

SHAPE THE FUTURE
Have your say
Haringey



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

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

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

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

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

Principles

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

(please select one option in each row)

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

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

(Please select one option).

☐ On site ☐ Linked ☐ None

Proposed models for children's centres

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

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

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

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

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

☐ Yes ☐ No

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

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

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

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

Q8. To what extent do you agree or disagree with the overall proposal shown in the consultation paper? (Please select one option)

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

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

Funding

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

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

Staffing

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

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

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

- ☐ Yes ☐ No

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

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

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

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

Service offer

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

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

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

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

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

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

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

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

Any other comments

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

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

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

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

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

About You

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

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

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

Q22 What is your age group?

- | | | | |
|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|
| <input type="checkbox"/> Under 19 | <input type="checkbox"/> 20-24 | <input type="checkbox"/> 25-29 | <input type="checkbox"/> 30-44 |
| <input type="checkbox"/> 45-59 | <input type="checkbox"/> 60-64 | <input type="checkbox"/> 65-74 | <input type="checkbox"/> 75-84 |
| <input type="checkbox"/> 85-89 | <input type="checkbox"/> 90+ | | |

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

Q23 Do you consider yourself to be a disabled person?

- ☐ Yes ☐ No

Ethnic group

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

Q24

White

- | | | | |
|---|--|--|----------------------------------|
| <input type="checkbox"/> British | <input type="checkbox"/> Greek Cypriot | <input type="checkbox"/> Turkish | <input type="checkbox"/> Gypsy |
| <input type="checkbox"/> Irish | <input type="checkbox"/> Irish Traveller | <input type="checkbox"/> Turkish Cypriot | <input type="checkbox"/> Kurdish |
| <input type="checkbox"/> Other, please write in the box | <input type="text"/> | | |

Mixed

- | | | |
|---|--|--|
| <input type="checkbox"/> White and Black Caribbean | <input type="checkbox"/> White and Asian | <input type="checkbox"/> White and Black African |
| <input type="checkbox"/> Other, please write in the box | <input type="text"/> | |

Black or Black British

- | | |
|---|------------------------------------|
| <input type="checkbox"/> African | <input type="checkbox"/> Caribbean |
| <input type="checkbox"/> Other, please write in the box | <input type="text"/> |

Asian or Asian British

- | | | | |
|---|--------------------------------------|------------------------------------|---|
| <input type="checkbox"/> Indian | <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Pakistani | <input type="checkbox"/> East African Asian |
| <input type="checkbox"/> Other, please write in the box | <input type="text"/> | | |

Chinese

- | | |
|---|----------------------|
| <input type="checkbox"/> Chinese | |
| <input type="checkbox"/> Other, please write in the box | <input type="text"/> |

Other Ethnic Group

- | | |
|--|----------------------|
| <input type="checkbox"/> please write in the box | <input type="text"/> |
|--|----------------------|

Gender

Q25 Are you?

- | | |
|------------------------------|--------------------------------|
| <input type="checkbox"/> Man | <input type="checkbox"/> Woman |
|------------------------------|--------------------------------|

Gender identity

Q26 Does your gender differ from your birth sex?

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

Religion

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

- | | | | |
|---|------------------------------------|-----------------------------------|--------------------------------------|
| <input type="checkbox"/> No religion | <input type="checkbox"/> Christian | <input type="checkbox"/> Buddhist | <input type="checkbox"/> Hindu |
| <input type="checkbox"/> Jewish | <input type="checkbox"/> Muslim | <input type="checkbox"/> Sikh | <input type="checkbox"/> Rastafarian |
| <input type="checkbox"/> Other, please write in the box | <input type="text"/> | | |

Sexual orientation

Q28 How would you describe your sexual orientation?

- | | | | |
|---------------------------------------|------------------------------|-----------------------------------|----------------------------------|
| <input type="checkbox"/> Heterosexual | <input type="checkbox"/> Gay | <input type="checkbox"/> Bisexual | <input type="checkbox"/> Lesbian |
|---------------------------------------|------------------------------|-----------------------------------|----------------------------------|



Feedback

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

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

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

Thank you for completing and returning this form.