

Edinburgh's 1140 Early Learning and Childcare Locality/City Model

<p>38 weeks 9am-3pm</p> 	<p>38 weeks flexible</p> <p>Where will I go for early learning and childcare</p>	<p>FIXED</p> <p>50 Weeks 8am-12.32pm Or 1pm-5.32pm</p>
<p>Blended Early Years setting and Childminder</p>		<p>50 Weeks</p>  <p>Flexible</p>
<p>600 hours fixed or flexible</p>	<p>Blended Early Years Setting and Forest Kindergarten</p> 	<p>1140</p> 

Delivering High Quality Early Learning and Childcare

The Early Years team have developed a focussed Improvement Plan with key aims for improvement. Within 2017-18 the localities will bring together Nursery Classes, Nursery Schools, Early Years Centres, Partner Providers including private nurseries, playgroups and childminders. Across the session there will be locality events where central themes for improvement will be shared and developed in line with national guidance. Proportionate 'Support and Challenge' visits to settings will run alongside these events focusing on central themes from our strategic plan, auditing practice and developing action for improvements. Within each locality, we plan to set up small network groups called 'ELIPs' (Early Learning Improvement Partnerships) to support and develop a self-improving system within our early years settings across the city.

The plan for ensuring the highest quality provision for our children is set under the three headings of: People, Practice and Place.

People

Aims

- *Develop a highly skilled and motivated workforce to deliver a high quality Early Years' Service. Alongside this we aim to*
- *Strengthen and develop integrated partnership working to provide support for all children and families.*

EELCA - Edinburgh's Early Learning and Childcare Academy provides places for up to 30 Trainee and Modern Apprentice Early Years Practitioners to study and achieve an SVQ3 Health and Social Care, Children and Young People qualification.

We have also devised a number of training programmes within EELCA to support and build the skills of the existing workforce throughout the delivery of the 1140 hours. These include

- Aspiring Leaders within the Early Years
- Early Level Teachers
- Funded qualifications BA Childhood Practice, PDA Level 9 and Froebel training
- Forest Kindergarten training

EELCA is central to providing training and supporting lifelong learning through working groups and networks. In addition to the training described previously it also has a key role in leading and sharing the Early Learning and Childcare agenda across all our settings including our Partner Providers.

Further details on our EELCA training programme can be found in the Workforce section (4) of this plan

Moving forward with the expansion we see an opportunity, due to the flexibility of hours for staff to have quality collegiate time for professional learning and development. We will be reviewing and evaluating the effectiveness of how this time is used and the impact this has on improving outcomes for children.



Within our Early Years settings, we will continue to work closely with parents strengthening the support to parents and carers through groups such as PEEP- Parents Early Educator Programme and POPP- Psychology of parenting programme.

Practice

Aim

- *Develop high quality play and learning opportunities and active learning as integral parts of the Early Years' service.*



As we phase in 1140 hours, we will continue to review practice using How Good Is Our Early Learning and Childcare and Building the Ambition to support development of the curriculum across early level. Literacy, Numeracy and Health and Wellbeing will continue to be a priority in ensuring quality within our settings. A focus on pedagogy and play will be central to our quality strategic plan. We plan to review our planning, assessment and tracking procedures and processes which will be shared with all our settings including our partners through new locality working meetings.

As we explore different models of delivering 1140 hours we will need to look at the structure of the day within many of our settings. If our children are in one setting for the full day we will be able to change the pace of the day and ensure deeper learning experiences. If our children are

sharing the day within a blended model practitioners will need to ensure smooth transition and quality communication between settings.

Support specifically for early years settings with children aged 0-3 years will be provided through quality assurance and development officer support visits across local authority settings and partner provider nurseries. This year over 30 support visits were provided on request, and to those in the Service Review process. We also co-ordinate and deliver training for practitioners working with 0-3's through the council's CPD directory and this year we have also delivered training to non-partner provider playgroups.



As part of our quality assurance we will provide a support and challenge role to a wider range of partners ensuring the highest quality experiences for our children.

Childminders

We have allocated an Early Years Manager and Strategic Development Officer to support the childminders working in partnership with us, to address our quality agenda outlined above and to meet the Scottish Government's new standard of Best Practice for childminders.

Support and Challenge Focus

As part of Phase 1 our focused self-evaluation will be based on a 'back to basics' approach to ensure consistency across all settings. We see this as an opportunity for us to work with all settings developing a strategic plan for self-evaluation linked to quality indicators from How Good Is Our Early Learning and Childcare and Building the Ambition.

Centrally we will provide high quality professional learning for staff and within each locality develop smaller learning networks to encourage partnership, collaboration, and a self-improving system across our early years.

The quality improvement team will provide proportionate support and challenge visits focusing on the themes and evaluating the identified quality indicators from a range of settings.

This will provide qualitative data which will be shared with all settings in a summary report at the end of each block. This will support all settings to look inwards, outwards and forwards in line with the approach from HGIOELC. In addition to this it will allow the central team to validate gradings linking to each setting's individual standards and quality plans.

The following pages outline our Support and Challenge focus for Phase 1 and 2 of the expansion and will contribute to the provision of high quality early learning and childcare for our children.

People, Practice, Place

"Play is the child's means of living and of understanding life"
Susan Isaacs - Psychologist and Psychoanalyst

 <h1 style="margin: 0;">Early Years Focused Self Evaluation</h1> <h2 style="margin: 0;">Phase 1</h2> <p style="margin: 0;">August 2017-June 2018</p> 		
Support and Challenge		
Block 1 September-December	Block 2 January-March	Block 3 April-June
<p><i>What do children need?</i></p> <p>HGIOELC – QI 1.3 Leadership of change BtA - 6.4.1 / 6.5.1 ELC- What do children need?</p> <ul style="list-style-type: none"> ○ VISION, VALUES & AIMS ○ ETHOS ○ ENVIRONMENT ○ CHILDREN'S VOICE 	<p><i>Early Learning Pedagogy</i></p> <p>HGIOELC – QI 2.3 Learning, Teaching and Assessment BtA 7.5.3 - Putting Pedagogy into Practice</p> <ul style="list-style-type: none"> ○ COMMUNICATION ○ ENGAGEMENT ○ CHILDREN'S VOICE ○ DIFFERENTIATION ○ STAFF KNOWLEDGE & UNDERSTANDING ○ QUALITY INTERACTIONS 	<p><i>Curriculum - focus on Literacy Across Learning</i></p> <p>HGIOELC – QI 2.2 Curriculum & 3.1 Ensuring Well-being Equity and Inclusion BtA 7.5.2 Putting Pedagogy into Practice</p> <ul style="list-style-type: none"> ○ CURIOSITY/ENQUIRY/CREATIVITY ○ ENGAGEMENT ○ ENVIRONMENT ○ CHILDREN'S VOICE ○ INCLUSION

Following Phase 1 we will evaluate and confirm our strategic plan for the next phase. The release of the Quality Plan in October 2017 from the Scottish Government will inform this plan. Phase 2 will build on phase 1 further developing our locality working and smaller networks.

People, Practice, Place

"Play is the child's means of living and of understanding life"
Susan Isaacs - Psychologist and Psychoanalyst

 <div style="text-align: center;"> <h3>Early Years Focused Self Evaluation Phase 2- Draft Plan</h3> <p>August 2018-June 2019</p> </div> 		
<h3>Support and Challenge</h3>		
Block 1 September- December	Block 2 January-March	Block 3 April-June
Planning, tracking and monitoring HGIOELC – QI 2.3 Learning, Teaching and Assessment 3.2 Securing Children's Progress Building the Ambition- 7.5.2 Communication, <ul style="list-style-type: none"> ○ ENGAGEMENT ○ DIFFERENTIATION ○ ENVIRONMENT ○ CHILDREN'S VOICE ○ INCLUSION 	Curriculum - Numeracy Across Learning HGIOELC – QI 2.2 Curriculum & 2.3 Learning, Teaching and Assessment Building the Ambition- 7.5.3 Promoting curiosity, inquiry and creativity <ul style="list-style-type: none"> ○ ENGAGEMENT ○ DIFFERENTIATION ○ ENVIRONMENT ○ QUALITY INTERACTIONS ○ CHILDREN'S VOICE 	Health and Well being HGIOELC – QI 3.1 Ensuring well-being, equity and inclusion Building the Ambition 7.5.1 Wellbeing <ul style="list-style-type: none"> ○ INCLUSION ○ DIVERSITY ○ CHILDREN'S VOICE ○ ENVIRONMENT ○ ENGAGEMENT ○ DIFFERENTIATION

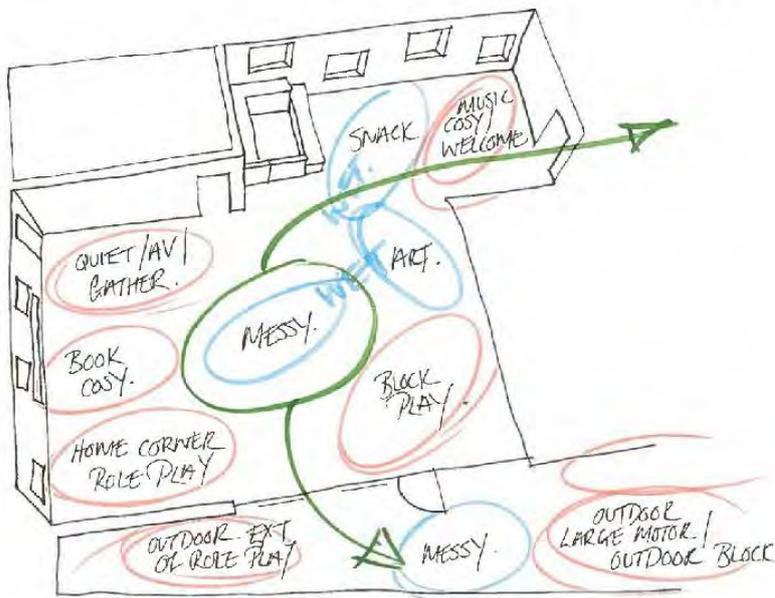
Place

Aim

- *Develop flexible, affordable, accessible early learning and childcare provision and services for all children and families*

The Early Years Team worked alongside CEC Interior Design to research and plan sector leading design in the new nurseries. Research on environments and approaches which help young children to learn best was fundamental in creating a nurturing, holistic and natural environment to support children's learning and development.

The expansion will allow more time and flexibility to allow settings to use community resources and space locally. This will widen the learning experiences for the children and so enhance the quality of learning and teaching.



Well-designed environment including layout, construction and decoration have a significant impact on literacy and numeracy. Individual early years setting design can play a significant role in supporting learning experiences when navigation routes, specialist facilities and play areas are taken into consideration at the planning stage. All early learning and childcare environments should promote active learning, curiosity, inquiry and creativity.

Appendix 5 provides full details on our design paper

Forest Kindergarten Training

To support our plans to increase in Forest Kindergarten provision across the city, the following



training has been devised. This will be delivered by our Play Development Officer in partnership with Mary Erskine and Stewart Melville schools.

Type of training
Forest Kindergarten 3 day training incorporating an observation site visit to a forest kindergarten in Edinburgh.
Forest Kindergarten Fire /Ropes and Tools course
Forest Kindergarten networking days
Forest School 9 month accredited Level 2 & 3 modular course.

Phasing and Prioritisation for 1140 hours

The introduction of the increase in hours will be a gradual process and we plan to roll this out across the city with a year on year increase in the number of settings delivering 1140 hours term time and all year round. This will be informed by our consultation process.

The information we have gathered to date, notes citywide we will require approximately, 11,900 early learning and childcare places by August 2020. Our data shows we have 3669 local authority spaces and 4221 partner provider spaces, which leaves us 4010 places to find. To help us plan for this and to phase in the expansion, we have grouped our LA and PP supply and demand information into high school clusters within localities. This enables us to ascertain the level of flexibility, accessibility and affordability available to parents in their local area.

Using this information, where possible we aim to provide a range of models for parents

- *1140 hours only* - School term time only
- *1140 hours +* - School term time with additional hours to purchase
- *1140 hours only* – over 50 weeks
- *1140 hours +* - over 50 weeks
- *600 hours – flexible or term time only*

Blended Models, for example

- *15 hours in an early years setting and 15 hours at Forest Kindergarten*
- *15 hours in an early years setting and 15 hours with a Childminder*

Prioritisation We have devised a criteria to prioritise how we will phase in the expansion

Criteria for providing 1140 hours.

1. Capacity to expand within the existing early years setting
2. Children residing in areas of deprivation SIMD 1&2
3. Parents in work or training and currently purchasing additional hours in Local Authority settings.
4. Prioritising by date of birth

Using the information we have gathered in relation to capacities, supply and demand we have estimated the numbers that will be met as we progress through each phase of the expansion. To enable us to address demand **we will increase the number of settings open all year round from 17 to 52** and these will be open between the hours of *8.00am to 6.00pm*. This will provide parents with more flexible, accessible and affordable childcare.

Our plans for addressing supply and phasing in 1140 across each locality in the city are on the following pages. These will be reviewed termly and we will explore opportunities for partial phasing within settings where possible.

North East

Current Cluster Provision	Phase 1 Aug 17 – Jul 18	Phase 2 Aug 18 – Jul 19	Phase 3 Aug 19 – Jul 20	Phase 4 Aug 20 – Jul 21
Castlebrae 6 LA settings	2 LA settings delivering 1140 hours	Introduce 50 week LA provision 8am-6pm (1 setting)	Introduce Childminder provision X 5	6 LA settings delivering 1140 hours (4 settings 50 week provision)
Drummond 3 LA settings 5 Partner Providers	2 LA settings delivering 1140 hours	Introduce Childminder provision X5	2/5 Partner Providers delivering 1140 hours.	3 LA settings delivering 1140 hours 50 week provision 5 Partner Providers
Leith 8 LA settings 2 Partner Providers		2 LA settings 50 weeks 8am – 6pm	Introduce Childminder Provision X5	8 LA settings delivering 1140 hours (3 settings 50 Week provision) 2 Partner Providers
Portobello 6 LA settings 8 Partner Providers	1 LA setting delivering 1140 hours	Refurbish Brunstane Nursery Introduce a forest Kindergarten 1 Partner Provider delivering 1140 hours - Kidzcare	2/8 Partners delivering 1140 hours	New build Nursery 6 LA settings delivering 1140 (1 setting 50 week provision) 8 Partner Providers Introduce Childminder Provision X5

North West

Current Provision	Cluster	Phase 1 Aug 17 – Jul 18	Phase 2 Aug 18 – Jul 19	Phase 3 Aug 19 – Jul 20	Phase 4 Aug 20 – Jul 21
Broughton		2 LA settings delivering 1140 hours	1 LA setting 50 week provision 8am-6pm	New build nursery	5 LA settings delivering 1140 hours (2 settings 50 weeks) 10 Partner Providers
5 LA settings					
10 Partner Providers					
Craigmount		1 LA setting delivering 1140 hours	Introduce Childminder Provision X5		5 LA settings delivering 1140 hours (2 settings 50 week provision) 11 Partner Provider
5 LA settings					
11 Partner Providers					
Craigroyston		Introduce Childminder provision X 3 Childminders	1 LA setting delivering 1140 hours (50 week provision) 1 Partner Provider North Edinburgh Childcare	New build nursery Introduce Childminder Provision X5	7 LA settings delivering 1140 hours (2 settings 50 week provision) 2 Partner providers
6 LA settings + 1 special school nursery					
2 Partner Providers					
Forrester			1 LA setting delivering 1140 hours	Introduce Childminder provision X5	6 LA settings delivering 1140 hours (1 setting 50 week provision) 1 Partner Provider
6 LA settings					
1 Partner Provider					
Queensferry		1 LA setting delivering 1140 hours Introduce Childminder provision X 5 Childminders	Refurbish Queensferry Nursery	1 New build nursery 3/6 Partner Providers delivering 1140 hours	1 New build nursery 5 LA settings delivering 1140 hours (3 settings 50 weeks) 6 Partner Providers
5 LA settings					
6 Partner Providers					
Royal High		Introduce Forest Kindergarten	Introduce Childminder provision X 5		3 LA settings delivering 1140 hours (1 setting 50 weeks) 6 Partner Providers
3 LA settings					
6 Partner Providers					
Trinity		1 LA setting delivering 1140 hours	Refurbish Fort EYC	2 LA settings delivering 1140 hours 50 week provision.	New build nursery 3LA settings delivering 1140 hours (3 settings 50 weeks) 8 Partner Providers
3 LA settings					
8 Partner Providers					

South East

Current Cluster Provision	Phase 1 Aug 17 – Jul 18	Phase 2 Aug 18 – Jul 19	Phase 3 Aug 19 – Jul 20	Phase 4 Aug 20 – Jul 21
Boroughmuir 3 LA settings 17 Partner Providers		Introduce Childminder provision X 5	5/17 Partner Providers delivering 1140 hours	New build nursery 4 LA settings delivering 1140 hours (1 setting 50 weeks) 17 Partner Providers
Gracemount 1 LA setting 2 Partner Providers		Introduce a forest Kindergarten	Introduce 50 week LA provision 8am-6pm Introduce Childminder provision X 5	2 new build nurseries open 50 weeks 2 Partner Providers
James Gillespie's 8 LA settings 14 Partner Providers	6 LA settings delivering 1140 hours	7 LA settings delivering 1140 hours (5 settings 50 weeks) Introduce a forest Kindergarten	Introduce Childminder provision X 5	8 LA settings delivering 1140 hours (5 settings 50 weeks) 14 Partner Providers
Liberton 8 LA settings 7 Partner Providers	2 LA settings delivering 1140 hours	2 Refurbishment 3 LA settings delivering 1140 hours (2 settings 50 weeks)	1 new build nursery. Introduce Childminder provision X 5	Combine two settings- New build nursery 7 LA settings delivering 1140 hour (4 settings 50 weeks) 7 Partner Providers

South West

Current Cluster Provision	Phase 1 Aug 17 – Jul 18	Phase 2 Aug 18 – Jul 19	Phase 3 Aug 19 – Jul 20	Phase 4 Aug 20 – Jul 21
Balerno 2 LA settings 2 Partner Providers	Introduce a forest Kindergarten	Refurbish Nursery 1 LA setting delivering 1140 hours	Introduce Childminder provision X 5	1 New build Nursery 2 LA settings delivering 1140 hours (1 setting 50 weeks) 2 Partner Providers
Currie 2 LA settings 4 Partner Providers		Introduce Childminder provision X 5	New Build nursery	4 LA settings delivering 1140 hours over 50 weeks 4 Partner Providers
Firhill 6 LA settings + 1 special school 8 Partner Providers	2 LA settings delivering 1140 hours	Introduce Childminder provision X 5 2/8 Partner Providers	Introduce 50 week LA provision 8am-6pm New Build nursery	New build nursery 6 LA settings delivering 1140 hours (2 settings 50 weeks) 8 Partner Providers
Tynecastle 6 LA Settings 4 Partner Providers	1 LA setting delivering 1140 hours	1 New build 2 LA settings delivering 1140 hours (1 setting 50 weeks)	Introduce a forest Kindergarten 4 LA settings delivering 1140 hours (1 setting 50 weeks)	6 LA settings delivering 1140 hours (5 settings 50 weeks) Introduce Childminder provision X 5 4 Partner Providers
WHEC 5 LA settings 1 Partner Provider	2 LA settings delivering 1140 hours	5 LA settings delivering 1140 hours (1 setting 50 weeks) 1 Partner Provider Smilechildcare	Combine two settings. New build nursery	4 LA settings delivering 1140 hours (4 settings 50 weeks)

Forest Kindergartens

Our plan for phasing in the Forest Kindergarten approach to support delivery of 1140 hours is as follow



Phase		Number of Early Years Settings delivering 1140 hours		Number of children
		Start Date	Location	
1	August 17-July 18	October 2017	Laurieston Castle	15AM & 15 PM
		January 2018	Cliftonhall	15AM & 15 PM
2	August 18-July 19	August 2018	Mortonhall & Meadowfield	15AM & 15 PM
3	August 19-July 20	August 2019	Craiglockhart	15AM & 15 PM
4	August 20-July 21	August 2020	Hermitage Park	15AM & 15 PM

Note: Phase 5 August 2021 – July 2022 Explore opportunities for additional Forest Kindergartens depending on demand and available sites

Summary of local authority phasing

Phase		Number of Early Years Settings delivering 1140 hours			Number of Children able to access 1140 hours	
		Term time 38 weeks	Year round 50 weeks	Total settings	3-4's	2's
1	August 17-July 18	17 + 2 FK's	9	26 + 2 FK's	1000	130
2	August 18-July 19	23 + 5 FK's	17	40 + 5 FK's	2308	343
3	August 19-July 20	25 + 6 FK's	22	47 + 6 FK's	3380	457
4	August 20-July 21	51 + 6 FK's	52	103 + 6 FK's	7326	635
5	August 21-July 22					
	Totals	51 + 6 FK's	52	103 + 6 FK's	7326	635

Proposed Phasing in Plan with Funded Providers

Phase	
1 17-18	<p>Partner Providers</p> <ul style="list-style-type: none"> September 2017 – establish monthly meetings with the Partners Monitoring Group PMG to explore the key issues of the expansion. September 2017 - Evaluating the feedback from partners to identify the best locations to start of Phase 2 of our expansion programme (August 2018 – July 2019) Consult partner providers on the cost of providing ELC and hourly rates. <p>Childminders</p> <ul style="list-style-type: none"> August 2017 – Begin pilot with 8 Childminders in the North West of the city <i>Queensferry Cluster</i> – 5 childminders delivering a blended model with Dalmeny Primary School. Providing 540 hours <i>Broughton Cluster</i> – 3 childminders January 2018 – Evaluation of the pilot April 2018 – Invite an additional 12 childminders into partnership to support delivery of 1140 in the North West Locality from August 18.
2 18-19	<p>Partner Providers</p> <ul style="list-style-type: none"> Agree hourly rate for session 2018/19 Begin Phasing in 1140 with settings providing subsidised childcare North East – Kidzcare North West – North Edinburgh Childcare South East South West - Smilechildcare <p>Childminders</p> <ul style="list-style-type: none"> August 2018 North East - 5 new childminders North West – 10 new childminders South East – 5 new childminders South West 10 new childminders Total 38 childminders across the city.
3 19-20	<p>Partner Providers</p> <ul style="list-style-type: none"> Agree hourly rate for session 2019/20 Begin Phasing in 1140 North East 4 Partner Providers North West 4 Partner Providers South East 5 Partner Providers <p>Childminders</p> <ul style="list-style-type: none"> August 2019 North East - 10 new childminders North West – 10 new childminders South East – 15 new childminders South West 5 new childminders Total 78 childminders across the city.

<p>4 20-21</p>	<p>Partner Providers</p> <ul style="list-style-type: none"> • Agree hourly rate for session 2020/21 • Complete Phasing in 1140 <ul style="list-style-type: none"> North East 15 Partner Providers North West 45 Partner Providers South East 39 Partner Providers South West 19 Partner Providers <p>Childminders</p> <ul style="list-style-type: none"> • August 2020 <ul style="list-style-type: none"> North East – 5 new childminders North West – South East – South West 5 new childminders <p>Total 88 childminders across the city.</p>
<p>5 21-22</p>	<p>Partner Providers TBC</p> <p>Childminders</p> <ul style="list-style-type: none"> • August 2021 at least 88 childminders in partnership across the city •

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Phasing Plan for Local Authority Infrastructure

Existing Assets and Capital Investment

Use What We Have

The Early Years estate is characterised by small facilities; 67% of the facilities are registered for up to 40 3-5 year olds and 24% are registered for 2 year olds. The majority of the estate reflects the design intentions of their time – providing a small number of hours of early learning to ‘pre school children’ (nursery classes make up 72% of the estate) or supporting vulnerable children and families in areas of deprivation.

The condition of the buildings is being surveyed as part of an ongoing survey of the Council’s operational estate. The surveys of the Early Years estate completed to date show an overall condition rating of ‘B’ – Satisfactory.

The opportunity to increase the capacity of existing Early Years estate has been assessed and increasing the registered capacity of existing facilities with limited capital investment and refurbishment is being pursued where possible.

The School Estate

There are 88 primary schools across the city, of which, 71 have a nursery class. Demand for places at the city’s primary schools has experienced a period of rapid increase; rising from a population of 24,618 primary pupils in 2010 to 29,745 in 2016 and is expected to increase by a further 1,800 pupils by 2020. The latest National Records of Scotland (NRS) population projections indicate the primary school roll will continue to rise and reach an estimated 33,442 by 2025 and 35,655 by 2030. The rising primary school roll will also affect the secondary school roll in due course.

Since 2013 the Council has responded to a rising birth rate with a Rising Rolls Programme that has increased the capacity at 31 primary schools through internal reconfiguration, extension or catchment review. Extensions to increase the capacity at nine schools for August 2018 are currently progressing.

The Strategic Development Plan covering Edinburgh, the Lothian, Scottish Borders and part of Fife (SESPlan) requires 107,560 new homes, and the City of Edinburgh Council’s share of that is 29,510. The Council’s Education Appraisal for the Local Development Plan (September 2017) identifies additional school infrastructure is required to support planned housing growth: extensions to 16 primary schools, eight secondary schools and building seven new primary schools and one secondary school. The Council has also committed to building a new primary school in South Edinburgh to address pressure at South Morningside, Bruntsfield and James Gillespie’s primary schools and replacing three other schools (St Crispin’s School and St John’s RC Primary School and Castlebrae High School).

The opportunity to expand Early Years provision into the existing primary and secondary school estate is therefore very limited because of the acute pressure on the school estate. Given 72% of the existing estate is made up of nursery classes the opportunity to ‘use what we have’ is limited.

Other Existing Assets:

The suitability of existing assets across the Council has been assessed. A working group with representatives from Early Years, School Estate Planning and Strategic Asset Management identified potential assets in each locality that could be used as an Early Years facility. The

scope included community centres, libraries, offices, and leisure centres. The potential asset needs to have, or be capable of providing:

- A secure playroom – minimum capacity 24 (three staff)
- Toilets accessed from the playroom
- Space for storage and cloaks
- Direct access to a secure outdoor garden

Buildings originally designed and used as libraries and leisure centres do not lend themselves to accommodating Early Years provision without having a significant impact on the existing use and current users. Community centres may have a room that could be used but that room often does not have direct access outside and would accommodate a small number of children and it is not desirable to have a number of 'satellite' Early Years facilities from an operational perspective. Other Council assets have been assessed as unsuitable because of limited accommodation available, lack of natural light or outlook and/or no opportunity to create a secure outdoor space. The pressure to provide additional early years facilities should not be at the expense of the quality of the early learning and play experience. Any opportunity from other assets is likely to come from redevelopment of the site and designing a mixed-use building from the outset.

Use What We Purchase

Approximately forty percent of our children attend partner provider provision. We have made the assumption that this will continue as we phase in 1140 hours. We are in the process of consulting with partners to explore possible opportunities to increase capacity within their settings. We plan to continue strengthening our local authority provision with funded providers through blended models with childminders and the introduction of Forest Kindergartens

Create What We Need:



Ferryhill Nursery Class New build completed August 2017.

Projected demand for local authority Early Learning and Childcare identifies a significant shortfall across the city, 3838 places. Expansion of the Early Years Estate is necessary to meet the demand for 1140 hours by 2020 and the Council considers the demand cannot be met by continuing to build small facilities. A working group

comprising of Early Years, School Estate Planning and the Capital Programme Team (Architects, Interior Designers and Project Managers) has been established to update the Nursery Design Brief. The working group has held two collaborative workshops and visited Early Years facilities that have high numbers to inform a new Design Brief and the Authority's Requirements. This builds on the lessons learnt from the 600 hours programme of new builds and refurbishments to create an infrastructure delivery model to build new facilities that create fun, nurturing, holistic and natural environments that support children's learning and development and can be delivered quickly. The new builds will cater for 2-5 year olds in the same playroom, each playroom will have a capacity of 64 and the outdoor space will be designed to provide 20% of the registered capacity of the facility, a total registered capacity of 80. A flexible space for dining, activity and PEEP groups will be included. The aim is to develop a model that can be delivered across the city and designed to be extended up to 160 or 192 depending on the need and demand. All new builds will be operate 50 weeks a year and open

from 08:00-18:00 to offer flexible choice and reflect the results of the Early Learning and Childcare consultation.

The phasing of the new build programme is based on the following criteria:

- Shortfall based on current demand
- Risk and opportunity to build – utilising existing Council assets and co-location of services where possible
- SIMD

Refurbishments

Phase	Site	Locality	Justification
1 Aug 17- July 18	Brunstane Primary School	NE	Medium shortfall across the cluster (greater than 100) Low availability of partner providers, less than 40%
	Dean Park Primary School	SW	Medium shortfall across the cluster (greater than 100) Area of growth Low availability of partner providers, less than 40%
	Prestonfield Primary School	SE	High shortfall across the cluster (greater than 200) Area of growth Low availability of partner providers, less than 40%
2 Aug 18- July 19	Craigentenny Primary School / Early Years Centre	NE	High shortfall across the cluster (greater than 200) Low availability of partner providers, less than 40%
	Fort Early Years Centre	NW	Area of growth
	Queensferry Primary School / Early Years Centre	NW	Village setting, remote from other facilities in the city High shortfall across the cluster (greater than 200) Area of growth Low availability of partner providers, less than 40%

Extensions and New Builds

Phase	Site	Locality & Cluster	SIMD Quintiles 1&2	Justification
3 Aug 19 – Jul 20	Granton Nursery Class	NW Broughton	84.6%	High shortfall across the cluster (greater than 200) Area of growth
	Pennywell Early Years Centre (Muirhouse)	NW Craigroyston	96%	High shortfall across the cluster (greater than 200) Area of growth Opportunity to link to wider regeneration in the area by 21 st Century Homes at Pennywell Low availability of partner providers, less than 40%

	Nether Currie Nursery Class	SW Currie	14.6%	High shortfall across the cluster (greater than 200) Area of growth No provision (local authority or partner provider) in the primary school's catchment area
	St John Vianney Nursery Class	SE Liberton	84.4%	High shortfall across the cluster (greater than 200) Area of growth Low availability of partner providers, less than 40%
	Kirkliston Nursery School	NW Queensferry	14.4%	Village setting, remote from other facilities in the city High shortfall across the cluster (greater than 200) Area of growth Low availability of partner providers, less than 40%
	Sighthill Nursery Class	SW WHEC	92.5%	Low availability of partner providers, less than 40%
4 Aug 20 – Jul 21	Ratho Nursery Class	SW Balerno	3.4%	Village setting, remote from other facilities in the city Medium shortfall across the cluster (greater than 100) Area of growth Low availability of partner providers, less than 40%
	New South Edinburgh Primary School and Nursery Class	SE Boroughmuir/ James Gillespie's	2.1%	Council Commitment
	St Mark's RC Nursery Class	SW Firrhill	46.3%	Medium shortfall across the cluster (greater than 100) Low availability of partner providers, less than 40%
	Gracemount Nursery Class	SE Gracemount	82.7%	Area of growth Low availability of partner providers, less than 40%
	New Broomhills Primary School and Nursery Class	SE Gracemount		Local Development Plan

Spinney Lane Nursery School / Gilmerton Primary Nursery Class	SE Liberton	86.1%	High shortfall across the cluster (greater than 200) Area of growth Low availability of partner providers, less than 40%
The Royal High Nursery Class	NE Portobello	33.4%	Medium shortfall across the cluster (greater than 100) Low availability of partner providers, less than 40%
Echline Nursery Class	NW Queensferry	4.8%	Village setting, remote from other facilities in the city High shortfall across the cluster (greater than 200) Area of growth Low availability of partner providers, less than 40%
New Leith Waterfront Primary School and Nursery Class	NE Trinity	52.5%	Local Development Plan
Craigmillier / Greendykes Early Years Centres	NE Castlebrae	87.3%	High shortfall across the cluster (greater than 200) Area of growth. No partner providers in the cluster

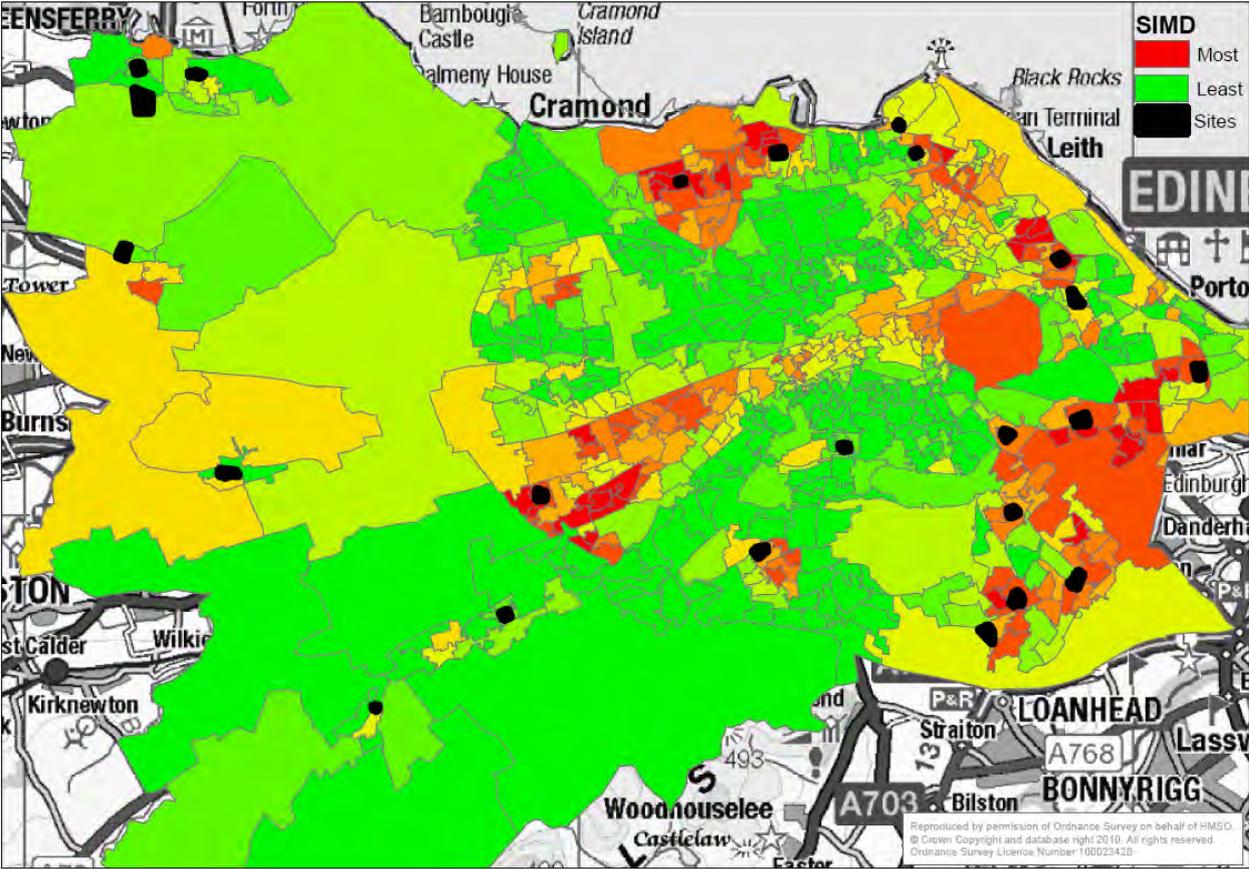
Our phasing in plan is based on opening more settings for 50 weeks per year offering morning or afternoon sessions of 4 hours 32 minutes. To date our survey returns indicate this is the least preferred option. However, this along with a programme of capital investment identified above will make maximum use of the resources we have.

In the future to meet the aspirations of the Blueprint and to offer parents choice of flexible and affordable early learning and childcare, additional capital projects will be required in the Craigmount, Drummond, Forrester, James Gillespie's, Royal High and Tynecastle cluster areas. We estimate this to be in the region of £38m.

In addition the Council has committed to building a further seven primary schools to support housing development identified in the Local Development Plan that will include additional Early Years facilities.

The following page shows the new build sites in relation to SIMD data

Extensions and New Builds in relation to SIMD data



Continuing Community Engagement

Phase	Engagement Activity
<p>1 Aug 17- July 18</p>	<p style="text-align: center;">Parents</p> <p>August – Carry out a survey with parent/carers to gather views on delivery models and session options e.g. School term time options – 38 weeks</p> <ul style="list-style-type: none"> • 9am to 3pm Monday to Friday • Flexible and purchase additional hours • Blended with a council nursery and funded provider <p>Full year options – 50 Weeks</p> <ul style="list-style-type: none"> • 8am to 12.32pm Monday to Friday • 1pm to 5.32pm Monday to Friday • Flexible between 8am-6pm and purchase additional hours <p>https://www.surveymonkey.co.uk/r/elcc17 See Appendix 4 for feedback to date.</p> <p>November – Analyse survey Jan to March – Produce parent friendly communication regarding the expansion plan.</p> <p style="text-align: center;">Workforce</p> <p>Locality Events</p> <ul style="list-style-type: none"> • September – host four locality events for senior staff from local authority, funded providers and non partner/voluntary settings. Share progress towards 1140 hours and provide opportunities for feedback. <p>Consultation</p> <ul style="list-style-type: none"> • We will continue to seek the views of staff involved in the phasing in programme to find out what is working well and what we can learn to support future phases. • Consultation with staff will also include a questionnaire to seek their views on changing terms and conditions e.g. moving from term time to year round contracts. • All staff will receive termly updates on the progress of the expansion via email. • We have established a Steering group of senior representatives from across the sector. We will now ensure workforce representation from all levels in newly developed working groups to support the delivery of 1140 hours. • Workshop planned for November to gather staff views on the design of ELC settings to provide 1140 hours. See appendix 5 <p style="text-align: center;">Funded Providers</p> <p>Partner Providers</p> <ul style="list-style-type: none"> • September, January and March - Early Years locality events for senior staff from all local authority and partner provider settings. Providing an update on progress towards 1140 and gathering views on future proposals. • September - Consult with partners on running costs. For example, annual utility costs, staffing costs and hourly rate of pay, month rates and any other costs. This information will help us to ascertain the needs of our partners as we continue to review the cost of providing early learning and childcare.

See *Appendix 6* for further details

- September – July. Host monthly partners monitoring group meetings to consult on the progress towards implementing 1140 hours.
- Complete an audit of supply and demand for provision within partner providers. Compare this with local authority data and explore opportunities of phasing in with partner providers.

Childminders

- December & April - Consult with Childminders on the progress of the Phase 1 pilot in the North West area of the city. Seek views on working in partnership with the local authority.
- December and April – Consult with parents and children on their experience of accessing funded early learning and childcare with a childminder. What is the impact on the child’s experiences? How does it meet the needs of parents in terms of flexibility, accessibility and affordability.
- May - Evaluate the blended approach where childminders are delivering part of the 1140 with a local authority setting delivering the remainder.
- March/April – Use audit information to identify at least 2 High School Clusters where the supply of provision for early learning and childcare is significantly lower than demand.

Non Partner Providers

Non-partner and voluntary organisations.

- Oct – Dec Gather information on the scope for non- partners to become partner providers with the city of Edinburgh council.
- Jan- Dec Explore opportunities for voluntary organisations to deliver ‘Blended models’ of ELC within local authority settings e.g. at the beginning and end of the day. This could be delivered by working in partnership with Breakfast Club and Out of School Care staff. Note: Managers of these types of provision are required to be registered with SSSC and hold a BA Childhood Studies.

Business Engagement

Local Business

- September – Set up a working group to explore how we can get local businesses on board to deliver early learning and childcare.
- October – Consult with local businesses that currently deliver early learning and childcare within the workplace e.g. Edinburgh College, Royal Bank of Scotland, Leith Academy and Victoria Quay.

Economic Development/Workforce Training

- September – Establish a working group with early learning and training providers, Edinburgh College, North Edinburgh Childcare and West Lothian College.
- September – July Working group to explore how we can provide training and work placement experience for wishing to enter a career in ELC. This may be for those new to the council or existing staff looking for the opportunity for a change of career ‘Career Changers’.
- October - explore opportunities within existing subsidised childcare provision to support parents in work or training.

<p>2 Aug18- July 19</p>	<p style="text-align: center;">Parents</p> <p>As Phase 1</p> <p style="text-align: center;">Workforce</p> <ul style="list-style-type: none"> • Continue consultation as phase 1 • Ensure workforce representation on relevant working groups. <p style="text-align: center;">Funded Providers</p> <p>Partner Providers</p> <ul style="list-style-type: none"> • Continue as Phase 1. • Depending on funding - Identify and Phase in 1140 hours with up to 8 partner provider settings. Prioritise those in SIMD 1 & 2. <p>Childminders</p> <ul style="list-style-type: none"> • Depending on the success of Phase 1, identify up to 10 additional childminders to support the delivery of ELC in two high school cluster areas where demand is significantly greater than supply of existing local authority or partner provider provision. <p style="text-align: center;">Non Partner Providers</p> <p>Non-partner and voluntary organisations.</p> <ul style="list-style-type: none"> • TBC <p style="text-align: center;">Business Engagement</p> <ul style="list-style-type: none"> • Consult with organisations who can support and advise on business engagement in Edinburgh. Gather views on barriers and potential for businesses providing ELC. Edinburgh Gateway, Edinburgh Business Forum Edinburgh Chamber of Commerce The Federation of Small Businesses
<p>3 Aug19- July 20</p>	<p>TBC</p>
<p>4 Aug20- July 21</p>	<p>TBC</p>
<p>5 Aug21- July22</p>	<p>TBC</p>

Growing the Workforce

The recently published **Skills Investment Plan: Prospectus for Scotland's Early Learning and Childcare Sector** states "Attracting, nurturing and retaining a diverse early learning and childcare workforce to support children, their families and communities to ensure the best possible start in life."

The increase in funded Early Learning and Childcare from 600hours to 1140hours by 2020 presents both challenges and opportunities particularly as the sector has to grow and invest in the workforce. There is a clear need for us to be able to respond to the expansion by increasing provision and the number of people employed in early years. However, this cannot be at the expense of quality. A key factor in ensuring quality is having staff with the right skills, attitudes and expertise.



Recruitment and Training

Local Authority Identified Additional Staffing Required for 1140

Approximately 650 staff work in local authority early learning and childcare. In addition to Early Years Managers and Nursery School Head Teachers we have 71 Head teachers/Depute Head teacher with management responsibility for early years. To support service delivery to meet the phased approach as outlined in section 2. Phasing and Prioritisation, we predict we will need the following staffing across our Early Years workforce.

	FTEs					
	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Staff in post - LA settings						
Managers (settings)	14.3	15.0	15.0	15.6	16.0	16.0
Teachers	80.6	80.7	82.2	82.2	81.8	77.3
Senior practitioners/ graduates	35.8	38.6	43.2	52.8	74.5	85.0
Additional graduates			20.0	20.0	20.0	20.0
Practitioners	299.8	327.1	410.5	519.4	704.8	792.1
Apprentices	0.0	0.0	0.0	0.0	0.0	0.0
C2 care workers / support staff (SSSC registered)	27.6	37.4	77.1	122.6	204.7	245.7
Admin / auxiliary staff (non-SSSC registered)	42.5					
Others (please specify)						
Nursery School Head Teachers	7.0	7.0	7.0	7.0	7.0	7.0
Early Years Officers	136.0	144.2	131.2	126.2	141.3	148.6
Sub total	643.7	650.0	786.2	945.8	1250.0	1391.7