



Haringey Council

Report for:	Cabinet	Item number	
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Title:	Funding arrangements for Local Authority childcare in Haringey
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Report authorised by :	Libby Blake, Director of Children's Services <i>PP [Signature]</i>
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Lead Officer:	Ros Cooke
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Ward(s) affected: All	Report for Key Decision:
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1. Describe the issue under consideration

- 1.1 To provide information on and seek agreement for proposed changes to the fee structure and charges by the Council for under 5s childcare offered through our children's centres.

2. Cabinet Member Introduction

- 2.1 This decision is designed to give greater access to high quality childcare places to local residents with the greatest need. I've noted that officers' assessment is that very few residents will feel a negative impact.

3. Recommendations

- 3.1 That Cabinet agrees to the removal of subsidy for childcare fees from families who will not be eligible for child benefit from January 2013.
- 3.2 That Cabinet agrees to the removal of subsidy for childcare fees for families that do not live in Haringey.
- 3.3 That Cabinet agrees that priority is given to Haringey residents when allocating childcare places in children's' centres.

4. Other options considered

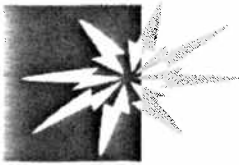
- 4.1 That any family living outside Haringey but working in Haringey pays fees according to income, and where applicable pays a subsidised cost rather than the standard (full cost) fee for a childcare place. 75 families, who take up childcare places, at the present time, live outside Haringey. Many of those parents use Haringey childcare and work in Haringey. As there is high unemployment in Haringey this option was rejected.

5. Background information

- 5.1 Residents have raised concerns with Members that they have been unable to secure childcare places in Local Authority children's centres when non Haringey residents have taken up subsidised places. Officers were asked to re-structure childcare fees and to ensure priority is given to Haringey residents when allocating childcare places.
- 5.2 Following the decision of Cabinet in 2011 to increase fees for childcare provided by the Council from September 2011, officers were asked to explore a proposal to remove the subsidy and charge the full cost of a childcare place according to family income so that all available resources are targeted at those most in need.
- 5.3 Work has been undertaken and a proposal included in this report to charge the full cost for those families who live in Haringey whose income level will make them liable for the revised Child Benefit rules from January 2013 and for families who do not live in Haringey but use our childcare.
- 5.4 In Haringey, as at April 2012, there were 363 children accessing paid-for childcare places through the children's centres (plus an additional 80 children accessing council-funded places who meet the criteria of being 'in need'). Of the 363 children whose families pay for childcare places, 75 children were from out of Borough, leaving 288 service users of paid for childcare places who are Haringey residents.

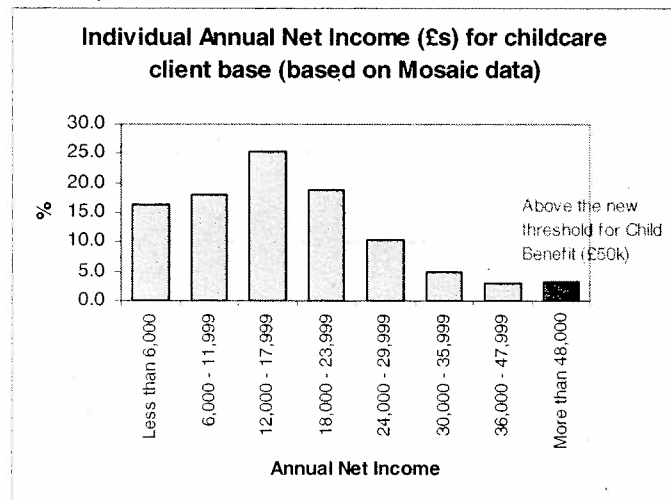
Childcare fee structure

- 5.5 In September 2011, Haringey Council introduced a differentiated fee structure based on the age of the child for under fives childcare offered through Haringey's children's centres. Officers were asked to explore further differentiating the fee structure in 2012-13 based on ability to pay.
- 5.6 Officers have modelled the likely impact on both fee income and upon service users of charging the full cost of a place, for parents who will not be eligible for child benefit from January 2013, and for parents who live outside Haringey.
- 5.7 Mosaic data indicates that approximately 3% of the in-borough households will be liable for the revised Child Benefit rules from January 2013, because either parent has an adjusted net income over £50k. See figure 1.



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Fig 1 shows the spread of family incomes across LA childcare



Proposal Summary

5.8 To introduce changes to the current fee structure for children's centre childcare will mean;

- the full cost of the childcare place will be charged to those users living outside of the Haringey;
- the full cost of the childcare place will be charged to those service users living in Haringey, but whose income level will make them liable for the revised Child Benefit rules; and
- that priority for childcare places will be given to Haringey residents.

Proposed fee structure

5.9 The current fee structure is set out in Fig 2.

Fig 2 Current age related fee structure with subsidy for children under 3

	Child 1 fee (£)			2nd child fee (£)		
	Under 2	2 yr olds	3&4 yr olds	Under 2	2 yr olds	3&4 yr olds
Weekly rate	225.00	200.00	175.00	168.75	150.00	131.25
Daily rate	54.00	48.00	42.50	40.50	36.00	31.88

The proposed fee structure will remove Council subsidy and introduce a standard (full cost) rate for those liable for the revised Child Benefit rules, and those who live outside Haringey. The standard rate represents the full cost of a place.

The following chart (fig 3) shows both the subsidised and standard (full cost) fees according to age.



Fig 3 Proposed new fee structure

Bandings		Child 1 fee (£)			2 nd child fee (£)		
		Under 2	2 yr olds	3&4 yr olds	Under 2	2 yr olds	3&4 yr olds
"Subsidised" (in borough and under CB threshold)	Weekly rate	225.00	200.00	175.00	170.00	150.00	130.00
	Daily rate	54.00	48.00	42.50	40.50	36.00	30.00
"Standard"- full cost (In borough, over CB threshold, or living outside the borough)	Weekly rate	300.00	223.00	175.00	223.00	170.00	130.00
	Daily rate	70.00	50.00	42.50	50.00	40.00	30.00

Key implications

- approximately three quarters of clients will continue to be eligible for the subsidised rate;
- the standard (full cost) fee will apply to the three percent of in-borough clients who will be liable for the revised Child Benefit rules charge and the 20% of clients who live outside the borough;
- those subject to the standard fees will experience the following increase:
 - 32% increase for children under two (equivalent to £72 per week)
 - 11% increase for two year olds (equivalent to £23 per week)
 - no increase for 3 and 4 year olds; and
- subject to take-up remaining the same as in 2011-12, the proposed fee structure should lead to an increase in revenue of 2.5% (approximately £36k)

Haringey's Children's Centres childcare client-base

5.10 The modelling was undertaken based on the 2011/12 childcare client-base of Haringey's children's centres. Client data has been analysed for childcare places from the eight children's centres covered by the current childcare fee structure. The modelling assumes that the composition of the client-base will remain unchanged in 2012/13.

5.11 In 2011/12, approximately 350 children were in receipt of paid for childcare in full or part time places. Of these approximately one-fifth lived outside Haringey.

5.12 Based on 2011/12 figures, the highest levels of childcare accessed by families living outside Haringey were at Stonecroft and Woodside Children's Centres; accounting for over half of the out of Borough use.

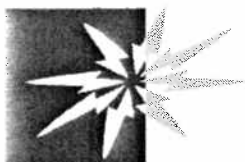


Fig 4 spread of out of Borough users across all centres

School / Children's Centre	Number of children	% of OOB
Broadwater Farm	11	15%
Woodside	20	27%
Park Lane	10	13%
Pembury House	6	8%
Rowland Hill	3	4%
Stonecroft	18	24%
Triangle	7	9%
Woodlands Park	0	0%
Total	75	100

Impact on clients

- approximately three-quarters of the childcare client-base will be unaffected by the proposed fee structure as they will qualify for the 'subsidised' rate.
- of those subject to the 'standard' rate (approximately 80 clients), those with children under 3 (approximately 30 clients) will experience an increase in fees.
- Fig 5 sets out the difference between the new and the proposed fee structure. Those with children under two will see a 32% increase; those with two year olds will see an 11% increase; and those with 3 and 4 year olds will see no change as the current fee structure covers the full cost of these places.

The previous Equality Impact Assessment on the increase to fees has been updated to reflect the new proposal and is included at Appendix 1

Fig 5 Impact of proposed fee structure on standard band clients (proposed increase minus current fee)

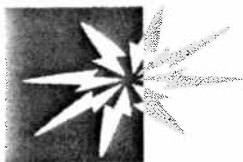
	Child 1						2 nd child					
	Under 2		2 yr olds		3&4 yr olds		Under 2		2 yr olds		3&4 yr olds	
	No. of clients	Impact	No. of clients	Impact	No. of clients	Impact	No. of clients	Impact	No. of clients	Impact	No. of clients	Impact
Weekly rate	4	£75	6	£23	27	-	1	£53	2	£20	1	-
Daily rate	8	£16	6	£2	21	-	3	£9.50	2	£4	2	-

Implications for children's centres

5.13 Children's centres will determine who should pay the subsidised or standard fee; and an annual assessment of eligibility for the subsidised or standard rate will be carried out.

6. Financial Implications

6.1 Childcare is currently subsidised through the Dedicated Schools Grant by an amount of £1.6m. The standard weekly rate (for the 1st child) has been assessed as covering the full cost of childcare to the relevant age child (Fig 3).



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6.2 If the current client-base remains unchanged the proposed fee structure should increase revenue (and therefore reduce the DSG subsidy) by around £36k in a full year. However, there is an expectation that the removal of subsidy for those liable to the forthcoming child benefit income tax charge and those living out of Borough may result in a reduction in use of the provision for both client groups.

6.3 The intention however, is for any fall in demand due to the proposed fee changes will be offset by an increase in a take up by other residents whom have previously complained about an inability to secure places for their children.

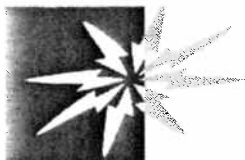
7. Legal Implications

7.1 The Head of Legal Services has been consulted on the content of this report. Under section 3 of the Childcare Act 2006 a local authority must make arrangements to secure that early childhood services in its area are provided in an integrated manner which is calculated to (a) facilitate access to those services and (b) maximise the benefit of those services to parents, prospective parents and young children. In doing so the local authority must take steps to (a) identify parents or prospective parents in the authority's area who would otherwise be unlikely to take advantage of early childhood services that may be of benefit to them or their young children and (b) encourage those parents or prospective parents to take advantages of those services.

7.2 By section 6 of the Act a local authority must secure, so far as is reasonably practicable, that the provision of childcare (whether or not by them) is sufficient to meet the requirements of parents in their area who require childcare in order to enable them (a) to take up, or remain in, work, or (b) to undertake education or training which could reasonably be expected to assist them to obtain work. In determining this a local authority must have regard to the needs of parents in their area for (i) the provision of childcare in respect of which the child care element of working tax credit is available and (ii) the provision of childcare which is suitable for disabled children. Inclusion and affordability are matters to be taken into account.

7.3 By section 10 of the Act a local authority may enter into an agreement under which payments are made to the authority for the provision of childcare for a child save where such provision is to be free under section 7 (currently a minimum amount of early learning and care for 3 and 4 year olds whose parents request it) and day care for children in need. Members attention is drawn in particular to the comments at paragraph 6.1 of the report under the heading Financial Implications and the comments set out on pages 11, 14 and 15 of the Equality Impact Assessment at Appendix 1.

7.4 Section 5A of the Act places a duty on a local authority to, so far as is reasonably practicable, include within its arrangements for early childhood services, sufficient provision of children's centres to meet local needs. Local need is the need of parents, prospective parents and young children in the authority's area. In deciding what arrangements to make a local authority must have regard to (a) the quantity and quality of early childhood services that are provided or that the authority expect to be provided in their area and (b) where in that area those services are provided or expected to be provided.



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7.5 Under section 5D of the Act a local authority must secure such consultation as it thinks appropriate is carried out (a) before making arrangements under section 3(2) for the provision of a children's centre (b) before any significant change is made in the services provided through a relevant children's centre (c) before anything is done that would result in a relevant children's centre ceasing to be a children's centre. In discharging its duty the local authority must have regard to any guidance given from time to time by the Secretary of State. Members attention is drawn to paragraph 5 on page 8 of the Equality Impact Assessment at Appendix 1. The absence of such consultation on the proposals may lead to challenge.

7.6 Members must also have due regard to the public sector equality duty a summary of which is set out in Appendix 2. Members must also have due regard to the attached Equality Impact Assessment attached at Appendix 1. Members' attention is drawn in particular to pages 8, 9 and paragraph 2 on 10. Particular regard must be given to the disproportionate impact outlined in the assessment and summarised on pages 11 and 12 and the steps proposed to mitigate the impact.

8. Equalities and Community Cohesion Comments

The updated Equality Impact Assessment is included at Appendix 1.

9. Head of Procurement Comments

NA

10. Policy Implications

NA

11. Use of Appendices

Appendix 1 – Equalities Impact Assessment

Appendix 2 - Public Sector Equality Duty

12. Local Government (Access to Information) Act 1985

EQUALITY IMPACT ASSESSMENT FORM

Service: Children & Young People's Service

Directorate: Prevention & Early Intervention

Title of Proposal: Children's centre childcare fees – additional changes

Lead Officer (author of the proposal): Ros Cooke

Names of other Officers involved: Ngozi Anuforo, Tom Fletcher, Rebecca Cribb

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

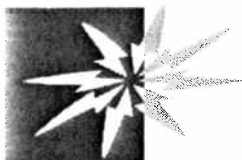
State what effects the proposal is intended to achieve and who will benefit from it.

The provision of childcare is a key part of Haringey's Child Poverty strategy. It enables parents to access employment and training, and supports children to benefit academically from access to high quality early education and care in their earliest years. Haringey has a mixed market of childcare providers for children aged 0-4 consisting of Children's Centre nurseries, playgroups, private nurseries, independent schools, childminders, nursery classes in maintained primary schools and nursery schools.

This Equalities Impact Assessment (EqIA) relates to the fees charged for the under fives childcare offered through Haringey's children's centres. The following centres offer childcare for 0-4 year olds on a 50 hours/week (8am-6pm), 48 weeks/year basis:

- Park Lane
- Triangle
- Woodside
- Stonecroft
- Broadwater Farm
- Pembury House
- Woodlands Park
- Rowland Hill

In September 2011, a new fee structure for childcare was introduced which reduced, but did not eliminate, the level of council subsidy and took into account the variation in cost of provision for different age groups (Ofsted regulations stipulate that there is a higher ratio of



Haringey Council

staff to children for younger children). Further changes are now proposed to the fee structure from September 2012 and January 2013 which will mean that the full, unsubsidised cost of a place will be charged to parents/carers:

- Who live outside of the borough; or
- Who live within Haringey, but whose income level will make them liable for the revised Child Benefit rules charge

The table below shows the proposed fee structure (currently, the 'subsidised' fee is charged to all service users).

Bandings		Child 1 fee (£)			2 nd child fee (£)		
		Under 2	2 yr olds	3&4 yr olds	Under 2	2 yr olds	3&4 yr olds
"Subsidised" (in borough and under CB threshold)	Weekly rate	225.00	200.00	175.00	170.00	150.00	130.00
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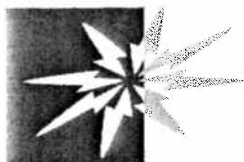
As the table shows, the new 'standard' rate is in fact only higher than the existing fee level for children aged 0-2 – no increase is proposed for 3 and 4 year olds. This is because the existing fee level for 3 and 4 year olds covers the costs of provision – the current council subsidy for childcare supports the costs of provision for younger children only.

Step 2 - Consideration of available data, research and information

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

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

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



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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?

As at April 2012, there were 363 children accessing paid-for childcare through the children's centres (plus an additional 80 children accessing council-funded places based on criteria of need). Of these, 75 children were from out of Borough, leaving 288 service users who are Haringey residents.

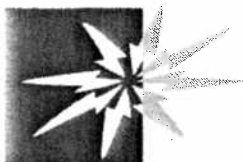
Information on parental incomes is not collected, therefore it is not possible to say precisely how many of the 288 in-Borough service users will be required to pay the new standard fee due to their being eligible for the revised Child Benefit rules charge. Modelling suggests that approximately 3% of service users will fall into this category – approximately 8 families. This figure should be treated with caution as it is based on the distribution of income bands across the home postcodes of current service users.

Adding 75 'out of Borough' families to 8 Haringey-resident families liable for the revised Child Benefit rules charge gives a total of 83 'standard' band service users. Of these, the majority (51) are 3 and 4 year olds, for whom the 'new' standard rate is in fact the same. This leaves 32 service users who will be required to pay a higher fee under the proposed fee structure.

The level of increase depends on the age of the child, whether the parents/carers have more than one child attending the provision, and whether they pay on a weekly or daily basis. The table below sets out the numbers in each of these categories and the level of fee increase that they will face. The biggest increase will be for families with children under 2.

	Child 1						2 nd child					
	Under 2		2 yr olds		3&4 yr olds		Under 2		2 yr olds		3&4 yr olds	
	No. of clients	Impact	No. of clients	Impact	No. of clients	Impact	No. of clients	Impact	No. of clients	Impact	No. of clients	Impact
Weekly rate	4	£75	6	£23	27	-	1	£53	2	£20	1	-
Daily rate	8	£16	6	£2	21	-	3	£9.50	2	£4	2	-

Equalities information for these service users is not available as it was not collected as part of the recent modelling exercise. However, equalities information was collected in July/August 2011, prior to the introduction of the new fee structure in September 2011. This information can be used to provide an indication of the equalities profile of the larger of the two affected groups – out of Borough families. Where relevant, this information is presented



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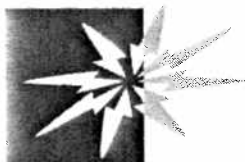
in the sections below. Caution should be exercised when considering these figures as the profile of children accessing childcare will inevitably have changed since the information was collected in Summer 2011.

It is not possible to provide any indication of the equalities profile of families liable for the revised Child Benefit rules charge – whilst the recent modelling exercise indicated that this constitutes approximately 3% of in-Borough service users, it is not possible to match that figure back to equalities information relating to actual service users. The vast majority of standard band service users (75 vs 8 in the recent modelling exercise) are families living out-of-Borough rather than Haringey residents liable for the revised Child Benefit rules charge.

Ethnicity

As at Summer 2011, the largest group of out of Borough service users were African, followed (jointly) by White British, White Other, and Caribbean. These groups between them accounted for 75% of out of Borough service users. The overall profile of service users and Haringey's overall ethnicity profile is also included for information, however as the affected service users reside in a number of neighbouring boroughs it is not possible to make judgements in relation to over- or under-representation.

	All children accessing CC childcare - Summer 2011	% - all children accessing CC childcare	Out of borough service users Summer 2011	% - OOB	Haringey population (2009 Mid-year estimate)
White British	96	26.9%	7	15.9%	51.3%
Irish	4	1.1%		0.0%	3.2%
Other White	45	12.6%	7	15.9%	11.9%
White and Black Caribbean	10	2.8%	2	4.5%	1.3%
White and Black African	5	1.4%		0.0%	0.7%
White and Asian	5	1.4%		0.0%	1.2%
Other Mixed	27	7.6%	3	6.8%	1.2%
Indian	3	0.8%		0.0%	4.0%
Pakistani	1	0.3%		0.0%	1.9%
Bangladeshi	1	0.3%	1	2.3%	1.7%
Other Asian	4	1.1%		0.0%	2.0%
Caribbean	57	16.0%	7	15.9%	6.6%
African	61	17.1%	12	27.3%	8.1%
Other Black	15	4.2%	3	6.8%	1.2%
Chinese	2	0.6%		0.0%	1.9%
Other ethnic group	7	2.0%		0.0%	1.9%
No data provided	14	3.9%	2	4.5%	-
Total	357	100.0%	44	100.0%	100.0%



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Gender

The gender split of out of Borough children attending Haringey childcare is pretty much even, and is in line with the overall profile.

	All children accessing CC childcare – Summer 2011	% - all children accessing CC childcare	Out of Borough service users Summer 2011	% - OOB
Female	185	51.8%	23	52.3%
Male	170	47.6%	21	47.7%
Not provided	2	0.6%	0	0.0%
Grand Total	357	100.0%	44	100.0%

Age

The service is for children aged 6 months-4 years. As explained above, the impact of the proposed change is greatest for parents of children under 2.

Disability

Compared to the overall profile of children accessing children's centre childcare, a slightly higher proportion of out of Borough service users have an identified disability or special educational need.

Disability/SEN	All children accessing CC childcare – Summer 2011	% - all children accessing CC childcare	Out of borough service users Summer 2011	% - OOB
Yes	31	8.7%	5	11.4%
No/ not stated	326	91.3%	39	88.6%
Grand Total	357	100.0%	44	100.0%

Pregnancy and Maternity

Equality and Human Rights Commission guidance states that 'protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding'. Haringey children's centres offer childcare from the age of 6 months, therefore the proposed removal of subsidy for fees would not impact on any women falling within this category.



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Other equalities strands

Data on religion or belief, sexual orientation or gender reassignment is not available.

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

The proposed removal of subsidy for childcare fees will have a negative financial impact on two groups of service users:

- families living outside of Haringey
- families living in Haringey who will be liable for the revised Child Benefit rules charge

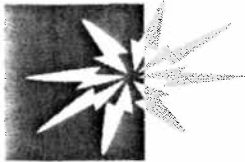
The financial impact will be greatest for parents of children under 2, who face a 32% increase in the weekly rate. There will be an 11% increase for parents of children aged 2, and no increase for parents of 3 and 4 year olds.

As previously stated, the vast majority of affected service users are families living outside of Haringey. Consideration of the data on this group indicates that the proposed increase will particularly affect families of African ethnicity, followed (jointly) by White British, White Other, and Caribbean.

To be liable for the revised Child Benefit rules charge, one earner in the family would need to earn over £50,000 per year. As higher earners, the proposed increase in fees will have less proportionate impact nevertheless it will still be significant, particularly for those with children under 2.

Lone parents as a group are particularly reliant on childcare in order to work, and therefore any increase in costs will have a greater impact on this group. However, we do not have data on how many of the affected service users are from lone parent households, and therefore it is not possible to quantify this potential impact. As 94% of lone parent households in Haringey are headed by a woman¹, any such impact would fall disproportionately on women.

¹ Source: 2001 census - <http://www.statistics.gov.uk/STATBASE/Expodata/Spreadsheets/D8352.xls>



Haringey Council

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

Section 6 of the Childcare Act 2006 requires the Council to secure sufficient high quality childcare for working parents and parents undertaking education or training leading to work, which is affordable, sustainable, inclusive and of sufficient range. As part of fulfilling this duty, Haringey carried out its second full Childcare Sufficiency Assessment (CSA) in April 2011. For more information, see www.haringey.gov.uk/csa.

Information from the CSA shows that for those families living in Haringey and liable for the revised Child Benefit rules charge, the impact of the proposed removal of subsidy for childcare fees could be mitigated by choosing to access childcare through a childminder or Private, Voluntary & Independent sector (PVI) nursery. At the time the information was collected for the CSA (September 2010), PVI providers and childminders had a total of 129 vacancies. The average weekly cost of a place was £191 for under 2's, £179 for 2 year olds and £173 for 3 and 4 year olds. The data shows that fees were higher and vacancies are fewer in the west of the Borough, nevertheless there may still be scope for parents/carers in the west to mitigate the financial impact by choosing a lower cost provider.

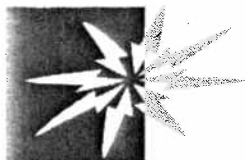
Families can use the Family Information Service Directory (FISD) on the Haringey website to find information on childcare providers. The site is regularly updated and includes information on fees and Ofsted inspection outcomes.

Families living outside of Haringey may also choose to access childcare through an alternative provider, either in the borough in which they live or in Haringey. All local authorities are required to provide information on childcare to local families.

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

The impact of the new fee structure will be monitored carefully to ensure that any negative impact on the sustainability of childcare places can be identified early and we are able to track changes in access and use of existing provision.

The Early Years service will also work closely with other services within the Council and outside of the Council to identify opportunities to support the delivery of affordable childcare and to enable the most disadvantaged families to access support and advice about their childcare options and any financial support that may be available to them based on their circumstances.



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.

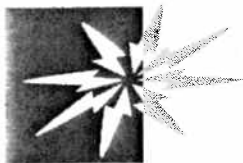
Make sure you reach all those who are likely to be affected by the proposal, ensuring that you cover all the equalities strands. Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

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

Parents and carers were consulted prior to the introduction of the new fee structure in September 2011. 349 parents and carers responded – the following tables set out the equalities profile of respondents.

	Questionnaire respondents	Haringey population (2009 Mid-year estimate)
White British	31.8%	51.3%
Irish	2.2%	3.2%
Other White	25.8%	11.9%
White and Black Caribbean	3.0%	1.3%
White and Black African	0.8%	0.7%
White and Asian	1.4%	1.2%
Other Mixed	0.5%	1.2%
Indian	0.8%	4.0%
Pakistani	2.2%	1.9%
Bangladeshi	1.1%	1.7%
Other Asian	0.3%	2.0%
Caribbean	7.9%	6.6%
African	12.3%	8.1%
Other Black	1.9%	1.2%
Chinese	2.2%	1.9%
Other ethnic group	5.8%	1.9%
		-
		100.0%

Man	9%
Woman	91%



Haringey Council

	Questionnaire respondents	Haringey population
Under 19	1%	23.9%
20-24	5%	6.8%
25-29	17%	9.9%
30-44	71%	29.1%
45-59	6%	17.1%
60-64	0%	3.7%
65-74	1%	5.2%
75+	0%	4.4%
Total		

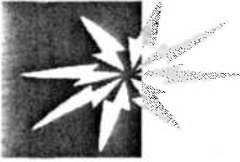
	Questionnaire respondents	Haringey population
No religion	28%	20%
Christian	46%	50%
Buddhist	2%	1%
Hindu	0%	2%
Jewish	1%	3%
Muslim	18%	11%
Sikh	0%	0%
Other	6%	1%
Data Not Provided	0%	12%

Do you consider yourself to be a disabled person?		
	Questionnaire respondents	Haringey population
Yes	6.2%	7.6%
No	93.8%	92.4%

Does your gender differ from your birth sex?	
Yes	1.5%
No	98.5%

How would you describe your sexual orientation?	
Heterosexual	97%
Bisexual	2%
Gay	0%
Lesbian	1%

The majority (72%) of respondents were against the proposed increase in fees. Many parents commented that they were already facing a reduction in benefits and rises in many other areas and that this would be compounded by an increase in fees.



Haringey Council

Respondents also commented that an increase would act as a further barrier to parents trying to return to work or maintain employment. Many parents / carers felt this would increase the number of parents claiming income support and staying at home to care for their children instead of working. Parents with more than one child were particularly concerned that they would not be able to meet the increase and a number of respondents said that factors such as increasing childcare fees meant they could not afford to have a second child.

There was some support for the measure now proposed in relation to families liable for the revised Child Benefit rules charge, with 9% of all 349 respondents suggesting that higher income families should pay more. A further 7% supported some form of means testing for those on lower incomes. Parents and carers within this category generally acknowledged the need for an increase in fees. However those that stated they were on lower incomes felt that they would struggle to pay the increase. Those stating they were on higher incomes generally felt they could accommodate the increase but that parents who could not afford it should not be penalised.

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

We are very aware of the issues around affordability of childcare which were confirmed through the consultation responses from parents and carers. Over the past year we have been working to mitigate the impact of the increases introduced in September 2011 through encouraging the take-up of benefit entitlement (specifically, the childcare element of working tax credit).

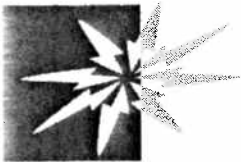
We are also working closely with the Citizen's Advice Bureau to provide advice and support to parents from within our children's centres, targeting those living in poverty and enabling them to access support around employment and benefits issues.

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?

The summary of the results of consultation was published as part of the report on Children's Centres. We will write to parents and carers shortly to inform them of changes now being proposed in relation to families living outside of Haringey and families liable for the revised Child Benefit rules charge. We will then write again to inform them of the outcome. The timing of the Cabinet decision will allow families sufficient time to make alternative arrangements from September 2012 should that be their choice.

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,



Haringey Council

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?

Not applicable

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?*

We are mindful of our sufficiency duty and therefore will be closely monitoring the impact of the rise in fees on the vacancy and occupancy rates at the eight centres providing childcare.

- *Who will be responsible for monitoring?*

The Early Years Senior Management team.

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

Vacancy, occupancy rates, and equalities information

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

Yes

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

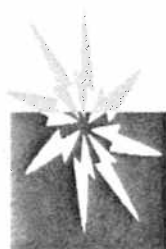
To the Early Years Senior Management team, 6 times a year.



Step 7 - Summarise impacts identified

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

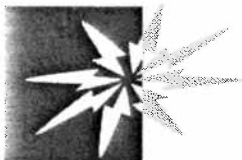
Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
Children accessing the service are aged 0-4. Data on age of parents/carers not available. Impact greatest for families with children under 2.	Small overrepresentation of children with disabilities or SEN in the affected group	Greatest impact on African service users who constitute over 1/4 of the affected group	Impact potentially greater on lone parents (who are predominantly women) as they are more reliant on childcare in order to work - however it is not possible to quantify this impact.	No impact identified	No impact identified	No impact identified	No impact identified	No impact identified



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
Impact of removal of subsidy on affected groups	Ensure parents have access to up-to-date information about childcare options through FISC	Head of Early Years	Ongoing	
Impact of removal of subsidy on affected groups	Ensure CC staff aware and able to advise parents of benefits they may be eligible for.	Commissioned externally	Ongoing	
Impact of removal of subsidy on affected groups	Provision of advice and support on employment and benefit issues	Early Years Strategic Manager	Ongoing	



Haringey Council

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 assessment will be published on the Haringey website.

Assessed by (Author of the proposal):

Name: Ros Cooke

Designation: Head of Early Years

Signature:

Date: 15.05.2012

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Equalities Officer

Signature: *A.J. Brown*

Date: 21st May 2012

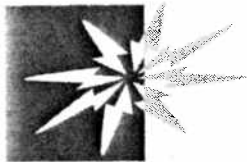
Sign off by Directorate Management Team:

Name: Jan Doust

Designation: Deputy Director, Prevention and Early Intervention

Signature: *Jan Doust*

Date: 21 May 2012



APPENDIX 2

EQUALITY ACT 2010 – THE PUBLIC SECTOR EQUALITY DUTY

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

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

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

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

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

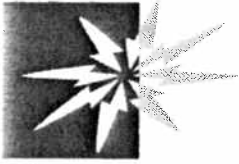
- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share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

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

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

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

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



Haringey Council

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

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

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

