

EAST RENFREWSHIRE COUNCIL

EDUCATION COMMITTEE

THURSDAY 2 APRIL 2015

Report by Director of Education

PREFIVE EDUCATION AND CHILDCARE ANNUAL REPORT

PURPOSE OF THE REPORT

1. The purpose of the report is to update members on the approaches taken to develop early learning and childcare services. The report outlines the next steps to improve further the quality of provision and experiences of young children.

RECOMMENDATION

2. Elected members are asked to note the contents and approve the next steps as outlined in the paper.

PREVENTION AND EARLY INTERVENTION

Background

3. The development of Early Education and Childcare contributes to SOA1 : All children in East Renfrewshire experience a stable and secure start to their lives and are supported to succeed.

4. With its aspiration to make Scotland the 'best place in the world to grow up', the Scottish Government, through the Early Years Collaborative, has set out clear intentions to improve outcomes for all of Scotland's children.

5. The Christie report 2011, Commission on the Review of Public Services, shifts political focus towards a more preventative approach, which will subvert the tradition of spending public resources to manage crisis situations. Such steps, it is believed, will significantly reduce costs to the state, both in the short and long term, and deliver better results for the individuals involved.

6. The Early Years Framework (2009) calls for transformational change through a coherent national agenda but gives flexibility for local partners and services to take decisions in the best interests of the community that they serve. Significantly, the framework sees a paradigm shift in policy towards encouraging parents, families and communities to take responsibility for improving their own life chances and those of their children, a tenet which is echoed in the Christie report and in the commissioned paper by Prof. Susan Deacon, Joining the Dots (2011).

7. Whilst the Council accepts and acknowledges that early intervention and prevention can occur at any point in the life of a child or young person, the focus will remain on the earliest years.

8. Early years continue to be an important focus for national and local government. The publication of the Government's 'Early Years Framework' (2009), HMIE 'Improving Scottish Education' (2009) and revised Additional Support for Learning Act (2009) will inform the Council's continued quest for excellence in provision for pre-five children; however, there has been renewed interest in the development of children before birth and of the behaviour of expectant mothers; there is growing and conclusive evidence that what happens before birth and through the early years of a child's life dictates their longer-term life chances.

9. The Council's 'Early Years Strategy' (2013) has a strong focus on prevention and early intervention. This strategy details the approach partners in East Renfrewshire Council take in delivering the single outcome agreement, while at the same time improving outcomes in the early years.

10. Given the above it is prudent at this time to consider the contribution of education to the preventative spend agenda and to impacting positively on the life chances of children in their formative years.

11. The Children and Young People Act places a number of duties on local authorities which has a bearing on early learning and childcare:

- Duty to secure provision of early learning and childcare:
 - 600 hours for all 3 and 4 years;
 - 600 hours for all looked after 2 year olds;
 - 600 hours for all 2 year olds who live in workless or job-seeking households;
 - 600 hours for all 2 year olds who would be eligible for a free school meal from August 2015
- Duty to consult and plan on delivery of early learning and childcare on a biannual basis;
- Flexibility in the way in which early learning and childcare is made available from August 2015;
- Duty to consult and plan in relation to day care and out of school care on a biannual basis.

REPORT

12. Members will be aware from the last annual report that the Quality Improvement Officer with responsibility for Early Years was tasked with convening a working group to consider an early learning and childcare strategy. The purpose of the strategy is to support the implementation of the Children and Young People (Scotland) Act 2014 and outline a vision for Early Learning and Childcare (2015 – 2020) within East Renfrewshire Council. The strategy will complement the existing East Renfrewshire Parenting Strategy and Early Years Strategy as well as giving consideration to the following recommendations:

- Proposed timeline to support the required increase in provision (assuming affordability and necessary consultations), choice and flexibility for parents;
- Devise guidelines to support pre-five centres and schools on the implementation of flexibility in early learning and childcare provision for 3 and 4 year olds;
- Deliver a consistent approach to the work of centres working with 2 year old children in relation to the planning and assessment of children's needs and the quality of assessment information transferred between services at the point of transition;

- Provide a professional learning programme for all staff in early years with regard to 0-5 pedagogy and key stages of child development;
- Detailed consultation framework to consult with parents on the delivery of early learning and childcare and out of school care;
- Formulate and resource a workforce training trajectory for early years practitioners in order that all staff progress and achieve beyond the minimum competence for registration.

13. In consideration of the above recommendations, the department has made significant progress in its commitment to strengthen its approaches to early learning and childcare with strengths in the following areas:

- In November 2014, the Education Committee approved the department's plan to increase incrementally flexibility for parents in accessing the additional 30 hours of early learning and childcare. As a result the application process for applying for a nursery place was amended and changes publicised to those who had already applied for a place, new parents and partner agencies.
- A working group has been established to provide guidelines to all prefive centres and schools on flexibility implementation. The group will provide specific guidance on tracking attendance, quality of learning experience and staff work patterns. A draft information leaflet for staff is included in Appendix 1.
- The authority has produced guidance and materials which support the National 'Pre-Birth to Three' guidelines. This guidance provides a consistent framework for planning and assessing children's progress and needs thus ensuring that early learning and childcare is indivisible and seamless during points of transition. The guidance will be rolled out during school session 2015 – 2016.
- A quality improvement officer, 4 headteachers and 2 heads of centre have been trained with regards to The Scottish Government National Practice Guidance on Early Learning and Childcare and in relation to the Children and Young People (Scotland) Act 2014. The group members will act as facilitators and roll out a training programme across neighbourhoods of nurseries to ensure that there is a consistent approach to planning and assessment of children's needs.
- In February 2014, the Scottish Government commissioned an independent review of the early learning and childcare workforce. This will examine a range of issues including skills and qualifications, career progression, recruitment and retention, and workforce planning to ensure that all those working in early learning and childcare settings have the right skills and experience to deliver high quality. In anticipation of the findings the department has carried out an audit of staff qualifications in all our settings and made links with further education establishments.

14. Members will recall at Education Committee in February (2015) the Director of Education shared the annual report on the Parenting Strategy. The report detailed the progress of the implementation of the Parenting Strategy and highlighted that 89% of early years establishments have achieved Bronze Family Friendly accreditation with the remaining 11% expected to achieve by June 2015. Our Family Friendly programme was highlighted as having a positive impact on children and their parents in the recent joint inspection of services for children and young people in East Renfrewshire. Since the report went to

committee two of our establishments have since achieved Silver Family Friendly status.

15. The multi-agency Prefive Resource Group (PRG), a new model for allocating additional educational support for children aged 0 – 5 years, has been fully in operation since August 2014. This single unitary approach to allocation of services / places is extremely beneficial to children and families as it has reduced duplication and improved the quality and equity of practice when allocating additional educational support to children (0 – 5 years).

16. The education department has continued to work in partnership with Speech and Language colleagues, to roll out the 'HANEN: ABC and beyond approach' to all prefive establishments. Almost all local authority staff are now trained in the programme, and provide a consistent and effective approach to developing: oral language, vocabulary, story comprehension, language of learning, print knowledge and phonological awareness in our prefive establishments. A staff newsletter has been introduced leading to the ongoing sharing of good practice amongst colleagues across nurseries. This practice includes effective ways to include parents in the programme.

Professional learning sessions will regularly be offered in this area to ensure new staff are given the opportunity to update their skills. Private and voluntary partners will also be invited to participate in any further training.

17. Education staff and officers were instrumental in promoting the Scottish Government's *Play Talk Read Bus* when it visited East Renfrewshire in January 2015. The event was specifically aimed at children 0-3 years and their parents/carers. There was a significant decrease in numbers attending:

- Barrhead/Neilston: 62 adults and 70 children
- Eastwood: 141 adults and 186 children

18. Following the commitment made in the Pre-five Education and Childcare Annual Report to Education Committee, 17 March 2011, the department has been closely monitoring the uptake of family centre provision during school holiday periods in McCready Family Centre, Isobel Mair Family Centre, Madras Family Centre, Arthurlie Family Centre and Carlibar Family Centre. Table 1 shows the average number of families using the service during these times and the percentage uptake of the total population of the centre.

Table 1

	<i>Spring break 2014</i>		<i>Summer 2014</i>		<i>October 2014</i>	
	No.	%	No.	%	No.	%
<i>Arthurlie Family Centre</i>	16	35	17	37	9	20
<i>Carlibar Family Centre</i>	7	13	13	29	6	13
<i>Isobel Mair Family Centre</i>	41	33	58	46	39	31
<i>Madras Family Centre</i>	7	11	14	22	6	10
<i>McCready Family Centre</i>	36	34	35	33	28	26

19. As shown in Table 1, uptake in the newer family centres, Arthurlie and Madras, remains

low. McCready Family Centre is one of our more established centres, thus provides for higher numbers of children during holiday periods.

20. As well as catering for the needs of its own children, Isobel Mair Family Centre offered holiday provision for all of the Eastwood side of the authority. This was a direct consequence of Glen Family Centre being closed during these holidays for refurbishment.

Next steps

21. The department will continue to work closely with the management and staff of the family centres to review the use of the family centres to ensure that alternative and innovative approaches are used to reach more families during school holiday periods, such as outreach work. As detailed in the report to Education Committee Towards Flexibility in Early Learning and Childcare Provision, the department will continue to monitor closely the uptake of places that are offered during school holiday periods. Depending on the uptake of holiday provision following the introduction of the proposals, the department may wish to consider offering 52 week provision in Arthurlie only in Barrhead and amending what is offered in Carlibar to reflect the school year.

22. We will continue to work closely with colleagues in Speech and Language Therapy, thus enabling all prefive practitioners to be trained in developing early literacy skills. This will include working with parents to help them to support their child's early literacy skills.

23. The department will finalise an early learning and childcare strategy for elected member consideration and approval.

24. The authority will work with our colleagues across services to promote the *Play, Talk, Read Bus*.

PROVISION

3 to 4 year olds

25. Across the authority all prefive establishments provided 600 hours of early learning and childcare (with no flexibility) to all 3 and 4 year olds. Daily sessions were increased from 3 hours to 3 hours and 10 minutes.

26. Private and voluntary partners also provided 600 hours of early learning and childcare with an element of flexibility.

27. From August 2015, the department will offer degrees of flexibility, so that parents can choose:

- no flexibility - 5 sessions of 3 hours 10 minute per week
- limited flexibility - 5 sessions of 3 hours per week, with the option of using the additional 30 hours during school holiday periods.
5 sessions of 3 hours per week, with the option of using the additional 30 hours before (1 hour) or after (up to 2 hours) the nursery session.
- greater flexibility - extended day, where sessions would be a minimum of 4 hours and a maximum of 8 hours in any

day, subject to a maximum of 600 hours funding in any year. Additional hourly charges would be applied thereafter.

28. Prefive provision and allocation of places will be considered in communities from August 2015, with a family centre at the heart of each community offering 52 week provision and greater flexibility. Communities will be aligned as follows:

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

29. To be able to offer greater flexibility as described above in all communities Glenwood Nursery School and Hazeldene Nursery School will become family centres from August 2015, thus ensuring the communities of Giffnock/Thornliebank and Newton Mearns respectively provide nursery provision over 52 weeks a year, including during school holiday periods.

30. From August 2015, all East Renfrewshire nurseries will operate between 8 am and 6 pm. The nursery day will be as follows:

- | | |
|---------------------------|-------------------|
| • 8 - 9 am | wraparound |
| • 8.50/9.00 am - 12.00 pm | morning session |
| • 12.00 - 12.50/1 pm | lunch |
| • 12.50/1 pm - 4.00 pm | afternoon session |
| • 4 - 6 pm | wraparound |

31. Work is underway to establish a new family centre in Busby to serve the communities of Busby, Clarkston and Eaglesham. Members will be aware that the centre will be staffed initially to offer 60:60 places for 3 and 4 year olds, with an option to increase this to 90:90 if required and as resources are made available. The centre will be able to offer greater flexibility as described above.

32. Given the number of applications from Clarkston residents for a nursery place, the department increased the capacity of Netherlee Nursery Class from 90/90 places to 100/100 places. The increase will remain for session 2015-2016.

33. The department also increased the capacity of Thornliebank Nursery Class from 30/30 places to 40/40 places, to support parents wishing to purchase additional hours of early learning and childcare. The increase will remain for session 2015-2016.

34. Elected members will be aware that last year we introduced a cut-off date for accepting / rejecting places offered. As anticipated this increased the speed at which the department could confirm numbers for each local authority establishment and, therefore, ease the transition to nursery for preschool children and their parents. Following this success the department once again provided a cut-off date for places.

35. There continues to be a shortage of places to meet the growing demand in the Newton Mearns and Busby/Clarkston area of the authority. This lack of provision has required parents to travel to other areas within the authority to take up their allocated pre-school nursery place. In the short term this will be addressed in Busby / Clarkston through the

additional places in the new family centre. In the more medium term, a lack of places in Newton Mearns will be addressed through the additional places which will become available in the new denominational and non-denominational schools planned, the nursery class which will be introduced in St Cadoc's (subject to a statutory education consultation) as space becomes available as the school reduces to a 2 stream school and the expansion of places in Crookfur. Members will be kept abreast of these developments.

0 – 3 year olds

36. Given the duty placed upon the authority to provide 600 hours of early learning and childcare to 2 year olds who are 'looked after', under a Kinship Care Order, or with a parent appointed guardian; and, those who live in workless or job-seeking households the authority increased the provision for 2 year olds.

37. Arthurlie Family Centre's Care Inspectorate registration was amended to include provision for 20 children (10 morning and 10 afternoon) aged 2 years old.

38. Madras Family Centre's Care Inspectorate registration was amended to include provision for 20 children (10 morning and 10 afternoon) aged 2 years old.

39. Glen Family Centre moved to exclusively catering for the needs of 0-3 year olds.

40. To support the allocation of 2 year old places the department established a Local Admissions Panel. This panel meets on a quarterly basis to review the application, verifying the eligibility criteria and allocate a place.

41. Within the context of early intervention and prevention agendas, the authority will increase its provision for 0 – 3 year olds in Barrhead. A new Arthurlie Family Centre will be developed on the site of the former Auchinback Primary School. The centre will increase opportunities for partnership working, provide a family resource and focus on the holistic development of a child. Members will be aware of the papers brought to previous Education Committee meetings in this regard and the intention to introduce places for children aged 0 – 3 years in the new centre when it opens in 2016 – 17.

42. When complete the new family centre in Busby / Clarkston will also make provision for 2 year olds.

43. The council negotiated with our partner providers, who offer places to children under 3 years, future commissioning of such places, thus supporting our need to meet the duty placed upon us. Our partnership agreement (contract) has been amended to reflect this.

44. As indicated by the Scottish Government the application for a 2 year old place was based on self-referral, therefore the council was able to comfortably meet the demand for places.

Next steps

45. The department will fulfil the duty placed upon the Council to consult with parents every 2 years to review and agree models of delivery for accessing the additional 30 hours of early learning and childcare for 3 and 4 year olds. When the consultation is completed the department will bring proposals to a future Education Committee to meet the duties as set out in the Children and Young People (Scotland) Act 2014.

46. As agreed by members in November 2014, the department will extend Madras Family Centre in Neilston to offer 15:15 places for two year old children to come under the management of the head teacher of Madras Family Centre. The 10:10 2 year old provision provided via interim measures in 2014-15 would then revert to places for 3 and 4 year olds

47. The department will put in place procedures to ensure parents are encouraged to take up their entitlement to 600 hours of early learning and childcare for eligible 2 year old children.

CAPACITY

48. The Council has a duty to secure a free, part-time pre-school place for all eligible children, should their parents wish one. At present the part-time place is defined as 600 hours per year.

49. Detailed in the Table 2 below is the capacity in each local authority nursery for the current school session and the proposed capacity from August 2015:

Table 2

Establishment	Current Provision Provision from 2014-15	August 2015
Arthurlie Family Centre	220 (110:110)	220 (110:110)
Busby Nursery Class	100 (50:50)	100 (50:50)
Braidbar Nursery Class	80 (40:40)	80 (40:40)
Calderwood Lodge Nursery Class	80 (40:40)	80 (40:40)
Carlibar Family Centre	180 (90:90)	180 (90:90)
Carolside Nursery Class	160 (80:80)	160 (80:80)
Crookfur Nursery Class	100 (50:50)	100 (50:50)
Eaglesham Nursery Class	112 (56:56)	112 (56:56)
Giffnock Nursery Class	60 (30:30)	60 (30:30)
Glenwood Nursery School	160 (80:80)	160 (80:80)
Hazeldene Nursery School	200 (100:100)	200 (100:100)
Isobel Mair Family Centre	80 (40:40)	80 (40:40)
Madras Family Centre	130 (65:65)	130 (65:65)
Mearns Nursery Class	120 (60:60)	120 (60:60)
Netherlee Nursery Class	200 (100:100)	200 (100:100)
Thornliebank Nursery Class	80 (40:40)	80 (40:40)
TOTAL	2062	2062

50. The Council needs an average of 2300 preschool places for 3 and 4 year old children in any one year to meet demand. Given the total capacity in local authority establishments is as detailed above, the Council needs to work in partnership with private and voluntary providers in order to meet the shortfall to meet its duty to make provision for all preschool children resident in East Renfrewshire. This means that the department needs to commission places from the private and voluntary sector for East Renfrewshire children, with an upper limit of 300.

51. The annual commissioning exercise is carried out in March 2015 to determine which private and voluntary groups would receive partnership status for session 2015-2016. Evidence from 10 providers, an increase of 1 from 2014-2015, was scrutinised:

Table 3

Provider	Status	Successful(✓) Unsuccessful (x)
Belmont Nursery Class	Independent	✓
Broom Nursery	Voluntary	✓
Clarkston Nursery	Voluntary	✓
Elmwood Nursery	Private	✓
Enchanted Forest Nursery	Private	✓
Happy Days Too (Busby)	Private	X
Happy Days Too (SF)	Private	✓
Kirktonholme	Private	✓
Orchardpark Nursery	Private	✓
Railway Cottage	Private	✓

52. The department has monitored closely the implementation of the policy of achieving a better balance of 3 and 4 year old children in both morning and afternoon sessions. Despite initial concerns from parents and staff, this has settled well and children are receiving a high quality experience. Since August 2012, ante preschool children will return to nursery as preschoolers in the same morning or afternoon session; new ante preschool places will be determined by ballot according to the policy. In the past, some parents and a few head teachers communicated that they felt frustration at not being able to swap places even in cases where they were aware that other parent(s) would be happy to exchange sessions. The department addressed this situation by allowing head teachers to manage changes at school level provided that the original balance of 3 and 4 years olds is maintained.

53. A total of 53 children will defer entry to primary school in session 2015-2016, a decrease of 15 (68) from the previous session. The number of requests for discretionary deferrals had decreased significantly from 15 for session 2014 – 2015 to 5 for session 2015-2016.

Next steps

54. The capacity for preschool places in the authority will be kept under review, in particular to take account of both the increased duty placed upon the authority by the Children and Young People (Scotland) Act 2014 and new and proposed housing developments.

55. The department will commission a maximum of 300 places with the successful prefive partners as indicated above.

WORKFORCE PLANNING UPDATE

56. The department reduced teacher numbers in nurseries from August 2014 and replaced with Child Development Officers. Every local authority nursery continued to have at least one teacher and the department worked closely with managers in prefive establishments to plan for this change in staffing. A working group produced clear guidance on the role and responsibilities of all staff working in the nursery, carried out an audit of staff development needs and devised and delivered a professional learning programme to support.

57. Early Level Teachers' Forums, Senior Child Development Officers' forums and Depute Heads of Centre Forums continue to be very well attended and discussions have focused on a range of areas including, learning and teaching, Curriculum for Excellence, the Parenting Strategy and leadership.

58. All establishments inspected by Care Inspectorate have had positive evaluations. Almost all local authority establishments inspected were awarded an evaluation of very good or good in all areas.

59. The Childcare Information and Training Service continued to offer a service to Depute Heads of Centre, Senior Child Development Officers, Pupil Support Assistants and Wraparound Care Assistants and offers a bespoke training service to all client groups.

60. A total of 15 childcare staff are being supported to undertake Children's Care Learning and Development and Social Service Children and Young People qualifications. To date, 311 candidates have achieved SVQ qualifications in Children's Care Learning and Development or Playwork. A further 2 are expected to qualify before the end of the school session 2014 - 2015. A further 8 PSA/Wrap staff are expected to complete Social Service Children and Young People qualifications at Level 2 by the end of the school session 2014-15.

61. To meet the requirements set out by Scottish Social Services Council a further 4 senior staff from the private sector are undertaking training in Social Service Children and Young People qualification, Level 4.

62. Four candidates are currently being supported by the department to undertake the BA Childhood Practice qualification at Strathclyde University, including one staff member from a partner provider. In addition a further 2 members of staff are being supported to achieve the PDA Plus Childhood Practice Level 9 equivalent, one of which is expected to complete by June 2015. One senior member of staff is currently being supported to achieve the PDA Plus Childhood Practice Level 8 award

63. The Childcare Information and Training Service continued to work with parents and service providers in providing key information about childcare in East Renfrewshire. The number of telephone calls to the service and the nature of the enquiry is analysed on a regular basis. During 2014 the service received a total of 873 telephone calls. There were 9470 hits on the Childcare Information Service website during 2014.

64. During session 2013 - 2014 the Childcare Information and Training Service offered child development officers a personal development opportunity to improve their skills in assessing children's progress and creating environments that promote positive behaviour by undertaking a progression award in Children's Care Learning and Development. Nine CDOs from local authority nurseries were inducted during 2013 - 14. Five have achieved their award and two withdrew. One candidate is expected to complete by the end of session 2014-2015 and one candidate has deferred her qualification

Next Steps

65. To offset the loss of the Childcare Information and Training Service, the authority will respond to the aspirations and development needs of its workforce by working in partnership with further education establishments.

66. The department will support the management and staff of Glenwood and Hazeldene Nursery Schools during their transition to become family centres.

FINANCIAL AND EFFICIENCY IMPLICATIONS

67. The Childcare Information and Training Service has generated a total of £9,263 from a range of training courses provided:

2013-2014	£3, 340
2014-2015	£5, 923

68. The annual Charging for Services exercise concluded that the hourly cost of Wraparound Care should be maintained at £4.62 per hour. The cost of a wraparound session (morning or afternoon place) will increase from August 2015, to £11.50 , thus reflecting the increase from 3 hours to 3 hours 10 minutes. The department failed to meet its income target for wraparound care mainly due to the lack of availability of additional sessions for parents to purchase. The flexibility proposals and the increase in places in the Busby / Clarkston area will help to redress this.

69. All financial and efficiency matters related to the expansion of provision in order to fulfil the duties placed upon the authority by the Children and Young People (Scotland) Act 2014, will be costed as part of any feasibility exercise.

70. Any other financial related matters relating to this paper will be met from the department's devolved budget.

71. Following a benchmarking exercise against other local authorities, the department plans to increase the payment to our partner providers for commissioned places for 3 and 4 year olds from £1,631.50 to £2,100 with effect from academic session 2015/16. Aside from the pro-rata increase applied from August 2014 (to reflect the increase from 570 hours to 600 hours) the commissioning rate has remained at the same level since 2007/08 with the proposed rate now reflecting an inflationary uplift to a 2015/16 level. The additional part-year costs within financial year 2015/16 can be contained within the Education Department's budget with the full year impact being considered as part of the normal budget process for 2016/17.

RECOMMENDATION

72. Elected members are asked to note the contents and approve the next steps as outlined in the paper.

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Director of Education
2 April 2015

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Local Government Access to Information Act 1985

Background Papers

1. Scottish Government Early Years Taskforce Shared Visions and Priorities, March 2012
2. Scottish Government Consultation on Children and Young People Bill July - September 2012
3. Report to Education Committee: Results of the Consultation on the Implementation of the Entitlement to 600 Hours of Early Learning and Childcare, October 2013.
4. Report to East Renfrewshire Community Health and Care Partnership Committee: Early Years Strategy 2013-18.
5. Report to Education Committee: Prefive provision in Newton Mearns and Busby/Clarkston, November 2013
6. Report to Educaiton Committee: Towards Flexibility in Early Learning and Childcare Provision, November 2014
7. Report to Eduation Committee: Early Learning and Childcare for 2 year olds, November 2014
8. Report to Education Committee: Annual Review of Parenting Strategy, February 2015

East Renfrewshire Council

Towards Flexibility in Early Learning and Childcare Provision

Frequently asked questions for staff

Why has the council changed its early learning and childcare provision?

The Children and Young People (Scotland) Act 2014 places a duty on local authorities to increase the entitlement of all eligible pre-school (4 year olds) and ante pre-school (3 year olds) children to 600 hours of early learning and childcare (formally called pre-school education).

The Act also asks local authorities to provide an appropriate level of flexibility to allow parents some choice when deciding to access services.

The changes taking place reflect the increased hours and the introduction of a degree of flexibility.

What flexible options will East Renfrewshire Council offer?

East Renfrewshire Council carried out a consultation (June 2013) with parents on their preferences. The vast majority of parents stated 600 hours should be provided in the same way with a majority indicating that all hours should be delivered as core. However, a significant percentage indicated a wish/need for flexibility to meet childcare and family requirements.

East Renfrewshire Council is working towards a model of choice for session 2015 onwards. This model is based on parental views. From August 2015 parents can choose the following options:

1. Core Hours

Parents and carers can apply for 5 sessions, (a session being either a morning or afternoon) at a local authority nursery. Each session will last 3 hours and 10 minutes. This is based on term time (38 weeks per year).

2. Holiday Provision

Parents and carers can apply for 5 sessions, (a session being either a morning or afternoon), at a local authority nursery. Each session will last 3 hours. This allocation is based on 40 weeks per year, with parents and carers having the opportunity to access the additional 30 hours (2 weeks) in terms of additional sessions during school holidays.

3. Additional Hours

All establishments will be able to offer additional time before (1 hour) or after (up to 2 hours) the nursery session up to a maximum of 30 hours. Parents can apply for a place at a nursery that offers this. Thereafter charges will apply.

4. Extended Hours

A limited number of establishments will be able to offer extended day sessions, either 38 or 52 weeks per year. Parents would be able to access a minimum of 4 hours funding and a maximum of 8 hours funding in any day. A maximum of 600

hours funding could be used in any year. Additional hourly charges would be applied thereafter.

When will flexibility be available from?

East Renfrewshire Council will introduce the models above from August 2015. While not all establishments will be able to offer all of these models it is hoped that as the nursery estate grows, and more places become available, we will be able to increase the flexibility.

Will I be asked to work longer hours than I currently do?

No, both teacher and Child Development Officer contracts will not change. The council has tried to offer this model of flexibility within the current agreed working hours.

I work in a nursery class, how will this affect me?

All nursery classes will offer core and additional hours (see options above). This means that children will either attend for 3 hours or 3 hours 10 minutes. A few nursery classes will provide an extended day. Staff may be asked to vary their start and finish times by 10 minutes.

I work in a family centre, how will this affect me?

Family centres will offer all 4 options. In the first instance, head teachers and heads of centre will organise staff hours and rotas to ensure sessional hours i.e. 9 a.m. until 4 p.m. are covered, thereafter they will ensure that their staffing meets the needs of the children in their care. Staff lunch hours may change to this effect.

I work in a nursery school, how will this affect me?

From August 2015, Glenwood and Hazeldene Nursery Schools will become family centres. The staffing will change to reflect this, with the addition of deputy heads of centre to both establishments. Staff contracts will not change, however any new staff will be appointed to 52 week contracts. Existing staff may have the opportunity to volunteer to change their contracts from term time to 52 week contracts.

Will I be expected to do wraparound?

Although we are not removing wraparound from CDO terms and conditions we will endeavour to find wraparound staff to work the additional hours detailed above. As has always been the case, staff can volunteer to work wrap and be paid at the appropriate wraparound rate.

What hours will the nursery operate?

From August 2015, all East Renfrewshire nurseries will operate between 8 a.m. and 6 p.m. It will be broken down as follows:

- 8 - 9 am wraparound
- 8.50/9.00 am morning session
- 12.00 - 12.50/1 pm lunch
- 12.50/1 pm afternoon session

- 4 - 6 pm wraparound

Will we be expected to change our working hours/shift pattern?

As is the case at the moment, staff will agree their working hour pattern with their head teacher/head of centre. The authority would expect this to be negotiated to ensure that it not only meets the needs of the centre but supports staff and their personal circumstances. To support this a group is currently looking at exemplars of staff rotas.

How will we manage and track children's experiences who attend on different days, times, etc?

A working group is currently reviewing arrangements for tracking attendance and achievement and will share their findings with all head teachers/heads of centre before the end of the current school year.

Will wraparound practice change?

No, although the authority will continue to support and develop staff skills through providing training.

Will I get notice if I have to change my hours?

Prior to the start of session 2015 head teachers/heads of centre will negotiate and agree staff starting and finishing times.

Will teachers' hours change?

Teachers are contracted to provide 22.5 hours of teaching per week. There is an expectation that head teachers will locally manage teaching hours and non contact arrangements. In doing so they will ensure an appropriate adult: child ratio in playrooms as set out by the Care Inspectorate.