

**Haringey** Council

Agenda item:

**[No.]**

General Purposes Committee

On 18 April 2011

**Report Title: Proposal for the curtailment of the Council's direct delivery and subsidy of after school and holiday childcare**

**Report of: Peter Lewis, Director of Children and Young People's Service**

**Signed :**

**Contact Officer :** Belinda Evans, Head of Children's Network West, 0 - 19 out of school provision

**Wards(s) affected: All**

**Report for: Non key decision**

**1. Purpose of the report**

To propose the curtailment of the Council's direct delivery and subsidy of after school and holiday childcare

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

2.1. The proposals in this report are designed to implement the council's budget strategy.

**3. Recommendations**

That Members:

- 4.1 Note that formal staff consultation on these proposals began on 8<sup>th</sup> February 2011 and was concluded on 9<sup>th</sup> March and that public consultation began on 14<sup>th</sup> February and was concluded on 8<sup>th</sup> April 2011.
- 4.2 Note the comments received from staff and trades unions and the management response to these (Appendix 5).
- 4.3 Agree the proposed reduction in staff as set out in the consultation document (Appendix 1) taking into account the outcome of the staff consultation and paying due regard to the Council's public sector equalities duties.

**4. Reason for recommendation(s)**

4.1. 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 £308million 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.

4.2. The attached consultation document (Appendix 1) sets out the background to this specific change and lists the posts affected.

## **5. Other options considered**

5.1. The main option considered has been to calculate if the Service could be provided by the Council without subsidy instead of by Schools and third sector providers. This option was discounted because of the significant increase in fees that would need to be realised in order for the Service to be sustainable.

## **6. Summary**

6.1. The proposal to cease delivery of the Council subsidised after school and holiday childcare will contribute £576,000 to the savings the council is required to make for the 2011/12 budget. The service also receives £200K of Extended Services funding and this grant ceased to come to the Local Authority at the end of March 2011. This grant continues to be distributed to schools through the DSG.

6.2. The Schools Forum has agreed additional resources for 2011-12 only, to assist with supporting the transition of the service to those schools that are able to provide the service on a sustainable long-term basis.

6.3. The Haringey Play Service provides After School Childcare across fourteen playcentres for children aged 5 -14. The centres are open to all, Ofsted approved and provide childcare during term time. Eight centres also provide playschemes in the school holidays.

6.4. As part of the mitigating action to ensure that there is continuity of after school child care, meetings have been held with Headteachers at the Primary Schools indicated above and the Head of Centre at the Triangle Intergenerational Centre with the aim of encouraging these settings to provide their own affordable after school and holiday child care with no subsidy from the Council.

## **7. Chief Financial Officer Comments**

7.1. The Chief Financial Officer has been consulted in the preparation of this report and comments that the savings set out are consistent with those agreed by Cabinet and are essential in achieving the budget strategy agreed by the Council.

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

8.1 The Head of Legal Services has been consulted on the contents of this report. Consultation with staff and recognised trade unions is an essential part of the responsibilities of an employer in the course of a business re-organisation. The requirement for consultation with employees and their trade union representatives is recognised within the report.

8.2 Due consideration should be given to responses received as a result of the consultation before any final decision is reached concerning the proposals outlined. Further, due consideration must also be given to the authority's public sector

equality duties before such a final decision, taking into account the outcome of the two attached equality impact assessments.

8.3 The process by which the restructuring exercise is to be achieved must comply with the Council's procedures regarding organisational change. Further the position of any members of staff at risk of displacement must be considered under the Council's procedures regarding redundancy and redeployment.

8.4 The Council is under a duty by reason of Section 6 of the Childcare Act 2006 to secure, so far as is reasonably practicable, that the provision of childcare is sufficient to meet the requirements of parents in their area who require childcare in order to enable them to take up or remain in work or to undertake education or training to assist in obtaining work. The Council is under no duty to provide such childcare itself and the statutory guidance, to which it must have regard, refers to a local authority's predominant role as being one of market development and support for such provision. A local authority is required to conduct a childcare sufficiency assessment at three year intervals.

## **9. Head of Procurement Comments**

9.1. Not applicable

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

10.1 Service Delivery and Staffing Equalities Impact Assessments on the proposed cessation of the Council subsidised Play Service are attached at Appendices 2 and 3.

10.2 The cessation of the Council subsidised Play Service without alternative provision through schools or third party providers would likely increase barriers to work for parents/carers and would have a disproportionate impact on Black ethnic groups, families with children of primary school age, parents and carers aged between 30-44 years old and women in terms of single mothers and mothers who may be more likely to be forced to give up work. The ceasing of holiday play schemes without ongoing provision would disproportionately impact on children with disabilities. Aiming High funding has been secured for 2011/12, and will be available to help support children at Level 4 of the Haringey Thresholds of Need (children with the most severe disabilities). A commissioning process is being put in place to identify providers of services for children at this level.

10.2 The impact on protected groups will be determined by the extent to which continuity of after school childcare through schools and third party providers is achieved. If after school childcare is provided by those schools currently receiving a Council subsidy then the impact on parents and children should be minimised. In fact in many areas, there is scope for an improved service to be offered to parents, with more flexibility provided by schools.

10.2 The Staffing Equality Impact Assessment has shown a disproportionate adverse affect on female staff and staff aged 45-54 years old as compared with the wider Council profile.

## **11. Consultation**

11.1. Informal staff consultation has included whole Service meetings and formal staff consultation took place between 7<sup>th</sup> February 2011 and 9<sup>th</sup> March 2011

with a midway consultation meeting held with staff and union representatives on 3<sup>rd</sup> March 2011.

11.2. Appendix 5 sets out the comments raised in response to the staff consultation and the management response to these.

11.3. From 14<sup>th</sup> February – 8<sup>th</sup> April 2011, parents/carers of children attending After School clubs and holiday playschemes in Haringey were consulted on the proposal to cease direct delivery of after school childcare and holiday play schemes. The deadline for the consultation was extended from 8<sup>th</sup> March to 8<sup>th</sup> April in response to requests from parents for more time in which to submit their views on the proposal. A summary of the 147 responses received can be found in Section 4 of the Service Delivery EqlA at Appendix 2.

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

12.1. Appendix 1: Consultation Document

12.2. Appendix 2: Service Delivery Equalities Impact Assessment

12.3. Appendix 3: Staffing Equalities Impact Assessment

12.4. Appendix 4: Equalities Impact Assessment Screening Tool

12.5. Appendix 5: Comments received during consultation, with management responses.

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

Not applicable

# APPENDIX 1

## CONSULTATION DOCUMENT

### Proposal for the Curtailment of the Council's direct delivery of after school and holiday childcare

Date: 07 February 2011

#### 1. Introduction

The effect of the proposals outlined in this consultation is to cease the delivery of services which provide after school and holiday childcare delivered by the Council's Play Service.

The members of staff affected by these proposals are those currently concerned with the administration, maintenance and running of activities within the Play Service. The teams sit within the Children and Young People's Service and the postholders are based across the Borough at the following sites:

Alexandra Primary School  
Broadwater Farm Primary School  
Campsbourne Primary School  
Chestnuts – the Pavilion  
Crowland Play Centre  
Mulberry Primary School  
Muswell Hill Play provision at the Baptist Church  
Noel Park Play Centre  
Falklands Centre (shortly to be sited at North Haringay Primary School)  
Rhodes Avenue Primary School  
Stroud Green Primary School  
Triangle Intergenerational Centre  
Welbourne Primary School  
Hornsey Ridge Community Centre

A meeting with all Play Service staff was held on 3 December 2010 where staff were informed that their posts were at high risk of redundancy.

A copy of these proposals will be provided to all affected members of staff and the relevant recognised trade unions as part of the consultation process on 7 February 2011. Formal written responses from all affected staff and the trade unions including any counter-proposals or concerns around the proposal from individual or groups of affected staff should be sent to Belinda Evans by 7 March 2011.

Staff affected by these proposals will have the opportunity to meet with Belinda Evans during the consultation period. If they wish, they may be accompanied by their Trade Union representative.

Subject to the results of the consultation and the consideration of counter-proposals, it is intended to formally ratify the proposals by 22 March 2011 with full implementation of the proposals involving deletion of posts by no later than 30<sup>th</sup> July 2011.

## **2. Background – The Need for Change**

The unprecedented scale of spending cuts imposed on local government means that the Council will have around £50million less to spend on services in 2011/12 but its priority will be to protect services for the most vulnerable residents. The Council's annual general budget is approximately £245million and of this about 60% funds staff. The Council has taken measures to reduce non-staffing spend as far as possible. However, the size and timing of the cuts mean there is no alternative than to consider wholesale job reductions. In this context the Council issued statutory notice on 18 November 2010 on a reduction in the workforce of more than 1,000 posts.

As part of this, the Children and Young People's Service is restructuring in order to reduce expenditure by £9.8m; this rationalisation will include the curtailment of support currently provided by the Council to facilitate the delivery of extended services in Haringey schools. This proposal is put forward in light of the fact that the Council will be moving to prioritise resources to enable it to meet its statutory requirements and the needs of the borough's most vulnerable children. It is therefore appropriate to delete the posts set out in the table under section five of this document.

As part of the mitigating action to ensure that there is continuity of after school child care, meetings have been held with Headteachers at the Primary Schools indicated above and the Head of Centre at the Triangle Intergenerational Centre with the aim of developing affordable after school child care with no subsidy from the Council.

The information in this pack contains more details of the proposed role deletions in the Play Service.

## **3. Purpose of Consultation**

The purpose of this consultation is:

- To listen to staff and trade union comments and suggestions;
- To consider alternatives that meet the identified objectives;
- To find possible ways of avoiding or reducing redundancies.

## **4. The Objectives of this Consultation**

The objectives of this consultation are:

- To contribute to achieving savings of £575,000

## 5. Staffing implications from these proposals

As a result of the requirement to find savings the following posts are proposed for deletion:

| Team                                      | Job Title                    | Grade | Comment   |
|---|------------------------------|-------|---|
| Alexandra Park Playcentre Team            | Centre Manager               | SO1   | Post to be deleted                                    |
| Alexandra Park Playcentre Team            | Part-time Playworker         | SC4   | Post to be deleted                                    |
| Alexandra Park Playcentre Team            | Part-time Playworker         | SC4   | Post to be deleted                                    |
| Alexandra Park Playcentre Team            | Part-time Playworker         |       | Vacant post to be deleted                             |
| Bus Resource Team                         | Senior Admin Officer         | SO2   | Postholder has been approved for Voluntary Redundancy |
| BWF Playcentre Team                       | Assistant Playcentre Manager | SC6   | Postholder has been approved for Voluntary Redundancy |
| BWF Playcentre Team                       | Part-time Playworker         | SC4   | Post to be deleted                                    |
| BWF Playcentre Team                       | Part-time Playworker         | SC4   | Post to be deleted                                    |
| BWF Playcentre Team                       | Part-time Playworker         | SC4   | Post to be deleted                                    |
| Campsbourne/Rhodes Avenue Playcentre Team | Centre Manager               | SO2   | Postholder leaving due to retirement                  |
| Campsbourne/Rhodes Avenue Playcentre Team | Part-time Playworker         | SC4   | Postholder has been approved for Voluntary Redundancy |
| Campsbourne/Rhodes Avenue Playcentre Team | Part-time Playworker         | SC4   | Post to be deleted                                    |
| Campsbourne/Rhodes Avenue Playcentre Team | Assistant Playcentre Manager | SO1   | Postholder has been approved for Voluntary Redundancy |
| Campsbourne/Rhodes Avenue Playcentre Team | Part-time Playworker         | SC4   | Postholder has been approved for Voluntary Redundancy |
| Campsbourne/Rhodes Avenue Playcentre Team | Part-time Playworker         | SC4   | Postholder has been approved for Voluntary Redundancy |
| Chestnuts Playcentre Team                 | Centre Manager               | SO1   | Postholder has been approved for Voluntary Redundancy |
| Chestnuts Playcentre Team                 | Assistant Playcentre Manager | SC6   | Postholder leaving due to retirement                  |
| Chestnuts Playcentre Team                 | Part-time Playworker         |       | Vacant post to be deleted                             |
| Crowland Playcentre Team                  | Playgroup Assistant          | SC4   | Post to be deleted                                    |
| Crowland Playcentre Team                  | Assistant Playcentre Manager | SO1   | Post to be deleted                                    |
| Crowland Playcentre Team                  | Part-time Playworker         | SC4   | Post to be deleted                                    |
| Crowland Playcentre Team                  | Part-time Playworker         |       | Vacant post to be deleted                             |
| Mulberry Playcentre Team                  | Part-time Playworker         | SC4   | Post to be deleted                                    |
| Mulberry Playcentre Team                  | Part-time Playworker         | SC4   | Post to be deleted                                    |
| Mulberry Playcentre Team                  | Centre Manager               | SO2   | Post to be deleted                                    |
| Muswell Hill Playcentre                   | Assistant Playcentre Manager | SC6   | Post to be deleted                                    |

|  |                              |     |   |
|--|------------------------------|-----|---|
| Muswell Hill Playcentre                  | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Muswell Hill Playcentre                  | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Muswell Hill Playcentre                  | Assistant Playcentre Manager | SC6 | Postholder has been approved for Voluntary Redundancy |
| Noel Park Playcentre Team                | Assistant Playcentre Manager | SO1 | Post to be deleted                                    |
| Noel Park Playcentre Team                | Part-time Playworker         | SC4 | Postholder has been approved for Voluntary Redundancy |
| Noel Park Playcentre Team                | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Stroud Grn/Hornsey Ridge Playcentre Team | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Stroud Grn/Hornsey Ridge Playcentre Team | Assistant Playcentre Manager | SC6 | Postholder has been approved for Voluntary Redundancy |
| Stroud Grn/Hornsey Ridge Playcentre Team | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Stroud Grn/Hornsey Ridge Playcentre Team | Centre Manager               | SO2 | Post to be deleted                                    |
| Stroud Grn/Hornsey Ridge Playcentre Team | Part-Time Playworker         | SC4 | Post to be deleted                                    |
| Stroud Grn/Hornsey Ridge Playcentre Team | Part-Time Playworker         | SC4 | Post to be deleted                                    |
| Stroud Grn/Hornsey Ridge Playcentre Team | Part-Time Playworker         |     | Vacant post to be deleted                             |
| The Falkland Playcentre                  | Part-time Playworker         | SC4 | Postholder has been approved for Voluntary Redundancy |
| The Falkland Playcentre                  | Part-time Playworker         | SC4 | Postholder has been approved for Voluntary Redundancy |
| The Falkland Playcentre                  | Part-time Playworker         | SC4 | Postholder has been approved for Voluntary Redundancy |
| The Falkland Playcentre                  | Centre Manager               | SO2 | Postholder has been approved for Voluntary Redundancy |
| The Falkland Playcentre                  | Part-time Playworker         |     | Vacant post to be deleted                             |
| Triangle Children's Centre               | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Triangle Children's Centre               | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Triangle Children's Centre               | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Triangle Children's Centre               | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Triangle Children's Centre               | Centre Manager               | SO2 | Postholder has been approved for Voluntary Redundancy |
| Welbourne Playcentre Team                | Centre Manager               | SO2 | Post to be deleted                                    |
| Welbourne Playcentre Team                | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Welbourne Playcentre Team                | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Welbourne Playcentre Team                | Part-time Playworker         | SC4 | Post to be deleted                                    |
| Welbourne Playcentre Team                | Part-time Playworker         |     | Vacant post to be deleted                             |

This proposal includes the curtailment of holiday childcare provided through the Play Service. In addition to a proportion of some of the above posts, this service was resourced



through casual and seasonal staff and its closure will not therefore impact on any additional established staff posts.

## 6. Proposed Implementation Timetable

During the consultation and implementation we will take steps to ensure that members of staff are dealt with fairly and consistently, and to minimise uncertainty for all concerned.

The proposed timetable is outlined below:

| Dates           | Action   |
|-----------------|--|
| 7 February 2011 | Consultation pack for Play Service issued to affected staff and Trades Unions.                           |
| 7 February 2011 | Individual meetings with staff<br>Consultation meeting with TUs<br>Consultation meeting with staff + TUs |
| 7 March 2011    | End of consultation period.<br>Final submission for written responses from staff/TUs                     |
| 10 March 2011   | Management response to comments/counter proposals.<br>Deadline for completion of EIA                     |
| 22 March 2011   | Formal ratification of proposals.<br>Staff advised.<br>Commencement of implementation of the proposals.  |
| 28 March 2011   | Displaced employees referred to corporate redeployment pool  |
| 28 March 2011   | Commencement of formal redeployment period, skills assessment and issue of notices of redundancy.        |

## 7. Redundancy Notices

Under these proposals the earliest date of issue of redundancy notices would be 28 March 2011. Every effort will be made to minimise dismissals on the grounds of redundancy through the measures detailed in the following paragraphs. In addition we will continue to work with schools to ensure continuity of after school childcare.

## 8. Voluntary Redundancy

To facilitate staff reductions the Chief Executive wrote to all Council employees asking them to put themselves forward if they are interested in volunteering to take redundancy/early retirement. The Council-wide deadline calling for applications for voluntary redundancy has now closed. However, staff may discuss options with their manager, who will consider each request on a case by case basis.

## 9. Opportunities with CYPS

It is proposed that, during the consultation, affected staff will be considered for suitable alternative opportunities within CYPS, including vacant posts/posts being covered by agency workers.

## 10. Formal Redeployment

Following a change to the redeployment policy agreed by General Purposes Sub Committee on 28 October 2010, the formal period for redeployment now runs concurrently with an employee's notice period. Whilst the Council is committed to the principle of trying to redeploy staff facing redundancy into suitable alternative posts in the current financial situation opportunities are likely to be limited. HR will circulate any vacancies and staff are also encouraged to identify to HR any posts they feel may offer suitable alternative employment, this may include temporary posts and assignments as well as permanent posts.

### **11. Provision for Trial Periods**

If employees are redeployed into an alternative position, they may feel uncertain about whether the post will be suitable for them and vice versa. The Council operates an 8 week trial period, commencing from the date of appointment to the new post and incorporating the statutory trial period of four weeks. The 8 week period may be extended by agreement by all parties.

The trial period will allow time for the redeployee to assess the suitability of the new post and for their suitability to be assessed by their new manager. During this time, should the employee or the Council decide on reasonable grounds that the post is not suitable, redundancy provisions as outlined below will apply. During the trial period, support and training as appropriate will be made available to the redeployee.

### **12. Redundancy**

If an employee's post is deleted under the proposals and s/he is not appointed to another post or redeployed elsewhere, s/he will be dismissed, with notice, on the grounds of redundancy. Redundancy pay will be based on the terms outlined in the Council's Redundancy and Compensation Payments, details of which are available on Harinet together with a redundancy calculator.

### **13. Support**

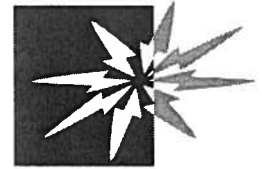
The Council is running a series of workshops to support staff during this change period including careers advice and assistance with applying for jobs. Details of these can be found on Harinet, 'Support', as well as Frequently Asked Questions and other useful information/links.

**Manager:** Belinda Evans

**Role:** Head of Children's Network West and 0 - 19 out of school provision

**Date:** 07 February 2011

**HARINGEY COUNCIL**



**Haringey** Council

**EQUALITY IMPACT ASSESSMENT FORM**

Service: Haringey Play Service

Directorate: Children and Young People's Service

Title of Proposal: Proposal for the Curtailment of the Council's direct delivery of after school and holiday childcare

Lead Officer (author of the proposal): Belinda Evans

Names of other Officers involved: Jen Johnson, Tom Fletcher, Arleen Brown

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

The proposal is to cease the delivery of the Council's subsidised Play Service which provides after school and holiday childcare. This will achieve the objective of contributing to Local Authority savings of £576,000 for this area. The service also receives £200K of Extended Services funding and this grant ceases to come to the Local Authority at the end of March 2011. This grant continues to be distributed to schools through the DSG.

The Haringey Play Service provides after school childcare across 14 Play Centres for children aged 4 ½ -14. The centres are open to all, Ofsted approved and provide childcare during term time. 8 centres also provide playschemes in the school holidays. The after school and holiday childcare provision has a major role to play in combating disadvantage by providing opportunities for the development of:

- Strong relationships with parents, family members and other significant adults.
- Parental interest and involvement in education with clear and high expectations.
- Individual characteristics of the child.
- A nurturing environment that develops these characteristics, and provides positive, caring role models.
- Active involvement in family, school and community life.
- Environments that provide recognition, praise and a sense of personal value.

Under the Childcare Act 2006, the Council has a statutory duty to secure (whether or not by them) sufficient childcare to meet the needs of parents to enable them to work or study. As part of this duty the Council is required to undertake a Childcare Sufficiency Assessment (CSA) at least every three years. The assessment is a measurement of the nature and extent of the need for and supply of childcare within the local area and enables the Council to identify gaps and establish plans to meet the needs of parents in order to fulfil the childcare sufficiency duty. The Play Service contributes to this duty by directly providing 470 after school childcare places and approximately 200 holiday childcare places.

This EqIA uses data from the Childcare Sufficiency Assessment which is provided by settings to the Family Information Service; Play Service attendance figures; and Ofsted

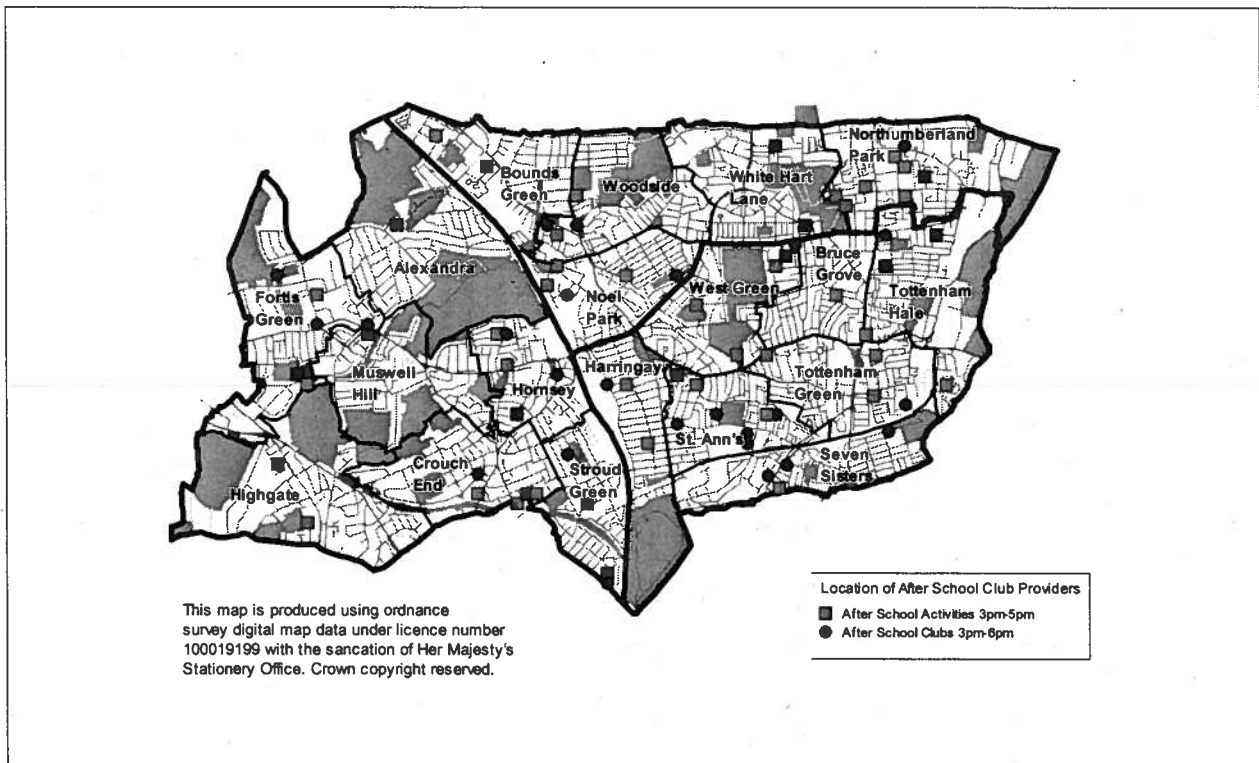
registration information. The number of places at each after school club or holiday playscheme based on Ofsted registration will vary to those reported by the CSA as Ofsted registration is only required for children up to 8 years old.

**After School Childcare across the borough**

There are 100 providers of after school provision, of which 60 consist of after school activities (ASA) from 3pm-5pm and 47 are after school clubs (ASC) open between 3pm and at least 6pm. 7 primary schools offer both registered after school clubs and after school activities and are counted twice in the table below.

| Type of Provider                                      | No of providers | No. of places | Total places (%) |
|---|-----------------|---------------|------------------|
| Children's centre ASC                                 | 3               | 89            | 3%               |
| Council Play Service ASC                              | 14              | 456           | 15%              |
| Primary school offering registered ASC                | 10*             | 318           | 10%              |
| PVI ASC (Private, Voluntary Independent organisation) | 20              | 675           | 22%              |
| Primary school offering ASA                           | 55*             | 1,780         | 57%              |
| Primary school & CC offering ASA                      | 1               | 28            | 1%               |
| Special School offering ASA                           | 4               | 90            | 3%               |
| <b>Grand Total</b>                                    | <b>107*</b>     | <b>3,138</b>  | <b>100%</b>      |

Source: Family Information Service (FIS) 2010



Source: Family Information Service (FIS) 2010

After School provision by ward - Bruce Grove has the lowest number of places, with no after school club provision running from 3pm-6pm. The proposal to end direct delivery of Council run after school childcare would not affect the ASA provision that is currently run in this ward.

| Network         | Ward                | After school provision                  |                              |                    |                |                     |
|-----------------|---------------------|---|------------------------------|--------------------|----------------|---------------------|
|                 |                     | No. of registered ASC providers 3pm-6pm | No. of registered ASC places | No. of ASA 3pm-5pm | No. ASA places | Total No. of places |
| North           | Bounds Green        | 2                                       | 70                           | 3                  | 56             | 126                 |
|                 | Noel Park           | 3                                       | 95                           | 2                  | 50             | 145                 |
|                 | Northumberland Park | 5                                       | 150                          | 7                  | 88             | 238                 |
|                 | White Hart Lane     | 2                                       | 80                           | 2                  | 85             | 165                 |
|                 | Woodside            | 1                                       | 40                           | 4                  | 97             | 137                 |
|                 | <b>Sub-Total</b>    | <b>13</b>                               | <b>435</b>                   | <b>18</b>          | <b>376</b>     | <b>811</b>          |
| South           | Bruce Grove         | 0                                       | 0                            | 1                  | 15             | 15                  |
|                 | Harringay           | 1                                       | 25                           | 2                  | 62             | 87                  |
|                 | Seven Sisters       | 6                                       | 196                          | 2                  | 45             | 241                 |
|                 | St Ann's            | 6                                       | 164                          | 6                  | 133            | 297                 |
|                 | Tottenham Green     | 1                                       | 46                           | 2                  | 38             | 84                  |
|                 | Tottenham Hale      | 3                                       | 175                          | 4                  | 79             | 254                 |
|                 | West Green          | 2                                       | 61                           | 6                  | 164            | 225                 |
|                 | <b>Sub-Total</b>    | <b>19</b>                               | <b>667</b>                   | <b>23</b>          | <b>536</b>     | <b>1203</b>         |
| West            | Alexandra           | 1                                       | 24                           | 1                  | 64             | 88                  |
|                 | Crouch End          | 2                                       | 56                           | 3                  | 78             | 134                 |
|                 | Fortis Green        | 4                                       | 132                          | 3                  | 187            | 319                 |
|                 | Highgate            | 1                                       | 30                           | 2                  | 130            | 160                 |
|                 | Hornsey             | 3                                       | 122                          | 5                  | 99             | 221                 |
|                 | Muswell Hill        | 1                                       | 27                           | 2                  | 62             | 89                  |
|                 | Stroud Green        | 3                                       | 65                           | 3                  | 48             | 113                 |
|                 | <b>Sub-Total</b>    | <b>15</b>                               | <b>456</b>                   | <b>19</b>          | <b>668</b>     | <b>1124</b>         |
| <b>Haringey</b> |                     | <b>47*</b>                              | <b>1,558</b>                 | <b>60*</b>         | <b>1,580</b>   | <b>3,138</b>        |

Source: Family Information Service (FIS) 2010

Children per place by school roll population – The table below shows the average number of children per place based on the 2010 Pupil Level Annual School Census (PLASC). The table aggregates the total school roll population (reception to year 6) by a school's ward location. For example, for Bounds Green ward, we have aggregated the total school roll population of each school located in the Bounds Green ward. Across Haringey, there are a total of 13 reception to year 6 pupils for every after school club place.

| Network | Ward school located in | Number of Reception to Year 6 pupils (PLASC 2010)* | Children per ASC place | Children per ASA place |
|---------|------------------------|--|------------------------|------------------------|
| North   | Bounds Green           | 602  | 9                      | 11                     |
|         | Noel Park              | 672  | 7                      | 13                     |
|         | Northumberland Park    | 1840   | 12                     | 21                     |
|         | White Hart Lane        | 1001   | 13                     | 12                     |
|         | Woodside               | 1710   | 43                     | 18                     |
|         | <b>Sub-Total</b>       | <b>5825</b>  | <b>7</b>               | <b>15</b>              |
| South   | Bruce Grove            | 407  | n/a                    | 27                     |

|             |                  |               |           |           |
|-------------|------------------|---------------|-----------|-----------|
|             | Harringay        | 801           | 32        | 13        |
|             | Seven Sisters    | 1250          | 6         | 28        |
|             | St Ann's         | 1800          | 11        | 14        |
|             | Tottenham Green  | 783           | 17        | 21        |
|             | Tottenham Hale   | 1338          | 8         | 17        |
|             | West Green       | 1169          | 19        | 7         |
|             | <b>Sub-Total</b> | <b>7548</b>   | <b>6</b>  | <b>14</b> |
| <b>West</b> | Alexandra        | 421           | 18        | 7         |
|             | Crouch End       | 997           | 31        | 13        |
|             | Fortis Green     | 1298          | 10        | 7         |
|             | Highgate         | 793           | 26        | 6         |
|             | Hornsey          | 1355          | 11        | 14        |
|             | Muswell Hill     | 626           | 23        | 10        |
|             | Stroud Green     | 750           | 12        | 16        |
|             | <b>Sub-Total</b> | <b>6240</b>   | <b>6</b>  | <b>9</b>  |
|             |                  |               |           |           |
|             | <b>Haringey</b>  | <b>19,613</b> | <b>13</b> | <b>12</b> |

Source: PLASC 2010

**Fees** – The table below shows the average daily and weekly fees for after school clubs in Haringey across all providers. The daily and weekly costs may not directly correspond to each other as some clubs only operate a weekly charging policy and some settings offer a discount if children attend all five days. The average weekly cost of after school clubs ranges from £30 in Seven Sisters to £66.75 in St Ann's. St Ann's and Crouch End wards have the most expensive after school clubs.

| Network      | Ward                    | Mean household income (£) | After school club (daily fees) | After school club (weekly fees) |
|--------------|-------------------------|---------------------------|--------------------------------|---------------------------------|
| <b>North</b> | Bounds Green            | £38,186                   | £6.40                          | £31.00                          |
|              | Noel Park               | £29,067                   | £10.00                         | £50.00                          |
|              | Northumberland Park     | £27,221                   | £9.20                          | £45.00                          |
|              | White Hart Lane         | £28,194                   | £8.80                          | £42.00                          |
|              | Woodside                | £34,508                   | £8.50                          | £42.40                          |
|              | <b>Network Average</b>  | <b>£31,435</b>            | <b>£8.58</b>                   | <b>£42.08</b>                   |
| <b>South</b> | Bruce Grove             | £32,271                   | /                              | /                               |
|              | Harringay               | £38,739                   | £9.00                          | £42.50                          |
|              | Seven Sisters           | £30,577                   | £6.30                          | £30.00                          |
|              | St Ann's                | £31,789                   | £13.40                         | £66.75                          |
|              | Tottenham Green         | £27,512                   | £9.00                          | £42.50                          |
|              | Tottenham Hale          | £28,674                   | £10.00                         | £45.00                          |
|              | West Green              | £28,916                   | £9.00                          | £42.50                          |
|              | <b>Network Average</b>  | <b>£31,211</b>            | <b>£11.34</b>                  | <b>£38</b>                      |
| <b>West</b>  | Alexandra               | £52,073                   | £9.00                          | £42.50                          |
|              | Crouch End              | £49,805                   | £12.00                         | £60.00                          |
|              | Fortis Green            | £49,182                   | £8.75                          | £42.50                          |
|              | Highgate                | £52,496                   | £9.00                          | £45.00                          |
|              | Hornsey                 | £42,729                   | £7.00                          | £37.50                          |
|              | Muswell Hill            | £50,381                   | £9.00                          | £42.50                          |
|              | Stroud Green            | £45,305                   | £8.50                          | £45.00                          |
|              | <b>Network Average</b>  | <b>£48,853</b>            | <b>£12.65</b>                  | <b>£45</b>                      |
|              |                         |                           |                                |                                 |
|              | <b>Haringey Average</b> | <b>£37,770</b>            | <b>£9.10</b>                   | <b>£44.60</b>                   |

Source: Family Information Service (FIS) 2010

## Holiday Play schemes across the borough

In 2010 there were 20 holiday play schemes operating from between 8 and 10am in the morning and 4 and 6pm in the evening, offering over 768 places across Haringey (two PVI providers did not provide details of the no. registered places available). The ward with the highest number of providers of holiday play schemes was Tottenham Hale (4). Alexandra, Bounds Green, Bruce Grove, Highgate, Muswell Hill, and St Ann's wards had no holiday play scheme provision. There were 8 Private Voluntary and Independent sector providers (PVI); 4 maintained providers; and 8 holiday play schemes run by the Council Play Service in 2010.

| Registration Ward   | Maintained Providers |                       | Council Play Service |                       | PVI Providers |                       | Grand Total   |                       |
|---------------------|----------------------|-----------------------|----------------------|-----------------------|---------------|-----------------------|---------------|-----------------------|
|                     | No. Providers        | No. Registered places | No. Providers        | No. Registered places | No. Providers | No. Registered places | No. Providers | No. Registered places |
| Crouch End          |                      |                       |                      |                       | 1             | 32                    | 1             | 32                    |
| Fortis Green        | 1                    | 48                    |                      |                       | 2*            | 48                    | 3             | 96                    |
| Harringay           |                      |                       | 1                    | 40                    |               |                       | 1             | 40                    |
| Hornsey             |                      |                       | 1                    | 30                    |               |                       | 1             | 30                    |
| Noel Park           |                      |                       | 1                    | 48                    |               |                       | 1             | 48                    |
| Northumberland Park |                      |                       |                      |                       | 2             | 60                    | 2             | 60                    |
| Seven Sisters       | 1                    | 50                    | 1                    | 60                    |               |                       | 2             | 110                   |
| Stroud Green        |                      |                       | 1                    | 30                    |               |                       | 1             | 30                    |
| Tottenham Green     |                      |                       | 1                    | 46                    |               |                       | 1             | 46                    |
| Tottenham Hale      | 1                    | 40                    | 1                    | 36                    | 2*            | 50                    | 4             | 126                   |
| West Green          |                      |                       | 1                    | 40                    |               |                       | 1             | 40                    |
| White Hart Lane     | 1                    | 80                    |                      |                       |               |                       | 1             | 80                    |
| Woodside            |                      |                       |                      |                       | 1             | 30                    | 1             | 30                    |
| <b>Grand Total</b>  | <b>4</b>             | <b>218</b>            | <b>8</b>             | <b>330</b>            | <b>8</b>      | <b>220</b>            | <b>20</b>     | <b>768</b>            |

\*One PVI provider in Fortis Green and one PVI provider in Tottenham Hale did not provide details of the no. registered places available.

In 2010 there were a total of 768 holiday play scheme places available for children who fall within the Council Play Service age-range (4.5-12 yrs old) however some of these places were available to children younger than 4.5 years old or older than 12 years old. 260 places were only available for children aged up to 7 or 8. Additional schemes were available for children under 5 years old only, these are not recorded here.

| Age range          | Maintained | Council Play Service | PVI        | Grand Total |
|--------------------|------------|----------------------|------------|-------------|
| 2 to 8             |            |                      | 10         | 10          |
| 3 to 11            | 50         |                      | 30         | 80          |
| 3 to 7             | 40         |                      |            | 40          |
| 3 to 8             | 80         |                      |            | 80          |
| 4 to 12            | 48         |                      | 0          | 48          |
| 4 to 8             |            |                      | 50         | 50          |
| 4.5 to 12          |            | 330                  |            | 330         |
| 5 to 11            |            |                      | 32         | 32          |
| 5 to 14            |            |                      | 50         | 50          |
| 5 to 16            |            |                      | 48         | 48          |
| <b>Grand Total</b> | <b>218</b> | <b>330</b>           | <b>220</b> | <b>768</b>  |

\* One PVI provider did not provide age-range information

Source: Family Information Service (FIS) September 2010

The Council is acutely aware that affordable after school and holiday child care is vitally important to many families in Haringey. As part of the mitigating action to try and ensure continuity of after school and holiday child care we are working with The Triangle

Intergenerational Centre and each Primary School hosting or linked to a Play Service after school and/or holiday Club subsidised by the Council; to develop business models for ongoing affordable after school child care without subsidy. These discussions are ongoing and as such this Equality Impact Assessment will look at the impact of the potential outcomes.



## Step 2 - Consideration of available data, research and information

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

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The 2001 Haringey Census data has an equalities profile of the borough and will help you to make comparisons against population sizes.

[http://harinet.haringey.gov.uk/index/news\\_and\\_events/fact\\_file/statistics/census\\_statistics.htm](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:

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

### After school clubs

Across the 14 playcentre sites there is a total 'capacity' of 470 after school places. On average 285 actual places are used by children and families, indicating that overall the Play centre provision is operating at around 61% of its capacity. After school clubs (ASCs) are open from 3.15pm until 6pm and standard fees are £42.50 per week or £9/day. Concessionary fees are £15.50 per week or £4/day.

| Playcentre           | After school clubs 2010-11                |                                  |                                 |                                      |                                 |   |
|----------------------|---|----------------------------------|---------------------------------|--------------------------------------|---------------------------------|---|
|                      | No. OfSTED <sup>1</sup> registered places | Average total attendance per day | Standard                        |                                      | Concession                      |   |
|                      |   |                                  | Average no. attendances per day | Average % attending at standard rate | Average no. attendances per day | Average % attending at concessionary rate |
| Alexandra Playcentre | 45  | 19                               | 16                              | 84%                                  | 3                               | 16%                                       |
| Muswell Hill         | 24  | 11                               | 11                              | 100%                                 | 0                               | 0%  |
| Hornsey Ridge        | 30  | 8                                | 7                               | 88%                                  | 1                               | 13%                                       |
| Falkland             | 25  | 24                               | 18                              | 75%                                  | 6                               | 25%                                       |
| Noel Park            | 30  | 21                               | 19                              | 90%                                  | 2                               | 10%                                       |
| Rhodes Avenue        | 24  | 17                               | 16                              | 94%                                  | 1                               | 6%  |
| Stroud Green         | 24  | 35                               | 18                              | 51%                                  | 17                              | 49%                                       |
| Broadwater Farm      | 40  | 20                               | 14                              | 70%                                  | 6                               | 30%                                       |
| Campsbourne          | 40  | 28                               | 24                              | 86%                                  | 4                               | 14%                                       |
| Chestnuts            | 16  | 5                                | 5                               | 100%                                 | 0                               | 0%  |
| Crowland             | 21  | 7                                | 7                               | 100%                                 | 0                               | 0%  |
| Mulberry             | 45  | 32                               | 25                              | 78%                                  | 7                               | 22%                                       |
| Triangle             | 60  | 23                               | 21                              | 91%                                  | 2                               | 9%  |
| Welbourne            | 46  | 34                               | 25                              | 74%                                  | 9                               | 26%                                       |
| <b>TOTAL</b>         | <b>470</b>                                | <b>284</b>                       | <b>226</b>                      | <b>80%</b>                           | <b>58</b>                       | <b>20%</b>                                |

Source: Family Information Service (FIS) September 2010; Play Service Attendance Figures 2010-11

<sup>1</sup> OfSTED registration is only required for children aged 4 ½ - 8 years old. Childcare for children over the age of 8 is not required to be registered with OfSTED. Therefore, the average attendances may exceed the number of OfSTED registered places.

### Concessionary Fees

Parents receiving Job Seekers allowance pay a concessionary fee at after school clubs. The figures show that approximately 20% of the children attending the Play Service after school clubs are from families receiving Job Seekers Allowance which accounts for approximately 58 children a day.

### Equalities data – after school clubs

The data analysed below was gathered as part of an Equalities monitoring exercise. Data was collected for children attending w/c 31<sup>st</sup> January 2011. Data was not available from Crowland and Rhodes Avenue playcentres at the time of data analysis.

If a child attended a setting for more than one day a week, their equalities information was only recorded once and therefore this is not a measure of attendance or capacity. For comparison, Haringey School population data is taken from the October 2010 Pupil Level Annual Census.

The data collected relates to the characteristics of the children attending however it is important to note that parents/carers are as much users of the service as their children. Equalities information has been gathered from parents/carers as part of the consultation on this proposal and is considered in the section on consultation.

| After school clubs | No. unique children attending setting (w/c 31 <sup>st</sup> Jan 2010) |
|--------------------|---|
| Alexandra          | 45  |
| BWF                | 36  |
| Campsbourne        | 21  |
| Chestnuts          | 6   |
| Falkland           | 41  |
| Hornsey Ridge      | 17  |
| Mulberry           | 49  |
| Muswell Hill       | 23  |
| Noel Park          | 34  |
| Stroud Green       | 60  |
| Triangle           | 40  |
| Welbourne          | 55  |
| Crowland           | Not available   |
| Rhodes Ave         | Not available   |
| <b>Grand Total</b> | <b>427</b>  |

### Age

The vast majority of children attending Play Service after school clubs are of primary school age, peaking at ages 6-7. This indicates that if the Play Service were to cease delivery of after school clubs and continuity of service was not achieved through delivery by schools or third party providers, then the greatest impact would be felt by primary school aged children and their parents.

| Age | No. children | %     | Haringey school profile |
|-----|--------------|-------|-------------------------|
| 4.5 | 11           | 2.6%  | 10.5%                   |
| 5   | 42           | 9.8%  | 10.8%                   |
| 6   | 67           | 15.7% | 10.8%                   |
| 7   | 70           | 16.4% | 10.4%                   |
| 8   | 57           | 13.3% | 9.8%                    |
| 9   | 46           | 10.8% | 9.4%                    |
| 10  | 65           | 15.2% | 9.5%                    |
| 11  | 17           | 4.0%  | 6.9%                    |
| 12  | 3            | 0.7%  | 7.1%                    |

|                    |            |               |               |
|--------------------|------------|---------------|---------------|
| 13                 | 1          | 0.2%          | 7.4%          |
| 14                 | 1          | 0.2%          | 7.4%          |
| (blank)            | 47         | 11.0%         | 0.0%          |
| <b>Grand Total</b> | <b>427</b> | <b>100.0%</b> | <b>100.0%</b> |

### Gender

The gender profile of children attending after school clubs in Haringey is broadly in line with the wider Haringey School Profile and therefore on this evidence the proposals would not have a disproportionate impact on one gender over the other.

| Gender             | No. children | %     | Haringey School Profile |
|--------------------|--------------|-------|-------------------------|
| F                  | 196          | 45.9% | 48.8%                   |
| M                  | 230          | 53.9% | 51.2%                   |
| (blank)            | 1            | 0.2%  | 0%                      |
| <b>Grand Total</b> | <b>427</b>   |       |                         |

### Ethnicity

The overall ethnic profile of the children attending after school clubs in Haringey shows a significant over representation of Black children compared to the wider Haringey School profile (50.1% as compared with 29.8%). Children of Mixed and White ethnicities are broadly proportionate relative to the wider Haringey School population and children of Asian, Other and White Other ethnicities are under represented. The percentage of children where an ethnicity is not declared is quite high (9.4%) and it should be noted that this has the potential to skew the data. It should also be noted that data was not available from three of the play centres.

| Ethnicity          | No. children | %             | Haringey school profile |
|--------------------|--------------|---------------|-------------------------|
| Asian              | 6            | 1.4%          | 6.5%                    |
| Black              | 214          | 50.1%         | 29.8%                   |
| Mixed              | 42           | 9.8%          | 10.2%                   |
| Other              | 11           | 2.6%          | 7.3%                    |
| White              | 73           | 17.1%         | 18.4%                   |
| White Other        | 41           | 9.6%          | 24.6%                   |
| Not declared       | 40           | 9.4%          | 3.2%                    |
| <b>Grand Total</b> | <b>427</b>   | <b>100.0%</b> | <b>100.0%</b>           |

### Ethnicity by play centre

When analysed by play centre, there is a significant over representation of children of Black ethnicities attending a number of the play centres. This is particularly the case at Welbourne and Triangle where 81.8% and 75.0% respectively of the children are of a black ethnicity. There is also a significant over representation at Mulberry, Chestnuts, Campsbourne and Alexandra. There is a significant over representation of White UK children attending Muswell Hill (60.9%) and Hornsey Ridge (58.8%).

The ceasing of after school childcare at these centres without any ongoing provision through the schools or other sectors would therefore have a high impact on these ethnic groups. It is hard to draw meaningful conclusions from the equalities data available for the children attending Falklands ASC as ethnicity was not recorded/declared for 34.1% of the children.

| Ethnicity | Play Centre  | Number of children | Percentage of children attending centre | Haringey school population |
|-----------|--------------|--------------------|---|----------------------------|
| Asian     | Campsbourne  | 1                  | 4.8%                                    | Haringey school population |
|           | Muswell Hill | 2                  | 8.7%                                    |                            |
|           | Stroud Green | 3                  | 5.0%                                    |                            |

|                           |                    |            |              |                                  |
|---------------------------|--------------------|------------|--------------|----------------------------------|
| <b>Asian Total</b>        |                    | <b>6</b>   | <b>1.4%</b>  | <b>6.5%</b>                      |
| <b>Black</b>              | Alexandra          | 25         | 55.6%        | Haringey school population 29.8% |
|                           | BWF                | 22         | 5.2%         |                                  |
|                           | Campsbourne        | 12         | 57.1%        |                                  |
|                           | Chestnuts          | 4          | 66.7%        |                                  |
|                           | Falkland           | 7          | 17.1%        |                                  |
|                           | Hornsey Ridge      | 4          | 23.5%        |                                  |
|                           | Mulberry           | 33         | 67.3%        |                                  |
|                           | Muswell Hill       | 6          | 26.1%        |                                  |
|                           | Noel Park          | 2          | 5.9%         |                                  |
|                           | Stroud Green       | 24         | 40.0%        |                                  |
|                           | Triangle           | 30         | 75.0%        |                                  |
|                           | Welbourne          | 45         | 81.8%        |                                  |
| <b>Black Total</b>        |                    | <b>214</b> | <b>50.1%</b> |                                  |
| <b>Mixed</b>              | Alexandra          | 5          | 11.1%        | Haringey school population 10.2% |
|                           | BWF                | 6          | 16.7%        |                                  |
|                           | Campsbourne        | 2          | 9.5%         |                                  |
|                           | Falkland           | 3          | 7.3%         |                                  |
|                           | Mulberry           | 7          | 14.3%        |                                  |
|                           | Noel Park          | 4          | 11.8%        |                                  |
|                           | Stroud Green       | 7          | 11.7%        |                                  |
|                           | Triangle           | 3          | 7.5%         |                                  |
|                           | Welbourne          | 5          | 9.1%         |                                  |
|                           | <b>Mixed Total</b> |            | <b>42</b>    |                                  |
| <b>Other</b>              | Falkland           | 2          | 4.9%         | Haringey school population 7.3%  |
|                           | Mulberry           | 4          | 8.2%         |                                  |
|                           | Muswell Hill       | 1          | 4.3%         |                                  |
|                           | Noel Park          | 1          | 2.9%         |                                  |
|                           | Stroud Green       | 3          | 5.0%         |                                  |
| <b>Other Total</b>        |                    | <b>11</b>  | <b>2.6%</b>  |                                  |
| <b>White</b>              | Alexandra          | 3          | 6.7%         | Haringey school population 18.4% |
|                           | BWF                | 8          | 22.2%        |                                  |
|                           | Campsbourne        | 6          | 28.6%        |                                  |
|                           | Chestnuts          | 1          | 16.7%        |                                  |
|                           | Falkland           | 9          | 22.0%        |                                  |
|                           | Hornsey Ridge      | 10         | 58.8%        |                                  |
|                           | Mulberry           | 1          | 2.0%         |                                  |
|                           | Muswell Hill       | 14         | 60.9%        |                                  |
|                           | Noel Park          | 4          | 11.8%        |                                  |
|                           | Stroud Green       | 13         | 21.7%        |                                  |
|                           | Triangle           | 1          | 2.5%         |                                  |
|                           | Welbourne          | 3          | 5.5%         |                                  |
| <b>White Total</b>        |                    | <b>73</b>  | <b>17.1%</b> |                                  |
| <b>White Other</b>        | Alexandra          | 12         | 26.7%        | Haringey school population 24.6% |
|                           | Falkland           | 6          | 14.6%        |                                  |
|                           | Mulberry           | 4          | 8.2%         |                                  |
|                           | Noel Park          | 4          | 11.8%        |                                  |
|                           | Stroud Green       | 7          | 11.7%        |                                  |
|                           | Triangle           | 6          | 15.0%        |                                  |
|                           | Welbourne          | 2          | 3.6%         |                                  |
| <b>White Other Total</b>  |                    | <b>41</b>  | <b>9.6%</b>  |                                  |
| <b>Not declared</b>       | Chestnuts          | 1          | 16.7%        | Haringey school population 3.2%  |
|                           | Falkland           | 14         | 34.1%        |                                  |
|                           | Hornsey Ridge      | 3          | 17.6%        |                                  |
|                           | Noel Park          | 19         | 55.9%        |                                  |
|                           | Stroud Green       | 3          | 5.0%         |                                  |
| <b>Not declared Total</b> |                    | <b>40</b>  | <b>9.4%</b>  |                                  |

## Disability

6.6% of the service user group is recorded as having a disability. Disability is not available as part of the Pupil Level Annual School Census data, however this compares with 7.6% of the wider Haringey Borough Profile and indicates that overall the proposal would not have a disproportionate impact on service users with a disability.

| Playcentre         | Declared as not disabled | Declared as disabled | No. children disability status not disclosed | Grand Total | %           |
|--------------------|--------------------------|----------------------|--|-------------|-------------|
| Alexandra          | 44                       | 1                    |  | 45          | 2.2%        |
| BWF                | 32                       | 4                    |  | 36          | 11.1%       |
| Campsbourne        | 17                       | 4                    |  | 21          | 19.0%       |
| Chestnuts          | 6                        |                      |  | 6           | 0.0%        |
| Falkland           | 40                       | 1                    |  | 41          | 2.4%        |
| Hornsey Ridge      | 14                       | 2                    | 1  | 17          | 11.8%       |
| Mulberry           | 47                       | 2                    |  | 49          | 4.1%        |
| Muswell Hill       | 21                       | 2                    |  | 23          | 8.7%        |
| Noel Park          | 31                       | 3                    |  | 34          | 8.8%        |
| Stroud Green       | 56                       | 4                    |  | 60          | 6.7%        |
| Triangle           | 37                       | 3                    |  | 40          | 7.5%        |
| Welbourne          | 53                       | 2                    |  | 55          | 3.6%        |
| <b>Grand Total</b> | <b>398</b>               | <b>28</b>            | <b>1</b>                                     | <b>427</b>  | <b>6.6%</b> |

The centres with the highest numbers of disabled children are Broadwater Farm, Campsbourne and Stroud Green. Ongoing provision for children with disabilities is addressed further in the Assessment of Impact in Section 3.

The Play Service does not collect information on children attending after school or holiday childcare 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

## Holiday play schemes

The Haringey Play Service offers Ofsted approved Holiday Play Schemes for children aged four and a half to twelve years old. Play schemes are run 8am to 6pm (standard rate) and 10am to 4pm (concession rate, paid by parents on Job Seekers allowance). Standard fees are £80 per week or £17 per day and concessionary fees are £25 per week or £6 per day. The tables below show attendance at the holiday play-schemes run over the past year.

### Concessionary Fees

Between 35-39% of the children attending the Easter and Summer 2010 holiday schemes were from families on job seekers allowance, and 27% for the half term holidays. The majority of children that attended Broadwater Farm holiday playschemes attended on a concessionary rate and a high proportion (34%-45%) attending Stroud Green playscheme attended on a concessionary rate. During the Summer holiday, a high proportion of children attending Campsbourne and Mulberry playschemes attended on a concessionary fee (52% and 46% respectively).

|            |                             | Easter holidays 09-10 |                             |                             |
|------------|-----------------------------|-----------------------|-----------------------------|-----------------------------|
|            |                             | Standard              | Concession                  | All                         |
| % of total | Average attendance per week | % of total            | Average attendance per week | Average attendance per week |
|            |                             |                       |                             |                             |

|                 |                            |            |            |            |            |
|-----------------|----------------------------|------------|------------|------------|------------|
| Alexandra       | 85%                        | 94         | 15%        | 16         | 110        |
| Falkland        | 73%                        | 27         | 27%        | 10         | 37         |
| Stroud Green    | 56%                        | 113        | 44%        | 88         | 201        |
| Broadwater Farm | 30%                        | 38         | 70%        | 89         | 127        |
| Campsbourne     | 84%                        | 87         | 16%        | 17         | 104        |
| Mulberry        | 81%                        | 74         | 19%        | 17         | 91         |
| Triangle        | 86%                        | 110        | 14%        | 19         | 129        |
| Welbourne       | No Holiday Play scheme run |            |            |            |            |
| <b>Total</b>    | <b>65%</b>                 | <b>433</b> | <b>35%</b> | <b>237</b> | <b>670</b> |

\*Welbourne and Mulberry Playcentres alternate running Easter and Half-term schemes

|                 | Summer holidays 2010 |                             |            |            |                             |
|-----------------|----------------------|-----------------------------|------------|------------|-----------------------------|
|                 | Standard             |                             | Concession |            | All                         |
|                 | % of total           | Average attendance per week | % of total | % of total | Average attendance per week |
| Alexandra       | 85%                  | 139                         | 15%        | 24         | 163                         |
| Falkland        | 66%                  | 92                          | 34%        | 47         | 139                         |
| Stroud Green    | 55%                  | 93                          | 45%        | 76         | 169                         |
| Broadwater Farm | 24%                  | 23                          | 76%        | 74         | 97                          |
| Campsbourne     | 48%                  | 71                          | 52%        | 78         | 149                         |
| Mulberry        | 54%                  | 70                          | 46%        | 60         | 130                         |
| Triangle        | 62%                  | 108                         | 38%        | 66         | 174                         |
| Welbourne       | 79%                  | 95                          | 21%        | 25         | 120                         |
| <b>TOTAL</b>    | <b>61%</b>           | <b>690</b>                  | <b>39%</b> | <b>450</b> | <b>1140</b>                 |

|                 | Half term holidays 2010/11 |                             |            |            |                             |
|-----------------|----------------------------|-----------------------------|------------|------------|-----------------------------|
|                 | Standard                   |                             | Concession |            | All                         |
|                 | % of total                 | Average attendance per week | % of total | % of total | Average attendance per week |
| Alexandra       | 88%                        | 78                          | 12%        | 11         | 89                          |
| Falkland        | 74%                        | 66                          | 26%        | 23         | 89                          |
| Stroud Green    | 66%                        | 64                          | 34%        | 33         | 97                          |
| Broadwater Farm | 28%                        | 17                          | 72%        | 44         | 61                          |
| Campsbourne     | 79%                        | 92                          | 21%        | 25         | 117                         |
| *Mulberry       | 77%                        | 79                          | 23%        | 23         | 102                         |
| Triangle        | 66%                        | 59                          | 34%        | 30         | 89                          |
| *Welbourne      | 71%                        | 49                          | 29%        | 20         | 69                          |
| <b>TOTAL</b>    | <b>73%</b>                 | <b>578</b>                  | <b>27%</b> | <b>210</b> | <b>787</b>                  |

\*Welbourne and Mulberry Playcentres alternate running Easter and Half-term schemes

#### Equalities data - Holiday Play Schemes

Data was collected for children attending the February 2011 half term holiday play scheme. If a child attended a setting for more than one day a week, their equalities information was only recorded once and therefore this is not a measure of attendance or capacity and will not correlate to the attendance data above. For comparison, Haringey School population data is taken from the October 2010 Pupil Level Annual Census.

#### Age

The age profile of children attending holiday playschemes is broadly similar to those attending after school clubs with the majority being primary school aged, peaking at ages 6-7 and age 10, these ages are over represented compared to the wider Haringey School profile.

| Age (yrs)          | Alexandra | BWF       | Camps bourne | Falkland  | Mulberry  | Stroud Green | Triangle  | Grand Total | %     | Haringey school profile |
|--------------------|-----------|-----------|--------------|-----------|-----------|--------------|-----------|-------------|-------|-------------------------|
| 4                  |           |           | 1            |           | 1         |              | 2         | 3           | 1.9%  | 9.5%                    |
| 5                  |           | 2         | 1            | 3         | 2         |              | 6         | 13          | 8.3%  | 9.7%                    |
| 6                  |           | 2         | 4            | 2         | 5         | 5            | 2         | 20          | 12.7% | 9.7%                    |
| 7                  |           | 5         | 3            | 8         | 2         | 6            | 3         | 27          | 17.2% | 9.3%                    |
| 8                  |           | 2         | 1            |           | 1         | 7            | 3         | 14          | 8.9%  | 8.8%                    |
| 9                  |           | 1         | 1            | 1         | 1         | 4            | 3         | 11          | 7.0%  | 8.5%                    |
| 10                 |           | 1         | 3            | 4         | 1         | 9            | 4         | 22          | 14.0% | 8.6%                    |
| 11                 |           | 3         | 1            | 1         | 1         | 1            | 1         | 8           | 5.1%  | 6.2%                    |
| 12                 |           |           | 1            |           |           | 2            |           | 3           | 1.9%  | 6.4%                    |
| 13                 |           | 3         |              |           |           |              |           | 3           | 1.9%  | 6.6%                    |
| 14                 |           |           |              |           |           |              |           |             | 0.0%  | 6.6%                    |
| 15                 |           | 1         |              |           |           |              |           | 1           | 0.6%  | 6.6%                    |
| 16                 |           | 1         |              |           |           |              |           | 1           | 0.6%  | 3.5%                    |
| (blank)            | 29        |           |              |           |           |              |           | 29          | 18.5% | 0%                      |
| <b>Grand Total</b> | <b>29</b> | <b>21</b> | <b>16</b>    | <b>19</b> | <b>14</b> | <b>34</b>    | <b>24</b> | <b>157</b>  |       |                         |

### Gender

The gender profile of children attending holiday playschemes in Haringey is broadly in line with the wider Haringey School Profile and therefore on this evidence the proposals would not have a disproportionate impact on one gender over the other.

| Gender       | No. Children | %     | Haringey School Profile |
|--------------|--------------|-------|-------------------------|
| <b>F</b>     | 75           | 47.8% | 48.8%                   |
| <b>M</b>     | 82           | 52.2% | 51.2%                   |
| <b>Total</b> | <b>157</b>   |       |                         |

### Ethnicity

The overall ethnic profile of children attending holiday playschemes in Haringey shows a significant over representation of Black children compared to the wider Haringey School profile (49.0% compared to 29.8%). No other ethnicities are significantly over represented, however children of Asian, Other and White Other are under represented. This profile is broadly similar to that of children attending the Play Service after school clubs. The over representation of children of Black ethnicities is most pronounced at Broadwater Farm (81.0%); Triangle (58.3%); Falkland (57.9%) and Mulberry (57.1%). The ceasing of holiday play schemes at these centres without ongoing provision through the schools or other sectors would therefore have an impact on these ethnic groups.

| Ethnic Group       | Alexandra | BWF       | Camps bourne | Falkland  | Mulberry  | Stroud Green | Triangle  | Grand Total | %     | Haringey school profile |
|--------------------|-----------|-----------|--------------|-----------|-----------|--------------|-----------|-------------|-------|-------------------------|
| Asian              |           |           |              |           |           |              |           | 0           | 0.0%  | 6.5%                    |
| Black              | 10        | 17        | 6            | 11        | 8         | 11           | 14        | 77          | 49.0% | 29.8%                   |
| Mixed              | 5         | 2         |              | 1         | 3         | 5            | 5         | 21          | 13.4% | 10.2%                   |
| Other              |           |           |              |           |           | 1            |           | 1           | 0.6%  | 7.3%                    |
| White              | 5         | 1         | 8            | 5         |           | 13           | 2         | 34          | 21.7% | 18.4%                   |
| White Other        | 9         | 1         | 2            | 2         | 3         | 1            | 3         | 21          | 13.4% | 24.6%                   |
| Not declared       |           |           |              |           |           | 3            |           | 3           | 1.9%  | 3.2%                    |
| <b>Grand Total</b> | <b>29</b> | <b>21</b> | <b>16</b>    | <b>19</b> | <b>14</b> | <b>34</b>    | <b>24</b> | <b>157</b>  |       |                         |

## Disability

14.6% of the service user group for holiday play schemes were recorded as disabled. Disability is not available as part of the Pupil Level Annual School Census data, however this is a significant over representation compared with the 7.6% of the wider Haringey Borough Profile who are declared as disabled and the 6.6% of children attending after school clubs. Funding for Short Breaks provided through the Aiming High Grant enables holiday scheme places and additional staffing to be available for children with the most complex disabilities; this partially accounts for the high proportion in this profile. The ceasing of holiday play schemes without ongoing provision through schools or other sectors would therefore disproportionately impact on children with disabilities. Aiming High funding has been secured for 2011/12, and will be available to help support children at Level 4 of the Haringey Thresholds of Need (children with the most severe disabilities). A commissioning process is being put in place to identify providers of services for children at this level.

| Declared as disabled | Total      | %     |
|----------------------|------------|-------|
| N                    | 88         | 56.1% |
| Y                    | 23         | 14.6% |
| Not declared         | 46         | 29.3% |
| <b>Grand Total</b>   | <b>157</b> |       |

| Declared as disabled | Alexandra | BWF       | Campsbourne | Falkland  | Mulberry  | Stroud Green | Triangle  | Grand Total |
|----------------------|-----------|-----------|-------------|-----------|-----------|--------------|-----------|-------------|
| N                    | 28        | 11        |             | 15        | 12        |              | 22        | 88          |
| Y                    | 1         | 10        |             | 4         | 2         | 4            | 2         | 23          |
| (blank)              |           |           | 16          |           |           | 30           |           | 46          |
| <b>Grand Total</b>   | <b>29</b> | <b>21</b> | <b>16</b>   | <b>19</b> | <b>14</b> | <b>34</b>    | <b>24</b> | <b>157</b>  |

## Aiming High Funding – Summer Playscheme 2010

In addition to the Equalities monitoring data gathered for the February half term holiday scheme, below are the children with the highest level of need that attended the Summer 2010 holiday schemes.

| No. children funded through Aiming High     | Triangle    | Mulberry    | Welbourne   | BWF          | Alexandra   | TOTAL       |
|---|-------------|-------------|-------------|--------------|-------------|-------------|
| Week 1                                      | 7           | 4           | 5           | 10           | 6           |             |
| Week 2                                      | 11          | 5           | 8           | 14           | 5           |             |
| Week 3                                      | 8           | 6           | 4           | 26           |             |             |
| Week 4                                      | 7           | 3           |             | 16           |             |             |
| Week 5                                      | 3           |             |             | 7            |             |             |
| <b>Grand Total</b>                          | <b>36</b>   | <b>18</b>   | <b>17</b>   | <b>73</b>    | <b>11</b>   | <b>155</b>  |
| <b>% of total number children attending</b> | <b>5.2%</b> | <b>2.8%</b> | <b>2.8%</b> | <b>15.1%</b> | <b>1.3%</b> | <b>5.2%</b> |

Source: Aiming High funding Return Summer 2010

The Play Service does not collect information on children attending after school or holiday childcare for the following equality strands and assessment of impact on these service user groups is not therefore possible:

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

*2 b) What evidence or data did you use to draw your conclusions and what are sources?*



Haringey Play Scheme Equalities Monitoring  
Aiming High Funding Return Summer 2010  
Childcare Sufficiency Assessment 2010  
Children and Young People's Needs Assessment  
Haringey Pupil Level Annual School Census October 2010  
Haringey Borough Profile  
Haringey Family Information Service

*2 c) What other evidence or data will you need to support your conclusions and how do you propose to fill that gap?*

Equalities information for children attending the Play Service after school clubs and holiday play schemes was only available for children attending provision during the week commencing 31<sup>st</sup> January and the February half-term holiday. It is therefore acknowledged that the profile of children is not necessarily representative of children attending these schemes across the year. Ongoing monitoring of availability of after school and holiday childcare will be carried out through the Childcare Sufficiency Assessment. This monitoring will be vital in ensuring ongoing sufficiency across the borough is maintained through the mitigating work undertaken with schools and third party organisations. It will also be important for those schools who take on the responsibility for after school childcare and holiday play schemes to ensure equalities information is routinely monitored.

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

This EqIA has identified that there is a significant overrepresentation of Black children attending the Play Service after school provision and an under representation of children of Asian, Other and White Other ethnicities. Identifying the factors behind this would be a significant piece of research and is beyond the scope of this EqIA. Factors could include the extent to which communities rely on extended families for childcare, prevalence of lone parent families, prevalence of families where both parents work, and ability to pay.

### Step 3 - Assessment of Impact

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

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

|                    |   |                  |            |
|--------------------|---|------------------|------------|
| Increase barriers? | X | Reduce barriers? | No change? |
|--------------------|---|------------------|------------|

#### Comment

The impact on existing barriers will be determined by the extent to which continuity of after school and holiday childcare through schools and/or third party providers is achieved. If after school and holiday childcare is provided by those schools currently receiving a Council subsidy then the impact on parents and children should be minimised. In fact in many areas, there is scope for an improved service to be offered to parents, with more flexibility provided by schools. There are a number of key areas that need to be addressed through the mitigating action with schools and third party providers. The potential impact of these factors not being addressed in models of after school and holiday childcare provision is outlined below:

Fee levels – a significant increase in the level of fees charged to parents would increase barriers for many of the parents currently using the service, particularly those families on low incomes. If affordable childcare is not available, parent(s) may be forced to give up work and rely on benefits or reduce their hours and thus reduce the household income. This has also been reflected in comments from parents received through the consultation process. Concessionary charges currently offered by the Play Service enables parents who are on Job Seekers allowance to look for work while they're children are cared for. Ceasing a concessionary charge may therefore create obstacles to getting parents back to work.

Opening hours – a change to opening hours may affect parents' ability to work full days and as above may result in a parent being forced to give up work and rely on benefits, or reduce their hours and thus reduce the household income.

Insufficient places – it is envisaged through the mitigating action being undertaken and the current vacancy rates across the after school and holiday childcare market, that sufficiency will be maintained. If sufficiency is not achieved, parents may be forced to access alternative childcare at a higher cost. If parents are unable to do so, there may be a risk that parents choose to leave children at home unsupervised. Any child that is known and identified as vulnerable will have arrangements put in place through children's social care, however we also work with schools to ensure they are vigilant and are supporting parents to fulfil their parental responsibilities.

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

#### Schools

The Council is acutely aware that affordable after school child care is vitally important to many families in Haringey. As part of the mitigating action to try and ensure continuity of after school and holiday childcare we are working with The Triangle Intergenerational Centre

and each Primary School that currently receives a subsidy to deliver these services to develop business models for sustainable, ongoing, affordable child care without subsidy from the Council. Each school is considering the model of service delivery that will best suit their local context, with the overriding ambition of providing a high quality service for the benefit of the local children. The Play provision to date has been operating at only 61% of its potential capacity. Many Headteachers are confident about improving the uptake of the service, especially when subsumed into a broad after school activity menu. These discussions are ongoing, however in each case, a transition period is being established to ensure there is no sudden loss of service for parents. In order to support schools to develop provision of ongoing affordable after school childcare, CYPS have asked the Schools Forum to provide a Transition payment to each school to be used to support the service through one transitional year.

If there is an identified risk of a school not being able to take on responsibility for after school childcare, the following mitigating action is being undertaken:

- Working with the school to calculate how transition funding could be used in the short term to provide after school childcare
- Continue to offer support to school to identify barriers and offer realistic and workable solutions
- Work with third sector providers in local area to gauge after school childcare capacity
- Where there is a specific risk of ongoing provision not being available for service users, an assessment of impact would be incorporated into this EqIA.

In addition to after school clubs currently run by the Play Service and linked to or hosted by a school, 10 primary schools and three children's centres also provide after school care, offering a total of 407 places and 4 maintained providers run holiday playschemes offering a total of 218 places. This provision does not receive a Council subsidy and therefore would not be directly impacted by this proposal.

#### Vacancies – After school clubs

In 2010, 36 (out of 47) registered after school clubs which run from 3pm-6pm responded to the Childcare Sufficiency Assessment (CSA) with vacancy information, reporting a total of 239 vacancies. 182 of these vacancies were in settings not run by the Play Service. The wards with the highest number of after school club vacancies not run by the Play Service were Northumberland Park (61) and Stroud Green (22) wards.

| Registration Ward   | Children's centre | Play Service | Primary school | PVI | Grand Total |
|---------------------|-------------------|--------------|----------------|-----|-------------|
| Alexandra           |                   | 6            |                |     | 6           |
| Bounds Green        |                   |              |                | 3   | 3           |
| Bruce Grove         |                   |              |                | 0   | 0           |
| Crouch End          |                   |              |                | 0   | 0           |
| Fortis Green        |                   | 15           | 6              | 12  | 33          |
| Harringay           |                   | 8            |                |     | 8           |
| Highgate            |                   |              |                | 7   | 7           |
| Hornsey             |                   | 0            | 3              | 3   | 6           |
| Muswell Hill        |                   |              |                | 15  | 15          |
| Noel Park           |                   | 5            |                | 0   | 5           |
| Northumberland Park |                   |              | 5              | 61  | 66          |
| Seven Sisters       |                   |              | 15             | 0   | 15          |
| St Ann's            |                   | 8            | 12             | 3   | 23          |
| Stroud Green        |                   | 10           |                | 22  | 32          |
| Tottenham Green     |                   | 4            |                |     | 4           |
| Tottenham Hale      |                   | 0            |                | 10  | 10          |

|                     |          |           |           |            |
|---------------------|----------|-----------|-----------|------------|
| West Green          | 0        |           |           | 0          |
| White Hart Lane     |          |           | 6         | 6          |
| Woodside<br>(blank) |          |           |           |            |
| <b>Grand Total</b>  | <b>0</b> | <b>56</b> | <b>41</b> | <b>142</b> |
|                     |          |           |           | <b>239</b> |

Source: Family Information Service (FIS) 2010

In addition, 41 After School Activity vacancies were reported by primary and special schools.

### Third Party providers

In Haringey third party after school childcare services are provided by voluntary and private providers. Most services are self-funding and reliant on income generated through fees. The majority of these services are delivered by voluntary management committees and are separate from schools. In Haringey there are 20 Private, Voluntary, Independent (PVI) registered sites providing after school club places. These are mainly delivered as one off provisions. However 3 providers run multiple sites across the Borough. In total these 20 sites offer a total current capacity of 687 children's places. On average the weekly cost to a parent or carer, of using an after school provision, is £44.40. Daily after school session rates cost £9.10 on average.

Distribution across the borough of third party after school care is not evenly spread. Thirteen wards have third party after school care provision located in them. Of the thirteen wards, the highest number of third party (Private, Voluntary Independent) providers run after school clubs in Northumberland Park and Stroud Green.

| Ward                | No. of After school club providers |
|---------------------|------------------------------------|
| Alexandra           |                                    |
| Bounds Green        | 1                                  |
| Bruce Grove         |                                    |
| Crouch End          | 1                                  |
| Fortis Green        | 2                                  |
| Harringay           |                                    |
| Highgate            | 1                                  |
| Hornsey             | 1                                  |
| Muswell Hill        | 1                                  |
| Noel Park           | 1                                  |
| Northumberland Park | 4                                  |
| Seven Sisters       | 1                                  |
| St Ann's            | 1                                  |
| Stroud Green        | 3                                  |
| Tottenham Green     |                                    |
| Tottenham Hale      | 1                                  |
| West Green          |                                    |
| White Hart Lane     | 2                                  |
| Woodside<br>(blank) |                                    |
| <b>Grand Total</b>  | <b>20</b>                          |

Source: Family Information Service (FIS) 2010

A pilot exercise was carried out at the Chestnuts after school club to assess the extent to which families are accessing the childcare element of the Working Tax Credits. The outcome of the exercise was positive with the majority of families being aware of the tax credits and those that were eligible claiming their allowance. Only one parent was unsure of their eligibility and requested further information. This is a small snapshot, however it provides an indication that generally parents are aware of the support available to them. This will be increasingly important if provision is continued through schools but at an increased fee rate.

#### **Children with disabilities**

After School Activities (ASA's) provided by the Special Schools in Haringey do not receive a Council subsidy and are independent of this proposal. Of the four Special Schools who offer ASA's, 3 provided data for the CSA on the number of registered places, totalling 90. In addition, Aiming High funding has been secured for 2011/12, and will be available to help support children at Level 4 of the Haringey Thresholds of Need (children with the most severe disabilities). A commissioning process is being put in place to identify providers of services for children at this level.

*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?*

The barriers identified above and impact of these on parents will be determined by the extent to which continuity of after school childcare through schools and third party providers is achieved. If after school childcare is provided by those schools currently receiving a Council subsidy then the impact on parents and children should be minimised and no specific group should be disproportionately impacted.

### **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?*

#### **Consultation with schools**

Individual meetings have taken place with the Head of Centre at The Triangle Intergenerational Centre and Headteachers at each Primary School that currently receives a subsidy to deliver an after school and/or holiday childcare to discuss individual school and community needs and to assist in the planning of future service delivery. The main issues raised by schools have been around the sustainability of provision. As a result of these meetings we are assisting schools to develop business plans, where requested, to provide a platform for a sustainable school based after school care provision. Each business plan will be unique and contextualised for each school's requirements and ambition and we will provide a summary of the equality analysis of users and the impact based on this EqIA, so that schools can address any issues in their business plan.

Dates of initial meetings with Headteachers:

- Alexandra Primary School - 16 December 2010

- BWF - 15 December 2010
- Campsboune - 20 January 2011
- Chestnuts - 14 December 2010
- Crowland - 14 December 2010
- Mulberry - 17 January 2011
- Muswell Hill 17 January 2011
- Noel Park - 14 January 2011
- North Harringay - 6 December 2010
- Rhodes Avenue - 26 January 2011
- Stroud Green – 19 January 2011
- Triangle– 10 January 2011
- Welbourne 17 December 2010
- Weston Park - 12 January 2011

### Consultation with staff

The consultation period with staff commenced on 7<sup>th</sup> February and finished on 9<sup>th</sup> March 2011 (comments received and management responses as included at Appendix A). Union comments to the staffing consultation included a reference to the impact on working parents of any increases in costs, particularly in the East of the Borough and the potential implications for safeguarding if parents aren't able to access affordable after school or holiday childcare. In addition they commented that a change in service offer to parents e.g. opening times would have an impact on working parents.

*Management response: In response to the points raised by the unions about the potential changes in the offer of services to parents/carers such as opening times etc and the potential for increases in costs, we have collected a large number of views from parents/carers and have shared these with headteachers as they reflect the areas that parents/carers are worried about. We are offering business support to schools so that they can plan their services in a way that does not result in prohibitive increases in fees.*

### Consultation with parents/carers

From 14<sup>th</sup> February – 8<sup>th</sup> April 2011, parents/carers of children attending after school clubs and holiday playschemes in Haringey were invited to comment on the proposal to cease direct delivery of after school childcare and holiday play schemes and inform us of the impact of the potential outcomes on their children and families. The deadline for the consultation was extended from 8<sup>th</sup> March to 8<sup>th</sup> April in response to requests from parents for more time in which to submit their views on the proposal. The response to this consultation was very good and 147 responses were received from parents/carers, representing a significant proportion of the service user population. In addition, a 188 signature petition was received asking the Council to reconsider the proposal to cease Council subsidised after school provision at Stroud Green.

The strength of feeling expressed by parents about how critical after school childcare was for working parents was extremely high and was raised in every response to the proposal. Parents were very concerned that this strength of feeling should be communicated to decision makers and be taken seriously. Parents commented that the Play Service after school and holiday provision was an invaluable service that the provision was very good and that staff were supportive of their children's needs. Many parents advocated that their children's confidence and self esteem had grown as a result of their attendance at after school clubs.

There were a high number of responses that strongly opposed the proposal to cease direct Council delivery of after school and holiday childcare however many were also received that opposed the proposal only if a suitable alternative could not be put in place.

### Impact

Without exception, the responses received from parents on the proposal to cease Council delivery of after school childcare and holiday schemes identified that if no alternative provision was available that the impact on families would be huge. Although parents were not asked to identify their employment or marital status, 47 parents identified that either both parents worked full time or that they were a single parent who worked or worked and studied and therefore relied on the service (19 parents indicated this, 17 of which identified themselves as single mother).

Parents commented that a lack of suitable after school childcare provision would result in parents having to give up work or study or reduce hours and there was a threat that parents may have to rely on state benefits or suffer financial hardship as result of not being able to work. Parents felt that ceasing after school provision without equivalent services in place would contradict the emphasis central government has placed on getting people back into work. It was indicated that the impact would be felt most by mothers who may be more likely to be forced to give up work. Many parents identified themselves as being on middle or low incomes and felt that central government cuts and interest rate increases had already placed them in a financially vulnerable situation which a lack of affordable after school and holiday provision would compound. It was also suggested that there was a risk of children being left unsupervised if parents were unable to secure suitable childcare.

A significant number of parents advised that they had chosen their children's school based on the availability of after school care and that a lack of continued provision would affect the desirability of the school and may result of some parents choosing to change schools. They felt that this would have a significant impact for the children in terms of adjustment, socialisation and potentially achievement.

Parents also felt strongly that in many cases the staff at the playcentres were their link to the schools; as often they also worked in the school and parents didn't have much direct contact with teaching staff.

#### Barriers to alternatives to After school clubs

Many parents expressed concern that they would not be able to find affordable alternative childcare of the same quality that was reliable and safe, in their local area. Parents felt that after school clubs were the best model as they were affordable and provided a social environment for their children to spend time in with space available for play and sports. Many parents commented that they could not afford childminders or nannies and that childminders were often not flexible enough and would not pick up from schools. A number of parents also told us that they do not have the family and friend support networks in place to provide after school or holiday childcare. It was felt that some after school activities run by schools were too expensive and often finished at 4.30pm which does not help working parents.

#### Priorities for continuity of provision

The majority of parents identified a school run after school club as their preferred alternative to Council delivery. School run clubs should be

- At an affordable rate – however a number of parents also suggested that they would be willing to consider paying more for the service
- Available immediately
- Offered for similar hours
- Of high quality - It was suggested that the retention of some of the experienced Play staff would be useful if schools were to take over responsibility for provision and that in any case staff should be appropriately trained, qualified and stable to allow the development of relationships. Equipment should be of good quality.
- Safe Provision – Peace of mind for parents that provision is safe was very important
- The same or similar distance/location - Some parents identified that a club run at a different school within walking distance of their child's school would be acceptable, while others felt this would not be in the best interest of their children if they were tired from a day at school. Some parents expressed concern that basing the After school club in a school would not provide the children with the same

break/distinction from school and would therefore not be as beneficial as a separate service.

Some parents identified that an alternative provider would be acceptable if they met the above criteria, whilst others were opposed to a private company running the provision.

### Suggestions

It was suggested that if schools were to take over responsibility for the provision, they should consider making some of their facilities such as libraries available for use by children in the after school clubs. Proposals to support ongoing provision included parents volunteering time to support the running of After school clubs in schools and a borough wide tender out to private companies to run the provision. It was also suggested that the play workers from the After school clubs could look into setting up private provision and rent accommodation from the schools.

### Particular concerns were raised around:

- A misunderstanding that staff posts had been deleted and staff were being given notice ahead of the end of the consultation period.  
*Parents were advised by letter on 14<sup>th</sup> March 2011 that this was not the case. The staffing consultation period ran from 7<sup>th</sup> February to 8<sup>th</sup> March 2011. Notice has only been issued to those staff where they have applied for Voluntary Redundancy. For all other affected staff, the redeployment period and issuing of notice would only begin once the consultation period has finished and the proposal has been finally agreed by elected members.*
- Concern that schools may consider using volunteers to replace experienced childcare professionals at the after school club and that these staff would not meet the needs of working parents, children or children with special needs.  
*The Council has not been advised by any school of an intention to replace playworkers with volunteers. Indeed the Council has provided a number of schools with the Council pay structure, indicating that schools intend to employ staff to run after school/ holiday provision. Where schools take over responsibility for after school provision, this provision would form part of the school's OfSTED inspection.*
- The impact of disruption; new staff; and in some cases a new location on children.  
*The Council are trying to ensure there is as little disruption to children and families as possible during the period of transition, however in some cases it will be unavoidable and deeply regrettable.*
- Concern that if the Play Service is taken within the school building then the specialised buildings and equipment may be lost; Teaching Assistants may be used instead of Play staff and any additional revenue generated by the play schemes may go straight into the school rather than back into the after school / holiday play schemes.  
*The Council is responding positively where schools are asking for equipment to continue with the after school / holiday provision. Most of the provision would continue from the same base and where there would be changes, it would be typically be to a refurbished location which is designed to be fit for childcare purposes.*
- Loss of long-term relationships between children, parents and staff.  
*Subject to agreement of the proposals, if schools choose to take over responsibility for the running of after school and holiday childcare, existing play staff will be able to apply for roles within the new service if they wish and would be supported to do so.*
- The importance of the provision remaining inclusive. Parents commented that they valued the positive experience of their children being able to socialise with children with disabilities through the After School and Holiday Play schemes who they may not otherwise meet and vice versa.



- Ongoing provision for terminal, severe and profoundly disabled children and concern for children with SEN who have formed strong bonds with the play staff.  
*We are working with schools to ensure an inclusive approach is taken to ongoing provision. Aiming High funding has been secured for 2011/12, and will be available to help support children at Level 4 of the Haringey Thresholds of Need (children with the most severe disabilities). A commissioning process is being put in place to identify providers of services for children at this level.*
- Parents not being consulted on alternative options sooner and not having enough time to find alternative provision.  
*We appreciate that parents did not have a lot of time to respond – this is because savings have to be made so quickly. In response to requests, the deadline for consultation was extended from 8<sup>th</sup> March to 8<sup>th</sup> April.*
- The potential for a gap in provision and the risk that schools would not continue to provide an after school club  
*The Council have been working with Schools and third party providers to ensure that after school and holiday childcare continues, should the proposal to cease Council subsidy of these services be accepted by elected members. A transition period has been established to ensure there is no sudden loss of provision.*

In general, responses acknowledged the need to support vulnerable children in Haringey however they stated that a balance is needed to ensure all residents in Haringey are supported and parents are enabled to work to support their families and study to further their careers.

#### Consultation with parents - Equalities information

On average 60% of the consultation responses provided information about the equality strands below. Data has been analysed in terms of all responses including where information was not provided, however where relevant, it has also been analysed in terms of the proportion of responses where equalities information was provided. This data has been used to help assess the impact of the proposal on protected groups. Additional information on the profile of parents/carers using the Play Service is not available, and therefore other than the high response rate, it is hard to draw conclusions as to whether effective consultation has taken place with all service user groups.

Gender - 57.8% of all responses were from females which is an over representation when compared to the Haringey Borough Profile, however it is worth noting that a proportion of these parents/carers indicated they were from two-parent families. If the data is analysed in terms of only those that provided gender information, 91.4% of responses were from females and 8.6% from males, this indicates that the proposal is most likely to impact significantly on women.

| Gender       | No. parents/carers | %      | Haringey Borough Profile |
|--------------|--------------------|--------|--------------------------|
| Female       | 85                 | 57.8%  | 50.1%                    |
| Male         | 8                  | 5.4%   | 49.9%                    |
| Not Provided | 54                 | 36.7%  |                          |
| Grand Total  | 147                | 100.0% |                          |

Source: London Borough of Haringey: profile guide

Age – All parents/carers who provided information were between 25 and 59. When compared to the Haringey Borough profile parents/carers aged 30-44 were significantly over represented (40.1% as compared with 25.7%). When taken as a proportion of those that provided Age information, this increases to 64.1% indicating that this group would be most significantly impacted by the proposal. As a proportion of those that provided information,

the age group 45-59 also increases to 25.0% which is an overrepresentation as compared with the wider Borough profile (15.3%).

| Age Group    | No. parents/carers | %      | Haringey Borough Profile |
|--------------|--------------------|--------|--------------------------|
| 25-29        | 10                 | 6.8%   | 11.1%                    |
| 30-44        | 59                 | 40.1%  | 25.7%                    |
| 45-59        | 23                 | 15.6%  | 15.3%                    |
| Not Provided | 55                 | 37.4%  |                          |
| Grand Total  | 147                | 100.0% |                          |

Source: London Borough of Haringey: profile guide

Ethnicity - When all responses are analysed, Other Black and Black Caribbean ethnicities are over represented when compared to the Borough profile and White parents/carers are under represented (32% as compared with 65.2%). When analysed by consultation responses where ethnicity information was provided, 32.6% were from parents/carers of Black ethnicities which is a significant over representation (compared to 18.7%). White UK parents/carers still represent a smaller proportion when analysed in this way, compared to the Borough profile (51.1% compared 65.2%).

| Ethnic Group       | Ethnicity                 | No. parents/carers | %            | Haringey Borough Profile |
|--------------------|---------------------------|--------------------|--------------|--------------------------|
| Asian              | Asian - Bangladeshi       | 2                  | 1.4%         | 1.6%                     |
|                    | Asian - Indian            | 1                  | 0.7%         | 3.0%                     |
|                    | Asian - Other             | 0                  | 0.0%         | 1.7%                     |
|                    | Asian - Pakistani         | 0                  | 0.0%         | 1.3%                     |
| <b>Asian Total</b> |                           | <b>3</b>           | <b>2.0%</b>  | <b>7.6%</b>              |
| Black              | Other Black               | 6                  | 4.1%         | 1.3%                     |
|                    | Black African             | 7                  | 4.8%         | 9.1%                     |
|                    | Black Caribbean           | 17                 | 11.6%        | 8.3%                     |
| <b>Black Total</b> |                           | <b>30</b>          | <b>20.4%</b> | <b>18.7%</b>             |
| Mixed              | Mixed Other               | 4                  | 2.7%         | 1.3%                     |
|                    | White and Black African   | 1                  | 0.7%         | 0.8%                     |
|                    | White and Black Caribbean | 0                  | 0.0%         | 1.4%                     |
|                    | White and Asian           | 1                  | 0.7%         | 1.2%                     |
| <b>Mixed Total</b> |                           | <b>6</b>           | <b>4.1%</b>  | <b>4.7%</b>              |
| Other              | Other Ethnic Group        | 5                  | 3.4%         | 2.2%                     |
|                    | Other Chinese             | 1                  | 0.7%         | 1.5%                     |
| <b>Other Total</b> |                           | <b>6</b>           | <b>4.1%</b>  | <b>3.7%</b>              |
| White              | White British             | 38                 | 25.9%        | 47.6%                    |
|                    | White Irish               | 3                  | 2.0%         | 3.6%                     |
|                    | Other White               | 6                  | 4.1%         | 14.1%                    |
| <b>White Total</b> |                           | <b>47</b>          | <b>32.0%</b> | <b>65.2%</b>             |
| Not Provided       |                           | 55                 | 37.4%        |                          |

|             |     |        |  |
|-------------|-----|--------|--|
| Grand Total | 147 | 100.0% |  |
|-------------|-----|--------|--|

Source: London Borough of Haringey: profile guide

**Disability** – 2.0% of parents/carers declared themselves as disabled (this is 3.2% when analysed in terms of only those responses that provided information on disability). This is an under representation when compared with the wider Haringey Borough profile (7.6%).

| Declared as disabled | No. parents/carers | %      | Haringey Borough Profile |
|----------------------|--------------------|--------|--------------------------|
| No                   | 91                 | 61.9%  | 92.4%                    |
| Yes                  | 3                  | 2.0%   | 7.6%                     |
| Not Provided         | 53                 | 36.1%  |                          |
| Grand Total          | 147                | 100.0% |                          |

**Religion** – Other religions were overrepresented when compared to the Haringey Borough profile (3.4% as compared with 0.5%), all other religious groups were either inline with the Borough profile or under represented. However the proportion of parents/carers who did not provide information on religion was higher compared to the Haringey Borough profile (42.2% compared with 12.1%).

| Religion                       | No. parents/carers | %      | Haringey Borough Profile |
|--------------------------------|--------------------|--------|--------------------------|
| Buddhist                       | 1                  | 0.7%   | 1.1%                     |
| Christian (including Catholic) | 43                 | 29.3%  | 50.1%                    |
| Hindu                          | 2                  | 1.4%   | 2.1%                     |
| Jewish                         | 1                  | 0.7%   | 2.6%                     |
| Muslim                         | 2                  | 1.4%   | 11.3%                    |
| Sikh                           | 0                  | 0.0%   | 0.3%                     |
| No Religion                    | 31                 | 21.1%  | 20.0%                    |
| Other                          | 5                  | 3.4%   | 0.5%                     |
| Rather not say / Not provided  | 62                 | 42.2%  | 12.1%                    |
| Grand Total                    | 147                | 100.0% |                          |

**Gender Identity** – There are no national statistics on gender identity for comparison however the Council are required to monitor this group for potential discrimination, victimisation or harassment. (0.7% identified their gender differed from their birth gender, 56.5% indicated their gender did not differ from their birth gender and 42.9% information was not provided).

**Sexual Orientation** - National statistics from research conducted by GLA and Stonewall indicate the national LGBT (Lesbian, Gay, Bisexual, Transgender) profile to be 10%. Based on the information provided, LGBT people are underrepresented in this service user group (0.7% LGBT, 51.0% Heterosexual, 48.3% information not provided).

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

Through the consultation process, a number of parents expressed concern about the impact of the proposal on children with disabilities and the vital role that the holiday

schemes play. Aiming High funding has been secured for 2011/12, and will be available to help support children at Level 4 of the Haringey Thresholds of Need (children with the most severe disabilities). A commissioning process is being put in place to identify providers of services for children at this level.

Concerns raised by parents through the consultation around the ongoing offer from schools with regards to opening times, fees and feeder schools have been built into the agreement with schools for the use of the Transition Funding.

*“The Council would like to agree the following principles with schools for the use of the transition funding:*

- *For the period dictated by the transition funding, the school will continue to offer the same number of places for after school childcare where there is a need for this number.*
- *Opening times will remain the same for the transition period (i.e. 3.15pm – 6pm)*
- *We realise that fees may need to be increased in order to reach a financial break even point. However, we would like to propose that schools use the transition funding in order to provide an incremental change so that parents are not asked to incur an unanticipated additional cost without notice.*
- *Children can continue to use after school childcare even if they do not attend that particular school. Schools may wish to use a proportion of their transition funding to employ a walker for an identified period to enable this practice to continue*
- *The Council would like to be assured that the schools providing after school childcare and holiday childcare will prioritise the access to the provision for vulnerable children and use the transition funding to enable this”*

**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?**

Following the end of the consultation period, a summary of all parent responses was sent to parents through Playcentre managers. Subject to the proposals being agreed, joint communication to parents will be undertaken with each school where they have confirmed they will be taking on responsibility for after school/holiday childcare. Where there is an identified risk that provision may not be taken on by the school, parents will be advised as soon as is possible and alternative options for provision explored.

## 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?*

Issues for training or awareness raising will differ on a school by school basis. They will be dependent on whether they are able to take on responsibility for after school and holiday childcare, and if they are, the model they choose to use. Communication with parents will be key in each case and this has been highlighted to Headteachers during discussions about ongoing provision.

Some schools have been very impressed with the skills and experience demonstrated by Play staff. Schools in this position are requesting that Play staff be redeployed to their school staff roll, to enable the continuity of service delivery to continue. Some headteachers are envisaging Play staff to form, with existing colleagues, part of a flexible approach to service delivery, which would encompass breakfast clubs, lunchtime activities as well as the after school provision. Alternatively, some schools may choose to develop a role for an extended services coordinator. Other schools are also considering the commissioning of after school provision, in each case the training and awareness raising with staff and parents will be taken forward by individual schools.

## 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 Childcare Act 2006 places a duty on Local Authorities to prepare assessments of the sufficiency of the provision of childcare and this includes after school and holiday childcare. In Haringey this Childcare Sufficiency Assessment (CSA) falls under the remit of the Childcare Commissioner who monitors sufficiency across the Borough. At a local level, schools providing after school and holiday childcare will continue to monitor provision on a day to day basis and the quality of provision will be monitored through schools OfSTED assessments.

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

The CSA assesses childcare sufficiency against a number of criteria including availability and cost. These criteria will continue to be used. Qualitative information from parents and providers is also gathered. OfSTED evaluation of quality will be based on the schools framework and evaluation schedule.

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

CSA and Ofsted monitoring procedures as outlined above.

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

The Childcare Sufficiency Assessment is carried out every three years and is published on the Haringey website and reported to elected members.

### 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>The vast majority of children attending the after school clubs and holiday playschemes are of primary school age, peaking at age 7 when compared to the Haringey School profile.</p> <p>When compared to the Haringey Borough profile parents/carers who provided information in the parents consultation between 30-44 were significantly overrepresented indicating that this group would be most significantly impacted by the proposal should continuity of provision not be achieved through schools and third party providers.</p> | <p>14.6% of the service user group for holiday play schemes were recorded as disabled, this is a significant over representation compared with the Haringey Borough Profile.</p> <p>The ceasing of holiday play schemes without ongoing provision through schools or other sectors would therefore disproportionately impact on children with disabilities. Aiming High funding has been secured for 2011/12, and will be available to help support children at Level 4 of the Haringey Thresholds of Need (children with the most severe disabilities).</p> | <p>The overall ethnic profile of the children attending after school and holiday playschemes in Haringey shows a significant over representation of Black children when compared to the wider Haringey School profile. There is also a significant over representation of White UK children attending after school clubs in Muswell Hill (60.9%) and Hornsey Ridge (58.8%).</p> | <p>No disproportionate impact is envisaged with regards to the profile of children attending after school clubs or holiday schemes.</p> <p>57.8% of all responses to the parent consultation were from females which is an over representation when compared to the Haringey Borough Profile, If the data is analysed in terms of only those that provided gender information, 91.4% of responses were from females and 8.6% from males, this indicates that the proposal is most likely to impact significantly on women.</p> | <p>From the consultation with parents, Other Religions was the only religious group to be overrepresented when compared to the Haringey Borough profile (3.4% as compared with 0.5%). However the proportion of parents/carers who did not provide information on religion was higher compared to the Haringey Borough profile (42.2% compared with 12.1%).</p> | <p>No disproportionate impact envisaged based on equalities data provided through the parents consultation.</p> |

### 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  |
|---|--|---|---|--|
| <p>The ceasing of holiday play schemes without ongoing provision through schools or other sectors would disproportionately impact on children with disabilities.</p> <p>If continuity of after school and holiday childcare is not secured through every school/setting:</p> <ul style="list-style-type: none"> <li>children and parents of children from black ethnicities would be disproportionately impacted in some areas</li> <li>children and parents of children from white ethnicities would be disproportionately impacted in some areas</li> <li>Parents of children of primary school age would be disproportionately impacted across Haringey</li> </ul> | <p>Put in place a commissioning process to identify providers of services for children with the most severe disabilities (Level 4).</p> <p>Secure transition money and support to schools to develop business models to ensure affordable after school childcare can be provided with no subsidy from the Council.</p> <p>If/where there is an identified risk of a school not being able to take on responsibility for after school childcare – undertake following action:</p> <p>Work with the school to calculate how transition funding could be used to provide after school childcare during a transition period.</p> | <p>Head of Children with Disabilities</p> <p>Head of Children's Network West<br/>0 - 19 out of school provision</p> <p>Head of Children's Network West<br/>0 - 19 out of school provision</p> | <p>April 2011</p> <p>February - April 2011</p> <p>February - April 2011</p> | <p>Aiming High Grant Funding</p> <p>£27k per school</p> <p>N/A</p> |





## 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.*

All Full EqIA's will be published on the Haringey website.

### Assessed by (Author of the proposal):

Name: Belinda Evans

Designation: Head of Children's Network West and 0 - 19 out of school provision

Signature:



Date: 14.04.11

### Quality checked by (Equality Team):

Name: Inno Amadi

Designation: Senior Policy Officer (Equalities)

Signature:



Date: 12 April 2011

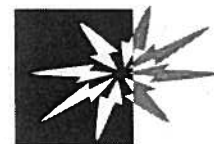
### Sign off by Directorate Management Team:

Name:

Designation:

Signature:

Date:



## Haringey Council

## Equalities Impact Assessment (EqIA) for Organisational Restructures

|  |
|--|
| <b>Date:</b> 07/02/11  |
| <b>Department and service under review:</b> After School Childcare, CYPS   |
| <b>Lead Officer/s and contact details:</b><br><br>Belinda Evans<br>Belinda.Evans@haringey.gov.uk<br>020 8489 3637  |
| <b>Contact Officer/s (Responsible for actions):</b><br><br>Belinda Evans<br>Belinda.Evans@haringey.gov.uk<br>020 8489 3637   |
| <b>Summary of Assessment</b> (completed at conclusion of assessment to be used as equalities comments on council reports)<br><br><p>This assessment considers the impact on staff of the proposal to cease the delivery of the Council's subsidised Play Service in relation to the protected equalities groups of ethnicity, gender, age and disability. It does not consider issues relating to sexual orientation, gender reassignment, pregnancy and maternity, and religion or belief, as the relevant data is not available for these groups. An overarching EqIA is being carried out to consider the impact of all of the staffing changes within the Children &amp; Young People's Service resulting from the 2011/12 budget-setting process, and the posts affected by this proposal will be additionally considered as part of that EqIA.</p> <p>Staffing profile data used in this EqIA for comparison purposes is from December 2010.</p> <p>These proposals affect 47 members of staff. 21 members staff included in this EqIA staff group have applied for and been granted voluntary redundancy.</p> |

**Ethnicity** – Overall there is a small over representation of BME staff relative to the wider Council profile, however when analysed at grade group level, BME staff are under represented in both groups (SC1-5 and SC6-SO2) as compared to the Council profile for the grade groups.

**Gender** - Overall, female staff in this staff group are over represented and males under represented as compared with the wider Council profile.

**Age** – The majority of staff are in the 45-54yr age group and are over represented compared with the Council profile, there is also an over representation of staff in the 55-64yr age group.

**Disability** – Overall, there is a slightly higher level of staff with a disability in this staff group as compared to the Council profile.

The Equalities Impact Assessment for service restructures should assess the likely impact of restructuring on protected equalities groups of employees by: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex (gender), sexual orientation.

The assessment is to be completed by the business unit manager with advice from HR. It is to be undertaken by an assessment of the basic employment profile data and then answering a number of questions outlined below.

**PART 1**  
**TO BE COMPLETED DURING THE EARLY STAGES OF CONSULTATION WITH STAFF/ UNIONS ON THE STRUCTURE**

**Step 1 – Aims and Objectives**

1. **Purpose** – What is the main aim of the proposed/new or change to the existing service?

The proposal is to cease the delivery of the Council's subsidised Play Service which provides after school and holiday childcare.

2. **What are the main benefits and outcomes you hope to achieve?**

The objective of the consultation is to contribute to achieving savings of £575,000

3. How will you ensure that the benefits/ outcomes are achieved?  
These savings are being put forward for the 2011/12 financial year.

## Step 2 – Current Workforce Information & Likely Impact of your proposals

### 1. Are you closing a unit?

Yes – please see below for breakdown by race, sex (gender), age and disability.

The Council do not routinely collect data on gender reassignment, religion or belief or sexual orientation. One member staff affected is due to take maternity leave during 2011-12. The Council do not collect any further data on pregnancy or maternity.

### 2. Can any staff be accommodated elsewhere within the service, business unit or directorate?

It is proposed that affected staff will be considered for any suitable alternative opportunities within CYPS during the consultation period whilst taking into account service delivery needs. The formal redeployment period runs concurrently with an employee's notice period, during which the Council is committed to trying to redeploy staff facing redundancy into suitable alternative posts, however in the current financial situation, opportunities are likely to be limited. In addition to this, schools with suitable vacancies have been asked to notify the Council so that applications for these posts can be processed in a fair and equal manner.

### Race

### 3. Provide a breakdown of the current service by Grade Group and Racial Group following the format below.

| Grade Group | Total Staff | Not declared |                  | Asian     |                  | Black     |                  | Mixed     |                  | Other     |                  | BME sub total |                  | White     |                  | White Other |                  | BME % in Council |
|-------------|-------------|--------------|------------------|-----------|------------------|-----------|------------------|-----------|------------------|-----------|------------------|---------------|------------------|-----------|------------------|-------------|------------------|------------------|
|             |             | No. Staff    | % of Grade Group | No. Staff | % of Grade Group | No. Staff | % of Grade Group | No. Staff | % of Grade Group | No. Staff | % of Grade Group | No. Staff     | % of Grade Group | No. Staff | % of Grade Group | No. Staff   | % of Grade Group |                  |
| MANUAL      |             |              |                  |           |                  |           |                  |           |                  |           |                  |               |                  |           |                  |             |                  | 46%              |
| Sc1-5       | 31          |              | 0.0%             | 3         | 9.7%             | 15        | 48.4%            |           | 0%               |           | 0%               | 18            | 58.1%            | 9         | 29.0%            | 4           | 12.9%            | 67%              |
| Sc6-SO2     | 17          |              | 0.0%             | 2         | 11.8%            | 7         | 41.2%            |           | 0%               |           | 0%               | 9             | 52.9%            | 3         | 17.6%            | 5           | 29.4%            | 57%              |
| PO1-3       | 0           |              |                  |           |                  |           |                  |           |                  |           |                  |               |                  |           |                  |             |                  | 46%              |
| PO4-7       | 0           |              |                  |           |                  |           |                  |           |                  |           |                  |               |                  |           |                  |             |                  | 39%              |

|              |           |          |           |          |              |           |              |          |           |          |           |           |              |           |              |          |              |            |     |
|--------------|-----------|----------|-----------|----------|--------------|-----------|--------------|----------|-----------|----------|-----------|-----------|--------------|-----------|--------------|----------|--------------|------------|-----|
| PO8+         | 0         |          |           |          |              |           |              |          |           |          |           |           |              |           |              |          |              |            | 19% |
| <b>TOTAL</b> | <b>48</b> | <b>0</b> | <b>0%</b> | <b>5</b> | <b>10.4%</b> | <b>22</b> | <b>45.8%</b> | <b>0</b> | <b>0%</b> | <b>0</b> | <b>0%</b> | <b>27</b> | <b>56.3%</b> | <b>12</b> | <b>25.0%</b> | <b>9</b> | <b>18.8%</b> | <b>54%</b> |     |

\*BME in Borough 34.40%

4. Highlight any grade groups that are very under represented (10% or more difference) compared with the council profile and where relevant the borough profile. Staff in this service are in grade groups SC1-5 and SC6-SO2 only. BME staff in grade group SC1-5 account for 58.1% of the grade group which is an under representation as compared with the wider council profile (67%). BME staff in the higher grade group SC6-SO2 account for 52.9% of the grade group, which is also an under representation as compared to the wider council profile (57%). Overall BME staff account for 56.3% of this service which is a small over representation when compared to the wider council profile (54%) and significantly higher than the Borough profile (34.4%).

5. Do any ring fences disproportionately impact on staff from one ethnic minority group (white, white other, asian, black, mixed race) or Black & Minority Ethnic (BME) staff only?

N/A – this EqIA relates to a unit closure

6. By how much does these staff change the % (percentage) of BME staff in the structure? Show start and end %.

N/A – this EqIA relates to a unit closure

7. Can any of these staff be accommodated elsewhere within the proposed new structure or can you amend the structure to accommodate them e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc.?

It is proposed that affected staff will be considered for any suitable alternative opportunities within CYPS during the consultation period whilst taking into account service delivery needs. The formal redeployment period runs concurrently with an employee's notice period, during which the Council is committed to trying to redeploy staff facing redundancy into suitable alternative posts, however in the current financial situation, opportunities are likely to be limited. In addition to this, schools with suitable vacancies have been asked to notify the Council so that applications for these posts can be processed in a fair and equal manner.

#### Gender

8. Provide a breakdown of the current organisation by Grade Group and Gender breakdown following the format below.

| Grade Group  | TOTAL STAFF | Male      |                  | Female    |                  |                      |                      |
|--------------|-------------|-----------|------------------|-----------|------------------|----------------------|----------------------|
|              |             | No. Staff | % of Grade Group | No. Staff | % of Grade Group | % Females in Council | % Females in Borough |
| MANUAL       | 0           |           |                  |           |                  | 49%                  |                      |
| Sc1-5        | 31          | 7         | 22.6%            | 24        | 77.4%            | 68%                  |                      |
| Sc6-SO2      | 17          | 2         | 11.8%            | 15        | 88.2%            | 74%                  |                      |
| PO1-3        | 0           |           |                  |           |                  | 62%                  |                      |
| PO4-7        | 0           |           |                  |           |                  | 64%                  |                      |
| PO8+         | 0           |           |                  |           |                  | 52%                  |                      |
| <b>TOTAL</b> | <b>48</b>   | <b>9</b>  | <b>18.8%</b>     | <b>39</b> | <b>81.3%</b>     | <b>67%</b>           | <b>49.80%</b>        |

9. Highlight any grade groups that are very under represented (10% or more difference) compared to the % of females/males in the council.

Female staff are over represented in both grade groups (77.4% compared to 68% for grade group SC1-5 and 88.2% compared to 74% for grade group SC6-SO2). Overall, females account for 81.3% of this staff group as compared with 67% of the wider Council profile. This reflects an under representation of males in both grade groups and in the staff group as a whole (18.8% as compared with the wider Council profile of 33%). Therefore these proposals would have a disproportionate impact on women.

10. Do any ring fences disproportionately impact on female or male staff?

N/A – this EqIA relates to a unit closure

11. By how much do these staff change the % (percentage) of female/male staff in the whole structure? Show start and end %.

N/A – this EqIA relates to a unit closure

12. Can any of these staff be accommodated elsewhere within the proposed new structure or can you amend the structure to accommodate them e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc.?

It is proposed that affected staff will be considered for any suitable alternative opportunities within CYPs during the consultation period whilst taking into account service delivery needs. The formal redeployment period runs concurrently with an employee's notice period, during which the Council is committed to trying to redeploy staff facing redundancy into suitable alternative posts, however in the current financial situation, opportunities are likely to be limited. In addition to this, schools with suitable vacancies have been asked to notify the Council so that applications for these posts can be processed in a fair and equal manner.



## Age

13. Provide a breakdown of the current organisation by Grade Group and Age breakdown following the format below

| Grade Group     | 16-24     |                  | 25-34     |                  | 35-44     |                  | 45-54     |                  | 55-64     |                  | 65+       |                  | TOTAL STAFF |
|-----------------|-----------|------------------|-----------|------------------|-----------|------------------|-----------|------------------|-----------|------------------|-----------|------------------|-------------|
|                 | No. Staff | % of Grade Group | No. Staff | % of Grade Group | No. Staff | % of Grade Group | No. Staff | % of Grade Group | No. Staff | % of Grade Group | No. Staff | % of Grade Group |             |
| MANUAL          |           |                  |           |                  |           |                  |           |                  |           |                  |           |                  | 0           |
| Sc1-5           | 2         | 6.5%             | 8         | 25.8%            | 1         | 3.2%             | 15        | 48.4%            | 5         | 16.1%            | 0         | 0.0%             | 31          |
| Sc6-SO2         | 0         | 0.0%             | 2         | 11.8%            | 1         | 5.9%             | 7         | 41.2%            | 7         | 41.2%            | 0         | 0.0%             | 17          |
| PO1-3           |           |                  |           |                  |           |                  |           |                  |           |                  |           |                  | 0           |
| PO4-7           |           |                  |           |                  |           |                  |           |                  |           |                  |           |                  | 0           |
| PO8+            |           |                  |           |                  |           |                  |           |                  |           |                  |           |                  | 0           |
| <b>TOTAL</b>    | <b>2</b>  | <b>4.2%</b>      | <b>10</b> | <b>20.8%</b>     | <b>2</b>  | <b>4.2%</b>      | <b>22</b> | <b>45.8%</b>     | <b>12</b> | <b>25.0%</b>     | <b>0</b>  | <b>0.0%</b>      | <b>48</b>   |
| Council Profile | 3.0%      |                  | 17.8%     |                  | 24.6%     |                  | 35.1%     |                  | 18.2%     |                  | 1.2%      |                  |             |
| Borough Profile | 14.0%     |                  | 27.0%     |                  | 23.0%     |                  | 16.0%     |                  | 10.0%     |                  | 1.0%      |                  |             |

14. Highlight any grade groups with a high level of staff from a particular age group compared to the council profile.

There are no staff in post affected by this proposal in the 65+ grade group. The majority of staff are in the 45-54yr age group (45.8%) and this is an over representation as compared with the Council profile (35.1%) indicating that this age group would be disproportionately impacted by this proposal. This is also the case for the 55-64 age group who account for 25% of the staff group as compared with the wider Council profile of 18.2%. There are smaller over representations in the age groups 16-24 and 25-34yrs and a significant under representation in the 35-44yr age group (4.2%) as compared with 24.6% of the wider Council.

15. Do any ring fences disproportionately impact on staff from one age group only?

N/A – this EqIA relates to a unit closure

16. Does the displacement of these staff result in no representation of staff from a particular age group within the structure as a whole?

N/A – this EqIA relates to a unit closure

17. If Yes, can any of these staff be accommodated elsewhere within the proposed new structure or can you amend the structure to accommodate them e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc.?

It is proposed that affected staff will be considered for any suitable alternative opportunities within CYPS during the consultation period whilst taking into account service delivery needs. The formal redeployment period runs concurrently with an employee's notice period, during which the Council is committed to trying to redeploy staff facing redundancy into suitable alternative posts, however in the current financial situation, opportunities are likely to be limited. In addition to this, schools with suitable vacancies have been asked to notify the Council so that applications for these posts can be processed in a fair and equal manner.

## Disability

18. Identify the total number of disabled staff in the service following the format below:

| Grade Group            | TOTAL STAFF | No. declared disabled Staff | No. staff declared not disabled | No. staff disability not stated | % of Grade Group declared disabled | Council profile |
|------------------------|-------------|-----------------------------|---------------------------------|---------------------------------|------------------------------------|-----------------|
| MANUAL                 | 0           |                             |                                 |                                 |                                    | 2.8%            |
| Sc1-5                  | 31          | 2                           | 19                              | 10                              | 6.5%                               | 6.9%            |
| Sc6 - SO2              | 17          | 2                           | 9                               | 6                               | 11.8%                              | 6.8%            |
| PO1-3                  | 0           |                             |                                 |                                 |                                    | 2.6%            |
| PO4-7                  | 0           |                             |                                 |                                 |                                    | 6.9%            |
| PO8+                   | 0           |                             |                                 |                                 |                                    | 9.5%            |
|                        |             |                             |                                 |                                 |                                    |                 |
| <b>TOTAL</b>           | <b>48</b>   | <b>4</b>                    | <b>28</b>                       | <b>16</b>                       | <b>8.3%</b>                        | <b>7.2%</b>     |
| <b>Borough Profile</b> | <b>7.6%</b> |                             |                                 |                                 |                                    |                 |

Overall, there is a slightly higher level of staff with a disability in this staff group as compared to the Council profile (8.3% compared with 7.2%) and the Borough profile (7.6%). When broken down by grade group, the proportion of staff who have declared themselves as disabled is broadly in line with the wider Council at grade group SC1-5 (6.5% as compared with 6.9%) but there is an over representation of disabled staff at SC6-SO2, 11.8% as compared with 6.8% of the wider Council profile.

19. Do any ring fences disproportionately impact on disabled staff?

N/A – this EqIA relates to a unit closure

20. Can any of these staff be accommodated elsewhere within the proposed new structure or can you amend the structure to accommodate them e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc.?

It is proposed that affected staff will be considered for any suitable alternative opportunities within CYPS during the consultation period whilst taking into account service delivery needs. The formal redeployment period runs concurrently with an employee's notice period, during which the Council is committed to trying to redeploy staff facing redundancy into suitable alternative posts, however in the current financial situation, opportunities are likely to be limited. In addition to this, schools with suitable vacancies have been asked to notify the Council so that applications for these posts can be processed in a fair and equal manner.

**21. In addition to the above analysis of race, sex, age and disability you will need to consider the impact on groups with the following characteristics: gender reassignment, pregnancy and maternity, religion or belief, sexual orientation. Please ask HR for help with the data on:**

- **Gender Reassignment**
- **Religion/ Belief**
- **Sexual Orientation**
- **Maternity & Pregnancy**

The Council do not collect or record data on Gender Reassignment; Religion/belief or Sexual Orientation with regards to staff, and therefore informed consideration of the potential impact is not possible. One member staff affected is due to take maternity leave during 2011-12. The Council do not collect any further data on pregnancy or maternity.

**22. If you provide services to residents please also identify the potential impact/ issues relating to the change in service delivery as a result of your proposals.**

The potential impact of the change in service delivery is assessed in the Service Delivery EqIA for After School Childcare.

**Date Part 1 completed - 15/02/11**

**PART 2**  
**TO BE COMPLETED AT THE END OF CONSULTATION WITH STAFF/ UNIONS**  
**ON THE STRUCTURE**

**Step 3 – Consultation**

Outline below the consultation process you undertook, what issues were raised (especially any relating to the eight equalities characteristics).

Formal consultation with staff and unions on the closure of the Play Service commenced on 7<sup>th</sup> February 2011 and finished on 9<sup>th</sup> March 2011, a midway meeting was held with Union representatives on 24<sup>th</sup> February and with staff and Unions on 3<sup>rd</sup> March 2011. A number of issues were raised at the midway meeting and are included along with management responses at Appendix A.

The Union response to the consultation with staff included the following comments:

“This consultation sees all of the play service provision that is funded through the CYPS Directorate close. As a result this service closure will see the loss of 50+ posts. Although a number of the employees have opted for voluntary redundancy, and there may be some opportunities for some of the staff to be employed within some of the schools, there is a fear that the terms and conditions of those school employment opportunities, that may be offered, could be less favourable than current employment conditions. This of course raises concerns for union.”

“We would expect the Council to work with any schools that are creating any after school provision to ensure that the staff that are being made redundant are given priority in relation to any employment opportunities, and that this process is carried out in a fair and equal manner that is in line with the Councils equal opportunities policies.”

*Management response: We also want to avoid compulsory redundancy wherever possible and as you are aware, a number of staff have already expressed an interest in voluntary redundancy. However, sadly, we cannot rule out the possibility that some staff may leave the service through compulsory redundancy, should attempts to secure alternative redeployment prove unsuccessful.*

*We are working closely with schools to identify any suitable vacancies for our staff and have been circulating these to all staff in this service. There have been examples of posts being offered on different terms and conditions and our HR staff have given advice on this. It is a matter for schools to decide on the terms of the staff that they employ directly but we have and will continue to liaise with schools on issues related to contracts that staff members raise with us.*

*We are attempting to process any redeployment opportunities that have been made known to us in a fair and equal manner – schools with vacancies have been asked to notify us rather than to approach the staff working with them so that there can be a fair process for applications to these posts.*

Union comments relating to service delivery are recorded and addressed in the Service Delivery EqIA.

## **Step 4 – Address the Impact**

1. Are you in a position to make changes to the proposals to reduce the impact on the protected groups e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc. - please specify?

Changes to the proposal in order to reduce the impact on the protected groups are not possible as the proposal relates to a unit closure. Mitigating action is being undertaken to try to minimise the impact on all staff. We are working closely with schools to identify any suitable redeployment or employment opportunities for staff that may arise as a result of schools taking on responsibility for the running of after school and holiday childcare and will process any such opportunities in a fair and equal manner.

2. What changes or benefits for staff have been proposed as a result of your consultation?

We are not amending the proposal for unit closure however we are working to minimize the impact on staff, see above.

3. If you are not able to make changes – why not and what actions can you take?

Unit closure is the only option which will achieve the level of savings required.

4. Do the ringfence and selection methods you have chosen to implement your restructure follow council policy and guidance?

As it is a unit closure, we are not recruiting to any posts. Where schools are planning to continue provision of after school childcare, it is their responsibility to ensure that they do this in a fair and equal manner, in line with the relevant policies, guidance and legal framework. We are working with HR to support this.

5. Will the changes result in a positive/ negative impact for service delivery/ community groups – please explain how?

Please see Service Delivery EqIA

6. How can you mitigate any negative impact for service users?

Please see Service Delivery EqIA

**Date Steps 3 & 4 completed – 11/03/11**

## Step 5 – Implementation and Review

1. Following the selection processes and appointment to your new structure are there any adverse impacts on any of the protected groups (the eight equalities characteristics). Please identify these.
2. If there are adverse impacts how will you aim to address these in the future?
3. Identify actions and timescales for implementation and go live of your new service offer.
4. If you are not in a position to go ahead on elements of your action plan – why not and what actions are you going to take?
5. Identify the timescale and actions for review of the restructure to ensure it achieved the expected benefits/ outcomes.

None of the above is applicable as this EqlA is in respect of a unit closure.

## Step 6 – Sign off and publication

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but 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.

### COMPLETED BY (Contact Officer Responsible for undertaking this EqIA)

NAME: Belinda Evans

DESIGNATION:

SIGNATURE: 

DATE:

### QUALITY CHECKED BY (Equalities.)

NAME: Inno Amadi

DESIGNATION: Senior Policy Officer (Equalities)

SIGNATURE: 

DATE: 12 April 2011

### SIGNED OFF BY Director/ Assistant Director

NAME:

DESIGNATION:

SIGNATURE:

DATE:

### SIGNED OFF BY Chair Directorate Equalities Forum

NAME:

DESIGNATION:

SIGNATURE:

DATE:

**Note - Send an electronic copy of the EqIA to [equalities@haringey.gov.uk](mailto:equalities@haringey.gov.uk); it will then be published on the council website**



## **Midway Consultation meeting with Play Service Staff and Union Representatives 3<sup>rd</sup> March 2011**

**When will the service actually close?** If the proposal to cease delivery of After School and Holiday childcare is ratified, then there would be no budget for this service from March 31<sup>st</sup> 2011. However services would continue to be run until the end of staff notice periods, during which time we would continue our work with schools to try and ensure continuity of provision without a gap in services.

**Can we use the 'transition' funding to keep the services open?** The transition funding has been agreed by the Schools Forum to support schools that currently host or are linked to a Council subsidised provision to take on responsibility for providing after school and holiday childcare. The funding is not sufficient to keep the Play service running on an ongoing basis, however in discussion with schools, it may be possible to use it to support interim arrangements while schools develop their provision.

**Staff would be leaving on different dates – how would it be managed?** The responsibility for this sits with Children and Young People's Service and would be managed centrally, individual play centre managers would not need to try and put in place interim arrangements, this would also apply to Easter Holiday provision.

**Wouldn't it be easier to close it all?** We are very aware that affordable after school childcare is essential to working parents in Haringey and we are therefore working with schools to try and ensure there is no gap in provision.

**How are vacancies in schools being filled?** We are asking all schools to ensure suitable vacancies are circulated to staff affected by this proposal. If direct transfers on the same Terms and Conditions are possible, we will support schools and staff in facilitating this. Staff are not under obligation to transfer to a contract with a school that is not a suitable alternative to their current post (e.g. a lower grade). If staff have any queries, they should seek further advice from HR and their Union representative.

**What is bumping?** Bumping allows staff not at risk to apply for Voluntary Redundancy to allow someone within the Council at risk of redundancy to be redeployed.

**How long do you have to have between positions if you have taken redundancy?** Staff would need a month and one day between ending their post with the Play Service and the start date of a new role within a school in order for their redundancy payment to be unaffected.

**Parents are asking Headteachers and staff for information on future provision.** Any queries from parents can be directed to Jen Johnson (020 8489 1764 or [jen.johnson@haringey.gov.uk](mailto:jen.johnson@haringey.gov.uk)).



## Equalities Impact Assessments Screening Tool Guidance

The Council understands that a pragmatic approach to undertaking Equalities Impact Assessments (EqIA) is essential and that some policies, projects, functions or major developments/planning applications are more relevant to and have a greater impact on equality and diversity than others.

Because of this we have developed this screening tool to help officers to identify:

- the relevance of each policy, project, function or major development/planning application to equality
- whether an EqIA should be undertaken

The screening process must be used on ALL new policies, projects, functions, staff restructurings, major developments or planning applications, or when revising them. It should also be used to help identify existing policies or projects that should be subject to an assessment. An EqIA is a thorough and systematic analysis and should ensure that we give due regard to the effect the actions we take as an organisation could have on residents, customers and staff, in the delivery of services and employment practices.

Equality Impact Assessments are intended to:

- encourage a more proactive approach to the promotion of equality within public policy development
- identify any adverse equalities impact and detail actions to reduce this impact
- detail positive equalities impacts

Is a full Equalities Impact Assessment required?

- If the answer to any of the questions below is yes, consideration must be given to undertaking a full EqIA.
- If the answers to all of questions below are no you do not need to undertake an EqIA, however you will need to provide a detailed explanation for this decision in the last column.

In either case, please submit the e-form to [equalities@haringey.gov.uk](mailto:equalities@haringey.gov.uk) and include the explanation as part of the Equalities comments on any subsequent related report.

## Equalities Impact Assessments (EqIA) Screening Tool

|    |   |  |     |    |  |
|----|---|--|-----|----|--|
|    |   |  |     |    |  |
| 1. | Name of the restructure:  | After School Childcare   |     |    |  |
| 2. | Brief summary of the above:   | <p>After school childcare is provided at a number of primary schools across Haringey. It is a service for which parents/carers pay, however it receives a significant council subsidy. Due to the government spending cuts, the council is intending to end support for this provision and cease the employment of the involved staff.</p> <p>As part of the mitigating action to ensure that there is continuity of after school child care, meetings have been held with Headteachers at the affected Primary Schools and the Head of Centre at the Triangle Intergenerational Centre with the aim of these settings developing affordable after school child care with no subsidy from the Council. As these discussions are ongoing, it is not possible to say at present precisely what the future provision will be. However, where provision does cease there will clearly be an impact on service users so a service delivery EqIA will be undertaken. A staffing EqIA will also be carried out to address the equalities impacts of the employment implications of these proposals.</p> |     |    |  |
| 3. | Lead Officer contact details:   | <p>Belinda Evans<br/> <a href="mailto:belinda.evans@haringey.gov.uk">belinda.evans@haringey.gov.uk</a><br/>                     0208 4893637</p>   |     |    |  |
| 4. | Date:   | 31/01/11   |     |    |  |
|    | Response to Screening Questions   |  | Yes | No | <p>Please explain your answer. If answering YES but after consideration a full EqIA is not necessary please provide a detailed explanation<sup>2</sup> for NOT undertaking a full EqIA</p> <p>There could potentially be an impact on different groups so a service delivery EqIA will be undertaken to assess this.</p> |
| 5. | Could the proposed restructuring or the way it is carried out have an adverse impact on any of the key equalities protected characteristics age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation? Or relations between any equalities groups? | Yes  |     |    |  |

<sup>2</sup>NB This explanation MUST be included in the Equalities comments in all subsequent reports relating to this issue.

## Equalities Impact Assessments (EqIA) Screening Tool

|    |   |     |  |   |
|----|---|-----|--|---|
| 6. | Is there any indication or evidence (including from consultation with relevant groups) that different groups have or will have different needs, experiences, issues and priorities in relation to the particular policy/project/function/major development/planning application? Or do you need more information? | Yes |  |   |
| 7. | If there is or will be an adverse impact, could it be reduced by taking particular measures?  | Yes |  |   |
| 8. | By taking particular measures could a positive impact result?   | Yes |  |   |
| 9. | As a result of this screening is a full EqIA necessary?   | Yes |  | Both a staffing and a service delivery EqIA will be undertaken. |

Signed off by Lead Officer: 

Name: Belinda Evans

Designation: Head of Children's Network West and 0-19 Out of School Provision

Date: 07.02.11

Signed off by Policy, Equalities and Partnerships Team: \_\_\_\_\_

Name: Arleen Brown

Designation: Senior Equality Officer

Date: \_\_\_\_\_

## APPENDIX 5



**HARINGEY UNISON, 14a Willoughby Road, London N8 0HR**

**☎ 020 8482 5104 / 020 8482 5105 / 020 8482 5106**

**Haringey Council Switchboard: 020 8489 0000 Ext 3351 or 3320**

**Fax: 020 8482 5108. Minicom 020 8482 5109**

**E-mail: [healthandsafety@haringeyunison.co.uk](mailto:healthandsafety@haringeyunison.co.uk)**

### HARINGEY UNISON

**CONSULTATION DOCUMENT:** Proposal for the Curtailment of the Councils Direct delivery of After School and Holiday Childcare.

**CONSULTATION PERIOD:** 7<sup>th</sup> February – 9<sup>th</sup> March 2011

Haringey Unison accepts that this is a very difficult time and that as a result of the Government cuts, which have resulted in the loss of grants and funds to Haringey Council, the Council has to make severe cuts to its different services. That said Haringey Unison is and will remain opposed to any compulsory redundancy of Haringey Council Staff.

This consultation document is extremely vague in respect of what provision / contingency is being put in place to provide for the children and their Parents as a result of the deleting of this service.

There is also no evidence that there has been any consultation with the users of the play service and their views of its deletion.

It seems such a shame that a service that was the envy of other London Boroughs is to face closure as a result of these cuts; in the 80s this service led the way in after school and holiday provision.

This consultation sees all of the play service provision that is funded through the CYPs Directorate close. As a result this service closure will see the loss of 50+ posts. Although a number of the employees have opted for voluntary redundancy, and there may be some opportunities for some of the staff to be employed within some of the schools, there is a fear that the terms and conditions of those school employment opportunities, that

may be offered, could be less favourable than current employment conditions. This of course raises concerns for unison.

We would expect the Council to work with any schools that are creating any after school provision to ensure that the staff that are being made redundant are given priority in relation to any employment opportunities, and that this process is carried out in a fair and equal manner that is in line with the Councils equal opportunities policies.

We would also expect that the officer leading on this to keep Unison up to date with this process.

We have also not seen any equalities impact assessment.

Although there has been some interest amongst some of the Primary schools to provide an after school provision, the fear is that the opening times could be shorter than the current provision provides, and the costs for Parents could be increased. We believe that this is already the case re the provision that is being provided by Chestnuts School, and we fear that this could be replicated at other schools. We have also had no indication re what, if any provision will be provide during the school holidays.

Theses increases in costs could have a major impact on working parents, particularly in the eastern side of the Borough, which in turn could have implication re safeguarding issues if parents are not able to find or can't afford after school or holiday care for their children.

Comments by



Andrea Holden  
Branch Health & safety Officer & Joint CYPS Convenor

Date 9<sup>th</sup> March 2011

## **Management Response to Unison comments on after-school and holiday childcare proposal**

Thank you for your comments. We share your sadness about the potential closure of the service and appreciate the value placed upon it both by users of the service in Haringey and colleagues in other boroughs. We have been rightly proud of this service over many years and regret that the loss of grants and other Government funding means that we can no longer maintain it in its current form.

We also want to avoid compulsory redundancy wherever possible and as you are aware a number of staff have already expressed an interest in voluntary redundancy. However, sadly, we cannot rule out the possibility that some staff may leave the service through compulsory redundancy, should attempts to secure alternative redeployment prove unsuccessful.

We are working closely with schools to identify any suitable vacancies for our staff and have been circulating these to all staff in this service. There have been examples of posts being offered on different terms and conditions and our HR staff have given advice on this. It is a matter for schools to decide on the terms of the staff that they employ directly but we have and will continue to liaise with schools on issues related to contracts that staff members raise with us.

We are attempting to process any redeployment opportunities that have been made known to us in a fair and equal manner – schools with vacancies have been asked to notify us rather than to approach the staff working with them so that there can be a fair process for applications to these posts.

We note the points that you have raised about the potential changes in the offer of services to parents/carers such as opening times etc and the potential for increases in costs. We have collected a large number of views from parents/carers and have shared these with headteachers as they reflect the areas that parents/carers are worried about. We are offering business support to schools so that they can plan their services in a way that does not result in prohibitive increases in fees.

## **Midway Consultation meeting with Play Service Staff and Union Representatives** 3<sup>rd</sup> March 2011

**When will the service actually close?** If the proposal to cease delivery of After School and Holiday childcare is ratified, then there would be no budget for this service from March 31<sup>st</sup> 2011. However services would continue to be run until the end of staff notice periods, during which time we would continue our work with schools to try and ensure continuity of provision without a gap in services.

**Can we use the 'transition' funding to keep the services open?** The transition funding has been agreed by the Schools Forum to support schools that currently host or are linked to a Council subsidised provision to take on responsibility for providing after school and holiday childcare. The funding is not sufficient to keep the Play service running on an ongoing basis, however in discussion with schools, it may be possible to use it to support interim arrangements while schools develop their provision. This may include asking staff to stay on after their redundancy date has been agreed with funding provided through the transition fund.

**Staff would be leaving on different dates – how would it be managed?** The responsibility for this sits with Children and Young People's Service and would be managed centrally, individual play centre managers would not need to try and put in place interim arrangements, this would also apply to Easter Holiday provision.

**Wouldn't it be easier to close it all?** We are very aware that affordable after school childcare is essential to working parents in Haringey and we are therefore working with schools to try and ensure there is no gap in provision.

**How are vacancies in schools being filled?** We are asking all schools to ensure suitable vacancies are circulated to staff affected by this proposal. If direct transfers on the same Terms and Conditions are possible, we will support schools and staff in facilitating this. Staff are not under obligation to transfer to a contract with a school that is not a suitable alternative to their current post (e.g. a lower grade). If staff have any queries, they should seek further advice from HR and their Union representative.

**What is bumping?** Bumping allows staff not at risk to apply for Voluntary Redundancy to allow someone within the Council at risk of redundancy to be redeployed.

**How long do you have to have between positions if you have taken redundancy?** Staff would need a month and one day between ending their post with the Play Service and the start date of a new role within a school in order for their redundancy payment to be unaffected.

**Parents are asking Headteachers and staff for information on future provision.** Any queries from parents, can be directed to Jen Johnson (020 8489 1764 or [jen.johnson@haringey.gov.uk](mailto:jen.johnson@haringey.gov.uk))

Individual queries from staff should also be directed to Jen Johnson or Belinda Evans ([belinda.evans@haringey.gov.uk](mailto:belinda.evans@haringey.gov.uk)).