

Family Hubs Strategy and Early Years Nurseries Consultation

Committee name	Children, Families and Education Select Committee
Officer reporting	Claire Fry – Adult Services and Health Directorate
Papers with report	Appendix 1 – Cabinet Report Appendix 2 - Draft Family Hub Strategy Appendix 3 – Childcare Sufficiency Assessment – December 2022 Appendix 3 – Annex – Childcare Sufficiency Data
Ward	All

HEADLINES

This report provides an overview of the national context for Family Hubs and the council's commitment and proposed approach to delivering support and early help services for babies, children and young people, and their families in Hillingdon, through Family Hub networks, should the strategy be approved following public consultation. It also provides an overview of the engagement activity undertaken to date in support of the consultation, which also seeks resident views on options for the council's early years nurseries.

It also seeks to provide an overview of children's centre activity and support for families in 2022/23 and occupancy in the early years nurseries.

RECOMMENDATION

That the Committee notes the report, and provide any comments to Cabinet as part of the consultation on the proposals.

SUPPORTING INFORMATION

Family Hubs Overview and Background

1. The Government has committed to provide Family Hubs in every region of England as a means of providing integrated family services via a central access point. Family Hubs provide families with children aged **0-19 (and up to 25 for SEND)** somewhere they know they can go if they need information, advice or guidance for family, relationship, health and other issues.
2. The National Centre for Family Hubs was launched in May 2021, led by the Anna Freud Centre and funded by the DfE, to support the upscaling of Family Hubs nationally. Furthermore, the Early Years Healthy Development Review Report - The Best Start for Life, led by Dame Andrea Leadsom MP, champions Family Hubs as a place where families can access support in the early years of their child's life, through the delivery of a specific Start for Life offer, incorporating access to Maternity and Health services, alongside support for parenting and reducing parental conflict.
3. In August 2022 the Government published the Family Hubs and Start for Life programme guide for the 75 local authority areas funded in 2022-25, to establish their Family Hubs and Start for Life Offer; Hillingdon has not received funding in this first phase, in part due to the advances already made locally in establishing Uxbridge Family Hub in November 2021 and work underway to deliver a second Family Hub in Hayes, due July 2023.

4. The Government has also published the Family Hub Framework which sets out expectations for service delivery under three delivery areas of **access, connection and relationships**, to which multiple key success criteria are aligned. As Hillingdon is not currently in receipt of government funding, there is no requirement to adhere to the framework; however, it provides a useful tool for developing and measuring success of the Family Hub programme locally and will support future funding applications as and when they arise.

Local Context

5. As a council we are committed to ensuring that families and their children are able to access the right help at the right time; Family Hubs enables this by providing local families with access to information, advice and support and bringing together a wide range of services, in an integrated way.
6. The council has developed a draft strategy for delivering a network of Family Hubs across the borough, supported by additional delivery points, to bring together services in a coordinated way. The draft strategy is currently out to consultation and residents are encouraged to complete the survey and have their say on the proposals. The consultation runs for 12 weeks and closes on 30 July 2023.
7. However, our first Family Hub was developed in 2021, making creative use of the Mezzanine level in the Civic Centre, to provide a purpose-built bright, modern and welcoming space for children, young people and their families.
8. The hub provides a base for service delivery for 5 council services, including Uxbridge Children's Centre, the Supervised Contact service, Adolescent Development services, the Multi Agency Psychology Service (MAPS) and the Youth Justice service.
9. The Hub has been developed with a wide range of uses in mind; with safe spaces to play and learn for our youngest children, relaxed and comfortable spaces for parents to have supervised contact with their children, spaces that support and facilitate therapeutic work, a clinical space to deliver midwifery and health clinics and a fully equipped Lifestyle kitchen that enables children and young people of all ages, and their parents, to learn to cook and prepare healthy and nutritious meals and gain skills for life. An outdoor space has also been made available, enabling children and young people to have safe access to the outdoors and increasing the breadth of services available.
10. The Family Hub also enables children, young people and their families, to access a broad range of services to support their health and well-being, delivered by our partners from Health and the Voluntary sector.

Service Delivery

11. From the first days of pregnancy, families can access antenatal and postnatal community midwifery services, in addition to infant feeding support, including support for breastfeeding. Health visiting services are also delivered from the hub and parents can have their baby weighed and receive information, advice and guidance on a range of health matters, including childhood illnesses, immunisations and accident prevention. Developmental checks at ages 8 months and 2.5 years are also delivered as part of the universal health visiting offer.
12. Specialist services are also available including a Trauma and Loss group delivered by Maternity services, and activities to support mental health and wellbeing, including Nurturing Beginnings and clinical support from the Perinatal Mental Health team.
13. Children's centre staff deliver a full programme of groups and activities, designed to support children's development and early learning, through a universal and targeted offer. Groups such as baby group, musical babies, story and rhyme time, stay and play are open to all families to access. Targeted activities including Attention Hillingdon, Language for Life, Stay

- and Play Plus, are provided to support children and families who need more specific support, particularly with attention and listening and speech language and communication.
14. Universal Youth and Adolescent Development Services (ADS) use the hub to deliver a range of services for children and young people, in the afternoon and evenings, including Duke of Edinburgh scheme activities, Young Enterprise, and Project evenings.
 15. Adolescent Development Services (ADS) deliver KISS, a sexual health and wellbeing appointments and drop in clinic, AIMS mentoring (one to one sessions), Boys and Young Men's one to one sessions, Girls and Young Women's groups and one to one sessions, and Transition Support Programme.
 16. Youth Justice services use the hub to hold individual meetings with young people, group work and reparation activity.
 17. Partners use the space to deliver an enhanced offer of support to families with a drop-in stay and play session for hearing impaired children provided by SEND services, counselling sessions delivered by Barnardo's and Family Group Conferences supported by Daybreak. Additionally, colleagues from Young People's Team in Children's Social Care regularly hold one to one meetings with young people in the Hub, and the Children's Social Care Court Team are using the use the space to deliver workshops for parents.
 18. SENDIASS have begun to hold drop-in advice sessions for families with children with special educational needs and disabilities and P3 deliver an advice service for families, which focuses on housing advice, financial support including access to benefits and support to enter education, employment and training.
 19. The Hub also provides the base from which services can outreach into the community and engage with residents in a way that best meets their needs. The children's centre team works closely with the Stronger Families key working team in the south west locality and receive referrals from the Stronger Families Hub, which are triaged and allocated to workers to support priority access to groups and services, in addition to targeted family support through a Stronger Families Plan.
 20. Children's centre services have also continued to provide an online digital offer, and this will be further developed alongside the core offer to children and families, as we develop our Family Hub offer more widely across the borough.
 21. The draft Family Hub strategy proposes that this model of working is developed across the borough, through Family Hubs and additional service delivery points, providing a core and flexible service offer that is responsive to the needs of local children and families, and in collaboration with local community services and partners.

Early Years Nurseries Service Delivery

22. The council's direct delivered nursery provision in Hayes, South Ruislip and Uxbridge provides early education and childcare with capacity for 104 children daily (34 per site), aged 6 months to 5 years. The nurseries provide both private fee paying places, as well as funded places for 2, 3 and 4 year olds. The provision operates between 8am and 6pm and is open for 52 weeks of the year.
23. The nurseries operate within the Early Years Foundation Stage Framework and are registered with and inspected by Ofsted, under the Education Inspection Framework. Currently all three nurseries are graded 'Good'.
24. Support to develop the quality of the provision and CPD training for practitioners is accessed through the Early Years Quality Team and the nurseries are also able to access advice and support, and Inclusion funding, from the SEND Advisory Service, to meet the needs of children who have special educational needs or disabilities (SEND).

PERFORMANCE DATA

Children's Centres

25. Children's centres routinely register families using the service, in order to understand levels and patterns of attendance and the changing needs of residents over time. Since the introduction of the Early Help Module in Protocol, the centres can now capture the attendances of families, (parents/carers and children) as opposed to individuals. Data for 2022/23 shows engagement with families as follows:

	North	South west	South east	Priority Group %
Total no. of Family attendances	12,643	24,611	26,991	34.2%
Total no. of unique Family attendances	2,352	4,444	5,112	33.6%
New Family Registrations	1,267	2,095	2,847	33.6%

26. Children's centres also capture information relating to children and families' need to support prioritisation of service delivery and access to targeted groups and activities. The five most prevailing priority groups of families attending services were as follows:

- Family on low income
- Child in need of additional support
- Workless household
- Lone parent
- New arrival to the UK

Early Years Nurseries

27. The Council directly delivers early years provision through its three nurseries in Hayes, South Ruislip and Uxbridge. In August 2022, a decision was made to close to the provision at the end of December 2022 and consequently new admissions to the nurseries ceased in August 2022. However, this decision was subsequently withdrawn, and new admissions recommenced in January 2023.

28. The council is currently consulting on options for the nurseries as part of the wider public consultation underway.

29. Occupancy in the nurseries as of April 2023 was:

Nursery	No. on roll	Weekly occupancy %	No. on roll	Weekly occupancy %	No. on roll	Weekly occupancy %	Total
	0-2 yrs		2-3 yrs		3-5 yrs		
Nestles	7	56%	23	58%	30	71%	62%
South Ruislip	7	70%	11	47%	12	36%	51%
Uxbridge	7	80%	12	50%	17	77%	69%

30. Whilst numbers of children attending the nurseries has increased since new admissions recommenced, patterns of attendance show that many families are using part-time nursery places, which is a common trend across the sector, post pandemic, due to greater flexibility in parental working patterns.

CONSULTATION ACTIVITY

31. The consultation on the draft Family Hub strategy and Early Years Nurseries launched on 10 May 2023 and will run until 30 July 2023. Residents and partners are encouraged to complete the online survey and have their say on the proposals.

32. The council has engaged the Family Hub Network to support the consultation work, to ensure transparency and impartiality throughout the process and to add capacity to the engagement work with residents.

33. As social media campaign is in process to raise awareness of the consultation and encourage resident participation.

34. Engagement activity undertaken to support the consultation has taken the form of drop-in sessions in children's centres, attendance at library based activities, one-to one or paired conversations with parents of children attending the early years nurseries, as well as attendance at community events and activities.

35. Activity completed is as follows:

- 14 engagement events in children's centres
- 6 engagement events in libraries
- 2 partner engagement workshops
- Draft strategy presented at Hillingdon Health and Care Partners CYP Transformation Board
- 26 nursery parent consultation meetings (individual and paired conversations)
- children's centre attendance at Harefield Village Fete and Hayes Canal Festival.

36. Further engagement opportunities for the second part of the consultation are as follows:

- Hillingdon Parent Carer Forum meeting
- CAAS Family Network meeting
- Children's Nursing Services Team meeting
- Housing Team manager meeting
- Children's Services Team manager meeting
- THH Child Development Centre
- Further drop-in sessions in children's centres and libraries
- Further nursery parent consultation meetings

RESIDENT BENEFIT

37. The Family Hubs model in Hillingdon will build upon existing services in place to support families in the early years, by evolving the children's centre offer to support older children and young people, integrating with a wider range of delivery partners thereby increasing the range of support and services available to children and families.

38. Using a locality based approach will ensure that services are tailored to the needs of local communities and are agile and able to respond to the needs of the residents who live there.

39. The consultation asks what the resident population and users early years nursery provision value, and how best the council can ensure sufficiency of childcare across the borough, whilst giving residents choice.

FINANCIAL IMPLICATIONS

There are no financial implications associated with the recommendation in this report.

LEGAL IMPLICATIONS

There are no legal implications associated with the recommendation in this report.

BACKGROUND PAPERS

NIL.

CONSULTATION ON THE HILLINGDON 0-19 YRS CORE OFFER TO CHILDREN, YOUNG PEOPLE AND THEIR FAMILIES

Cabinet Member(s)	Councillor Susan O'Brien
Cabinet Portfolio(s)	Children, Families & Education
Officer Contact(s)	Claire Fry - Head of Service
Papers with report	Appendix A – Draft Family Hub Strategy Appendix B - Childcare Sufficiency Assessment – December 2022

HEADLINES

Summary	<p>This report sets out the Council's ambition to improve approaches to meeting the needs of children and young people through a new model of family hubs, increasing the core service offer from 0-5 to 0-19 [up to 25 for those with SEND]. This ambitious programme is in line with government recommendations and the proposal strives for early implementation to meet the needs of Hillingdon residents.</p> <p>The report sets out the Council's intention to consult with residents, partners and stakeholders on the proposed family hub strategy and delivery model as a way of providing services for children and young people aged 0-19 and their families.</p> <p>Additionally, the report recommends that Cabinet agrees that a public consultation be undertaken on the future of the Council's directly provided childcare in early years nurseries and sets out potential options for consideration during consultation. Parents, carers, partners, organisations and all residents will be consulted on their views.</p>
Putting our Residents First Delivering on the Council Strategy 2022-2026	<p>This report supports our ambition for residents / the Council to:</p> <p>Live active and healthy lives</p> <p>This report supports our commitments to residents of:</p> <p>Safe and Strong Communities Thriving, healthy Households Digital enabled, modern, well-run council</p> <p>This report supports the priorities of the Health & Wellbeing Strategy 2022 - 2025</p>

Financial Cost	There will be some costs associated with the running of the consultation, which will be confirmed and discussed with the Cabinet Member for sign-off once quotes have been received.
Relevant Select Committee	Children, Families and Education Select Committee
Relevant Ward(s)	All

RECOMMENDATIONS

That the Cabinet:

1. **Agrees that a public consultation be undertaken on the proposed Family Hub strategy and delivery model for Children and Young People aged 0 –19 (25 for SEND) and their families as set out in the report.**
2. **Agrees that the public consultation should include a consultation on the future of the Council's directly delivered childcare in the three early years nurseries as set out in the report.**
3. **Agrees to delegate authority to the Executive Director of Adult Services & Health, in consultation with the Cabinet Member for Children, Families and Education to:**
 - a. **Approve the commissioning of an independent provider to run both public consultations and,**
 - b. **Review and approve the final consultation documents for publication.**
4. **Agrees to receive a report back to consider the consultation responses and to make a decision on the strategy and delivery model for Family Hubs Services, informed by the findings of the consultation.**
5. **Agrees to receive a report back to consider the consultation responses and to make a decision in relation to the delivery of childcare in the nurseries, informed by the findings of the consultation.**

Reasons for recommendation

Family Hub Strategy and Delivery Model

- Supporting children, young people and their families is a core component of the Council's commitment to residents to support Thriving, Healthy Households. This aims to; ensure working with partners, including schools and the voluntary sector to deliver a range of innovative programmes that help improve the health of our residents and tackle differences in health outcomes, develop innovative ways for residents to access early advice and support when they need it, to prevent needs escalating, develop opportunities to support

children with their social skills, mental health and wellbeing at an early stage and to develop programmes that enrich the lives of young people, and support them to move successfully into adulthood. The proposed strategy for Family Hubs has been designed to support each of these commitments to residents.

- The principles of Family Hubs have been put forward by Central Government as a key part of support to children, young people, and their families. Hillingdon Council are early adopters of this model, with co-located services already being delivered in certain areas. This strategy confirms this direction of travel as not only the right approach for the residents in our Borough but puts us at the forefront of this method of delivery.
- Hillingdon Council has a strong history of sound financial management and putting its residents first when considering improvements to services. The Council Strategy 2022-2026 has confirmed these approaches under 'A digital-enabled, modern, well-run council', where, amongst other things, it states we will: promote resident engagement across all communities; continue to deliver a modern, responsive customer service; make the best use of our land and buildings; ensure value for money in the procurement and delivery of services and; continue to review and develop services to achieve the best possible outcomes for residents and communities.
- Considering the rising costs faced by local authorities due to the cost-of-living crisis, the Council is looking at options to deliver services in the most efficient and cost-effective way, including reviewing subsidies in place.
- The strategy addresses the need to ensure that early intervention and prevention approaches deliver improved outcomes for residents and that help is local and available at the right time. The proposed improved core offer would reach more residents delivering to children aged 0-19 [up to 25 with SEND] and their families, be an early point of intervention and will aim to address the needs of residents in a single point of contact.
- Family Hub services would be delivered locally, through Community Hubs utilising local buildings and community spaces to provide a collective base for these activities, rather than services having unique standalone settings. It is proposed that the Council will consult on changes to location and building type, the services delivered and how they are delivered, whilst noting that the service offer will be enhanced from 0-5 to 0-19.
- This proposal seeks to engage with parents, children, young people, partners, providers, residents and the wider public to give their views, requirements, and priorities on how the Council will ensure the needs of children and families are met in the community.

Early Years Childcare Provision

- The proposal also seeks to consult with parents, carers, residents and the wider public on the proposals for the delivery model of the Councils childcare provision of 3 nurseries and how the sufficiency of childcare is best met within the Borough.

Alternative options considered / risk management

The alternative option would be to do nothing and not consult. This would not be in the best interest of residents. The local authority should take steps to ensure that the services it delivers meet the needs of its residents and communities as they change over time.

Democratic compliance / previous authority

Cabinet is the relevant body in the Council's Constitution to propose consultation and make any future decision in relation to any proposed changes to Council services.

Select Committee comments

None at this stage. However, the Children, Families & Education Select Committee may consider the proposals as part of the consultation period and report their views back to the Cabinet.

SUPPORTING INFORMATION

Family Hub services – strategy (Appendix A)

1. In 2019, the Government formalised the intention to transform from children's centres delivery to Family Hubs, in every region, as a means of providing integrated family services via a central access point. In February 2023 the Government announced £300m for the rollout of 'family hubs' across England, Hillingdon has been ahead of the changes, and it is envisaged that there will be funding available for further development in the second tranche of awards to local authorities. As mentioned above, Hillingdon would be delivering the Family Hub concept requirements as services within the creation of its community hubs.
2. A requirement is that family hubs offer guidance and advice on issues including infant feeding, mental health support, health visiting and parenting classes. They will also offer advice on getting into work, relationship building and stop smoking services, as well as providing families with children aged **0-19 (and up to 25 for SEND)** somewhere they know they can go if they need information, advice or guidance for family, relationship, health and other issues.
3. This paper outlines a proposal to develop family hub services in Hillingdon, integrating services across the disciplines of Maternity, Health, Education and Social Care under the principle of Early Help and Intervention, to provide accessible services to families at their point of need. For the first time the proposal is to link support for the whole family where there are children and young people up to the age of 19 and 25 for those with SEND. This approach acknowledges the impact of the right support and care at the right time on the future of the lives of young people.
4. Family hub services extend and improve the services currently delivered through the Council's children's centres; services will be more family focussed and supportive across

a greater age range and will also be modelled to be able to flex in order to provide services closer to where needs arise.

5. Family hub services would enhance the current core offer of appropriate services to children, young people and their families by connecting and directing people to the right support, at the right time, in locally available settings, expanding the scope from services to those aged 0-5, to 0-19 and 0-25 for young people with SEND. The Best Start for Life strategy (March 2021) states that families need seamless support, a welcoming place to access start for life services, and information when and where they need it. The principles of Family Hubs have been put forward by Central Government as a key part of support to children, young people and their families. Hillingdon Council are early adopters of this model, with co-located services already being delivered in certain areas. This strategy confirms this direction of travel as not only the right approach for the residents in our Borough but puts us at the forefront of this method of delivery.

1. The provision of service would include:

- maternal care – ante natal and postnatal support
- 0-19 healthy child programme including health visitor appointments, breast feeding, weaning and dietary guidance, perinatal mental health support, prioritising healthy eating, oral health and supporting children to become active, healthy and resilient
- Priority access for children and young people with special educational needs via early identification, early intervention and support
- Communication, speech and language support
- Outdoor space for safe play, stay and play and forest school activities for early learning
- Access to the SEND advisory service
- Parenting workshops, supporting parents to become champions
- Advice, information, housing & debt advice
- Adult education opportunities with creche support
- In person and virtual programmes of support

2. The development of the 0-5 children's centre offer, to support the whole family from pre-birth to 19 years of age [up to 25 for those with SEND] gives greater depth and strength in the programme of support ensuring that there is no 'cliff edge ending' when a child transitions to school around the age of 5.

3. The Family Hub programme would support children and families to:

- Develop and maintain good family relationships and structures that build resilience using parenting skill development, help adults to co-parent and deal with separation
- Promote and learn about good physical and mental health, receive childhood immunisations, health advice and support
- Promote early learning and school readiness, a culture of learning
- Use a strengths-based approach to managing a healthy lifestyle including meal prep, budgeting, exercise and play, education, learning and employment
- Build and become self-reliant adults and children who have better life opportunities and chances by early interventions, preventing the need for social care involvements

- Promote early access to a range of support services for those with emerging complex needs

Family Hub services – delivery model

4. It is proposed that to maximise the effectiveness of the service within Hillingdon, that the family hub services would be located within a Community Hub, a multi-purpose building, or cluster of buildings in a locality, which gives access to a wider range of Council or partner services, enabling resolution and self-help in a single point of contact, building on the Council's aspiration for resident self-service using digital engagement.
5. To ensure appropriate geographical coverage, so that all residents have access to services in the locality of where they live, it is proposed that there would be 6 Community hubs and a further 10 delivery points. These include local schools-based children's centres, leisure centres, libraries and community spaces to build on their existing offer and where necessary, these would be developed and improved to ensure they are fit for purpose. The geographical coverage across the Borough will ensure that there are a range of services available within a 30-minute walk /or 1.5-mile drive for all residents, where there is an identified need.
6. The family hub services would have an overarching core programme as well as targeted support that is identified through public health data and local health intelligence, for example where there may be a lower-than-average engagement with an immunisation programme or an identified need in obesity or oral health. The locations of the hubs and delivery points give geographical coverage across the Borough to promote easy access for residents and support the use of targeted programmes, bespoke to the needs of local communities.
7. The utilisation of local assets to deliver the core programme gives opportunities to maximise community resources that are easily accessible to the public throughout the week, promoting and creating environments where they may choose to return and use facilities to support themselves. For example, parents attending a session delivered in a library gives opportunities for parents and children to use the library on an ongoing basis for education and leisure.

Proposed Community Hubs

8. The below table shows the proposed delivery model of community hubs and additional delivery points, split by geographical location. The development proposal is iterative and there is no intended reduction in service whilst the development of community hubs takes place.

Location	Proposed Delivery Space
<p>North</p> <p>Harefield</p>	<p>Hub: Harefield Library & Children’s Centre</p> <p>Community outreach including weekends at St Mary’s.</p>
<p>North</p> <p>Ruislip & Northwood</p>	<p>Hub: Ruislip Young People’s Centre, Bury Street</p> <p>This hub will offer a buildings-based Youth programme.</p> <p>Additional delivery points: South Ruislip Children’s Centre & Wren building Ruislip Manor Library Northwood Hills Library</p> <p>Community outreach programme including RAF base and church playgroups.</p>
<p>Southwest</p> <p>Uxbridge & Cowley</p>	<p>Hub: Uxbridge Family Hub</p> <p>This hub offers a buildings-based youth programme</p> <p>Additional delivery points: Colham Manor CC Oak Farm CC</p>
<p>Southwest</p> <p>West Drayton & Yiewsley</p>	<p>Hub: West Drayton Leisure Centre</p> <p>This hub will offer a buildings-based youth programme</p> <p>Additional delivery points: Cherry Lane CC Yiewsley CC</p>
<p>Southeast</p> <p>Yeading Hayes Park</p>	<p>Hub: The Asha Centre</p> <p>This hub will offer a mobile youth programme</p> <p>Additional delivery points: Yeading CC Charville library (to be developed to incorporate the children’s centre offer)</p>

<p>Southeast</p> <p>Hayes Town</p>	<p>Hub: Botwell Leisure Centre community hub</p> <p>This hub offers a mobile youth programme</p> <p>Additional delivery points: Pinkwell CC</p> <p>Community outreach programme including Heathrow Villages, linked to Mobile Library and Transporter Community Bus</p>
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9. A staffing restructure implemented in 2021 redefined the role of Family Development workers, who reach into the community and support children and families. The existing structure will provide sufficient support to manage increased activity and demand with the necessary skills to develop services wider to match the demand from the increased offer to 0-19. As the service develops, there will be opportunities for synergies of co-location to be realised within the staff structures and ongoing review will be in place.

Current Children Centre Estate

10. Most current sites are physically co-located or leased from a community partner. With the proposed changes, 6 sites would either be returned to the leaseholder or in the case of maintained schools, offered to the school to enhance their education provision. However, two sites namely Barra Hall and Nestles Avenue are degrading and are proposed to be returned to the Council for a decision on their future use or disposal.

Locality	Centre	Status	Proposed action
<i>North</i>	Coteford CC	Maintained School	Propose to close and release back to school
	Harefield CC	Maintained School	Proposed to retain until remodelled library space is available, then release back to the school
	South Ruislip CC	LBH Estate	Proposed to retain
<i>Southwest</i>	Cherry Lane CC	Maintained School	Proposed to retain
	Colham Manor CC	Maintained School	Proposed to retain
	Cowley CC	Leased from Academy Trust	Propose to close and release back to school
	Oak Farm CC	Foundation School	Proposed to retain
	Uxbridge Family Hub	Located within Civic Centre	Proposed to retain
	Yiewsley CC	Leased from Baptist Church	Proposed to retain

<i>South East</i>	The Asha Centre	Leased from Uxbridge college	New Family Hub in final stages of development
	Barra Hall CC	LBH Estate	Propose to close and return to Council for decision on future use or disposal
	Belmore CC	LBH Estate	Propose to close and offer to school
	Charville CC	Leased from Academy Trust	Proposed to retain until remodelled library space is available then release back to the school
	McMillan CC	Maintained School	Propose to close and release back to school
	Nestles Avenue CC	LBH Estate	Propose to close and return to Council for decision on future use or disposal
	Pinkwell CC	LBH Estate	Proposed to retain
	Yeading CC	Maintained School	Proposed to retain

Childcare in Early Years Nurseries

11. The first five years of a child's life are significant; babies and young children need nurturing environments and positive relationships with both adults and peers to support their learning and development and enable them to acquire the necessary skills to be ready and able to learn when they start school and to reach their full potential.
12. Access to childcare gives parents of babies and young children the flexibility to work and/or train for employment, enabling them to participate in the workforce and play an active role in the local and national economy.
13. Demand for childcare has changed in recent years. This is in part due to the increase in flexible and hybrid working models, that mean parents can work more flexibly around their childcare needs, but also reflects parents utilising extended family to support with childcare. The pandemic, the current cost of living crisis and the cost of childcare are also factors in influencing patterns of parental demand for childcare, although demand for childcare in Hillingdon has almost returned to pre-covid levels.
14. Providers are reporting an increase in the number of young children starting nursery with speech, language and communication needs and reduced independence skills, as well as children who have had reduced opportunities for social interaction and engagement with peers and others, arising from the pandemic; specialist support is often required to enable children to thrive.

Childcare Sufficiency

15. The Council has a statutory duty to ensure sufficiency of childcare 'so far as is reasonably practicable' for working parents or parents who are studying or training for employment.
16. The Families Information Service manages and maintains the information on the availability of childcare for parents to access and completes an annual childcare sufficiency assessment which considers whether there is enough childcare in the Borough

as a whole and at ward level, taking account of the following factors: the current supply of childcare, the current demand for childcare, and factors that have influenced the take up of childcare and could have an impact on both supply and demand. This information is then used to measure sufficiency.

17. Key datasets used for the assessment including population projections and percentage of economically active households, are not yet aligned to the new ward boundaries therefore the sufficiency assessment for December 2022 has been completed using the previous ward boundaries and profiles.

18. The 2021 Census data for in Hillingdon breaks down as:

Aged 0-4 = 19,880
Aged 5-19 = 59,016
Aged 0-19 = 78,896

19. In total there are 370 childcare providers in the Borough for children aged 0-4 years, comprising 216 childminders, 57 school nursery classes, 1 maintained nursery school, and 96 private, voluntary and independent (PVI) nurseries.

20. Both local childcare groups comprising 2 or more settings and large commercial day nursery chains are represented within the 96 PVI nurseries, as well as many independent standalone settings. Whilst childcare providers are experiencing similar financial pressures to other areas of business and industry due to increased overheads, particularly in relation to utilities and salaries, the childcare market in Hillingdon has remained stable in recent years, with the reduction in the number of childminders being the most significant change in the availability of provision, in line with national trends.

21. In Hillingdon, there are sufficient childcare places for children aged under five years old in most wards in the Borough, compared to estimated demand (as shown in Appendix B). Based on full time places available, there is insufficient childcare in the following wards: Barnhill, Botwell, Uxbridge North, West Drayton and Yeading. However, it is important to note that children may attend for part time or full-time places, with a national trend towards part time places, as mentioned earlier in this report. In some cases, 2 or more children may take up the equivalent of one full time place; the sufficiency calculation assumes that all children will attend full time or for as many hours as the setting is open, which may mean there is greater availability than there first appears and offers levels of mitigation as well as parental choice of both setting and location.

22. The Council's SEND Advisory Service work with providers to consider how to develop their practice to be more inclusive and have the necessary skills and arrangements in place to support children with complex needs. Settings are encouraged to consider how their 'Ordinarily Available Provision' meets the needs of children with SEND. In future this information will be published enabling families to consider which setting would be most appropriate to support their child with additional needs. Further developing specialist support to providers to access funding and training would ensure that they are able to meet the equality duty by increasing their offer to Children with Disabilities and/or SEND.

Council Provision

23. The Council directly delivers childcare for children aged 6 months to 5 years through its three early years nurseries located in Hayes (Nestles Avenue), South Ruislip, and Uxbridge. Currently, the nurseries collectively provide 102 full time childcare places, operating Monday to Friday from 8am to 6pm, for 52 weeks of the year.
24. Each nursery provides 34 full-time places, split between the 3 age groups: under 2s, 2-3-years, 3-5-years, as shown below in Table 1. The structure of the nurseries takes into account the required floor space and the adult-to-child ratios set out in the Statutory Guidance for the Early Years Foundation Stage, which stipulates ratios of 1:3 for under 2's, 1:4 for 2–3-year-olds and 1:8 for 3-5 year olds and ensures a higher ratio of staff for the youngest children who require a greater level of adult support.

Table 1

Places available	Under 2's	2–3-year-olds	3–5-year-olds	Total
South Ruislip	6	12	16	34
Nestles	6	12	16	34
Uxbridge	6	12	16	34

25. Nationally, the Free Early Education Entitlement Funding schemes provides a universal offer of 15 hours a week to all 3 and 4 years, for 38 weeks a year. In addition, 3- and 4-year-olds may be eligible for an additional 15 hours where parent(s) are working, and their earnings fall within stipulated financial thresholds.
26. Funded early education is also available for some 2 years olds, for 15 hours a week for 38 weeks a year where families are on a low income and/or receipt of certain benefits; this funding is also available to children looked after and those who have an Education Health and Care plan or are in receipt of Disability Living Allowance (DLA).
27. The nurseries are registered for the Free Early Education Entitlement Schemes and offer both funded and fee-paying places in varying proportions, depending on the eligibility and childcare needs of the children and families using the nurseries at the time.
28. Uptake of places varies for each nursery; however, in line with national trends there has been a reduction in the demand for full time places over recent years, with many families opting to take up part time places utilising sessional care and requiring childcare for morning or afternoons sessions only, a reduced number of full days or a combination of the two. Therefore, each nursery has a greater number of children on roll, with the large majority accessing part-time places.
29. Following the pandemic, occupancy in the nurseries gradually returned to a good level, with all three sites achieving and maintaining over 80% occupancy by summer 2022. However, the increasing operational cost of delivering the service places the nurseries in significant deficit (£532K in 2021/22), and results in a pressure on the Council's general fund.

Table 2. In-house early years occupancy, June 2022

Location	6mth - 2yrs	2-3yrs	3 -5yrs	Total Occupancy June 2022
Uxbridge	88%	87.5%	79%	83%
South Ruislip	90%	92%	95%	93%
Nestles	73%	73%	98%	81%

Early Years Nurseries – current pressures

30. This provision was previously part funded by School budgets until 2018, which greatly reduced the Council subsidy pressure on this provision. Following the withdrawal of this funding, the Council undertook a variety of reviews of staffing, contract spend and income generation, over a period of several years in the hope of keeping the sites operating in their current form. However, despite these measures, the running of the 3 nurseries and providing 0-5 childcare still require considerable subsidy from the Council and Council taxpayers, which in 2021/22, was £532k, which has been further exacerbated in the current year by inflationary increases nationally.

31. The below table shows the summary costs and income of the 3 sites for 2021/22:

2021/22	Nestles	South Ruislip	Uxbridge	Combined
Staffing Costs	376,898	427,998	397,155	1,202,051
Non-Staffing Costs	92,134	134,175	96,938	323,247
Grants, Fees & Other Income	(312,664)	(329,359)	(351,314)	(993,338)
Total	156,368	232,814	142,779	531,960

32. The nurseries have run at an average deficit of £545k for each of the last 3 years, with a further forecast deficit of £624k at Month 10 for 2022/23 taking the cumulative deficit for the last 4 years to over £2.2m. This is financially equivalent to the annual Council Tax of 1,763 Band D properties.

33. In seeking to address this, in August 2022, the Council took a decision to cease operating its three nurseries and announced that they would close in December 2022. Following opposition from parents and a threatened legal challenge, the Council withdrew this decision. At the time of a legal challenge in November 2022 the Council undertook not to close the nurseries without prior consultation, and the nurseries have reverted to business as usual with a new intake of children settling in January 2023.

34. In line with the wider budget set for 2023/24, the Council has an overarching aim of moving where possible to a cost neutral position for all services which are not universally accessible by all residents and covered by Council tax or Central Government funding.

The Council now wishes to enter into public consultation to review the provision of childcare in the nurseries.

35. The following options are proposed to be included as part of the public consultation; these proposals are at a formative stage and the list is not exhaustive, the consultation will allow participants to make their own suggestions for consideration. This list may change to include further options prior to the beginning of the consultation.
- a. Maintain the nursery provision in its current form and review the charging structure for parental fees. However, some changes to the assets used may be required as the Nestles Avenue site is degrading, therefore, it may be necessary to seek an alternative site should it be determined that the Council will continue to provide childcare in this area.
 - b. Offer 1, 2 or all 3 sites to the commercial childcare providers as a going concern. This would mean the charging of commercial rents, or sale of the properties and would have staffing implications under TUPE regulations. Options pursued will be dependent on conditions surveys and local demand; however, it should be noted that the site at Nestles Avenue is unsuitable for the future in its current building due to age deterioration.
 - c. Close the three nursery sites and return to the Council for a decision on their future use or disposal while retaining a small core team to develop and support the childcare workforce within Hillingdon and in particular its ability to respond to the complex needs of children with SEND by bolstering the support offered to providers.

Financial Implications

This proposal requests that a public consultation be undertaken to obtain views on the future of Early Years Centres within Hillingdon, and to provide feedback on the proposed Family Hub strategy and delivery model. The financial implications from any proposals arising from this consultation will be included in the subsequent Cabinet report following the completion of the consultation, wherein Cabinet will be requested to consider and approve any recommendations informed by the responses.

In terms of the consultation, external support will be commissioned to undertake the consultation and delegated approval to the Executive Director, in consultation with the relevant Cabinet Member, is requested to approve the spend once appropriate quotes are received.

RESIDENT BENEFIT & CONSULTATION

The benefit or impact upon Hillingdon residents, service users and communities

Family Hubs Strategy and Delivery Model

The proposed move to a locality based operating model is aligned with the Council's objectives and wider transformation in meeting residents needs locally. The Child and Family Development service would be working closely with other services across the Council to expand the operating model to deliver more efficient services, "putting residents first."

Other benefits include:

- Accessible services in their local communities
- Services that align with their family's needs
- A range of connected services
- Informed, knowledgeable staff who can give advice, support and signpost to solutions
- Residents become more resilient
- A very early help response to children and families with SEND
- A reduction in reliance on Social Care interventions in the future

Early Years Childcare Provision at the Council's Nurseries

The review of the Council's childcare provision in the 3 nurseries, would provide clear options for childcare at these sites and support access to childcare for children and families across the borough.

Consultation

This paper proposes a 12-week multi-channel resident and partner consultation on the development of the community hubs model for delivering the 0-19 [25 with SEND] Family Hub Strategy as well as the delivery model options for 3 early years nurseries.

The consultation will be open to all resident's and take on many forms such as:

- Online and face to face questionnaires
- Public engagement workshops
- Questions and Answers with relevant council officers
- Frequently asked questions
- Website/Social media updates
- Hard copy materials such as leaflets and questionnaires
- Engagement with partner organisations including HHCP, schools, Central and Northwest London Healthcare trust, private and voluntary sector providers and groups representing or advocating for persons with protected characteristics
- Children and young people's opinions and thoughts gathered through a range of communication aids and methods

Following a 12-week consultation period and along with subsequent analysis of the responses an Equality Impact Assessment (EIA) will be completed to ensure that the impact of any proposals on those people with protected characteristics is considered appropriately.

In line with the Public Sector Equalities duty (section 149 of the Equalities Act 2010), information about the protected characteristics of individual respondents will be sought through the consultation. The consultation will also seek information on the impact of any proposals on people with protected characteristics. The information will be considered in drawing up any recommendations to be put before Cabinet and during any consideration by Cabinet of any recommendations and during any implementation of any recommendations adopted.

Following consultation, a further report making any recommendations will be provided to the Council's Cabinet for it to consider and decide whether or not to approve any recommendation.

CORPORATE CONSIDERATIONS

Corporate Finance

Corporate Finance have reviewed this report and concur with the Financial Implications above, noting the recommendations to consult on the proposed Family Hub strategy and delivery model as well as the future of the Council's directly delivered childcare in the three early years nurseries, with the outcomes of these consultations to be reported back to Cabinet.

Furthermore, Corporate Finance note there will be a minor cost associated with the recommendations with the consultations to be carried out by an independent provider.

Legal

Where a public authority chooses to consult, the consultation must be adequate and fair. There are no legal impediments to the recommendations set out within this report.

Property

Property Services will give further advice on property implications in relation to any sites under review, following consultation and when a decision on services at such sites is made.

BACKGROUND PAPERS

NIL



HILLINGDON

LONDON

FAMILY HUB STRATEGY (DRAFT) 2023-25

OVERVIEW AND BACKGROUND

1. The Government has committed to provide Family Hubs in every region of England as a means of providing integrated family services via a central access point. Family Hubs provide families with children aged **0-19 (and up to 25 for SEND)** somewhere they know they can go if they need information, advice or guidance for family, relationship, health and other issues.
2. The National Centre for Family Hubs was launched in May 2021, led by the Anna Freud Centre and funded by the DfE, to support the upscaling of Family Hubs nationally. Furthermore, the Early Years Healthy Development Review Report - The Best Start for Life, led by Dame Andrea Leadsom MP, champions Family Hubs as a place where families can access support in the early years of their child's life, through the delivery of a specific Start for Life offer, incorporating access to Maternity and Health services, alongside support for parenting and reducing parental conflict.
3. In August 2022 the Government published the Family Hubs and Start for Life programme guide for the 75 local authority areas funded in 2022-25, to establish their Family Hubs and Start for Life Offer. Hillingdon was not eligible to bid for funding due to the advances already made locally, in establishing Uxbridge Family Hub in December 2021 and work underway to deliver a second Family Hub in Hayes, due March 2023.
4. The Government has also published the Family Hub Framework which sets out expectations for service delivery under three delivery areas of **access, connection and relationships**, to which multiple key success criteria are aligned. As Hillingdon is not currently in receipt of government funding, there is no requirement to adhere to the framework; however, it provides a useful tool for measuring success of the Family Hub programme locally and will support future funding applications as and when they arise.
5. It is not yet clear if or when funding will be made available to the remaining 75 local authorities; however, the emphasis on services for families with children aged **0-19 (and up to 25 for SEND)** requires local authorities to evolve services from the children's centre offer focussed on babies, young children and their families, to deliver an integrated service that supports the whole family. This may in turn lead to a change in the legislation surrounding children's centres and their core purpose.

6. It is proposed that in Hillingdon, the children's centre core purpose, start for life offer and family hub service offer will be delivered by the Child and Development Service in Community Hubs and additional local delivery points.
7. This paper outlines a strategy to develop Family Hubs in Hillingdon, integrating services across the disciplines of Maternity, Health, Education, Social Care and the Voluntary Sector under the principles of Early Help and Intervention, to provide accessible services to families at their point of need. The offer will link support for the whole family where there are children and young people up to the age of 19 (25 for those with SEND), acknowledging the impact of the right support and care, in the right place, at the right time on the future lives of young people.

PRINCIPLES

8. The Family Hubs Network has been championing Family Hubs since 2010. Based on extensive research and their engagement with Local Authorities already delivering integrated Early Help services through Family Hubs, they have developed a set of core principles that characterise Family Hubs, and the systems they are part of:
 - An understanding of the importance of **Early Help and prevention**.
 - Families with children aged **0-19 (and up to 25 for SEND)** have somewhere they know they can go if they need information, advice or guidance for family, relationship and other issues.
 - Superb provision for **children's early years (0-5)** so their families get whatever help they need to give them the best start in life and ensure they are school-ready.
 - **Integrated** health and public health priorities, such as health visiting and maternity, with social services and Supporting Families programmes.
 - A central **access** point to services and support, connected to all other delivery sites in the area.
 - A **relational culture** embodied by everyone who works in the Hub.
 - A **whole-family approach** which focuses on disadvantaged and vulnerable children.
 - Parents can access **relationship support** when there is conflict, to help and rebuild an existing relationship or during and after separation
 - The **voluntary sector and wider community** make an extensive and vital contribution.
9. It is also proposed that the following **local Hillingdon principles** are defined and agreed:
 - Family Hubs will deliver programmes that are **data driven** and **respond to community needs** and can be accessed in ways that best meet resident needs, either in person at a hub or community venue, or online.
 - **Locally available services** are extremely important and will be provided through borough-wide delivery points no more than 30 minutes' walk or 1.5 miles distance from a resident's home.

- Hillingdon residents will have equal **access to information, advice, and support** wherever they live in the borough, ensuring information is communicated and accessible in a range of formats including digitally to meet resident needs.
- It is important that all hubs should provide a dedicated **safe outdoor space** for children to support their play and learning and optimise opportunities for children to be physically active and increase their fitness levels, in response to the growing number of children now recorded as overweight and/or obese at aged 5 and 11 years.
- Delivery of a coherent **Best Start for Life** offer providing seamless, multi-agency support for families with babies and young children ensuring adherence to the overarching principles.
- Prioritise support and access to children and young people with Special Educational Needs and Disabilities and their families, through the **early identification of need** and provision of a range of early intervention services.
- Provision of a digital “kiosk” in each Hub, **supporting residents to be self-serving and resilient**. This will be supported by skilled, knowledgeable staff who can support people to access on-line services, complete forms, pay bills, search for information and to engage with and embrace new technology.
- **Integration with health services** will be supported through the provision of clinical spaces within the community, enabling residents to access a range of services, such as midwifery, immunisations, counselling, sexual health clinics, locally to where they live.
- Family Hubs should **evoke generational change**. Supporting communities to become more resilient and less reliant on services, that they can tell their story once and be signposted to the most appropriate support. They are educational, inspiring, and enjoyable spaces.
- Family Hubs will benefit from a **combined staffing model**, drawn from a range of service areas and led by an identified lead agency, that maximises staff knowledge and skills to the benefit of the resident. Staffing, building maintenance, financial envelope and stakeholders charges will need to be consulted upon and agreed with internal and external partners.

10. Key to effective delivery is that the Family Hub offer is not constrained by assets, but data driven. Delivery points will be agreed alongside the data for each locality to ensure service delivery has excellent geographical coverage in line with the principles of early intervention and ‘reach into’ communities.

11. The programme in each locality will be data driven and bespoke to the area, delivered from the hub and a range of touch points according to the community need, resources and facilities required.

LOCAL CONTEXT

12. Family Hubs provide the framework to deliver services in an integrated way and cement existing partnerships across services, to the benefit of children and families. Central to the concept of Family Hubs is a shared understanding of what a Family Hub is.
13. Whilst it may be appropriate to develop new spaces for services to be co-located and more accessible, many Family Hub models make use of existing community facilities, extending and adapting them as needed. Family Hubs may also be virtual, bringing together teams from a range of disciplines to create a multi-agency network that may operate from any number of delivery sites. For adolescents and youth work it may be more appropriate to have a flexible community-based model that can target areas as necessary.
14. The Family Hubs model in Hillingdon will build upon existing services in place to support families in the early years, by evolving the children's centre offer to support older children and young people, integrating with a wider range of delivery partners thereby increasing the range of support and services available to children and families.
15. Hillingdon Council already delivers a wide range of services to families pre-birth to 5 years through its network of 16 children's centres; these centres working in collaboration with partners from maternity services, health visiting, adult education, and voluntary sector organisations, provide a core offer of services for all families to access. Targeted support for more vulnerable families and those with identified needs is also provided by specialist services including, perinatal mental health services, Children's Integrated Therapy services and Children's Social Care Services.
16. Services for young people are delivered through the Council's Universal Youth service and Adolescent Development Service; in addition, there are uniformed groups and community-based activities and sports clubs in some parts of the borough.
17. The School Nursing element of the 0-19 Healthy Child Service provides support to children and young people in primary and secondary phases of education, with a focus on health screening for weight, hearing, and vision in primary and drop-in advice sessions at secondary phase.
18. The Family Hub model will therefore establish a coordinated and integrated way of working across services and disciplines to ensure that services already in existence work together to support children, young people, and their families and to identify gaps in provision and respond accordingly.
19. Utilising the Children and Young People workstream of the Hillingdon Health and Care Partnership (HHCP), Family Hubs in Hillingdon will ensure that they are responding to the identified priorities of the population, including mental health and SEND; in addition, extensive analysis of data at borough-wide and ward levels across a range of key indicators (primary care, health inequalities, social care, education, youth offending and crime) will enable the service to understand in detail the needs of specific locales and communities, identify delivery priorities and be proactive in its response.

20. Furthermore, alignment with the Stronger Families model of early help will strengthen support for the most vulnerable families by intervening at an early stage and in doing so reduce the demand for statutory intervention, thus ensuring that Health and Social Care resources are being used as effectively as possible.
21. There are programmes commissioned specifically to support parents of young people, from these programmes some parents themselves become champions and then become instrumental in supporting other parents in their communities. The increased use of social media platforms has also helped with communicating what's on offer and has increased engagement.
22. Families with children and young people with special educational needs and disabilities (SEND) can access support services through a range of mechanisms, including children's centres and Portage for very young children, the SEND keyworking service, charitable organisations such as CASS and HACS, and the Children with Disabilities Service. The SEND Advisory Service provides advice and support to educational settings to meet children's needs, as well as providing parenting workshops and courses to upskill and empower parents.
23. The Early Health Notifications Panel (EHN) has recently been created to consider all statutory notifications from Health partners regarding children under 5 years of age who are likely to have long term educational or developmental needs. This enables early identification of need and appropriate support to be provided to the family, and ultimately should lead to more effective school place planning for children with complex needs.
24. Central to the success of the Family Hub model is the core dataset that enables services to build a comprehensive picture of the needs prevalent within the community and extrapolate the priority areas to be attended to. The development of a comprehensive needs analysis, combined with local knowledge and engagement with residents will inform the decision making for the location of Family Hubs and linked delivery points and determine the key priorities for service delivery in each area.

CURRENT CHILDREN'S CENTRE SERVICE DELIVERY

25. Hillingdon children's centres deliver services aligned to the core purpose for children's centres established in the DfE Statutory Guidance of 2013, providing support to improve outcomes for young children and their families and reducing inequalities between families in greatest need and their peers in:
 - Child development and school readiness
 - Parenting aspirations and parenting skills; and,
 - Child and family health and life chances
26. Principally the service provides information, support and guidance, alongside activities for parents-to-be and children and their families from pre-birth through to 5 years of age.

27. Children's centres are statutory in law as defined in the Childcare Act 2006, and the local authority is required to consult when opening or closing a centre, or when making significant changes to the services provided.
28. The centres are organised in three geographical localities: North, South-West and South-East. The population of children and young people is higher in the south of the borough, with Townfield and Yeading have the highest percentage of children (under 16 years old) in low-income families.
29. Townfield was the most deprived ward overall in Hillingdon in 2019 compared to the other wards and West Drayton and Yeading have LSOA's ranked among the top 10% most deprived in the country when considering the indices of deprivation linked to children (IDACI 2019). NB: not all data is yet available in the new ward profiles.
30. Data for the summer term 2022 (April and August 2022) shows children's centres **registered 2,992 new families** with the programme, 30% of whom self-identified as from priority groups. During the same period **6,147 unique families** engaged with services, generating a total of **26,630 family attendances**.
31. Alongside the universal offer, the service focuses on providing targeted support for those in greatest need, through a range of specialist interventions and activities. An area of particular focus is support for children with Speech, Language and Communication needs. Between April and August 2022, the service delivered **Attention Hillingdon** (an 8-week small group programme to develop children's attention and listening, and communication skills) in every locality with **125 children completed at least 80% of the course**. 100% of children made progress from their starting point.
32. Similarly, between April and August 2022, in response to the pandemic, the service has focussed on **supporting transition and children's self-help skills** resulting in **457 attendances** at sessions that specifically support this area of development. A new course, **Ready to Go**, was developed to support parents and children who have not previously been in a childcare setting to transition well into nursery. This allowed the children to develop self-help skills, attention and listening, explore new foods and develop good routines. This course ran in all three localities and parents have been given support to encourage their child's independence.
33. The service works closely with both Maternity services and the Health Visiting service, with children's centres providing community locations to deliver key maternal and child health services. Between April and August 2022, this included **antenatal clinics (3,975 attendances)**, **postnatal clinics (1,494 attendances)**, **child weighing clinics (1,225 attendances)**, **infant feeding support groups (524 attendances)**, **development reviews at age 8 months and 2 ½ years (718 attendances)**, as well as groups to support fussy eaters and weaning.
34. There is also a strong focus on supporting maternal mental health, particularly in the perinatal period and the services work collaboratively with **Perinatal Mental Health and IAPT services** in providing support to mothers and their young babies during this critical period (**112 attendances**).

35. Evolving the service to provide support to children and families across the 0-19 age range in collaboration with Council services and community partners in line with the Family Hub framework, will enhance the service offer and enable greater collaboration and joint working across the sector.

PROPOSED FAMILY HUBS SERVICE DELIVERY OFFER

36. It is anticipated that each Family Hub Network would work initially with a core group of partners; from this the network will develop links with voluntary sector groups and wider community services, such as local schools, faith groups and other key partners invested in the community.

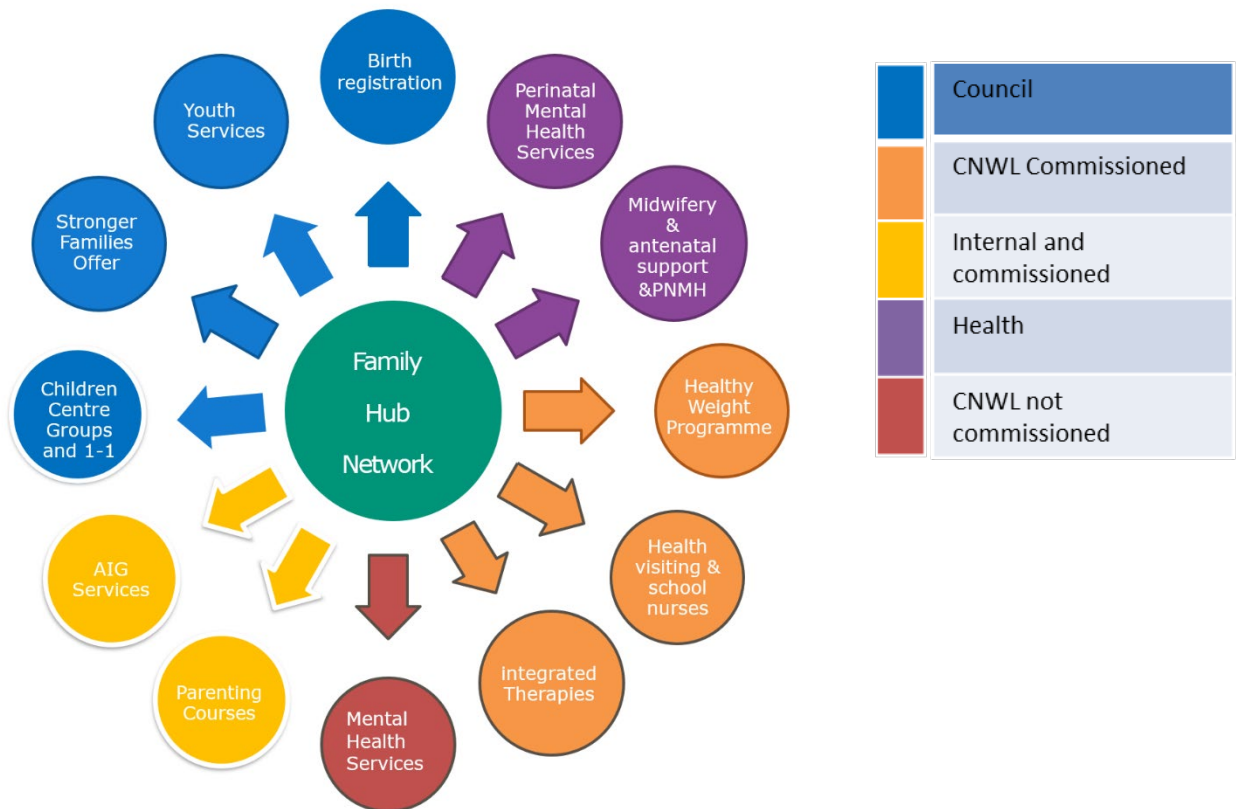


Figure 1.1 Examples of Family Hub services and linked delivery partners

37. It should also be remembered that support to families does not need nor should be solely buildings-based delivery. A combination of community, building or centre based as well as virtual services will broaden the strength and breadth of the offer.

38. Figure 1.1 shows the broad range of services that will be delivered in Family Hubs and the linked delivery partners across the Council and health. This is expanded in table 1.1.

39. It is anticipated that each Family Hub would work initially with a core group of partners to deliver a core service offer; in addition, a flexible, bespoke service offer in will be

developed though links with voluntary sector groups and wider community services, such as local schools, faith groups and other key partners invested in the local community.

FAMILY HUBS SERVICE DELIVERY SITES

40. Table 1.2 shows the proposed hubs and delivery points for service delivery. As previously stated, the programme in each locality will be data driven and bespoke to the area, delivered from the hub and a range of touch points according to the community need and facilities required.
41. This strategy identifies that there will be six locality hubs delivering targeted programmes as well as further delivery points across the borough, to ensure geographical coverage. Some delivery points will continue to be within existing children's centres with other points being community resources, libraries etc.
42. The development of Family Hubs is an iterative process and as hubs are rolled out across the borough there will be an increase in use and service delivery from these locations as the offer evolves to bring together a wider range of services for children and young people aged 0-19. This may enable the Council to further review and reduce the children's centre estate in consultation with residents.

FINANCIAL IMPLICATIONS

43. Whilst much of the children's centre budget is allocated to staffing resource required to deliver services, there are potential savings linked to running costs e.g., utilities, cleaning, facilities management, for centres identified for disposal in the proposed model.
44. Given that most sites are physically co-located or leased from a community partner, on relinquishing the site these would either be returned to the leaseholder or in the case of maintained schools, offered to the school to enhance their education provision. However, two sites namely Barra Hall and Nestles Avenue would be returned to the Council for a decision on their future use or disposal.
45. It is also important to note that several of the services that are currently delivered from Uxbridge Family Hub, children's centres and in community resources are wholly or in part funded by the Public Health grant. These include Health Visiting, P3 advice service, and the ADS targeted programmes KISS, LINK and SORTED.

NEXT STEPS

46. Should approval to progress be granted, a public consultation paper will be prepared to consider child and family development services to include the review of the Early Years Centres. The consultation paper will require full legal scrutiny to ensure that it meets all

legislative requirements of the Childcare Act 2006 with regards children's centres and the Council's childcare sufficiency duty.

47. It is proposed that should Cabinet give approval to consult, a 12 consultation will take place, following which feedback will be assimilated and a report provided back to Cabinet to consider the consultation responses and to make a decision on the strategy and delivery model for Family Hubs Services, informed by the findings of the consultation

Claire Fry
Head of Child and Family Development Service
January 2023

TABLE 1.1 PROPOSED FAMILY HUB SERVICE DELIVERY OFFER

SERVICE	CORE	FLEXI	PROVIDER	AGE
Midwifery/ Perinatal MH	<ul style="list-style-type: none"> • Midwifery – antenatal and postnatal clinics • Breastfeeding support 	<ul style="list-style-type: none"> • Specialist Infant Feeding clinic • Neo-natal clinic • Post-Natal Support Groups • Perinatal Mental Health 1-1 support 	CNWL/THH	Prebirth/ New-born
Health Visiting	<ul style="list-style-type: none"> • Advice line • Antenatal & post-natal groups • Mandated health reviews & contacts • Child weighing clinics • Weekend clinics for working families • Breastfeeding support groups • Tooth-brushing, bottle to cup & weaning workshops • Healthy Eating workshops • Parental mental health support & listening visits • Accident prevention & home safety • Childhood illness & First Aid workshops • Healthy Start vitamin promotion • Childhood immunisation promotion 	<ul style="list-style-type: none"> • Dietetic clinics • Enhanced Bottle to cup swap, toothbrushing 1-2-1 • Specialist Infant Feeding clinic • CDC – MDTA & B reviews • Specialist SEND Health Visitor • Safeguarding (CIN/CP) • Parenting Support & workshops 	CNWL (Contractual)	0-5
School Nursing	<ul style="list-style-type: none"> • Hearing & vision screening • NCMP • Healthy Eating workshops • Secondary school drops in • Childhood immunisation promotion • Primary School Clinics • Incident/accident prevention • Oral health promotion • Parent/Teacher drop ins 	<ul style="list-style-type: none"> • EHE community drop-in clinic • Thematic sessions as needs arise • Specialist Nurses • Autism Nurse • Healthy Weight Intervention Programme • 5-11 • Enuresis clinics • Safeguarding (CIN/CP) 	CNWL (Contractual)	5-19
Healthy Weight Programme	<ul style="list-style-type: none"> • Healthy walks/club • Forest School • Healthy eating/cooking for families • Training and awareness to communities/schools • Parent advice drop in • Young person's drop in 	<ul style="list-style-type: none"> • Healthy weight programme (family focussed) • Targeted groups 	CNWL (Contractual)	All age

Mental Health	<ul style="list-style-type: none"> • CAMHS Kooth Offer • CAMHS Website • CAMHS MHST Drop In's (Family Hubs and Schools) 	<ul style="list-style-type: none"> • Talking Therapies (1-2-1 sessions, wellbeing in pregnancy and wellbeing for mums) • PNMH (as above) • Play Therapy • Training offer (Children Centres, Schools) • CAMHS 0-5 Service • CAMHS (Tier 3) 	<p>CNWL (Non contractual)</p> <p>VCS</p> <p>Richmond Fellowship</p>	All age
Children Centres (Groups/1-1)	<ul style="list-style-type: none"> • Your Bump and Beyond – antenatal classes • Breastfeeding support • Weaning workshops • Brush for Life – oral health promotion • Stay and Play groups • Baby Massage • Focussed sessions - messy play, music sessions, story time • Play to Learn groups • Language for Life • Information sessions e.g. nursery funding etc. • 1:1 advice sessions (debt/housing/benefits) • Transition – 1-1 & groups • Targeted Family Groups • Adult learning courses • Employability skills 	<ul style="list-style-type: none"> • Portage • Attention Hillingdon • Small talk (SLCN) • 1-2-1 family support • Nurturing Beginnings • Be inspired • Bespoke group sessions based on need 	<p>LBH</p> <p>P3</p> <p>Learn Hillingdon</p> <p>VCS</p>	0-5
Parenting Programmes	<ul style="list-style-type: none"> • Health Education Sessions • Bespoke workshops & courses • Parenting courses • Topic based parenting workshops 	<ul style="list-style-type: none"> • Targeted parenting workshops and courses, e.g. Early Bird, SFSC • Reducing parental conflict 	<p>CNWL (Non contractual)</p> <p>Brilliant Parenting</p> <p>LBH</p>	All age
Information and Advice	<ul style="list-style-type: none"> • FIS & outreach • P3 • Providing opportunities for work experience and apprenticeship placements • Adult Education inc. ESOL • Volunteering programme • Employment advice and support 	<ul style="list-style-type: none"> • Specialist Advice Services re. Benefits, Housing, Debt • Local Offer for families with children with SEND (0-25) • Sexual health, drug, and alcohol IAG • Teenage workshops CCE/contextual Harm 	<p>Commissioned Services</p> <p>VCS</p> <p>CNWL (Contractual)</p> <p>LBH</p>	All age
ADS/Youth Services	<ul style="list-style-type: none"> • Boys and Young Men Group • Girls and Young Women Group • Emotional Health and Wellbeing - LINK 	<ul style="list-style-type: none"> • Thematic Workshops (keeping safe, bullying, etc) • Mentoring 	<p>LBH</p>	10-19

	<ul style="list-style-type: none"> • Peer Leadership Programme - AIMS • Transition Support - TSP • Sexual Health and Wellbeing -KISS • Substance Use and Misuse -SORTED • Domestic Abuse Group 			
Integrated Therapies	<ul style="list-style-type: none"> • CITS Advice Line • CITS Website / social media • Language Link - screening assessment of reception age children • CITS support for children's centre groups e.g. sensory groups, tummy time, stay and plays • CITS advice clinic (u5's) 	<ul style="list-style-type: none"> • CITS training programme for professionals • Targeted groups run by school staff supported by CITS • Multitherapy assessments (CDC) • Serial Casting • CPIPS • Initial CITS Assessments • Dysphagia • Therapy for pre-schoolers • EHCP Therapy (Schools) • Language Link planning meeting with the SLT and schools 	CNWL (contractual)	0-19
Stronger Families	<ul style="list-style-type: none"> • Reducing Parental Conflict Sessions 	<ul style="list-style-type: none"> • Key working • Parenting support • 1-1 work with Child/Young Person 	LBH	All age
Registrars	<ul style="list-style-type: none"> • Regular birth registration sessions 		LBH	Newborn
MAPS		<ul style="list-style-type: none"> • 1-1 work with Child/Young Person & family 	LBH	All age

TABLE 1.2 PROPOSED LOCATIONS OF FAMILY HUBS AND DELIVERY POINTS

Location	Current Delivery Space	Proposed Delivery Space	Comments
<p>North</p> <p>Harefield</p>	<p>Harefield CC</p> <p>Community outreach including weekends at St Mary's</p>	<p>Hub: Harefield CC*</p> <p>Community outreach including weekends at St Mary's.</p> <p>This hub will offer a mobile youth programme</p>	<p>Combine the use of the existing space within the local library to create a community hub</p> <p>*Harefield CC to be retained until any remodelling of the library is agreed and completed.</p>
<p>North</p> <p>Ruislip & Northwood</p>	<p>Coteford CC</p> <p>South Ruislip CC</p> <p>Community outreach programme including Northwood libraries, RAF base, church playgroups</p>	<p>Hub: Ruislip YPC, Bury Street</p> <p>This hub will offer a buildings-based Youth programme.</p> <p>Additional delivery points: Wren Centre – South Ruislip Ruislip Manor Library Northwood Hills Library</p> <p>Community outreach programme including RAF base, church playgroups</p>	<p>The Wren Centre, Northwood and or Northwood Hills library and Ruislip Manor Library will be utilised alongside the library offer to deliver parts of the locality hub programme.</p> <p>*Northwood Hills Library will support geographic reach in long term, following updates outlined in library strategy.</p>
<p>Southwest</p> <p>Uxbridge & Cowley</p>	<p>Uxbridge Family Hub</p> <p>Cowley CC</p> <p>Colham Manor CC</p> <p>Oak Farm CC</p>	<p>Hub: Uxbridge Family Hub</p> <p>This hub offers a buildings-based youth programme</p> <p>Additional delivery points: Colham Manor CC* Oak Farm CC</p>	<p>Colham Manor CC will continue to deliver the 0-5 programme as well as be linked the Child Development Centre at THH and continue the Perinatal Mental health work.</p>
<p>Southwest</p> <p>West Drayton & Yiewsley</p>	<p>Cherry Lane CC</p> <p>Yiewsley CC</p> <p>Community outreach</p>	<p>Hub: West Drayton Leisure Centre</p>	<p>*Cherry Lane to be retained as an outreach point into the Heathrow Villages.</p>

	programme including Traveller site and Heathrow Villages	<p>This hub will offer a buildings-based youth programme</p> <p>Additional delivery points: Cherry Lane CC* Yiewsley CC</p> <p>Community outreach programme including Traveller site and Heathrow Villages, linked to Mobile Library and Transporter Community Bus</p>	
Southeast Yeading Hayes Park	Belmore CC Charville CC Yeading CC	<p>Hub: The Asha Centre</p> <p>This hub will offer a mobile youth programme</p> <p>Additional delivery points: Yeading CC* Charville CC* into the library</p>	<p>*Yeading to be retained as an outreach point into the Glencoe Road Estate.</p> <p>*Charville CC and library have limited footprints but could work well in collaboration. There is potential to consider the library footprint and internal remodelling to enable a wider range of service delivery.</p>
Southeast Hayes Town	Barra Hall CC McMillan CC Nestles Avenue CC Pinkwell CC Community outreach programme including Heathrow Villages	<p>Hub: Botwell Leisure Centre community hub</p> <p>This hub offers a mobile youth programme</p> <p>Additional delivery points: Pinkwell CC*</p> <p>Community outreach programme including Heathrow Villages, linked to Mobile Library and Transporter Community Bus</p>	<p>Botwell Library within the leisure centre could be expanded to include child & family development services alongside the library activity.</p> <p>*Pinkwell CC will be retained as an outreach point into the Heathrow Villages.</p>

TABLE1.3 PROPOSED FUTURE USE OF CHILDREN'S CENTRE BUILDINGS

Locality	Centre	Status	Proposed action
<i>North</i>	Coteford CC	Maintained School	Propose to close and release back to school
	Harefield CC	Maintained School	Proposed to retain until remodelled library space is available, then release back to the school
	South Ruislip CC	LBH Estate	Proposed to retain
<i>Southwest</i>	Cherry Lane CC	Maintained School	Proposed to retain
	Colham Manor CC	Maintained School	Proposed to retain
	Cowley CC	Leased from Academy Trust	Propose to close and release back to school
	Oak Farm CC	Foundation School	Proposed to retain
	Uxbridge Family Hub	Located within Civic Centre	Proposed to retain
	Yiewsley CC	Leased from Baptist Church	Proposed to retain
<i>South East</i>	The Asha Centre	Leased from Uxbridge college	New Family Hub in final stages of development
	Barra Hall CC	LBH Estate	Propose to close and return to Council for decision on future use or disposal
	Belmore CC	LBH Estate	Propose to close and offer to school
	Charville CC	Leased from Academy Trust	Proposed to retain until remodelled library space is available then release back to the school
	McMillan CC	Maintained School	Propose to close and release back to school
	Nestles Avenue CC	LBH Estate	Propose to close and return to Council for decision on future use or disposal
	Pinkwell CC	LBH Estate	Proposed to retain
	Yeading CC	Maintained School	Proposed to retain

Childcare Sufficiency Assessment (0-5's)

December 2022

The Childcare Act 2006 placed a legal duty on all local authorities to ensure that there is sufficient childcare in their area. In particular, the local authority has a duty to:

“Secure sufficient childcare, so far as is reasonably practicable, for working parents, or parents who are studying or training for employment, for children aged 0 - 14 (or up to 18 for disabled children).”

The local authority is required to report annually on how it is meeting its duty to secure sufficient childcare.

In this report, we have assessed the sufficiency of childcare by using data about the need for childcare and the amount of childcare available, and feedback from local parents about how easy or difficult it has been for them to find suitable childcare.

Please note that in this report, analysis of childcare at a detailed level uses council wards as they were prior to May 2022. The reason for this is that when assessing childcare sufficiency, a variety of data is used to provide context for the analysis and as part of the measure of whether there is enough childcare. Some of this data that is produced by other organisations has not been updated to take account of the new ward boundaries e.g. population projections, percentage of economically active households. Therefore, the old wards have been used to measure if there is sufficient childcare in Hillingdon.

Assessment of childcare sufficiency

When assessing whether there is enough childcare in the borough, four issues are considered:

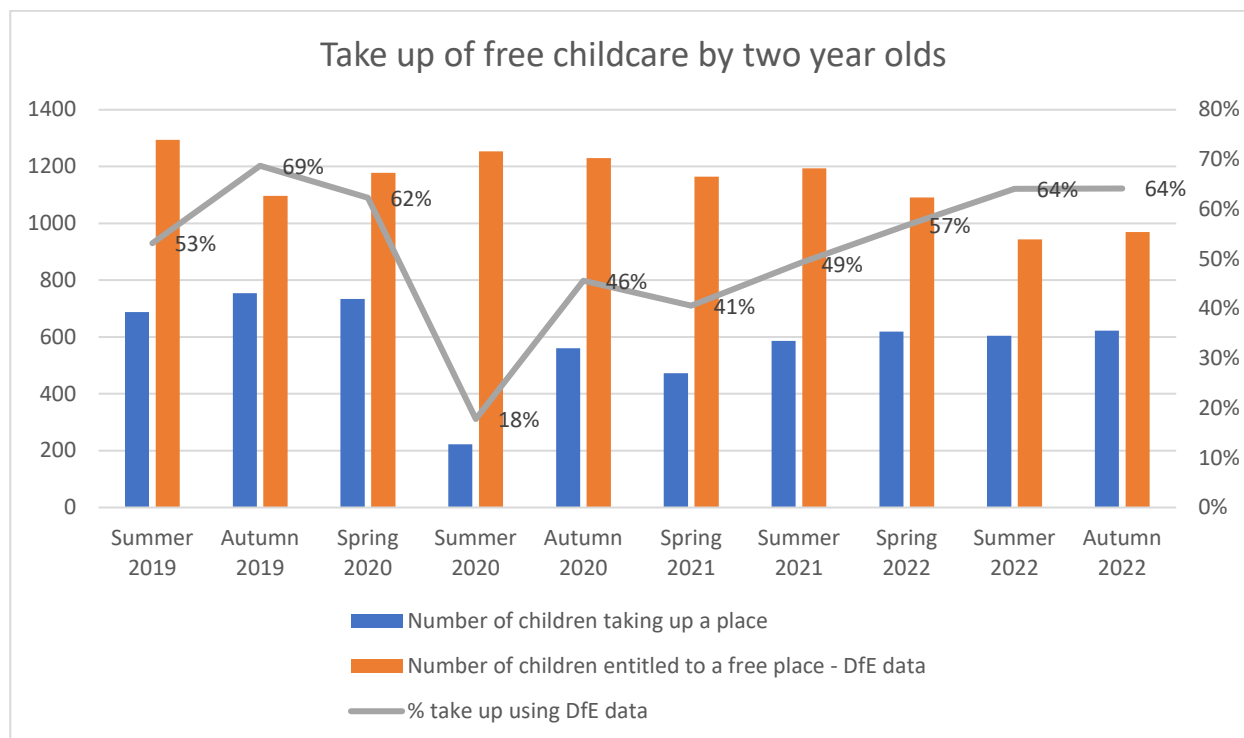
- The current level of supply of childcare
- The current level of demand for childcare
- The factors that have influenced the take up of childcare and could have an impact on both supply and demand
- Using this information to measure sufficiency

Main findings

Though the use of childcare by parents was affected significantly over the last couple of years, due to Covid-19, the number of children attending childcare has returned near to pre-Covid levels.

Use of childcare

Parental use of childcare declined significantly during the lockdowns from Covid-19. This was evident in the usage of free childcare during this period. However, take up has recovered near to pre-Covid levels.



1. Demand for and supply of childcare

Number of early years providers and places

In total, there are 370 childcare providers in our local authority.

Type of provision	Number of providers
Childminders	216
State school nurseries	57
Maintained nursery schools	1
Private, voluntary and independent nurseries	96

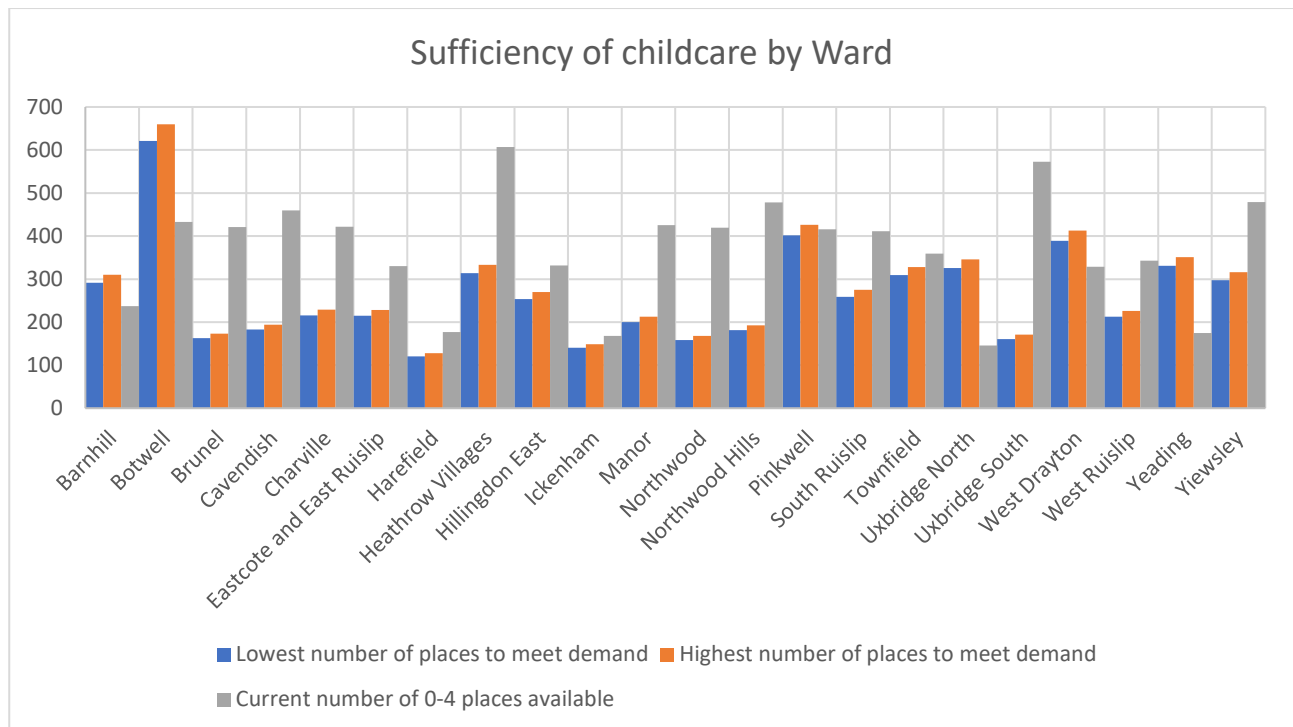
For childminders, day nurseries, nursery classes in independent schools and pre-school playgroups, the number of registered places represents the maximum number of children who can be on the premises at any given time. In practice, many providers choose to operate below their number of registered places.

Children may attend childcare full time or part time. This table records places for children who are attending full time, or for as many hours as the setting is open. In some cases, two

or more children attending part time may use one full time equivalent place. For example, one child may attend in the morning and one child may attend in the afternoon.

In the London Borough of Hillingdon, there are sufficient childcare places for children aged under five years old in most wards in the borough. There is insufficient childcare in the following wards: Barnhill, Botwell, Uxbridge North, West Drayton and Yeading.

The breakdown of the number of places compared to estimated demand is shown in the following chart:



For each Ward, the current supply of childcare places is identified. The population of children aged under five years old is also obtained. This population is compared to the proportion of families who are economically active and the change in the unemployment rate. These factors are used to identify the minimum and maximum number of children who are likely to require childcare in each Ward. These figures are compared to the number of places available to see if there is enough childcare.

This table shows that there are 16 Wards where there are more childcare places available than the number of children who are likely to use them. For one Ward, the number of childcare places is within the range of the minimum and maximum number of children requiring childcare. For five Wards, there are not enough childcare places available to meet demand. However, in many cases there is sufficiency or over-sufficiency in neighbouring wards.

2. Funded early education

Introduction to funded early education

Some children are entitled to free childcare, funded by the government. These entitlements are for 38 weeks per year.

- All children aged 3 and 4 are entitled to 15 hours per week until they start reception class in school
- Children aged 3 and 4 where both parents are working, or from lone parent families where that parent is working, are entitled to 30 hours per week until they start reception class in school
- Children aged 2 whose families receive certain benefits (including in-work benefits with an income of less than £16,190), or who have a disability, or who are looked after by the local authority, are entitled to 15 hours per week. Two year old children with parents who have no recourse to public funds would also be eligible if they live in England, do not earn above the income thresholds and have no more than £16,000 in savings. Eligibility criteria for free childcare for two year olds is on this website - [Help paying for childcare: Free education and childcare for 2-year-olds - GOV.UK \(www.gov.uk\)](https://www.gov.uk/help-paying-for-childcare). Nationally, about 40% of 2 year olds are entitled to this offer, but the proportion varies by area.

Parents do not have to use all the hours of their funded entitlement. They may choose to split them between providers. With the agreement of their provider, parents may also spread them across the year – for example, rather than taking 15 hours for 38 weeks a year they could take just under 12 hours for 48 weeks a year.

Part of the childcare sufficiency duty is to ensure there are enough places for two-, three- or four-year-old children who are eligible for free childcare.

Providers offering funded early education places

Providers are paid by government via local authorities for delivering funded early education. They are not required to offer them to parents, but of course parents may choose to use a different provider if they do not. Some providers offer a restricted number of funded places.

The table below shows the proportion of providers who offer free childcare

Type of provision	No. of providers for 2 year olds	% of providers offering free childcare for 2 year olds	No. of providers offering up to 15 hours of free childcare for 3 and 4 year olds	% of providers who offer up to 15 hours of free childcare for 3 and 4 year olds	No. of providers for 3 and 4 year olds extended hours	% of providers who offer up to 30 hours of free childcare for 3 and 4 year olds
Childminders	102	47%	135	69%	130	66%
State school nurseries	1	2%	57	98%	43	74%
Maintained nursery schools	1	100%	1	100%	1	100%
Private, voluntary and independent nurseries	87	91%	90	98%	90	98%

Take up of funded early education

The proportion of eligible children taking up their funded place (for at least some of the available hours) in our local authority is:

Age	% of eligible children
Age 2	64%
Age 3 and 4	87%

The data in this table for two-year-olds is based on take up from Autumn 2022, three- and four-year-olds is Spring 2022.

Comparing take up of funded early education over time

Age	Spring 2022	Spring 2021	Spring 2020	Spring 2019	Spring 2018
Age 2 – targeted	52%	35%	62%	59%	61%
Age 3 and 4	87%	83%	89%	89%	89%

Comparing take up of funded early education in Hillingdon to other local authorities (Spring 2022)

Age	Hillingdon	London	England
Age 2 – targeted	52%	62%	72%
Age 3 and 4	87%	82%	92%

3 and 4-year-old funded entitlement applications

Parents who think they are entitled to a 30 hour extended hours place apply for this online through the Government's Childcare Support website. The same website is used to apply for tax free childcare and parents can apply for either or both. If a parent is eligible, the system creates a code which they can use with their chosen childcare provider. If they are ineligible, they will still be entitled to the universal 15 hours of childcare.

Step	Number of families	% of families applying
Eligible for a place	2,491	54%
Accessing a place	1,345	

The data in this table is based on take up of free childcare in the Autumn term 2021

3. Quality of childcare in our area

The quality of childcare provision can be assessed by looking both at Ofsted inspection judgements and Early Years Foundation Stage Profile (EYFSP) results.

Ofsted inspection grades

All childcare providers must register with and be inspected by Ofsted, who give them an overall grade for the quality of their provision. Childminders, day nurseries and pre-school playgroups are on the Early Years Register, and schools and standalone maintained nursery schools are on the Schools' register. The grades for both registers are equivalent. Schools with nurseries have an overall inspection grade for the whole school and some also have a separate early years grade.

Both schools and early years providers have four possible Ofsted grades: 'outstanding', 'good', 'requires improvement', and 'inadequate'. Some providers are still awaiting their first full inspection. These providers are excluded from our calculation.

Nursery classes in independent schools do not generally have an Ofsted grade.

With the introduction of a new Ofsted framework, this has led to an increase in early years settings in Hillingdon who are receiving a grade of 'Requires Improvement' or 'Inadequate' as settings adjust to the changing requirements of Ofsted regulation.

Ofsted judgements of childcare provision

Judgements are made as follows:

Grade 1 is "Outstanding"	This aspect of the provision is of exceptionally high quality
Grade 2 is "Good"	This aspect of the provision is strong
Grade 3 is "Requires Improvement"	This aspect of the provision is sound
Grade 4 is Inadequate	This aspect of the provision is not good enough

The following percentage of early years providers were recognised as being good or better during an Ofsted inspection:

	Outstanding	Good	Requires Improvement	Inadequate
All provision	11%	83%	3%	2%
Childminders	8%	86%	5%	1%
Day care	16%	78%	0%	6%

Source: (**Childcare providers and inspections as at 31 August 2022 - GOV.UK (www.gov.uk)**)

Early Years Foundation Stage (EYFS) data

The Early Years Foundation Stage (EYFS) sets the standards that all early years providers must meet to ensure that children learn and develop well.

Good achievement across the EYFS is measured. The results for the last 4 years that data is available are as follows:

Year	2016	2017	2018	2019	2021
Percentage of 5 year olds achieving a good level of attainment	69.6%	72.6%	73.6%	74.7%	63.9%

The decrease in the percentage of five-year-olds achieving a good level of attainment in Hillingdon is likely to be partly due to the effects of Covid-19 on children’s learning and development and the introduction of a new statutory framework for the early years foundation stage, that took effect from 1 September 2021.

4. Conclusion

The childcare market in the London Borough of Hillingdon has historically been stable, with as many day-care providers opening as closing. The exceptions have been the declining number of childminders and playgroups, though this is in line with national trends.

However, there are several factors that are challenging for childcare settings:

- *Sustainability* – a recent survey that was done of day nurseries in Hillingdon showed that childcare fees for day nurseries have increased significantly. This may reflect the cost pressures that they face e.g. pension costs, national insurance, utilities.
- *Recruitment* – there is significant staff turnover in the childcare sector, with settings reporting difficulties in recruiting and retaining staff.
- *Falling birth rate* – population projections from the Greater London Authority suggest that in all wards in Hillingdon except for two, there will be a decrease in the number of children aged under five years old in the next five years.

- *Quality* – all group childcare settings in Hillingdon have tended to have an Ofsted inspection grade of ‘Good or Outstanding’. In the last six months, six settings have received an Ofsted inspection grade of ‘Inadequate’. This has a negative impact on the quality of childcare available to parents but also threatens setting’s sustainability as free entitlement funding should be withdrawn in line with the DfE Code of Practice

For the year ahead, it will be important for childcare settings to review their business in the light of the challenges they face, including the need to be more flexible in what they offer to parents, adapting to parental need. For the local authority, it will be important to keep an up-to-date overview of childcare provision, in particular identifying areas where there may be insufficient provision to meet parental need.

Master Sufficiency Data November 2022										(population statistics GLA projections 2020)			0-4 yrs											
Ward	Number of Childminders	Childminder Places	Number of Creches	Creche Places	Number of Day Nurseries	Day nursery places	Number of Pre-School Playgroups	Pre-School Playgroup Places	Number of School Nurseries	School nursery places	Total places 0-4 year olds	Population 0-4	% of economically active households (estimate based on Census figures less unemployment rate for the borough)	No. of children aged 0 - 4 living in economically active households	Unemployment adjustment (2.7%)	No. of children aged 0 - 4 that could require childcare	Demand adjustment % for children aged 0 - 4 (from DfE Childcare and early years survey of parents 2019)	Proportion of likely places for 0-4s required to meet demand	Likely places required to meet demand with margin (6%) e.g. 3% below or 3% above "likely places to meet demand"	Lowest number of places to meet demand	Highest number of places to meet demand	Current number of 0-4 places available	Below, Within, Above the margin 0-4	
Barnhill	8	47			1	20			2	190	241	756	69.00	522	20	501	55	276	8	267	284	237	Below	
Botwell	8	45			3	137			2	270	437	1873	59.68	1118	51	1067	55	587	18	569	605	433	Below	
Brunel	7	40			4	278	1	38	2	120	463	512	57.37	294	14	280	55	154	5	149	159	421	Above	
Cavendish	16	99			5	173	2	46	3	230	515	500	65.50	328	14	314	55	173	5	168	178	460	Above	
Charville	8	41			3	148	1	40	2	250	465	590	65.50	386	16	371	55	204	6	198	210	421	Above	
Eastcote and East Ruislip	4	19			4	209			2	110	332	493	77.60	383	13	369	55	203	6	197	209	330	Above	
Harefield	10	58			2	74	1	30	1	70	213	329	65.52	216	9	207	55	114	3	110	117	177	Above	
Heathrow Villages					4	387			4	220	607	846	66.40	562	23	539	55	296	9	288	305	607	Above	
Hillingdon East	12	77			1	28	1	26	4	260	365	701	64.94	455	19	436	55	240	7	233	247	332	Above	
Ickenham	6	31			1	30	2	56	2	120	227	407	61.89	252	11	241	55	132	4	129	136	168	Above	
Manor	18	104			4	196			2	170	435	536	66.88	358	14	344	55	189	6	184	195	425	Above	
Northwood	2	11			6	323			2	90	420	462	61.50	284	12	272	55	149	4	145	154	419	Above	
Northwood Hills	14	93			5	295			2	130	487	526	62.05	326	14	312	55	172	5	167	177	478	Above	
Pinkwell	14	80			4	160			2	210	423	1190	60.68	722	32	690	55	379	11	368	391	416	Above	
South Ruislip	17	99			3	165			3	190	421	696	66.64	464	19	445	55	245	7	237	252	412	Above	
Townfield	5	28			3	128			3	215	362	970	57.45	557	26	531	55	292	9	283	301	359	Above	
Uxbridge North	2	15			3	107			1	30	147	901	64.81	584	24	560	55	308	9	299	317	146	Below	
Uxbridge South	8	48			6	385	2	52	3	160	629	525	55.33	290	14	276	55	152	5	147	157	572	Above	
West Drayton	12	70			3	159			3	130	336	1129	61.89	699	30	668	55	368	11	356	379	329	Below	
West Ruislip	10	57			3	170	1	16	2	140	364	563	67.64	381	15	366	55	201	6	195	207	343	Above	
Yeading	6	34			3	85			1	70	178	972	61.16	594	26	568	55	313	9	303	322	174	Below	
Yiewsley	9	52			4	269	1	24	3	180	508	827	64.55	534	22	512	55	281	8	273	290	479	Above	
Totals	196	1148			75	3926	12	328	51	3555														
Notes	Data on places is Ofsted data from April 2022. This data comes from a daily import of data from Ofsted to Hillingdon Council Population data is from GLA data projections 2020 (https://apps.london.gov.uk/population-projections/). Data has been adjusted to reflect that children younger than six months do not tend to receive childcare. % of children in Working Households is from ONS data - https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/unemployment/datasets/childrenbythecombinedeconomicactivitystatusofhouseholdmembersbylocalauthoritytablec1a Unemployment adjustment is from employment data on the Trust for London website - https://www.trustforlondon.org.uk/data/unemployment-rate-borough/ Parental demand information is from the use of childcare in London - DfE childcare and early years survey of parents 2019 (https://www.gov.uk/government/statistics/childcare-and-early-years-survey-of-parents-2019), Table 1.3																							