

EAST RENFREWSHIRE COUNCILEDUCATION COMMITTEETHURSDAY 9 MAY 2019Report by Director of EducationPROGRESS OF EXPANSION OF EARLY LEARNING AND CHILDCARE**PURPOSE OF THE REPORT**

1. The purpose of this report is to update Education Committee on the progress of the expansion of Early Learning and Childcare entitlement to 1140 hours per year for every 3 and 4 four year old and eligible 2 year old children by August 2020.

RECOMMENDATIONS

2. It is recommended that Education Committee:
- (a) notes the progress regarding East Renfrewshire's expansion planning for 1140 hours of free early learning and childcare for August 2020;
 - (b) notes that Crookfur Nursery Class will be relocated to the new facilities at the site of Crookfur Pavilion, operating under the existing management of Crookfur Primary and be known as Crookfur Family Centre from August 2020; and
 - (c) approves the increase in the hourly rate for funded providers.

BACKGROUND

3. The Scottish Government has set a transformational agenda for Early Learning and Childcare by 2020. 'A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland 2017 – 2018 Action Plan' was published in March 2017 and outlines the vision for Early Learning and Childcare (ELC) and the key policy principles.

4. The vision is to almost double the entitlement to free ELC from 600 hours to 1140 hours per year by 2020 for all 3 and 4 year olds and eligible 2 year olds and is underpinned by the key principles of Quality, Flexibility, Accessibility and Affordability.

5. In East Renfrewshire an Early Learning and Childcare Expansion Board, under the chair of the Director of Education, has strategic responsibility for the transformational change required to implement the planned increase to 1140 hours of free ELC by 2020. This officer and partnership group is tasked with addressing the complexities, reducing the associated risks and ensuring the delivery of 1140 hours across the authority. Membership of the ELC Expansion Board is made up of senior officers from Education, Environment, Finance, Human Resources, Legal and Procurement and Corporate and Community Services. Partner Providers, local childminders and Higher Education establishments are also represented.

6. The Board has a reporting line to the Council's Corporate Management Team and there are 4 work streams with specific remits concerning the expansion programme: Quality; Workforce; Delivery Models; Provision and Resources (Infrastructure).

7. Education Committee approved the department's Expansion Plan on 28 September 2017. The expansion plan detailed how East Renfrewshire will ensure quality, flexibility, accessibility and affordability remain at the heart of service delivery.

8. Elected members will recall that at the June 2018 Education Committee they noted the position on allocated funding and its impact, including:

- that a paper on the 8-year Capital Plan will be taken forward by the Chief Financial Officer to include consideration of early years expansion;
- the possible implications of receiving less revenue for full implementation (2021/22) of the Council's preferred delivery model; and,
- asking officers and elected members to continue to take steps to lobby the Scottish Government and COSLA to understand the impact of this funding on East Renfrewshire, its children and families.

9. This committee report now summarises progress since that period and proposed plans moving forward to delivery.

REPORT

Quality

10. The Quality Workstream, made up of officers from Education, School Staff, HSCP, Further and Higher Education partners, Funded Providers and an early years project manager continues to meet on a six weekly basis to oversee progress on the Quality Action Plan.

11. The Quality Action Plan identifies 4 key aims:

- All children will have a high quality early learning and childcare experience;
- All early learning and childcare services are delivering a quality service which is enhancing the opportunities for children and their families;
- Strong partnerships with parents / carers increase family engagement in children's development and learning;
- Children's needs are identified through robust assessment and targeted support has a positive impact on children's learning and development.

12. An annual East Renfrewshire Early Years Conference has been established addressing quality themes identified as key for 1140 expansion. 300 delegates comprising East Renfrewshire Council ELC practitioners and wider Glasgow City Region Education Improvement Collaborative (West Partnership) partners attended

the October 2018 conference. The conference focused on the quality of “Transitions” in Early Years. Once again the feedback from the event was evaluated as excellent.

13. The Early Years Development Officer (EYDO) continues to ensure that there is a consistent level of quality across all providers of ELC in the Council area. The improvement in quality by our providers has been evidenced in the *Local Government Benchmarking Framework National Benchmark Overview Report of 2017 – 2018* where East Renfrewshire is identified as the joint top local authority with 100% of publicly funded early years provision which is graded good/better. This is in contrast to the national average of 91%.

14. A digital tracking tool for Early Learning and Childcare settings has been introduced from August 2018. This tool allows centres and the Department to gather data on progress and development, target appropriate interventions and support children’s transition through their early level learning journey. A funded provider, working in partnership with ERC is trialing this online resource with a view to rolling out across all providers during session 2019 – 2020.

15. This online tool will ensure a consistent approach to recording children’s pace of learning and progress across all ELC providers in East Renfrewshire. This will be of particular relevance where a child accesses their 1140 hours with more than one provider.

16. A network of officers within the West Partnership is collaborating to support the introduction of 1140 hours. In particular ways to ensure a quality curriculum with excellent learning and teaching.

17. A working group made up of local authority and funded provider staff has been established to identify key principles for quality mealtimes. These principles will be the foundation for any nursery setting, no matter its size or layout and will support the rolling out of lunch provision for all children receiving 1140 hours of early learning and childcare.

Workforce

18. The Workforce Workstream meets on a six weekly basis with membership from officers from Education, Human Resources, Finance, Further Education, HSCP, Skills Development Scotland, Trade Unions, Funded Providers, Adult Learning, Work East Ren and an early years project officer.

19. The Workforce Action Plan has 3 key aims:

- To staff establishments to meet parental demands for 1140 hours;
- To ensure the workforce in Early Learning and Childcare centres and Funded Providers has appropriate skills, attributes, disposition and knowledge to provide a high quality learning and care experience;
- Continue to ensure appropriate levels of staffing to deliver the entitlement outlined by the Children and Young People (Scotland) Act 2014.

20. A key strategy of the workstream is to “grow our own” workforce within East

Renfrewshire Council, and a number of key initiatives with this end goal are in progress.

21. The first cohort of HNC students participating in the HNC in Childhood Practice with West College Scotland have completed their studies and 14 out of 19 graduates have secured Child Development Officer Posts within East Renfrewshire Council. A second cohort of 16 members of Education Department staff and one member of staff from a funded provider will graduate in May 2019. Additional measures including extended placement opportunities, an internal recruitment policy, and interview skills sessions have been put in place to maximise the opportunities for these staff to secure posts. A third cohort of 19 staff is underway with a completion date of June 2020. Opportunities to participate in this career changing programme have been extended to other departments within the Council.

22. A fourth cohort of staff will commence the HNC in Childhood Practice with West College Scotland in August 2019. Recruitment for this cohort is ongoing with a target audience including staff from across the Council.

23. Eight senior pupils will complete Vocational Playwork and 16 Vocational Early Years modules in June 2019. A cohort of 28 will complete a Foundation Apprenticeship in Children and Young People in June 2020. These pupils will be encouraged to progress to a Modern Apprenticeship in Early Years & Childcare or Play Worker post with HNC training support.

24. Seven young people will complete a Modern Apprenticeship in Early Years & Childcare in August 2019, with a further 14 completing their apprenticeship by August 2020. This includes three Adult Apprentices, a key strategy to target East Renfrewshire residents considering a change of career.

25. A successful bid has been made to Skills Development Scotland to fully fund six additional apprentices, this includes a further three Adult Apprentices from August 2019.

26. An Early Years' Ambassador Programme has been established to help change perceptions and encourage young people into Early Years employment. Seven ambassadors, corresponding to East Renfrewshire Council's high schools, have been identified. The ambassadors are staff from the Council's early years establishments, who have all progressed through various career pathways and can share these experiences with pupils. The ambassadors attend career events and meet with groups of interested young people. This has been identified as good practice by the Scottish Government with the ambassadors receiving invites to share their practice with other local authorities.

27. As part of the strategy to support residents who are not currently training / employment ready, longer term routes into accessing employment in early years continue, including East Renfrewshire Council's Adult Learning Team, with a SQA National 4 Play in Early Years and Childcare unit being delivered by West College in Carlibar Adult Learning Centre. Currently 11 residents are participating in this opportunity.

28. The Early Years Development Officer has established relationships with the childminding community. An ongoing series of events have been planned and delivered.

29. The Scottish Government has made a commitment to a graduate workforce and

as such has provided funding to all 32 local authorities to support this. Funding for this commitment has been aligned to areas of social deprivation. East Renfrewshire Council has been allocated one additional graduate as part of the Scottish Government's ELC Additional Graduate Commitment. This additional graduate has been deployed in Carlibar Nursery Class as it serves serves the concentrated zone of deprivation of Dunterlie, East Arthurlie and Dovecothall in the town of Barrhead.

30. Nationally there has been difficulty recruiting to these graduate roles, consequently the Scottish Government reported an underspend in central funds. East Renfrewshire received a one off additional payment of £107,489 to support this commitment. Guidance attached to the funding indicated these monies should be for all providers of ELC in ERC. Therefore East Renfrewshire used this money to support our funded providers by employing a graduate (teacher) between January and March to model high quality learning and teaching for staff. In addition, the money was used to help fund staff undertaking their BA degree, provide a one year subscription to high quality online resources, release existing graduates to develop resources to support the expansion and purchase books for each ERC and Funded Provider setting to enhance their Career Long Professional Learning library.

31. Elected members will recall that East Renfrewshire will receive annual recurring revenue funding of £6,862,000 from 2021/22 as well as annual allocations covering the period 2018/19 to 2020/21 to support the phased introduction of 1140 hours of early learning and childcare in some centres and the development/expansion of the workforce. This falls short of our financial template, which identified £7,916,954 as the revenue costs for full implementation of the models set out above.

32. In the Scottish Government letter with the funding allocations, it is stated that revenue will in future be subject to an annual review to provide assurance to them and COSLA Leaders that the funding package reflects the costs of delivery and uptake, taking account of both total population and 2 year-old uptake. To date a review has not taken place. The department continues to lobby the Scottish Government for this review as it is hoped it will take account of the current shortfall in revenue resources for East Renfrewshire.

33. Elected members will recall the report discussed at Education Committee in June 2018 which detailed feasible options to help meet the impact of reduced revenue where there are differences. These options are still under consideration as we move towards August 2020 and full implementation.

Delivery Models

35. East Renfrewshire Council early years provision is organised into 4 communities and as such our expansion plans to increase provision from 600 hours to 1140 hours are focused around each of these communities:

- Barrhead/ Neilston / Uplawmoor
- Busby/ Clarkston/ Eaglesham
- Giffnock/ Thornliebank
- Newton Mearns

36. From August 2018 a phasing programme, where children and families have been

able to access 1140 hours free early learning and childcare has been available in each community. Arthurlie Family Centre, Busby Nursery Class, Braidbar Nursery Class and Isobel Mair Family Centre (ASN only) have offered 1140 hours to those children who met the criteria agreed at Education Committee in March 2018.

37. As well as providing some children and families with increased free early learning and childcare, the phasing of 1140 hours has enabled us to test our delivery and staffing models, introduce hot lunch provision and build on our findings moving forward.

38. East Renfrewshire Council is committed to providing 1140 hours of free early learning and childcare for all our families by 2020; however as such provision will take a few years to establish, and be dependent on Scottish Government funding, only a limited number of children and families are able to access the 1140 hours of free early learning and childcare earlier through the department's phasing programme.

39. As detailed in the committee report approved by elected members in January 2019, the Education Department processes all applications for ELC and allocates each child a nursery place for both their ante pre-school and pre-school years by April of each year.

40. With the full implementation of the Scottish Government Expansion to 1140 hours in 2020 the applications received for children who will start nursery in their ante pre-school year in 2019/20 considered the models for delivery of 1140 hours in 2020/21.

41. Children and families were asked to apply for existing models of delivery for session 2019/20 and the new models of delivery for the year beginning August 2020.

42. The new models of delivery are based on degrees of flexibility and choice being available so that parents can choose:

- | | | | |
|----|------------------------|---|---|
| a. | Core Provision | - | 5 sessions of 6 hours per week
(school days over the school year) |
| b. | Extended Day Provision | - | 3 sessions of 10 hours per week
(longer days over the school year) |
| c. | Stretched Provision A | - | 5 sessions of 4 hours 45 minutes per week
(half days over a longer year) |
| | Stretched Provision B | - | 2 sessions of 9 ½ hours and 1 session
of 4 hours 45 minutes per week (mix of
full days and half days over a longer
year) |
| d. | Blended Provision | | 15 hours in LA Establishment and 15
hours with another provider working in
partnership per week. |
| e. | Funded Provider | | 1140 hours per year fully funded
provision with a private, voluntary and
independent provider including
childminders. |

43. From August 2020 nursery classes will offer options a, b and d, with family centres offering c and d, depending on available resources.

44. The following banding system, approved at Education Committee in January, was used to allocate places equitably to children for their 1140 place for August 2020.

Priority Criteria	
Priority 1	Child Protection, Prevention, Looked After and Additional Support Needs.
Priority 2	Deferred Entry to Primary School. *
Priority 3	Pre-school children within their allocated community as indicated by address.
Priority 4	Ante pre-school children within their allocated community as indicated by address and who have an older sibling attending the same nursery.
Priority 5	a) Pre-school children applying outwith their community (as indicated by address). b) Ante pre-school children applying outwith their community (as indicated by address).
Priority 6	Admission will be given to children resident out with East Renfrewshire whose parents make a request for: a) a pre-school place. b) an ante pre-school place.

**where the local authority has approved funding for an additional year of early learning and childcare*

45. Four admission panels took place, one for each community, between March and April 2019 to review application forms, match to the priority criteria and allocate appropriately.

46. The admission panel was made up of Head Teachers from each setting and officers from the department.

47. Applications received for 3 year olds was up by 8% from session 2018/19, with the communities of Giffnock and Newton Mearns seeing the most significant increases.

48. Elected members will recall the public consultation that took place in July 2017 to determine delivery models. At the time ERC residents reported a preference for:

- Full days from 8am-6pm (47%)
- A mixture of full and half days (30%)
- To match the school day (15%)
- Longer half days (8%).
- All year round provision (64%)
- Term time (33%)

Applications received differed slightly from the preferences stated during the July 2017 consultation with the tables below detailing the models selected in each community.

Table 1 Nursery Classes

Community	School days	3 full days
Barrhead & Neilston	73%	27%
Busby, Clarkston & Eaglesham	56%	44%
Giffnock & Thornliebank	44%	56%
Newton Mearns	46%	54%

Table 2 Family Centres

Community	Longer mornings / afternoons	Full days and half days
Barrhead & Neilston	58%	42%
Busby, Clarkston & Eaglesham	25%	75%
Giffnock & Thornliebank	46%	54%
Newton Mearns	47%	53%

49. Information gathered from the application process will be used alongside other planned consultation events for this session to ensure that our models of delivery reflect the needs of each communities.

50. From those who applied for family centre provision, 139 requested full year provision. This is a 52% increase on last year, with the communities of Newton Mearns, Busby, Clarkston and Eaglesham having the biggest demand for this type of provision.

51. A number of parents also indicated a preference for a blended model, where their early learning and childcare could be provided by a mix of provision including childminders or funded providers working in partnership with East Renfrewshire Council.

52. The annual commissioning exercise was carried out in March 2019 to determine which private and voluntary groups would receive partnership status to provide early learning and childcare in session 2019/20. Evidence was scrutinised from 13 providers.

Table 3

Provider	Status	2019/20 Successful (✓) Unsuccessful (x)
Belmont Nursery Class	Independent	✓
Broom Nursery	Voluntary	✓
Clarkston Nursery	Voluntary	✓
Elmwood Nursery	Private	✓
Enchanted Forest Nursery	Private	✓
Greenbank Woodland Play	Private	✓
Happy Days Too (Busby)	Private	✓
Happy Days Too (SF)	Private	✓
Innocence Nursery	Private	✓
Kirktonholme	Private	✓
Orchardpark Nursery (Thornliebank)	Private	✓
Orchardpark Nursery (Newton Mearns)	Private	✓
Railway Cottage	Private	✓

53. This year childminders were invited to work in partnership with the Local Authority. A commissioning exercise took place in April 2019 to determine who has met the criteria to provide funded early learning and childcare in session 2019/20. Evidence was scrutinised from 14 childminders with 11 receiving partnership status.

54. The National Standard was published in December 2018. The Standard outlines 10 criteria for providing funded ELC, which will apply to all early years providers. East Renfrewshire's commissioning and scrutiny guidance will be updated to reflect this national approach.

55. The Scottish Government recommended that Expansion Plans submitted in September 2017 outlined a sustainable hourly rate for funded providers. This rate was to reflect the requirement of funded providers to pay the living wage and to ensure that they were still in a financially viable position to operate when 1140 hours is introduced.

56. East Renfrewshire Expansion Plan outlined an increase to funded providers from £3.50 per hour to £5.50 from August 2019 onwards.

57. The significant shortfall in revenue funding has merited a recalculation of the rate. In addition a Scottish Government commissioned national survey of funded providers in 2016 suggested an aggregated figure of £5.31 per hour. This rate has been adopted by many of the 32 local authorities for August 2020.

58. East Renfrewshire values the contribution our funded providers make to our resident children and families, however the duty to provide early learning and childcare lies with the local authority and given the significant shortfall in revenue funding we are concerned that an increase in funding rates may impact on our ability to fulfil this duty.

59. Each year 350 places are commissioned and funded. Table 4 below gives suggested rates and the financial impact of funding 600 hours and 1140 hours for 350 children.

Table 4

Hourly Rate	Annual (600 hours)	Annual Cost (1140 hours)
£3.50 per hour	£735,000	£1,396,500
£4.00 per hour	£840,000	£1,596,000
£4.50 per hour	£945,000	£1,795,500
£5.00 per hour	£1,050,000	£1,995,000
£5.31 per hour	£1,115,100	£2,118,690
£5.50 per hour	£1,155,000	£2,194,500

60. The Education Department proposes a rate for session 2019/20 of £5.00. This increase of £1.50 per hour (£315,000) as opposed to £2.00 (£420,000) would support the sustainability of our funded providers whilst ensuring that the department has monies to continue to implement our “grow our own” strategy to increase our workforce. Additionally we propose a rate of £5.31, rather than £5.50 for session 2020/21. The recalculation of hourly rates would provide £180,810 for the department to support their workforce strategy.

61. Table 5 below indicates what could be achieved with these monies.

Table 5

Staffing	Cost
15 Modern Apprentices	£170,430
5.5 Child Development Officers (52 weeks)	£177,265
6.5 Child Development Officers (Term Time)	£178,607
4.5 backfill for HNC students	£179,190

62. Moving forward, the Glasgow City Regional Improvement Collaborative (West Partnership) has agreed to repeat the exercise outlined in paragraph 37 with the support of Ipsos Mori, giving all funded providers working across the 8 local authorities within the partnership the chance to provide an up to date reflection of information for this area. This information will be used to support future considerations and decision making of hourly rates beyond August 2020.

63. Work EastRen, the Council’s employability service, provided a session to funded providers, which included how they could support nurseries with a Modern Apprentice as well as support with recruitment, advertising and financial assistance towards staff salaries if living in East Renfrewshire. Attendance of this event was low, however those who did attend reported the success of the event and have requested due to the success of this another session to be hosted in the near future.

64. The Scottish Government released additional ‘Realising Change’ funds to support local authorities in the implementation of the expansion of funded entitlement to early learning and childcare to 1140 hours from August 2020. East Renfrewshire was awarded a total £114,320.

65. The guidance suggested this specific grant should be used to support local

authority and funded providers to transition to 1140 hours. A plan was submitted to the Scottish Government on 29 March with the spending proposal for East Renfrewshire. The views of those currently providing ELC and those not in ERC were gathered, along with the views of the Expansion Board. A copy of which can be found as Appendix 1 of this report.

66. An Expansion Newsletter has been developed for staff in both local authority and funded providers to ensure up to date information on the ELC programme is shared with all. A copy of the first newsletter can be found as Appendix 2 of this report.

Provision and Resources

67. Members will recall that East Renfrewshire has an ambitious plan to build new and extend some existing early year's establishments in readiness for 1140 hours by August 2020.

68. The 8-year Capital Plan approved at Council in February 2019 reflected the latest cost estimates for the delivery of the new and extended early year's facilities. The report records that investment of £24.1 million is planned across the Council to meet the Scottish Government's aims of expanding early learning and childcare provision to 1,140 hours per year from August 2020. Funding of £11.7 million from the Scottish Government has been provided towards the expansion over the period of this Capital Plan. The total Scottish Government's capital allocation to East Renfrewshire is £12.27 million for the period 2017/18 to 2020/21.

69. Within its Capital Plan the Council already had made provision to establish 2 new nursery classes to meet the needs of population growth; at St Cadoc's Primary School and as part of the new Maidenhill Primary School. Construction is underway at both sites with good progress being made to have them open for August 2019.

70. The combined early years resources in the Capital Plan with the Scottish Government investment has enabled the Council to also undertake the following:

- 2 new build family centres in the sites of Crookfur and Overlee pavilions
- new build larger replacements for Busby and Eaglesham primary school nursery classes
- new build larger replacement for Glenwood Family Centre
- a new extension at Cross Arthurlie PS to establish a nursery class
- a modest extension at Carolside PS Nursery Class
- a minor extension at Braidbar PS Nursery Class

71. All early years projects are currently progressing smoothly towards their 2020 delivery date, with intensive design development and procurement documents being undertaken over the last year.

72. The five new build/extended facilities (comprising the first 3 bullet points above) are being procured under a Design and Build contract as a single tender package with five separate contracts. The tender is now at the final evaluation stage with the successful contractor anticipated to be appointed relatively soon. Engagement will then commence to agree the site start dates, which at present are anticipated around June 2019. Planning permission has been achieved for all five of these facilities.

73. The Council is overseeing the design development and associated works for the

remaining projects. The largest of these being the extension at Cross Arthurlie. Planning approval has been received for this project and officers are currently developing the tender package for release later May/June 2019. Planning decision is awaited for the small extension at Carolside with plans to issue the tender early autumn 2019.

74. The refurbishment work at Braidbar PS NC was completed in autumn 2018 and is operating well facilitating some additional places as part of the early adoption of 1140 hours in advance of 2020.

75. In addition to the new and extended facilities above, officers have reviewed all existing ELC centres and developed a programme of minor works to facilitate the provision of meals to children during their session. These will be taken forward nearer delivery date.

76. In taking forward the nursery expansion the Council will spend £1.7m on meeting the costs of replacement of the existing sports changing pavilions at Crookfur and Overlee which will adjoin the new family centres at these sites. This will provide much needed improvements for users of the sports facilities and with integration will open up a community space in the local area. The designs will protect both security and integrity of each unique facility.

77. Given the success of Crookfur Nursery Class managed by the Head Teacher of Crookfur Primary School, it is the considered view of the Director of Education to take forward the new Crookfur Family Centre under the leadership of the Crookfur Primary School Head Teacher. In doing so it is noted that provision at the pavilion site is larger providing more places and being a family centre open all year round thereby offering families more opportunities for flexibility and choice for their early learning and childcare needs.

78. Relocating the nursery class to the pavilion site for August 2020 will also mean that the former nursery class accommodation can be used by the primary school. The nursery area is also an ideal space for the learning and teaching approaches now used in the early years of primary. This additional space available for primary education will help manage the recent increase in pupil numbers being experienced at the school thereby meeting the needs of the catchment locally. Over the short term officers will continue to monitor and review catchment demand to assess whether the recent increase is a change in the areas demographic and/or a 'spike' due to residential development. Should it be found that there is sustained evidence that 'catchment demand' is clearly increasing beyond the available educational space this would be subject of a separate paper to a future Education Committee for further discussion.

79. Members should also note that once the new, and larger, ELC facilities at Busby and Eaglesham primary schools are open in August 2020, the former nursery class space in both schools will be reconfigured for use by primary age children. This will provide additional space for the primary schools.

80. In expanding our early year's provision through new and extended centres we will provide around an additional 650 places for 3 and 4 year olds for 1140 hours by 2020 and meet the needs of our increasing population. We will also increase provision for 2 year olds and commission more places from partner providers including childminders over this period.

FINANCE AND EFFICIENCY IMPLICATIONS

81. The Scottish Government and COSLA Leaders reached agreement on multi-year revenue and capital allocations. East Renfrewshire was awarded a total of £12,270,000 for capital over the period 2017/18 to 2020/21. Annual recurring revenue funding of £6,862,000 from 2021/22 was also notified as well as annual allocations covering the period 2018/19 - 2020/21 to support the phased introduction of 1140 hours of early learning and childcare in some centres and the development/expansion of the workforce.

82. Elected members will recall that the Scottish Government has committed to an annual review of its revenue funding allocations to local authorities. It has been suggested this annual review will take place after full delivery of 1140 hours. Given the current shortfall in revenue funding allocated to East Renfrewshire to take forward our preferred delivery model we continue to lobby for this review to reflect GAE allocations and the higher population numbers in East Renfrewshire.

83. Additional staff will be required beyond 2020 to meet the needs of the expanded estate, which helps address population growth whilst also continuing to operate the preferred delivery model. This will be highlighted as a cost pressure at the appropriate time through the Council's normal revenue budget process.

84. It is anticipated that the increased provision of 1140 hours in some of our establishments will impact on availability of wraparound provision; consequently wraparound income for the Department is likely to be reduced.

85. As noted in paragraph 68 capital allocations supported by Scottish Government funding will enable the authority to meet the demand for places for 2020, taking into account the increase in number of funded provider places.

86. As noted in paragraphs 55 and 56 the authority wish to support the neutral provider model and support the sustainability of our funded providers by increasing their hourly rate within our allocated revenue funding.

CONCLUSION

87. At the heart of East Renfrewshire ELC expansion activity is quality, which has been recognised locally and nationally. Our expansion plan is founded on the key national principles of quality, flexibility, accessibility and affordability.

88. Very good progress has been made to advance the Council's ELC expansion programme across its four work streams: Quality; Workforce; Delivery Models; Provision and Resources.

RECOMMENDATIONS

89. It is recommended that Education Committee:

- (a) notes the progress regarding East Renfrewshire's expansion planning for 1140 hours of free early learning and childcare for August 2020;

- (b) notes that Crookfur Nursery Class will be relocated to the new facilities at the site of Crookfur Pavilion, operating under the existing management of Crookfur Primary and be known as Crookfur Family Centre from August 2020; and
- (c) approves the increase in the hourly rate for funded providers.

Mhairi Shaw
Director of Education
May 2019

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Local Government Access to information Act 1985

Background Papers:

1. [A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland 2017 – 2018 Action Plan. \(March 2017\)](#)
2. East Renfrewshire Education Department, Early Learning and Childcare Expansion Plan, Education Committee, 28 September 2017
3. East Renfrewshire Education Department, Towards 1140 hours of ELC Provision, Education Committee, 29 March 2018
4. East Renfrewshire Education Department, Report on the Progress of Expansion of Early Learning and Childcare, Education Committee, 14 June 2018
5. East Renfrewshire Education Department, Allocation of 1140 hours of Early Learning and Childcare, January 2019

**Early Years Expansion: Realising Change Fund
East Renfrewshire Council Outline Plan**

Consultation

East Renfrewshire Council discussed the Realising Change Funding (£114,320) with their Expansion Board. In addition, efforts were made to the gather the views of funded providers currently working in partnership and those not prior to the board meeting. The following areas will be taken forward to support all providers as we move towards 1140 hours.

Objective 1: <i>To procure additional change and programme management capacity to deliver the expansion of funded ELC by August 2020 and realise the vision of the Funding Follows the Child service model.</i>	
a) Provide IT support to all funded providers to enable them to use ERC Tracking Tool to consistently report on progress of all children attending ELC in East Renfrewshire. Including the services of an IT consultant and purchase of appropriate software and hardware.	£20,000
b) Extend contract of Project Manager to support with the workforce expansion.	£15,000
c) Invest in the services of Scottish Childminding Association (SCMA) to provide training to childminders in preparation of the partnership commissioning exercise in East Renfrewshire.	£4,000
d) As part of the West Partnership commission the services of Ipsos Mori to determine a fair funding rate for funded providers.	£3,000
Objective 2: <i>To provide backfill to release existing staff to provide change and programme management capacity to deliver the expansion of funded ELC by August 2020 and realise the vision of the Funding Follows the Child service model.</i>	
a) Provide all providers with Outdoor Play / Forest School Training to enable them to deliver high quality outdoor learning experiences and support the increased capacity of settings via registration of outdoor space.	£12,000
Objective 3: <i>To enable smooth transition to the Funding Follows the Child service model by August 2020, including ensuring that parents understand the changes and are enabled to make informed decisions about accessing their child's ELC entitlement and supporting partners to build or maintain capacity to deliver the expanded entitlement.</i>	
a) In partnership with our funded providers, design and deliver bespoke parental awareness raising roadshows, brochures and open doors events outlining the benefits of all types of provision, and informing the parents of East Renfrewshire of the changes to ELC funding, highlight the options available in their community and support the decisions they make. (Costs for each partner to have an open day, brochure costs, etc).	£20,000
b) Support funded providers with the lunch requirements for 1140 hours: kitchen equipment, food hygiene training, supporting a quality lunchtime experience and paediatric first aid training.	£15,000
c) In partnership with FE settings deliver bespoke training in the community for existing and potential staff (including funded providers) to ensure a qualified workforce.	£20,000
d) Provide a "train a trainer" model of CLPL to Heads and Managers to enable a cascading approach to learning across settings.	£5,000
TOTAL COST	£114,000

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Early Learning and Childcare expansion

Newsletter – Issue 1

The Council's ambitious expansion of Early Learning and Childcare (ELC) is well under way and this update provides details of the progress made so far.

Local authorities currently provide 600 free hours a year for all three and four-year-olds and eligible two-year-olds. As part of changes being introduced by the Scottish Government, this will increase to 1,140 hours by August 2020, which is in effect a rise to 30 hours per week, matching the amount of time children spend each week in primary school.

A phased introduction of the increased provision is already being rolled out, in preparation for meeting the new target by the 2020 deadline. Once fully implemented, the increased provision will provide around 650 additional places for three and four-year-olds in East Renfrewshire

by 2020 and will also allow the Council to offer more flexibility to parents. We will also increase provision for two-year-olds and increase the number of places available through funded providers over this period.

All of the work being carried out is underpinned by the key principles of quality, flexibility, accessibility and affordability. To drive this area of work forward an ELC Expansion Board is in place to deliver on four areas of work:

- **Quality**
- **Workforce**
- **Delivery models**
- **Provision and resources (Infrastructure)**

Quality

A wide range of areas are being focussed on within the Quality workstream, as we aim to ensure that all children receive the high standards of ELC that we expect, following the full roll-out of the increased level of provision.

Mealtimes

From August 2020, the Council will be delivering 13,370 meals to our nursery children every week, and will ensure that mealtimes remain a quality experience for all. A working group, made up of local authority and funded provider nursery staff, are in the process of creating key principles for quality mealtimes using Health and Social Care Standards and other key documentation. These principles will be the foundation for any nursery setting, no matter its size or layout. As food provision is rolled out, a training tool will be developed to ensure consistency for all children during mealtimes.



Online professional learning materials (Sway)

To support quality of practice, the Council's 0-6 Pedagogy Group continues to develop the East Renfrewshire Sway pages, which are accessible to both Council and funded provider staff.

Themes available include Enabling Environments – Indoors and Outdoors; Observations, Planning and Assessment; the Role of the Adult; Theory; and Planning. Following feedback from the staff survey at the start of the year, the group is currently working on development of sections covering Outdoor Learning; The Rhythm of the Day; Additional Support Needs (ASN); and Child Development. Access to the pages is through your GLOW account and can be [found here](#). If you have any ideas on other topics you would like to see covered, please email your suggestions to Gillian Bland.

gillian.bland@eastrenfrewshire.gov.uk

Tracking tool

To help look at our children's progress, both as they get older and between settings, a digital tracking tool has been developed. Following a successful pilot, it is currently being used to track maths and numeracy in 37% of the Council's ELC establishments. One of the Council's funded providers, Happy Days Too, is currently trialling the system and will feedback from a funded provider perspective. The next module to go live will be literacy, and the Early Years team may have already been in touch with you about being part of this exciting and innovative development. Health and wellbeing will be available from August 2019 enabling children's progress to be tracked across these key areas. The team are now working with IT colleagues to ensure that all funded providers will be able to access this tool from August 2020.

Early Years Conference

Due to popular demand, the Council will be hosting another Early Years conference, this time in collaboration with our West Partnership colleagues. The conference will be held at Hampden Park on Saturday 16 November and this year's theme will be creativity. Look out for workshop and booking details later this year.



To deliver the required increased provision a significant amount of new roles will be created. Child development officers, head teachers, depute heads of centre, senior child development officers, teaching staff, quality improvement staff, facilities management and business support roles will all be required, with more than 280 jobs required to be filled. A number of approaches are being taken to meet this challenge.



Modern Apprentices

As part of our drive towards the delivering the increased workforce required due to the expansion plans, the Council currently has 21 individuals undertaking their Modern Apprenticeship in Children and Young People, including three adult apprentices – a first for the Education Department. One of these is 31-year old Ross McIntosh, who is based at Crookfur Nursery in Newton Mearns, and after a varied career including as a betting shop manager and security guard, he now believes he has found “the perfect job”. Read more about Ross's story [online](#). Alongside another three young people, the Council will be looking to recruit a further three adult apprentices this year, and these jobs will be released in April on the myjobscotland website: www.myjobscotland.gov.uk/councils/east-renfrewshire-council/jobs

Vocational

The Council's Vocational Programme allows Senior Phase pupils from all seven secondary schools across East Renfrewshire the opportunity to study a broad range of childcare courses from SCQF Level 4 to SCQF Level 6, in partnership with Glasgow Clyde College and West College Scotland. These qualifications are SQA accredited and provide real-life experience, which is crucial when moving into the world of work. As the Early Years expansion is rolled out, as an alternative to studying for an HNC at college, there will be opportunities for our young people to go on to a Modern Apprenticeship in either Childcare, or Early Years Care and Education, leading to a Scottish Vocational Qualification (SVQ) Level 3 in Social Services: Children and Young People.

Early Years Ambassadors

An Ambassadors Programme was introduced in all seven secondary schools in autumn 2018, with the aim of promoting careers in ELC. This has resulted in an increase from 36 to over 100 pupils expressing an interest in this career choice over this short period of time. The Ambassadors are staff from the Council's early years establishments, who have all progressed through various career pathways and can share these experiences with pupils. The Ambassadors attend careers fayres, meet with groups of interested young people and were invited by the Scottish Government to share this practice with other local authorities.

Graduate workforce

The Scottish Government has made a commitment to having a graduate workforce in Early Years and has provided additional funding to support this ambition. One graduate was employed in Carlibar Nursery Class through this funding. After receiving further funding to support this area of work, which had to be spent by March 2019, a teacher has worked with all 13 funded providers from January to March 2019.

A one year subscription to high quality online resources has also been purchased through this funding. Arthurlie Family Centre and Enchanted Forest Nursery piloted these resources before recommending to all. Other investment in this area includes funding for staff who are working towards a graduate qualification.



HNC opportunities provided

One of the key projects in delivering the required Child Development Officer workforce is our staff and funded provider HNC Childhood Practice programme, which has been running since April 2017 in partnership with West College Scotland. Since starting a total of 55 students have taken part in the programme, and have come from backgrounds including Pupil Support Assistants, Business Support, Catering, Cleaning and Wrap staff. The first class returned 19 successful graduates, with 14 (and counting) already having gone on to secure jobs with the Council. Our second cohort, which is still ongoing, opened up places to our funded providers, and this is an offer which will continue. Whilst the first two cohorts took the form of one college and two placement days each week, the third cohort is being delivered in a twilight format over a longer period of time to extend the opportunity to staff for whom this is a better option for their work or home patterns.

Details of the fourth staff and funded provider cohort are currently being planned, with the aim of it starting in August this year. So keep your eyes open for the application form which will be available through your line manager if you are a Council member of staff, or via the Education team if you are one of our funded providers.

Delivery Models

As part of the preparations for delivering increased provision, the way in which funded places are allocated has had to change. New models have been introduced, with parents being offered a wider variety. Sessions are now available to match the school day, there is the ability to attend longer sessions if required, and provision can be stretched throughout the year, rather than just term time. In addition, a blended approach can also be taken, with parents able to utilise their funding with private nurseries and childminders, which are funded providers with the Council. Much work has been undertaken to prepare for these changes.

Consultation with funded provider nurseries

All managers in our funded provider nurseries were recently invited to take part in a survey asking how well they feel supported by the Council. Overall the response was very positive, with most respondents 'very satisfied' or 'highly satisfied' with the support received.

When considering areas which could be improved, 54% said the support of a nursery teacher would be helpful and it was also felt that the commissioning process could be improved with a suggestion that it was not carried out every year.

Following this feedback, the Council will review the commissioning process and it will be aligned with the new National Standard in 2020, with the inception of 1,140 hours of ELC.

Childminders

In December 2018 we held an information session for all registered East Renfrewshire childminders outlining a partnership approach to delivering ELC. Over 50 childminders attended and benefitted from a detailed question and answer session.

A follow-up session took place in February, with 58 childminders coming along to find out more about working as a funded provider with the Council. In consultation with the Scottish Childminding Association (SCMA) we have planned a training programme that will support childminders as we move towards 1140 hours implementation. We are excited about this new venture and look forward to parents benefitting from this addition to the East Renfrewshire ELC offer.

Business advice for funded providers

Work EastRen, the Council's employability service, provided a session to funded providers, which included how they could support nurseries with a Modern Apprentice as well as support with recruitment, advertising and financial assistance towards staff salaries if living in East Renfrewshire. Due to the success of this session another event will be hosted in the near future.

National Standard

The National Standard was published in December 2018. The Standard outlines 10 criteria for providing funded ELC, which will apply to all early years providers.



Realising Change Fund

A grant of £114,320 has been provided through the Scottish Government's Realising Change Fund to ensure the smooth transition of the introduction of the extended hours. This investment will be used to support parents' understanding of the changes and to help them to make informed decisions. Much of this funding will be used to

work in partnership with funded providers to design and deliver bespoke parental awareness raising roadshows, outlining the benefits of all types of provision, and informing parents about the changes to ELC funding. A high quality training programme has also been purchased, with SCMA, to provide the delivery of a series of training sessions with our newly commissioned childminders.

Provision and Resources (Infrastructure)

To support the delivery of the Council's expansion plan a number of significant capital projects are being progressed to ensure quality facilities are in place to provide first-class learning environments.

As part of the new £15m Maidenhill Primary, which will open in August 2019, a 120 place nursery class is being created.

In addition to the new nursery class at Maidenhill, the Council is also investing £24m to create five other new build nurseries, with work set to get under way in the coming months.

This includes building a family centre within Overlee Park, with a new sports changing pavilion attached; another in Newton Mearns which will also replace the outdated Crookfur Pavilion; a replacement for Glenwood Family Centre on an adjacent site; and two new facilities within the grounds of Busby and Eaglesham primaries.

Extensions and refurbishments are also being carried out at St Cadoc's Primary, Carolside Primary, Cross Arthurlie Primary and Hazeldene Family Centre, and an extension to Braidbar Nursery Class has just been completed.

A meeting has already been held with St Cadoc's Parent Council to discuss the plans, which was well attended. In addition, plans for the new builds are progressing well, with detailed walk throughs at each site now completed to consider security, pedestrian and vehicular access, play space and parking.



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