

HARINGEY COUNCIL
EQUALITY IMPACT ASSESSMENT FORM



Service: Early Years

Directorate: Children and Young People's Service

Title of Proposal: Delivery model for Children's Centres

Lead Officer (author of the proposal): Jan Doust

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

Date: 10/05/2011 (revised 21/07/2011)

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

Note: This EqlA was originally completed on 10th May 2011 to assess the equalities impact of proposals for the delivery of children's centre services set out in a report to the Cabinet member for Children on 18th May 2011. These proposals have since been revised and are the subject of a further report to Cabinet on 28th July 2011. This EqlA has been updated to reflect the revised proposals set out in that report.

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

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

A. Current provision

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

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

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

I. Early education integrated with day care

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

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

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

II. Family support and parental outreach

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

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

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

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

III. Child and family health services

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

IV. Links with schools and Children's Information Services

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

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

V. Links with Jobcentre Plus

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

B. Proposed future provision

The Department for Education (DfE) no longer specifies a core offer. However, the Council believes that high quality early years services are the foundation for prevention and early intervention in Haringey. Therefore, the new structure will maintain the elements of the full core offer, as far as possible, in the areas of greatest deprivation, within a universal early years education and health service offer. The overall approach has been to target resources to areas of greatest need; more specifically, it has been to ensure that those children living in the 0-30% most deprived Super Output Areas (SOAs) are able to access the full range of children's centre services.

The proposal is based on a cluster model, with four clusters of children's centres working together to plan and deliver services across their cluster area using the funding that is allocated to them. Funding will be devolved on the basis of a service level agreement with each children's centre setting out clear outcomes to be achieved and expectations of service delivery. The LA's performance management framework will operate at both centre and cluster level and will continue to take into account value for money and outcomes.

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

Subject to consultation, staff working predominantly in school-based children's centres will be employed on school contracts, with line management through to the school's senior leadership team. Local Authority-run children's centres will continue to be directly managed by the local authority, although other management options may be considered in future. Under the new model, although staff will be contracted to one school/centre, they will all still be expected to work in different locations across the cluster as needed. This expectation will be clearly stated on all job descriptions.

In line with our intention to commission for prevention and early intervention and to reduce the need for social care interventions and placements, family support will continue to be managed centrally and deployed in line with need at any time. This service will be available irrespective of where families live.

The proposed clusters are set out in the table below.

	Cluster 1	Cluster 2	Cluster 3	Cluster 4
Centres	Stonecroft Stroud Green Campsbourne The Ladder Woodlands Park Downhills (link site)	Welbourne Earlsmead South Grove Triangle	Broadwater Farm Park Lane Pembury Bruce Grove (link site)	Bounds Green Noel Park Rowland Hill Woodside
Wards served	Stroud Green Harringay Hornsey Muswell Hill <u>St Ann's (split with C2)</u> <u>West Green (split with C3)</u>	Tottenham Green Seven Sisters <i>St Ann's (split with C1)</i> <i>Tottenham Hale (split with C3)</i>	Northumberland Park Bruce Grove <u>Tottenham Hale (split with C2)</u> <i>West Green (split with C1)</i>	Woodside Bounds Green Noel Park White Hart Lane
Estimated under-5 population¹	4035	2735	3245	3350
Resource allocation in proposed model	£596,038	£505,481	£645,198	£628,282
Resource allocation/head	£148	£185	£199	£188
IMD 2010 Average Score²	31.9	43.6	48.0	41.9

Please note that due to the location of children's centres in Haringey, the population served by each cluster does not map directly to wards. Three wards – St Ann's, West Green, and Tottenham Hale – fall partially into one cluster and partially into another, with the boundary between the clusters being based on Super Output Areas. Where a ward is underlined in the table above, that means the majority of the ward is covered by that cluster. Where a ward is *italicised*, that cluster only covers a minority of the ward.

In line with the targeting of resources to areas of greatest need, separate arrangements are proposed for Highgate, Rokesly and North Bank Children's Centres. Pump priming

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

² Source: Indices of Deprivation 2010. The Index of Multiple Deprivation provides a score for the level of deprivation in each of the 32,482 Super Output Areas (SOAs) in England. Scores in 2010 ranged from 0.5 (least deprived) to 87.8 (most deprived). The figures in this table provide an average score for the SOAs in each cluster.

funding has been identified for 2011-12 to enable the continued delivery of universal health and other services for children and families within each of these centres. These services will be supported by charging fees to some parents according to their ability to pay. The centres will serve Crouch End, Highgate and Fortis Green wards, providing access to services to the (approximately) 1940 children aged 0-4 living in these wards. The financial support provided by the LA for 2011-12 will be linked to SLAs setting out clear outcomes and expectations of service delivery.

C. What will be different in the new structure

Whilst the DfE no longer specifies a core offer, it is helpful to consider the impact of the proposed reorganisation in terms of its five elements.

I. Early education integrated with day care

No substantive change is proposed in this area.

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

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

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

II. Family support and parental outreach

The provision of family support will be maintained across all of our children's centres. However, the reduction in overall funding to children's centres means that there will be some reduction in capacity to deliver group work and outreach work. This impact may be more marked in those centres that do not form part of a cluster arrangement.

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

III. Child and family health services

Funding for most child and family health services is not provided by the Local Authority (LA), and LA funding for services such as Speech & Language Therapy will continue, so this area of provision will largely continue unchanged in the proposed new model.

The funding that has been identified to support premises costs at Highgate, Rokesly and North Bank will enable the continued provision of health services at these centres.

IV. Links with schools and Children's Information Services

It is anticipated that the strong links built up with schools will be maintained in the new model, and strengthened through the work of the Local Partnership Boards.

Children's centres' role in providing advice and information to parents will remain a priority, though with the reduction in overall capacity there will be some impact in this area.

V. Links with Jobcentre Plus

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

Step 2 - Consideration of available data, research and information

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

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

http://harinet.haringey.gov.uk/index/news_and_events/fact_file/statistics/census_statistics.htm

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

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

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

In addition to service user data, this section draws on demographic data, drawn primarily from the 2001 census. Please note that census data is only available at ward level. Purely for the purposes of data analysis, wards that cut across clusters have been counted as belonging to the clusters in which they predominantly fall. This means that St Ann's and West Green have been considered as part of cluster 1 and Tottenham Hale as part of cluster 3. As a result of this, census data for cluster 2 is based on only two wards.

1. Ethnicity

Service User data³

Ethnicity	Percentage of children accessing CC services	Haringey child population distribution figures
Asian	5.3 %	6.7%
Black	25.0 %	20.0%
Mixed	10.6%	4.5%
Other	6.2%	3.1%
White	44.6%	65.6%
Not disclosed	8.3%	-

Service user information indicates an underrepresentation of White and Asian service users and an overrepresentation of service users of Black, Mixed and Other ethnicities.

Demographic data⁴

³ Service use figures are from 2009/10; Haringey figures are from the 2001 census

The following table sets out the ethnicity profile of each cluster, based on the wards that the cluster serves, and also of the wards which do not form part of the cluster model.

	Cluster 1	Cluster 2	Cluster 3	Cluster 4	Outside cluster model	Haringey
British	48.1%	33.0%	29.9%	40.7%	66.5%	45.3%
Irish	4.7%	3.9%	3.7%	4.7%	4.1%	4.3%
Other White	17.0%	16.8%	14.5%	17.3%	14.2%	16.1%
White and Black Caribbean	1.3%	1.8%	2.0%	1.7%	0.8%	1.5%
White and Black African	0.8%	0.7%	0.9%	0.8%	0.4%	0.7%
White and Asian	1.1%	0.9%	1.0%	1.1%	1.2%	1.1%
Other Mixed	1.1%	1.5%	1.5%	1.3%	1.1%	1.3%
Indian	3.1%	2.6%	2.3%	3.9%	2.0%	2.9%
Pakistani	0.9%	1.0%	1.3%	1.1%	0.5%	0.9%
Bangladeshi	1.5%	2.3%	1.1%	1.9%	0.3%	1.4%
Other Asian	1.4%	1.8%	2.0%	1.9%	0.8%	1.5%
Caribbean	7.4%	14.4%	17.9%	9.3%	2.7%	9.5%
African	7.7%	13.2%	15.7%	9.8%	2.7%	9.2%
Other Black	1.0%	1.9%	2.4%	1.6%	0.4%	1.4%
Chinese	1.2%	1.4%	1.1%	1.4%	0.7%	1.1%
Other ethnic group	1.6%	2.7%	2.6%	1.8%	1.7%	2.0%

Census data indicates:

- A higher proportion of White British and lower proportion of Black ethnicities in comparison to the overall Haringey profile in those wards that are outside the cluster model
- A higher proportion of Black ethnicities and lower proportion of White British in comparison to the overall Haringey profile in clusters 2 & 3
- A profile that is broadly in line with the overall borough picture in clusters 1 & 4

2. Age

Service User data

All children's centre services are directed at children aged 0-5 and their families. We do not have a breakdown of the numbers within each year group from 0-5.

Demographic data⁵

The following table shows the varying proportions of the population that consists of under-fives, from 6.9% in those wards that are outside of the cluster model through to 9.9% in cluster area 3. Census data on age is available in 5-year bands (0-4, 5-9, 10-14 etc) therefore data in this table omits 5 year olds.

	Total Population	Total 0-4 Population	0-4 Population as % of total
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⁴ Source: 2001 Census

⁵ Source: 2009 Mid-year Population Estimates

Cluster 1	67,306	4,895	7.3
Cluster 2	26,608	2,519	9.5
Cluster 3	39,402	3,917	9.9
Cluster 4	48,233	3,857	8.0
Outside cluster model	43,980	3,013	6.9
Haringey	225,529	18,201	8.1

3. Gender

Service User data

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

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

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

Demographic data⁶

The table below shows the number of children in Lone Parent families in receipt of child tax credit, income support, or jobseekers' allowance. We know that in the vast majority of

⁶ Source: HMRC, 2008

these families the parent will be a woman. The table shows significantly fewer of these families in those wards which are outside the cluster model.

	Children in Lone Parent families in receipt of CTC (<60% median income) or IS/JSA
Cluster 1	4,070
Cluster 2	2,260
Cluster 3	4,385
Cluster 4	4,820
Outside cluster model	885

4.Disability

Service User and demographic data

The SEN Code of Practice defines Special Educational Needs as follows: “*Children have special educational needs if they have a learning difficulty which calls for special educational provision to be made for them*”⁷. The Equality Act 2010 definition of disability is that a person has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

From these definitions it is clear that whilst there will be an overlap between ‘Children with SEN’ and ‘Children with Disabilities’, these cannot be taken to mean the same thing. In particular, children with lower levels of SEN would not be classed as disabled according to the Equality Act 2010⁸. The overlap is likely to be greatest amongst children with Statements of SEN (those with the highest need). In any case, these children constitute a vulnerable group for whom provision must be made.

The following table shows the distribution of children with Statements of SEN⁹ – there is not a huge variation between the areas.

	Total Children with statements of SEN May 2011	Percentage of 0-19 year olds with statements of SEN
Cluster 1	308	2.0
Cluster 2	148	2.5
Cluster 3	258	2.3
Cluster 4	328	2.7
Outside cluster model	172	2.0
Haringey	1,214	2.3

⁷ Source: SEN Code of Practice, <http://www.teachernet.gov.uk/docbank/index.cfm?id=3724>

⁸ There are a number of stages to the SEN assessment process. The majority of children with SEN have their needs met either within their school (School Action) or by their school in conjunction with some support from external agencies (School Action Plus). Statutory Assessments of SEN (which generally lead to the issuing of a Statement of SEN) are only carried out for the small minority of children who have SEN of a severity or complexity that requires the Local Authority to determine and arrange the special educational provision their learning difficulties call for.

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

1.5% of children accessing children's centres have disabilities or complex needs¹⁰. This corresponds closely with the 1.2% of children who have statements of Special Educational Needs (SEN) in reception class (age 4-5) in Haringey schools. Whilst SEN and disabilities are not the same thing, this nevertheless does suggest that children with complex needs in Haringey are well represented in the children's centres.

7.6% of the overall child and adult Haringey population has a disability, significantly higher than the 1.5% of children accessing children's centres. However, as children's additional needs often become apparent gradually, it is only those with the most significant needs that are picked up at an early age. Good systems are in place through the Early Support programme to identify and assess the needs of children with disabilities/special educational needs during their time in the children's centres.

5. Religion

Service User & Demographic data¹¹

	Cluster 1	Cluster 2	Cluster 3	Cluster 4	Outside cluster model	All children's centres	Census figures
None	35.5%	10.3%	10.0%	15.2%	35.9%	18.9%	20.0%
Christian	24.9%	40.0%	45.1%	29.0%	36.3%	34.7%	50.1%
Buddhist	0.4%	0.9%	0.4%	0.5%	0.6%	0.6%	1.1%
Hindu	0.6%	0.7%	0.4%	1.6%	1.5%	0.9%	2.1%
Jewish	1.3%	0.6%	0.0%	0.1%	6.2%	0.9%	2.6%
Muslim	8.6%	19.1%	21.1%	15.8%	2.2%	15.2%	11.3%
Sikh	0.3%	0.4%	0.1%	0.2%	0.3%	0.2%	0.3%
Any Other Religion	1.6%	9.1%	2.1%	7.9%	1.9%	5.0%	0.5%
Data Not Provided	26.7%	18.8%	20.8%	29.7%	15.2%	23.6%	12.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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

Comparing children's centre service users with Census data, Christians and Jewish are under-represented while Muslims and those of 'any other religion' are over-represented. However, 23.6% did not state their religion compared to 12.1% in the Census, making it hard to draw comparisons. Further, the disparity in the 'any other religion' figure may be due to the way data is collected and recorded.

While the Christian group appears to be under-represented, it is still the largest single group accessing CC services. The under-representation of the Jewish communities could be because orthodox Jewish groups in Haringey attend orthodox Jewish settings which are situated across the border in Hackney.

Comparing the religion of service users across the cluster areas is difficult as there is a large variation in the percentage who did not state their religion. Cluster 1 and centres outside the cluster model have an overrepresentation of those with no religion and an

¹⁰ Please note this figure is from 2009/10

¹¹ Source: Children's Centre Service Use data and 2001 Census. Please note that the data for the 'outside cluster model' column only relates to Highgate as Rokesly and North Bank children's centres were not fully operational at the time of data collection.

underrepresentation of Muslim service users. Clusters 2 & 4 both have high proportions of those with 'any other' religion. Cluster 3 has the highest proportion of Christian service users.

6. Maternity & Pregnancy

All adults accessing children's centre services are either pregnant or are parents or carers of young children aged 0-5 (note though that carers can include people who are not primary carers such as grandparents or childminders).

7. Other Equality Strands

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

Step 3 - Assessment of Impact

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

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

Increase barriers? X	Reduce barriers?	No change?
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Comment

To summarise the differences between the current and future models of service delivery, the overall picture is that:

- Universal child and family health services and early education and childcare will be maintained with little or no discernible impact to service users
- Targeted family support and outreach work will also be maintained
- The reduction in funding to children's centres may have some impact on the range and level of services such as stay & plays, information & advice, drop-ins, parents groups etc. that they can provide. This impact will be more marked in those centres which do not form part of the cluster model, in line with the approach which targets resources at areas of higher deprivation.

Overall, the effect of the reduction in funding to children's centres will have some negative impact for service users. The impact will be greatest for children aged 0-5 and their parents/carers, the majority of whom using the service are women. In terms of the equalities strands, the most relevant categories are therefore age, maternity and pregnancy, and gender.

As stated above, the reduction in the level of service is likely to be more marked in those centres which do not form part of the cluster model. Looking at the equalities data, this means that there will be a disproportionate impact for people of White British ethnicity and those with no religion. It should be noted however that the reason there is a more marked reduction here is because it is an area which experiences less deprivation.

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

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

- Reducing management and administrative costs as far as is practicable in order to maximise resources for service delivery
- Targeting the available resources on the population for whom children's centre services make the most difference – vulnerable families and those living in areas of the greatest deprivation
- Developing a model that enables creative and collaborative working and a flexible response to local need

- Ongoing discussions with neighbouring boroughs to ascertain their plans for services that may affect families living in Haringey, particularly near the borders

With regard to the reduction in service in those areas which do not form part of the cluster model, the main risk is that vulnerable children and families who need support are not identified. The pump priming funding that has been identified for 2011-12 to enable the continued delivery of universal health and other services for children and families at those three centres will mitigate this risk. Furthermore, Children's centres are part of a pattern of provision for vulnerable families but they are not the only provision and many services will remain unchanged. Families requiring access to additional services will be identified in a number of ways, including:

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

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

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

Step 4 - Consult on the proposal

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

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

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

A large scale public consultation exercise was carried out from 16th March to 22nd April, the outcomes of which have informed the proposal set out in section 1 of this document. For a full account of the consultation process and the issues raised please see Appendix 3 of the report to Cabinet of 29th July 2011.

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

The council's response to the issues and concerns raised was set out in the report to the Lead Member of 17th May 2011. Consultation feedback was also taken into account as part of the work to develop the revised model set out in the report to Cabinet of 29th July 2011.

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

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

Step 5 - Addressing Training

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

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

Each cluster will hold staff events to develop cluster working. As far as possible, we will continue to develop and provide access to training on outreach and community engagement.

Step 6 - Monitoring Arrangements

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

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

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

The Early Years Senior Management Team will be responsible for monitoring the quality of provision and outcomes for children and families through its performance management framework. The Local Partnership Boards will oversee provision in each cluster.

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

Indicators include:

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

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

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

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

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

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

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

Step 7 - Summarise impacts identified

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

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

Step 8 - Summarise the actions to be implemented

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

Issue	Action required	Lead person	Timescale	Resource implications
To ensure that universal services are able to identify families needing additional services and take appropriate action	<p>Community Outreach Workers to support delivery of universal health services</p> <p>Training for Early Education providers in identification of additional need</p> <p>Continued delivery of Integrated Working and CAF training</p> <p>Tracking and monitoring of access to and take-up of services</p>	<p>Children's Centre Early Intervention Co-ordinators</p> <p>Early Years Advisory Teachers; Area Inclusion Co-ordinators</p> <p>Integrated Working Manager</p> <p>Early Years Information & Data Management Officer; Cluster Monitoring & Evaluation Officers</p>	Ongoing	Within existing resources
To ensure that comprehensive data (including equalities data) on children's centre service use is available to inform service planning and evaluation	Full implementation of new Children's Centre registration form; embed eStart database	Early Years Information & Data Management Officer; Cluster Monitoring & Evaluation Officers	May – Aug 2011 and ongoing	Within existing resources
Low number of fathers accessing centres with their children	Children's Centre clusters to maintain and build on existing programmes to engage with fathers as a priority	Early Years Lead for Early Intervention & Prevention; Early Intervention Co-ordinators	Ongoing	Within existing resources

Step 9 - Publication and sign off

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

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

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

Assessed by (Author of the proposal):

Name: Jan Doust

Designation: Deputy Director, Prevention & Early Intervention

Signature:

Date: 21/07/11

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Policy Officer

Signature:

Date:

Sign off by Directorate Management Team:

Name: Jan Doust

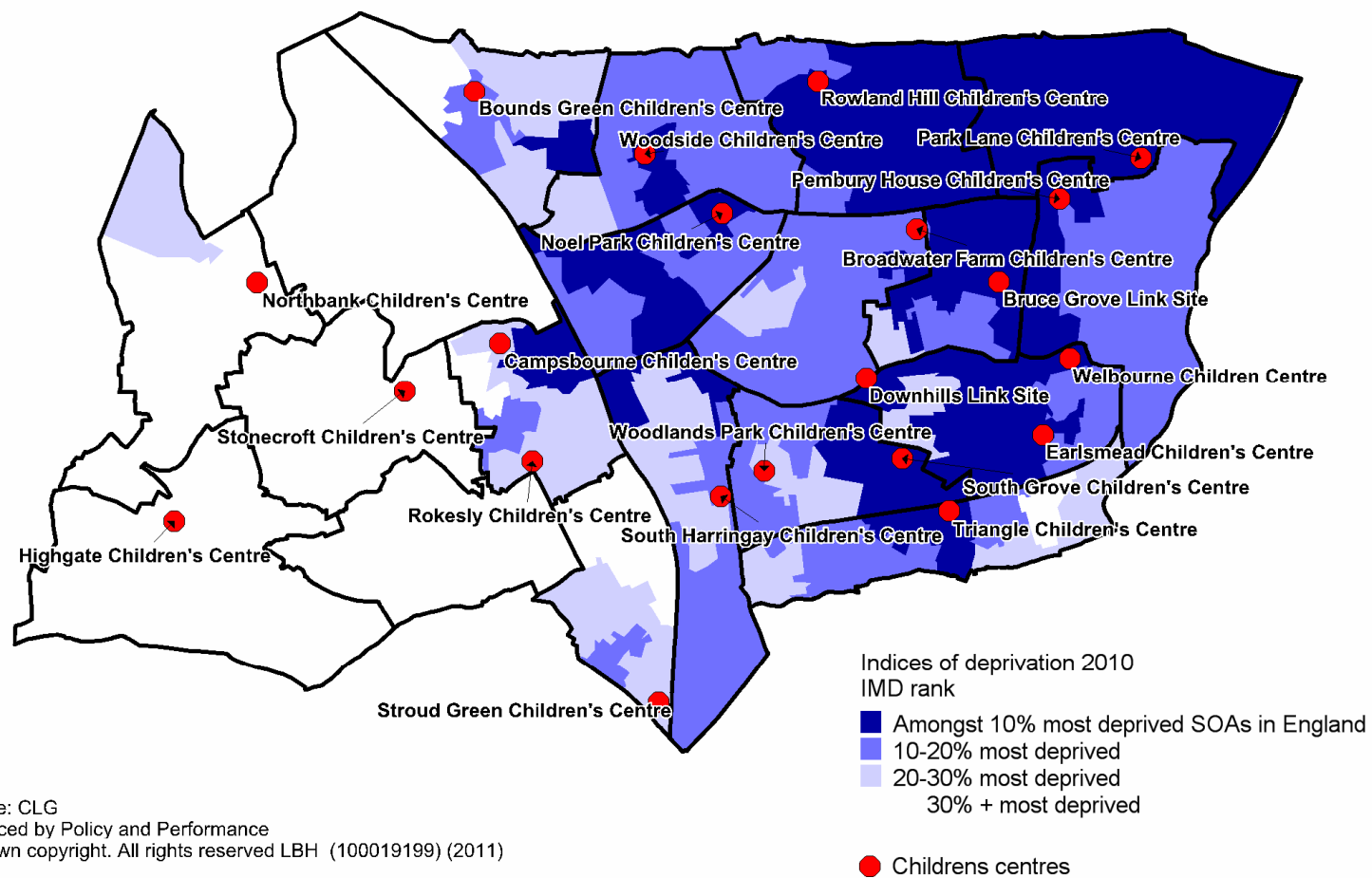
Designation: Deputy Director, Prevention & Early Intervention

Signature:

Date: 21/07/11

Annex A – Location of Children's Centres in Haringey

Indices of Multiple Deprivation 2010
Childrens centres



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

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

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

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

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

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

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

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

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

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

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

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

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

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

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
Stone Croft	Antenatal Clinic - Whittington (Appointments)	Ante & postnatal Services			Wednesday	09:00 - 11:30
Stone Croft	PIPS (Appointments ONLY)	Child mental health		PIPs	Wednesday	12:30 - 17:30
Stone Croft	Let's Play Drop-in (18months Plus)	Stay & Play			Thursday	09:30 - 10:50
Stone Croft	Let's Play Drop-in (18months Plus)	Stay & Play			Thursday	11:00 - 12:15
Stone Croft	Antenatal Clinic - Whittington (Appointments)	Ante & postnatal Services			Thursday	09:00 - 11:30
Stone Croft	Discovery Play - Drop-in (6 - 17months babies)	Stay & Play			Thursday	13:00 - 14:00
The Ladder	ESOL with Crèche	ESOL			Monday (Term time only)	09:00 - 11:00
The Ladder	ESOL with Crèche	ESOL			Friday (Term time only)	09:00 - 11:00
The Ladder	Parenting Group for Turkish/Kurdish Parents (CAMHS) - 12 week course 5th February – 18th June 10, Follow up session in September	Parenting Programme	BME		Every Friday	10:00 - 12:30
The Ladder	Improving Access to Psychological Therapies (Appointments Only)	Adult Mental Health			Monday	9:00 - 5:00
The Ladder	Improving Access to Psychological Therapies (Appointments Only)	Adult Mental Health			Tuesday	9:00 - 5:00
The Ladder	Child Minders	Support/advice for parents/carers	Childminders		Tuesday	9:30 - 11:30
The Ladder	Twinkle Toes (0-12 months)	Stay & Play			Tuesday	1:30 – 3.30
The Ladder	Midwife (Whittington Hospital) - Appointments ONLY; 1 st & 3 rd Wednesday/month	Ante & postnatal Services			Wednesday	9:00 - 2:00
The Ladder	Mums.Net - 1st Wednesday/month				Wednesday	10:00 -

Children's Centre	Services Offered	Category	Access Group	Provider	Day	Times
						12:00
The Ladder	Stay & Messy Play (0-5yrs)	Stay & Play			Wednesday	13:20 - 15:20
The Ladder	Stay & Messy Play (0-5yrs)	Stay & Play			Thursday	09:30 - 11:30
The Ladder	Midwife (Whittington Hospital) - Appointments ONLY;	Ante & postnatal Services			Thursday	9.00 - 2:00
The Ladder	Antenatal Drop-in	Ante & postnatal Services			Thursday	09:30 - 11:30
The Ladder	School Gates Employment Initiative	Employment Support			Wednesday	9:00 – 11.30
The Ladder	Community Nutrition Assistants Course				Wednesday	9:30 – 12.30
The Ladder	HARTS Information & Advice drop-in	Support/advice for parents/carers		HARTs for Families	Thursday	09:30 - 11:30
The Ladder	Movers & Groovers 1- 2.5yrs/Movers & Groovers 2.5 - 5yrs	Stay & Play			Thursday (term-time only)	13:15 - 13:45
The Ladder	Hear a Story Sing a Rhyme	Stay & Play			Friday	1:50 – 3:20
Triangle	Ante/Postnatal Clinic (Whittington Hospital) - Appointments ONLY	Ante & postnatal Services			Monday	09:30 - 11:30
Triangle	ESOL Entry L1/L2	ESOL			Monday	09:30 - 11:30
Triangle	Childminders' Drop-in	Support/advice for parents/carers	Childminders		Monday	10:15 - 12:15
Triangle	HARTS for Families located in Drop in	Support/advice for parents/carers		HARTs for Families	Monday	10.30 - 12.30
Triangle	Community Health Trainer				Monday	09:00 - 13:00
Triangle	Something to do, Somewhere to go Girls' Project				Monday	15:30 - 18:30

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

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

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

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

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

Report on the consultation feedback
(Proposed changes to Children's Centres and Children's Centre Services)

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

Why we consulted

The Government's spending review, as a response to the national financial climate, reduced the amount of money that will be available for councils to spend over the next three years. Haringey Council, like all

local authorities, has difficult decisions to make about how to continue to provide high quality services with fewer resources. Haringey Council is taking steps to reduce its spending over the coming years and we have already started the process of reducing management and administrative costs in our Children and Young People's Services.

Haringey currently has 19 Children's Centres and three linked sites, which were funded until the end of March 2011 from the Government's Sure Start, Early years and Childcare Grant.

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

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

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

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

How we consulted

The consultation was published on the Council's website (http://www.haringey.gov.uk/index/children_and_families/eyc/cc-consultation.htm) on the 16th April. An email outlining the consultation process, including the Consultation Paper was then sent to all Children's Centre Heads, Primary and Secondary School Heads, Governors, professional partners, commissioned services, voluntary organisations, Haringey's Councillors and Members of Parliament.

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

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

The Consultation Process

Background

The proposed changes

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

- Develop clusters based on all 19 designated centres
- Provide a mixture of a 'full' and a 'standard' service offering across the borough

- Combine Children's Centre management and administration.

For a full description of the proposed changes see the Consultation paper on proposed changes to Haringey's Children's Centres and children's services in Annex 1. On the 5th April an Addendum to the consultation was published (see Annex 2). This was due to legal advice suggesting that at that point the Council should name centres that are potentially at risk of closure or where substantial changes are likely to be made to the existing service offer. The list and full detail can be found in Annex 2.

Activity

Questionnaire

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

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

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

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

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

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

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

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

Table 1: Breakdown of completed questionnaires

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

Consultation meetings

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

Table 2: Attendance at consultation meetings

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

* These estimated figures do not include children

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

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

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

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

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

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

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

Principles

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

- 94% of all 934 respondents either supported or strongly supported maintaining a full Children's Centre service offer in our most deprived areas. In addition support for targeting the most vulnerable was particularly expressed at consultation meetings in Highgate, Northbank, Earlsmead and Rokesley.
- 95% of all 891 respondents either supported or strongly supported ensuring services on offer, and how they are delivered, reflect local needs
- Just under half of all respondents (49% of all 872 respondents) either supported or strongly supported the principle of shared management and other jobs across centres. 30% either did not support or strongly did not support this principle. There was general support at consultation meetings for the principle of keeping a high proportion of the resources for front line service delivery.
- 51% of all 868 respondents either supported or strongly supported there being greater flexibility with staff working across Children's Centres. This figure rises to 55% when figures for respondents from Children's Centre staff and School staff and Governors are combined. Respondents of the Professional Partners, Commissioned Services and voluntary organisations questionnaire were particularly supportive with 62% either strongly supporting or supporting the principle
- Respondents were less supportive of closing centres if the financial appraisals of options suggest that we are unable to maintain high quality, effective services across all centres. 54% of 872 respondents do not support or strongly do not support this principle. However 64% of school staff and governors did support this principle.

Proposed model

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

- 48% of all 902 respondents either disagreed or strongly disagreed with the overall proposal shown in the consultation paper. 32% were in support of it. In addition only 24% of all 146 respondents agreed that the proposal would provide sufficient capacity to reach children in our most disadvantaged communities (source: respondents from all surveys excluding parents and carers).
- The majority of respondents (71% of all 941 respondents) agreed that Children's Centres services should be targeted at the most vulnerable. This was further supported by 20 parents and carers who raised this under 'Q16 Do you have any further comments'.
- The Council asked to what extent respondents would support the following approach: detailed financial modelling might suggest the closure of some Children's Centres to ensure service for the most vulnerable were maintained. Overall 43% of all 938 respondents either supported or strongly supported this approach. However 45% of respondents either did not support or strongly did not support this approach. The most supportive groups were school staff and governors at 73% of 81 respondents (support or strongly support) and 68% of Children's Centre staff (support or strongly support) out of 56 respondents. In contrast half of all 755 parents and carers respondents did not support or strongly did not support this approach. Overall parents have express strong concern regarding potential closure and cuts to Children's Centres services. This is demonstrated by individual comments in correspondence, consultation meetings held and free text answers to the questionnaire. These comments can be found in Annex 7. In addition some parents and carers raised concerns that if centres were to close (particularly in the West) they would encounter difficulties travelling to other centres
- All of the questionnaires apart from those for parents and carers asked about our proposal to introduce shared management and administration across our Children's Centres in order to

reduce costs. 50% of all 185 respondents either strongly agreed or agreed and 36% either disagreed or strongly disagreed with this proposal.

Service offer

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

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

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

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

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

Funding

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

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

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

Childcare Fees

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

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

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

Staffing

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

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

Governance

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

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

that simplified working arrangements could be put in place, such as: regular meetings, joint workshops and coordinated working at the local level. In addition 21% felt that partnership working could be improved as a result of improved communications.

General comments

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

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

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

In order to keep more centres open it has been suggested by parents and carers (within the questionnaire free text answers¹², correspondence and consultation meetings) that some services could be charged for or a donation could be made. A number of parents and carers were wary that charging may lead to some service users being unable to use the services and therefore suggested that some form of means testing could be used. They did however warn that this could in itself be an expensive system to run.

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

Partners in Health individually via the questionnaire and as collective responses have expressed their desire to work in partnership with the Council to keep Children's Centres open in order for Health services to continue to be widely delivered across the Borough. Nevertheless they do acknowledge that services

¹² 11% of all 277 parents and carers who answered Q12 (We are interested in your views. Please tell us if you have other ideas for a children's centre model for the borough) suggested that the Council should increase prices for childcare/other services/ means-testing / flexible pay contributions / funding from other sources.

for the most vulnerable is a priority, however universal services are key to ensuring that this group is identified as early as possible.

Alternative proposals

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

- Clusters should be larger than the proposed model with a mixture of different types of Children's Centres included. There should be no stand alone Children's Centres.
- Doors should be open all the time/ services should be planned across a cluster so that families can always access somewhere/ individual centres should only be open when there is sufficient staffing on-site to provide high quality and safe service
- Integration with host centre/school – schools/centres should have day to day responsibility for staff working at the centre and safeguarding arrangements.
- Governors should maintain full control of services delivered from the school site as the responsibility rests with them and should be given more control over the buildings so that they can generate income from them
- Universal health services should remain at all centres
- Local services should reflect the needs of the local population which schools and Children's Centres are best placed to assess/know
- All centres should remain open providing a range of services
- The level of funding should reflect the levels of deprivation in each area reflected in the index of multiple deprivation. Clusters should be informed of their budgets.
- Funding should reflect all costs, schools cannot afford to cover the cost of site managers, cleaners etc