
Report To:	Education and Communities Committee	Date: 9 September 2014
Report By:	Corporate Director Education, Communities & Organisational Development	Report No: EDUCOM/67/14/LW
Contact Officer:	Linda Wilkie	Contact No: 01475 712812
Subject:	Update on 600 hours of Early Learning and Childcare	

1.0 PURPOSE

- 1.1 The purpose of this report is to
- i. provide an update on the implementation of 600 hours of Early Learning and Childcare for session 2014 / 15.
 - ii. Identify further development for 2014 / 15 and possible developments for 2015 / 16
 - iii. provide information on the resource requirements and financial implications of the increase in entitlement.

2.0 SUMMARY

- 2.1 The report details the Scottish Government's plans to increase the entitlement of nursery provision from 475 to 600 hours from August 2014.
- 2.2 It outlines the delivery plan for session 2014 /15. All children aged 3 and 4 will receive 600 hours of Early Learning and Childcare from August 2014 within Local Authority or Partner establishments. All looked after children will be offered a package of care personal to their needs from August 2014. All 2 year old children from workless households will be able to access provision from September 2014.
- 2.3 A further increase in children eligible for provision is planned for 2015 / 16. The report outlines the development required to meet this target.
- 2.4 The report details the capital and revenue implications of this development. All proposals within the report can be contained within allocated funds.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Committee:
- note the progress made for 2014 / 15
 - agree the financial commitments as detailed in the report
 - note that a further report will be submitted to the Education and Communities Committee in November 2014.

Patricia Cassidy
Corporate Director Education, Communities & Organisational Development

4.0 BACKGROUND

- 4.1 The Children and Young People Act states the Government's intention to improve access to high quality, flexible and integrated early learning and childcare.
- 4.2 For session 2014 / 15
- all children aged 3 and 4 will be entitled to a minimum provision of 600 hours of Early Learning and Childcare.
 - all looked after 2 year olds will be entitled to a minimum provision of 600 hours of Early Learning and Childcare.
 - 2 year old children in workless households will be entitled to 600 hours of Early Learning and Childcare.
 - this will be extended to all two year old children from families eligible for free school meals. The Scottish Government announced in January 2014 its intention to offer.
- 4.3 The provision for children aged 2 from workless households was passed through secondary legislation and was approved by the Scottish Parliament on 19 May 2014. The Order specified 1 August as the appointed day when the provisions come into force. Scottish Ministers agreed with COSLA that the Order in relation to the appointed start date be withdrawn and be replaced with an amended Order with an appointed day of 31 October 2014. The Order stated that where possible the provision should be made available in August 2014.
- 4.4 For session 2015 / 16
- Early Learning and Childcare for children aged 3 and 4 will be delivered in a flexible way to meet the needs of parents in employment, education and training.
 - Provision for 2 year old will be extended to include all two year old children from families eligible for free school meals.
- 4.5 Separate reports have been submitted to Committee previously on 600 hour developments for 2 year olds and 3 and 4 year olds. This report provides information on developments for both age groups and supplements previous information.

5.0 DELIVERY PLAN 2014 / 15

- 5.1 All children aged 3 and 4 will receive 600 hours of Early Learning and Childcare from August 2014 within Local Authority or Partner establishments. All Children Centres / Family Centres / Nursery Schools will provide flexible provision. Flexible places will be offered in Wemyss Bay Nursery Class as a pilot development.
- 5.2 All looked after children will be offered a package of care personal to their needs from August 2014. This package will be determined at a core group and recorded in the child's plan. An Early Years Development Officer will be responsible for identifying appropriate resources. A referral pathway has been established to ensure that all eligible children are referred from Social Work to Education Services.
- 5.4 The provision for 2 year olds has been increased in Bluebird Family Centre, Larkfield Children's Centre, Rainbow Family Centre and Wellpark Children's Centre and will be available from August 2014. A new provision has been established in Gibshill Children's Centre and will be available in September 2014. Additional provision has been sourced with 9 childminders in Kilmacolm, East Greenock, Gourrock and Wemyss Bay and will be available in August 2014.
- 5.5 A recruitment exercise to date has been successful with 55 new staff recruited. This has had an impact on the availability of quality supply staff and on staffing levels in Private Providers. The impact will continue to be monitored.
- 5.6 The admissions policy has been amended to reflect the changes to entitlement as detailed in the Children and Young People Act 2014. New application forms and referrals forms have been developed.
- 5.7 The Family Information Service website has been updated to include the Scottish Government's publicity materials on the increase of entitlement. Information has been distributed locally.

6.0 FURTHER DEVELOPMENT FOR 2014 / 15

- 6.1 As children aged 2 – 3 years are now entitled to Early Learning and Childcare and therefore have an entitlement to 'access to a teacher'. This means that additional teachers will be required to support establishments with provision for children under 3. It is therefore proposed to create 2 additional teacher posts. It is not clear at this stage if Daycarers will require support from a teacher. If this is a requirement an additional teacher post would be required.
- 6.2 The demands at the centre to plan and implement this initiative have been substantial. The remit of the Early Years GIRFEC Development Officer has been amended to support the implementation of Early Learning and Childcare. This post is temporary and currently funded until March 2015. It is proposed that this post is extended and offered on a fixed term basis for 2 years to support the implementation and further development of this initiative.
- 6.3 Daycarers who are providing places for children from workless households will need to be supported and monitored in terms of quality and governance. This remit can be included in the post described at section 6.2.
- 6.4 To allow for further flexibility, support parental choice and fund cross boundary placements an additional 30 commissioned places are required.
- 6.5 Funding has been allocated from the Scottish Government to expand and develop the early learning and childcare workforce. It can contribute to training and development opportunities for existing and new staff. Initial plans include:
- Sourcing and in-house qualification allowing support workers to register with Scottish Social Services Council
 - Delivering a training programme including National Certificate units in child development, play and positive behaviour for support workers and daycarers.
 - Sourcing food hygiene and first aid certificated courses for all new staff.
 - Delivering training for staff working with children aged 2 -3 years.
 - Purchasing training packs for staff development.
 - Masterclass in play for Senior Managers.

Discussion will also take place with colleagues in Economic Development regarding opportunities to expand the early learning and childcare workforce.

7.0 DEVELOPMENTS FOR 2015 / 16

- 7.1 Approximately 92 additional places for 2 year olds from households eligible for free school meals will be required for 2015 / 16. The Scottish Government has not yet provided details of wards / cohorts of this group.
- 7.2 It is proposed to conduct an audit of Early Years Provision across local authority, private and 3rd sector to identify potential developments. This audit would take place in September / October 2014 with the outcome reported to Committee in November 2014.
- 7.3 It is likely that the West end of Greenock will remain a challenge as there is no capacity within Local Authority or Partner Early Years Establishments. There is one 3rd sector provider and one private provider. Kelly St. Children's Centre could be extended to include a provision for 2 year olds but there is no physical capacity within their current accommodation.
- 7.4 Further develop flexibility of provision in line with the Children and Young People Act. This will include:
- further flexibility in Children / Family Centres for children aged 3 – 4 years.
 - An evaluation of the findings of the pilot at Wemyss Bay Nursery Class and a roll-out to other nursery classes if appropriate.
- 7.5 Further develop the role of family support workers in the delivery of integrated packages of care for looked after 2 year olds.
- 7.6 Under section 50 (1) (b) of the Children and Young People Act, education authorities must consult with parents of children under school age every 2 years about how they make early learning and childcare

available. Under section 50 (1) (c) of the Act education authorities must have regard to the views expressed in the consultations and publish a delivery plan. This consultation will take place in April 2015.

7.7 Similarly the education authority has a responsibility under the Act to consult and publish a delivery plan for out of school care. This consultation will also take place in April 2015.

8.0 FINANCIAL IMPLICATIONS

8.1 Revenue Funding

The Scottish Government has confirmed the national funding for this initiative. Inverclyde Council's share of this funding is estimated at:

	Part Year 2014 / 15	Full Year 2015 / 16
2 year olds	£275,657	£808,593
3 and 4 year olds	£709,000	£1,063,350
TOTAL	£984,657	£1,871,943

Commitments to date including this report are summarised below:

Committed Expenditure	Part Year 2014/15	Full Year 2015/16
Committee report (EDUCOM/28/14/LW)	£551,320	£818,590
Committee report (EDUCOM/52/14/LW)	£339,055	£573,100
Current report	£63,300	£190,300
TOTAL	£953,375	£1,581,990
Balance unallocated at present	£31,282	£289,953

8.2 The delivery plan as outlined in section 6 of this report requires additional resources for 2014 /15:

Proposed Spend	Detail	Cost (part year)	Cost (full year)
Teachers	2 x Posts (October 2014)	20,000	80,000
Commissioned Places	30 places (October 2014)	33,000	62,000
Clerical and admin support	Additional hours for 8 establishments (October 2014)	7,300	14,600
Application / referral form	Development and print of new forms	3,000	
	TOTAL	63,300	156,600

The delivery plan as outlined in section 6 of this report requires additional resources for 2015 /16:

Proposed Spend	Detail	Cost (part year)	Cost (full year)
Early Years Development Officer	1 x Post	N/A	33,700
	TOTAL		£33,700

8.3 Further spend for 2015 / 16 will be identified as detailed at section 7 of this report.

8.4 Workforce Development Funding

	Part Year 2014 / 15
Workforce Development	£64,320

This funding will be committed to deliver the training and development opportunities as detailed at 6.5 of this report.

8.5 The costs specified within this report will be met from the revenue funding allocation from the Scottish Government. There is no shortfall in funding as reported to Committee in May 2014.

8.6 Capital Funding

The Scottish Government has confirmed national funding for this initiative. Inverclyde Council's share of this funding is:

	2014 / 15	2015 / 16	2016 / 17
2 year olds	£625,609	Not confirmed	Not confirmed
3 and 4 year olds	£413,000	£421,830	Not confirmed
TOTAL	£1,038,609		

8.7 The following table identifies the remodelling / refurbishment required across the early years estate. It includes the developments required for the implementation of 600 hours.

Establishment	Development	Timescale			Comment
		2014 / 15	2015 / 16	2016 / 17	
Binnie St. Children's Centre	Remodelling to introduce provision for 2 – 3 year olds				Development and timescale to be confirmed
Bluebird Family Centre	Remodelling and refurbishment			✓	
Gibshill Children's Centre	Create a 40 place provision for 2 – 3 year olds	✓			
Glenbrae Children's Centre	Remodelling and refurbishment			✓	
Hillend Children's Centre	Remodelling and refurbishment			✓	
Kelly St. Children's Centre / St Mary's Campus					Development and timescale to be confirmed
King's Oak Nursery Class	Minor adaptations to wc /changing area	✓			
Lady Alice Nursery Class	Minor adaptations to extend provision for 3 and 4 year olds.	✓			
Larkfield Children's Centre	Remodelling and refurbishment		✓		
Moorfoot Nursery Class					Will be developed as part of school refurbishment circa 2017 / 18
Rainbow Family Centre	Minor adaptation to wc /changing area to increase 2 - 3 provision by 10 places.		✓		
St. John's Nursery Class	Development of new nursery class provision		✓		
Wellpark Children's	Minor adaptation to wc				

Centre	/changing area to increase 2 - 3 provision by 10 places.		✓		
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The Client Services Team is currently developing a programme of work for these projects. The costs of these projects is anticipated to be met from the capital funding allocation from the Scottish Government and funding already identified in the School Estates Management Plan subject to more detailed feasibility study.

8.8 Due to the late allocation of the funding from the Scottish Government an element of the 2014 / 15 may be required to be carried over to 2015 / 16.

8.9 An Early Years Estate Management Plan is being developed and will be submitted to Committee in due course.

9.0 LEGAL IMPLICATIONS

9.1 Implementation of the proposals contained in this report will ensure Inverclyde Council meets the legislative requirements of the Children and Young People Act with regard to the implementation of 600 hours.

10.0 PERSONNEL IMPLICATIONS

10.1 Additional staff has been appointed to deliver the increase in entitlement.

11.0 EQUALITIES IMPLICATIONS

11.1 There are no known equalities implications.

12.0 REPOPULATION

12.1 There are no known repopulation implications.

13.0 CONCLUSIONS

13.1 Inverclyde Council is in a position to meet the legislative requirements as of August 2014.

13.2 The developments required for August 2015 are challenging and continue to be investigated. A further report will be submitted to Committee in November 2014.

14.0 BACKGROUND PAPERS

14.1 Children and Young People (Scotland) Act 2014 Early Learning and Childcare Statutory Guidance