

Report

Report to:	Education Resources Committee
Date of Meeting:	19 June 2018
Report by:	Executive Director (Education Resources)

Subject:	Early Learning and Childcare 1,140 Hours Update 2018/2019 - Implementation of Phase 2 Pilot
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide an update on the Scottish Government's Expansion plans for 1,140 hours from August 2020 and related work/impact within South Lanarkshire Council.
- ◆ identify Phase 2 requirements and next steps for the expansion to 1,140 hours by August 2020.

2. Recommendation(s)

2.1. The Committee is asked to note the following recommendation(s):-

- (1) that requirements for the Council in Phase 1 of the implementation of 1,140 hours of early learning and childcare be noted; and
- (2) that the increase within the Education Resources establishment, as approved by the Executive Committee, be noted.

3. Background

- 3.1. In June 2015, the Scottish Government announced its commitment to increasing the number of hours of free early learning and childcare (ELC) provided to all 3 and 4 year olds and eligible 2 year olds from 600 hours per annum to 1,140 hours per annum by 2020.
- 3.2. In March 2017, the Scottish Government published the ELC expansion planning guidance for Local Authorities. This guidance sets out the Scottish Government's vision for an ELC expansion that will almost double entitlement to free ELC to 1,140 hours per year by 2020 for all three and four year olds and eligible two year olds. That vision is underpinned by clear guiding principles of quality, flexibility, accessibility and affordability.
- 3.3. The Scottish Government confirmed in May 2017 the financial allocation for 2017/18 for the expansion plans for 1,140 hours' ELC implementation. £1.743 million was allocated for capital and £1.220 million for revenue. Monies allocated facilitated initial capital plans and phase 1 implementation.

- 3.4. Following agreement of a multi-year funding package for the expansion of early learning and childcare (ELC) by Scottish Ministers and COSLA Leaders, Scottish Government wrote to councils on 1 May 2018 to confirm local authority multi-year revenue and capital allocations. Allocations for 2019/2020 onwards remain subject to parliamentary approval of the respective Scottish Budget(s). At present, officers are working through the implications of the grant settlement on the Council's plans for early years' expansion to identify potential impacts. This will be reported to a future meeting of the Committee.
- 3.5. In order to respond to the transformational agenda set by the Government of 1,140 hours, a strategic group was established within Education Resources in January 2017. The following five sub-groups operate to ensure the 1,140 commitment will be delivered:-
- ◆ infrastructure
 - ◆ workforce expansion and development
 - ◆ finance
 - ◆ policy including consultation
 - ◆ partnerships

The strategic team focused on a major review of all planning assumptions, considered the impact on capital build requirements and subsequent revenue implications since November 2017, as well as undertaking an Early Years' pupil census of current population in our own establishments to determine the most up to date pupil numbers. As a result, the Council submitted a finance template on 6 March 2018 confirming updated revenue and capital costs to progress the expansion of 1,140 hours.

- 3.6. In order to ensure that the plans meet the needs of our youngest children and their families, a full and wide ranging consultation strategy was established, 'Together we Can, and We Will'. The approach will be continuous until August 2020 and beyond. Outcomes from consultation indicate that 59% of parents prefer a future model of 9am – 3pm provision, with 41% requesting full day/full year provision.
- 3.7. Currently, there are 60 partner providers who provide 2,184 funded places for 3 and 4 year olds and the current rate is £2,020 for 600 hours early learning and childcare. Partnership arrangements stipulating required standards are confirmed through a contract. The Council fund children's places according to parental choice. Funded places are not 'capped' to individual partners and this ensures greater choice and flexibility. In order to sustain the number of partners and places available, and ensure the delivery of 'fair work practices including the living wage', consideration is being given to an appropriate rate per hour, in line with the ELC expansion plans and the level of 1,140 hours government funding that will be provided.
- 3.8. In February 2018, the Council received confirmation of the ELC Revenue Funding Allocation for 2018/2019. There are three mainstreams of funding:
- ◆ ELC expansion capacity and capability building
 - ◆ Lunches; and
 - ◆ Additional Graduate Commitment

4. South Lanarkshire Council – Expansion Plan 2017 to 2021

4.1. Phase 1 - August 2017 to June 2018

From August 2017, 12 'phase 1' nursery classes implemented the 1,140 hours of provision including a hot meal. 16 additional term time Early Years Worker posts were created to ensure delivery. In addition, the 12 stand alone nurseries took steps to deliver the 1,140 hours including hot meal provision. The establishment in Community and Enterprise Resources also increased by 14.29 FTE Catering Assistants and 1 FTE Facilities Officer.

- 4.2. The purpose of the phase 1 1,140 hours was to enable the Council to establish and test a variety of service delivery models for 1,140 hours Early Learning and Childcare. A process was established for monitoring and evaluating outcomes on the best possible delivery to all eligible children across a range of nurseries: 9am to 3pm in nursery class settings as well as varied delivery options in stand alone nurseries 8am to 6pm, 52 weeks. This has helped identify what works, combinations of staffing models, outcomes for children, outcomes for parents and establishing and sharing best practice across the Council. Outcomes from the 'Together We Can and We Will' consultation strategy will also be used to develop policies and future direction on local delivery based on continuous improvement.
- 4.3. In order to comply with future workforce expansion demands, the need to 'grow your own' future staff has been identified. Early analysis identified the opportunity to create 12 new Modern Apprentice opportunities across the ELC service. These new trainees would engage in 'on the job training' and commenced in August 2017. This approach creates opportunities for our school leavers to become our future staff.
- 4.4. On 28 March 2018, the Executive Committee agreed to establish a further dedicated training programme, leading to practical experience and qualifications in Early Learning and Childcare. Students in this training programme will be employed by the Council for an initial period of two years. The programme will deliver training to a minimum of 50 Early Years students over the two year period. As students move onto employment, a further intake of students will be considered.
- 4.5. The Scottish Government identified that the Council would have an allocation of 26 additional graduates for the ELC service from August 2018 which are to be targeted to ensure the greatest impact for vulnerable children. In response, the Council submitted plans to create a peripatetic team consisting of 6 Nursery Teachers and 20 Team Leaders who will work across a number of nurseries.
- 4.6. **Phase 2 – April 2018 – March 2019**
Within the financial template submitted to Scottish Government the following proposals have been outlined to ensure the Council continues on the plan towards full delivery of the 1,140 hours ELC by August 2020. Within the coming year, the following expansion has been identified:

- ◆ Commitment to on-going Phase 1 costs, full year effect
- ◆ Appointment of 26 Additional Graduates for August 2018 – 6 Nursery teachers and 20 Early Years' Team Leaders
- ◆ 12 Modern Apprentices for August 2018
- ◆ 25 further Early Years' trainees (August 2018)
- ◆ Expansion of Hollandbush Nursery to deliver 52 week provision for August 2018
- ◆ Leadership programme for all Local Authority and Partner Nursery Managers
- ◆ 22 Phase 2 nursery locations
- ◆ Staffing to support phase 2 expansion for August 2018

- ◆ Provision of hot lunches
- ◆ 1,140 hours expansion for partner providers – 20% of funded places from August 2018
- ◆ Central posts

5. Employee Implications

- 5.1. An update on the Early Years' Expansion and the Staffing for Phase 1 and 2 of the Expansion was provided to the Executive Committee on 16 May 2018. A summary of the staffing levels required and funded from 2018/2019 revenue funding allocation is detailed below:

- ◆ 26 Graduates across Nursery Teachers and Early Years' Team Leaders
- ◆ 44.2 FTE Facilities and Catering posts in Community and Enterprise Resources
- ◆ 100 FTE Early Learning and Childcare posts
- ◆ 8 Central Support posts

6. Financial Implications

- 6.1. The overall 2018/2019 allocation is calculated as £3.883 million ELC revenue funding; new funding allocation of £0.660 million and carry forward funding from 2017/2018 of £0.500 million, making a total available funding of £5.043 million.
- 6.2. The cost of establishing the new posts (part year) detailed in paragraph 5 above totals £3.408 million taken together with the Council's commitment to phase 1 staffing totalling £0.815 million (previously approved) and the funding required to expand provision within partners totalling £0.820 million and any on-going training costs will be met from 2018/2019 revenue funding of £5.043 million.

7. Other Implications

- 7.1. This is a major project which will require significant capital and revenue expenditure. The Scottish Government will confirm the capital and revenue funding for the next 4 years by May 2018.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. An initial equality impact assessment has been carried out; however this will be updated when more specific information on future funding and implementation plans becomes available. As per the Scottish Government expansion guidance, the expansion plan will ensure consideration of the accessibility requirements of ELC.
- 8.2. Cross resources discussion, meetings and planning has taken place given the wide ranging nature of the ELC expansion requirements.
- 8.3. Consultation and engagement has taken place with a range of stakeholders including the Trades Unions. This approach will be ongoing, as required, as ELC 2020 is implemented.

Tony McDaid
Executive Director (Education Resources)

29 May 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ Improve achievement, raise educational attainment and support lifelong learning
- ◆ Ensure schools and other places of learning are inspirational

Previous References

- ◆ 16 May 2018– Executive Committee, Early Learning and Childcare 1,140 hours 2018/19
– Implementation of Phase 2 Pilot
- ◆ 8 November 2017 – Executive Committee, The Expansion of Early Years and Childcare

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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