

Members' Library Service Request Form

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Originator	Fiona Robertson
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Document Title	Expansion of Early Learning and Childcare to 1140 hours

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REPORT TO: Members' Library Service

MEETING DATE:

BY: Depute Chief Executive (Resources and People Services)

SUBJECT: Expansion of Early Learning and Childcare to 1140 hours

1 PURPOSE

- 1.1 To provide an update on progress with the expansion planning for Early Learning and Childcare 1140 hours and associated funding.

2 RECOMMENDATIONS

2.1 Members are asked to note:

- the progress made towards implementation of 1140 hours of early learning and childcare; and
- the schedule of trials and phasing of the 1140 hours expansion programme (Appendix A).

3 BACKGROUND

3.1 East Lothian Council agreed to approve the draft Early Learning and Childcare Implementation Plan, 31 October 2017 and noted that a further update would be provided to Council. The Early Learning and Childcare Implementation Plan continues to evolve reflecting learning from initial trials and parental feedback.

3.2 Additional Early Learning and Childcare capacity is required across East Lothian to meet the statutory provision of 1140 hours for 3 and 4 year old children. Additional Early Years capacity is also required to meet the demand projected to arise from new housing development and from existing deficits in current capacity.

- 3.3 The 1140 hours Early Learning and Childcare Plan sets out the approach to delivering the additional capacity by making the best use of:
- our existing infrastructure and resources;
 - collaborating with partner providers including private nurseries and childminders;
 - creating extended facilities within existing schools;
 - enhancing outdoor learning; and
 - maximising new opportunities for innovative new provision.
- 3.4 Following the first three trials in academic session 2017 – 2018, to which there was positive feedback from both staff and parents, further trials are underway in accordance with the schedule of phasing as detailed within Appendix 2.
- 3.5 The Early Learning and Childcare Project Board and associated working groups have been key in building stronger partnerships between East Lothian Council and “funded providers”, (partner private nurseries/childminders) with four partner nurseries and a childminder coming forward offering to trial 1140 hours (Appendix 1). These four funded providers will, from January 2019, offer expanded hours to all three and four year olds registered for academic session 2018 – 2019 as detailed in Appendix 2. Following a series of open information sessions for childminders more have come forward to express an interest in becoming a funded provider.
- 3.6 The Scottish Government’s “Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland” supports and encourages “blended models” with funded providers, including community groups and childminders. Parents who use both Local Authority Nursery and a funded provider will, in areas where trials are taking place with Local Authority Nurseries, have existing arrangements honoured to a maximum of 1140 hours. This supports working parents, promotes continuity of care for the children and acknowledges the role of funded providers. To meet demand, creative measures such as the provision of early learning and childcare in Local Authority Nurseries over 50 weeks rather than the current 38 weeks model and utilisation of outdoor space are required.
- 3.7 Each geographical cluster area will offer maximum flexibility and choice for parents through the availability of a variety of service models across Local Authority Nurseries and Funded Providers. This will include Childminders, Private Day Nurseries and Community Playgroups. Providers will offer Service Models which will operate either 38 week or 50 week provision or a combination of both, either on a single site or a combination of sites, for children aged 2 – 5 years.
- 3.8 Acknowledging that not all parents work Monday to Friday 9am – 5pm, provision operating between 7.30am – 6.30 p.m. will be available. This may

be from a sole provider or by using a combination of provision, referred to as a 'blended' model.

3.9 The Wraparound Care provision in Tranent and Dunbar is on track to become integrated into the local authority nursery to provide extended hours over both 38 weeks and 50 weeks for children currently attending this provision.

3.10 The benefits of the proposed delivery model are:

- **Quality:** the remit of the Early Learning and Childcare Team Officers have been revised to provide support and challenge across all early learning and childcare provision within East Lothian. A review of the quality of provision within all local authority nursery classes is ongoing. The outcomes of the reviews are being used to inform future support and development needs with an aim to improve the quality of learning experiences and outcomes for all children. The targeted trials in areas identified through SIMD are beginning to evidence improvement in children's readiness to learn as they enter P1. Feedback from parents confirm an increase in social skills, communication and better routines for children attending extended hours, all of which contributes to closing the poverty related attainment gap.
- **Flexibility:** the expanded service will offer increased flexibility and choice to parents.
- **Affordability and accessibility:** the trials of expanded early learning and childcare provision has reduced costs for working parents and for those moving into work, education or training. Parents have reported that they have taken additional hours of work, or taken up places offered at College.

3.11 The values and importance of family learning is acknowledged in the Implementation Plan. The Scottish Government confirmed its commitment to family learning by announcing support to two family learning programmes, PEEP and Family Connect. A small amount of funding has been committed to enable roll out of these programmes across Scotland.

Workforce Management Planning

3.12 Most local authority staff based in primary school nursery class settings work during the school term. The expansion programme, whilst presenting challenges, also present opportunities for nursery staff to increase hours from part time to full time, work 38 weeks over 50 weeks, or to work longer but fewer days. To gauge interest a survey for nursery staff has been designed and circulated. This gives staff an opportunity to express an interest in different work patterns and models.

3.13 The post of Senior Early Learning and Childcare Practitioner was designed to create a career progression pathway in early learning and childcare, with candidates interviewed and appointed to posts across almost all local authority settings.

- 3.14 Leadership and management: almost all of East Lothian Council's early learning and childcare settings are located within primary schools and are led by primary school head teachers on SNCT's terms and conditions. Early learning and childcare provision beyond school term time will require a new management structure to be developed to cover out-with term time. Discussion in regard to this has begun with the Care Inspectorate.
- 3.15 The three Early Intervention Advisors (Graduate) posts were advertised and the successful applicants have started working in the nurseries identified to benefit most, these are - Sanderson's Wynd, Olivebank Children and Family Centre and a shared post between Whitecraig and Elphinstone.
- 3.15 The East Lothian 1140 hours Workforce Group is in place to support ongoing plans to develop new working patterns, and the recruitment of additional staff that is required to support the expansion programme.

Early Years and School Estates

- 3.16 The East Lothian 1140 hours Project Board has undertaken a review of the school estate and other Council assets to assess capacity and fitness for purpose for the proposed model of delivery. This investment will provide opportunities for family learning alongside early learning and childcare, within high-quality provision while making best use of existing assets in line with Council and Scottish Government policy.

Considerations included:

- Accessing facilities over extended periods of the day and out with school term time.
- Provision of kitchen and dining space to ensure children receive their entitlement to a free school meal.
- The Scottish Government's commitment to family learning
- Guidance by the Care Inspectorate within the "Space to grow" design guide launched by the Scottish Government

Consultation

- 3.17 The Education Service has taken a phased approach to direct consultation with families and all early learning and childcare providers across the county. Consultation has included discussion on the introduction, trials and phasing in of 1140 hours of early learning and childcare, all of which help in identifying and influencing provision that is fit for the future and ensures best value.

Next Steps

- 3.18 The East Lothian Council Early Years Team continues to phase in trials in accordance with the schedule for 2018 – 2019. Each trial is evaluated

using feedback from staff and parents and where necessary, amended before becoming “phased in” for the academic year 2020-2021.

3.19 Guidance from the Scottish Government is to be finalised and will inform future service provision, this guidance includes:

- The National Standard for Funded Providers
- Procurement application process
- Template tender documentation and assessment/evaluation methodology for Funded Providers
- Care Inspectorate and Education Scotland – shared inspection framework
- The Induction Resource
- Quality Action Plan

4. POLICY IMPLICATIONS

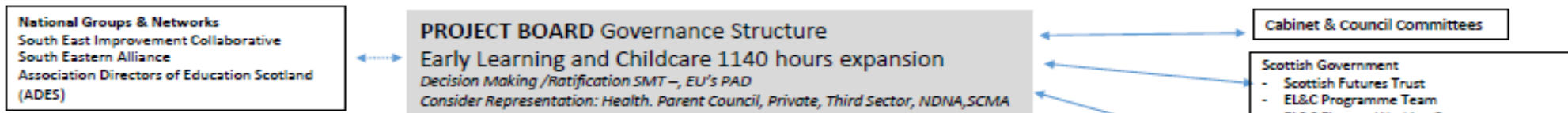
4.1 The Early Learning and Childcare Implementation Plan as submitted to and approved by the Scottish Government, will support the Council in delivering services in accordance with its statutory duties and Best Value obligations.

6. RESOURCE IMPLICATIONS

6.1 Financial – Capital funding £14.92M; revenue funding £12.56M

6.2 Personnel – in an effort to recruit additional staff to accommodate the extension of hours a joint open recruitment event with East Lothian Works is planned. In addition the Foundation Apprenticeships programme for S5 pupils is underway, with plans for a Modern Apprenticeship programme to start in 2019.

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DESIGNATION	Head of Education
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DATE	27 November 2018



1140 hours Project sub groups

WORKFORCE Working Group

Purpose : Progress & Deliver a Workforce Development Plan

WORKFORCE TASKS RELATING TO Apprenticeships:

- Foundation, Modern, Graduates
- Training & Qualifications
- EL&CC Workforce -across the sector
 - consultation
 - recruitment & Retention

For specific LA workforce activities a short life internal working group would be formed as for the Staffing Review group

- Marketing & Promotion of EL&CC Career Path
- Taking consideration of relative Registration & 1140hrs SG guidance and
 - Health & Social Care Standards (3.14)
 - Empowering Schools 2020
 - Education Workforce Council
 - National Standard for Funded EL&CC
 - Skills Investment Plan
 - Communication

–Chair: PH / JD

Membership

- Mary Preston
- HR
- Anna Robertson
- Training Provider
- Trade Union Reps
- East Lothian Works
- Partner Rep – Owner/Employer
- Third Sector Rep – Employer/Committee Rep
- Headteacher/Deputy – with Nursery/ 2-5 yo's /Additional Needs – Sanderson's Wynd?

Co-opted as required
 Business unit Finance

QUALITY Working Group

Purpose: Progress & Deliver a Quality Action Plan

QUALITY TASKS RELATING TO

- LA Guarantor of Quality
- Local Delivery Plan
- Standard for Funded Provider :
 - Monitoring & Assessment Process
 - Practice; Learning Environment
 - Standards / Quality
 - Compliance
 - Support / Planning
 - Links to local plan
- Additional Graduates - Outcomes
- Taking consideration of relative Registration, Inspection Framework & 1140hrs SG guidance
 - SG Quality Action Plan
 - National Standard for Funded EL&CC
 - Empowering Schools 2020and
 - Health & Social Care Standards (3.14)
 - Communication

Chair: Dianne Mackenzie QJO

Membership –

- Mary Preston
- Education Psychology
- Anna Robertson
- LA Provision – Olive Bank
- LA Nursery Practitioner
- Third Sector Rep - Practitioner
- Childminder /SCMA Rep
- Partner Rep – Practitioner

Co-opted as required
 Trade Union/ Care Inspectorate/Support from the Start/CLD

PARTNERSHIP Working Group

Purpose: Progress & Deliver a Partnership Plan

TASKS RELATING TO Partnership Working to delivery 1140 hours

- Standard for Funded Provider
 - Business Practice & Process
 - Workforce / Living Wage
 - Finance / Sustainability
 - Sustainable Rate components
 - Flexibility
- Blended Models
- Meals
- Taking consideration of relative Registration, Inspection Framework & 1140hrs SG guidance
- Quality, Accessibility, Affordability
- Flexibility
- Systems
- Communication

Chair: PH / JD

Membership –

- Partners x 6
- Childminders x 2
- SCMA/NDNA
- Playgroups x TBA
- Liz Humphries
- Business Gateway

Co-opted as required
 Business unit / Finance
 Systems
 Commercial Development

Local Delivery Working Group
(Internal Project group and associate sub groups)

Purpose: Progress & Delivery of 1140 hours Models & Capital Estate Works /Projects

TASKS RELATING to Revenue & Capital Delivery

- Roll out /Monitoring & Assessment of Models / Trials/ Phasing
- Estate / Development
- Recommendation to Project Board for decisions
- Progress, Update & Reporting to Project Board
- Data
- Note: Estates may also have a sub group to manage the 1140 design projects

Sub Group Meetings/Tasks co-ordinated by PH/JD

- Business Unit/ Finance Meeting
- Revenue costs/models
- Procurement/partner arrangements
- Monitoring & Assessment Process for Business practice and Contractual arrangements
- Facilities Management Meeting
 - Provision of Meals
 - Janitorial Services/support
- Systems /Process (Discussion/meeting as required)
- NAMS/SEEMis
- Admissions
- Communication (Task/ Meeting as required)
- Collective Comms from other Working Groups
- Internal/External/Social Media
- Newsletter/Bulletins etc.
- Links to other networks/group
- Information Sessions for Parents/Providers

Membership –Chair: LB (PH / JD)

- Estates/ Projects
- Business Unit / Finance
- Data – Pauline Smith
- Mary Preston
- Environmental Health

Co-opted as required
 Anne Hume
 Dianne Govenlock
 Business Gateway / Facilities Management

COMMUNICATION is within the remit for each working group remit and will form a theme in its own right within each plan. Actions relating to this will be identified by each group as appropriate for Stakeholders, Partners, Workforce, Parents etc. A monthly update will be prepared and submitted to the Internal Project Group in an pre-agreed template. These will form part of an overall Project Board Update submitted via the Internal Local Delivery Working Group Equally

Financial Year	Cluster	Operational Timescale	Dashboard Reporting Period	Provision	Model		Commentary	RAG
Apr 18-Mar 19					<i>Additional places as per Dashboard + blended CM for this year</i>			
Local Authority	Prestonpans	Aug-18	P1: 1.5 - 30.9.18	P/pans EL&C(trial 17/18) Phased in 2 yo's	38wks: 24 places 3&4 year olds: 5 x 6hrs	Phased in 38 wks	Expand to 50 weeks in 2019-20	G
Partner	Prestonpans	Jan-Mar 19	P2: 1.10 - 30.4.19	Camperdown	All Places (35) & Blended			
Local Authority	Dunbar	Jan-19	P2: 1.10 - 30.4.19	Dunbar - Castle Room	38 & 50 wks		Former wraparound service now integrated EL&C - part of Nursery Provision on campus	G
Local Authority	Dunbar	Jan-19	P2: 1.10 - 30.4.19	Innerwick Nursery	Asymmetric week/Extended day			G
Local Authority	Haddington	Jan - Feb 19	P2: 1.10 - 30.4.19	Yester Nursery	Outdoor/38 wk - Asymmetric			G
Partner	Haddington	Jan-Mar 19	P2: 1.10 - 30.4.19	Pumpkin Patch Haddington	All Places(35) & Blended			
Local Authority	Musselburgh	Aug-18	P1: 1.5 - 30.9.18	Musselburgh Burgh Nursery(Trial May/June 18)	38 wks - 16 places	Refurb Q1 2021 (ETD)		G
Local Authority	Musselburgh	Jan-19	P2: 1.10 - 30.4.19	Musselburgh Burgh Nursery	Stay & Play 38 wks - 10 places - 2 yo's - 3yo (not yet at nursery)	Refurb Q1 2021 (ETD)		G
Local Authority	Musselburgh	Aug-18	P1: 1.5 - 30.9.18	Olivebank (possible future relocation 20/21)	Blended with P/Pans ELC			G
Partner	Musselburgh	Jan-Mar 19	P2: 1.10 - 30.4.19	Musselburgh Private	All Places (45) & Blended			
Local Authority	North Berwick	Oct-18	P1: 1.5 - 30.9.18	Aberlady Nursery	Outdoor	Outdoor (Q4 2017 ETD) Q1-2 2018	current delay pending other service discussion	R
Local Authority	North Berwick	Jan-19	P2: 1.10 - 30.4.19	Athelstaneford Nursery	38 wks /Asymmetric & blended			G
Partner	North Berwick	Jan-19	P2: 1.10 - 30.4.19	Mary Poppins	Blended places (3) with Athelstaneford			
Local Authority	Tranent	Jan- Feb 19	P2: 1.10 - 30.4.19	Elphinstone Nursery	38 wks/Asym/Extended Day			G
Local Authority	Tranent	Jan-19	P2: 1.10 - 30.4.19	Macmerry Nursery	38 wks- Asymmetric & blended			G
Partner	Tranent	Jan-19	P2: 1.10 - 30.4.19	Childminder	Blended place with Macmerry			
Local Authority	Tranent	Oct-18	P1: 1.5 - 30.9.18	Sanderson's Wynd Nursery	38 wks x 16 places			G
Local Authority	Tranent	Oct-18	P1: 1.5 - 30.9.18	Sanderson's Wynd - integrated EL&C (former wraparound)	50 wks x 24 places + 2 year olds			
Local Authority	Tranent	Jan-19	P2: 1.10 - 30.4.19	Pencaitland Nursery	Consolodated Week (4 days x 7 1/2 hrs) + blended with CM's			G
Partner	Tranent	Jan-19	P2: 1.10 - 30.4.19	Pencaitland Childminders	BlendedPlaces (x CM x no. of places) with Pencaitland			
Partner	Tranent	Jan - Feb 19	P2: 1.10 - 30.4.19	Argyle Bridge	All Places - 2 sites (40 + 20) & Blended			G

Apr 19 - Mar 20							
<i>Partner</i>	<i>Various</i>			<i>Childminders - Playgroups as identified/parental need</i>	<i>Places as per Dashboard - look into Daycarers / 2yo places for this year</i>		
Local Authority	Musselburgh	Aug-19	P3:1.5 - 30.9.19	Musselburgh Burgh Nursery	50 wks - Roll out to all places	Refurb Q1 2021 (ETD)	(Trial May/June 18)
Local Authority	Musselburgh	Aug 19- Jan 20	P4 :1.10.19 - 30.4.20	Campie Nursery	50 weeks	Refurb Q1 2019 (ETD)	
Local Authority	Musselburgh	Aug 19- Jan 20	P3:1.5 - 30.9.19	Stoneyhill Nursery	38 wks		
Partner	Musselburgh	Aug 19- Jan 20	P3:1.5 - 30.9.19	Links Nursery	All places (60)		
Local Authority	Musselburgh	Aug 19- Jan 20	P4 :1.10.19 - 30.4.20	Wallyford Nursery	50 weeks	New Build Q2 2017 (ETD)	
Local Authority	North Berwick	Aug 19- Jan 20	P3:1.5 - 30.9.19	Gullane Nursery	50 weeks	Extension Q2 2018 (ETD)	
Partner	North Berwick	Aug-19	P3:1.5 - 30.9.19	Mary Poppins	Roll out to All places (28) & Blended		
Partner	North Berwick	Aug-19	P3:1.5 - 30.9.19	Fenton Barns	All places (35)		
Local Authority	Tranent	Aug 19- Jan 20	P3:1.5 - 30.9.19	Ormiston Nursery	50 weeks		
Local Authority	Tranent	Aug 19- Jan 20	P4 :1.10.19 - 30.4.20	St Martin's RC Nursery	38 wks		
Local Authority	Tranent	Aug 19- Jan 20	P3:1.5 - 30.9.19	Windygoul Nursery	50 weeks		
Local Authority	Haddington	Jan-19	P3:1.5 - 30.9.19	Haddington Infant School	Blended with Local Partner		G
Local Authority	Haddington	Aug 19- Jan 20	P4 :1.10.19 - 30.4.20	St Mary's RC Nursery	50 weeks		
Partner	Haddington	Apr-19	P2: 1.10 - 30.4.19	Pear Tree (both sites)	All places x 2 sites (65) & blended		
Local Authority	Prestonpans	Aug 19- Jan 20	P4 :1.10.19 - 30.4.20	Prestonpans EL&C	50 weeks	Phased in 38 wks - expand to 50 wks	G
Local Authority	Prestonpans	Aug 19- Jan 20	P4 :1.10.19 - 30.4.20	Cockenzie Nursery	50 weeks - Community Cluster Model / blended	Preliminary consultation work will commence prior to this date	
Local Authority	Prestonpans	Aug-19	P3:1.5 - 30.9.19	Seahorse Nursery	All Places & Blended		
Local Authority	Dunbar	Aug-19	P4 :1.10.19 - 30.4.20	Dunbar - Haven & Woodlands Rooms	38 & 50 wks		
Partner	Dunbar	Apr-19	P3:1.5 - 30.9.19	Cherry Trees	All places (25) & blended		

Apr 20- Mar 21							
Partner	Various			Childminders/ Playgroups -as identified/parental need	Places as per Dashboard/ 2 year places also		
Local Authority	Musselburgh	Jan-21	P6: 1.10.20 - 30.4.21	Whitecraig (reprofiled from 18-19)	50 weeks		
Local Authority	Musselburgh	Aug-20	P5: 1.5 - 30.9.20	Pinkie Nursery	50 weeks	New Build Q1 2019 (ETD) total 116 places- substantial build - completion date expected Summer 2020	
Local Authority	Musselburgh	Mar-20	P4 :1.10.19 - 30.4.20	Loretto RC Nursery	38 weeks	Refurb Q1 2019 (ETD)	
Partner	Musselburgh	Aug-20	P5: 1.5 - 30.9.20	Almond Park	All places (35) & blended		
Partner	Musselburgh	Aug-20	P5: 1.5 - 30.9.20	First Step	All places (20) & blended + 2 yo's		
Partner	Musselburgh	Aug-20	P5: 1.5 - 30.9.20	Lorreto Private Nursery	All places (35) & blended		
Partner	Musselburgh	Aug-20	P5: 1.5 - 30.9.20	Honest Toun	All places (45) & blended		
Local Authority	Dunbar	Jan-20	P6: 1.10.20 -	Dunbar - Harbour & Seashore Rooms	38 & 50 wks	New build Q1 2020/21 (ETD)	
Local Authority	Dunbar	Jan-21	P6: 1.10.20 - 30.4.21	Dunbar - Additional Nursery Room for 60 places 30/30	38 & 50 weeks	New prebuild modular linked to former wraparound rooms due to be completed for	
Local Authority	Dunbar	Aug-20	P5: 1.5 - 30.9.20	West Barns Nursery	38 wks & Blended either with Dunbar (12 wks) or with CM	Extension Q3 2019 (ETD)	
Local Authority	Dunbar	Aug-20	P5: 1.5 - 30.9.20	East Linton Nursery	38 wks Blended - either with Dunbar (12 wks) or with CM	Refurb Q3 2019 (ETD)	LDP & 1140 hours add 10 places 20/21
Partner	Dunbar	Aug-20	P5: 1.5 - 30.9.20	Pumpkin Patch	All places (15) & blended		
Local Authority	North Berwick	Jan-21	P6: 1.10.20 - 30.4.21	North Berwick	50 weeks	New Build Q1 2019 (ETD)- wider service decision	
Partner	North Berwick	Aug-20	P5: 1.5 - 30.9.20	Pumpkin Patch	All places (30) & blended		
Local Authority	Prestonpans	Jan-21	P6: 1.10.20 - 30.4.21	St Gabriels Nursery	38 weeks	Extension Q3 2020 (ETD)	
Local Authority	Prestonpans	Jan-21	P6: 1.10.20 - 30.4.21	Longniddy Nursery	38 weeks & blended with Cockenzie or Partner		
Local Authority	Prestonpans	Aug-20	P5: 1.5 - 30.9.20	Prestonpans Infant School	50 weeks		
Partner	Haddington	Aug-20	P5: 1.5 - 30.9.20	The Compass	all places		
Local Authority	Tranent	Aug-20	P5: 1.5 - 30.9.20	Sanderson's Wynd Nursery & Green Room	Roll out to all places & 2 year olds		G
Local Authority	Tranent	2021	P6: 1.10.20 - 30.4.21	Tranent IS site - EL&C Olive Bank + a.n. other	50 weeks	ongoing feasibility study and wider service consultation and decision	
Local Authority	Tranent	TBA	P6: 1.10.20 - 30.4.21	Saltoun Nursery	38 wks	Wider Service Decision	
Local Authority	Tranent	TBA	P6: 1.10.20 - 30.4.21	Humbie Nursery	38 weeks	Wider Service decision	
Local Authority	Haddington	2020/21	P6: 1.10.20 - 30.4.21	Letham Mains	50 weeks	TBA	