

ITEM No ...4.....

REPORT TO: CHILDREN AND FAMILIES SERVICES COMMITTEE – 14 MAY 2018

REPORT ON: EXPANSION OF EARLY LEARNING AND CHILDCARE ENTITLEMENT TO 1140 HOURS

REPORT BY: EXECUTIVE DIRECTOR OF CHILDREN AND FAMILIES SERVICE

REPORT NO: 157-2018

1.0 PURPOSE OF REPORT

1.1 This report is to provide Committee with updated information following the previous Committee report of 25 September 2017 (reference is made to Article II of the Minute of the Children and Families Services Committee of 25 September 2017, report number 311-2017 refers) regarding the planned expansion of Early Learning and Childcare from 600 hours to 1140 hours by 2020.

2.0 RECOMMENDATIONS

2.1 The Committee is asked to:-

- note the content of the report;
- approve the proposed model to deliver 1140 hours;
- support the proposed trials as outlined in the report;
- request the Executive Director of Children and Families to bring a further report on the progress of the implementation in 12 months' time.

3.0 FINANCIAL IMPLICATIONS

3.1 There are financial implications associated with this report. The Scottish Government has confirmed total revenue funding for early learning and childcare expansion for 2018-19 as £76.3 million of which Dundee City Council will be awarded a total revenue grant of £2.27m.

3.2 Dundee City Council's submission to the Scottish Government estimated capital costs of £13m and additional annual revenue of £15.9m by 2021/22. Appendix 1 provides a breakdown of the capital and revenue funding.

3.3 Scottish Ministers and COSLA have agreed at the end of April a multi-year revenue and capital funding package which has now been shared with local authorities. Dundee's share of the total capital allocation of £476.1m is £10.71m. The Revenue funding that Dundee has been allocated amounts to £16.931m by 2021-22.

3.4 Since submitting these estimates, there is an indication that some projects may come in under the estimated budget. The council will seek to procure the projects in Appendix 1 on the basis of the grant allocation.

4.0 MAIN TEXT

4.1 Background and National Context

The Scottish Government (SG) are committed to increasing entitlement to free early learning and childcare (ELC) to 1140 hours per year for all three and four year olds and eligible two year olds by 2020. This will require estate redesign and significant workforce expansion and development.

A new funding follows the child model will be introduced from 2020. This provider neutral approach will seek to ensure all settings provide high quality early learning and childcare, regardless of whether the funded hours are delivered by a setting in the public, private, third sector or through provision provided by a childminder.

- 4.2 This model will be underpinned by a national standard. Therefore from 2020, any provider delivering the funded ELC entitlement must meet the requirements of this new National Standard.

On 29 March the Scottish Government and COSLA published a joint consultation which sets out the Funding Follows the Child approach, and seeks views on the National Standard. The consultation runs until Friday 29 June.

Local Authorities will retain the statutory responsibility for ensuring that funded entitlement is available to all eligible children in their area and as the primary guarantors of quality, will be responsible for assessing and monitoring compliance with the National Standard.

Scottish Government intend the early learning and childcare sector will promote and encourage fair work practices. Local authorities will agree rates with funded providers that enables them to pay the Living Wage commitment to care workers providing the funded entitlement.

4.3 **LOCAL CONTEXT**

Vision for Early Years in Dundee and across Tayside

Across Tayside, our shared vision is that our children will have the best start in life, and Tayside will be the best place to grow up.

Dundee City Council (DCC) is committed to working collaboratively with others to put young children and families at the heart of policy making as captured in a number of current plans and programmes. These include the Local Outcome Improvement Plan, the Tayside Plan for Children, Young People and Families 2017-2020 and the Dundee Fairness Commission Action Plan.

4.4 **Planning for 1140 hours ELC - Draft Expansion Plan**

Planning for 1140 hours is being taken forward by a project team. The guiding principles underpinning this planning are:

- **Quality** – the expansion will ensure a high quality experience for all children, which complements other early years' activity to close the attainment gap.
- **Flexibility** – the increased hours will offer parents' choice of a range of funded providers across the city:
 - DCC nursery provision- term time
 - DCC nursery provision- full year
 - Term time and/ or full year Early Years Centres
 - Partner Providers
- **Accessibility** – ensuring that ELC capacity is sufficient, is as conveniently geographically located as possible and delivered in fit for purpose settings.
- **Affordability** – the expansion will ensure there is capacity for families to purchase additional hours in some settings.
- **4 trials will take place during 2018/19**

During 2018/19, 1140 hrs of funded provision will be available to children attending Quarry View Nursery; Frances Wright Nursery; Law Nursery; Woodlea Nursery. New admissions guidance has been developed to support the allocation of places, prioritising returning children and children who are resident in the local area. Delivery models will be trialled and uptake monitored. Learning from the trial will inform the next phase of 1140 hours implementation.

- **Consultation** will be on-going as trials are introduced and implemented during 2018/19. Evaluation of these pilots and parental feedback will help to inform future developments which will be reported to committee as the programme develops.

4.5 **WORKFORCE**

A high quality, diverse and well trained professional workforce is key to delivering the expansion.

Initial estimates regarding additional workforce required to deliver the expansion to 1140 hours is 290 by 2020. Recruitment will be phased during 2018- 2021 to allow time to build capacity, skills and knowledge across the ELC workforce.

- By August 2018, nursery aged children living in the most deprived areas will benefit from a supernumerary teacher with early years expertise.
- 21 Nurseries will benefit from a 1 fte supernumerary nursery teacher, permanent to the role. The remaining nurseries will also retain teacher involvement.
- The posts will be classed as supernumerary and will not be included in the adult to child ratio for the setting.
- Specialist nursery teachers will support the effective delivery of the curriculum, working with children directly and developing/ implementing plans to improve children's learning.
- 16 additional Senior Early Years Practitioners (SEYP) will also be employed to increase the number of graduates in the Service. Providing leadership and management support, they will help to build capacity, skills and knowledge across the ELC workforce.
- Additional Early Year Educators and Early Years Support Assistants will be employed. All staff will be offered the opportunity to access additional qualifications and a comprehensive staff development programme.
- To facilitate growth of the workforce, Modern Apprentices (SVQ3) and Early Years Support Assistants- Apprentices (SVQ 2) will continue to be employed. In addition to this, work placements for young people through Future Skills College will continue.

Infrastructure

In conjunction with Planning, Asset management, a review of a series of surplus sites, available properties and existing nurseries that have capacity has taken place.

This was to ensure that:-

1. Any of the identified proposals did not conflict with other council plans or initiatives.
2. Delivery of the operational requirements for early years was achievable.
3. Taking cognisance of delivery of the service by 2021/22.
4. An efficient cost model is being developed as the funding route has still to be finalised.

Appendix 1 shows the proposed projects. These projects will be monitored and reviewed in terms of cost and uptake as will any changes within the Private Sector. To allow for flexibility as the programme develops, one project remains unallocated.

Appendix 2 shows proposed phasing of 1140 hrs and provision by ward.

- The capital spend for the programme is based around, new builds, extensions and refurbishments and will provide excellent facilities for staff, children and families. The programme includes making use of former early years properties. These properties will have significant refurbishments and will benefit from the already well established outdoor play areas that form such an important part of the learning experience.

4.6 **FINANCE**

Revenue spend 2018/19

The Scottish Government has confirmed revenue spend to support the delivery of 1140 hours for 2018-19. DCC has been allocated £2.27m. Estimated spend is as follows:

- Recruitment and investment in staff to increase the size of the workforce and to build additional staff capacity and skills for the delivery of 1140 hours ELC.
- Additional graduates
- Leadership and coaching training for Senior Early Years Educators and Early Years Centre Managers to enhance their change management skills.
- Staff training and additional qualifications.

5.0 **POLICY IMPLICATIONS**

- 5.1 This Report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management. There are no major issues.

6.0 **CONSULTATION**

- 6.1 The Council's Management Team have been consulted in the preparation of this report.

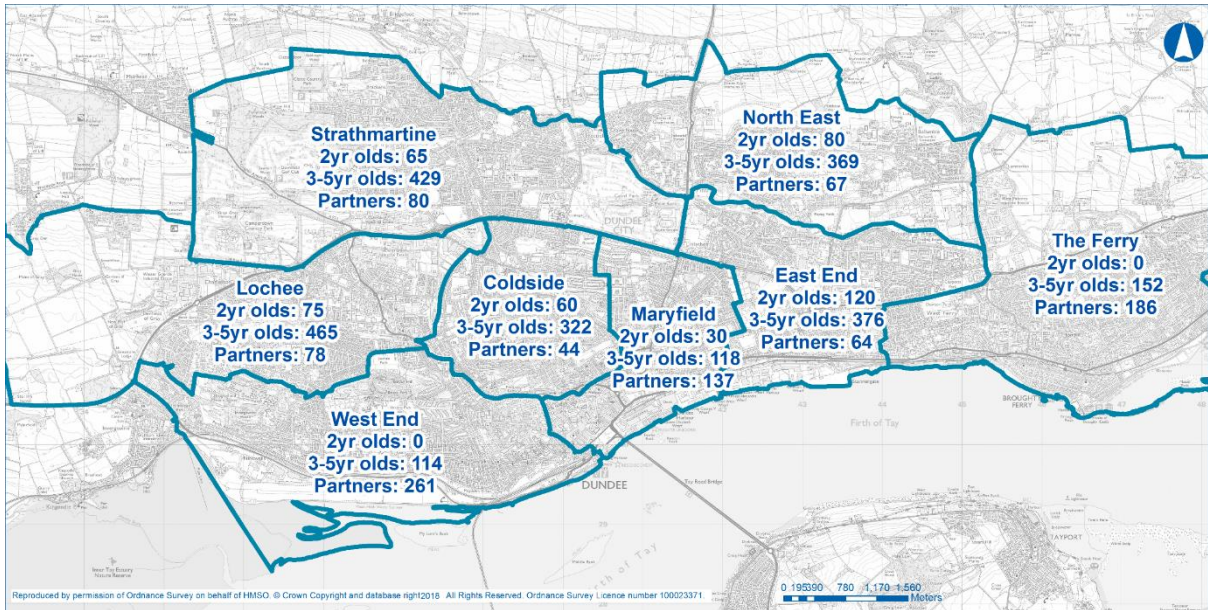
7.0 **BACKGROUND PAPERS**

- 7.1 None.

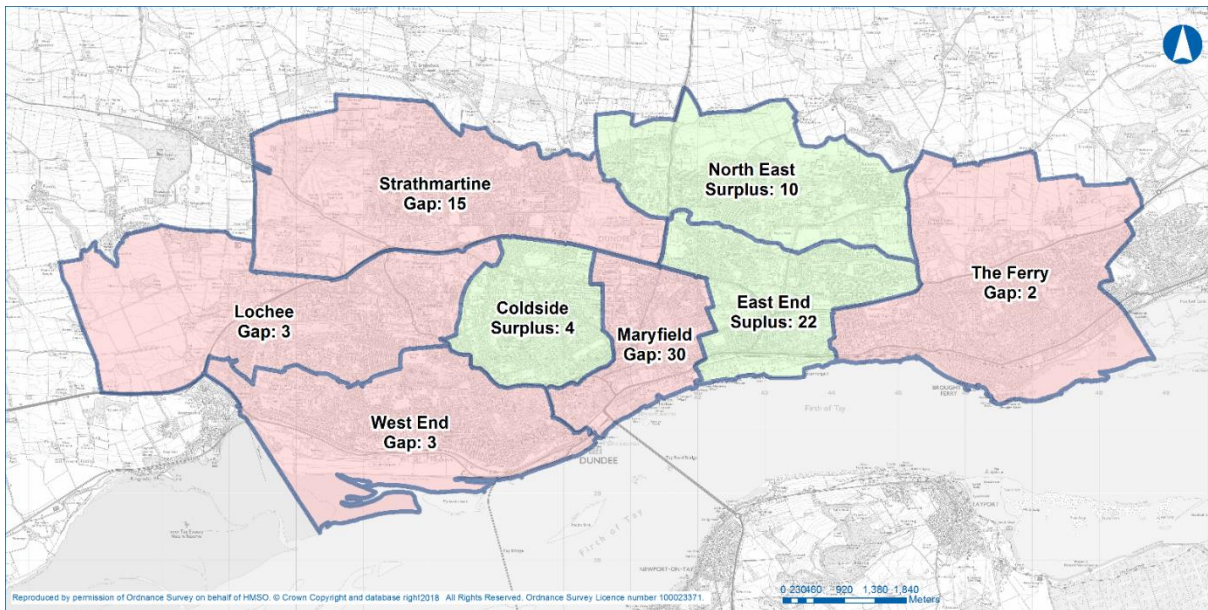
PAUL CLANCY
Executive Director

April 2018

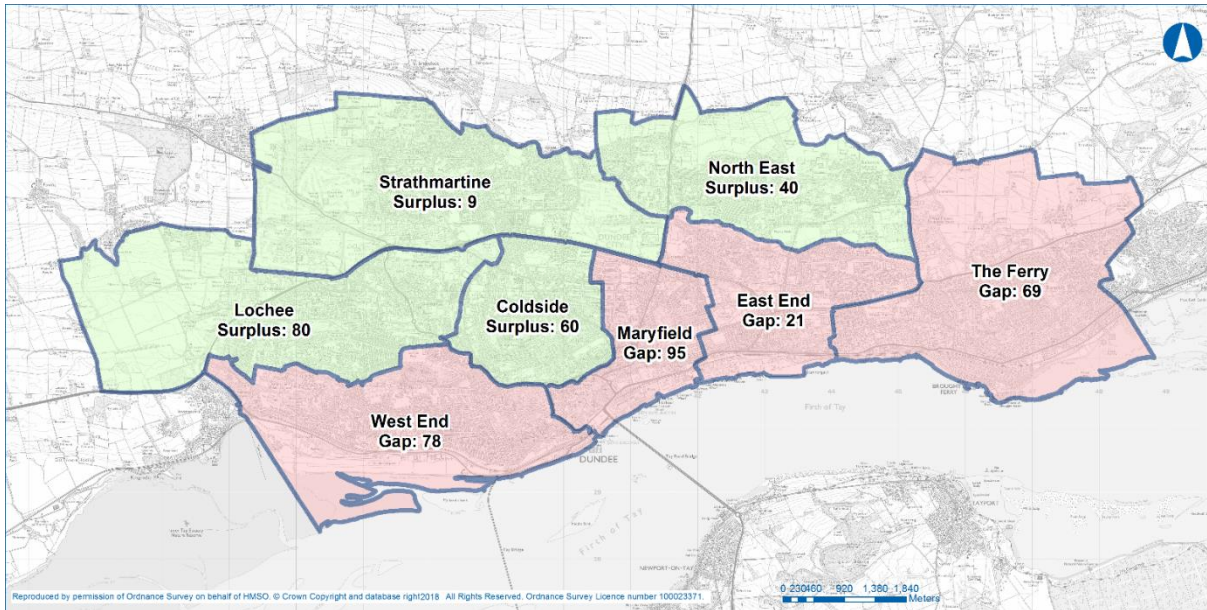
Provided capacity following expansion



Gap in two year old spaces in Local Authority provision by ward following proposed expansion based on approximately 80% of eligible two year olds in Dundee

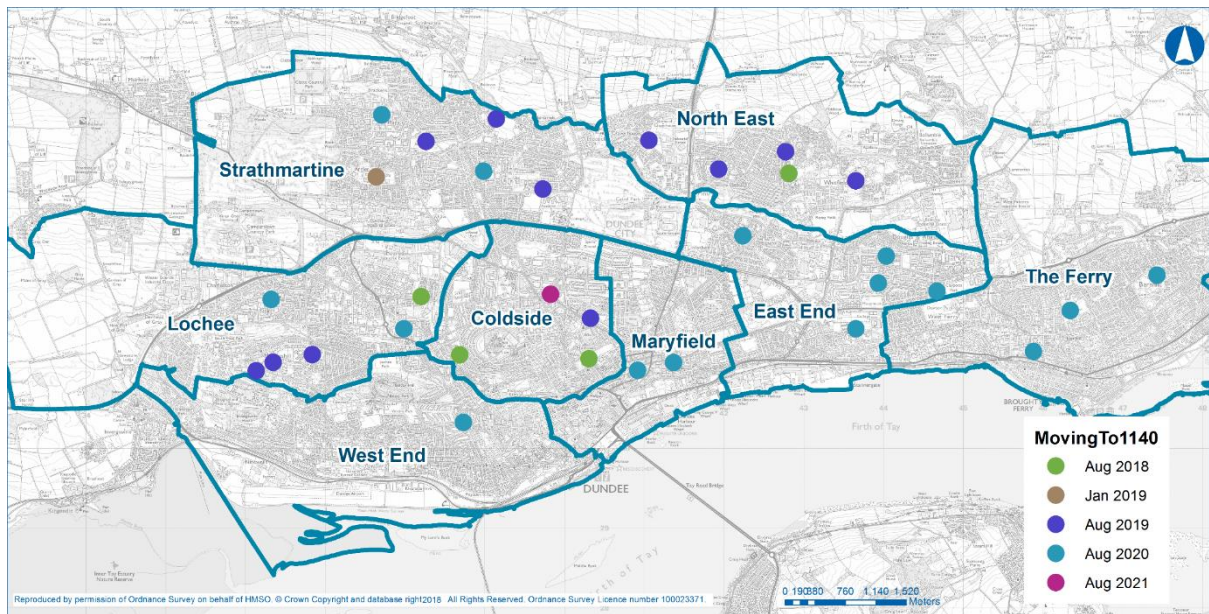


Gap in Three/Four year old spaces in Local Authority Provision by ward proposed expansion based on Dundee City Council continuing to need to provide spaces for 75% of three and four year olds



Ward	Provided Capacity		Estimated Demand		Surplus spaces		Total Surplus (2 to 4)
	3 & 4 year olds	Eligible 2 year olds	3 & 4 year olds	Eligible 2 year olds	3 & 4 year olds	Eligible 2 year olds	
Coldside	322	60	262	56	60	4	64
East End	376	120	397	98	-21	22	1
Lochee	465	75	385	78	80	-3	77
Maryfield	118	30	213	60	-95	-30	-125
North East	369	80	329	70	40	10	50
Strathmartine	429	65	420	80	9	-15	-6
The Ferry	152		221	2	-69	-2	-71
West End	114		192	3	-78	-3	-81
Dundee	2,345	430	2,419	447	-74	-17	-91

Proposed phasing of 1140 hrs



Delivery models available:

- Dundee City Council (DCC) Nursery Provision- term time offering sessions in line with the school term. In some settings, there will be an opportunity to purchase additional hours where there is capacity.
- Dundee City Council (DCC) Nursery Provision- full year over 49 weeks of the year.
- Dundee City Council (DCC) Nursery Provision- term time and full year.
- Partner providers will offer funded ELC to parents over a minimum of 38 weeks.

