

# ELC Expansion Programme Update (February 2019)

## 1. PROGRAMME GOVERNANCE

### Joint Delivery Board

The Joint Delivery Board for the expansion, which is co-chaired by the Minister for Children and Young People and the COSLA Spokesperson for Children and Young People, met in Kilsyth on Wednesday 6 February. The Board considered local authority progress trajectories to April 2021, collected and analysed by Improvement Service, as well as an infrastructure progress report prepared by the Scottish Futures Trust. The Board agreed actions intended to provide assurance over use of existing capacity across all sectors and to secure greater levels of outdoor learning provision.

The Board is due to meet again on 25 June in Prestonpans when they will consider the next round of local authority progress data and discuss the Scottish Study of Early Learning and Childcare (SSELC).

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## 2. SERVICE MODELS

### National Standard for Funded Providers

The final National Standard for Funded Providers was published within [Funding Follows the Child and the National Standard for early learning and childcare providers: Principles and practice](#) on 18 December, a joint Scottish Government and COSLA publication.

To support local authorities and providers to prepare for the implementation of the new approach from August 2020, we have also published supporting [Operating Guidance](#) and a [Question and Answer](#) document.

The Scottish Government is continuing to work with delivery partners to support the sector to implement the new approach, and to provide further supporting materials. During February the team carried out a series of engagement events in the six Regional Improvement Collaborative areas, bringing together local authority and provider representatives. The purpose of these events was to raise awareness of the National Standard and Funding Follows the Child and seek views on additional materials to support implementation across Scotland. We will write to Directors of Education with a summary of these sessions.

The Service Models team is available to support any local engagement events that you have planned with providers.

*Contact: **Laura Hill** 07824 607496 / [laura.hill@gov.scot](mailto:laura.hill@gov.scot)*

## **Scotland Excel guidance**

Work is continuing with Scotland Excel on the suite of technical guidance to support the implementation of the Funding Follows the Child approach and the underpinning National Standard:

- 1) how to set affordable and sustainable rates for funded providers in the private and third sectors, including childminders (it will not include a rate calculator);
- 2) the parameters for demonstrating business sustainability based on a risk model; and
- 3) transition options, which will set out options for local authorities when redeveloping their processes to assess ELC funded providers who are contracting with the authority. The transition options guidance will also set out potential options for implementing the real Living Wage commitment.

Both the ELC Finance Working Group and the Service Models Working Group will be involved in finalising the guidance which is due to be published at the end of March 2019.

Contact: **Laura Hill** 07824 607496 / [laura.hill@gov.scot](mailto:laura.hill@gov.scot)

## **Flexibility and the National Standard**

We have heard reports that the [National Standard](#) requirement (in criteria 9) that “parents and carers are not required to purchase additional hours beyond the funded hours in order to access their child’s funded entitlement at the setting” is being interpreted in some areas to mean that providers have to be willing to offer any pattern of provision requested by parents, even if it is different to the core sessions which parents can purchase. This is an incorrect interpretation of the National Standard – there is no requirement for any setting, including local authority settings, to offer this level of flexibility to parents and carers.

Parents should be able to choose from a range of types of setting, offering different patterns of provision, and which meet the National Standard. This mixture of provision across the local authority area should reflect local parental demand informed by the duty on local authorities to consult and plan on the delivery of ELC. However, we do not expect that every setting delivering the funded entitlement will offer every possible pattern of provision that a parent may request.

Contact: **Euan Carmichael** 0131 244 9923 / [ewan.carmichael@gov.scot](mailto:ewan.carmichael@gov.scot)

## **Delivery support package for funded providers**

We published the [ELC providers: delivery support plan](#) on 19 December, which includes actions to: support the financial sustainability of providers; strengthen partnership working; support workforce recruitment and training; and improve communications with parents and carers. These are intended to complement actions being undertaken by local authorities to support providers.

We intend for this to be a live document, which will be updated as more support becomes available.

Contact: **Lawrie Anderson** 0131 244 5138 / [lawrie.anderson@gov.scot](mailto:lawrie.anderson@gov.scot)

## **Additional 2018-19 revenue funds**

In November 2018 we wrote to local authorities to encourage them to use their share of the £6 million balance of revenue funding to provide immediate support to funded providers. The letter highlighted that this support was to be provided in 2018-19 and that authorities may wish to use this funding to provide training or business support, or to offer grants to providers and that they should consider consulting with providers on the use of the funding.

As set out in the letter we will request an update from local authorities at the end of the financial year on the actions that they have taken to support providers, including information on the hourly rates being offered. We expect to issue this request to local authorities in early April following consideration by the ELC Finance Working Group.

Contact: **Kirsten Maguire** 0131 244 3115 / [kirsten.maguire@gov.scot](mailto:kirsten.maguire@gov.scot)

## **ELC Partnership Forum**

In order to support and promote genuine partnership between providers and local authorities, the Scottish Government and COSLA have established the ELC Partnership Forum. The Forum met for the third time on 26 February in Lockerbie where it explored positive developments in partnership working, emerging practice in assessing local capacity and impact assessments. We are grateful to local authority colleagues from North Ayrshire, Edinburgh and Glasgow City Councils for leading workshop sessions. Alison Cumming wrote to Directors of Education on 27 February (as usual following each event) with a readout from the day.

The next meeting of the Forum will take place on Tuesday, 23 April in Glasgow, with the Minister for Children and Young People and COSLA Spokesperson on Children and Young People in attendance. This meeting will mark 6 months since the Forum was established and will offer the opportunity to take stock of the progress made so far.

Any provider can apply to join the membership pool (via the email address below). Attendee numbers for each Forum are limited in order to enable small group discussions. Meetings are taken around the country using Regional Improvement Collaborative areas as a guiding principle and to help maximise local representation, wherever possible. The Forum's membership pool is steadily increasing with 145 members now having joined. We are planning to facilitate a significant Forum event in the summer to involve all members of the pool, all local authorities and national organisations. More information about this will follow.

All information and supporting arrangements for the Forum's activities are available on the [Knowledge Hub](#). A guide to accessing the Knowledge Hub can be provided on request (again, via the email address below).

Contact: [ELCPartnershipForum@gov.scot](mailto:ELCPartnershipForum@gov.scot)

## **Childminding Summit**

We are hosting a childminding summit with the SCMA on 27 March 2019 in Stirling, which will focus on exploring how childminding services are reflected within local authority expansion plans, what barriers exist to involving childminders in the delivery of funded ELC (including parental perceptions) and what further action we can collectively take to promote childminding as a positive choice for parents when accessing their child's 1140 entitlement.

More information, the agenda and invitations to attend the summit will circulate very soon via Directors of Education and childminding contacts within authorities.

Contact: **Kyleen Codona** 0131 244 9814 / [Kyleen.Codona@gov.scot](mailto:Kyleen.Codona@gov.scot)

### **3. UPTAKE, ELIGIBILITY AND ENGAGEMENT**

#### **Parental communication**

Work is underway for the roll out of a dedicated ELC section within Parent Club website. This will bring together content from across various other platforms in addition to new content created in collaboration with colleagues and external partners to provide parents with a “one stop shop” source of information on ELC. This will include the current landscape, phasing in of 1140 and the full roll out in 2020.

We have also been working with local authorities and partner organisations to consult with parents and test our parental engagement strategy, particularly around messages, mediums and timings. We are continuing to test these with local authorities and providers via the round of Funding Follows the Child (FFtC) Workshops which are being held across the country.

Over the next month we will also be developing leaflets with more detailed information about the expansion and the new FFtC model. We have also provided leaflets for the toddler ‘Bookbug’ bags to inform parents and carers about ELC and direct them to the Parent Club website or their own local authority.

Contact: **Laura Tooley** 0131 244 0743 / [laura.tooley@gov.scot](mailto:laura.tooley@gov.scot)

#### **Duty to consult parents**

Some local authority colleagues have sought clarity about the status of the statutory duty to consult parents on the provision of Early Learning and Childcare every two years during the transition to 2020, and to publish plans in response to these consultations. The statutory duty remains in place. Effective local communication and consultation with parents are key to the transition to 1140 hours.

Local authorities may discharge this duty differently during the transition depending on their approach to phasing – for example they may undertake more focused surveys with parents of children receiving 1140 hours to monitor impact and effectiveness of the offer; while working differently with parents who are not yet part of phasing (or those who are not currently using funded ELC) to prepare for August 2020. However it is important that the core principle of engaging and involving parents in service design and delivery continues to be met.

Contact: **Katherine Tierney** 0131 244 0789 / [Katherine.tierney@gov.scot](mailto:Katherine.tierney@gov.scot)

### **4. QUALITY**

#### **Additional Graduate Commitment**

We are working with local authorities to ensure that nurseries in Scotland’s most deprived areas will benefit from an additional graduate (either a teacher or early years graduate with or working

towards, for example, the BA in Childhood Practice). This commitment has created 435 new graduate level opportunities across the country, with around 75% now in post.

Thank you to everyone who attended and contributed to the additional graduate summit on 30 January 2019. There was wide support at the summit for changing the name of the post nationally. We have several potential suggestions and we will be asking local authorities to discuss these with their additional graduates and to vote on their preferred suggestion. We are also currently developing a case study video to support with the recruitment marketing and general awareness of the role. We want to appeal to a diverse audience and our looking in particular for additional graduates from an minority ethnic background or who are male. Please do get in touch if you know anyone suitable.

Contacts: **James Niven** 0131 244 7373 / [james.niven@gov.scot](mailto:james.niven@gov.scot)

### **Quality Action Plan – progress up-date**

Work is underway to progress a range of actions in the Quality Action Plan that was published last October.

- **Action 3 – National induction resource for the sector.** Currently being tested with a sample of staff new to the ELC sector.
- **Action 4 – National on-line programme of CPL.** Bids for the development and delivery of the modules are being evaluated, with a view to issuing contracts by early April.

Contact: **Liz Levy** 0131 244 2652 / [liz.levy@gov.scot](mailto:liz.levy@gov.scot)

### **Regional Improvement Collaboratives**

A review of the initial establishment and early operation the RICs was jointly commissioned by the Scottish Government and COSLA and took place in autumn 2018. The findings of that review were published on 6 February 2019 and can be accessed at <https://www.gov.scot/publications/regional-improvement-collaboratives-rics-interim-review/pages/7/>.

Contact: **Scott Miller** 0131 244 8151 / [scott.miller@gov.scot](mailto:scott.miller@gov.scot)

## **5. 2 YEAR OLD OFFER**

### **Early Learning and Childcare: national evaluation and policy - Scottish Study of Early Learning and Childcare Feedback Event and Policy in to Practice: ‘Maximising the Offer to Eligible 2s**

Event: Wednesday 20 March 2019, Edinburgh, 09:30-16:30

A reminder that you can sign up for this event here: <https://www.eventbrite.co.uk/e/early-learning-and-childcare-national-evaluation-and-policy-tickets-55754169221>

Contact: 2 year old offer: **Kerrie Harkness** [Kerrie.Harkness@gov.scot](mailto:Kerrie.Harkness@gov.scot); Scottish Study of Early Learning and Childcare (SSELC): **Catriona Rooke** [Catriona.Rooke@gov.scot](mailto:Catriona.Rooke@gov.scot)

## 6. WORKFORCE

### Recruitment Marketing Campaign

Our recruitment campaign has two main audiences: school leavers and parents/career changers. The key activity for the school leavers audience at the moment, is the roadshow which is visiting schools across the country and engaging with pupils to provide a better understanding of what a career in ELC involves, as well as signposting to training and job opportunities. By the end of March, the roadshow will have visited every local authority area at least once.

We continue to refine the roadshows in line with the feedback we receive and the questions potential recruits are asking. We are grateful therefore, for the support of partners at roadshows. Having ambassador practitioners from the sector at these events allows for a deeper understanding of routes in to the sector and what precisely is involved, than can be achieved by the staff manning the roadshow alone.

The campaign website contains resources which can be used for local recruitment activity. We'd encourage everyone to make use of these resources to ensure a consistent approach across the country. We are very happy to discuss how we can further support local recruitment/marketing efforts with the campaign. Campaign resources can be found at:

<https://childcarecareersscotland.scot/resources/>

Contact: **Scott Sutherland** 0131 244 9890 / [scott.sutherland@gov.scot](mailto:scott.sutherland@gov.scot)

### MyJobScotland website

Scottish Government have agreed with COSLA that they will open up the myjobscotland recruitment site for private and third sector ELC providers who are registered with the Care Inspectorate to post jobs on, free of charge, to support providers with their recruitment needs in the period leading up to the 1140 hours ELC expansion in 2020. A small number of private and third sector providers are currently working with COSLA to trial the process of creating pages on the site and posting adverts, and we expect this service to go fully live in March 2019.

Contact: **Kathryn Chisholm** 0131 244 0274/ [kathryn.chisholm@gov.scot](mailto:kathryn.chisholm@gov.scot)

## 7. EVIDENCE AND ANALYSIS

### **Scottish Study of Early Learning and Childcare (SSELC)**

Data analysis of Phase one is ongoing and a draft report will be provided by ScotCen at the end of February, with the final report due by the end of March. We are developing a publication strategy for the Phase 1 findings. Initial findings will be shared as part of the feedback event on 20 March (see above). The procurement exercise for Phase 2 of the study is almost complete and we are in the process of awarding the contract to the preferred supplier, ScotCen.

Contact: **Catriona Rooke** 0131 244 7203 / [catriona.rooke@gov.scot](mailto:catriona.rooke@gov.scot)

**ELC Programme**

<b>Date Published</b>	<b>Document Link</b>
23/03/2017	<a href="#">A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland - 2017–18 Action Plan</a>
23/03/2017	<a href="#">A Blueprint for 2020: Early Learning and Childcare Expansion Planning Guidance for Local Authorities</a>
23/03/2017	<a href="#">A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland – Next Steps - Analysis Report</a>
15/10/2016	<a href="#">A Blueprint for 2020: Expansion of Early Learning and Childcare Consultation</a>

**Learning, Attainment and Wellbeing**

<b>Date Published</b>	<b>Document Link</b>
22/12/2017	<a href="#">Daily Mile Guidance</a>
31/10/2017	<a href="#">A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland: Quality Action Plan</a>
	<a href="#">Additional Graduate Commitment</a>

**Out of School Care / Outdoor Learning**

<b>Date Published</b>	<b>Document Link</b>
21/12/2018	<a href="#">Out to Play; practical guidance for creating outdoor play experiences in early learning and childcare</a>

**Service Models**

<b>Date Published</b>	<b>Document Link</b>
19/12/2018	<a href="#">ELC providers: delivery support plan</a>
18/12/2018	<a href="#">Funding Follows the Child and the National Standard for early learning and childcare providers: Principles and practice</a>
18/12/2018	<a href="#">Funding follows the child and the national standard for early learning and childcare providers: operating guidance</a>
18/12/2018	<a href="#">Funding follows the child and the national standard for early learning and childcare providers: guidance for local authorities</a>
31/10/2018	<a href="#">Early learning and childcare service model for 2020: consultation analysis</a>
29/03/2018	<a href="#">Early Learning and Childcare Service Model for 2020: Consultation Paper</a>

**Trials**

<b>Date Published</b>	<b>Document Link</b>
22/05/2018	<a href="#">Early Learning and Childcare Expansion delivery trials: evaluation</a>

**Workforce**

<b>Date Published</b>	<b>Document Link</b>
03/2017	<a href="#">The Skills Investment Plan Prospectus</a>

**Uptake, Eligibility and Engagement**

<b>Date Published</b>	<b>Document Link</b>

## 2 Year Old Offer

Date Published	Document Link
07/03/2017	<a href="#">Drivers and Barriers to uptake of Early Learning and Childcare amongst 2 year olds</a>

## Evaluation and Data Transformation Project

Date Published	Document Link
29/06/2013	<a href="#">Early childhood education and care provision: international review of policy, delivery and funding</a>
23/03/2016	<a href="#">Early Learning and Childcare Data Consultation Findings</a>
15/06/2016	<a href="#">Early learning and childcare trials discussion paper: analysis of responses</a>
27/09/2016	<a href="#">Financial review of early learning and childcare in Scotland: the current landscape</a>
27/09/2016	<a href="#">Cost of early learning and childcare provision in partner provider settings</a>
07/03/2017	<a href="#">Drivers and barriers to uptake of Early Learning and Childcare amongst 2 year olds</a>
19/06/2017	<a href="#">Evaluability assessment of the expansion of early learning and childcare (NHS Health Scotland)</a>
19/06/2017	<a href="#">Provision of early learning and childcare and parents outcomes - an evidence brief (NHS Health Scotland)</a>
03/08/2017	<a href="#">Recommendations for Early Learning and Childcare Data report</a>
28/09/2017	<a href="#">Early Learning and Childcare Data Transformation Project - May 2017 Data Trial</a>
31/10/2017	<a href="#">Rapid evidence review: childcare quality and children's outcomes</a>
22/12/2017	<a href="#">Changes in early learning and childcare use and outcomes at age 5: compared two Growing up in Scotland cohorts</a>
22/12/2017	<a href="#">The expansion of Early Learning and Childcare: evaluation report 2017</a>
22/05/2018	<a href="#">Evaluation of the Early Learning and Childcare delivery trials</a>
07/08/2018	<a href="#">Parents' views and use of early learning and childcare: report</a>
27/11/2018	<a href="#">Early Learning and Childcare Data Transformation Project - June 2018 Data Trial</a>

## Infrastructure

Date Published	Document Link
30/06/2017	<a href="#">Space to Grow design guidance</a>

## Related SG Policies

Date Published	Document Link
04/09/2018	<a href="#">Programme for Government 2018</a>
06/06/2018	<a href="#">Seat Belts on School Transport (Scotland) Act 2017 – Guidance</a>
29/03/2018	<a href="#">Every Child, Every Chance: The Tackling Child Poverty Delivery Plan 2018-22</a>
16/11/2017	<a href="#">Education Governance Review</a>
22/08/2017	<a href="#">Report of the Barclay Review of Non-Domestic Rates</a>
	<a href="#">Pupil Equity Fund</a>