

Report

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Report to:	Executive Committee
Date of Meeting:	16 May 2018
Report by:	Executive Director (Education Resources)

Subject:	Early Learning and Childcare 1140 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 1140 hours from August 2020 and related work/impact within South Lanarkshire Council
- ◆ identify Phase 2 requirements and next steps for the expansion to 1140 hours by August 2020
- ◆ request approval to increase the establishment within Education Resources and Community and Enterprise Resources as outlined in section 5
- ◆ request approval for the recommendations contained within this report

2. Recommendation(s)

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

- (1) that requirements for the Council in Phase 1 of the implementation of 1140 hours of early learning and childcare are noted;
- (2) that approval is given to increase the establishment within Education Resources and Community and Enterprise Resources as outlined in section 5 of the report be approved; and
- (3) that the implementation of the delivery of up to 20% of partner places of the 1140 hours; as highlighted in para 4.6.

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 1140 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 1140 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 financial allocation for 2017/18 for the expansion plans for 1140 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 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 an 1140 hours a strategic group was established within Education Resources in January 2017. Five sub-groups operate to ensure the 1140 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 1140 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 2184 funded places for 3 and 4 year olds and the current rate is £2020 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 being given to an appropriate rate per hour in line with the ELC expansion plans and the level of 1140 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 one' nursery classes implemented the 1140 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 1140 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 one 1140 hours was to enable the Council to establish and test a variety of service delivery models for 1140 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. As agreed at the Executive Committee on 28 March 2018, the Council also established 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 continue on the plan towards full delivery of the 1140 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
- ◆ 1140 hours expansion for partner providers – 20% of funded places from August 2018
- ◆ Central posts

5. Employee Implications

5.1. In order to deliver Phase 2 of the expansion plan the following staffing levels will be required and will be funded from 2018/2019 revenue funding allocation:

5.2. Additional Graduates

Staffing	Number of Additional Posts (FTE)	Grade	Annual Salary	Gross Costs (inc on costs of 30.3%)
Nursery Teachers *	6	Basic Teacher	£35,763	£279,594
EY Team Leaders *	20	Grade 2 Level 3	£25,446	£663,100

5.3. **The provision of Hot Lunches via Community & Enterprise staff resources.**

2017/2018 posts for hot meal provision has been approved covering the school term August 2017 to June 2018. These posts are now being established permanently in addition to the new posts for August 2018 for phase 2 expansion.

Staffing	Number of Additional Posts (FTE)	Grade	Annual Salary	Gross Costs (inc on costs of 30.3%)
Facilities Officers (17/18)	1	Grade 3 level 4	£35,310	£46,009
Catering Assistants term time (17/18)	14.3	Grade 1 level 1	£14,669	£73,326
Catering Assistants 52 wk *	5	Grade 1 level 1	£16,861	£109,849
Catering Assistants term time *	13.1	Grade 1 level 1	£14,669	£250,390
Catering Assistants 52wk *	10.8	Grade 1 level 1	£16,861	£237,275

5.4. **Early Learning and Childcare expansion - capacity and capability building**

Staffing	Number of Additional Posts (FTE)	Grade	Annual Salary	Gross Costs (inc on costs of 30.3%)
Modern Apprentices *	12	Grade 1 level 3	£18,694	£292,295
Depute Head Hollandbush Nursery *	1	Grade 3 level 4	£35,311	£46,011
EY Worker Hollandbush – TT *	-7	Grade 2 level 2	£20,123	£183,541
EY Worker Hollandbush – 52wk *	+7	Grade 2 level 2	£22,610	£206,226
EY Team Leader Hollandbush – TT *	-1	Grade 2 Level 3	£22,647	£29,509
EY Team Leader Hollandbush – 52 wk *	+1	Grade 2 Level 3	£25,446	£33,156
EY Worker Hollandbush – 52 wk *	5.3	Grade 2 Level 3	£22,610	£156,142

Staffing	Number of Additional Posts (FTE)	Grade	Annual Salary	Gross Costs (inc on costs of 30.3%)
EY Worker Phase 2 – TT *	52.5	Grade 2 Level 3	£20,123	£1,376,564
EY Worker Phase 2 – 52 wk *	29.1	Grade 2 Level 3	£22,610	£857,310
Accountant *	1	Grade 3 level 8	£38,615	£50,315
Data Information Officer *	1	Grade 4 level 5	£43,524	£56,712
Data Information Assistant *	1	Grade 2 level 4	£27,447	£35,763
Project Governance Coordinator *	1	Grade 4 level 5	£43,524	£56,712
ELC Quality Officers *	4	Grade 4 level 2	£40,385	£210,487

NB. Post marked * will be recruited for the new school term Aug 2018.

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 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.

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Executive Director (Education Resources)

5 April 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

- ◆ None

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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