

CABINET MEMBER DECISION

13 September 2016

OPTIMISING THE USE OF CHILDREN'S CENTRE BUILDINGS IN THE CONTEXT OF EFFECTIVE PREVENTION SERVICES FOR CHILDREN AND YOUNG PEOPLE

Relevant Cabinet Member

Mr M L Bayliss

Relevant Officer

Director of Children, Families and Communities

Recommendation

- 1. The Cabinet Member with Responsibility for Children and Families is recommended to:**
 - (a) note the information in this report and accompanying background information and the detail contained in Appendices 1 to 6, including statutory duties, detailed appraisal of consultation responses and district specific equalities impact assessments;**
 - (b) approve the proposal to allocate a one-off sum of £30,000 which is used to support the universal provision to become self-sufficient (as outlined in detail in paragraphs 29 and 33);**
 - (c) approve the recommendations to change the use of 18 children's centre buildings as outlined in paragraph 34 and detailed in Appendix 1 and authorises the Interim Director of Commercial and Change to make the necessary property and lease arrangements;**
 - (d) authorise the Director of Children, Families and Communities to take all necessary steps to put the above into effect including a dedicated 6-9 month transition period as described in paragraph 35;**
 - (e) authorise the Director of Children, Families and Communities, in consultation with the Cabinet Member with Responsibility for Children and Families, to find and implement an alternative proposal that is of similar nature (i.e. still meets the definition of a children's centre) in the unlikely event that any of the particular proposals outlined in paragraph 34 are unable to be implemented; and**
 - (f) receive a further report (following any further consultation which may be necessary) if it does not prove possible to find alternative proposals under (e) above, in order to make any further decisions around the use of specific children centre buildings.**

Background

2. This report needs to be read in conjunction with the report to Cabinet on 16 June 2016 (Appendix 5) At that meeting, Cabinet approved the future plans for delivering effective prevention services within the financial parameters set out in that report. These plans were subject to consultation on change of use for those children's centre buildings where there was likely to be a significant change. Other proposals where consultation was not required were approved as set out in the reports and minutes. Where consultation was required, Cabinet authorised the Cabinet Member with Responsibility for Children and Families to take the final decisions on the use of children's centre buildings having regard to the outcomes of that consultation and equality impact analyses. This report makes recommendations for such final decisions to ensure the Council complies with its statutory duties and exercises its powers most effectively in the context of financial constraints.

Context: effective prevention services

3. In November 2015, as part of the implementation of the all-age prevention policy, Cabinet agreed a new approach for children and families based on investing in an integrated prevention service for 0-19s. The 0-19 Prevention Service, called Starting Well, is underpinned by an early help needs assessment (Appendix 4). This needs assessment, along with the statutory guidance on Children's Centres (Appendix 6), sets out the legislative context that the service will meet. For example the service will meet the duties under Section 12 of the Health and Social Care Act to take steps the Council considers appropriate to improve public health and Sections 10 and 11 of the Children Act 2004 to co-operate to improve well-being of children in the county. The service will also contribute towards discharging the Council's functions in regard to needing to safeguard and promote the welfare of children as well as a variety of duties under the Childcare Act 2006. The Cabinet Member is specifically directed to those Appendices to ensure an understanding of the legislative and needs context and satisfies himself as to the recommendations.

4. The early help needs assessment also clarifies an evidence-based approach, to identify and support needs, risk factors and issues early as they emerge, through a progressive universalism approach. In practice this means providing some service for everyone, using those services to find those who need a higher level of support and providing extra support at intensity according to identified need. This approach will be delivered by the integrated 0-19 prevention services.

5. The services in scope of the integrated 0-19 prevention service are the 0-19 public health nursing services and the provision delivered by district-based Early Help Providers that contributes towards meeting the children's centre core purpose (i.e. parenting and community capacity building). An evidence-based specification was prepared and tendered to have a single (or prime) provider of the integrated 0-19 prevention service, but no compliant bids were received. In June 2016, Cabinet approved a revised plan to still move towards the vision of the integrated 0-19 prevention service (Starting Well), within the

available budget envelope, but to do this by varying, extending, aligning or integrating existing contracts by 1 October 2016 up to 31 March 2019.

6. The 0-19 Public Health Nursing service elements including Health Visiting, Family Nurse Partnership, Breastfeeding Support Service and School Health contracts will be extended until March 2019 and redesigned as an overall 0-19 integrated public health nursing service which will then form part of the wider 0-19 prevention service.

7. The 0-19 integrated public health nursing service will deliver prevention services by providing the universal and targeted requirements of the nationally mandated Healthy Child Programme. The service will be professionally led by a skilled and competent workforce, integrating a range of practitioners into skill mixed teams. The workforce will include health visitor and community public health nurses, nursery nurses, health care assistants, peer supporters and volunteers and support workers. The service will be delivered in a range of community assets and settings, including homes and schools.

8. The remaining aspect of the integrated 0-19 prevention service (Starting Well) is delivered by the current Early Help Providers. These Providers are also having contracts varied and/or extended to March 2019 and in the future will provide evidence-based parenting support that will be predominantly focussed in areas of disadvantage along with prevention services that build community capacity.

9. Over time, as the Starting Well vision is implemented, the 0-19 public health nursing service will be integrated with the re-designed services provided by the existing Early Help Providers. All providers will be required to work together to improve outcomes, reduce inequalities, remove duplication and/or repetition and determine and implement integrated service pathways. A Starting Well Transformation Board is being initiated to oversee all of this work.

10. In addition to providing parenting support, the Early Help providers (to be re-named Parenting and Family Support Providers) will also be commissioned to deliver targeted family support and support to those young people who are at risk of becoming not in education, employment or training with the remainder of the contract value for the same contract length. These functions are already being provided by the Early Help Providers and make up the remaining aspects of their current contracts.

11. Following Council setting the budget in February 2016, the June 2016 Cabinet report provided further detail on how the budget available for the range of 0-19 Prevention Services in scope of Starting Well, as well as the additional targeted family support services as outlined in the paragraph above, would be utilised. The table below provides a breakdown of the previous and new contract budgets and how they are allocated across the range of providers who deliver the services outlined in previous paragraphs. For the six district providers, allocations are made using a needs based funding formula.

Provider	2016/17 Contract Budget	2017/18 Contract Budget
0-19 Public Health Nursing Services	£8,548,000	£8,098,000
Bromsgrove – Redditch Borough Council	£771,076	£357,530
Malvern Hills – Action for Children	£695,617	£322,543
Redditch – Redditch Borough Council	£1,196,272	£554,684
Worcester City – Action for Children	£1,471,341	£682,231
Wychavon – Action for Children	£1,053,449	£488,460
Wyre Forest – 10:32 Consortia (led by Barnardo's)	£1,282,244	£594,552

12. The 0-19 Public Health Nursing Services will deliver their budget reductions through integration and amendment of skill mix of the workforce across the service elements. All children, young people & families will continue to be contacted/seen universally for their mandatory health & developmental reviews and checks across the age range but the skill mix of the workforce providing this might differ. Those most in need or more vulnerable will be seen by more senior and experienced staff than those children/families with better outcomes.

13. Parenting and Family Support Providers will make the necessary savings through removal of any vacant posts, consolidation of management and back office staff, rationalisation of properties used to deliver services from (this links to the consultation on future use of children's centre buildings) and focusing delivery of parenting support and community capacity building in areas of disadvantage as part of an integrated service with the 0-19 integrated public health nursing service. Targeted Family Support services will be accessed in accordance with Worcestershire Safeguarding Children's Board Levels of Need guidance. A link to the guidance is available here. [Levels of Need Guidance | Worcestershire County Council](#)

Children's Centres in Worcestershire

14. The Council currently commissions the district-based Early Help Providers to deliver the 'core purpose' of children's centres across the six districts of Worcestershire. The Council has certain statutory duties summarised in this report and in the statutory guidance linked as supporting information (Appendix 6), which the decision-maker is urged to read. The core purpose, as defined in the statutory guidance, is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in:

- Child development and school readiness

- Parenting aspiration and parenting skills, and
- Child and family health and life chances.

The 0-19 Public Health Nursing Service along with the (renamed) Parenting and Family Support providers will be responsible for delivering the children's centre core purpose in the future and this will be overseen by the Starting Well Transformation Board.

15. Worcestershire County Council owns 32 buildings which are designated as Children's Centres and are currently used by Early Help Providers as key delivery sites. These buildings are some of many community assets where early childhood services and activities can be located and are not the only vehicle for delivering the children's centre core purpose.

16. As part of the re-design of 0-19 prevention services (as described in previous paragraphs) there needs to be even greater focus on supporting children, families and communities and there is no requirement for the (renamed) Parenting and Family Support Providers to deliver from all these buildings in the future. It is envisaged that other community assets will be utilised, and of course much of the service (intensive home visiting or digital advice and information) does not rely on buildings at all. This supports the statement in the statutory guidance that Children's Centres are as much about making appropriate and integrated services available, as it is about providing premises in particular geographical areas as well as more recent reports and studies (such as the DfE study on the impact of Children's Centres published in December 2015 and an All Party Parliamentary Group on the future of Children's Centres as Family Hubs – see background information).

17. However, as an important community asset and given the relatively recent capital investment, every effort should be made to ensure the 32 buildings are used to their full potential by the communities they are located in. Therefore a centre by centre review has been carried out taking into account how each centre is currently used (they are all used differently), their location, feedback from the initial consultation held in December 2015 – January 2016, discussions with schools, community groups and existing providers along with the Council's need to increase good quality early years' education places. This review concluded with a set of proposals outlining the future use of each centre. (See the six documents in supporting information (Appendix 1) which summarise the current use of the buildings within each district including details around current access by disadvantaged communities (30% Super Output Area (SOA)), the proposed leaseholder, detail of the proposed future use and a summary of responses gathered through the consultation).

18. The June 2016 Cabinet report set out these proposals, which if implemented would mean no closure of County Council-owned children's centre buildings (the Council has no direct control over other buildings used by Providers to deliver services from) as all of the proposals would result in the ongoing delivery of services for young children. However, the changes proposed in 18 out of the 32 buildings were considered to be

significant and therefore formal consultation is required under the Childcare Act 2006, to ascertain impact, before decisions to implement can be made. It is important to note that there is no statutory definition of 'significant change' and there is also a wide and varied use of centres so the impact of proposed changes differs between centres. The June 2016 Cabinet decision identified those centres where the proposals amounted to significant change to how the centre is currently used and therefore there would be a consultation before a decision was made about those changes. A table showing the proposed future arrangements can be found in the supporting information (Appendix 7).

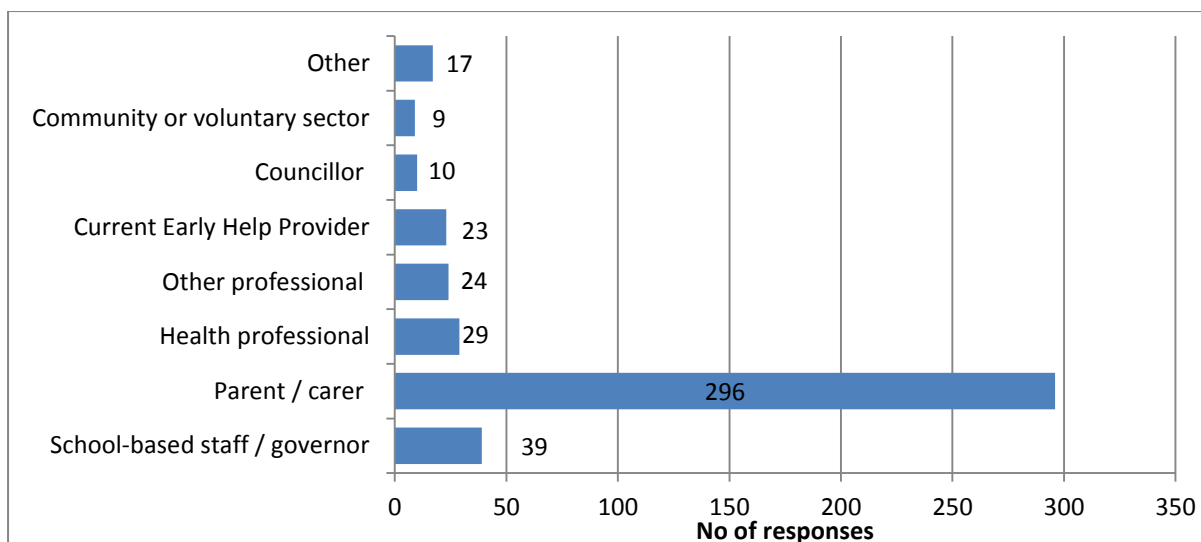
19. Following the conclusion of the June Cabinet decision the formal consultation was launched on 4 July 2016 and concluded on 17 August 2016 (although late paper-based feedback were accepted up to 19 August 2016) and activity included:

- Promotion of an online survey
- Holding face to face sessions with service users in all directly affected Children's Centres
- Contacting all County Council elected members (with an affected Children's Centre on their patch) and offered a face to face session or an additional facilitated session with service users. Note: No requests were received by officers within the timeframe
- Holding two elected member briefings to update on proposals and seek feedback
- A Children and Families Overview and Scrutiny Panel held on 15 July 2016 (see link to minutes in background information)
- Writing to all 16 schools that are looking to take over the buildings seeking agreement to the proposals
- Working with existing providers to seek the views from advisory board members and service users
- Ongoing discussions with providers on proposed changes and how they are working with the community on sharing information and seeking options for sustaining provision.

20. As the future delivery model and changes to use of Children's Centre buildings are essentially linked, the new service delivery models for Parenting and Family Support Providers (as outlined in paragraphs 8, 9 & 10) will take full effect from 1 December 2016.

Overall summary of consultation responses

21. Over 440 people responded via the on-line survey with parents/carers being the main responders (see graph below). This included capturing information from the face to face sessions. In addition, 28 responses were received outside of the on-line survey and these have been considered, together with the on-line responses, in formulating the recommendations (see supporting information).



22. The table below gives a breakdown of the number of comments by each Centre. Respondents could comment on more than one building therefore the total number of comments is greater than 440.

District	Centre	Responses
Bromsgrove	Conkers - Hagley Primary School	21
	Sunny Fields - Charford First School	13
	Tulip Tree - Catshill First School (23
Malvern	Riverboats - Upton upon Severn Primary School	22
Redditch	Cherry Trees - Batchley First School	6
	Maple Trees - Ten Acres First School	3
	Maple Trees - Roman Way First School	11
	Oak Trees - Oak Hill First School	17
	Woodlands - Woodrow First School	6
Worcester City	Bluebell Wood - Perry Wood Primary School	61
	Lavender - Oasis Academy Warndon	86
Wychavon	Apple Vale - Broadway First School	32
Wyre Forest	Rainbow - St Mary's Primary School	12
	Chestnut - Franche Primary School	26
	Tree Tops - Birchen Coppice Primary School	30
	Half Crown Wood - Stourport Primary School	18
	Riverside - Bewdley Primary School	22
	Brookside - Comberton Primary School	48

23. A further 101 general comments (not building-specific) were also entered into the on-line survey and the actual comments can be seen in the consultation summary document attached as supporting information.

24. Within the consultation timeframe, a Children and Families Overview and Scrutiny Panel meeting was held – a link to the minutes is included in the background information.

25. A total of eight elected members attended the specific Member briefing with Members being referred back to the on-line survey to formally register their views. A further email was then sent to all Members summarising the purpose of the consultation and likely impact.

26. Schools responded positively to the letter seeking their agreement to taking over the lease and subsequent use of the building on their school site. The detailed discussions and formal agreement around change of use will take place following the completion of the decision making process.

27. In addition to the activity described in paragraph 19, the Council has also been made aware of a 'Stop Proposed Children's Centre Cut's Petition co-ordinated by Worcestershire Mum's Network which at the time of writing had been signed by 1057 individuals. This Petition has been considered as part of the development of the recommendations.

Consultation and Equality Impact analysis

28. The recent consultation (phase 2) was centre-specific and focused on seeking views on the proposed changes in order to better understand their potential impact. All responses were free text with no opinion poll type questions. No conclusions can be drawn from the difference in volume of responses by centres and comments are of equal weight.

29. The six district focused documents (Appendix 1) and the consultation summary document (Appendix 2) provide a breakdown of the feedback received from the consultation as well as specific centre by centre/district area responses. The main headlines from all the feedback, including those within the Petition, can be summarised in four points:-

- The support for the continued provision of universal activity sessions such as 'Stay and Play' and support sessions such as breastfeeding groups. These sessions are currently delivered in a variety of settings (not only the buildings known as Children's Centres) and by a variety of providers. The majority of responses highlighted the value of these sessions within communities and asked for them to continue. In response to this, a recommendation is being made to invest in a 'transition fund' to support this type of provision to become self-sustaining.
- Some concerns around the capability of the proposed new lease holders (i.e. schools) about managing the building and continuing to deliver early childhood services. In response to this, a recommendation is being made to initiate a 6-9 month transition period to provide assurance that buildings are being managed

appropriately. In addition to this, the lease agreement will also specify the need to participate in an annual review.

- General concerns around the level of budget reductions being made and the impact this may have on ongoing ability to continue to meet need. The impact of budget reductions will be closely monitored by Council officers through the transition phase along with business as usual service performance and quality monitoring. The Children and Families Overview and Scrutiny Panel, at their meeting on the 31 August 2016, also agreed to review the impact of the changes in Spring 2017. It is also important to note that the Council does continue to invest over £11 million in dedicated prevention and early intervention services and the service re-design agreed by Cabinet in June 2016 (summarised in the context: effective prevention services) is underpinned by an evidenced-based needs assessment that is focused on improving outcomes and reducing inequalities.
- Specific feedback relating to individual centres including one alternative proposal put forward for Rainbow at St Mary's School which was considered as part of the consultation.

30. In identifying desired outcomes and making recommendations regarding the proposed changes to the Children's Centres the Council has given due regard to the three aims of the Public Sector Equality Duty. In particular, implementation of the recommendations will support advancing equality of opportunity for families in greatest need where members are likely to have relevant Protected Characteristics (such as Disability and Race). Equality Impact Assessments (including extensive consultation in respect of proposals) have been completed and their findings have contributed to the development of the report recommendations.

31. The potential cumulative impact of the 6 district Equality Impact Assessments (which included all centres where significant change is proposed) (EIAs) highlighted potential impact as:

- Potential adverse impact in relation to children aged 0-5 and their parents/carers (predominantly but not exclusively mothers and female carers) due to the proposed change in the use of buildings together with the significant budget reductions, including the ending of some service delivery and changes to the point of delivery of others (at all centres included in the consultation)
- Neutral impact on pregnant women where health provision will continue to be delivered (all centres included in the consultation except Tulip Trees, Maple Trees (Roman Way), Lavender and Apple Vale) and children aged 0-5 and their parents/carers accessing services which will continue to be delivered eg childcare/nursery provision, adult and family learning, parenting groups etc (all centres included in the consultation)

- Potential positive impact in relation to children aged 0-5 and their parents/carers where provision of childcare/nursery provision will be increased under the proposals or additional activities and services will be delivered. Examples of this include additional funded nursery places, before and after school provision, community use, parenting groups and family learning, activities during school holidays, space for meetings with families (all proposals for centres included in the consultation have an element of expanded or additional provision)
- No potential disproportionate impact was identified for other Protected Groups (in particular, Disability and Race). The mitigating action outlined at paragraph 29 will mitigate impact for all users of the affected Children's Centre buildings.

Recommendations

32. The Cabinet Member is asked to note the information in this report and accompanying background information and the detail contained in supporting information, including detailed appraisal of consultation responses and centre specific equalities impact assessments.

33. In response to the majority of comments around support for universal activities (such as Stay and Play) a one-off sum of £30,000 is made available to support this provision to become self-sustaining.

34. The Cabinet Member is recommended to agree the proposed use of 18 Children's Centre buildings included within the recent consultation, as summarised below and read in conjunction with the more detailed six district reports included in Appendix 1.

Centre	Proposal	Recommendation
Conkers at Hagley Primary School - Bromsgrove	Transfer to school for mixed use including increased childcare, before and after school provision and health provision	To agree the proposed transfer
Tulip Tree at Catshill First School – Bromsgrove	Transfer to school for mixed use including support for children open to social care and health provision	To agree the proposed transfer
Sunny Fields at Charford First School - Bromsgrove	Transfer to school to extend nursery provision and to release space for before and after school provision, parenting support and health provision	To agree the proposed transfer
Riverboats at Upton upon Severn Primary School – Malvern Hills	Transfer to school to deliver early years provision along with health and wider early help services	To agree the proposed transfer
Cherry Trees at Batchley First School - Redditch	Transfer to school for mixed use including early years provision	To agree the proposed transfer

Centre	Proposal	Recommendation
Maple Trees at Roman Way First School – Redditch	Transfer to school for mixed use including childcare and health provision	To agree the proposed transfer
Maple Trees at Tenacres First School – Redditch	Transfer to school to deliver a fully operational nursery including increased early education provision.	To agree the proposed transfer
Oaktrees at Oakhill First School – Redditch	Transfer to school for nurture and health provision and to support work with families (social care and family support)	To agree the proposed transfer
Woodlands at Woodrow First School - Redditch	Transfer to school for mixed use including parenting support, nurture and additional support for 3 - 9 year olds and health provision	To agree the proposed transfer
Bluebell Wood at Perrywood Primary – Worcester City	Transfer to school for a range of provision including health, nursery and a potential safeguarding team base	To agree the proposed transfer
Lavender at Oasis Academy – Worcester City	Transfer to school for mixed use including 2 year old funded provision, before and after school activities and support for parents	To agree the proposed transfer
Applevale and Broadway First School – Wychavon	Transfer to school to deliver provision for parental engagement, joint work with the existing childcare provider and a space for community use.	To agree the proposed transfer
Rainbow at St Mary's School – Wyre Forest	Transfer to childcare provider with access for health and other providers	To agree the proposed transfer
Chestnuts at Franche First School – Wyre Forest	Transfer to the school to deliver early education provision and continued offer of health related provision	To agree the proposed transfer
Treetops at Birchen Coppice School – Wyre Forest	Develop a shared use between school, early help provider and childcare provision with the school being the lease holder	To agree the proposed transfer
Half Crown Wood at Stourport Primary – Wyre Forest	Transfer to school to deliver increased early education provision	To agree the proposed transfer
Riverside at Bewdley Primary School – Wyre Forest	Transfer to the school to deliver extended nursery provision along with continued use for other providers including health	To agree the proposed transfer
Brookside at Comberton Primary	The lease remains with the Parenting and Families support provider with	To agree to remain with the current

Centre	Proposal	Recommendation
School – Wyre Forest	shared use by the school	provider

35. In response to the analysis gathered from the EIAs and consultation feedback around concerns around lack of capability of schools to manage the buildings, it is recommended that the Director for Children, Families and Communities, in consultation with the Cabinet Member with Responsibility for Children and Families, initiates a 6 to 9 month transition period which involves working with new leaseholders and existing providers (including local voluntary groups) to ensure that there is a smooth transition to the new arrangements and the requirements relating to the use of all buildings are adhered. The potential issue/impact of the proposals will also be mitigated by:

- Transitional support for activity and breastfeeding sessions as outlined elsewhere in this report and detailed in the reports in Appendix 1
- Provision of a wider range of services including additional childcare places
- Targeting of services to those who need them most
- Support for new leaseholders to support the transition period (6 – 9 months) and their development of a sustainable model for each of the centres going forward
- The provision of good quality information, advice and guidance in each of the 32 Children's Centre buildings to ensure that families can access the level of support that they need.

36. In the unlikely event that the proposals outlined in paragraph 34 are unable to be implemented, it is recommended that the Director of Children, Families and Communities, in consultation with the Cabinet Member with Responsibility for Children and Families, is authorised to find and implement an alternative proposal that is similar of nature (i.e. still meets the definition of a children's centre).

37. If this is not possible it is recommended that, subject to the appropriate consultation, the decision around use of specific children centre buildings is delegated to the Cabinet Member with Responsibility for Children and Families.

Next Steps

38. Implementing the proposals would require the termination of existing lease arrangements with Early Help providers and the agreement of new leases with the new lease holder in line with the following requirements:-

- The centre continues to be used for early childhood services. Early childhood services are defined in the Childcare Act 2006 as:
 - early years provision (early education and childcare)
 - social care functions of the local authority relating to young children, parents and prospective parents
 - health services relating to young children, parents and prospective parents

- training and employment services to assist parents or prospective parents, and
- information and advice services for parents and prospective parents;
- Information and advice services for parents and prospective parents (e.g. leaflets or displaying website information) are made available
- Centres continue to be branded as children's centres and continue to display the Worcestershire County Council and SureStart logos
- Wherever possible other early childhood services that want/need to deliver from the building are able to do so at minimal cost e.g. speech and language clinics, and
- Leaseholders contribute towards any self-assessment of early childhood services and participate in an annual review of the use of the centre to record what services are being delivered to ensure the Council meets its statutory duties.

39. Centre by centre meetings will be held between the current lease holder, proposed lease holder, and Place Partnership Ltd to agree terms of leases and a transition plan. The transition plan will include messages to service users and other organisations that currently use the building.

40. In addition to the centre by centre meetings, Commissioners will work with the Parenting and Family Support providers, the integrated 0-19 Public Health Nursing Services, voluntary groups and service users to best utilise the £30,000 transitional resource and sustain the highly valued universal activities. This will include developing proposals around:-

- Continuing sessions where these can be delivered under the new leaseholder arrangements and by independent providers
- Transitioning to parent-led sessions where appropriate
- Providing 'Light touch' support for existing groups (regardless of setting) where this is appropriate within the resources that are available
- Identifying and funding set-up or other costs involved as part of the ongoing community capacity building function provided by the Parenting and Family Support Providers.

41. The Starting Well Transformation Board will continue to oversee the integration and implementation of the broader 0-19 prevention service offer in line with the Starting Well vision outlined in paragraph 3.

Legal, Financial and HR Implications

42. The Cabinet Member's attention is specifically drawn to the various legal duties imposed by the Childcare Act 2006 outlined in the Early Help Needs Assessment and Children's Centre Statutory Guidance (see Appendix 4 and 6). In outline, under the Act the Council has a duty to improve the well-being of young children in its area and reduce inequalities between them in respect of that well-being. It must secure that 'early childhood services' are provided in an integrated manner calculated to facilitate access to them and maximise their benefit to parents and young children. The Council's

arrangements must include as far as reasonably practicable sufficient provision of children's centres to meet local need and consideration of whether early childhood services should be provided through them. These duties will be specifically discharged through the provision of the 0-19 Integrated Public Health Nursing Service and the Parenting and Family Support Providers. Complementing this provision and contributing to improving outcomes to a broader early childhood services offer will be new lease holders of the children's centre buildings and the full range of early years education settings operating across Worcestershire.

43. There are no HR implications for staff employed by Worcestershire County Council. However, the Parenting and Family Support Providers and 0-19 Integrated Public Health Nursing Service providers will be required to review and adjust their staffing structures and levels in line with the changes to services specifications and available budgets. This will result in redundancies.

44. The proposed change of use for children centre buildings will contribute towards realising the additional £1.5 million saving attributed to the current early help budget. The remaining annual budget will be £3 million (£1.5 million base budget and £1.5 million Public Health Grant) and the proposed district by district allocation is set out in paragraph 11.

45. The proposed changes will also allow an increase in early years education placements, which support the Council's statutory duty to ensure that there are sufficient early years and childcare places to meet the needs of families in the county. For every hour of a newly funded childcare placement, that between £4 and £5 will be able to be utilised in Worcestershire.

46. In respect of the financial implications of the recommendations and next steps outlined above, the level of rent to be set for each of the Children's Centres shall be no less than that which would reasonably be obtained in the market, taking into account all relevant factors, including the requirement that they continue to operate as Children's Centres providing a range of early childhood services, as required under the lease terms (s123), to ensure our compliance with the Local Government Act 1972. The liability to provide said services will impact heavily upon the tenants' ability to run the centres sustainably on a break even basis, and accordingly rent levels will be set low to properly reflect this. From the Council's point of view and given the contractual capital investment clawback liability on each of the centres, ensuring that the buildings continue to operate sustainably in this way has the added benefit of reducing the financial risk that closure would present.

Privacy and Public Health Impact Assessments

47. A public health impact assessment screening was completed and is included in the supporting information (Appendix 3). The negative impact is around access to services and the use of the £30,000 transition fund will help mitigate this impact. All other aspects are considered to be neutral and therefore a full assessment is not required.

Equality and Diversity Implications

48. See paragraphs 30 and 31 along with the six district reports in Appendix 1

Supporting Information

Appendix 1: Six district documents summarising the current use of County Council owned buildings, the proposed use, feedback from the consultation and district EIAs (attached)

Appendix 2: Consultation summary document (attached)

Appendix 3: Public Health Impact Assessment (attached)

Appendix 4: [Early Help Needs Assessment](#)

Appendix 5: 16 June 2016 Cabinet report:

<http://worcestershire.moderngov.co.uk/ieListDocuments.aspx?CId=131&MId=1174&Ver=4>

Appendix 6: [Children's Centre Statutory Guidance](#)

Appendix 7: Table showing the proposed future arrangements (attached)

Contact Points

County Council Contact Points

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Specific Contact Points for this report

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Background Papers

In the opinion of the proper officer (in this case the Director of Children, Families & Communities) the following are the background papers relating to the subject matter of this report:

E-link to

- [DfE study on impact of Children's Centres - Dec 2015](#)
- [All Party Parliamentary Report on Children's Centres](#)
- [Levels of Need Guidance | Worcestershire County Council](#)
- Minutes of the Children and Families Overview and Scrutiny Panel – 15 July 2016:
<http://worcestershire.moderngov.co.uk/ieListDocuments.aspx?CId=387&MId=1259&Ver=4>