

# ELC Expansion Programme Update (January 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, meets in Kilsyth on Wednesday 6 February. The Board will consider local authority progress trajectories to April 2021, which at the time of writing have been received from 31 authorities. The Improvement Service has collected and analysed this data on behalf of the Board, and we will look to share relevant materials with authorities after the meeting.

*Contacts: JDB secretariat: **Sarah Duncan** [sarah.duncan@gov.scot](mailto:sarah.duncan@gov.scot); Progress data: **Heather Adams** 07827 230905 / [ELC@improvementservice.org.uk](mailto:ELC@improvementservice.org.uk)*

### Delivery Assurance Team

We are establishing a Delivery Assurance Team within the Scottish Government to support the work of the Joint Delivery Board. In particular, the team will build connections with and across local authorities and create delivery networks. The team will also offer support to local authorities in implementing their ELC expansion plans, identifying support needs, where necessary, and putting in place creative solutions to unlock delivery, drawing on specialist expertise.

We are currently recruiting a [Head of Delivery Assurance](#) to establish and lead that team.

*Contact: **Joe Griffin** 0131 244 6075 / [DirectorForEarlyLearningAndChildcareProgramme@gov.scot](mailto:DirectorForEarlyLearningAndChildcareProgramme@gov.scot)*

## 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 will continue to work with delivery partners to support the sector to implement the new approach, and to provide further supporting materials. A series of engagement and consultation events are now underway and invites to meetings within Regional Improvement Collaborative areas have been sent to Directors of Education and relevant ELC colleagues. The team is also 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**

Scotland Excel is currently preparing a suite of technical guidance to support the implementation of the Funding Follows the Child approach and the underpinning National Standard for Funded Providers. This guidance will cover: (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.

The supporting technical guidance will be published at the end of March 2019.

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

## **Maximum session length**

The Children and Young People (Scotland) Act 2014 currently sets out that “education (local) authorities must ensure sessions of [funded] early learning and childcare are:... each of more than 2.5 hours but less than 8 hours in duration.”

We intend to introduce legislative changes ahead of August 2020 to remove the condition to have a minimum number of funded hours in a session and to increase the maximum number of funded hours in a session to 10 hours, subject to parliamentary approval.

We are confident we can demonstrate providers are able to offer a high quality experience over longer sessions and the National Standard will offer opportunities for us to measure this over time through Care Inspectorate quality evaluations.

While flexibility for families is a welcome element of the expansion of hours, the key purpose of the approach is to ensure children have the best start in life. Therefore, the Scottish Government will amend this in legislation again if we are concerned that evidence is showing a detrimental impact on children’s wellbeing and outcomes.

Contact: **Joanna Mackenzie** 0131 244 0676 / [Joanna.Mackenzie2@gov.scot](mailto:Joanna.Mackenzie2@gov.scot)

## **Early Learning and Childcare 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 second time on 12 December when it focused on workforce challenges and potential solutions to these.

The next meeting of the Forum will take place on Tuesday 26 February in Lockerbie and will focus on local authority capacity planning and assessment of impacts of the expansion on partner providers.

All information and supporting arrangements for the Forum's activities are available on the [Knowledge Hub](#) (a guide on using the Knowledge Hub can be provided on request).

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 further 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.

Invitations will issue shortly, but please save the date in the meantime.

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

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

### **Parental communication**

We have been working with marketing colleagues on message testing the benefits of ELC. Parents responded well to messages around child development and play, spending time outdoors, and children having the opportunity to make new friends. They did not respond well to any messages that appeared to make a comparison to home. They preferred to hear from other parents about their experience. This information will help us to develop the Parent Club website and other promotional materials as part of our wider parental communication plan.

We have had useful discussions with some of the RICs about the balance of local and national messaging and will be working to develop resources that can be shared. We are also working with local authorities to set up parent focus groups to test our parental engagement strategy.

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

### **Uptake of Early Learning and Childcare**

Fran Iwanyckyj has joined the team and will have a focus on eligibility and uptake of funded ELC.

We are working with Child Poverty colleagues on the development of our Fairer Scotland Duty Assessment. If you would like to discuss this please contact Fran.

Contact: **Fran Iwanyckyj** 0131 244 7481 / [Francesca.Iwanyckyj@gov.scot](mailto:Francesca.Iwanyckyj@gov.scot).

## **Improving educational outcomes for children and young people from travelling cultures**

The Scottish Government published an updated guidance document, [Improving educational outcomes for children and young people from travelling cultures](#), on 12 December.

The Ministerial Working Group on Gypsy/Travellers wants to strengthen the current approach to education for these communities, and explore models of potential flexibility in learning, with a view to engaging communities for the long term. To drive improvements at a faster pace, the Scottish Government will support and share best practice in delivering education for Gypsy/Travellers for all ages and stages through the Scottish Traveller Education Programme (STEP). This will include a National Development Officer to build existing and create new partnerships between the Gypsy/Traveller community and local authorities to develop sustainable practices, and support implementation of the guidance. This will pave the way for further investment from the Tackling Child Poverty Fund. We are working with colleagues to consider how ELC take up is best supported.

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. This brought local authorities and partner organisations together to share learning on maximising the impact of the additional graduates and supporting their recruitment/retention. The discussions were highly useful and a summary of the event will be produced and shared with attendees and posted on the [Knowledge Hub](#) shortly. We will take forward a series of actions in collaboration with local authorities following the event.

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

### **Inclusion Fund**

The Early Learning and Childcare Inclusion Fund provides funding to early learning and childcare settings to support children with additional support needs in Scotland to access their funded entitlement. It funds staff working in ELC settings to receive appropriate training, and fund resources, equipment and adaptations. The second round of the fund closed on 31 October 2018, and 139 settings were successful in their applications for funding.

The fund will open again on Monday 4 February, and close on 22 February. For more information, including guidance on applying, please see the [fund website](#).

Contact: **Hallé Brown** 0131 244 5951 / [halle.brown@gov.scot](mailto:halle.brown@gov.scot)

## **Experience of strengthening quality in ELC**

Structured conversations are well underway with local authority leads on ELC quality. Our aim is to identify and share local authority experiences of strengthening ELC quality (particularly in relation to closing the attainment gap). We have already heard numerous examples of strengthened practice and these interviews are developing our understanding of what is working well. LA leads have frequently mentioned workforce, outdoor learning and professional development as areas of innovation. We will also aim to share this learning across providers and plan to host an event to provide authorities with an opportunity to network and share learning before the summer holidays.

Contact: **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.** Version was shared with ADES Early Years Network for comment. Deadline for comments was the end of January so any outstanding comments to [Heather.Morris@gov.scot](mailto:Heather.Morris@gov.scot) as soon as possible please.
- **Action 4 – National on-line programme of CPL.** We are procuring contractors to deliver the modules. The tender documents are on Public Contract Scotland and the closing date for bids is 12 February.
- **Action 5 – Directory of CPL.** This will be launched on the new platform on the Care Inspectorate website, which we expect to be ready in early March.
- **Action 8 – CPL course for school leadership teams on what drives quality in ELC.** Forty primary headteachers from schools in 24 local authorities attended the first contact day for this three-day course on 30 January. The programme was constructed collaboratively by experienced headteachers, Education Scotland staff and university staff from Aberdeen and Strathclyde.. For more information see: <https://www.scotland.gov.uk/what-we-offer/school-leadership/leadership-of-early-learning-programme/> or contact [Alison.Weatherston@education.scotland.gsi.gov.uk](mailto:Alison.Weatherston@education.scotland.gsi.gov.uk)
- **Action 9 – Refresh of the national practice guidance.** Liz Paterson and Marion Burns will be leading the refresh of Building the Ambition on behalf of Education Scotland and will be establishing a ‘sounding board’ of stakeholders to help with this. We have agreed that the refresh should be undertaken alongside the development of the online modules of CPL (see above) to ensure that content is consistent and that Building the Ambition can signpost readers to the modules for further learning.
- **Action 10 - We will promote greater use of outdoor learning and physical activity by producing a ‘how to’ guide on finding access to suitable outdoor areas and making the most of the opportunities that these offer to promote children’s development.** On 21 December 2018 we published, in collaboration with Inspiring Scotland and the Care Inspectorate [Out to Play: practical guidance for creating outdoor play experiences in early learning and childcare](#). We will formally launch this document in February and arrange for printed copies for those who wish to have them.
- **Action 12 – Family learning.** In 2019 Scottish Government will implement a national family learning programme for ELC settings located in the 20% most deprived areas. This will support a significant increase in ELC practitioners trained in family learning during the expansion. We are currently beginning the tendering process for a programme, after working with ADES Early Years network to agree how to further invest in these.

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

## **Regional Improvement Collaboratives**

- We are providing up to £5 million directly to the RICs in this school year, to enhance their development and to support delivery of their 2018-19 regional plans. This includes support for RIC Early Learning & Childcare workstream activity.
- During this school year, Education Scotland will also deploy additional, expert support to the RICs, to further strengthen Scotland's regional capacity for improvement. Each RIC will have an Education Scotland Regional Team; those will be led by a Senior Regional Adviser, who will coordinate expert educational support at a regional and local level. Further detail on each region's Education Scotland Regional Team is expected to be confirmed in the spring.
- This approach – additional regional funding with enhanced Education Scotland support - marks a significant move towards an integrated regional team model. It will strengthen and focus the combined efforts of partners through the RIC areas to collaborate on educational improvement, to develop and share best practice and to support partners to improve learning outcomes for children and young people.
- 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 are due to be published on 4 February 2019.

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

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

The 2 year old offer project has been joined by a new team member, Kerrie Harkness. Kerrie started at the beginning of January and we will be taking some time to get out of the office over the next few months to meet those planning and delivering services for our terrific 2 year olds.

Contact: **Kerrie Harkness**, [Kerrie.Harkness@gov.scot](mailto:Kerrie.Harkness@gov.scot)

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

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

Colleagues working on the Scottish Study of Early Learning and Childcare (SSEL) and national policy on the 2 year old offer are working together to provide an event looking at the evaluation of the expansion and sharing good practice on delivering the 2 year old entitlement.

The first part of the day will be focussed on those who participated in Phase 1 of the SSEL, providing an overview and feedback on their involvement.

After lunch, there will be information on Phase 2 of SSEL and a session on 'maximising the offer to eligible 2s'. You will hear from those delivering services on how they are designing an offer that appeals to families and improves outcomes for 2 year olds. There will be an opportunity for discussion and questions.

Contact: 2 year old offer: **Kerrie Harkness** [Kerrie.Harkness@gov.scot](mailto:Kerrie.Harkness@gov.scot); SSEL: **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. A further phase of the school-leaver focussed recruitment campaign launched ran across the latter part of 2018. This phase consisted of both social marketing promotional activity via digital and social media channels, and field activity, engaging directly with young people in schools.

By March 2019, there will have been at least one field event in every local authority area. Thank you to those who have assisted us in finding suitable locations to engage with as many pupils as possible.

Phase two of the recruitment campaign, focussing on the parental/career changer audience went live in mid-January supported by a Metro wrap and high profile field activity. Further information is available on the ELC Recruitment Marketing update on Knowledge Hub.

The Knowledge Hub also includes links to resources on the campaign website: [www.childcarecareersscotland.scot](http://www.childcarecareersscotland.scot), 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.

The SG Developing the Young Workforce team are seeking to engage with ELC employers with a view to visiting schools to raise awareness among pupils of the benefits of a career in ELC. The lead policy official for employers to contact is [Adrian.Martin@gov.scot](mailto:Adrian.Martin@gov.scot)

For further information on the campaign, or if we can assist your local recruitment efforts, please contact:

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

### **MyJobScotland website**

The national campaign website [www.childcarecareersscotland.scot](http://www.childcarecareersscotland.scot), includes a Live Jobs Feed feature, where potential recruits can search for ELC jobs within their local area. The Feed is drawn from COSLA's recruitment site, myjobscotland, which to date has been open, in the main, to local authorities. We have now agreed with COSLA that the site will be opened up to private and third sector ELC providers to place their adverts free of charge throughout 2019 and 2020, to enable providers to have their adverts viewed by the volumes of potential recruits we are driving towards the Live Jobs Feed on our website via our national campaign activity.

COSLA are currently working with some private providers to trial the new process for placing adverts, and we aim for this to be open to private and third sector providers across Scotland in the coming weeks.

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

## **7. EVIDENCE AND ANALYSIS**

### **Transformation of the ELC Census**

Work continues with SEEMiS and local authority representatives to finalise the requirements for developing a new ELC data management system for use in settings (including childminders) and by central local authority staff to manage the delivery of ELC. We are considering appropriate timings of data trials given the impact of the system changes on the data transformation project plans.

Contacts: **Keira Gore** 0131 244 1690 / [keira.gore@gov.scot](mailto:keira.gore@gov.scot)

## **8. INFRASTRUCTURE**

SFT is continuing to engage with local authorities' ELC project teams to provide ongoing support on infrastructure issues. In the last period SFT has met with several local authorities to discuss the design of new build facilities and to share lessons learned across the programme.

SFT is continuing to work with East Ayrshire Council in relation to the ELC Reference Designs that were made available 2018. This work comprises a whole life cost assessment of the three reference designs with a view to providing benchmark data to inform future running and maintenance costs of new facilities. It will also seek to evidence the benefits BIM (Building Information Management) technology can afford in terms of the design, construction and operation of new ELC facilities.

Contact: **Alastair Young** – 07775 665427 / [alastair.young@scottishfuturestrust.org.uk](mailto:alastair.young@scottishfuturestrust.org.uk)

## **9. WELFARE FOODS**

Work continues around Welfare Foods having been devolved to Scotland. We continue to work closely with our UK Government colleagues around legislation to ensure a smooth transition. Our main focus of recent has been Best Start Foods (formerly UK Healthy Start Vouchers) where we intend to deliver the following:

- In summer 2019 we will replace the UK Healthy Start Vouchers with a new Best Start Foods scheme in Scotland.
- We will increase payments from £3.10 to £4.25 and expand the range of foods available through the new Best Start Foods; ensuring children can receive a healthy and balanced diet.
- We will introduce a smartcard, which will replace the current paper voucher system and make Best Start Foods as easy to access as possible for families and reducing the administrative burden for retailers. A smartcard provider has recently been procured.
- We are integrating the application form for Best Start Foods and Best Start Grant (formerly Sure Start Maternity Grant) so families can apply for both benefits using the one form.

Contact: **Steven Fogg** – 0131 244 0423 / [steven.fogg@gov.scot](mailto:steven.fogg@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

Date Published	Document Link
03/08/2017	<a href="#">Recommendations for Early Learning and Childcare Data report</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>