
Report to Clackmannanshire Council

Date of Meeting: 9 November 2017

Subject: Expansion of Early Learning and Childcare

Report by: Chief Education Officer

1.0 Purpose

- 1.1. To provide Council with the background and relevant information to inform the planned expansion of Early Learning and Childcare (ELC) from 600 to 1140 hours from August 2020 for all eligible 2,3 and 4 year olds.

2.0 Recommendations

It is recommended Council agrees to:

- a) Note the draft ELC Expansion plan
- b) Note there will be further meetings with the Administration relating to how this plan links to the overall education estates strategy.

3.0 Background/National Context

- 3.1 The Children and Young People (Scotland) Act 2014 Part 6 increased the annual entitlement of free Early Learning and Childcare (ELC) from 475 hours per annum to 600 hours for all eligible three and four year olds. It also introduced 600 hours ELC for some two year olds based on criteria relating to parent/carer benefits or else looked after, under kinship care order or with a parent appointed guardian. This increase in entitlement was implemented in August 2014.
- 3.2 Each local authority must provide the mandatory amount of ELC for each eligible child whose parents/carers want to take it up. It is expected that further flexibility and choice will be provided in accordance with parent/carers needs. In addition, the Act made it a legal requirement for local authorities to consult parents/carers no less than every 2 years, to inform the development of delivery options around ELC.

- 3.3 In October 2016, the Scottish Government published its consultation document “A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland”. The consultation sets out the Scottish Government’s high level vision for the further expansion of ELC from 600 hours to 1140 hours and states the underlying principles of this to be quality, flexibility, accessibility and affordability.
- 3.4 The response to the consultation findings was published in March 2017. The response confirmed that parent/carers would be offered flexibility and choice across ELC provision when the entitlement of 1140 hours is implemented.
- 3.5 In March 2017, the Scottish Government requested that the expansion plans for 1140 hours ELC were to be produced by each local authority for submission by 29 September 2017. Assurance was provided that these expansion plans could be submitted in draft subject to approval in accordance with local governance arrangements. Additionally it was recognised that the initial plans will continue to develop to reflect local priorities and further guidance from the Scottish Government.
- 3.6 Scottish Government guidance was issued in March 2017 which encouraged each local authority to make best use of its current assets. The aim was supported by 3 drivers:
- I. Make full use of existing assets
 - II. Develop and enhance use of partners
 - III. Create or build new capacity where gaps exist
- 3.7 The Scottish Government has established an ELC Expansion Delivery Support Team and collaborative ELC expansion delivery workshops have been put in place. The purpose of the delivery workshops is to support and challenge the local authorities in the completion of their local delivery plans.
- 3.8 Education Estate Strategy is being updated to reflect the changes in the ELC Provision. Further consultation will take place to ensure appropriate alignment of strategies.

4.0 Local Context

- 4.1 In Clackmannanshire, increased flexibility and choice has been achieved as part of ELC development for 3 and 4 year olds and eligible 2 year olds through the delivery of:
- I. Sessions lasting 3 hour and 10 minutes morning or afternoon, during term time in nursery classes and Sauchie Nursery.
 - II. Flexible options of extended day and extended year provision at ABC nursery and our Private Partner nurseries.
 - III. Selling additional sessions where available in all the local authority settings.

- 4.2 A key priority in Clackmannanshire’s Local Outcome Improvement Plan 2017-2027 and Integrated Children’s Service Plan is that children will have the best start in life. The expansion of 1140 hours ELC is an integral part of that ambition. This recognises that the universal offer of ELC can support opportunities for early intervention and protection.
- 4.3 A universal programme known as “PEEP”, is offered to parents in each nursery setting. These sessions build on the experiences already being offered in the home and help support and build family relationships and bonding.
- 4.3 Targeted approaches to support children to achieve expected levels of developmental milestones and educational attainment will also be implemented through the delivery of ELC. One example of this is Language is for Fun (LIFT), a programme which will raise children’s expressive vocabulary and promote literacy skills.
- 4.4 We work in partnership with Health and Social Services to support parenting through the delivery of The Psychology of Parenting Project (PoPP). The programme delivers evidence-based parenting programmes for families and aim to support positive outcomes, bridging the gap and supporting transitions from home to nursery, nursery to school and from class to class.

5.0 Planning for 1140 hours ELC – Draft Expansion Plan

- 5.1 Planning for 1140 hours ELC is being taken forward by a multidisciplinary project team. The 4 guiding principles underpinning this planning are described here:-
- Quality – the expansion will ensure a high quality experience for all children, aim to close the attainment gap and strive to achieve the best start in life.
 - Flexibility – parent/carers will be supported to work, train or study through more flexibility and choice aligned to work patterns, whilst ensuring high quality experiences for children.
 - Accessibility – capacity of ELC will be sufficient and will support families through being conveniently located across the school clusters and settlements of Clackmannanshire. Needs of children who require additional support will also be considered through Getting it Right procedures.
 - Affordability – increased access to affordable ELC which will help reduce barriers to work, training or study for parents/carers. Consideration of the level of payments to private partner nurseries will be crucial.
- 5.2 The draft expansion plan is attached (Appendix 1) and covers the following areas:
- I. Environment - the draft plan reflects the current and future models of delivery across Clackmannanshire. This includes a number of local authority settings offering all year round provision and some settings offering extended day provision within term time.

- II. Building Programme – this section reflects current and future delivery models including the planned upgrades and extensions to existing buildings and new builds to enable the expansion.
- III. Workforce – the planned increase from 600 hours ELC will mean an increase in staff employed by the Education Service. This includes the development of the Clacks Early Years Academy (CEYA) which was launched in August 2017. Eight early years trainees have embarked on a two year Scottish Vocational Qualification training programme. The trainees will work towards gaining SVQ Social Services (Children and Young People) SCQF at level 7. Four early years practitioners are working towards gaining the assessors award. In addition, eight other staff will have the opportunity to act as mentors over the next two years. This added training and responsibility will improve the quality of provision and develop leadership skills in main grade staff. The intention is to recruit 20 more trainees over the next two years which ensures that there are approximately 28 more trained staff available for the full expansion in 2020.

5.3 Draft Delivery Model

The new model of ELC delivery is aligned to the four guiding principles set out in 5.1. The proposed offerings are as follows:

5.4 Clackmannanshire Council Nursery Provision –Term Time

All nursery settings will offer sessions aligned to the school term. These sessions can be taken in line with the school day, i.e. 9am until 3pm Monday to Friday. Alternatively they can be shorter sessions, either am or pm, enabling parents to retain some of their funded hours to use as part of a blended model of care.

5.5 Clackmannanshire Council Nursery Provision - Full Year

At least one Clackmannanshire Council setting in each of the cluster areas will be open 8am to 6pm 50 weeks of the year.

5.6 Clackmannanshire Council Nursery Paid Wraparound

Parents will have the opportunity to pay for additional ELC hours on top of their entitlement in settings where there is capacity, both in terms of staffing levels and Care Inspectorate regulations.

5.7 Partner Providers

Private partner provider nurseries and childminders, who work in partnership with the local authority, will offer placements up to a maximum of 30 hours per week over a minimum of 38 weeks of the year. In addition to funded ELC many of these providers will be able to offer wraparound.

5.8 Blended models of delivery

Children can access ELC in more than one setting during a week in line with family needs. Such a model requires staff from all settings to collaborate to ensure that appropriate personalised ELC is being offered.

6.0 Resource Implications

6.1 Additional funding for 2017/18 of £235,670 for revenue and £277,000 for Capital is being provided by the Scottish Government. Clackmannanshire will be required to submit a report by May 2018 providing evidence of how this funding has been spent. Appendix 2

6.2 Future funding will be advised by the Scottish Government following approval of their budget by the Scottish Parliament.

6.3 The expectation is that the plans will be fully funded by the Scottish Government. The projected additional Capital costs are £6,329,000 Projected additional revenue costs are £2,526,000 rising to a maximum of £3,984,000 in 2020/2021

7.0 Consultations

7.1 Parental consultation took place from 22nd August and 8th September 2017 using an online survey on Citizen Space. All parents of children aged 0-5 years were encouraged to respond, and all early learning and childcare provisions supported their parents to complete the online survey. The outcome of the consultation is detailed in the plan. (Appendix 2)

7.2 Consultation is taking place with the trade unions and the early years workforce.

8.0 Exempt Reports

8.1 Is this report exempt? No ✓

9.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) Our Priorities

The area has a positive image and attracts people and businesses
Our communities are more cohesive and inclusive ✓
People are better skilled, trained and ready for learning and employment ✓
Our communities are safer
Vulnerable people and families are supported ✓
Substance misuse and its effects are reduced

Health is improving and health inequalities are reducing ✓
The environment is protected and enhanced for all ✓
The Council is effective, efficient and recognised for excellence ✓

(2) **Council Policies** (Please detail)

Not applicable

10.0 Equalities Impact

10.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes ✓ No

11.0 Legality

11.1 In adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ✓

12.0 Appendices

Appendix 1 - Draft Expansion Plan

Appendix 2 – Revenue and Capital budget relating to the increase to 1140 hours has been allocated for 2017-2018

13.0 Background Papers

[A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland - 2017-18 Action Plan](#) – issued 23 March 2017

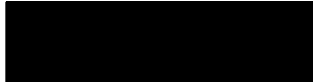

[A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland - ELC Expansion Planning Guidance for Local Authorities](#) – issued 23 March 2017 (and accompanying LG Data Template V4.2)

[Space to Grow - Design guidance for early learning and childcare and out of school care services](#) – issued 30 June 2017

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Expansion of Early Learning and Childcare Clackmannanshire Council Delivery Plan

Introduction

Clackmannanshire Council's Early Learning and Childcare Service is committed to improving and increasing high quality, flexible early learning and childcare which is accessible and affordable for all children and families.

Our mission is to educate, protect, support and promote the achievements, health and wellbeing of every child, with a particular focus on the most vulnerable children within the Clackmannanshire Council area. This includes supporting parents into work, training or study, especially those who need routes into sustainable employment and out of poverty.

We will continue to respond to established national policy developments and priorities, and we will also aim to meet the challenges of new national initiatives. We fully adhere to national directives such as Getting It Right for Every Child (GIRFEC), Curriculum for Excellence and the implementation of the Children and Young People (Scotland) Act 2014.

Our Plan also links to the integrated Children's Services Plan and Local Outcomes Improvement Plan that have been developed by Clackmannanshire Council and our Community Planning Partners and the National Improvement Framework Plan for Education Services.

This delivery plan will set out the current provision and the planning and preparation needed to expand the service from the provision of 600 hours to achieve 1140 hours of service annually for all eligible children.

This plan is likely to be amended as it goes through further work with the Scottish Government and the regional support group.

1 Mid 2016 Population Estimates –National Records of Scotland (NRS)

2 www.endchildpoverty.org.uk

3 Pupil Census 2016, Scottish Government

4 ISD Scotland

5 Clackmannanshire Childcare Sufficiency Assessment 2016

Clackmannanshire's Profile

Clackmannanshire is Scotland's smallest mainland local authority with a population of around 51,000. Children aged 0-15 years account for 17.6% of our overall population; higher than the national average (16.9%)¹

Importantly for the purposes of this plan the population aged 0 to 4 years and 5 to 9 years is set to decrease to 2,689 and 2,879 children respectively by 2026.

The authority is one of the most deprived areas of Scotland with four of our datazones featuring in the 5% most deprived areas across the country (all located in Alloa). More than a quarter of our children 27% live in poverty² with almost 3 in 10 of our school pupils, 29% living in our most deprived areas³.

In 2014, NHS data revealed that Clackmannanshire had the highest rate of teenage pregnancies across Scotland with 82 young women pregnant before the age of 20 years; a rate of 57.1 pregnancies per 1000 women compared to the Scottish average of 34.1.

For young girls aged under 16 years, the pregnancy rate was more than double the Scottish average⁴

Clackmannanshire has a higher ratio of Looked After Children (LAC) than the Scottish average, with 145 LAC pupils attending our schools in 2015/16.

Due in large part to the universal free entitlement childcare peaks locally for children aged 3 to 4 years with 93% of all children using at least one type of registered childcare. Use is also relatively high amongst 2 year olds at 67%.

Over one in two households use some form of registered childcare provision (60%). Lone parents in work (66%) and dual earner households (67%) are most likely to be using registered early learning and childcare services⁵.

Summary of current early learning and childcare provision

In Clackmannanshire Council the Education service provides 600 hours of funded early learning and childcare for all 3 and 4 year olds and eligible 2 year olds. This is delivered through 12 nursery classes attached to primary schools, nursery provision within Lochies Special School and Sauchie Nursery school and ABC nursery. In addition, extended day can be purchased in most nursery local authority nurseries and ABC nursery offer extended year provision. The Education Service has partnership arrangements with four private nurseries who also offer extended day, extended year provision.

1 Mid 2016 Population Estimates –National Records of Scotland (NRS)

2 www.endchildpoverty.org.uk

3 Pupil Census 2016, Scottish Government

4 ISD Scotland

5 Clackmannanshire Childcare Sufficiency Assessment 2016

Clackmannanshire

Number of Funded Early Learning and Childcare Providers				Number of actual children Registered for Early Learning and Childcare (May 2017)			
Local authority providers	Partnership providers	Total	% Local authority providers	Registrations with local authority providers	Registrations with partnership providers	Total	% registered with local authority providers
14	4	18	78%	1199	94	1293	93%

Figure 1 – Early Learning and Childcare Local Authority Profile

There are also approximately seventy childminders and one private nursery who currently are not in partnership with the local authority. The service offered by childminders is detailed below:

	Average FTE places offered per childminder	Estimated places across Clackmannanshire	Average occupancy
Under 2s	1.2	83	61.00%
2 year olds	0.9	62	56.00%
3 to 5 year olds	1.3	90	64.00%
Breakfast provision	1.6	52	59.00%
After-school provision	1.7	55	63.00%
	Average FTE places offered per childminder	Estimated places across Clackmannanshire	Estimated Occupancy
February	3.16	87	62%
Easter	3.12	86	64%
Summer	3.24	89	71%
October	2.76	76	52%
Christmas	1.92	53	34%
Teacher in service	2.92	80	81%
Average places per holiday	2.85	79	

Figure 2: Childminder survey 2016⁵

1 Mid 2016 Population Estimates –National Records of Scotland (NRS)

2 www.endchildpoverty.org.uk

3 Pupil Census 2016, Scottish Government

4 ISD Scotland

5 Clackmannanshire Childcare Sufficiency Assessment 2016

Cluster arrangements in focus

Early learning and childcare services are localised and it is important to ascertain how well individual communities are served by existing supply. This assessment maps supply and demand in the three school cluster areas (LC), the boundaries of which are shown in Figure Three.

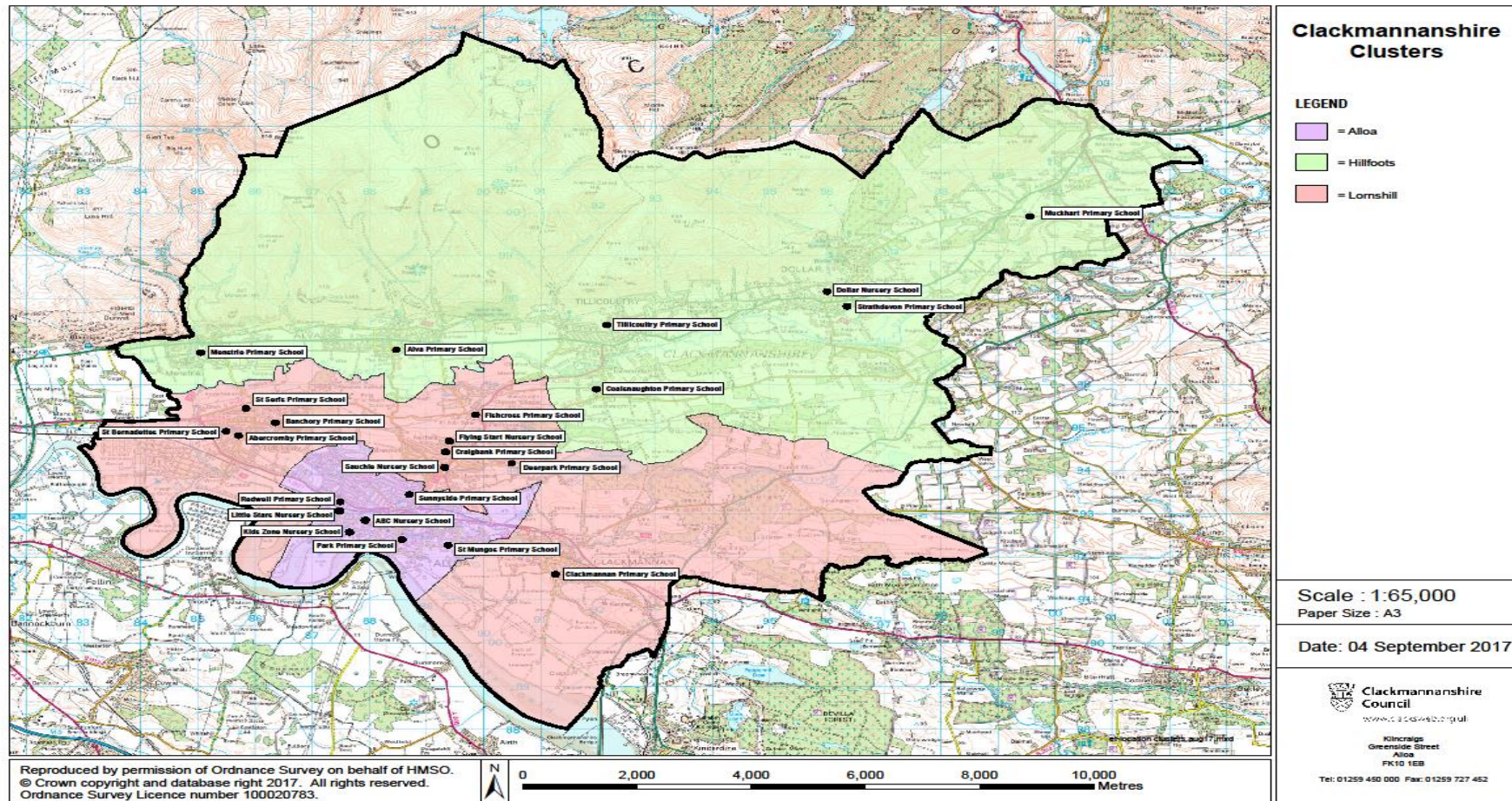


Figure 3: Clackmannanshire cluster boundaries

Future Position

Projected demand

This table shows the projected demand for places over the next few years.

According to the number of Funded Registrations for Early Learning and Childcare is 1080 (Figure 1) and the projected numbers at their highest are 1233 (Figure 4 Early Learning and Childcare Local Authority Profile) This leaves a shortfall of **266 places** for funded hours but does not take into account the number of hours parents would require to purchase to continue in work or training. These hours would be required at the beginning and end of day and across the school holidays.

Clackmannanshire

Projected Demand for Early Learning and Childcare Registrations						
	2016	2017	2018	2019	2020	% Change 2016 - 2020
2-year olds	100	85	83	82	82	-18%
3-year olds	521	561	600	588	578	11%
4-year olds	640	585	505	536	530	-17%
Deferred	32	29	25	27	26	-19%
Total	1293	1260	1213	1233	1216	-6%

Figure 4 - Early Learning and Childcare Local Authority Profile

Parental Engagement

An extensive Childcare Sufficiency Assessment took place in 2016 to establish the extent to which local childcare provision meets the needs of working parents or those who want to get back to work or develop their skills through education and training. The key priorities identified regarding pre-school children were the need for improved access to out of school and holiday childcare; increase supply of breakfast provision; increase full day provision; improve the supply of information. The actions carried out following this assessment resulted in parents being able to buy additional hours in local authority nurseries.

Further parental consultation took place from 22nd August and 8th September 2017 using an online survey on Citizen Space. All parents of children aged 0-5 years were encouraged to respond, and all early learning and childcare provisions supported their parents to complete the online survey.

(Copy of full report and responses available on request)

Parents were asked:

- When 1140 hours of nursery is available, will you take up this full entitlement for your child?
- What do you consider important when choosing a nursery provider?
- How far would you travel to access longer or additional hours of nursery?
- How would you like to take your entitlement to 1140 hours?
- Where would you prefer to take your 1140 hours?
- A local authority nursery class Partner provider nursery Childminder
- Would you still require to buy more than 1140 nursery hours to meet your work/training commitments?

Consultation Results

One hundred and twenty eight people took part in the survey. 91.11% of respondees were female and the majority were aged between 25 and 34 years of age. 88% of those responding currently use local nurseries.

Most people responded that they use nurseries to allow them to work however 18% answered that nursery was good for their children's development.

Most people would use all of the 1140 hours when it is introduced. 68.15% chose quality of the nursery is most important when choosing a nursery.

The majority of parents 37.4% said they would travel to the next town or village to access longer or additional hours and 25.93% would travel anywhere in Clackmannanshire.

45% of respondees would like to take their entitlement during the core hours of 9am to 3pm within term time. However 25.19% would prefer extended days and 27.41% would prefer all year provision.

A local authority nursery class was the most popular place to access nursery provision with 69.63% followed by partner provider nurseries, 23.70%. Only 5.19% chose a childminder

51.11% would still require to purchase more than the 1140 hours to meet work or training commitments.

Proposed delivery model

Our new model of delivery for early learning and childcare in Clackmannanshire is being developed around an area based model that includes a range of options for parents.

Clackmannanshire Council Nursery Provision –Term Time

All nursery settings will offer sessions in line with the school term. These can be sessions in line with the school day, 9am until 3pm Monday to Friday or can be shorter sessions to either am or pm where parents can retain some of their funded hours to use either as part of a blended model of care with a

partner provider nursery or childminder or by accessing holiday provision within a Clackmannanshire Council setting open for 50 weeks of the year.

Clackmannanshire Council Nursery Provision - Full Year

At least one Clackmannanshire Council setting in each of the three cluster areas will also be able to offer longer sessions over 50 weeks of the year (excluding bank holidays and in-service days). Settings will be open 8am -6pm and a range of session lengths could be provided, either am or pm sessions over 5 days or longer sessions over fewer days of the week.

More than one setting in each area may offer this service if there is sufficient demand for this provision.

Paid Wraparound

Parents would be able to pay for additional hours of early learning and childcare on top of their entitlement in a number of ways:

- Term time – Wraparound, in addition to funded places will be available in all settings where there is capacity, both in terms of staffing levels and Care Inspectorate regulations.
- School holidays – Parents would be able to access additional placements where available in Clackmannanshire Council nursery settings open 50 weeks, again where there is capacity in terms of staffing levels and Care Inspectorate regulations.

Partner Providers

- Private nurseries would be able to offer placements to parents for a maximum number of hours per week in agreement with parents (offered over a minimum of 38 weeks of the year). In addition to funded ELC many of these nurseries would be able to offer wraparound as required by families.
- Consideration needs to be given to increasing the grant funding to private partner nurseries from £3.26 to £5.00 per hour for 3 and 4 year olds and from £5.00 to £6.00 for 2 year olds.
- There are plans for one current private partner nursery to build a new nursery with increased capacity. Current understanding that they will have capacity to provide additional x places for 3 and 4 year olds.
- Childminders would again be able to offer a maximum number of hours per week in agreement with parents (offered over a minimum of 38 weeks per year).

Childminders

Some families were using childminders to provide childcare and however none of the childminders were in partnership with the local authority therefore families did not receive their 600 hours entitlement. With this in mind, we established links with Scottish Child Minders Association (SCMA) to consider delivery of funded ELC places for three and four year olds and

eligible two year olds. As at October 2016, there were 71 childminders in Clackmannanshire, with an approximate number of 213 children accessing these services.

Local childminders were invited to an information session in January 2017 where some childminders were invited to take part in a small test of change. The trial involves four childminders becoming partners and parents being able to access their 600 hours entitlement with the childminder. Procedures are being tested out in how this partnership will work and how the quality of the service can be monitored. This test is ongoing.

Blended models of delivery could also be available to parents where children access ELC in a number of different settings during a week in line with family needs. Staff from all settings would need to work closely with each other to ensure that appropriate ELC was being offered to the child which continued and extended the learning taking place in all settings.

Additional delivery models

Following the Care Inspectorate guidance it will be possible to extend the capacity of some nurseries by providing more outdoor space than internal space. Children would spend a large proportion of their time outside but not full-time.

ELC building Programme

Background

Clackmannanshire Council has identified the need to provide additional spaces across a number of geographical areas in Clackmannanshire in order to deliver the 1140hours by 2020.

Alloa Cluster

Alloa is currently served by four primary schools, three with early year's provision; Park PS incorporating an adjacent nursery building, Sunnyside PS and Redwell PS and one early years centre ABC. The potential for expansion at Park PS needs to be developed to ensure future provision for Early Years is enabled by 2018/19. It is anticipated that no internal works are required at Redwell and Sunnyside. Some minor works are required to provide external areas at Sunnyside.

It is proposed that by 2020 **44** places will be added to the cluster.

Lornshill Cluster

Tullibody – this village is currently served by four primary schools. Two of which will be relocated to the new Tullibody South Campus due for completion in July 2019.

The Tullibody South Campus will incorporate a nursery for **140** pupils, double the existing provision. The two existing schools at Banchory and St Serfs are being retained and will continue to provide 80 nursery class spaces. Tullibody South (former Abercromby Primary School) is currently being procured through East Central Scotland Hub. Stage 1 has just been agreed with an indicative overall area of 633 square meters for early years incorporating an additional 275

square metres to enable the provision of 1140 hours from August 2019. A cost matrix is provided in Appendix 1, this is currently commercially sensitive and for indicative proposals only.

The village of Sauchie currently has one stand alone nursery, Sauchie nursery school; none of the existing three schools in Sauchie currently has nursery provision. The works required will incorporate the development of nursery provision at Craighbank PS and Deerpark PS to ensure future provision for Early Years is enabled by 2020. An additional **84** places will be created at Craighbank and Deerpark enabling Sauchie Nursery to deliver 1140 hours throughout the year. A further minor piece of works is required to be undertaken at Sauchie Nursery to enable full time provision to be piloted in 2017/2018, the requirement for a dining area and kitchen is currently being procured.

Clackmannan is served by Clackmannan PS which is currently being refurbished; an additional **15** places will be created.

It is proposed that by 2020 **169** places will be added to the cluster

Alva Cluster

This cluster is currently served by five primary schools, four with nursery classes. Minor adaptation's to Tillicoultry PS will be undertaken in 2019/2020, continuation of ongoing works at Alva PS will be complete in 2018/2019 with external works complete in 2019/2020. The Council are currently undertaking a view of options for Menstrie PS with works to be completed in 2019/2020. It is anticipated that no further works are required at Strathdevon. Muckhart PS will maximise outdoor opportunities and explore the possibility of an external kindergarten class. The internal nursery works at Alva PS are due for completion in 2017 and the preference is for works in Tillicoultry to be complete in 2018 and Menstrie in 2019.

Coalsnaughton is served by Coalsnaughton PS. where no work is anticipated. A pilot project is scheduled to start in October 2017.

It is proposed that by 2020, **71** places will be added to the cluster.

In Clackmannanshire overall a total of **284** additional places will be provided by 2020 this will add to the flexibility in the system to allow accessibility for families and allow for an element of expansion reflecting the current Local Development Plan.

An exercise was undertaken and options presented to address the overview provided in Figure 5 - Early Learning and Childcare Local Authority Profile.

A draft report has been prepared based on the information above and the requirements below for the four areas requiring the greatest works; Park PS, Menstrie PS, Craighbank PS and Deerpark PS. (A copy of the report is available on request)

The review for each establishment included, but was not restricted to, the following requirements:

1. Prepare an accommodation schedule in relation to the settlements above. It should be assumed that all places will be full time and space identified should be based on the age ranges identified. Space calculations for 3-5 years olds should be based on Schools Premises (General Requirements and Standards) (Scotland) Regulations 1967 to 1979. Space calculations for 2 year olds should be based on Care Inspectorate National Care Standards.
2. Options provided were as follows:
 - Determine if the current accommodation is sufficient in space and can be reconfigured:
 - Identify any shortfall in support accommodation, i.e. provision for dining, cloaks, parent room, flexible space, external space, toilets etc.
 - Identify indicative costs
 - If reconfiguration of the existing space is not possible, identify separate options to provide an extension:
 - Identify area of land required and location
 - Confirm additional m2 of building footprint required
 - Consider and identify impact on ancillary support accommodation i.e. kitchen/dining and external space
 - Identify indicative costs

Nursery Accommodation

The location of the provision should be considered to ensure it is accessible to all and that access routes are well lit and appropriate for use. Access to car parking, and pedestrian routes should be considered.

- Allow for integration with the early years primary stages in line with the Curriculum for Excellence if possible
- Entrance/reception/cloakroom
- Classrooms
- Snack preparation, art/crafts and quiet areas.
- Parents Room
- Flexible space – meeting space/nurture/general activities
- Pupil Toilets – mixed use.
- Nappy changing
- Disabled toilet
- Staff toilet
- Utility space
- Internal storage
- External Store

- External learning/play area - ensure direct access to a dedicated outdoor space. This space should comply as a minimum with the space identified in the School Premises Regulations. However it should be increased in size if possible to maximise safe outdoor learning and play opportunities.

Support Spaces

- Kitchen/dining – ensure sufficient provision for lunches to be provided for all.

The proposed changes and alterations will result in an additional **284** spaces available in Council premises.

Cluster community Facility name	Registered capacity	Proposed Capacity Changes	Additional spaces	Building works completed for August	1140 Available
Alloa					
ABC	88			2017	2017
Park NC	70	114	44	2020	2020
Redwell NC	70	70		2017	2020
Sunnyside NC	60			2017	2020
Kidzworld	26			2017	2017
Little Stars	13			2017	2017
	327		44		
Lornhill					
Abercromby NC (Tullibody South)	70	140	70	2019	2019
Banchory NC	40			2017	2019
Clackmannan NC	65	80	15	2018	2018
Sauchie NS	87			2017	2018
St Serfs	60			2017	2019
Craigbank NC	0	48	48	2019	2020
Deerpark NC	0	36	36	2019	2020
Flying Start	30			2017	2017
	312		169		
Alva					
Alva NC	40	60	20	2017	2019
Coalsnaughton NC	30			2017	2018
Menstrie NC	50	101	51	2019	2020
Strathdevon NC	35			2017	2020
Tillicoultry NC	80			2019	2019
Dollar Nursery School	33			2017	2017
	268		71		
CLACKMANNANSHIRE	907		284		

ELC Workforce Development

As part of our ELC workforce development the Clacks Early Years Academy (CEYA) was launched in August 2017. This is part of our drive to raise the quality of the early years workforce through growing our own staff. Eight Early Learning and Childcare Trainees have embarked on their two year Scottish Vocational Qualification Training. Over the next two years, they will work towards gaining their SVQ Social Services (Children and young People) SCQF at level 7. We have also recruited a team of four assessors who will gain their assessors award whilst assessing our Trainees. In addition eight other staff will have the opportunity to act as a mentor for the next two years. We intend starting another 10 trainees in August 2018 and a further 10 trainees in August 2019.

The opportunities for staff members to take on leadership roles is improving staff confidence and their motivation to engage in further training and qualifications.

Seven senior nursery workers and 3 practitioners are currently undertaking BA Childhood Practice. Opportunities for funding and support will continue to be offered to ELC staff.

Through our parenting programme 8 staff are undertaking PEEP City & Guilds this year.

Continued engagement with other employees throughout the council is being undertaken in partnership with UNISON to particularly engage with employees who may not traditionally be attracted to working in ELC.

Opportunities also exist for staff with a degree to retrain on the job as a primary teacher.

Staffing Models

The introduction of degree-level qualifications in Childhood Practice has delivered a mix of teachers and other graduate-level staff in early learning and childcare establishments and it is important to be clear on the respective roles of each, with a focus on deploying staff in ways which make use of their particular skills.

Evidence from research suggests the level of highly trained staff is important in terms of the quality of early learning and childcare and positive outcomes for children. It is not conclusive on the question of how much of a *teacher's* time is required to improve children's outcomes. There is no basis for setting a minimum threshold for what counts as access to a teacher in terms of FTE.

Current situation in Clackmannanshire

The staffing compliment in our early years establishments consists of senior early years workers, teachers, early years workers and learning assistants. Senior early years workers in Clackmannanshire are all registered with SSSC as lead practitioners and are required to hold a BA Childhood Practice. The senior early years workers have a management role, i.e. they lead the early years team.

The teachers role is enriching the learning experience within the early years team in the establishment. The teacher is counted into the staff child ratio in the nursery. Despite best efforts and a number of adverts it was not possible to recruit a teacher to all settings although this is still our intention. Other schools who were allocated a budget for a full time teacher for nursery could only recruit to part time.

Clackmannanshire Council works with four partner provider nurseries and they provide early learning and childcare (ELC) to 74 children aged between 3 years and 4 years which is approximately 7% of Clackmannanshire's nursery aged children. There is an agreement within the contract that the local authority facilitates teacher contact for these children. Currently we have 0.5 peripatetic teacher for partner access.

There are only two stand alone nurseries led by a Head of Centre the intention is to employ additional early years specialists across the

Additional Graduates

In 2018 seven additional graduates will be employed by the local authority and deployed to the nurseries in the most deprived areas. These graduates will be additional to the staff team and will like the teachers and the other senior early years workers have a responsibility for developing the curriculum, modelling good practice and closing the attainment gap.

High Quality ELC

In preparation for the 1140 hours e-learning journals have been introduced across the authority. This allows staff to track and monitor learning. This new way of working saves staff time compared to the traditional paper based booklet. The new method allows the inclusion of videos, photos in a much quicker work flow. It's online and electronic so it's possible to share with parents encouraging their involvement in their child's learning journey. The journals are updated during or just after an activity have taken place and can be shared immediately with the parent/carer. This allows working parent/carer to be involved in their child's learning. Parents are able to comment on the learning and share experiences and learning from home.

In order to support the applications for service to local authority we intend to introduce NAMS this will also support the private providers. It is also our intention to introduce three admission panels which will support the allocation of places across the cluster based on parental requirements. Clackmannanshire does not operate catchment nursery allocations however due to the size of the authority there is an assumption that children attend their catchment school nursery. A communication strategy is being developed to support parents with this change.

Individual children's needs are paramount. Using the Getting it Right principles currently children may be allocated additional hours to meet their needs and the needs of the family. It is our intention to continue this practice. Supporting families through our parenting programme and home visiting schemes.

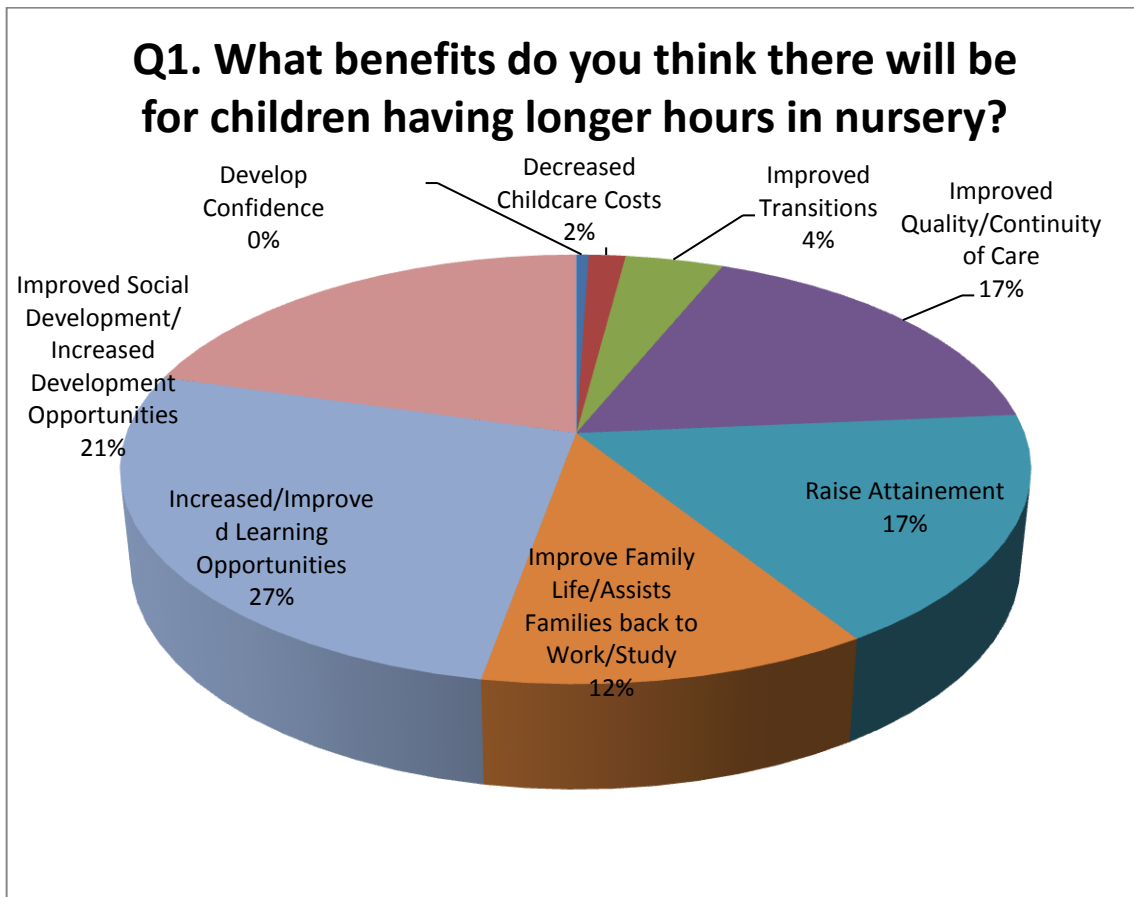
Moving forward it is our intention to register the whole year ELC establishments 2-12 in order that families can be supported across school holidays.

Project Management and Change Support

To ensure quality, support from the centre has been crucial to date. The permanent staffing is one service manager and one education support officer for ELC. To provide support during the introduction of service for eligible 2 years old in 2014, a secondment was offered to a senior early years worker who is still in post. Another senior was seconded last year 2016 to support the planning and training for the next phase. It is the intention to advertise and make these two posts permanent to support the phasing up to 2020.

Staff and Trade Union Engagement

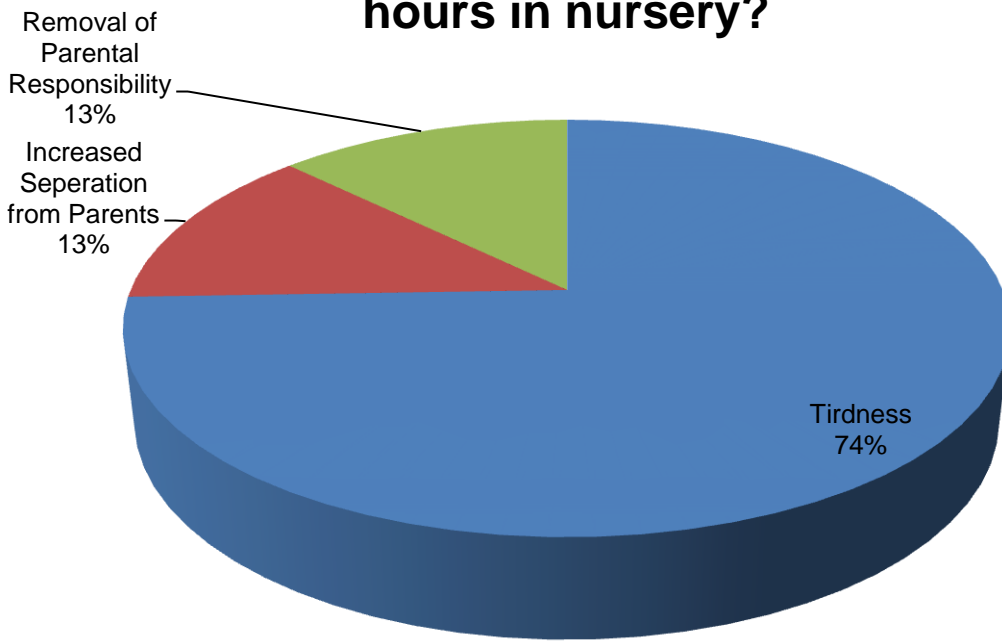
In August 2017 all early learning and childcare staff were invited to attend a meeting where the proposals for extending the service were discussed. This was a positive meeting and started the engagement with the staff. They were asked their opinions on the changes and asked to comment. Evaluation findings were as follows:



Exciting

Staff will know children better.

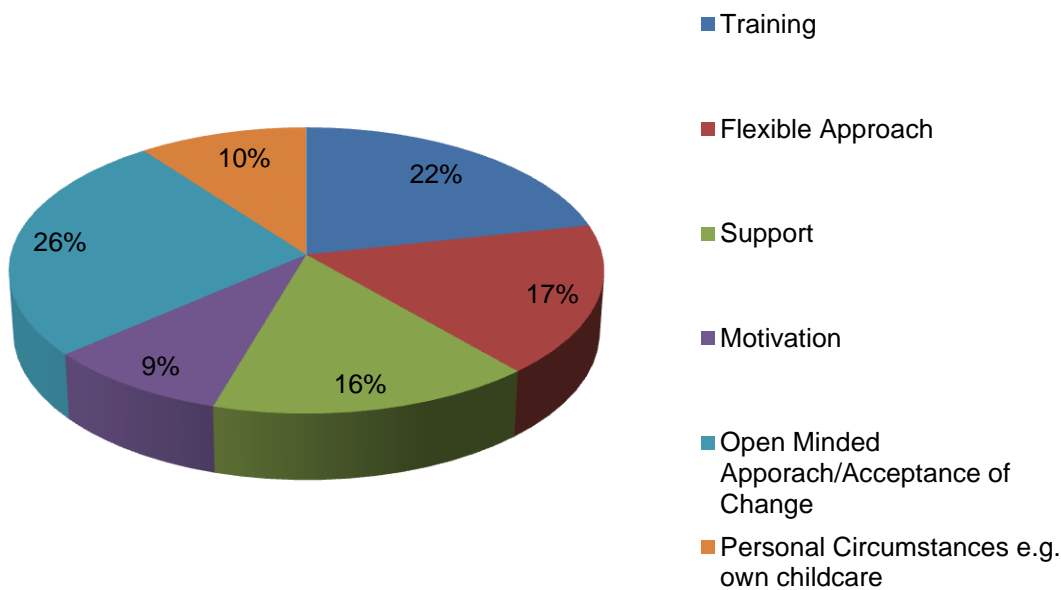
Q1. What impact do you think there will be for children having longer hours in nursery?



Children may be tired?

Children will have time to revisit learning.

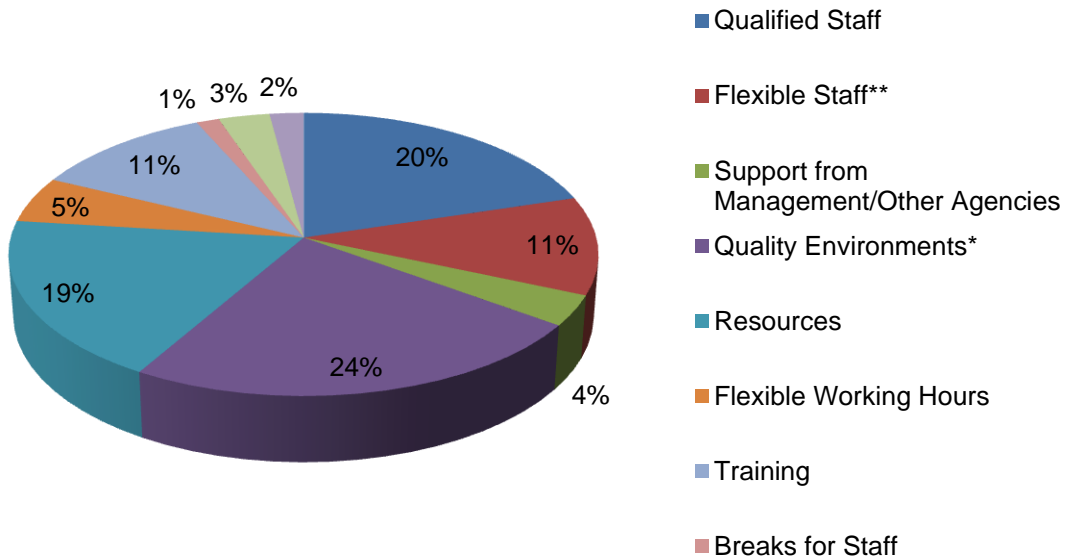
Q3. What do you think you will need to change to enable the expansion?



Parents should be supported at home not just in nurseries

Ongoing staff consultation required

Q2. What "tools" do you need to make this happen?



Non contact time essential

What are compressed hours?

Further workshops took place to allow staff to fully discuss the issues they say for 1140 hours and the solutions that they can find. This has been extremely helpful in discussing the plan and any changes to working conditions that may be required.

Some staff have expressed an interested in working year long contracts instead of term time only and it is our intention to allow staff to volunteer for changes before brining in new staff. Different staff terms such as compressed hours have appealed to staff and union colleagues. This is being taken forward incrementally.

Phasing up plan

Several phasing up projects are planned over the next few years to maximise our flexibility for 1140 hours in 2020.

Year	Development	Outcome	Additional staffing required
August 2017	Refurbishment of Alva Nursery Class Childminders partnership working	Additional 20 full time spaces created places Parents are able to buy additional sessions within the school day. 4 childminders accepted into a trial contract to deliver 600 hours.	3 early years workers and 1 learning assistant from August 2017 Additional cleaning and catering staff 8 trainees recruited
October 2017	Sauchie Nursery offers full year provision	Parents able to purchase time during the school holidays if required. This is the first stage in moving Sauchie Nursery towards full year provision. Lunches will be provided to all full time children	Head, Deputy and senior moved to full year contract from August 2017 Additional catering and cleaning staff
January 2018	Coalsnaughton Nursery Class pilots 1140 hours for all eligible 3 and 4 year olds.	All eligible 3 and 4 year olds attend 9 a.m. to 3 p.m. each day during term time. This provides the Local Authority with the opportunity to study and review how 1140 hours could work and gather data and evidence. All full time children will be provided with lunch	1 additional Early Years worker Additional catering staff and cleaning hours
August 2018	Clackmannan Nursery Class reopens after a refurbishment	Additional capacity created to offer 21 additional spaces. With the outdoors proposed to be registered this would allow 1140 hours from this time term time 8am to 6pm Full time places offered with lunch provided	5 EYW 1 LA Additional catering staff and cleaning hours 10 trainees to be recruited
August 2018	7 additional graduates	Additional graduates placed in Clackmannan NC, Sauchie NC, Banchory NC, Abercromby NC,	7 additional BA graduates

		Park NC, Sunnyside NC & Coalsnaughton NC.	
August 2018	Sauchie Nursery offers full year 8 a.m. -6 p.m.	Parents able to purchase additional hours over and above their 600 hours free entitlement Some families will be able to access their 1140 across the year	9 EYW required Staff have the opportunity to change to full year contract. 1 additional Learning assistant Additional catering and admin staff hours
August 2019	Tullibody South Campus opens	New nursery with 140 places will open offering 1140 hours from the onset. Nursery opens 8 a.m. – 6 p.m. All children will have lunch	1 head of establishment, 1 deputy head of establishment, 1 Learning Assistant, 18 additional Early years workers. 1 admin officer 10 trainees to be recruited Additional catering and admin staff hours
August 2019	Term time 8 a.m.- 6 p.m. offered at Park NC, Alva NC & Tillicoultry NC	Parents able to purchase additional hours term time. All children will have lunch	2 additional Learning assistants 12 additional Early Years Workers Additional catering and admin staff hours
August 2020	New nursery provisions at Craigbank Nursery class and Deerpark Nursery Class will open term time only	An additional 70 places will become available in the Sauchie area and will be offered as 9 a.m. to 3 p.m. term time. This will free up capacity at Sauchie Nursery to offer 1140 hours over full year as well as term time. All children will be offered lunch	2 senior early years workers, 2 nursery teachers, 2 learning assistants, 9 early years workers 10 trainees to be recruited Additional catering and admin staff hours
August 2020	All remaining nurseries offer 1140 hours on a term time basis 9 a.m. – 3 p.m. only Redwell NC, Sunnyside NC, Strathdevon NC, St. Serf's NC & Banchory NC.	Within each learning community there will be a variety of 1140 hours available for parents. Parents then apply to the nursery that offers the flexibility they need. Parents are also able to use childminders for blended childcare.	10 early years workers Additional catering and admin staff hours

		All children will be offered lunch	
August 2020	Menstrie NC opens as a full year 8am to 6pm provision for ages 2-5	An additional 50 places. All the children will be offered lunch	1 head of establishment, 1 deputy head of establishment, 1 senior early years worker, 1 Learning assistant, 10 early years workers, 1 admin officer Additional catering and admin staff hours
September 2020	All eligible two to 5 year olds will be able to access 1140 hours across Clackmannanshire		

Stakeholders Engagement Plans

The central team will support the phasing up plan the engagement plan includes:

Date	Engagement
20/9/17	Consultation with authority wide Parent Forum
5/10/17	Briefing for Council leader and portfolio holder
November 2017	Briefing sessions for elected members
November 2017	Council Meeting
January 2018	Consultation with Childminders
March 2018	Report on trials to parents and elected members
August 2018	Full Staff meeting (Sharing the Agenda)
August 2019	Individual parent survey and focus groups for parents
Individual dates to be arranged	Consultation with establishment parent councils
On going	Links to local Community Partnership Plans
On going	Information sharing with parent/cares
On going	Bi partite union meetings

Plan prepared by Jane Rough

28 September 2017

Appendix 2

Revenue and Capital budget relating to the increase to 1140 hours has been allocated for 2017-2018

EARLY YEARS ADDITIONAL FUNDING TRACKER 2017/18				
		SG Revenue	Allocation free school meals	SG Capital Funding
ADDITIONAL FUNDING				£277,000.00
		£194,000.00		
			£41,673.00	
EARLY YEARS EXPENDITURE	Alva expansion			£40,000.00
	Set up costs for Alva NC	£15,000.00		
	Modern Apprentices/trainees	£90,000.00		
	LIFT (SLT)	£24,000.00		
	Minor works			£10,000.00
	Sauchie Nursery School - modular unit			£220,000.00
	Staff training	£12,000.00		
	Additional central staff to support expansion	£30,000.00		
	ELC lunch trials food and equipment			£41,673.00
	Additional staff costs Sauchie	£23,000.00		
	Feasibility for future works			£7,000.00
		£194,000.00	£41,673.00	£277,000.00

