

Childcare Sufficiency Assessment 2010-2011

Final Report March 2011

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Methodology

1 Introduction

The Childcare Act (2006) requires Southwark Council, like all other local authorities in England, to ensure a sufficiency of childcare for working parents, parents studying or training, and for disabled children.

The duties in the act require the city council to shape and support the development of childcare provision in Southwark (section 11) in order to make it flexible, sustainable and responsive to the needs of the community. This role is described as a 'market management' function, whereby the local authority support the sector to meet the needs of parents, children and young people, along with other stakeholders.

The council also has a duty to undertake a detailed childcare sufficiency assessment (CSA) of the supply and demand for childcare in the area. In doing so, the council should consult with a range of stakeholders including parents/carers, children and young people, employers, community groups, schools and providers of childcare. In addition, the childcare sufficiency assessment should include a detailed analysis of local demographics. The assessment should generate an overall up-to-date picture of the supply, parents' use of, and demand for, childcare in the local authority area. The assessment's purpose is to then form a gap analysis identifying where childcare supply does not match the needs of families and communities.

Sufficient childcare is defined as¹:

"Sufficient to meet the requirements of parents in the [local authority's] area who require childcare in order to enable them –

- a) To take up, or remain in, work, or
- b) To undertake education or training which could reasonably be expected to assist them to obtain work."

In determining whether provision of childcare is sufficient a local authority:

- a) Must have regard to the needs of parents in their area for:
 - the provision of childcare in respect of which the childcare element of the working tax credit is payable, and;
 - the provision of childcare which is suitable for disabled children
- b) May have regard to any childcare, which they expect to be available outside their area.

¹ Securing sufficient childcare DCSF April 2010

Southwark Council commissioned Hemsall's in May 2010 to undertake all aspects of the childcare sufficiency assessment 2010 – 2011 on behalf of the local authority.

2. Methodology

Work has been undertaken with reference to four key areas:

SUPPLY Of local childcare provision	DEMAND Identified by parents and employers for childcare
TRENDS In the local market now and anticipated in the future	NEED Identified through analysis of supply, demand and trends

Following a formal tender process, the childcare sufficiency assessment started at an initial meeting aimed at agreeing the detail of work, identifying key contacts and agreeing priority tasks.

A range of qualitative and quantitative methods were used to collect childcare needs and demand for the CSA. The methodology was designed to incorporate questionnaire surveys with a broad range of targeted one-to-one interviews and focus groups with parents/carers, target groups, children, young people, and professionals in Southwark. All fieldwork was completed between June and November 2010.

A telephone survey of parent/carers was undertaken in June/July and questionnaires were distributed by post and email to early years and childcare providers. Questionnaire surveys were complemented by focus group discussions and interviews with parent/carers, key employers and stakeholders. Storytelling consultations were undertaken with younger children, and young people's focus groups were held with children aged 11-14 years old. Full details of consultation activities are shown in the appendices.

Area data was collated and analysed by Southwark Early Years Performance and Data Analyst (C. Kling) to provide a context for the research and findings.

2.1 Acknowledgements

Southwark Council gratefully acknowledges the support of Hemsall's Consultancies, and the cooperation of everyone involved with this project, including Contact A Family, Southwark Travellers Action Group (STAG), Victory Primary School, Goodrich Primary School, Bacons College and Kingsdale Foundation School.

Morgans Research worked with Hempsall's to deliver the parent/carer telephone survey, undertaking the telephone interviews and data entry and preliminary analysis.

3 Gap analysis, key findings and priorities

3.1 Gap analysis

<p>Geographical Gaps: where a geographical area has a general shortage of supply</p>	<p>Responses to the parent/carer survey suggest sufficiency issues in particular affecting Borough and Bankside (higher % of parent/carers reporting insufficient childcare; lower percentage report current childcare meets needs). However, Borough and Bankside has higher levels of daycare compared to the child population and comparable levels of childminding and out of school provision.</p>
<p>Income Gaps: where there is a shortage of affordable childcare for the income groups populating an area</p>	<p>Childcare costs are identified as a barrier to take-up amongst lower-income families and larger families (particularly during school holidays). Costs also identified as a barrier for parent/carers of disabled children.</p>
<p>Specific Need Gaps: where there is a shortage of suitable places for disabled children, or children with other specific needs or requirements, including those from particular faiths or community groups</p>	<p>Childcare providers require support to help them better meet the needs of disabled children and their families. Childcare providers' capacity to cater for the needs of disabled children and children with additional needs is considered limited by stakeholders and parent/carers. Particular needs include out of school and holiday provision; inclusive provision to allow siblings to attend together; support for costs and; flexible provision (and work) to support parent/carers to juggle caring and other responsibilities.</p>
<p>Time Gaps: where there is a shortage of childcare at a time that parents would wish to use childcare</p>	<p>There is a requirement for childcare outside of 'standard' office hours (e.g. to support shift and/or weekend work) but very little provision and a lack of capacity to extend.</p>

<p>Age Gaps: where there is a shortage of childcare suitable to the needs and requirements of a certain age group (for example, school-aged children up to 18 years, if they are disabled). This may be difficult to detect if it is masked by overprovision of childcare suitable for other age groups</p>	<p>5-14 years old, out of school provision and holiday provision.</p>
<p>Type Gaps: where there is a shortage in the type of childcare for which parents may be expressing a preference.</p>	<p>Out of school (after school and holiday provision) for children aged 5 years and older.</p>
<p>Information Gaps: where information and knowledge is not reaching parents, or understanding is not developing into knowledge about provision and services on offer</p>	<p>Lack of trust is identified as a barrier to using formal childcare, in particular amongst parent/carers of disabled children, Traveller families and young parents. Cultural and faith issues might also impact on the take-up of formal childcare.</p> <p>There is a mis-match between identified unmet need and capacity (occupancy levels).</p>

3.2 Key findings

Southwark is a borough of contrasts. It is ranked as the 9th most deprived in England and Wales but the picture is not uniform. The borough reflects the complex socioeconomic profile of the areas from which it was formed and significant inequalities between the most and least deprived parts of the borough still exist.

The population is growing; for the last 10 years the rate of growth in Southwark's population has been nearly triple the national average and now stands at approximately 285,600. Its population is young and demonstrates a rich ethnic and cultural diversity with an increasing proportion, now 47 per cent, coming from Black and other Minority Ethnic (BME) groups. According to the GLA, the proportion of children in Southwark under 17 years is expected to grow by nearly 7% between 2010 and 2015, reaching 65,982 in 2015 (GLA Population Projections 2009²). The pupil population on the borough is even more diverse than the adult population with around three quarters of children from a BME background.

² The GLA population projections are considered more robust as projection methods than the ONS projections as it uses a methodology which includes housing stock data. Details can be found at http://data.london.gov.uk/documents/DMAG_Update_17-2010_2009_Round_Demographic_Projections-shlaa.pdf

There are high levels of child poverty in Southwark. In 2008, an estimated 33.9% of the under 16 population were living in poverty (compared to London and England averages of 31.2% and 21.6% respectively). The proportion of children living in poverty decreased between 2007 and 2008; however recent changes in the economy and any increases in unemployment rates will not be reflected in these figures.

The rate of child poverty varies greatly across the borough, where parts of the borough with little to no child poverty border areas with between 37% and 46% child poverty.

Unemployment levels in the borough are relatively high compared to the rest of London and the country as a whole. The business services sector is the largest employment sector, accounting for 38% of all employment in the borough. One contributor to the sufficiency assessment identified three distinct labour markets: public sector work which tends to be more highly paid with flexible working conditions; pockets of affluent families working in the City and; those working in low paid service industries. There is a reported 'underground economy' where people live and work below the radar of social monitoring and support.

Wages are an important indicator of the value of employment activities in an area. Earnings statistics provide indicators relating both to labour supply and demand. The earnings of the resident population of the area reflect the type of labour supply provided by people living in that area. Alternatively the earnings of people within a workplace in the area are an indicator of the nature of the labour demand arising from employers in the area.

Resident earnings in Southwark are lower, on average, than the earnings of local workers. This would appear to suggest that in-commuters are disproportionately employed in higher paid jobs compared to Southwark residents. Overall however, data shows that earnings by residence in Southwark are higher than for London and GB as a whole (2009 figures). Comparatively, relatively few employees are paid less than £7 an hour.

The profile of the borough and its people continues to develop and change. Since 2007 there has been extensive regeneration schemes undertaken to improve housing across the borough. This has resulted in large-scale re-housing projects, moving families and children throughout the borough.

3.2.1 Use of childcare

There are high numbers of families and children not accessing childcare; the parent/carer survey identified 41% of respondents were not use any form of childcare at the time of the survey. Of those using childcare the majority were using formal childcare (daycare, childminding and out of school provision), either in isolation or in combination with informal childcare (extended families and friends).

Extended families, in particular grandparents, play an important role in supporting childcare arrangements. Holiday play schemes and childminders can be seen as an integral part of holiday childcare arrangements, with after school provision being the most commonly used childcare during term time. Consultations with key stakeholders (those working either within or with the local authority with responsibility for services and support for parent/carers, families, children and young people) suggest that use of informal childcare is in part attributable to parental preference, cultural and faith issues and/or a lack of trust in formal childcare provision. Qualitative research with Traveller families and families with a disabled child support the notion of preference for the use of extended family and friends, but this may mask barriers to access (e.g. trust in provision) that can be overcome. For example, work in schools to improve access and increased the take up of extended services activities amongst young parents, parent/carers of disabled children and Traveller families.

Patterns of childcare were broadly similar across community areas albeit take-up rates showed some difference. Use of formal childcare was highest in Dulwich and Peckham and lowest in Borough and Bankside and Camberwell.

A much higher proportion of parent/carers with a child aged 3 or 4 years of age used childcare of any kind and in particular, formal childcare. This age range represents the highest take-up of formal childcare, reflecting the use of the free early year's entitlement.

Parent/carers of disabled children and children with additional needs identified very similar patterns of childcare use to those used by all parents albeit with a slightly higher proportion not accessing childcare (46% compared to 41%).

Take-up of childcare shows different patterns across different income bands, albeit there does not appear to be a clear linear relationship between household income and use of childcare. In general, survey findings show that lower income households (those with a household income of less than £20,000) were less likely to be using any form of childcare (formal or informal) than those with a higher annual income; 57% of households with an income of less than £20,000 used childcare compared to 64% of households with in excess of £20,000 income. A much higher proportion of workless households did not use any form of childcare at the time of the survey (64% compared to 41% overall).

The majority of survey respondents report using childcare because they work, although opportunities for children to socialise were also identified as reasons for using childcare (albeit in lower numbers).

3.2.2 Satisfaction with childcare used

Overall 91% of parent/carers using some form of childcare were satisfied with their childcare arrangements. This finding held across community areas and age ranges of children cared for. There was very little difference in responses between those using formal childcare only, informal only, or a mixture of both.

Satisfaction with quality

Satisfaction levels with the quality of childcare used were very high with 94% of parent/carers using childcare reporting they were satisfied with the quality. A lower percentage of parent/carers with a disabled child or child with additional needs reported being satisfied with the quality of their current childcare arrangements, albeit levels of satisfaction remain relatively high (86%).

Satisfaction with childcare costs

Overall 75% of respondents using childcare were quite or very satisfied with the cost of their current childcare. A small but not insignificant percentage (13%) expressed dissatisfaction with the cost of their current childcare arrangements. Unsurprisingly those using informal childcare only were much more likely to be satisfied with the cost of their current childcare – on the assumption that informal childcare was either free or part of a reciprocal arrangement.

A lower proportion of higher income respondents to the parent/carer questionnaire survey reported being satisfied with the cost of their childcare arrangements. This may be partially explained by the finding that a greater percentage of higher income families use formal childcare and higher income families are not eligible for claiming the childcare element of Working Tax Credit.

3.2.3 Unmet demand for childcare

Findings suggest that for the majority of parent/carers using formal and/or informal childcare, current childcare arrangements meet their needs. 89% of respondents using childcare reported that their current childcare arrangements met their needs.

The very high percentage of respondents stating their childcare needs were being met who were using informal childcare only (95%) coupled with high satisfaction levels with current childcare arrangements (where 98% of users of informal childcare were very or quite satisfied with their childcare arrangements compared to 94% of all users), suggests that use of informal care is, for many, a choice rather than an only option.

Where childcare needs are not being met respondents cited a lack of provision at times/hours required; cost and; a lack of preferred care (note: low base).

Whilst the majority of parent/carer survey respondents stated their childcare needs were being met, more than a third (39%) felt there were not enough childcare places available in their local area. A relatively high proportion of childcare providers also reported they felt there were insufficient childcare places locally.

Stakeholders report parental perceptions and expectations of formal childcare vary considerably. Perceptions are influenced by, amongst other things, the age range/s of children cared for and by

different cultural backgrounds. Funding, affordability and costs are all factors that limit and/or govern the type and availability of care that can be accessed and the times at which they can be accessed.

Consultations with stakeholders suggest that childcare policy and government strategy over the past ten years has seen a boom in the childcare industry, opening up childcare to a whole new sector of parents in Southwark who had not previously been using it. Formal childcare was generally reported as sufficient, although some gaps were noted in the type and range of provision available. Change to a one point admission in schools from September 2011 will impact on demand. It is anticipated there will be an increased requirement for out of school childcare for younger children. Stakeholders indicate that parents have already registered concerns around how existing provision will meet the requirements of younger children and the size of the holiday schemes/clubs and their ability to meet the diverse needs of children aged 4 – 11.

Survey findings also suggest unmet demand currently for some parent/carers, in particular for non-users of childcare and lower income families; amongst those not currently using childcare, nearly half (44%) would consider it if suitable and affordable childcare were available.

The highest demand for those not currently using childcare is for after school provision in term-time and holiday provision during the school holidays, particularly for the 5-10 year old age group.

The provider survey identified relatively high levels of vacancies across all types of provision, including out of school provision. Occupancy rates show differences within and between different types of provision. After school clubs report relatively high levels of occupancy (albeit nearly half have vacancies) with 43% having occupancy rates in the past 12 months of over 90%. In contrast nearly half of all childminders (49%) and a third of breakfast clubs (33%) reported occupancy rates of below 70%.

3.2.4 Times at which childcare is required

The majority of parent/carers using childcare do so because they work. Survey responses suggest that the majority of those in work, work 'standard' office hours, e.g. between 8am and 6pm Monday to Friday. There is however a relatively large minority of respondents reporting non-standard working patterns, including shift and weekend work.

The provider survey identified very little provision outside of 'standard' office hours. There is limited provision in daycare for up to 7pm weekdays and very little provision on Saturdays. Childminding provision shows the greatest flexibility in terms of hours of opening and circa 8% of childminders (equating to 36 borough-wide) offer Saturday care.

Survey responses suggest limited capacity to increase or amend opening hours and restrictions on extending or developing provision, with the main reason cited being building or premises constraints.

3.2.5 Disabled children and children with additional needs

Stakeholders contributing to the sufficiency assessment report that families with disabled children and children with additional needs encounter difficulties accessing childcare as many providers/settings do not have the capacity to be inclusive, may not necessarily be of the appropriate quality or have the experience and skills to provide the places required. The local authority provide support, advice and training, signpost providers to funding to support inclusive practice and access specific funding for individual children. However, it was suggested that the local authority could provide greater challenge to providers in some sectors about the level of inclusion they offered.

Nearly half of all childcare providers responding to the survey identified they would welcome support to better meet the needs of disabled children and children with additional needs. The most common barrier to meeting the specific needs of disabled children identified was a lack of training, followed by premises/building constraints and meeting complex needs. Respondents also independently identified finance/funding as a barrier.

The most commonly cited training required by settings was for Special Educational Needs Coordinators (SENCO) and advice and guidance on specific areas of need.

In depth consultations with parent/carers of a disabled child or child with additional needs identified a number of specific issues.

Of those parents who were working, both work and childcare arrangements posed significant problems. The main challenges were finding work that was flexible enough to allow them to reconcile their work and caring responsibilities (including attending their child's medical appointments). Participants reported that the main barriers to accessing childcare were the difficulties of finding someone capable of meeting the specific care needs of the particular child, and/or willing and available to do this. They said that it was hard to find suitable, affordable and reliable carers for children with special needs, and that they needed to ensure continuity of care for their disabled child in an appropriate and accessible setting.

Fragmented care arrangements were unsatisfactory in most cases because the child needed a continuing relationship with the care provider, and with the family, which took time to build. Added to this were the difficulties of meeting the care needs of other children in the family and including them in family activities, especially during school holidays.

Where participants had managed to overcome some of these barriers in order to work, they had done so by combining work which allowed some degree of flexibility (including part-time work or the ability to work from home on occasions) with suitable schooling supplemented by childcare in the home, and with financial support either from working partners or from their own earnings. Opportunities for accessing after-school clubs were limited, and in some cases did not exist for any of the children in the family.

During school holidays formal childcare was reported to be unavailable, inaccessible or unaffordable, both for disabled children and for other non-disabled children in the family.

Consultations also revealed the lack of support (material, financial and social) experienced by participants. They valued social and self-help networks involving other parents and carers of children with additional needs, but also wanted to be able to participate in mainstream activities, including those involving the rest of their family. Difficulties accessing transport, respite care and/or evening childcare meant that some participants faced particular barriers to inclusion. Financial support was sought to provide financial incentives for childcare providers to take on children with additional needs and for parents and carers to access the workplace without adding to their costs, even if they worked for fewer hours than the threshold for working tax credit.

Participants expressed concerns about future prospects but suggestions were made for service improvements: for a shared care network, including local authority contacts such as teachers, teaching assistants and learning support assistants, childminders and baby sitters with experience in special needs care and education; for more advance notice and improved support for parents and carers to enable them to fully participate in meetings with the local authority about their needs, experiences and preferences; and for more training in special needs for all staff associated with children's care and education.

3.2.6 Free early years entitlement

The local authority has a duty to ensure there are enough places to allow eligible children aged two, three and four to take up their offer of free childcare and early education, regardless of parents' working or training status. In doing so, the local authority supports their statutory duty under section 7 of the Childcare Act 2006 and the Code of Practice for Local Authorities on delivery of free early year's provision for 3 and 4 year olds, September 2010.

Whilst not all providers offer flexibility, all children have been able to access the extended free entitlement of 15 hours since September 2010 in Southwark. Some families have been accessing this provision since September 2009 as part of the national pilot. The free entitlement in Southwark is offered through a diverse market of providers from the voluntary, private, independent and maintained sectors.

There are 167 settings in the Directory of Providers of which 48% are maintained nursery classes and 52% private, voluntary and independent settings.

Currently no childminders are registered on the Directory of Providers to deliver free nursery education for 3 and 4 years olds; 36% of those who participated in the provider survey indicated they would be interested in doing so (equating to an estimated 164 borough-wide).

The spring 2010 head count data indicates that there were 6,850 three and four year olds taking up their free entitlement in Southwark. This equates to 93% of all three and four year olds (based on Child Benefit data). This take up figure has increased from the 87% take up figure published in the 2008 CSA. There were 1,632 three and four year olds in Private Voluntary and Independent settings and 5,218 three and four year olds (including those in reception class) in maintained settings. 76% of places being taken in spring 2010 were accessed through maintained provision. Statistical First Release on the Provision for Children under five years in England (January 2010) indicates that within the PVI sector only 5% of those accessing a place took up less than 10.5 hours. This take up figure has increased Southwark has experienced a small growth in the take up of places since the last CSA. Statistical first release data indicates that the number of places taken has grown from 6,290 (2008) to 6,780 (2010). Three quarters of parent/carers of children aged 3 and 4 years old responding to the survey (74%) said were aware of the free early years entitlement:

- 71% of parent/carers of a 3 and 4 year old child who were aware of the free early years place were using the full entitlement (of 15 hours a week);
- 3% were using part of their entitlement and;
- 27% were not using the entitlement.

Of the 27% of parent/carers of 3 and 4 year olds that were not using any of their free early years entitlement 18% were not accessing the place because their child was at school and 21% reported that their child was not yet entitled to it (not having reached the term following their third birthday).

Southwark has historically offered full-time places through some maintained school nurseries. The allocation of these places has been managed at local level by individual schools. Stakeholders suggest prioritising these places for the vulnerable and disadvantaged families, with one standard admissions policy would contribute to the commitment made by the council to increase the uptake of services from disadvantaged families and will support improved outcomes for these children. The prioritisation of places will not affect current families accessing places but could have implications for low income families in the future as they may only be access the minimum entitlement of fifteen hours.

One point admission

Stakeholders indicate the plans to move from two point admission to a one point admission to reception class from September 2011 could have an impact on both provision offered in schools and PVI sector as all four year olds will then be in Reception class the September after their fourth birthday.

Stretch

Currently (November 2010) the free early education entitlement can be taken over 38 weeks (equating to 15 hours a week for all from September 2010). From September 2012 the 15 hours a week free early years place can be stretched to allow parent/carers to take fewer than 15 hours a week but for more weeks a year (for example, 12 hours a week for 47 weeks).

Just over half of all parents with a childcare aged 3 or four years old responding to the parent/carer survey stated that if this were available now, they would use it (53%). Just over a third would not (36%) and one in ten (11%) were unsure.

Settings were asked if they would be in a position to enable parents to take their free nursery education entitlement of 570 hours over more than 38 weeks. 44 of the 74 providers responding registered to offer the free entitlement were in a position to stretch (59%).

75% of Day Nurseries confirmed that they would be able to meet this offer, 29% of after school clubs and 23% of sessional care providers indicated they could stretch the offer if required.

2 year old entitlement

The provision of free entitlement for two year olds is a relatively new government initiative. From 2008 pilot schemes were rolled out to test how this could be achieved and were made available for the most disadvantaged children. 25% of the most disadvantaged two year olds in every local authority have been able to access at least 10 hours per week of free provision from September 2009. In time it is expected that such provision will be expanded towards the ultimate goal of universal provision.

Southwark's implementation started in January 2010, the authority received central government funding to deliver 74 2009-10 and 74 places in 2010-11. The places are specifically linked to economic disadvantage and parents/carers must qualify for national and local criteria before a place is allocated. Southwark has 57 providers signed up to deliver places but not all have had children placed with them; to date 21 providers have supported the provision of the 74 places.

Based on provider survey responses, 15% of childminders are participating in the early learning pilot (equating to circa 68 childminders borough-wide).

Where settings are not participating in the early learning pilot for 2 year olds, there is interest in doing so, particularly amongst day nurseries and childminders.

3.2.7 The cost of childcare

Consultation with childcare providers identified a wide range of charges for different kinds of provision, and for different ages of children. Average monthly childminding fees, for example, were over £750 (full time equivalent), in line with daycare provision (£703 per month). Daycare Trust research (2010)³ shows that childcare costs up to £11,050 in London for 25 hours childcare per week. The cost of childcare can act as a significant barrier to take-up.

³ www.daycaretrust.org.uk

Stakeholders identified low wages, particularly for larger families during school holidays, as contributing to affordability issues. Currently fees charged at after school clubs and holiday schemes run by Southwark Council are subsidised by the local authority. There are still a number of free places offered to carers on income support but these have gradually decreased; budgets have been reduced as the focus of the service is for training and working families. Increases in fees as a result of budget pressures could impact on the affordability for families.

Concerns were also raised suggesting the average cost of a two-year old place has increased beyond the affordable limits for tax credits as a direct result of the removal of the Childcare Affordability Pilot.

Over half of parent/carers responding to the survey who were using formal childcare (56%) and 25% of all respondents reported receiving some form of support, the most common being Child Tax Credit and to a lesser extent, Working Tax Credit and the childcare element of Working Tax Credit.

Responses indicate that employer support (in the form of salary sacrifice schemes, subsidised workplace nursery provision and financial support) are not commonly received.

3.2.8 Other issues for consideration

Research was undertaken before the announcement of the Comprehensive Spending Review (CSR), the outcome of which is predicted to impact on employment, particularly in the public sector in the shorter term) and before the change in benefits impacting on single parents.

Tax credits will also be affected. Eligibility criteria are set to change from an adult in the household working for a minimum of 16 hours a week to a minimum of 24 hours a week and to the childcare element covering up to 70% of childcare costs, from the previous maximum of 80%.

VAT increases from January 2011 will impact on childcare providers, potentially raising the costs of childcare.

Changes to the schools admissions policy will also impact on childcare requirements, with stakeholders identifying a potential increase in demand for out of school provision for younger school aged children.

4 Area context

Located on the south side of the Thames, immediately opposite the cities of London and Westminster, Southwark has undergone massive change in recent years to become one of the most vibrant, exciting and culturally diverse areas of London. For the last 10 years the rate of growth in Southwark's population has been nearly triple the national average and now stands at approximately 285,600. Its population is young and demonstrates a rich ethnic and cultural diversity with an increasing proportion, now 47 per cent, coming from Black and other Minority Ethnic groups.

The borough is also home to many internationally renowned arts, cultural and tourist facilities that have an impact on London's economy including Tate Modern, the Globe Theatre, the Dulwich Picture Gallery and the Camberwell College of Art. Southwark is ranked as the 9th most deprived borough in England and Wales. However, the picture is not uniform. The borough reflects the complex socioeconomic profile of the areas from which it was formed and significant inequalities between the most and least deprived parts of the borough still exist.

Southwark's future presents exciting opportunities. Although the borough faces challenges that require significant commitment and imagination to overcome, we believe there has never been a more exciting time to live and work in Southwark or better prospects for improvement. ⁴

4.1 Diversity in Southwark

Borough and Bankside in the historic north of the borough is now a vibrant cultural and commercial quarter at the heart of the capital, with new commercial, cultural and retail developments including Tate Modern.

Having previously been dominated by manufacturing and docks, the **Bermondsey and Rotherhithe** areas have undergone a transformation in the last 10 years, and over 3,000 new homes of a mixed tenure have been built in the area.

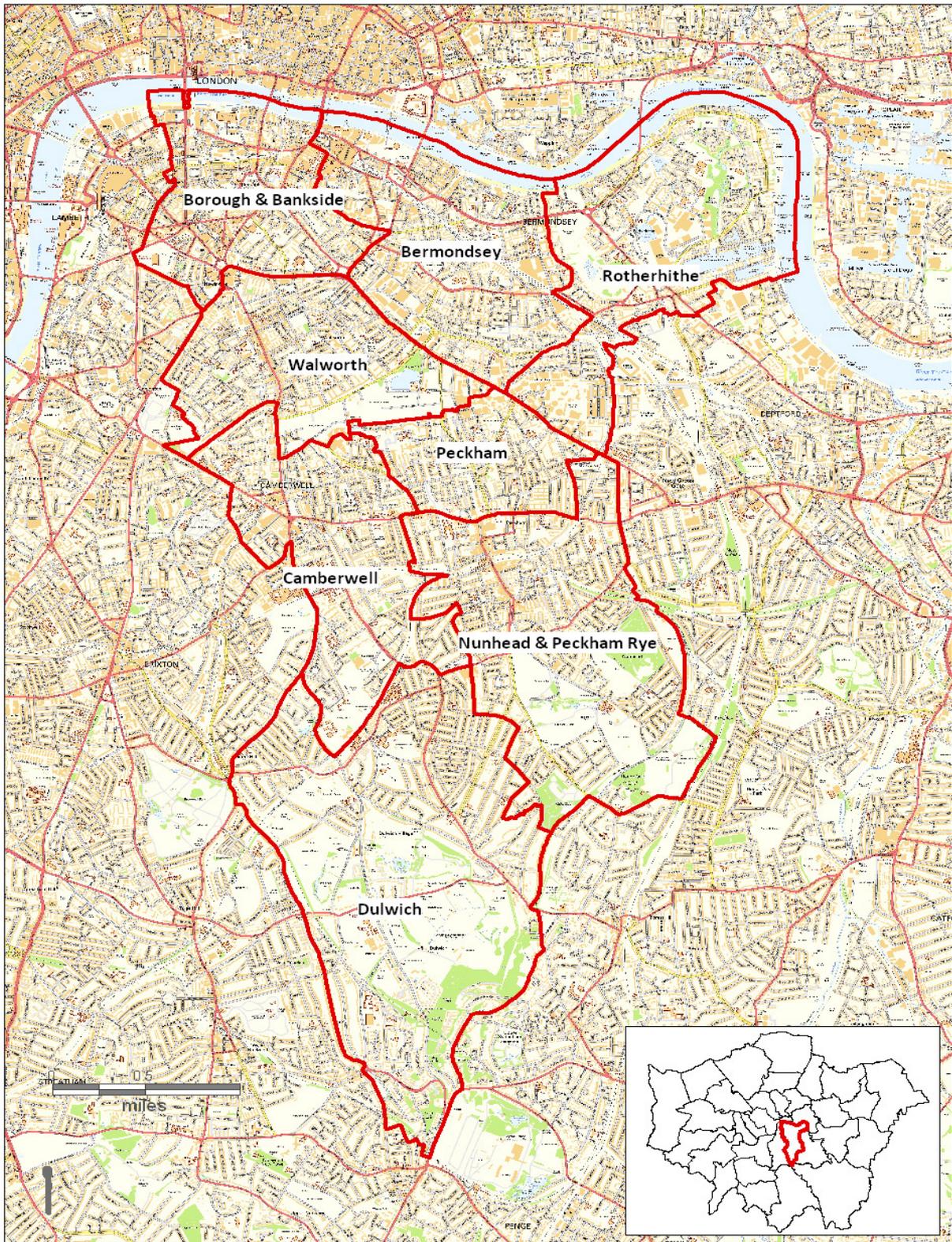
Peckham, Newington and Camberwell in the centre of the borough, are characterised by some of the most deprived communities in the country albeit with pockets of affluence. This area is significantly more multi-cultural than the rest of the borough, the population speaking over 100 languages with wide-ranging needs and expectations.

Peckham has been the subject of one of the most extensive regeneration projects in England and is now coming to the end of a development phase in which huge changes have been made to the physical and social structure of the area. The Peckham Programme continues to develop programmes and initiatives to improve the social and economic prospects of the local community as a whole.

Dulwich in the south is by contrast low density and for the most part affluent with a few pockets of deprivation. Dulwich retains a characteristically quiet, suburban atmosphere and is home to a large number of professionals who commute to central London.

⁴ The bulk of the text for this section has been taken from Southwark Profile, at <http://www.southwark.gov.uk/MediaCentre/>

Southwark Community Councils



4.2 Children in Southwark

The borough of Southwark had an estimated population of 285,600 in 2009, with a median age of 32.8 years (ONS mid 2009 population estimates). The borough has a large working age population, with 72% of the population aged between 16 and retirement age, which is higher than both the London and National proportions (70% and 62% respectively).

The population of Southwark is growing and is expected to rise to around 313,100 by 2015 (ONS mid 2008 population projections). This is an overall increase of 8.8%, which is double the expected population increase for England during this period (4.4%). Southwark was ranked at the 10th highest growing borough in England in 2009, and the 4th highest for London.

Southwark has a fairly young population, with around 18% aged under 16 years. Southwark has a higher proportion of very young children compared to the National average, with 7.3% of the population aged under 5 years.

In 2010, there were 58,250 children under the age of 18 who had the child benefit claimed for them in Southwark, with 19,895 under the age of 5 (34.2% of the under 18 population). When looking at the specific age groupings, the under two age group accounted for over one fifth of all children in the Borough, the highest of all age groupings (see table 1 below)

Child benefit 2010 – Table 1

Child benefit 2010	Number	Percentage of the 0 – 17 year old age group
0 – 2 years	12,360	21.2%
3 – 4 years	7,535	12.9%
5 – 7 years	9,975	17.1%
11 – 13 years	8,710	15.0%
14 – 17 years	10,830	18.6%
Total under 5 years	19,895	34.2%
Total 0 – 17 years	58,250	100%

The under 17 population varies greatly throughout Southwark, with Walworth Community Council having the highest number of children for all age groups except for the under 2 population, which is highest in Nunhead & Peckham Rye Community Council (see table x). Walworth Community Council has more than double the under 17 population of Borough & Bankside, which is also the Community Council with the smallest under 5 population.

0-17 year old population by Community Council

Community Council	0 – 2 years	3 – 4 years	5 – 7 years	8 – 10 years	11 – 13 years	14 – 17 years	Total under 5 years	Total 0 – 17 years
Walworth	2,232	1,443	1,936	1,741	1,526	1,782	3,675	10,661
Camberwell	2,172	1,240	1,575	1,360	1,251	1,508	3,412	9,106
Nunhead & Peckham Rye	2,266	1,229	1,503	1,273	1,228	1,582	3,496	9,082
Dulwich	1,764	996	1,368	1,262	1,146	1,469	2,759	8,003
Bermondsey	1,732	981	1,265	1,142	1,048	1,315	2,713	7,482
Rotherhithe	1,423	787	984	946	888	1,080	2,210	6,108
Peckham	1,147	670	943	832	755	899	1,817	5,246
Borough & Bankside	998	657	789	885	788	925	1,654	5,042
Total	13,733	8,003	10,363	9,441	8,629	10,560	21,737	60,729

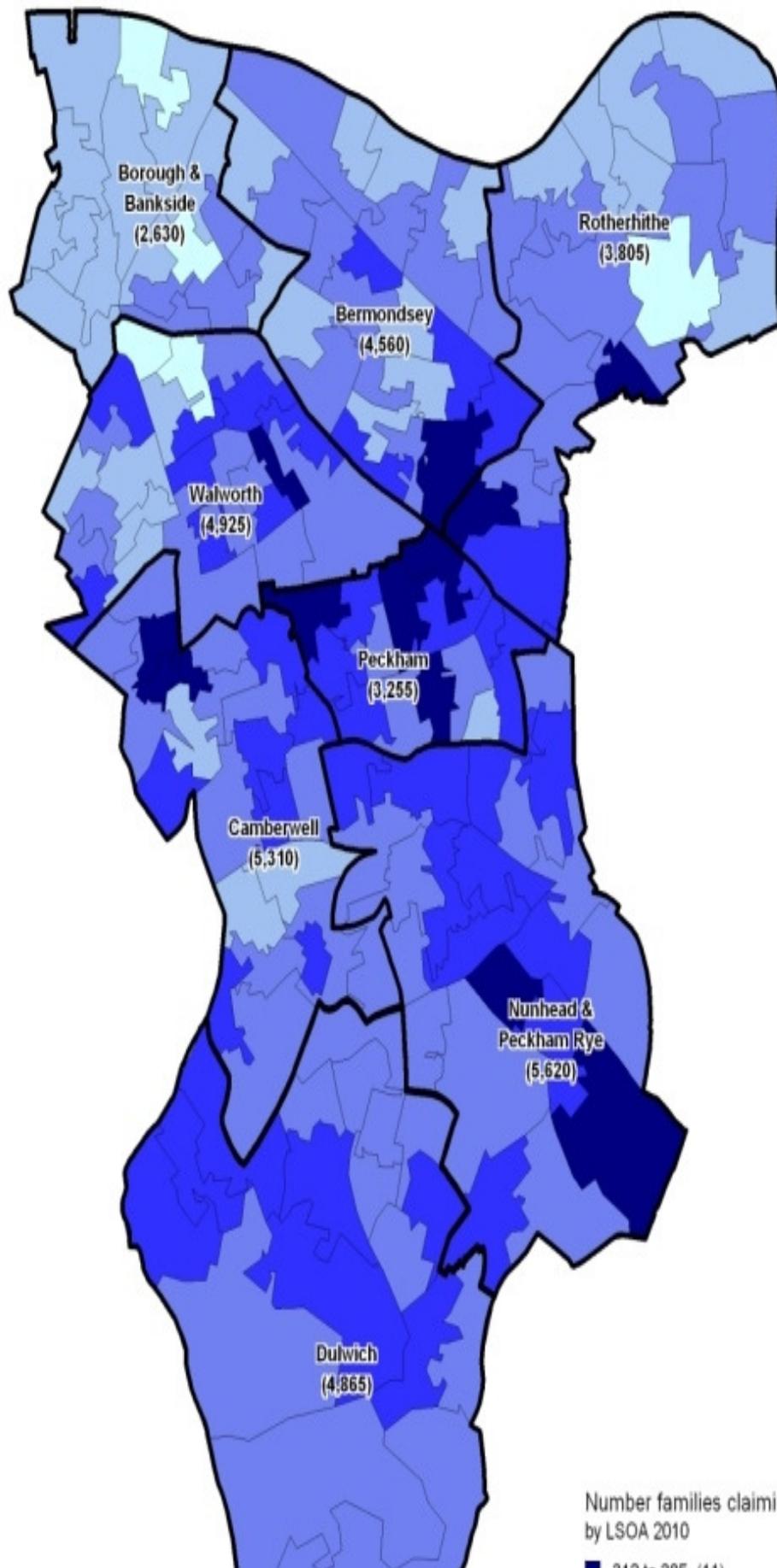
Source: GLA PLP population projections 201010.

The population of Livesey ward has been halved and attributed to both Peckham and Rotherhithe community councils to provide an estimate

The following map shows the numbers of families claiming the child benefit in Southwark in 2010. The Community Councils with the highest number of families were Nunhead & Peckham Rye (5,620),

followed by Camberwell (5,310). Borough & Bankside had the lowest number of families claiming the child benefit (2,630).

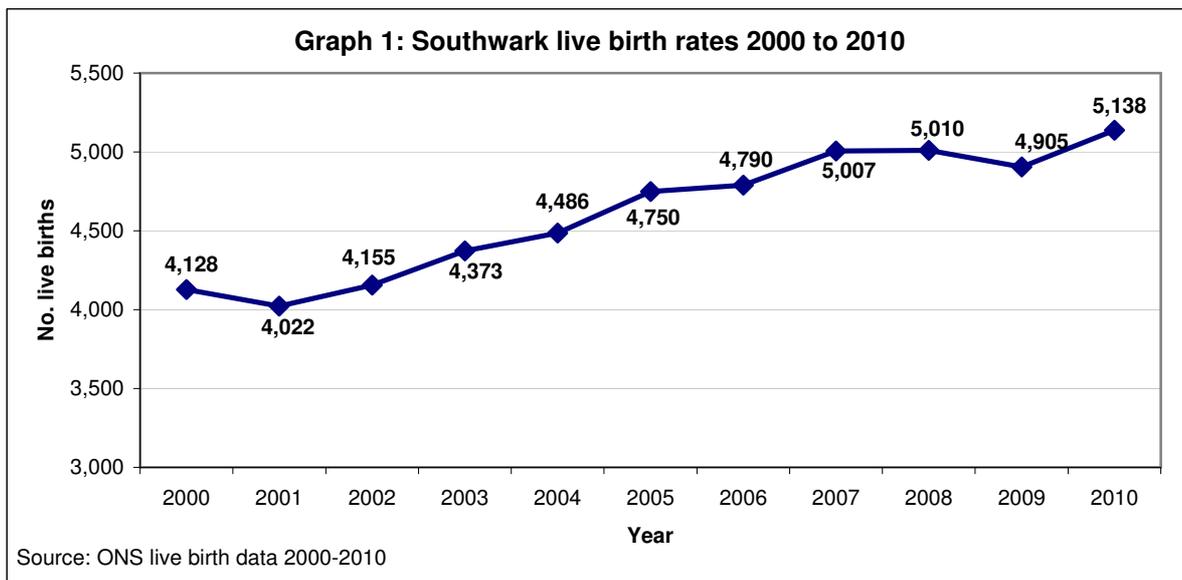
NUMBER OF FAMILIES CLAIMING THE CHILD BENEFIT: 2010



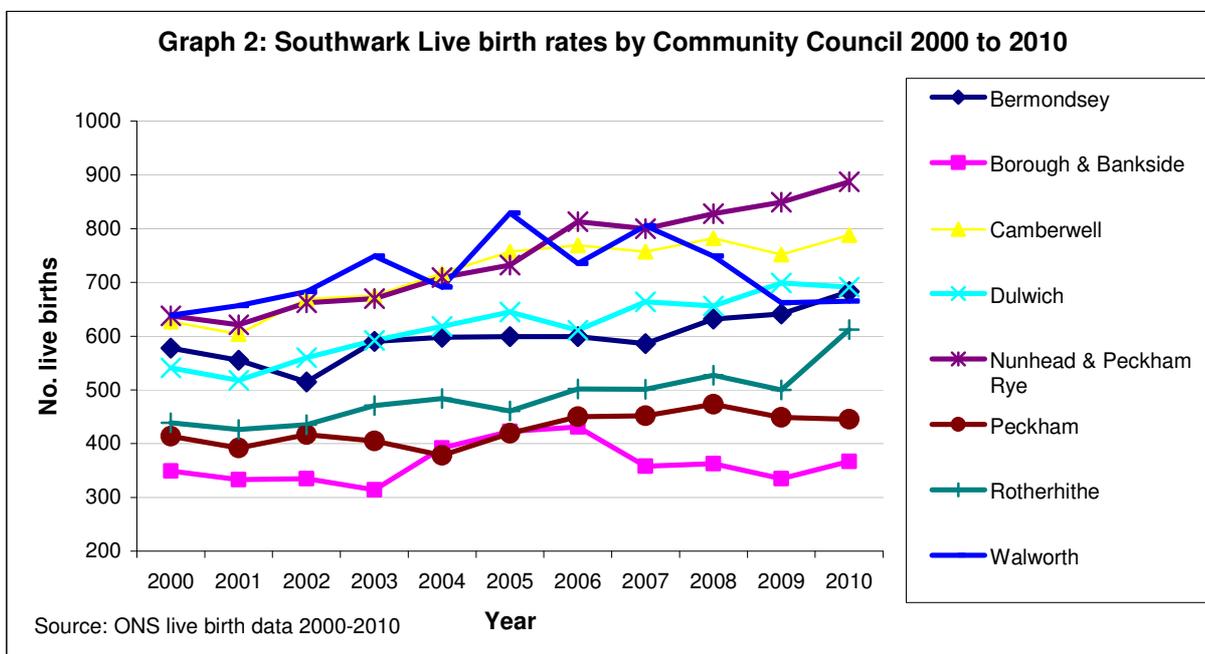
Number families claiming child benefit
by LSOA 2010

■ 2,125 - 2,625 (11)

Between 2001 and 2008 Southwark's live birth rate increased steadily, however after a slight decline in 2009, the 2010 birth data shows a steady increase in the number of live births in the borough (see Graph 1 below).

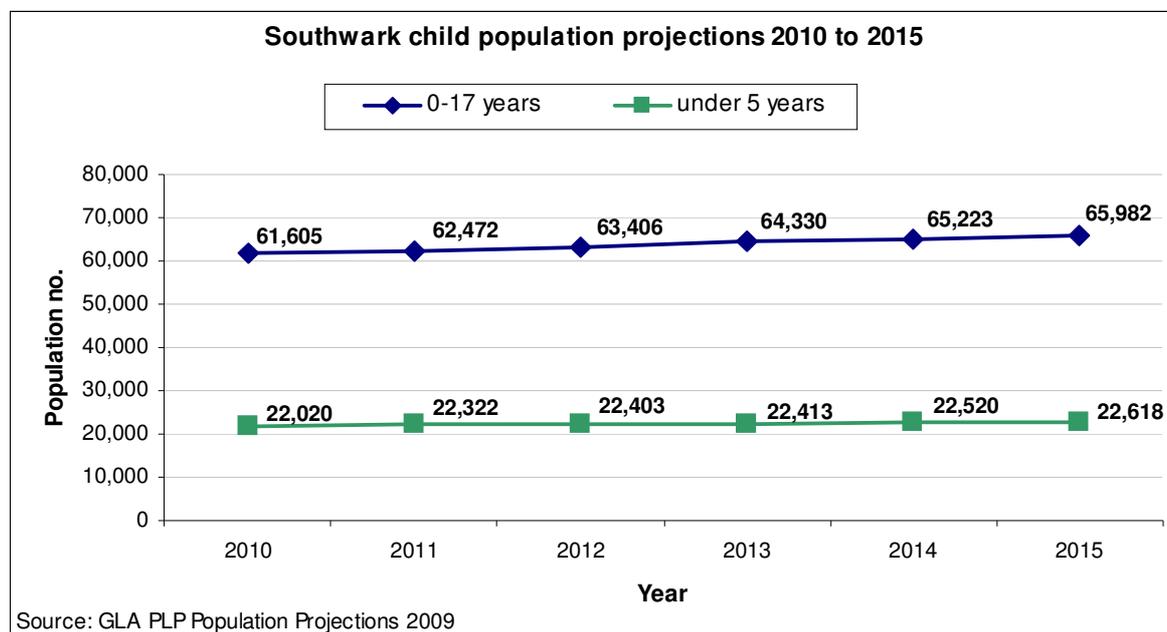


The decline in birth rates in Walworth Community Council (down 17% from 2007) may be due to the large scale housing regeneration projects currently taking place across the borough, most notably in the Heygate and Aylesbury housing estates. Nunhead & Peckham Rye Community Council now has the highest live birth rate of all Community Councils, with 887 babies born in 2010.



According to the GLA, the proportion of children in Southwark under 17 years is expected to grow by nearly 7% between 2010 and 2015, reaching 65,982 in 2015 (GLA Population Projections 2009⁵).

The proportion of children under 5 years is expected to grow at a slightly smaller rate, reaching 22,618 in 2015 (a 2.6% increase).



The ONS mid 2008 population projections predict a higher rate of increase for the under 5 year age group between 2010 and 2015 (5.6%), and this is also more than four times the London and England rate of increase for this age group.

⁵ The GLA population projections are considered more robust as projection methods than the ONS projections as it uses a methodology which includes housing stock data. Details can be found at http://data.london.gov.uk/documents/DMAG_Update_17-2010_2009_Round_Demographic_Projections-shlaa.pdf

4.3 Ethnicity

The Southwark population is very ethnically diverse, with almost half of the population from a Black or Minority Ethnic group (BME, 47%). The White or White British ethnic group accounted for nearly two-thirds of all people in 2007, followed by the Black or Black British ethnic group (one fifth of the population).

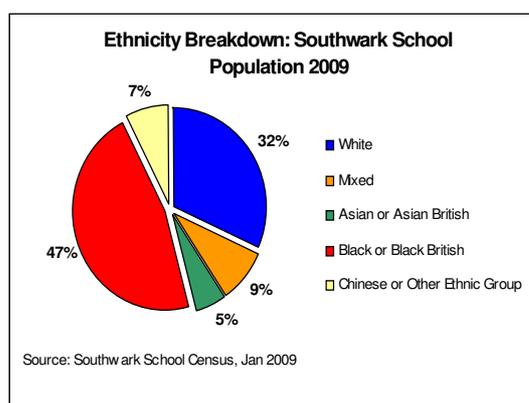
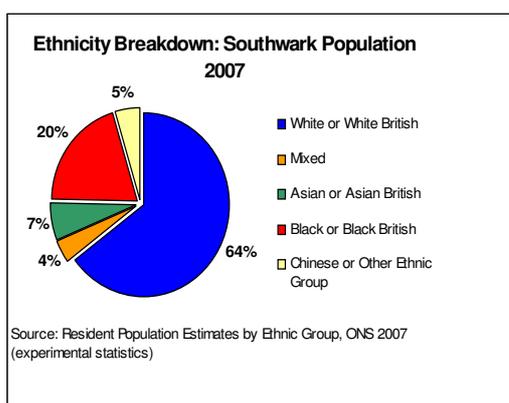
Population ethnicity

Ethnic Group (all ages)	No.	%	Ethnic Group - School Population	No.	%
White or White British	177,700	64.8	White or White British	10,646	32.0
White: British	144,200	52.6	White: British	8058	24.3
White: Irish	6,400	2.3	White: Irish	274	0.8
Other White	27,100	9.9	Other White	2258	6.8
			Traveller of Irish Heritage	41	0.1
			Gypsy Roma	15	0.1
Mixed	10,600	3.9	Mixed	2,852	8.6
Mixed and Black Caribbean	3,100	1.1	Mixed and Black Caribbean	1074	3.2
Mixed and Black African	2,100	0.8	Mixed and Black African	447	1.3
Mixed White and Asian	2,200	0.8	Mixed White and Asian	194	0.6
Other Mixed	3,300	1.2	Other Mixed	1137	3.4
Asian or Asian British	17,900	6.5	Asian or Asian British	1,727	5.2
Asian Indian	8,700	3.2	Asian Indian	220	0.7
Asian Pakistani	1,900	0.7	Asian Pakistani	170	0.5
Asian Bangladeshi	4,600	1.7	Asian Bangladeshi	861	2.6
Other Asian	2,800	1.0	Other Asian	476	1.4
Black or Black British	55,400	20.2	Black or Black British	15,536	46.8
Black Caribbean	17,500	6.4	Black Caribbean	3949	11.9
Black African	33,600	12.2	Black African	9762	29.4
Other Black	4,300	1.6	Other Black	1825	5.5
Chinese or Other Ethnic Group	12,600	4.6	Chinese or Other Ethnic Group	2,466	7.4
Chinese	7,900	2.9	Chinese	430	1.3
Other Ethnic Group	4,700	1.7	Other Ethnic Group	2036	6.1
Total	274,400	100.0	Total	33,227	100.0

Source: Resident Population Estimates by Ethnic Group, ONS 2007 (Experimental Statistics)

Source: School Census, Jan 2009 (includes specials and academies)

The Southwark school population is even more diverse than the adult population, with around three quarters of children from a BME background.



4.4 A complex borough

Although Southwark is described as an “inner city” borough it covers areas of very diverse housing type, which have driven the changing demographic profile. The borough includes areas of “leafy suburbia” as well as fashionable riverside flats and converted Victorian terraces. In general there is a mix of increasingly expensive private sector housing mingled with large estates of social rented accommodation, often home to disadvantaged households.

Many parts of the borough have been transformed over the last few years. The scale of change has been felt in many places such as Peckham and north Southwark, the latter being repositioned as a vibrant part of central London, opening up new opportunities for residents and businesses. However the problems of poverty and low income remain very real for many people all over the borough.

4.4.1 Poverty and deprivation in Southwark

In 2010, Southwark ranked as the 41st most deprived Borough in England, with 4 areas ranked in the 10% most deprived areas nationally. Southwark was ranked as the 12th most deprived borough in London, however this was an improvement from 2007 when Southwark was ranked as 9th most deprived in the London⁶.

The Child Well-Being Index paints a complex view for children in the borough. In 2005 Southwark was ranked as having the 7th lowest level of child well-being in England and the 4th lowest level of child well-being for London. Southwark ranked in the bottom ten for child well-being across all 7 sub-domains, performing worst in the Environment and Education domains (31st and 30th in London respectively). The Crime and Housing domains had the highest levels of well-being for children in Southwark (25th and 26th in London respectively) although well-being levels were still low compared nationally⁷.

The National Indicator measuring child poverty (NI 116) calculates that a child is deemed to be living under the poverty threshold when they are living in a household which is reliant on workless benefits (such as Job Seeker’s Allowance or Incapacity Benefits) or where the household’s total equivalised income is less than 60 per cent of the national median. This takes into consideration both children from

⁶ Indices of Multiple Deprivation 2010; details of the methodology used to calculate the IMD can be found at www.communities.gov.uk

⁷ Child Well-being Index 2009; details of the methodology used to calculate the IMD can be found at www.communities.gov.uk

out of work families and children from in-work families where their equivalised income is less than 60% of the median.

In 2008, there were an estimated 17,335 children under the age of 16 living in poverty in Southwark. This equates to 33.9% of the under 16 population and is substantially higher than the London and England averages (31.2% and 21.6% respectively). This ranked Southwark as 14th highest for London. The proportion of children living in poverty decreased between 2007 and 2008; however recent changes in the economy and any increases in unemployment rates will not be reflected in these figures.

The rate of child poverty varies greatly across the borough, where parts of the borough with little to no child poverty border areas with between 37% and 46% child poverty.

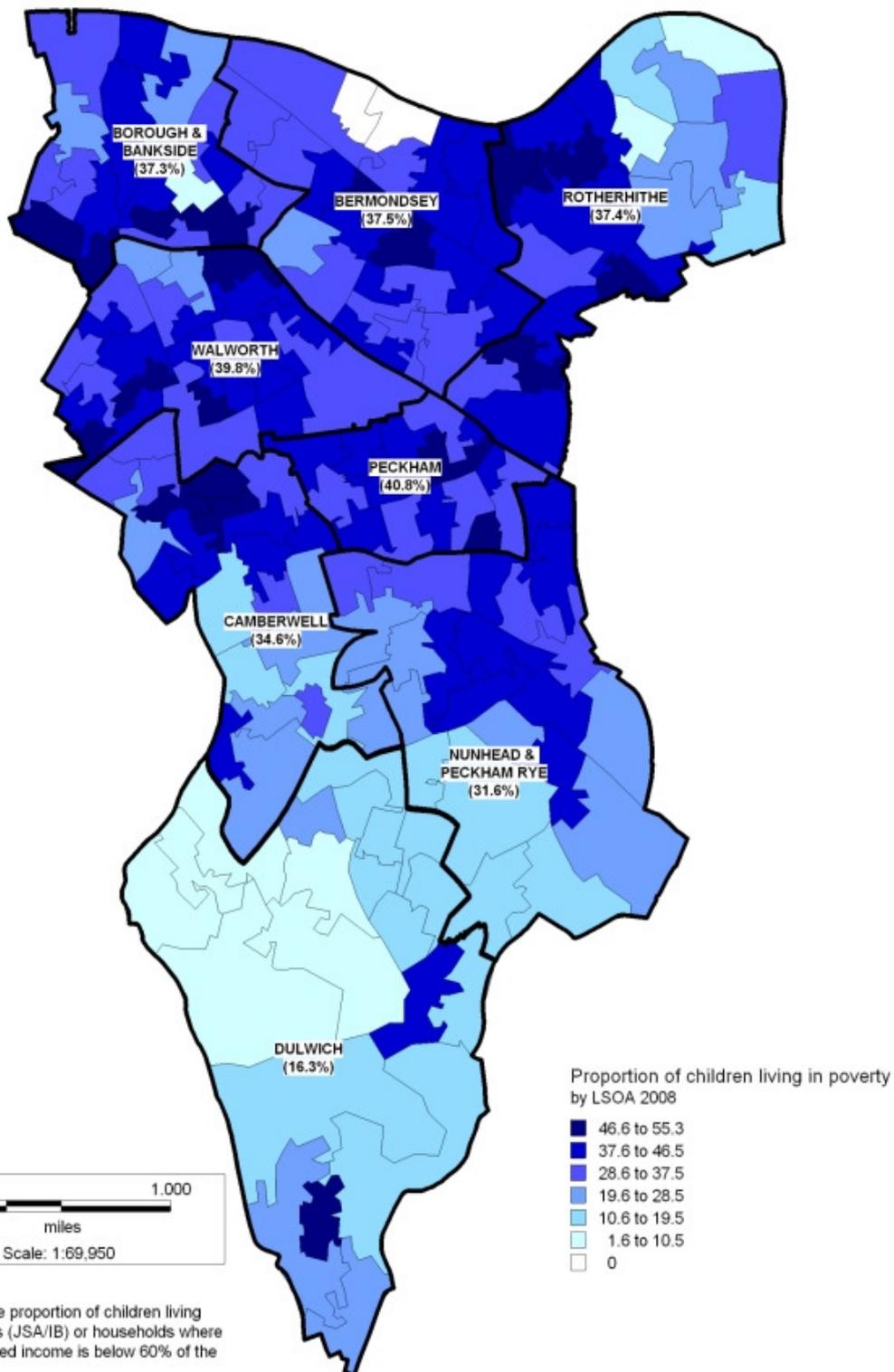
Peckham Community Council had the highest overall level of child poverty (41%) whereas Dulwich only had 16.3%. The proportion of children under the age of 5 who were living in poverty in 2008 was 30.5%, the 12th highest proportion of children under 5 in poverty for all London Boroughs.

37% of children were estimated to be living in families in receipt of key out of work benefits (average of 4 quarters to August 2007)⁸ which ranked Southwark 7th out of 377 local authority areas in Great Britain.

The Map below gives a breakdown of child poverty in Southwark at Super Output Area (SOA) and Community Council.

⁸ DWP benefits statistics, 5% sample, January 2008

NI 116: PROPORTION OF CHILDREN UNDER 16 YEARS
LIVING IN POVERTY (2008)



Source: HMRC 2008 (released Sep 2010)

4.5 Family structure

In 2010 there were around 34,970 families claiming the child benefit, half of which were claiming for one child, with a further third claiming for two children. There was a higher proportion of single child families in Southwark than the London average (47%) but a higher proportion of families with 3 or more children than the London average (17.5% compared to 16% nationally).

4.5.1 Lone parents

As diverse as the borough is geographically, there is much diversity within the families living in Southwark.

The ONS birth data recorded that in 2009, 10 per cent of births to Southwark mothers were solo registrations (506 births) and a further 668 births were jointly registered but to parents living at separate addresses (14% of births).

Lone parent families are much likelier to be living in poverty than couple parent families. Of the 19,610 children under the age of 16 who were living in poverty in 2008, 82 per cent were living in a lone parent household (16,025).

4.5.2 Household composition

The 2009 Annual Population Survey (APS) estimated that there were around 31,600 households with dependent children in Southwark, of which 35% were lone parent households⁹. Half of the lone parent households were from the Black or Black British ethnic group whereas married couples were more likely to be from the White ethnic group (44%)¹⁰.

4.6 Labour and employment

4.6.1 Economic activity

At the end of March 2010, the number of working age people claiming the Job Seekers Allowance was 10,060, increasing by 509 claimants or (5.3%) from the previous quarter, the highest it has been for a decade. This amounts to a claimant rate of 5.1% of the working age population. However, following the end of the recession in Q1 2010/11 this rate has dropped slightly to 4.9% (see table below)

Job Seeker Allowance claimants (quarter ending stock)

	Q1 09/10	Q2 09/10	Q3 09/10	Q4 09/10	Q1 10/11
Southwark	4.7%	4.9%	4.8%	5.1%	4.9%
London	4.2%	4.5%	4.3%	4.5%	4.2%
England	4.1%	4.2%	4.1%	4.2%	3.7%

* Rates are claimants as a proportion of the working age population

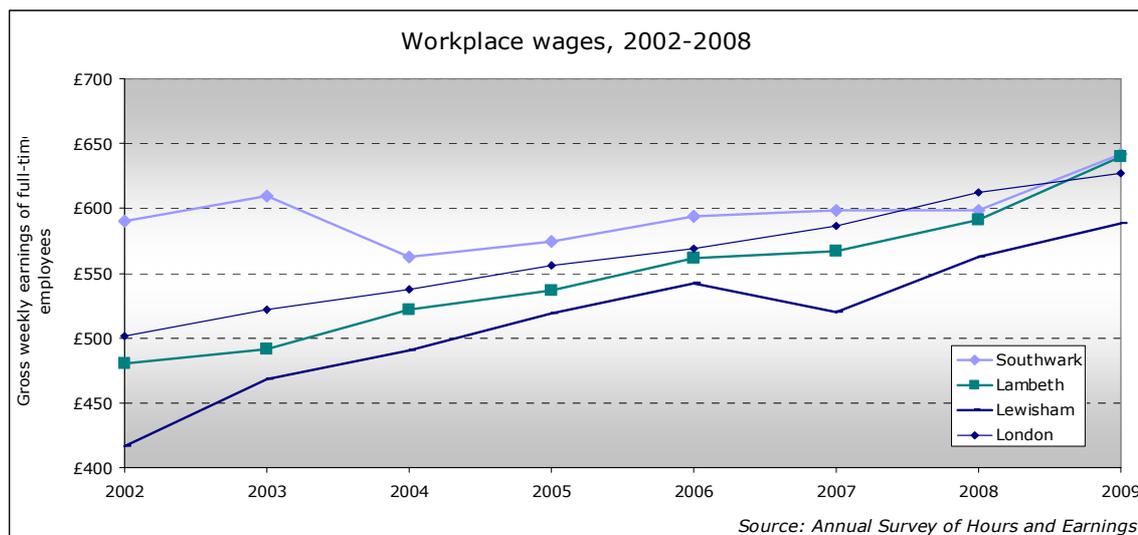
⁹ The Annual Population Survey Estimates are based on small sample sizes and are subject to a margin of uncertainty. They should therefore be treated with caution. <http://www.esds.ac.uk/government/aps/>

¹⁰ Analysis of other ethnicities by household composition is impossible due to small number restrictions.

4.6.2 Income

Wages are an important indicator of the value of employment activities in an area. Earnings statistics provide indicators relating both to labour supply and demand. The earnings of the resident population of the area reflect the type of labour supply provided by people living in that area. Alternatively the earnings of people within a workplace in the area are an indicator of the nature of the labour demand arising from employers in the area.

Resident earnings in Southwark are lower, on average, than the earnings of local workers. This would appear to suggest that in-commuters are disproportionately employed in higher paid jobs compared to Southwark residents.



However, gross weekly and hourly pay in Southwark is higher than for London and GB as a whole:

Earnings by residence 2009

	Southwark	London	GB
Gross weekly pay – full time workers	£617.60	£598.60	£491.00
Hourly pay – full time workers	£16.23	£15.60	£12.47

Source: ONS annual survey of hours and earnings, resident analysis (NOMIS)

Note: median earnings in pounds for employees living in the area

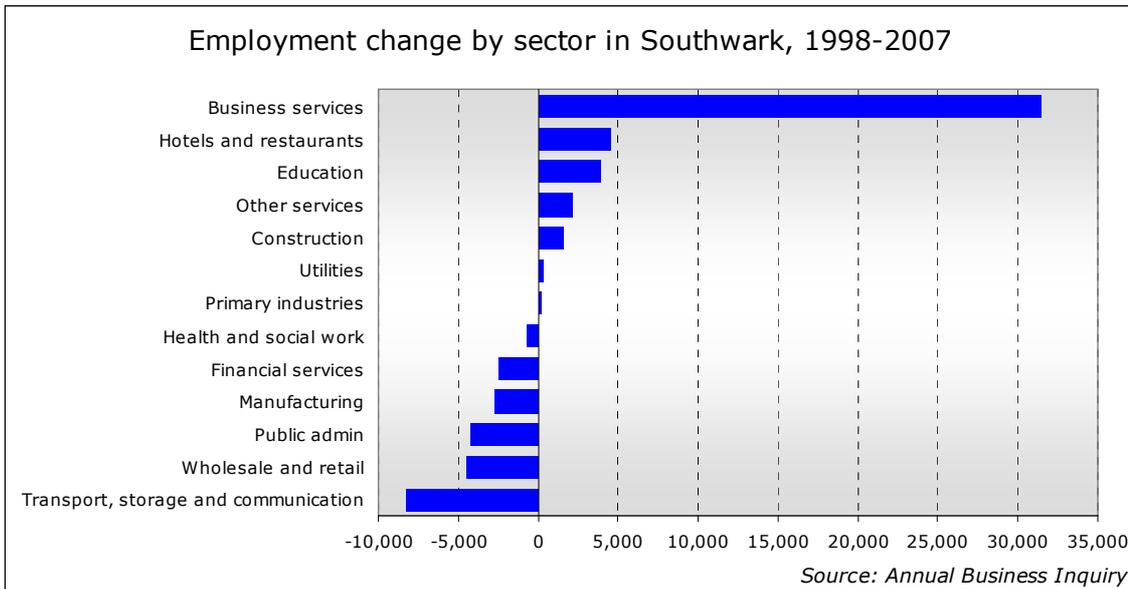
15.3% of employees in Southwark are paid less than £7 an hour¹¹ which ranks Southwark at 309 out of 377 local authority areas in GB (with 1 being ranked as highest).

4.6.3 Employment sectors

By far the largest sector in terms of employment in Southwark is the business services sector. This sector accounts for 38% of all employment in the borough, a total of 62,200 jobs. This proportion is substantially above the sub-region (31%), the region (26%) and GB (18%). Other significant employment sectors are wholesale and retail (13,500 jobs), hotels and restaurants (10,700 jobs), education (13,600 jobs), and health and social work (13,000 jobs). However, compared to the regional average all of these sectors, apart from education, are under-represented in Southwark.

Manufacturing accounts for 6% of employment in the borough (9,400 jobs) a greater proportion than the Inner London and London averages (both at 4%). The manufacturing sub-sector of publishing, printing and reproduction of recorded media accounts for around three quarters of Southwark’s manufacturing jobs a total of 7,200 jobs.

Jobs growth by industrial structure



The sectors experiencing the greatest reduction in the number of jobs over the period 1998-2007 were: transport and communications (-8,200 jobs or -47%); wholesale and retail (-4,400 jobs or -25%); public administration and defence (-4,200 jobs or -33%); and financial services (-2,400 jobs or -23%).

¹¹ ONS annual survey of hours and earnings November 2009 (average 2007 to 2009) cited on www.poverty.org.uk

The manufacturing sector has continued its long term decline albeit at slower rate than regionally and nationally. Manufacturing employment in Southwark fell by 2,700 jobs over the period, a decline of 22% compared to a fall of 36% in London and 30% across the UK as whole.

Employment by occupation - 2009

	Number	Percent*
% all in employment who are - 1: managers and senior officials	22,200	15.5
% all in employment who are - 2: professional occupations	35,200	24.6
% all in employment who are - 3: associate prof & tech occupations	27,100	18.9
% all in employment who are - 4: administrative and secretarial occupations	11,300	7.9
% all in employment who are - 5: skilled trades occupations	8,900	6.2
% all in employment who are - 6: personal service occupations	8,100	5.7
% all in employment who are - 7: sales and customer service occupations	8,200	5.7
% all in employment who are - 8: process, plant and machine operatives	6,100	4.3
% all in employment who are - 9: elementary occupations	15,700	10.9

*percent of total working age population (143,100). Source: Annual Population Survey 2009

4.6.4 Employment type and hours worked

A breakdown of the number of full time and part time workers in Southwark is shown in the following tables. Since the recession, the number of part time jobs has continued to increase whilst the number of full time jobs has decreased.

Total full time and part time workers - resident-based analysis

Year	Full Time Workers	Part Time Workers	Total
	Number	number	number
2006	71,000	20,000	91,000
2007	84,000	19,000	103,000
2008	78,000	23,000	101,000
2009	75,000	24,000	99,000

Source: ONS Annual Survey of Hours and Earnings, 2009

The average number of hours worked has remained relatively constant:

Hours Worked - workplace Analysis

Year	Hours worked - total
2006	37.3
2007	37.4
2008	37.5
2009	37.5

Source: ONS Annual Survey of Hours and Earnings, 2009

4.6.5 Female employment trends

The following table gives a snapshot of the key employment data for females within Southwark based on the 2009 Annual Population Survey. Compared to the total employment rate of 67.0% the female-only employment rate is 60.3% and the male-only employment rate is 74.4%.

Female employment data, 2009

Variable	Female %	Male %	Total %
Economic activity rate - working age	67.8	81.5	75.1
Employment rate - working age	60.3	74.4	67.0
% of working age who are employees	54.2	61.8	58.2
% of working age who are self employed	5.6	12.7	9.4
Unemployment rate - working age	11.1	8.7	9.7
Unemployment rate - 16+	10.7	8.4	9.4
% of who are economically inactive - working age	32.2	18.5	24.9
% of working age who are economically inactive - want a job	9.1	5.7	7.3
% of working age who are economically inactive - do not want a job	23.1	12.8	17.6

Source: Annual Population Survey, September 2009

*Data has been reweighted in line with the latest ONS estimates.

4.7 Housing Tenure

As an inner city borough, Southwark has a very high concentration of social housing, of which one fifth of all dependent children live in. Overcrowding and unsuitable accommodation are issues which affect families with children in particular, and pockets of the borough have much higher than average rates of

children experiencing these issues. Recent studies have shown that children who grow up in social housing experience disadvantages in adult life, which is why providing suitable accommodation for children living in social housing, should be a key priority for Southwark.

The 2008 Southwark Housing Requirements Survey estimated that there were 123,350 households in Southwark, with an estimated population of 268,700 people. There were 36,040 households with Children in 2008, just under one third of all households (30%).

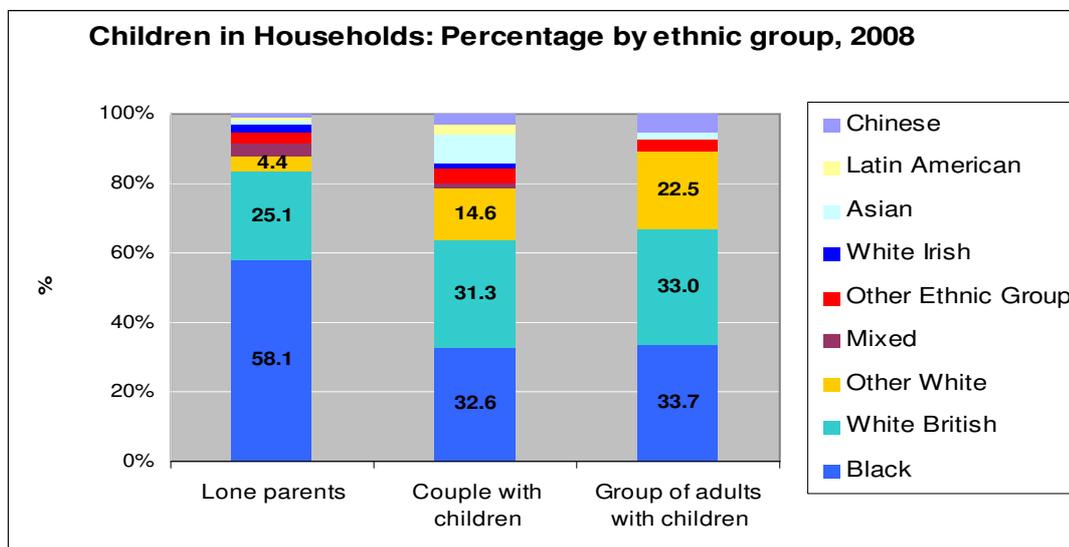
Lone parent families accounted for over 40% of all households with children in 2008. Almost 9 out of 10 lone parent families were living in socially rented housing (87%), compared to only 40% of adult couples with children.

Children from a Black ethnic group were more likely to be in a lone parent household than a household with two parents, which is also the most common form of household for all people from a Black background (31%). Walworth and Bermondsey Community Councils had the highest rate of children living in lone parent families in 2001 (14%).

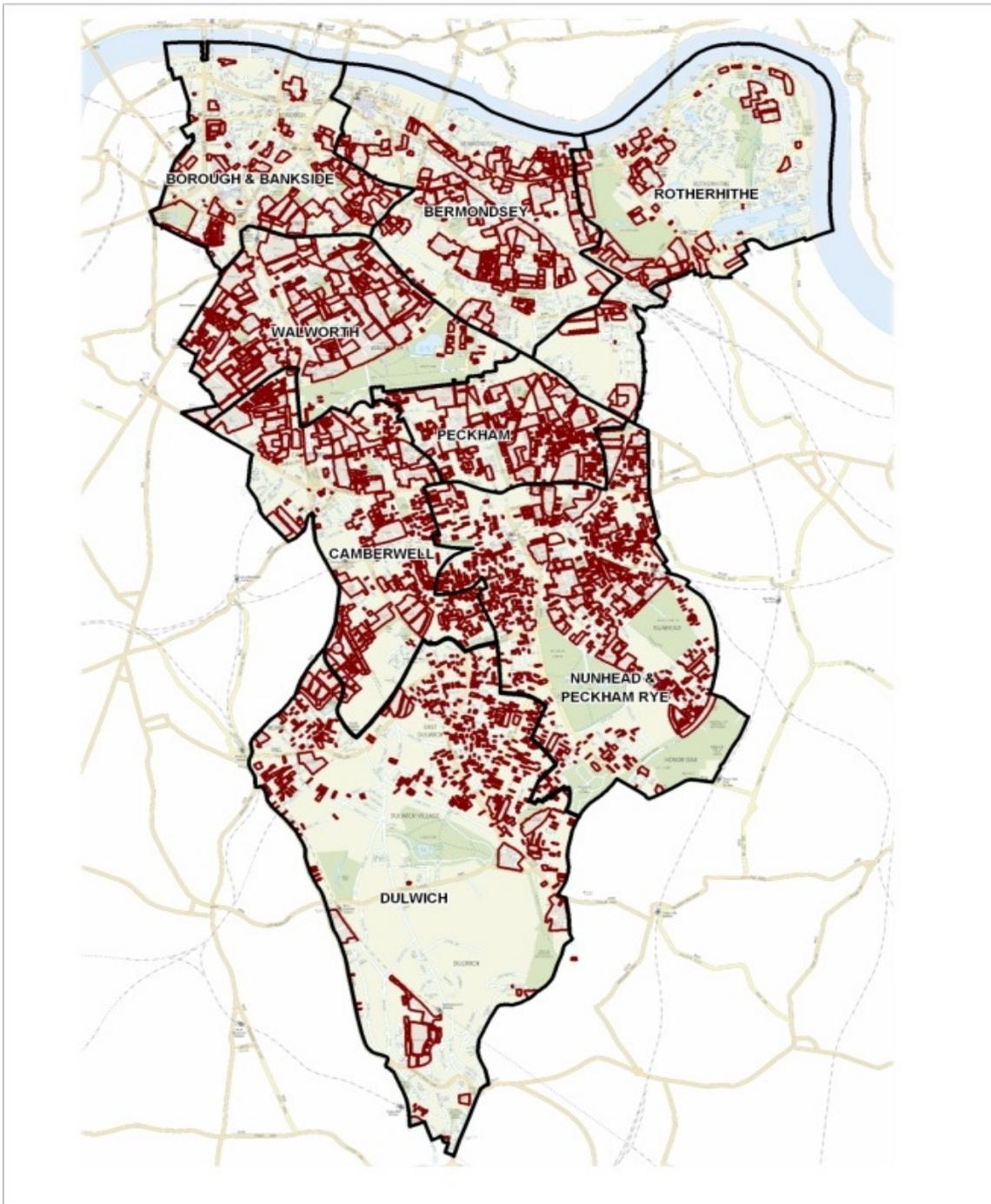
Parts of Nunhead & Peckham Rye and Bermondsey had around one fifth of all children living in lone parent households, higher than the Southwark average (11%). Just over 4 in 10 of all Southwark Council tenant households had dependent and non-dependent children in 2001. Families with children who were Southwark Council tenants had a much higher incidence of overcrowding than those who did not have children, with almost half lacking a room (46%) compared to the overall average of 33%.

Therefore an estimated one in five of all council rented households are households where children are living in overcrowded accommodation (20%).

In parts of Walworth, between one third and 40% of all children were living in social housing, almost double the Southwark average of 21%.



SOUTHWARK HOUSING ESTATES 2010

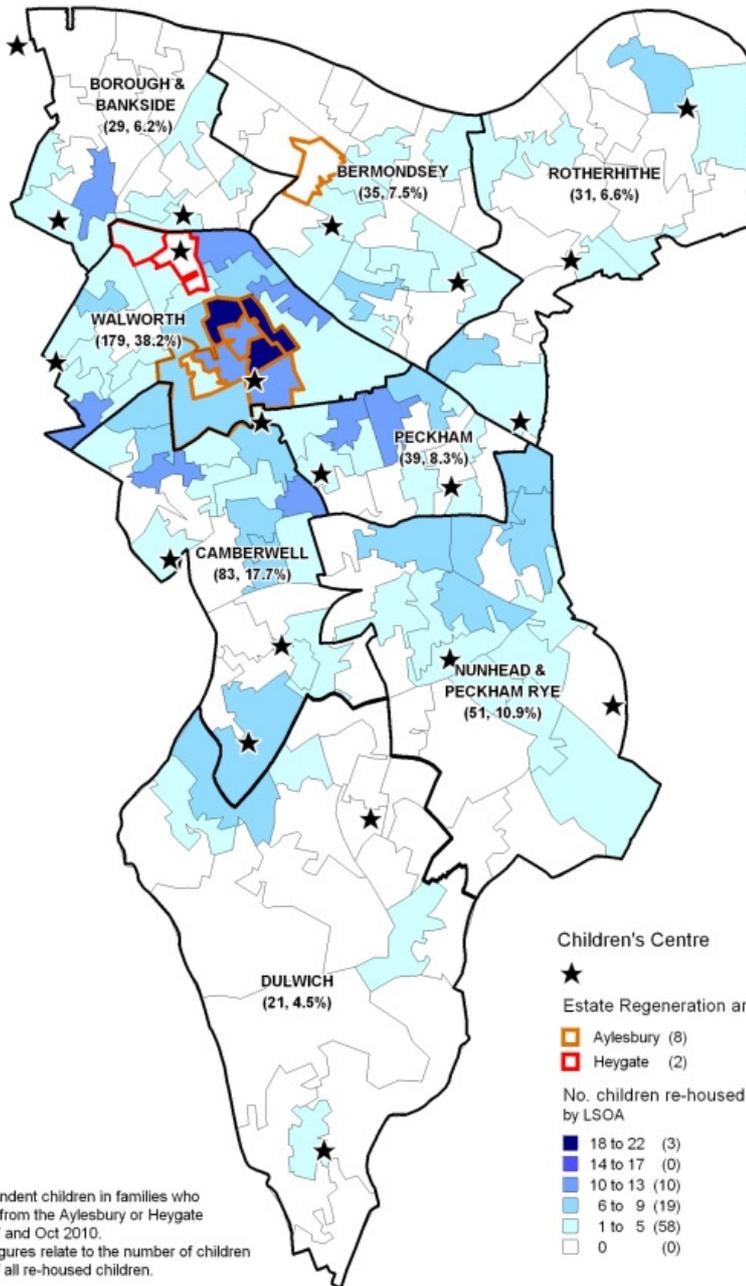


4.8 Regeneration

Since 2007 there has been extensive regeneration schemes undertaken to improve housing across the borough. The largest scale regeneration schemes have taken place at the Aylesbury and Heygate housing estates; 231 families with 470 dependent children that have been re-housed from these estates alone since 2007, and building of the new housing sites will commence from 2011.

The Aylesbury and Heygate housing estates, two of the largest social housing estates in the UK and which housed almost 9,000 households (7% of all Southwark households) have been part of redevelopment schemes since 2007. The necessary re-housing of the residents living in the affected estate blocks has impacted on the population numbers in each area and at present 231 families with 470 dependent children have been re-housed throughout the borough. Map x shows the number of children who have been re-housed within Southwark, and which areas have been most affected by the population increase. Nearly 40% of children were re-housed to the same community council (Walworth) however as the map shows, the dispersion was fairly even throughout Southwark.

CHILDREN RE-HOUSED FROM THE AYLESBURY AND HEYGATE REGENERATION PROJECTS 2007 TO 2010



Figures relate to dependent children in families who have been re-housed from the Aylesbury or Heygate estates between 2007 and Oct 2010. Community Council figures relate to the number of children and the percentage of all re-housed children.

Source: Southwark Housing 2010

4.9 Vulnerable children

In Southwark there were 336 children who were the subject of a child protection plan at 31 March 2010, which was an increase of 6.7% since 31 March 2009 (315 children subject to a child protection plan).

As at February 2010 there were around 1,700 children under the age of 16 who were in receipt of the disability living allowance.

In Southwark there were 3,737 children in Need at 31 March 2010, which was an increase of 20.5% from 2009. 23.1% of children in need were aged four or under in Southwark, which was slightly less than the national (25.9%).

Children in Need

	Unborn	Under 1	1-4 years	5-9 years	10-15 years	16 & over
Southwark	2.5%	4.4%	18.7%	21.5%	28.8%	24.1%
England	1.6%	5.0%	20.9%	23.4%	31.5%	17.6%

Source: Southwark Council data

Around 23% of all children in need had a disability, with Learning and Communication disabilities accounting for 8.7%.

5 The supply of childcare

The following section draws upon data held regarding the supply of registered childcare in the borough and data collected through a questionnaire survey of all registered providers. 318 childcare providers responded to a questionnaire survey, 46% of all registered providers in the borough. Response levels varied by type of provision; highest numbers of returns in terms of percentage response was from sessional providers:

Response by type of provision

Type of provision	*Number of registered settings	Number of responses	Response rate
Day nursery	85	58	68%
Sessional care	17	13	76%
Holiday playscheme	31	12	39%
Breakfast club	29	11	38%
After school club	70	43	61%
Childminding	455	181	40%
All registered childcare settings	687	318	46%

*The number of registered settings has been adjusted to account for returns from settings that no longer offer provision

There are some differences between the number of Ofsted registered settings as at October 2010 and the number of settings included in the childcare provider survey. This will be attributable to different time periods and settings opening/closing. For the purpose of mapping the supply of childcare Ofsted registration data has been taken as the base (total stock of registered childcare) with findings from the survey used to provide an estimate of places by age range, occupancy and vacancy levels and operating capacity. These are discussed in the following sections.

5.1 Supply

There were a total of 10,121 registered places in childcare provision in Southwark (source: Southwark council, MCA database, October 2010). Daycare provision (day nursery and pre-school) accounted for 37% of total registered places; childminding accounted for 15% and out of school (after school, breakfast and holiday provision) 47%:

Registered childcare places by type of provision

	Day nursery	Sessional care	Holiday playscheme	Breakfast club	After school club	Childminding	Overall
Number	3,378	409	1,188	1,005	2,610	1,531	10,121
% of total	33%	4%	12%	10%	26%	15%	100

Sufficiency is not based on the ratio between childcare places and the child population, however a review of provision compared to the child population can be useful as part of a sufficiency assessment.

In terms of daycare (here taken to be day nursery and sessional care) there is a close correlation between the number of places available compared to the population of children aged under 5 years in most community council areas. There are relatively lower levels of provision in Walworth and Rotherhithe and relatively higher levels of provision in Borough and Bankside:

Daycare provision (day nursery and sessional care) by area compared to the population of 0-4 year olds

	Bermondsey	Borough & Bankside	Camberwell	Dulwich	Nunhead & Peckham Rye	Peckham	Rotherhithe	Walworth
% places	12%	13%	16%	13%	16%	10%	7%	14%
% 0-4 population	11%	8%	16%	13%	16%	8%	10%	17%

Base: places – 3,787

In terms of childminding, again there is a close correlation between the number of childminding places and the number of children aged 0-7 years old. The exceptions are in Rotherhithe and Walworth where there is relatively low levels of provision compared to the under 8 population and Nunhead and Peckham Rye where there is a relatively high level of childminding provision compared to the population 0-7 years:

Childminding provision by area compared to the population of 0-7 year olds

	Bermondsey	Borough & Bankside	Camberwell	Dulwich	Nunhead & Peckham Rye	Peckham	Rotherhithe	Walworth
% places	12%	8%	15%	16%	24%	9%	4%	13%
% 0-7 population	12%	8%	16%	13%	16%	9%	10%	17%

Base: places – 1,531

Out of school provision is more difficult to assess on the basis that provision for children aged 8 and over does not have to be registered on the childcare register (although may voluntarily do so). It has been assumed for the purpose of the following table (and to provide an indication of the density of places by community council rather than a sufficiency assessment per se) that the numbers of places on the Ofsted database are available for all ages up to and including 14 years of age but predominantly for children aged 5 and over (no provider in the survey is offering out of school provision to a child aged under 3- 4 years old).

Whilst there remains a relationship between the percentage of the population and the percentage of registered places, it is not quite as close as for daycare and childminding. In terms of out of school provision, Walworth is particularly well served with 26% of places and 18% of the 5 to 14 year old population:

Out of school provision (after school, breakfast and holiday provision) by area compared to the population of year olds

	Bermondsey	Borough & Bankside	Camberwell	Dulwich	Nunhead & Peckham Rye	Peckham	Rotherhithe	Walworth
% places	9%	8%	13%	11%	13%	12%	8%	26%
% 5 – 14 population	12%	9%	15%	13%	14%	9%	10%	18%

5.1.1 Allocation of places by age range

Survey findings suggest that places for children aged 0-4 years old account for 54% of all registered childcare places and places for children aged 5-7 years, 21% of total places.

Estimating the number of childcare places by age range of child is a complex issue. Responses from providers can be different according to the day, day of week or time of year. In the following table, estimates for the number of childcare places by age range and by type of provision are presented. The basis for these estimates is a) the number of registered places by type of provision and b) survey data that shows the allocation of registered places by age range. The complexities of these estimates should be considered carefully.

Estimated number of places by age range and by type of provision

	Type of provision – estimated % places for children in age range (estimated total stock of places – based on registered numbers)					
Age range	After school club	Breakfast club	Day nursery	Holiday scheme	Sessional care	Childminding
0-1 year	0% (0)	0% (0)	17% (574)	0% (0)	0% (0)	17% (260)
2 years	0% (0)	0% (0)	34% (1,149)	0% (0)	15% (61)	23% (352)
3-4 years	10% (251)	27% (271)	46% (1554)	13% (154)	85% (348)	21% (322)
Under 5 years total	10% (251)	27% (271)	97% (3,277)	13% (154)	100% (409)	61% (934)
5-7 years	42% (1,096)	33% (332)	2% (68)	35% (416)	0% (0)	21% (322)
Under 8 years total	52% (1,347)	60% (603)	100% (3,345)	48% (570)	100% (409)	82% (1,255)
8-10 years	40% (1,044)	33% (332)	0% (0)	35% (416)	0% (0)	13% (199)
11-14 years	8% (209)	8% (80)	0% (0)	16% (190)	0% (0)	6% (92)

Base: 10,121 registered places, percentages rounded. Totals will differ as a result of rounding

5.2 Places occupied by disabled children

An estimated 793 disabled children and children with additional needs were being cared for by registered providers at the time of the survey (children and young people may attend more than one type of provision and as a result, this figure may over-estimate the total number).

Half (49%) of all disabled children and children with additional needs being cared for were aged 8-14 years old. In the following table the estimated number of children within each age range is shown (calculated by grossing up survey responses to represent 100% of providers).

Disabled children and children with additional needs cared for in registered childcare provision

	Age range of children						
	0-1 year	2 years	3-4 years	5-7 years	8-10 years	11-14 years	15-17 years
After school club	0	0	0	46	88	165	41
Breakfast club	0	0	3	11	13	0	0
Childminding	5	23	10	15	13	0	0
Day nursery	5	29	57	0	0	0	0
Holiday club	0	0	10	85	75	31	26
Sessional care	0	4	38	0	0	0	0
Overall	10	56	118	157	189	196	67
% of total	1%	7%	15%	20%	24%	25%	8%

5.3 Occupancy levels and vacancies

Survey responses identify high levels of vacancies across all types of provision. Across all respondents, 53% had a vacancy or vacancies at the time of the survey:

Vacancies

	After school club	Breakfast club	Childminding	Day nursery	Holiday club	Sessional care
% with vacancies	49%	55%	54%	57%	50%	38%

Base: all respondents, 318. Percentages rounded

Occupancy rates show differences within and between different types of provision. After school clubs report relatively high levels of occupancy (albeit nearly half have vacancies) with 43% having occupancy rates in the past 12 months of over 90%.

In contrast nearly half of all childminders (49%) and a third of breakfast clubs (33%) reported occupancy rates of below 70%.

Reported occupancy rates (past 12 months) by type of provision

	% of respondents reporting occupancy rates of:					
	Below 30%	31% to 50%	51% to 70%	71% to 90%	91% to 99%	100%
After school club	0%	3%	13%	43%	20%	23%
Breakfast club	11%	22%	0%	44%	22%	22%
Childminding	16%	16%	17%	16%	8%	28%
Day nursery	2%	4%	9%	40%	28%	17%
Holiday club	9%	9%	0%	64%	0%	18%
Sessional care	8%	8%	0%	38%	23%	23%
Overall	10%	11%	13%	28%	14%	24%

Base: all respondents, 289. Percentages rounded

5.4 Opening hours

After school provision – after school settings are generally open between 3/3.30pm and 6pm Monday to Friday; a small number are available until 7pm. Based on survey responses, 5% (an estimate 3 to 4 settings) will be open on Saturday mornings and 1 -2 settings on Saturday afternoons.

Breakfast clubs – breakfast club provision is available between 7.30am and 9.15am weekdays, with the majority available until 9am.

Childminding – childminding provision shows the greatest flexibility in terms of hours of availability. The majority of childminders (82%) offer all day provision Monday to Friday, between 7/8am and 6pm. A small number of childminders are available from 6am and up to 10pm weekdays. An estimated 8% of childminders (equating to 36 across the borough) offer Saturday care.

Day nursery provision – the majority of day nurseries open from between 8am and 6pm; earliest provision is available from 7am and the latest places are available until 7pm, albeit in limited numbers. There is very limited Saturday provision in day nurseries (an estimated 3 settings open on Saturday).

Holiday clubs – holiday clubs are available all day (during the holidays) from 8/8.15 am and 6pm, Monday to Friday.

Sessional care – the majority of sessional places are available between 9/9.30am and 12/12.30pm. An estimated 31% are available from 9am to 2.45/3pm.

5.4.1 Potential to increase or amend opening hours

Survey responses suggest limited capacity to increase or amend opening hours. Based on current staffing levels and if there were demand 16% of all childcare providers have potential to increase or amend opening hours. Sessional providers report the greatest capacity (albeit from a low base n=4):

Potential to increase or amend opening hours – percentage by type of provision

After school club	Breakfast club	Childminding	Day nursery	Holiday club	Sessional care	Overall
12%	9%	18%	14%	17%	31%	16%

Base: all respondents, 318. Percentages rounded

5.5 Provision during the school holidays

75% of providers operate during school holidays:

Provision operating during school holidays

After school club	Breakfast club	Childminding	Day nursery	Holiday club	Sessional care	Overall
30%	27%	88%	88%	100%	0%	75%

Base: all respondents, 318. Percentages rounded

A high percentage of day nursery and childminding provision is year round with higher levels of out of school care available during end of term holidays compared to half term holidays:

Of those operating in school holidays:	After school club	Breakfast club	Childminding	Day nursery	Holiday club
Operate during half term holidays	46%	66%	94%	86%	42%
Operate during end of term holidays	77%	100%	88%	75%	100%

Base: settings operating in school holidays, 238

5.6 Extending or developing provision

Group providers were asked if they were either in a position to, or where planning to, develop or extend provision; 20% of all group providers indicated this was the case. Capacity to extend or develop was highest in day nursery and sessional provision:

Capacity or plans to extend or develop provision – group providers only

Type of provision	After school club	Breakfast club	Day nursery	Holiday club	Sessional care	All group provision
% with capacity to expand or develop	12%	9%	29%	8%	31%	20%

Base: group providers, 137. Percentages rounded

Where settings are able to develop or extend provision for the majority (91%) this would be by increasing the number of places; 59% could offer more flexibility and; 32% could expand the age range they cater for.

Settings that were not able to extend or develop provision were asked why. The primary reason given was around premises – either restrictions on use, building issues or having reached capacity, cited by 37% of settings identifying barriers. Staffing and a lack of demand were also commonly cited (identified as barriers by 13% and 10% of settings respectively).

5.7 Childminders – length of service and continuing practice

Childminders responding to the survey were asked to indicate how long they had worked as a childminder and how long they planned to continue.

The highest proportion of childminders had worked in childminding provision for 5 years or more (44% of total); a small percentage (17%) had worked in the sector for less than a year:

Childminders – length of service

Less than 6 months	6 months to 1 year	1 – 2 years	3 – 4 years	5 or more years
11%	6%	13%	25%	44%

Base: 178, percentages rounded

A high proportion of childminders anticipated continuing to work as a childminder for the foreseeable future; 80% indicated that they intended to continue childminding for 3 or more years:

Childminders – how long continue childminding

Less than 6 months	6 months to 1 year	1 – 2 years	3 – 4 years	5 or more years
3%	5%	11%	12%	68%

Base: 177, percentages rounded

These findings suggest relative stability within the childminding sector; albeit occupancy levels are relatively low for nearly half of responding childminders (49% reporting occupancy levels of below 70%).

5.8 Charges

Respondents were asked to indicate their charges, by hour, session, week and month, as appropriate. Data shows a wide range of charges and in a number of cases charges linked to specific age ranges (as is the case in a number of day nurseries specifically where charges will be different according to the age of the child. Charges are generally higher the younger the child).

Some charges outlined appear anomalous – for example, a childminder indicating they charge £1300 per month or a range of between £1.50 and £7.00 for a breakfast club session. For this reason, data should be treated with caution, and has been presented in the following table showing the minimum and maximum charge, and the average for each type of provision.

Charges

Type of provision	£			
	Per hour	Per session	Per week (FTE)	Per month (FTE)
After school club				
Minimum	1.00	2.50	27.00	170.00
Maximum	1.00	18.00	75.00	208.00
Average	1.00	8.50	35.03	193.20
Breakfast club				
Minimum	3.90	1.50	18.50	92.00
Maximum	3.90	7.00	25.00	92.00
Average	3.90	4.40	21.50	92.00
Childminding				
Minimum	3.50	5.00	45.00	360.00
Maximum	10.00	50.00	250.00	1,300.00
Average	5.80	23.00	174.99	756.20
Day nursery				
Minimum	3.15	5.00	110.00	185.00
Maximum	9.00	80.00	300.00	1,030.30
Average	5.67	29.00	187.25	703.38
Holiday club				
Minimum	n/a	10.00	56.00	440.00
Maximum	n/a	24.00	110.00	440.00
Average	n/a	17.57	80.40	440.00
Sessional care				
Minimum	6.00	3.00	25.00	n/a
Maximum	8.00	28.00	163.97	n/a
Average	7.00	13.20	54.50	n/a

Respondents identify a range of additional charges, for example, registration fees, refreshments etc. The most common additional charge is a registration/admin charge. A number of settings charge a deposit on a place, generally refundable when the child leaves the setting. A small number charge a retainer which may or may not be the same as a deposit – at least two settings identified the retainer was to keep open a place during the holiday period if a child did not require a place at that time.

Across all respondents, 16% were planning to increase their charges in the coming year and 35% were unsure. Day nursery were more likely to be planning an increase (21% compared to 16% overall) and after school and holiday clubs least likely (4% and 8% respectively indicating they were planning to increase their charges).

Where an increase is planned the main reason was as a result of an increase in the cost of living/inflation.

5.9 Meeting the needs of disabled children and children with additional needs

Respondents were asked if they required support to enable them to improve provision for disabled children and children with additional needs, and if so, what barriers might make it difficult to meet needs.

A relatively high percentage of respondents (46% overall) indicated they would welcome support to better meet the needs of disabled children and children with additional needs:

Percentage of settings that would welcome support to better meet the needs of disabled children and children with additional needs

After school club	Breakfast club	Childminding	Day nursery	Holiday club	Sessional care	Overall
35%	36%	47%	48%	67%	46%	46%

Base: all respondents, 318

The most commonly cited barrier to meeting the needs of disabled children and children with additional needs identified was a lack of training (57% of those welcoming additional support), followed by premises/building constraints (47%) and meeting complex needs (46%). Finance or funding was not provided as a response option but was identified as a barrier by 19% of respondents:

Barriers to meeting the needs of disabled children and children with additional needs – all respondents

Barrier	Number of settings identifying	Percentage of those welcoming additional support
Lack of staff training	78	57%
Premises/building	64	47%
Meeting complex needs	63	46%
Staff confidence	31	23%
Finance/funding	26	19%
Other barrier*	28	20%

Base: respondents requiring support to better meet the needs of children with additional needs, 137. Percentages rounded. Multiple responses. *Other includes: no demand/disabled children; additional staff; where to access training.

5.9.1 Support required to enable settings to improve provision for disabled children and children with additional needs

Training for Special Educational Needs Coordinators (SENCOs) and advice/guidance on specific areas of need were the most commonly cited forms of support identified:

- 64% of respondents require Special Educational Needs training (in the case of childminders) or Training for Special Educational Needs Co-ordinators (group providers);
- 63% require advice/guidance on specific areas of need;
- 39% identify a need for support in Individual Education Plans;
- 38% require support with accessibility planning and the same percentage in Early Intervention Support;
- 31% require support with observation, assessment and/or planning;
- 27% identify a need for support in responding to child protection and Children in Need cases;
- 13% identified a need for other forms of support including: staffing; additional resources; working with SEN; acknowledgement from parents and; alterations to premises

5.10 Additional support required to access training opportunities (not limited to SEN)

Respondents were asked if they (or staff working in their setting) required any additional support in accessing any training opportunities; across all respondents 20% indicated this was the case. Additional support was required in particular by afterschool, holiday and sessional providers:

Additional support required to access training opportunities

Percentage of respondents indicating additional support required						
After school club	Breakfast club	Childminding	Day nursery	Holiday club	Sessional care	Overall
33%	18%	15%	19%	42%	31%	20%

Base: all respondents, 318

The most commonly identified forms of additional support required were around specific training needs (e.g. NVQ; sign language), training to support disabled children and children with additional needs (both identified by 20% of those requiring additional support), funding (15%), information about training and training opportunities (14%), and childcare (8%). A small number of respondents (n=2) commented on staff with English as an additional language requiring support to access training.

5.11 Opinions regarding childcare provision and support

Respondents were asked to read a small number of statements and for each one indicate the extent to which the statement reflected their own opinion using a five point scale (ranging from 1 = strongly agree to 5 = strongly disagree).

Responses are shown in the following tables:

Availability and choice of childcare

The majority of respondents (73%) felt that there is a good mix of childcare provision to offer parents and carers choice in the local area. A lower percentage however (55%) felt there is sufficient childcare locally to meet parental needs:

Statement:	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
There is a good mix of childcare provision to offer parent/carers choice in the area	23%	50%	16%	9%	2%
There is sufficient childcare provision locally to meet the needs of parent/carers	13%	42%	22%	18%	4%

To reinforce the finding that the majority of providers felt there is insufficient childcare provision locally to meet the needs of parent/carers, 51% disagreed with the statement 'there is too much childcare provision locally' and 29% were unsure:

Statement:	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
There is too much childcare provision locally	9%	12%	29%	38%	13%

Development and support

A high percentage of respondents were not sure if development of new childcare has taken into account existing provision (43%) and 13% did not feel this was the case. 44% however did feel new childcare development takes account of existing provision:

Statement:	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
The development of new childcare has taken into account existing provision	8%	36%	43%	10%	3%

Nearly three quarters of respondents (73%) were confident their business was sustainable over the next 1 to 2 years; a small percentage (10%) was not confident in their settings sustainability:

Statement:	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
I am confident that my business is sustainable over the next 1 to 2 years	29%	44%	18%	8%	2%

Families Information Service

The majority of respondents agreed the Families Information Service provide a comprehensive source of information for parents and carers with only a small percentage (6%0 in disagreement:

Statement:	Strongly agree	Agree	Not sure	Disagree	Strongly disagree
The Families Information Service provide a comprehensive source of information for parent/carers	20%	57%	17%	5%	1%

5.12 Free Early Education Entitlement

The local authority has a duty to ensure there are enough places to allow eligible children aged two, three and four to take up their offer of free childcare, regardless of parents' working or training status. In doing so, the local authority supports their statutory duty under section 7 of the Childcare Act 2006.

Whilst not all providers offer flexibility, all children have been able to access the extended free entitlement of 15 hours since September 2010 in Southwark. Some families have been accessing this provision since September 2009 as part of the national pilot. The free entitlement in Southwark is offered through a diverse market of providers from the voluntary, private, independent and maintained sectors.

There are 167 settings in the Directory of Providers of which 48% are maintained nursery classes and 52% private, voluntary and independent settings.

Currently no childminders are registered on the Directory of Providers to deliver free nursery education for 3 and 4 years olds; 36% of those who participated in the provider survey indicated they would be interested in doing so (equating to an estimated 164 borough-wide).

Nearly all Day Nurseries and 100% of sessional care providers indicate they are registered to provide nursery education for 3 and 4 year olds. (There were several afterschool and breakfast clubs who indicated that they are registered but they are not on the Directory of Providers in Southwark.)

Percentage of respondents registered to offer free nursery education for 3 and 4 year olds

Type of provision	After school club	Breakfast club	Day nursery	Sessional care
% respondents registered	16%	18%	90%	100%

Current places and maximum places

Respondents were asked to indicate their current number of places for 2, 3 and 4 year olds, and the maximum number of places they could offer. Responses indicate capacity to increase, particularly for 2 year old places in day nursery provision.

In the following table the number of places currently offered, and maximum places, are shown, grossed up to represent 100% providers. The afterschool club places are registered Ofsted places but not free entitlement places.

	2 year old places offered	Maximum 2 year old places	3 and 4 year old places offered	Maximum 3 and 4 year old places
After school club	0	10	143	176
Day nursery	370	538	1066	1200
Sessional care	46	50	224	232
Overall	416	598	1433	1608

Take up

The spring 2010 head count data indicates that there were 6,850 three and four year olds taking up their free entitlement in Southwark. This equates to 93% of all three and four year olds (based on Child Benefit data). This take up figure has increased from the 87% take up figure published in the 2008 CSA. There were 1,632 three and four year olds in Private Voluntary and Independent settings and 5,218 three and four year olds (including those in reception class) in maintained settings. 76% of places being taken in spring 2010 were accessed through maintained provision. Statistical First Release on the Provision for Children under five years in England (January 2010) indicates that within the PVI sector only 5% of those accessing a place took up less than 10.5 hours.

Southwark has experienced a small growth in the take up of places since the last CSA. Statistical first release data indicates that the number of places taken has grown from 6,290 (2008) to 6,780 (2010).

Flexibility

Families in Southwark are able to take the 15 hours over a minimum of three days. Where a family want to take up two days the number of hours is reduced to 13. The minimum number of hours a child can access in one day is two, and the maximum number of hours is ten. The core definitions for delivery options include:

Core Option 1

5 morning sessions, 9am – 12am OR 5 afternoon sessions, 1pm – 4 pm with *some* flexibility for 2 ½ full days for those that require it.

Core Option 2

2 full day sessions plus one ½ day morning session (9am - 3pm x 2 and 9am – 12pm x1)

2 full day sessions plus one ½ day afternoon session (9am – 3pm x 2 and 1pm – 4 pm x1)

With *some* flexibility for 5, 3 hour, part time sessions (AM or PM, Monday to Friday) for those who would prefer it.

Core Option3

1 full day (9am - 3pm) and either 3 mornings (9am -12pm) or 3 afternoons (1 – 4pm) sessions.

Current delivery of the 15 hours entitlement

A relatively large percentage of respondents registered to offer 3 and 4 year old early entitlement did not respond to questions regarding how provision is currently being delivered (including all after school clubs). Based on the 56 settings responding to delivery questions the sessional model of five x three hour sessions was the most popular model of delivery. Sessional care indicated a preference to this model over the 3 x 5 hour or over three days. Over half of respondents could deliver the second model but only a third stated they could meet the two full and one half day model.

Current delivery of the 15 hours a week entitlement

	Day nursery	Sessional care	Overall (where declared)
5x3 sessions per week (mornings or afternoons)	52%	78%	61%
3x5 hour sessions per week	52%	22%	52%
Two full day and one half day session per week	33%	11%	32%
Other*	33%	11%	14%

Note: multiple responses

Base: 56

*Other delivery patterns - verbatim comments

15 hours as a reduction on a full time place
In monthly fees, fees/prices lower
Non funded weeks are charged in full
2 x 1/2 days; 1 day + 3 mornings; 2 days (12 hours); 1 day + 4 afternoons; 5 mornings; 4 mornings and 1 afternoon
In the registration process
Two full days, 7.5 hours and 7.5 hours
Offered to suit parents needs
Full time or only claiming 12.5 hours per week over 2 days
According to parents needs
5.5 hours per day 5 days a week
6 x 2.5 hour sessions
Flexible - morning or full day sessions

Full-time places

Southwark has historically offered full-time places through some maintained school nurseries. The allocation of these places has been managed at local level by individual schools. Stakeholders suggest prioritising these places for the vulnerable and disadvantaged families, with one standard admissions policy would contribute to the commitment made by the council to increase the uptake of services from disadvantaged families and will support improved outcomes for these children. The prioritisation of places will not affect current families accessing places but could have implications for low income families in the future as they may only be access the minimum entitlement of fifteen hours.

One point admission

Stakeholders indicate the plans to move from two point admission to a one point admission to reception class from September 2011 could have an impact on both provision offered in schools and PVI sector as all four year olds will then be in Reception class the September after their fourth birthday.

Stretch

Settings were asked if they would be in a position to enable parents to take their free nursery education entitlement of 570 hours over more than 38 weeks. 44 of the 74 providers responding registered to offer the free entitlement were in a position to stretch (59%).

75% of Day Nurseries confirmed that they would be able to meet this offer, and 23% of sessional care providers indicated they could stretch the offer if required.

Where settings were unable to enable parents to take their free entitlement of 570 hours over more than 38 weeks, they were asked to provide a reason. Responses are shown verbatim below:

We are pre-school only open 38 weeks a year
Use of premises. Children are siblings of local school and would not come in over a 47 week period
We are term time only nursery
We only work term time
The building is to be demolished in the next 6 to 9 months
We only open term time
We are currently offering free places for 3 and 4 year olds; however we suffer continuous loss of revenue due to the vast difference in the hourly rate. Our hourly rate is £7 whilst the free place rate is £3.81. Buds pre-school loses up to £765 per week by offering 3 and 4 year olds free places at present. I would therefore not feel happy to extend to 2 year olds
Building premises and most parents want term time to accommodate their other children at school
Our lease is for 38 weeks only
Small after school club

Parental declarations/contracts

Providers were asked if they used parental declarations or contracts with parents to support sustainability and manage flexibility. Only 27% of respondents indicated they had in place contracts with parent/carers accessing 3 and 4 year old entitlement.

2 year old entitlement

The provision of free entitlement for two year olds is a relatively new government initiative. From 2008 pilot schemes were rolled out to test how this could be achieved and were made available for the most disadvantaged children. 25% of the most disadvantaged two year olds in every local authority have been able to access at least 10 hours per week of free provision from September 2009. In time it is expected that such provision will be expanded towards the ultimate goal of universal provision.

Southwark's implementation started in January 2010, the authority received central government funding to deliver 74 2009-10 and 74 places in 2010-11. The places are specifically linked to economic disadvantage and parents/carers must qualify for national and local criteria before a place is allocated. Southwark has 57 providers signed up to deliver places but not all have had children placed with them; to date 21 providers have supported the provision of the 74 places.

Based on survey responses, 15% of childminders are participating in the early learning pilot (equating to circa 68 childminders borough-wide). Of those not participating in the pilot, 44% would be interested in offering 2 year old free early learning (equating to an estimated additional 170 childminders).

Percentage of providers participating in the early learning pilot for 2 year olds

Type of provision	After school club	Breakfast club	Day nursery	Sessional care
% respondents participating	0%	0%	31%	8%

Where settings are not participating in the early learning pilot for 2 year olds, there is interest in doing so, particularly amongst day nurseries:

Percentage of providers interested in participating in the early learning pilot for 2 year olds (that are not currently doing so)

Type of provision	After school club	Breakfast club	Day nursery	Sessional care
% respondents interested	7%	9%	55%	23%

5.13 Provision for older children

Data presented in 5.1.1 provides an estimate of the number of places allocated to children aged 8 years and older. It is assumed this figure is in part based on registered places.

Respondents were also asked at the end of the questionnaire if they are able to care for any children aged 8 years and over – this would include additional places to the registered number.

52% of respondents indicated they were able to care for older children:

Percentage of respondents able to care for older children (aged 8 years and older)

After school	Breakfast club	Childminder	Day nursery	Holiday club	Sessional care	Overall
88%	55%	59%	5%	100%	0%	52%

Base: all respondents, 318

Where provision was available respondents were asked how many children they could care for by age range. Data has been grossed up to provide an estimate of the number of places that could be available borough-wide:

Type of provision	Declared places 8-10 years	Estimated gross places 8-10 years	Declared places 11-14 years	Estimated gross places 11-14 years	Declared places 15-17 (disabled children only)	Estimated gross places 15-17 (disabled children only)
Overall	1,563	3,3338	355	799	33	84
After school	718	1,170	121	197	0	0
Breakfast club	75	198	46	121	0	0
Childminding	158	397	51	128	23	58
Day nursery	5	7	0	0	0	0
Holiday club	607	1,566	137	353	10	26

5.14 Additional registration

Childminding respondents were asked if they were registered to deliver fostering, respite care (in a child's home) or At Home Childcare Service:

- 3% were registered to deliver fostering;
- 2% respite care and;
- 29% At Home Childcare Service

6 Parent/carer questionnaire survey

6.1 Respondent profile

A total of 750 parent and carers living in Southwark were interviewed for the Childcare Sufficiency Assessment questionnaire survey. Detail of the methodology used for the research is shown in the appendices.

Response levels by community

Community	Response level (% of total)	Community	Response level (% of total)
Bermondsey	101 (13%)	Peckham	57 (8%)
Borough and Bankside	56 (7%)	Rotherhithe	105 (14%)
Camberwell	99 (13%)	Walworth	98 (13%)
Dulwich	120 (16%)		
Nunhead and Peckham Rye	114 (15%)	Total	750 (100%)

Base: 750, percentages rounded

6.1.1 Ethnicity of respondents

The population of Southwark is diverse. White British account for approximately 53% of the total population and the Black and Minority Ethnic (BME) population (those who are not White British) account for approximately 47% of the total population (source: Resident Population Estimates by Ethnic Group, ONS 2007 [experimental statistics]). This population diversity is reflected in the sample of respondents interviewed for the parent/carer survey. 45% of all respondents were White British and the BME population accounted for 55% of the sample with a range of different ethnic backgrounds represented:

Ethnicity of respondents

Ethnicity	% of total (number)
White/White British of whom:	55% (415)
White British	45% (341)
White Irish	2% (13)
White Western European	3% (22)
White Eastern European	2% (16)
White other	3% (23)
Black/Black British of whom	33% (245)
Black African	16% (118)
Black British	9% (65)
Black Caribbean	8% (58)
Black other	1% (4)
Asian/Asian British	5% (41)
Other Ethnicity	5% (35)
Refused	2% (14)

Base: 750, percentages rounded

6.1.2 Gender

78% of respondents (588 people) were female and 22% (162 respondents) were male.

6.1.3 Age of respondents

The highest proportion of respondents (47%, 353 respondents) were aged between 40 and 49 years of age. Respondents were however drawn from across all age ranges with 13% aged 29 years or younger and 13% aged 50 years old and over.

Age profile of respondents

	Age range of respondents						
	Under 20 years	20 – 29 years	30 – 39 years	40 – 49 years	50 – 59 years	60 years and older	Declined
% of all respondents	0.3%	7%	32%	47%	12%	1%	1%
Number	2	21	238	353	89	10	7

Base: 750, percentages rounded

6% of respondents (45 people) were disabled. The highest proportion of respondents with a disability had a physical disability (67% of disabled respondents, 4% of total respondents).

6.1.4 Households

A high proportion of respondents (43%) headed a one parent family. Of those nearly two-thirds (65%, 208 respondents) were working and 35% (113 respondents) were not working. In two parent households both parents were working in 62% of households (266 respondents); one parent was working in 31% of households (134 respondents) and non-working couples accounted for 7% of two parent households (29 respondents).

Overall non-working households accounted for 19% of total.

Working status of households

Percent of all respondents (number)				
Two parent households - both parents working	Two parent households - one parent working	Two parent households - non working couples	One parent households - parent working	One parent households - parent not working
35%	18%	4%	28%	15%
(266)	(134)	(29)	(208)	(113)

Base: 750, percentages rounded

Respondents were asked what their relationship was with the children they cared for. In the majority of cases the respondent was the mother of the children being cared for (78%, 583 respondents); fathers accounted for 1 in 5 of those interviews (21%, 154 respondents).

Relationship between respondents and children cared for

Relationship	% of all respondents	Number
Mother	78%	583
Father	21%	154
Grandparent	1%	7
Other relationship*	1%	6

Base: 750, percentages rounded

* Other includes: step parent; foster parent; other family member

The majority of respondents were caring for one or two children (84%, 633 respondents). A small percentage (4%, 27 respondents) were caring for four or more children.

Number of children cared for

Number of children cared for	Percentage of respondents caring for a child aged 0 – 14 years old			% of respondents caring for a disabled child or child with additional needs aged 15-17 years old only		
	One	Two	Three	Four	Five	
% of respondents (number)	47% (352)	37% (281)	11% (83)	3% (21)	1% (6)	1% (7)

Base: 750, percentages rounded

The 750 parent/carers interviewed cared for a total of 1,292 children; the vast majority (99%, 743 respondents) had one or more children aged 0 – 14 years of age and 7 respondents (1%) cared for a disabled child or child with additional needs aged 15-17 years of age.

Ages of children

Age range	% of children	Number
0 -1 year	6%	79
2 years	5%	70
3 - 4 years	13%	165
5 - 7 years	20%	256
8 - 10 years	21%	274
11 - 14 years	34%	433
15 - 17 years (disabled children)	1%	15

Base: 1,292, percentages rounded

The ages of children cared for by respondents showed a skew towards children aged 5-10 years. 45% of children cared for by respondents in the sample were aged 5-10 years old compared to an estimated 35% in the wider population (note: calculations based on Child Benefit data 2009 for children aged 0-15 years old; sample data based on children aged 0-14 years old so not directly comparable).

Age of children cared for by respondents compared to estimated child population 0-14

Age range	% of children by age range cared for by respondents	% of children by age range in the child population ¹²
0-4 years	27%	37%
5-10 years	45%	35%
11-14 years (15 for population estimates)	29%	28%

Base: 1,277, percentages rounded

6.1.5 Disabled children and children with additional needs

A total of 91 respondents (12%) were caring for a disabled child or child with additional needs.

A total of 108 disabled children and children with additional needs were being cared for by respondents (8% of total). The most common disability or special need was a learning disability (55% of children with additional need cared for by respondents had a learning disability); 34% experienced a physical disability and; 30% an emotional or behavioural disability.

6.1.6 Employment and household income

Respondents were asked to describe their employment status, and that of their partner if appropriate. 57% of respondents were living with a partner and 84% of partners were working. A higher percentage of respondents' partners were working full-time (72% compared to 41% of respondents) and a lower percentage working part-time (11% compared to 24% of respondents). Nearly a quarter of respondents (22%) were looking after the home/family compared to 10% of partners.

Employment status – respondents and respondents' partner

Employment status	Respondents	Partner of respondents (where applicable)
Working full-time (30+ hours a week)	41%	72%
Look after home/family	22%	10%
Working part-time (16 to 29 hours a week)	20%	8%

¹² Child Benefit data (2009) supplied by Southwark Council

Registered unemployed	9%	3%
Working part-time (under 16 hours a week)	4%	3%
Student/on a training scheme	4%	1%
Unemployed but not registered	1%	1%
Voluntary worker	1%	1%
Retired	1%	2%
Disabled/claiming incapacity benefit/off sick	1%	0.5%
Carer	0.5%	0.2%
On maternity leave	0.5%	0.2%
Other*	0.4%	0.2%

Base: 750 respondents; 429 partners, percentages rounded

* Other includes self employed; foster carer; hours vary

6.1.7 Employment patterns

Respondents were asked what their, and/or their partners working patterns were in a normal working week. Findings show that the majority of those in work, work 'normal' office hours (e.g. between 8am and 6pm Monday to Friday). There were however a relatively large minority of respondents reporting non-standard working patterns, including shift and weekend work.

Patterns of work (respondents and partner) in a normal working week

Times of work	% of all respondents where respondent and/or partner works	Number
Normal working hours	73%	441
Shift work	13%	77
Normal working hours plus overtime	12%	74
Fixed times mainly outside of normal working hours	10%	62
Weekends	5%	32

Base: 608, percentages rounded. Multiple responses

6.1.8 Household income

Over a fifth of those providing information about income reported a household income of less than £10,000 per year (22%, 143 respondents). Over a quarter (27%, 175 respondents) had a household income of £40,000 a year or more.

Household income

Income band (per year)	Less than £10,000	£10,000 to £14,999	£15,000 to £19,999	£20,000 to £39,999	£40,000 to £65,999	£66,000 and over
% of respondents	22% (143)	15% (101)	9% (60)	27% (173)	12% (79)	15% (96)

Base: 652, percentages rounded

There were differences in household income across community areas a higher proportion of respondents living in Bermondsey, Borough and Bankside, Peckham, Rotherhithe and Walworth reporting a household income of £14,999 or less. Correspondingly a higher proportion of respondents living in Dulwich in particular, reported higher than average household income.

Household income by community area

Community area	Income band (per year) % of respondents					
	Less than £10,000	£10,000 to £14,999	£15,000 to £19,999	£20,000 to £39,999	£40,000 to £65,999	£66,000 and over
Bermondsey	30%	18%	13%	29%	7%	4%
Borough and Bankside	35%	15%	10%	33%	2%	4%
Camberwell	14%	18%	10%	24%	16%	18%
Dulwich	6%	10%	2%	18%	20%	44%
Nunhead and Peckham Rye	17%	15%	9%	29%	13%	17%
Peckham	20%	24%	9%	33%	9%	4%
Rotherhithe	35%	11%	10%	25%	13%	6%
Walworth	28%	18%	13%	29%	8%	3%
Overall	22%	15%	9%	27%	12%	15%

Base: 652, percentages rounded. Note: low base in some community areas

Conventionally low income households are defined as those with a household income of less than 60% of the national median household income¹³. The median household income for the whole population in 2008/09 was £407 per week (before housing costs), equating to £21,164 per annum. Using the conventional definition, low income families would be those with a household income of less than

¹³ Definition of low income www.poverty.org.uk

£12,698 a year (£244.20 a week) before housing costs¹⁴. The Department of Work and Pensions (DWP) May 2010 report 'Households Below Average Income' notes that families with children, particularly lone parent families, are more likely to be in low-income households than their childless counterparts.

6.2 Opinions about childcare

Respondents were asked two general questions about childcare regardless of whether or not they used it: their opinion on the quality of childcare in their local area and; if they felt there were enough childcare places.

6.2.1 Perceptions of quality

In terms of quality 62% of respondents reported that childcare provision in their local area was very or quite good; 10% reported that it was quite poor and 4%, very poor.

Respondents views on the quality of childcare in their local area

Overall quality of childcare	Very good	Quite good	Don't know	Quite poor	Very poor
% of all respondents	17%	45%	24%	10%	4%
(number)	(125)	(338)	(179)	(75)	(33)

Base: 750, percentages rounded

Opinions about the quality of childcare differed. A lower proportion of respondents living in Bermondsey reported thinking the overall quality of childcare in their local area was good and a slightly higher proportion thought quality was low generally. However, a higher proportion (33% compared to 24% overall) were unable to offer an opinion. Lower proportions of respondents thinking the quality of childcare in their local area was good generally were also found in Nunhead and Peckham Rye, Rotherhithe and Walworth.

Respondents views on the quality of childcare in their local area – by community area

Community area	Overall quality of childcare - % respondents				
	Very good	Quite good	Don't know	Quite poor	Very poor
Bermondsey	11%	38%	33%	13%	6%
Borough and Bankside	18%	50%	20%	11%	2%
Camberwell	19%	47%	13%	15%	5%
Dulwich	22%	48%	19%	4%	7%

¹⁴ Department for Work and Pensions (DWP) Resource Centre May 2010: 'Households Below Average Income' www.dwp.gov.uk/asd/hbai.asp

Nunhead and Peckham Rye	16%	42%	27%	12%	3%
Peckham	16%	47%	25%	9%	4%
Rotherhithe	12%	46%	27%	10%	6%
Walworth	19%	45%	27%	7%	2%
Overall	17%	45%	24%	10%	4%

Base: 750, percentages rounded. Note: low base in some community areas

Parent/carers with younger children, and in particular 3 and 4 year old children, were more likely to report that the quality of childcare provision in their local area was good. A higher proportion of parent/carers with older children (aged 11-14 years) did not offer an opinion, possibly reflecting lower levels of use; this will be explored in section 3.3.

A lower proportion of parent/carers of a disabled child or child with additional needs rated the quality of childcare generally, as good (53% rated quality as quite or very good compared to 62% overall).

Respondents views on the quality of childcare in the their local area by age of child

Age of child	Overall quality of childcare				
	Very good	Quite good	Don't know	Quite poor	Very poor
0-2 years	18%	50%	16%	13%	4%
3-4 years	25%	51%	14%	8%	3%
5-10 years	17%	46%	22%	10%	5%
11-14 years	14%	42%	30%	10%	5%
15-17 years (disabled)*	13%	27%	20%	20%	20%
Disabled child (all)	12%	41%	24%	15%	8%
Overall	17%	45%	24%	10%	4%

Base 750: percentages rounded. *very low base (15)

Note: Parents/carers with children in different age groups will be double counted in the table above

Data shows a clear relationship between opinions regarding the general quality of childcare and use of childcare, in particular, use of formal childcare.

A higher proportion of respondents using formal childcare either in isolation or in combination with informal care, reported the quality of childcare in their local area to be good in comparison to parent/carers using only informal care, or no childcare.

Respondents views on the quality of childcare comparing users and non-users of formal childcare

	Overall quality of childcare				
Type of childcare used	Very good	Quite good	Don't know	Quite poor	Very poor
Formal	25%	50%	11%	8%	5%
Informal	6%	43%	31%	16%	5%
Both formal and informal	27%	49%	7%	7%	9%
Overall - users of childcare only	21%	48%	15%	10%	6%
Overall including non users of childcare	17%	45%	24%	10%	4%

Base (users) 440 (all) 750: percentages rounded

A relatively high proportion of respondents using either informal childcare only or no childcare did not offer an opinion regarding the quality of childcare generally. Adjusting for 'don't know' responses there is a narrowing of the gap between those using formal childcare and those not using formal childcare, albeit quality rating remain highest amongst users of formal childcare.

Overall quality of childcare - excluding 'don't know' responses

	Overall quality of childcare			
Type of childcare used	Very good	Quite good	Quite poor	Very poor
Formal	28%	56%	9%	6%
Informal	8%	62%	23%	7%
Both formal and informal	29%	53%	8%	9%
Non users of childcare	17%	63%	16%	4%

Base: (users) 440 (all) 750, percentages rounded

6.2.2 Perceptions of the availability of childcare

Overall more than a third of respondents (39%) felt that were not enough childcare places available in their local area, 31% felt there were sufficient places and 30% were unable to offer an opinion. Less than 1% of respondents (0.7%, 5 respondents) felt there were too many childcare places.

Respondents views on whether there are enough childcare places generally in their local area

	In general terms are there enough childcare places in the local area?			
	Too many	The right number	Not enough	Don't know
% all respondents (number)	1% (5)	31% (233)	39% (289)	30% (223)

Base 750: percentages rounded

The proportion of respondents unable to offer an opinion was higher in Bermondsey and Walworth in particular and along with Dulwich a lower proportion of respondents in these community areas reported there being the right number of childcare places in their local area.

Respondents views on whether there are enough childcare places generally in their local area by community area

	% of all respondents			
	Too many	The right number	Not enough	Don't know
Bermondsey	1%	27%	36%	37%
Borough and Bankside	2%	34%	45%	20%
Camberwell	0%	34%	41%	24%
Dulwich	2%	28%	38%	33%
Nunhead and Peckham Rye	1%	38%	34%	27%
Peckham	0%	33%	39%	28%
Rotherhithe	0%	33%	41%	26%
Walworth	0%	23%	39%	38%
Overall	1%	31%	39%	30%

Base: 750, percentages rounded

As with the question about general quality a higher proportion of parent/carers with children aged between 11 and 14 years of age were unable to express an opinion regarding availability of childcare (36% compared to 30% overall, 20% of parent/carers of a child age 0 -2 and 13% of parent/.carers of a child aged 3-4 years). Parents with a child aged 3 or 4 years were more likely to feel there were enough childcare places in their local area; however, feelings are polarised as this group of parents were also more likely to feel there were too few places.

Amongst parent/carers of a disabled child or child with additional need, 43% reported that in their opinion there were insufficient childcare places in their local area.

Respondents views on whether there are enough childcare places generally in their local area - by age of child

Age of child	% of all respondents			
	Too many	The right number	Not enough	Don't know
0-2 years	1%	33%	45%	20%
3-4 years	1%	37%	49%	13%
5-10 years	1%	32%	40%	27%
11-14 years	0%	29%	35%	36%
Overall	1%	31%	39%	30%

Base 750: percentages rounded.

Note: A parent/carer with children in different age ranges will have responded in general terms and not by age of child and therefore be double counted in the table above

6.3 Use of childcare

41% of all respondents (310 respondents) did not use any form of childcare; non-use of childcare was particularly high in Rotherhithe (50% of total respondents in this community area did not use any form of childcare). Over half of all respondents (56%, 417 respondents) did not use formal childcare; 14% of respondents were using informal childcare only, 34% formal childcare and 11% a combination of formal and informal.

Use of childcare

	Respondents' reported use of childcare			
	Formal childcare	Informal childcare	Both informal and formal childcare	None
% respondents (number)	34% (252)	14% (107)	11% (81)	41% (310)

Base 750: percentages rounded

Patterns of use were broadly similar across community areas albeit take-up rates showed some difference. Use of formal childcare was highest in Dulwich and Peckham and lowest in Borough and Bankside and Camberwell.

Use of childcare – by community area

Community area	Reported use of childcare - % of respondents			
	Formal childcare	Informal childcare	Both informal and formal childcare	None
Bermondsey	33%	20%	14%	34%
Borough and Bankside	30%	16%	11%	43%
Camberwell	30%	13%	16%	40%
Dulwich	37%	9%	13%	42%
Nunhead and Peckham Rye	33%	16%	12%	39%
Peckham	40%	9%	9%	42%
Rotherhithe	31%	14%	5%	50%
Walworth	35%	16%	6%	43%
Overall	34%	14%	11%	41%

Base: 750, percentages rounded

Use of childcare was analysed for working and non-working households. A workless household is defined as one where there are no adults of working age in paid employment.

Non-working households were less likely to be using any form of childcare than their working counterparts.

Use of childcare - working vs. workless households

Household type	Respondents' reported use of childcare			
	Formal childcare	Informal childcare	Both informal and formal childcare	None
Working	35%	16%	13%	36%
Workless	26%	7%	3%	64%
Overall	34%	14%	11%	41%

Base 750: percentages rounded

Of those using childcare, the majority (74%) used childcare for all of their children (where there was more than one child) and just less than a quarter (23%) used childcare for some, but not all, children.

A much higher proportion of parent/carers with a child aged 3 or 4 years of age used childcare of any kind and in particular, formal childcare, compared to overall (57% compared to 34%). This age range represents the highest take-up of formal childcare, reflecting the use of the free early years entitlement.

Parent/carers of disabled children identified very similar patterns of childcare use to those used by all parents albeit with a slightly higher proportion not accessing childcare (46% compared to 41% overall).

Use of childcare - by age of child

Age of child	Respondents' reported use of childcare			
	Formal childcare	Informal childcare	Both informal and formal childcare	None
0-2 years	44%	12%	11%	33%
3-4 years	57%	4%	22%	17%
5-10 years	36%	15%	12%	37%
11-14 years	24%	15%	8%	52%
Disabled child (all)	31%	14%	9%	46%
Overall	34%	14%	11%	41%

Base overall 750: percentages rounded

Note: Parents/carers with children in different age groups will be double counted in the table above

Base 1,088

6.3.1 Use of childcare and annual income

Take-up of childcare shows different patterns across different income bands, albeit there does not appear to be a clear linear relationship between household income and use of childcare. Lower income households (those with a household income of less than £20,000) were less likely to be using any form of childcare (formal or informal) than those with a higher annual income; 57% of households with an income of less than £20,000 used childcare compared to 64% of households with in excess of £20,000 income.

Households with an income of £10,000 or less reported a lower use of childcare generally and of formal childcare in particular. Respondents with a household income of between £10,000 and £20,000 reported a higher than average use of informal care and higher income households reported a higher use of formal childcare.

Use of childcare - annual household income

Household income	Respondents' reported use of childcare			
	Formal childcare	Informal childcare	Both informal and formal childcare	None
Less than £10,000	26%	13%	7%	54%
£10,000 - £14,999	34%	19%	10%	38%
£15,000 - £19,999	50%	17%	7%	27%
£20,000 - £39,999	30%	13%	14%	43%
£40,000 - £65,999	42%	9%	14%	35%
£66,000 and over	45%	13%	19%	24%
All respondents	34%	14%	11%	41%

Base all respondents 750; base declared household income 652: percentages rounded

6.4 Types of childcare used

Of the 59% of respondents (n=440) that used some form of childcare, all used childcare during term-time and 59% were planning to use childcare in the summer holidays.

Extended families, in particular grandparents, play an important role in childcare arrangements in term-time and during the school holidays. Holiday play schemes (paid for) and childminders can be seen as an integral part of holiday childcare arrangements, with after school provision being the most commonly used for of childcare during term-time.

Responses indicate a low use of weekend childcare (11% of those using childcare used childcare at the weekends). Comparatively low use of weekend childcare appears to be driven by need not a lack of provision, albeit there is indication of unmet need for a small proportion of respondents; 13% of respondents using childcare indicated that they needed childcare at the weekends.

6.4.1 Term-time use

The most commonly used type of formal childcare during term time is after school provision, cited by 24% (105 respondents) using any form of childcare (including those using informal childcare only) and 32% of those using formal childcare (including those using a mix of formal and informal childcare).

Term time use of childcare - formal childcare

Formal childcare used	% of respondents using any form of childcare	% of respondents using formal childcare
After school club	24%	32%
Day nursery	12%	15%
Nursery class attached to primary/infant school	10%	13%
Childminder	9%	12%
Breakfast club	6%	8%
After school activity run by the school	5%	7%
Pre-school playgroup	4%	5%
Nanny	3%	5%
Nursery class attached to an independent school	2%	2%
Crèche	1%	1%
Workplace nursery	1%	1%

Base all users of term time childcare 440: percentages rounded. Multiple responses

Base users of formal childcare and formal/informal childcare only 333

In terms of informal care the extended family provide the majority of childcare for those relying only on informal childcare.

Term-time use – informal childcare

Informal childcare used	% of respondents using any form of childcare	% of respondents using only informal childcare
Grandparent	19%	48%
Other relative/friend/neighbour	15%	35%
Older sibling	7%	19%
Parent/carer (respondent or partner)	5%	13%
Paid babysitter	1%	3%

Base all users of term time childcare 440: percentages rounded. Multiple responses

Base users of informal childcare: 107

6.4.2 Use of childcare during the school holidays

Given the scheduled timing of the survey (July 2010) respondents were asked if they intended to use childcare during the school holidays to provide an assessment of use and unmet need.

34% of all respondents (n=258) and 59% of those currently using some form of childcare, were planning to use childcare during the summer holidays. Given that a lack of holiday childcare is commonly identified it is interesting to look at the reasons given by respondents for not planning to use holiday provision.

Over half of those not planning to use childcare during the summer holidays (55%, 263 respondents) stated that one parent was always at home; 16% reported that one parent works term-time only and; 15% stated a preference to care for their child/ren themselves (thereby presumably indicating that they did not require holiday childcare).

Cost and a lack of childcare or appropriate childcare were cited as barriers by a small proportion of those not planning to use holiday childcare and a very small percentage of all respondents.

Of those not planning to use childcare during the school holidays:

- 11% (55 respondents) cited cost as a barrier
- 4% (21 respondents) did not trust anyone else to look after their child/ren
- 3% (14 respondents) stated that available childcare did not meet their needs
- 2% (11 respondents) reported that there was no childcare available
- 1% (4 respondents) commented on a lack of suitable times.

The highest proportion of those planning to use holiday childcare were planning to use holiday provision (paid for), cited by 39%. 17% were planning to use grandparents for holiday care.

Planned use in the school holiday – formal childcare

Formal childcare used	% of respondents using any form of childcare (number)	% of respondents using formal childcare
Holiday club/childcare	39%	47%
Childminder	13%	16%
Day nursery	7%	8%
Activities run by the school during the school holidays	7%	8%
Nanny	6%	7%
Out of school club that operates holiday provision	4%	5%
Special provision for children with additional needs	2%	2%
Pre-school playgroup	1%	1%
Crèche	1%	1%
Workplace nursery	1%	1%

Base all users of holiday childcare during the school holidays 258; percentages rounded. Multiple responses
 Base users of formal childcare and formal/informal childcare only 216

Planned use in the school holiday - informal childcare

Formal childcare used	% of respondents using any form of childcare	% of respondents using only informal childcare
Grandparent	17%	65%
Other relative/friend/neighbour	11%	35%
Older sibling	4%	13%
Parent/carers (respondent/partner)	2%	3%
Paid babysitter	0.4%	0%

Base all users of holiday childcare during the school holidays 258; percentages rounded. Multiple responses
 Base users of formal childcare and formal/informal childcare only 31

6.4.3 Reasons for using childcare

Respondents were asked why they used childcare (either formal or informal). The most common reason cited was out of necessity as they were working, training or studying (67%, 294 respondents using childcare). One in five respondents (20%, 89) reported using childcare to enable their child to socialise.

Reasons for using childcare

Reason	% respondents using childcare	Number
Necessity – working, studying or training	67%	294
To enable child to socialise	20%	89
To get child ready for the school environment	9%	41
Free entitlement	7%	30
Prefer to leave child with someone child/parent knows	5%	20
Respite	5%	20
For flexibility/convenience	4%	16
Free/low cost	4%	19
Something to do in the holidays	2%	7
Use informal as cost of formal is too high	1%	6
Other reason*	2%	8

Base: users of childcare 440; percentages rounded. Multiple responses

*Other includes: work around school hours; parent at home/preference; grandparent/family enjoys looking after children; no family nearby therefore has a nanny

6.4.4 Satisfaction with childcare used – users of childcare

As previously discussed a high proportion of respondents (41%) were not using any form of childcare. Of those that were using some form of childcare (formal and/or informal) 91% (364 respondents) were satisfied with their childcare arrangements.

Overall satisfaction with current childcare arrangements

	Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied
% of respondents using childcare who were:	54% (216)	37% (148)	6% (23)	2% (7)	1% (5)

Base 399 excludes non responses: percentages rounded

Dissatisfaction levels with current childcare arrangements were low across all community areas.

Overall satisfaction with current childcare arrangements – by community area

Community area	% of respondents using childcare who were:				
	Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied
Bermondsey	55%	42%	0%	3%	0%
Borough and Bankside	31%	48%	14%	7%	0%
Camberwell	47%	39%	12%	2%	0%
Dulwich	60%	31%	6%	2%	2%
Nunhead and Peckham Rye	57%	35%	3%	0%	5%
Peckham	59%	34%	3%	3%	0%
Rotherhithe	63%	35%	2%	0%	0%
Walworth	51%	37%	10%	0%	2%
Overall	54%	37%	6%	2%	1%

Base 399 excludes non responses: percentages rounded

Overall satisfaction by age of child

Satisfaction levels with current childcare arrangements amongst respondents using childcare were high across all age ranges of children.

Overall satisfaction with current childcare arrangements - by age of child

Age range of child/ren	Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied
0-2 years	55%	39%	1%	4%	1%
3-4 years	52%	42%	2%	2%	2%
5-10 years	54%	38%	5%	2%	1%
11-14 years	48%	41%	8%	1%	1%
Disabled child (all)	45%	36%	5%	7%	7%
Overall	54%	37%	6%	2%	1%

Base all respondents 440, excludes non responses. Percentages rounded

Note: Parents/carers with children in different age groups will be double counted in the table above

There was very little difference between responses between those using formal childcare only, informal only or both formal and informal childcare. The percentage of those using informal childcare satisfied with their current childcare arrangements was marginally higher at 93% compared to 91% for users of formal care and 90% or those using both formal and informal care.

6.5 Satisfaction with quality and cost

6.5.1 Quality

Quality Definition and Southwark's progress on quality improvement

In delivering on Southwark's vision for all its children and young people we recognise the importance of the first five years of each child's life. Good quality early years experiences and opportunities can build resilience and independence in the present and establish firm foundations for the future.

Our recent successes in raising achievement to be in line with national results prove that high expectations, good experiences and opportunities nurture communication, curiosity and creativity and influence the pace and breadth of learning and development; low expectations, poor quality experiences and limited opportunities stifle communication, curiosity and creativity and the pace of learning and development is reduced. Children, who have not had the appropriate opportunities to establish a secure sense of well being, develop trust and respect for others and become confident and capable learners are not able to realise their full potential or build firm foundations for learning in future educational contexts. Whilst overall improvements in the quality of early years provision in Southwark has brought about a significant rise in EYFSP outcomes there is still more work to be done to reduce inequalities between children. In some localities there are still children who do not seem to be making good enough progress

from their unique starting points and some who have few achievements being recognised in their EYFS assessment records.

We are determined to ensure that when young children experience early childcare and education in Southwark settings they are in provision that is well lead and managed and staffed by skilled and knowledgeable early years practitioners who have high expectations of all children and know how to organise good opportunities and communicate well with young children so they are properly supported to achieve their full potential.

In accordance with legislation in the Childcare Act and the Code of Practice for Local Authorities on delivery of free early years provision for 3 and 4 year olds, September 2010 Southwark Children's Service:

- Works with partners to improve the outcomes of all children under 5 and reduce inequalities
- Delivers the free entitlement through early years providers who are Ofsted registered or schools which are exempt from registration and which deliver the full EYFS.
- Provides information, advice and training to childcare and early education providers in order to raise standards
- Provides information to families about these providers and maintains a Directory of Providers that achieve national and local EYFS quality standards.
- Assesses the quality of settings' provision, guided by EYFS quality standards and local standards and conditions. These local conditions have been developed in consultation with providers and linked to Southwark's improvement priorities.
- Undertakes an annual review of providers through Southwark Early Quality Improvement Panel to prioritise funding to settings categorised good or above and additional quality improvement support to settings rated below 'good'.
- Removes from the Directory of Providers any settings that are not demonstrating the agreed commitment to quality improvement.

In order to achieve this local vision and uphold the rights of babies and young children in Southwark we have established a process of assuring the quality of early childcare and educational provision that aligns closely to the requirements of the Childcare Act 2006 and linked statutory guidance, including the code of practice on provision of free early education for three and four year olds.

Southwark Directory of Providers conditions are:

1. Ofsted actions and self-evaluation priorities are shared with the local authority and advisory support is used effectively to make necessary improvements so that the setting is on track to be good or outstanding.
2. An annual review and improvement cycle in line with the Early Years Foundation Stage requirements is established in the setting and used to drive up standards and improve children's

outcomes. This involves the owners or Management board as well as senior management teams and practitioners.

3. The provision has good quality policies and practice in place that ensure children experience equitable, inclusive, safe and secure childcare and early education in line with legislation and local guidance. There is evidence that the physical, emotional and cognitive well being of every child is promoted and all children achieve well in all areas of learning.
4. The provision is delivering good quality education and childcare in line with the EYFS statutory framework and this is evident in policies, plans and practice. As a consequence the whole setting successfully meets all 5 welfare and the 3 learning & development requirements and children make good and outstanding progress from their unique starting points.
5. The provision places a strong emphasis on partnership work with parents in policies, plans and practice. There is evidence that practitioners work very well with parents to achieve better outcomes for every child and promote the child's well being.
6. Effective professional development and performance management policies and plans are implemented to improve the early outcomes.

Quality - Survey outcomes

A very high proportion of those using childcare at the time of the survey reported being satisfied with the quality of their current childcare (94%, 252 respondents). A higher proportion of respondents using informal childcare or a mix of formal and informal childcare reported being satisfied with the quality of childcare used compared to users of formal childcare only (albeit satisfaction levels were very high for all types of provision).

Respondents' reported satisfaction with the quality of their current childcare

Satisfaction with the quality of current childcare arrangements	Type of childcare		
	Formal childcare	Informal childcare	Both informal and formal childcare
Very satisfied	58%	79%	56%
Quite satisfied	33%	19%	39%
Neither satisfied nor dissatisfied	4%	3%	4%
Quite dissatisfied	4%	0%	1%
Very dissatisfied	0.5%	0%	0%

Base: 399 excludes non responses, percentages rounded.

Satisfaction with the quality of childcare used showed a very similar pattern across all age ranges of children.

Similarly, satisfaction with the quality of childcare was high across all community areas. Data suggests slightly lower satisfaction with quality of childcare used in Borough and Bankside, however, the base is very low (29 respondents) and findings must be treated with caution.

Satisfaction with the quality of current childcare arrangements – by community area

Community area	% of respondents using childcare who were:				
	Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied
Bermondsey	67%	30%	2%	3%	0%
Borough and Bankside	38%	48%	3%	10%	0%
Camberwell	54%	37%	8%	2%	0%
Dulwich	75%	20%	5%	0%	0%
Nunhead and Peckham Rye	63%	32%	2%	2%	2%
Peckham	63%	25%	9%	3%	0%
Rotherhithe	71%	29%	0%	0%	0%
Walworth	60%	32%	2%	6%	0%
Overall	63%	31%	4%	3%	0.3%

Base 399 excludes non responses: percentages rounded

Note: low base for some community areas

A lower percentage of parent/carers with a disabled child or child with additional needs reported being satisfied with the quality of their current childcare arrangements, albeit levels of satisfaction remain relatively high.

Satisfaction with the quality of current childcare arrangements – parent/carers of disabled children and children with additional needs

	% of respondents using childcare who were:				
	Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied
Parent/carers of disabled children and children with additional needs	58%	28%	2%	9%	2%
Overall	63%	31%	4%	3%	0.3%

Base: all respondents excludes non responses 399, parent/carers of disabled child 43, percentages rounded

Note Low base for parent/carers of a disabled child and child with additional needs

6.5.2 Cost

Overall, 75% of respondents using childcare were quite or very satisfied with the cost of their current childcare. A small, but not insignificant percentage (13%) expressed dissatisfaction with the cost of their current arrangements. Unsurprisingly those using informal childcare only were much more likely to be satisfied with the cost of their current childcare and those using formal childcare only, less likely to be satisfied.

Respondents' reported satisfaction with the cost of their current childcare

Satisfaction with the quality of current childcare arrangements	Type of childcare		
	Formal childcare	Informal childcare	Both informal and formal childcare
Very satisfied	32%	82%	42%
Quite satisfied	32%	10%	38%
Neither satisfied nor dissatisfied	15%	7%	10%
Quite dissatisfied	14%	0%	6%
Very dissatisfied	6%	1%	4%

Base: 391, excludes non responses: percentages rounded.

Across community areas cost appears to be more of an issue in Borough and Bankside (33% of respondents expressed dissatisfaction, however, low base (n=27) therefore findings should be treated with caution).

Satisfaction with the cost of current childcare arrangements – by community area

Community area	% of respondents using childcare who were:				
	Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied
Bermondsey	58%	17%	15%	3%	7%
Borough and Bankside	44%	22%	0%	26%	7%
Camberwell	38%	19%	25%	13%	6%
Dulwich	40%	25%	20%	14%	2%
Nunhead and Peckham Rye	47%	39%	5%	3%	6%
Peckham	45%	42%	6%	6%	0%
Rotherhithe	55%	29%	8%	4%	2%
Walworth	48%	32%	6%	10%	4%
Overall	47%	28%	12%	9%	4%

Base 391, excludes non responses: percentages rounded

Note: low base for some community areas

A lower proportion of high income households (with an income of in excess of £66,000) reported being satisfied with the cost of their childcare arrangements than households in lower income brackets. This may be partially explained by the finding that a greater proportion of higher income households use formal childcare and those households with higher incomes are not eligible for Working Tax Credits or the childcare element of Working Tax Credit which offer support for the cost of childcare.

Satisfaction with the cost of current childcare arrangements – by household income

Household income	% of respondents using childcare (number)				
	Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied
Less than £10,000	65%	24%	6%	6%	0%
£10,000 - £14,999	51%	15%	21%	5%	8%

£15,000 - £19,999	47%	31%	5%	10%	7%
£0 to £19,999 total	56%	20%	15%	6%	3%
£20,000 - £39,999	47%	31%	5%	10%	7%
£40,000 - £65,999	38%	40%	5%	12%	5%
£66,000 and over	30%	37%	19%	11%	3%
Overall	61%	24%	7%	6%	2%

Base all respondents using childcare excluding non responses 391: percentages rounded

Workless households are less likely to use any form of childcare and in particular formal childcare. Even on that basis a higher proportion of workless households expressed dissatisfaction with the cost of their current childcare arrangements than found overall and within working households. Note: the low base for workless households means that findings can only be regarded as indicative.

Satisfaction with the cost of current childcare arrangements - working vs. workless households

	% of respondents using childcare				
Household type	Very satisfied	Quite satisfied	Neither satisfied nor dissatisfied	Quite dissatisfied	Very dissatisfied
Working	47%	30%	11%	8%	4%
Workless	49%	12%	17%	17%	5%
Overall	47%	28%	12%	9%	4%

Base all respondents using childcare excluding non responses 391: percentages rounded

6.6 Support for the cost of childcare

Respondents using formal childcare were asked if they received any support for the cost of that childcare. Over half (56%, 187) of those using formal childcare (and 25% of all respondents) received some form of support, the most common being Child Tax Credit and to a somewhat lesser extent, Working Tax Credit and the childcare element of Working Tax Credit.

Responses indicate that employer support (in the form of salary sacrifice schemes, subsidised workplace nursery provision and financial support) are not commonly received.

Support for the cost of childcare is shown in the following table:

Support received for the cost of childcare

	% and number of respondents using formal childcare in receipt of:	
Child Tax Credit	82%	153
Working Tax Credit (not childcare element)	36%	67
Childcare element of the Working Tax Credit	26%	49
Free early education entitlement	11%	20
Childcare vouchers	10%	19
Salary sacrifice scheme	3%	6
Fair access to care for disabled children	1%	2
Subsidised workplace nursery	0.5%	1
Financial support with childcare from an employer	0.5%	1
Other*	1%	2

Base: 187, excludes 'none of these' and non respondents
Other includes: Income Support and Applying for WTC

Slightly higher proportions of respondents with a child aged over 5 years were in receipt of Child Tax Credit compared to parent/carers with a child aged under five years (83% compared to 79%). Similarly a lower proportion of respondents with a younger child reported being in receipt of Working Tax Credit (27% vs. 48%) and the childcare element of Working Tax Credit (19% vs. 29%) compared to parent/carers with an older child.

11% of respondents using formal childcare and receiving some form of support cited the free early education entitlement. This represents 3% of all respondents compared to 20% of respondents who were caring for a child aged 3 or 4 years of age. Take-up of the 3 and 4 year old entitlement is explored in more detail in the following section (2.7).

6.7 3 and 4 year old entitlement

Respondents caring for a child aged 3 or 4 years old were asked a specific set of questions exploring awareness, use and preference for the early years entitlement of a free place for every child aged 3 and 4 years of age for up to 15 hours a week.

A total of 152 respondents (20% of total) were caring for at least one 3 or 4 year old child. Of those, 74% (113 respondents) were aware of the entitlement.

- 71% of parent/carers of a 3 and 4 year old child who were aware of the free early years place were using the full entitlement (of 15 hours a week)
- 3% were using part of their entitlement and
- 27% were not using the entitlement.

A higher proportion of respondents using formal childcare were aware of the early years entitlement than those using only informal childcare, or no childcare.

Awareness of the free early years entitlement

Users of formal childcare	Users of informal childcare	Users of formal and informal childcare	Non-users of childcare
78%	67%	85%	50%

Base: 152, percentages rounded

Those not accessing the entitlement were asked why. The most common reason cited was that the child was not yet old enough (21% of those with a 3 and 4 year old not accessing the entitlement). A child becomes eligible when they reach the term following their 3rd birthday. A further 18% stated that their child had already started in school. Whilst sample sizes are very small there is some indication that for other respondents a lack of places, or suitable places, is a barrier to take-up for a minority.

From September 2010 all 3 and 4 year olds will be entitled to a free early education place for 15 hours a week; however the current position is that some access 12.5 hours/15 hours. Just over half of all respondents with a child in the relevant age range (53%, 81 respondents) reported being unaware of the extension and 17% (26 respondents) were already accessing.

6.7.1 Stretch

Currently (August 2010) the free early education entitlement can be taken over 38 weeks a year (equating to 15 hours a week for all from September 2010). From September 2012 the 15 hours a week free early education place can be stretched to allow parent/carers to take fewer hours a week but for more weeks of the year (for example, 12 hours a week for 47 weeks).

Just over half of all parent/carers with a child aged 3 or 4 years old (53%, 81 respondents) stated that if this were available now, they would use it, 36% (55 respondents) would not and 11% (16 respondents) were unsure.

6.8 Extent to which current childcare arrangements meet needs

Respondents who were using childcare were asked if their current childcare arrangements met their needs. Across all childcare users 80% of respondents (353 respondents) stated their current arrangements did meet their needs. 10% of respondents (n=45) stated that their current childcare arrangements did not meet their needs and the same proportion (10%, 42 respondents) declined a response. Excluding those that declined to respond, the proportion of respondents who were using childcare stating their arrangements met their needs was 89%.

The very high percentage of respondents stating their childcare needs were being met who were using informal care only, coupled with very high satisfaction levels with current childcare arrangements (where 98% of users of informal childcare were very or quite satisfied with their childcare arrangements compared to 94% of all childcare users) starts to suggest that use of informal childcare is, for many, a choice rather than an only option. This is explored in later sections.

The following table shows the proportion of respondents stating their current childcare needs were met, by type of childcare used:

Do current childcare arrangements meet needs?

	Formal childcare use only	Informal childcare use only	Use both formal and informal childcare	All childcare users
Yes	87%	95%	84%	89%

Base 398 excludes non responses: percentages rounded

A high proportion of respondents using childcare for all age ranges of children reported that their current childcare needs were being met. Percentages ranged from 85% of parent/cares of a 3 and 4 year old child stating their needs were being met to 90% of parent/carers of older children (aged 11 to 14 years).

Of all respondents stating their current childcare arrangements did not meet their needs, the majority cited a lack of provision at hours/times required; cost and; a lack of preferred care as barriers (note: low base).

Reasons why current childcare does not meet needs

Reason	% respondents agreeing	Number
Cannot access hours or times needed	51%	23
Cost/cannot afford	33%	15
Preferred care not available	27%	12
Poor quality	13%	6
Location	9%	4
Other reason (not specified)	2%	1

Base: 45, percentages rounded. Multiple responses

6.9 Non-users of formal childcare

Over half of all respondents (56%, 417 respondents) were not using formal childcare at the time of the survey. A large proportion of those families (26%, 107 respondents) were using informal care and as already discussed there were very high satisfaction ratings with current childcare arrangements amongst these respondents.

Asked if suitable and affordable formal childcare were available, 53% of those not using formal childcare would not consider using it; just under half (44% (184 respondents) however, would.

The proportion of respondents that were not using formal childcare who would consider doing so if suitable and affordable childcare were available differed across community areas.

Proportion of respondents not using formal childcare who would consider it – by community area

Community area	% of respondents overall not using formal childcare	% of respondents not using formal childcare who would consider it
Bermondsey	53%	52%
Borough and Bankside	59%	48%
Camberwell	54%	30%
Dulwich	51%	36%
Nunhead and Peckham Rye	54%	35%
Peckham	51%	59%
Rotherhithe	64%	45%
Walworth	59%	57%
Overall	56%	44%

Base: all respondents 750, non-users of formal childcare 417, percentages rounded

Respondents were asked the reason or reasons why they did not access formal childcare. For nearly two-thirds (62%, 260 respondents) it was because one parent was always at home to care for the child/ren, worked from home, or school hours only. 16% (66 respondents) expressed a preference to look after their child/ren themselves and 8% (33 respondents) preferred for their child to be looked after by someone familiar.

Availability of grandparents, working school hours, children being old enough to look after themselves and choice/preference were all cited as reasons for not using formal childcare.

However, for nearly one in five families not using formal childcare (18%, 76 respondents) cost was identified as an issue and whereas other barriers were raised by small numbers of people, respondents have identified quality, suitability and access as issues. Reasons for not using formal childcare are shown in the following table:

Reasons for not using formal childcare - non-users of formal childcare

Reason	% of all respondents not using formal childcare	Number
One parent is always at home/works from home or works school hours only	62%	260
Cannot afford formal childcare	18%	76
Prefer to look after the child/ren myself	16%	66

Grandparent/family available to help	13%	53
Child/ren old enough to look after selves	12%	50
I prefer my child/ren to be looked after by someone my child knows	8%	33
Choice/preference	5%	21
None suitable	5%	20
Lack of trust	5%	20
Poor quality	4%	16
Available childcare doesn't meet need	3%	12
Child too young	3%	11
My child has additional needs and available provision does not meet those needs	1%	4
Preferred childcare full	1%	3
Other reasons*	2%	9

Base 417: percentages rounded. Multiple responses

Other includes: refused access; child doesn't want to attend; not needed; do not want to pay

Note: Parents/carers with children in different age groups will be double counted in the table above

Reasons for not using formal childcare - non-users of formal childcare

Reason	Age range of children				Overall
	0-2 years	3-4 years	5-10 years	11-14 years	
One parent is always at home/works from home or works school hours only	70%	69%	63%	64%	62%
Cannot afford formal childcare	23%	28%	23%	15%	18%
Prefer to look after the child/ren myself	22%	16%	17%	12%	16%
Grandparent/family available to help	13%	6%	13%	11%	13%
Child/ren old enough to look after selves	0%	0%	1%	19%	12%
I prefer my child/ren to be looked after by someone my child knows	8%	9%	10%	6%	8%

Choice/preference	7%	9%	6%	4%	5%
None suitable	3%	0%	5%	4%	5%
Lack of trust	3%	13%	6%	4%	5%
Poor quality	2%	3%	4%	4%	4%
Available childcare doesn't meet need	3%	3%	3%	3%	3%
Child too young	13%	0%	1%	1%	3%
My child has additional needs and available provision does not meet those needs	0%	0%	1%	1%	1%
Preferred childcare full	2%	3%	1%	0%	1%
Other reasons*	2%	0%	1%	3%	2%

Base 417: percentages rounded. Multiple responses. Note: Parents/carers with children in different age groups will be double counted in the table above. Other includes: My children have been refused access; child doesn't want to attend; not needed; do not want to pay

6.10 Preferences for formal childcare amongst those not currently using

If suitable and affordable formal childcare were available, just under half of those not currently using formal childcare, (44% (184 respondents) would. The majority of these parent/carers would consider using out of school provision during term-time and holiday provision during the school holidays.

In the following two tables preferences for formal childcare amongst non-users are shown for both term-time and holiday periods (for types of provision selected by more than 1% of respondents):

Term-time preferences for formal childcare amongst current non-users

Type of provision	% of non users (who would consider using formal childcare) who would consider using	Number
After school (paid)	52%	95
Day nursery	16%	29
Registered childminder	13%	23
Breakfast club	7%	12
Pre-school/playgroup	2%	4
Crèche	2%	3
Nanny	2%	3

Base: 184, percentages rounded. Multiple responses

Holiday preferences for formal childcare amongst current non-users

Type of provision	% of non users (who would consider using formal childcare) who would consider using	Number
Holiday club/playscheme (paid)	26%	47
Out of school club operating holiday provision	5%	10
Registered childminder	5%	9
Day nursery	4%	8

Base: 184, percentages rounded. Multiple responses

6.11 Demand for additional childcare

Findings suggest that for the majority of parent/carers, current childcare arrangements suit their requirements:

- 91% of those using childcare were satisfied with their current childcare arrangements
- There was little difference in reported satisfaction levels amongst current childcare users across different community areas and for different age ranges of children
- 80% of respondents using childcare reported their current childcare arrangements met their needs (rising to 89% when accounting for non-responses)
- 56% of respondents were not using formal childcare at the time of the survey, a large percentage of whom were using informal childcare. Data suggests that for those not using formal childcare, over half (56%) do so by choice – they would not use formal childcare even if suitable and affordable childcare were available.

Respondents using formal childcare who stated that their current arrangements did not meet their needs were asked if they would like to use more or different formal childcare in the future. Whilst a small number of respondents indicated that they would prefer to use more of the same formal childcare, or additional formal childcare, numbers were very small and the overall impact of the hours required by type of provision would be minimal.

There is however indication of unmet childcare need for some parent/carers, particularly those not currently using formal childcare:

- 44% of those not using formal childcare would consider it if suitable and affordable childcare were available
- Highest demand for those not currently using childcare is for after school provision in term-time and holiday provision during the school holidays, particularly for the 5-10 year old age group.

Data modelling will provide a prediction of childcare take-up based on data collected in this survey. To provide an indication of unmet demand at this stage, in the following table data from current users of childcare has been collated with data from current non-users to provide an overview of unmet demand. For each age range of children shown, and for each type of provision listed, the table shows the current percentage of parent/carers with a child in the relevant age range that are currently using each type of provision, and for how many hours on average. The table also shows the percentage of respondents stating they would use each type of childcare, and for how many hours on average (this second figure includes those already using it).

For example, currently 6.8% of respondents with a child aged 0-4 years are currently using pre-school provision during term-time for an average of 20.4 hours (average is for each parent/carer). Taking existing users and adding those that would like to use more pre-school provision and those not currently using but would like to do so, the percentage of parent/carers with a child aged 0-4 years that would like to use pre-school provision during term-time increases to 8.4% and the average number of hours increases to 23.4.

	Current use of formal childcare: Percentage of respondents with a child in the relevant age range using each type of childcare and the average number of hours used a week		Estimated percentage of respondents with a child in the relevant age range who would use/would like to use each type of childcare and the average number of hours required per week	
Pre-school (term time)				
0-4 years	6.8%	20.4	8.4%	23.4
0-2 years	5.9%	13.6	7.4%	18.0
3-4 years	6.5%	21.7	7.9%	26.0
Pre-school (holiday)				
0-4 years	1.2%	38.3	1.2%	41.6
0-2 years	0.7%	50.0	0.7%	55.0
3-4 years	1.3%	32.5	1.3%	35.0
Day nursery (term time)				
0-4 years	20.4%	23.9	32.5%	27.3
0-2 years	9.6%	23.8	28.1%	24.3
3-4 years	26.3%	22.8	30.3%	25.4
Day nursery (holiday)				
0-4 years	6.8%	20.9	10.0%	25.2
0-2 years	5.9%	22.1	10.3%	24.5
3-4 years	5.9%	19.9	7.2%	26.1

Nursery class attached to a primary school (term time)				
0-4 years	18.0%	21.3	18.4%	23.0
0-2 years	1.5%	7	1.5%	7
3-4 years	29.6%	20.5	30.2%	22.7
After school club (term time)				
3-4 year olds	3.2%	4.6	9.9%	7.5
5-10 year olds	26.5%	8.9	46.7%	2.96
11-14 year olds	2.6%	8.65	14.1%	6.0
Breakfast club (term time)				
3-4 year old	0%	0	1.9%	6.3
5-10 year olds	8.5%	4.7	12.6%	5.1
11-14 year olds	0.8%	4.0	1.6%	6.5
Childminder (term time)				
0-2 year olds	8.1%	27.7	13.3%	28.0
3-4 year olds	10.5%	21.0	11.8%	21.8
5-10 year olds	6.1%	17.1	11.2%	15.8
11-14 year olds	2.1%	12.8	4.0%	12.1
Childminder (holiday)				
0-2 year olds	8.8%	25.7	10.4%	26.1
3-4 year olds	9.8%	24.6	10.5%	24.2
5-10 year olds	4.8%	29.2	6.6%	26.5
11-14 year olds	1.9%	17.7	2.4%	16.9
Holiday club				
3-4 year olds	5.9%	28.4	9.2%	24.3
5-10 year olds	18.5%	29.8	26.5%	29.3
11-14 year olds	11.5%	27.4	17.6%	26.9
Out of school provision operating a holiday club				
3-4 year olds	1.9%	10.7	1.9%	10.7
5-10 year olds	1.4%	21.7	4.1%	16.3
11-14 year olds	1.1%	11.8	3.2%	17.9
Activities run by the school during the holidays				
3-17 years	2.7%	27.2		
Special provision (term time)				
3-4 year olds*	0%	0	50%	17.5

5-10 year olds	0%	0	2.7%	10.0
Special provision (holidays)				
5-10 year olds	0%	0	2.7%	10.0
11-14 year olds	0%	0	2.4%	40.0
15-17 year olds**	13.3%	22	13.3%	29.5

* very small base (4)

** small base (15)

7 Qualitative research with parents and carers

Qualitative research was undertaken with parent/carers of disabled children and with representatives of Traveller families. The key findings from this research are summarised below. Findings are not considered to be representative of all parent/carers of a disabled child or child with additional need, or all Traveller families, but are aimed at providing some insight into the specific needs and experiences of these groups.

7.1 Traveller families

These highly marginalized communities rely on mutual support systems; especially extended family support. Nevertheless, families that often have low literacy rates are often keen to improve their literacy skills in order to access training and employment opportunities. There are more Traveller sites and caravans in Southwark than any other London borough. They suffer the widest achievement gap of any ethnic group.

Participants reported that there is a culture of 'self-care' within Traveller families; older children in the family play an active role in caring for younger siblings, although always under supervision from an adult.

Family size was discussed in some detail during discussions. Participants reported that large families were the norm, and members of the extended family stayed together rather than moving away when they grew up. The availability of many family members close at hand meant that only in emergencies would children be entrusted to the care of someone (another Traveller's family) outside their own family.

Cultural norms and attitudes to childcare outside the family: Participants considered informal family care (within the same extended family) as far preferable to alternatives, except for schooling. Use of formal childcare was restricted to school-based nurseries. Trust was a key issue. Family ties are valued and prioritised.

Cultural norms, attitudes and barriers to childcare, work and training

In discussions about access to work and training, participants reported that it was not the norm for Travellers, especially young women, to work "outside" and that they would not go to college to get training. Participants were however working but reported that the transition to working and training with non-Travellers and their families, and to working in a multi-cultural environment was not without problems.

"It was weird for me to work outside our own community. I didn't want to start with but there were two other traveller girls working here. My sister works at [deleted]. I came in for an interview. I've been working at the nursery for a year but I was very shy to start with... It took me about 2 months to get used to being with non-traveller children. They all have their own ways and their own needs"

7.2 Parent/carers of a disabled child or child with additional need

7.2.1 Background

In depth telephone interviews with parents and carers of disabled children and children with additional needs were carried out in November 2010. Interviews were arranged by prior appointment with the help of Contact A Family (a national charity providing information and support to the parents of all disabled children www.cafamily.org.uk) and lasted between 15 - 45 minutes each.

The issues raised during these consultations are detailed below. Where appropriate, tables have been used to summarise key comments and concerns, focussing on particular aspects of their situations and experiences.

7.3 Summary of findings and evaluation

Consultations were held with 9 parents and carers of children with additional needs. Of these, 4 were full-time carers and were not working, having given up work to care for one or more of their children. 5 were working either full or part-time (two were freelance workers). 3 participants were lone parents, of which 1 had recently separated. Another participant, now living with her partner, had been a lone parent until very recently. Of those who were living with their partners, all their partners were working full time. Two respondents were fathers who were full-time carers. All the respondents had at least one other child in the family as well as a child with additional needs - family size ranged from 2 - 5 children, including siblings who had left school to go to University. The children's additional needs and disabilities included physical, sensory and learning disabilities, including ASD. Two were wheelchair users and one could not talk. Some were more profoundly affected than others but all of them required additional support and/or one to one care at school and at home. Of those parents who were working, both work and childcare arrangements posed significant problems. The main challenges were finding work that was flexible enough to allow them to reconcile their work and caring responsibilities (including attending their child's medical appointments). Participants reported that the main barriers to accessing childcare were the difficulties of finding someone capable of meeting the specific care needs of the particular child, and/or willing and available to do this. They said that it was hard to find suitable, affordable and reliable carers for children with special needs, and that they needed to ensure continuity of care for their disabled child in an appropriate and accessible setting. Costs of childcare, particularly in the school holidays or where one to one care was required were extremely high and were not met by any financial support available. Not all families could access additional financial support, either because they would lose other benefits or because they did not qualify for extra allowances.

Fragmented care arrangements were unsatisfactory in most cases because the child needed a continuing relationship with the care provider, and with the family, which took time to build. Added to this were the difficulties of meeting the care needs of other children in the family and including them in family activities, especially during school holidays. Mainstream activities could not always cater for the needs of children with additional needs due to lack of access or lack of suitably trained staff; activities designed

specifically for disabled children did not always cater for the needs of those with specific disabilities (for example, those that could not participate in sports) and did not always include non-disabled siblings. Where participants had managed to overcome some of these barriers in order to work, they had done so by combining work which allowed some degree of flexibility (including part-time work or the ability to work from home on occasions) with suitable schooling supplemented by childcare in the home, and with financial support either from working partners or from their own earnings. Opportunities for accessing after-school clubs were limited, and in some cases did not exist for any of the children in the family. During school holidays formal childcare was reported to be unavailable, inaccessible or unaffordable, both for disabled children and for other non-disabled children in the family unless the child was in full-time nursery or in cases where childcare was provided in the family home by a partner, close relative, nanny or au-pair. Consultations also revealed the lack of support (material, financial and social) experienced by participants. They valued social and self-help networks involving other parents and carers of children with additional needs, but also wanted to be able to participate in mainstream activities, including those involving the rest of their family. Difficulties accessing transport, respite care and/or evening childcare meant that some participants faced particular barriers to inclusion. Financial support was sought to provide financial incentives for childcare providers to take on children with additional needs and for parents and carers to access the workplace without adding to their costs, even if they worked for fewer hours than the threshold for working tax credit. Financial and material support was needed for other purposes too: one lone parent on benefits was urgently seeking financial support to pay the deposit on a car available through the Motability scheme that would be large enough to accommodate her children, one of whom was a wheelchair user; another was struggling to get re-housed because his severely disabled son urgently needed his own room. Participants expressed concerns about future prospects but suggestions were made for service improvements: for a shared care network, including local authority contacts such as teachers and teaching assistants and learning support assistants, childminders and baby sitters with experience in special needs care and education; for more advance notice and improved support for parents and carers to enable them to fully participate in meetings with the local authority about their needs, experiences and preferences; and for more training in special needs for all staff associated with children's care and education.

7.4 Key findings

7.4.1 Care arrangements, respite care and sibling services

Participants were asked about their family's care arrangements and responsibilities, including any respite provision or sibling services they had accessed. The responses are shown below - these do not include use of any after-school or holiday clubs or other organised activities, as these are shown elsewhere in this report.

Care arrangements here are not confined to childcare as defined by the Act, but cover the ways in which parents and carers managed or accessed care and respite arrangements for themselves and their children. They include care provided by the parents themselves or by other members of the family, and

care provided by formal or informal childcare providers. Care arrangements can be very complex, involving wider family members and respite care but largely relying on care from within the immediate family. Family care arrangements highlight the care provided to disabled children by older siblings and the potential support required for other children in the family.

Participants' family care arrangements

Care arrangements for disabled child(ren)	Respite care / sibling service?
<p>The mother is primary carer at home (now a lone parent); the estranged father works unsocial hours and not currently available to share care regularly.</p> <p>There is no other family nearby, grandparents live a long way away and cannot help as her father is also a carer for her mother</p>	<p>No respite care funding; sibling attends occasional meetings of the 'kids' sibling group' (Described as <i>"very infrequent"</i>)</p>
<p>Parents are the primary caregivers but the partner works full time and the mother fits part-time home-based freelance work around family responsibilities. The family is currently supported by a visiting family member staying temporarily at the home with no care in place after the end of 2010 (trying to find someone suitable)</p>	<p>16 hours funding for respite care per month (4 hrs per week) but the 2 respite carers employed in the past have recently moved away. No sibling services accessed yet (sibling only 4 yrs old)</p>
<p>The mother is primary caregiver (lone working parent). The youngest child is at nursery full-time and a grandparent helps in the school holidays, when available</p>	<p>The participant does not receive respite care funding. The participant had applied for place in sibling group when sibling was 4 but was told the child was too young. Now 6 year old, but no sibling service offered yet (<i>"She gets left out a lot - she doesn't go to anything at the moment"</i>)</p>

Care arrangements for disabled child(ren)	Respite care / sibling service?
<p>The mother is full time carer (lone parent) supported by grandmother and close family friend.</p> <p>The eldest child has severe and profound disabilities requiring full-time care and health surveillance from birth and one to one support by a trained carer at all times.</p> <p>The mother received training from Great Ormond Street Hospital (GOSH) and has trained other home carers</p>	<p>30 hours' funding for respite care per month; no sibling services accessed to date (participant was not aware of sibling services)</p>
<p>The father is a full-time carer outside school hours and also cares for the disabled child in school holidays</p>	<p>There are no other carers involved; a sibling is now a young adult</p>
<p>The mother is full-time carer, the partner works full-time. The family access some informal care using trusted babysitters for other children short periods (e.g. evenings when taking disabled child to her weekly gymnastics class) or occasionally they go to visit friends.</p> <p>The disabled child's additional needs do not present major problems as although vulnerable her behaviour is not challenging and her needs can be met by carers who know the child / family. When the child was a baby she went to the family childminder (<i>"that was OK because she wasn't presenting with major problems and the family knew us already"</i>)</p>	<p>The participant reported that no respite care or sibling services were accessed (<i>"hasn't been a real issue"</i>). The parent had sought advice on supporting the youngest sibling <i>"to enable him to be accepting without feeling overburdened - I'd recommend this, they give you strategies"</i></p>
<p>The parents are working with au pair providing childcare support in the home (<i>"I wouldn't be able to work if I was the main carer"</i>).</p> <p>Carers have been recruited from an au pair agency specialising in placing children with additional needs as well as others. Au pairs usually stay for a year and are trained by the child's mother to meet the child's particular needs.</p>	<p>There are no other carers involved (<i>"respite and breaks don't address the core problem of the need for regular, reliable support that gives you peace of mind"</i>)</p>

Care arrangements for disabled child(ren)	Respite care / sibling service?
<p>The disabled child's care is provided in the home by a family friend (a 'nanny' arrangement - this person is employed to work in the home but no financial support is provided to the family for this).</p> <p>Additional support comes from an older son (young carer) who comes home from school if required.</p>	<p>The older child was on a young carers list in Lambeth but attempts to transfer him onto the Southwark list failed.</p> <p>Both siblings help look after the disabled sibling; the mother has sought sibling support services but nothing yet available ("<i>They don't get the support they need</i>")</p>
<p>The father is the disabled child's primary carer outside school hours (attends special school) and also cares for him in school holidays.</p> <p>The child requires full-time care ("<i>he's not able to do anything for himself</i>").</p>	<p>No respite care is used</p>

One respondent reported that in Southwark only about 170 families were getting help with respite care, but said that funding was very restricted:

"I know of at least 2,500 families in Southwark with children with additional needs... (but) you have to have a child with severe and profound needs to qualify for respite"

Other respondents were concerned about limitations and restricted criteria for parents' and carers' use of funding for respite care. One mother wanted the criteria extended to include childcare for working parents ("*work can be a form of respite*") and another wanted to be able to be able to get out more often. However the limited nature respite care was the main concern:

"Respite and breaks don't address the core problem of the need for regular, reliable support that gives you peace of mind"

7.4.2 Schooling and extended school activities

On the subject of school selection and use of after-school and holiday clubs, participants' needs and preferences varied, as did the barriers they reported. These are noted in the tables below, since they influenced both use of any after-school clubs and the transport arrangements required for any children in the family.

In most cases their children attended mainstream primary schools, with the disabled child's additional needs being met by special schools at secondary stage. None of the respondents reported having access to full day care in the school holidays, and several said they were unable to find suitable clubs or activities for all their children.

Relevant schooling issues

Type(s) of school(s)	After-school clubs etc. / further comments
Both children attend mainstream schools (parental preference) and both attended the same primary school nearby.	The 9 year old child needs wheelchair access and cannot access some facilities e.g. the library (on top floor) or cookery club, but does go to homework club run by the Learning Support Assistant (LSA). A full Statement has not been revised by the school (it is reported there has been no annual review for past 3 years).
The mainstream (primary school) is not in walking distance therefore own transport is essential; the participant is currently looking at special schools (secondary).	The 9 year old child has a statement of Special Educational Needs (SEN) and needs full-time one to one support; the child cannot walk far. It is reported there are no after-school activities at the school and there were initial problems with learning support (frequent changes of LSAs in first 2 years) <i>"much better progress after this when there's been support by two very good LSAs (they provide regular continuing support)"</i>
School-age children are all at mainstream schools, the youngest child is in full-time nursery	<i>"[I am] having difficulty finding suitable activities for all the children - nothing suitable is available in my area"</i> <i>"After-school activities are rationed" (heavy demand)</i> <i>"I used to send (child with additional needs) but she was not happy, her needs were not met. I'm not sending her now, she's vulnerable"</i> <i>"Care needs for my school-age children are not met in the school holidays; I have to rely on my grandmother for help when she's available, or take time off. But the nursery is available then."</i>

Type(s) of school(s)	After-school clubs etc. / further comments
<p>Children access mainstream school (2 children) and a special school (1 child). The participant is reliant on (special) school transport</p>	<p>All 3 children do after-school activities; the special school has after-school and holiday activity clubs which the disabled child attends.</p> <p>There are transport problems (no car, son uses wheelchair) and a special school likely for son at secondary stage</p>
<p>The child attends special school</p>	<p>The child attends after-school clubs:</p> <p><i>“He likes dancing classes”</i></p> <p><i>“The school gives us some choices for holiday activities but I prefer to take him out to visit things in London”</i></p>
<p>This participant has mainstream schools to date but is now looking at special schools (secondary)</p>	<p>All three children have attended after-school clubs, all doing similar things e.g. arts and crafts.</p> <p>The disabled child has been fully stated and gets one to one support at school: <i>“no extra staff are required for after-school clubs as the teachers already know her and can meet her needs, so there are no extra costs”</i></p>
<p>The disabled child accessed mainstream primary schools but now attends an out of borough special school</p>	<p><i>“No after-school clubs at his current school - we’d have to come back to one in Peckham”</i></p> <p><i>“We go down to football club in Eltham for young people and young adults with Downs (1 hour by car) - he loves the physical side and has a nice bunch of friends there and at school</i></p> <p><i>“Apart from this we don’t try and access anything formally but might do trips or swimming... He loves the Transport Museum and films...”</i></p>
<p>All children are currently at mainstream schools</p>	<p>The participant’s children do not access after-school clubs. The oldest child (14 years) will do ‘catch-up classes after school’ (<i>“nothing much is available”</i>)</p>

Type(s) of school(s)	After-school clubs etc. / further comments
<p>The participant's son attends special school (mainstream primary school before), needing small classes and additional support (<i>"At special school the environment is not overbearing, there are 8 in the classroom; he couldn't cope in a mainstream school. He's a high achiever but needs a small setting"</i>)</p>	<p>The participant's son attends clubs and activities with his father weekday evenings and weekends (dance, karate, swimming, sports, etc.) and a mixed Saturday school.</p>

One parent was particularly worried about securing her daughter's future access to, and inclusion in, mainstream activities and schooling. She said that the transition to secondary school was a real priority and a source of real concern:

"It will be hard to find a secondary school; if you take a child (to an open day) in a wheelchair they are unlikely to be able to accommodate them... I would like the local authority to anticipate the needs of children with additional needs at secondary school, for example by holding a special needs open day... A lot of children with additional needs go to special schools but I want her to go to a mainstream school and I want her to be part of the community. I think some of the more progressive schools are over-subscribed."

7.4.3 Use of other clubs, leisure activities or holiday play schemes

Participants were asked about any other clubs, leisure activities or holiday schemes they accessed. Responses varied, according to the needs and preferences of the families concerned.

The week-long holiday scheme run by the community physiotherapists was popular, but was not suitable for every child. Not all activities were suitable, even where inclusion was possible, because they targeted children with additional needs, one participant reported:

"In the past few years she's been involved in a week's holiday scheme (a sports camp organised by the community physiotherapists) and also a wheelchair skills course, but she can't do a lot because due to her (physical) condition she's generally weak. There are quite a lot of things she can't do so she may spend half the day not being involved in the activities. So I tend to stay there with her."

One participant wanted her daughter to be able to take part in mainstream activities; she had encountered problems when it came to after-school and holiday scheme activities, citing three key barriers:

“Some children don’t have statements for out-of-school activities, or the child is classified as being “too high risk”, or they are restricted by home to school transport (and its lack of flexibility)”

Availability and timing were also important, said another participant who could not find any suitable clubs in Southwark to cater for the needs of all the children:

“We need things catering for disabled children too. I can’t find any suitable clubs in Southwark. Some schools don’t provide the service or don’t have resources for all the children to go to the after-school clubs because places are limited and they are rationed...”

“I am always seeking out information. I know they have swimming club on Sunday mornings but that’s not a good time because of other demands, and my 10 year-old is not interested in sports. I want things for the whole family to do together.”

This last comment was echoed by another participant whose son has multiple and profound additional needs:

“I like us to be all together. I don’t see why he should miss out”

However she welcomed the specialist support for children with additional needs provided by his special school after school and in school holidays:

“It’s very hard to cater for his needs. They already know the children, it’s geared to their needs, he’s in the right group for his needs and there’s trained one to one support with continuity of care - he needs that. He doesn’t talk and he has to learn to communicate with you...”

She reported that her son enjoyed the after-school club, and felt that it encouraged him to become more independent. The special school had also arranged and run a holiday activity club (“Whippersnappers”), which he had attended for the first time:

“It went very well. The only problem was that parents and carers didn’t get any feedback about how their children were when they were on the scheme.”

However she reported financial barriers to increased use of activities and clubs and to the kind of transport she needed. The participant paid extra for her son to attend after-school clubs twice weekly

and for her daughters' clubs too, but could not afford to send them to holiday play schemes even if she had wished to:

“It costs too much. It's £30 per child per day for the holiday play scheme. I'm a single parent on benefits... I'm not working; they don't accept being a carer as a job”

Other participants had accessed clubs and activities supported by funding from Aiming High for Disabled Children. These were reported to be suitable for some, but were only available for limited periods and are not provided as 'childcare' for parents in work or training. Some participants expressed uncertainty about future funding, and about whether such activities would be available in future years.

One respondent was directly involved in running out of school provision in the form of an open mixed Saturday school attended by his son and several other children with additional needs/disabilities, as well as by non-disabled children, with a 'youth learning network' and website (www.youthlearning.org) for autistic children where the father is an active volunteer (*“It helps him a lot... He doesn't make friends easily”*). The participant developed the project with financial support from the council to help pay for the teachers and the hall. Activities also take place in the holidays (*“We also take them out of the country to Africa with support from British Airways”*). This project also provides a useful base for a self-help network supporting parents and carers.

Several respondents were keen to include their other children in out-of-school activities where possible, even if the activities were designed to address the needs of children with disabilities. For example, these respondents welcomed the opportunity to involve all her children in holiday activities:

“In the school holidays I'm around. In the past she's gone to the disability sports week. She does that but I can also take the other children to join in some events such as the sailing last year or the big sports day... she is an equal member of the family, we've always been very open and (our other children) are very supportive...”

“I would like to be able to access holiday play schemes and Saturday Clubs that could include all three children, to give the children that option”

7.4.4 Access to childcare, work and training

Participants were asked about their experiences of work or training and any related childcare issues or barriers they had encountered.

All the respondents, except those who were not seeking work, reported barriers to work and/or childcare, although some had found ways of overcoming these.

In some cases, where a partner was working, participants reported their partner's working life had also been affected by childcare issues, particularly during school holidays. In one case the older sibling's schooling had also been affected by his role as a young carer who supplemented the care provided by a nanny.

Participants reported multiple barriers to work and childcare. Whether or not they were in work, they reported significant difficulties leading to stress, not only for themselves but also for other family members. The issues of meeting their children's needs and the specific additional needs of their disabled child - in and out of school - were their overriding concerns. Some of these difficulties arose from the specific nature of their child's disabilities and care needs, some from childcare insufficiency and some from lack of support.

Those who were able to work said that the main problem was the difficulty they experienced finding suitable care providers who were willing to take on caring for a child with special needs, and who could be relied upon to provide continuity of care. For those whose children were wheelchair users, there were additional barriers in the form of transport and accessibility of care settings. Responses are shown in the table below.

7.4.5 Participants' work backgrounds and barriers to work

Participants' work/background	Barriers to childcare/work/training?
(Mother) part-time work (hours per day, 4 days per week); (estranged partner) working early and late shifts	A recent separation makes full-time work difficult but a part-time job, though also difficult, allows flexibility including some home-based working during school hours. The participant cannot work if attending appointments. The father works unsocial hours/shift patterns.
(Mother) home-based work, part timer/freelance (1 day per week); (Partner) full time worker	Childcare availability at specific times (<i>"it would be difficult to find a one to one carer or someone to take on a disabled child from 3.30 - 6pm daily"</i>) Cost (<i>"it's very expensive for parent - childcare costs more if it's one to one care"</i>) Flexibility (difficulty finding a suitable part-time job when the recession hit the job market, needed a job with flexible working hours) Transport (the care provider would need their own car in order to collect and transport the child)
(Mother) part-time worker working 3 days per week (in school hours)	A lack of information or help finding suitable childcare lack of financial support from Jobcentre Plus (the participants reported she had to fight for lone parent funding after initial refusal to help with start-up fees for nursery: <i>"at first the Jobcentre said there was no scheme available [to fund this]"</i>) Costs (requirements for advance fees/deposits on starting work: <i>"I had to pay £360 two weeks before starting work for the first month's deposit"</i>)
(Mother) full time carer	The participant was not seeking work (child has complex care needs, needs one to one care and mother is lone parent). Transport is an issue (one child is a wheelchair user).
(Father) full-time carer	The participant was not seeking work; lone parent/full-time carer
(Mother) full time carer, stopped work after birth of third child (Father) works full time	Problems with medical appointment etc. Meeting the child's current care needs (<i>"I can't consider returning to work until her secondary school has been sorted out"</i>)

Participants' work/background	Barriers to childcare/work/training?
<p>2 full-time working parents (mother works partly from home, some work is flexible enough to permit scheduling around hospital appointments etc.)</p>	<p>Cost (<i>"It's all or nothing"</i>)</p> <p>Flexibility (both for care providers and working patterns) especially holiday provision</p> <p>The need for reliability and continuity of care</p> <p>The availability of carers (<i>"A lot of people who can offer places have their own family commitments (in the school holidays) when you need them most..."</i>)</p> <p>Suitability and quality of care (<i>"I don't want to 'park' my child - it can be exhausting for a child with special needs, it's a very long day to fit in with parents' working patterns... there are a number of options but we need them to be consistent and to create continuity. Ad hoc arrangements don't work, it stresses them and you. That's my biggest worry."</i>)</p> <p>Finding suitable carers (<i>"there's a smaller pool of people willing and/or confident enough to work with children with special needs"</i>)</p>
<p>Parents normally both working (mother as locum, can occasionally work from home)</p>	<p>Cost (<i>"in school holidays childcare is extortionately expensive... we work flexibly [taking it in turn between each of us and the nanny] in the school holidays to provide care, there's no opportunity for us to get holidays together"</i>)</p> <p>Nature of child's physical disability (continence and privacy issues - <i>"she's vulnerable"</i>)</p> <p>Continuity of care (no guarantee that an external care provider can send the same person every time. If there are problems the older sibling has to take come out of school to help care for his sister)</p> <p>Suitability of care setting (<i>"I phoned the CIS about childcare but the building is inappropriate"</i>)</p>
<p>Mother works full time, the father is a full-time carer but also active volunteer in the community</p>	<p>Child's care needs (<i>"I gave up work completely when my son was diagnosed at 2, no support was available, it was very daunting"</i>)</p> <p>Care can be combined with some volunteer activities</p>

Parents who were working reported considerable pressures, both at work and at home. Having an employer who was willing to allow some flexibility helped in some cases:

“I work for the NHS, it’s a bit more flexible... but I need more accessible childcare for school age children”

However not all employers were willing to be flexible:

“Jobs are not tolerant of request for time off for health appointments etc. - the private sector doesn’t tolerate it - when my son was little I had to take time off once every 6 months for a day at Great Ormond Street. My employer made me take a day’s holiday for each appointment. I later found out that’s illegal. I’m now in a different job doing some freelance work from home.”

Affordability was a key concern for working parents and carers, as is shown in some of the responses in the above table. Additional care needs meant additional costs, including the costs of one to one care. For several of these respondents, the only solution was to buy in care in the home:

“The only way we can achieve it is by buying it - you buy the continuity... but either you are priced out of the market or there isn’t an agency, system or group to give you the main options. You might have a mix - childminder, nursery, after-school club and/or home based cased care, but there’s no continuity for the child if there’s a mix. It might buy the parent time, but how many people have choices to do any of these?”

Another parent/carer who worked a few hours a week from home was concerned about the lack of financial incentives to allow her to work more hours:

“I don’t think working tax credit would cover us. You need to pay a certain amount a week for childcare [to qualify] and we fall below this. I get a carer’s allowance - if I worked more hours I’d lose it, although some of the childcare costs would be taken into account. We need more financial incentives and childcare support to enable us to have access to work, to make it worthwhile”

Several respondents also recognised the financial constraints on childcare providers. If a childminder took on a child requiring one to one care, then either the costs would be too high or the childminder would lose income from taking on other children. To care for children using wheelchairs they would also need a suitable accessible care setting and a suitable car. If the onus was on the working parent to collect the child from school, they might not be able to work:

“I have a car with a disabled badge. I rely on this for the school run. It would be hard if I was to go out to work... The barriers are transport, costs, availability, collection and so on. They’d need their own car, I think it would be very hard to find someone - nannies and childminders would have other children too. [they need] some financial incentive to top up the childcare provider for children with additional needs”

“There are about 9 childminders taking children with additional needs, but they are not getting any extra money for it. People are relying on their goodwill.”

In cases where specific training was required to meet a particular child’s additional needs, concerns were also expressed about training issues. These concerns were not confined to informal carers (who often had the advantage of knowing the family and child already) but also to in-house carers such as au pairs, nannies or babysitters.

“My husband’s friend’s partner comes into the home to look after my daughter. She has no qualifications in childcare or special needs, and I took a risk, but it was OK because I taught my daughter with difficulty how to look after herself in the house and her older brother would come home to make sure she was all right.”

Relationship building was an important part of this process, as one parent emphasised:

“In a climate of cuts, I don’t know how the local authority is addressing it. The only way I can see is redesigning the service. It’s not working for anyone who doesn’t want a fragmented family. With an au pair the only option not solved is the training issue. Parents have to be mentors but as with Learning Support Assistants they need to get to know the child, to know what to do and to build the relationship. It becomes difficult for the child with special needs, and can be frustrating for the carer too.”

One respondent noted that the child minding service included a SENCO who ran a network of childminders who cared for children with special needs in Southwark. However she felt that many parents lacked information about this and other childcare services. Recently the parents’ forum had invited speakers to talk about what was available and information was being included in newsletters to raise awareness.

7.4.6 Service development required to better meet needs

Whether or not they were working, all respondents reported on how stressful they found it to meet the needs of their children without the necessary support. They referred to a number of different kinds of support, including social, financial and material support. The following key points emerged from the consultations – they include proposals for future service development:

- Self-help networks were needed to provide support and help, prevent parents and carers being isolated and to share information (the parents forum was a clear example of this, but there were serious concerns about future funding);

- Suitable babysitting services were needed to allow parents and carers to get out in the evenings, attend meetings and also mix with non-disabled families, or for respite where they did qualify for respite care funding;
- A shared care network, and/or a network of suitably experienced teachers, teaching assistants and learning support assistants, along the lines of those set up in other local authorities, could help parents and carers to access additional support (e.g. in school holidays);
- Adequate time, advance notice and childcare support was needed for formal consultations involving parents and carers of children with additional needs to enable them to participate more fully in the process and ensure that their voices were heard;
- Transport was a key issue, with needs for suitable and affordable private transport (including extra financial assistance for those on benefits) highlighted by those whose children had physical disabilities

For one parent, whose child had profound disabilities, the strains of dealing with caring responsibilities in inadequate housing had seriously affected his health. He needed urgent action to help him and his family move to a home where his teenage son could have his own room, but despite letters of support from doctors he reported he was still having to fight for this.

7.4.7 Evaluation

These consultations provide further evidence of the impacts of multiple disadvantage on parents and carers and their ability to access childcare or the world of work. They also indicate significant gaps in provision for children with additional needs and for other members of their families - children and adults alike. The unmet needs include adequate financial and social support, suitably trained and experienced care providers, continuity of reliable care inside and outside the home, flexible childcare and working arrangements, holiday care and inclusive activities for the whole family.

8 Consultations with children

The Max the Cat children's consultation project aimed to research the views of children in Southwark, aged between 3 and 10 years, who are users or potential users of childcare. A full report of the consultation is available; a summary of activities and key findings is detailed below.

The project was carried out in July 2010 by undertaking a number of storytelling, group discussion and questionnaire based consultations in schools. A total of 103 children were consulted. Hemsall's would like to thank the children and staff at Victory Primary School and Goodrich Primary School for participating in the project.

Children had much to say about the childcare they had attended previously or were currently attending. 87.3% children said they had previously attended or were currently attending a form of childcare. Half of all children participating said they currently attended after school childcare, and half said they would like to attend in the future.

When considering their satisfaction levels, children reflected on their childcare use. For pre-school childcare, all children who had attended such provision reported satisfaction, with 90.5% stating they liked it 'a lot'. Two thirds of children attending after school childcare said they liked it 'a lot'. Satisfaction levels with childminding were lower 56% 'a lot', and 16% did not like.

Looking forward, after school childcare was the most popular choice (62.1%) and childminding was the lowest preference for future childcare (43.6%).

Children commented on the importance of various elements of their childcare experiences. Important factors for children were: the quality and choice of toys and equipment; fun, play and the range of activities; the provision of outdoor play; the chance to play with friends and the value of positive behaviour of children; and food as a key part of the daily routine.

Younger children completing sticker-based questionnaires showed their top three favourite activities in childcare provision were (in order of preference) computers, snack time and outdoor play.

When comparing the results from the two schools participating in this project, results were broadly similar. Overall levels of previous and current attendance at childcare were very similar. However, at Goodrich Primary children reported greater use of pre-school and after school childcare, whilst at Victory Primary children used more breakfast club and holiday provision. Levels of satisfaction with childcare were also very similar across both schools, although rates were lower for after school and childminding at Goodrich Primary. Children at Victory Primary were more likely to express a preference to attend childminding and holiday provision as a result, and younger children there also had a greater preference

for outdoor play. Younger children at Goodrich were more likely to choose computers as their preferred childcare activity.

9 Consultations with young people

Qualitative research was undertaken with groups of young people aged between 11-14 years from across the borough. The focus groups sought to gain the views of young people regarding their experiences of childcare and to identify any unmet needs. A total of 27 young people participated and have contributed to the key findings summarised below. A more detailed report of findings is included in the appendices.

Participants were broadly positive about their childcare experiences, with after school provision being the most popular. Where positive or negative comments were made they focussed on choice being available or not available. It was evident after school providers allowed young people to choose what activities they completed, when and in what format. This provided participants with a clear sense of ownership, which was regarded as very important.

Commonly cited areas where childcare provision required improvement continued around the theme of choice. This included increasing the choice of activities and improving access to the outdoors. Participants were also clear they would like greater freedom to complete activities across the entire environment of the childcare provision. A number of comments were made, for example, about children being kept in one room for the majority of the day.

Participants appreciated the home environment and closer relationship childminders often provided. However participants reported they often felt they were fitting in with the lives of childminder's wider family. As with other discussions, participants occasionally felt a lack of ownership and belonging to this particular provision type.

There was a high use amongst participants of after school activities provided through schools. It was felt the programme of activities offered a sufficient range of choice and provided exciting opportunities. Crucially parents were reported to be reassured as to participants' safety and were therefore confident in allowing them to attend after school activities offered through the school.

Participants on average completed two evenings after school activity provided through the school per week. It was reported that parents were concerned about allowing young people to access evening activities away from school or home and therefore the majority of after school activity (if not at a school run activity) was completed at home and of a non-social nature (for example gaming and internet use).

Participants identified a need or preference for a centre which housed a broad range of activities in one location. Participants typically wanted to try a range of activities, but did not want to travel great distances between them.

Half of the groups interviewed identified the need for places purely for their age group; this included 'play-parks' for older children. Participants explained how few places were available especially for the 11-14 age group where they felt welcome to meet and spend time with their friends. This meant they often had to congregate at locations intended for older people or younger children, such as shopping centres or children's play areas.

Common ideas across groups included the development of a night club for young people and the development of gyms designed especially for them. There was a sense behind some statements made by participants that they did not feel they fitted comfortably within their area and desired places and spaces that publically recognised their age range.

10 Consultations with key stakeholders - summary of findings

Key stakeholders (those working either within or with the local authority with responsibility for services and support for parent/carers, families, children and young people) were interviewed by a member of the research team in September 2010. A total of 17 stakeholders participated, contributing detailed knowledge and information to inform the Childcare Sufficiency Assessment. A list of participating stakeholders is included in the appendices.

Based on the evidence from the professionals who contributed to this report, some clear themes have emerged in relation to childcare sufficiency in Southwark. These are summarised and discussed thematically below, following some general observations about the labour market and about the use of informal childcare and other services that are not formally classified as childcare under the Act.

10.1 Labour market factors

There is a vibrant economy in Southwark but this is not reflected in the local employment market. Southwark has high numbers of employers who are multi-national companies, whose employees are mostly commuters. There are three specific labour markets identified in the borough; the public sector which is mostly highly paid and who are offered flexible working; pockets of affluent families who work in the city and; those who work in low paid service industries.

Many children in the borough live in families with low household incomes or in families where there is no income, where parents do not work. Low wages meant that affordability of childcare was an important issue, particularly for larger families during school holidays. Factors of concern to contributors included:

- low wages;
- shift work
- a reported 'underground economy' that exists because there is a 'significant population' not visible in society that may not want to be reached because they do not have legal status or may not have any recourse to public funds.

10.2 Use of informal childcare

There is reliance on informal as well as formal care to meet childcare needs. Some contributors indicated that this was partially due to parental preference, cultural and faith issues and/or lack of trust and confidence in formal childcare providers. Those groups mentioned here included young parents, parents with disabled children and Traveller families. Experience of contributors indicates Travellers' families tend to look after their younger children themselves rather than take up childcare places. Work in schools has improved access and increased the take up of extended services activities by these families but use of pre-school provision remains low.

Data sources held by the local authority indicate there are children who take up their free entitlement who have not attended any provision previously. One reason suggested for this is because there are relatively high levels of workless families in some parts of the borough, where parent/carers stay at home and provide care for their children. Some families rely on grandparents to provide informal care for children to enable family members to return to work and continue education or training.

Extended services and activities were identified as meeting some families' needs for a safe, supervised environment for children and young people, particularly during school holidays and outside normal school hours; anecdotal evidence suggests that these services may be supplementing the supply of formal childcare.

10.3 Availability of formal childcare

Stakeholders report parental perceptions and expectations of formal childcare vary considerably. Perceptions are influenced by, amongst other things, the age range/s of children cared for and by different cultural backgrounds. Funding, affordability and costs are all factors that limit and/or govern the type and availability of care that can be accessed and the times at which they can be accessed.

Interview participants suggest that childcare policy and government strategy over the past ten years has seen a boom in the childcare industry, opening up childcare to a whole new sector of parents in Southwark who had not previously been using it.

Formal childcare was generally reported as sufficient, although some gaps were noted in the type and range of provision available discussed below.

Contributors suggest plans to change to a one point admission to reception class from September 2011 will have an impact on provision offered in schools and the Private, Voluntary and Independent (PVI) sector. It is anticipated there will be an increased requirement for out of school childcare for younger children. Stakeholders indicate that parents have already registered several concerns around how existing provision will meet the requirements of younger children and the size of the holiday schemes/clubs and their ability to meet the diverse needs of children aged 4 – 11.

The childcare needs of young people to enable them to continue with study, undertake further training or return to work are not always met as provision may not be available at the times required. It was suggested that there is a need to look beyond the traditional school/college day to include evenings and possibly weekends. More afterschool care/clubs/activities for older children are required at times, locations and venues that are appropriate for the ages of the young people. Some activities are not accessible and therefore under-utilised.

The reduction of directly delivered Early Years Centres is reported to have impacted on the availability of provision in local areas. Peckham is one of the areas of highest need, but participants report there are limited places for two year olds which mean carers have to travel further afield.

Southwark delivers 28 directly delivered after school facilities (as at September 2010) across the four geographic areas in the borough mainly on primary school sites. Directly delivered provision is reported to be advantageous as the local authority is able to quality assure the offer and directly employing the staff means there is flexibility to cover emergencies, absences and other staffing problems. There are waiting lists for 60% of the clubs and several schools have approached the local authority to start up after school provision. There are larger waiting lists in the South of the Borough where space is a major issue. The location of the four holiday schemes means that carers have to travel further outside the school term for holiday care.

10.4 Affordability and cost

Stakeholders indicate that there is sufficient childcare of the right quality for those who can afford to pay for it. It was suggested the cost of childcare in Southwark has increased significantly over recent years. Concerns were raised suggesting the average cost for a two year old place has gone beyond the affordable limits for tax credits as a direct result of the removal of the Childcare Affordability Pilot.

The review of fulltime places could affect affordability of childcare for families on low incomes, who have previously received a full-time place and now maybe required to pay for care above 15 hours.

The cost of childcare of young children with additional needs is reported to be expensive.

The accelerated reduction of lone parent criteria is noted as being a potential future problem as there will be a greater demand for places for 11 -14's.

The fees charged at afterschool club and holiday schemes are subsidised by the local authority. There are still a number of free places offered to carers on income support but these have gradually decreased; budgets have been reduced as the focus of the service is for training and working families. Increases in fees as a result of budget pressures could impact on the affordability for families.

10.5 Demand for childcare for disabled children and children with additional needs

Stakeholders report that families with disabled children and children with additional needs encounter difficulties accessing childcare as many providers/settings do not have the capacity to be inclusive, may not necessarily be of the appropriate quality or have the experience and skills to provide the places required. The local authority provide support, advice and training, signpost providers to funding to support inclusive practice and access specific funding for individual children. However, it was suggested that the local authority could provide greater challenge to providers in some sectors about the level of inclusion they offered.

Despite having a good free transport system in central London, stakeholders recognised that this is not always accessible by children with additional needs so there is a need for additional transport to support access to extended services; this is an issue as the authority does not have the finances to support these transport requirements.

It was reported that Early Support is not used as effectively as it could be in Southwark to support parents from when their children are very young.

10.6 Quality of care

Quality of care is a priority for contributors in Southwark and quality is a theme that runs through strategic and operational planning in the borough. There is a stringent continuous quality improvement process in place for providers who are funded by the local authority. It was suggested that this support and challenge should be extended to all childcare provision including services and activities for older children.

10.7 Information and support

Information and support was generally widely available in Southwark, but it was recognised that there is work to be done in a few areas.

Families who are new arrivals or who have English as an Additional Language were reported to encounter barriers accessing information about childcare. These families find it more difficult to access services due to language/cultural reasons. It was identified that outreach is critical to engage with the diverse cultural population in the borough.

Stakeholders suggest that extended services and activities for older children services are not necessarily marketed in a way that parents and carers can appreciate services can act as enablers to work or train. A significant amount has been done to raise the awareness of young people and their parents/carers, but there is still work needed to ensure that they are aware of what actually exists in the local area.

The local authority highlighted several strategies to engage parents and children. There is a mentor scheme run through children centres which creates parent mentors from within local community groups. It has reportedly been a powerful programme, demonstrating successful ways in engaging groups in such a diverse area.

Information for parents with children with additional needs is reported as being an issue, especially with carers to whom English is an additional language. There is a perception amongst some families that they are not able to access services; this is often based on hear say from parents who may have had negative experiences previously but in many cases provision is significantly different to the provision they may have experienced

10.8 Financial support

Financial support played an important part in overcoming cost barriers. Parents and carers can access support through many channels. For example, Jobcentre Plus advisors signpost eligible parents/carers to the Families Information Service; close working relationships between children's centres, schools and Jobcentre Plus in the Livesey project and the school gate pilot has ensured that services are delivered at local level, non branded services in the ward.

10.9 Sustainability and funding

During discussions, concerns were raised about future sustainability. This was in part due to the timing of the interviews, which took place during a period of uncertainty following the General Election in May 2010. Contributors noted that changes in benefit rules (such as those affecting the age of the youngest child at which lone parents would be expected to seek work) and those affecting funding for childcare and youth provision and other services, could affect supply as well as demand. Uncertainty over future funding means that childcare needs currently being met may not be met in the future. It is recommended that the impact of funding decisions on childcare sufficiency is closely monitored for all age groups including school age children.

11 Consultations with employers

Two main employers in the borough (the local authority and St Thomas' and St Guys Hospital, collectively responsible for in the region of 15,000 employees) participated in a telephone interview to inform the sufficiency assessment. These employers have adopted family friendly policies that serve as examples of good practice and examples of the type and range of support for childcare that can be put in place to support employees with caring responsibilities.

The local authority has reduced out of hours working but as a result of outsourcing some of its more 'traditional' out of hours services (the out of hours work is there, but is now the responsibility of another employer); the hospital provides a good example of the range of employment patterns that exist in the borough and an indication of the type of childcare required by parent/carers who work in those jobs.

In the following sections key issues identified in discussion are briefly summarised. Detail of the contributors is included in the appendices.

11.1 Southwark Council

Background information

Southwark Council had 5,150 employees on payroll (as of the 30th September 2010). Traditionally, the local authority had a broad range of contracts to satisfy the 24 hour needs of its service users. Over the years, however, a number of traditional 'out of hours' services have been outsourced from the council. These included original council services such as residential homes and home care services. Whilst the council cannot provide a precise figure on the proportion of staff working non-standard office hours, it is estimated that fewer than 20 per cent of staff would fall within this category of working pattern.

The outsourcing of residential homes in particular means a very small proportion of staff now work night hours and less than 10% work at weekends on a regular or occasional basis. Approximately 17% of Southwark Council's workforce is employed on a part-time basis.

Support provided to employees who are parents

The local authority provides a broad range of support to its employees, offering a package of work-life balance benefits. These include:

- Flexi-time, which enables members of staff to work flexibly around established core hours and accrue time off in lieu up to a maximum of two days per month;
- Compressed working hours; Flexi-break scheme, which enables staff members to accrue time during school terms to be taken as time off during school holiday periods;
- Employment breaks;

- Special, carers and emergency leave;
- Paternity leave of up to two weeks and maternity leave of up to 63 weeks (adoption leave mirrors this entitlement)

All staff are able to apply to benefit from the work-life balance package regardless of whether they are parents (subject to their area of work being suitable). This is designed to ensure work-life balance is achieved as a central aspect of the local authority working culture.

The local authority, through its contracted scheme administrator, offers all of its employees access to a childcare voucher scheme. At present, 116 employees take advantage of this offer.

The local authority also offers funding towards childcare costs to those posts that are deemed hardest to fill and for council employees on Joint National Committee (JNC) level posts. This offer is not well used, as it would be considered a benefit by Revenue and Customs (HMRC) and is therefore taxable. Currently only four members of staff are in receipt of this benefit, with the majority of other choosing to use the more tax efficient option of salary sacrifice.

Local authority staff on low incomes can also benefit from a subsidised childcare scheme, which is available to all low income families in the borough.

The local authority provides information to its employees about its range of family friendly policies and support packages in a number of ways. A constant source of information is through the council's intranet, which contains all information relating to the council's offer to parents and also provides periodic news and promotional items on such schemes as childcare vouchers.

The local authority also routinely promotes issues through posters and through the local authority's internal magazine. Southwark Council has also utilised staff pay-slips to include information relating to the benefits of supporting childcare costs through salary sacrifice (childcare vouchers).

Alongside direct promotion, the council also signposts members of staff to other agencies for advice and support. This includes the Family Information Service and HMRC for advice regarding the childcare element of Working Tax Credit.

Impact on recruitment and retention

The council's recruitment pages on its web-site contain information regarding its family friendly policies and all new staff members are required to attend induction which describes in detail the family friendly policies the council operate.

The council complete a new starter's survey which asks the principle reasons which attracted them to the local authority as their employer. In a recent survey, the family friendly policies the local authority offers to its employees were the fourth highest consideration.

The local authority also report high retention rates for employees, with the average being ten years continuous service. Additionally, it is reported a high proportion of employees return to the local authority following maternity leave.

11.2 St Guy's and St Thomas' Hospital NHS Trust

Background information

St Guy's and St Thomas' are one of the busiest NHS Foundation Trusts, with around 900,000 patient contacts every year. A full range of hospital services are provided for the local communities in Lambeth, Southwark and Lewisham. Specialist services are also provided for patients from across London, the South East and further afield.

The trust employs approximately 10,000 staff who work to a broad range of shift patterns in order to support the 24 hour nature of hospital services. These include (but are not limited to) nine day fortnights, night shift patterns, traditional office hours, 6:00am till 2:00pm and 2:00pm till 10:00pm. The trust also operates a variety of 'on call' cover arrangements, especially for clinical roles. For those employees working outside of traditional hours (who cannot rely on family and friends for childcare) this may potentially pose a range of challenges.

Support provided to employees who are parents

A broad range of support is provided to employees, not least in the form of an Operations Manager Childcare and Families whose role includes the provision of advocacy and support to employees surrounding the trust's family friendly policies. This includes the offer of one to one support and advice plus several road-shows promoting the Trust's family friendly policies and associated benefits several times per year.

A key policy advisor also delivers a range of events throughout the typical year to highlight any key changes to policies.

In addition to individual support and organised events, staff also benefit from comprehensive information posted on the Trust's intranet, daily bulletin and monthly magazine. Pay-slip attachments are used to promote key family friendly benefits for employees who are parents or carers.

Two onsite nurseries are provided (102 and 42 places) which are available to both employees of St Guy's and St Thomas hospitals themselves, wider Trust staff and non-employees of the Trust. Childcare places are available for children aged three months to five years of age. The two nurseries are available 52 weeks of the year and are open between 7:00am and 7:00pm. The settings are competitively priced at approximately £400 to £500 less than some private nurseries operating within the area. It is worth noting this area is in close proximity to the City where childcare costs are reported to be substantially higher than other areas.

The trust report the nurseries are oversubscribed and subsequently there is a waiting list for the two nurseries.

“As there are many variables of care on offer to parents this effects the amount of time parents have to wait for a place, such as the age of the child, the days and number of days required”

Those employees actually based within the two hospitals are eligible to receive an annual discount of £1,000 per childcare place. The discount is not available to non-hospital based staff and is also not available for parents of children above the age of 5 years. This may pose an affordability issue for those members of staff who are not based within the two hospitals and for those who require childcare for children above the age of 5 years. In addition all trust employees are able to benefit from a salary sacrifice scheme which can be used at both the on-site provisions and also at private, voluntary and independent provisions of parents' choice.

A range of flexible working options for parents and carers is offered. These include:

- Term-time contracts
- Compressed hours
- Nine-day fortnights
- Annualised hours
- Remote access to facilitate home working

In addition, employees are able to apply for special and carers leave and career breaks.

A maternity leave policy is in place for employees and ongoing support is provided to employees both through the Operations Manager Childcare and Families and pay related queries are supported through the pay roll team.

Impact on recruitment and retention

All recruitment adverts contain information regarding family friendly policies and all new staff members are required to attend a two-day induction which describes in detail the family friendly policies the trust operate.

Reported experience is that very few flexible working requests are not met. In these cases, the Operations Manager Childcare and Families provides an advocacy function to support the member of staff should they wish to challenge or appeal the decision. The interviewee was not able to define exactly how many of such requests were not granted, as there is currently no mechanism to record and document the proportion of requests for flexible working which are not met. This is an area they recognise needs to improve.

The Trust report their family friendly policies and recruitment approach provides both a strong recruitment and retention rate of parents (unquantified).

Changes in the future which may impact on the childcare needs of employees

A full review is currently being undertaken of all policies including family friendly policies. This review will consider the impact versus the cost of a number of family friendly policies the trust operate and is likely to consider the sustainability of on-site nurseries, their charging structures and also the subsidising of nursery places.

The trust is concerned regarding the impact of funding announcements, with specific concerns as to the future of funding received for childcare from the local authority.

There is also concern regarding the impact of changes for higher rate tax payers affecting new entrants to childcare voucher schemes. This policy change will inevitably impact on Trust budgets as National Insurance employer contributions for these tax payers will be higher than for those existing scheme members.

Appendices

One	Methodology
Two	Summary of consultations with young people
Three	Participating stakeholders/Lead contact

1 Consultations with parent/carers

1.1 Interviewer-led survey

A telephone survey of 750 parent/carers was undertaken by Morgans Research (Hempsall's delivery partner). A questionnaire was developed for the project that took account of current practice and Government guidance¹⁵. The questionnaire survey went live in June 2010.

The sampling frame for telephone interviews was purchased for the use of the project. Sample data was sourced from Acxiom.

Telephone interviews

Quotas were set for each community area based on the resident number of parents with children. Contacts were randomly selected from the contact database by computer prior to interviewing. Telephone interviews took place in June and July 2010. Calls were made during afternoons and evenings Monday to Friday throughout the data collection period and some mornings at the request of individual parent/carers.

1.2 Qualitative research with parents and carers

Qualitative research included a series of in-depth focus group discussions with targeted groups of parent/carers, undertaken in November 2010:

- Parent/carers of a child or children with additional needs;
- Representatives of the Traveller community

2 Consultations with children and young people

2.1 Consultations with children

The 'Max the Cat' children's consultation project aimed to reach children in Southwark, aged four to ten years old, who were non-users and users of early years, childcare and childminding provision. The consultation was interested in their views on their current, potential and future use of childcare to inform the local authority's childcare sufficiency assessment. Two schools participated involving 107 children.

Storytelling sessions were held in the following locations and classes:

¹⁵ DCSF April 2010 'Securing Sufficient Childcare: statutory guidance for local authorities in carrying out their childcare sufficiency duties. DCSF Publications, Nottingham

Location	Classes	Numbers of children
Goodrich primary school	Years 1 and 2	57
Victory primary school	Reception and year 2	50

2.2 Consultations with young people

Consultations were scheduled with young people (aged 11-19 years of age), aimed at exploring experience and use of childcare, and young people's preferences for out of school activities.

Four young people's focus groups were scheduled. 27 young people participated. Discussions were undertaken at Bacons College and Kingsdale School.

3 Consultations with employers

In-depth interviews were conducted with representatives from St Guys and St Thomas' hospital and Southwark Council. As two of the major employers in the local area contributions from the participants provided information about working patterns, childcare as a barrier to recruitment or retention and childcare support made available to employees. Interviews took place in October 2010.

4 Consultations with stakeholders

A series of in-depth telephone interviews were undertaken with key stakeholders (working within the local authority or partner organisations). Stakeholder interviews were aimed at exploring sufficiency issues and cross-cutting issues in depth, from the perspective of those working with families and children in a variety of contexts across the borough.

Seventeen interviews were undertaken:

Mike Smith	Assistant Director 0-5 and Community Services
Neil Gordon-Orr	Children's Centre Development Manager
Janice Smith	Early Years Business Manager
Patrick Shelly	Head of Youth Commissioning and Information, Advice and Guidance
Pauline France	Head of Learning and Achievement
Elaine Allegretti	Head of Strategy and Partnerships
Rory Patterson	Assistant Director of Specialist Services and Safeguarding
Emma Kennedy	Early Years Intervention Manager
Dave Cannon	Traveller Education Manager

Edward Dean	Partnership Manager Lambeth and Southwark & Wandsworth
Bal Virdee	District Office - Job Centre Plus
Garry Martin	Play Service Manager
Jummy Dawodo	Associate Director
Chris Saunders	Head of Service for Children in Care
Paul Angeli	Business Manager Assessment and Safeguarding Support
Tina Benjamin	Service Manager Safeguarding
Vicky Stobard	Integrated Services Manager

5 Consultation with childcare providers

A questionnaire survey was sent to all registered childcare providers in Southwark in September 2010. Childminder questionnaires were posted by the Families Information Service (FIS) with reply-paid envelopes. Group provider questionnaires were posted by Hemsall's to all settings identified by the FIS:

Childcare providers were asked to complete and return the questionnaire to Hemsall's within 2 weeks. Settings that did not return a questionnaire by the deadline were telephoned by Hemsall's to support their completion and maximise response levels.

6 Desk research

Area data was collated and analysed by Southwark Early Years Performance and Data Analyst (C. Kling) to provide a context for the research and findings. Additional analysis was undertaken by Hemsall's.

7. Lead Contact

The Childcare Sufficiency Assessment process for 2010 -11 was lead by Jennifer Jackson, Head of Communities, Extended Services and Partnerships. jennifer.jackson@southwark.gov.uk.