



Haringey Council

## APPENDIX VII

### Equality Impact Assessment (EqIA)

Name of Project

Children's Centres Transformation

Cabinet meeting date  
*If applicable*

16<sup>th</sup> June 2015

Service area responsible

Commissioning

Name of completing officer

Ngozi Anuforo

Date EqIA created

May 2015

Approved by Director / Assistant  
Director

Charlotte Pomery

Date of approval

June 2015

The Equality Act 2010 places a '**General Duty**' on all public bodies to have '**due regard**' to:

- **Eliminating discrimination, harassment and victimisation**
- **Advancing equality of opportunity**
- **Fostering good relations**

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a '**Specific Duty**' to publish information about people affected by our policies and practices.

**All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.**

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above,

**Contributors**

for more information about the Councils commitment to equality; please visit the Council's website. **Stage 1 – Names of those involved in preparing the EqIA**

1. Project Lead –	
2. Equalities / HR –	
3. Legal Advisor -	
4. Trade union –	

**Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups**

This initial EQIA helps to inform proposals for the future delivery of Haringey's children's centre services. Subject to the agreement of Cabinet in June 2015, proposals will be put out to public consultation.

We do not underestimate the anxiety and concern that may be felt by residents about these proposals. Our engagement and consultation with those affected will help us better understand any negative impact that the proposals might have on individuals and how we might reduce this. In our final report to Cabinet, anticipated in November 2015, we will give consideration to how individual needs can be accounted for and how we can mitigate any unavoidable negative impacts. Our enhanced understanding of any impacts will result in further refinement of this EQIA during this period.

**The proposal**

In light of our early help strategy, there is a need to make changes to our current children's centre delivery model that encompasses a more robust 'whole family approach', and leads us to extend the current conception to 5 focus to conception to 25; taking into account young people with special educational needs and disabilities. We need to strengthen the infrastructure both in and around children's centres, and improve the connectivity and pathways between services.

There are currently 16 children's centres in Haringey. The future model proposes the retention of nine designated centres across the borough. They would be organised across 5 planning areas which align to Haringey's Network Learning Communities<sup>1</sup>, with greater provision in areas of greatest need.

The children's centres will retain a strong universal ethos and offer. The future model will focus on outreach, peer support and community development – enabling parents and local communities to help themselves and actively working to build their capacity to respond to need.

<sup>1</sup> There are six Network Learning Communities in Haringey. They are communities of schools, secondary and primary, special and nursery schools and were developed to enhance transition, planning and joint working between schools in the borough,

Across each locality there will be a universal offer of services which will consist of services that are absolutely needed by all across the borough to achieve positive outcomes for families. There will also be a targeted offer - the range of services and how they will be delivered will be driven by the needs and voices of the children, young people and families.

Services will be delivered at Children Centre building and through a co-ordinated programme of outreach. Recognising that we need to maintain access points, we have proposed that those 8 children's centres that will close become a key 'community access space'. We want to retain around 15 hours of provision per week from these buildings. Services will be co-ordinated by a near-by children's centre, and may be delivered by children's centre staff, partners, or parents themselves. They are likely to be used to deliver stay & play sessions, health and other appointments and advice sessions.

The following table summarises our proposals:

Planning area and wards covered	Children's Centre	Proposal
<b>Muswell Hill / Highgate and Hornsey / Stroud Green:</b> <ul style="list-style-type: none"> <li>• Alexandra</li> <li>• Fortis Green</li> <li>• Highgate</li> <li>• Muswell Hill</li> <li>• Crouch End</li> <li>• Hornsey</li> <li>• Stroud Green</li> </ul>	Campsbourne	<ul style="list-style-type: none"> <li>• Close as a children's centre</li> <li>• Retain as a key community access point</li> </ul>
	Rokesly	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>
	Stonecroft	<ul style="list-style-type: none"> <li>• Close as a children's centre</li> <li>• Retain as a key community access point</li> <li>• Continue to deliver childcare</li> </ul>
<b>Wood Green:</b> <ul style="list-style-type: none"> <li>• Bounds Green</li> <li>• Noel Park</li> <li>• Woodside</li> </ul>	Bounds Green	<ul style="list-style-type: none"> <li>• Close as a children's centre</li> <li>• Retain as a key community access point</li> </ul>
	Noel Park	<ul style="list-style-type: none"> <li>• Close as a children's centre</li> <li>• Retain as a key community access point</li> </ul>
	Woodside	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>
<b>Harringay / West Green</b>	Broadwaters	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>

<ul style="list-style-type: none"> <li>• Haringey</li> <li>• St Ann's</li> <li>• West Green</li> </ul>	South Grove	<ul style="list-style-type: none"> <li>• Close as a children's centre</li> <li>• Retain as a key community access point</li> <li>• Continue to deliver 2 year old free early education provision</li> </ul>
	The Ladder	<ul style="list-style-type: none"> <li>• Close as a children's centre</li> <li>• Retain as a key community access point</li> </ul>
	Woodlands Park	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>
<b>North East Tottenham:</b> <ul style="list-style-type: none"> <li>• Northumberland Park</li> <li>• White Hart Lane</li> </ul>	Park Lane	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>
	Rowland Hill	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>
<b>South East Tottenham</b> <ul style="list-style-type: none"> <li>• Bruce Grove</li> <li>• Seven Sisters</li> <li>• Tottenham Green</li> <li>• Tottenham Hale</li> </ul>	Earlsmead	<ul style="list-style-type: none"> <li>• Close as a children's centre</li> <li>• Retain as a key community access point</li> <li>• Continue to deliver 2 year old free early education provision</li> </ul>
	Pembury	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>
	Triangle	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>
	Welbourne	<ul style="list-style-type: none"> <li>• Remain open children's centre</li> </ul>

### **How does the proposal support our equality duties and protected groups**

In terms of impact on the community, the overarching objective of the transformation is to ensure equity of access to sufficient, quality services which improve outcomes for all children, young people and families. The aims of the new model are to:

- improve transition for children, young people and families across the 0-25 age range
- develop a stronger, cross sector approach that builds effective local partnerships, common purpose and professional competence and confidence through increased co-location and joint working
- address inequalities in the borough (access to services and the quality of services) across the conception to 25 age range
- incorporate the delivery of a universal 0-19 healthy child programme
- incorporate an early help approach that enables models of early identification, assessment and response to needs, across the conception to 25 age range, to be implemented through a community-based, integrated network of services
- establish mechanisms that build and support the capacity within the community for peer-support, self-support and self-sufficiency

The model proposes greater integration of services and stronger partnership working between the Council's own services and our key partners. Embedding the new model within the emerging early help approach will mean an improved service offer, strengthened by more effective assessment and referral practice. This should lead to more seamless access to support for those who need it.

The locality model will encourage diversity of provision, support the development of local solutions and will draw on a range of data sources, effective practice, expert knowledge and experience to identify and meet the needs of the locality.

As part of the local authority's performance management of the children's centres, there are a range of targets which must be met and which include the specific focusing upon the inclusion of priority and excluded groups. Children's centres report qualitative and quantitative data of engaging with the following groups of people:

- Lone parents, teenage mothers and pregnant teenagers
- Children from low income backgrounds
- Children living with domestic abuse, adult mental health issues and substance abuse
- Children's 'in need' or with a child protection plan
- Children in offenders and / or those in custody
- Fathers, particularly those with any other identified need, for example, teenage fathers and those in custody
- Those with protected characteristics as defined by the Equalities Act 2010 – these may include those for whom English is an additional language, those from minority ethnic groups, those from Gypsy, Roma and Traveller families, and those from lesbian, gay and transgender families
- Adopted children and adopter families
- Looked after children
- Children who are being cared for by members of their extended family such as a grandparent, aunt or older sibling
- Families identified by the Local Authority as 'troubled family' who have children under the age of 5
- Families who move in and out of the area relatively quickly (transient families) such as asylum seekers, armed forces personnel and those who move in to the areas seeking employment or taking up seasonal work
- Any other vulnerable group or individual families including

The following table sets out, by ward, where families will have reduced access to children's centres – each of the existing children's centres affected by a proposal for closure would be retained as a community access point offering some children's centre services:

Ward	Centres in current model		Centres in new Model		Change
	No.	Centres	No.	Centres	

West Green	1	Broadwaters	1	Broadwaters	No change
Harringay	1	The Ladder	0		Reduction of 1 centre, to no centres
St Ann's	2	Woodlands Park & South Grove	1	Woodlands Park	Reduction of 1 centre. Still have 1 centre in ward.
Alexandra	0		0		No change
Crouch End	0		0		No change
Fortis Green	0		0		No change
Highgate	0		0		No change
Hornsey	2	Campsbourne & Rokesly	1	Rokesly	Reduction of 1 centre. Still have 1 centre in ward.
Muswell Hill	1	Stonecroft	0		Reduction of 1 centre, to no centres
Stroud Green	0		0		No change
Northumberland Park	1	Park Lane	1	Park Lane	No change
White Hart Lane	1	Rowland Hill	1	Rowland Hill	No change
Bruce Grove	0		0		No change
Tottenham Hale	1	Pembury	1	Pembury	No change
Seven Sisters	1	Triangle	1	Triangle	No change
Tottenham Green	2	Earlsmead & Welbourne	1	Welbourne	Reduction of 1 centre. Still have 1 centre in ward.
Bounds Green	1	Bounds Green	0		Reduction of 1 centre, to no centres
Noel Park	1	Noel Park	0		Reduction of 1 centre, to no centres
Woodside	1	Woodside	1	Woodside	No change

In terms of having access to a designated children's centre building in their ward, Noel Park, Bounds Green, Harringay and Muswell Hill residents are likely to be most affected by the change. As set out, residents of those wards would continue to have access to a community access point in their ward as well as children's centres in neighbouring wards.

### **Noel Park**

- There are 875 children aged 0-4 years; this is 6.3% of the ward population
- There are in total 544 households with dependent children (all ages) with no adult in employment; this is 9.8% of the ward population
- 46.4% of the population are stated to be Christian, 21.3% have no religion and 19.1% declare to be Muslim
- 79.8% of the ward population reported themselves to be in very good health or good health.
- 33.8% of the ward population have qualifications of Level 4 or above
- The ethnicity profile of the ward is as follows – 54.8% declared to be of white ethnic background, 6.7% mixed ethnic background, 13.4% asian ethnic background, 19.8% black ethnic background, 5.3% other
- There are 739 lone parent households with dependant children of all ages; this is 13.3% of the ward population.

- 94.6% of these lone parents are female, of which 27.2% are in part-time employment, 18.7% are in full-time employment and 54.1% are unemployed.
- 5.4% of these lone parents are male, of which 15% are in part-time employment, 25% are in full-time employment and 6% are unemployed.

### **Bounds Green**

- There are 992 children aged 0-4 years; this is 6.7% of the ward population
- There are in total 410 households with dependent children (all ages) with no adult in employment; this is 7.1% of the ward population
- 49% of the population are stated to be Christian, 21.9% have no religion and 14.6% declare to be Muslim
- 84.3% of the ward population reported themselves to be in very good health or good health.
- 37.3% of the ward population have qualifications of Level 4 or above
- The ethnicity profile of the ward is as follows - 60.2% declared to be of white ethnic background, 6.7% mixed ethnic background, 11.3% asian ethnic background, 17.1% black ethnic background, 4.7% other
- There are 616 lone parent households with dependant children of all ages; this is 10.6% of the ward population.
- 92.5% of these lone parents are female, of which 28.1% are in part-time employment, 24.5% are in full-time employment and 47.4% are unemployed.
- 7.5% of these lone parents are male, of which 17% are in part-time employment, 33% are in full-time employment and 50% are unemployed.

### **Harringay**

- There are 853 children aged 0-4 years; this is 6.4% of the ward population
- There are in total 270 households with dependent children (all ages) with no adult in employment; this is 4.9% of the ward population
- 39% of the population are stated to be Christian, 32.7% have no religion and 14.1% declare to be Muslim
- 84.2% of the ward population reported themselves to be in very good health or good health.
- 46.6% of the ward population have qualifications of Level 4 or above
- The ethnicity profile of the ward is as follows – 65.6% declared to be of white ethnic background, 6.3% mixed ethnic background, 11.4% asian ethnic background, 11.8% black ethnic background, 4.7% other
- There are 390 lone parent households with dependant children of all ages; this is 7.2% of the ward population.
- 91.3% of these lone parents are female, of which 32.9% are in part-time employment, 20.5% are in full-time employment and 46.6% are unemployed.
- 8.7% of these lone parents are male, of which 14.8% are in part-time employment, 41.2% are in full-time employment and 44.1% are unemployed.

### **Muswell Hill**

- There are 633 children aged 0-4 years; this is 5.9% of the ward population

- There are in total 99 households with dependent children (all ages) with no adult in employment; this is 2.2% of the ward population
- 39.5% of the population are stated to be Christian, 40% have no religion, 5.3% declare to be Jewish and 3% declare to be Muslim
- 88% of the ward population reported themselves to be in very good health or good health.
- 62.8% of the ward population have qualifications of Level 4 or above
- The ethnicity profile of the ward is as follows – 83.7% declared to be of white ethnic background, 5.3% mixed ethnic background, 4.3% Asian ethnic background, 4.6% Black ethnic background, 2.1% other
- There are 219 lone parent households with dependant children of all ages; this is 7.2% of the ward population.
- 92.7% of these lone parents are female, of which 27.6% are in part-time employment, 40.9% are in full-time employment and 31.5% are unemployed.
- 7.3% of these lone parents are male, of which 18.8% are in part-time employment, 50% are in full-time employment and 31.2% are unemployed.

### Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment

Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?

### Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment

This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?
Joint strategic needs assessment <a href="http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-jsna">http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment-jsna</a>	Age, gender, ethnicity, disability in the context of the health and well-being needs of Haringey residents
E-Start data	Details on current profile of residents that use Haringey's children's centres

**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:**

**Positive and negative impacts identified will need to form part of your action plan.**

**The following assessment is based on our current user profile. The data is based on Haringey carers and children seen at children's centre between 1st April 2014 – 31<sup>st</sup> March 2015.**

	Positive	Negative	Details	None – why?														
<b>Sex</b>	X	X	<p>12,814 carers were seen by children's centres in 2014/15. 79.9% of these are females. Consequently, the impact of the new children's centre model will be felt more by women because mothers/female carers are more likely to use the centres.</p> <p>11,477 children aged 0 – 4 were seen in 2014/15. 49.3% of these were female.</p> <p>In the new model, there will be an increased focus on encouraging more fathers to access children's centres services.</p>															
<b>Gender Reassignment</b>			Those registering at a children's centre are not asked about gender reassignment and so the profile of service users is unknown.															
<b>Age</b>		X	<p>The age profile of carers is as follows:</p> <table border="1"> <thead> <tr> <th>Age</th> <th>% of users</th> </tr> </thead> <tbody> <tr> <td>16 - 24</td> <td>7%</td> </tr> <tr> <td>25 - 34</td> <td>42%</td> </tr> <tr> <td>35 - 44</td> <td>33%</td> </tr> <tr> <td>45 - 54</td> <td>4%</td> </tr> <tr> <td>55 +</td> <td>2%</td> </tr> <tr> <td>Unknown</td> <td>11%</td> </tr> </tbody> </table> <p>The changes will have most impact on residents aged 25 – 44 years.</p>	Age	% of users	16 - 24	7%	25 - 34	42%	35 - 44	33%	45 - 54	4%	55 +	2%	Unknown	11%	There is no restriction by age across children's centre services
Age	% of users																	
16 - 24	7%																	
25 - 34	42%																	
35 - 44	33%																	
45 - 54	4%																	
55 +	2%																	
Unknown	11%																	
<b>Disability</b>			<p>67 carers with disabilities were seen.</p> <p>162 children with a disability were seen.</p>	We will ensure that all children's centres														

				and community access sites comply with the Disability Discrimination Act (DDA) to ensure that access to children's centre services by this group is not affected.
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<b>Race &amp; Ethnicity</b>			<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>% of carers</th> </tr> </thead> <tbody> <tr> <td>Black</td> <td>22%</td> </tr> <tr> <td>Asian</td> <td>11%</td> </tr> <tr> <td>Mixed</td> <td>4%</td> </tr> <tr> <td>Other</td> <td>6%</td> </tr> <tr> <td>Unknown</td> <td>1%</td> </tr> <tr> <td>White</td> <td>21%</td> </tr> <tr> <td>White minorites</td> <td>34%</td> </tr> </tbody> </table>	Ethnicity	% of carers	Black	22%	Asian	11%	Mixed	4%	Other	6%	Unknown	1%	White	21%	White minorites	34%	Services, and access to services are not restricted to or by race and ethnicity.
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White minorites	34%																			

<b>Sexual Orientation</b>			Those registering at a children's centre are not asked about their sexual orientation and so the profile of service users is unknown.	
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<b>Religion or Belief (or No Belief)</b>			<table border="1"> <thead> <tr> <th>Religion</th> <th>% of carers</th> </tr> </thead> <tbody> <tr> <td>Atheist</td> <td>0.34%</td> </tr> <tr> <td>Buddhist</td> <td>0.48%</td> </tr> <tr> <td>Christian</td> <td>23.71%</td> </tr> <tr> <td>Hindu</td> <td>0.87%</td> </tr> <tr> <td>Jewish</td> <td>0.36%</td> </tr> <tr> <td>Muslim</td> <td>11.93%</td> </tr> <tr> <td>None</td> <td>9.33%</td> </tr> <tr> <td>Not Stated</td> <td>50.52%</td> </tr> <tr> <td>Other</td> <td>2.23%</td> </tr> <tr> <td>Pagan</td> <td>0.03%</td> </tr> </tbody> </table>	Religion	% of carers	Atheist	0.34%	Buddhist	0.48%	Christian	23.71%	Hindu	0.87%	Jewish	0.36%	Muslim	11.93%	None	9.33%	Not Stated	50.52%	Other	2.23%	Pagan	0.03%	Services, and access to services are not restricted to or by religion and belief.
			Religion	% of carers																						
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			Hindu	0.87%																						
			Jewish	0.36%																						
			Muslim	11.93%																						
			None	9.33%																						
			Not Stated	50.52%																						
			Other	2.23%																						
Pagan	0.03%																									

			Sikh	0.21%		
<b>Pregnancy &amp; Maternity</b>			1,996 pregnant carers were seen at centres. This represents 15.6% of carers seen at centres.			Services, and access to services are not restricted.
<b>Marriage and Civil Partnership</b>			This is not reported on by children's centres.			

**Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	Details	None – why?
<b>Sex</b>			Subject to separate HR EQIA	
<b>Gender Reassignment</b>			Subject to separate HR EQIA	
<b>Age</b>			Subject to separate HR EQIA	
<b>Disability</b>			Subject to separate HR EQIA	
<b>Race &amp; Ethnicity</b>			Subject to separate HR EQIA	
<b>Sexual Orientation</b>			Subject to separate HR EQIA	
<b>Religion or Belief (or No Belief)</b>			Subject to separate HR EQIA	
<b>Pregnancy &amp; Maternity</b>			Subject to separate HR EQIA	
<b>Marriage and Civil Partnership</b>			Subject to separate HR EQIA	

**Stage 6 - Initial Impact analysis**

**Actions to mitigate, advance equality or fill gaps in information**

Haringey is a diverse borough, and the services required, and the way that they need to be delivered, varies across the borough. A locality model recognises these differences between local areas and the needs of those within it.

Basing the locality model on the 6 existing Network Learning Communities which are well established across education will facilitate partnership working between children's centres and schools, supporting school readiness and transition.

The proposals will allow us to operate within a reduced budget, and are

- The new model aims to maximise the resource that we have for service delivery and target the available resources based on needs
- Service users and staff will be engaged as part of the consultation. Their views will be fed into the full Equalities Impact Assessment, which will return to Cabinet following the consultation period. This will include more detailed analysis of the impact of de-designating the selected centres on service users.

underpinned by the need to provide equity of access to quality services. As a whole, the community will be affected by the transformation. The proposals will result in some potentially negative aspects of service to users, particularly those who traditionally have used the centres which are proposed for closure as they may have to travel further to a children centre.

- Given the profile of current carers, there will be a greater impact on women. To mitigate the effects, and maximise access, we will:
  - Strengthen the various access routes into children's centre services
  - Strengthen outreach (as reflected in the model)
  - Build stronger partnership working between universal services, with clear referral pathways
  - Develop strong peer to peer support models
  - Through the statutory consultation, we will seek to understand where people go to access services, and use this information to inform our demand planning
- In the new model, there will be an increased focus on encouraging more fathers to access children's centres services. Centres will provide a welcoming place for all, and through greater outreach, there will be more places for families to get involved as a whole. This will have a positive effect on equity.
- In areas where centres will be de-designated, we will work with Governing Bodies to ensure that services based on need are still accessible there
- Residents living in Noel Park, Bounds Green, Haringay and Muswell Hill wards are most likely to feel the impact in terms of access to children's centres as they will no longer have a designated centre in their ward. It will be particularly important throughout the consultation to understand from these families how best we can support them to access children's centre services.
- The age profile of current carers fits with the 0-5year age focus of existing provision. It is likely that many parents within the 35 – 44 age bracket will be in employment and therefore we will review the opening hours of children's centres, to advance equity. Children's centre will also be required to ensure delivery of services and/or an information point which is available to service

	<p>users when sites are not open.</p> <ul style="list-style-type: none"> <li>• In proposing which children’s centres should remain open, we considered, amongst other factors, whether the building is located in an area of high deprivation, and whether it is accessible by public transport. We will continue to test our assumptions and analysis throughout the consultation period.</li> <li>• To raise awareness of the children’s centre services and promote equity of access the branding around the renewed offer will be carefully considered.</li> <li>• Discussions with neighbouring boroughs are ongoing to ascertain their plans for services that may affect families living in Haringey, particularly near the borders.</li> </ul>
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**Stage 7 - Consultation and follow up data from actions set above**

<b>Data Source (include link where published)</b>	<b>What does this data include?</b>

**Stage 8 - Final impact analysis**

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**Stage 9 - Equality Impact Assessment Review Log**

Review approved by Director / Assistant Director

Date of review

Review approved by Director / Assistant Director

Date of review

### Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.