



EQUALITY IMPACT ANALYSIS

OPTIONS FOR CHILDREN'S CENTRES

31st January 2013

Question 1	What is the scope and intended outcomes of the activity being assessed; in terms of both the Council's organisation and staffing, and services to the community?
-------------------	---

SCOPE OF PROPOSAL

The scope and intended outcome of this proposal is to reduce the number of Children's Centre sites from 13 to 6 hub centres from April 2013. This would not necessarily require a reduction in services delivered, but more a geographical concentration and transformation towards greater targeted work with families.

It is proposed that services would be transferred to the following larger hub Centres:

1	Collier Row	Former early years centre	Collier Row and north west of borough
2	Elm Park	Former early years centre	Elm Park and central to the borough
3	St Kilda's	Former early years centre	Romford
4	Ingrebourne	Former primary school building	Harold Hill, Gooshays
5	Chippenham Road*	Former early years centre on a row of shops	Harold Hill , Gooshays
6	Rainham Village	Former nursery attached to RVPS	South of the district

*Please note that the initial proposals highlighted that there was the option of keeping either Chippenham Road or Hilldene Children's Centre open. After a consultation with key stakeholders who indicated a strong preference to keep Chippenham Road rather than Hilldene open, it was decided to keep Chippenham Road.

This Equality Analysis is supported and evidence based by an extensive public consultation on proposals, which took place between 15th October 2012 and 4th January 2013. The public consultation generated a total of 69 survey responses (58 paper-based and 11 online responses), the majority (83%) of whom were women. It should be noted that not all respondents replied to or commented on every question.

The consultation was also advertised widely via the local press, staff-client interactions (staff encouraged clients to respond to the consultation), posters in children's centres and the Internet. All information on the project was available in different languages and alternative formats upon request. Last but not least, we ensured that our communication materials are written in clear English and were easy to understand.

The public were encouraged to send back their feedback via their preferred method: by completing an online survey or a hard copy survey available at Havering's Children Centres.

Additionally, a specific telephone number and e-mail address were provided as alternative ways of providing feedback. Staff were also available to respond to questions and queries and/or to assist service users in completing the forms on request.

Employees and other stakeholders (e.g. PCT, Job Centre Plus, libraries, schools, voluntary and community sector and Department for Education) were also consulted via 3 consultation briefings:

- Two staff briefings were held on the 10th October 2012. The briefings gave children centre staff an opportunity to feedback their views and to ask any questions they had.
- A briefing was held on the 15th November 2012 for Children Centre Local Area Groups (CCLAG) to give them an opportunity to feedback and ask questions about the proposal.

Further information on the consultation and feedback is available in section 4.

1a Organisation and Staffing

The proposal is focused on how services are delivered by the Children's Centres to the community and from where.

The immediate impact on staffing is likely to be minimal, in that the majority of staff work at the larger centres already and all staff have mobility clauses in their contracts of employment and work across sites within the borough. The intention is for a transformation rather than reduction of services.

This is not to guarantee that structures will always remain the same in the longer term – reviews of services continue across Havering Council and these reviews will be subject to separate EAs.

1b Services to the Community

The proposed changes will offer an opportunity of a new way of running Children's Centres which will:

- Better support vulnerable families and children – by outreach work throughout the Borough.
- Focus on preventative working (delivering the Council's Prevention Strategy) by an integrated multi-agency approach.
- Continue to offer a wide universal advice, support and guidance, focused in areas of higher deprivation and need.

The proposals are also designed to take forward and reflect the national and local policies where:

- Funds were originally ring-fenced but now local authorities have discretion on how they are spent.
- A key focus is now on prevention and intervention, engaging with families with multiple complex needs, and evidencing the difference we make.
- There is greater focus on providing services (including universal services) in areas of higher deprivation and need.

These proposals will ensure that we adhere to new guidance for Children's Centres that requires Children's Centres to:

1. Provide access to universal early years services in the local area including high quality and affordable early years education and childcare.
2. Provide targeted evidence based early interventions for families in greatest need, in the context of integrated services.
3. Act as a hub for the local community, building social capital and cohesion.
4. Share expertise with other early years settings to improve quality.

Universal services to be provided at Children's Centres include:

- **High quality, inclusive, early learning and childcare**, particularly for disadvantaged families or those with particular needs (for example disabled children) or living in disadvantaged areas.
- **Information and activities for families so that parents can make informed choices.** This includes provision of family activities to improve outcomes (for example, learning through play or healthy eating) and could also involve access to wider sources of support (for example benefit or debt advice).
- **Adult learning and employment support:** this includes language, literacy and numeracy support, family learning, access to apprenticeships and volunteering opportunities as steps toward employment and links to Jobcentre Plus. It is supported by good quality and inclusive childcare services.
- **Integrated child and family health services:** this includes Health Visitors delivering the Healthy Child programme, engagement with midwives and GPs.

Specific targeted services to be provided by the Children's Centres include:

- **Parenting and family support**, including outreach work and relationship support (the quality of the relationship between parents is linked to positive parenting and better outcomes for children).
- **Provision of integrated support** in response to identified strengths and risk factors within individual families via targeted evidence-based early intervention programmes and links with specialist services for families with the most complex health and/or social care needs.

Source: Government's Vision for Children's Centres, 2012

These proposals will also allow us to focus resources on addressing the Government's Families with multiple complex needs agenda. The Government has estimated the number of 'families with multiple complex needs' in each local authority area and has identified 415 families in Havering who we should be working with over the next 3 years, 135 in the first year. The majority of these families live in areas of higher deprivation and consequently close to the six hub sites. The service is committed to contribute to the Harold Hill's development due to its high deprivation levels and high take-up of our services, hence the proposed retention of two sites.

As Children's Centres provide key services within local communities, Children's Centre staff members will become increasingly involved in assisting families with multiple complex needs and the development of this project. The new Children Centre teams working over six sites will bring together local partner agencies to identify and better meet the needs of families with multiple and complex needs.

The focus of these changes will be about delivering services differently. The community may experience a difference in how services are delivered, but quality and access to all should not be affected as equalities issues will continue to be considered and associated training undertaken.

In conclusion, through these proposals, Children's Centres can ensure service resilience and improve the quality and scale of services to families and children from all protected characteristics and socio-economic backgrounds. We will particularly target vulnerable and disadvantaged families and children with multiple and complex needs.

At the same time, Children's Centres whilst resources and staff time will increasingly focus on targeted activity, they will remain accessible to all families. For example, parents and carers will continue to be offered insurance, support and training to set up stay and play groups.

Question 2	Which individuals and groups are likely to be affected by the activity?
-------------------	--

2a Staff Individuals and Groups

This proposal is focusing on how services are delivered to the community and from where. A staffing restructure took place in September 2011 and it is therefore not proposed that any further changes to staff will be likely in the immediate term.

The immediate impact on staffing is minimal, in that the majority of staff work

at the larger centres already and all have mobility clauses in their contracts of employment which require them to work across sites within the borough. The intention is for a transformation rather than reduction of services. Staff are also contracted to work at any centre in Havering.

This is not to guarantee that structures will always remain the same – reviews of services continue across Havering Council and these reviews will be subject to separate EAs.

2b Community Individuals and Groups *(including voluntary organisations)*

As pointed out in section 1(b) above, the proposed changes will not affect the quality of services families with young children receive but the focus of provision will become more targeted towards families and their children who are experiencing or who are demonstrating need or vulnerability.

We recognise that the closure of some Children’s Centres may cause inconvenience to some families who used to using them and could involve a bus journey to get to another Children’s Centre which will impact on their finances. In order to minimise the potential negative impact for service users affected by the proposed changes, two hubs will remain open in the North of the Borough where there are high levels of disadvantage.

For further information on the impact of the proposed changes on service users with protected characteristics and specific needs, please refer to section 5(b).

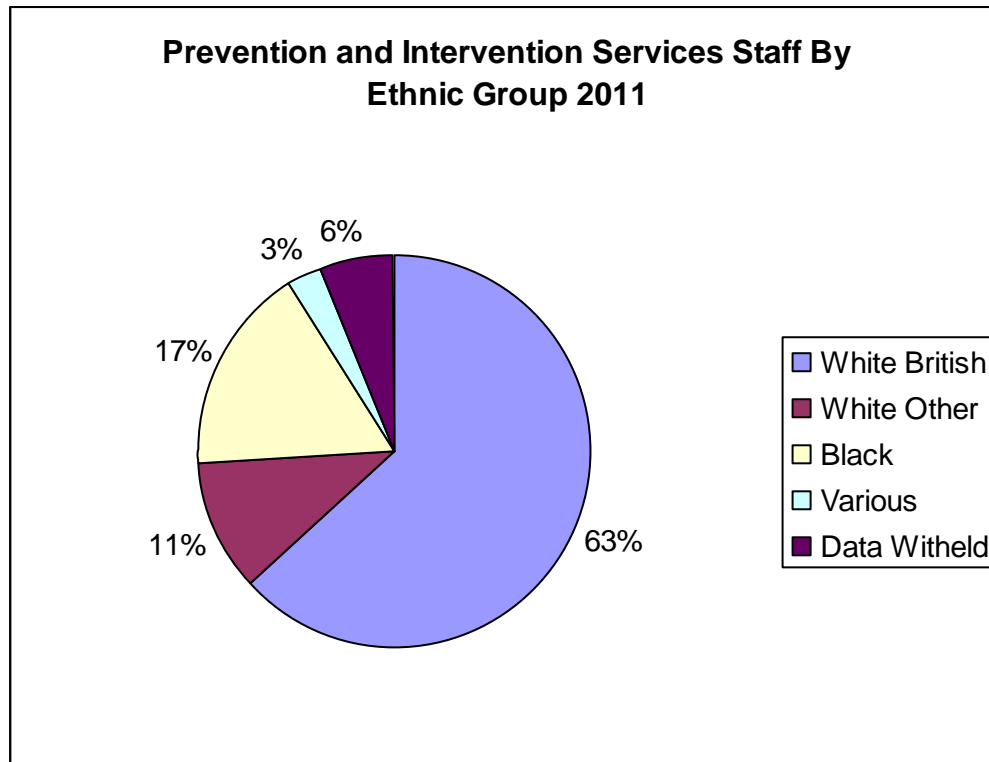
Question 3

What data/information do you have about the people with ‘protected characteristics’ (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation) or **other socio-economic disadvantage** (e.g. disabled and part-time workers, low income and/or lone parents (mothers and fathers), looked-after children, other vulnerable children, families and adults) **among these individuals and groups? What information do you have about how they will be affected by the activity? Will you be seeking further information in order to assess the equalities impact of the activity? How is this information being used to influence decisions on the activity?**

3a Organisation and Staffing

There are 61 FTE members of staff including management across Children’s Centres, 59 of whom are female. The Group Manager is male. Across the wider Prevention and Intervention Service, the latest equalities audit (winter 2011) indicated that 94% of staff were female and 6% male. The age range of staff was 21-65.

The latest survey of staff ethnic background was undertaken at the time of the wider Management of Change report for Prevention and Intervention Services. This indicated that 74% of the staff originated from a White British or White Other background, 17% from a Black background, 3% from other ethnic backgrounds (Asian, Asian Other, Indian, Bangladeshi, Dual Heritage). Data was withheld in the case of 6% of staff.



Across the Prevention and Intervention service in winter 2011, 4% of staff declared a disability or long-term illness.

Information is not held on religion or belief, sexual orientation, marriage or civil partnership.

3b Services to the Community

The proposals are based on comprehensive and in-depth examination of demographic, service user and performance data, alongside consideration of customer feedback gathered through consultation.

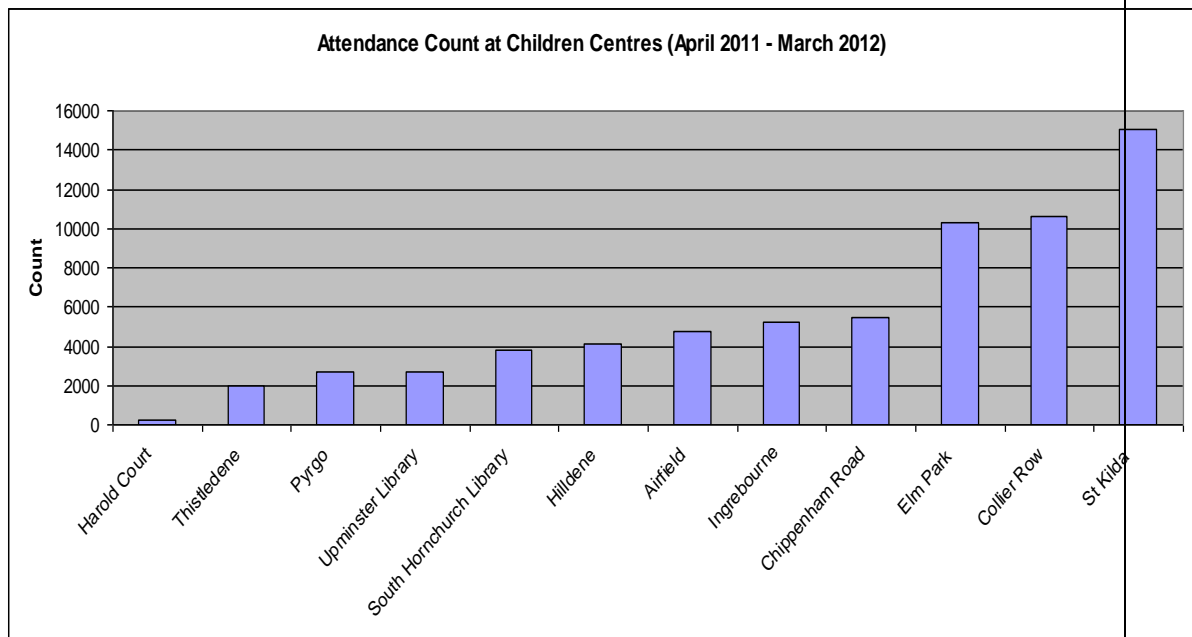
We also examined carefully the needs of our service users by carrying out comprehensive needs assessment – the spring 2012 Children’s Centre Needs Analysis.

The evidence showed that:

- Some Children’s Centres were used more than others

- Not all families used their closest Children’s Centre – i.e. they shop around
- Some Children’s Centres are located in areas of higher deprivation and family need, whereas others are not
- Some areas have multiple centres (for example around Harold Hill) close by, whereas in other areas, residents may have to travel further to access a centre
- Customer feedback is highly positive about the services received
- Children’s Centres undertake a significant amount of targeted work and received 550 referrals in 2011, mainly from Social Care and Health services

These conclusions are backed up by further research examining Children Centre usage and service supply and demand using data from the Children’s Centre database, E-Start. The chart below shows that some smaller sites have significantly lower overall attendance counts, namely: Harold Court, Thistledene, Pyrgo, Uppminster Library and Airfield. These proposals therefore focus on amalgamation of these less popular sites.



Source E-start (accessed 02/08/2012)

E-start database evidence also shows that Children’s Centres are already doing a significant amount of targeted and preventative work as detailed in the table below, demonstrating that at least 2295 services were delivered to 1325 families between 1 April 2011 and 31 March 2012.

Vulnerable groups for period 1 April 2011 to 31 March 2012 at Children's Centres

Custom Label	Families registered	Registered & seen at any centre.	
2 Year Pilot Total	143		261
Additional Needs Total	89		165
Asylum seeker Total	4		4
CAF in process or completed Total	103		205
Child Protection Plan Total	51		114
CIN Plan Total	20		38
Domestic Violence Total	162		270
Drug/Alcohol misuse Total	79		147
English not first language Total	121		141
Family member in prison Total	11		16
Looked After Children Total	25		51
Mental health issues Total	99		200
Referral Total	384		639
Temporary Accommodation Total	34		44
	1325		2295

Source: E-Start Database (accessed 02/08/2012)

Another evidence source has been an examination of the levels of deprivation in places where sites are currently based. Our proposals prioritise the larger sites to ensure continued service access in areas of high deprivation and child poverty. The one exception is South Hornchurch, which is a small site and the view here is that this area can be better served via outreach services from the new Rainham Centre that is due to open in September 2012. The facilities are based within the South Hornchurch Library, from where early years activities will continue to be provided. The Children's Centre space there will also remain available for Children Centre outreach activity.

We also carried out a service mapping evidence that identified a wide range of alternative services in addition to the services to remain delivered from Hubs are available across Havering. This includes nearby Health Services, such as baby weighing. In addition to their remaining nearby Children's Centre, families will still have many other options and places to go (please refer to Appendix 1).

Other factors that were considered in making the decision as to which sites should be amalgamated are the cost of running a site, the size and quality of building and facilities.

Last but not least, the final proposals were informed by an extensive public consultation which took place between 15th October 2012 and 4th January 2013. The public consultation generated a total of 69 survey responses (58 paper-based and 11 online responses), the majority (83%) of whom were

women. It should be noted that not all respondents replied to or commented on every question.

Please refer to sections 1 and 4 for detailed information on the consultation and feedback.

Question 4	If no data and information is available about the groups likely to be affected by the activity, how would you inform your EA? Will you be considering carrying out some consultation to inform your EA?
-------------------	--

4a Organisation and Staffing

Consultation with staff was a crucial part of the consultation process. As part of the consultation we invited all staff to attend workshops, circulate to colleagues not present and share their views. An email address and telephone number were also shared for any confidential comments, but none were received. Overall, the staff group appeared positive about the proposals and no concerns specific to staff requirements were raised.

Although no major impact has been identified as a result of these proposals, disabled staff members were actively consulted on the proposed changes of office location and on any specific reasonable adjustment needs they might have (including ICT equipment and software) to enable them to continue to work effectively.

Flexible working requests will also continue to be carefully considered on a case by case basis.

4b Services to the Community.

As outlined in section 1, further data has been gathered through a public consultation on the proposed changes on the future of Children's Centres. Other key stakeholders including libraries, voluntary sector organisations and the health sector were also actively engaged in the consultation to ensure that we reach as many current and potential service users as possible.

The consultation was advertised widely via the local press, staff-client interactions (staff encouraged clients to respond to the consultation), posters in children's centres and the internet. Service users were provided with various ways of giving their feedback: on-line, by filling in a hard copy survey

or via telephone. A specific telephone number and e-mail address were provided. Staff were also available to respond to questions and queries and/or to assist service users in completing their form. All information on the project was available in different languages and alternative formats upon request. Last but not least, we ensured that our communication materials are written in clear English and were easy to understand.

Consultation responses have been carefully considered within the Cabinet Report, with particular consideration given to groups with protected characteristics. As responses were broadly supportive, the proposals have not been significantly changed, except on the following issues:

- At the beginning of the consultation, the proposals highlighted that there was the option of keeping either Chippenham Road or Hilldene Children’s Centre open. Comments received by stakeholders and survey respondents indicated a strong preference to keep Chippenham Road rather than Hilldene open, the main reasons being its central location in Harold Hill (near the shops), its accessibility and popularity. As a result, we will keep the Chippenham Road Children’s Centre open.
- Issues raised on access to centre for families with children with disabilities, or with low income will be mitigated through increased outreach activity.
- Further background information on background data and evidence was requested by one respondent although no contact details were supplied. This is therefore included within this Cabinet Report and supporting papers.
- The Service has confirmed that support will be given to parents and carers wishing to set up universally accessible stay and play groups.

Question 5	Based on the collected data and information, what will be the likely impact of the activity on individuals and groups with protected characteristics or other socio-economic disadvantage?
-------------------	---

5a Organisation and Staff

As outlined in sections 1(a) and 2(a), no major negative impact on staff members is anticipated to arise from this proposal in that the majority of staff work at the larger centres already and all staff have mobility clauses in their contracts of employment and work across sites within the borough. The intention is for a transformation rather than reduction of services.

5b Services to the Community

Although the consultation feedback did not identify any major impacts arising from the proposed changes on groups with protected characteristics which cannot be mitigated, the following issues and concerns were raised:

Stakeholder consultation did identify a potential adverse impact on families

who have children with disabilities in that they could potentially be further isolated from services as a result of the proposed merger due to extended travel times by public transport.

Likewise, although not identified in consultation responses, the proposed changes could also negatively affect families reliant on public transport and/or on low incomes.

Stakeholders and a number of consultation responses also identified a need to ensure that universally available group activities for families and children continues to take place in some form at Children's Centres.

Some consultation responses indicated concerns that the changes would reduce access to midwifery and ante-natal services for families. Some respondents felt that, as a consequence of merging children centres into 6 main hubs, mums-to-be in Havering would not have adequate access to the midwifery service.

Please refer to section 6 (b) for information on actions taken to reduce or eliminate the potential negative impact arising from the proposals.

The proposed changes are aimed at ensuring that our services are reflective of and responsive to our service users' needs and are particularly targeted at the most vulnerable and disadvantaged families and children. Furthermore, the locations of the remaining six Children's Centres are specifically chosen to provide services where there are mostly needed.

These proposals will also allow us to focus resources on families and children with multiple complex needs. The majority of these families live in areas of higher deprivation and close to the six hub sites. The service is committed to contribute to the Harold Hill's development due to its high deprivation levels and high take-up of our services, hence the proposed retention of two sites.

As Children's Centres provide key services within local communities, staff members will become increasingly involved in assisting families with multiple complex needs and the development of this project. The new Children Centre teams working over six sites will bring together local partner agencies to identify and better meet the needs of families with multiple and complex needs.

Through these proposals, Children's Centres can ensure service resilience and improve the quality and scale of services to families and children from all protected characteristics and socio-economic backgrounds. We will particularly target vulnerable and disadvantaged families and children with multiple and complex needs.

All the remaining Children Centres are accessible to people with physical disabilities including people with hearing or sensory difficulties. Most families currently travel to Children's Centres and will still be the case in the future. Staff will continue to monitor any access issues raised and will support families on an individual basis. Family support outreach activity via home

visits will also continue where necessary.

The closure of some Children's Centre may also have financial implications for some families affected by the closure of their local Children's Centre who might not be able to afford the travel expenses. In order to minimise the potential negative impact for service users affected by the proposed changes, two hubs will remain open in the North of the Borough where there are high levels of deprivation. In Rainham Village, a programme of regular outreach work will be undertaken in the South Hornchurch area.

To conclude, the focus of these changes will be about delivering services differently. The community may experience a difference in how services are delivered, but quality and access to all should not be affected as equalities issues will continue to be carefully considered and associated training undertaken.

For further information, please refer to section 6 (b).

Question 6	What is the potential impact on arrangements for safeguarding children or safeguarding vulnerable adults?
6 (a) Vulnerable children	
Please refer to section 5(b) above.	
This new and more targeted approach should assist safeguarding as long as staff members are kept up-to-date with safeguarding protocols and referral systems. We will ensure that staff members are provided with relevant training and updates in relation to vulnerable children, identifying risks and raising concerns regarding vulnerability to appropriate statutory services.	
Furthermore, linkage with the new MASH system and efficient multi-agency teams working with families with multiple complex needs will ensure consistency and best outcomes for service users. We will also ensure that transition work does not affect service quality or delivery.	
6 (b) Vulnerable adults	
As above, for families.	

Question 7	If any negative impact is identified, is there a way of eliminating or minimising it to reasonable level? If not, how can the negative impact be justified?
Please refer to sections 5(a) and 5(b).	
7a. Organisation and Staff	

Although no major impact has been identified as a result of these proposals, we have carried out an extensive staff consultation with staff members and any issues or concerns were carefully considered. Furthermore, disabled staff members were actively consulted on the proposed changes of office location and on any specific reasonable adjustment needs they might have (including ICT equipment and software) to enable them to continue to work effectively.

Flexible working requests will also continue to be carefully considered on a case by case basis.

We also recognise that ongoing awareness of equalities, training and promotion of a proactive approach to equalities will be essential. This will include ensuring full consideration of the specific needs of all protected groups, particularly vulnerable and/or disabled children, as well as children and families from disadvantaged backgrounds and living in deprived areas. In addition it will be important to continue to deliver the recommendations of the national and local policies as described earlier.

In order to avoid any potential negative impact, staff involved in the implementation of the projects will be fully versed on the objectives and expected outcomes. They will also be required to:

- be aware of and comply with our duties under the Equality Act 2010 and other relevant legislation;
- be sensitive to the different needs and experiences of service users;
- treat both service users and colleagues with dignity and respect at all times;
- consider service users' needs and experiences on a case by case basis so as to avoid and address any potential negative impact, and ensure we are providing quality, children-focused and value for money services;
- report any discriminatory or inappropriate behaviour and escalate any concerns to their manager or another senior officer, following corporate policies and processes;
- ensure that the provisions of the Equality Act are implemented within service plans, self evaluation frameworks, monitoring and external contracts.

7b. Services to the Community

Please refer to section 5 (b).

Although the consultation feedback did not identify any major impacts arising from the proposed changes on groups with protected characteristics which cannot be mitigated, the following issues and concerns were raised:

At the beginning of the consultation, the proposals highlighted that there was the option of keeping either Chippenham Road or Hilldene Children’s Centre open. Comments received by stakeholders and survey respondents indicated a strong preference to keep Chippenham Road rather than Hilldene open, the main reasons being its central location in Harold Hill (near the shops), its accessibility and popularity. As a result, we will keep the Chippenham Road Children’s Centre open.

Stakeholder consultation did identify a potential adverse impact on families who have children with disabilities in that they could potentially be further isolated from services as a result of the proposed merger due to extended travel times by public transport. Likewise, although not identified in consultation responses, the proposed changes could also negatively affect families reliant on public transport and/or on low incomes. Service Managers have already proactively sought to mitigate this through developing programmes of outreach, which will continue under new proposed arrangements. Outreach work has therefore been identified as a way to reach families who are unable to travel to the hubs. It is anticipated that children centre staff will meet with families at a building which is more accessible to them.

Stakeholders and a number of consultation responses also identified a need to ensure that universally available group activities for families and children continues to take place in some form at Children’s Centres. The Service has confirmed that whilst funding for group workers has decreased with a view to an increased focus on targeted activities, it will continue to encourage parents and carers to run such groups with support in terms of training and insurance.

Some consultation responses indicated concerns that the changes would reduce access to midwifery and ante-natal services for families. Some respondents felt that, as a consequence of merging children centres into 6 main hubs, mums-to-be in Havering would not have adequate access to the midwifery service. However, this will not be the case as the hubs will still continue to offer the service as well as Havering’s Health Centres. Furthermore, with the exception of the Upminster centre, Health Services are not currently operating from the smaller sites proposed for merger. In the case of Upminster Library, however, alternative services will remain available at Cranham nearby and discussions are ongoing between Library and Health Services to potentially continue this clinic at Upminster Library once a week.

Question 8	How will the activity help the Council fulfil its legal duty to advance equality of opportunity in the way services are provided?
<p>8a Organisation and Staffing</p> <p>Please refer to sections 7(a) and 7(b).</p> <p>In addition, the following arrangements will be put in place:</p> <ul style="list-style-type: none"> Continued investment in equalities training and impact monitoring, 	

alongside more informal awareness-raising.

- Ensuring consideration of equalities allows for and encourages constructive challenge of existing ways of doing where a concern is noticed either by staff, service user, family or client. Open, approachable and flexible management support will be essential.
- Inviting a staff equalities champion to attend redesign steering events will help ensure that equalities issues are given appropriate weight in the change process.

8b Services to the Community

Children's Centres have individual Local Advisory Groups and Parents Forums and will continue to regularly raise and consider equalities issues at these meetings. Recommendations would then made to the Children's Trust Board.

We will also ensure equality questions are included within any further public consultations and will consult with the corporate Diversity Programme Team.

This approach will demonstrate that the authority is proactively fulfilling its duties under the Equality Act 2010 and other relevant legislation.

Question 9	What actions will you be taking in order to maximise positive impact and minimise negative impact from the activity?
-------------------	---

9a Organisation and Staffing

1. An extensive consultation with staff members, particularly disabled staff members, was carried out to ensure they are able to continue working effectively under the proposed changes of office locations.
2. Ensure equalities training and consideration of equalities issues remains a core requirement in contracts with external providers.

Please also refer to section 9 (b).

9b Services to the Community

1. An extensive public consultation including consideration of equalities issues was carried out to identify and issues and concerns regarding the proposed changes and address those early on.
2. Consultation feedback was carefully considered and informed our final decision on the proposed changes.
3. Effectively communicated and continue to communicate the changes to both staff and our current and potential service users.

Question 10	Once implemented, how often do you intend to monitor the actual impact of the activity?
<p>Monitoring of the impact will be undertaken annually through regular collection of views from staff and stakeholder forums, at which equalities issues will be discussed specifically.</p> <p>Learning from the project will be recorded and regularly reported to the Children & Families and Learning Transformation Programme Boards.</p>	

Equalities Impact Assessment: Appendix 1

EXAMPLES OF LOCAL ACTIVITIES FOR CHILDREN AND FAMILIES

Parents are advised to complete their own checks for the suitability of the activities

NAME OF VENUE	ADDRESS
Rainham, South Hornchurch and Airfields areas	
Mardyke Minis	Mardyke Community Centre, South Street, Rainham, RM13 8PJ
Cherubs	St Helen's Court, Rainham, RM13 9YN
Baby Stay and Play	Mardyke Community Centre, South Street, Rainham, RM13 8PJ
Scribblers Parent and Baby and Toddler Group	Royals Youth Centre, Viking way, Rainham, RM13 9YG
M.Y.C.A. Parent and Toddler Group	Mardyke Community Centre, South Street, Rainham, RM13 8PJ
St John Pre-School	South End Road, Rainham RM13
Cottage pre-School	Royals Youth Centre, Viking way, Rainham, RM13 9YG
South Hornchurch Library Service	Rainham Road, Rainham, RM13 7RD
Rainham Village Library	Upminster Road South, Rainham, RM13 9YW
Brittons Babes	Brittons School, Ford Lane, Rainham RM13 7BB
Little Rascals	Whybridge School, Rainham
Tiddlers Mother and Toddler Group	St Johns Church, South End Road, Rainham RM13 7XT
Rainham Marshes and the new Trackway - Toddler play area, Wildlife garden and Adventure Play Ground	RSPB, Rainham Marshes Nature Reserve, New Tank Road, Purfleet, RM19 1SZ
Lady Bird Nursery	11 Ryder Gardens, South Hornchurch, RM13 7LS

Chippenham Road, Pyrgo, Hilldene and Ingrebourne areas

Betty Whiting Parent and Toddler Groups	Betty Whiting Centre, 35a Briar Road, Harold Hill
---	---

Hillene Primary School Parent and Toddler Group	Hilldene Primary School, Grange Road, Harold Hill
Salvation Army Parent and Toddler Group	Salvation Army, Petersfield Avenue, Harold Hill
Little Stars Parent and Toddler Group	Little Stars, St Pauls Church, Petersfield Avenue, Harold Hill
Tommy Tots Parent and Toddler Group	Tommy Tots St Thomas Church, Church Road, Harold Wood
Kiddie Koas Parent and Toddler Group	Kiddie Koas, St Georges Church, Chippenham Road, Harold Hill

Romford St Kildas area	
Havering Museum	Havering Museum, 19-21 High Street, Romford, RM1 1JU
Buttercup Club	Gidea Park Methodist Church, 398 Brentwood Road, Romford RM2 6DH
United Reformed Church Parent and Toddler Group	58-60 Western Road, Romford RM1 3JL
Buttercup	Kids Space, The Brewery, Romford RM1 1AU

Elm Park and Upminster area	
Stubbers Adventure Centre	Stubbers Adventure Centre, Ockendon Road, Upminster, RM14 2TY
Thames Chase Visitor Centre	The Forest Centre, Broadfields, Pike Lane, Upminster, RM14 3NS
St Joseph's Social Centre	117 St Marys Lane, Upminster, RM14 2QB
ABC Parents and Toddler Group	St Matthews Church Hall, Chelmsford Drive, Upminster, RM14 2PH
Salvation Army	Hornchurch, Essex, RM11 2RB
Busy Bees Parent and Toddler Group	Havering Christian Fellowship, 2a Newmarket Way, Hornchurch, RM12 6EA
Funtasia @ The Hacton Lane Hall	Hacton Social Hall Haydock Close, Hornchurch, RM12 6EA

Collier Row and Thistledene areas	
Wellgate Community Farm	Wellgate Community Farm, Collier Row Road, Collier Row, RM5 2BH

There are many other activity sites in neighbouring Barking and Dagenham. Brentwood, Ilford, Grays, Hainault

