

**WEST DUNBARTONSHIRE COUNCIL****Report by Chief Education Officer****Committee: Educational Services Committee: 5 December 2018**

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**Subject: Early Years Implementation Update****1. Purpose**

- 1.1** This report details an update of the plan for the expansion of Early Learning and Childcare (ELC) in West Dunbartonshire Council (WDC).

**2. Recommendations**

- 2.1** It is recommended that Committee:

- (i) Notes the contents of the current phasing of the Early Learning & Childcare Expansion (Appendix 1 – Early Learning & Childcare Phasing Plan 2018 - 2020)
- (ii) Agrees that a further update be provided to committee at the next meeting in March 2019.

**3. Background**

- 3.1** Members have previously been advised through regular reports to committee that WDC Early Learning & Childcare Expansion Plan has developed a service model for delivery of 1140 hours of high quality early learning and childcare to be phased in by 2020/2021 which reflects, and is responsive to the needs of families. The plan includes actions for improvement: to ensure and plan for quality, workforce development including additional graduates, physical capacity/resources, process/technologies and administration changes, implementation of the delivery model. The plan makes full use of our existing assets.
- 3.2** Local authorities have been given responsibility for delivering the expansion in their local communities. In response to this we have developed service models that reflect, and are responsive to, local needs.
- 3.3** Scottish Government monitors progress of our phased plan through 'Delivery Progress Reporting for the ELC Expansion to 1140 Hours'. In October we reported on recruitment, progress on number of infrastructure projects and the uptake of spaces we have created for children receiving 1140 hours. Additional information will be supplied on the number of Care Inspectorate reports that achieve good and above.

**3.4** We are committed to partnership working with childminders and funded providers to support the delivery of the entitlement of 1140 hours of high quality early learning and childcare for 2 to 5 olds. The entitlement to the near doubling of hours will be phased in by 2020/2021 with our local authority nurseries, funded providers and childminders. This plan ensures that we offer parents and carers a choice of settings reflective of the underpinning principles of the expansion: quality, flexibility, accessibility and affordability. We have reinstated the West Dunbartonshire Childminder Forum, to consult on the expansion and to provide training, advice and support. We continue to support and consult our partner providers and meet the requirements of our agreed contract with them.

#### **4. Main Issues**

- 4.1** Consultation meetings and one to one meetings with childminders on delivery of 1140 hours are underway. Some childminders are keen to offer a blended model of 1140 hours of ELC in partnership with WDC. Some childminders may not meet the new national standard as they are not appropriately qualified; a few have no qualifications at all. This would be a barrier to partnership working with WDC. Most childminders have the appropriate Care Inspection grades, only two have adequate grades and one has weak. We could not partner with childminders with grades that are below good. Currently some childminders drop off children aged four and five years to local authority nurseries for their 600 hours entitlement. Those childminders view this as a blended approach and are keen to formalise this arrangement on a partnership basis with WDC. A good practice service model with childminders has been recommended by Scottish Government which officers are researching for WDC. Business models for the blended approach are also being scoped out. A few childminders were anxious about what partnership would mean for them. Meetings have been offered to reassure and consult with individual childminders.
- 4.2** Ferryfield ELCC reopened as a 0-3 HUB, to provide 1140 hours for entitled two year olds. St. Mary's ELCC Alexandria and Linnvale ELCC are providing the new entitlement of 1140 hours for three and four year olds as well as a free school meal. Andrew B Cameron ELCC will reopen in February 2019; the new Levenvale ELCC will open in April 2019. Parents/carers of 3-5 year olds will benefit from the flexibility of nurseries which open 50 weeks in the Dumbarton and Alexandria areas, offering the choice of 1140 hours over 38 or 50 weeks as well as a free school meal.
- 4.3** Phasing for year two of the expansion to 1140 hours in local authority nurseries has been finalised and agreed with Asset Management. This includes dates for commencement of any required building works; building warrants if needed, site visits by Care Inspectorate and expected date of opening for children. See Appendix 1 – Early learning & Childcare Phasing Plan 2018-2020

- 4.4** Quality ELC is the driving force of the WDC expansion plan, which is designed to deliver high quality experiences and outcomes for all children. Allocation of additional graduates in ELCs is part of Scottish Government's plan to improve attainment and close the poverty related attainment gap. Eleven ELCCs which met the Standard Criteria set by Scottish Government will benefit from 1.0 FTE graduate. The additional graduates are either a graduate practitioner or a teacher with a relevant degree award or a teacher with early years expertise. The main duties of the additional graduates is to model and lead appropriate pedagogical practices, support the effective delivery of the curriculum and support practitioners in their understanding of child development. Raising Attainment Practitioners (additional graduates) have been recruited for seven centres that meet the criteria. An induction programme was provided for the Raising Attainment Practitioners. This was designed to enhance their skills to ensure that they provide the standard of high quality early learning and childcare that we expect.
- 4.5** The progress of the WDC Delivery Plan for the expansion is monitored by the ELC Implementation Board who guides the expansion. In addition all partners crucial to the successful delivery of the expansion, report on progress fortnightly, to the Project Board. The partners for delivery of the expansion are Asset Management, Facilities Management, Finance, Schools Estates, HR and Staffing. Any other service that is required to advise and support is consulted when needed for example, environmental health, health and safety.

## **5. People Implications**

- 5.1** There are significant implications for people in WDC. The workforce plan has been developed and is included in the delivery plan for Educational Services. This will facilitate the increase in workforce resources to support the expansion plans and will continue to evolve as the plan is implemented.

## **6. Financial and Procurement Implications**

- 6.1** The financial template requested by Scottish Government in February has been accepted. Funding for the first phase of the expansion in year one, school session 2018/2019 has enabled full implementation of phase one of the expansion plan for 1140 hours in the Vale of Leven, Alexandria, Dumbarton and Clydebank areas, as well as recruitment of Raising Attainment Practitioners (additional graduates).

The various policy announcements from the SG in recent months will have significant revenue and capital costs. The funding has been confirmed and will be fully funded by the SG for these policy intentions. The amount required by WDC will increase revenue costs by £9.723m compared with the position pre-1140 expansion.

In recent years the SG has provided the following revenue and capital funds associated with policy decisions:

<b>Financial Year</b>	<b>Purpose</b>	<b>Revenue Value</b>
2014/15	Workforce Development	£93,000
	Additional places for 3 & 4 year olds	£935,000
	Additional places for 2 year olds	£397,000
2015/16	Additional places for 3 & 4 year olds	£1,307,000
	Additional places for 2 year olds	£1,165,000
2016/17	Additional places for 2, 3 & 4 year olds	£3,000,000
2017/18	Additional places for 2, 3 & 4 year olds	£370,000

<b>Financial Year</b>	<b>Purpose</b>	<b>Capital Value</b>
2014/15	Workforce development	£542,000
	Additional places for 3 & 4 year olds	£507,000
	Additional places for 2 year olds	£879,769
2016/17	To support place development	£530,000
2017/18	To support place development	£576,000

The financial template submitted to Scottish Government in February 2018 has been reviewed and used in deciding the multi-year funding allocation to this authority. Each year's funding is included in the previous year's figures. The multi-year allocations were announced in May 2018 and are as follows for West Dunbartonshire:

<b>Financial Year</b>	<b>Revenue £m</b>	<b>Capital £m</b>
2018/19	1.410	0.580
2019/20	5.268	1.800
2020/21	8.717	2.100
2021/22	9.723	1.400

There are no new financial implications with this update report, however, as previously advised the cost of our expansion plan for year one is within the budget allocated by SG. The first year funding includes the allocation for 11 graduates. Officers are currently reviewing the Early Years Expansion programme to ensure that plans for year two and three align with multi-year funding. The revenue funds detailed are cumulative; the capital funds are granted annually.

## **7. Risk Analysis**

- 7.1** The key risks to the project include delays in delivery of infrastructure expansion; ensuring capital and revenue funding is available for planned activity; recruiting and developing a skilled and committed workforce. The WDC Early Years Childcare Implementation Project Board monitors all aspects of the delivery of the plan. We are also working with West College Scotland to ensure that we have the numbers of trained staff required for increased service delivery. We have made use of our own existing assets as recommended by Scottish Government. Delivery of free school meals in stand alone centres requires standard kitchen equipment and space to serve/eat meals which could reduce capacity (numbers of children). We have

adhered to guidance from Scottish Government delivery group to develop our model of delivery, ensuring that capital and revenue funding is available.

## **8. Equalities Impact Assessment (EIA)**

**8.1** An EIA for the Expansion Plan was undertaken previously. There was no requirement to undertake another EIA for the purposes of this report as it is providing an update to Committee on the expansion.

## **9. Consultation**

**9.1** Consultation with stakeholders in March / April 2018 indicated that the plan for 38 and 50 week early learning and childcare models is what parents and carers want. The findings of our consultation with parents and carers on where they want to take their child's entitlement are reflected in our updated expansion plan. Ongoing consultation with funded partner providers and childminders to deliver the numbers of places required to deliver 1140 hours of funded entitled for all three and four year olds is a priority..

**9.2** Legal Services and the Section 95 Officer have been consulted in relation to the content of this report.

## **10. Strategic Assessment**

**10.1** This report reflects the Council's aspiration to have a strong local economy, improved employment opportunities and efficient and effective frontline services that improve the everyday lives of residents. These are strategic priorities for 2017-2022.

**Laura Mason**

Chief Education Officer  
December 2018

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**Appendices:** Appendix 1 – Early learning & Childcare Phasing Plan 2018-2020

**Background Papers:** A Blueprint for 2020: Expansion of Early Learning and Childcare Consultation

A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland

Early Learning & Childcare Expansion Plan

A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland 2017-18 Action Plan

Early Learning and Childcare Expansion Planning Guidance for Local Authorities

The Skills Investment Plan Prospectus

Delivering Excellence and Equity in Scottish Education: A Delivery Plan for Scotland

Educational Services Committee Report September 2018 – Early Years Implementation Update

**Wards Affected:**

All