

## Members' Library Service Request Form

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Originator	Janice Dickson
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Document Title	Phasing and Trialling 1140 hours Early Learning and Childcare over 50 weeks through an integrated service model provision

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Additional information:

Authorised By	Fiona Robertson
Designation	Head of Education
Date	31/07/18

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**REPORT TO:** Members' Library Service

**MEETING DATE:**

**BY:** Fiona Robertson

**SUBJECT:** Phasing and Trialling 1140 hours Early Learning and  
Childcare over 50 weeks through an Integrated  
Service Model Provision

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## **1 PURPOSE**

- 1.1 The purpose of this report is to outline the necessary changes to the Local Authority Wraparound service currently operating from Sanderson's Wynd Primary School and Dunbar Primary School to form part of the phasing and trialling of 1140 hours Early Learning and Childcare through an integrated service provision.

## **2 RECOMMENDATIONS**

To note the decision taken by the Head of Education under delegated authority to make the necessary changes to the Local Authority's Wraparound service currently operating from Sanderson's Wynd Primary School and Dunbar Primary School to form part of the phasing and trialling of 1140 hours Early Learning and Childcare through an integrated service provision.

## **3 BACKGROUND**

- 3.1 East Lothian Council's Wraparound service provides care and play-based learning which enable parents to purchase additional hours of early learning and childcare for their children over and above any funded hours they may be eligible for.

The services also caters for eligible 2 year olds by providing both funded and non- funded hours. Historically the service has been known as 'wraparound' because of offering 'care' hours which 'wraparound' education hours. A term which became defunct with the introduction of the

Children and Young People (Scotland) Act 2014 defining any such care as Early Learning and Childcare, both in name and practice.

From 2018/19, the overall budget for Wraparound has been reduced which further necessitates a change.

3.2 The trial and subsequent phasing of the expansion of Early Learning and Childcare hours to 1140 hours presents the opportunity to transform the totality of provision in both Tranent and Dunbar to fully reflect the aspirations of this new policy landscape.

3.3 This will be achieved by bringing together the current nursery provision with the wraparound function to offer an integrated Early Learning and Childcare setting offering funded places for eligible two, three and four year olds as well as additional funded hours where there are places and capacity to do so.

In Tranent this service transition will enable the current phase for 1140 hours over 38 weeks to be developed to trial the scaling up of a model to offer the expansion of hours over 50 weeks.

In Dunbar the service transition enables the testing and feasibility of replicating the model in a controlled, manageable way at our largest Local Authority Nursery provision.

3.4 All possible options for both these Early Learning and Childcare services have been considered. The integrated Early Learning and Childcare model offers the greatest opportunity for financial sustainability and supports expansion planning for 1140 hours by 2020. Furthermore it supports staff development, partnership working and promotes service development taking a best value approach to offer high quality, accessible, affordable and flexible early learning and childcare which will meet the 1140 hours expansion by 2020.

## **4 THE BENEFITS**

4.1 This planned service transition will also address issues raised by the Care Inspectorate in respect of a clear management structure and effectiveness of joint working across the staff team.

Further benefits to this revised approach include:

- A collective approach to staff training and development which is reflected in good practice, common working practice and professional development of staff.
- The creation of a flexible and collaborate workforce

- The formation of a cohesive and collaborative management structure, with clear governance and protocols
- Developing and maintaining a more efficient and cost-effective service delivery model
- The extension and evolving of the revised approach will continue to meet the needs of children, parents and the community
- Consistency in links and approaches with parents and carers to support children's learning at home to complement early learning and childcare experiences
- Development of a free flow indoor and outdoor play and learning environment which caters for varied learning styles and abilities
- Meeting the individual needs of children by having a flexible and responsive environment which can be set up either as a daily base with children of a similar age as well as opportunities for mixed age group activity
- Supporting the enjoyment and learning of children through play which is experienced as peer age groups or with older/ younger children. Managed well to ensure any differences in age do not adversely affect the quality of play and learning or the development of language and communication skills
- Options to utilise sibling or family groups where this may help with younger children settling in, building confidence and independence through the support of an older sibling
- Different-aged children opportunities to mix together where they may not have the chance to do so out-with the EL&C provision e.g. siblings, extended family or friendship groups
- Increases training prospects for staff, not only those who currently support two year olds but also the wider nursery staff team who cater for three and four year olds.

Additionally, there is the potential to develop a longer term vision of a multi-agency Neighbourhood Services model. Under this one banner there would then be additional needs provision, out of school club provision and partnership services for example, Homestart, Ante-Natal and Parenting support groups, Support from the Start and Community Partnership funded initiatives such as Lunch Clubs.

As well as reflecting the valuable work of these services this way of working supports the actions being taken to address child and food poverty.

#### 4.2 **FINANCE**

The Business unit have supplied the costs below for the Wraparound Services as a whole.

Staffing	£108,087
Supplies & Services	£2,959
Premises Costs	£2,351
Taxi costs to Windygoul	£2137
TOTAL SPEND	£115,534
Income received	£55,478
Income from supported 2 year olds internal recharge from Early Years budget	£10,805
TOTAL INCOME	£66,283
SHORTFALL	£49,251

Without the additional top up income for eligible two year olds the shortfall would increase to £60 thousand.

4.3 Phasing and Trialling 1140 hours Early Learning and Childcare over 50 weeks through an integrated service model provision will be operational by January 2019 at the latest, with a target date of October 2018. Whilst 1140 hours development plans are implemented any current service support and action plans will be maintained and progressed. These will be reviewed and any required changes made to reflect the needs of phasing and trialling. This is likely to include transition support to facilitate staff in the creation of a shared understanding of how they collectively contribute to the quality of learning experiences, outcomes for children and delivery of service/improvement.

4.4 Planning for change will include scrutiny and oversight through meetings with the Quality Improvement Manager and regular updates on activity and progression to the Head of Education.

A transition plan will be drawn up for each service to outline the change process. This will include detailed work in relation to staffing, routines and processes. Job descriptions and working practices will be reviewed but the expansion of early learning and childcare overall presents a number of opportunities for staff therefore there is no risk to employment. We have already engaged extensively with HR and will continue to do so as we progress this work. As with any change in service, there is an automatic feeling and perception of loss which those working or using the service may feel, often a part of any service change process and will be managed accordingly.

This is viewed as a positive approach to identity and will result in a cohesive service team. Offering opportunities for staff development, upskilling and sharing of best practice and knowledge. It will also enable staff experienced in working with two year olds to share this with staff predominantly

experienced in the three to four age ranges, resulting in a high quality, flexible workforce.

Supported by a clear leadership and management structure this phasing offers better use of staff, resources and facilities through a cost-effective model which contributes to a motivational working and learning environment for staff and children.

Some key messages which will be communicated:

- This is not a cut in service nor a service loss but a service transformation and realignment to incorporate the phasing and trialling of the expansion of hours
- There will still be a service which will meet the needs of children and families
- There will still be access to an all year round, affordable, flexible early learning and childcare service with a mix of entitled funded hours and additional hours paid for by parents. With the added potential of phasing in the extension of 1140 hours.
- The service integration will build on the ethos of schools being family orientated as schools don't just support children in their learning but also support and help the family as a whole, in a variety of ways
- This model embraces a holistic approach to child and family learning and well-being
- There are budget savings attached to ceasing the delivery of a Wraparound service but the saving is by virtue of ceasing a function which is defunct and is neither cost effective nor financially sustainable.

## **5 POLICY IMPLICATIONS**

- 5.1 The strategy for reviewing and realigning the services is part of 1140 hours Early Learning and Childcare. It will ensure that the delivery of service continues to meet the needs of children and families in local communities and the workforce as part council obligations in respect of statutory duties, Best Value through the delivery council policy.

## **6 INTEGRATED IMPACT ASSESSMENT**

- 6.1 The subject of this report has been through the Integrated Assessment process and no negative impacts have been identified.

## **7 RESOURCE IMPLICATIONS**

- 7.1 Financial – local delivery models will be aligned to revenue budget for 1140 hours Early Learning and Childcare

7.2 Personnel - Staffing will be aligned within the current new nursery staffing structure and model

7.3 Other - None

**8. BACKGROUND PAPERS**

8.1 None

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