

HARINGEY COUNCIL**EQUALITY IMPACT ASSESSMENT FORM**

Service: Children and Young People's Service

Directorate: All directorates within the service

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

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

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

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

Rationale for Change

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

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

Council Wide Overarching Criteria

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

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

The Criteria

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

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

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

The Criteria in Detail

First Stage Assessment

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

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

Second Stage Assessment:

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

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

Haringey Continuum of Need and Intervention (Triangle) Table

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

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

Third Stage Assessment:

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

The Application of the Criteria

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

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

Service Themes

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

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| <p>1. Early Years Education and Childcare</p> <p>2. Youth Activities for Young People</p> <p>3. Disabilities and Special Educational Needs</p> <p>4. Family Support</p> | <p>5. 14 to 19 Education</p> <p>6. Children in Need</p> <p>7. Youth Offending</p> <p>8. Teenage Pregnancy & Parenthood</p> |
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Summary of the Outcome of the Application of the Criteria

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

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

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

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

Please Note

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

Step 2 - Consideration of available data, research and information

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

1. Early Years Education and Childcare

Sustainability Grant and Early Years Single Funding Formula

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

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

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

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

Funding Proposal for this Theme

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

Service User Equalities Information

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

Age

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

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

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

Gender

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

Ethnicity

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

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

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	204	100.0%
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Disability

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

Religion

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

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

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

- Gender Reassignment
- Sexual Orientation
- Maternity & Pregnancy

2. Youth Activities for Young People

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

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

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

Funding Proposals for this Theme

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

Service User Equalities Information

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

Age

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

Gender

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

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

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

Ethnicity

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

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

Disability

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

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

Religion

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

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

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

- Gender Reassignment
- Sexual Orientation
- Maternity & Pregnancy

3. Disabilities and Special Educational Needs

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

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

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

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

Please Note

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

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

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

Funding Proposals for this Theme

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

Service User Equalities Information

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

Age

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

Gender

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

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

Ethnicity

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

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

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

Disability

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

Religion

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

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

- Gender Reassignment
- Sexual Orientation
- Maternity & Pregnancy

4. Family Support

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

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

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

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

Funding Proposal for this Theme

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

Service User Equalities Information

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

Age

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

Gender

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

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

Ethnicity

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

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

Disability

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

Religion

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

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

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

- Gender Reassignment
- Sexual Orientation
- Maternity & Pregnancy

5. 14 to 19 Education

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

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

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

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

Funding Proposals for this Theme

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

Service User Equalities Information

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

Age

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

Gender

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

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

Ethnicity

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

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

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

Disability

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

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

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

Outcomes

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

Young People Not in Employment Education or Training (NEET)

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

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

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

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

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

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

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

6. Children in Care

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

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

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

Funding Proposals for this Theme

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

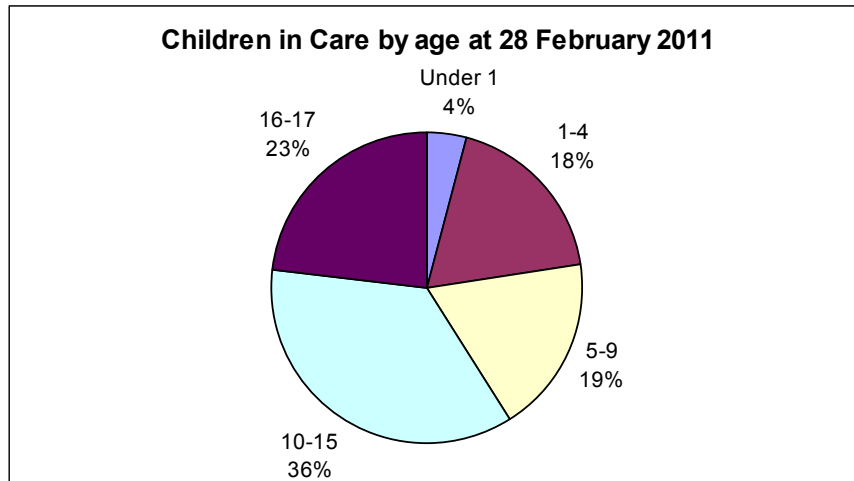
Please Note

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

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

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

Age



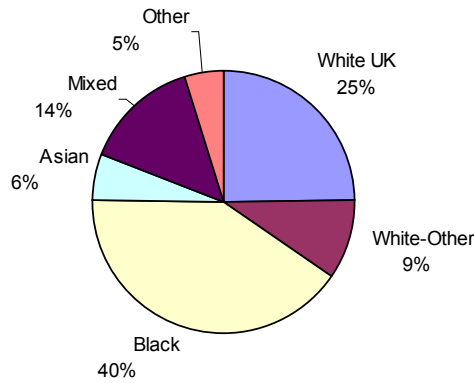
Gender

Gender	Percentage
Male	58%
Female	42%

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Ethnicity

Haringey Children in Care at 28 February 11



Disability

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

7. Youth Offending

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

Funding Proposals for this Theme

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

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

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

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

Age

Age	Percentage
9	0%

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

Gender

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

Ethnicity

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

Disability

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

8. Teenage Pregnancy & Parenthood

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

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

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

Funding Proposals for this Theme

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

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

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

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

Age

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

Gender

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

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

Ethnicity

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

The following equality data was not available:

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

Outcomes

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

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

Quarterly Rates in Haringey

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

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Step 3 - Assessment of Impact

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

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

1. Early Years Education - No Increase in Barriers

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

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

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

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

2. Youth Activities for Young People - Barriers Increased

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

The data has identified that:

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

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

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

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

3. Disabilities and Special Educational Needs – Increase Barriers

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

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

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

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

4. Family Support – Increase Barriers

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

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

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

5. 14 – 19 Education – Increase Barriers

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

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

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

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

6. Children in Care – No Change to Barriers

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

7. Youth Offending – No Change to Barriers

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

8. Teenage Pregnancy – Barriers Increased

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

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

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

Step 4 - Consult on the proposal

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

Part 1 – Providers

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

Main Issues and Concerns Raised

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

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

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

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

Part 2 – Service Users

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

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

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

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

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

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

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

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

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

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

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

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

How the Proposals have changed as a Result of the Consultation

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

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Informing those who took part in the Consultation

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

Step 5 - Addressing Training

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

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

Step 6 - Monitoring Arrangements

If the proposal is adopted, there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all equality strands. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address the effects.

Who will be responsible for monitoring?

Senior Officers in CYPS will be responsible for monitoring and reviewing these proposals and their impact in partnership with colleagues in the new corporate procurement function.

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

The monitoring data that will be used to evaluate outcomes for groups affected by these proposals will include:

- Childcare sufficiency data
- Early Years Foundation Stage data
- NEET data
- A range of disabilities and SEN data
- Children in Care data
- Youth Offending data
- Teenage Pregnancy data

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

Yes

Where will this information be reported and how often?

This information will be reported to the CYPS Directorate Management Team

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Step 7 - Summarise impacts identified

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

Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
<p>Activities for Young People</p> <p>There will be a disproportionate impact on young people aged 13 – 19</p> <p>Family Support</p> <p>Children aged 0 – 5 and their parents, although no specific equality data on parents is available</p> <p>14 – 19 Education</p> <p>Organisations work with children and young people aged between 14 and 19 years old who are at risk of becoming NEET.</p>		<p>Activities for Young People</p> <p>BME groups will be disproportionately impacted for those projects that provide targeted support to ethnic groups.</p> <p>Family Support</p> <p>Kurdish, Somali and Polish families will be negatively impacted due to the targeted nature of the services provided by the organisations</p> <p>Teenage Pregnancy</p> <p>Ethnicity because the majority of service users are from BME groups</p>	<p>14 – 19 Education</p> <p>A disproportionate number of service users are boys. As such, this age group will be disproportionately adversely impacted by the implementation of these proposals.</p> <p>Teenage Pregnancy</p> <p>The majority of service users are female</p>					

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<p>As such, this age group will be disproportionately adversely impacted by the implementation of these proposals. Furthermore, a disproportionate number of service users are boys.</p> <p>Teenage Pregnancy</p> <p>All service users are teenagers</p>								
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Step 8 - Summarise the actions to be implemented

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

Issue	Action required	Lead person	Timescale	Resource implications
Level 4 Children	CYPS will continue with Aiming High and will target children at level 4 through this initiative. Future contracts resulting from commissioning processes will prioritise service users at level 4.	Head of Services to Children & Young People with Additional Needs & Disability	Ongoing	Within existing resources.
Level 4 Children Accessing Services	A commissioning process will be undertaken to identify providers that can address the needs of children and young people at level 4. CYPS will be issuing a specification how it will expect organisations to meet the needs of children and young people at level 4. Providers who meet the requirements set out in the guidance will be able to apply for funding.	Head of Services to Children & Young People with Additional Needs & Disability	May 2011 – August 2011	Within existing resources
Level 4 Children Accessing Services	Where organisations judge a child to have a high level of need, the Council will work with those organisations to ensure that children and young people are appropriately assessed through the appropriate process and consequently are able to access services that meet those needs. This may mean that organisations whose funding	Head of Services to Children & Young People with Additional Needs & Disability	Ongoing	Within existing resources.

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	has been reduced through this process may receive funding, however, this will be dependent on the individual child(ren) assessment.			
Reduction in availability of activities for young people	Build on the established Youth Service affiliation scheme for Third Sector and private providers. This scheme will involve the Council working with relevant providers to further develop their capacity to play a key role in supporting positive outcomes for young people in Haringey.	Deputy Director – Early Intervention and Prevention	Ongoing	Within existing resources
Reduction in availability of activities for young people	Create a Community Development and Quality Assurance team within the new Youth Service whose role it will be, in conjunction with completing community needs assessments, to further develop capacity within the Third Sector.	Deputy Director – Early Intervention and Prevention	2011-12	Within existing resources
Family Support	There is a range of places available for families in Haringey needing to access support and advice, for example Children’s Centres, Citizens Advice Bureau and Harts. In addition, the Family Support service in CYPS will continue to work with families in need of a higher level of support. Furthermore, the proposals for the reorganisation of Children’s Centre services includes a strong focus on outreach to vulnerable families.	Deputy Director – Early Intervention and Prevention	2011-12	Within existing resources

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14 – 19 Education	Where schools express an interest in exploring options for buying in services to work with 14 – 19 year olds, the Council will work with them to help facilitate this and ensure this is done in a fair and equitable manner.	Director of the Children and Young People’s Service	Ongoing	Within existing resources
Service provision and access for children and young people who fall under level 3 of the triangle.	CYPS to work with schools, other extended school providers and third sector organisations to provide advice on access arrangements and staff training to enable them to continue to provide services for children and young people at level 3. This, it is hoped, will mitigate against the possibility of these children rising into the level 4 category.	Deputy Director, Early Intervention and Prevention, the Children and Young People’s Service	Ongoing	Within existing resources
Training	All Officers involved in creating future funding proposals to VCS and, where appropriate, some private organisations, to receive up to date, full, equalities training.	Director of the Children and Young People’s Service	Ongoing	Within existing resources.

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Step 9 - Publication and sign off

If they are approved, the results of the proposals outlined in this EIA will be available for public viewing on the Haringey website.

Assessed by (Author of the proposal):

Name:

Designation:

Signature:

Date:

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature: *Arleen Brown*

Date: 10 May 2011

Sign off by Directorate Management Team:

Name:

Designation:

Signature:

Date: