

From: [REDACTED]
Sent: 14 January 2019 09:41:54
To: Public Engagement Unit
Subject: FW: Early years

AO ? [REDACTED]

For MACCS for OR

[REDACTED]

[REDACTED]

Deputy Private Secretary
Private Office to the First Minister
5th Floor | St Andrew's House | Regent Road | Edinburgh | EH1 3DG | T: 0131 244
[REDACTED] | [REDACTED]

[cid:image001.png@01D4ABED.616B0730]

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From: [REDACTED] >
Sent: 10 January 2019 21:50
To: First Minister <firstminister@gov.scot<<mailto:firstminister@gov.scot>>>
Subject: Early years

Dear Nicola Sturgeon

I am writing as I find myself with no alternative.

Firstly, I working in early years and am based [REDACTED]
[REDACTED] I have and continue to be a avid supporter of the 1140 and totally strive to help bridge the gap in poverty gap and help raise attainment in Scotland. The vision for Scotland to be the best place to grow up is a vision but one I am passionate in trying to help work towards.

Many private settings have protesting and moaned about the fees and the conditions of the 2020 plan. I have embraced it! I have never quibbed the costs, the two tier system with the LA - nothing. However, this has not been rewarded whatsoever. I have been trying since August to get consent to operate out of the classroom we use in a quiet rural school. I have no got this yet. 98% of my service users need full days. I have repeated emailed Aberdeenshire Council and said that my users cannot tap in to their entitled 15hours 50 mins due to work commitments and lack of facilities not accommodating full days. I have had replied which include it takes time and none of any help or clarity. So you have a setting willing to embrace and desperate to run with the 1140 - following your blueprint document guidance and we are being blocked and hinder at every step. How can that be?

Secondly, We have been based in a schools sine 2002. We have received a service

agreement every August. There are no fees paid for the use of the building. when I took over as manager, I was told to use their janitorial supplies - "help yourself". Now I need clarity on this. how can we use the room for free and get paper towels and soap for free? I asked the head teacher who had been in post over 5 years. she did not know and an investigation started. We have now been told we must pay an hourly fee of over ?8. No reward for being honest just hassles and grief. The committee has paid in excess of ?30000 in room refurbishments. If we have to pay the fee who pays this? No clarity as of yet.

As you there is a major recruitment drive. how can we keep staff with all this going on. it affects staff retention and moral making it impossible for non LA settings to manage. How unfair when we are so prominent in supporting your vision.

[REDACTED] I had my start date, met the conditions of my conditional job offer to find out the day before I left my post that it was suppose to be an internal post and I could not have the job. I have been dedicated to this sector for a decade and for what? I was left doubting the job, my knowledge, passion and direction after being told that if I wished to continue with the application, every part of my application would be pulled apart as would my professional integrity. I was told that I did not have the skill set for the job nor a lead but just an EYP. I have trained staff that are in post with LA as EYLP and they have less experience and qualifications as me. I was also told that a lead is listed on the managers SSSC register which is not true .. I corrected the lady on the phone and said no ive been a lead on the practitioners register for years. It felt like lies to get the council off the hook as they cannot offer the post externally due to breach of 1140 contract. How can this be fair? I earned that job and deserved it. A few days before Christmas, my own daughter suggested moving in with my brother as I wouldn't be able to pay the rent. [REDACTED]

[REDACTED] Bridge the gap in poverty..... a sector I have passionately fought to improve and worked so hard for did this to me. Horrendous!!!!!! Unforgivable in fact. I have also tested the knowledge of LA staff knowing seniors are internal post only. My setting PT doesn't know. 15 LA staff I asked didn't know. Again where is the clarity. The link I was sent does not state anywhere it is internal. I was told this is a glitch in the system. I have been left hurt and deflated by the situation and comments made.

[REDACTED] LA wont take over the setting which is currently full..... where is the security. there isn't any. I have expressed this concern for months and have no reassurance [REDACTED].

Please could you offer some support reassurance guidance... please

deeply frustrated

[REDACTED]
Manager
[REDACTED]

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-

From: [REDACTED]
Sent: 22 January 2019 08:40:16
To: Public Engagement Unit
Subject: FW: Stirling Council financial methodology

Attachments: Maree Todd on SC financial methodology1.pdf

AO - [REDACTED]

MACCS case please for OR

[REDACTED]
Office of the First Minister
Scottish Government
5TH floor/St Andrews House/Regent Road
Edinburgh EH1 3DG
Tel 0131-244-[REDACTED]

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From: [REDACTED] <[REDACTED]>
Sent: 22 January 2019 08:16
To: <mailto:Maree.Todd.msp@parliament.scot>
Cc: First Minister <<mailto:firstminister@gov.scot>>
Subject: Stirling Council financial methodology

Please excuse the spelling mistakes in my last letter which I have corrected in this.

Bright wishes

[REDACTED]

[REDACTED]

-

Maree Todd
Minister for Children & Young People
Scottish Government
Edinburgh

Tuesday, 22 January 2019

Dear Maree Todd,

[REDACTED], I continue to have sombre concerns in relation to the ELC expansion towards 1140 hours that I would like to bring to you & the Scottish Government's attention.

1. Stirling Council financial methodology

My concern is around the **derivation of the average cost** of service delivery per child as the council quotes, currently £5.45.

The council's financial data, supplied to us on 28th November 2018, with implied rationalizations of a rate of £5.45 has to be directly comparable with the private sector before any conclusions can be drawn.

The average cost alluded to cannot be directly comparable unless the maths & formal used to produce them is identical on both sides.

My understanding from the documents provided to me showing the council costs, is that the **public sector calculations exclude all streams of income to the benefit of their average cost.**

This requires clarification before I can be assured of this concern & the Stirling Council justification of the said £5.45.

The financial methodology used in the council's financial calculations to compare a public v private sector early years service costs are **unlikely to be valid due** to a number of factors that appear to have been excluded from the council calculations on public sector costs, notably the exclusion of ALL public sector income to the **disadvantage of the private sector partners whose income streams have to be fully shared.**

2. The Stirling Council allocation of funds including capital funding

While the private sector offers the council the opportunity to absorb incremental demand via the existing private sector infrastructure rather than through new public sector expansion, this option is not presently being adopted effectively despite Scottish Government directives, surely leading to sub optimal investment decision making. The sharing of a valid cost benefit analysis would be of use in demonstrating this.

The current salary bands being offered to new personnel in this market's public sector provision are unaffordable to private sector suppliers, raising the question of overhead allocation & ongoing sustainability.

The proposed rate of funding for early years of £5.45 locally & nationally is unsatisfactory & unsustainable to private sector partners as repeatedly communicated.

The dissemination or criteria for access to capital funding as a Funded Partner so far has not been forthcoming such as enabling me to expand my Forest School provision as a priority which is unique to the learning community & a government priority.

3. There continues to be insufficient transparency in the dialogue between the council & its private sector partners as repeatedly communicated. This includes occasional lack of access &/or late sharing of policy statements & strategic initiatives that concern us, such as the exemplar of access to capital funding. This does not meet the criteria or the definition of public/private sector collaboration.

4. There is an apparent inability by the council to **discern the distinctions in the different educational propositions** offered by the private sector & subsequent value that they offer the 1140 expansion plan. This leads to private sector partner opportunities being overlooked despite clear added value were they to be pursued. The advantage of different educational approaches to the curriculum in the early years [REDACTED] is to increase parental choice & educational offerings rather

than reducing them with over expansion.

I look forward to hearing from you.

Our continued thanks as we work hard to deliver the Scottish Government's vision for our Scottish children.

Yours sincerely,



MD



T; [redacted]

E; [redacted]

From: [REDACTED]
Sent: 23 January 2019 14:53:10
To: Public Engagement Unit
Subject: FW: Fwd: 1140 Hours Implementation in West Dunbartonshire

Attachments: Cllr McColl partner letter.pdf

AO ? [REDACTED]

MACCS case please for OR

[REDACTED]
Office of the First Minister
Scottish Government
5TH floor/St Andrews House/Regent Road
Edinburgh EH1 3DG
Tel 0131-244-[REDACTED]

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From: [REDACTED] <[REDACTED]>
>
Sent: 23 January 2019 14:33
To: First Minister <firstminister@gov.scot<<mailto:firstminister@gov.scot>>>
Subject: Fwd: Fwd: 1140 Hours Implementation in West Dunbartonshire

Redirected to this email address as advised.

----- Forwarded Message -----

Subject:

Fwd: 1140 Hours Implementation in West Dunbartonshire

Date:

Wed, 23 Jan 2019 14:32:16 +0000

From:

[REDACTED] <[REDACTED]>

Reply-To:

[REDACTED] [REDACTED]

Organisation:

[REDACTED]

To:

Nicola Sturgeon

<Nicola.Sturgeon.msp@parliament.scot><mailto:Nicola.Sturgeon.msp@parliament.scot>

Dear First Minister,

My colleagues have asked that I copy you in on a recent email to Maree Todd for information and we are hopeful that we will now get our voices heard and get an opportunity to discuss our thoughts, concerns and suggestions for the implementation of the 1140 hours in West Dunbartonshire. We are greatly disappointed that we have had to highlight this matter to yourself and your colleague but feel we were left with no alternative, having waited more than three months for a response from the Leader who is also an SNP Councillor.

Please be assured that we are all trying to do our best to achieve this vision and remain committed to the children and families who rely on us.

[REDACTED]

on behalf of [REDACTED]

Sent to Maree Todd on 23rd January 2019

Dear Maree,

I am writing today in the hope that you can assist the [REDACTED] and our efforts to engage in meaningful dialogue with West Dunbartonshire Council. I am attaching a copy of a letter we sent to Cllr McColl, Leader of WDC on 8th October 2018 which, so far, has had no response (although it was automatically acknowledged at that time).

As the 1140 hours proposal is a flagship policy for the SNP party we find the lack of engagement quite astonishing. We are aware of the hard work being undertaken by the Scottish Government to encourage council's to work proactively with their private providers and yet we have been unable to get any meaningful dialogue going with the senior management team, nor is there any acknowledgement of the challenges we are facing at the moment as we prepare for the implementation.

Having waited weeks for a reply from Cllr McColl, [REDACTED] have since written to Cllr McAllister and he has offered to arrange a meeting with his fellow Labour colleagues if we continue to get no response. This offer is appreciated but should not be necessary and we don't want this to become a political issue.

Time is moving on and we are all anxious to put plans in place to ensure the roll out programme is effective and inclusive but we need policy makers to engage with us to make this happen.

Your support would be appreciated in this matter.

--

[REDACTED]
on behalf of [REDACTED]
[REDACTED]

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Cllr Jonathan McColl
Leader of the Council

8 October 2018

Dear Mr McColl,

Re: Early Years Education in West Dunbartonshire

I am writing on behalf of a number of independent nursery owners of West Dunbartonshire who currently operate in partnership with the Council in the delivery of early years provision. We would like to set out our very great concerns about the way the Council is handling the planning and delivery of the 1140 hours of entitlement for parents and ask for an urgent meeting with you and your officers to discuss this in more detail.

Funding for the 1140 hours remains our main concern but there are also issues with lack of consultation which is creating real uncertainty in our sector and this undermines the strong working relationship we have previously had with the Council.

I am sure you are aware that this is an issue between private providers and many local authorities at the moment and no doubt this is what led to the recent Agreement of Working Principles between Cosla and NDNA Scotland with support from the Scottish Government and Association of Directors of Education in Scotland.

Some authorities have already taken the positive step of establishing a working party with private providers to work collaboratively on the 1140 hours vision and we would like West Dunbartonshire to do the same.

With regard to the funding itself, West Dunbartonshire has not increased the hourly rate for 3-5 year olds for more than four years and this remained at £3.42 until the recent 4.4% increase to £3.57 per hour and no increase for 2-3 years olds (unlike the majority of other authorities). When inflation is considered at an average of at least 2.5% per annum then the rate has been devalued by at least 10% over the 4 years in question. After the recent modest increase there is still a residual devaluation of the rate by 6% which will rise to 8.5% by the year end.

Viewed in the context of wage rises to comply with the National Living Wage and in turn the Scottish Living Wage, which will be a condition of partnership contracts from 2020, current rates don't come close to covering the cost of providing high quality childcare provision as a sustainable business model.

In addition auto-enrolment pensions have added another 2-3% per annum to our wage bills, bringing the cumulative total increase to around 18% on our biggest overhead.

The new Standard for Partnership will require a contractual obligation to consistently deliver quality standards whilst our income continues to be eroded dramatically. Local authorities, including West Dunbartonshire Council continue to build their own early years capacity, paying practitioners rates which are up to 30% above 'market rates' which in turn makes it increasingly difficult to recruit and retain good staff.

The approach of local authorities to date seems to be to intercept and secure capital and revenue funding for themselves with no consultation or opportunity for growth by the independent and voluntary sectors.

In short we are expected to deliver high quality provision with levels of funding which are a fraction of those enjoyed by the state sector. There is nothing approaching 'a level playing field' in operation. Even within the state sector there are enormous variations in the rates offered. Across the Clyde in Renfrewshire, rates have recently increased from £3.67 to £4.00 per hour or by 9%. More than double the West Dunbartonshire increase. These rates will increase next year to £5.00ph (£8 for 2 year olds) and to £5.31 (£8.50 for 2 year olds) by 2020. These are fair and just about sustainable rates.

Neighbouring Argyll and Bute currently pay £4.41 per hour and plan an 8% increase this year to £4.75 and a further 10% the year after to support the Scottish Living Wage taking the rate to £5.23. Aberdeen meanwhile pays £5.50 for two-year olds and £4.10 for 3-5's.

In summary the current one-year contract rate of £3.57 doesn't come close to covering our basic costs, even before the introduction of the 1140 hours and the associated requirement to pay the Scottish Living Wage at an estimated £10.00 per hour in 2020. In fact this amounts to only 73% of our current standard rate.

Private providers in West Dunbartonshire want to work closely with the Council to ensure that children in this area of multiple deprivation have the same opportunities as everyone else but there needs to be proper consultation and this **MUST BE PROPERLY RESOURCED**.

The independent nurseries of West Dunbartonshire would welcome the opportunity to meet you as Leader of the Council, the Chief Executive and Chief Education Officer alongside the Head of Early Years to discuss how the current dilemma might be resolved.

Yours Sincerely

██████████

Copies to: Officers; ██████████ and; ██████████;

From: [REDACTED]
Sent: 31 January 2019 14:14:54
To: Public Engagement Unit
Subject: FW: urgent press release child's curriculum

Attachments: press release letter child's curriculum.doc

MACCS case please for OR

[REDACTED]
Office of the First Minister
Scottish Government
5TH floor/St Andrews House/Regent Road
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From: Sturgeon N (Nicola), MSP <Nicola.Sturgeon.msp@parliament.scot>
Sent: 31 January 2019 13:59
To: First Minister <firstminister@gov.scot>
Subject: Fwd: urgent press release child's curriculum

Nicola Sturgeon MSP
Glasgow Southside
Constituency Office (constituent enquiries only)
Govanhill Workspace
Unit 3, 69 Dixon Road
G42 8AT
Tel: 0141 424 1174
nicola.sturgeon.msp@parliament.scot<<mailto:nicola.sturgeon.msp@parliament.scot>>

All other enquiries to nicola.sturgeon@snp.org<<mailto:nicola.sturgeon@snp.org>>

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From: [REDACTED]

Sent: Wednesday, January 30, 2019 7:40:55 PM

To: Sturgeon N (Nicola), MSP

Subject: urgent press release child's curriculum

Urgent child's curriculum press release

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URGENT

On Monday January 14th 2019 like a bolt from the blue came the front page headline in the Edinburgh Evening News:

ALL CITY NURSERY TEACHERS FACE AXE
Trained teachers may be replaced by lower paid staff as part of plan to save city £40m.
An article inside the same paper said that:
Nursery teachers could face axe in council budget cuts
Proposals to save £1.5m from early years budget.

As council employees, teachers may fear losing their jobs if they object to this proposal. We are early years retired practitioners and academics who will speak on their behalf.

The *Child's Curriculum Group* was founded in the face of cuts and closures of Nursery Schools in Edinburgh in the early 2000s.

- To uphold the tradition of the very best early years provision in Scotland;
- To advance principles of child learning and development for excellent education and care in which the child leads the way;
- To embrace the life of the child within family, community and culture;
- To promote children's nature and children's rights as inseparable.

The attached letter is signed by the core committee as a support to those opposing the 2019 cuts to the City of Edinburgh's proposed early years budget.. Please use it as a press release and to inform your arguments to prevent this disaster for our children.

Stop the City of Edinburgh's proposed budget plans
Demand that the Scottish Government increases funding to the City of Edinburgh Council's early years budget to prevent the loss of nursery teachers in nursery schools and classes

We of the *Child's Curriculum Group* read with dismay in this week's press of the proposal to remove teachers from Edinburgh nursery schools and classes altogether, apparently because they are in short supply elsewhere. Edinburgh is far from the first council to go down this route, as councils constantly have to retreat and regroup to spread everything thinner and ever thinner.

These days, there's a lot being said up in government about education and the drive to close the attainment gap. And rightly so.

These days there's a lot being said and done down in local government that will make it less likely that these dreams will be realised. Everybody knows that local councils have their backs to the wall trying to maintain existing services on less and less money.

Frankly, it's a bit obvious that you can't make anything better by removing the resources that are needed to bring about that objective.

In the middle, between the good intentions and the reality of diminishing cash input, and inevitably a diminishing quality, there are children, human beings eager to contribute with pride as the next generation. Children who are going to be spending more and more hours in pre-school settings, an initiative that is ploughing on without enough qualified staff in the country to do the job. And while the government will talk of the drive to recruit and train staff, it takes more than five minutes to produce someone who has learned what to do. It looks like this might lead to recruiting people with no qualifications, or experience, at all, just a pair of not very well informed hands.

The most important resources that children need are well qualified adults. They need those adults to keep them safe; to meet their physical needs; to contribute to meeting their emotional needs; to make bad things a bit better by supporting the whole family; to help them get on with each other; to help them fulfil their potential, and to make a strong beginning to their learning through life.

In the good old days this was achieved by a team of differently qualified adults who worked in a complementary way, led by a specialist teacher often holding an additional qualification. The specialist teacher knew how to do all of the above, and most specifically the last two, and managed the team to collectively realise these objectives. The specialist teacher was qualified to work at all stages through primary, and probably had done so, giving an understanding of what lay ahead. Such importance was placed on expertise that it was rare to find a probationer teacher in nursery.

Children in nursery schools and classes were doing things competently and independently which they may never have had the opportunity to do again in primary classes, even although they were older...baking and cooking, woodwork, science experiments. They often had more autonomy, more self-reliance and more independence than their primary counterparts. Many "stand

alone” nurseries across Scotland, led by a specialist headteacher, were acknowledged centres of excellence.

Now come the bewildering bits. With an urge to close the attainment gap, why would you close these Scottish centres of excellence, or reduce their excellence by putting them in the hands of the already very stretched headteacher of a school a mile up the road who has no nursery expertise, and who will never get to know the children and their families by popping in now and again to see how things are going? It took hard work and long hours and the building of good relationships to create these excellent and rich learning experiences for our youngest children. Surely retaining a headteacher and then giving him or her three schools to run just might affect how excellent any of them could get to be? Should our children be offered anything less than excellence, is it okay not to aim for that?

Why talk about creating more opportunities for people to take degrees to have more graduates working in pre school provision, while removing the graduates already there...the teachers?

Why would you take anyone out of the system at all, when there aren't enough people qualified and available to take on all the extra posts created by the additional hours?

Why bother to talk about attainment at all after removing the key people who brought depth and substance and quality to the experience for children?

Why talk about education when you have taken out the people who are best qualified to deliver it?

It's 15 years since the EPPE study (The Effective Provision of Pre School Education, published by the Education Dept. in 2004) which demonstrated that children did best in an environment that had teachers in the mix, leading the team. Why would that finding ever have changed? One can read these days that there is no evidence to show that the presence of teachers makes any difference. It wouldn't, would it, when the “presence” of a now peripatetic teacher might mean that that he or she spends an hour every few weeks in each of several providers, never really getting to know the families and the children, never really being part of the team, far less being in a position to lead the thinking, and is often diverted into filling in for an absent teacher and having no nursery input at all on that occasion.

The training and qualification of a nursery teacher is unique and consequently her or his contribution to raising attainment is also unique and irreplaceable.

Do parents know that the headteacher to whom much will be entrusted might know nothing about nursery, might never have worked in one? Do they think that all the nursery staff are teachers? Do they understand what is being done? Are these extra hours something that is of any real use to them, since the hours their children spend in the primary school are different? Are these long hours away from home really what is best for a child and the family?

Politicians wouldn't go into a court of law and tell a lawyer he isn't presenting his defence case properly, nor tell the neurosurgeon how to perform an operation. Is the Scottish Government interested in hearing what the people who know the most have to say? People whose prime motivation is not ideology, nor winning the popular vote, nor career advancement ... children, only children, their wellbeing, their happiness, their futures.

We, the undersigned, a group of concerned professionals and academics whose individual skills, knowledge and experience in the field as practitioners, educators and thinkers over many, many years, wish to express our very deep concerns about what is happening in early years provision, rightly acknowledged by the world's leading economists as the most effective place to spend money on giving children a good and supportive start to become contributors to our community. We would question the rationale of bothering to talk about raising attainment at all while not understanding who and what it is that children need and how this can be achieved. When money is all that speaks, we are lost.

Core Members of Child's Curriculum Group

Jillian Adie MSc, Doctoral Researcher in Education, CC Group

Dr Jonathan Delafield-Butt

Professor Aline-Wendy Dunlop Emeritus Professor Vice-President,
Early Education

Kate Frame A.C.E. (Froebel) Dip.Com.Ed. CC member

Judy Goodier

Brett Housego

Dr Karen Ludke Senior Lecturer in English Language

Marion MacLeod

Gill McKinnon Retired Nursery Headteacher and School Inspector.

Chris Miles MBE

Kitty Renton

Barbara Robertson BSc Social Science Retired Nursery Head
Teacher

Moira Small BEd Hons

Kenny Spence Men in Childcare

Colwyn Trevarthen FRSE Professor (Emeritus) of Child Psychology

From: [REDACTED]
Sent: 19 February 2019 16:38:17
To: Public Engagement Unit
Subject: FW: Meeting - [REDACTED]

Diary case for Maccs please, signature by [REDACTED] - Deputy Private Secretary

[REDACTED]
Assistant Diary Secretary to the First Minister
5th Floor | St Andrew's House | Regent Road | Edinburgh | EH1 3DG
[cid:image002.png@01D466EB.75B8A590]<https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Ffirstminister.gov.scot%2F&data=02%7C01%7CHeather.Macleod%40quintiles.com%7Cb1121ac57c904459408d08d6344fee61%7C5989ec0f90e40bf9c791a7becdb861%7C1%7C0%7C636753915241584098&sdata=r9WV0%2Fg%2BbqyQGqyx2ZYBS9VsNfev11DEkAADhwvGcFI%3D&reserved=0>
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From: [REDACTED] >
Sent: 19 February 2019 15:56
To: First Minister <firstminister@gov.scot>
Subject: Meeting - [REDACTED]

Dear Ms Sturgeon,

I am emailing on behalf of my client [REDACTED] I am her administrator.

[REDACTED] runs her own business [REDACTED]", a branding consultancy which is currently going through a re-brand.

[REDACTED] is also looking to set up [REDACTED].

On Sunday 10th March she is hosting [REDACTED], a community event [REDACTED]
[REDACTED] This event aims to listen to the views of parents and families in the local community about how childcare provision could be delivered in a way that would help us to "not just survive" but "thrive" in Scotland today.

Following this event in March, [REDACTED] would really value the opportunity to meet with you, to discuss [REDACTED]

I would be most grateful if you would get back to me about whether a meeting would be possible.

Kind regards,

[REDACTED]

[NB: [REDACTED] also has a young baby, meaning she would need to organise childcare in advance.]

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From: [REDACTED] on behalf of First Minister
Sent: 29 April 2019 16:10
To: Public Engagement Unit
Subject: FW: visit to our service

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: [REDACTED]

Diary case for Maccs please, signature by [REDACTED] – Deputy Private Secretary

[REDACTED]
Assistant Diary Secretary to the First Minister

5th Floor | St Andrew's House | Regent Road | Edinburgh | EH1 3DG



Office of the First Minister of Scotland

FirstMinister.gov.scot

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From: Sturgeon N (Nicola), MSP <Nicola.Sturgeon.msp@parliament.scot>
Sent: 29 April 2019 16:07
To: First Minister <firstminister@gov.scot>
Subject: Fwd: visit to our service

Nicola Sturgeon MSP
Glasgow Southside
Constituency Office (constituent enquiries only)
Govanhill Workspace
Unit 3, 69 Dixon Road
G42 8AT
Tel: 0141 424 1174
nicola.sturgeon.msp@parliament.scot

All other enquiries to nicola.sturgeon@snp.org

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From: [REDACTED] <[REDACTED]>
Sent: Monday, April 29, 2019 4:06:46 PM
To: Sturgeon N (Nicola), MSP
Subject: visit to our service

Dear Ms Sturgeon,

I am emailing you to make enquiries about the possibility of you making a visit to our service.

[REDACTED] is a small early years centre in [REDACTED], working with families from pre birth to age 5. We have two small play rooms, a family outreach service and a family learning and development service. We work with parents and families in crisis, new mothers experiencing post-natal depression, families living in poverty, we deliver Bookbug and PEEP sessions amongst many other supports via outreach.

In today's funding climate I'm sure that you understand how hard it can be for small services to survive. At [REDACTED] we feel that a visit from our First Minister would raise our profile amongst funders and the local council as well as letting you see the benefit of the work that we do.

I understand that you are an extremely busy and very important woman who I admire and respect greatly and understand that you will have a very full schedule. If at all possible please would you consider visiting [REDACTED], it would be greatly appreciated.

I look forward to your reply and hopefully discussing how we can take this forward.

Your Sincerely

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

The Scottish Parliament: Making a positive difference to the lives of the people of Scotland
Pàrlamaid na h-Alba: A' toirt deagh bhuaidh air beatha sluagh na h-Alba

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From: [REDACTED]
Sent: 07 May 2019 09:29:40
To: Public Engagement Unit
Subject: FW: ODO - FAO Nicola Sturgeon - 1140 2020 Early Learning & Childcare - [REDACTED]

MACCS diary case ? For signature by [REDACTED] Deputy Private Secretary.

[REDACTED]
First Minister's Diary Secretary
Office of the First Minister
5th Floor | St Andrews House | Regent Road | Edinburgh | EH1 3DG | 0131 244 [REDACTED]

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From: [REDACTED] >>
Sent: 04 May 2019 14:49
To: Central Enquiry Unit <CEU@gov.scotmailto:CEU@gov.scot>>
Subject: FAO Nicola Sturgeon - 1140 2020 Early Learning & Childcare

Dear Ms. Sturgeon,

I write to you with great enthusiasm in relation to the work towards high quality early learning and childcare for 2020.

I am currently a Deputy Manager in a small private nursery school. [REDACTED]. We are in partnership with Stirling Council.

I have worked there [REDACTED] and I am deeply passionate about the work we do with the younger generation of Scotland. I see and feel your vision to improve outcomes for our children to help support better futures for all families.

Right now, there are conflicts regarding hourly rates. I won't bore you with the details as I know you will have heard about this on numerous occasions.

Why I am really writing to you? The real reason?
Well, I believe that the adults in the equation have their voice. I do not believe our children and families do. I write to you, welcome you, with open arms and invite you, to visit us. Meet our children and their families. Speak with them and understand the issues regarding funding for private nurseries from a different perspective.

Please, our children, families and our team need your input. We don't understand why the funding does not follow our children. We strive for providing a home away from home. We provide a nurturing, inquisitive, experiential environment to express themselves, create and learn.

We need someone to listen. We believe you will.

So again, I invite you to visit [REDACTED] We'll make sure to have some tea/coffee/biscuits!

I hope to hear from you soon,

Kindest regards,



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From: [REDACTED]
Sent: 07 August 2019 13:44:13
To: Public Engagement Unit
Subject: FW: Canadian Childcare qualification issues in Scotland

MACCS case please for OR

[REDACTED]
Office of the First Minister
Scottish Government
5TH floor/St Andrews House/Regent Road
Edinburgh EH1 3DG
Tel 0131-244-[REDACTED]

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-----Original Message-----

From: [REDACTED]
Sent: 07 August 2019 11:56
To: First Minister <firstminister@gov.scot>
Subject: Canadian Childcare qualification issues in Scotland

Good afternoon,

I hope you don't mind me sharing my experience trying to get back into my field of early years education after relocating to Edinburgh from [REDACTED].

I have recently moved to Scotland from Canada [REDACTED] and have a [REDACTED] this was a course done in English.

In Canada I was a senior Registered Early Childhood Educator in a French school setting with 7 years of experience. I first touched base with Skills development Scotland prior to moving to Scotland as I wanted to make sure I was able to work in the field. They told me to use NARIC to get my qualification assessed. I will later learn that the governing body of SSSC does not recognize NARIC, and that was wasted money and time. I moved over and then found out about sssc and that I was needing to register with them which was not communicated to me by Skills development Scotland, however it didn't surprise me as I was registered with a governing body in Canada - the [REDACTED] College of ECEs. I spoke to someone on the phone in June 2018 who said I would need to get my qualification assessed by them, and encouraged me to go ahead with that. I did not, however, expect a high fee of close to ?1000 to get my qualification assessed. At this point I decided to wait and save up to go ahead with that assessment. In April 2019, I went back to the website, as I had gotten a job at a nursery, and noticed the website had been updated and that they were saying they would only assess qualifications from the EEA. When I called in to ask if this was correct whomever I spoke to seemed confused as I had dual citizenship with [REDACTED] and said that due to my [REDACTED] citizenship I could apply however before I had disclosed my

citizenship they said they do not assess Canadian qualifications, and when I asked why they said "because we don't have to". I will come back to this point. I had to go back and fourth several times with them and finally got a definite answer saying that unless I used my qualification within the EEA they would not consider it for assessment.

I was fully prepared to take some sort of course to fill in the gaps between my qualification and the Scottish curriculum, but to be told that my qualification was not worthy of assessment was quite insulting. Canada is a fellow common wealth country with shared values and language (even though I am bilingual), and considering the government is rolling out the 1140 hours I am surprised that the governing body of SSSC is turning away skilled workers.

At this point I would have to start from scratch to work in the field to be recognized as a practitioner as I am currently not meeting that pay bracket, which in all honesty I'm not sure if I am prepared to do. And unfortunately without being given the salary which reflects my diploma and experience I don't see why I should stay in the field. My Scottish partner, who is a [REDACTED] here with a masters in [REDACTED], and I are now thinking of moving back to Canada as his qualification would be happily welcomed.

I did also touch base with the Canadian Embassy regarding how this has been handled as I do not believe "because we don't have to" is a suitable reason for not assessing my Canadian college diploma.

I am in awe of how the Scottish government supports childcare, however considering the fact that you are telling the world that Scotland will welcome them with open arms I am utterly disappointed in how my qualification, from a fellow common wealth country, has been seen.

The office of Maree Todd said that there was nothing that could be done, but I still believe it to be a worth while cause as I am sure I am not the only skilled worker that has been turned away from a field that is now in serious need of workers.

I look forward to hearing from you and continuing this discussion.

Kind regards,

[REDACTED]

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From: [REDACTED] on behalf of First Minister
Sent: 24 August 2019 09:58
To: Public Engagement Unit
Subject: FW: 1140 hours

Categories: [REDACTED], MICASE

[REDACTED]
PEU

Grateful if you could put this on MACCS, as an OR please.

Cheers

[REDACTED]



Office of the First Minister of Scotland
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| First Minister's Ministerial Private Office | 5th Floor | St Andrew's House | Regent Road |
Edinburgh | EH1 3DG | 0131 244 [REDACTED] |

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From: [REDACTED] <[REDACTED]>
Sent: 22 August 2019 06:36
To: First Minister <firstminister@gov.scot>
Subject: Fw: 1140 hours

[Sent from Yahoo Mail on Android](#)

----- Forwarded message -----

From: [REDACTED] "[REDACTED]" <[REDACTED]>
To: "Nicola.Sturgeon.msp@parliament.scot" <Nicola.Sturgeon.msp@parliament.scot>
Cc:

Sent: Wed, 21 Aug 2019 at 20:53

Subject: 1140 hours

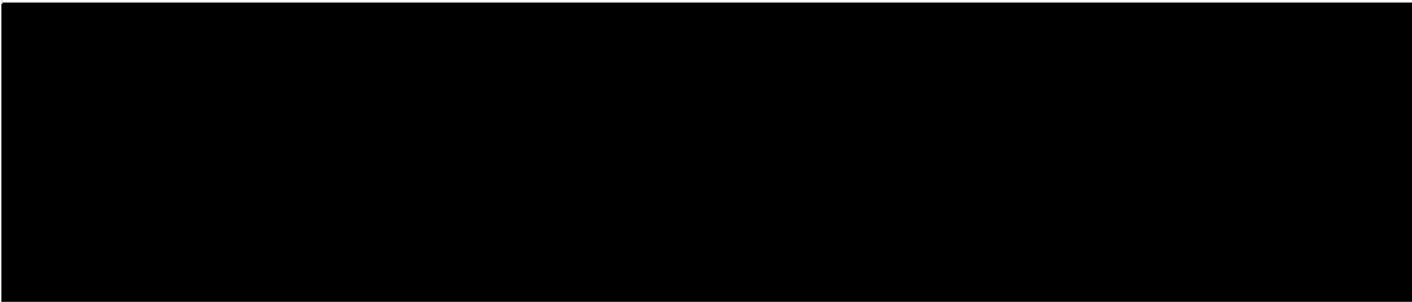
Good evening Nicola

I feel I need to contact you with regards to 1140 hrs for nursery education and care . I work with a local authority and we are piloting these new hours at present . The question I would like clarified by yourself is " How do I get childcare to suit my grandchild who I have in my care (kinship care) between the hours of 7.50am and 6.10pm ? I live 20 miles away from my place of work . My granddaughters childcare does not open till 7.30 am and closes at 6pm . If I'm on an early shift I have 20 mins to get to work and what do I do with her when I finish work at 6.10pm and her childcare finishes at 6pm . I think no thought has went into the workforce who I hasten to add are predominately woman with young children . Whilst I think it will help a minority of parents with childcare . A large number of the workforce will be out of pocket due to extra childcare costs due to working later making our wages stretch even further on a monthly basis .Some staff are talking about leaving the already struggling sector . I really would love your views on this matter . Thank you ... [REDACTED] (Early Years Practitioner)

[Sent from Yahoo Mail on Android](#)

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12 September 2019

Ms Maree Todd
Minister for Children and Young People
The Scottish Government
St. Andrew's House
Regent Road
Edinburgh
EH1 3DG

Dear Ms Todd,

Thank you for your talk at the ELC Forum on Thursday. I think that the move towards 1140 hours for all children is a really exciting one.

Unfortunately I am the head of service at an independent school nursery and am in the position whereby my staff have equitable pay with their counterparts in the maintained sector but, due to the need to remain solvent and to pay all of our overheads, there is no chance that we can afford to survive as part of the partnership scheme if we receive only the allocated funding proposal of £5.31 per hour from Edinburgh City Council.

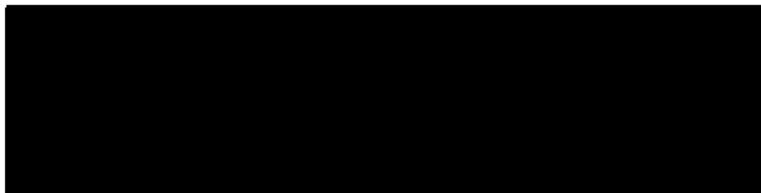
In short, to break even financially, a conservative estimate would be that it costs us £7.34 per hour per child. This gives nothing to us for reinvestment and we certainly do not make any profit.

I am therefore in the unenviable position of applauding and supporting the laudable aim of funding following the child and closing the poverty gap whilst being unable to take part in this as it currently stands (due to not being allowed to charge top-up fees).

I do have one suggestion which I would ask you to consider. This is based in information I discovered last year (at a meeting with some of your officials) regarding how much money is currently given per capita to Edinburgh City Council and how much is actually then passed on to the partners under the current 600 hours.

I can only assume that the rest of the money (a significant amount) is being used to pay for the Edinburgh City Council officials and their directly funded nurseries. I would note that our pay scales are set to be comparable with those in maintained sector nurseries.

As the legislation now stands (for 1140 hours) it is stated that the arbiters of quality for nurseries is the CARE Inspectorate and your officials were clear to me when questioned that, if the requisite CARE Inspectorate grades are forthcoming and the other national standards are met, councils cannot refuse to partner with an establishment.



For this reason I would propose that the 'real' funding should be paid directly to partner nurseries who would then have a level of funding that would be much closer to the realistic amount required to function as part of the 1140 initiative and give us more of a parity with maintained sector school nurseries. This would surely chime with the aim I heard Mr Swinney express at Queen Margaret University where he spoke about devolving educational 'power' closer to establishment.

By funding partners directly this would allow us to opt in to suitable CPD from the National Register and allow us to be nimble in our spending but, more fundamentally, it would allow us to be part of an excellent nationwide initiative without us having to make upwards of 20 highly skilled members of staff redundant or totally renegotiating their pay with the knock on effect this would have on their morale and the quality of education for the most important people in our nursery - the children.

I would welcome your consideration of this proposal which would not cost any more to the Scottish Government, would not diminish but add to, parental choice, could be fully inclusive, and would be a model whereby decision making (quality assured by the CARE Inspectorate) would be closer to the children and much less bureaucratic.

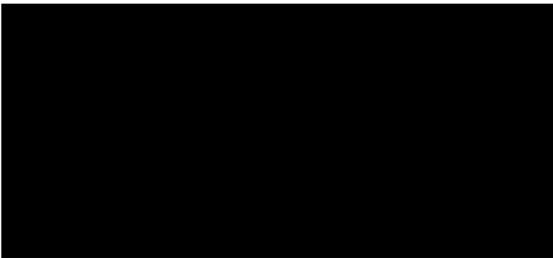
I would be very happy to discuss this further.

Yours sincerely,




Headteacher

Cc:
Mr John Swinney, Deputy First Minister
Ms Nicola Sturgeon, First Minister
Ms Liz Smith, Scottish Conservative Education Spokesperson
Mr John Edward, SCIS



2/10/19

Letter re CONCERNS with 2020 Expansion Plans for ELC

I am writing to all political parties to again highlight the main issues which must be addressed by the Scottish Government.

- Discrimination against some children /Unequal pay
- Staffing Crisis still ahead
- Sustainable rate

1.Discrimination / Unequal Pay

The Scottish Government and Local Authorities are guilty of practice which discriminates against the children attending private provision by paying less for their provision.

Is this not similar to past examples where men and women have been paid different rates of pay for doing equal jobs? (a practice which has cost councils millions) In this case council and private are doing the same job but being paid different rates.

‘Funding Follows the Child’ should be changed to ‘Funding follows the child attending Council Provision’ ‘Part Funding follows the child to Private Provision’

FUNDING ANOMLIES

1. Research, cited by Mark MacDonald at an NDNA meeting approx 4 years ago, had established that councils paid themselves an average of £7.30 an hour, but this was purely for nursery staff wages. So all other costs, clerical and admin, equipment, building maintenance, insurance etc. was not covered by £7.30. At that time private providers were receiving about £4 an hr.
2. Since the Scottish Government has never make public the rate they pay the councils or indeed how they calculate this, it is generally believed in the private sector (and this figure has never been denied) that the government pays around £11 per hour per child. If this is even in the ballpark, this means that Fife Council currently pays partner providers approx

 [Redacted] (Owner/Manager [Redacted] (Owner)

£6.5 million in a year but retains the balance of £14.5 million of the funding provided for these children. This means that they have their full funding for all the children attending council nurseries plus the £14.5million for the private providers' children. No wonder they can pay higher wages! When the hours increase to 1140, at the current rate private providers in Fife will receive funding of £13 million and because we make this provision for children in Fife, Fife council will have an additional £29million!!!!!!

3. I recently discovered that Fife have had a 'double funding' system for shared provision. I understand that this is stopping in August 2020. This means that when a child attends both council and private provision for their funded hours, the council always pay themselves for full time attendance. For example if the child only attends the council nursery for 2 sessions - total 6hrs 20 mins, the council nursery is credited with 15hrs 50 mins. The private nursery, where the child attends the other 3 sessions i.e. 9 hrs 30 mins is paid at the partnership rate for the 9hrs 30 mins. This means that currently on the days when the child attends the private nursery, THE COUNCIL NURSERY IS PAID MORE FOR NOT HAVING THEM THAN WE ARE FOR HAVING THEM.
4. If private nurseries ceased to exist, the council would then have to make provision for all the 'private' children. They would have to do this on the £4.50 (ish) an hour they pay Private Providers (as the rest of the money is already used by them) and in buildings which they don't have.

2. STAFFING CRISIS STILL AHEAD

1. I understand that a substantial number of council new builds and extensions are behind schedule meaning that they will only be open for use from August. It is at this point that these councils will require staff to ensure council provision is fully staffed – it is this final surge in recruitment which will cause nurseries to lose staff and not be able to continue.
2. As you are aware the result of our low funding is our inability to pay the market rate (approx £11 per hour) to retain/ attract the best staff. The aim of paying the Living Wage becomes irrelevant when the market rate of pay is more. In Fife 85% of ELC practitioners are paid £11 an hour making this the 'going' rate of pay which practitioners quite rightly aim for.

3.SUSTAINABLE RATES

Council and private nurseries are required to provide high quality provision, in a suitable environment with professionally qualified staff. Logically a private provider must need the same money that a council needs for day to day provision. When I gave the matter more thought I realised that in actual fact we need more - private providers also have all have costs associated with running a business which individual schools do not have as these services are provided centrally by the council.

Costs In common



- staffing costs (wages including management, clerical and cleaning/maintenance staff and associated costs e.g. training, clothing, SMP SSP Pension contributions)
- provision of a suitable environment, (building and garden -repairs/maintenance/ refurb and equipment,
- consumables – food, nappies, janitorial supplies, play (one-use) materials e.g. paint, paper, baking ingredients, etc.

Additional costs private providers have

- dealing with all aspects of HR including calculation and payment of wages,(new starts, including those off ill or on maternity leave), all aspects of employment ensuring legal compliance e.g. contracts, pensions
- paying for employment law advice (monthly payment)
- calculation of fees and funding, checking payments and chasing up bad debts
- costs of some bad debts
- our accountant's fees for annual accounts and submission to HMRC
- our insurances
- marketing

CONCLUSION

Instead of doing surveys and employing Scotland Excel etc to determine the cost of providing high quality etc, the best way of finding this information is to simply ask the council – they presumably are providing high quality etc, with qualified staff being paid the market rate in a suitable environment. If that is what private also is required to do then the costs must be the same.

Inaccurate ways to calculate a sustainable rate

Current rate we charge parents

I have heard it argued that if we can survive on what we normally charge parents i.e. around £4.50 an hour, then this must be the sustainable rate.

A truly sustainable rate must enable a business

- to deliver high quality provision
- to pay the market rate to all its employees
- to provide a reasonable income for its owners
- to maintain a suitable environment

or the business will close.

Level of Profit

I also believe that we may asked about our level of profit in a survey to help determine the sustainable rate.

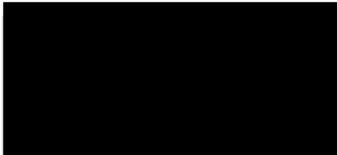


Problem with this approach

With reference to my own business, if the sustainable rate is based on the profit we currently make (possibly in the last two years), this does not take into account our first 4 years when we ran at a huge loss and survived on our personal credit cards. It took 9 years to pay off our business debts. At one point in Year 6, I worked out that a staff member who had been with us from the start had earned more in total than I had as manager/owner working an average of 70 hours a week with no holidays.

I hope that the above points make as much sense to you as they do to me. I look forward to hearing from you.

Best wishes

A large black rectangular redaction box covering the signature area.A small black rectangular redaction box covering the name.A black rectangular redaction box at the bottom right of the page.



10th October 2019

Dear Nicola and Maree

We really enjoyed your visit to our nursery. After your visit, some of us wanted to get in touch with you to thank you for coming to see us. We spoke about how we could contact you and decided that sending a letter would be the best way to send our messages to you, and we have been learning about how the postal service works, while doing so.

Kind regards,
from all the children at 

"To Nicola

Thank you for coming.
I hope you liked the
flowers"

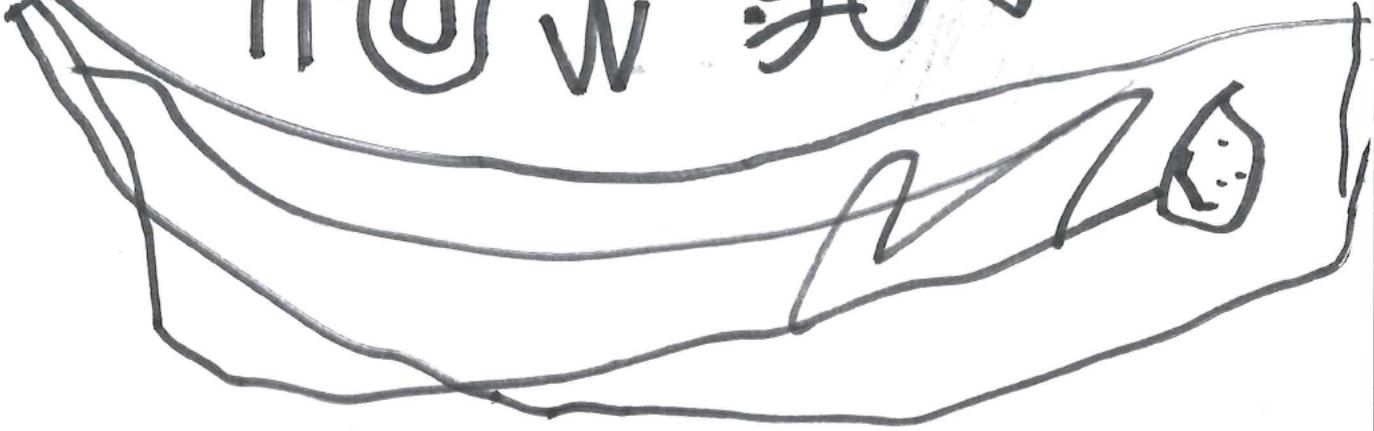


I hope you like

to

see

now you



T [REDACTED]
Townco

Thank



for

Comic

AS

ENT

To Maree Todd,

Thank you for
visiting. We liked
meeting you. How
are you today?
Will you come back?

From



Handwritten text in purple ink, possibly representing a name or a set of initials. The characters are arranged in a roughly circular pattern. The characters include a stylized 'e', 'h', 'o', 'm', 'h', 'o', and a large 'A'.

Utu Ktuturortt

Tutu | Belle

Tu | Hand

O | Umm

To use

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TU

"It's my whole nursery"

To Nicola and Maree



I love them x

I liked them because they
came when I was at nursery.
I saw them one time. I was so
happy."



Nicola

