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**Enfield Borough Council**  
Childcare Sufficiency Assessment  
2022 - 2023

**Private & Confidential**

November 2022

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## 1. Executive Summary and Recommendations

Premier Advisory Group (PAG) was commissioned to deliver a Childcare Sufficiency Assessment (CSA) for Enfield Borough Council in the spring of 2022, to update the findings of the 2018 substantive CSA and the interim CSA of 2020 and to provide a snapshot of sufficiency emerging from the pandemic, as well as an insight into the sustainability of the sector and future demand.

The 2022 Enfield Borough Council CSA report covers:

- Children aged 2, 3 and 4 taking up early education places, including the extended 30 hours
- Children from low-income families
- Children with special educational needs and disabilities (SEND)
- Children with parents who work irregular hours
- School age children
- Children needing holiday care

Sufficiency is assessed for different groups, rather than for all children in the local authority. In this report, we have assessed sufficiency using data about the need for childcare and the amount of childcare available, and feedback from local parents about how easy or difficult it has been for them to find suitable childcare. This report is designed to support the LA with information about childcare sufficiency to inform future work supporting the local childcare economy.

This Childcare Sufficiency Assessment report reflects the specific context for childcare provision in Enfield, aligned to the wards that make up the borough.

The recommendations of the 2022 CSA are:

1. A need to raise awareness of sufficient services and opportunities for children with Special Educational Needs and Disabilities is a key theme throughout the report, and data shows an increase in school-age children with SEND. The LA should consider how to continue to support settings to increase their knowledge and training skills to support children that may be accessing their services who have/are awaiting a SEND diagnosis. The LA should continue to offer Childcare providers with training on signs and characteristics of different forms SEND and complex needs to increase awareness and have expressed desire for increased advice/support on SEND. Providers reported a common tendency for children arriving at their setting without having any special or complex needs identified previously,

therefore the council could extend knowledge sharing sessions to parents increase awareness of developmental milestones and other affected factors, and what services they can contact if they become concerned. The council should consider how it enables settings to work with health services to support these goals and to increase opportunities for SEND children in the borough, as well as ensuring accessibility and affordability for parents.

2. The council should consider increasing efforts into signposting information for parents, to spread awareness of local services and available funding, particularly for low-income families and parents with English as a second language. An average of 5 vacancies per provision across the borough was reported by responding providers, therefore childcare settings could also be further supported to market their provision in various ways to reach more families.
3. Parents have reported discontent with the current costs of childcare and how it limits their children's opportunities. Employers reported they were unsure whether their employees are aware of the working tax credit available to support childcare costs, therefore the council may consider how it can increase awareness of this support to better encourage parents to return to work.
4. Although data reports that population is projected to slightly decrease in the next five years, the council should analyse whether their existing supply of childcare provision will be considered adequate by 2029 due to the plans for a large increase in number of new dwellings and housing developments. Further schools, family and community services and childcare provision may be required to support the inflow of families to these new areas.

## 2. Key Findings

### 2.1 Key Findings from demographics research

- 2.1.1 Enfield is the second most densely populated borough in the region of North London. The most recent population data for children aged 0-4 years from the Office for National Statistics shows that the predicted number of children in this age group will fall gradually across Enfield from 2020-2026. The predicted fall in the number of 0–4-year-olds in Enfield is atypical across the rest of the United Kingdom.
- 2.1.2 Some clusters in Enfield have a far higher level of unemployment and children in out-of-work claimant households than others. For example, Edmonton Green, which has the lowest average household income, also had the highest rate of unemployment in 2011 and as of 2017 had the highest figure of children living in all out-of-work households. Comparatively, Grange has the highest average household income and has a much lower level of benefit-claimant families and unemployment compared to other wards in the borough. This suggests that Edmonton Green and other wards with similar statistics may require more funding for low-income families to support the children’s access to equal opportunities.
- 2.1.3 As was predicted by the Oxford Migration Observatory, the effects of COVID-19 and Brexit has led to a drop in the number of people coming to the United Kingdom and thus, migration levels in Enfield have fallen, resulting in a negative net-migration internally and a sharp decline in international inflows and outflows.
- 2.1.4 Enfield’s proposed new Local Development Plan outlines their goal for developing 21,136 new homes across the period of 2022-2035, which covers the period of the new London Plan (2019-2029). This scale of house-building and community development is likely to result in a significant increase in demand for childcare across Enfield due to attracting families with young children.
- 2.1.5 Enfield was found to have 5% of pupils across primary schools with a required Educational Health Care Plan, this is a considerable increase since the 2020 Childcare Sufficiency Assessment and is above the National Average at 4%.

## **2.2 Key Findings from Provider Survey**

- 2.2.1 Findings highlight the average number of children on waiting lists across the borough is 11 children per provision, with 37.5% of respondents saying they have at least one child on their waiting list, whilst 60% of providers reported they have vacancies ranging between 1-29. There was considerable dispute over the influence of the COVID-19 pandemic on demand, with 39.36% reporting a drop in demand whilst 37.23% reporting no change there had been no change in demand.
- 2.2.2 The two most frequent designations of SEND for children on roll were Speech, Language and Communications Needs or Autistic Spectrum Diagnosis. Nearly half of responding providers currently offer childcare for children with SEND with 22.13% reporting prior experience. Respondents demonstrated that there was a great tendency for children arriving at their provision without having their needs identified. Recruitment and retention and advice/support on needs of Children with SEND were the two support types that frequently reported as beneficial by respondents.
- 2.2.3 23 providers reported operating after 6pm, which shows a demand for childcare in the evenings in the borough, at what would be considered abnormal hours for childcare provision.
- 2.2.4 Although most responding providers offered funded entitlement places, respondents who do not already provide funded entitlement cited parental demand and increased workload as the two main factors influencing their decision to do so.

## **2.3 Key Findings from Employer Survey**

- 2.3.1 There was a lack of engagement with the consultation from employers across Enfield, after having only 15 respondents. Of those that did respond, none were offering specific support with childcare, and some worked alone so the questions were not as relevant to them.
- 2.3.2 The main barriers to childcare faced by working parents, as observed by employers was the affordability and flexibility of the services.
- 2.3.3 Some of responding employers did adapt their approach during the pandemic to allow parents to work from home.

2.3.4 Employers were able to offer some services such as salary sacrifices, playschemes during summer, time off work when required and support for nursery elsewhere.

2.3.5 The availability of childcare has impacted employers in various ways, mainly through the flexibility of staff and their availability to work when required. Additionally, it has also impacted the recruitment of new staff.

## **2.4 Key Findings from parent focus groups and interviews**

2.4.1 The cost of childcare for parents who are not eligible for the 15 and/or 30 hours entitlement is a cause for concern for parents and therefore are not willing or able to use private childcare, despite wanting to send their children to settings for the benefit of their development.

2.4.2 Parents would like to see more local sessions at children's centres and signified a desire for further funding to their local community and children's centres to support this. For the majority of the parents interviewed at the centre, these free sessions were the only times once a week that their children attended a social event and parents would like to see more of these available. Furthermore, parents implied demand was high for attending these and that there is sometimes a waiting list, meaning that there are some children in the local area that are not able to access these due to inadequate levels of provision.

2.4.3 Some Parents with SEND expressed difficulty in getting support for their family and in finding appropriate information from the local council. They expressed that they felt better supported during the pandemic, when there were local initiatives set up during lockdowns, compared to how supported they feel currently.

2.4.4 Further findings highlight a reported lack of support for parents who have English as a second language, explaining their awareness that translation services are expensive and not funded by the council and come from the children's centre's budget instead which cannot always accommodate the level of support that EAL parents require.



### 3. Introduction

The Childcare Act 2006 places a duty on all local authorities to secure sufficient childcare, so far as is reasonably practicable, for working parents, or parents who are studying or training for employment, for children aged 0-14 (or up to 25 for disabled children). Section 11 of the Childcare Act 2006 placed a duty on all local authorities to undertake a CSA. Sufficient childcare, in Section 6 of the Childcare Act 2006, is defined as 'sufficient to meet the requirements of parents in the local authority's area who require childcare to enable them to take up, or remain in, work, or to undertake education or training which could reasonably be expected to assist them in obtaining work.

The Childcare Act 2016 places a further duty to secure funded childcare for qualifying children of working parents, following the introduction of the 30 hours extended entitlement. The 2016 Act made the entitlement for working parents' law and extended the entitled hours from 15 to 30 hours over 38 weeks of the year. It included a national funding formula for the early years to ensure that funding from local authorities is transparent and fairly distributed across all providers.

#### 3.1 2020 Enfield Borough Council CSA

Premier Advisory Group completed Enfield Council's most recent CSA, which was published in 2020 as an interim report. It comprised of structured interviews with the borough's 112 PVI sector early years childcare providers/settings and its 238 registered childminders. 850 parents of 0–5-year-olds were also interviewed over the telephone or face-to-face throughout the locality, including those from a number of minority communities, such as the borough's Somali community, its Kurdish community and its Eastern European communities. Key findings and recommendations of the 2020 Childcare Sufficiency Assessment were:

- The eastern areas of Enfield were identified as priority areas for childcare planners due to the high levels of social deprivation and low-income families.
- 71% of childminders asked said they were not offering 30 hours free childcare, but the majority stated that they would if there was more demand for it; Edmonton Green offered the most 30 hours childcare and Southeast Enfield sub-local authority area offered the least.
- The greatest challenges to delivering 30 hour childcare were that parents often missed deadlines to confirm their eligibility and parents were also unwilling to pay additional costs.

- Childcare providers explained they had witnessed an increased demand for places for pupils with SEND, but there were not enough childcare places for them, and Enfield Council should provide more SEND training. Moreover, provisions stated requiring additional funding to support SEND students. Enfield council currently has SENIF funding in place with a £500,000 budget, and SEND training is ongoing in the borough.
- 57% of parents in Enfield were not accessing any formal childcare, meaning their own network were taking care of the children.
- The greatest barrier to accessing formal childcare in Enfield was not being able to get a place at their preferred provider.

### 3.2 Summary of level of current provision

At the time the 2022 CSA was completed, the level of supply of childcare in Enfield was as below:

Table 1 – Enfield Total childcare supply (Source: council data)

Childcare Type	Registered
Day nurseries	58
Childminders	207
Pre-schools	61
Nursery/pre-school in a school (inc. independent schools)	52
Out of school clubs	59
Holiday schemes	4
<b>Total</b>	<b>441</b>

### 3.3 Main points in terms of current usage/future demand

According to the findings from the 2022 CSA, our provider respondents showed the number range of vacancies across the sample was 1-29. As of autumn 2022, 35% of responding providers currently have waiting lists across the borough, with the largest waiting list consisting of 165.

Areas [X] currently have the highest numbers of children with Additional Learning Needs accessing childcare. Most providers are trained or qualified to care for children with Additional Learning Needs.

3.3% of childcare providers who responded to our survey are currently offering before school care, and very few before 8am. Currently, only 23 providers are offering childcare in the evenings past 6pm.

COVID-19 has had a significant impact on services generally over the past 2 years, with the closure of non-essential business and people working from home. Many childcare providers closed during the

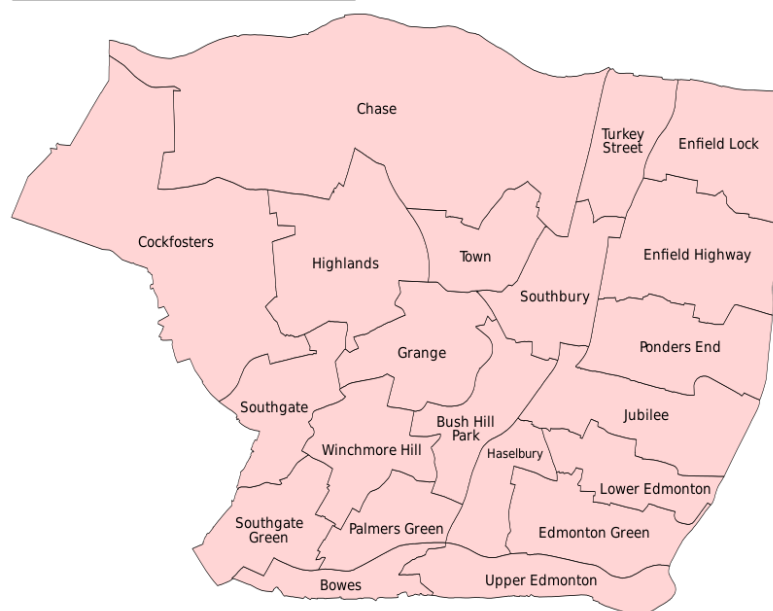
pandemic and whilst now reopen, the reduced numbers and demand during this time will still have an impact on those providing services for some time.

## 4. Methodology

The research which informed the 2022 Enfield Borough Childcare Sufficiency Assessment was conducted during the period of May to November 2022.

These areas, shown below, have been broadly defined by considering town and community council ward boundaries and grouping together those which have the most natural affinity to one another.

**London Borough of Enfield  
Ward Map, 2002-present**



Multiple types of research and analysis were undertaken throughout the Childcare Sufficiency Assessment, detailed below.

### 4.1 Identification of key demographic and socio-economic issues

To consider the extent to which childcare planners within Enfield may need to continue to prioritise their abilities to help instigate or stimulate further childcare places within specific and targeted geographical localities, an analysis of demographic and economic context was undertaken.

Structured desk-based research was conducted to identify key demographic and socio-economic factors which will have a discernible influence on the sufficiency and suitability of existing and future provision of early years childcare and funded entitlements throughout Enfield Borough Council.

All data where possible was broken down by ward or Middle Super Output Area to provide identification of supply and demand at a local level. A range of sources were used to conduct research, including the Office for National Statistics, the Department for Education, Department for Work and Pensions.

#### **4.2 Online focus groups/in-person interviews with parents**

This Childcare Sufficiency Assessment also considered the demand for childcare by analysing the needs of parents/carers, identified through online survey. Responses were analysed, detailing trends in terms of accessibility, affordability, and flexibility of childcare for parents across the county. The surveys were completed anonymously, allowing parents to be as honest and candid as possible in their responses.

The survey methodology was implemented to provide respondents the opportunity to provide targeted and detailed feedback on specific provisions and entitlements. Based on a series of initial qualification questions, parents were directed to questions that were specifically relevant to their child(ren)'s care. This made surveys shorter and easier to complete, to maximise engagement and minimise the number of partially completed interviews.

Focus groups were undertaken both in person and online to engage with parents in different ways, using this mixed approach in interviewing parents allowed different environments in which different topics of conversation and various situations promoted open conversations.

#### **4.3 Online survey with Employers**

Premier Advisory Group and Enfield Borough Council consulted with a range of local employers to gather their views on the local economy, barriers to childcare that may affect the workforce and emerging trends across the past few years. A range of employers across various industries were consulted with to provide the most representative sample possible within the timeframe and the consultation was undertaken through an online survey.

#### **4.4 Gaps Analysis and Recommendations**

Upon completion of the consultation phase, a summary of our findings was produced regarding the sufficiency of places across the local authority. Various techniques were applied to derive an accurate report on current gaps in childcare sufficiency throughout the authority by mapping supply to demand. We subsequently analysed, by specific/appropriate age groups, the range and diversity of provision available in the county.

Based on this analysis, further strategic recommendations have been provided for Enfield Borough Council to address gaps in supply or demand of childcare provision. A detailed action plan will be developed in collaboration with Enfield Borough Council Early Years Childcare Development Partnership, which the authority will be able to implement immediately. This will include a series of recommendations that lay out achievable, realistic actions based on value for money that the local authority can implement.

## 5. Key demographic factors affecting the childcare market

The following will present an analysis which focuses on how demographic and socio-economic factors may affect forthcoming and localised demand for childcare places, and the three types of funded early years entitlements.

The data sets and relevant metrics are aligned to Enfield including:

- Existing 0 – 4 years populations and projections/forecasts
- Birth rates across the Borough since 2017 to help inform forthcoming childcare allocation
- Incidence of working families (that are eligible to take-up the 30 hours childcare offer) and average household incomes
- Incidence of children and young people from low-income households
- Incidence of children with SEND
- Incidence of housing developments

The objective of the following narrative and analysis is to consider the extent to which childcare planners within the locality/borough may need to continue to prioritise their abilities to help instigate or stimulate further 30 hours childcare places within specific and targeted geographical localities.

### 5.1 Existing and forecast population of children and young people resident in Enfield

The ONS has released the first results from the 2021 Census, covering rounded population and household estimates for England and Wales. London, in which the borough of Enfield is located, has seen an increase in its population by 7.7%, or around 626,000 new residents. This meant London saw the third largest population increase out of the regions across England. For Enfield, a population growth of 5.6% occurred between 2011 and 2021, going from 312,466 residents to 330,000. This is lower than the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800. In 2011, Enfield ranked 30<sup>th</sup> for total population out of the 309 local authority areas in England, and in 2021 this was still the case, meaning it has maintained the same relative position it held a decade ago.

Local authorities surrounding Enfield have also seen a population increase over the last decade, with boroughs like Barnet and Welwyn Hatfield having an increase by around 9.2% and 8.5%, respectively, while others such as Broxbourne saw an increase of 5.8% and Haringey saw smaller growth (3.6%).

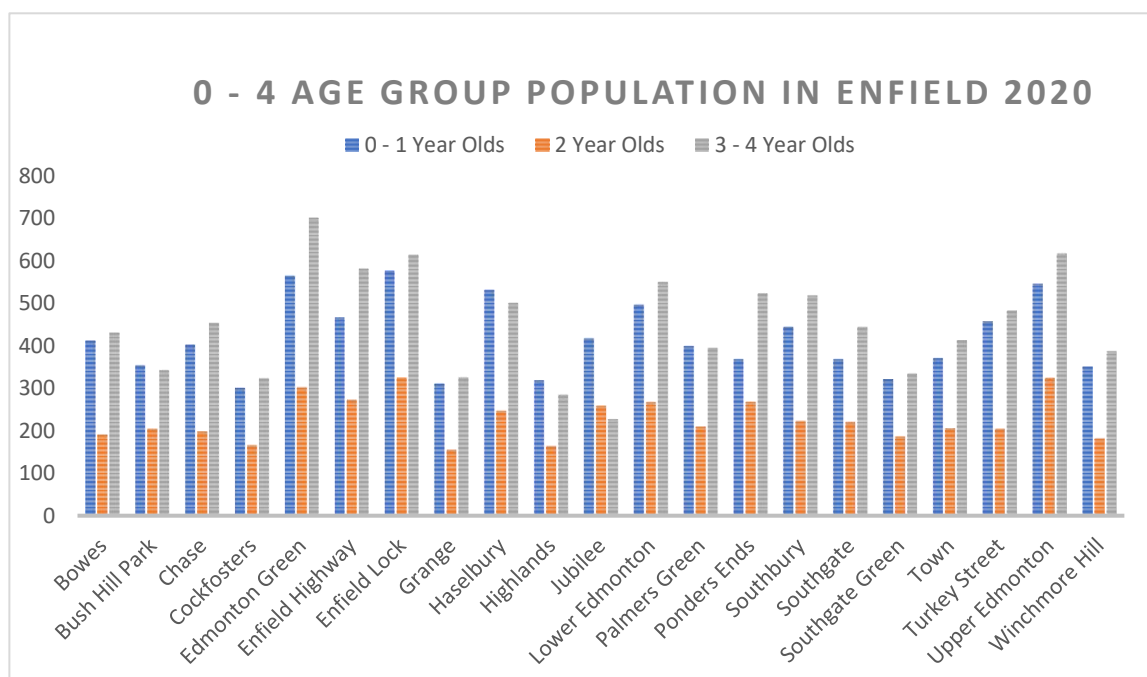
Considering population changes in specific age groups, over the last decade England was found to have had an overall 5% increase in the number of children aged 15 and under; however, the number of 0–4-year-olds has decreased by 7%. In Enfield, there has been an overall increase of 3.7% in children aged under 15 years. The population of 0 – 4-year-olds has decreased by 7.6% from 2011 – 2021, indicating a fall in demand for childcare within the borough since the last Census Day.

It should be noted that the COVID-19 pandemic may have affected where people were on Census Day, as their usual choice of residence may have been unavailable to them for a short or long period of time, such as students.

**5.1.1 Number of children aged 0 – 4 years resident in Enfield as of mid-2020**

Information taken from the ONS data (Appendix, Table A) outlines the estimated number of children residing in Enfield as of 2020, categorised by the following age groups:

- Under 2 years
- 2 years
- 3 – 4 years



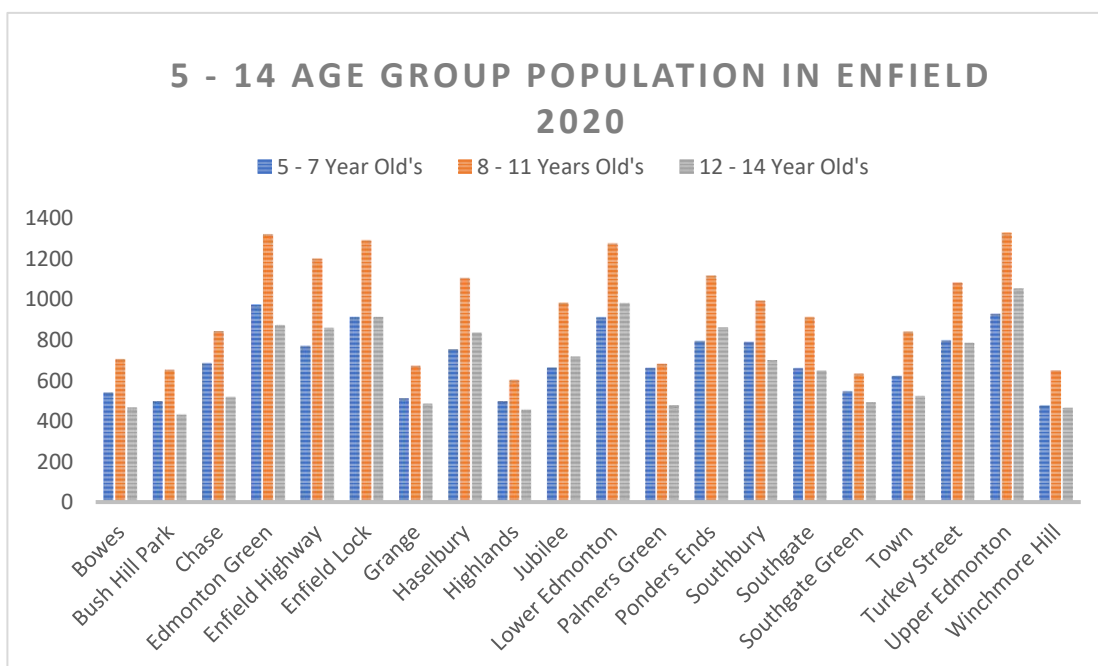
The data above suggests that Edmonton Green and Enfield Lock could benefit from largest supply of childcare provision from having the largest population of 0–4-year-olds, totalling 1,566 and 1,514 respectively as of 2020. The small difference of 52 children between the two totals imply that overall, the demand for childcare is similar across the age range in this area. However, Enfield Lock had a combined number of 900 0–3-year-old children, highlighting a potentially higher demand for early childcare in that age range.

One can also infer from the data that 3–4-year-olds may need to receive more childcare provision in comparison to 2-year-olds as the 3-4-year-old demographic is significantly more populated with children across all wards. Wards such as Highlands and Cockfosters with lower populations may indicate less of an immediate demand for childcare or some potential reductions, although future predicted birth rates and migration patterns across Enfield should be considered in line with this data.

5.1.2 Children and young people aged 5 – 14 years resident in Enfield as of mid-2020

Further information taken from the ONS (Appendix, Table B) above displays the population of 5 – 14-year-olds within Enfield’s individual wards, categorised into the following age groups:

- 5 -7 years old
- 8 – 11 years old
- 12 – 14 years old





The data shows that the largest populated age range across the wards is 8 – 11-year-olds, totalling 19,595, with 5 – 7-year-olds following with 14,528. The smallest populated across Enfield is the 12–14-year-olds at 14,088. This would initially imply that the 8 – 11-year-olds have the most need for childcare provision when compared with the other age groups.

The data suggests that the highest demand for further childcare provision would be in Upper Edmonton. As the total number of children across all age groups totals 3,308, the area has the largest number of residents with the combined age groups. It also has the largest population of children between 8 – 14 years old. Edmonton Green has a similar combined total of 3,165 children between 5-14 years. Less childcare provision would be required for smaller populated wards such as Highlands with 1,554 or Bush Hill Park with 1,580. Demand for childcare provision for targeted age groups such as the 5 – 7-year-olds would be most beneficial to Edmonton Green, due to the ward containing 973 children in total.

### 5.1.3 Children forecast to be resident in Enfield by 2028

Data demonstrates the ONS forecast for the overall population growth of residents aged 0 – 18 years in Enfield, between 2022 and 2028 (Appendix, Table C). During this time, the population is predicted to decrease from 88,622 to 84,402.

From this data, 8–11-year-olds are seen to have the largest fall in population of the age groups, declining by 1,825 between 2022-2028. The age group has several 19,553 in 2022 and is expected to have declined in residents by 833 in 2025, and a further 992 between 2025-2028, making the final estimated number 17,728. All the other age groups are predicted to fall at a steady rate between 2022 and 2028. The 2-year age group is estimated to see the smallest decline of 299 people by 2028.

12 – 18-year-old residents are the only age group to be predicted a growth in population during the six years, estimated increase by 1,006. Overall, the childcare demands for older children and teens may increase in demand in the coming years, but for children aged 0-11 years childcare demands may reduce.

## 5.2 Birth rates in Enfield

Table 2 - Birth rates in Enfield between 2018-2020 (Source: ONS via Nomis 2021)<sup>1</sup>

Date	Live Births
2018	4,672
2019	4,548
2020	4,086

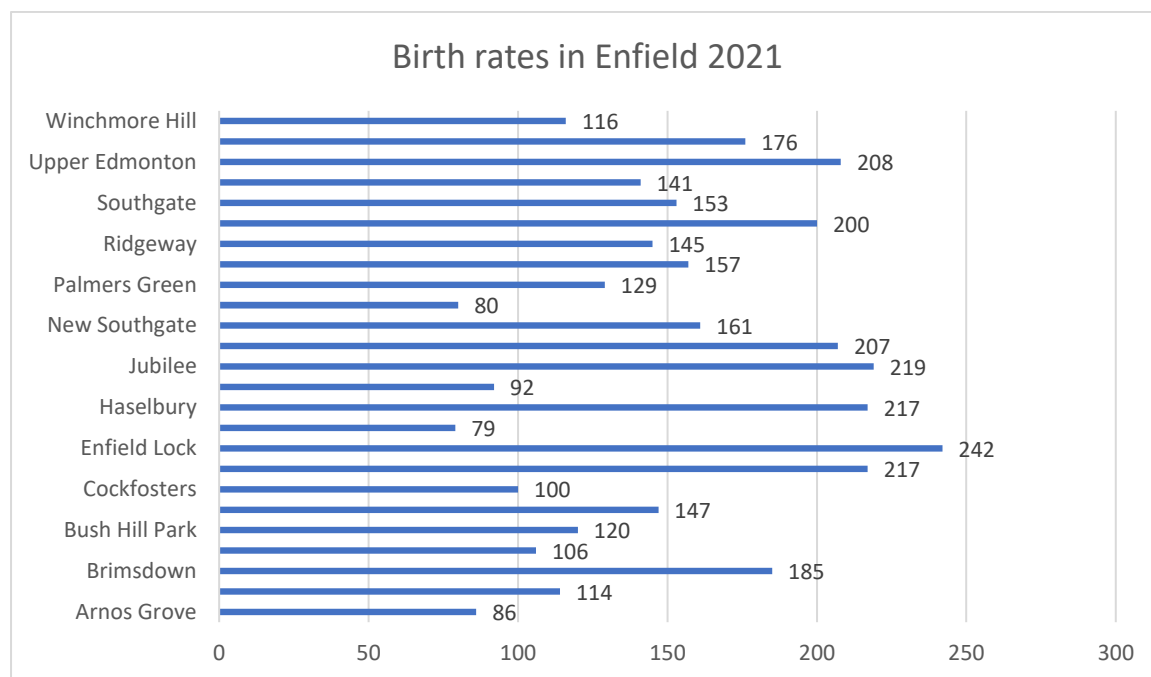
The statistics in table 2 show a decrease in the borough's birth rate from 2018 – 2020. The most sizable decrease in the birth rates occurs between 2019 and 2020, showing a sharp decline in number after the initial smaller decrease in the first year. Looking at this pattern, it may be suggested that the birth rate will continue to fall in the coming years, this would be supported by the data in Appendix, Table C which states that according to the ONS, there is estimated to be a decline in the 0 – 1 year old population of 339 children, from 2022-2025.

One factor to take into consideration when looking at Enfield's live birth rates is the impact of the COVID-19 pandemic. During the pandemic, birth rates across the UK declined to levels last seen 2003. The table above demonstrates a sharp decline during 2020 and 2021; the effects of this time may have led to social and economic issues for couples, deterring them from growing their families. This trend should therefore be viewed with caution until further data is available from subsequent years.

For a breakdown of live births in Enfield's wards recorded in 2021, refer to the chart below (Appendix, Table D).

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<sup>1</sup> <https://www.nomisweb.co.uk/query/construct/summary.asp?reset=yes&mode=construct&dataset=207&version=0&anal=1&initse=>



### 5.3 Migration

International migration inflows in Enfield have declined between 2014–2020: fewer people have been relocating to the borough from abroad (see Appendix, Table E). The Greater London Authority (GLA) reports that international migration flows to the UK and London fell due to the combined effects of the COVID-19 pandemic and Brexit, and this negatively affected both natural change and migration across London. The decline in both inflows and outflows of internal migration in Enfield from mid-2019 to mid-2020, may further represent the effects of the COVID-19 pandemic as there was a lack of international movement due to lockdowns and travel restrictions. Although data shows there was a smaller decline of 646 in internal outflows in 2017-2018 before increasing again by 2019, there has otherwise been a steady increase trend since 2014.

Additionally, internal migration inflows in Enfield remained stable at around 18,200 – 18,400 between mid-2017 and mid-2019. Both internal inflows and outflows underwent a sharp decline in figures once the pandemic hit. It is worth noting that London’s population has now resumed growing since the initial fall over the first year of the pandemic, and it is possible that coming years will yield in an increase in migration inflows, although the rate is reportedly slower than pre-pandemic. These factors will all impact on both the short- and long-term need for childcare in the borough.

## **5.4 Housing developments in Enfield**

### **5.4.1 The London Plan Context**

The current London Plan 2021 sets out a minimum annual average target of 52,287 net additional housing completions across London. All London boroughs have their own set target for the duration of the London Plan. For Enfield this is a total target of 12,460 dwellings by 2029, meaning the council must aim for 1,246 new homes per annum to meet the policy requirements. The Council are expected to succeed in the previous London Plan target set for them of 3,990 for the period of 2020-2025.

### **5.4.2 New forthcoming housing developments in Enfield**

As of November 2022, the Council is in the process of developing a new Enfield Local Plan (ELP) to reflect the targets identified in the latest London Plan. A draft version of this plan has been made available to the public. It will replace existing Development Management Document (2014), the Core Strategy (2010) and the Area Action Plan policies. The draft ELP outlines Enfield Council's predicted options for how to meet the housing targets and has produced 20-year housing trajectory calculations estimated for 2015/16 to 2034/35 (see Appendix, Table F). With these identified areas for building new dwellings, the Council are estimated to deliver 25,000 new homes by 2039 (the preferred housing target), ensuring it is meeting the requirements of the London Plan and rolling the plan forward to cover future housing needs.

Specifically, Meridian Water is a housing development plan led by Enfield Borough Council that aims to develop a new community within the Central Leaside ward. 10,000 new homes are planned, of which 900 are scheduled to be delivered by 2027. If the London Borough of Enfield (primary) schools' places planning yield formula of 0.032 new Reception places per new 3-bedroom dwelling(s) was applied in order to calculate the additional early years childcare places required as an outcome of those 10,000 new dwellings – this would equal an approximate/theoretical need for c640 new early years childcare places for 3- and 4-year-olds in order to address a potential new demand.

## **5.5 Economic activity of Enfield's residents**

### **5.5.1 Employment**

The ONS provides employment data which allows an economic overview of each ward in Enfield (see Appendix, Table G). As the most recent data available per ward is from 2011, the employment statistics are likely to have changed, particularly with the impact that COVID-19 has had on

employment levels across the UK. Town was found to have the largest amount of economically active people with 81.2% whereas the ward with the lowest percentage is Edmonton Green (65%). Nomis data from July 2021 – June 2022 reports that 75.3% of residents in Enfield were economically active, which is lower than the average for London at 79.9% and 78.6% for Great Britain overall.

From June 2020 – June 2022, the number of economically active people rose from 166,700 to 172,400, showing an economic growth of 5,700 people joining the work sector. We do not know the full extent COVID-19 had on employability across the UK; however, national data shows from 2020 employment dropped from 76.4% in January to 75.2% in October. An average of 46.6% were able to work from home.

From this data, Enfield may have less of a demand from working parents for childcare places when compared to London as a whole.

#### 5.5.2 Out-of-work benefit claimant households

Data from the Department for Work and Pensions (Appendix, Table H) shows the number of children living in out-of-work benefit claiming households as of 2017. Wards with noticeably high figures of claimant households with children 0-18 years old include Edmonton Green and Enfield Lock, which (as shown in Appendix, Tables A-B) are the wards with the highest combined population of children in that age cohort. This suggests that Edmonton Green and other wards with similar statistics may require more funding for low-income families to support the children's access to equal opportunities.

Overall, wards with significantly fewer children living in out-of-work claiming households such as Grange, may need increased childcare provision in their respective wards due to the fact parents are working. Alternatively, it may be that wards with significantly higher numbers of children living in claiming households will need less childcare provision as it may be assumed that parents will be able to provide full time care to their children. However, this data does not highlight individual circumstances such as parents who may need additional support due having children with special educational needs or disabilities, and/or benefit-claimant parents who have health requirements themselves and require childcare during their recovery.

#### 5.5.3 Average and low-income households

Referring to the data in Appendix, Tables I-J, it can be concluded that wards with higher average household incomes are more likely to require childcare provisions due to parents working. For example, Grange has an average annual household income of £65,200 and 7% of children live in

households below the average income, demonstrating a higher earning workforce in this area. Alternatively, Edmonton Green has an average annual income of £39,600 and 1,126, or 22% of children are living in low-income households, indicating parents may be spending more time at home or have a lower annual income.

Although low-income families do take up childcare provisions for their children it tends to be at a lower rate; however, it's important to note that the data is generalised and parents in the low-income households may not be unemployed but work lower annually paying jobs, therefore further research into the link between childcare sufficiency and low-income families may be required.

### **5.6 Number of children with special educational needs and disabilities**

Children with special education needs and disabilities (SEND) are entitled to support with childcare up to the age of 18 (age 14 for children who do not have a special need or disability).

Data from the DfE showed that in 2022, there were 58,052 pupils attending schools across Enfield. 5% of pupils attending these schools are supported with an Education, Health and Care Plan (EHCP). This is greater than the national average of 4%. Since the previous 2020 Enfield CSA, there has been a considerable increase of 1,083 school age children with an EHCP, going from 1,800 to 2,883, suggesting there is an increase in demand for services for children with SEND across the borough.

Children's needs change over time and are identified at different ages. Among the youngest children, SEND may only be identified when they start in childcare or school, and it can take some time from problems being identified to an EHC plan being issued. It is therefore possible that the number of children with SEND aged 0-4 is an underestimate.

Table K-M in the Appendix provides data on the number of children with an EHCP in schools across Enfield, broken down by age, phase and ward. The ward with the highest number of children with an EHCP and receiving SEN support is Enfield Lock.

Table N demonstrates the most frequent primary need in Enfield as stated by schools in the 2022 School Census. The most prevalent SEND type reported was Speech, Language and Communication Needs, followed by Social, Emotional and Mental Health, and thirdly, Moderate Learning Difficulties.

### **5.7 Key findings from demographic and socio-economic factors**

1. The population in Enfield has increased by 5.6% since the 2011 Census and remains the 30th most populated borough across England.

2. As in the 2020 Childcare Sufficiency Assessment, the eastern areas of Enfield are found to have relatively high levels of social deprivation and incidence of low-income families compared to the rest of the borough and should remain a priority to childcare planners
3. Enfield has an increased average of SEND amongst school-aged children since the previous CSA and is above the national average.
4. Migration levels have declined in the borough from 2019-2020 as a possible result of the COVID-19 pandemic and reflects the lack of international and internal movement due to travel restrictions.
5. During the period of 2022-2025, Enfield's population forecast of 0-4 year olds shows a predicted decline in number and the fall is expected to continue to 2028, although this does not consider the effect of new housing and developments.
6. Enfield Council's latest targets for their Local Plan show evidence of an increased effort in delivering new dwellings to combat the housing shortage in London by 2029, and is in line with the 2021 London Plan. Developments are planned for several wards across the borough.

## 6. Outcomes from childcare provider and childminder surveys

Between May and November 2022, a web survey was undertaken with registered children's childcare providers and registered childminders operating throughout Enfield.

This survey includes responses from the following setting types:

- Day care setting
- Pre-school
- Sessional day care setting
- Holiday playscheme
- Before/afterschool clubs

153 of the above providers participated in the survey – i.e., 34.9% of Enfield's total childcare sector.

Children's day care providers and registered childminders were invited to respond to a set of questions covering:

- 30 hours free childcare offer
- 15 hours free childcare for 3- and 4-year-olds
- Free education and childcare for 2-year-olds
- Places for children with SEND
- The impact of COVID-19 on business sustainability

The table and maps below show the geographical spread of childminders and day care providers across Enfield.

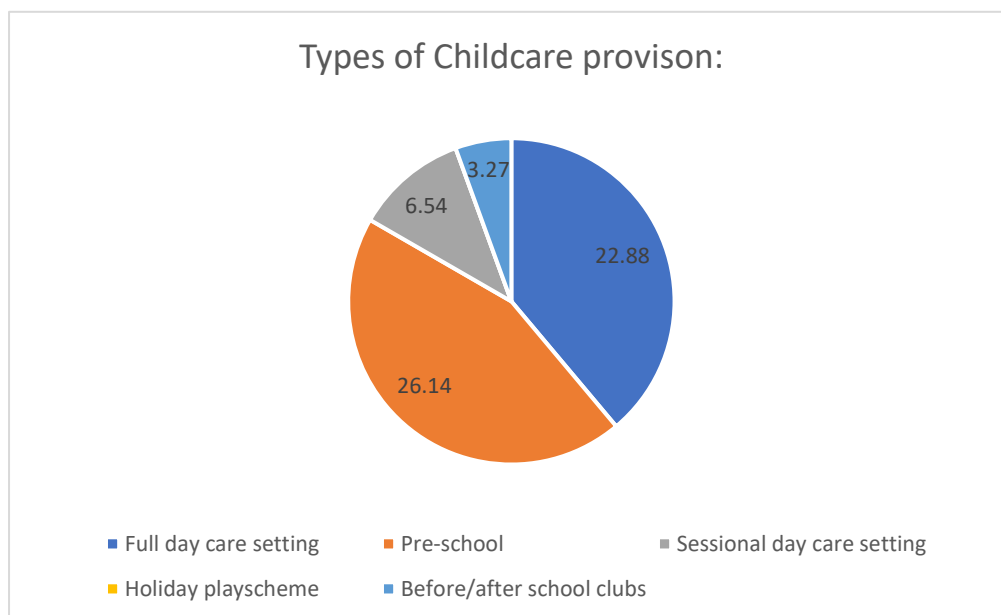
Table 3 – Number of childcare provisions by ward

Ward	No. of provisions
Arnos Grove	3
Bowes	1
Brimsgate	0
Bullsmoor	1
Bush Hill Park	9
Carterhatch	4
Cockfosters	3
Edmonton Green	10
Enfield Lock	16
Grange Park	2
Haselbury	2



Highfield	0
Jubilee	5
Lower Edmonton	7
New Southgate	0
Oakwood	4
Palmers Green	10
Ponders End	9
Ridgeway	10
Southbury	1
Southgate	19
Town	13
Upper Edmonton	8
Whitewebbs	2
Winchmore Hill	14
<b>Total</b>	<b>153</b>

The above table demonstrates the wards in which the responding providers settings are located in. Southgate had the most providers participate in the survey, with 19 settings located here. Enfield Lock had the second most respondents with 16 settings being in this ward. Winchmen Hill had 14 and Town had 13 providers participate in the survey. Ridgeway, Palmers Green, and Edmonton Green all had 10 settings participating from each ward. All the other responding wards had between eight and zero provisions participate in this survey.



### 6.1 Periods that provision typically operates

All respondents were asked whether they operated all-year round, during term-time only, or at other periods of the year. 49.67% of responding providers operate term-time only, whilst the other 49.67% operate all-year round.

Table 4 - Frequency with which Enfield’s Council’s childcare providers state that they typically operate

Availability	Percentage of day care providers	Percentage of registered childminders
Term-time only	49.67%	76
All-year round	49.67%	76
School holidays only	0.65%	1

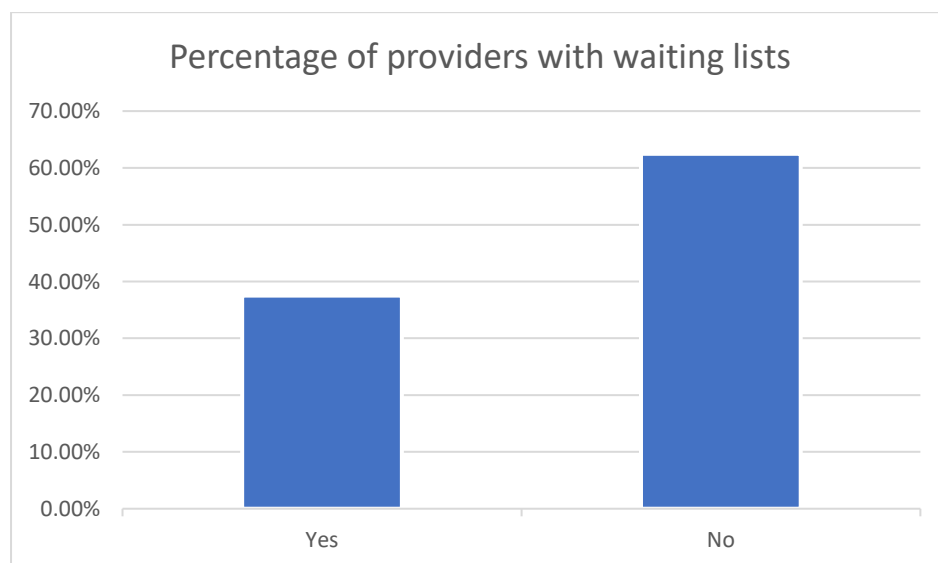
### 6.2 Occupancy and incidence of waiting lists

Table 5 – Number of responding childcare providers with children on a waiting list

	Percentage of responses	No. of responses
Yes	37.50%	51
No	62.50%	85

All respondents were questioned whether they have any children on a waiting list. There was at least one child on a waiting list for 37.5% of the providers. On average across the borough, provisions have 11 children on the waiting list with the lower number being 1 and the highest number being 165.

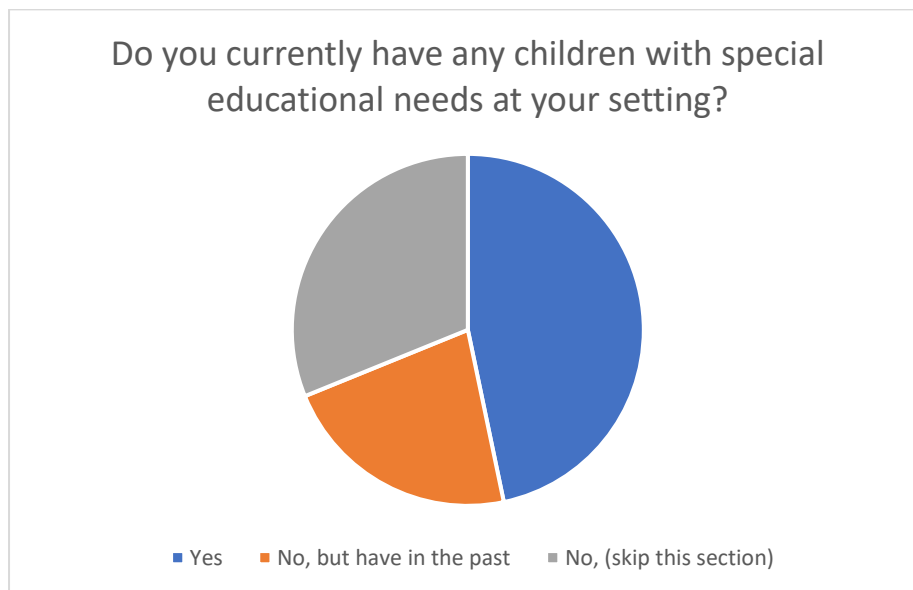
### 6.3 Occupancy and incidence of vacancies



When asked the number of the vacancies they have, varying answers were given. Based on responses from 78 providers who indicated that they have vacancies, the average number of vacancies across the borough was five per provision. The lowest answer given was 1 and the highest was 29.

**6.4 Support for children with SEND and/or complex medical needs**

**6.4.1 Settings who currently provide childcare for children with SEND**



The chart above shows how just under half of the responding childcare providers, 46.72% are providing childcare for children with SEND. 22.13% stated to have cared for children with SEND in the past, while 31.15% stated they have never provided childcare to children with SEND. 47 participants continued to answer the questions across the SEND section. When asked how many children with SEND they have on roll, most providers stated having one child on their roll. Five settings stated having 10 or more children with SEND on roll.

As shown below, the most number of children on roll across the borough have Speech, Language and Communications Needs with 76.60% of respondents stating this need. 74.47% of children on roll were stated to have Autistic Spectrum Diagnosis. Across the borough Complex needs is shown to be the least common on roll, with 19.15% of respondents selecting this response.

Table 6 – Types of SEND

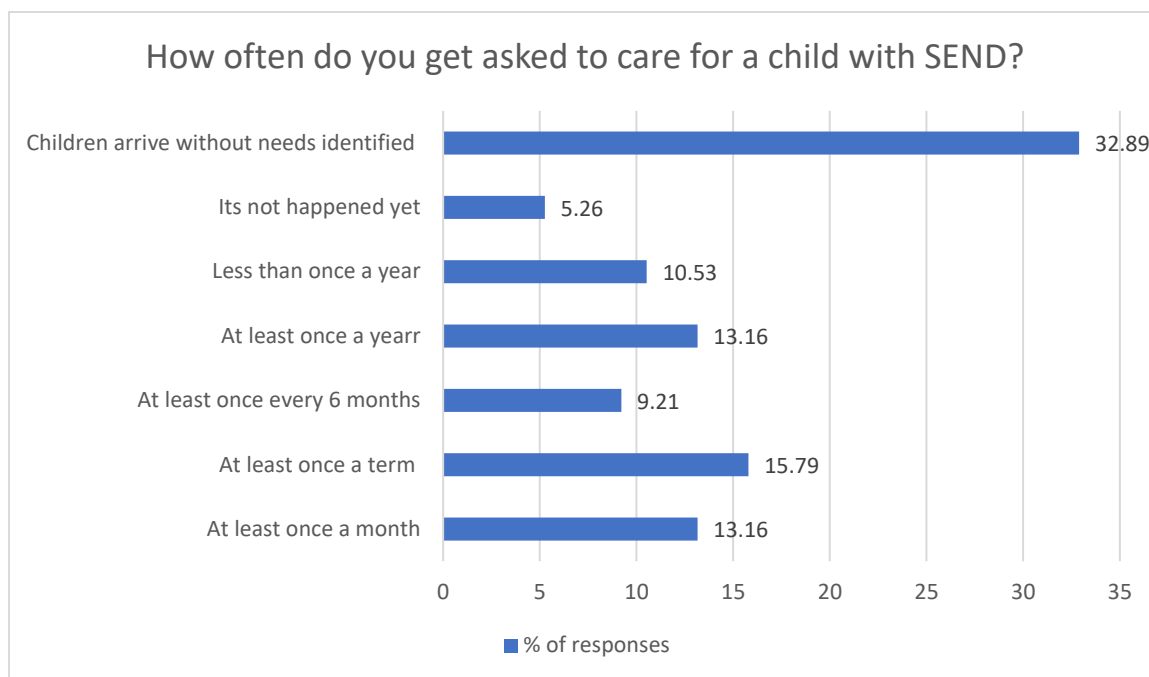
Answer	Percentage of responses
Speech, Language and Communications Needs	76.60%
Autistic Spectrum Diagnosis	74.47%
Severe needs	23.40%
Moderate needs	34.04%
Complex needs	19.15%
Social, Emotional and Mental Health Difficulties	29.79%
Visual impairment	25.53%
Hearing impairment	25.53%
Physical disability	21.28%
Other	12.77%

Table 7 – The most common types of SEND across the boroughs childcare sector

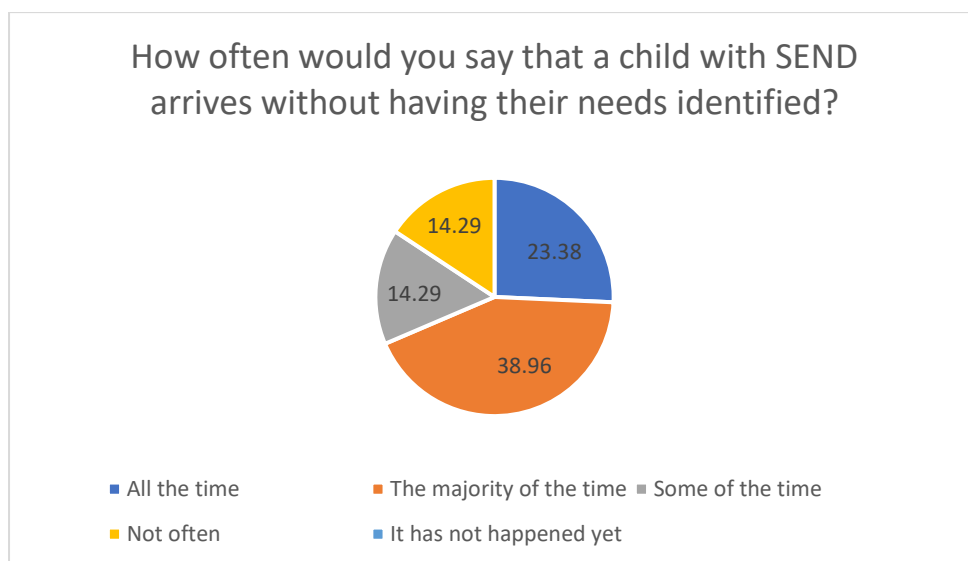
Answer	Percentage of responses
Speech, Language and Communications Needs	96.00%
Autistic Spectrum Diagnosis	76.00%
Severe needs	0.00%
Moderate needs	2.00%
Complex needs	2.00%
Social, Emotional and Mental Health Difficulties	18.00%
Visual impairment	0.00%
Hearing impairment	2.00%
Physical disability	0.00%
Other	0.00%

The above table demonstrates the most common needs providers get asked to care for by parents. The two most popular answers were Speech, Language and Communications Needs with 96.00% and Autistic Spectrum Diagnosis with 76.00% of respondents selecting these answers. Social, Emotional and Mental Health Difficulties had 18.00% responses. The remaining needs seem to be less common.

Responding providers further reported the frequency of being asked to care for a child with SEND. According to chart below, a smaller percentage of providers responded, 'at least once a term', while the majority stated that children often arrive without needs identified.



The below chart demonstrates the frequency in children arriving without having their needs previously identified. This highlights a need for increased awareness in signs of SEND in parents and families.



## 6.5 Cost of childcare

Table 8 - Repeated types of fees for 0-4 years childcare provision in Enfield

Type of session	Childcare providers		
	Lowest recorded	Highest recorded	Most frequent
Per hour	£5.00	£12.00	£7.00
Per session	£12.00	£20.00	£15.00

Per day	£21.00	£99.50	£60.00
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The cost of childcare across Enfield varied from setting to setting. Typically, the most frequent response was closer to the lower than to the higher fee. According to Table 8 above, the most frequent responses were £7.00 per hour, £15.00 per session, and £60.00 per day.

## 6.6 Opening hours

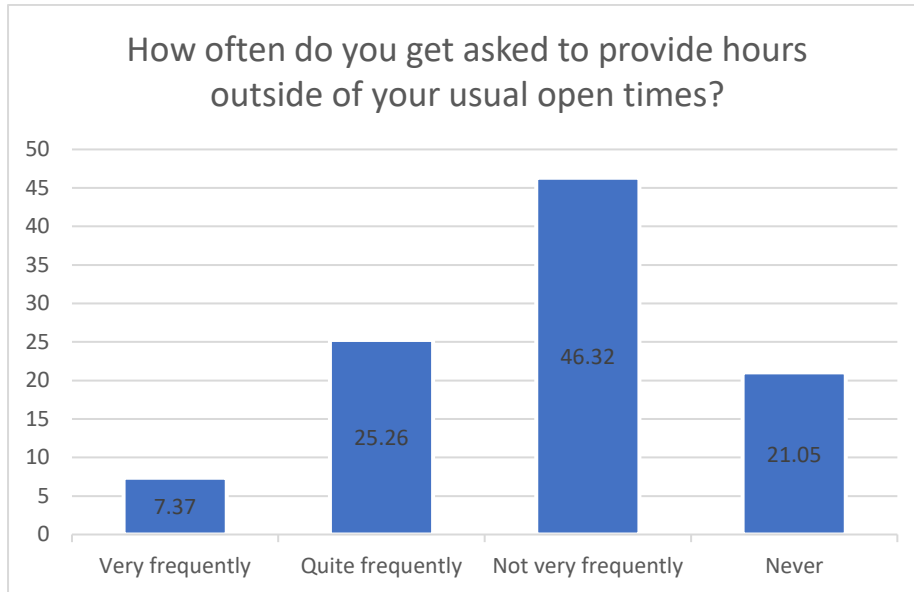
Table 9 - Most frequent weekday start times and the evident most frequent weekday finish times

Childcare provision opening times	No. of responses to opening times	Childcare provision closing times	No. of responses to closing time
Before 7:00AM	1	Before 3:00PM	9
7:00AM	13	3:00PM	16
7:30AM	36	3:30PM	26
8:00AM	38	4:00PM	5
8:30AM	32	4:30PM	3
9:00AM	28	5:00PM	10
9:30AM	3	5:30PM	14
10:00AM	0	6:00PM	47
After 10:00AM	2	After 6:00PM	23

The most frequent weekday start and finish times for childcare providers in Ealing are 8:00AM to 6:00PM. Most providers open between the hours of 7:30AM and 8:30AM, with 8:00AM being the most frequent answer given.

Providers cited 6:00PM as the most frequent weekday finish time. However, it is worth noting that a significant 23 providers indicated they provide provision beyond this time, suggesting the demand for this is present within the community. Additionally, there are a concentration of providers who close between 3:00PM and 3:30PM.

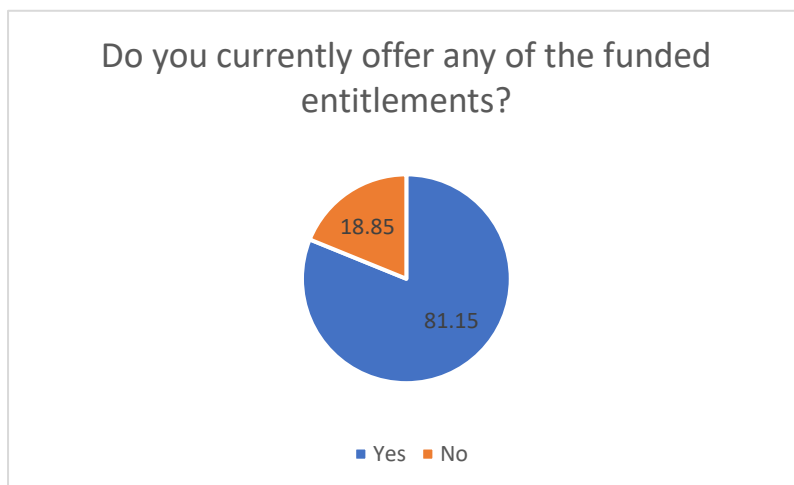
## 6.7 Weekend and Overnight Care



67% of providers are never or not very frequently asked about out of hours provision, indicating that those parents are broadly content with the hours offered by providers in the area and that changing work patterns in recent years have largely been accommodated for. Nonetheless, 33% of providers answered that they are asked to operate outside of weekly working hours quite or very frequently, suggesting there are still certain demographics of parents/carers which are struggling to find timings which suit their needs.

**6.8 Provision of funded entitlement places**

When asked whether they currently offer any of the funded entitlement places, 81.15% of providers stated that they do.



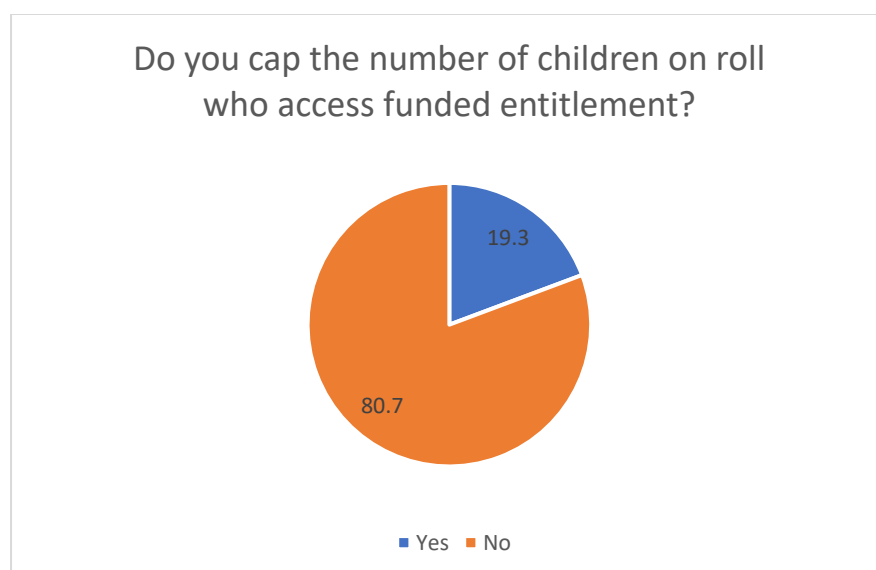
**Table 10 – Circumstances respondents who don’t offer funded entitlement, would offer funded entitlement**

Answer Choice	No. of responses
If there was a demand from the parents	13
If it helped our business	2
If we were confident, it would not cause any sustainability concerns	5
If we were confident, it would not add to our paperwork and administration tasks	7
There are no circumstances in which we would offer any of the funded entitlements	2
Other (please specify)	5

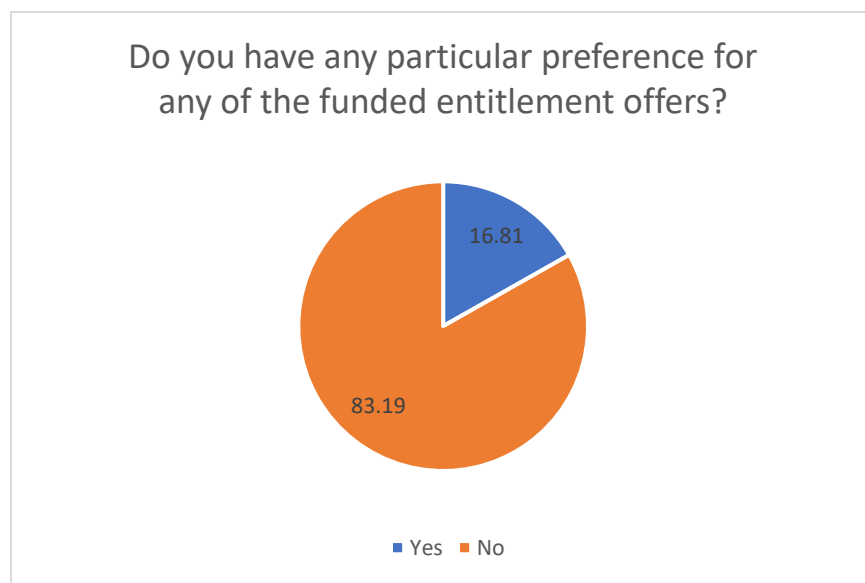
Respondents who do not currently offer funded entitlement, highlighted demand from parents and additional workload strain as the two main circumstances that would affect their decision to provide it (with 13 and 7 responses respectively). of note are the 5 respondents who selected ‘other’ and provided additional information regarding their answer. Reasons included:

- *“I have offered it previously but not at the moment as I am busy without offering funding”*
- *“Family members working from home since COVID”*

Further questions asked if responding providers have a cap on the number of children on their rolls who access funded entitlement and if they have any particular preferences for any of the funded entitlement offers. 80.7% of respondents reported that they do not cap the number of children on roll who access funded entitlement. 83.19% of providers expressed no preference for any of the funded entitlement offers.







### 6.9 Perceptions on existing sufficiency of childcare

Table 11 - Extent to which all responding children’s day care providers and registered childminders believed demand for their childcare would differ in spring 2023

Classification of perceived demand in 2023	Percentage of children’s day care	Percentage of registered childminders
Significantly higher	10.42%	10
Higher – but not significantly	15.63%	15
About the same	21.88%	21
Lower – but not significantly	6.25%	6
Unsure	44.79%	43
Rather not say	1.04%	1

A majority, 44.79%, of participants responded that believed that they were unsure of if demand for their childcare provision would differ in spring of 2023. 21.88% believed that demand would remain consistent to levels they are currently experiencing and 15.63% said that whilst they expected demand to be higher, they did not expect any significant difference in the near future.

### 6.10 Perceptions on beneficial forms of support

Table 12 – Providers requests for specific/targeted types of support

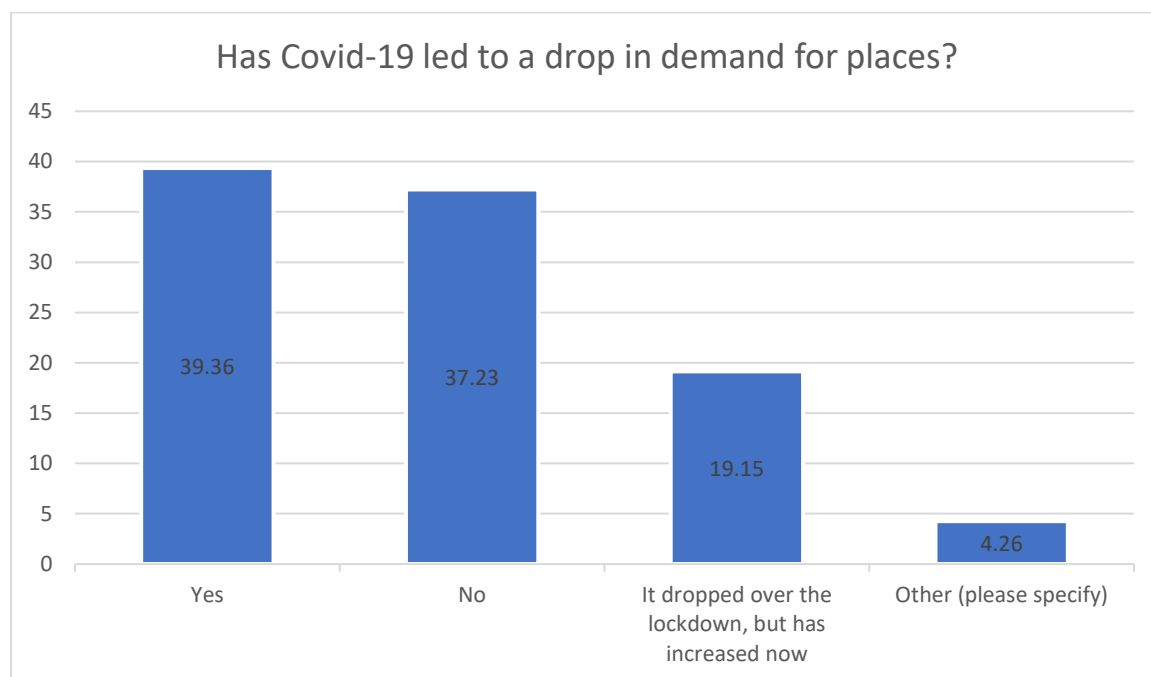
Type of Support	Percentage of Children’s day care	Percentage of registered childminders
Recruitment and Retention	57.96%	51
Staff training	31.82%	28
Marketing support/advice	18.18%	16
Building alterations	13.64%	12

Inspection/registration support/advice	7.95%	7
Support to network with other providers/childminders	20.45%	18
Advice/support on needs of Children with SEND	51.44%	45
Advice/support on providing childcare for complex medical needs	26.14	23

Table 12 suggests that over half of the responding providers 57.96% believe that their provision would benefit from support with staff recruitment and retention, this implies that there may be issues with finding quality staff to recruit and keep. Another 51.44% believe that support/advice on needs of children with SEND would also benefit their setting, this could suggest that there is a lack of awareness of the training and/or support when offering children with SEND childcare places across the borough. Linking the previous two statement to the tables, 31.64% of providers believe their settings would benefit from staff training. Only a small amount of responding providers (7.95%) believe they would benefit from inspections/registration support and advice, this implies there might already be sufficient support in place for inspections/registrations. When asked to provide other suggestions, most of the comments were around funding, which further highlights the need to raise awareness of SENIF funding:

- *“More funding to cover more 1-1 and allow us to run and provide specialised sessions, e.g., LASSEY. Also, if courses are to be during the day, then extra funding to cover staff wages who are covering us while we take part in the course. When I did the LASSEY training with one member of staff, I bought in 2 staff to be with the children. I paid 3 wages so I could take part in the course”*
- *“Parents being honestly educated on the cost of childcare and the underfunding of the sector”*
- *“More funding for SEND EYFS pupils”*
- *“Always good to have more SEND training, however, we would still probably not be able to take on a SEND child at this stage because we wouldn't feel confident to be able to provide the care they need”*

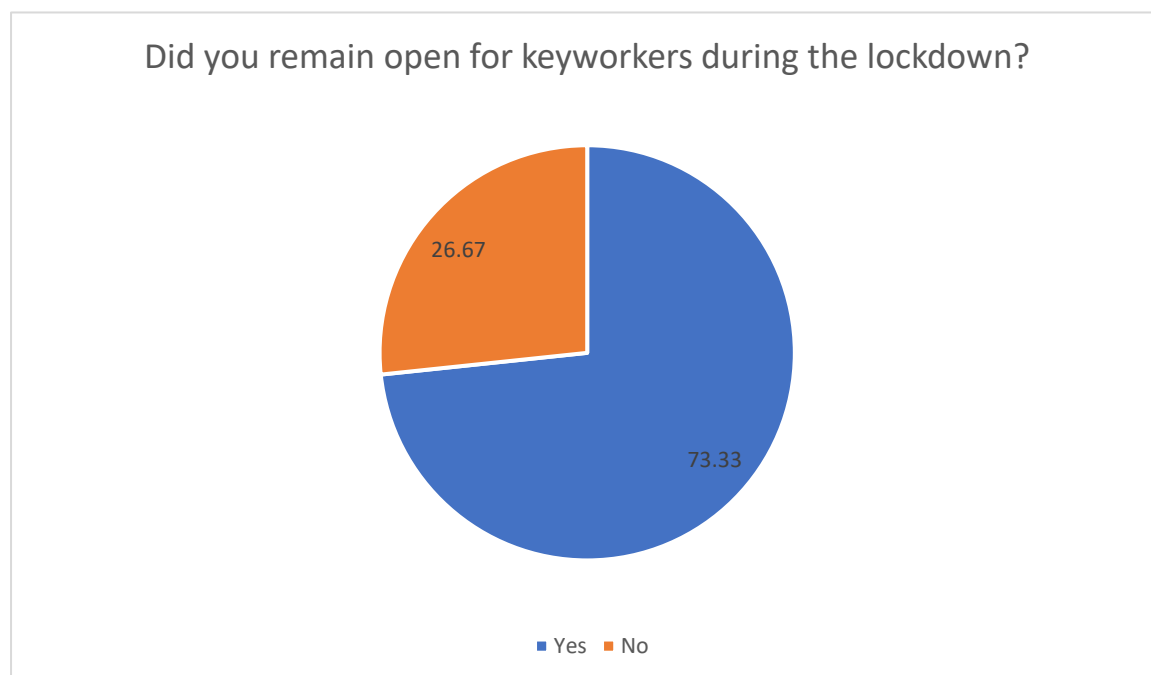
**6.11 Impact of COVID-19 on demand and sufficiency**



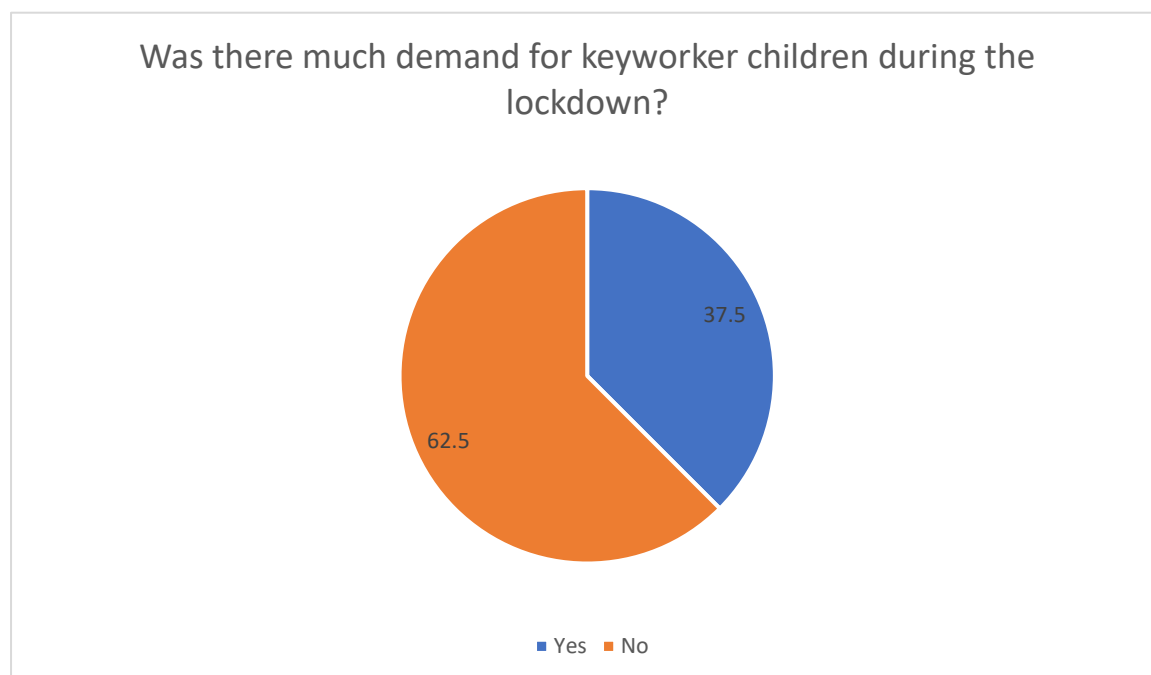
The above chart shows us that 39.36% of providers believe that the COVID-19 pandemic has led to a drop in demand for places. 37.23% stated they don't believe the pandemic has led to a drop in demand. 19.15% of providers stated that the demand dropped over the lockdown but has now increased again. The 4.26% who stated other were asked to supply an answer, the four parents who selected this as an answer supplied the following comments:

- *“More parents splitting childcare by working at home”*
- *“Have not noticed difference because parents want nursery not childminder so don't know”*
- *“Parents working from home can look after their children themselves”*
- *“It did, mainly because we were not able to offer visitations to parents, however it is improving”*

Number of providers who remained open to key workers during Covid-19 pandemic:



Demand for keyworker children places during the Covid-19 pandemic lockdown period:



The charts above show how 26.67% of providers remained open during lockdown for keyworkers and the majority, 73.33% stayed closed. The data demonstrates how during this time the demand for

children care was significantly low with 37.50% stated there was demand, and 62.5% stating there was no demand.

### **6.12 Key findings from providers**

- The majority of responding childcare providers are open all-year round or term-time only.
- The average number of children on waiting lists across the borough is 11 children per provision, with 37.5% of respondents saying they have at least one child on their waiting list.
- Nearly half (46.72%) of responding providers currently offer childcare for children with SEND whilst 22.13% reporting prior experience.
- The two most frequent designations of SEND for children that parents asked for care were Speech, Language and Communications Needs (96%) or Autistic Spectrum Diagnosis (76%).
- Respondents demonstrated that there was a great tendency for children arriving at their provision without having their needs identified.
- As the weekday start and finish time for childcare providers, 23 providers operating after 6pm proved the demand childcare after 6pm in the community.
- Although most responding providers (81.2%) offer funded entitlement places, respondents who do not already provide funded entitlement cited parental demand and increased workload as the two main factors influencing their decision to do so (with 13 and 7 responses respectively).
- Recruitment and retention (57.96%) and Advice/support on needs of Children with SEND were to the two support types that frequently reported as beneficial by respondents.
- 39.4% of respondents reported a drop in demand during the COVID-19 pandemic, with whilst 37.23% reported no change.

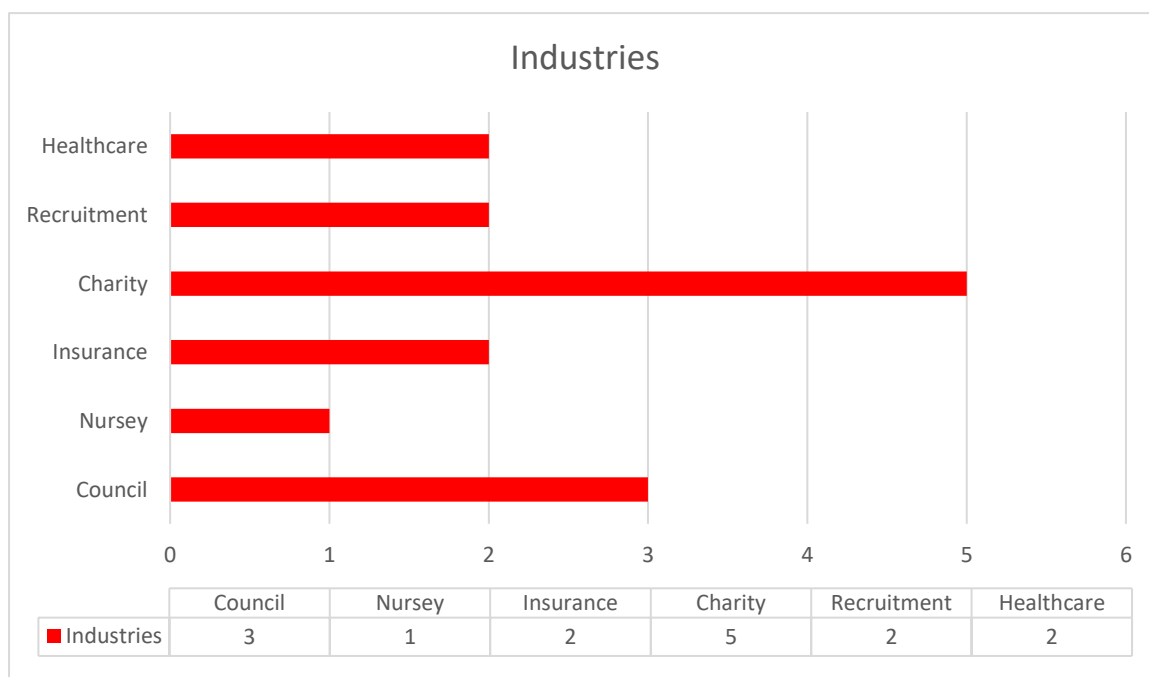
## 7. Outcomes from Employer survey

The council consulted with a range of local employers, and employer representative to gather their views on the local economy, any potential barriers to childcare that may affect the workforce and potential trends they may have noticed in the past few years within Enfield. These employers were consulted between May 2022 and November 2022, and the online survey was designed using Survey Monkey and emailed to employers identified through a stakeholder mapping exercise.

Although the survey was advertised by Premier Advisory Group and Enfield Council to a wide range of employers, 15 surveys were completed by the end of the consultation period. While the responses discussed below provide a useful snapshot into the working arrangements in the borough and thus, how working affects childcare in Enfield, it's necessary to note that the sample is not fully representative of people's working patterns across the county. It is recommended that further work be completed to gain more engagement from employers in the future.

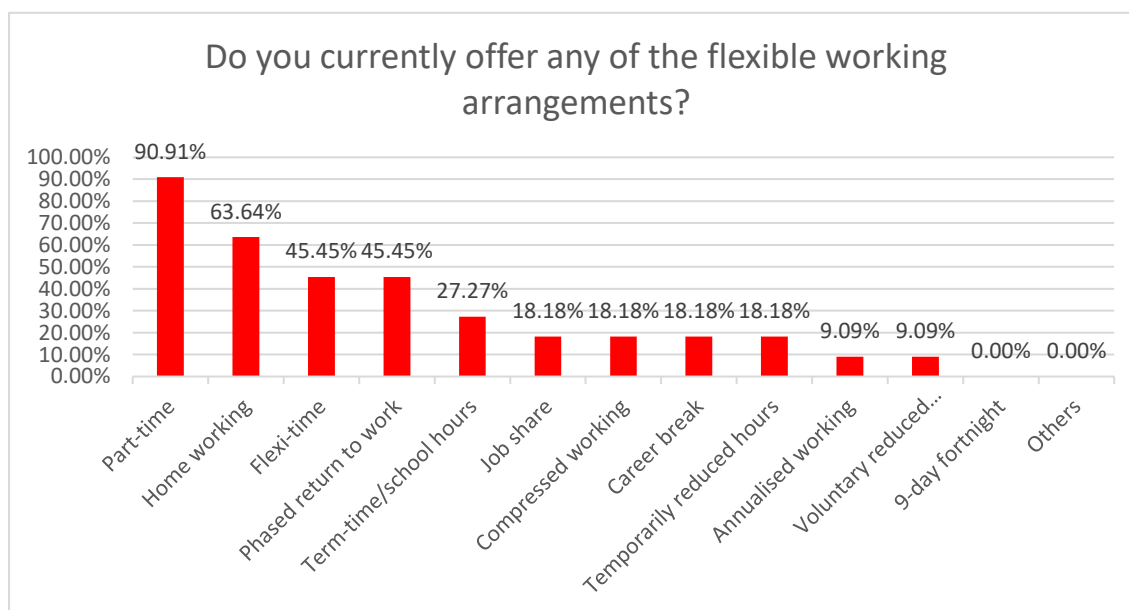
The respondents include some large-scale employers within Enfield across a range of industries including the public sector, the insurance healthcare and more. The responses to this employer survey represents their employees' working patterns and availabilities. The scale of employees affected can be seen in the below chart (see Appendix, Table O):

Name of organisation of employers (changed to different industries)



7.1.1 Working patterns

The chart below (see Appendix, Table P) shows the types of flexible working that the employers are currently offering. Most employers offer part time work hours and over 63% reported that they offer their employees the ability to work from home. Just under half of the employers offer flexi-time work. Prior to the pandemic, responses show that 15% of employees had been working from home and have now continued to do so, whilst a minority of employers were forced to introduce the working from home adjustment.



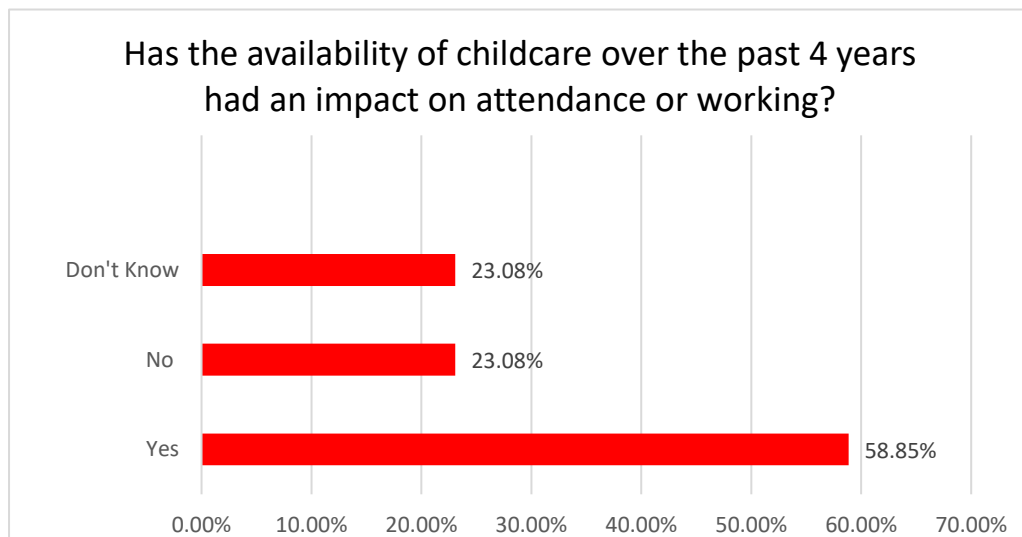
7.1.2 Impact of childcare availability

Employers were asked how the availability of childcare has impacted the workplace over the past few years (Appendix, Table Q).

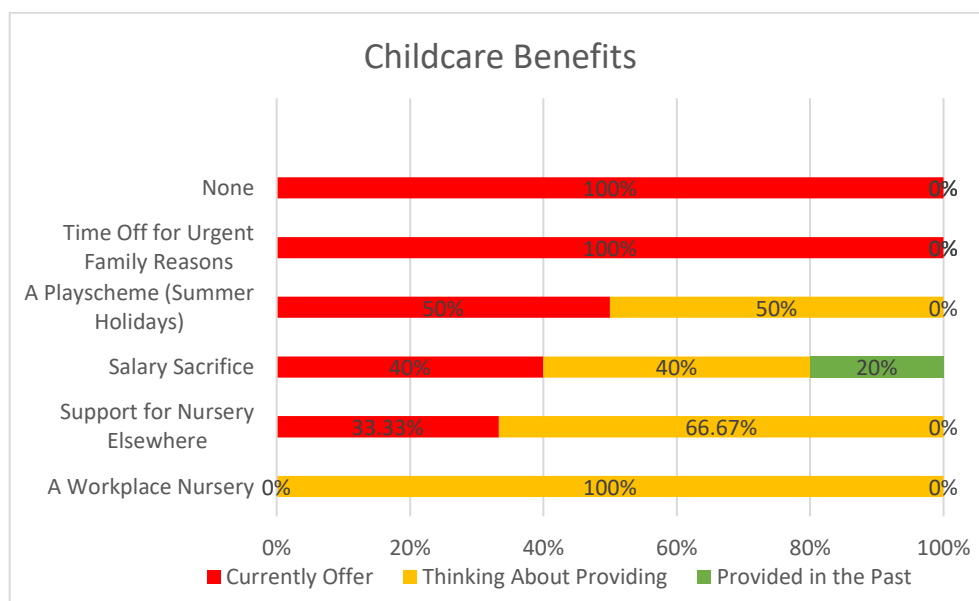
As shown above over 58% of respondents have been affected by the availability of childcare in Enfield. The percentage of people who stated that they have not been impacted and the don't know about the impact of childcare. 6 employers were able to expand on the impact of childcare:

- *“Our support workers might reduce their availability as they have childcare”*
- *“We’ve had to show more flexibility to parents of children who do not have a wide support network of formal childcare.”*
- *“Not all flexible working arrangements are approved, or they are constantly being changed by the managers due to low staffing.”*

- *“Some staff are unable to workday shifts (9am to 6pm) due to unavailability of childcare.”*
- *“Affordability has impacted more than availability.”*
- *“Ability to work shifts, overtime of flexibility can impact on recruitment of new staff.”*



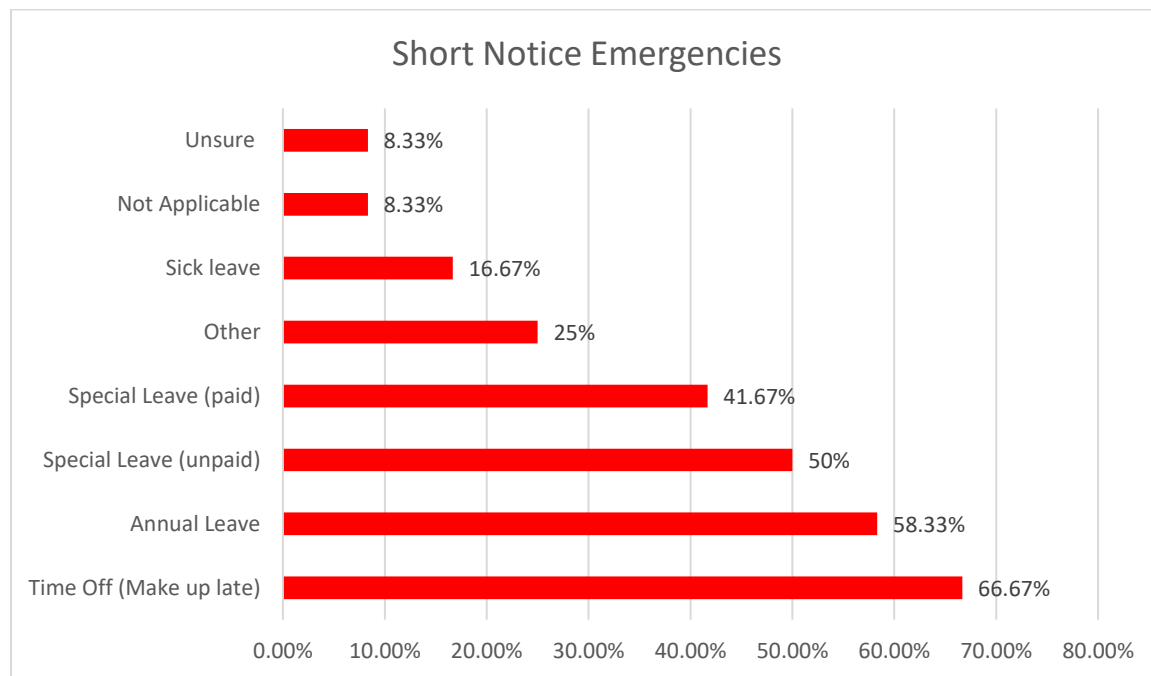
### 7.1.3 Parental support/benefits



The most prominent benefits that employers offered include salary sacrifices, a play scheme during the summer holidays and time off for urgent family reasons; with 8 of the 10 respondents highlighting that they offered this (Appendix, Table R). Support for nursery elsewhere was the most popular benefit that employers were thinking about providing as well as a workplace nursery.



Another alternative highlighted by employers was parental leave and/or compassionate leave for domestic emergencies. If employees were to require time off on short notice, employers detailed that they would be able to take short break through various means (Appendix, Table S):



Respondents were given the opportunity to pick multiple choices on this question.

Other respondents also detailed these options below.

- *“We are flexible to assist with family commitments, i.e., hospital appts for dependants, work schedule can be flexible”*
- *“We have parental leave available at discretion of manager.”*
- *“Managers discretion to pay to save employees annual leave.”*

These response detail that the managers have the final say on whether employees can take time off at short notice.

Only 16% of respondents detailed they had to change or adapt the benefits they offer since the COVID-19 pandemic. The following comments were made on offering support with childcare:

- *“As a business we are a lot more accommodating and will allow staff to work from home with their children at home should they need to.”*
- *“We have been more flexible over the pandemic for employees having childcare issues.”*

Of the respondents, 62% of employers stated they were unsure if they would consider improving the childcare support for their employees. None of the employers stated 'yes' and 37.5% of them stated no. For those who stated no, their reasons were due to the type of organisation they run and the limited ability of their funds. Employers who stated 'don't know' gave these reasons below.

- *"We already provide childcare vouchers and allow time off as and when required to support staff with any healthcare issue"*
- *"For the wider organisation to consider and arrange"*
- *"All requests are assessed on a by-case basis, but we are always open to new suggestions"*

When asked "How aware are your employees of the childcare element of the working tax credit available to support childcare costs?" most employers stated they were unsure. This would imply that they are not familiar with their employees applying for the credit and suggests an increase in awareness may be necessary.

### **Key findings**

- There was a lack of engagement with the consultation from employers across Enfield, after having only 15 respondents. Of those that did respond, none were offering specific support with childcare, and some worked alone so the questions were not as relevant to them.
- The main barriers to childcare faced by working parents, as observed by employers was the affordability and flexibility of the services.
- Some of responding employers did adapt their approach during the pandemic to allow parents to work from home.
- Employers were able to offer some services such as salary sacrifices, playschemes during summer, time off work when required and support for nursery elsewhere.
- The availability of childcare has impacted employers in various ways, mainly through the flexibility of staff and their availability to work when required. Additionally, it has also impacted the recruitment of new staff.

## 8. Parental Feedback

Several parents were interviewed through a mix of focus groups and in-person interviews. Information gathered from the focus groups were taken from visiting 3 stay and play sessions, for children of 2–4-year-olds and one baby class. The other focus group was an online group specifically for SEND parents. The parents within these focus group included working parents, parents who were out of work and as detailed above, parents who had children with additional needs and disabilities. The quantity and the range of these groups above is set to give us a balanced overview of what childcare in Enfield is like.

The parents were asked 8 different questions that covered the points below:

- Experience in accessing childcare
- Barriers in accessing childcare
- Current spends on childcare
- The effect of COVID-19 on childcare
- Opinions on improvements or activities regarding childcare in Enfield

### 8.1 In-person interviews

The in-person interviews were conducted on the 20<sup>th</sup> of October 2022 in a stay and play centre in Enfield. As stated above, a total of 3 sessions were attended to gain parental feedback on what childcare in Enfield is like. In the first two sessions, there was around 7 respondents combined, whilst the baby session had 6 respondents in total.

The first thing to note is that all parents were pleased with the stay and play session they attended as it was an opportunity for their children (some who were during the pandemic), to meet and play with other children as well as make use of resources that they may not have at home.

#### 8.1.1 Experience

Parents across the stay and play session felt that they did not receive enough information regarding childcare from the council. Additionally, the information is also not accessible to all. One parent detailed how lonely she felt at times as she has no friends or family in the country, therefore finds it difficult to find out certain information and the council are not doing enough. One parent on the other hand, has found it easy to gain information, and has been able to visit various schools for her children. This parent did note that she has a very supportive family and partner which has made the process

easier. Other parents highlighted to affordability which has affected their experience of gaining the best childcare for their children.

#### 8.1.2 Barriers

One of the many barriers observed was the language barrier. Whilst interviewing some parents, it was evident that they were unsure of certain questions and how to answer it due to the language barrier. Some parents also expressed this in that they could not directly access information or certain services because they did not understand it. Additional barriers include accessibility to funding, cost, and travel.

Some of the respondents stated that due to the cost required for private nursery they are unable to send their children as the funding available does not help or cover the costs of childcare. In addition to the costs, it is also difficult to schedule what is affordable with their day to day and availability. This was also highlighted by one parent who stated that a barrier to accessing childcare in Enfield is difficult due to travel of the various locations of these childcare services are either impossible to get to or very far from homes parents are not encouraged to take their children there.

One parent who attend the baby session stated that though she has term-time childcare for when she returns to work, during the holidays she will not be able to access this childcare and will be required to find another facility to look after her child during the time she is at work. This is not only expensive as parents have already detailed that they are spending a lot on childcare, but it can also be seen as an inconvenience as it is another search.

#### 8.1.3 Cost

Regarding the amount spent on childcare, parents who were comfortable enough to give actual figures did. One parent is currently paying £12 p/h in which her child attends 3-4 days a week. Another parent stated she will be paying £400 p/w for term time; the payment does not include any additions as she will have to pay for other things. Other parents who did not give an amount in which they were paying is due to not accessing or using any childcare services in Enfield.

#### 8.1.4 COVID-19

Most parents were unaffected during COVID-19 as they had the help from family, friends, and their community. Within the baby session, most of the parents had not given birth to their children during that period and in the earlier sessions they referenced the help of their community and family. One

respondent revealed that she was fortunate to receive help from her mother who resigned whilst she was pregnant during the pandemic. There was no reference made based on way in which the council helped any of the parents at the stay and plays.

#### 8.1.5 Improvements

Respondents would like to see an improvement in the childcare sessions provided for people which includes an opportunity for social interaction. Respondents would like to see an increase in the stay and play opportunities available. Parents are only allowed to attend the stay and plays once a week for an hour which many have mentioned is not enough. Additionally, respondents would like to see an increase in the range of activities that children take part in to give them an opportunity to learn and experience more things. One parent suggested including baby sensory in stay and plays as the usual sessions she attended was too short and too expensive.

### **8.2 Focus group with SEND parents**

The online focus group was conducted on the 17<sup>th</sup> of October 2022 with 4 parents who have children between the age of 2-12 years old. Through the questioning, the parents expressed difficulties in finding support from the lack of provisions for childcare centres and certain providers, the challenges in finding a space for children with special educational needs. One parent highlighted that their child of 7 years old is “unable to join mainstream with clubs as gets excluded” in which some parents agreed with.

#### 8.2.1 Experience

Participants had a mix review based on their current experience of childcare. Some parents have received adequate support from the council on how to gain provisional settings, on the other had some parents do not feel that they have received that support. Participants who receive childcare in Enfield reported that the council does not provide support for severe needs and the offerings, in this case 3 hours provision which is not sustaining this parent. Participants who do not access childcare in Enfield avoided it due to the expenses, the lack of social funding to support parents with SEND children. Further points were raised on the locations of specific provisions and the distance from the respondents’ homes. Another respondent detailed that their “child can’t cope in certain settings” and in this case there is no support to help their child.

### 8.2.2 Barriers

The different barriers that respondents faced were explained as their reasonings for not using childcare within the council. Parents stated the biggest barrier to accessing childcare was based on the lack of provision and access to provision. There is no availability to provision that will support or cater to the needs of their children. One parent mentioned the lack of opportunities to socialise which leaves children feeling isolated as the classes do not meet direct needs. Another parent stated, “my child can’t do mainstream activities such as dance to build communication skills and confidence, she gets overwhelmed”. The lack of dedicated activities available for students with SEND proves to be a barrier referenced by most parents. Additionally, parents also referenced the expensive costs and the lack of financial support to access childcare, with difficulties also arising from being unable to access Government support schemes that help with childcare costs. Respondents highlighted the high prices, the lack of information available on assessments and diagnosis as well as places to gain childcare. Some parents also expressed that they do not feel like enough time is made by staff to cater to the SEND needs child have. COVID-19

When asked about the impact of COVID-19, respondents stated that the help they received during the pandemic was better than pre and post lockdown. One parent stated that they had to fight to keep some of the help they received, highlighting some challenges were faced. The biggest problem during lockdown was the amount of learning and teaching required form parents to deliver which proved difficult for some parents. The respondents from this focus group shared similar grievances towards the level of care provided to their children with SEND.

### 8.2.3 Improvement

When asked on the specific aspects of childcare that could be improved within the local council, respondents believed there needs to be more specialists in spaces to help SEND children. Staff with specific training on how to administer food, medicines and more. Additionally, parents would like to see more funding given to children with local needs so things like social groups can be created for them during periods they are not in school, i.e., easter and summer holidays. Some parents also stated that because of the quality and lack of communication from the LA on what is available as well as the services on offer to children on an EHCP, they find it difficult to work, spend quality time with each other whilst doing a wrap-around care. Respondents suggest ways to help children and parents with SEND is to create initiative that enable parents to have some down time.

### **8.3 Key findings of Parental feedback**

- Childcare in Enfield is becoming unaffordable for many parents and due to the expenses parents tend not to use private childcare.
- Respondents enjoy stay and play sessions with their children and would like to see more stay and play in their local areas.
- Some parents who have children with SEND find it hard to find support and information from the local council.
- Parents who have children with SEND want extra support with funding available and help so they are not doing all round care for their children due to the difficulties.
- Some parents who have children with SEND felt better supported during covid compared to what they receive now.
- The main barriers to accessing childcare in Enfield include affordability, language barriers, travel and the additional costs.
- Some respondents stated that there is not enough support for parents who are EAL, which creates an additional barrier to the barriers that are all already in place.

## 9. Appendix

Table A - Approximate number of children aged 0 – 4 years resident in Enfield Borough as of mid-2020  
(source: ONS September 2021)

Ward	Number of Residents 0 - 1 year olds	% of Borough's Residents 0 - 1 year olds	Number of Residents 2 year olds	% of Borough's Residents 2 year olds	Number of Residents 3 - 4 year olds	% Of Borough's Residents 3 - 4 Year olds
Bowes	412	4.67	190	3.99	431	4.56
Bush Hill Park	354	4	204	4.29	343	3.63
Chase	402	4.56	198	4.16	454	4.8
Cockfosters	301	3.41	165	3.47	324	3.43
Edmonton Green	564	6.4	301	6.32	701	7.42
Enfield Highway	466	5.29	272	5.72	581	6.15
Enfield Lock	576	6.53	324	6.81	614	6.5
Grange	311	3.53	155	3.26	326	3.45
Haselbury	531	6	246	5.17	501	5.3
Highlands	318	3.61	163	3.43	285	3.02
Jubilee	417	4.73	258	5.42	227	2.4
Lower Edmonton	496	5.63	266	5.59	550	5.82
Palmers Green	399	4.53	209	4.39	395	4.07
Ponders End	368	4.17	267	5.61	523	5.53
Southbury	444	5.04	222	4.66	518	5.48
Southgate	368	4.17	220	4.62	444	4.7
Southgate Green	321	3.64	186	3.91	335	3.54
Town	370	4.2	205	4.31	413	4.37
Turkey Street	457	5.18	204	4.29	483	5.11
Upper Edmonton	545	6.18	323	6.79	617	6.53
Winchmore Hill	351	3.98	181	3.8	387	4.09
<b>Total</b>	<b>8771</b>	<b>4.74</b>	<b>4759</b>	<b>4.76</b>	<b>9452</b>	<b>4.76</b>



Table B - Approximate number of children and young people aged 5 – 14 years resident in Enfield as of mid-2020 (source: ONS September 2021)<sup>2</sup>

Ward	Number of Residents 5 – 7 year olds	% of Borough's Resident 5 – 7 year olds	Number of Residents 8 – 11 year olds	% of Borough's Resident 8 – 11 year olds	Number of Residents 12 – 14 year olds	% of Borough's Resident 12 – 14 year olds
Bowes	539	3.71	703	3.59	467	3.31
Bush Hill Park	497	3.42	652	3.33	431	3.06
Chase	685	4.72	843	4.3	519	3.68
Edmonton Green	973	6.7	1,320	6.74	872	6.19
Enfield Highway	769	5.48	1,200	6.12	860	6.1
Enfield Lock	912	6.78	1,289	6.58	914	6.49
Grange	511	3.52	672	2.43	486	3.45
Haselbury	752	5.18	1,103	5.63	836	5.93
Highlands	497	3.42	602	3.07	455	3.23
Jubilee	663	4.56	982	5.01	717	5.09
Lower Edmonton	910	6.26	1,273	6.5	982	6.97
Palmers Green	661	4.55	681	3.48	477	3.39
Ponders Ends	794	5.47	1,116	5.7	861	6.11
Southbury	788	5.42	992	5.1	700	4.97
Southgate	659	4.54	911	4.65	648	4.6
Southgate Green	546	3.76	633	3.23	491	3.49
Town	621	4.27	840	4.29	524	3.72
Turkey Street	797	5.49	1,081	5.52	786	5.58
Upper Edmonton	927	6.38	1,327	6.77	1,054	7.48
Winchmore Hill	476	3.28	648	3.31	465	3.3
<b>Total</b>	<b>14,528</b>	<b>100</b>	<b>19,595</b>	<b>100</b>	<b>14,088</b>	<b>100</b>

Table C - Numbers of children forecast to be resident in Enfield by 2026 (source: Office of National Statistics 2018-based estimates, Published March 2020)<sup>3</sup>

Age cohort	Resident Population 2022	Resident Population 2025	Number change 2022 – 2025	Resident Population 2028	Number change 2022 – 2028
0 – 1 years	8657	8318	-339	8143	-514
2 years	4402	4162	-240	4103	-299
3 – 4 years	9099	8481	-618	8297	-802
5 – 7 years	14433	12959	-1,474	12647	-1,786
8 – 11 years	19553	18720	-833	17728	-1,825
12 – 18 years	32478	33729	1,251	33848	1,370
<b>Total 0 – 18</b>	<b>88,622</b>	<b>86,369</b>	<b>-2,253</b>	<b>84,402</b>	<b>-4,220</b>

Table D - Number of births across electoral wards (Source: ONS via Nomis 2021)<sup>4</sup>

Electoral Wards	2021
Arnos Grove	86
Bowes	114
Brimsdown	185
Bullsmore	106
Bush Hill Park	120
Carterhatch	147
Cockfosters	100
Edmonton Green	217
Enfield Lock	242
Grange Park	79
Haselbury	217
Highfield	92
Jubilee	219
Lower Edmonton	207
New Southgate	161
Oakwood	80
Palmers Green	129
Ponders End	157
Ridgeway	145
Southbury	200
Southgate	153
Town	141
Upper Edmonton	208
Whitewebbs	176
Winchmore Hill	116
Total	3797

Table E – Enfield (a) international migration and (b) internal migration inflows and outflows trends observed since 2013 – 2014 up to 2018 – 2019 (source: ONS 2020)<sup>5</sup>

Year	2014 – 2015	2015 – 2016	2016 – 2017	2017 – 2018	2018 – 2019	2019 – 2020
<b>International Migration</b>						
<b>Inflows</b>						
Enfield	4,813	5,142	4,524	4,332	4,108	3,875
<b>Outflows</b>						
Enfield	1,175	1,317	1,471	1,262	1,606	1,759

Net migration churn	3,638	3,825	3,053	5,594	2,502	2,116
<b>Internal Migration</b>						
<b>Inflows</b>						
Enfield	17,473	16,821	18,216	18,250	18,388	15,685
<b>Outflows</b>						
Enfield	19,550	20,234	23,534	22,888	23,461	19,931
Net migration churn	-2,077	-3,413	-5,318	-4,638	-5,073	-4,246

Table F - Number of new housing developments set to take place in a selection of the localities' wards up to the year 2029

Ward	Site	No. of Dwellings	No. of homes being built
Enfield Town	St Anne's Catholic High School for Girls	236	1,297
	Palace Gardens Shopping Centre	350	
	Church Street	56	
	Enfield Town Station and the Former Enfield Arms, Genotin Road	100	
	Enfield Civic Centre	150	
	Southbury Road	350	
	Oak House, Baker Street	55	
Southbury	Sainsburys, Crown Road	1041	4320
	Colosseum Retail Park	1587	
	Morrisons, Southbury Road	892	
	Southbury Leisure Park	450	
	Tesco store, Ponders End, 288 High Street	350	
Edmonton Green	Edmonton Green Shopping Centre	1,173	1,445
	Chiswick Road Estate (Oswald and Newdales)	272	
Angel Edmonton	Joyce Avenue and Snells Park Estate	1217	1,883
	Public House 50-56 Fore Street London	68	
	Upton Road and Raynham Road	198	

	South-east corner of the North Middlesex University Hospital Trust of Sterling Way	400	
Meridian Water	IKEA store	5000	5000
	Tesco Extra, 1 Glover Drive		
	Meridian Water Willoughby Lane		
	Meridian Way		
Southgate	ASDA Southgate, 130 Chase Side	165	488
	Southgate Office Village 286 Chase Road London	125	
	M&S Food	150	
	Minchenden Car Park and Alan Pullinger Centre, 1 John Bradshaw Road	48	
New Southgate	Arnos Grove Station Car Park	162	595
	Site between North Circular Road and Station Road	230	
	Station Road, New Southgate	203	
Crews Hill	Land at Crews Hill	3000	3000
Chase Park	Land at Chase Park	3000	3106
	Arnold House	106	
<b>Total</b>			<b>21,134</b>

Table G – Incidence of employment and unemployment in [insert area] (NOMIS 2020 using ONS 2011 data)<sup>6</sup>

Ward	Economically Active	Unemployed	% who are Economically Active
Bowes	8,013	721	79
Bush Hill Park	7,071	486	78.4
Chase	6,815	635	76.7
Cockfosters	6,409	524	72.9
Edmonton Green	7,419	1,275	65
Enfield Highway	7,079	967	69.6
Enfield Lock	7,637	1,051	71.9
Grange	6,413	368	79.4
Haselbury	7,264	972	68.4
Highlands	6,531	411	77.8
Jubilee	6,501	757	70.4
Lower Edmonton	7,044	987	67.3
Palmers Green	7,916	691	76.9
Ponders End	6,884	982	67.6
Southbury	6,963	780	73.3
Southgate Green	6,974	510	76
Town	7,860	511	81.2

Turkey Street	6,375	868	70.4
Upper Edmonton	7,686	1,087	68.1
Winchmore Hill	7,151	436	80

Table H - Number of children living in all out-of-work benefit claimant households by age group at May 2017 (Source: Department for Work and Pensions 2019)<sup>7</sup>

Ward	Number of Children living in all Out-of-work Benefit Claimant Households at May 2017					
	Age 0 – 4 years	Age 5 – 10 years	Age 11 – 15 years	Age 16 – 18 years	Age 0 – 15 years	Age 0 – 18 years
Bowes	120	130	90	45	340	385
Bush Hill Park	75	75	65	35	215	250
Chase	225	170	150	65	540	605
Cockfosters	90	70	55	30	210	240
Edmonton Green	405	400	285	125	1085	1210
Enfield Highway	305	335	225	120	865	985
Enfield Lock	430	370	275	125	1075	1195
Grange	60	40	25	10	125	135
Haselbury	280	260	210	85	750	835
Highlands	75	70	55	30	200	235
Jubilee	235	210	170	75	615	690
Lower Edmonton	285	315	240	140	830	975
Palmers Green	105	85	65	45	255	300
Ponders Ends	285	265	180	85	730	815
Southbury	265	250	180	100	695	795
Southgate	100	70	50	30	220	250
Southgate Green	90	90	55	30	235	265
Town	100	110	65	25	270	295
Turkey Street	340	330	255	130	930	1050
Upper Edmonton	335	330	205	100	875	975
Winchmore Hill	65	50	30	10	145	155

Table I - Average gross household income by ward and MSOA (source: ONS 2018)<sup>8</sup>

Ward	MSOA name	Average gross annual household income (£) by MSOA	Average gross annual household income (£) by ward
Turkey Street	Enfield 001	46,000	46,000
Turkey Street	Enfield 002	39,700	39,700
Enfield Lock	Enfield 003	45,800	45,800
Chase	Enfield 004	50,600	50,600
Chase	Enfield 005	43,800	43,800
Turkey Street	Enfield 006	38,300	38,300
Enfield Highway	Enfield 007	44,300	44,300
Town	Enfield 008	55,200	55,200
Town	Enfield 009	59,500	59,500
Highlands	Enfield 010	54,900	54,900
Cockfosters	Enfield 011	52,800	52,800
Ponders End	Enfield 012	41,100	41,100
Highlands	Enfield 013	59,200	59,200
Ponders End	Enfield 014	38,700	38,700
Bush Hill Park	Enfield 015	49,900	49,900
Southbury	Enfield 016	51,700	51,700
Grange	Enfield 017	65,200	65,200
Jubilee	Enfield 018	40,800	40,800
Southgate	Enfield 019	61,700	61,700
Cockfosters	Enfield 020	47,600	47,600
Bush Hill Park	Enfield 021	56,700	56,700
Winchmore Hill	Enfield 022	62,600	62,600
Lower Edmonton	Enfield 023	40,300	40,300
Haselbury	Enfield 024	42,400	42,400
Lower Edmonton	Enfield 025	38,100	38,100
Palmers Green	Enfield 026	48,600	48,600
Edmonton Green	Enfield 027	39,600	39,600
Southgate Green	Enfield 028	61,300	61,300
Winchmore Hill	Enfield 029	55,700	55,700
Edmonton Green	Enfield 030	36,000	36,000
Haselbury	Enfield 031	46,200	46,200
Southgate Green	Enfield 032	52,600	52,600
Upper Edmonton	Enfield 033	40,700	40,700
N/A	Enfield 034	N/A	N/A
Bowes	Enfield 035	45,900	45,900
Bowes	Enfield 036	52,200	52,200
Upper Edmonton	Enfield 037	39,000	39,000

Table J – Number and Percentage of Children (Aged Under 16) living in Absolute low-income families (Source: Department for Work and Pensions 2020).<sup>9</sup>

Children living in absolute low-income families		
Ward	Number	Percentage
Bowes	425	15
Bush Hill Park	244	9
Chase	395	12
Cockfosters	278	10
Edmonton Green	1,126	22
Enfield Highway	713	16
Enfield Lock	697	14
Grange	168	7
Haselbury	768	18
Highlands	197	8
Jubilee	621	17
Lower Edmonton	944	19
Palmers Green	399	14
Ponders End	711	17
Southbury	532	13
Southgate	293	9
Southgate green	327	13
Town	258	8
Turkey Street	671	16
Upper Edmonton	962	19
Winchmore Hill	199	8

Table K – Number of 0-18 year old children with an EHCP in Enfield state funded schools

Age	Pupils at Maintained Schools	Pupils at Maintained Special School	Pupils at PRU's	Total
Birth to school age	36	8	0	44
Primary school (reception to year six)	1,106	381	0	1,487
Secondary school (year seven to thirteen)	615	625	2	1,242
<b>Total</b>	<b>1,757</b>	<b>1,014</b>	<b>2</b>	<b>2,773</b>

Table L - SEND Numbers as of January 2022 (as reported by schools in the January 2022 School Census)

By Phase	EHCP	SEND Support	Any SEND (EHCP+SEND support)	Total
Nursery	36	118	154	308
Primary	1,106	3,203	4,309	8,618
Secondary	615	2,674	3,289	6578
Special	1,069	3	1,072	2,144
PRU	2	19	21	42
<b>Enfield Borough Total</b>	<b>2,828</b>	<b>6,017</b>	<b>8,845</b>	<b>17,690</b>

Table M – Total number of children with EHCP and SEN Support in Schools

Ward	Grand Total EHCP + SEN Support
Arnos Grove	2
Bowes	8
Brimsgate	12
Bullsmoor	13
Bush Hill Park	15
Carterhatch	22
Cockfosters	6
Edmonton Green	29
Enfield Lock	43
Grange Park	1
Haselbury	29
Highfield	9
Jubilee	20
Lower Edmonton	24
New Southgate	4
Oakwood	10
Palmers Green	8
Ponders End	20
Ridgeway	10
Southbury	13
Southgate	10
Town	13
Upper Edmonton	28
Whitewebbs	9
Winchmore Hill	7
Out of Borough	14
<b>Grand Total</b>	<b>379</b>



Table N - Primary Needs (as stated by schools)

Primary Needs	Any SEND/Total (EHCP+SEND support)
ASD	1241
HI	114
MLD	1533
MSI	8
NSA	274
OTH	243
PD	172
PMLD	57
SEMH	1672
SLCN	2488
SLD	128
SPLD	773
VI	46
<b>BB Totals</b>	<b>8749</b>

**Code/Description:**

ASD - Autistic Spectrum Disorder

HI - Hearing Impairment

MLD - Moderate Learning Difficulty

MSI - Multi-Sensory Impairment

NSA - SEN support but no specialist assessment of type of need

OTH - Other

PD - Physical Disability

PMLD - Profound &amp; Multiple Learning Difficulty

SEMH - Social, Emotional and Mental Health

SLCN - Speech, Language &amp; Communications Needs

SLD - Severe Learning Difficulty

SPLD - Specific Learning Difficulty

VI - Visual Impairment

Table O – Name of organisation of employers (changed to different industries)

Industries	No. of Employees
Charity	5
Council	3
Healthcare	2
Insurance	2
Nursey	1

Table P – Employers offering types of flexible working arrangements

Do you offer any type of flexible working arrangement?	Responses in %	Responses in No.
Part-time	90.91%	10
Home working	63.64%	7
Flexitime	45.45%	5
Phased return to work	45.45%	5
Term-time/school hours	27.27%	3
Job share	18.18%	2
Temporarily reduced hours	18.18%	2
Career break	18.18%	2
Compressed working	18.18%	2
Voluntary reduced working hours	9.09%	1
Annualised working	9.09%	1
9-day fortnight	0.00%	0
Other, please specify:	0.00%	0

Table Q – Has the availability of childcare over the past 4 years had an impact on attendance or working?

Has the availability of childcare over the past 4 years had an impact on attendance or working?	Response in %	Response in No.
Yes	53.85%	7
No	23.08%	3
Don't know	28.08%	3

Table R – Employers that are currently, or may be considering offering childcare benefits

Benefits	Currently offered %	Currently offered No.	Thinking about offering %	Thinking about offering No.	Past, but not currently %	Past but not currently No.
A workplace nurse	0%	0	100%	2	0%	0
Support for nursery elsewhere	33%	1	66.67%	2	0%	0
Salary sacrifice	40%	2	40%	2	20%	1
A playscheme during summer holidays	50%	1	50%	1	0%	0
Time off for urgent family reasons	100%	8	0%	0	0%	0
None	100%	4	0%	0	0%	0

Table S – How employees would need to take time off at short notice for childcare related issues

Requirements for making up for short notice leave	Response in %	No. of people
Time off - make up later	66.67%	8
Annual leave	58.33%	7
Special leave (unpaid)	50.00%	6
Special leave (paid)	41.67%	5
Other, please specify:	25.00%	3
Sick leave	16.67%	2
No employees with young children	8.33%	1
Don't know	8.33%	1
Not allowed	0.00%	0
Never asked for	0.00%	0