences or Children in Care Reviews and other statutory planning fora.</i>
<p>3. VULNERABLE CHILD WITH MULTIPLE AND COMPLEX NEEDS</p>	<ul style="list-style-type: none"> • <i>Children in this category may have crossed the threshold into social care as defined by the Children Act and are or may be children in need.</i> • <i>Children in this category are the ‘blue folders’ as assessed by health</i> • <i>Before referring to social care, ask what their involvement will add to the intervention</i> • <i>If in doubt, always contact the First Response Service in Children and Families for advice and consultation</i> • <i><u>Assessment:</u> CAF Assessment, Lead Professional and Team around the Child may already be in place – if not, consideration should always be given to them. If social care takes the lead, they will complete an assessment under the Department of Health’s Framework for Assessment, which must be completed within seven working days of the referral. If a CAF has been undertaken it will feed into the Initial Assessment. Social Care may initiate a Core Assessment if the child/young person’s needs cannot be fully identified from the Initial Assessment</i> • <i><u>Service Provision:</u> services to children will either be developed by the borough-wide CAF Panel, the social care Safeguarding Panel or through children in need planning</i>
<p>2 (B) VULNERABLE CHILDREN WITH SOME</p>	<ul style="list-style-type: none"> • <i><u>Assessment:</u> CAF assessments are always required for these children. The CAF may lead to the identification of a Lead Professional and a team around the child response.</i>

ADDITIONAL NEEDS	<ul style="list-style-type: none"> <i><u>Service provision:</u> Will be developed either through the network CAF panels or the borough wide panel depending on complexity of need and range of service provision required.</i>
2 (A) VULNERABLE CHILDREN WITH ONE OR TWO ADDITIONAL NEEDS	<ul style="list-style-type: none"> <i><u>Assessment:</u> If a child's needs have been identified and can be met by the agency with the concern, it is not always necessary to complete a CAF. However, it should always be considered</i> <i><u>Service Provision:</u> if additional services are required then the network panels will oversee their coordination and delivery</i>
1. CHILD ACHIEVING EXPECTED OUTCOMES	<ul style="list-style-type: none"> <i>Most children's or young people's needs are met by universal services alone</i> <i>Some children may require a slight amendment or addition from those universal services to ensure their needs are well met</i>

WHEN WOULD I CONSIDER REFERRING TO CHILDREN'S SOCIAL CARE?

PHYSICAL ABUSE	An act of physical aggression causing injury to a child, even if the injury was unintended
SEXUAL ABUSE	Includes any violation of the child's bodily privacy. Includes exposure of the child to adult sexuality
EMOTIONAL ABUSE	An attitude, behaviour, or failure to act that represents a risk to a child's emotional or social development; it is almost always present when another form of abuse is found. It might include exposing the child to physical violence, ignoring or rejecting the child.
NEGLECT	A pattern of failing to provide for a child's physical, emotional, or educational need. A single act of neglect might not constitute abuse but repeated acts of neglect do constitute abuse. The most common form of abuse but the most difficult to identify as it is an act of omission.

Risks to a child/young person's health or development can be of broadly two kinds:

- Abuse or ill-treatment causing an immediate and acute risk of significant harm to the child/young person's health or development*
- A chronic and long-term risk of harm to the child's health or development*

Appendix 1: Threshold Guidance

The following is a guide only. In particular, the examples of indicators can only offer a sense of the threshold. Degrees of severity and combinations of indicators for individual children need to be understood and assessed. The examples cannot be a substitute for professional judgment.

Level 4: Vulnerable Child with Acute or Highly Complex Needs	
<p>Developmental needs of infant/child/ young person</p> <p>Health</p> <ul style="list-style-type: none"> • Has severe / chronic health problems • Persistent substance misuse, smoking • Developmental milestones unlikely to be met • Early teenage pregnancy • Serious mental health issues • Dental decay & no access to treatment • Sexual exploitation/ abuse <p>Education & Learning</p> <ul style="list-style-type: none"> • Is out of school • Permanently excluded from school or at risk of permanent exclusion • Has no access to leisure activities <p>Emotional & Behavioural Development</p> <ul style="list-style-type: none"> • Regularly involved in anti-social/ criminal activities • Puts self or others in danger – missing • Suffers from periods of depression • Self-harming or suicide attempts <p>Identity</p> <ul style="list-style-type: none"> • Experiences persistent discrimination, e.g. on the basis of ethnicity, sexual orientation or disability • Is socially isolated & lacks appropriate role models • Alienates self from others <p>Family & Social Relationships</p> <ul style="list-style-type: none"> • Periods of being accommodated by Local Authority • Family breakdown related in some way to child's behavioural difficulties • Subject to physical, emotional or sexual abuse/ neglect • Is main carer for family member <p>Social Presentation</p> <ul style="list-style-type: none"> • Poor & inappropriate self-presentation <p>Self-care Skills</p> <p>Neglects to use self-care skills due to alternative priorities, e.g. substance misuse</p>	<p>Parent & Carer Factors</p> <p>Basic Care</p> <ul style="list-style-type: none"> • Parents unable to provide “good enough” parenting that is adequate & safe • Parents' mental health problems or substance misuse significantly affect care of child • Parents unable to care for previous children <p>Ensuring Safety</p> <ul style="list-style-type: none"> • There is an instability & violence in the home continually • Parents are involved in crime • Parents unable to keep child safe • Victim of crime <p>Emotional Warmth</p> <ul style="list-style-type: none"> • Parents inconsistent, highly critical or apathetic towards child <p>Stimulation</p> <ul style="list-style-type: none"> • No constructive leisure time or guided play <p>Guidance & Boundaries</p> <ul style="list-style-type: none"> • No effective boundaries set by parents Regularly behaves in an anti-social way in the neighbourhood <p>Stability</p> <ul style="list-style-type: none"> • Beyond parental control • Has no-one to care for him/ her <p>Family & Environment Factors</p> <p>Family History & Functioning</p> <ul style="list-style-type: none"> • Significant parental discord & persistent domestic violence • Poor relationships between siblings <p>Wider Family</p> <ul style="list-style-type: none"> • No effective support from extended family • Destructive/ unhelpful involvement from extended family <p>Housing</p> <ul style="list-style-type: none"> • Physical accommodation places child in danger <p>Employment</p> <ul style="list-style-type: none"> • Chronic unemployment that has severely affected parents' own identities • Family unable to gain employment due to significant lack of basic skills or long-term difficulties e.g. substance misuse <p>Income</p> <ul style="list-style-type: none"> • Extreme poverty/ debt impacting on ability to care for child <p>Family's Social Integration</p> <ul style="list-style-type: none"> • Family chronically socially excluded • No supportive network <p>Community Resources</p> <ul style="list-style-type: none"> • Poor quality services with long-term difficulties with accessing target populations

Level 3: Vulnerable Child with Multiple and Complex Needs

Developmental needs of infant/child/ young person

Health

- Concerns re: diet, hygiene, clothing
- Has some chronic health problems
- Missed routine & non-routine health appointments
- Overweight/ underweight/ enuresis
- Smokes, substance misuse
- Developmental milestones are unlikely to be met
- Some concerns around mental health

Education & Learning

- Identified learning needs & may have Statement of Special Ed. Needs Not achieving key stage benchmarks
- Poor school attendance/ punctuality
- Some fixed term exclusions
- No interests/ skills displayed

Emotional & Behavioural Development

- Difficulty coping with anger, frustration & upset
- Disruptive/ challenging behaviour
- Cannot manage change
- Unable to demonstrate empathy

Identity

- Subject to discrimination – racial, sexual or due to disabilities Demonstrates significantly low self-esteem in a range of situations

Family & Social Relationships

- Has lack of positive role models
- Misses school or leisure activities
- Peers also involved in challenging behaviour
- Involved in conflicts with peers/ siblings
- Regularly needed to care for another family member

Social Presentation

- Is provocative in behaviour/ appearance
- Clothing is regularly unwashed
- Hygiene problems

Self-care Skills

- Poor self-care for age – hygiene
- Precociously able to care for self

Parent & Carer Factors

Basic Care

- Difficult to engage parents with services
- Parent is struggling to provide adequate care
- Previously a LAC child
- Professionals have serious concerns

Ensuring Safety

- Perceived to be a problem by parent
- May be subject to neglect
- Experiencing unsafe situations

Emotional Warmth

- Receives erratic/ inconsistent care
- Care is often poor quality
- Parental instability affects capacity to nurture
- Has no other positive relationships

Stimulation

- Not receiving +ve stimulation – lack of new experiences or activities

Guidance & Boundaries

- Erratic/ inadequate guidance provided
- Parent not a good role model by behaving in an anti-social way

Stability

- Has multiple carers
- Has been a LAC child

Family & Environment Factors

Family History & Functioning

- Incidents of domestic violence between parents
- Acrimonious divorce/ separation
- Family have serious physical & mental health difficulties

Wider Family

- Family has poor relationship with extended family/ little communication
- Family is socially isolated

Housing

- Poor state of repair, temporary or overcrowded

Employment

- Parents stressed due to “overworking” or unemployment
- Parents find it difficult to obtain employment due to poor basic skills

Income

- Serious debts/ poverty impact on ability to have basic needs met

Family's Social Integration

- Parents socially excluded
- Lack of a support network

Community Resources

- Poor quality universal resources & access problems to these & targeted services

Level 2: Vulnerable Child with Some Additional Needs	
<p>Development needs of child/ young person</p> <p>Health</p> <ul style="list-style-type: none"> • Defaulting on immunisations/ checks • Is susceptible to minor health problems • Slow in reaching developmental milestones • Minor concerns re diet/ hygiene/ clothing • Starting to default on health appointments <p>Education & Learning</p> <ul style="list-style-type: none"> • Have some identified learning needs that place him/ her on “School Action” or “School Action Plus” of the Code of Practice • Poor punctuality • Pattern of regular school absences • Not always engaged in learning, e.g. poor concentration, low motivation & interest • Not thought to be reaching educational potential • Reduced access to books/ toys <p>Emotional & Behavioural Development</p> <ul style="list-style-type: none"> • Some difficulties with peer group relationships & with some adults Some evidence of inappropriate responses & actions • Can find managing change difficult • Starting to show difficulties expressing empathy <p>Identity</p> <ul style="list-style-type: none"> • Some insecurities around identity expressed, e.g. low self-esteem for learning • May experience bullying around ‘difference’ <p>Family & Social Relationships</p> <ul style="list-style-type: none"> • Some support from family & friends • Has some difficulties sustaining relationships <p>Social Presentation</p> <ul style="list-style-type: none"> • Can be over-friendly or withdrawn with strangers • Can be provocative in appearance & behaviour • Personal hygiene starting to be a problem <p>Self-care Skills</p> <ul style="list-style-type: none"> • Not always adequate self-care – poor hygiene • Slow to develop age appropriate self-care skills 	<p>Parent & Carer Factors</p> <p>Basic Care</p> <ul style="list-style-type: none"> • Parental engagement with services is poor • Parent requires advice on parenting issues • Professionals are beginning to have some concerns around child’s physical needs being met <p>Ensuring Safety</p> <ul style="list-style-type: none"> • Some exposure to dangerous situations in home/ community Parental stresses starting to affect ability to ensure child’s safety <p>Emotional warmth</p> <ul style="list-style-type: none"> • Inconsistent responses to child by parents • Able to develop other +ve relationships <p>Stimulation</p> <ul style="list-style-type: none"> • Spends much time alone • Child not exposed to new experiences <p>Guidance & Boundaries</p> <ul style="list-style-type: none"> • Can behave in an anti-social way • Inconsistent boundaries offered <p>Stability</p> <ul style="list-style-type: none"> • Key relationships with family members not always kept up • May have different carers • Difficulties with attachments <p>Family & Environment Factors</p> <p>Family History & Functioning</p> <ul style="list-style-type: none"> • Parents have some conflicts/ difficulty that can involve the children Experienced loss of significant adult • May look after younger siblings • Parent has health difficulties <p>Wider Family</p> <ul style="list-style-type: none"> • Some support from family/ friends <p>Housing</p> <ul style="list-style-type: none"> • Adequate/ poor housing • Family seeking asylum or refugees <p>Employment</p> <ul style="list-style-type: none"> • Wage earner has periods of no work • Parents have limited formal education • Parents stressed by unemployment <p>Income</p> <ul style="list-style-type: none"> • Low income <p>Family’s Social Integration</p> <ul style="list-style-type: none"> • Family may be new to the area • Some social exclusion problems <p>Community Resources</p> <ul style="list-style-type: none"> • Adequate universal resources but family may have access issues

Level 1: Child Achieving Expected Outcomes - has no current additional needs	
<p>Developmental needs of child or young person</p> <p>Health</p> <ul style="list-style-type: none"> • Physically well • Adequate diet/ hygiene/ clothing • Developmental checks/ immunisations up to date • Dental & optical care as needed • Health appointments are kept • Developmental milestones appropriate • Speech & language development met • Appropriate height & weight • Healthy lifestyle • Sexual activity appropriate for age • Good state of mental health <p>Education & Learning</p> <ul style="list-style-type: none"> • Skills/ Interests • Success/ achievement • Cognitive development • Access to books/ toys, play <p>Emotional & Behavioural Development</p> <ul style="list-style-type: none"> • Feelings & actions demonstrate appropriate responses • Good quality early attachment • Able to adapt to change • Able to demonstrate empathy <p>Identity</p> <ul style="list-style-type: none"> • Positive sense of self & abilities • Demonstrates feelings of belonging & acceptance • A sense of self • An ability to express needs <p>Family & Social Relationships</p> <ul style="list-style-type: none"> • Stable & affectionate relationships with care givers • Good relationships with siblings • Positive relationships with peers <p>Social Presentation</p> <ul style="list-style-type: none"> • Appropriate dress for different settings • Good level of personal hygiene <p>Self-care Skills</p> <ul style="list-style-type: none"> • Growing level of competencies in practical & emotional skills, such as feeding, dressing & independent living skills 	<p>Parent & Carer Factors</p> <p>Basic Care</p> <ul style="list-style-type: none"> • Provide for child's physical needs: food, drink, appropriate clothing, medical & dental care <p>Ensuring Safety</p> <ul style="list-style-type: none"> • Protect from danger or significant harm, in the home & elsewhere <p>Emotional warmth</p> <ul style="list-style-type: none"> • Show warm regard, praise & encouragement <p>Stimulation</p> <ul style="list-style-type: none"> • Facilitates cognitive development through interaction & play • Enable child to experience success <p>Guidance & Boundaries</p> <ul style="list-style-type: none"> • Provide guidance so that child can develop an appropriate internal model of values & conscience <p>Stability</p> <ul style="list-style-type: none"> • Ensure that secure attachments are not disrupted • Provide consistency of emotional warmth over time <p>Family & Environment Factors</p> <p>Family History & Functioning</p> <ul style="list-style-type: none"> • Good relationships within family, including when parents are separated • Few significant changes in family composition <p>Wider Family</p> <ul style="list-style-type: none"> • Sense of larger family network & good friendships outside of the family unit <p>Housing</p> <ul style="list-style-type: none"> • Accommodation has basic amenities & appropriate facilities <p>Employment</p> <ul style="list-style-type: none"> • Parents able to manage the working or unemployment arrangements & do not perceive them as unduly stressful <p>Income</p> <ul style="list-style-type: none"> • Reasonable income over time, with resources used appropriately to meet individual needs <p>Family's Social integration</p> <ul style="list-style-type: none"> • Family feels integrated into the community • Good social & friendship networks exist <p>Community Resources</p> <ul style="list-style-type: none"> • Good universal services in neighbourhood

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HARINGEY COUNCIL**EQUALITY IMPACT ASSESSMENT FORM**

Service: Children and Young People's Service

Directorate: All directorates within the service

Title of Proposal: Equality Impact Assessment of criteria to assess future funding plans for 2011-12 for the Children and Young People's Service

Lead Officer (author of the proposal): Ian Bailey, Deputy Director, Business, Support and Development, the Children and Young People's Service

Names of other Officers involved: Chloe Surowiec, Jen Johnson, Tom Fletcher, Jay Manyande, Arleen Brown

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

Rationale for Change

The Government's Comprehensive Spending Review, published on 20 October 2010, placed enormous challenge on local authorities to reduce spending in coming years. To enable Haringey Council to achieve the savings required it is redesigning many of its services and significantly reducing spending on "back office" functions. The scale of the budget reductions means that spending on services delivered by VCS organisations and some private organisations must also be reduced. It should be noted that the VCS comprises voluntary and not-for profit organisations.

Overarching indicative criteria based on Audit Commission criteria were approved at Cabinet on 08 February 2011 to provide a framework to enable directorates to form proposals for the allocation of its reduced resources to third and private sector organisations.

Council Wide Overarching Criteria

Criteria	Rationale
Link to strategic priorities e.g. council priorities/Sustainable Community Strategy Outcomes/agreed HSP thematic board outcomes	How this activity is essential to achieving council and partnership priorities
Link to and statutory obligations	Why the council needs to fund this activity
Maximise outcomes: link into performance measures	How this activity improves the wellbeing of local communities
Impact/effect/improvement(s) of service delivery to local community	<ul style="list-style-type: none"> • How we can focus this activity on people most in need • What can make this activity more effective • Other local bodies exist which could provide this activity e.g. the private sector, third sector or citizens could provide this activity, whole or in part • How we make sure that payment to service providers links to achievement
Maximise value for money: including long- and short-term financial savings	How we can provide this activity at lower cost
Local connection/presence in Haringey	Support local organisations and businesses where appropriate.

Further to and based upon these, the Children and Young People's Service (CYPS) has, in consultation with its Lead Member, developed a set of proposed directorate specific criteria and these have been provisionally applied to all third and private sector organisations funded by CYPS in 2010/11 to understand the equality

APPENDIX H

impact of the criteria and identify how, if at all, they can be amended to reduce the impact on equalities of this proposed change in policy. CYPS has consulted on the criteria.

CYPS Directorate Specific Criteria

First Stage Assessment:

Each organisation will be assessed regarding the extent to which they meet at least one of the first two priorities of the CYPS Strategic Plan 2009-2020 and which form part of the overarching criteria set out above:

Organisations must meet at least one of the priorities listed below
Keeping vulnerable children safe and promoting their welfare
Early intervention and prevention

Second Stage Assessment:

Services will be assessed against the Haringey Continuum of Need and Intervention (Triangle). **Assessment will be based on where the predominant, that is the largest proportion of, service users fall within the Triangle.**

Priority will be given to organisations where the predominant number of its service users fall within the Triangle at Level 4, and these organisations will proceed to the third stage of the funding eligibility assessment. Organisations where the predominant number of its service users fall within the Triangle at Level 3, 2b, 2a or 1 will not proceed to the third stage and will not receive any further funding.

Haringey Continuum of Need and Intervention (Triangle) Table

Level	Continuum of Need and Intervention (Triangle)	Appendix 1 Threshold Guidance	Threshold for progression to Third Stage Assessment
4	Vulnerable children with acute or highly complex needs	Targeted and coordinated services	Pass
3	Vulnerable Children with Multiple and Complex Needs	Targeted and coordinated services	Fail
2b	Vulnerable children with some (i.e. 3 or more) additional needs	Targeted services outside universal services	Fail
2a	Vulnerable children with one or two additional needs	Targeted services within/alongside universal services	Fail
1	child achieving expected outcomes	Universal services	Fail

Third Stage Assessment

Please Note – the third stage was added following an initial consideration of the equality impact of the criteria.

Organisations who do not meet level four will not be funded except where there is a serious risk that to withdraw funding would threaten the Council's ability to meet its statutory duties. In such cases, funding will be reviewed.

Service Themes

The range of organisations to whom the criteria will be applied is broad. For the purposes of this EIA, it is therefore useful to disaggregate these into themes so that the equality impacts of the criteria can be properly extracted and understood. The themes will be:

- | | |
|--|--|
| 1. Early Years Education and Childcare | 5. 14 to 19 Education |
| 2. Youth Activities for Young People | 6. Children in Need |
| 3. Disabilities and Special Educational Needs | 7. Youth Offending |
| 4. Family Support | 8. Teenage Pregnancy & Parenthood |

Step 2 - Consideration of available data, research and information

The column titled '*application of the initial draft of the criteria*' in Appendix 1 of this EIA shows the outcome of the trial application of the criteria to organisations involved in this process. The specific outcome of the first application is detailed in the neighbouring column titled '*review of the criteria*'.

For example, organisation X was successful at stage 1, was unsuccessful at stage 2 because their service users did not predominantly fall within level 4 on the triangle but was successful at stage 3 because withdrawing funding from organisation X would prevent the Council from meeting its statutory duties. Therefore, it is proposed that organisation X receives funding in 2011/12.

The impacts highlighted by this exercise are:

Age

- 100% reduction in funding to Early Years Education and Childcare
- 100% reduction to Youth Activities for Young People and 14 – 19 Education

The Council's ability to meet its statutory duties

- To ensure sufficient childcare places
- To deliver the Council's child poverty strategy

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) These proposals will affect existing barriers.

Increase barriers X	Reduce barriers	No change
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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 table in Appendix 1 shows how barriers will be increased for certain age groups, specifically early years and young people aged between 13 and 19 if the first version of the criteria are adopted. It also shows that services essential to the Council's delivery of its Child Poverty Strategy would not receive funding. The specific issues highlighted by this exercise are:

- **Age**
 - 100% reduction in funding to Early Years Education and Childcare
 - 100% reduction to Youth Activities for Young People and 14 – 19 Education
- **The Council's ability to meet its statutory duties**
 - To ensure sufficient childcare places
 - To deliver the Council's child poverty strategy

The table also shows how, following the consideration of the initial application of the criteria and the equalities issues highlighted by this, the step was taken to amend the criteria to, where possible, mitigate equality impacts. This is shown in the column titled '*application of revised criteria after considering equalities impacts*'. Specifically, the third stage was added to the criteria, detailed in Step 1 of this EIA. This resulted in a change in proposals.

APPENDIX H

Following the application of the revised criteria, a level of proposed funding was allocated to a number of Early Years Education and Childcare settings and a level of funding was redirected to an organisation whose services enable the Council to deliver its Child Poverty Strategy.

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?

In spite of their revision, the criteria still have an adverse impact on children and young people aged between 14 and 19. Actions to mitigate against these are set out below.

- Age
 - 100% reduction to Youth Activities for Young People and 14 – 19 Education

Youth Activities for Young People - Barriers Increased

The revised criteria would adversely impact 100% of the service users of organisations providing activities for young people because their application result in a 100% cut in funding. Simultaneously, Haringey's Youth Service is being restructured and will have a reduced universal offer. This will further increase barriers for young people wanting and/or needing to access positive activities to improve their wellbeing. The new service model is designed to target remaining services at those groups with high levels of need within the borough. The details of this service change can be found in the Youth, Connexions and Participation Service Delivery EIA.

The council recognises that these proposals will, if implemented, significantly increase barriers for young people in this age group. In order to mitigate against the negative impact of this, a number of key actions will be taken.

The Council will build on the established Youth Service affiliation scheme for Third Sector and private providers. This scheme will involve the Council working with relevant providers to further develop their capacity to play a key role in supporting positive outcomes for young people in Haringey.

To develop this work a Community Development and Quality Assurance team is being created within the new Youth, Participation and Community Service whose role will include further developing capacity within the Third Sector. This, it is hoped, will mitigate against the impact of reduced universal youth services provided by the Council and a cut in direct funding to Third Sector and private organisations who have been providing positive activities for young people.

14 – 19 Education – Increase Barriers

The criteria result in the judgement that funding to all organisations within this theme ceases in 2011/12. As such, all service users within this theme would be adversely impacted by the adoption of these proposals.

Significantly these organisations work with children and young people aged between 14 and 19 years old who are at risk of becoming NEET. As such, this age group will be disproportionately adversely impacted by these criteria.

However, supporting young people to enter employment and training and therefore reducing the number of NEET young people continues to be a national priority. Indeed, John Hayes, Minister of State for Further Education and Lifelong Learning, announced on 4 November 2010 that there would be an all-age careers service in England by April 2012, with new arrangements for careers guidance accessible from September 2011 including online services for young people. The Department for Business, Innovation and Skills has also committed to continue to fund a network of public, private and voluntary sector organisations to provide face to face careers guidance to priority groups such as those at risk of becoming NEET.

Furthermore, subject to the passage of the Education Bill, from September 2012, schools will be under a legal duty to make sure their pupils have access to independent, impartial careers guidance. Recognising that schools are best placed to make decisions about the kind of support that will meet the needs of their pupils, they will be free to make arrangements for careers guidance that best suit the needs of their pupils by engaging, where appropriate, with external expert providers. Where schools express an interest in exploring options for buying in services, the Council will work with them to help facilitate this and ensure this is done in a fair and equitable manner.

Step 4 - Consult on the proposal

Officers have consulted with providers on the criteria. Providers were each sent a letter relating to the funding proposals for each grant they had received in 2010/11. They were invited to comment on the criteria which were clearly set out. In addition to this, 3 officers attended a Children and Young People's Theme Group meeting with VCS organisations on 14 March 2011 which provided the opportunity for face to face consultation on the criteria.

Main Issues and Concerns Raised

Summary of themed findings from the Third Sector consultation	Local Authority Response
<p>1.</p> <p><u>Feedback to the consultation process</u></p> <p>The consultation period is considerably less than that recommended in the Local Compact guidance. The short timeframe as stated in the letter dated 18th Feb was not necessary given that the detailed local authority financial settlement was released by the Government in December 2010. There are examples of local authorities who have completed equivalent consultation exercises on potential cuts to services well before the local authority settlements were announced.</p> <p>The short consultation period presents particular equalities issues for organisations whose service users have complex needs, for example, disabilities. The consultation with service users has not taken this into account.</p> <p>The late consultation and decision making process has left insufficient time for organisations to secure alternative sources of funding. It has also made planning services beyond March 2011 problematic. Even for services that CYPS is proposing to fund, the uncertainty created by the process means that families may experience a break in essential services that there is a statutory duty for CYPS to provide. For example, agreeing staffing arrangements, transport arrangements and undertaking children's needs assessments has been difficult.</p>	<p>This is specifically addressed in the report. Decisions about funding for these organisations could not be taken in isolation; they were part of an overall strategy to save £41m at very short notice. The consultation started as soon as was possible given those constraints. The Council does understand that the timescales are challenging for the organisations concerned.</p> <p>CYPS consulted with HAVCO's Children and Young People's Theme Board and as a result extended the consultation to enable engagement with service users with more complex needs.</p> <p>To mitigate against the uncertainty caused by the extension of the consultation and the potential for a break in service for statutory services, a two month contract extension was arranged for relevant contracts.</p>
<p>2.</p> <p><u>Childcare Sufficiency</u></p> <p>The criteria and judgements that have been applied are unfair as they do not allow a full range of services and will effectively make childcare unaffordable.</p>	<p>The rationale is an anticipated increase in funding for the majority of childcare settings involved in this process through the introduction of the Council's Early Years Single Funding Formula from April 2011. For those organisations where sustainability is anticipated to be a problem under the new funding system, a reduced rate of funding to support sustainability has been allocated through this process.</p>

Summary of themed findings from the Third Sector consultation	Local Authority Response
<p>3.</p> <p><u>Ensure services for individual children at and young people at Level 4</u></p> <p>Some organisations work with level 4 children but the predominant number of their service users are below level 4 and as such, the provisional application of the criteria has resulted in the proposal not to fund them in 2011/12. This means that these level 4 service users will not receive that service even though resources are being targeted at them. How will the Council ensure that these service users receive the services to which they are entitled?</p>	<p>It is recognised that this as an important issue. The Council is dedicated to ensuring that all children in the borough who are judged to be at level 4 on the Continuum of Need have access to an appropriate level of service. This will be ensured via the appropriate assessment process.</p> <p>Where organisations judge a child to have a high level of need, the Council will work with those organisations to ensure that children and young people are appropriately assessed and consequently are able to access services that meet those needs. This may mean that organisations whose funding has been reduced through this process may receive funding in the future. This will, however, be dependent on the individual child(ren) assessments.</p> <p>CYPS will continue with Aiming High and will target children at level 4 through this initiative. Future contracts resulting from commissioning processes will prioritise service users at level 4.</p> <p>Further to this, a commissioning process will be undertaken to identify providers that can address the needs of children and young people at level 4. CYPS will be issuing a specification to explain how it will expect organisations to meet the needs of children and young people at level 4. Providers who meet the requirements set out in the guidance will be able to apply for funding.</p>
<p>4.</p> <p><u>Services that work predominantly with service users at Level 3 and below</u></p> <p>Some organisations have expressed concern about differentiating between Level 3 and Level 4 service users on the triangle. To withdraw funding at Level 3 may mean that some of the most vulnerable children will be pushed into crisis situations and the number of Level 4 risk children will, therefore, increase.</p> <p>Children with Autism are likely to fall at level 3 in the continuum of need and intervention. If Haringey Council decides that this group will no longer be entitled to funding, it is unclear how the council will avoid challenge through the courts as they may be found to have a legal duty under section 17 of the Children's Act to provide services for children who are in</p>	<p>CYPS will need to support schools, other extended school providers and third sector organisations by providing advice on access arrangements and training to enable them to continue to provide for children and young people at level 3. This, it is hoped, will mitigate against the possibility of these children rising into the level 4 category.</p> <p>Children and young people with complex needs in relation to their autism will fall into level 4 and will be prioritised for resources accordingly so that it effectively discharges its statutory duty to meet the needs of this group.</p>

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Summary of themed findings from the Third Sector consultation	Local Authority Response
<p>need.</p> <p>Many children with autism may be able to attend universal services but only if they are provided with specialist support. For example, a young person might be able to attend a youth club if they are accompanied by an appropriate professional. What steps will be taken to ensure that in such instances, users are able to access universal services?</p>	<p>The Aiming High programme will continue and will support children and young people with complex needs, for example children with Autism, to access universal, targeted and specialist services.</p> <p>Further to this, the Council is negotiating with a number of schools to arrange the delivery of after school childcare. It is anticipated that schools will work with children at all levels of the triangle thus ensuring access to universal services for all users, irrespective of their level of need.</p>
<p>5.</p> <p><u>Nurseries & Playgroups</u></p> <p>Nurseries have had difficulty in estimating the effect of these proposals because they have not had definitive information on the total allocation that they will receive through the Early Years Single Funding Formula.</p> <p>How has the Early Years Single Funding Formula been applied and why was notification of funding allocation issued at such a late date?</p> <p>A local nursery is stating that it is the only nursery serving the Jewish community in the borough. Removing its grant will mean, therefore, that there is no council support for the nursery education of this significant minority community.</p>	<p>The rationale is an anticipated increase in funding for the majority of organisation with the introduction of the Council's Early Years Single Funding Formula from April 2011. As such there is no perceived risk to these organisations. Where there is a perceived risk for organisations with regards to sustainability, an appropriate level of funding has been proposed to ensure sustainability.</p> <p>The introduction Early Years Single Funding Formula (EYSFF) results in a significant change in the way the Council funds private, voluntary and independent organisations (PVI). Formulating it required extensive data collection from schools and PVIs and this was used to arrive at the final indicative allocation of each service provider.</p> <p>The free entitlement is now a maximum of 15 hours per week over at least 38 weeks per year for all three and four year olds. Provision will be free at the point of delivery. This requirement came into force nationally in September 2010.</p> <p>The EYSFF will alter the distribution of resources between maintained and non-maintained settings. Take-up of places is greater in areas that are more affluent and this will affect the distribution of resources within the borough. We intend to mitigate this by the use of a deprivation factor and by the targeting of resources for children most in need.</p> <p>CYPS is proposing to provide a sustainability grant to two Orthodox Jewish organisations at a reduced rate that will ensure sustainability. Children from the Orthodox Jewish Community who cannot access other provision will continue to access early years provision through these two nurseries. Non-orthodox Jewish children will be able to access mainstream provision. A Childcare Sufficiency Audit has been undertaken to ensure sufficient childcare places are available.</p>
<p>6.</p>	

Summary of themed findings from the Third Sector consultation	Local Authority Response
<p><u>Reduction in Funding – Early Years Setting</u></p> <p>Proposals acknowledge that there may be a serious risk to the council's ability to meet its statutory duty of providing sufficient childcare if funding is totally withdrawn – an immediate reduction of 50% and 30% has been proposed for some organisations.</p> <p>The reduction is not phased. What is the rationale for implementing these reductions?</p> <p>How do these cuts compare to funding reductions for other providers?</p> <p>What actions have been taken to assess the impact of such a reduction in funding at short notice?</p>	<p>Having applied the CYPS criteria the proposed ceasing of funding is in line with reductions to other providers. Assessments have taken into account the application of the Early Years Single Funding Formula as outlined in point 5.</p> <p>Given the application of a reduction to the levels of grant funding available to the EY service from April 2011, there has been little scope for a phased reduction to funding.</p> <p>This point is noted. Unfortunately due to reductions the in the levels of funding available to the local authority 2011, in most cases the Council is minded to cease funding to service providers as they will now be in receipt of the EYSFF.</p> <p>The financial viability has also been assessed and of those organisations where there is a serious risk that to withdraw funding would threaten the Council's ability to meet its statutory duties. For these organisations funding has been reduced to mitigate against this risk.</p>

How the Proposals have changed as a Result of the Consultation

Officers have scrutinised the responses generated by the consultation and considered the key issues raised by providers in relation to the criteria. This has highlighted for officers a number of issues. Where possible, actions have been agreed to mitigate against the equality impacts of these proposals. Most notably this has involved the revision of the criteria.

Informing those who took part in the Consultation

This EIA along with the Lead Member Report detailing final proposals and the Council's response to the issues raised through the consultation will be made publicly available on the Council's website. Organisations will also receive a letter informing them of the outcome of the consultation. The letter will explain where the full consultation response can be found on the council website.

Step 5 - Addressing Training

The criteria described in this EIA have been designed to enable Council Officers to put forward equitable funding proposals to members that make best use of resources whilst simultaneously meeting the needs of the maximum number of the borough's residents and not discriminating positively or negatively against any protected equalities group.

As such, it is important that all Officers involved in creating future funding proposals to VCS and, where appropriate, some private organisations, must have received up to date, full, equalities training. This will be identified as a key action in section 8.

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.

Who will be responsible for monitoring?

Senior Officers in CYPS will be responsible for monitoring and reviewing these proposals and their impact with support from colleagues in the new corporate commissioning function who will be assuming responsibility for the commissioning of children's services from external providers.

Where will this information be reported and how often?

This information on the outcome of this process will be reported to the CYPS Directorate Management Team

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Step 7 - Summarise impacts identified

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

Age	Disability	Ethnicity	Gender	Religion or Belief	Sexual Orientation
<p>Youth Activities for Young People / 14 – 19 Education 100% reduction to Youth Activities for Young People and 14 – 19 Education</p>	NA	NA	NA	NA	NA

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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
Reduction in availability of activities for young people	Build on the established Youth Service affiliation scheme for Third Sector and private providers. This scheme will involve the Council working with relevant providers to further develop their capacity to play a key role in supporting positive outcomes for young people in Haringey.	Deputy Director – Early Intervention and Prevention	Ongoing	Within existing resources
Reduction in availability of activities for young people	Create a Community Development and Quality Assurance team within the new Youth Service whose role it will be, in conjunction with completing community needs assessments, to further develop capacity within the Third Sector.	Deputy Director – Early Intervention and Prevention	2011 – 12	Within existing resources
14 – 19 Education	Where schools express an interest in exploring options for buying in services to work with 14 – 19 year olds, the Council will work with them to help facilitate this and ensure this is done in a fair and equitable manner.	Director of the Children and Young People’s Service	Ongoing	Within existing resources
Training	All Officers involved in creating future funding proposals to VCS and, where appropriate, some private organisations, to receive	Director of the Children and Young People’s Service	Ongoing	Within existing resources

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	up to date, full, equalities training.			
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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?

Assessed by (Author of the proposal):

Name:

Designation:

Signature:

Date:

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature: *Arleen Brown*

Date: 10 May 2011

Sign off by Directorate Management Team:

Name:

Designation:

Signature:

Date:

Appendix 1

Ref	Provisional Application of CYPS Criteria by Equality Strand	Age ¹ Does the Organisation work with a particular age group?	Sex Does the organisation work with a particular sex?	Race Does the organisation target BME groups?	Disability Does the organisation work specifically with children with disabilities and/or SEN	Religion/Belief Does the organisation work with children from a specific religious group?	Gender Reassignment Does the organisation work with children/young people who have had gender reassignment?	Sexual Orientation Does the organisation work with children/young people with a particular sexual orientation?	Maternity and Pregnancy Does the organisation work specifically with children/young people who are pregnant or on maternity?	Application of initial draft criteria	Review of the Criteria	Application of revised criteria after considering the Equalities Impact
	1. Early Years and Childcare											
1.	101 Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 sustainable
2.	345 Pre-school Church crescent	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 sustainable
3.	345 Pre-school Springfield	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 sustainable
4.	345 Pre-school Tetherdown	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 sustainable
5.	African Caribbean Day Nursery	1	M/F	Yes	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as unsustainable without time limited sustainability grant, even with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 unsustainable – impact on statutory duty

¹ 1 = Early Years

2 = Primary Age

3 = Secondary Age including Post - 16

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6.	Chestnuts Pre-School	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable
7.	Devon Close Pre School	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – L1 Stage 3 - sustainable	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable
8.	Dinosaurs Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - L1 Stage 3 - unsustainable – impact on statutory duty	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 - unsustainable – impact on statutory duty
9.	High Cross Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable
10.	Hilltop Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable
11.	Hornsey Ridge Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 - sustainable

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12.	Ilse Amlot Centre	1	M/F	No	No	Yes	Data not available	Data not available	Data not available	L1,2, or 3 Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Funding Formula (EYSFF). Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 sustainable Stage 3 sustainable
13.	Lubavitch Nursery	1	M/F	No	No	Yes	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as unsustainable without time limited sustainability grant, even with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 unsustainable Stage 3 unsustainable
14.	Pavilion Pre-School	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 sustainable Stage 3 sustainable
15.	Rainbow Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 sustainable Stage 3 sustainable
16.	St James Pre School Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 sustainable Stage 3 sustainable
17.	Stationers Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 sustainable Stage 3 sustainable

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18.	Tottenham green Under Fives' Centre	1	M/F	No	No	No	Data not available	Data not available	Data not available	Predominate number of services users L1,2, or 3 Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF). Stage 2 – unsuccessful. Organisation assessed as unsustainable without time limited sustainability grant, even with the introduction of the Early Years Single Funding Formula (EYSFF). Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 3 sustainable Stage 1 - successful Stage 2 - L1 Stage 3 unsustainable – impact on statutory duty
19.	West Green Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as unsustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF). Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 sustainable
20.	Wood Green Pre-School Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF). Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 sustainable
21.	Wood Green Salvation Army Playgroup	1	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF). Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant and with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 sustainable
22.	Yeladenu pre school	1	M/F	No	No	Yes	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Organisation assessed as unsustainable without time limited sustainability grant, even with the introduction of the Early Years Single Funding Formula (EYSFF). Stage 2 – unsuccessful. Organisation assessed as sustainable without time limited sustainability grant, even with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 1 - successful Stage 2 - L1 Stage 3 unsustainable – impact on statutory duty
23.	Yesodah Hatorah Nursery	1	M/F	No	No	Yes	Data not available	Data not available	Data not available	Stage 1 - successful	Stage 2 – unsuccessful. Organisation assessed as sustainable	Stage 1 - successful Stage 2 - L1 Stage 3 unsustainable – impact on statutory duty

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										Stage 2 – Predominate number of services users L1,2, or 3	unsustainable without time limited sustainability grant, even with the introduction of the Early Years Single Funding Formula (EYSFF).	Stage 2 - L1 Stage 3 unsustainable – impact on statutory duty
	2. Youth Activities for Young People (13 – 19)											
24.	Access to Sports Project	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
25.	African Women's Welfare Group	3	F	Yes	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
26.	Ascend	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
27.	ATG Entertainment Group	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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28.	AUC UK	3	M/F	No	No	No	Data not available	Data not available	Data not available	services users L1,2, or 3	on the triangle.	predominant number of service users fall at level 4 on the triangle.
29.	Besiktas FC	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
30.	Black Arts Production Theatre	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
31.	Burroquets UK	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
32.	Community	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 -	Stage 2 – unsuccessful.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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	Concept						available	available	available	successful Stage 2 – Predominate number of services users L1,2, or 3	Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
33.	Embrace UK	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
34.	Esqua	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
35.	Film Skool Deluxe	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
36.	Footpath Films Ltd	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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37.	Formula UK	3	F	No	No	No	Data not available	Data not available	Data not available	L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	number of service users fall at level 4 on the triangle. Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
38.	Free the Child	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
39.	Fun4all Community Project	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
40.	Haringey Wrestling Club	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
41.	Higher Heights Youth &	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful	Stage 2 – unsuccessful. Priority given to	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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	Community Organisation									Stage 2 – Predominate number of services users L1,2, or 3	organisations where the predominant number of service users fall at level 4 on the triangle.	Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
42.	Kori Arts	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
43.	Moving Mountains Ltd	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
44.	My Muzik	3	M/F	Yes	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
45.	Ruff Diamond Entertainment	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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46.	S Pinter Youth Project	3	M/F	No	No	Yes	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	users fall at level 4 on the triangle. Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
47.	Sand Bunker Community Centre	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
48.	SAS Positive Activities Ltd	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
49.	The London DJ & MC Academy Ltd	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L1,2, or 3	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
50.	Young Stars Club	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 –	Stage 2 – unsuccessful. Priority given to organisations where the	Stage 2 – unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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51.	Youth Direct	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	predominant number of service users fall at level 4 on the triangle. Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	organisations where the predominant number of service users fall at level 4 on the triangle. Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
52.	3. Disabilities and SEN Action for Kids	3	M/F	No	Yes	No	Data not available Data not available	Data not available Data not available	Data not available Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.
53.	BME Carers Support Service	3	M/F	Yes	Yes	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.
54.	Kid City	1	M/F	No	Yes	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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55.	Resources for Autism	2 & 3	M/F	No	Yes	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.
56.	Sorag Carers & Special Needs Project	1, 2 & 3	M/F	Yes	Yes	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.
57.	Step by Step	1, 2 & 3	M/F	No	Yes	Yes	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.
58.	The National Autistic Society - Ladbroke Grove Centre	1, 2 & 3	M/F	No	Yes	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.
59.	Tree House	1, 2 & 3	M/F	No	Yes	No				Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.
60.	Whizz Kidz	3	M/F	No	Yes	No				Stage 1 - successful Stage 2 – Predominate number of	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.

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61.	Haringey Shed	2 & 3	M/F	No	Yes	No	Data not available	Data not available	Data not available	services users L4	Organisation passed both stages of the criteria.	Organisation passed both stages of the criteria.
62.	Markfield Project	1, 2 & 3	M/F	No	Yes	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed all three stages of the criteria.
4. Family Support												
63.	Caris Haringey	1, 2 & 3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed all three stages of the criteria.
64.	Ezer Leyoldos	1, 2 & 3	M/F	No	No	Yes	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L4	Organisation passed both stages of the criteria.	Organisation passed all three stages of the criteria.
65.	Kurdish Community Centre	1, 2 & 3	M/F	Yes	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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66.	PEEC	1, 2 & 3	M/F	Yes	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
67.	Samafal Somali Women's Association	1, 2 & 3	F	Yes	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
68.	Haringey Citizen Advice Bureau	1, 2 & 3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1, 2 & 3.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Organisation assessed and successful at stage three - impact on council's statutory responsibility to reduce child poverty as set out in the Child Poverty Act 2010.
69.	5. 14 - 19 Education and Curriculum College of Haringey Enfield and North East London	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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70.	Haringey Education Business Partnership	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
71.	Keep it Simple Training	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
72.	North London Garage Group Training Agency	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
73.	SABA UK	3	M/F	No	Yes	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.
74.	Creative Engagement Youth Ltd.	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 - Predominate number of services users L1,2, or 3	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.	Stage 2 - unsuccessful. Priority given to organisations where the predominant number of service users fall at level 4 on the triangle.

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										services users L1,2, or 3	on the triangle.	predominant number of service users fall at level 4 on the triangle.
	6. Children in Care						Data not available	Data not available	Data not available			
75.	Action for Children	Long term placement for one child. Age is confidential.	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L4	Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed all three stages of the criteria.
76.	Barnardo's Services Limited	1, 2 & 3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L4	Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed all three stages of the criteria.
77.	Phoenix Community Care	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L4	Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed all three stages of the criteria.
	7. Youth Offending						Data not available	Data not available	Data not available			
78.	Catch 22 (formerly RPS Rainer)	2 & 3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 - successful Stage 2 – Predominate number of services users L4	Stage 1 - successful Stage 2 – Predominate number of services users L4	Organisation passed all three stages of the criteria.
	8. Teenage Pregnancy and Parenthood						Data not available	Data not available	Data not available			
79.	Teens and	3	M/F	No	No	No	Data not available	Data not available	Data not available	Stage 1 -	Stage 1 - successful	Organisation

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										successful Stage 2 – Predominate number of services users L4	Stage 2 – Predominate number of services users L4	passed all three stages of the criteria.
							available	available	available			

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HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service: Children and Young People's Service

Directorate: All directorates within the service

Title of Proposal: To adopt and implement a Children and Young People's Specific approach to assessing commissioning of the Third Sector (and the private sector where appropriate).

Lead Officer (author of the proposal): Ian Bailey, Deputy Director, Business, Support and Development, the Children and Young People's Service

Names of other Officers involved: Chloe Surowiec, Jen Johnson, Tom Fletcher, Jay Manyande, Arleen Brown

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

Rationale for Change

The Government's Comprehensive Spending Review, published on 20 October 2010, placed enormous challenge on local authorities to reduce spending in coming years. To enable Haringey Council to achieve the savings required it is redesigning many of its services and significantly reducing spending on "back office" functions. The scale of the budget reductions means that spending on services delivered by VCS organisations and some private organisations must also be reduced. It should be noted that the VCS comprises voluntary and not-for profit organisations.

Overarching indicative criteria based on Audit Commission criteria were approved at Cabinet on 08 February 2011 to provide a framework to enable directorates to form proposals for the allocation of its reduced resources to third and private sector organisations.

Council Wide Overarching Criteria

Criteria	Rationale
Link to strategic priorities e.g. council priorities/Sustainable Community Strategy Outcomes/agreed HSP thematic board outcomes	How this activity is essential to achieving council and partnership priorities
Link to and statutory obligations	Why the council needs to fund this activity
Maximise outcomes: link into performance measures	How this activity improves the wellbeing of local communities
Impact/effect/improvement(s) of service delivery to local community	<ul style="list-style-type: none"> • How we can focus this activity on people most in need • What can make this activity more effective • Other local bodies exist which could provide this activity e.g. the private sector, third sector or citizens could provide this activity, whole or in part • How we make sure that payment to service providers links to achievement
Maximise value for money: including long- and short-term financial savings	How we can provide this activity at lower cost
Local connection/presence in Haringey	Support local organisations and businesses where appropriate.

Further to and based upon these, the Children and Young People's Service (CYPS) has, in consultation with its Lead Member, developed a set of proposed directorate specific criteria and these have been provisionally applied to all third and private sector organisations funded by CYPS in 2010/11. CYPS has consulted on both the criteria and how these have been applied. Organisations and service users have been consulted.

The Criteria

The Children and Young People's Plan 2009 – 2020 sets out five priorities for Haringey Children's Trust¹. These, alongside conditions attached to ring-fenced government grants, have been used by the CYPS to make decisions regarding funding for third sector and private providers. Due to the need to make significant savings and the removal of the majority of conditional funding streams, it is proposed that the service's reduced resources will now be channelled into two of these which will be the service's key priorities for allocating funding in the future. These are:

- Keeping vulnerable children safe and promoting their welfare
- Early intervention and prevention

CYPS has, in the past, funded organisations to deliver a range of services for service users with different levels of need, ranging from children who are achieving expected outcomes and need access only to universal services, through to vulnerable children with acute or highly complex needs. It is proposed that diminished resources are used to fund organisations where the predominant number of their service users have acute or highly complex needs. It is proposed that the only exception to this will be where to cease funding an organisation would result in the Council failing to meet its statutory duties to service users in the borough, for example, the duty to ensure sufficient childcare places.

The Criteria in Detail

First Stage Assessment

Each organisation will be assessed regarding the extent to which they meet at least one of the first two priorities of the CYPS Strategic Plan 2009-2020 and which form part of the overarching criteria set out above:

Organisations must meet at least one of the priorities listed below
Keeping vulnerable children safe and promoting their welfare
Early intervention and prevention

Second Stage Assessment:

Services will be assessed against the Haringey Continuum of Need and Intervention (Triangle). **Assessment will be based on where the predominant, that is the largest proportion of, service users fall within the Triangle.**

Priority will be given to organisations where the predominant number of its service users fall within the Triangle at Level 4, and these organisations will proceed to the third stage of the funding eligibility assessment. Organisations where the predominant number of its service users fall within the Triangle at Level 3, 2b, 2a or 1 will not proceed to the third stage and will not receive any further funding.

Haringey Continuum of Need and Intervention (Triangle) Table

¹ Keeping vulnerable children safe and promoting their welfare; Early intervention and prevention; Addressing child poverty – tackling inequalities and narrowing the gaps in outcomes and achievements that exist between groups of young people; More responsive services that are better at supporting children, young people and families to build strong social and emotional well-being; Integration of services

Level	Continuum of Need and Intervention (Triangle)	Appendix 1 Threshold Guidance	Threshold for progression to Third Stage Assessment
4	Vulnerable children with acute or highly complex needs	Targeted and coordinated services	Pass
3	Vulnerable Children with Multiple and Complex Needs	Targeted and coordinated services	Fail
2b	Vulnerable children with some (i.e. 3 or more) additional needs	Targeted services outside universal services	Fail
2a	Vulnerable children with one or two additional needs	Targeted services within/alongside universal services	Fail
1	child achieving expected outcomes	Universal services	Fail

Third Stage Assessment:

Organisations who do not meet level four will not be funded except where there is a serious risk that to withdraw funding would threaten the Council's ability to meet its statutory duties. In such cases, funding will be reviewed.

The Application of the Criteria

These criteria have been provisionally applied to VCS organisations who have received funding from the service in the financial year 2010/11 and a proposed judgement for each organisation has been arrived at. Should the Lead Member, after considering the possible equality impacts highlighted by this EIA and consultation with providers and service users, take the decision to adopt and implement these criteria, organisations will be subject to one of three outcomes which are that, in 2011/12, they will receive:

- The same level of funding
- A reduced level of funding
- No funding

Service Themes

The range of organisations that may be affected by both the design of the criteria and the decision to implement them is broad. For the purposes of this EIA, it is therefore useful to disaggregate these into themes so that the equality impacts can be properly extracted and understood. The themes will be:

- | | |
|---|-----------------------------------|
| 1. Early Years Education and Childcare | 5. 14 to 19 Education |
| 2. Youth Activities for Young People | 6. Children in Need |
| 3. Disabilities and Special Educational Needs | 7. Youth Offending |
| 4. Family Support | 8. Teenage Pregnancy & Parenthood |

Summary of the Outcome of the Application of the Criteria

The table below sets out the number of grants awarded to Third Sector and private organisations in 2010/11 and a range of other significant information. Information has been categorised using the key themes of this EIA. As the table demonstrates, if the criteria are adopted and implemented, a number of services provided by the Third Sector and private organisations will cease to be funded which will have an impact on service users.

These services are highly valued by service users as has been demonstrated through the consultation process which has highlighted a number of positive outcomes that users feel will be adversely affected by these proposals. These are set out and explored further in Section 4. The purpose of this EIA is to identify these impacts and to provide a tool for the Council to consider how, if it all, it is able to mitigate these so as to protect the equalities groups that may be disproportionately adversely impacted by the adoption of these proposals.

Theme	No. of grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No of Orgs with Funding.

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Early Years Education	23	£354,484.00	£112,900.00	-68.2%	18	5	0
Activities for Young People	37	£277,042.00	£0.00	-100.0%	37	0	0
<u>Disabilities and Special Educational Needs</u>	<u>21</u>	<u>£638,860.75</u>	<u>£552,775.75</u>	<u>-13.5%</u>	<u>5</u>	<u>0</u>	<u>16</u>
Family Support	8	£176,114.76	£170,502.00	-3.2%	3	0	5
14 to 19 Education	8	£229,800.00	£0.00	-100.0%	8	0	0
<u>Children in Care</u>	<u>3</u>	<u>£246,784.40</u>	<u>£94,200.00</u>	<u>-61.8%</u>	<u>0</u>	<u>0</u>	<u>3</u>
Youth Offending	1	£30,900.00	£35,000.00	13.3%	0	0	1
Teenage Pregnancy	1	£30,000.00	£12,500.00	-58.3%	0	1	0
Total	102	£1,983,985.91	£977,877.75	-50.7%	71	6	25

Please Note

The projected 2011/12 spend also includes a provision for accessing supported housing and domiciliary services where required for children with Level 4 needs. This has not been identified as a proposed cut, as it does not relate to a contract with a specified provider and is very much case-specific to the individual and their particular needs. It is therefore impossible to predict exactly how much is required to be budgeted. Failure to have this resource in place may result in the Authority being unable to meet its statutory duty to the most vulnerable people in some circumstances.

Step 2 - Consideration of available data, research and information

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CYPS is not the direct provider of all of the public services delivered to children and young people in Haringey. Often it will fund Third Sector and private organisations to deliver services to meet the needs of the borough's population. In 2010/11, 102 Grants were provided to 79 organisations. Some organisations received more than one grant. Funding was awarded for specific projects. The criteria have been applied to these individual grants rather than to organisations as a whole and so will be treated separately throughout this EIA.

1. Early Years Education and Childcare

Sustainability Grant and Early Years Single Funding Formula

The "sustainability grant" has been provided by the Council, in combination with a number of other grants, to early years education and childcare settings to ensure their stability. It should be noted that this was a time limited grant.

It is this specific grant to which these criteria have been applied. The rationale for reducing, and, in some cases, ceasing this grant is that under a new funding formula for early years called the Early Years Single Funding Formula², it is anticipated that in many cases, the net funding for settings will increase. Where it is anticipated that this is not the case the proposal is to award a degree of funding to support settings to remain sustainable thus ensuring sufficient childcare across the borough.

The organisations within this theme provide early years education and childcare and have been funded by Haringey Council to ensure that all children under five have access to high quality early learning and childcare experiences in order to improve their life chances. Organisations within this theme have been funded through a combination of a number of different grant streams and fees charged to the families of parents using the service. This table shows that in 2010/11 23 Early Years Education organisations received a sustainability grant.

Theme	No. of Grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No. of Orgs with Funding.	No. of Orgs with Increased Funding.
Early Years Education and Childcare	23	£354,484.00	£112,900.00	-68.2%	18	5	0	0

Funding Proposal for this Theme

The outcome of the application of the criteria results in the provisional judgement that 18 organisations would receive no sustainability grant 2011/12 and that 5 organisations would receive a reduced grant. If these proposals are adopted, this will be allocated in addition to funding received through the new Single Funding Formula to ensure the sustainability of these organisations. For those organisations where the proposal is to fund but at a reduced rate, funding has been reduced in line with the extent to which CYPS judges the organisation to be sustainable.

Service User Equalities Information

Equalities monitoring information has been collected directly from organisations themselves and also, where available, from relevant CYPS managers with responsibility for commissioning services. For comparison, the Haringey school population data is taken from the October 2010 Pupil Level Annual Census and Haringey Borough Profile. For the Early Years Education and Childcare theme, information was available for 26% of organisations or 6 out of the 23 grants. This means that it is not possible to draw firm conclusions regarding over or under representations in relation to equalities strands as equalities information for the majority of service users is not available.

Age

100% of service users within this theme are children aged between two and five. As such, any reduction in provision will impact disproportionately on children in their early years. There would also be an impact on their parents/carers who may use the services to enable them to work. However, specific data on the parents of children

² The Early Years Single Funding Formula is being introduced to rationalise and standardise funding for the delivery of early education and childcare. The introduction of the new formula is a statutory requirement for local authorities.

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using the services provided by these organisations is not available and so the extent of the potential impact cannot be analysed.

Gender

From the available service user data, 52% of service users are male and 48% female which would indicate that the gender profile is broadly in line with the Borough profile. Therefore a disproportionate impact on either gender would not be envisaged for children attending the organisations. It is not possible from the information available to assess the impact of the proposal with regards to the gender profile of parents/carers.

Ethnicity

Three organisations work specifically with children from the Jewish community and one organisation works specifically with African Caribbean children. As such, these ethnic groups may be disproportionately impacted by the implementation of these proposals. From the service user data available, children of White and Black Caribbean ethnicities are over represented relative to the wider Haringey School Population (25.5% compared to 18.4% and 16.3% compared to 10.8% respectively). This would indicate that these ethnic groups would be disproportionately impacted by implementation of the proposals. However, as stated above, these figures are only based on service user data from 26% of the organisations affected. It is, therefore, not possible to draw meaningful conclusions about the potential impact in relation to ethnicity.

Ethnicity	No. Service Users	%	Haringey School Population
White British	52	25.5%	18.4%
WHITE UK TOTAL	52	25.5%	18.4%
White Irish	7	3.2%	1.1%
White Greek/ Cypriot	3	1.3%	0.6%
White Turkish	9	4.2%	7.1%
White Gypsy	1	0.6%	0.6%
White Irish Traveller	0	0.2%	0.3%
White Turkish/ Cypriot	0	0.0%	0.8%
White Other	24	11.8%	14.3%
WHITE OTHER TOTAL	43	21.3%	24.60%
Black or Black British African	26	12.9%	17.1%
Black or Black British Caribbean	33	16.3%	10.8%
Black or Black British Other	9	4.4%	1.9%
BLACK TOTAL	69	33.6%	29.8%
Mixed White & Black Caribbean	6	3.0%	3.4%
Mixed White & Black African	4	2.1%	1.3%
Mixed White & Asian	7	3.4%	1.1%
Mixed Other	1	0.5%	4.3%
MIXED TOTAL	18	9.0%	10.2%
Asian or Asian British Indian	4	1.8%	1.3%
Asian or Asian British Bangladeshi	1	0.3%	1.5%
Asian or Asian British Pakistani	1	0.6%	1.0%
Asian or Asian British Other	1	0.5%	2.8%
ASIAN TOTAL	7	3.2%	6.5%
Chinese	2	1.0%	0.6%
Other Ethnic Group	0	0.0%	4.6%
Other Kurdish	0	0.0%	2.2%
OTHER TOTAL	2	1.0%	7.3%
BME TOTAL	139	68.1%	78.4%
Not Known / Stated	13	6.4%	3.2%

Disability

From the available service user data, 10.3% of children were declared as having a disability. This is a significant over representation when compared to the 3.1% of school aged children in Haringey with a Statement of Special Educational Need and the wider Borough profile of people with a disability (7.6%). However, it is not possible to make a direct comparison with these figures as children attending early years settings are often too young to have received a statement and declarations of disability may be at a lower threshold. 16 out of the 21 children declared as disabled were identified as having a learning disability and were from one early education setting. If this service user data were taken to be representative of the wider service user profile, it would indicate that the proposals would have disproportionate impact on children with disabilities. However, as discussed, service user data was only available for 26% of organisations making drawing fully informed conclusions problematic.

Religion

From the service user data available, there is an over representation of Jewish children attending the Early Education settings affected by the proposals, relative to the wider Haringey Borough Profile. If this service user data were taken to be representative of the wider service user profile, it would indicate that the proposals would have a disproportionate impact on Jewish children.

Religion	%	Haringey Borough Profile
Buddhist	0.5%	1.1%
Christian (including Catholic)	53.4%	50.1%
Hindu	2.0%	2.1%
Jewish	12.7%	2.6%
Muslim	11.3%	11.3%
Sikh	1.5%	0.3%
No Religion	12.7%	20.0%
Other	0.0%	0.5%
Rather not say / Not provided	5.4%	12.1%

Information was not available for the following equality strands and assessment of impact on these service user groups is not therefore possible:

- Gender Reassignment
- Sexual Orientation
- Maternity & Pregnancy

2. Youth Activities for Young People

Youth activities for young people in Haringey that have been delivered by organisations other than the council have been funded by three ring-fenced grant streams which were linked to policy initiatives of the previous government. These were called Positive Activities for Young People (PAYP), Youth Opportunity Fund (YOF) and Youth Capital Fund (YCF). These grants aimed to improve the wellbeing of children and young people in Haringey by funding organisations to provide educational activities such as homework clubs and holiday learning and leisure activities such as sport, drama and music. Organisations were asked to target young people aged between 13 and 19. The Council was clear with organisations in receipt of these grants that they were not permanent. This table shows that in 2010/11, 37 grants were given to organisations to provide activities for children and young people. Examples of the activities provided by some of the organisations in receipt of funding are:

- Sports programmes
- Film making projects
- Healthy lifestyle projects
- A football academy
- Dance and drama projects
- Costume design workshops

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Theme	No. of Grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No. of Orgs with Funding.	No. of Orgs with Increased Funding.
Youth Activities for Young People	37	£277,042.00	£0.00	- 100.0%	37	0	0	0

Funding Proposals for this Theme

The 37 grants were spread across 31 organisations with five organisations receiving more than one grant. The application of the criteria would result in the judgement that all grants are cut to all organisations within this theme. This will create barriers for children and young people wishing and/or needing to access positive activities.

Service User Equalities Information

Equalities monitoring information has been collected directly from organisations themselves and also, where available from relevant CYPS managers with responsibility for commissioning services. For comparison, the Haringey School population data is taken from the October 2010 Pupil Level Annual Census and Haringey Borough Profile. For the Activities for Young People theme, information was available for 28 out of the 37 grants.

Age

Organisations that were successful in bidding for funding from these grant streams were required to evidence that their projects would engage young people aged 13 – 19 or up to the age of 25 if they had a disability. Some PAYP funding was used to fund activities for children aged 8 and upwards but the main focus was on the 13 – 19 age group. As such, a 100% cut in funding to these organisations would have a disproportionately adverse impact on service users within these age ranges.

Gender

From the service user data available, 45.3% were female, compared to 34.6% of service users who were male. This indicates that implementation of the proposals would impact disproportionately on females. However, gender was not stated for 19.5% of service users and this means that it is not possible to draw firm conclusions about under or over representation relative to the wider Haringey School population.

	No. Service Users	%	Haringey School Population
Males	271	34.6%	51.2%
Females	355	45.3%	48.8%
Not stated	153	19.5%	

Two projects worked specifically with girls. For these projects implementation of the proposals would disproportionately impact on females.

Ethnicity

The service user data available for ethnicity is not comprehensive. Of the 28 projects for which data was available within this theme, it was not possible to break down BME data into sub-groups. Overall 67% of young people were identified as being BME which is not an overrepresentation when compared against the Haringey school population data where BME groups constitute 78.4% of the population. Due to a lack of data however, it is not possible to draw meaningful conclusions with regards to over or under representation of particular ethnic groups within this theme.

In relation to specific projects, three organisations worked with particular BME groups. As such implementation of the proposals is likely to impact disproportionately on the ethnic groups with whom these organisations work.

Disability

From the service user data available, 2.8% of young people accessing projects under the Activities for Young people theme were declared as having a disability. This is inline with proportion of school aged children in Haringey

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with a Statement of Special Educational Need (3.1%) and indicates that based on this service use data, a disproportionate impact on young people with disabilities would not be envisaged.

Religion

Information on religion was only available for 20% of this service user group and therefore it is not possible to draw meaningful conclusions on any disproportionate impact that the proposals may have.

Religion	%	Haringey Borough Profile
Buddhist	0%	1.1%
Christian (including Catholic)	3%	50.1%
Hindu	0%	2.1%
Jewish	5%	2.6%
Muslim	4%	11.3%
Sikh	0%	0.3%
No Religion	3%	20.0%
Other	5%	0.5%
Rather not say / Not provided	80%	12.1%

Information was not available for the following equality strands and assessment of impact on these service user groups is not therefore possible:

- Gender Reassignment
- Sexual Orientation
- Maternity & Pregnancy

3. Disabilities and Special Educational Needs

Organisations that provide services for children and young people with disabilities and/or special educational needs (SEN) are highly valued by Haringey Council which has funded a number of organisations to provide a range of services for children and young people with disabilities and SEN. These have included:

- Positive activities for young people including inclusive positive activities
- Domiciliary care – individual packages of support
- Inclusive summer projects
- Short Breaks for disabled children
- After School Clubs
- Out of School Activities for disabled children
- Play based activity programmes
- Foundation learning provision for 3 special schools.

This table shows that in 2010/11 21 grants were awarded to organisations to fund services for disabled children.

Theme	No. of grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No of Orgs with Funding.
Disabilities and Special Educational Needs	21	£638,860.75	£552,775.75	-13.5% ³	5	0	16

Please Note

³ The spend for Sorag Carers & Special Needs Project has not been included in the projected 2011/12 spend because this organisation provides domiciliary care for individual service users. Therefore the exact spend will be determined by how many care packages it is required to provide.

The projected 2011/12 spend also includes a provision for accessing domiciliary services where required for children with Level 4 needs. This has not been identified as a proposed cut, as it does not relate to a contract with a specified provider and is very much case-specific to the individual and their particular needs. It is therefore impossible to predict exactly how much is required to be budgeted. Failure to have this resource in place may result in the Authority being unable to meet its statutory duty to the most vulnerable people in some circumstances.

Readers should also note that the provisional application of the criteria resulted in the judgement that Tree House receive equivalent funding in 2011/12. However, this organisation wrote to Haringey Council saying that they did not wish to be considered for this funding as they were no longer in a position to provide the service. There will be no break in service as a result of this because Tree House provided short summer breaks for children with autism. Due to the timing of the delivery of this service which will be in the summer of 2011, CYPS will have time to undertake a full commissioning exercise and so will be able to ensure that those service users who would have received a service from Tree House are able to receive it from an alternative provider.

Funding Proposals for this Theme

The 21 grants were spread across 12 organisations with 4 organisations receiving more than 1 grant. The application of the criteria results in the proposed outcome that 5 grants are cut by 100% to 4 organisations because the predominant number of service users do not fall into level 4 on Haringey's Continuum of Need and Intervention.

Service User Equalities Information

Equalities monitoring information has been collected directly from organisations themselves and also, where available from relevant CYPS managers with responsibility for commissioning services. For comparison, the Haringey school population data is taken from the October 2010 Pupil Level Annual Census and Haringey Borough Profile. For the Disabilities and SEN theme, information was available for 16 out of the 21 grant funded projects.

Age

Organisations in this theme provide services for young people aged up to 25 years old. However from the service user data available, young people aged 6 -10 and 11 -15 make up the vast majority of service users (31% and 43% respectively). As such, a 100% cut in funding to these organisations would have a disproportionately adverse impact on service users in the 6-15 age range. It is also important to consider the impact on parents of children in this age range who may rely on these services for short breaks and support. The profile of parents of children attending these organisations is not available.

Gender

The gender profile of children attending organisations in the Disabilities and SEN theme is broadly inline with the Haringey School profile, indicating neither gender would be disproportionately impacted by implementation of the proposals.

	No. Service Users	%	Haringey School Profile
Males	557	51%	51.2%
Females	485	44%	48.8%
Not stated	52	5%	

Ethnicity

When compared against the school population data, White Other and Other are underrepresented whilst Mixed and Black are overrepresented. Overall BME groups are broadly in line with the school population data. However, due to a lack of available data for organisations within this theme, it is not possible to draw meaningful conclusions in relation to ethnicity within this theme.

Ethnicity	No. Service Users	%	Haringey School Population
White British	163	16.8%	18.4%
WHITE UK TOTAL	163	16.8%	18.4%
White Irish	3	0.3%	1.1%

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White Greek/ Cypriot	8	0.8%	0.6%
White Turkish	30	3.1%	7.1%
White Gypsy	0	0.0%	0.6%
White Irish Traveller	0	0.0%	0.3%
White Turkish/ Cypriot	0	0.0%	0.8%
White Other	65	6.7%	14.3%
WHITE OTHER TOTAL	106	10.9%	24.60%
Black or Black British African	148	15.2%	17.1%
Black or Black British Caribbean	187	19.3%	10.8%
Black or Black British Other	74	7.6%	1.9%
BLACK TOTAL	409	42.1%	29.8%
Mixed White & Black Caribbean	81	8.3%	3.4%
Mixed White & Black African	27	2.8%	1.3%
Mixed White & Asian	10	1.0%	1.1%
Mixed Other	46	4.7%	4.3%
MIXED TOTAL	164	16.9%	10.2%
Asian or Asian British Indian	10	1.0%	1.3%
Asian or Asian British Bangladeshi	8	0.8%	1.5%
Asian or Asian British Pakistani	9	0.9%	1.0%
Asian or Asian British Other	53	5.5%	2.8%
ASIAN TOTAL	80	8.2%	6.5%
Chinese	1	0.1%	0.6%
Other Ethnic Group	31	3.2%	4.6%
Other Kurdish	4	0.4%	2.2%
OTHER TOTAL	36	3.7%	7.3%
BME TOTAL	792	81%	78.4%
Not Known/ Stated	13	1.3%	3.2%
	971	100.0%	

Disability

100% of the service users who access the services provided by these organisations have special educational needs and/or disabilities and they would be adversely impacted by a reduction in funding. However, when compared against the proposals to reduce funding to other themes within this EIA, a 13.5% reduction in funding to disability organisations is comparatively small. As such, in this context, this represents a positive impact for children and young people with disabilities.

Religion

Information on religion was not stated for 90% of the service users attending organisations in this theme. It is not possible, therefore, to draw meaningful conclusions with regards to under or over representation and disproportionate impact. Of the 10% where information was available, 4% were recorded as Christian, 4% as Jewish, 1% as Muslim and 1% as No Religion. One organisation explicitly provides services for children & young people with disabilities from the Orthodox Jewish Community. In relation to these projects, therefore, a withdrawal of funding would disproportionately impact on this religious group. However, the application of the criteria result in the proposal that funding continues at the same level for this organisation in 2011/12.

Information was not available for the following equality strands and assessment of impact on these service user groups is not, therefore, possible:

- Gender Reassignment
- Sexual Orientation
- Maternity & Pregnancy

4. Family Support

Haringey Council recognises the need to provide support to families who may, for a range of reasons, be under significant stress. As such, the Council has funded a number of organisations to provide a range of services to support families. These have included:

- Family Support for Jewish Families
- Parenting classes and creche facilities for Kurdish families
- Drop in groups and support for Polish and Eastern European Families
- Outreach Projects for Somali families
- Advice and Active Information Services for parents
- Target outreach family support for new arrivals into the UK
- Target advice and advocacy support for homeless families
- Provision of targeted community based advice and support sessions to reduce child poverty

This table shows that in 2010/11 8 grants to fund family support work were awarded.

Theme	No. of grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No of Orgs with Funding.
Family Support	8	£176,114.76	£170,502.00	-3.2%	3	0	5

Funding Proposal for this Theme

Seven organisations received 1 grant and 1 organisation received 2. The provisional application of the criteria has resulted in the proposal not to fund 3 of the 8 organisations that received funding in 2011/12.

Service User Equalities Information

Equalities monitoring information has been collected directly from organisations themselves. Also, where available, information has been included from relevant CYPS managers with responsibility for commissioning services for organisations in this theme. Information on outreach service users collected by Children's Centres has also been drawn upon. For comparison, the Haringey school population data is taken from the October 2010 Pupil Level Annual Census and Haringey Borough Profile. For the Family Support theme, information was available for five out of the seven organisations, one of which received two grants.

Age

From the service user data available, 53% of service users within this theme were aged 0-5 indicating that this age group and parents of children of this age group would be adversely impacted by a withdrawal of funding for these organisations. Due to the family support nature of the work undertaken by these settings, a withdrawal of funding would significantly impact on parents. There is no information on ages of adult service users, and age information was not available for 38% of service users. It is, therefore, not possible to meaningfully assess the impact for adult age groups.

Gender

The gender profile of children attending organisations in the Family Support theme is broadly in line with the Haringey School profile, indicating neither gender would be disproportionately impacted by implementation of the proposals.

	No. Service Users	%	Haringey School Profile
Males	605	52%	51.2%
Females	567	48%	48.8%
Not stated	1	0.1%	

Ethnicity

One organisation works specifically with Kurdish families, one with Polish families and one with Somali families. As such, across these three organisations, 100% of users are from BME groups. Therefore BME service users would

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be disproportionately adversely impacted by the implementation of these proposals since it is these organisations who have been provisionally judged as not eligible for funding.

Disability

From the service user data available, 1.5% of children attending the settings that returned data were declared as having a disability. This is a significant under representation when compared to the 3.1% of school aged children in Haringey with a Statement of Special Educational Need and the wider Borough profile of people with a disability (7.6%). However, it is not possible to make a direct comparison with these figures as the majority refer to children aged 0-5 and often children of this age are too young to have received a statement.

Religion

The overall available service user data shows a significant over representation of Christian service users when compared to the wider borough profile (69.2% compared to 50.5%). This represents 811 service users from two organisations, both of which had only a very small minority of additional service users of other faiths. The data also shows a significant over representation of Jewish service users (17.8% compared to 2.6%) representing one organisation that explicitly provides services for the Orthodox Jewish Community. Although in line with the Borough profile, Muslim service users comprise of 100% of one of the organisations and therefore with regards to each of the individual settings, a withdrawal of funding would disproportionately impact on these service user groups.

Religion	%	Haringey Borough Profile
Buddhist	0.0%	1.1%
Christian (including Catholic)	69.2%	50.1%
Hindu	0.0%	2.1%
Jewish	17.8%	2.6%
Muslim	10.8%	11.3%
Sikh	0.0%	0.3%
No Religion	1.8%	20.0%
Other	0.7%	0.5%
Rather not say / Not provided	0.3%	12.1%

Information was not available for the following equality strands and assessment of impact on these service user groups is not therefore possible:

- Gender Reassignment
- Sexual Orientation
- Maternity & Pregnancy

5. 14 to 19 Education

The organisations within this theme provide curriculum based services for young people aged between 14 and 19. These have included:

- Apprenticeship Programmes in Art and Design
- Work experience programmes
- Multi-skills programmes for KS4 pupils in Art and Design, Employment Skills, Motor Vehicle Operations and Music Technology
- Entry level and L1 Qualifications which target vulnerable 14 – 19 year olds for example young people with learning difficulties and disabilities and young people who are in youth custody and leaving care.

This table shows that in 2010/11 8 grants were awarded to organisations to provide services for 14 – 19 year olds.

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Theme	No. of Grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No. of Orgs with Funding.	No. of Orgs with Increased Funding.
14 to 19 Education	8	£229,800.00	£0.00	-100.0%	8	0	0	0

Funding Proposals for this Theme

Four organisations received 1 grant and two organisations received 2 grants. The application of the criteria results in the judgement that all grants are cut to all organisations within this theme. This will create barriers to accessing curriculum based activities for young people aged 14 – 19.

Service User Equalities Information

Equalities monitoring information has been collected directly from organisations themselves and also, where available, from relevant CYPS managers with responsibility for commissioning services. For comparison, the Haringey School population data is taken from the October 2010 Pupil Level Annual Census and Haringey Borough Profile. For the 14-19 Education theme, information was available for 7 of the 8 grant supported projects. In addition, one of the grants relates to work experience placements for year 10. Service user equalities information was not available for this grant. However, since it relates to the whole population of young people of this age it can be assumed that they are representative and therefore no disproportionate impact would be envisaged against any of the equalities strands.

Age

These organisations work with children and young people aged between 14 and 19 years old. As such, this age group will be disproportionately adversely impacted by the implementation of these proposals.

Gender

The available service user data shows that the majority of service users are male with an over representation relative to the Haringey School profile (58.2% compared to 51.2%) indicating that males will be disproportionately adversely impacted by the implementation of these proposals

	No. Service Users	%	Haringey School Profile
Males	283	58.2%	51.2%
Females	188	38.7%	48.8%
Not stated	22	4.5%	

Ethnicity

Excepting an under representation of White UK and Asian young people, the profile with regards to ethnicity of service users for organisations in the 14-19 Education theme is broadly inline with the wider Haringey School profile. However, collectively, BME groups comprise 75% of the overall service users for organisations within this theme compared against 78.4% for the wider school aged population. Therefore, whilst it may not be disproportionate, it should be acknowledged that BME groups would be significantly impacted upon if funding were to be withdrawn from these organisations.

Ethnicity	No. Service Users	%	Haringey School Population
White British	63	11.5%	18.4%
WHITE UK TOTAL	63	11.5%	18.4%
White Irish	5	0.9%	1.1%
White Greek/ Cypriot	0	0.0%	0.6%
White Turkish	0	0.0%	7.1%
White Gypsy	0	0.0%	0.6%

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White Irish Traveller	0	0.0%	0.3%
White Turkish/ Cypriot	0	0.0%	0.8%
White Other	116	21.2%	14.3%
WHITE OTHER TOTAL	121	22.2%	24.60%
Black or Black British African	84	15.4%	17.1%
Black or Black British Caribbean	84	15.4%	10.8%
Black or Black British Other	7	1.3%	1.9%
BLACK TOTAL	175	32.1%	29.8%
Mixed White & Black Caribbean	51	9.3%	3.4%
Mixed White & Black African	0	0.0%	1.3%
Mixed White & Asian	0	0.0%	1.1%
Mixed Other	5	0.9%	4.3%
MIXED TOTAL	56	10.3%	10.2%
Asian or Asian British Indian	6	1.1%	1.3%
Asian or Asian British Bangladeshi	0	0.0%	1.5%
Asian or Asian British Pakistani	10	1.8%	1.0%
Asian or Asian British Other	5	0.9%	2.8%
ASIAN TOTAL	21	3.8%	6.5%
Chinese	0	0.0%	0.6%
Other Ethnic Group	40	7.3%	4.6%
Other Kurdish	0	0.0%	2.2%
OTHER TOTAL	40	7.3%	7.3%
BME TOTAL	413	75%	78.4%
Not Known/ Stated	70	12.8%	3.2%
	546	100.0%	

Disability

From the available service user data, 5.3% of young people attending settings under the 14-19 Education theme were declared as having a disability. This is a slight over representation when compared to the 3.1% of school aged children in Haringey with a Statement of Special Educational Need but an under representation relative to the wider Borough profile of people with a disability (7.6%). Direct comparisons are not possible due to the variation in definitions of disability and the relative thresholds, however this data indicates that implementation of the proposals would not be likely to have a disproportionate impact on children with disabilities.

Information was not available for the following equality strands and assessment of impact on these service user groups is not therefore possible:

- Gender Reassignment
- Sexual Orientation
- Religion/belief
- Maternity & Pregnancy

Outcomes

The services provided by the organisations within this theme contribute to supporting young people to enter and remain in education, employment and training. They therefore help to reduce the numbers of young people who are NEET (not in education, employment or training) in Haringey which is a national indicator because being NEET impacts on the economic and social wellbeing of young people as they enter adulthood. It is, therefore, important to consider the impact that these proposals may have upon this outcome.

Young People Not in Employment Education or Training (NEET)

In July 2010, 7.4% of young people in Haringey were Not in Employment, Education or Training (NEET); this compares to a London-wide figure of 5.3%⁴ and is a reduction from 10.3% in 2007. A very high number of those leaving the NEET group do so because they enter either Government supported training or education. The

⁴ Source: <http://www.dcsf.gov.uk/14-19/index.cfm?go=site.home&sid=42&pid=343&lid=337&ctype=text&ptype=single>
Comparison with national DfE data on numbers of NEETs is not possible as the numbers are compiled in a different way.

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proposal, therefore, to withdraw funding from organisations funded by the Council to provide training and educational opportunities to 14 – 19 year olds is likely to impact on the NEET service user group and may trigger the NEET figure in Haringey to rise. This is a risk that has also been identified in the Youth, Connexions and Participation Service User EIA.

In terms of gender and ethnicity, the NEET population is broadly representative of the wider Haringey School Population although there is a small over representation of White UK service users (23.8% compared to 18.4%) and a small under representation of White Other service users (20.8% compared to 24.6%). The majority of this service user group are aged between 17 and 19. Disability information is not available.

Gender	Total	%	Haringey School Population
Female	390	48.7%	48.8%
Male	410	51.3%	51.2%
Grand Total	800	100.0%	100.0%

Age	Total	%
14	1	0.1%
16	73	9.1%
17	244	30.5%
18	256	32.0%
19	212	26.5%
20	4	0.5%
21	6	0.8%
22	3	0.4%
23	1	0.1%
Grand Total	800	100.0%

Ethnic Group	Total	%	Haringey School Population
Asian	42	5.3%	6.5%
Black	238	29.8%	29.8%
Mixed	92	11.5%	10.2%
Not declared / Refused to Say	18	2.3%	3.2%
Other	54	6.8%	7.3%
White UK	190	23.8%	18.4%
White Other	166	20.8%	24.6%
Grand Total	800	100.0%	100.0%

6. Children in Care

Children in care comprise a particularly vulnerable social group. A number of organisations have received funding to deliver services for children in care which have included:

- Individual Fostering Placements
- Integrated Supported Housing to provide a range of support services and safe accommodation to young care leavers and unaccompanied minors
- An advocacy service for children in care and children leaving care

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Theme	No. of grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No of Orgs with Funding.
Children in Care	3	£246,784.40	£94,200.00	-61.8% ⁵	0	0	3

Funding Proposals for this Theme

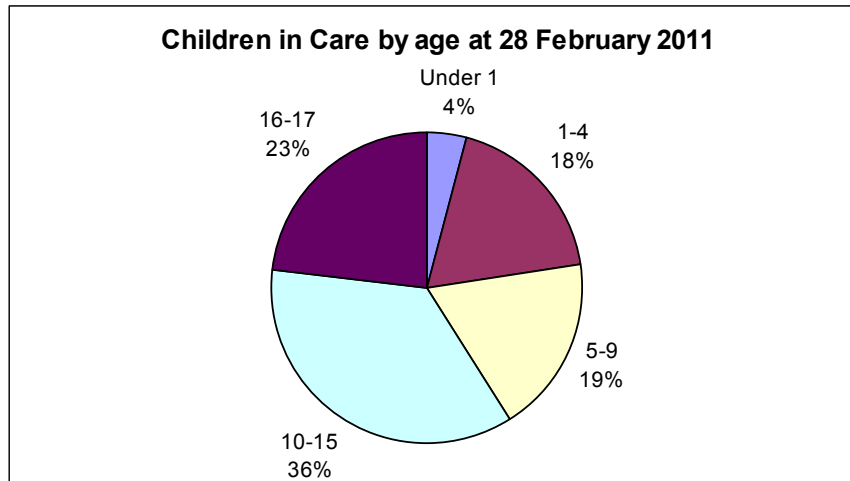
This table shows that in 2010/11, 3 grants were awarded to organisations to fund them to deliver services for children in care. The provisional application of the criteria to these organisations has resulted in the judgement that all organisations continue to be funded at their 2010/11 level in 2011/12.

Please Note

The projected 2011/12 spend also includes a provision for accessing supported housing services where required for children with Level 4 needs. This has not been identified as a proposed cut, as it does not relate to a contract with a specified provider and is very much case-specific to the individual and their particular needs. It is therefore impossible to predict exactly how much is required to be budgeted. Failure to have this resource in place may result in the Authority being unable to meet its statutory duty to the most vulnerable people in some circumstances.

If the decision is taken to adopt and apply the criteria, there will be no change in funding levels to organisations within this theme. It is therefore anticipated that there will be no impact on users of services provided by organisations within this theme.

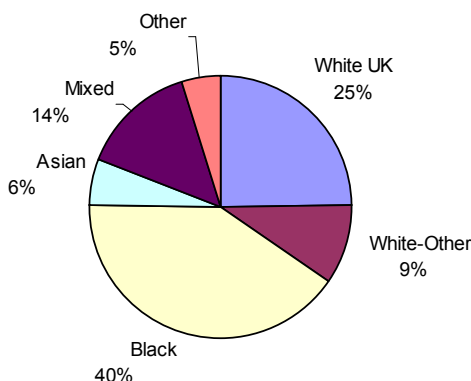
Data on children in care in the borough is presented below to provide an overall profile of the service users within this theme. At the end of February 2011, there were 609 children in care. The tables and charts below show information on the age, gender, ethnicity and disability of children in care at February 2011. Information on gender reassignment, sexual orientation, religion/belief and maternity & pregnancy were unavailable.

Age**Gender**

Gender	Percentage
Male	58%
Female	42%

Ethnicity

Haringey Children in Care at 28 February 11



Disability

28 are children recorded with a disability and allocated to the children with disabilities team (4.6%).

7. Youth Offending

Youth offending is a social problem and the table below shows that Haringey Council awarded one grant to one organisation to work with youth offenders in 2010/11.

Funding Proposals for this Theme

The provisional application of the criteria results in the proposal that this organisation continues to receive funding in 2011/12. If the decision is taken to adopt and apply the criteria, funding levels for this organisation will not be reduced. It is therefore anticipated that there will be no impact on users of the services provided by this organisation.

Theme	No. of grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No of Orgs with Funding.
Youth Offending	1	£30,900.00	£35,000.00	13.3%	0	0	1

When children and young people under the age of 18 become involved with the police and are required to attend a police station, it is a legal requirement that when they are discharged, an appropriate adult is present. In 2010/11, the Council's Youth Offending Service funded an organisation to provide an 'appropriate adult service' by recruiting and training volunteers to attend police stations when the parents or carers of Haringey children, involved with the law, were unwilling to do so. This organisation was funded to provide this 24 hours a day, 7 days a week. This is a statutory service as stipulated in the Police and Criminal Evidence Act 1984. The Council opts to outsource the provision of a service to meet this duty because it is deemed to deliver value for money. The data below provides an overall profile of the service users within this theme.

In 2010/11, this organisation had 266 service users and provided an appropriate adult on 319 occasions. As such, some users accessed the service more than once.

Age

Age	Percentage
9	0%

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12	5%
13	6%
14	18%
15	26%
16	45%

Gender

Gender	Percentage of Service Users	Haringey School Population
Male	82%	51.2%
Female	18%	48.8%

Ethnicity

Ethnicity	Percentage of Service Users	Haringey School Population
White	34%	18.4%
Black	60%	29.8%
Asian	4%	6.5%
Other	2%	7.3%

Disability

Disability data for the users of this service is not available.

8. Teenage Pregnancy & Parenthood

The table below shows that Haringey Council awarded one grant in this area in 2010/11. This organisation was funded to deliver prevention and youth development programmes for school age pupils and care leavers identified as being at risk of becoming teenage parents. They also provided training to facilitators to run programmes.

The organisation's programmes create an environment where at risk teenagers, both male and female, can experience, first hand, the demands of parent-child relationships set in the wider context of their future life. Each 20 week programme provides one three-hour session a week in which the teens work and play with their respective toddlers in a safe nursery environment, before going into a classroom environment to learn about and further explore their experience.

Theme	No. of Grants	2010/11 Funding	2011/12 Funding	% change	No. of Orgs Not Funded	No. of Orgs with Reduced Funding.	No. of Orgs with Funding.	No. of Orgs with Increased Funding.
Teenage Pregnancy & Parenthood	1	£30,000.00	£12,500.00	-58.3%	0	1	0	0

Funding Proposals for this Theme

The application of the criteria would result in the proposal that this organisation is funded in 2011/12 but with funding reduced by 58.3% which is likely to adversely impact on the service users within this theme.

This table shows all available equality data for the service users of this organisation. It shows that between February 2010 and February 2011, 72 young people took part in a programme with this organisation and that there was a 78% retention rate across the programmes.

February 2010 – 2011							
Total	Completers	Retention	Age (mean)	Gender	From	BME	

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	Starting					Groups
Total (Overall)	72	56	78%	13.56	F= 85% M= 15%	87%

Age

This programme works with teenagers. As such, teenagers will be disproportionately impacted by a reduction in the service provided by this organisation.

Gender

This table shows that 85% of service users are female whilst 15% are male which, when compared against the Haringey School Profile data indicates that female service users will be disproportionately impacted by a reduction in the service provided by this organisation.

	Service Users	Haringey School Profile
Males	15%	51.2%
Females	85%	48.8%

Ethnicity

The table shows that 87% of service users are from BME groups whilst 78.4% of Haringey's school aged population are from BME groups. As such, service users from this group will be disproportionately negatively impacted by the implementation of these proposals.

The following equality data was not available:

- Disability
- Gender Reassignment
- Sexual Orientation
- Religion/belief
- Maternity & Pregnancy

Outcomes

Teenage pregnancy can impact significantly upon the social and economic wellbeing of both teenage parents and their children. As such, it is important that this EIA highlights the potential impact of these proposals on both this organisation's service users and upon teenage pregnancy rates in the borough.

Teenage pregnancy rates in Haringey have been in decline since 2002. However the table below shows that teenage conceptions in Haringey remain higher than both the London and National average indicating that teenage pregnancy continues to be a social problem in the this organisation. As such, it is possible that a reduction in preventative work relating to teenage pregnancy such as the programmes provided by this organisation would impact negatively on teenage pregnancy rates in the borough.

Quarterly Rates in Haringey

	2007				2008				2009			
	March	June	Sept	Dec	March	June	Sept	Dec	March	June	Sept	Dec
Haringey	2007	2007	2007	2007	2008	2008	2008	2008	2009	2009	2009	2009
Rolling quarterly average	65.9	66.3	70.2	69.9	67.0	60.8	57.4	53.2	54.3	53.0	52.9	51.1
Quarterly rate	63.2	81.3	65.3	70.0	51.6	56.4	51.6	53.3	56.0	51.2	51.2	45.8
No. of conceptions	56	72	58	62	45	49	45	46	47	43	43	38
London	46.4	46.7	45.8	45.7	45.5	45.5	45.5	44.6	43.9	42.5	41.4	40.8
England	41.4	41.7	42.0	41.8	41.6	41.4	41.1	40.5	39.8	39.5	38.9	38.2

Step 3 - Assessment of Impact

The adoption and implementation of the criteria would increase barriers overall. However, this varies across the different themes of this EIA and for this reason a judgement regarding the impact on barriers is also shown for each theme.

	Increase barriers	Reduce barriers	No change
Overall	X		
Early Years Education			X
Youth Activities for Young People	X		
Disabilities and SEN	X		
Family Support	X		
14 – 19 Education	X		
Children in Care			X
Teenage Pregnancy	X		
Youth Offending			X

1. Early Years Education - No Increase in Barriers

The outcome of these proposals is that the sustainability grant is cut by 100% for 18 organisations within this theme. Of the remaining five, it is proposed that three receive a 50% cut to their sustainability grant and two receive a 30% cut to their sustainability grant. This would suggest a negative impact for service users. However it is anticipated that the reduction of the sustainability grant will, for the majority of settings, be offset by the introduction of the new Single Funding Formula for Early Years through which funding will be allocated on pupil numbers and will include supplements for settings with service users from areas of higher deprivation.

A modelling exercise has been conducted for one playgroup to produce an indicative 2011/12 budget. One setting saw a 122% increase in its annual budget under the introduction of the Single Funding Formula for Early Years. This supports the rationale that, with the introduction of the Single Funding Formula, sustainability funding is no longer required for 18 of these organisations. For those organisations where it is anticipated that the total removal of the sustainability grant would threaten the sustainability of the organisation, a degree of sustainability funding is being proposed but at a reduced rate.

Furthermore, there is a Business Support Officer post in the Central Early Years team. The remit of this role includes working with settings on business planning. This post will also support groups to access any available grants. The Local Authority will continue to monitor the viability of all Early Years settings and, where possible, offer them support.

In light of this, a negative impact for service users is not anticipated.

2. Youth Activities for Young People - Barriers Increased

The adoption and implementation of these criteria would adversely impact 100% of the service users of organisations providing activities for young people because their application results in a 100% cut in funding. Simultaneously, Haringey's Youth Service is being restructured and will have a reduced universal offer. This will further increase barriers for young people wanting and/or needing to access positive activities to improve their wellbeing. The new service model is designed to target remaining services at those groups with high levels of need within the borough. The details of this service change can be found in the Youth, Connexions and Participation Service Delivery EIA.

The data has identified that:

- There will be a disproportionate impact on young people aged 13 – 19
- BME groups will be disproportionately impacted for those projects that provide targeted support to ethnic groups.
- When considering these issues, it is important to note that the available service user data was significantly limited making drawing firm conclusions problematic

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The council recognises that these proposals will, if implemented, significantly increase barriers for young people in this age group. In order to mitigate against the negative impact of this, a number of key actions will be taken.

The Council will build on the established Youth Service affiliation scheme for Third Sector and private providers. This scheme will involve the Council working with relevant providers to further develop their capacity to play a key role in supporting positive outcomes for young people in Haringey.

To develop this work a Community Development and Quality Assurance team is being created within the new Youth, Participation and Community Service whose role will include further developing capacity within the Third Sector. This, it is hoped, will mitigate against the impact of reduced universal youth services provided by the Council and a cut in direct funding to Third Sector and private organisations who have been providing positive activities for young people.

3. Disabilities and Special Educational Needs – Increase Barriers

100% of the service users who access the services provided by the organisations where funding is proposed to be withdrawn have special educational needs and/or disabilities. As such this represents a minor increase in barriers for users accessing services from these organisations. They will be adversely impacted by the withdrawal of funding to these projects. Actions to mitigate against this are set out below and in the action plan in Step 6. However, it is important to note that compared against the proposals to reduce funding to other themes within this EIA, a 13.5% reduction in funding to disability organisations is comparatively small. As such, in this context, this represents a positive impact for children and young people with disabilities.

A key issue in relation to disabilities is how children who fall at level 4 on the continuum of need access the services to which they are entitled. This is an issue that has been raised through consultation as set out in Step 4. It is recognised that this is an important issue. The Council is dedicated to ensuring that all children in the borough who are judged to be at level 4 on the Continuum of Need have access to an appropriate level of service. This will be ensured via the appropriate assessment process such as the Early Support Programme.

Where organisations judge a child to have a high level of need, the Council will work with those organisations to ensure that children and young people are assessed through the appropriate process and consequently are able to access services that meet those needs. This may mean that organisations whose funding has been reduced through this process may receive funding in the future, however, this will be dependent on the individual child(ren) assessments.

It should also be noted that a disproportionate number of the children accessing services within this theme are aged between 6 and 15 and are from BME groups.

4. Family Support – Increase Barriers

If proposals are adopted, three groups who provide support for families in need will not receive funding in 2011/12. This will have an adverse impact on the families that use those services. From the service user data available, there will be a disproportionate impact for:

- Children aged 0 – 5 and their parents, although no specific equality data on parents is available
- Kurdish, Somali and Polish families due to the targeted nature of the services provided by the organisations

There are a range of places available for families in Haringey needing to access support and advice, for example Children's Centres, Citizens Advice Bureau and Harts. In addition, the Family Support service in CYPS will continue to work with families in need of a higher level of support and the proposals for the reorganisation of Children's Centre services includes a strong focus on outreach to vulnerable families.

5. 14 – 19 Education – Increase Barriers

The application of the criteria result in the judgement that funding to all organisations within this theme ceases in 2011/12. As such, all service users within this theme would be adversely impacted by the adoption of these proposals.

Significantly these organisations work with children and young people aged between 14 and 19 years old who are at risk of becoming NEET. As such, this age group will be disproportionately adversely impacted by the implementation of these proposals. Furthermore, a disproportionate number of service users are boys.

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However, supporting young people to enter employment and training and therefore reducing the number of NEET young people continues to be a national priority. Indeed, John Hayes, Minister of State for Further Education and Lifelong Learning, announced on 4 November 2010 that there would be an all-age careers service in England by April 2012, with new arrangements for careers guidance accessible from September 2011 including online services for young people. The Department for Business, Innovation and Skills has also committed to continue to fund a network of public, private and voluntary sector organisations to provide face to face careers guidance to priority groups such as those at risk of becoming NEET.

Furthermore, subject to the passage of the Education Bill, from September 2012, schools will be under a legal duty to make sure their pupils have access to independent, impartial careers guidance. Recognising that schools are best placed to make decisions about the kind of support that will meet the needs of their pupils, they will be free to make arrangements for careers guidance that best suit the needs of their pupils by engaging, where appropriate, with external expert providers. Where schools express an interest in exploring options for buying in services, the Council will work with them to help facilitate this and ensure this is done in a fair and equitable manner.

6. Children in Care – No Change to Barriers

No equality impacts identified within this theme - No actions required.

7. Youth Offending – No Change to Barriers

No equality impacts identified within this theme - No actions required.

8. Teenage Pregnancy – Barriers Increased

The application of the criteria result in the proposal that the organisation within this theme is funded in 2011/12 but with funding reduced by 58.3% which is likely to adversely impact on its service users. Specific equality impacts relate to:

- Age because all service users are teenagers
- Gender because the majority of service users are female
- Ethnicity because the majority of service users are from BME groups

Whilst a reduction in funding to this service is likely to have an impact on service users, the Council is proposing to provide funding to support the continuation of the programme in two schools. If the criteria and their application are approved, the Council will work with this organisation to ensure that programmes target high risk groups of young people with these protected characteristics.

Step 4 - Consult on the proposal

Officers have consulted on both the criteria and the application of the criteria. Both providers and service users have been consulted and as such, consultation has comprised two parts.

Part 1 – Providers

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Providers were each sent a letter relating to the funding proposals for each grant they had received in 2010/11. They were invited to comment on the criteria which were clearly set out, the application of the criteria to their organisation and also to make any comments on the equality impact of the proposals. In addition to this, 3 officers attended a Children and Young People's Theme Group meeting with VCS organisations on 14 March 2011 which provided the opportunity for face to face consultation.

Main Issues and Concerns Raised

Summary of themed findings from the Third Sector consultation	Local Authority Response
<p>1.</p> <p><u>Feedback to the consultation process</u></p> <p>The consultation period is considerably less than that recommended in the Local Compact guidance. The short timeframe as stated in the letter dated 18th Feb was not necessary given that the detailed local authority financial settlement was released by the Government in December 2010. There are examples of local authorities who have completed equivalent consultation exercises on potential cuts to services well before the local authority settlements were announced.</p> <p>The short consultation period presents particular equalities issues for organisations whose service users have complex needs, for example, disabilities. The consultation with service users has not taken this into account.</p> <p>The late consultation and decision making process has left insufficient time for organisations to secure alternative sources of funding. It has also made planning services beyond March 2011 problematic. Even for services that CYPS is proposing to fund, the uncertainty created by the process means that families may experience a break in essential services that there is a statutory duty for CYPS to provide. For example, agreeing staffing arrangements, transport arrangements and undertaking children's needs assessments has been difficult.</p>	<p>This is specifically addressed in the report. Decisions about funding for these organisations could not be taken in isolation; they were part of an overall strategy to save £41m at very short notice. The consultation started as soon as was possible given those constraints. The Council does understand that the timescales are challenging for the organisations concerned.</p> <p>CYPS consulted with HAVCO's Children and Young People's Theme Board and as a result extended the consultation to enable engagement with service users with more complex needs.</p> <p>To mitigate against the uncertainty caused by the extension of the consultation and the potential for a break in service for statutory services, a two month contract extension was arranged for relevant contracts.</p>
<p>2.</p> <p><u>Childcare Sufficiency</u></p> <p>The criteria and judgements that have been applied are unfair as they do not allow a full range of services and will effectively make childcare unaffordable.</p>	<p>The rationale is an anticipated increase in funding for the majority of childcare settings involved in this process through the introduction of the Council's Early Years Single Funding Formula from April 2011. For those organisations where sustainability is anticipated to be a problem under the new funding system, a reduced rate of funding to support sustainability has been allocated through this process.</p>
<p>3.</p> <p><u>Ensure services for individual children at and young people at Level 4</u></p>	

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Summary of themed findings from the Third Sector consultation	Local Authority Response
<p>Some organisations work with level 4 children but the predominant number of their service users are below level 4 and as such, the provisional application of the criteria has resulted in the proposal not to fund them in 2011/12. This means that these level 4 service users will not receive that service even though resources are being targeted at them. How will the Council ensure that these service users receive the services to which they are entitled?</p>	<p>It is recognised that this as an important issue. The Council is dedicated to ensuring that all children in the borough who are judged to be at level 4 on the Continuum of Need have access to an appropriate level of service. This will be ensured via the appropriate assessment process.</p> <p>Where organisations judge a child to have a high level of need, the Council will work with those organisations to ensure that children and young people are appropriately assessed and consequently are able to access services that meet those needs. This may mean that organisations whose funding has been reduced through this process may receive funding in the future. This will, however, be dependent on the individual child(ren) assessments.</p> <p>CYPS will continue with Aiming High and will target children at level 4 through this initiative. Future contracts resulting from commissioning processes will prioritise service users at level 4.</p> <p>Further to this, a commissioning process will be undertaken to identify providers that can address the needs of children and young people at level 4. CYPS will be issuing a specification to explain how it will expect organisations to meet the needs of children and young people at level 4. Providers who meet the requirements set out in the guidance will be able to apply for funding.</p>
<p>4.</p> <p><u>Services that work predominantly with service users at Level 3 and below</u></p> <p>Some organisations have expressed concern about differentiating between Level 3 and Level 4 service users on the triangle. To withdraw funding at Level 3 may mean that some of the most vulnerable children will be pushed into crisis situations and the number of Level 4 risk children will, therefore, increase.</p> <p>Children with Autism are likely to fall at level 3 in the continuum of need and intervention. If Haringey Council decides that this group will no longer be entitled to funding, it is unclear how the council will avoid challenge through the courts as they may be found to have a legal duty under section 17 of the Children's Act to provide services for children who are in need.</p> <p>Many children with autism may be able to attend universal services but only if they are provided with specialist support. For example, a young person might be able to attend a youth club if they are accompanied by an appropriate professional. What steps will be taken to ensure</p>	<p>CYPS will need to support schools, other extended school providers and third sector organisations by providing advice on access arrangements and training to enable them to continue to provide for children and young people at level 3. This, it is hoped, will mitigate against the possibility of these children rising into the level 4 category.</p> <p>Children and young people with complex needs in relation to their autism will fall into level 4 and will be prioritised for resources accordingly so that it effectively discharges its statutory duty to meet the needs of this group.</p> <p>The Aiming High programme will continue and will support children and young people with complex needs, for example children with Autism, to access universal, targeted and specialist services.</p> <p>Further to this, the Council is negotiating with a number</p>

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Summary of themed findings from the Third Sector consultation	Local Authority Response
<p>that in such instances, users are able to access universal services?</p>	<p>of schools to arrange the delivery of after school childcare. It is anticipated that schools will work with children at all levels of the triangle thus ensuring access to universal services for all users, irrespective of their level of need.</p>
<p>5.</p> <p><u>Nurseries & Playgroups</u></p> <p>Nurseries have had difficulty in estimating the effect of these proposals because they have not had definitive information on the total allocation that they will receive through the Early Years Single Funding Formula.</p> <p>How has the Early Years Single Funding Formula been applied and why was notification of funding allocation issued at such a late date?</p> <p>A local nursery is stating that it is the only nursery serving the Jewish community in the borough. Removing its grant will mean, therefore, that there is no council support for the nursery education of this significant minority community.</p>	<p>The rationale is an anticipated increase in funding for the majority of organisation with the introduction of the Council's Early Years Single Funding Formula from April 2011. As such there is no perceived risk to these organisations. Where there is a perceived risk for organisations with regards to sustainability, an appropriate level of funding has been proposed to ensure sustainability.</p> <p>The introduction Early Years Single Funding Formula (EYSFF) results in a significant change in the way the Council funds private, voluntary and independent organisations (PVI). Formulating it required extensive data collection from schools and PVIs and this was used to arrive at the final indicative allocation of each service provider.</p> <p>The free entitlement is now a maximum of 15 hours per week over at least 38 weeks per year for all three and four year olds. Provision will be free at the point of delivery. This requirement came into force nationally in September 2010.</p> <p>The EYSFF will alter the distribution of resources between maintained and non-maintained settings. Take-up of places is greater in areas that are more affluent and this will affect the distribution of resources within the borough. We intend to mitigate this by the use of a deprivation factor and by the targeting of resources for children most in need.</p> <p>CYPS is proposing to provide a sustainability grant to two Orthodox Jewish organisations at a reduced rate that will ensure sustainability. Children from the Orthodox Jewish Community who cannot access other provision will continue to access early years provision through these two nurseries. Non-orthodox Jewish children will be able to access mainstream provision. A Childcare Sufficiency Audit has been undertaken to ensure sufficient childcare places are available.</p>
<p>6.</p> <p><u>Sustainability of Nursery and Playgroup settings</u></p> <p>Proposals acknowledge that there may be a serious risk to the council's ability to meet its statutory duty of providing sufficient childcare if funding is totally withdrawn – an immediate reduction of 50% and 30% has been proposed for some organisations.</p>	<p>Having applied the CYPS criteria the proposed ceasing of funding is in line with reductions to other providers. Assessments have taken into account the application of the Early Years Single Funding Formula as outlined in point 5.</p>

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Summary of themed findings from the Third Sector consultation	Local Authority Response
<p>The reduction is not phased. What is the rationale for implementing these reductions?</p> <p>How do these cuts compare to funding reductions for other providers?</p> <p>What actions have been taken to assess the impact of such a reduction in funding at short notice?</p>	<p>Given the application of a reduction to the levels of grant funding available to the EY service from April 2011, there has been little scope for a phased reduction to funding.</p> <p>This point is noted. Unfortunately due to reductions the in the levels of funding available to the local authority 2011, in most cases the Council is minded to cease funding to service providers as they will now be in receipt of the EYSFF.</p> <p>The financial viability has also been assessed and of those organisations where there is a serious risk that to withdraw funding would threaten the Council's ability to meet its statutory duties. For these organisations funding has been reduced to mitigate against this risk.</p>

Part 2 – Service Users

Service user questionnaires were distributed and attached to these were details of the funding proposals for the organisation from which they received a service. Officers also endeavoured to arrange to visit settings to consult directly with service users. Consequently, two officers visited Markfield and Haringey Shed and discussed the potential impact of the proposals detailed here with service users.

Response rates and responses to the questionnaire are set out in the table below. Organisations are divided between the eight themes running throughout this EIA.

Name of Provider	Number of user responses	Service User response
1. Early Years and Childcare		
101 Playgroup	40	<p>Service users strongly oppose the proposal to reduce or cease funding in some instances. 60% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Overall respondents felt that there was limited provision in the area. Children would have to travel further and pay more to go to private nurseries. Some children would lose out on early years development and have to wait until they started school.</p>
345 Pre-school Church crescent	Nil return	
345 Pre-school Springfield	Nil return	
345 Pre-school Tetherdown	7	<p>Service users strongly oppose the proposal to reduce or cease funding in some instances. 100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that if funding is cut, this pre-school, which already struggles financially, will have to charge a higher contribution fee, making it unaffordable for parents.</p>

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Name of Provider	Number of user responses	Service User response
African Caribbean Day Nursery	9	<p>Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>88% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users at this organisation stated that it offers a unique service, not found anywhere else in the local community. Users also commented that it creates an environment for children to advance through their educational and personal growth whilst developing a positive self image through cultural education.</p>
Chestnuts Pre-School	2	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that without this preschool, children would experience difficulty achieving at school in the reception year. Users also commented that the services Chestnuts provides are valuable because they enable children to develop social and emotional skills and also begin to study the subjects they will be taught in reception at school.</p>
Devon Close Pre School	Nil return	
Dinosaurs Playgroup	1	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that Dinosaurs Playgroup is a splendid centre that is well equipped and is in a location which is popular with the parents who use the playgroup. They also commented that it is inexpensive to maintain, meaning that reducing its funding represents an insignificant saving. However, they commented, the loss to the community's children's provision would be great.</p>
High Cross Playgroup	9	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users of this playgroup commented that the proposals would affect lone parents wishing to access work/training. Users also commented that the care provided by all staff at High Cross Playgroup is helpful and that the playgroup</p>

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Name of Provider	Number of user responses	Service User response
		provides a safe and secure place for children to learn and play.
Hilltop Playgroup	3	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances. 67% of respondents were unsure of Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that the playgroup relies heavily on funding to run effectively and to purchase much needed resources for the children as well as to pay the rent and staffing costs. Users also commented that the playgroup is a community playgroup and that there is no other playgroup nearby to support and provide pre-school education for children.</p>
Hornsey Ridge Playgroup	Nil return	
Ilse Amlot Centre	24	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>54% of respondents said that they understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users also commented that this service is important for parents wanting to get back into work and that parents should be encouraged and supported to do so. Users commented that parents should be provided with the necessary resources to enable them to work.</p> <p>Many service users also commented that their children access this service on a daily basis, Mon-Fri 9am-12pm and that this has allowed their children to enhance their social skills, to socialise and to develop.</p>
Lubavitch Nursery	Nil return	
Pavilion Pre-School	Nil return	
Rainbow Playgroup	16	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents said that they understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users also commented that without places like Rainbow, which has excellent staff, and the 2 Year Old Pilot scheme, they will receive a significantly reduced level of support. Users said that cheaper childcare for single parents is important.</p>
St James Pre School Playgroup	Nil return	
Stationers Playgroup	12	100% Service users strongly oppose the proposal to reduce or cease funding to organisations in

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Name of Provider	Number of user responses	Service User response
		<p>some instances.</p> <p>67% of respondents said that they understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that this service already relies heavily upon help from parents and that, if funding is reduced, it may well have to close down because there will not be enough staff to support the children.</p>
Tottenham green Under Fives' Centre	18	<p>94% Service users strongly oppose the proposal to reduce or cease funding in some instances whilst 6% opposed.</p> <p>67% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that a reduced level of service may mean that it is likely that this nursery will have to reduce its provision by, for example, stopping the 2 Year Old Pilot scheme. Children taking part in the pilot are mainly referred by social services. As such, many of these children have a high level of need.</p>
West Green Playgroup	Nil return	
Wood Green Pre-School Playgroup	10	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>90% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users also commented that the playgroup provides an affordable play scheme where children can learn essential socialising skills and take their first steps towards schooling and independence in a welcoming environment.</p>
Wood Green Salvation Army Playgroup	7	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>28% of respondents said that they understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users also commented that this playgroup is central to the community and that it represents the community's values, beliefs and morality and provides good childcare. Users also commented that they believe, in their knowledge and experience as playgroup leaders, that what this playgroup offers is equal to services provided by "better funded" playgroups.</p>
Yeladenu pre school	9	89% of service users strongly oppose the

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Name of Provider	Number of user responses	Service User response
		<p>proposal to reduce or cease funding in some instances. 11% opposed.</p> <p>28% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that there are few excellent nurseries like this that understand child development. Stopping funding for a centre like this will make it unaffordable for many families and will mean that they have to use state funded nurseries. This is one of the few Jewish Nurseries in the area and supports children to learn about their religion and culture whilst learning about those of others.</p>
Yesodah Hatorah Nursery	Nil return	
2. Activities for Young People		
Access to Sports Project	Nil return	
African Women's Welfare Group	9	<p>Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents were unsure of Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Respondents commented that they value the mentoring programmes and the opportunities it creates to increase self confidence. The youth group at AWWG provides services that, it is felt, are greatly needed in the local community and enables youths to become positive, pro-active role models.</p>
Ascend	Nil return	
ATG Entertainment Group	Nil return	
AUC UK	15	<p>86% services users strongly oppose the proposal to reduce or cease funding in some instances. 14% opposed.</p> <p>Half of respondents were unsure of why Haringey Council is proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that this service is so important. It has supported people to build a strong relationship with their parents and friends and has consequently made them feel happier and less bored.</p>
Besiktas FC	Nil return	
Black Arts Production Theatre	Nil return	
BME Carers Support Service	9	77% Service users strongly oppose the proposal to reduce or cease funding in some instances. 23% opposed. The majority of responses related

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Name of Provider	Number of user responses	Service User response
		<p>to the holiday play-scheme provided by this organisation.</p> <p>Half of respondents were unsure of Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that the play-scheme provides services for children with disabilities a good opportunity to socialise with others and give parents and carers a break</p>
Burrokeets UK	Nil return	
Community Concept	Nil return	
Embrace UK	Nil return	
Esqua	Nil return	
Film Skool Deluxe	Nil return	
Footpath Films Ltd	Nil return	
Formula UK	Nil return	
Free the Child	10	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that they strongly oppose the proposals because it will affect their way of life because without the youth club they will become bored. It was stated that service users will go back on the streets if this service is cut which may lead them to become involved with crime.</p>
Fun4all Community Project	Nil return	
Haringey Wrestling Club	Nil return	
Higher Heights Youth & Community Organisation	1	<p>100% Service users strongly oppose the proposal to reduce or cease funding organisations in some instances.</p> <p>100% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that the annual summer sports camp is beneficial because the participation is diverse and represents Haringey diverse community. Comments were also made about the benefit of the training provided by this organisation because it helps young people develop their social and emotional skills.</p>
Kori Arts	Nil return	

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Name of Provider	Number of user responses	Service User response
Moving Mountains Ltd	Nil return	
My Muzik	Nil return	
Ruff Diamond Entertainment	Nil return	
S Pinter Youth Project	Nil return	
Sand Bunker Community Centre	14	<p>100% of service users strongly oppose the proposal to reduce or cease funding to some in some instances.</p> <p>7% of respondents said that they understood why Haringey Council is proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that many young people that hang around on estates have limited access to activities. This youth club is limited to opening once a week as it does not have enough volunteers. Users asked where young people will be expected to go if this organisation receives no funding.</p>
SAS Positive Activities Ltd	20	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>35% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Services users commented that this service enables them to gain confidence, learn self-defence, and provides opportunities to socialise, meet new people. As such, it prevents them from becoming involved with gangs.</p>
The London DJ & MC Academy Ltd	Nil return	
Young Stars Club	Nil return	
Youth Direct	Nil return	
3. Disabilities and Special Educational Needs		
Action for Kids	Nil return	
Kid City	Nil return	
Resources for Autism	8	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>25% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Some service users commented that they did not</p>

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Name of Provider	Number of user responses	Service User response
		understand why the Council is proposing to cut services for the most needy and most vulnerable people who have no bargaining power. Users said that they need the service to be there and that it needs to be understanding, flexible and tailored to users' needs. More services, not fewer are required for this group.
Sorag Carers & Special Needs Project	Nil return	
Step by Step	6	<p>100% of service users strongly support the proposal.</p> <p>50% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that they would not be able to cope without this service. An end to this service would damage home environments. Comments were also made that the children accessing the service would become bored, upset and would be deprived of the chance to socialise.</p>
The National Autistic Society - Ladbroke Grove Centre	4	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>100% of respondents understood Haringey Council's reason for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that services for children with disabilities should not be cut. These children need stimulation and help to achieve their full potential thereby reducing their 'burden on the state' in adult life. Also, families often rely on respite from the council.</p> <p>Funding to respite is essential to prevent family breakdown and facilitate families being able to continue working. If were to stop service users have stated that they may have to give up work.</p>
Tree House	3	<p>100% of service users strongly oppose the proposal to reduce or cease funding in some instances. 6% opposed.</p> <p>33% of respondents understood why Haringey Council is proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that Tree House School provides a specialist educational system of learning which has proven to be the only effective approach in meeting my child's needs. No other provision follows the principles of ABA to the same extent as Tree House.</p>
Whizz Kidz	Nil return	
Haringey Shed	29	83% Service users strongly oppose the proposal

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Name of Provider	Number of user responses	Service User response
		<p>to reduce or cease funding in some instances. 7% opposed. 7% Strongly supported. 3% neither supported nor opposed.</p> <p>The majority of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Users commented that for children and young people with autism it is difficult, if not near impossible to find activities they will enjoy and feel thoroughly including in without prejudice and judgement from those without special needs. They do, however, find this at Haringey Shed.</p>
Markfield Project	1	<p>This respondent strongly opposed the proposal to reduce or cease funding in some instances.</p> <p>This respondent did not understand Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>They commented that they did understand the need to reduce spending. They did not think, however, that this needed to be done by cutting funding to organisations like Markfield who are providing services to disabled children and the vulnerable children who need help most.</p>
4. Family Support		
Caris Haringey	Nil return	
Ezer Leyoldos	3	<p>67% Service users strongly oppose the proposal to reduce or cease funding in some instances. 33% opposed.</p> <p>67% of respondents were unsure of Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances.</p> <p>Service users commented that they are happy with the service they receive from this organisation.</p>
Kurdish Community Centre	Nil return	
PEEC	46	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p> <p>43% of respondents understood Haringey Council's reasons for reducing or ceasing funding to organisations in some instances.</p> <p>Respondents commented that they disagreed with the cut in funding to this organisation because it is the only organisation providing a service for the Polish community. Users commented that they would have nowhere to go to access support in the early stages of family life.</p>
Samafal Somali Women's Association	37	<p>100% Service users strongly oppose the proposal to reduce or cease funding in some instances.</p>

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Name of Provider	Number of user responses	Service User response
		59% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances. Users commented that the implementation of proposals will have a huge impact on their community because will not be able to get support anywhere else.
Haringey Citizen Advice Bureau	Nil return	
5. 14 – 19 Education		
College of Haringey Enfield and North East London	Nil return	
Haringey Education Business Partnership	Nil return	
Keep it Simple Training	7	100% Service users strongly oppose the proposal to reduce or cease funding in some instances. 42% of respondents understood Haringey Council's reasons for proposing to reduce or cease funding to organisations in some instances. Users commented that if funding is reduced, it will directly impact on service users' ability to realise their personal goals and achieve qualifications.
North London Garage Group Training Agency	Nil return	
6. Children in Care		
Action for Children	Nil return	
Barnardo's Services Limited	Nil return	
Phoenix Community Care	Nil return	
7. Youth Offending		
Catch 22 (formerly RPS Rainer)	Nil return	
8. Teenage Pregnancy and Parenthood		
Teens and Toddlers, COUI UK	Nil return	
Organisations Fitting within More than one Category		
Creative Engagement Youth Ltd	Nil return	
SABA UK Unsigned	Nil return	
Unidentified Organisations	10	

How the Proposals have changed as a Result of the Consultation

Officers have scrutinised the responses generated by the consultation and considered the key issues raised by both users and providers. This has highlighted for officers a number of key issues. Where possible, actions have been agreed to mitigate against the equality impacts of these proposals. These are set out in Section 4.

Informing those who took part in the Consultation

This EIA along with the Lead Member Report detailing final proposals and the Council's response to the issues raised through the consultation will be made publicly available on the Council's website. Organisations will also receive a letter informing them of the outcome of the consultation. The letter will explain where the full consultation response can be found on the council website.

Step 5 - Addressing Training

The criteria described in this EIA have been designed to enable Council Officers to put forward equitable funding proposals to members that make best use of resources whilst simultaneously meeting the needs of the maximum number of the borough's residents and not discriminating positively or negatively against any protected equalities group.

As such, it is important that all Officers involved in creating future funding proposals to VCS and, where appropriate, some private organisations, must have received up to date, full, equalities training. This will be identified as a key action in section 8.

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 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.

Who will be responsible for monitoring?

Senior Officers in CYPS will be responsible for monitoring and reviewing these proposals and their impact in partnership with colleagues in the new corporate procurement function.

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

The monitoring data that will be used to evaluate outcomes for groups affected by these proposals will include:

- Childcare sufficiency data
- Early Years Foundation Stage data
- NEET data
- A range of disabilities and SEN data
- Children in Care data
- Youth Offending data
- Teenage Pregnancy data

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

Yes

Where will this information be reported and how often?

This information will be reported to the CYPS Directorate Management Team

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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
<p>Activities for Young People</p> <p>There will be a disproportionate impact on young people aged 13 – 19</p> <p>Family Support</p> <p>Children aged 0 – 5 and their parents, although no specific equality data on parents is available</p> <p>14 – 19 Education</p> <p>Organisations work with children and young people aged between 14 and 19 years old who are at risk of becoming NEET.</p>		<p>Activities for Young People</p> <p>BME groups will be disproportionately impacted for those projects that provide targeted support to ethnic groups.</p> <p>Family Support</p> <p>Kurdish, Somali and Polish families will be negatively impacted due to the targeted nature of the services provided by the organisations</p> <p>Teenage Pregnancy</p> <p>Ethnicity because the majority of service users are from BME groups</p>	<p>14 – 19 Education</p> <p>A disproportionate number of service users are boys. As such, this age group will be disproportionately adversely impacted by the implementation of these proposals.</p> <p>Teenage Pregnancy</p> <p>The majority of service users are female</p>					

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<p>As such, this age group will be disproportionately adversely impacted by the implementation of these proposals. Furthermore, a disproportionate number of service users are boys.</p> <p>Teenage Pregnancy</p> <p>All service users are teenagers</p>								
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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
Level 4 Children	CYPS will continue with Aiming High and will target children at level 4 through this initiative. Future contracts resulting from commissioning processes will prioritise service users at level 4.	Head of Services to Children & Young People with Additional Needs & Disability	Ongoing	Within existing resources.
Level 4 Children Accessing Services	A commissioning process will be undertaken to identify providers that can address the needs of children and young people at level 4. CYPS will be issuing a specification how it will expect organisations to meet the needs of children and young people at level 4. Providers who meet the requirements set out in the guidance will be able to apply for funding.	Head of Services to Children & Young People with Additional Needs & Disability	May 2011 – August 2011	Within existing resources
Level 4 Children Accessing Services	Where organisations judge a child to have a high level of need, the Council will work with those organisations to ensure that children and young people are appropriately assessed through the appropriate process and consequently are able to access services that meet those needs. This may mean that organisations whose funding	Head of Services to Children & Young People with Additional Needs & Disability	Ongoing	Within existing resources.

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	has been reduced through this process may receive funding, however, this will be dependent on the individual child(ren) assessment.			
Reduction in availability of activities for young people	Build on the established Youth Service affiliation scheme for Third Sector and private providers. This scheme will involve the Council working with relevant providers to further develop their capacity to play a key role in supporting positive outcomes for young people in Haringey.	Deputy Director – Early Intervention and Prevention	Ongoing	Within existing resources
Reduction in availability of activities for young people	Create a Community Development and Quality Assurance team within the new Youth Service whose role it will be, in conjunction with completing community needs assessments, to further develop capacity within the Third Sector.	Deputy Director – Early Intervention and Prevention	2011-12	Within existing resources
Family Support	There is a range of places available for families in Haringey needing to access support and advice, for example Children’s Centres, Citizens Advice Bureau and Harts. In addition, the Family Support service in CYPS will continue to work with families in need of a higher level of support. Furthermore, the proposals for the reorganisation of Children’s Centre services includes a strong focus on outreach to vulnerable families.	Deputy Director – Early Intervention and Prevention	2011-12	Within existing resources

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<p>14 – 19 Education</p>	<p>Where schools express an interest in exploring options for buying in services to work with 14 – 19 year olds, the Council will work with them to help facilitate this and ensure this is done in a fair and equitable manner.</p>	<p>Director of the Children and Young People’s Service</p>	<p>Ongoing</p>	<p>Within existing resources</p>
<p>Service provision and access for children and young people who fall under level 3 of the triangle.</p>	<p>CYPS to work with schools, other extended school providers and third sector organisations to provide advice on access arrangements and staff training to enable them to continue to provide services for children and young people at level 3. This, it is hoped, will mitigate against the possibility of these children rising into the level 4 category.</p>	<p>Deputy Director, Early Intervention and Prevention, the Children and Young People’s Service</p>	<p>Ongoing</p>	<p>Within existing resources</p>
<p>Training</p>	<p>All Officers involved in creating future funding proposals to VCS and, where appropriate, some private organisations, to receive up to date, full, equalities training.</p>	<p>Director of the Children and Young People’s Service</p>	<p>Ongoing</p>	<p>Within existing resources.</p>

Step 9 - Publication and sign off

If they are approved, the results of the proposals outlined in this EIA will be available for public viewing on the Haringey website.

Assessed by (Author of the proposal):

Name:

Designation:

Signature:

Date:

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature: *Arleen Brown*

Date: 10 May 2011

Sign off by Directorate Management Team:

Name:

Designation:

Signature:

Date:

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