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A BLUEPRINT FOR 2020

The Expansion of Early Learning and Childcare

Dundee City Council

ELC Expansion Plan

Dundee City Council **CHANGING FOR THE FUTURE**
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CONTENTS

SECTION ONE: Introduction and Executive Summary	3 – 6
SECTION TWO: Current Position	6 – 10
SECTION THREE: Future Position: Summary of Proposed Changes	10 – 12
SECTION FOUR: Implementation Plan	12 – 16
Appendix 1 – Infrastructure Requirements	17 – 20

DRAFT SUBJECT TO COUNCIL APPROVAL

SECTION ONE: Introduction

The Scottish Government (SG) is committed to increasing entitlement to free early learning and childcare (ELC) to 1140 hours per year for all three and four year olds and eligible two year olds by 2020. This will require significant estate redesign and workforce expansion and development. Local Authorities will oversee the quality in the provision of ELC as well as being a key provider of services.

Dundee City Council's elected members gave approval on Monday 25 September 2017 to support the further development of a delivery model based on a report presented to committee. This draft expansion plan outlines a proposed delivery model that is subject to Council approval at the end of November 2017.

The expanded ELC entitlement will be built upon the following guiding principles:

- **Quality** – the expansion will ensure a high quality experience for all children in Dundee, building on the high quality services delivered by committed staff and which are complimented by our involvement in the Scottish Attainment Challenge. Quality of the experience for children during the change period will be facilitated by a skilled and qualified workforce that focuses on leadership, valuing and developing the existing workforce and creating a high performing additional workforce.
- **Flexibility** – we will listen to families to ensure that the expansion supports them to access work, training or study, and that services are provided to support them as the child's first educator. Entitlement can be accessed throughout the year either term time or full year. Careful messaging to parents will be required regarding flexibility.
- **Accessibility** – ensuring that early learning and childcare capacity is sufficient and is as conveniently and geographically located as possible – particularly in areas of higher deprivation, while also appropriately meeting the needs of children who require additional support.
- **Affordability** – the expansion will increase access to affordable ELC which will help to reduce barriers to participating in the labour market.

Additional commitments within the 1140 hours programme.

There are a number of additional commitments published within the Scottish Government Programme for Government that sit within the 1140 hours programme. These include:

- a programme of ELC trials as of January 2017 and supported by £1 million of Scottish Government investment to test different delivery models to achieve the expansion to 1,140 hours. Dundee City Council is one of the trial sites, trialling a blended model of ELC for a targeted group of eligible two year old children. A small number of children will have the opportunity to access nursery provision and high quality home based care with a childminder.
- by 2018, children living in our most deprived areas will have access to an additional qualified teacher or childcare graduate. Dundee City Council will benefit by 21 additional graduates.

The Local Context

Dundee City Council (DCC) is committed to working collaboratively with others to put young children and families at the heart of policy and decision making. We believe that young children are competent, resourceful and full of potential and whose natural inquisitiveness is best supported by well qualified educators who create possibilities for them based on careful listening. Equally important is the physical environment, space and materials that stimulate children to learn and play. Our learning spaces, both indoors and outdoors, will therefore be of the highest quality, designed to be welcoming and inspiring, promoting independence and wonder, curiosity and challenge. These spaces will be conducive to the building of relationships, child to child, adult to child, adult to adult. Partners will be welcomed and encouraged to use our spaces as whenever possible, flexible meeting and working spaces will be available thereby encouraging collaboration and the creation of new possibilities for joint working.

DCC welcomes the opportunity to build on the success and achievements of Early Years Services across local authority and funded providers, whilst acknowledging the associated challenges of expanding services within a relatively short period of time. As an Attainment Challenge authority, we are building our evidence base of strategies and approaches that best support young children and families and will continue to focus on developing effective early years pedagogy supported by improvement methodology and extensive documentation that makes visible our youngest children's learning.

Local plans and programmes

A number of local plans and programmes include improvement priorities for young children. These include The Local Outcome Improvement Plan, The Tayside Plan for Children, Young People and Families 2017-2020, The Dundee Fairness Commission Action Plan and the Addressing Neglect and Improving Wellbeing Programme.

The Tayside Plan for Children, Young People and Families 2017-2020

Across Tayside, our shared vision is that our children will have the best start in life, and Tayside will be the best place to grow up. It is intended that each local authority will collaborate on the development and delivery of ELC expansion planning as an area where collectively we can impact positively on the lives and longer term life chances of Tayside's children. As plans related to the guiding principles underpinning expansion planning for ELC are developed i.e. quality, flexibility, accessibility and affordability, priorities for collaboration will be identified and detailed in a Tayside delivery plan.

The five key priority areas across Tayside are:

1. Our children will have the best start in life; they will be cared for and supported to learn in nurturing environments.
2. Our children, young people and their families will be meaningfully engaged with learning and combined with high quality learning experiences, all children and young people will extend their potential.
3. Our children and young people will be physically, mentally and emotionally healthy.
4. Our children and young people who experience particular inequalities and disadvantage will achieve health, wellbeing and educational outcomes comparable with all other children and young people.

5. Our children and young people will be safe and protected from harm at home, school and in the community.

Related outcome measures:

- Increase the percentage of children who have accessed ELC (2 year olds) to at least 27% (estimated eligibility nationally)
- Maintain the % of children who have accessed ELC (3 and 4 year olds)

As plans related to the guiding principles underpinning expansion planning for ELC are developed i.e. quality, flexibility, accessibility and affordability, priorities for collaboration will be identified and detailed in a Tayside delivery plan.

Addressing Neglect and Improving Wellbeing Programme

The Addressing Neglect and Improving Wellbeing Programme supported from Celcis (Centre for Excellence for Looked after Children in Scotland), has three agreed priorities for Dundee, all of which strengthen our GIRFEC processes and fit naturally within the ELC context. These are family engagement, support for named persons, and the culture and ethos change that is required for both of these to make a genuine difference.

Dundee will begin a first pilot location using a whole systems approach supporting three primary schools as well as health, social work and third sector services linked to these schools. It is foreseen that hereby the learning will grow organically to include feeder nursery and cluster secondary schools as well as further services from other sectors. The whole programme will then be tested with a second cohort of multi-agency services before roll out across the whole City.

The Dundee Fairness Commission Action Plan

DCC has 21 data zones which are in the 5% most deprived in Scotland.

The extremely negative effects of children and families living in poverty are well documented and include poorer diet, poorer cognitive development, poorer social, emotional and behavioural development, higher alcohol consumption in main carers, higher rates of smoking, higher rates of maternal long standing health problems including mental health (Growing up in Scotland 2015.)

To make sure we are doing all we can to address the effects of poverty, the Dundee Partnership set up a Fairness Commission in April 2015.

The Dundee Fairness Commission Action Plan is framed around the following strategic areas:-

- Stigma and Social Inclusion
- Work and Wages
- Reducing the Education Gap
- Benefits, Advice and Support
- Housing and Communities (including fuel and food poverty)
- Improving Health

A number of actions have been agreed under each theme, with the development of the 1140 expansion plan to deliver increased entitlement to free early learning and childcare by 2020 being considered an important aspect of Reducing the Education Gap.

Given that evidence shows that disadvantages from birth can have lasting effects, with estimates suggesting that by age 5 children can be between 11-18 months ahead in vocabulary if they live in more advantaged circumstances, it is absolutely crucial that we ensure the expansion of ELC is of high quality, led by highly attuned and well qualified staff.

SECTION TWO: Current Position

Summary of registered supply in the local authority area

Currently, 600 hours of free provision of ELC is offered to all 3 and 4 year olds living within the DCC area and to some children from neighbouring authorities as part of an informal reciprocal arrangement. In addition, 600 hours of ELC is offered to eligible 2 year olds. In Dundee, take up is currently:

- 2,373 three and four year olds in LA provision (70% of eligible children)
- 809 three and four year olds in Partner Providers (24% of eligible children)
- 304 two year olds, all in LA provision [SEEMiS as at 16th June 2017] (73% of eligible children)

ELC provision is currently provided in 15 term time nursery classes, 8 term time stand-alone nurseries, 5 full year early years centres and 23 full year private funded providers i.e. 55% are Local Authority and 45% are Funded Providers. These services continue to be responsive to the diverse and changing needs of families and are accessible in terms of eligibility and location as well as offering high quality, flexibility and affordable provision.

As of August 2017, 100% of Local Authority Nurseries will offer flexible delivery models ranging from compressed days, additional hours, extended days and holiday care. All nurseries will be staffed to ensure the increased participation and support of families, with additional targeted resources being provided in 20 nurseries working with the highest percentage of children living in SMID 1 or 2.

Table 1 below provides a breakdown of provision by type, registered places and ward. NB not all DCC Settings are staffed to the full registered capacity.

Table 1: Current (2017/18) registered capacity by ward and type of provision

Ward	DCC Settings		Funded Providers
	3 & 4 yr olds	2 yr olds	3 & 4 yr olds
Coldside	200	30	44
East End	210	40	64
Lochee	260	45	78
Maryfield	110	30	137
North East	210	50	67
Strathmartine	230	50	80
The Ferry	140	0	186
West End	110	0	261
Total	1470	245	917

Summary of demand in the local area

Table 2, below, shows the number of full and part time places being provided across Dundee in DCC and Partner Provider settings as at 16th June 2017. 75% of attending three and four year olds attend DCC settings and 25% attend Funded Providers. Currently 10% of funded places for 3 & 4 year olds in DCC Settings are full time.

Table 2: Number of funded places being provided as at June 2017

	Full time*		Part time		Total number of children	
	3&4 yr olds	2 yr olds	3&4 yr olds	2 yr olds	3&4 yr olds	2 yr olds
DCC Settings	228	1	2,145	303	2,373	304
Partner Providers	0	0	809	0	809	0
Total	228	1	2,954	303	3,182	304

* Full time based on nursery registration group recorded on SEEMiS and may not be complete.

Table 3, below, shows take up across Dundee as a percentage of population. Note that these figures can only be an approximate guide. SG data estimates the proportion of eligible two year olds as 27% of all two year olds i.e. 404. Estimates for three and four year olds as at June 2016 only approximately maps to those entitled to a funded place in June 2017. Nevertheless take up for three and four year olds in Dundee is near universal.

Table 3: Comparison of nursery take up with latest available (2016) Mid-Year Population Estimates (MYE)

	MYE	Estimated Eligibility	Funded places	Estimated %take up in Local Authority and Funded Providers
Two year olds	1,496	404	304	20% (of all 2 yr olds) 75% (of eligible 2yr olds)
Three and four year olds	3,361	3,361	3,182	95%

Comparison of supply to demand

Table 4 below shows the usage of DCC settings' registered capacities. In order to calculate current supply and demand all funded nursery places were converted to Full Time Equivalent. Not all settings are staffed to their full registered capacity so proportion of real available capacity used was higher than 87%.

Table 4: Supply (Registered capacity) and demand (FTE) in DCC Settings by ward as at 16th June 2017.

Ward	Registered Capacity		FTE funded places		Usage based on registered capacity	
	3 & 4 yr olds	2 yr olds	3 & 4 yr olds	2 yr olds	3 & 4 yr olds	2 yr olds
Coldside	200	30	153	18.5	77%	62%
East End	210	40	183	32.5	87%	81%
Lochee	260	45	244	25.5	94%	57%
Maryfield	110	30	99.5	16.5	90%	55%
North East	210	50	196.5	34.5	94%	69%
Strathmartine	230	50	198	25	86%	50%
The Ferry	140	0	116.5	0	83%	
West End	110	0	110	0	100%	
Dundee Total	1,470	245	1,300.5	152.5	88%	62%

Summary of Quality of ELC Provision

Early Years is an area of strength for DCC's Children and Families Service, validated by internal improvement processes and external inspection grades. Maintaining and improving high quality will remain a priority for the Service throughout the expansion period.

Table 5 shows the percentage of establishments scoring very good or excellent in Care Inspectorate inspections 2014-2016. No establishments were rated as weak or unsatisfactory.

Table 5: Percentage of establishments scoring Very Good or Excellent in Care Inspectorate inspections [15/01/14 to 07/06/16]

Care Inspectorate QI's	Percentage of Settings
Quality of care and support	66%
Quality of environment	50%
Quality of Staffing	69%
Quality of Management & Leadership	53%

Summary of Consultation with Families

Consultation with children and families since the expansion to 600 hrs has helped to shape and develop services to meet the needs of service users. To find out the potential use of the increased hours to 1140 hrs, a small scale consultation with parents and carers of children under 5 years old was carried out during June 2017. This was by means of individual discussion with a sample of parents whose children are currently attending Local Authority nurseries or some parents attending parent and toddler groups. This will be followed by ongoing local consultation/ engagement as the programme develops. We are particularly keen that children's voices are heard and therefore innovative ways to consult with children will be a core part of our expansion planning process.

Main Findings

- There were responses provided from 14 local authority nurseries and 218 families had been asked for their views. Results have been given here as a percentage of

the total number of families who responded to each question.

- Almost a quarter of the families would choose to take the full entitlement of 1140 hours for 2 year olds and 80.7% for 3 and 4 year olds.
- 27% said they would use some of the entitlement for 2 year olds and 19.7% for 3 and 4 year olds
- For 2 year olds, 32.1% would use the funded hours over Term Time Only and 61% for 3 or 4 year olds. 15.5% (2 year old) and 31.6% (3 and 4 year old) would use them for Full Year
- The majority would prefer to take the increased hours at a Local Authority Nursery only – 35.3% 2 year old and 77.5% 3 or 4 year old.
- Only 0.9% for 2 year olds and 0 for 3 and 4 year olds would use a Childminder only, however 4.1% would use a mix of a Local Authority Nursery and a Childminder (both 2 and 3 and 4 year olds) and 1.3% a mix of Funded Provider Nursery and Childminder for both age groups.
- 2.7% 2 year old and 2.2% for 3 and 4 year olds would use a Funded Provider Nursery only. 3.6% for 2 year olds and 6.8% for 3 and 4 year olds would use a mix of a Local Authority and Funded Provider Nursery.
- 5% for 2 year olds and 4.5% for 3 and 4 year olds would use a mix of Local Authority, Funded Provider Nursery and Childminder.

Summary of Finance in ELC

Revenue Budget for 2017-18

The final approved Revenue Budget for 2017-18 for the Early Learning and Childcare within Dundee amounts to £11.198m. In addition to this there is approximately £0.8m of costs included within the primary and special sector budget. This reflects additional support needs transport and staff costs, property costs and management time of operating the nursery classes attached to primary schools.

The average cost per hour of providing Local Authority Early Learning and Childcare during 2016-17 amounts to £6.43, this rate includes enhanced staffing levels to support children with additional support needs.

Funded Providers

Ensuring a consistent standard of service provision across the local authority area, irrespective of whether services are provided by the statutory, private or voluntary sectors, is a key priority for DCC. DCC commissions funded providers in the private sector, in order to ensure that all three and four year old children have access to a nursery place. All funded providers operate extended day provision in order to accommodate children's entitlement to 600 hours of ELC. Three further providers have recently expressed interest in becoming a funded provider.

Currently DCC pays an hourly rate of £3.26 and £0.51 gross unit cost per child associated with support costs.

Commissioning arrangements will be reviewed on a Tayside basis following the Service Model Guidance to be issued by SG by the end March 2018.

Additional Grant Funding 2017-18

The Scottish Government recently confirmed the following additional financial resources for 2017-18. DCC responded that the allocation would be accepted in full for both capital and revenue allocations for 2017-18. These monies must be fully spent in the 2017-18 financial year.

Capital Grant £809k

Project 1 - New Francis Wright Pre-school Centre:

- New build now onsite- adding additional enhanced provision rooms.

Project 2 – Feasibility study for a new Nursery Proposal - East End

- Financial year 17-18 - design fees/surveys/utilities.

Project 3 – Feasibility studies for expansion/adaptation projects to increase nursery capacity

- Financial year 17-18 -design fees /surveys/utilities.

Revenue Grant £556k

Recruitment and investment in staff to increase the size of the workforce and to build additional staff capacity and skills for the delivery of 1140 hours ELC. This will include:

- Early Years Educators and Early Years Support Assistants to support flexible and accessible models of delivery and increased capacity.
- Leadership and coaching training for Senior Early Years Educators and Early Years Centre Managers to enhance their change management skills.
- Staff training and additional qualifications.

SECTION THREE: Future position

Delivery Model

DCC will continue to offer a mixed economy of ELC provision including local authority nurseries and funded providers to ensure a range of options are available for families in each ward. Various service models will be available to families within each of the 8 wards including term time, full year and blended models up to and beyond 1140 hours depending on family choice. Additional hours will be available to purchase depending on supply and demand. The average hourly rate for additional hours in Local Authority provision is currently £4.26. All providers will meet the National Quality Standard and will be quality assured by the Local Authority to ensure quality standards are maintained and improved.

Further consideration will be given to the role of childminders in the delivery of 1140 hours, taking into account the results of the national 1140 hours trials with childminders, the new Quality Standard criteria for ELC and the national guidance regarding training pathways for childminders. Further consultation is needed to assess demand and availability.

Full use of existing local authority assets will underpin DCC's expansion planning. Refurbishment and extension to current infrastructure will be required and where demand is predicted to be greater than supply, newbuilds will be commissioned. An opportunity may also exist to create a 'through campus' 2yrs to 18yrs thereby increasing nursery capacity. Full registered capacity of existing local authority nurseries and schools will be assumed although these nurseries are not currently fully staffed. Capacity will be rounded up/down to allow for 1:8 ratios for 3-5's and 1:5 for 2's with the assumption the CI will agree to variations.

A number of aspects of the planning for the delivery of 1140 hours could best be done in collaboration with colleagues in Dundee and Angus Councils to maximise the economic benefits, and to ensure a consistent approach to delivery for families who live and work across the Tayside area. It is anticipated that elements of workforce planning and policy areas will be considered as part of the work of the Tayside Collaborative.

Service provision – supply and assumptions

- 75% of overall demand provided by the Local Authority for 3-5's
- 25% of overall demand provided by private partners for 3-5's
- 100% of overall provision provided by the Local Authority for 2's although could amend to 10% -20% provided by childminders (44 places to 89 places) depending on trial/ National Standard which may help with the shortfall of places in the Maryfield, Ferry and West End wards.

50 week provision

- Provision for 3-5's across 10 Local Authority settings and 5 wards
- Provision for 3-5's across all funded providers available in all 8 wards
- Provision for 2's across 7 Local Authority settings and 4 wards

38 week provision

- Provision for 3-5's across 22 Local Authority settings and 8 wards
- Provision for 2's across 17 Local Authority settings and 7 wards

Infrastructure

In conjunction with Planning, Asset Management and the Children and Family Service, a review of a series of surplus sites, available properties and existing schools that have capacity has taken place.

This was to ensure that:-

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

Whilst scoping work and feasibility studies are ongoing, it is currently assessed that the expansion needs will be met from a combination of refurbishment and extension of existing facilities, combined with the addition of new build nurseries.

The expansion programme will be flexible, recognising that due to the scale and complexity of the expansion programme, delivery plans will change and develop as each implementation phase is completed and learning from tests of change emerge.

Partner assets

We are assuming current funded providers/ new funded providers that meet the National Quality Standard will work in partnership with us to deliver high quality ELC. Initial informal consultation with partners on future capacity indicates that many are full, most only provide a full year offer (i.e. not term time) and the majority have no plans to expand or to increase their registered capacity for 2020. A more formal written consultation is underway for more detailed feedback.

Currently we commission 23 Funded Providers and 2 childminders who are working with us until June 2018 as part of the 1140 hrs trial. Arrangements for applying for partnership will continue until further details are available for future commissioning arrangements. DCC places no restrictions on the number of providers or on commissioned places. Three private providers have recently expressed interest in becoming a partner provider.

SECTION FOUR: Implementation plan

Quality

We remain committed to delivering high quality services for children and families, underpinned by a strong and ethical pedagogical base, informed by action research, careful and responsive listening and delivered by a motivated and well supported workforce. We will continue to develop our understanding of what quality means as each new child and their family joins our early years services, each with their own unique skills and dispositions that we will have the privilege to be part of nurturing and growing. These important citizens of the future are entitled to be respected and consulted in matters that affect them and valued for their unique contribution. Investment in our workforce therefore will be vital to ensure our confident leaders of learning develop their understanding of effective early years pedagogy as it applies to *all* children. To achieve this:

- Head Teachers, Centre Managers, Senior Early Years Practitioners and Partner Provider Managers will continue to lead and be responsible for operational quality at establishment level with ongoing support and challenge from the LA central team. Each setting will produce an annual improvement plan and standard and quality report based on robust self –evaluation processes using HGIOEL&CC, Building the Ambition and Pre- Birth to Three.
- We will support staff to access additional qualifications including BA Childhood Practice, offering financial support where required.
- All children attending local authority nurseries will have access to a teacher either 0.4 fte or full time.

- Various support networks will continue/ be developed to support sharing of effective practice across all nurseries.
- All staff will undertake EPRD's on an annual basis, identifying priorities to support the improvement work of their service.
- Stand Alone Nurseries will have an extended QA review on a rolling programme when quality will be one of a number of themes discussed.
- LA nursery SMT's will engage in newly formed LA quality improvement partnerships.
- A comprehensive CPD programme will be rolled out to all LA and funded providers to support the retention and growth of the current workforce throughout the expansion period. As part of our overall leadership programme, Local Authority middle managers will be offered an opportunity to access leadership and coaching training during 17/18 and 18/19.
- Education Scotland and Care Inspectorate grades will be monitored. Successes will be celebrated and any concerns addressed. Central staff will provide pre and post inspection support and challenge.
- We will continue to share the findings from our involvement in the Scottish Attainment Challenge and will increase the number of staff confidently using the PDSA model for improvement.
- We will continue to work in collaboration with our partners to develop opportunities/ protocols to share information particularly the 27-30mth assessment information and to provide multi-agency support to families to ensure children reach their developmental milestones. A Tayside parenting strategy will also be developed in partnership with partners.
- Funded partner provider forums will continue four times per year when good practice will be shared.

Phasing and Prioritisation

Planning for phasing is under consideration. Factors being considered are availability of accommodation, scheduling of refurbishment/ extension and new builds, use of SIMD data, workforce planning and demand. It is likely that 1140 hours will be trialled as a small test of change in the first instance.

Community Engagement

On-going engagement with stakeholders will be planned to support a shared understanding of the changing nature of supply and the full extent to which supply is capable of adapting to their (family and community) needs. This will include:

- Parental surveys that will provide information to help to guide the evolving delivery models.
- Targeted focus groups will provide information that will help to guide the evolving delivery models.

- Information sharing with partners including Health Visitors/ Social Work/CLD.
- Regularly updates for families and communities through newsletters, twitter, open days etc.

Workforce Plan

The ELC workforce profile in Dundee has been designed to offer career progression from Modern Apprentices to Early Years Head Teacher. All staff are encouraged to be leaders of learning and to gain additional qualifications.

Currently there are 315 FTE employees working within Local Authority Early Years settings. This includes:

Post	Full Time Equivalent	Grade	Salary Range
Head teacher	8	T016	£50,319 - £53,187
Teacher	28.4	T002	£22,416 - £35,763
Centre Manager	6	11	£35,151 - £39,627
Senior Early Years Practitioner	24	9	£28,090 - £31,158
Early Years Educators / Early Years Practitioners	191.8	7	£21,203 - £23,865
Learning and Care Assistant	3.2	6	£19,409 - £21,203
Early Years Support Assistant	54.2	4	£16,939 - £18,005
Total	315.6		

Analysis shows the workforce is predominately female, with 17% between 18yrs and 29 years, 22.45% between 30 years and 39 years, 31.15% between 40 years and 49 years, 25.54% between 50 years and years and 3.36% 60+ yrs. It also shows a smaller percentage of workforce under 30 years than any other age group except the over 60 years' group and therefore overall an aging profile. This is largely in line with the Council's workforce.

Initial predications regarding estimates of the additional workforce required to deliver the expansion to 1140 hours is approximately 380 FTE.

A comprehensive CLPL programme is carefully designed by the Early Years Team to take account of our Service priorities and is supported by a number of experienced and committed partners. Our work in the Attainment Challenge has resulted in important developments with speech and language therapists who are working alongside staff to build their confidence and skills in developing children's early language and communication skills. We would hope to build on this success by rolling out to all other staff once the research aspect of the programme is completed. A Tayside approach will be taken to workforce planning and may include a shared approach to training and qualifications and potentially recruitment processes.

Another success has been the deployment of Early Years Families workers and our comprehensive approach to PEEP training/groups. A number of case studies and reports are available to illustrate the positive outcomes associated with this work should they be of interest. Our intention therefore would be to include EYE family workers in our staffing model.

Given the current workforce profile, and projected numbers of additional staff required, not only will it be important to promote ELC as a career opportunity for young people, identifying career pathways and beginning to employ young people through apprenticeships, it will be critical to retain the highly valued, existing workforce and develop current employees' skills. Developing a formalised approach to identifying and developing a continuing supply of qualified staff is critical and may include at a local level, some of the activities associated with succession planning such as determining critical positions, identifying required competencies, capabilities and experience, identifying potential new leaders and implementing targeted learning and development activities.

Other workforce related activity:

- Career progression will continue to be prioritised to include foundation apprenticeships through the Future Skills programme. 8 students have been recruited for 17/18. Successful students will then be eligible to access qualifications to become an Early Years Support Assistant or Early Years Educator through a Modern Apprenticeship Route.
- Modern Apprentice Assistants (SVQ2) and Modern Apprentices to be employed 37 hours per week throughout the expansion period to build capacity by growing the existing workforce. Successful students will be guaranteed an interview for either an Early Years Support Assistant or Early Years Educator post. During 2016/17 we employed 5 SVQ3 MAs and 1 SVQ2 MAs and in 2017/18 5 further SVQ3 MAs and 3 SVQ2 MAs in 2017-18.
- Consideration of Adult Apprenticeships and internal SVQ assessor.
- Future planning and delivery of training will include; leadership skills and mentoring to prepare the workforce for the expansion of ELC in 2020. This will commence in this financial year 2017-18.
- Additional supernumerary graduates deployed to work with children living in areas of deprivation. DCC will benefit from an additional 21 Graduates. Funding will be made available from SG for session 18/19 onwards.
- Promote ELC as an attractive career destination offering development and progression opportunities.
- Childminders will continue to access the following support free of charge from DCC:
 - Access to the Early Years training calendar.
 - Coordinated training package linking with D&A College
 - Pre-registration training
 - CP updates when required
 - Ongoing advice via telephone and email
 - Opportunity to attend stay and play sessions also mother and toddler groups within our LA nurseries.

Infrastructure Requirement

The expansion plan is drafted on the assumption that it will be fully funded by SG. The extent of refurbishment to the existing estate and the newbuild requirements are detailed in Appendix 1.

Initial scoping suggest that there will be a requirement to extend 5 existing nurseries and to build 5 new establishments creating an additional 818 places for three to five year old and 110 places for two year old provision.

Financial Projections (5 year projections to 2021-22) including incremental capital and revenue costs of expansion

The projected draft capital costs are provided in Appendix 1 – Table 9
The Revenue costs are included in the 1140hours ELC Expansion plan – Finance Template

Financial Assumptions to support projections

In completing the 1140hours ELC Expansion plan – Finance Template the following assumption have been applied:

- 100% of eligible 2 year olds will take up a full 1140hr ELC place
- 100% of eligible 3 and 4 year olds will take up a full 1140hr ELC place
- 100% of eligible 2, 3 and 4 year olds will take up a free school meal by August 2020
- Approximately 75% of overall demand will be provided by the Local Authority for 3-5 year olds
- 25% of overall demand will be provided by private providers for 3-5 year olds
- 100% of overall provision for eligible 2 year olds will be provided by the Local Authority
- The staff included in the existing Attainment challenge programme which is due to end in March 2019 will continue in their current roll.
- The cost of the additional graduate programme has been included in the financial projections in 2018-19.
- Further work requires to be undertaken in terms of the profiling of the expansion.
- Unit costs for staff have been weighted based on requirements between full time and term time provisions.
- The cost of providing a free school meal is £3.00 per meal.
- Some wraparound hours will be available to parents to purchase.

Nursery Children 2020

The latest (2014 based) principal population projections from National Records of Scotland for Dundee indicate that in 2020 there will be:

- 1,651 2 year olds
- 3,225 3 and 4 year olds

Eligible 2 year olds

These children are entitled to free nursery care. As Dundee has higher than average levels of deprivation we expect the proportion of eligible 2 year olds to be higher than 27%. However, at present the proportion of two year olds actually attending our nurseries is much lower than this. So we have taken 27% as an indicative value. This would give us **446** two year olds requiring a place in 2020.

At present approximately one quarter of 3 and 4 year olds take up their nursery place at partner provider nursery. In reality we do not know what impact the switch to 1140 hours free Early Learning and Childcare will have on private nurseries. As a working fraction we have assumed that Dundee City Council nurseries will continue to need to provide spaces for 75% of three and four year olds. This would give us **2,419** three and four year olds requiring a place in a DCC setting in 2020, with the remaining children accommodated in partner nurseries.

No more detailed population projections are available than those published for Dundee as a whole. In order to estimate the distribution of nursery aged pupils across Dundee wards we have assumed they will follow the same distribution as at present. NB two year olds sum to **447** due to rounding.

Table 6: Projected nursery pupils attending Dundee City Council nurseries in 2020

Ward	3 & 4 year olds	Eligible 2 year olds
Coldside	262	56
East End	397	98
Lochee	385	78
Maryfield	213	60
North east	329	70
Strathmartine	420	80
The Ferry	221	2
West End	192	3
Dundee	2,419	447

Nursery shortfall

Table 7 below shows the likely shortfall by Ward in nursery places under Provided Capacities. Negative figure indicate a surplus of spaces within a ward. This indicates across the city supply will equal demand but there are significant shortfalls and surpluses within particular wards.

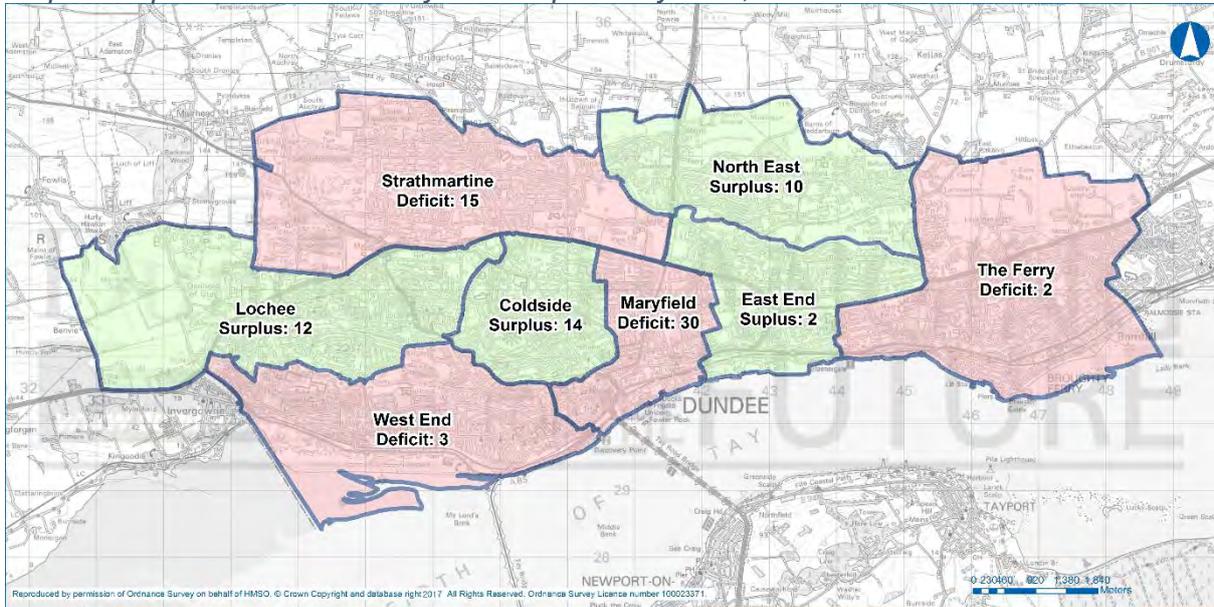
Table 7: Shortfall under Provided Capacity

Ward	Provided Capacity		Roll		Shortfall		Total Shortfall (2 to 4)
	3 & 4 year olds	Eligible 2 year olds	3 & 4 year olds	Eligible 2 year olds	3 & 4 year olds	Eligible 2 year olds	
Coldside	336	70	262	56	-74	-14	-88
East End	296	100	397	98	101	-2	99
Lochee	488	90	385	78	-103	-12	-115
Maryfield	112	30	213	60	101	30	131
North East	380	80	329	70	-51	-10	-61
Strathmartine	400	65	420	80	20	15	35
The Ferry	168		221	2	53	2	55
West End	104		192	3	88	3	91
Dundee	2,284	435	2,419	447	135	12	147

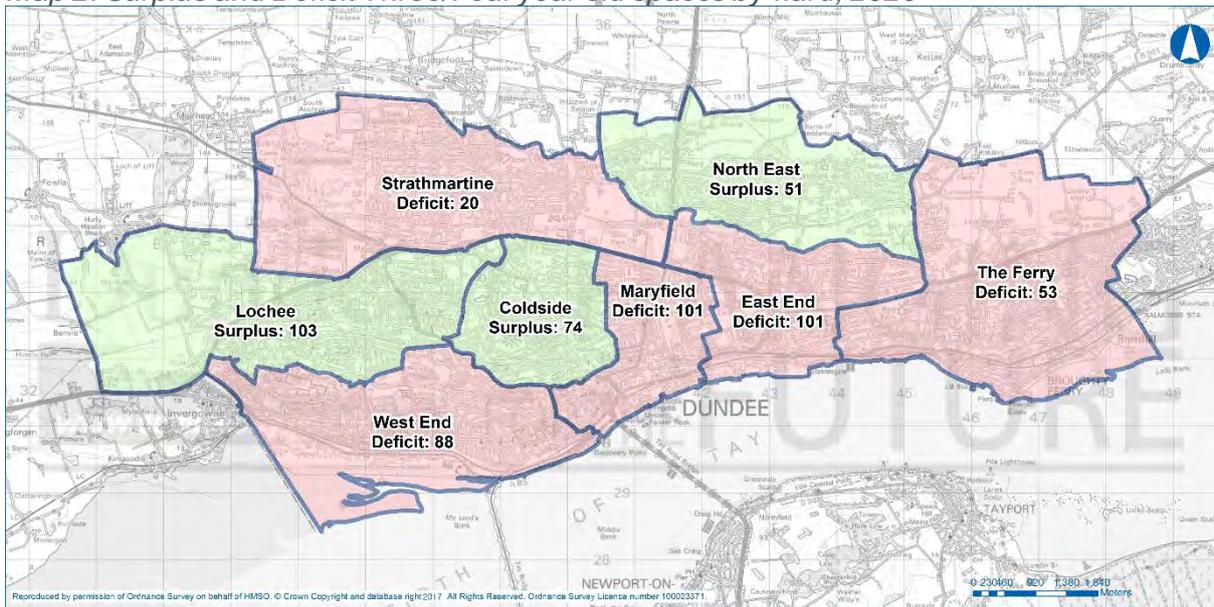
Predicted Shortfall

The shortfall in spaces is unevenly distributed across the city. The following two maps show the surplus and deficit by ward for two year olds and three and four year olds.

Map 1: Surplus and Deficit Two year old spaces by ward, 2020



Map 2: Surplus and Deficit Three/Four year old spaces by ward, 2020



For Two Year Olds

- At City level there is a surplus of 12 spaces
- At Locality level there is a deficit of 20 places in the East
- At Ward level the deficit is most prominent in Maryfield (30) and Strathmartine (15)

For Three and four year olds

- At City level there is a deficit of 135 spaces
- At Locality level most of this deficit, 204, is in the East locality
- At Ward level, East End has the highest deficit with a 101 shortfall
- The Ferry ward also has a shortfalls of ca. 50 with limited nearby surplus.
- The deficits in the West End and Maryfield could possibly be met by surplus spaces in Lochee and Coldside

Funded Providers

We have assumed provision will continue at the same levels as present (approximately 25% of three and four year olds). Table 8 shows how the projected 806 pupils taking up funded provider places could be distributed across Dundee's eight wards based on the current distribution.

Table 8: Projected partner provider demand (806) split between wards based on current distribution

Ward	Funded places as at 16th June 2017	2020 demand (806) split proportionately (does not sum due to rounding)
Coldside	27	27
East End	55	55
Lochee	61	61
Maryfield	112	112
North East	62	62
Strathmartine	60	60
The Ferry	182	181
West End	250	249
Dundee Total	809	

Table 9: Proposed extensions/new builds

The table below summarises proposed changes to enable full use of existing local authority assets. Assuming 100% take up, the remaining shortfall would be circa 150 places.

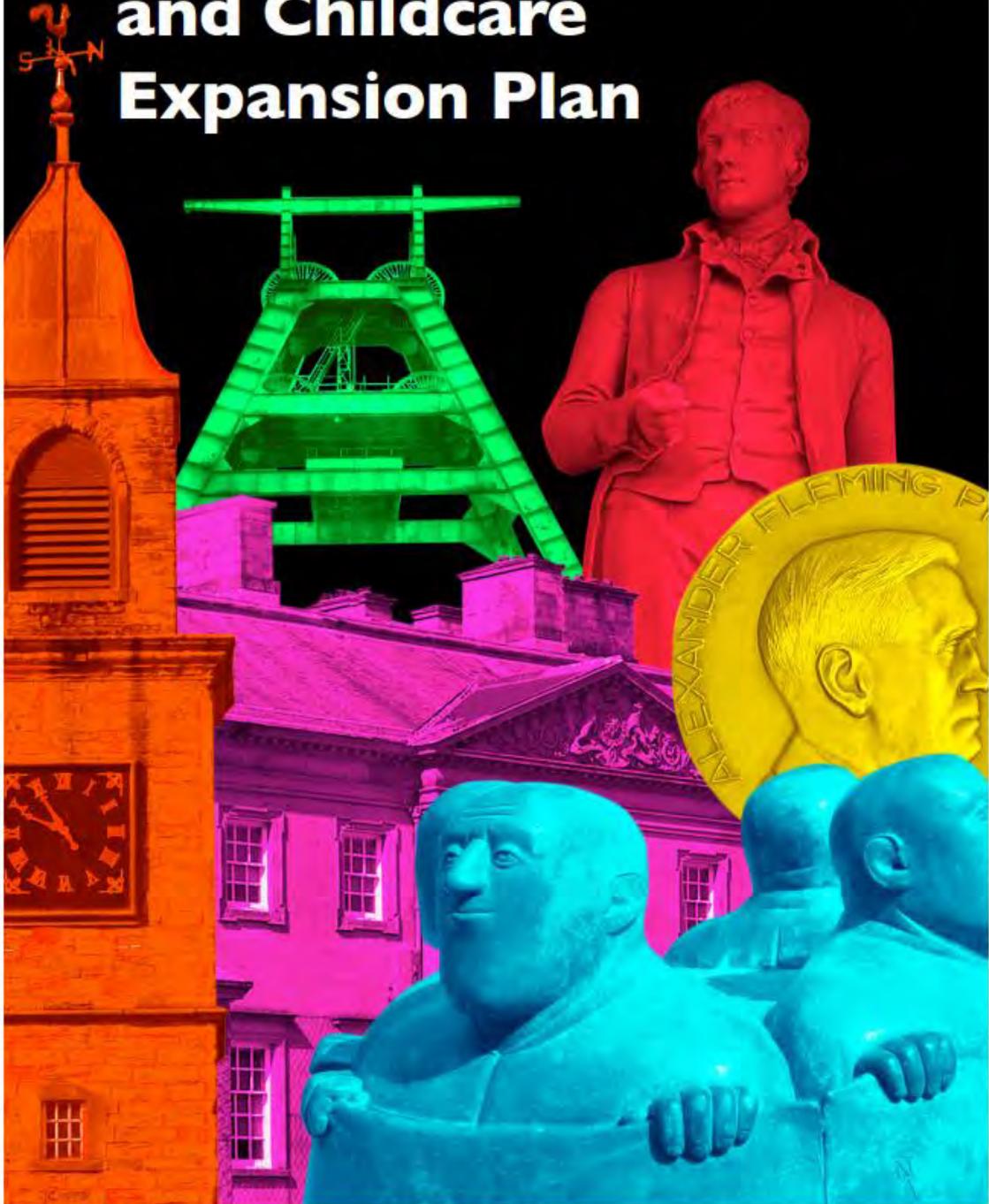
	Number of establishments	Number of additional places created 3-5	Number of additional places created 2's	Capital Costs (millions)
Extension	5	162	30	£ 4.01
New Build	5	656	80	£14.37
Total		818	110	£18.38

These proposals still require further feasibility studies and will be dependent on levels of capital and revenue funding allocations from SG.

EAST AYRSHIRE



Early Learning and Childcare Expansion Plan



KEY COMPONENTS	CHAPTER/SECTION	DESCRIPTION	COMMENTS
Context	Introduction and Executive Summary		<p><i>East Ayrshire is a place with strong, safe and vibrant communities where everyone has a good quality of life and access to opportunities, choices and high-quality services which are sustainable, accessible and meet people's needs.</i></p> <p>East Ayrshire Community Plan 2015-2030</p> <p>East Ayrshire is a diverse area covering some 490 square miles with a population of 122,440 spread over both urban and rural communities of which some 24,281 (19.8%) are aged 0-17.</p> <p>Kilmarnock is the largest urban area with a population of around 44,000. The rest of the population live in smaller communities, ranging from less than a hundred people in some villages and rural areas to around 9,000 in Cumnock, the second largest town.</p> <p>Situated in south west Scotland, East Ayrshire has a varied natural environment, a rich and diverse cultural heritage, a proud industrial history and a range of leisure activities, recreation and hospitality, which attract residents and visitors alike.</p> <p>East Ayrshire has high quality, effective and efficient services and a strong sense of community. The area has excellent schools and educational establishments, world class leisure facilities, and a prestigious portfolio of heritage and cultural attractions and events.</p> <p>The housing offered in East Ayrshire caters to all budgets and needs, and the proximity of the area to Glasgow, in recent years, has led to an increase in population as commuters have made it their home.</p> <p>East Ayrshire Council has a clear vision to make East Ayrshire a better place to live and work by having better services, better opportunities and better communities</p> <p>Whilst many parts of East Ayrshire enjoy prosperity, significant inequalities exist within and between our communities and these impact upon the lives of our children and young people.</p>

		<p>We know from Scottish Indices of Multiple Deprivation (SIMD 2016) and Scottish Neighbourhood Statistics that East Ayrshire is and has consistently been one of the most deprived areas relative to Scotland as a whole:</p> <ul style="list-style-type: none"> • 15.5% of the population of East Ayrshire were income deprived, compared to 12.3% across Scotland as a whole. • 13.5% of the population in East Ayrshire aged 16- 60/64 were employment deprived, compared to 11% across Scotland as a whole. • 36 (3.4%) of the 1,046 data zones in the 15% most deprived data zones in Scotland were found in East Ayrshire, compared to 33 (3.3%) in 2012. • 10 (2.9%) of the 349 data zones in the 5% most deprived data zones in Scotland were found in East Ayrshire, compared to 12 (3.7%) in 2012. <p>Overall the Scottish Index of Multiple Deprivation highlights that 21.5% of East Ayrshire residents live in the 0-15% most deprived areas in Scotland.</p> <p>Over many years, significant local and national resources have been targeted at addressing inequalities and disadvantage. We have invested £484million over ten years towards new schools and early childhood centres, improved sports, economic development and roads.</p> <p>This has undoubtedly made a difference to the lives of many individuals, groups and communities; however, we continue to see an evident gap between the most and the least disadvantaged communities.</p> <p>Within East Ayrshire, we recognise that inequalities are caused by a fundamental inequity in the distribution of power, money and resources.</p> <p>Effective joint planning and commissioning is at the heart of improving outcomes for children and young people. Our priorities between 2014 and 2018 identify how resources will be used to achieve improved outcomes for children in East Ayrshire.</p> <p>Improved outcomes for children are at the heart of our planning and resourcing of services and supports improved integrated service delivery through partnership working. This builds on our shared commitment and excellent examples of partnership working, and further develops the opportunities presented through joint commissioning at a strategic, local and partnership level.</p>
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			<p>The partners in this work are: Communities, Children and Families, NHS Ayrshire and Arran, East Ayrshire Council, East Ayrshire Voluntary and Community Groups East Ayrshire Health and Social Care Partnership.</p> <p><i>We want to ensure that each young child in East Ayrshire, including those who are not yet born, have the best start in life. Therefore, our commitment to children and young people, their families and carers, is to provide them with the support they need, when and where they need it, in order to help them achieve their aspirations and potential.</i></p> <p>East Ayrshire, Best Start in Life 2012-2018</p> <p>To progress the work to achieve the expansion by 2020, an Early Learning and Childcare Project Board has been established, chaired by the Strategic Manager (Early Intervention). Currently, the project board has representatives from Early Years, Corporate Infrastructure and Human Resources however, the membership will grow to support delivery of the plan.</p> <p>Alongside the Board, there is an Infrastructure workstream group and a Workforce workstream group to support the planning and delivery of the expansion plan. A further workstream group will be established which will focus on Quality, Communication and Engagement.</p> <p>An intense period of planning the expansion from 600 hours to 1140 hours has taken place since the guidance was published at the end of March 2017. The guidance and assumptions re the expansion produced by the Scottish Government has been taken into account.</p> <p>A mapping exercise identifying all current and potential providers of ELC in East Ayrshire has been completed. This has included an analysis of location of providers, uptake of entitlement, demand and oversubscription of applications to some centres, occupancy levels over the last 5 years, current and proposed new housing developments, current and projected population, displacement of available places as a result of the increase of hours and the increased ratio of adult: child in each service.</p> <p>Determining the best use of our assets has formed the proposals for the infrastructure required to deliver the increased entitlement through:</p>
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			<p>Using what we have:</p> <ul style="list-style-type: none"> ➤ making full use of the existing early years and primary school estate ➤ reconfiguration of internal and external space of existing early childhood centres ➤ maximising the number of available places and potential increased capacity across a day in every existing and proposed new and extended early childhood centre <p>Using what we purchase:</p> <ul style="list-style-type: none"> ➤ enhancing current partner assets ➤ developing and extending existing models for funded places in the independent and third sector including registered childminders <p>Creating what we need:</p> <ul style="list-style-type: none"> ➤ identifying the gaps ➤ options for refurbishment, extensions and new builds to create capacity subject to full funding being provided by the Scottish Government <p>An intense period of planning to identify what is required to deliver 1140 hours has determined that a further 1,455 places are required for 3 and 4-year olds and a further 210 places for eligible 2-year olds.</p> <p>In summary, to deliver the entitlement of 1140 hours in East Ayrshire by August 2020, a total of 3304 places are required for 3 and 4-year olds and 315 places for all entitled 2-year olds, plus 132 places for 2-year olds who are in need as per The Children (Scotland) Act 1995.</p>
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			Cabinet approved the proposals re the East Ayrshire Early Learning and Childcare Expansion Plan and the deployment of the additional graduate/teacher in early years settings at its meeting on 20 September 2017.																
Current Position	Summary of Current Service Delivery	A summary of key data relating to all ELC registered supply in EAC area	<p>East Ayrshire Council currently provides 1,519 full-time equivalent (FTE) early learning and childcare places for 3 and 4-year olds, 150 FTE places for 2-year olds which will increase to 190 FTE places by the end of the calendar year and 45 FTE places for 0-2-year olds. There are 6 funded providers on the Council's Early Learning and Childcare Framework with 289 places commissioned for 3 and 4-year olds in academic year 2016/17 and 20 places spot purchased for 2-year olds (financial year 2016/17)</p> <p>In academic year 2016/17, 2,671 children aged 3 and 4-year-old accessed a sessional ELC place with a further 121 children accessing a flexible place and 173 eligible 2-year olds accessing 600 hours of ELC.</p> <p>Table 1 sets out the uptake of places over the last 3 years, including the uptake of 0-3 places for children who have been referred by Social Work Services or Health:</p> <p>Table 1</p> <table border="1"> <thead> <tr> <th></th> <th>2014/15</th> <th>2015/16</th> <th>2016/17</th> </tr> </thead> <tbody> <tr> <td>0-3-year olds (referred by agency)</td> <td>276</td> <td>286</td> <td>395 (includes 116 children aged 2 yrs referred as being in need under the Children (Scotland) Act 1995.</td> </tr> <tr> <td>2-year olds (600 hours ELC - parents in receipt of qualifying benefits)</td> <td>31</td> <td>70</td> <td>173</td> </tr> <tr> <td>3 & 4-year olds (600 hours ELC universal entitlement)</td> <td>2,684</td> <td>2,697</td> <td>2,671</td> </tr> </tbody> </table>		2014/15	2015/16	2016/17	0-3-year olds (referred by agency)	276	286	395 (includes 116 children aged 2 yrs referred as being in need under the Children (Scotland) Act 1995.	2-year olds (600 hours ELC - parents in receipt of qualifying benefits)	31	70	173	3 & 4-year olds (600 hours ELC universal entitlement)	2,684	2,697	2,671
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			Flexible ELC (3 & 4-year-olds)	91	100	121	
			<p>Source: East Ayrshire Council, July 2017</p> <p>The figures noted show an increase in the number of referrals for young children aged 0-3 years, an increase in the number of eligible 2-year olds accessing 600 hours of early learning and childcare and an increase in the number of children aged 3- 4 years who are accessing a flexible place which is supporting parents with their employment or study. The number of children aged 3-4 years accessing ELC over the last 3 academic years has a little variation. However, there were 32 children resident in East Ayrshire who accessed cross boundary provision in partner centres during 2016/17, which better met their family's ELC needs.</p> <p>East Ayrshire has consistently high numbers of registered childminders who form a very large part of the childcare sector. There are currently 186 active registered childminders across East Ayrshire who provide approximately 1116 childcare places for working parents and 30 Community Childminders providing care for referred, vulnerable children.</p>				
			Table 1				
		A summary of key data relating to all demand (current use) in EAC area	Geographic Area	East Ayrshire ECCs and Partner Providers	Registered FTE (sessional) Places 3 & 4 yr olds (LA & PP)	Uptake 2016/17 (no of children)	Demand/supply
			Area 1 Northern	6	233 (393)	376	96%
			Area 2 Kilmarnock North West	4	270 (540)	397	74%
			Area 3 New Farm, Kilmarnock	4	120 (240)	196	82%
			Area 4 Kilmarnock Central	4	210 (420)	338	80%

			Area 5 Kilmarnock South	3	130 (260)	271	96%	
			Area 6 Hurlford	2	50 (70)	65	92%	
			Area 7 Irvine Valley	3	140 (280)	227	81%	
			Area 8 Catrine/Mauchline	3	104 (184)	130	71%	
			Area 9 Muirkirk	1	20 (40)	34	85%	
			Area 10 Auchinleck	1	60 (120)	97	81%	
			Area 11 Cumnock	5	194 (388)	321	83%	
			Area 12 Doon Valley	6	154 (308)	219	71%	
			Total	41	1685 (3243)	2671	82% average	
		A comparison of supply to demand – by local community	<p><u>3 and 4-year olds</u></p> <p>The figures noted in the column <i>uptake 2016/17</i> are based on sessional places. The figures do not take into account the uptake of flexible places or full day places. Consistently, 98% of the population of 3 and 4-year olds in East Ayrshire access 600 hours of early learning and childcare. Communities with growing demand are the towns of Stewarton (Area 1), Kilmarnock (Areas 2,3,4,5), Cumnock (Area 11) and the villages of Dunlop (Area 1) and Kilmaurs (Area 1).</p> <p><u>2-year olds</u></p> <p>Local authorities have a duty to provide day care for children in need under The Children (Scotland) Act 1995. In East Ayrshire, there are 2-year olds who are referred as being in need for early learning and childcare whose parents may also be in receipt of qualifying benefits but who do not access ELC via this route. Please note that this group are included in the 0-3 figure of 395 noted in Table 1.</p> <p>The uptake of place for 2 years olds has been slow to start but with the increased provision of places becoming available via new build extensions and awareness raising with parents via health visitors, there has been an increase in uptake in 2016/17 as noted in Table 1.</p>					
		A summary of key data	<p>Financial Data: East Ayrshire Early Years Revenue Budget 2017/18: £9.051m</p>					

		(quality, financial and utilisation) metrics relating to current supply arrangements (local authority and others).	<p>This includes: Payments to Partner Providers: £600,051 Payments to Community Childminders: £ 68,000</p> <p>Quality Data: Care Inspectorate Ratings Grade 6 – Excellent Grade 5 – Very good Grade 4 – Good Grade 3 – Adequate Grade 2 – Weak Grade 1 - Unsatisfactory</p> <p>All early childhood centres (ECCs) in East Ayrshire have been inspected by the Care Inspectorate during the period 1 January 2013 to 31 December 2016. East Ayrshire early childhood centres are performing well in terms of the national picture. There is a higher rate of early childhood centres in East Ayrshire with all themes graded at 5 (very good) or 6 (excellent) compared to the national average of all Local Authority early years provision, with the majority of their grades being 4 (good) or 5 (very good).</p> <ul style="list-style-type: none"> ➤ Nationally, 48% of all local authority early years provision has themes graded at 5 or 6 as at 31 December 2016 ➤ 58% of early childhood centres had themes graded at 5 or 6 as at 31 December 2016 ➤ Nationally, 94% of all local authority early years provision are graded at least 4 for all themes at 31 December 2016 ➤ 100% of early childhood centres were graded at grade 4 or above for all themes at 31 December 2016 <p>http://docs.east-ayrshire.gov.uk/r/?f=http://docs.east-ayrshire.gov.uk/CRPADMMIN/2012%20AGENDAS/GOVERNANCE%20AND%20SCRUTINY/30%20MARCH%202017/inspections%20of%20early%20childhood%20centres.pdf</p>
		A summary of local parent and community	<p>Prior to the implementation of the Act, consultation took place with parents in November 2013 to support the introduction of 600 hours of early learning and childcare. This established that 79% of parents who participated in the consultation process preferred a term time sessional model of delivery with 21% of parents seeking a more flexible service.</p>

		consultation outcomes	<p>The first statutory consultation was undertaken during January and February 2016 to gauge whether the term time and sessional model of delivery of early learning and childcare was still meeting the needs of East Ayrshire families and communities or whether a more flexible model including longer sessions, full days and a calendar year service was required.</p> <p>66% of parents who completed the online survey agreed that a term time sessional model met their needs. This view was further supported by the discussion in almost all of 17 focus groups, with parents agreeing that the term time sessional model met most family needs but not all.</p> <p>33% of parents who completed the online survey preferred a more flexible model.</p> <p>The majority of parents currently access 600 hours of ELC during term time however, as knowledge of the entitlement to 1140 hours increases, it is anticipated that parents and carers will seek more flexibility in patterns of hours along with full day and holiday provision.</p> <p>The Council will undertake the next statutory consultation on ELC in February/March 2018 with the focus being the delivery of 1140 hours.</p> <p>The Council has established the first delivery model of 1140 hours of early learning and childcare across term time and a calendar year in the new Whattriggs early childhood centre with the allocation of revenue funding for 2017/18</p> <p>The centre opened on 21 August 2017 is registered under the Public Services Reform (Scotland) Act 2010 and the <i>standards for daycare of early learning and childcare</i> to provide 88 full time equivalent (FTE) places for 3 and 4-year olds and 15 FTE places for 2-year olds.</p> <p>Information meetings were held with parents regarding proposals for the new service and to gauge the pattern of 1140 hours of ELC that parents required. This direct consultation and engagement with parents and carers was invaluable as it helped shape the patterns of hours to be delivered.</p> <p>It is anticipated that the pattern of uptake will change with more parents seeking additional hours. Currently, at 21 August 2017, the uptake of places at Whattriggs ECC is as follows:</p> <ul style="list-style-type: none"> ➤ School day = 20.48%
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			<ul style="list-style-type: none"> ➤ Sessional = 38.53% ➤ Full day = 40.94% <p>The new model of provision at Whattriggs ECC will provide valuable learning to support the further phased roll out of 1140 hours of ELC across East Ayrshire over the next 3 years.</p>
Future Position	Summary of Proposed Changes to Service Design and Local Innovation	Summary of proposed changes to service delivery model (local authority and use of private and third sector providers). Proposals relating to quality, flexibility, affordability (to parent), accessibility, and other relevant changes to process (e.g. admissions process).	<p>A mapping exercise identifying all current and potential providers of ELC in East Ayrshire has been completed. This has included an analysis of location of providers, uptake of entitlement, demand and oversubscription of applications to some centres, occupancy levels over the last 5 years, current and proposed new housing developments, current and projected population, displacement of available places as a result of the increase of hours and the increased ratio of adult: child in each service.</p> <p>The outcome of this exercise along with the underpinning assumptions set out by the Scottish Government has determined that 9 new build centres and 14 new extensions /refurbishments are required to deliver the entitlement along with places from 8 providers in the independent and third sector. As of yet, it not possible to determine the number of parents who will choose to access ELC provision in a centre/funded provider along with ELC provision with a registered childminder, referred to as a blended model but this will also be an option for parents.</p> <p>An intense period of planning to identify what is required to deliver 1140 hours has determined that a further 1,455 places are required for 3 and 4-year olds and a further 210 places for eligible 2-year olds.</p> <p>In summary, to deliver the entitlement of 1140 hours in East Ayrshire by August 2020, a total of 3304 places are required for 3 and 4-year olds and 315 places for all entitled 2-year olds, plus 132 places for 2 year olds who are in need as per The Children (Scotland) Act 1995.</p> <p>Plans for the expansion are being developed in 12 geographical areas to ensure access to 50-week services. At the present time, the proposal is to deliver 1140 hours across a calendar year in 28 early childhood centres with hours delivered between:</p> <ul style="list-style-type: none"> ➤ 8.00am and 6.00pm – calendar year ➤ 9.00am and 3.00pm – term time ➤ A longer morning session from 8.00am to 12.45pm – calendar year

			<p>➤ A longer afternoon session from 1.15pm to 6pm – calendar year</p> <p>The 2 longer sessions will provide the opportunity for parents to have a pattern of hours across 2 or 3 days, purchase additional hours or have 5 mornings or afternoons across 50 weeks of the year.</p> <p>16 early childhood centres will offer 1140 hours across term time (30 hours per week) between the hours of 9.00am and 3.00pm. If in the future the demand is such that term time only services need to increase to a full day or a calendar year, the opportunity will be afforded if financial resources are available to increase the staffing complement to deliver fully flexible neighbourhood services.</p> <p>Of the 6 current partner providers, 2 operate across a calendar year, 3 offer sessional places in the morning and 1 offers both morning and afternoon sessional places. This service will close at the end of March 2018. Therefore, along with the 5 current funded providers, the planning assumption is that places will be funded in a further 3 providers, if the services meet the new quality standards.</p>
		Description of changes to enable full use of existing local authority assets (workforce & infrastructure)	<p>There are 34 early childhood centres in East Ayrshire of which 7 are standalone early childhood centres, 5 of which are managed by a Head of Centre and 2 by a Head Teacher.</p> <p>The remaining 27 early childhood centres are located within primary schools or are on the school campus with a Head Teacher or Shared Head Teacher registered as the manager of the service with the Care Inspectorate. The management structure and number of ELC practitioners and ELC support assistants for each early childhood centre in East Ayrshire is currently under review to support the delivery of 1140 hours. Early childhood centres operating across 50 weeks per year will require a management structure to be available out with term time.</p> <p>The majority of early learning and childcare practitioners 70.6% work term time (38 weeks of the year) with the balance of 29.4% working across the calendar year (50 weeks). This includes fulltime, part time and job share posts.</p> <p>The expansion plan may require some changes to the existing contracts of employment for staff e.g. changes of hours; change from 38 weeks to 50 weeks. These changes will be negotiated with the relevant Trade Unions as the expansion plan is developed.</p> <p>Along with colleagues in Corporate Infrastructure we are continuing to review our existing early years estate re its suitability to provide and meet the delivery demands of 1140 hours, including:</p> <ul style="list-style-type: none"> • toilet and handwashing facilities

			<ul style="list-style-type: none"> • direct access, size and quality of the outdoor play/learning space • where and how lunches/tea will be provided in current accommodation • the provision of quiet room/space for children • the provision of a parent/carers room or space <p>A mapping exercise identifying all current and potential providers of ELC in East Ayrshire has been completed. This has included an analysis of location of providers, uptake of entitlement, demand and oversubscription of applications to some centres, occupancy levels over the last 5 years, current and proposed new housing developments, current and projected population, displacement of available places as a result of the increase of hours and the increased ratio of adult: child in each service</p> <p>Due to the extended hours and weeks of operation to deliver 1140 hours, there will be increased costs for additional Facilities Management costs (janitorial , cleaning, domestic assistants), central support costs (Finance, HR and IT), and for one off set up costs. It has been assumed that all capital costs will be fully funded and that there are no revenue costs for debt charges.</p>
		Description of changes to maintain and extend use of partner assets (including quality/price/volume/conditionality of service).	<p>East Ayrshire Early Years team meets with the managers of partners providers 3 times a year to discuss business items and to undertake development activity. All our partners centres have access to a teacher from the Early Years Peripatetic Teacher team. The Principal Teacher (Early Years) undertakes 3 quality assurance/contract compliance visits per academic year. All partners centres have access to CPD delivered by the Council. The Council's contract arrangements will require to be reviewed for August 2020. The new "Funding Follows the Child" will help shape and determine the new arrangements.</p> <p>A review of payments to providers who met the new quality standard will be required.</p> <p>A review of the quality assurance processes and arrangements will be required as per the role of primary guarantor of quality</p>

	<p>Extent to which new – Workforce to be recruited – Physical capacity may require to be built/ refurbished/s ourced.</p>	<p>The management structure and number of ELC practitioners and ELC support assistants for each early childhood centre in East Ayrshire is currently under review to support the delivery of 1140 hours. Early childhood centres operating across 50 weeks per year will require a management structure to be available outwith term time.</p> <p>Additional early learning and childcare (ELC) practitioners, senior ELC practitioners, Depute Managers and Heads of Centre will be required. The expansion will also impact on support staff, including the need for additional ELC support assistants, clerical, catering, cleaning and janitorial support.</p>
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IMPLEMENTATION PLAN	ELEMENTS	COMMENTS	PLAN
<p>1. Quality Plan</p>	<p>Specify the basis upon which day-to-day operational quality will be maintained and enhanced per setting during the period of expansion.</p> <p>Specify the basis upon which Quality will be continually improved over time.</p>	<p>Quality provision must be maintained during the period of change.</p>	<p>During the expansion period Heads, Managers and Seniors will require to demonstrate strong leadership to ensure the quality of experience for every child is maintained and transitions are well managed at all stages.</p> <p>The new Health and Social Care Standards along with HGIOELCC and <i>Building the Ambition</i> will continue to support staff on their improvement journey.</p> <p>To deliver these responsibilities to an estimated 52 ECCs and funded providers plus a number of registered childminders, yet to be determined, a minimum of 3 quality assurance officers and additional central administrative support will be required. Further assessment will be required on the levels of resourcing for the primary guarantor role when the new quality standards are published.</p>

<p>2. Phasing across local geography</p>	<p>Specify the basis of upon which expanded provision will be rolled out across the geography. Options might include neighbourhood by neighbourhood, school area by school area, with reference to the Scottish Index of Multiple Deprivation</p>	<p>1140 implementation in individual settings can begin as capacity becomes available and be phased through to 2020</p>	<p>Options to phase in more flexibility and extended hours are being explored to commence in August 2018 further to the statutory consultation in February /March 2018 and subject to funding from the Scottish Government.</p> <p>The current planning assumption is that the first phase of expansion will focus on area of high demand and centres located in SIMSD 1 and 2 where centres/primary schools have capacity to be extended or refurbished in 2018/19.</p>
<p>3. Community Engagement Plan</p>	<p>Specify the nature of the on-going engagement with local communities that supports the community to understand the changing nature of supply and the full extent to which supply is capable of adapting to their (family and community) needs.</p>	<p>Families and communities do not change in a uniform way, especially in a time of change over a comparatively short period. It can be expected therefore that there will be an element of 'demand lag' for the new offering that can be understood and managed via community engagement</p>	<p>The statutory consultation in February/March 2018 will seek parents/carers views re broad themes on the expansion to 1140 hours. As in previous years, this will be undertaken via an online survey, paper survey, focus groups, social media and CARIS (childcare & recreation information service).</p> <p>Our experience of direct consultation and engagement with parents/carers re the delivery of 1140 hours in the new Whatriggs ECC, proved to be very beneficial.</p> <p>Opportunities for direct consultation and engagement with parents/carers in the 12 geographic areas identified will be progressed as part of the phased roll out.</p> <p>The Council's Communication Team will support the development of a communication plan for all stakeholders re 1140 ELC expansion.</p>

<p>4. Workforce Plan</p>	<p>Specify the workforce plan through the period of prioritisation including consultation with existing workforce and phasing of uptake of any additional workforce..</p>	<p>Areas to address expected to include: leadership planning, consultation planning, industrial relations, recruitment plan.</p>	<p>Early childhood centres operating across 50 weeks per year will require a management structure to be available out with term time. A review of the management structure of each ECC and planning for the delivery of 1140 hours across centres including proposed shift patterns to deliver a service from 8.00am to 6.00pm has started.</p> <p>An Early Years Development Officer (Workforce Planning & Training) has been appointed. This post will:</p> <ul style="list-style-type: none"> establish a profile of the early years workforce in East Ayrshire including register childminders which will support the development of a recruitment plan link with Ayrshire College re course content and student placements link with the Council's Coordinators re Development the Young Workforce and Foundation Apprenticeships be the link re East Ayrshire's Assessment Centre (accredited to deliver SVQ2 level 2 and SVQ level3) build and support a team of SVQ assessors within our ECCs to support and mentor modern apprentices build and support a team of Internal Verifiers co-ordinate and deliver CPD for practitioners on the bank list <p>The 15 additional graduates/teachers have been allocated to East Ayrshire as per the Scottish Government commitment. It is</p>
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			<p>proposed that 13 graduates will be deployed in 13 early childhood centres and 2 teachers who will be deployed on a shared basis between 4 small early childhood centres which are located in rural communities and have lower numbers of children attending. The 2 teachers will join the 6 teachers in Early Years Peripatetic Teacher team who will continue to provide teacher access to 23 early childhood centres and 6 partner centres.</p>
5. Funded Providers	Specify the nature of future relationship with funded providers including the price paid, volume and quality requirements.	This should include consideration of the implications of Living Wage and note future development of national funded provider and quality standards.	<p>East Ayrshire Council has a Framework Agreement with 6 service providers for a period of 3 years from August 2016, with a one-year extension option i.e Framework Agreement to 2019/20. In 2016/17, 289 children aged 3 & 4 years accessed a place with a partner provider. (just over 10% of the 3 & 4-year-old population)</p> <p>The hourly rate for current providers will need reviewed as part of our commissioning framework as we move towards 2020. There is a small provider base in East Ayrshire (6 currently on the Council's Framework and 3 services which are not on the Framework). Prospective providers require to complete a Profile of ELC . This is used to assess the service providers ability to deliver ELC and evaluate the</p>

			<p>quality of provision, along with Care Inspectorate reports as part of the Council's tendering exercise. Providers needs to demonstrate a good understanding of principles and practice of child development, curriculum, Building the Ambition, assessment/planning and self-evaluation using HGIOELCC.</p> <p>Information on the new quality standard and the process of <i>funding following the child</i> will be required as part of our review process. Information re the local authority role as primary guarantor will also be required to determine the additional resources to support the quality assurance role.</p>
6. Infrastructure (Physical Estate) Plan	Specify the extent of refurbishment to the existing estate and the new build requirement		<p>Along with colleagues in Corporate Infrastructure we are continuing to review our existing early years estate re its suitability to provide and meet the delivery demands of 1140 hours, including:</p> <ul style="list-style-type: none"> • toilet and handwashing facilities • direct access, size and quality of the outdoor play/learning space • where and how lunches/tea will be provided in current accommodation • the provision of quiet room/space for children • the provision of a parent/carers room or space <p>A mapping exercise identifying all current and potential providers of ELC in East Ayrshire has been completed. This has included an analysis</p>

			<p>of location of providers, uptake of entitlement, demand and oversubscription of applications to some centres, occupancy levels over the last 5 years, current and proposed new housing developments, current and projected population, displacement of available places as a result of the increase of hours and the increased ratio of adult: child in each service.</p> <p>The outcome of this exercise along with the underpinning assumptions set out by the Scottish Government has determined that 9 new build centres and 14 new extensions /refurbishments are required to deliver the entitlement. It is estimated that the capital costs will be £46.396m as per the financial template, to be submitted 03/10/17.</p>
			<p>The current estimated indicative revenue costs to deliver 1140 hours of early learning and childcare based on the modelling assumptions used for the expansion is a minimum of £34.585m. This includes £1.618m for funded providers and approximately £0.049m for registered childminders delivering a blended model of 1140 hours. The estimated revenue costs will be confirmed as per the financial template to be submitted 03/10/17)</p> <p>These estimates will continue to be refined.</p> <p>Costs have still to be established for additional Facilities Management costs, central support costs (Finance, HR and IT), and for one off set</p>

			up costs. It has been assumed that all capital costs will be fully funded and that there are no revenue costs for debt charges.
8. Financial Assumptions to support projections	List the financial assumptions made to support financial projections.		<p>Assumptions</p> <ul style="list-style-type: none"> ➤ 98% uptake of 1140 hours for all 3 & 4 year olds ➤ 98%uptake of 1140 hours for eligible 2 year olds ➤ 36% provision of over 38 weeks ➤ 64% provision over 50 weeks ➤ 5% holiday cover costs ➤ 1% maternity leave cover costs ➤ Management structure in place that reflects a standalone centre or centre under the management of a Head Teacher of a primary school or shared Headship ➤ Ratio of 1: 8 for 3 & 4-year olds and 1:5 for eligible 2 year olds ➤ Salary costs midpoint plus 28.8% on-costs ➤ An increase in funded provider payments is included
9. 2017-18 expansion activity, including planned use of revenue and capital funding allocations			<p>The structure of the Education Service in East Ayrshire has been reviewed. In 2017/18, the early years service has recruited an Early Years Development Officer (0-3) and an Early Years Development Officer (Workforce Planning and Training).</p> <p>A Programme Manager who will co-ordinate and project manage the work of the ELC</p>

			<p>Expansion programme will be recruited before the end of the calendar year.</p> <p>East Ayrshire has established an Early Learning and Childcare Expansion Project Board which reports into the School Estate Project Board. There are 2 workstream groups:</p> <ol style="list-style-type: none"> 1. Infrastructure workstream 2. Workforce workstream <p>A further workstream will be established that will focus on Quality, Communication and Engagement</p> <p>9 Modern Apprentices are currently places in 5 early childhood centres and 5 ELC practitioners are working towards their SVQ assessor qualification.</p> <p>Direct consultation and engagement with parents and carers re the delivery of 1140 hours in Whattriggs ECC – this helped shape the patterns of hours to be delivered.</p> <p>We will continue to review our existing early years estate re its suitability to provide and meet the delivery demands of 1140 hours.</p> <p>A mapping exercise identifying all current and potential providers of ELC in East Ayrshire has been completed. This has included an analysis of location of providers, uptake of entitlement,</p>
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			<p>demand and oversubscription of applications to some centres, occupancy levels over the last 5 years, current and proposed new housing developments, current and projected population, displacement of available places as a result of the increase of hours and the increased ratio of adult: child in each service.</p> <p>The funding allocation to East Ayrshire for 2017/18 has been used as follows:</p> <p>Revenue Funding: £0.482m</p> <ul style="list-style-type: none"> • Part year costs to fully staff the new Whattriggs ECC to deliver 1140 hours • Part year costs for the Programme Manager when appointed • Part year costs Depute Manager and ELC practitioner posts in preparation of phasing in more flexible patterns of hours. <p>Capital Funding: £0.688m + Reallocated capital £0.221m – funding used towards the following 2 new builds and 1 refurbishment:</p> <ul style="list-style-type: none"> • Whattriggs ECC £694,715 • Muirkirk ECC £927,724 • Riccarton ECC £400,000
10. Project Management, Stakeholder Management and Change Support.	Specify what project management support will be made available to the change effort, include an assessment of risk and dependencies in change		A Programme Manager will be recruited to support the expansion of ELC in East Ayrshire. The successful applicant will join the Early Years team under the leadership of the Strategic

			<p>Education Manager (Early Intervention), which consists of:</p> <ul style="list-style-type: none"> • Service Manager (Early Years Development) • Principal Teacher (Early Years) • Early Years Development Officer (0-3) • Early Years Development Officer (Workforce Planning and Training) <p>The ELC project board will welcome support from the Scottish Government ELC Expansion Delivery team and Improvement Service.</p> <p>There are a number of risks associated with the expansion plan including:</p> <ul style="list-style-type: none"> ➤ the availability and procurement of construction firms to undertake the adaption and new build developments; ➤ the recruitment of qualified ELC practitioners, Senior ELC practitioners, Depute Managers, Heads of Centre and ELC support assistants. The scale of recruitment represents a considerable challenge given the expansion across Scotland and the potential competition between local authorities to recruit in the timescale
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			<ul style="list-style-type: none">➤ the need for funded ELC providers that meet the quality standard➤ full funding provided by the Scottish Government to deliver the expansion
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1140 Early Learning and Childcare

Implementation Plan

DRAFT

Foreword

East Lothian Council is strongly committed to ensuring that children have the best start in life and are ready to succeed. This Draft 1140 Early Learning and Childcare Implementation Plan sets out the Council's vision for expanding early learning and childcare to 1140 hours by 2020.

East Lothian's population is projected to grow by about 1% annually with significant growth projected across all age groups but particularly among children. The Council plans for the impact this growth has on its public services, including services for children and families to take account of the significant new housing developments planned in the coming years. This also includes a significant expansion of the school estate and the re-provisioning of early learning and childcare given the limited capacity in many areas.

The Council has adopted a collaborative approach to developing this 1140 Plan. A range of partners and council services have come together and built strong relationships to support the delivery of the Plan over the coming years. This collaboration includes a range of working groups and a Project Board to develop and oversee proposals and support a transparent approach to the development and progression of the East Lothian 1140 Plan.

The Council has developed a creative and innovative approach to make the most of its existing infrastructure and resources whilst focusing on placing quality at the heart of its provision. It is committed to offering families a choice of early learning and childcare, which

meets their needs. The Plan sets out how the Council intends to make the most of outdoor spaces and build on existing relationships with other providers of early learning and childcare to create an offer to families which is flexible, accessible and affordable.

The 1140 trial settings will provide the opportunity to ensure that the revised delivery model provides high-quality early learning and childcare. The trials will also provide the opportunity to test out new delivery models and ensure these offer best value and are operationally efficient.

The expansion of early learning and childcare brings new opportunities and challenges for those working or who wish to work in this sector in the future. To be successful, East Lothian Council recognises the need to support and build a workforce that embraces quality at the heart of early learning and childcare, develops career pathways and addresses the gender imbalances within this sector.

East Lothian Council's Education Service looks forward to continuing its engagement and partnership working with local families and partners to develop and implement 1140 hours early learning and childcare provision across the county.

Fiona Robertson

Head of Education, East Lothian Council

Contents

1. Context

- 1.1 East Lothian Council's Vision
- 1.2 East Lothian Council's Vision for Education
- 1.3 East Lothian Council's Early Learning and Childcare Strategy
- 1.4 East Lothian Council's Play Policy
- 1.5 East Lothian: A Growing County
- 1.6 Implications of the Education Governance: Next Steps
- 1.7 Commitment to Equal Opportunity
- 1.8 Impact of Universal Credit

2. Current Position: Early Learning and Childcare in East Lothian

- 2.1 Summary of key data relating to all East Lothian and registered provision in East Lothian
- 2.2 Demand for early learning and childcare in East Lothian

- 2.3 Comparison of Supply to Demand by cluster area
- 2.4 Key Data - Quality, Finance and Utilisation
 - 2.4.1 Current Quality of Provision
 - 2.4.2 Childminders
 - 2.4.3 Focus on Quality
 - 2.4.4 Financial
 - 2.4.5 Utilisation
- 2.5 Summary of parent and community consultation outcomes

3 Future Provision of Early Learning and Childcare in East Lothian

- 3.1 Summary of proposed changes to service delivery model
- 3.2 Proposals relating to the Key Principles:
 - 3.2.1 Quality
 - 3.2.2 Accessibility and Flexibility
 - 3.2.3 Affordability
 - 3.2.4 Severe and Complex needs
 - 3.2.5 Other Related Changes
- 3.3 Description of Changes to Maintain Partner Assets
- 3.4 Provision of Business Support to Partners, Providers and Childminders
- 3.5 Extent to which Physical Capacity may require to be built /refurbished/sourced
- 3.6 Workforce Planning and 1140 hours
- 3.7 Population, Projections and Forecasts
- 3.8 Statement regarding the relationship locally between expanded statutory provision and non-statutory provision for 0-16 year olds (both preschool and out of school) emphasising continuity of progression in the child's journey

4 Phasing, Community Engagement and Demand Lag

- 4.1 Introduction
- 4.2 Identification and prioritisations of Trial sites and Phasing of Implementation
- 4.3 Prioritisation of Children to participate in a trial
- 4.4 Community Engagement
- 4.5 Demand Lag

5 Table of additional detail relating specifically to implementation

1. Context

1.1 East Lothian Council's Vision

The **East Lothian Council Plan 2017-2022** outlines the strategy the Council will follow and details the objectives and strategic goals it has set itself over the next five years to strive to meet its vision.

The Council Plan sets out the following themes and objectives for the next five years:

- Growing our Economy
- Growing our People
- Growing our Communities
- Growing our Capacity

The overarching objective of 'reducing inequalities within and across our communities' that was adopted when the 2012-2017 Council Plan was reviewed in 2014 remains the overarching objective of the new Council Plan. Within this context, the provision of high-quality early learning and childcare has an important role in contributing to both the themes and objectives in the Council Plan. The East Lothian Poverty Commission Report also highlighted the importance of access to good quality and affordable early learning and childcare as a key way to reduce inequality and encourage better outcomes for families.

The Council Plan also sets out the following strategic goals, which will make the biggest impact in delivering the key themes and objectives.

- Reduce unemployment and improve the employability of East Lothian's workforce.
- Reduce the attainment gap and raise the attainment and achievement of our children and young people.
- Improve the life chances of the most vulnerable people in our society.
- Extend community engagement and decision making and increase community and individual resilience.
- Deliver transformational change and harness the opportunities technology offers in the provision of services.

1.2 East Lothian Council's Vision for Education

East Lothian's Education Service aims to provide the best education in Scotland through a relentless focus on Inclusion, Achievement, Ambition and Progress for All. We will all work together to Get it Right for Every Child and to ensure that all children and young people are Safe, Healthy, Nurtured, Active, Respected, Responsible and Included.

To realise our vision we will:

- act with ambition and integrity to open minds to the rights and values of education and help everyone to achieve their potential;
- work together to nurture all our children and young people;
- demonstrate a community working together to make that difference for every child; and
- collectively strive for excellence and equity for all

Our theme for 2017-2018 will help us collectively focus and deliver on our common moral purpose and vision is 'Know your gap, Know your impact'.

Our vision and values for education within East Lothian Council align with the Key Priorities in the National Improvement Framework for Scottish Education 'Achieving Excellence and Equity' (*Scottish Government, January 2016*) and 'Delivering Excellence and Equity in Scottish Education' (*Scottish Government, June 2016*):

- Improvement in attainment, particularly in literacy and numeracy;
- Closing the attainment gap between the most and least disadvantaged children;
- Improvement in children and young people's health and wellbeing; and
- Improvement in employability skills and sustained, positive school leaver destinations for all young people

The Education Service Improvement Plan sets out the action the Service needs to take to improve outcomes for children and young people and the way in which it will measure success in delivering improvements.

Our shorter-term equality outcomes are:

- Close the gap in educational outcomes for those children and young people impacted by socio-economic disadvantage
- Close the gap in literacy rates between boys and girls in primary school
- Improve the health and wellbeing of children and young people with protected characteristics

The Education Service Improvement Plan is currently being finalised and will set out links to the Outcomes in East Lothian Council's Plan 2017-2022, the Integrated Children and Young People's Service Plan, The East Lothian Poverty Commission Report and the 2017-2021 Equalities Plan.

In 2016/17 there were 8,492 pupils in East Lothian Council's 35 primary schools; 5,641 pupils in six secondary schools; 2,454 children accessing 600 hours of early learning and childcare across 33 Local Authority nurseries and 19 private and voluntary sector partnership centres. Specialist provision in enhanced learning centres was provided within 5

of our mainstream primary and 3 of our mainstream secondary schools in 2016/17, with 49 primary pupils and 47 secondary pupils attending during this academic session.

1.3 East Lothian Council's Early Learning and Childcare Strategy

East Lothian Council has set out its vision for early learning and childcare in the 'Early Learning and Childcare Strategy 2016-2021', making a clear commitment to working with children, families and partners in the community to ensure that children have the best start in life and are ready to succeed. The Strategy outlines three guiding principles as follows:

- Deliver on the Scottish Government's commitment to increase the number of funded early learning & childcare hours for all three and four year olds and eligible two year olds from 600 to 1140 per year by 2020. Targeting support towards the parents, children and communities most in need.
- To close the attainment gap through early intervention and reduce the impact of disadvantage by providing targeted support to families facing additional pressures.
- To ensure an informed, well-qualified, skilled and motivated workforce to enable delivery of high quality early learning and childcare services capable of meeting future demand and challenges, as we move towards 1140 hours.

1.4 East Lothian Council's Play Policy

East Lothian Council has set out its vision for play in the 'East Lothian Play Policy 2017 – 2020', stating 'All children and young people in East Lothian will have opportunities to play every day, with an emphasis on being outdoors, throughout their childhood'.

The Play Policy outlines three principles, as follows:

- All children and young people have a right to play
- Children and young people will be listened to and their views on playing and free time taken into account
- Adults should positively promote and support children and young people's rights to play

The policy acknowledges and supports the importance of play in contributing to all aspects of learning:

'...through play children learn by doing; they explore and engage with the world around them; they experiment with new ideas, roles and experiences and develop problem solving skills. High quality play experiences are the basis of young children's learning and are key to closing the attainment gap between children.'

1.5 East Lothian – A Growing County

East Lothian is growing and will continue to grow at a fast pace with over 10,000 new homes to be built over the next 10 years. Significant growth is projected across all age groups but particularly among children and older people: the 0-16 year age group is projected to grow by almost a third; the over 75 year age group by almost 100%.

East Lothian has been subject to strategic development pressure for many years. This is largely as a result of the area's proximity to Edinburgh and because it is part of the wider Edinburgh labour market and housing market areas. The proposed Local Development Plan (LDP) sets out a development strategy for the future of East Lothian to 2024 and beyond. The proposed LDP sets out where new developments should and should not occur, including housing, education, economic and retail development, new transport links and other infrastructure.

The proposed Local Development Plan is available here

http://www.eastlothian.gov.uk/downloads/file/11480/proposed_local_development_plan

1.6 Education Governance: Next Steps

In June 2017, the Scottish Government published Education Governance: Next Steps setting out its response to the outcome of the Governance Review consultation and the future governance of education.

Currently, as an Education Authority, East Lothian Council holds the statutory responsibility for the provision and delivery of education, for performance and improvement of individual schools as well the cumulative authority, as the employer of all staff within a school setting and those who support its schools. This statutory duty is set out in the Standards in Scotland's Schools Act 2000 and was amended 2016 to place new duties on Education Authorities and schools including new planning and reporting arrangements commencing August 2017.

The creation of Regional Collaboratives, as indicated within the Education Governance: Next Steps report, will be resourced between Education Scotland, Local Authority employees and other national partners and will focus on improvement and closing the attainment gap. The Regional Collaboratives will identify and report on regional educational priorities with regional plans linked to the National Improvement Framework priorities. The Regional Collaboratives will require to support the expansion of early learning and childcare and the specific duties that are likely to lie with the local authority in relation to ensuring the quality of the expanded provision.

The Scottish Government's Programme for Government states that an Education Bill will be introduced early 2018 relating to the Governance Review: Next Steps. It is not yet clear what the implications of this Bill will be on the governance of education and how this will articulate with an authority's other statutory duties set out in inter-related legislation, including the Children and Young People (Scotland) Act 2014, GIRFEC and Education (ASfL) (Scotland) Act 2013.

1.7 Commitment to Equal Opportunity

East Lothian Council's Education Service has made a strong commitment to equality of opportunity and ensuring that it provides an inclusive education for East Lothian's children. This commitment is set out in the East Lothian Equality Plan and includes the following:

- Close the gap in educational outcomes for those children and young people impacted by socio-economic disadvantage
- Close the gap in literacy rates between boys and girls in primary school
- Improve the health and wellbeing of children and young people with protected characteristics

In addition to the strategic commitment to reducing inequality, the Education Authority has also developed and benefits from a range of practical tools which can support those working in education to continue to build their understanding of equality and diversity issues. These include:

- Equality and Inclusion in the Early Years: A Guide to Understanding equality, diversity and poverty issues for those working in Early Years
http://www.eastlothian.gov.uk/info/751/tackling_poverty_and_inequality/835/tackling_poverty_and_inequality/3
- Understanding Poverty - E Learning module – available to Council employees and external organisations and individuals
- Face to face training opportunities including Transgender Awareness Training, Understanding and Tackling Racism, Autism Awareness, etc.
- A range of online learning modules free to use and available to all Council employees and external organisations and individuals via the Council’s LearnPro site.

1.8 Welfare Reform and the Impact of Universal Credit

East Lothian was the first local authority in Scotland to experience the impact of the roll out of Universal Credit. For many families living on low incomes or close to poverty, the implementation of universal credit has had a significant impact on their family. Complex application processes and long delays in receiving payments (often 6-10 weeks) have left many families who were previously coping well without access to any benefits for significant periods. Some of the evidence of this impact can be seen in an increase of 40% in food bank referrals, increased rent arrears (increased by 50%) and significant concern for people’s welfare across Council services.

In response to the above, three infant/primary schools in areas identified as having a number of families in SIMD 1 – 3, provided lunches and activities for children over the summer and subsequent holiday periods. Evaluations confirm the benefits for children and families as being continued learning, improved school attendance and relationships with school staff. This provision also acted as a support to families which in turn, contributed to reduced tensions within the home. East Lothian Council commissioned further research into Food Poverty and Holiday Hunger with a report on the findings due Autumn 2017.

Impact of Universal Credit – East Lothian Foodbank data

- August 2015 - 109 parcels
- August 2016 - 161 parcels
- August 2017 - 227 parcels

‘On August 16th, ‘back to school day’, there were 16 family referrals, 10 of which were known to have run out of money due to cost of uniforms and back to school expenses, which had tipped people over the edge.’ *Foodbank Trustee September 2017*

Over the past few years, the Council have used Universal Credit as a ‘passport benefit’ allowing people on universal credit to receive a range of discounted services. Universal credit became an automatic qualifier for two year olds, which saw an increase in the number applying. From the beginning of the 2017 school term, the introduction of the ‘Minimum Income Threshold’ for those eligible for ‘eligible two’s’ funding could bring wider implications for the Council’s policy and this will be reviewed over the coming months.

2 Early Learning and Childcare in East Lothian

2.1 Summary of Key Data relating to all East Lothian and registered provision in East Lothian

East Lothian manages and delivers early learning and childcare provision on a cluster model basis and this model informs the provision of early learning and childcare opportunities for children and families. It is within this context that the Council sets out the current and predicted future demand and supply. For more information about the cluster model catchment areas visit

http://www.eastlothian.gov.uk/site/scripts/download_info.php?downloadID=1588

East Lothian has a mixed economy of early learning and childcare provision. It is divided largely into private sector providers for children aged 0 – 5 years and local authority provision of 600 hours of ELC for 3-5 year olds (although there is also significant private sector provision in this age grouping). The level of accessing early learning and childcare is also dependent on the age of the children concerned.

The following summarises the key type of provision and information about the service.

Type of Provision	Key Characteristics
Local Authority Provision	<ul style="list-style-type: none"> • There are 31 local authority nurseries across East Lothian ranging in size from a capacity of 128 to 20 children per session. • For children aged 3-5 years an average of 82.2% of children attend a local authority nursery provision however this varies across the cluster as highlighted in section 2.2. • The majority of current provision is operating at capacity with particular towns experiencing a limited availability particularly in Prestonpans, Tranent and Haddington. East Lothian Council’s Early Learning and Childcare Team is proactive in the development and creation of provision to meet demand.
Additional and Complex Needs	<ul style="list-style-type: none"> • East Lothian has one early learning and childcare setting, The Green Room at Sanderson’s Wynd Primary School in Tranent, which accommodates children with the most severe and complex needs. This provision caters for children aged 3 & 4 years and those two year olds who meet the eligibility criteria for 600 hours. This facility is registered to care for 10 children at any one time and currently operates over 50 weeks.
Private Nurseries	<ul style="list-style-type: none"> • East Lothian Council has 19 Partner Provider nurseries across the county providing early learning and childcare for an age range covering 6 months to 5 years. • The Partner Providers operate within the hours of 7am to 7pm • Most are open over the traditional ‘school holiday’ periods, in-service days and bank holidays though closed over the Christmas holiday period. • Private nurseries are the choice of many parents providing continuity of care from when a child first begins nursery through to school age throughout the year. • Those employed by private nurseries hold a range of qualification levels (from SCQF Level 6 to 9) depending on individual’s requirements for registration with the Scottish Social Service Council (SSSC) and the role of the individual holds within the nursery. Information returned from a survey of partner nurseries highlights that some employees currently hold no formal qualifications (but are likely to undertake qualifications/ training in accordance with SSSC registration requirements).

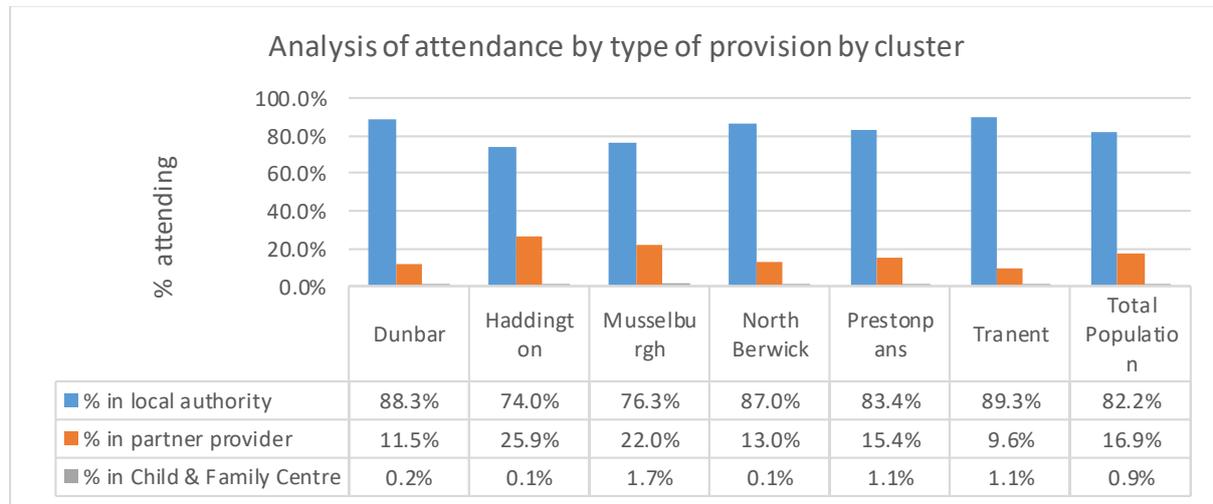
	<ul style="list-style-type: none"> • A survey of providers highlighted that private nurseries are in a position to offer 1140 hours within their current business models. • Most operate within privately owned buildings, though some are leased. • In some areas (Prestonpans, Tranent, Haddington) providers are currently working at capacity or near capacity and some hold waiting lists for particular age groups.
Childminders	<ul style="list-style-type: none"> • There are approximately 119 childminders working across East Lothian catering for children from 3 months to 12 years. • Childminders offer a range of services including school drop off & collection, late pick-ups and weekend working. • Working patterns vary, though many operate on a 'term time' only pattern, and Monday to Thursday with no childcare provided on a Friday. • Childminders, unlike other childcare providers, are not required to have a childcare qualification. A number are now beginning to see the benefits to achieving qualifications, what this will bring to their profession and have committed to study at all levels. Of those who responded to a recent survey 90% said they worked from their own home and make use of local amenities and outdoor spaces. • Some childminders in East Lothian are also Day Carers providing childcare for children referred through Children's Wellbeing Services.
Playgroups	<ul style="list-style-type: none"> • East Lothian has 16 playgroups who operate across the county of which 9 are registered with the Care Inspectorate, 1 pending registration and 6 are unregistered (running for under 2 hours per session). • Most have voluntary parent-led committees. • Many operate within other community based facilities such as church halls or community centres
Tots and Teens	<ul style="list-style-type: none"> • This is an innovative provision of a community playgroup for children aged 2-3 years within a secondary school setting. • It offers S3 pupils the opportunity to learn more about childcare as a career, child development, and the importance of attachment, play, songs and stories. Pupils are in the playroom for one session per week over a term. Pupils in S5 and S6 often return to the playroom on a voluntary basis. Pupils disaffected by school also have the opportunity to come into the playroom where they are supported by the qualified and experienced staff. One high school links the time in the playroom to a childcare elective undertaken by

	<p>pupils in school. East Lothian has three Tots & Teens projects with another two under way, which are due to open by the end of the calendar year 2017. The aim is to develop opportunities for pupils wishing to follow childcare as a career. By creating links to established early learning and childcare hubs across East Lothian, and creating pathways into Modern Apprenticeships, school leavers will be encouraged to consider early learning and childcare as a career.</p>
Voluntary Sector Provisions	<ul style="list-style-type: none"> • First Step is a community project in partnership with East Lothian Council, and Managed by a Board, with membership made up from Strategic Directors, local parents and Advisors from East Lothian Council. First Step supports parents and their children in a designated residential area, and is unique in providing a whole family approach. This includes support to parents to be at an antenatal stage, alongside groups for Grandparents and everything in between. First Step supports parents through its outreach service, and provides short term respite places for children/families. • First Step has close links with Dad's Work, which offers supports and activities to Dads and children of all ages.
Child and Family centres	<ul style="list-style-type: none"> • Olivebank Child and Family Centre supports East Lothian's most vulnerable children and their families. • Olivebank provides a 50 week service for parents and children, which includes an outreach service. • Places are allocated through referral and a panel.
Individual Family Arrangements	<ul style="list-style-type: none"> • A significant amount of childcare is provided by family and other support networks including grandparents, family friends and relatives. These arrangements are often mixed with more formal provision and supplement and provide support especially during school holiday periods.
Wraparound	<ul style="list-style-type: none"> • There are two Wraparound Centres in East Lothian, one at Sanderson's Wynd, Tranent and the other at John Muir Campus, Dunbar. Both sites provide a 50-week service for children aged 2- 5 years which currently "wraps around" the nursery sessions. Wraparound Centres are open from 7.30/8am to 6pm.

2.2 Demand for Early Learning and Childcare in East Lothian

The demand analysis for East Lothian's provision of early learning and childcare indicates a high level of engagement for 3 and 4 year olds with the early learning and childcare provision on offer to them. On average 97% of three and four year olds resident in East Lothian take up a nursery space (partner providers and local authority nurseries). Of which

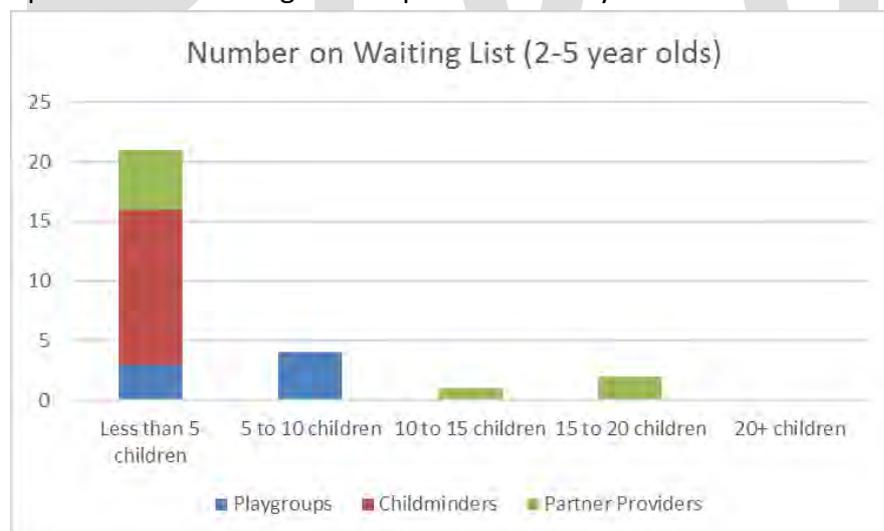
93% on average attend provision within their cluster of residence. The figure below shows the average proportion of 3 and 4 year olds attending each type of provision within each Cluster area over the last five years:



Data Source: East Lothian Council Nursery Enrolment Records 2011 to 2016

Partner providers and Childminders:

Of the Partner Providers who responded to our 2017 survey a number said that they operate small waiting lists for places currently:



2.3 Comparison of Supply to Demand by cluster area

At present, levels of demand for childcare are high and outweigh supply in particular within East Lothian. Haddington, Prestonpans and Tranent are currently areas where there is very high demand and more limited capacity.

Population Projections and the impact of demand:

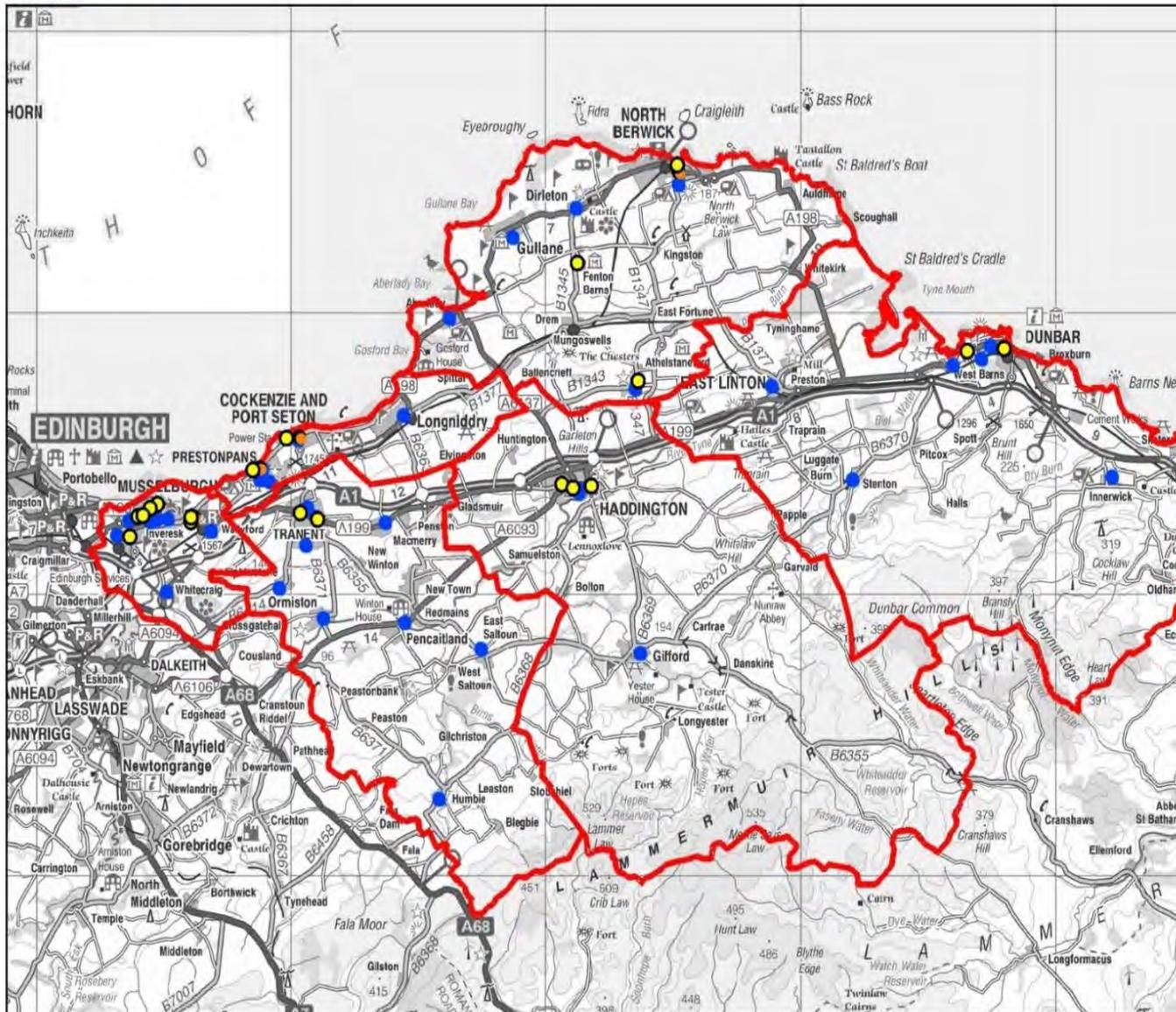
Population projections up to and beyond 2020 show increased numbers within the 0-5-year-old grouping with significant increases in demand for early learning and childcare forecast, particularly in areas allocated for new housing developments. It is also anticipated that demand in some areas will peak in 2024/25 when housing developments in certain areas are completed.

To develop the 1140 Plan, consideration has been given to current attendance figures, detailed population projections and local knowledge of communities in order to identify and predict what demand will be. Figures include the following assumptions:

- Figures developed to consider the implications arising from the Local Development Plan, within the context of developer contributions only allowing for 600 hours (as 1140 is not in statute and therefore we cannot retrospectively ask for contributions for 1140 from developers where agreements are already in place).
- Assumptions on attendance rates are based on current parental choice (as above) with a recognition that extended hours may make local authority nurseries a more attractive option for some families.
- In line with Scottish Government guidance figures and calculations used in tables do not include eligible 2 year olds
 - For the purposes of this plan figures relate to demand in **2020** only
 - Supply figures are based on the current supply available.
 - For partner providers registered capacities are fluid across age ranges depending on their demand from different age groups.
 - Childminder supply is fluid based on the individual circumstances of childminders and the premises from which they operate.
 - For some areas, there will be peaks in demand in 2024/25 and we have noted where these will be.

Supply v Demand Tables

East Lothian does not have catchment areas for nursery provision. However, we have presented our analysis of current supply v demand on our school catchment areas, reflecting local communities and linkage with the next steps in education. The following map and Appendix A highlight the nature of supply and predicted demand for local authority nurseries (what we own) and partner and community providers (what we buy).



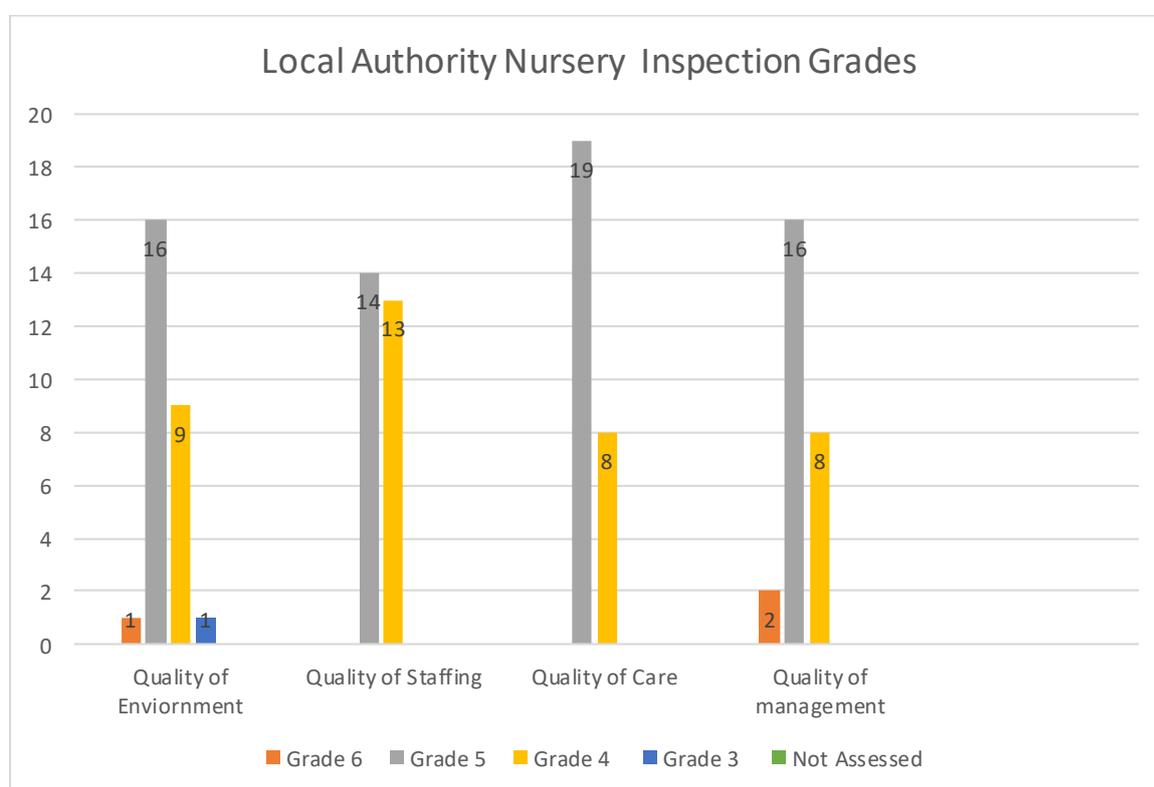
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2.4 Summary of key data metrics (quality, financial, and utilisation) relating to current supply arrangements (local authority and others)

2.4.1 Current Quality of Provision

Overall, there is an improving trend in Inspections of both local authority early learning and childcare provision and of partner providers.

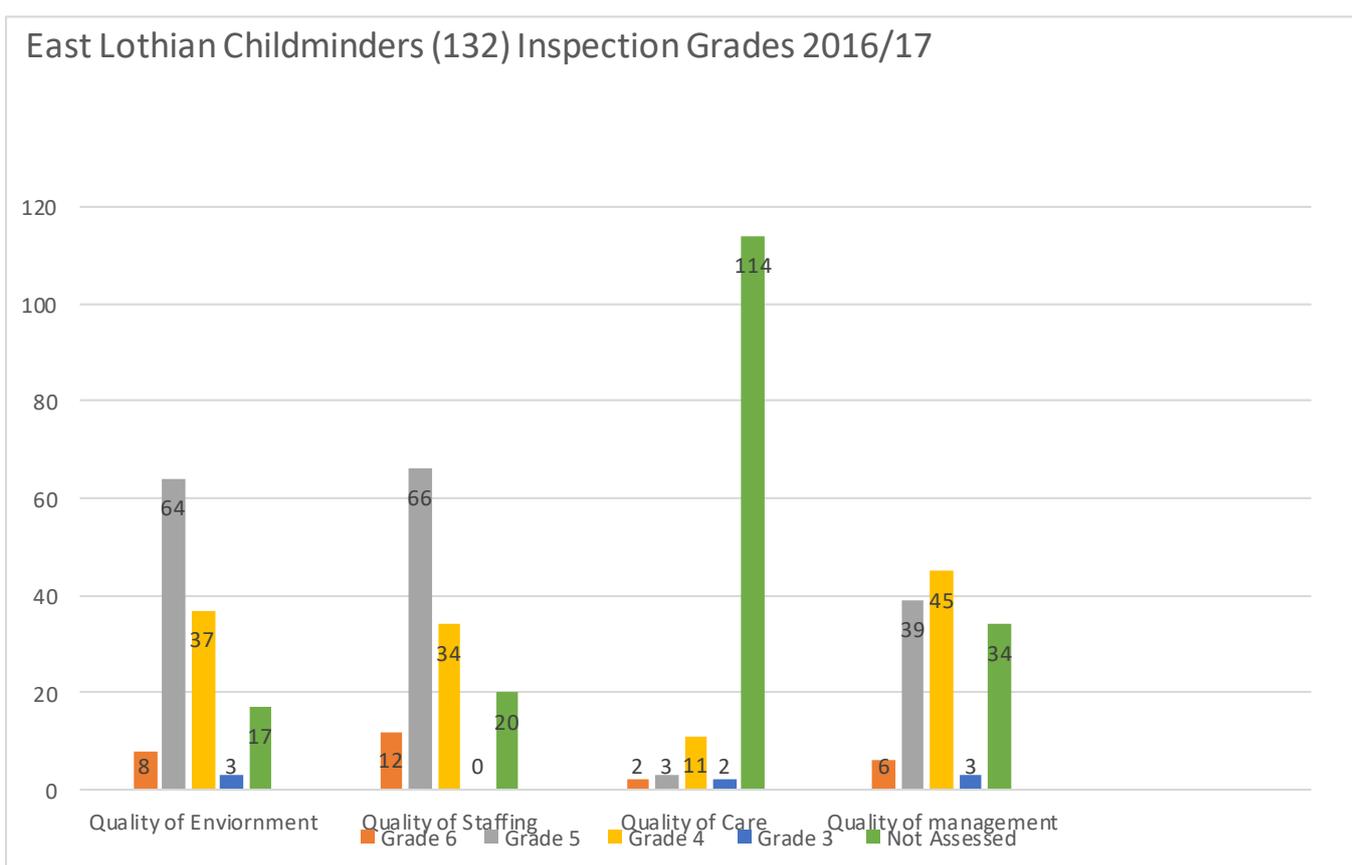
East Lothian Council receives relatively few inspections by Education Scotland given the number of establishments and the current proportionate approach to inspection. In recent years, most inspections have been positive with evaluations of satisfactory or better. Inspection trends from Care Inspectorate inspections are improving with most settings receiving positive inspections. In the small number of settings where areas for improvement have been identified, the service has taken swift action to provide support and improve practice.



2.4.2 Childminders

Childminders like other childcare providers are registered and inspected by the Care Inspectorate using the Care Standards, which to date have been early learning and childcare up to the age of 16, soon to be replaced by Health and Social Care Standards, My support my life.

The Care Inspectorate whilst inspecting on a regular basis do not have a regular annual inspection regime for childminders. The frequency of inspection for childminders is determined by the grades awarded at their last inspection. This may result in some childminders being inspected annually with others inspected bi-annually, or even once every three or four years in the case of grade 6 and an evaluation of excellent being awarded. This means the inspection of childminders is out of line with all other childcare providers, making it difficult for parents when choosing childcare to rely on information provided in Inspection reports to inform choice.



2.4.3 Focus on Quality 2017-2020

Until recently, the East Lothian Early Learning and Childcare Team had officers with a remit primarily focussed on supporting partner providers. From August 2017 onwards, these officers are now working across all early learning and childcare provision. A review of the quality of provision within all local authority nursery classes is currently underway and this will inform future support and development needs. To date, the outcomes of this evaluative review are positive and Head Teachers are engaging well ensuring provision is of a sufficiently high quality and aspects for improvement identified and addressed. The staffing compliment within the Early Learning and Childcare Team is currently being reviewed to

ensure that the service can respond to the increasing demand for early learning and childcare and to ensure quality across all of our service provision.

See section 3.2.1 below for more detail on ensuring quality between now and 2020 and ensuring that quality is at the heart of provision with in 1140 settings.

2.4.4 Financial

East Lothian Council's Education Service has negotiated rates with partner providers and childminders as part of its service level agreements. The current rates are:

- Partner providers 3-5 year olds £3.75
- Partner providers – eligible 2 year olds £4.50 plus £2 for lunch
- Childminder – eligible 2 year olds £4.50 plus £2 for lunch

2.4.5 Utilisation

In 2016/17, there were 8,492 pupils in East Lothian Council's 35 primary schools; 5,641 pupils in six secondary schools; 2,454 children accessing 600 hours of early learning and childcare across 33 Local Authority nurseries and 19 private and voluntary sector partnership centres. Specialist provision in enhanced learning centres is provided within 5 of our mainstream primary and 3 of our mainstream secondary schools, with 49 primary pupils and 47 secondary pupils attending during the year.

Twelve children, with severe and complex needs accessed pre - school provision at the Green Room within Sanderson's Wynd Primary School.

The number of applications for 600 hours of early learning and childcare for two year- olds continues to increase, with 146 applications received in the academic year 2016/17. Of these applications 15 were not eligible and 7 remained incomplete despite further information being requested.

Parental choice across all early learning and childcare settings is shown in the diagram at 1.8 in this report.

2.5 Summary of local parent and community consultation outcomes

East Lothian Council has taken a phased approach to direct consultation with families and carers about the introduction of 1140 hours of early learning and childcare. The Education Service plans to roll out a series of parental consultations across the county allowing parents to engage with the service about what early learning and childcare options would best meet their needs both now and in the future. The Education Service is aware that those who will be entitled to 1140 by 2020 will not necessarily be in a position to express what their childcare needs will be at this point in time. Therefore, the service will work in a range of

different ways to ensure it understands how the early learning and childcare offer can meet parental/ carer needs.

In the summer of 2017, East Lothian Council surveyed parents within the Prestonpans area to inform demand and time allocation in the first school cluster identified to trial 1140 hours. Responses indicated a clear preference for a 50 week provision. However, there was also a high level of respondents who 'didn't know' or chose not to answer this question.

The survey is currently open to parents, carers and families in the other cluster areas across East Lothian. This survey will close October 2017

Table 1

Question 1: If you would like to use childcare in Prestonpans now or in the future, which of the options would you use? (please tick as many as apply)	
Childminder	11.29%
Local authority Pre-school / School Nursery	30.65%
Private Nursery	19.35%
East Lothian Council Wraparound Care	14.52%
Crèche	6.45%
Out of School Club	12.9%
Playgroup	11.29%
Nanny / Au Pair	3.23%
Relative / Friend	4.84%
Not Answered	66.13%

Table 2

Question 2: Which of the following two options would you prefer for using the 1,140 hours?	
30 hours per week during school term time only	37.10%
22.5 hours per week throughout the calendar year (except for two weeks around Christmas and New Year)	46.77%
Don't know / not sure	6.45%
Not answered	9.68%

3. Future Provision of Early Learning and Childcare in East Lothian.

3.1 Summary of proposed changes to service delivery model

East Lothian Council is committed to meeting the requirements of 1140 in innovative, equitable and cost effective ways. This means the service is considering a range of approaches that will help to establish an effective model of 1140 delivery which supports both national and local objectives for early learning and childcare. In designing a new service delivery model, the four guiding principles are central to creating this choice in high quality provision for children and families in the area. The model of Early Learning and Childcare developed across East Lothian also focuses on the three sequential considerations outlined in the Scottish Government's guidance: use what we have, use what we purchase, and create what we need.

Proposed Change to the ELC Service Delivery Model



Supported by:



3.2 Proposals relating to the four supporting Key Principles:

3.2.1 Quality:

East Lothian Council's Education Service and Early Learning and Childcare Team have a strong focus on delivering high quality services for children and young people across the county. The service recognises that a National Quality Action Plan will become available to support local authority plans and will take account of this in developing future plans.

Ensuring Quality 2017 to 2020



We currently utilise a range of methods to ensure quality is at the heart of provision and will continue to build on this approach as we look ahead to full implementation of 1140 hours. Up to 2020 our work will focus on developing the following aspects to ensure a high quality provision across a range of providers, supporting those in particular where improvement has been identified.

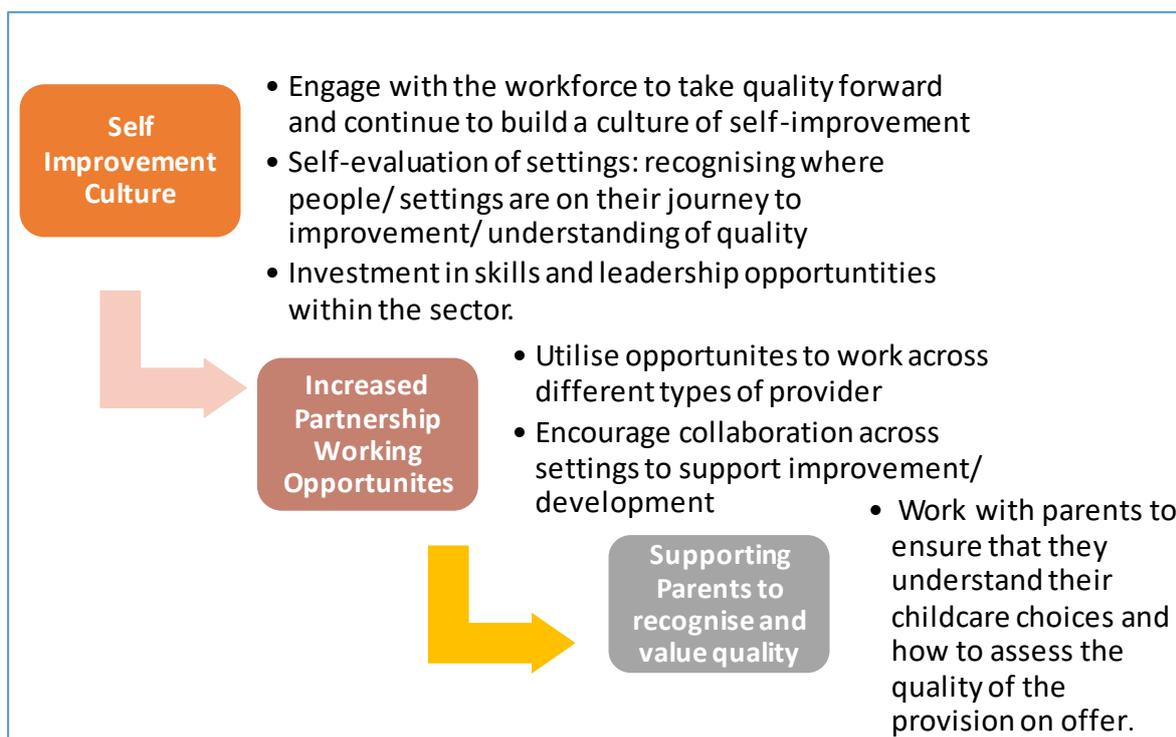
Quality in Action 2020

Ensuring quality within 1140 hours provision brings new challenges and opportunities and the following agreed principles will support the development of East Lothian's 1140 hours Quality Action Plan.

'A high quality provision must be child focused: holistically meeting the needs of the child'

- Consistency of high quality provision and encouragement of positive attachment
- Clear responsibility for children's planning/ outcomes and adjustment of care provided to meet the needs of children over a potentially longer period of time within a setting.
- Child wellbeing is ensured through a common understanding of the principles of Getting it Right for Every Child and the thresholds for concern
- Equity in provision (i.e. barriers to access and to learning are addressed)
- Highly capable staff with a sound understanding of early years pedagogy and the needs of our youngest children
- Effective leadership and a strong culture of continuous improvement built around provision that knows its own strengths and areas for development well and has appropriate plans to bring about sustained improvement focused on the needs of children and their families.
- Clear recognition of the needs of families –encouraging positive relationships, supporting home learning, clear information about the services and choices available to families.

- A solid understanding that the provision needs to be about early learning and childcare.



Development of Early Learning and Childcare Hubs

The Early Learning and Childcare Team intend to establish ‘hubs’ for early learning and childcare on a cluster basis across the county. Creation of these hubs will support collaboration between providers, sharing of experiences and resources, increase knowledge of services available within communities and generate ideas for improvement. These hubs will be central to ensuring that blended models work effectively and that access to training and development opportunities is supported locally. The hub model will also support a collaborative approach to embedding family learning and engagement across the sector.

Early Years Scotland Membership

East Lothian Council is supporting membership of Early Years Scotland to all partner and local authority nurseries in the county to support staff to access a wide range of learning, training and development opportunities to support the delivery of 1140 hours by 2020 and place quality at the heart of provision.

Testing our Model through Trials and Evaluation

The service will use trial sites to help determine the potential of future sites to deliver positive outcomes for children and families over a longer term, and support the

achievement of broader social objectives in relation to tackling poverty and reducing inequality.

The trial sites will provide the opportunity to test the support systems needed to ensure that the trials work effectively on an operational basis. This will include the testing of the NAMS and SEEMIS systems and practical arrangements for catering, sleep and toileting (including nappy changing and disposal). It is anticipated that trials will generate additional administration processes, from the allocation of extended places, to monitoring attendance and budgets.

The Evaluation Plan (Appendix B) for the trial sites includes methods considered to effectively engage with children, families and employees, gather their feedback on their experience of being part of the trial of 1140 provision and evaluate how effectively the extended provision meets both East Lothian Council and the Scottish Government's vision.

3.2.2 Accessibility and Flexibility

East Lothian Council is committed to ensuring that the range of childcare options available is responsive to parental needs and demand. It has developed a model per school cluster area that offers families choice in early learning and childcare that best meets their needs.

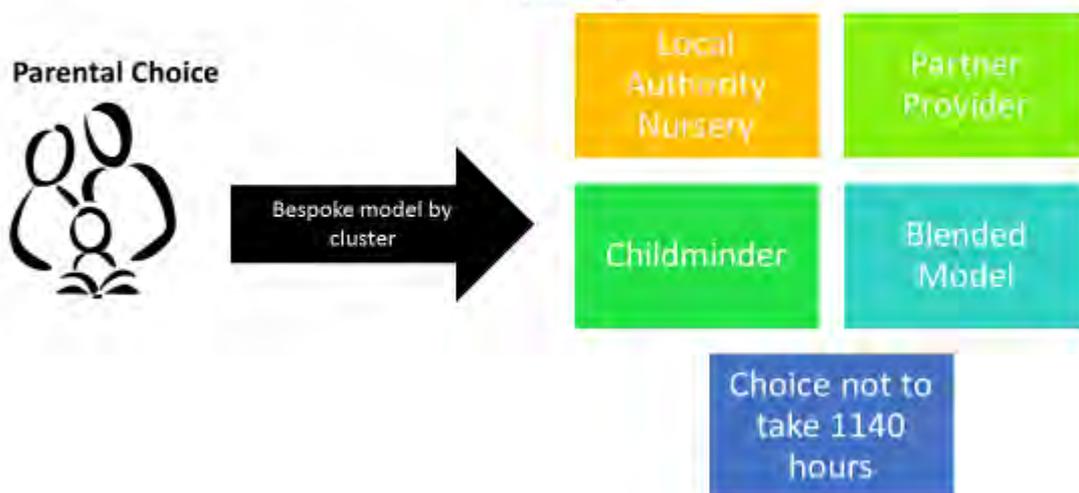
Across the geography of East Lothian, there are some rural areas where access to early learning and childcare is more limited by factors such as a less frequent public transport service than in larger urbanised areas and limited availability across a range of providers. The model reflects extended choice for parents and carers with new options to choose from including childminders and blended models, alongside extended school based provision and continuity of partnerships with partner providers.

To ensure a greater choice for families, East Lothian does not have an early learning and childcare catchment area policy. This enables families to access early learning and childcare in locations which may better suit employment or educational opportunities/locations.

The **Prestonpans Early Learning and Childcare Centre**, locally referred to as “The Red School” being the main school and nursery for the community, prior to the current Prestonpans Infants School and Nursery being built, has been refurbished and brought back into use. This will provide 24 much needed additional nursery places and for the first time provision for 20 children aged 2- 3 years who meet the eligibility criteria. The refurbishment has in its design, acknowledged the importance of family learning. By creating a community room colleagues from Health, East Lothian Works, Children’s Wellbeing, Housing, Olivebank, Welfare Rights, Dads Work, Speech and Language, will be able to advise and support families within their own community. Lead and managed by senior leaders within the Infants School the provision will facilitate sessions such as PEEP, raising Children with Confidence and Baby Massage on site.

Prestonpans ELC Centre will, as part of East Lothian Council’s vision, be a centre of excellence where those interested in childcare as a career can spend time in support of their study and learning. Prestonpans ELC Centre can also be used as a provision to nurture and support Modern Apprentices, in both the practical aspects of early learning and childcare and the provision of mentoring and resources such as books, learning journals and CPD opportunities. This creates a link for pupils who may start their journey into childcare through East Lothian’s Tots & Teens project, or those seeking to step into childcare as a career change.

East Lothian 1140 offer to families (flexible and provider neutral)



3.2.3 Affordability

As outlined above, East Lothian Council is working to develop a system of early learning and childcare which delivers choice and flexibility for parents but is also financially sustainable and cost effective over the longer term. Development plans include the exploration of a range of options that will allow the Council to maximise choice and the resources available.

It is recognised that early learning and childcare provides new and further opportunities for families to reduce childcare bills and also access opportunities for education, training and employment. Through partnership with East Lothian Works parents/ carers can access a wide range of support to help them back into employment, training or education. Over the coming years plans will include strategies to extend and develop a range of bespoke opportunities to those accessing 1140 hours early learning and childcare who wish to develop their skills, including employability skills.

East Lothian providers (across all sectors) can currently benefit from the Council's corporate focus on reducing poverty and inequality. This includes access to free online training to raise awareness and understanding of poverty and access to a dedicated guide to 'Equality and Poverty in the Early Years' which supports Early Years providers to understand the impact of child poverty and how they can remove barriers to their services. In this context, the Council will work with parents to identify the 'hidden costs' of childcare (across all settings) and ensure the removal of as many barriers as possible for families accessing childcare.

3.2.4 Severe and Complex Needs

The number of children with additional, severe and complex needs within East Lothian continues to rise as medical interventions become more advanced. In East Lothian an average of 1.7% of children are considered as having additional, severe and complex needs. This equates to 53 of 3104 children eligible and accessing 1140 hours in 2020. To ensure the best possible outcome for these children additional and specialist provision is required. This additional provision could be created in the Early Learning and Childcare Centre being considered for the Haddington area. In creating additional capacity across the County both parents and children will spend less time travelling out with their local communities. An integrated service within our communities will enable children to remain in their communities where they can develop relationships with their peers.

3.2.5 Other related changes (e.g. to admissions processes)

There is no catchment area policy for Local Authority or Partnership nurseries in East Lothian and a standard admission policy applies to all children regarding the allocation of places. It is acknowledged that the number of places available in the trial areas will be limited initially. Given this situation, a specific qualifying criteria has been developed to be used to identify children and families who will benefit most from the extended hours. The criteria is intended to be used by school staff in consultation with colleagues from Health, and other agencies as appropriate, in the identification of children/families.

The Council will review the way in which it manages the 'funding following the child' model to ensure that the financial model is sustainable for all types of provider, especially in blended models. The Early Learning and Childcare Team Lead Officer will work with the national group considering this issue to identify solutions.

Our project plans includes a testing of NAMS and SEEMIS to ensure that these systems can administer and record effectively the necessary information for children in a variety of settings or blended models of childcare (see 3.2.1 above).

East Lothian currently use Universal Credit as a passport to other benefits. We will be considering the implications of the minimum income threshold in respect of entitlement to early learning and childcare and the potential impact on other benefits.

3.3 Description of changes to enable full use of existing local authority assets (infrastructure)

East Lothian Council has undertaken a thorough and rigorous review of all current infrastructure available to support the implementation of 1140 hours. Most of the school estate is already at capacity and significant new housing developments between now and 2025 will place additional pressure on the existing estate. To maximise the use of facilities the education service has developed a new model across the estate based on the following:

- A 50 week model of delivery in most local authority settings, ensuring best use of these assets
- A 38 week model in some settings where capacity allows
- Development of outdoor classrooms within existing sites where available and suitable
- Potential to create intergenerational facilities within our Sheltered Housing Sites where nursery provision can be co-located with sheltered housing units creating centres for intergenerational care where needs of both age spectrums are compatible.

- Expansion of Tots and Teens provision to all secondary schools linking different parts of the school estate.
- Continued support for playgroups and other providers who currently use local authority owned assets e.g. playgroups running within community centres
- Consideration of a wide range of existing assets and their current usage to ensure that the most cost effective locations are identified and brought into use where needed.

In addition to continued use of Council Infrastructure the education service has reviewed the requirements for all settings to cater for the needs of children over a longer day. This includes adjustments to cater for lunch provision, sleeping areas, nappy changing areas and a range of suitable resources.

3.3.1 Description of changes to maintain and extend use of partner assets

Partner Providers

East Lothian will continue to work with partner providers to ensure continuity and choice for families across the county. Building on existing work with this sector the Early Learning and Childcare Team will work in collaboration with partner providers to ensure a high quality provision:

- Continued service level agreements with partner providers outlining expectations in terms of quality and the levels of service provided
- Negotiate with providers to agree a rate payable based on national guidance and standards. This will reflect any guidance in respect of the Living Wage (though providers who replied to our survey already pay the Living Wage)
- Support provided by the Early Learning and Childcare Team to ensure high-quality experiences for children and families
- Ensure access to the Early Learning and Childcare Hubs fostering collaboration, supporting learning etc.
- Development of Blended Models with childminders, playgroups and local authority provision to increase choice and flexibility of options for families
- Consideration of the need to procure places with providers where necessary to ensure flexibility for children.
- Ongoing engagement with the sector working towards 2020 and full implementation of 1140 programme.

Childminders

The 1140 hours agenda brings new opportunities to work in partnership with childminders across East Lothian and in doing so increase the choice and flexibility to families. To support effective relationships with childminders the Early Learning and Childcare Team will work in collaboration with childminders to:

- Develop a partnership framework, outlining expectations of quality and the planning, recording and monitoring of outcomes for children
- Ensure that expectations for qualifications reflects national expectations
- Ensure access to Early Learning and Childcare hubs to support sharing of learning and collaboration with other providers across communities and to reduce the isolation of childminders.
- Development of Blended Models with partner providers, playgroups and local authority provision to increase choice and flexibility of options for families.
- Negotiate with providers to agree a rate payable based on national guidance and standards. This will reflect any guidance in respect of the Living Wage.
- Continually engage with childminders to ensure they have access to information about 1140 hours programme as it emerges from the Scottish Government over the coming years

Playgroups

The 1140 hours agenda brings new opportunities to work in partnership with playgroups across East Lothian while recognising that some smaller provisions will continue to operate as per their current model.

- Develop a partnership framework, outlining expectations of quality and the planning, recording and monitoring of outcomes for children
- Ensure that expectations for qualifications and registration reflects national expectations.
- Ensure access to Early Learning and Childcare Hubs fostering collaboration, supporting learning etc.
- Continually engage with playgroups to ensure they have access to information about 1140 hours programme as it emerges from the Scottish Government over the coming years.
- Development of Blended Models with childminders, partner providers and local authority provision to increase choice and flexibility of options for families.

3.4 Provision of Business Support to Partner Providers and Childminders

East Lothian Council recognises that providers currently face a significant change to the business environment within which they operate. Through our ongoing engagement with this part of the sector a range of areas have been identified where support can be offered from a business perspective. Through Business Gateway, East Lothian’s Economic Development service provides a business startup and growth service in East Lothian. Professional advisers provide a free, impartial and confidential service offering one- to- one advice, business planning and support. Established businesses can access a wide range of business information. The range of issues highlighted by the survey of businesses in the Early Years sector are common to all businesses and routinely addressed by the Business Gateway service, who will continue to support businesses as the Implementation Plan is actioned.

A questionnaire issued to Partner providers in June 2017, highlighted the following points in tables 3 and 4 as being concerns for them as businesses as we move to 1140 hours in 2020.

Table 3 Partner provider Concerns 2017

Q25 What other challenges are facing your current business model?

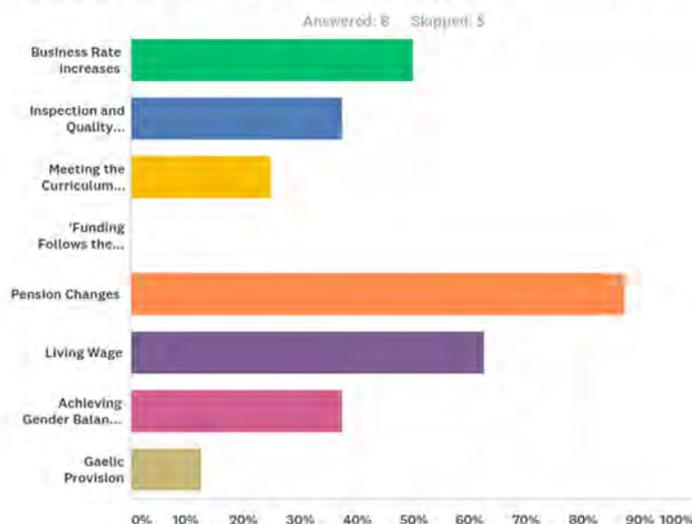
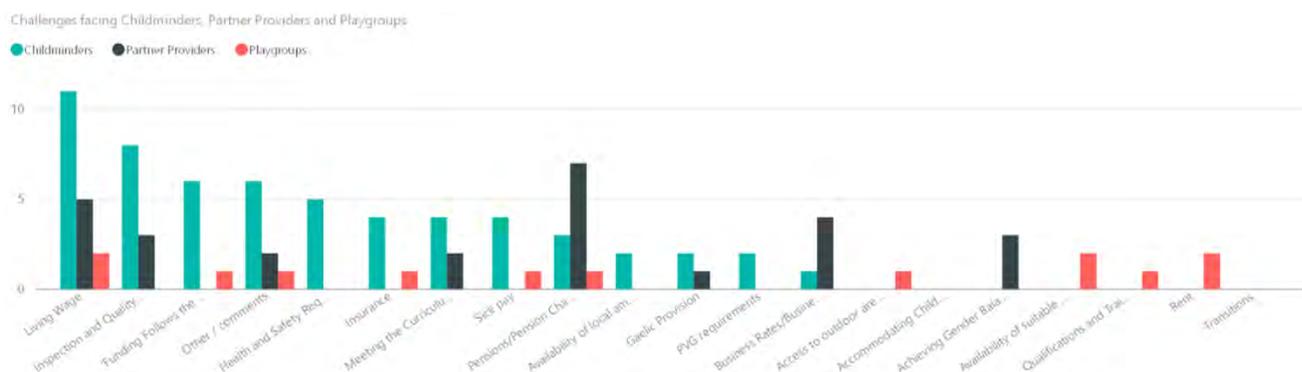


Table 4 Challenges facing Childminders, Partner Providers and Playgroups



3.5 Extent to which Physical capacity may require to be built/ refurbished/ sourced

Arising from the significant population growth across the county there are a number of locations in which extended early years facilities and new build facilities will be required. In some instances these are already in development or planned for as a result of the negotiations through the Local Development Plan. However, as per current legislation these facilities are designed and funded to meet the need to accommodate 600 hours. The local authority is considering how best to ensure that the demand for 1140 hours can be met within these settings.

In the cluster areas our main capital expenditure is planned to include:

Table 5

Cluster Area	Description of Expenditure (e.g. refurbishment / new build)	Additional Capacity Created
Haddington	Plan to create an Early Learning and Childcare Centre	<ul style="list-style-type: none"> • 64 places for 3 & 4years • 30 places for 2 year olds • 10 places for under 2's • 10 places for children with severe and complex needs
Tranent	Plan to create an Early Learning and Childcare Centre to meet the needs of children and families. The exact location for this new provision is currently being considered.	<ul style="list-style-type: none"> • 64 places for 3 & 4years • 30 places for 2 year olds • 10 places for under 2's

	<p>Saltoun:</p> <p>Provision of additional spaces currently being considered as there may be the potential to utilise an existing community asset.</p>	
North Berwick	<p>A new build nursery to accommodate demand. There is no capacity to extend the existing site. During a recent consultation in regard to expansion of nursery provision in North Berwick, parents/carers made it known that they would not be supportive of two separate nursery sites. It was proposed that the existing nursery on the site of the Community Centre remain, with a new provision being created on the site of the primary school. Parents/carers turned down this proposal, favouring one site for all of the nursery provision. The existing primary school site has no capacity to build the size of nursery required.</p>	
Prestonpans	<p>Prestonpans Early Learning and Childcare Centre (previously the Red School) has been refurbished. This will provide additional childcare places and support for parents. By 2020 it will provide a 6 day service over 50 weeks.</p>	<ul style="list-style-type: none"> • 24 places for children 3- 5 years • 20 places for children aged 2- 3 years • Community room to be used by parents and colleagues in support of parenting
Musselburgh	<p>The development of additional provision at Pinkie St Peters, will, as with Prestonpans provide an opportunity to support parents. Provision at Whitecraig, an area which falls into SIMD 2 & 3, will enable parents to access childcare locally and not available at the moment. Although this is an area of deprivation there is a notable absence of applications for two year olds.</p>	<p>Additional capacity at Pinkie St Peters to accommodate:</p> <ul style="list-style-type: none"> • 80 children aged 3- 5 years • 20 children aged 2 – 3 years <p>An increase of 20 places for 3 – 5 year olds and introduce provision for two year olds.</p>

		Additional places to be created at Whitecraig. Additional places to be created through the new build school at Wallyford.
Dunbar	Dunbar has increased in size over the last few years with the demand for nursery places ever increasing. A new modular building is a planned addition to the nursery site.	60 additional places for children aged 3- 5 years

3.6 Workforce Planning and 1140

East Lothian has developed a separate Workforce Development Plan which is included as Appendix C to this main report.

3.7 Population Projections and Forecasts

All of this work takes place in the context of the Local Development Plan (LDP) which sets out the over-arching strategy for growth across the East Lothian area. The LDP provides the vision for how our communities will grow and develop in the future. It identifies key locations for growth and sets out policies to ensure future development is sustainable. The proposed Local Development Plan is available here

http://www.eastlothian.gov.uk/downloads/file/11480/proposed_local_development_plan

The implementation of this plan will see an additional 10,000 new homes built in East Lothian resulting in a significant increase in population and demand for services across all age groups. We have used the July 2016 LDP forecasted figures to inform this development plan.

3.8 Statement regarding the relationship locally between expanded statutory provision and non-statutory provision for 0-16 year olds (both preschool and out of school) emphasising continuity of progression in the child's journey

East Lothian Council wants to ensure that all children have the best possible start in life and are ready to succeed. East Lothian community planning partners have made a commitment to ensuring joined up local service responses to health inequalities in the early years of life, pre-birth - eight.

The main aim has been to facilitate and enable mainstream services to deliver support in a different and more effective way in response to community identified needs and strengths.

The key principles which underpin 'Support from the Start' are community engagement, learning and leadership.

The outcomes that Support from the Start is working towards for children in East Lothian are:-

- positive parenting and experience good attachments at an early stage
- ready to learn and achieve
- access quality child care experiences
- healthy & happy
- not living in poverty
- Having a good opportunity for play, and
- protected from harm

In addition to the above, key priority areas for the service were identified as follows:

- Involving Parents, Children and Communities & Building Community Capacity
- Streamlining Access to Services
- Enhance targeted interventions for pre-birth to 3
- Enhancing support to pre-conception, ante-natal & pre-school parents
- Improving children's readiness to learn through play

In 2012, six area Support from the Start groups were established and tasked with engaging with local parents, services and the wider community in delivering the Support from the Start outcomes. Each group has a core group with an identified leader and a wider mailing list and is working to a locally developed plan.

In this context the Early Learning and Childcare Team supports all forms of childcare across the County. Most communities, except for rural communities such as Humbie and Innerwick have a Playgroup which supports children and parents locally. This often acts as a child's first pre-school group experience, and the first step in separating from their parents.

- Playgroups are supported by the Childcare Development Officer and are often run in community halls and buildings. Playgroups currently receive grant funding in support of the work they do. This is often used to offset the cost of rent charged by community landlords.
- Childminders are supported as small businesses available in most communities excepting the most rural. Childminders link with local communities by taking children to toddler groups and playgroups, as well as libraries.
- Wraparound provides early morning (7.30/8am) childcare and late afternoon childcare (3pm – 6pm) for parents which can be used to extend the nursery session.

Wraparound is also providing childcare during school holidays. Childcare during school holidays can be purchased by parents who do not use the service during school term times. Both Wraparound Care services offer places to eligible two year olds.

- Out of School Clubs are available across the County, with the majority using school premises. This make it easier for children and parents as the children become familiar with the environment as part of the school and parents assured knowing that children do not have to move from school to another building to access childcare.

Other important aspects of this work include:

- Supporting successful transitions between settings, particularly a smooth transition to primary one
- The strong Active Schools Programme, which from 2017 offers free places in sports activities to those entitled to a free school meal
- Duke of Edinburgh Awards
- East Lothian Play Strategy
- Support and development of a range of community based resources for families including Bookbug in the Home and Bookbug sessions in all local libraries.
- Projects to support equality and inclusion e.g. Get Connected
- Commitment to parental engagement

Section 4: Phasing, Community Engagement and Demand Lag

4.1 Introduction

A priority in East Lothian for 2017/18 is the development of trials to test the implementation of 1140 in various settings. The learning gained from the implementation and evaluation of these trials is valuable in planning and developing future proposals for the expansion of EL&C by 2020.

The criteria set for trials in East Lothian will also inform our approach to phasing the implementation of the 1140 entitlement across the county.

4.2 Identification and prioritisations of Trial sites and Phasing of Implementation

A range of providers deliver Early Learning and Childcare across East Lothian. Providers include local authority provision, childminders, private and community nurseries, playgroups and family centres. The development of trials is an important opportunity to provide the best opportunity to learn from implementation, including cost models, access and reducing the inequality gap. Trials should also allow us to test whether the new models increase the choice, flexibility and accessibility of childcare. Therefore, a set of criteria is proposed to ensure that trials are identified on a consistent basis. The following criteria for the trials is proposed:

1. **Scottish Index of Multiple Deprivation (SIMD)** : Provision to be located within an area of lower ranking within the Scottish Index of multiple deprivation (bottom 20%): this would focus provision on areas of most need and deliver benefits to both the children and families
2. **Severe and Complex needs:** this would allow development of a trial in an area specialising in severe and complex needs and be of greater benefit to more vulnerable children and their family.
3. **Additional barriers to accessing early learning and childcare:** focus on children who face additional barriers to early learning and childcare e.g. additional support needs, low income or other.
4. **Outdoor provision:** this is considered an innovative approach to the development of early learning and childcare with successful trials running in Edinburgh. This can also create additional capacity without any capital expenditure and utilise existing 'forest kindergarten/ forest school' skills within the authority
5. **Rural:** this would seek to address issues of accessibility for children living in more rural locations to access their entitlement to 1140 hours. This has the potential to involve childminders.
6. **State of readiness:** in order to progress trials to begin by August 2017 and beyond, the locations identified need to be in a position where they have capacity and also a willingness to establish and support a trial.
7. **Alternative Service Delivery Model:** this will allow the Council to explore different ways to provide childcare with greater financial flexibility.

4.3 Prioritisation of Children to participate in a trial

Children (eligible 2, 3 & 4 year olds) are not entitled to 1140 hours of childcare until 2020. However, by establishing trials, some children will be able to access their hours from August 2017 and this will increase incrementally as trials develop and new trials are implemented. There is an expectation that parents of children participating in 1140 hours Trial settings must be willing to participate in the trial and agree to provide some feedback on their experience.

In order to manage parental expectations and provide a framework for who can access these, a prioritisation is proposed. Children and families from the following will be given priority in attending an 1140 trial provision:

- i) Children who live within an SIMD area
- ii) Children from families in receipt of benefit including universal credit
- iii) Children from families where there are additional barriers to early learning and childcare e.g. additional support needs, severe and complex needs, other signs of vulnerability.
- iv) Families with a desire to utilise expanded childcare options to return to work/ education or training.

Additional site specific priorities may also be relevant for example:

- v) Children living in a rural area
- vi) Families must be interested in an outdoor nursery setting

4.4 Community Engagement

East Lothian Council has developed a Community Engagement Action Plan to support plans to engage with communities about the 1140 agenda. The plan focuses on meeting the needs of key stakeholders across the 1140 agenda. Within this, parents, carers and families are identified as primary stakeholders and a range of different approaches and techniques are being used to ensure meaningful engagement opportunities are identified.

The plan identifies actions to address the following challenges:

- Ensuring that parents and carers who will be entitled to access 1140 hours have the opportunity to share their views on what type of early learning and childcare they would like to use
- Gathering views from a wide range of stakeholders – recognising that some people who will use this childcare service in the future are not yet parents.
- Ensuring that communications are timely and with all stakeholders, especially those working in settings where 1140 will be trialled ahead of full implementation.
- Ensuring that expectations of parents and carers are managed during the trial and implementation of 1140 between 2017 and 2020.

A wide range of methods of engagement are outlined in the Community Engagement Action plan which are tailored to meet the needs of communities across East Lothian.

4.5 Demand Lag

East Lothian has a successful track record in applications and placements for two year olds meeting the eligibility criteria. To date East Lothian has managed to offer placements of choice to parents, however, the number of applications received week on week, has resulted in some areas such as Prestonpans and Tranent being unable to offer parents childcare which suits their needs. We will apply this learning to our approach to work with the 1140 agenda.

Contact Us:

For more information about Early Learning and Childcare in East Lothian visit our website www.eastlothian.gov.uk or contact us via phomer@eastlothian.gov.uk

Table 6: Additional detail relating specifically to implementation plan

Key Area of Development	What is required by SG (column can be removed before submission)	Key Activity	Progress/ Further Information
4.1 Quality Plan	<p>Specify the basis upon which day to day operational quality will be maintained and enhanced per setting during the period of the extension</p> <p>Specify the basis on which Quality will be continually improved over time</p>	<ul style="list-style-type: none"> • Quality Working Group established • Participation in relevant national and local groups e.g. Childminder Framework • Take account of the publication of National Quality Plan when available in 2017 • Review of the work of the ELCC team to include a focus on quality across all LA ad partner providers. Work underway from Sept 2017 to review all settings to provide a baseline of quality which will also outline any support needs. 	<ul style="list-style-type: none"> • July 2017: 1140 Quality Workshop with key stakeholders to identify current systems to maintain quality and identify opportunities to embed quality at the heart of provision • August 2017: develop a plan to consider the need to embed quality within each type of provision and engage with the sector on the challenges they identify • New model focussed on evaluating and supporting quality improvement to be developed as more information on the Regional Collaboratives and SG Quality Action Plan becomes available.
4.2 Phasing across local geography	Specify the basis of upon which expanded provision will be roll out across the geography.	<ul style="list-style-type: none"> • Development and agreement of a phasing and trial criteria has been agreed by the Project Board. 	<ul style="list-style-type: none"> • 2017/18 Trials to begin in October 2017 • 2018/2019 and beyond trials currently under consideration

<p>4.3 Community Engagement Plan</p>	<p>Specify the nature of the ongoing engagement with local communities that supports the community to understand the changing nature of supply and the full extent to which supply is capable of adapting to the (family and community needs)</p>	<ul style="list-style-type: none"> • June 2017: Series of cluster based questionnaires sent out to parents to gather views on childcare choices and availability • Revised information pages on the Council website about the implementation of 1140 and what parents can expect. • Utilisation of the Support from the Start Network to work with parents of eligible 2's and those with younger babies who may not be aware of their childcare choices at present. 	<p>Community Engagement Plan is attached as Appendix D</p>
<p>4.4 Workforce Plan</p>	<p>Specify the workforce plan through the prioritisation including consultation with existing workforce and phasing uptake of any additional workforce.</p> <p>Include:</p> <ul style="list-style-type: none"> • leadership planning, • consultation planning, • industrial relations, • recruitment plan. 	<ul style="list-style-type: none"> • Workforce Planning Group established • Focus on refreshing job descriptions to ensure they are fit for purpose in 1140 context • Developing partnerships with Edinburgh College to explore the potential for local delivery of training and qualification opportunities. 	<ul style="list-style-type: none"> • Draft workforce plan outline in place and programme of work to 2020 being developed • Ongoing meetings with Edinburgh College to ensure delivery of relevant Early Learning and Childcare qualifications in East Lothian.

<p>4.5 Funded Providers</p>	<p>Specify the nature of the future relationship with funded providers including price paid, volume and quality requirements.</p> <p>Include consideration of the implications of the Living Wage and note future development of national funded provider and quality standards.</p>	<ul style="list-style-type: none"> - Development of new partnerships with childminders - Continuation of partnerships and revision of contracts with partner providers - Potential for blended models - Development of cluster model of hub - Regular engagement with partner providers - Engagement re guidance coming nationally re qualifications etc. <p>The Scottish Government has advised that work in respect of the Living Wage is being taken forward nationally. A recent survey of local partners suggested that the Living Wage is already being paid in the sector locally.</p>	
<p>4.6 Infrastructure (physical Estate) Plan</p>	<p>Specify the extent of refurbishment to the existing estate and the new build requirements</p>	<p>See Appendix E</p>	
<p>4.7 Financial Projections (spend profile)</p>	<p>Specify the phased cost profile for both revenue</p>	<p>See financial resource spreadsheet</p>	

	and capital over the period. Include anticipated top up revenue where appropriate.		
4.8 Financial assumptions to support projections	List of the financial assumptions made to support financial projections	See financial resource spreadsheet	
4.9 2017-2018 Expansion Activity, including planned use of revenue and capital funding allocations		See Appendix F for Financial Spreadsheet 2017-18	
4.10 Project management, Stakeholder management and Change Support		East Lothian Council Transformation Team are supporting the development of the 1140 agenda across East Lothian. A detailed Project Implementation Structure has been established to develop and co-ordinate work and provide strong Governance around the development of any new proposals.	For a copy of the PID, Project and Governance Structure, please email croders@eastlothian.gov.uk