

WANDSWORTH BOROUGH COUNCIL

EDUCATION AND CHILDREN'S SERVICES OVERVIEW AND SCRUTINY  
COMMITTEE – 12TH FEBRUARY 2013

EXECUTIVE - 25TH FEBRUARY 2013

GENERAL PURPOSES COMMITTEE 27TH FEBRUARY 2013

Report by the Director of Children's Services on proposed changes to the  
Provision of Early Childhood Services and the delivery of Free Early Education  
Places for Two Year Olds

SUMMARY

Local Authority Regulations 2012/2488 under Section 7 of the Childcare Act 2006 as amended by Section 1 of the Education Act 2011, introduced a requirement for councils to provide a stipulated number of part-time early education places for disadvantaged 2 year olds. For Wandsworth, the number of places specified by the Secretary of State is 894 by 1st September 2013, increasing by another 894 by 1st September 2014, i.e. a total of 1,788. A range of strategies and sources of provision will need to be explored in an attempt to create sufficient places. This will include new settings and new childminders.

It will also be necessary to reconsider the types of early childhood service currently provided in a number of Council-managed sites.

A number of consultations with Wandsworth Early Years Sector have taken place in order to gauge reaction to potential changes and the level of interest in providing the new early education places. The response so far indicates that it will be very difficult to achieve the specified number of 894 places by 1st September 2013.

This policy development from the coalition Government appears flawed as not only is success uncertain but the longer term sustainability, which will

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be in the hands of the Private, Voluntary and Independent sector (PVI), will be difficult to ensure. There is also a risk that local performance on national indicators will reduce as a result of this policy, largely because 2 year olds will spend more time in nurseries or with childminders, a number of which are likely to be only graded “satisfactory” by Ofsted, rather than with their parents in Children’s Centres which improves the home learning environment.

A number of Council sites have been identified and recommended as suitable for providing early education places. Six of these are currently one o’clock centres and the change would mean that the main services provided in most of them would be early education from June 2013. Two of these are also currently designated as Sure Start Children’s Centres and de-designation would be necessary because of the change of use.

It is also recommended to de-designate two other Children’s Centres in non-deprived areas. This would leave 14 Children’s Centres, rather than the current 18, each providing a more comparable range of services and all in deprived areas.

Elsewhere on the agenda for this meeting of the Education and Children’s Services Overview and Scrutiny Committee (OSC) and the Executive, are two reports which relate to this report; one on future use of Playground buildings and another on the future use of Derinton Road Community Centre, SW17 (Graveney). If the proposals in those two reports are agreed then it would be possible to create additional early years places to assist the 2 year old target in both York Gardens Playground building, SW11 (Latchmere) and in Derinton Road Community Centre.

The changes depend on the private and voluntary sector taking an expanded and more significant role in the provision of early childhood services and in seeking to improve outcomes for young children. A tendering process would be needed to identify providers in Council buildings. The changes would also result in the loss of 6.76 FTE Council posts currently involved in the direct provision of one o’clock centre services and the creation of 4.0 FTE new posts. The new posts would include 3.0 FTE fixed term posts associated with development of provision for 2 year olds of suitable quality and one new post of Compliance Manager for all Ofsted inspected early years and childcare provision, funded from within existing budgets.

The Director of Finance comments that if approved, the proposals in this paper will result in a negative revenue budget variation of £494,000 in

2013/14 and £573,000 in 2014/15 and a full year, equivalent to a £4.99 annual reduction in B and D Council Tax.

The £806,698 2012/13 allocation of capital grant can be used for any Council purpose with no time limit on when it needs to be spent. Any bid to use this unringfenced resource would need to be considered alongside the various departmental and Council-wide priorities for capital works. Once the DfE have announced the capital funding allocations for 2013/14, the Children's Services Department's capital bids will be considered by a future meeting on this Committee.

#### GLOSSARY

ASD	Autistic Spectrum Disorder
BME	Black Minority Ethnic
DfE	Department for Education
DSG	Dedicated Schools Grant
EIA	Equality Impact Assessment
EIG	Early Intervention Grant
EU	European Union
FTE	Full Time Equivalent
OSC	Overview and Scrutiny Committee
PVI	Private, Voluntary and Independent
WEYP	Wandsworth Early Years Partnership
WPPA	Wandsworth Primary Play Association

#### **RECOMMENDATIONS**

1. The Education and Children's Services Overview and Scrutiny Committee are recommended to support the recommendations in paragraph 3.
2. If the Education and Children's Services Overview and Scrutiny Committee approve any views, comments or recommendations on this report, these will be reported to the Executive and/or appropriate other committees for consideration.
3. The Executive is recommended to:-
  - (a) agree the proposals set out in summarised in Appendix 4 for providing new early education places for up to 894 eligible 2 year olds by September 2013 and outline proposals for additional early education places for a further 894 eligible 2 year olds by September 2014;

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- (b) from 1st June 2013 and following a consultation with current service users, change the provision currently offered in Bolingbroke, (SW11) (Northcote) and Windmill, (SW18) (Wandsworth Common) and Coronation Gardens, (SW18) (Southfields), King George's Park, (SW18) (Southfields) and Fontley Way (SW15) (Roehampton and Putney Heath) One O'clock Centres, from a solely drop in "stay and play", which makes use of each building for a part of the day, to at least 15 hours per week early years education, to assist the creation of extra places for 2 year olds, potentially making use of each building for the whole day with the opportunity for providers to offer a "stay and play" facility for a charge and at hours to suit their provision;
- (c) cease, with effect from 31st May 2013 the drop in "stay and play" at Battersea Park One O'Clock Centre, (SW11) (Queenstown) to enable the use of the whole building by a wider group of children, young people and their families for longer periods in the day and week by including it in one of the three concessions to be let in respect of further development of the Battersea Park children's playground;
- (d) approve the de-designation of Southfields/Aspire Children's Centre, (SW18) (Southfields) and The Triangle One O'Clock Children's Centre, (SW12) (Bedford) as Sure Start Children's Centres and approve, subject to further discussion with the governors, the merger of The Triangle One O'Clock Children's Centre, SW12 (Bedford) with Balham Nursery School and Children's Centre, (SW12) (Balham);
- (e) agree negative revenue budget variations of £494,000 in 2013/14 and £573,000 in 2014/15 and a full year and to note the addition of £4.3 million to the Dedicated Schools Budget in 2013/14 for the funding of 2 year olds;
- (f) agree that a tendering process, using the criteria set out in paragraph 49, be undertaken to identify suitable providers of additional early years places including 2 year olds at the Council sites listed at Appendix 2; and
- (g) agree to the extension of crèche contracts to 31st August 2015 (as outlined at paragraph 27) in order to provide 72 additional part time 2 year old places.

4. The General Purposes Committee are recommended:-

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- (a) to approve the deletion of 13 posts (6.76 FTE) in the One O'Clock Service from 1st June 2013;
- (b) to approve the creation of a new 1 FTE post of a Compliance Manager to oversee compliance across all Ofsted registered early years' and cost recovery after school and holiday play provision;
- (c) the creation of 1 FTE post of Two Year Olds Project Officer for a fixed term of two years ending on to undertake negotiation and development work with the PVI sector and to undertake the tendering arrangements and contribute to the development of leases; and
- (d) the creation of 2 FTE post/s of Two Year Old Development Officer (1.0 FTE), Quality and Inclusion Officer (0.6 FTE) and Family Information Officer-2 year olds (0.4 FTE) for a fixed term of two years ending on to strengthen the capacity to provide advice, support, particularly on special educational needs, training and intervention to providers of two year old places to ensure the quality and safety of the new provision.

## **BACKGROUND**

### **New statutory entitlement**

- 5. Paper No. 12-271, to the Executive on 23<sup>rd</sup> April 2012 outlined the new Council duties arising from Local Authority Regulations 2012 (SI 2012/2488) under Section 7 of the Childcare Act 2006 as amended by Section 1 of the Education Act 2011 in relation to the national 2 year old free early education entitlement. Paper No. 12-324, to the Executive on 5th July 2012, noted the challenges involved in providing 15 hours a week of free early education for up to 1,400 children by September 2014 and the need to work with the Borough's non-maintained sector to achieve this. The Government details have since been clarified. The target has increased; up to 894 children are now estimated to be eligible from September 2013 and as many as double that in 2014. However the coalition Government also indicates that it anticipates uptake to be around 80%, suggesting that 1,400 is a more realistic 'target'.

### **Finance**

- 6. The Government allocation for the two year old entitlement for 2013/14 is set out below. Whilst the entitlement starts from September 2013 it would appear to be expected that the Council should be working up to this point and therefore using this funding allocation throughout the financial year. Whilst the detailed work on this Dedicated Schools Grant (DSG) allocation

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needs to be taken through the Schools' Forum it would appear that the hourly rate will be in the region of £6. This may prove a challenge as it is lower than rates in much of the local non-maintained sector which could have an adverse effect on both the supply and quality of places.

<b>Heading</b>	<b>Allocation</b>	<b>Note</b>
Statutory Places 2013/14	£3,093,763	DSG Funding for the 894 early education places from September 2013
Trajectory Places 2013/14	£1,214,528	DSG Funding to be used mainly for creating additional places to help toward the September 2014 entitlement
Capital allocation (non-ring-fenced / non time limited))	£806,698	Non-ring-fenced capital

From 2013/14 the Government is funding 2 year old provision through the DSG rather than the EIG which will be reduced accordingly.

### **CONSULTATION**

#### **Consultation with the Wandsworth Early Years Sector on ways of providing 2 year old places**

7. Paper No. 12-324 laid out the reasons for a consultation on the new early education entitlement and the Executive agreed that the officers should seek information on the non-maintained sector's existing and potential capacity to provide for the eligible 2 year olds.
8. A telephone consultation and paper survey was carried out during August and September 2012 with the existing Wandsworth non-maintained providers of early education. The survey made reference to a number of sites that could in future be considered for use in providing early education. Details of these sites are included at [Appendix 2](#).
9. As a result of the consultation with current providers of free early education places for 3 and 4 year olds it was found that there are approximately 300 vacant places in non-maintained settings and the potential to create around 200 more, subject to all necessary consents being granted, including the change of use of some buildings within the Council's control. However the vacant places are often in settings rated as 'satisfactory' by Ofsted rather than good. The view of the Wandsworth Early Years Partnership (WEYP), at their meeting on 28th November 2012 was that satisfactory settings should be subject to a 'monitoring period' as it can take four years for re-inspection to occur. However, it will prove difficult to create 1,400 new places, and it seems inevitable therefore that a number of these will be in

settings graded only as “satisfactory”. They would be expected to be seen to be improving rapidly if they were to remain eligible to provide for 2 year olds.

10. The WEYP accepted that given the very limited vacancy rate and initial interest by existing PVI Early Years Providers to create extra places, it would be necessary to seek new childminders and develop them to a point where they could be registered to provide for two year olds. The number of places likely to be created through new childminders would, however, take time to bring on stream.

#### **Consultation on de-designation of Children’s Centres**

11. During July to September 2012a separate consultation took place with the service users and/or managing agents of some Children’s Centres, i.e. those serving the more affluent parts of the Borough seeking views on the ‘de-designating’ as Sure Start Children’s Centres those provisions which offered only “stay and play” and sign posting. Such de-designation would ensure that remaining Children’s Centres were in disadvantaged areas, all offering the full range of children’s centre services.
12. De-designation of Children’s Centres serving non-disadvantaged areas would mean no longer referring to them as ‘Sure Start Children’s Centres’, removing them from the Council’s and the Government’s lists of Children’s Centres and the centres themselves no longer being required to be inspected by Ofsted. Currently they are not commissioned or funded to provide a level of service which would satisfy Ofsted’s grade criteria sufficiently to reach a satisfactory rating. They were only intended to offer more limited drop in “stay and play” services.
13. Whilst the consultations resulted in quite limited numbers of responses for each, the views of the Children’s Centre users tended to be that they valued the drop-in play facilities but were less concerned about whether or not the Centres were designated as ‘Sure Start Children’s Centres’ and therefore subject to Ofsted Inspection. Details of the consultation are provided at [Appendix 1](#). The WEYP was also consulted on this on 11th September 2012 they believed it could be confusing for parents to have small-scale Centres providing very limited services labelled as Children’s Centres alongside the larger centres providing a much wider range and depth of services in disadvantaged areas. They therefore supported the logic of de-designation.
14. Balham Nursery School and Children’s Centre has shown interest in a merger in which it would assume responsibility for the Triangle Children’s Centre but as one, integrated, split-site Centre and it is proposed to

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develop further discussions on this model. Proposals on the remaining signposting Children's Centres are covered in paragraphs 34 to 45 below.

### **STRATEGY FOR PROVIDING THE ENTITLEMENT TO EARLY EDUCATION FOR DISADVANTAGED 2 YEAR OLDS**

15. Elsewhere on the agenda for the meeting of the Education and Children's Services OSC and the Executive are two reports which relate to this report; one on future use of playground buildings and another on the future use of Derinton Road Community Centre. If the proposals in these two reports are agreed then it would be possible to create additional early years places towards the target for 2 year old places in both York Gardens playground building and in Derinton Road Community Centre.

#### **The Government's target**

16. The Government calculations for the number of 2 year old children eligible to the entitlement from September 2013 is 894. Whilst the additional criteria from September 2014 are yet to be confirmed it seems likely to be double that although Government also anticipates an 80% take up rate. This would mean that Wandsworth would need to find at least 1,400 additional part time places. The outcomes of the consultation with the Wandsworth Early Years Sector on the creation of places indicates that their capacity to expand is limited and that the Council will face a considerable challenge in trying to provide the two year old entitlement. Given that the consultation suggested only 600 extra places might be possible through existing provision, vacancies and expansion, it will be necessary to consider relinquishing some Council premises for this use. A detailed strategy for providing these places with estimated numbers of extra places is provided at Appendix 4.

#### **The risks and challenges presented by the policy**

17. A range of strategies and different sources of provision will need to be explored in an attempt to provide additional places as close as possible to the target number. Given that the vast majority of places will be in the PVI sector, it is difficult to estimate the number which will be achievable from each source.
18. Successful achievement of the target is uncertain and the longer term sustainability will also be difficult to ensure. This is because success depends on the PVI Sector and the development of these places may well be seen as commercially unattractive due to the comparatively low hourly funding. In addition parents of the 2 year olds taking up these places are less likely to be willing or able to pay the top up fees which many PVI providers of 3 and 4 year old places require for commercial sustainability.



19. It is also questionable whether it would be possible to find sufficient physical capacity compliant with Ofsted requirements, and whether the 400 or so extra qualified staff could come on stream in time. The Government has recently announced that it proposes to increase the ratio of children to staff in nurseries and with childminders as well as increasing the qualification levels. It is not clear at this stage whether providers will find this more commercially attractive. It could well prove difficult to frame lease conditions which would be commercially attractive, if the additional places were restricted only to 2 year olds rather than 3 or 4 year olds as well.
20. It seems inevitable that new childminders and settings which would not reach the Government's criteria of good or better Ofsted ratings will need to be used, particularly given the low unit cost compared with most local unit costs in the Early Years PVI sector. Extra places in such settings may well not satisfy the parents' expectation which could result in parents not taking up some of the additional places.
21. Given that negotiating with a significant number of PVI settings in order to develop their business plans, undertaking tendering arrangements and developing leases is likely to take some time, and the difficulties described above, the September 2013 and September 2014 deadlines may prove unachievable, leaving the Council vulnerable to legal challenge.
22. There is a risk that local performance on national indicators will reduce as a result of the introduction of this policy for early educational places for 2 year olds. Moreover, research evidence from the longitudinal Effective Provision of Pre-School Education Study published in 2003 suggests that two year olds accessing provision in settings which reach only a satisfactory standard has a nil effect on their educational attainment.
23. On the other hand, research also suggests, that the attainment gap between the lowest achievers and the average is closed by improving the home learning environment. This is the entire focus of the work of Wandsworth's Children's Centres. However, unfortunately, if parents place their two year olds in part time educational places with childminders or in PVI nurseries, a number of which will be graded by Ofsted as only "satisfactory", rather than being with their parents in Children's Centres, which improves the home learning environment, there is likely to be a knock on widening, rather than narrowing, of the attainment gap in Wandsworth.
24. Children's Centre provision has developed over the last six years and over the same period the percentage of children reaching a good level of development in the early years foundation stage has increased from 45% to 67%. The gap between the lowest attaining fifth of five year olds and

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the rest has narrowed from 40 points to 29.5 points; a position whereby Wandsworth is better than the national averages on both indicators. The provision of additional two year old places risks a lowering of the overall level of development and a widening of the gap. The success of Wandsworth's Children's Centres is through working with parents and children together which in turn has a longer term effect on the home learning environment. This type of work would not be undertaken by the PVI providers of the extra places. This could be exacerbated if, as a result of having to fund two year old places, the Council was less able to fund Children's Centre provision. The statutory duty upon the Council (Section 5A of the Apprenticeships, Skills, Children and Learning Act (2009) to provide sufficient Children's Centres for disadvantaged areas remains in place.

25. An additional concern is the lack of existing capacity to provide support, intervention and training for the providers of the additional two year old places and to assure the quality and safety of those places. To stretch the work of the Early Years team undertaking this work over a larger number of providers would dilute the effectiveness of their improvement work with current providers.

### **Existing places for two year olds**

26. Currently the Council commissions places for 2 year olds in its Maintained Nursery Schools, two specialist units for children with special needs attached to schools, a nursery for children with disabilities and at Children's Centre crèches. In addition places are 'spot-purchased' for children with identified additional needs. This amounts to just over 100 existing part time places that will count towards the total.

### **Children's Centre Crèche Contract Extensions**

27. The funding for 2 year olds in 2012-13, agreed by the Executive on 23rd April 2012, enabled the extension of the contracts for Children's Centre crèches until August 2013 now that funding for 2 year old places is confirmed for the long term. They would otherwise have expired in November 2012. A further extension to August 2015 will enable 72 part time places to be provided in three Children's Centres; Eastwood, Yvonne Carr and Smallwood. Furthermore, it will allow the Katherine Low Settlement building to be released for the creation of more early years places as the extended, contracted crèche service will move from Katherine Low to the Yvonne Carr Centre. The Yvonne Carr Centre has sufficient space to expand by a further 24 places on top of the current contracted 24 places. It is proposed to expand the provision as well as to extend its duration. Details of the current contracts are provided at Appendix 5.

**Marginal places in Maintained Schools**

28. Given the current pressure on places for primary aged pupils, it is not expected that maintained primary schools will contribute greatly to the 2 year old entitlement. Unless separately registered with Ofsted, it is not legal for a primary school to take a child before their third birthday. The entitlement and funding could allow for schools to provide a very marginal offer, depending on vacancies, by taking children when they turn three rather than from the term after their third birthday. A broad estimate is that this could be equivalent to 50 places. Some discussions can take place with maintained schools on their capacity to provide for 2 year olds directly or via a third party but if space is available care must be taken to ensure that primary places take priority.

**Vacancies in the Private and Voluntary Sectors**

29. The recent audit suggests that there are around 300 part time equivalent vacancies across the private and voluntary sector at any one time. However the majority of these places are in settings rated by Ofsted as 'satisfactory' rather than 'good or outstanding'. In order to sustain quality standards it is recommended that these places will only be included if the setting is shown when monitored to be rapidly improving and on course to achieve a 'good' outcome when re-inspected. This focus on quality however could risk the provision of sufficient places to meet the target.

**Capacity to Expand Private and Voluntary Sector Provision and Expressions of Interest**

30. The proposals for additional places arising from the direct consultation with settings were limited in scope and numbers. However some nursery chains and most notably Childcare Business and Consultancy Services, an umbrella organisation for voluntary sector providers (formerly Wandsworth Primary Play Association - WPPA), indicated more ambition. Their proposal amounted to 107 additional places across its affiliated settings, out of an estimated total of 300 new places. Business training and support will be needed for the existing sector to realise any potential to expand.
31. In practice it will probably prove impossible to restrict new places only to 2 year olds (as this would result in unnecessary disruption for children) but the provision of extra places, even if filled with 3 or 4 year olds, should free up an equivalent number of places elsewhere for 2 year olds.

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### **Childminder Scheme**

32. Since the Council's Early Years Service changed its approach to focus more onto supporting and training new childminders, quality has been improving, especially by the first inspection stage. An estimated 100 vacant and new places might be achievable with existing childminders. A new scheme is proposed whereby newly registered childminders would be invited into a block-purchase agreement whereby all or some of their places would be purchased for a year for use with eligible 2 year olds. As many as 300 places could be created in this way with the full funding released once children are actually placed with the minder (thereby motivating the minder to market the places to eligible families). This would need the Council to promote childminding and to increase the overall numbers of minders.

### **Change of Use of Council Buildings**

33. There are ten possible Council sites which it is recommended should be considered as a way of meeting the target number of spaces for the 2 year old early education entitlement. In each case it would be expected that each building should be able to provide two "shifts" of 15 hours each although some settings are already used in this way for one part of each day. The ten sites include five One O'Clock Centres (two of which are Children's Centres offering "stay and play" and signposting in non deprived areas). A full list of sites for consideration is provided at [Appendix 2](#) and responses to a consultation with providers indicated that there is interest in principle from the private and voluntary sectors in providing early education from them. It is estimated that up to 328 additional part time (15 hours per week) places could be provided in the way outlined in the paragraphs below.

### **One O'Clock Centres and Children's Centres**

34. If greater use than currently could be made of some One O'Clock Centre premises, by providing early education places, then it could be argued that these Council facilities could be open for longer and make a greater impact than currently on improving outcomes and closing the gap for disadvantaged children.
35. [Appendix 3](#) sets out the current provision in One O'Clock Centres and signposting Children's Centres alongside the proposed changes for each centre which are detailed below.
36. One O'Clock Centres generally offer a drop in "stay and play" service for about three hours per week day. This service tends to be used by parents with babies and children up to three years of age, although can be used for

children up to five. These parents and carers would need to be consulted with on their views on a proposed change of service from the sites that they use.

37. **Faylands and York Gardens** One O'Clock Centres are also Children's Centres which offer the full range of services. They are in areas with high levels of disadvantage and are well used. It is proposed to develop 48 early years places in the vacant playground building at York Gardens, SW11 (Latchmere). This would result in the whole of the York Gardens building being used for Early Years provision and will enable a reconfiguring of internal space to make best use of the building and of access to the adjacent new playground. The use of vacant playground buildings is dealt with in a separate report elsewhere on the agenda for Education and Children's Services OSC and the Executive. No changes are proposed at Faylands One O'Clock Children's Centre, (SW16) Furzedown.
38. **Garratt Park** One O'Clock and Children's Centre serves an area of disadvantage and, together with the Siward Road Resource Base for children with special needs and disabilities, forms a full service Children's Centre.
39. All three of these One O' Clock Centres which are also Children's Centres would offer a level of service and management that would satisfy Ofsted's Grade criteria sufficiently to secure at least a satisfactory rating under the current and proposed Ofsted inspection regime. If the **Triangle One O'Clock** Children's Centre was de-designated as a Children's Centre and merged with **Balham Nursery School** Children's Centre (which would remain designated) to provide a split site Children's Centre serving the combined area, it too would be likely to meet the Ofsted Grade criteria. (See paragraph 11-14).
40. Bolingbroke, **Windmill One O'Clock Centres and the Southfields Aspire Children's Centre** fulfil the legal definition of a Children's Centre. They have not, however, been commissioned or funded to provide a level of service or management that would satisfy Ofsted's Grade criteria sufficiently to secure a satisfactory rating under the new and proposed Ofsted inspection regime.
41. The Governing Body for Southfields Academy, SW18 (Southfields) have indicated that they are willing to de-designate the Southfields Aspire Children's Centre (located at the Academy's premises), which serves a non-disadvantaged area and provides a limited range of services. It is proposed that this de-designation be formalised with the Department for Education (DfE) and families with additional needs be signposted to Garratt Park, Southmead or West Hill Children's Centres.

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42. It is recommended that Bolingbroke and Windmill One O'Clock Children's Centres are de-designated as Children's Centres and change their provision from drop in "stay and play" to 15 hours a week Early Years education, to assist the creation of extra places for two year olds, potentially making use of each building for a whole day.
43. It is also recommended that ***Coronation Gardens One O'Clock Centre*** changes its provision in the same way.
44. ***King George's Park and Fontley Way One O'Clock Centres*** offer drop in "stay and play" in disadvantaged areas. They are well placed to add to the total number of two year old places. It is proposed that on both sites the One O'Clock provision ceases from June 2013 and that planning takes place to achieve the fuller use of each site including extra early years education places at each or in a linked school or setting.
45. The One O'Clock Centre at Battersea Park is not serving an area of disadvantage and would be unlikely to attract sufficient demand for two year old places from those meeting the disadvantage criteria. Currently use of the building is not maximised as it is open for limited hours. It is recommended, therefore, that Battersea Park One O'Clock Centre ceases to operate as a drop in centre for 15 hours a week but that the whole building, and the vacated playground rooms, be operated as part of a concession offering a wider range of activities throughout the day and at weekends, potentially impacting on more children, young people and their families. The concession could include a commercial offer such as a café, but must be in line with relevant legal requirements. There is a need to advertise an "intention to dispose" and consider objections before deciding whether or not to proceed with the grant of any lease and to consider sections 7 and 8 of The Greater London Parks and Open Spaces Act 1967, which stipulate that any use of the site should complement or support the park and its use.
46. These changes would follow consultations with users where appropriate and would take effect from June 2013 and together could provide up to 264 part time (15 hour) places in former One O'Clock Centres and a further 64 places in Katherine Low Settlement and Derinton Road Community Centre. It is hoped that any existing PVI provision in the One O'Clock Centres in which it is proposed to offer additional early years places will be able to continue and possibly expand.
47. 14 Children's Centres would remain (plus the enhanced centre base for special needs and disabilities at West Hill - see Appendix 7 attached) all of which would have a more comparable level of service and activities and which would offer the full range of Children's Centres' services. The Department for Education would need to be informed of these changes, but

they would be in line with the Government's revised criteria for Children's Centres which focus on the need for provision in the more disadvantaged areas.

48. There was no capital project when any of the centres were identified for re-designation and therefore no question of repaying any capital grant.

**Tendering Strategy for future use of Council Buildings**

49. Given the difficulty which the Council faces in achieving close to the target for new two year old places, it is proposed that the buildings listed at Appendix 2 are tendered only for use as early years provision and that other users are only considered if early years provision is not feasible. The alternative use of the One O'Clock Centres would involve a budget reduction of £40,000 from 2014/15. Criteria would be needed to assess bids to generate the additional early education places. It is proposed that the following criteria should apply:
- (a) satisfactory track record of the provider in achieving good or better Ofsted grading in its settings;
  - (b) satisfactory affordability of provision to ensure there will be no top-up fees;
  - (c) a significant number of free two year old places to be provided;
  - (d) satisfactory evidence of ability to cover the Council's costs with regard to the premises;
  - (e) satisfactory evidence of ability to provide a reasonable rent for the site; and
  - (f) satisfactory evidence of ability to provide and market additional services such as paid for drop-in "stay and play" at no cost to the Council (for example at the end of the school day and/or on Saturdays).

**EQUALITY IMPACT ASSESSMENTS**

50. The Equality Act 2010 requires that the Council when exercising its functions must have "due regard" to the need to eliminate discrimination, to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

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51. The Government undertook an Equality Impact Assessment (EIA) at national level on the creation of additional places for 2 year olds which demonstrated the Government's belief that because the entitlement is targeted to disadvantaged children, the policy will have a positive effect on reducing inequalities. The Council has undertaken EIAs relating to the change of use of the six One O' Clock Centres (attached at Appendices 10 to 15) which showed that at all centres children are attending accompanied mainly by a female adult, who may be a parent or a carer as such any changes to the provision will impact more on female residents. At certain sites e.g. Bolingbroke One O'Clock Centre, the Alton One O'Clock Centre at Fontley Way and King George's Park One O'Clock Centre a larger than average proportion of the women accompanying children to the centres and children are from Black and Minority Ethnic communities and closure of the service is likely to have an impact on groups with these protected characteristics. In addition, as the service is provided to young people any changes to current provision will impact on them. Some of this impact will be mitigated by the offer of free 2 year old nursery places to children from disadvantaged families, whilst the publication to current users of alternative provision provided both by the Council and the voluntary sector may also mitigate the impact.
52. EIAs have been undertaken on the proposals to de-designate as Children's Centres the Southfield Aspire Centre and Triangle One O'Clock Centre and to merge the Triangle One O'Clock Centre with Balham Nursery School (subject to further discussion with the governors of Balham). These EIAs (attached at Appendices 8 and 9) showed that female residents and young people as the main users of the two centres will be impacted by the de-designation but that this impact can be mitigated through signposting to other nearby centres and through the proposed merger with Balham Nursery School.
53. When considering the proposed changes in this report members need to weigh up the findings of all EIAs undertaken, particularly adverse impacts and weigh these against the service reasons for making the proposed changes.

### **STAFFING IMPLICATIONS**

54. There are no specific provisions for staffing and infrastructure within the Government funding allocation. The Schools Forum has, however, agreed on 14<sup>th</sup> January 2013 on use of underspend within the DSG allocation in the first two years of place development, for additional fixed term staff.
55. It is proposed, therefore, that one FTE post of Two Years Old Project Officer is created on a fixed term contract for two years, as agreed by the Schools Forum, to undertake negotiation and business development work



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with the PVI sector and to undertake the tendering arrangements and contribute to the development of leases.

56. It is also proposed that one FTE post of Two Year Old Development Officer and one 0.6FTE post of Quality and Inclusion Officer (2 year olds) are created on 2 year fixed-term contracts, as agreed by the Schools Forum, to strengthen the capacity of the team providing support, intervention and training for the expanded PVI sector in order to seek to sustain the quality and safety of provision and to support providers in meeting the needs of children with special educational needs, developmental delay and disabilities as there is likely to be a disproportionately high number of children with additional needs within the eligible group. It is also proposed that one 0.4 FTE post of Family Information Officer (2 Year Olds) is also created to ensure accurate information on vacancies and eligibility is available to parents again on a 2 year fixed contract.
57. The proposal to operate two year old places, rather than drop in “stay and play” in Bolingbroke, Windmill, Coronation Gardens, Fontley Way and King George’s Park One O’Clock Centres and the proposed change of use for the Battersea Park One O’Clock Centre building would result in the deletion of 12 part time posts 5.76FTE from June 2014 which would result in a reduction in the One O’Clock budget of £160,000 in 2013/14 and £192,000 in 2014/15 and a full year.
58. Whilst every opportunity would be made to identify alternative employment possibilities through redeployment within the Council, it is likely that this change would result in 12 redundancies of part time staff in the One O’Clock Centres which would involve one-off severance costs of approximately £75,000.
59. Some initial interest has been expressed by some staff in the possible development of a form of “staff mutual” to run a new early years provision. This possibility will be explored with staff but in the meantime it will still be necessary to issue redundancy notices.
60. It is also proposed that the post of One O’Clock Centres’ Manager (Post No. L5448) be deleted from 1st June 2013 as the remaining One O’Clock Centres would be managed through Children’s Centre arrangements. This would create a further budget reduction of £34,000 in 2013/14 and a £41,000 in a full year. This is unlikely to result in redundancy and severance costs as it should be possible to redeploy the post holder in the new post dealing with compliance.
61. It is proposed that 1.0FTE post of Compliance Manager be created from June 2013 from within the Play and Extended Services existing budget, by reducing the budget previously used for casual staff across all of the play

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provision. The post holder would ensure compliance and offer under 8s expertise for all Ofsted inspected early years provision and the six directly managed self funding after school provisions and the three directly managed holiday play provisions. This post would be ringfenced to the current post holder of the One O'Clock Centres' Manager's post.

- 62. Details of the proposed staffing changes are set out in Appendix 6.
- 63. An EIA on the staffing changes was undertaken (attached at Appendix 16) which showed that the majority of staff affected were women but that support to help staff find alternative employment within the Council would be provided. Members therefore need to weigh up the adverse impact arising from redundancy for this group of staff against the service reasons for undertaking the proposed changes

### **COMMENT OF THE DIRECTOR OF FINANCE**

- 64. The funding arrangements for the two year places offer have been resourced by central government significantly switching unringfenced resources, in the form of the early intervention grant, to the DSG. In Wandsworth for 2013/14 this has resulted in a reduction in General Fund grant income of £3.638 million, equivalent to an annual increase in Council Tax of £31.67 on Band D. The negative budget variations sought in this paper need to be viewed in the context of this funding switch.
- 65. If approved, the proposals in this paper will result in a negative revenue budget variation of £494,000 in 2013/14 and £573,000 in 2014/15 and a full year, equivalent to a £4.99 annual reduction in Band D Council Tax.
- 66. The £806,698 2012/13 allocation of capital grant can be used for any Council purpose with no time limit on when it needs to be spent. Any bid to use this unringfenced resource would need to be considered alongside the various departmental and Council-wide priorities for capital works. Once the DfE have announced the capital funding allocations for 2013/14, the Children's Services Department's capital bids will be considered by a future meeting of this Committee.
- 67. The estimated one-off severance costs in relation to the proposals are £75,000 which would be expected to be met from within existing budgets in the Children's Services Department in the first instance. In the event that departmental budgets become significantly pressured during the 2012/13 financial year, the Service Transformation Fund could be used to meet these costs.
- 68. The proposed offer of only 15 hours a week could present issues for some families who are on benefits and will be impacted by the benefits cap which

is due to be implemented during 2013. Under the new arrangements, exemption from the cap only applies for those families where household members are in employment for over 25 hours. It is therefore a likely scenario that the offer of 15 hours will only be accepted if further low cost child care can be obtained, so as to make it worthwhile for a family member to seek work rather than remain on benefits.

**COMMENTS OF THE HEAD OF HUMAN RESOURCES**

69. The Head of Human Resources comments that the proposed changes would result in the net deletion of 6.76 full time equivalent (FTE) posts, creation of 4 FTE posts on a fixed term basis for 2 years. Any extension of the new posts beyond 2 years will be the subject of separate Committee approval. All new posts will be subject to evaluation using the Councils job evaluation scheme. The appropriate staff consultation and communication has taken place in accordance with recognised Council processes.

**COMMENT OF THE DIRECTOR OF ENVIRONMENT AND COMMUNITY SERVICES**

70. The Director of Environment and Community Services comments that, with regard to those proposals (above) where they apply to facilities in parks and open spaces, the proposal to make more use, for additional hours, of these facilities is supported. The proposal in respect of the tendering of concessions at the Battersea Park Playground/One O'Clock Centre site is likewise supported. All proposed users will be subject to the legal/planning requirements and processes and all other necessary consents, as referred to in the Borough Valuer's comments below.

**COMMENTS OF THE BOROUGH VALUER**

71. All lettings should be on leases contracted out of the security of tenure provisions of the Landlord & Tenant Act 1954 and in addition there may need to be a service agreement to define and manage the required outcomes. Detailed heads of terms of both and draft documentation will need to be provided in the tendering process. The financial bids would be on the basis of the rent offered.
72. Soft market testing/discussions with potential operators will be needed to ascertain the level of maintenance and repair responsibility which it is appropriate to pass on within the leases. Any liabilities retained by the Council should then be quantified and funded by the tenants as a service charge arrangement in addition to the rent. In addition the tenants would be required to reimburse to the Council the cost of buildings reinstatement insurance.

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73. Market rental values assessed by the Council's external valuers would be based on the private nursery market and would not take account of the Council's requirement for affordable 2 year plus nursery provision. As a result the extent to which the competitive rental bids are less than market rental value will reflect the true cost of this service provision.
74. Where properties are within common land, there may also be a need to seek the Secretary of State's consent to making alterations to buildings and, to consider if particular uses would be lawful under the terms of the Ministry of Housing and Local Government etc Act 1967. Title reports and general advice should be obtained from the Borough Solicitor in order to check whether there are any title difficulties in letting these properties.
75. Consideration should also be given to check on a site by site basis as to whether planning permission would be required for the proposed uses.

### **BOROUGH SOLICITOR COMMENT**

76. If it is proposed in due course to grant any leases of the open spaces, the Council should advertise an intention to dispose of open space in a local newspaper for two consecutive weeks, as provided for by Section 123 (2A) of the Local Government Act 1972, and consider any objections and other responses received before making any final decision regarding disposal. It is proposed that any expressions of interest received are reported to a future meeting of the Committee/Executive with recommendations for consultation on the preferred bids (which is likely to include the need to advertise any (if any) intended disposal of the facility, in line with statutory requirements); subsequently, a report would be submitted to the Committee/Executive setting out the outcome of the consultation and the responses received to any advertisement, together with any proposals for future use of the facility.

### **CONSULTATION**

77. The Staff Side have been consulted on this report and any comments received from them will be reported to the Education and Children's Services Overview and Scrutiny Committee.

### **CONCLUSION**

78. The new national entitlement to early education for disadvantaged 2 year olds represents challenges for the Council and its private and voluntary sector partners in both achieving sufficient capacity to meet the place entitlement. It will prove particularly difficult to ensure that provision is targeted and of suitable quality so as to improve outcomes, raise standards

and further close the attainment gap between disadvantaged children and the rest.

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The Town Hall,  
Wandsworth,  
SW18 2PU

Paul Robinson  
Director of Children's  
Services

4th February 2013

### **Background Papers**

The following papers were used in the preparation of this report: -

1. Research evidence from the longitudinal Effective Provision of Pre-School Education Study published in 2003 suggesting that two year olds accessing provision in settings which reach only a satisfactory standard has a nil effect on their educational attainment. (Paragraph **22** above).
2. Research evidence suggesting that the attainment gap between the lowest achievers and the average is closed by improving the home learning environment in 'Provider Influence on the Early Home Learning Environment Part 1 DFE Research Report 142, June 2011 (Paragraph **23** above).

All reports to Overview and Scrutiny Committees, regulatory and other committees, the Executive and the full Council can be viewed on the Council's website ([www.wandsworth.gov.uk/moderngov](http://www.wandsworth.gov.uk/moderngov)) unless the report was published before May 2001, in which case the committee secretary (Ms Rachel Williamson on 020 8871 7857) can supply it if required.

**APPENDIX 1**  
**To Paper No. 13-102**

**Summary of Consultation on Designation of Children's Centres**

Applied to Bolingbroke (SW11) (Northcote Ward) and Windmill (SW18) (Wandsworth Common Ward) One O'Clock Children's Centres Southfields/Aspire Children's Centre (SW18) (Southfields Ward), Triangle One O'Clock Children's Centre (SW12) (Bedford Ward) and Balham Nursery School and Children's Centre (SW12) (Balham Ward).

<b>Name of Centre</b>	<b>Nature of Consultation</b>	<b>Outcome of Consultation</b>
Bolingbroke One O'Clock Children's Centre	Survey of Centre Users	As a result of the consultation on de-designation, 18 service users responded. 12 indicated that they agreed with de-designation with many commenting that as long as the service remained they felt de-designation was not a major issue. 6 disagreed. During 2010/2011 the centre received 15,263 visits from children together 12,519 visits from parents and carers. Taken overall there was no strong support for this Centre to remain designated as a Sure Start Children's Centre.
Windmill One O'Clock Children's Centre	Survey of Centre Users	As a result of the consultation on de-designation, 49 service users responded. 39 indicated that they felt the Centre should be de-designated as a Children's Centre. 10 disagreed with de-designation. Comments in both groups indicated support for the 'stay and play' service currently provided. During 2010/2011 the centre received 12,073 visits from children together with 8,711 visits from parents and carers Taken overall there is no strong support for this Centre to remain designated as a Sure Start Children's Centre.
Southfields / Aspire Children's Centre	Special meeting with the Governing Body  Survey of Centre Users	The Governors of Southfields Community College Academy which runs the Southfields/Aspire Children's Centre have indicated their desire to de-designate the Centre. The survey of service users indicated a reasonable level of support for the continuing designation of the centre from the 14 service users who responded. However the Centre may well be

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		able to continue to provide some services in the future and it is therefore recommended to de-designate this centre and ensure that families with additional needs are signposted to Garratt Park, Southmead or West Hill Children's Centres.
Triangle One O'Clock Children's Centre	Survey of Centre Users	As a result of the consultation on de-designation, 28 users of Triangle One O'Clock Children's Centre responded. 20 strongly agreed that the centre should be de-designated and many indicated that they would like the nature of the service available to remain as is. 8 disagreed and 2 of these indicated a concern that the agenda was to close the service. During 2010/2011 the centre received 15,338 visits from children together with 13107 visits from parents and carers. Taken overall there is no strong support for this Centre to remain designated as a Sure Start Children's Centre.
Balham Nursery School and Children's Centre	Special meeting with the Governing Body	The Governing Body felt strongly that it was not desirable to be de-designated as a Children's Centre given the intensity of support provided for local homeless families, the provision for vulnerable 2 year olds, the range of service provided and the extensive use that had previously been made of Sure Start Capital in developing the site which would then need to be returned to Government.

**APPENDIX 2 to Paper No. 13-102**

**Council owned or managed sites where consideration could be given to changing use to provide additional early education places to contribute to the target for extra provision for 2 year olds**

<b>Name of Site</b>	<b>Location and description</b>	<b>Approximate number of <u>additional</u> part time early education places that could be provided</b>
Bolingbroke One O’Clock Centre	Northcote Ward, SW11 Ground floor stand alone setting with outdoor play. Currently houses a playgroup in the morning	24 (24 already in morning session) early years places plus paid for “stay and play” provision.
Windmill One O’Clock Centre	Wandsworth Common Ward, SW18 Ground floor stand alone setting with outdoor play. Currently houses a playgroup in the morning	24 (24 already in morning session) early years places plus paid for “stay and play” provision.
Coronation Gardens One O’Clock Centre	Southfields Ward, SW18 Ground floor stand alone setting with outdoor play. Currently houses a playgroup in the morning	24 (24 already in morning session) early years places plus paid for “stay and play” provision.
Battersea Park One O’Clock Centre	Queenstown Ward, SW11 Ground floor setting with outdoor play. Scheme would be part of a wider tendering exercise	nil
Katherine Low Settlement	St Mary’s Park Ward, SW11, purpose-built crèche site owned by Katherine Low Settlement, Council managed on a long lease and no longer required.	32 (Limited by physical capacity)
Derinton Road Community Centre (unlet space)	Tooting Ward, SW17 Redundant Community Centre rooms. A day-nursery occupies the remainder of the building	32 (Limited by physical capacity)
York Gardens Adventure Playground	Latchmere Ward, SW11 Redundant ground floor space attached to Children’s Centre with dedicated outdoor play space	48 (2 sessions of 24 places)
Heathbrook Park (ex One O’Clock Centre)	Queenstown Ward, SW8 Redundant ground floor setting with outdoor play	48 (2 sessions of 24 places)
Fontley Way One O’Clock Centre	Roehampton and Putney Heath, Ward, SW15	48 (2 sessions of 24 places) early years places plus paid for “stay and play” provision.



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King George's Park One O'Clock Centre	Southfields Ward, SW18	48 (2 sessions of 24 places) early years places plus paid for "stay and play" provision.
	<b>Total</b>	<b>328</b>

**ONE O' CLOCK CENTRES AND CHILDREN'S CENTRES AFFECTED BY THE PROPOSED CHANGES**

<b><u>CURRENT POSITION AND DESIGNATION</u></b>	<b><u>PROPOSED PROVISION AND DESIGNATION</u></b>
<b><u>One O'Clock and Children's Centres</u></b>	
<b><i>York Gardens One O'Clock Centre</i></b> offering a full range of Children's Centre services in a disadvantaged area	No change. Remains as a full service Children's Centre serving a disadvantaged area and compliant with Ofsted criteria.
<b><i>Faylands One O'Clock Centre</i></b> offering a full range of Children's Centre services in a disadvantaged area	No change. Remains as a full service Children's Centre serving a disadvantaged area and compliant with Ofsted criteria.
<b><i>Garratt Park One O'Clock Centre</i></b> in a disadvantaged area offering some Children's Centre services	No change. Remains as a full service Children's Centre serving a disadvantaged area and compliant with Ofsted criteria by being jointly managed with Siward Road Resource Base.
<b><i>Triangle One O'Clock Centre</i></b> offering sign posting to Children's Centre services in an area somewhat disconnected from other services	No change to services offered. De-designate with Triangle One O'Clock Centre as a Children's Centre and continue discussion with Balham Governors to merge it with Balham Nursery School and Children's Centre which would retain designation.
<b><i>Bolingbroke One O'Clock Centre</i></b> not in a disadvantaged area, offering signposting to Children's Centre services	De-designate as a Children's Centre and use space to offer early years places and paid for "stay and play" provision.
<b><i>Windmill</i></b> not in a disadvantaged area, offering sign posting to Children's Centre Services.	De-designate as a Children's Centre and use space to offer early years places and paid for "stay and play" provision.

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<b><u>Other One O’Clock Centres</u></b>	
<b><i>Coronation Gardens One O’Clock Centre</i></b>	Change from drop in “stay and play” to extend by 15 hours a week early years education, predominantly for two year olds potentially making use of the building for the whole day and providing paid for “stay and play” provision.
<b><i>Battersea Park One O’Clock Centre</i></b>	“Stay and Play” and drop in replaced with a wider range of activities offered for children and young people and their families throughout the day and at weekends, also making use of the vacated adventure playground rooms.
<b><i>King George’s Park One O’Clock Centre</i></b>	Change from drop in “stay and play” to extend by 15 hours a week early years education, predominantly for two year olds potentially making use of the building for the whole day. Explore the possibility of a nearby school or early years setting taking over the management and providing paid for “stay and play” provision
<b><i>Fontley Way One O’Clock Centre</i></b>	Change from drop in “stay and play” to extend by 15 hours a week early years education, predominantly for two year olds potentially making use of the building for the whole day. Explore the possibility of a nearby school or early years setting taking over the management and providing paid for “stay and play” provision.
<b><u>Other Children’s Centres offering only limited Children’s Centre services</u></b>	
<b><i>Balham Nursery School and Children’s Centre</i></b> , not in a disadvantaged area, offering some Children’s Centre services	No change for services provided. Continue discussion with Balham Governors to merge it with Triangle One O’Clock Centre. Balham would

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	retain designation.
<b><i>Southfields Aspire</i></b>	Governors support de-designation.

**APPENDIX 4 - to Paper No. 13-102**

**Strategy to develop the 2 Year Old Entitlement by creating additional early years places**

<b>Existing Provision for 2 year olds in 2012/13</b>		
Maintained nursery school units	Maintained sector place and AWPU funded places for identified vulnerable children (commissioned) (see paragraph 26)	60 PTE (number of children who could access 15 hours)
Siward Road Nursery	Place core- funded for identified children with complex needs (commissioned) (see paragraph 26)	16PTE
Hillbrook, Paddock, Greenmead, Linden Lodge, Eastwood (ASD Unit)	Place and AWPU-funded places for identified children with complex needs (commissioned) (see paragraph 26)	16PTE
Spot purchasing arrangements	Capacity to purchase places under Section 17 and CAF for identified children in need (spot purchased) (see paragraph 26)	10PTE
	<b>Sub total</b>	<b>102PTE</b>
<b>New places being developed in 2012/13</b>		
Battersea locality crèche	Place funded- extension and adaptation of existing contract. identified vulnerable children (commissioned) (see paragraph 27)	48PTE
Tooting locality crèche	Place funded- extension and adaptation of existing contract identified vulnerable children (commissioned) (see paragraph 27)	24PTE
Roehampton (Eastwood) crèche	Spot purchasing using places previously commissioned as crèche and neighbourhood nursery- identified vulnerable children (Headcount and spot-purchasing) (see paragraph 27)	24PTE
Additional spot-purchasing arrangements	Planned additional allocation for spot-purchasing of existing vacant places in non-maintained settings- identified children in need / vulnerable children (see paragraph 29)	65PTE
Headcount places in various non-maintained settings	Children mainly already in the system that fulfil the eligibility criteria (for example where circumstances change for the family.	60PTE
	<b>Sub total</b>	<b>221PTE</b>

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<b>Development of Additional places some of which could be ready from September 2013</b>		
Potential additional places provided in Council properties (subject to approval)	Non-maintained sector provision on headcount funded / full cost recovery basis in various centres including One O'Clock Centres, KLS crèche and Derinton (all subject to approval) (see paragraphs 33,42-46, 49)	328PTE
Estimated additional & vacant headcount places in non-maintained settings	Utilising existing headcount mechanism in settings approved under the local conditions scheme. <i>Approximate estimate based on sample phone consultation of a third of settings.</i> (see paragraphs 29-31)	300PTE
Vacant and additional places in existing childminders	Estimate of capacity within the sector based on previous 2 year old pilot (see paragraph 32)	100PTE
	<b>Sub total</b>	<b>728PTE</b>
<b>Total development for period beginning September 2013</b>		<b>1051PTE</b>
<b>Possibilities to be explored which could develop extra places from September 2014</b>		
New childminder scheme	Block-purchase scheme whereby a proportion of a place for new childminders is paid in advance, difference is made up when child is recruited (assumes at least 50 childminders participate fully) (see paragraph 30)	300PTE
Counting rising 3s in maintained sector	Where there is suitability of provision and capacity to provide, a child taken into a school nursery at the 3 <sup>rd</sup> birthday (rather than the term after) counts as a 2 year old for that term. Broad estimate (see paragraph 28)	50PTE
<b>Total development for period beginning September 2014</b>		<b>350PTE</b>
<b>Overall projected total</b>		<b><u>1401PTE</u></b>

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**APPENDIX 5**  
**to Paper No. 13-102**

**Contract Arrangement for the Provision of Early Education Places in Children's Centres**

<b>Contract Provider</b>	<b>Service location</b>	<b>Number of 2 year old places</b>	<b>Annual value</b>	<b>Current end date</b>	<b>Proposed revised end date</b>
My Family Care Ltd trading as Tinies Childcare	Battersea Locality	24	£154,658	August 31 <sup>st</sup> 2013	August 31 <sup>st</sup> 2015
	Katherine Low Settlement and Yvonne Carr Children's Centre <sup>1</sup>	Additional 24	£154,658		
Childcare Business Consultancy Services	Tooting Locality	24	£160,707	August 31 <sup>st</sup> 2013	August 31 <sup>st</sup> 2015
	Smallwood School Children's Centre				

The Roehampton and Putney Locality Service is provided directly by the Governors of Eastwood Nursery Centre for Children and Families. As this is a Council maintained setting a contract is not required. A total of 24 places are provided.

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<sup>1</sup> By September 2013 the service would be provided solely from Yvonne Carr Centre

**List of Redundant Posts**

Job Title	Post Number	Full time equivalence
One O'clock Centre Service Manager	L5448	1.0
Bolingbroke One O'Clock Centre Coordinator	L5465	0.5
Battersea Park One O'Clock Centre Coordinator	L5460	0.46
Windmill One O'Clock Centre Manager One O'Clock Centre Coordinator	L5451	0.5
Coronation Gardens One O'Clock Centre Coordinator	L5456	0.44
King George's Park One O'Clock Centre Coordinator	C1005	0.61
Alton One O'Clock Centre Coordinator	L5462	0.44
Bolingbroke One O'Clock Centre Assistant Coordinator	L5455	0.44
Battersea Park One O'Clock Centre Assistant Coordinator	L5473	0.44
Windmill One O'Clock Centre Manager One O'Clock Centre Assistant Coordinator	L5452	0.5
Coronation Gardens One O'Clock Centre Assistant Coordinator	L5450	0.49
King George's Park One O'Clock Centre Assistant Coordinator	L5463	0.5
Alton One O'Clock Centre Assistant Coordinator	L5474	0.44
	<b>TOTAL</b>	<b>6.76</b>
<b>Proposed New Posts</b>		
Compliance Manager	Estimated grade PO1	1.0
Place Development Officer	<b>PO3</b> - Estimated	<b>1.0</b>
Standards and Support Officer (Two Year Olds)	<b>PO3/4</b> - Estimated	<b>2.0</b>



**APPENDIX 7  
To Paper No. 13-102**

**Children's Centres in Wandsworth following de-designations of  
signposting centres**

	<b>Centre Name</b>	<b>Address</b>	<b>Ward</b>
1	Balham Nursery School and Children's Centre (with Triangle One O'Clock Centre – subject to further discussion)	72 Endlesham Road / Triangle Centre SW12	Nightingale and Bedford
2	Fayland Children's Centre	Fayland Avenue SW16	Furzedown
3	Franciscan Primary School Children's Centre	Franciscan Road SW17	Graveney
4	Garratt Park Children's Centre with Siward Road Resource Base for children with special needs and disabilities.	Siward Road SW17	Earlsfield
5	Hillbrook Primary School Children's Centre	Hillbrook Road SW17	Tooting
6	Smallwood Primary School Children's Centre	Smallwood Road SW17	Tooting
7	Chesterton Primary School Children's Centre	Dagnall Street SW11	Latchmere
8	Somerset Nursery School Children's Centre	157-159 Battersea Church Road SW11	St Mary's Park
9	York Gardens Children's Centre	Lavendar Road SW11	Latchmere
10	Yvonne Carr Children's Centre	Thessaly Road SW8	Queenstown

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11	Eastwood Nursery School & Centre for Children and Families	166-168 Roehampton Lane SW15	Roehampton
12	Granard Primary School Children's Centre	Cortis Road SW15	West Putney
13	Southmead Primary School Children's Centre	Princes Way SW19	West Hill
14	West Hill Primary School Children's Centre (and enhanced Children's Centre for special needs)	Merton Road SW18	Southfields

**APPENDIX 8 - to Paper No. 13-102**

**Initial Equality Impact Assessment – Service Change  
Proposed Merger of Triangle One O’Clock Children’s Centre with Balham  
Nursery School and Children’s Centre**

Department	Children and Young People’s Services Department
Service	Early Years Service Triangle One O’Clock Children’s Centre Balham Nursery School and Children’s Centres
People involved	Rob Nicholson, Head of Early Years
<b>1. What are the aims of the service and what changes are being proposed?</b>	
<p>The Triangle One O’Clock ) Children’s Centre is in an area of the Borough not classed as ‘disadvantaged’ for the purposes of commissioning Children’s Centres and as such seeks to engage families with children aged 0-5 by providing daily drop-in play activities and providing signposting to other support services available elsewhere, in particular at those Children’s Centres providing a wider range of services in more deprived areas- rather than provide targeted and preventative services directly.</p> <p>It is proposed to pursue negotiations with Balham Nursery School and Children’s Centre with a view to that Centre taking over the services provided at Triangle One O’Clock Children’s Centre. This would involve the ‘de-designation’ of Triangle One O’Clock Children’s Centre and its merger into Balham Nursery School and Children’s Centre to form one Children’s Centre operating over the two sites providing a wider range of services, including targeted and preventative services and outreach, for a single large reach area covering the Balham and Bedford Wards.</p> <p>De-designation does not of itself imply the closure of services. It means that an individual Centre is removed from the Council and Government lists of identified Sure Start Children’s Centres and will no longer be eligible to Ofsted inspection as such. In this case services would be integrated with those at Balham, under Balham’s management and any Ofsted inspection would treat the merged Centre as one entity operating over 2 sites.</p>	
<b>2. What is the rationale behind these changes?</b>	
<p>To address current inequalities in levels of service provision between those centres serving the non-deprived areas and those in deprived areas, and to ensure that all the remaining Centres provide some consistency of service and will be well-prepared for inspection. By merging Triangle One O’Clock Centre with Balham Nursery School and Children’s Centre a range of services can be provided that will be more comparable with the other Children’s Centres in the Borough, albeit serving a larger reach area.</p>	

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### 3. What information do you have on the service and the potential impact of your service change in relation to the following?

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes details taken from the registration of children using each Centre. As the service change would result in the de-designation of the Triangle Centre this is the focus of the EIA.</p>
	<p>Use of the Triangle Centre by registered parents is monitored using a database and registration form. Following consultation the registration form was simplified to collect the most pertinent data for families accessing services. The information below is based on the 'reach' of the Triangle Centres over the last 12 months. For this Centre the database shows that 474 under-fives actually used services at least once in the last 12 months (measured from 1<sup>st</sup> January 2012 to now). It is possible that some of the 474 children may also have used other designated Children's Centres during this time. Whilst the Centre is commissioned to serve the Bedford ward, parents and children are free to access whichever centre they prefer. Moreover some parents in addition to those registered with the Children's Centres may use Stay and Play services by simply signing in- these are not included in the data set.</p>
Race	<p><b>Overall for the 474 under-fives using the Triangle One O'Clock Children's Centre service at least once in the last 12 months: -</b></p> <p>4% were of Asian origin  5% were black  0.% were Chinese  15% were of mixed background  54% were white  27% had not provided information</p> <p>This equates to 24% of the children being from BME groups. According to the 2011 Census 28.6% of Wandsworth residents are from BME groups. The Bedford ward BME population is 27.6%. The total % of BME service users for the Centre is 24% with 27% unknown.</p>
Gender	<p><b>Overall for the 474 children using the Triangle One O'Clock Children's Centre service at least once in the last 12 months: -</b></p> <p>44 % were girls  56 % were boys</p> <p>Of the 494 carers using the service in the last 12 months  88% were female  12% were male</p> <p>According to the 2011 Census 51.5% of Wandsworth residents are female.</p>
Disability	<p>None of the 474 children had been registered with an indication that the child had a special need or disability. The actual number is likely to be higher as a parents are not obliged to define their child in this way at the point of registration.</p>
Age	<p>In addition to the 474 children under five, 67 older children were also seen, with the age breakdown:  19% were aged 0-1  31% were aged 1-2</p>

## Early Childhood Services

	22% were aged 2-3 15% were aged 3-4 8% were aged 4-5 5% were aged 5-6 1% were aged 6+
Faith	Specific information on faith of users is not routinely collected
Sexual Orientation	Specific information on sexual orientation of users is not routinely collected

**4. Thinking about each group below please list the impact that the service change will have.**

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	<p>Usage of the Centre is below the BME profile for the ward and the borough. The de-designation should therefore not disproportionately impact on BME children.</p> <p>Analysis of outcomes at age 5 shows that in general children with English as an additional language and children from BME groups tend to have poorer outcomes. The de-designation of Triangle would arise from a merger with Balham Nursery School and this is likely to result in a better targeting of services to BME groups as the merged centre will have the ability to provide a range of outreach services into the community</p>	<p>It is not anticipated that the changes will result in a negative impact on BME groups. According to the Government's Impact Assessment of the new 2 year old entitlement these children will in future be more likely to be included in the 2 year old entitlement for free early education places and the range of services provided from the Triangle site will at least be maintained.</p>
Gender	<p>Analysis of outcomes at age 5 shows that boys are slightly more likely to have poor outcomes at age 5 than girls</p> <p>It is not anticipated that there will be an impact on outcomes or opportunities for the two gender groups of</p>	<p>The service is used predominantly by female residents. The de-designation of the site will impact more on local female residents as opposed to male residents, however this impact will mitigate as the range of services provided from the</p>

## Early Childhood Services

	children. The Merged Centre will have a greater capacity to improve educational outcomes as the Centre will be led by a Headteacher	Triangle site will at least be maintained.
Disability	The use of services by children with special needs and disabilities appears to be disproportionately low. The Merged Centre will have an increased capacity to identify and respond to special educational needs, developmental delays and disabilities and this may mean the participation rates by children with disabilities may increase.	No negative impact predicted- Children with special needs are more likely to be identified through the national requirement for a 2 year old progress check where these children access the entitlement to free early education.
Age	The Merged Centre will have a greater capacity to focus on the specific needs of the children and parents of children of the different 0-5 age groups.	The de-designation of the site could impact on service users, however service provision from the site will still be focused on early childhood and families with very young children.
Faith	It is not anticipated that there will be an impact on groups according to Faith.	It is not anticipated that there will be an impact on groups according to Faith.
Sexual orientation	It is not anticipated that there will be an impact on groups according to sexual orientation.	It is not anticipated that there will be an impact on groups according to sexual orientation.

### 5. Is a full EIA required? /No.

- Is the service a frontline service? **Yes** and the service is well monitored through use of a registration form and a database to which all centres have access. De-designation of Triangle as a Sure Start Children's Centre does not of itself imply a change of service.
- Is it clear what impact the service change will have on all the equality groups? **Yes**. Usage data available and used in the EIA.
- Overall will the change have a negative impact on any of the equality groups? **No** as services will continue to be focused on early childhood and the leadership provided by Balham Nursery School and Children's Centre is likely to lead to more effective targeted work with protected and vulnerable groups.

**Comments - Please give the rationale here for not undertaking a full EIA**

The range of services to be provided at the Triangle site will not diminish as a result of the de-designation and merger. The leadership and expertise of Balham Nursery and Children's Centre will enable those services to be targeted more effectively at the protected groups and for services to be refined to focus more on improving outcomes for children and closing attainment gaps.

**6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)**

Monitoring of the use of the services across both sites (Balham Nursery School & Children's Centre and Triangle) will need to continue to ensure there is no reduction in participation by protected groups. Any reductions will be raised and an action plan developed.

The revised services will need to take special account of providing for young children with special needs and disabilities as the Centre is located some distance away from more specialised provision in Earlsfield and Southfields wards. Given the expertise of Balham Nursery School & Children's Centre in this area this is likely to progress well.

It will be important to monitor the service delivery and participation at the Balham site to ensure the merger with Triangle is not to the detriment of protected groups currently served by Balham Nursery School and Children's Centre.

Signed

Date 10<sup>th</sup> January 2013

Approved by: Clare O'Connor  
(All initial EIAs to be approved by Clare O'Connor)

**Initial Equality Impact Assessment – Service Change.  
Proposed De-designation as a Children’s Centre of Southfields/Aspire  
Centre**

Department	Children and Young People’s Services Department
Service	Early Years Service Southfields / Aspire Children’s Centre
People involved	Rob Nicholson, Head of Early Years

**1. What are the aims of the service and what changes are being proposed?**

The Southfields/Aspire Children’s Centre is in an area of the Borough not classed as ‘disadvantaged’ for the purposes of commissioning Children’s Centres and as such seeks to engage families with children aged 0-5 by providing daily drop-in play activities and provide signposting to other support services available elsewhere, in particular at those Children’s Centres providing a wider range of services in more deprived areas- rather than provide targeted and preventative services directly.

Following negotiations and consultation, it is proposed to ‘de-designate’ the Southfields/Aspire Children’s Centre on the basis that the managing agent (Southfields Academy) believes it does not fulfil the current definition or functions of a Sure Start Children’s Centre as it has not been set up or resourced to provide a full range of Children’s Centre Services.

De-designation does not of itself imply the closure of services. It means that an individual Centre is removed from the Council and Government lists of identified Sure Start Children’s Centres and will no longer be eligible to Ofsted inspection as such. In this case services may well continue but with some charges and as part of the comprehensive range of Aspire community learning services.

**2. What is the rationale behind these changes?**

To address current inequalities in the levels of services in sites defined as ‘Children’s Centres’ by removing that label from a Centre that does not provide as comprehensive a range of services as other nearby Centres based in more disadvantaged areas (for example Southmead Children’s Centre and West Hill Children’s Centre). The de-designation would mean that the Southfields/Aspire Children’s Centre would no longer be eligible for Ofsted Inspection- under which it would be unlikely to do well, as it has not been set up or resources to provide a full range of Children’s Centre Services.



**3. What information do you have on the service and the potential impact of your service change in relation to the following?**

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes details taken from the registration and participation of children and carers using the Southfields/Aspire Children's Centre.</p>
	<p>Use of the Southfields/Aspire Children's Centre is monitored using a database and registration form. Following consultation the registration form was simplified to collect the most pertinent data for families accessing services. The information below is based on the 'reach' of the Southfields/Aspire Children's Centre over the last 12 months. For this Centre the database shows that 333 under-fives actually used services at least once in the last 12 months (measured from 1<sup>st</sup> January 2012 to now). It is possible that some of the 333 children may also have used other designated Children's Centres during this time. Whilst the Centre is commissioned to serve the Southfields ward, parents and children are free to access whichever centre they prefer.</p>
Race	<p><b>Overall for the 333 under-fives using the Southfields/Aspire Children's Centre service at least once in the last 12 months: -</b></p> <p>5.5% were of Asian origin  1% were black  0.5% were Chinese  11% were of mixed background  65% were white  18% had not provided information  17.5% of the children are from BME groups, with 18% not known. According to the 2011 Census 28.6% of Wandsworth residents are from BME groups. The Southfields ward BME population is also 24.4% according to the 2011 Census.</p>
Gender	<p><b>Overall for the 333 under-fives using the Southfields/Aspire Children's Centre service at least once in the last 12 months: -</b></p> <p>48 % were girls  52 % were boys  Of the 311 carers using the service in the last 12 months  92% were female  8% were male  According to the 2011 Census 51.5% of Wandsworth residents are female.</p>
Disability	<p>None of the 333 under-fives had been registered with an indication that the child had a special need or disability. The actual number is likely to be higher as parents are not obliged to define their child in this way at the point of registration.</p>

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Age	As well as the 333 children aged under five, 39 older children were also seen. With age breakdown: 11% of these were aged 0-1 33% were aged 1-2 26% were aged 2-3 17% were aged 3-4 10% were aged 4-5 2% were aged 5-6 1% were aged 6+
Faith	Specific information on faith of users is not routinely collected
Sexual Orientation	Specific information on sexual orientation of users is not routinely collected

**4. Thinking about each group below please list the impact that the service change will have.**

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	The profile of users of the service is below the borough and ward average. The de-designation should therefore not disproportionately impact on BME children. Analysis of outcomes at age 5 shows that in general children with English as an additional language and children from BME groups tend to have poorer outcomes. The de-designation itself will not have a positive impact on BME children though actual number of BME children using the service have been low at fewer than 50 in a year.	It is not anticipated that the changes will result in a negative impact on BME groups. According to the Government's Impact Assessment of the new 2 year old entitlement these children will in future be more likely to be included in the 2 year old entitlement for free early education places and the range of services provided from the Southfields / Aspire site will be at least partly maintained and children and parents can be signposted to other nearby Centre with a more comprehensive offer.
Gender	The profile of users of the service is in line with the borough average. The de-designation should therefore not disproportionately impact on male or female children.	The service is used predominantly by female residents. The de-designation of the site will therefore impact more on local female residents as opposed to male residents. However, nearby Centres

## ***Early Childhood Services***

	<p>Analysis of outcomes at age 5 shows that boys are slightly more likely to have poor outcomes at age 5 than girls</p> <p>It is not anticipated that there will be a positive impact on outcomes or opportunities for the two gender groups.</p>	<p>provide alternative services which can be accessed and these will be publicised to users of Aspire.</p> <p>It is not anticipated that the changes will result in a negative impact on gender as the range of services provided from the Southfields / Aspire site will be at least partly maintained and children and parents can be signposted to other nearby Centre with a more comprehensive offer.</p>
Disability	The use of services by children with special needs and disabilities appears to be disproportionately low. The de-designation should therefore not have an adverse impact.	No negative impact predicted- Children with special needs are more likely to be identified through the national requirement for a 2 year old progress check where these children access the entitlement to free early education. They can then be signposted to other local Centres with a more comprehensive offer.
Age	The de-designation is not anticipated to have an adverse impact	The de-designation of the Centre will impact on local children, however there are alternative services provided by other nearby centres.
Faith	It is not anticipated that there will be an impact on groups according to Faith.	It is not anticipated that there will be an impact on groups according to Faith.
Sexual orientation	It is not anticipated that there will be an impact on groups according to sexual orientation.	It is not anticipated that there will be an impact on groups according to sexual orientation.

**5. Is a full EIA required? /No.**

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- Is the service a frontline service? **Yes** and the service is well monitored through use of a registration form and a database to which all centres have access.
- Is it clear what impact the service change will have on all the equality groups? **Yes**. Usage data has been used to identify any impact.
- Overall will the change have a negative impact on any of the equality groups? **No** as services will continue to be available locally in Centres with a more comprehensive offer. The protected equality groups are more likely to find services to meet their needs at these 'full service' Centres than they were at Southfields/Aspire.

<b>Comments - Please give the rationale here for not undertaking a full EIA</b>
The range of services to be provided at the Southfields / Aspire site will not necessarily diminish as a result of the de-designation. Assuming Health Visitors and outreach workers from the remaining designated Children' Centres continue to signpost parents with young children to those Centres then it will be possible to ensure the protected groups are able to access a more comprehensive range of services including targeted and preventative support.
<b>6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)</b>
Monitoring of the use of the services across remaining Centres in the area (Southmead, West Hill and Garratt Park Children's Centres) will need to continue to ensure there is no reduction in participation by protected groups including children vulnerable to poor outcomes resident in the Southfields ward. Any reductions will be raised and an action plan developed. The recently opened Enhanced Children's Centre at West Hill will provide a comprehensive range of services for children with special needs and disabilities from across the Borough.  It will be important to monitor the service delivery and participation of Southfields residents to ensure that any increased participation at Southmead, West Hill and Garratt Park Children's Centres is not to the detriment of protected groups currently served by those 3 Centres.

Signed

Date 10<sup>th</sup> January 2013

Approved by: Clare O'Connor

**APPENDIX 10 –  
To Paper No. 13-102**

**Initial Equality Impact Assessment – Service Change**

Department	Children's Services Department
Service	Play and Extended Services <b>The Alton One O'clock Centre Fontley Way</b>
People involved	Head of Service and Service Managers, Centre Staff, Service

**1. What are the aims of the service and what changes are being proposed?**

The service provides a stay and play provision for families with children aged 0-5

In order to secure sufficient new statutory 2 year old places it is necessary to cease operation of the One O'clock Centre to enable the premises to be used for early years education places.

**2. What is the rationale behind these changes?**

New Council duties require the provision of 894 part time early education places for disadvantaged 2 year olds by September 2013 and up to 1,800 by September 2014. A range of strategies and sources of provision will need to be explored in an attempt to create sufficient places. This will include new settings and it will be necessary to reconsider the types of early childhood service currently provided in a number of Council-managed sites.

A number of Council sites have been identified and recommended as suitable for providing additional early education places. Five of these are currently One O'clock Centres and the change would mean that the main services provided in most of them would be early education during 2013.

A full range of Children's Centre services is available from Wandsworth Council's Roehampton Children's Centre, 166 Roehampton Lane which is about 0.5km distant from The Alton Fontley Way site. This is likely to include stay and play sessions but they may not be at the same frequency as that delivered by the One O'clock Centre.

## Early Childhood Services

### 3. What information do you have on the service and the potential impact of your service change in relation to the following?

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes number of people using the service 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p>										
Race	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p> <p>Total children 3835</p> <p>Total parents/carers 2996</p> <p><u>Children</u></p> <p>2057 – 53.6% of children attending are from BME backgrounds.</p> <p>Parents/Carers</p> <p>1331 – 44.4% of parents/carers attending are from BME backgrounds.</p> <p>The 2011 Census data shows that 28.6% of Wandsworth residents are from BME backgrounds. Attendance levels at this centre are therefore well above the borough average.</p> <p>The 2011 Census data shows that 34.5% of Roehampton ward residents are from BME backgrounds. Attendance levels at this centre are therefore well above the ward average.</p>										
Gender	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p> <p><u>Children</u></p> <table> <tr> <td>Female</td><td>1832 – 47.7%</td></tr> <tr> <td>Male</td><td>2003 – 52.3%</td></tr> <tr> <td>Unknown</td><td>0%</td></tr> </table> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels at this centre are therefore around the borough average.</p> <p><u>Parents/carers</u></p> <table> <tr> <td>Female</td><td>2654 – 88.5%</td></tr> <tr> <td>Male</td><td>342 – 11.5%</td></tr> </table> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels at this centre are therefore above the borough average.</p>	Female	1832 – 47.7%	Male	2003 – 52.3%	Unknown	0%	Female	2654 – 88.5%	Male	342 – 11.5%
Female	1832 – 47.7%										
Male	2003 – 52.3%										
Unknown	0%										
Female	2654 – 88.5%										
Male	342 – 11.5%										

## **Early Childhood Services**

Disability	Attendance 1 <sup>st</sup> April 2011- 31 <sup>st</sup> March 254, 6.6% users.
Age	The service provides for children aged 0-5years and their parents/carers.
Faith	Not currently collected
Sexual Orientation	Not currently collected

**4. Thinking about each group below please list the impact that the service change will have.**

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	Given the levels of deprivation in Roehampton Ward many of the children attending the One O'clock Centre will be eligible to access new 2 year old place	The attendance data as compared to the latest Census shows that attendance by BME residents at this centre is above both the borough and ward average at 28.6% and 34.5% The closure of this centre is likely to disproportionately impact on BME residents as compared to non-BME residents. In order to mitigate this impact the Roehampton Children's Centre at 166 Roehampton Lane will offer some similar service but not necessarily at the same frequency as the One O'clock centre. This service will be promoted to parents to ensure they are aware of the alternative support they can access  BME Service users 53.6 % for children, 44.4% parents/carers
Gender	Given the levels of deprivation in Rehampton Ward many of the children attending the One O'clock Centre will be eligible to access new 2 year old place  The available data suggests that child usage of The Alton	The service provides disproportionately for female parents/carers (88.5% female 11.5% male). This is typical when comparing this to other early years services. This may be as a result of societal roles or service opening times

## Early Childhood Services

	One O'clock Centre is broadly in line with the borough average. The closure of this centre should therefore not disproportionately impact on female children as compared to male children.	<p>during the day etc.</p> <p>Anecdotal comments posted on Social Networking sites in response to the proposed changes suggest that mothers experiencing Post Natal Depression may find the casual nature of the centres helpful.</p> <p>Overall this does mean the closure will impact more on female residents than male residents. In order to mitigate the impact of this the use of other local provision will be encouraged and existing service users will be signposted to these services.</p>
Disability	.	<p>254 – 6.6% users. This is a relatively high prevalence of service users with a disability/special need.</p> <p>This will be mitigated by publicising to parents where similar centres can be accessed and the specialist advice and support available</p>
Age	In place of the One O'Clock centre provision for free places for 2 year olds will be put in place. The changes will therefore be positive for the 2 year olds who access this new provision.	<p>The service provides for children within the range of 0-5 years old, the majority of which are aged 2-5 years. The closure of this site will therefore impact on them. However, other services are available in the area and will be publicised. These may be in locations that are less convenient and will include chargeable services which could consequently be less affordable in an area of higher deprivation.</p>



### ***Early Childhood Services***

Faith		No information provided.
Sexual orientation		No information provided.

#### **5. Is a full EIA required? No**

##### **Comments - Please give the rationale here for not undertaking a full EIA**

Impact on individuals with protected characteristics identified. It should be noted that the changes proposed will provide additional free early education places.

##### **6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)**

Users of the centre will need access to information about other playgroups, mother and toddler groups and special needs services. This is readily available from the Council's Family Information Service. This service will be publicised to users prior to the closure of the centre.

Signed

Date

Approved by: Clare O'Connor

**Initial Equality Impact Assessment – Service Change**

Department	Children's Services Department
Service	Play and Extended Services Coronation Gardens One O'clock Centre.
People involved	Head of Service and Service Managers, Centre Staff, Service

**1. What are the aims of the service and what changes are being proposed?**

The service provides a stay and play provision for families with children aged 0-5.  
In order to secure sufficient new statutory 2 year old places it is necessary to cease operation of the One O'clock Centre to enable the premises to be used for early years education places.

**2. What is the rationale behind these changes?**

New Council duties require the provision of 894 part time early education places for disadvantaged 2 year olds by September 2013 and up to 1,800 by September 2014. A range of strategies and sources of provision will need to be explored in an attempt to create sufficient places. This will include new settings and it will be necessary to reconsider the types of early childhood service currently provided in a number of Council-managed sites.

A number of Council sites have been identified and recommended as suitable for providing early education places. Five of these are currently One O'clock Centres and the change would mean that the main services provided in most of them would be early education during 2013.

Those affected by the changes could access services at West Hill Children's Centre and/or Garratt Park One O'Clock and Children's Centre. Whilst some "stay and play" would be offered at both, it might not be at the same frequency. There are also a number of Playgroups offering similar services in the area although these would be charged and may not be at the same frequency as that of the current provision.

**3. What information do you have on the service and the potential impact of your service change in relation to the following?**

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes number of people using the service 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p>
Race	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p> <p>Total children 7283</p> <p>Total parents/carers 4778</p> <p><u>Children</u></p> <p>BME percentage 1797 - 25% of children attending are from BME backgrounds.</p> <p><u>Parents/Carers</u></p> <p>BME percentage 887 - 18.5% of parents/carers are from BME backgrounds.</p> <p>The 2011 Census data shows that 28.6% of Wandsworth residents are from BME backgrounds. Attendance levels at this centre are therefore below the borough average</p> <p>The 2011 Census data shows that 24.4% of Southfields Ward residents are from BME backgrounds. Attendance levels at this centre are therefore in line with the ward averages for children but below the ward average for parents.</p>
Gender	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p> <p><u>Children</u></p> <p>Female 879 - 44 %</p> <p>Male 918 - 56 %</p> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels of children at this centre are therefore below the borough average.</p> <p><u>Parents/carers</u></p> <p>Female 4276 - 89 %</p> <p>Male 502 - 11 %</p> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels at this centre are therefore above the borough average.</p>
Disability	<p>177 – 2.4% users 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p>
Age	<p>The service provides for children aged 0-5 years and their parents/carers.</p>
Faith	<p>Not currently collected</p>
Sexual Orientation	<p>Not currently collected</p>

## Early Childhood Services

### 4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	It is proposed that free places for 2 year olds will replace One O'Clock centre provision. The Government's EIA stated that BME children were likely to benefit from this free provision	Attendance levels by children are very slightly above the ward average of 24.4%, although remain below the borough average. In order to mitigate any impact parents will be advised of alternative provision.
Gender	The available data suggests that child usage of Coronation Gardens One O'clock Centre is broadly in line with the borough average. The closure of this centre should therefore not disproportionately impact on female children as compared to male children.	The service provides disproportionately for female parents/carers (89% female 11% male). This is typical when comparing this to other early years services. This may be as a result of societal roles or service opening times during the day etc. Anecdotal comments posted on Social Networking sites in response to the proposed changes suggest that mothers experiencing Post Natal Depression may find the casual nature of the centres helpful. Overall this does mean the closure will impact more on female residents than male residents. In order to mitigate the impact of this the use of other local provision will be encouraged and existing service users will be signposted to these services. This will be publicised to current users of the service.
Disability		2.4% of users. Any adverse effects will be mitigated by publicising to parents where similar services can be accessed and the specialist

### ***Early Childhood Services***

		advice and support services available.
Age	In the place of the One O'Clock centre provision for free places for 2 year olds will be put in place. The changes will therefore be positive for the 2 year olds who access this provision.	The service provides for children within the range of 0-5 years old, the majority of which are aged 2-5 years. The closure of this site will therefore impact on them. In order to mitigate the impact of this the use of other local provision will be encouraged and existing service users will be signposted to these services.
Faith		No information provided.
Sexual orientation		No information provided.

#### **5. Is a full EIA required? No**

##### **Comments - Please give the rationale here for not undertaking a full EIA**

The protected groups may be adversely affected by the change being proposed. However some of those affected are likely to be eligible for a 2 year old place. Whilst similar, local services are available, they may be in locations that are less convenient and may be chargeable.

##### **6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)**

Users of the centre will need access to information about other playgroups and mother and toddler groups. This is readily available from the Council's Family Information Service. These services will be publicised to users prior to the closure of the centre.

Signed

Date

Approved by: Clare O'Connor

**Initial Equality Impact Assessment – Service Change**

Department	Children's Services Department
Service	Play and Extended Services <b>Battersea One O'clock Centre.</b>
People involved	Head of Service and Service Managers, Centre Staff, Service

**1. What are the aims of the service and what changes are being proposed?**

The service provides a "stay and play" provision for families aged 0-5. Given the current provision's position within a well used public park and its location adjacent to a number of other open access children's playgrounds the centre will serve more children, young people and their families if it were to be part of a larger development of this area of the park. Consequently it is proposed that it will form part of a number of concessions to be let in respect of this area. It is envisaged that a child friendly catering concession, with a safe outside play area along with other developments in the adjacent building would be a good use of the site and would extend the opening hours of the building to match those of the wider park. This would provide wider access to the space by members of the public.

**2. What is the rationale behind these changes?**

Services provided for under fives and their families are increasingly having to focus on the more disadvantaged. Children's Centres are being consolidated into the more disadvantaged areas and additional new early education places will be targeted at the most disadvantaged. Early years provision in Battersea Park is not therefore well placed to meet this demand. Use of the building is not currently maximised as it is open for limited hours.

The area of the park in which the current service is located is being proposed for redevelopment to provide a new play space and other adventurous activity, which would include the letting of concessions. This would include a concession that would put activity into the site and the development of tree walks and climbing activity. This presents an opportunity to include the One O'clock Centre site in this redevelopment, as a child friendly Café and meeting space.

A full range of alternative Children's Centre services is available from Wandsworth Council's York Garden's Children's Centre which is about 1 mile distance from the Battersea Park site. This will include Stay and Play, but this might not be at the same frequency.

**3. What information do you have on the service and the potential impact of your service change in relation to the following?**

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes number of people using the service 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p>										
Race	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p> <p>Total children 9292</p> <p>Total parents/carers 7741</p> <p><u>Children</u></p> <p>BME population 1818 – 19.5% of children attending are from BME backgrounds.</p> <p><u>Parents/Carers</u></p> <p>BME population 1491 – 19.3% of parents/carers attending are from BME backgrounds.</p> <p>The 2011 Census data shows that 28.6% of Wandsworth residents are from BME backgrounds. Attendance levels by BME groups at this centre are therefore below the borough average</p> <p>The 2011 ward level data shows that 35.7% of the population are from BME backgrounds. Attendance levels by BME groups are also below the Queenstown ward average.</p>										
Gender	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March 2012</p> <p><u>Children</u></p> <table> <tr> <td>Female</td><td>4816 – 51.8%</td></tr> <tr> <td>Male</td><td>4496 – 48.2%</td></tr> <tr> <td>Unknown</td><td>0%</td></tr> </table> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels at this centre are therefore in line with the borough average.</p> <p><u>Parents/carers</u></p> <table> <tr> <td>Female</td><td>6798 – 73.1%</td></tr> <tr> <td>Male</td><td>948 – 12.3%</td></tr> </table> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels at this centre are therefore above the borough average.</p>	Female	4816 – 51.8%	Male	4496 – 48.2%	Unknown	0%	Female	6798 – 73.1%	Male	948 – 12.3%
Female	4816 – 51.8%										
Male	4496 – 48.2%										
Unknown	0%										
Female	6798 – 73.1%										
Male	948 – 12.3%										
Disability	<p>Users 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p> <p>84 attendances – 1%. This suggests a very low prevalence of service users with a disability/special need.</p>										
Age	<p>The service provides for children aged 0-5 years and their parents/carers.</p>										
Faith	<p>Not currently collected</p>										
Sexual Orientation	<p>Not currently collected</p>										

## Early Childhood Services

### 4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	<p>Service users are 19.5% for children, 19.3% parents/carers BME compared to a higher Borough average of 28.6% 19.5% BME for children, 19.3% parents/carers is also lower than the Queenstown ward average of 35.7%</p> <p>The closure of this centre should therefore not disproportionately impact on BME residents as compared to non-BME residents</p> <p>Although the centre will not be used as provision for free places for 2 year olds this provision will be put in place in September 2011. The Governments EIA stated that BME children were likely to benefit from this free provision and as such it is likely that some current service users will benefit from provision for 2 year olds from September 2013</p>	
Gender	<p>The available data suggests that child usage of Battersea Park One O'clock Centre is broadly in line with the borough average. The closure of this centre should therefore not disproportionately impact on female children as compared to male children.</p>	<p>The service provides disproportionately for female parents/carers (73.1% female 12.3% male). This is typical when comparing this to other early year's services. This may be as a result of societal roles or service opening times during the working day etc. Anecdotal comments posted on Social Networking sites in response to the proposed changes, suggest that mothers experiencing Post Natal</p>



## **Early Childhood Services**

		<p>Depression may find the casual nature of the centres helpful.</p> <p>Overall this does mean the closure will impact more on female residents than male residents. In order to mitigate the impact of this the use of other local provision will be encouraged and existing service users will be signposted to these services, including York Garden's Children's Centre</p>
Disability	84 attendances – 1% of all attendances. Evidence suggests there is a very low prevalence of service users with a disability/special need. The changes should therefore not impact on this group of children.	Alternative services in the local area will be publicised to service users. It should be noted that in line with all other children's centres York Gardens provides some services for children with special needs and disabilities.
Age	Although the centre will not be used as provision for free places for 2 year olds this provision will be put in place in September 2013 as such it is likely that some current service users will benefit from this provision elsewhere from September 2013	The service provides for children within the range of 0-5 years old, the majority of which are aged 2-5 years. The closure of this site will therefore impact on them. In order to mitigate the impact of this the use of local voluntary sector groups will be encouraged and activities can be accessed via York Garden's Children's Centre
Faith		No information provided.
Sexual orientation		No information provided.

### **5. Is a full EIA required? No**

**Comments - Please give the rationale here for not undertaking a full EIA**

Impact on individuals with protected characteristics identified and mitigating actions outlined, including the promotion of alternative sources of activities.

## ***Early Childhood Services***

<b>6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)</b>
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Users of the centre will need access to information about other playgroups and mother and toddler groups. This is readily available from the Council's Family Information Service. This service will be publicised to users prior to the closure of the centre.
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Signed

Date

Approved by: Clare O'Connor

**Initial Equality Impact Assessment – Service Change**

Department	Children's Services Department
Service	Play and Extended Services Bolingbroke One O'clock/Children's Centre.
People involved	Head of Service and Service Managers, Centre Staff, Service

**1. What are the aims of the service and what changes are being proposed?**

In addition to a Stay and Play provision for families with children under five, the service aims to engage these families (and during pregnancy) by signposting to integrated early childhood services. These are offered with the aim of improving outcomes by age 5 and of closing the attainment gap between disadvantaged young children and the rest of the child population. In order to secure sufficient new statutory 2 year old places it is necessary to de-designate the site as a Children's Centre and to cease operation of the One O'clock/Children's Centre services to enable the premises to be used for early years education.

**2. What is the rationale behind these changes?**

New Council duties require the provision of 894 part time early education places for disadvantaged 2 year olds by September 2013 and up to 1,800 by September 2014. A range of strategies and sources of provision will need to be explored in an attempt to create sufficient places. This will include new settings and it will be necessary to reconsider the types of early childhood service currently provided in a number of Council-managed sites.

A number of Council sites have been identified and recommended as suitable for providing additional early education places. Five of these are currently One O'clock Centres and the change would mean that the main services provided in most of them would be early education during 2013. Bolingbroke is also currently designated as a Sure Start Children's Centre and de-designation would be necessary due to the proposed change of use.

A full range of Children's Centre services will remain available from the Council's York Garden's Children's Centre which is about 1km distant from the Bolingbroke site. This will include 'Stay and Play' Sessions although they may not be so frequent.

## Early Childhood Services

### 3. What information do you have on the service and the potential impact of your service change in relation to the following?

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes number of people using the service 1<sup>st</sup> April 2011- 31<sup>st</sup> March and results of a de-designation survey undertaken during September 2012.</p>										
Race	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March 2012</p> <p>Total children 15263</p> <p>Total parents/carers 12519</p> <p><u>Children</u></p> <p>5630 - 37% of children attending are from BME backgrounds.</p> <p><u>Parents/Carers</u></p> <p>5487 - 44% of parents/carers attending are from BME backgrounds.</p> <p>The 2011 Census data shows that 28.6% of Wandsworth residents are from BME backgrounds. Attendance levels by BME groups at this centre are therefore higher than the borough average.</p> <p>The 2011 ward level data shows that 14.9% of the population are from BME backgrounds. Attendance levels by BME groups are considerably higher than the Northcote ward average.</p>										
Gender	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p> <p><u>Children</u></p> <table> <tr> <td>Female</td><td>7289 – 47.7%</td></tr> <tr> <td>Male</td><td>7954 – 52.3%</td></tr> <tr> <td>Unknown</td><td>0%</td></tr> </table> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels at this centre are therefore around the borough average.</p> <p><u>Parents/carers</u></p> <table> <tr> <td>Female</td><td>11288 – 90.1%</td></tr> <tr> <td>Male</td><td>1243 – 9.9%</td></tr> </table> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels at this centre are therefore above the borough average.</p>	Female	7289 – 47.7%	Male	7954 – 52.3%	Unknown	0%	Female	11288 – 90.1%	Male	1243 – 9.9%
Female	7289 – 47.7%										
Male	7954 – 52.3%										
Unknown	0%										
Female	11288 – 90.1%										
Male	1243 – 9.9%										
Disability	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p> <p>328 – 2.1% of users.</p>										
Age	<p>The service provides for children aged 0-5years and their parents/carers.</p>										
Faith	<p>Not currently collected</p>										
Sexual Orientation	<p>Not currently collected</p>										

## ***Early Childhood Services***

### **4. Thinking about each group below please list the impact that the service change will have.**

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	In the place of the One O'Clock and signposting Children's Centre provision free additional places for 2 year olds will be put in place. The Government's EIA stated that BME children were likely to benefit from this free provision.	The attendance data as compared to the latest Census shows that attendance by BME residents at this centre is above the borough and ward average. In order to mitigate this effect parents will be advised on the availability of alternative provision. The York Gardens' Children's Centre is 1km away and offers a full range of Children's Centre Services.
Gender	The available data suggests that child usage of Bolingbroke One O'clock Centre broadly in line with the borough average. The closure of this centre would therefore not disproportionately impact on female children as compared to male children.	The service provides disproportionately for female parents/carers (90.1% female 9.9% male). This is typical when comparing this to other early years services. This may be as a result of societal roles or service opening times during the day etc. Anecdotal comments posted on Social Networking sites in response to the proposed changes suggest that mothers experiencing Post Natal Depression may find the casual nature of the centres helpful. Overall this does mean the closure will impact more on female residents than male residents. In order to mitigate the impact of this the use of other local provision will be encouraged and existing service users will be signposted to these services.
Disability		328 – 2.1% users. This will be mitigated by

### **Early Childhood Services**

		publicising to parents where similar centres can be accessed and the specialist advice and support available.
Age	.In the place of the One O’Clock centre provision for additional free places for 2 year olds will be put in place. The changes will therefore be positive for the 2 year olds who access this provision.	The service provides for children within the range of 0-5 years old, the majority of which are aged 2-5 years. The closure of this site will therefore impact on them. To mitigate this publicity about other provision will be made available.
Faith		No information provided.
Sexual orientation		No information provided.

#### **5. Is a full EIA required? No**

<b>Comments - Please give the rationale here for not undertaking a full EIA</b>
The protected groups may be adversely affected by the change being proposed. Whilst similar, local services are available provided by organisations other than the Council they may be in locations that are less convenient and may be chargeable. The changes proposed will provide additional free early education places for the more disadvantaged.

<b>6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)</b>
Users of the centre will need access to information about other playgroups and mother and toddler groups. This is readily available from the Council's Family Information Service. This service will be publicised to users prior to the closure of the centre.

Signed

Date

Approved by: Clare O'Connor

**Initial Equality Impact Assessment – Service Change**

Department	Children's Services Department
Service	Play and Extended Services The King George's Park One O'clock Centre.
People involved	Head of Service and Service Managers, Centre Staff, Service

**1. What are the aims of the service and what changes are being proposed?**

The service provides a stay and play provision for families with children aged 0-5  
In order to secure sufficient statutory new 2 year old places it is necessary to cease operation of the One O'clock Centre to enable the premises to be used for early years education places.

**2. What is the rationale behind these changes?**

New Council duties require the provision of 894 part time early education places for disadvantaged 2 year olds by September 2013 and up to 1,800 by September 2014. A range of strategies and sources of provision will need to be explored in an attempt to create sufficient places. This will include new settings and it will be necessary to reconsider the types of early childhood service currently provided in a number of Council-managed sites.

A number of Council sites have been identified and recommended as suitable for providing additional early education places. Five of these are currently One O'Clock Centres and the change would mean that the main services provided in most of them would be early education during 2013.

A full range of Children's Centre services is available from Wandsworth Council's West Hill Children's Centre, which is about 0.5km distant from The King George's Park site. This is likely to include stay and play sessions but they may not be at the same frequency as that delivered by the One O'clock Centre.

## Early Childhood Services

### 3. What information do you have on the service and the potential impact of your service change in relation to the following?

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes number of people using the service 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p>
Race	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p> <p>Total children 10,615</p> <p>Total parents/carers 8292</p> <p>Children</p> <p>5173 – 48.7% of children attending are from BME backgrounds.</p> <p>Parents/Carers</p> <p>3801 – 45.8% of parents/carers attending are from BME backgrounds.</p> <p>The 2011 Census data shows that 28.6% of Wandsworth residents are from BME backgrounds. Attendance levels at this centre are therefore above the borough average.</p> <p>The 2011 Census data shows that 24.4% of Southfields ward residents are from BME backgrounds. Attendance levels at this centre are therefore well above ward average.</p>
Gender	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p> <p><u>Children</u></p> <p>Female 5298 – 49.9%</p> <p>Male 5317 – 50.1%</p> <p>Unknown 0%</p> <p>The 2011 Census data shows that 51.6% of residents are female. Child attendance levels at this centre are therefore around the borough average.</p> <p><u>Parents/carers</u></p> <p>Female 7751 – 93.5%</p> <p>Male 545 – 6.5%</p> <p>The 2011 Census data shows that 51.6% of residents are female. Adult attendance levels at this centre are therefore above the borough average.</p>
Disability	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p> <p>110 - 1% of users.</p>
Age	<p>The service provides for children aged 0 - 5years and their parents/carers.</p>
Faith	<p>Not currently collected</p>
Sexual Orientation	<p>Not currently collected</p>



**4. Thinking about each group below please list the impact that the service change will have.**

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	In the place of the One O'Clock centre provision additional new free places for 2 year olds will be put in place. The Government's EIA stated that BME children were likely to benefit from this free provision.	5173 – 48.7% of children attending are from BME backgrounds. Parents/Carers 3801 – 45.8% of parents/carers attending are from BME backgrounds. Both these figures are considerably higher than both the borough and ward averages. Closure of the centre may therefore impact disproportionately on this protected group. In order to mitigate the impact of these services available at West Hill Children's Centre and elsewhere in the local area will be publicised to current users of the service. These will include Stay and Play but not necessarily at the same frequency.
Gender	The available data suggests that child usage of The King George's Park One O'clock Centre is broadly in line with the borough average. The closure of this centre should not disproportionately impact on female children as compared to male children.	The service provides disproportionately for female parents/carers (93.5% female 6.5 male). This is typical when comparing this to other early years services. This may be as a result of societal roles or service opening times during the day etc. Anecdotal comments posted on Social Networking sites in response to the proposed changes suggest that mothers experiencing Post Natal Depression may find the casual nature of the centres helpful. Overall this does mean the closure will impact more on

## Early Childhood Services

		female residents than male residents. In order to mitigate the impact of this the use of other local provision will be encouraged and existing service users will be signposted to these services. This will be publicised to current users of the service.
Disability	110 – 1% users. Evidence suggests there is a very low prevalence of service users with a disability/special need. The changes should therefore not impact on this group of children.	
Age	In the place of the One O’Clock centre provision for free places for 2 year olds will be put in place. The changes will therefore be positive for the 2 year olds who access this provision.	The service provides for children within the range of 0-5 years old, the majority of which are aged 2-5 years. The closure of this site will therefore impact on them. However other services are available in the area and will be publicised. These may be in locations which are less convenient and will include chargeable services which could be less affordable.
Faith		No information provided.
Sexual orientation		No information provided.

### 5. Is a full EIA required? No

#### Comments - Please give the rationale here for not undertaking a full EIA

The protected groups may be adversely affected by the change being proposed. The proposed changes will provide additional free early education places for 2 year olds. Whilst similar, local services are available they may be in locations that are less convenient and may be chargeable and consequently less affordable in an area of higher deprivation.

#### 6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

Users of the centre will need access to information about other playgroups

## ***Early Childhood Services***

and mother and toddler groups. This is readily available from the Council's Family Information Service. This service will be publicised to users prior to the closure of the centre.

Signed

Date

Approved by: Clare O'Connor

**Initial Equality Impact Assessment – Service Change**

Department	Children's Services Department
Service	Play and Extended Services, <b>Windmill One O'clock/Children's Centre.</b>
People involved	Head of Service and Service Managers, Centre Staff, Service

**1. What are the aims of the service and what changes are being proposed?**

In addition to Stay and Play provision for families with children under five the service aims to engage these families (and during pregnancy) by signposting to integrated early childhood services. These are offered with the aim of improving outcomes by age 5 and of closing the attainment gap between disadvantaged young children and the rest of the child population.

In order to secure sufficient new statutory 2 year old places it is necessary to de-designate the site as a Children's Centre and to cease operation of the One O'clock/Children's Centre services to enable the premises to be used for early years education.

**2. What is the rationale behind these changes?**

New Council duties require the provision of 894 part time early education places for disadvantaged 2 year olds by September 2013 and up to 1,800 by September 2014. A range of strategies and sources of provision will need to be explored in an attempt to create sufficient places. This will include new settings and it will be necessary to reconsider the types of early childhood service currently provided in a number of Council-managed sites.

A number of Council sites have been identified and recommended as suitable for providing additional early education places. Five of these are currently One O'clock Centres and the change would mean that the main services provided in most of them would be early education during 2013. The Windmill One Clock is also currently designated as a Sure Start Children's Centre and de-designation would be necessary due to the proposed change of use.

A full range of Children's Centre services will be available from Wandsworth Council's York Gardens Children's Centre which is about 1.2 miles distance from the Windmill site and/or West Hill Children's Centre. These will include Stay and Play sessions although they may not be so frequent.

**3. What information do you have on the service and the potential impact of your service change in relation to the following?**

	<p><b>List information you have. Do not put what the information shows you</b></p> <p>Information includes number of people using the service 1<sup>st</sup> April 2011- 31<sup>st</sup> March and results of a de-designation survey undertaken during September 2012.</p>										
Race	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March.</p> <p>Total children 12073</p> <p>Total parents/carers 8711</p> <p>Children</p> <p>2229 – 18.5% of children attending are from BME backgrounds</p> <p>Parents/Carers</p> <p>1505 – 17.2% of parents/carers attending are from BME backgrounds</p> <p>The 2011 Census data shows that 28.6% of Wandsworth residents are from BME backgrounds. Attendance levels by BME groups at this centre are therefore below the borough average</p> <p>The 2011 ward level data shows that 17.8% of the population are from BME backgrounds. Attendance levels by BME groups are at a slightly higher level than the ward average.</p>										
Gender	<p>Attendance 1<sup>st</sup> April 2011- 31<sup>st</sup> March 2012</p> <p><u>Children</u></p> <table> <tr> <td>Female</td><td>48%</td></tr> <tr> <td>Male</td><td>52%</td></tr> <tr> <td>Unknown</td><td>0</td></tr> </table> <p>The 2011 Census data shows that 51.6% of residents are female. Attendance levels at this centre are therefore around the borough average.</p> <p><u>Parents/carers</u></p> <table> <tr> <td>Female</td><td>94%</td></tr> <tr> <td>Male</td><td>6%</td></tr> </table> <p>The 2011 Census data shows that 51.5% of ward residents are female. Attendance levels at this centre are higher than the ward average.</p>	Female	48%	Male	52%	Unknown	0	Female	94%	Male	6%
Female	48%										
Male	52%										
Unknown	0										
Female	94%										
Male	6%										
Disability	<p>21 – 0.2% users 1<sup>st</sup> April 2011- 31<sup>st</sup> March</p> <p>These figures show very low prevalence of service users.</p>										
Age	<p>The service provides for children aged 0-5 years and their parents/carers.</p>										
Faith	<p>Not currently collected</p>										
Sexual Orientation	<p>Not currently collected</p>										

## Early Childhood Services

### 4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	In the place of the One O'Clock and signposting Children's Centre provision free early years education places will be put in place. The Government's EIA stated that BME children were likely to benefit from this free provision.	The attendance data as compared to the latest Census shows that attendance by BME residents at this centre is above the ward average but below the Borough average. In order to mitigate any adverse effect parents will be advised on the availability of alternative provision.
Gender	The available data suggests that child usage of Windmill One O'clock Centre is broadly in line with the borough average. The closure of this centre should therefore not disproportionately adversely impact on female children as compared to male children.	The service provides disproportionately for female parents/carers (94% female 6% male). This is typical when comparing this to other early years services. This may be as a result of societal roles or service opening times during the day etc. Anecdotal comments posted on Social Networking sites in response to the proposed changes suggest that mothers experiencing Post Natal Depression may find the casual nature of the centres helpful. Overall this does mean the closure will impact more on female residents than male residents. In order to mitigate the impact of this the use of other local provision will be encouraged and existing service users will be signposted to these services. This will be publicised to current users of the service.
Disability	Evidence suggests there is a very low prevalence of service users with a disability/special need	

## **Early Childhood Services**

	(0.2%). The changes should therefore not impact on this group of children.	
Age	In the place of the One O'clock centre provision for free places for 2 year olds will be put in place. The changes will therefore be positive for the 2 year olds who access this provision.	The service provides for children within the range of 0-5 years old, the majority of which are aged 2-5 years. The closure of this site will therefore impact on them. To mitigate the impact of this publicity about other provision will be available
Faith		No information provided.
Sexual orientation		No information provided.

### **5. Is a full EIA required? No**

#### **Comments - Please give the rationale here for not undertaking a full EIA**

The protected groups may be adversely affected by the change being proposed. Whilst similar, local services are available they may be in locations that are less convenient and may be chargeable. The changes proposed will provide additional free early education places for the more disadvantaged.

#### **6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)**

Users of the centre will need access to information about other playgroups and mother and toddler groups. This is readily available from the Council's Family Information Service. This service will be publicised to users prior to the closure of the centre.

Signed

Date

Approved by: Clare O'Connor

**EQUALITY IMPACT ASSESSMENT : STAFFING CHANGES**

To be completed and attached to any procedural document when submitted to the appropriate committee for consideration and approval.

No.	Question	Yes/No	Comments
1.	<b>Is there a particularly high number of any of group of staff affected by the change, according to the following categories:</b>		
	<ul style="list-style-type: none"><li>Race</li></ul>	No	67% are white British/Irish/European and are 33% black African/other black background
	<ul style="list-style-type: none"><li>Gender</li></ul>	Yes	100% are female
	<ul style="list-style-type: none"><li>Age</li></ul>	No	17% aged 31 - 40; 33% aged 41 - 50; 25% aged 51 - 60; 25% aged over 60
	<ul style="list-style-type: none"><li>Disability</li></ul>	No	17% are disabled
	<ul style="list-style-type: none"><li>Gender reassignment</li></ul>	Unknown	
	<ul style="list-style-type: none"><li>Pregnancy/maternity</li></ul>	No	
	<ul style="list-style-type: none"><li>Religion/belief</li></ul>	Unknown	
	<ul style="list-style-type: none"><li>Sexual orientation</li></ul>	Unknown	
	<ul style="list-style-type: none"><li>Marriage/civil partnership</li></ul>	Unknown	
2.	<b>If you have identified potential discrimination, are there valid, legal and/or justifiable explanations for this?</b>		Staff within Children's Services, particularly those who work with young children, are predominantly female.
3.	<b>What alternative options have been considered to minimise the impact on these groups of staff (eg</b>		All staff have been asked to consider whether they wish to apply for voluntary redundancy.



### ***Early Childhood Services***

	<b>alternatives to compulsory redundancy such as reduced hours, voluntary redundancy etc)?</b>		
<b>4.</b>	<b>Do any selection criteria being used ensure equality for all groups?</b>		No selection criteria are required.
<b>5.</b>	<b>What assistance is being provided to ensure all staff are equipped for the selection process (eg interviewee techniques training)</b>		There is no selection process but staff who are issued with notice of redundancy will be offered the normal support including CV writing, interviewing skills etc.
<b>6.</b>	<b>Can we reduce the impact by taking different action?</b>	No	

If your answers identify a concern regarding the impact on particular groups of staff, this should be discussed with the Head of HR.

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