

EAST RENFREWSHIRE COUNCIL

EDUCATION COMMITTEE

31 MARCH 2016

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 prefive education 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. The Council's 'Parenting Strategy' (2013) and 'Early Years Strategy' (2013) outline approaches East Renfrewshire Council take in delivering the single outcome agreement, while at the same time supporting families and young children.

5. The early years continue to be an important focus for national and local government as the Children and Young People (Scotland) Act 2014 is enacted with further expansion proposed by 2020. As the entitlement to free early learning and childcare is likely to grow and to include younger and more vulnerable children, it is imperative that the provision in East Renfrewshire is of the highest possible quality to meet the needs of these young children.

6. The Children and Young People (Scotland) Act 2014 introduced a new definition of 'early learning and childcare' meaning "any service consisting of education and care, of a kind which is suitable in the ordinary case for children who are under school age, regard being had to the importance of interactions and other experiences which support learning and development in a caring and nurturing setting". This phrase encompasses all previous terminology related to pre-school provision and early education.

7. The independent workforce review (2015) by Professor Iram Siraj emphasised the significant contribution of highly qualified staff in improving children's experiences and developmental processes and in the longer term benefits to the economy.

8. The Government's report 'Tackling Inequalities in the Early Years (2015)' gives key messages from 10 years of the Growing Up In Scotland study and reveals how we can realise the aspiration to live in a country in which, where you are born, where you live, or who you are does not stop you having the opportunity to reach your full potential. High quality early learning and childcare is identified as a key factor that can help to reduce inequalities in children's cognitive development and support for parenting skills is valued as a means to protect against the impact of adversity and disadvantage, both for parents and grandparents who play a key role in many children's lives.

9. The Children and Young People (Scotland) Act 2014 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 year olds;
 - 600 hours for all looked after 2 year olds;
 - 600 hours for all 2 year olds whose parents or carers receive specific benefits 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.

10. Members will recall previous Prefive Education and Childcare Annual Reports which detail the steps taken by the department to address both local and national policy and legislation.

REPORT

QUALITY AND PROVISION

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

- Increased flexibility that meets the needs of children and families
- Increased provision for eligible two-year-olds
- Workforce development

12. 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, parents were able to select from the following options when applying for a nursery place in August 2015:

- no flexibility - 5 sessions of 3 hours 10 minutes per week (core).
- limited flexibility - 5 sessions of 3 hours per week, with the option of using the additional 30 hours during school holiday periods (holiday).

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 (additional).

- 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 (extended).

13. In August 2015, the Education Department implemented the model above. Table 1 shows the number of places allocated using the new system and the percentage uptake for each option.

Table 1

<i>Pattern of attendance</i>	<i>core</i>		<i>holiday</i>		<i>additional</i>		<i>extended</i>	
	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>
<i>Total places 1934</i>	1388	72	53	3	328	17	165	8

14. As shown in Table 1, the majority of parents chose the familiar core hours option. The flexibility offered by additional or extended hours benefitted many families facilitating childcare arrangements that suit their lifestyle. The uptake of holiday provision was significantly lower than the other options available.

15. In addition to the option of holiday provision at nursery, all our family centres offer parents the option to purchase additional early learning and childcare sessions during the Spring, Summer and October holidays. The department continues to monitor closely the uptake of these places. From August 2015 the new family centres at Cart Mill, Glenwood and Hazeldene began offering holiday provision. Table 2 shows the average number of families using the service during these times and the percentage uptake of the total population of the centre.

Table 2

	<i>Spring break 2015</i>		<i>Summer 2015</i>		<i>October 2015</i>	
	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>
<i>Arthurlie Family Centre</i>	23	13	32	18	16	9
<i>Carlubar Family Centre</i>	11	7	18	11	12	8
<i>Isobel Mair Family Centre</i>	64	86	50	68	30	40
<i>Madras Family Centre</i>	10	9	12	11	12	11
<i>McCready Family Centre</i>	36	100	39	100	23	70
<i>Glen Family Centre</i>	18	41	20	45	14	32
<i>Cart Mill Family Centre</i>	N/A		N/A		1	2
<i>Glenwood Family Centre</i>	N/A		N/A		15	10
<i>Hazeldene Family Centre</i>	N/A		N/A		6	3

16. As shown in Table 2, all of the centres located within the Barrhead/Neilston community currently offer holiday provision, however the uptake remains low for 3 and 4 year olds. In Barrhead, Arthurlie Family Centre continues to have a higher attendance rate during the holiday periods than in Carlibar Family Centre. Places allocated for 0-3 year old children extend into the school holiday period. This explains the higher numbers at McCready and Glen Family Centres during these times.

17. Isobel Mair Family Centre had previously been the only family centre offering holiday provision for all of the Eastwood side of the authority. With the new family centres at Glenwood, Hazeldene and Cart Mill offering holiday provision for their respective communities since October 2015, the uptake at Isobel Mair has decreased as expected.

18. A working group produced guidelines for all early learning and childcare staff on flexibility implementation. The guidelines provided specific guidance on tracking attendance, quality of learning experiences and staff work patterns. Nursery staff report positively on the introduction of flexibility and the positive impact for all learners.

19. The biannual consultation regarding the planning and delivery of early learning and childcare has been live since 11 January 2016 and is scheduled to close on 31 March 2016. The consultation was hosted on Citizen Space and was publicised through early learning and childcare settings, schools, libraries and our partners in health. The outcome and analysis of the consultation will be brought forward to a future Education Committee for elected member consideration.

20. An Early Learning and Childcare Strategy has been devised to support the implementation of the Children and Young People (Scotland) Act 2014 and outlines a vision for Early Learning and Childcare (2016 – 2020) within East Renfrewshire Council. This strategy complements the existing East Renfrewshire Parenting Strategy and Early Years Strategy as well as addressing the following objectives:

- Children and families in East Renfrewshire will have access to flexible services which provide their full entitlement to effective learning and childcare for all 3 and 4 year olds, and eligible 2 year olds.
- Children in East Renfrewshire receive high quality early learning and childcare.
- Children and families in East Renfrewshire are supported by a highly skilled and motivated workforce.
- Early learning and childcare settings in East Renfrewshire provide an increase in activities which support prevention and early intervention, improve outcomes and reduce inequalities.
- Children and families in East Renfrewshire will have access to Out of School Care provision, if required.

21. All our early learning and childcare establishments continue to offer excellent services for families, with 100% of establishments achieving Family Friendly Accreditation at bronze level. An additional 46% of establishments have achieved this award at silver level. This very good practice of engaging with customers was highlighted by external assessors during the department's recent Customer Service Excellence Review.

22. All establishments inspected by Care Inspectorate have had positive evaluations. All local authority establishments inspected were awarded an evaluation of very good or excellent with almost all partnership providers receiving grades of good or very good.

23. Every local authority nursery with 3 and 4 year old children continued to have at least one teacher within their staff team.

24. Since 2013-14 data has been gathered on the percentage of children achieving the expected levels of developmental milestones on entry to primary 1; this set the baseline for comparison of future performance in this area. Over the past three years the percentage of children achieving their developmental milestones has increased from 53% to 73% in 2015-16. This figure is below the national target of 90% of children achieving their developmental milestones on entry to primary school by 2017, the stretch aim for workstream 3 of the Early Years Collaborative. However, only 8% of children were recorded as having concerns in relation to their developmental milestones. There is a significant gender gap in the achievement of developmental milestones; in 2015, 63% of boys and 83% of girls were successful. Over the past three years, the gap in the achievement of those from the most affluent (SIMD10) and least affluent (SIMD1) residencies has decreased from around 35% to 17%. The component areas that children's scores are lowest in are Fine Motor, Gross Motor and Attention.

25. Children's attainment in literacy and numeracy has been assessed in primary one using Baseline Assessment since 2005-6. In numeracy, performance has increased significantly over this period from 48% correct answers in 2005-6 to 55% in 2015. The target set in the Outcome Delivery Plan (2014-17) is 56%. In general there is no significant gender gap when comparing the performance of boys and girls in numeracy.

26. Performance in literacy has increased from 53% in 2005-6 to 60% in 2015 meeting the target set in the Outcome Delivery Plan (2014-17). The gender gap, with girls outperforming boys has reduced slightly over the past three years.

3 - 4 year old provision

27. Across the authority all early learning and childcare establishments provided 600 hours to all 3 and 4 year olds with a degree of flexibility.

28. Private and voluntary partners also provided 600 hours of flexible early learning and childcare.

29. From August 2015, all East Renfrewshire nurseries operated between 8 a.m. and 6 p.m. The nursery day is as follows:

- 8.00 – 9.00 a.m. wraparound
- 8.50/9.00 a.m. – 12.00 p.m. morning session
- 12.00 – 12.50/1.00 p.m. lunch
- 12.50/1.00 p.m. – 4.00 p.m. afternoon session
- 4.00 – 6.00 p.m. wraparound

30. From August 2015, the provision and allocation of nursery places was organised in communities, with a family centre at the heart of each community offering 52 week provision and greater flexibility. Communities were aligned as follows:

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

31. To be able to structure provision in this way and meet the flexibility needs of our parents in all of the above communities, Glenwood Nursery School and Hazeldene Nursery School became family centres from August 2015. This ensured that the communities of Giffnock/Thornliebank and Newton Mearns respectively, were able to provide 52 week provision, including during school holiday periods.

32. A new family centre was established in Busby to serve the communities of Busby/Clarkston/Eaglesham. In August 2015, Cart Mill Family Centre opened in temporary accommodation offering 50:50 places for 3 and 4 year olds. The permanent building will be able 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. Cart Mill will be able to offer greater flexibility as described above.

33. The introduction of Cart Mill Family Centre has resolved the issues that many residents in Busby/Clarkston/Eaglesham face with shortage of places, thus ensuring that no child from the respective communities was displaced to another nursery, in another area.

34. Given the number of applications from Clarkston residents for a nursery place, the department increased the capacity of Netherlee Nursery Class in 2014 from 90/90 places to 100/100 places. This increase will be reviewed as part of a demand analysis exercise during the application and allocation period.

35. 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. To ensure continued flexibility and the extended day option for parents, this increase will remain for session 2016/2017, however will be continually kept under review.

36. There continues to be a shortage of places to meet the on-going demand in the Newton Mearns area of the authority. This lack of provision has continued to require parents to travel to other areas within the authority to take up their allocated pre-school nursery place. In the short term, the planned increase in provision in Crookfur Primary School for 2016/2017 will address some of this need. In the medium term, the lack of places in Newton Mearns will be addressed through the additional places which will become available in the new Faith Schools Joint Campus and the new non-denominational primary school planned and the nursery class which will be introduced in St Cadoc's (subject to a statutory education consultation). Members will be kept abreast of these developments.

37. 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, eases the transition to nursery for preschool children and their parents. As such this cut-off date for places will remain in place.

38. The introduction of greater choice and flexibility has increased significantly the complexity of the allocation process of nursery places; consequently it has placed a high demand on administration within the department and has led to a review of operational systems and procedures.

0 – 3 year old provision

39. 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 with parents receiving specific benefits, the authority increased further the provision for 2 year olds.

40. In November 2014, members agreed the planned extension to Madras Family Centre. This extension is now complete and will allow the centre to increase from 10 FTE 2 year old children (10 morning and 10 afternoon) to 15 FTE children (15 morning and 15 afternoon). The community room included within the extension will allow staff and visiting professionals to work more closely with families and increase the range of supports available.

41. Glen Family Centre continued to exclusively cater for the needs of 0-3 year old children. As well as providing early learning and childcare for our most vulnerable two-year-olds we were also able to support working families with the offer to purchase nursery places.

42. The new builds at Arthurlie Family Centre (at Auchenback Community Hub) and Cart Mill Family Centre will provide additional places for eligible 2 year olds, with 35 FTE places being available in Arthurlie and 40 FTE in Cart Mill.

43. To support the allocation of 2 year old places the department established a Local Admissions Panel. This panel now meets on a monthly basis, reducing the period of time between a parent making an application and the department allocating an appropriate place.

44. From August 2015, the department actively promoted the availability of childcare for eligible 2 year olds. In partnership with colleagues from HSCP and members of the community, posters and leaflets were displayed and issued. In addition East Renfrewshire Twitter account promoted to all followers by tweeting video clips explaining parents' and carers' entitlement.

45. For a second consecutive year, the council was able to comfortably meet the demand for places for eligible 2 year olds.

46. Arthurlie Family Centre (at Auchenback Community Hub) will be developed on the site of the former Auchenback Primary School. The centre will increase opportunities for partnership working, provide a family resource and focus on the development of a holistic 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.

Next steps

47. The department will consider the views of parents as part of the analysis of the 2016 Parent Consultation on Early Learning and Childcare and review the 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.

48. The department will consider streamlining the flexibility options available to parents based on the uptake this session and the results of the consultation exercise in order to increase efficiency for the Council.

49. The department will consider the level of demand for holiday provision within each community as part of the model for increased flexibility, taking account of current use and parents views gathered through the consultation. The department will also consider the feasibility of Carlibar Family Centre continuing to provide a 52 week service, and will bring back proposals to a future Education Committee.

50. The department will offer additional places for 3 and 4 year olds in the community of Newton Mearns with the expansion of Crookfur Nursery Class.

51. The department will offer additional places for 2 year olds in Madras Family Centre, therefore the capacity for 3 and 4 year olds will be returned to 80 FTE.

52. The department will continue to promote the entitlement of 600 hours early learning and childcare for all eligible 2 year olds.

53. The department will provide a Career Long Professional Learning (CLPL) programme for staff on bi-lateral integration and physical literacy to support children in developing their gross and fine motor skills.

PARTNERSHIP

54. The multi-agency Prefive Resource Group (PRG), a 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 resources is extremely beneficial to children and families as it has improved the quality and equity of practice when allocating additional educational support to children (0 – 5 years). The increased range of provision allocated to meet identified needs includes; support from Family First, referral to Educational Psychology Service, outreach from early years practitioners or placement within a nursery setting. Membership of this group continues to evolve with Speech and Language Therapists now attending on a regular basis.

55. The education department has continued to work in partnership with NHS Greater Glasgow and Clyde to pilot a joint initiative to develop the capacity of all early years establishments to promote and nurture the language and communication skills of all children. Early years establishments will be awarded 'Language and Communication Friendly Status' when they can provide evidence of good practice in Promoting and Nurturing Language and Communication.

56. 'Language and Communication Friendly Status' will be achieved through a self-evaluation and supportive assessment process. This will provide a multi-agency endorsement of an establishment's capacity to support the development of all children's communication skills. This includes working with parents to help them support their child's literacy skills. The pilot has involved staff from 2 Family Centres and will be rolled out across all early learning and childcare establishments during school session 2016-17.

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

- Barrhead/Neilston: 59 adults and 62 children
- Eastwood: 186 adults and 221 children

CAPACITY

58. 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.

59. Detailed in Table 3 below is the staffing capacity in each local authority nursery for the current school session and the proposed staffing capacity from August 2016. This provision includes two, three and four year olds:

Table 3

Establishment	Current Provision 2015-16	Provision from August 2016
Arthurlie Family Centre	220 (110:110)	220 (110:110)
Busby Nursery Class	100 (50:50)	100 (50:50)
Braidbar Nursery Class	100 (50:50)	100 (50:50)
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)
Cart Mill Family Centre	100 (50:50)	100 (50:50)
Crookfur Nursery Class	100 (50:50)	180 (90:90)
Eaglesham Nursery Class	112 (56:56)	112 (56:56)
Giffnock Nursery Class	60 (30:30)	60 (30:30)
Glenwood Family Centre	160 (80:80)	160 (80:80)
Hazeldene Family Centre	200 (100:100)	200 (100:100)
Isobel Mair Family Centre	80 (40:40)	80 (40:40)
Madras Family Centre	130 (65:65)	190 (95:95)
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	2182	2302

**Within Isobel Mair Family Centre 30 (15:15) places are allocated to children with Additional Support Needs.*

60. To meet demand, the Council needs an average of 2300 preschool places for 3 and 4 year old children in any one year, however because of the need for flexibility, there is a need to work in partnership with private and voluntary providers. 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.

61. The annual commissioning exercise was carried out in March 2016 to determine which private and voluntary groups would receive partnership status to provide early learning and childcare in session 2016-2017. Evidence was scrutinised from 12 providers, an increase of 2 from 2015-2016:

Table 4

Provider	Status	2016/17 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	✓
Happy Days Too (SF)	Private	x
Innocence Nursery	Private	x
Kirktonholme	Private	✓
Orchardpark Nursery (Thornliebank)	Private	✓
Orchardpark Nursery (Newton Mearns)	Private	✓
Railway Cottage	Private	✓

62. The Statutory Guidance under the Children and Young People (Scotland) Act 2014, states that it is the responsibility of the local authority that a child resides in to secure an early learning and childcare place, however many parents are now securing provision for their children in neighbouring authorities. The Scottish Government has advised that local authorities are entitled to introduce and negotiate charging agreements with other local authorities (cross border arrangements). With this in mind officers from local authorities have formed a working group to agree a fair procedure and arrangement for this charging. Any cross border arrangement may impact on the number of places the department can commission from East Renfrewshire private or voluntary providers. Elected members will be kept abreast of these developments and partners informed.

63. A total of 83 children will defer entry to primary school in session 2016-2017, an increase of 32 from the previous session (51). The number of requests for discretionary deferrals also rose from 5 for session 2015 – 2016 to 11 for session 2016-2017. The department received 4 applications from parents wishing to apply for early entry to primary school.

Next steps

64. The department will continue to look for opportunities to increase capacity to meet the duties placed on the Council by the Children and Young People (Scotland) Act 2014 to provide a flexible element to the increased 600 hours provision for 3 and 4 year olds and the increase in spaces required for 2 year olds.

65. The capacity for preschool places in the authority will be kept under review, in particular to take account of the increased duty placed upon the authority by the Children and Young People (Scotland) Act 2014, new and proposed housing developments and the planned increase by the Scottish Government to 1140 hours of free early learning and childcare for all 3 and 4 year olds, and eligible 2 year olds from 2020.

66. The department will work with neighbouring authorities to reach agreement on cross border arrangements.

WORKFORCE PLANNING UPDATE

67. All family centres within the authority, employ depute heads of centre as part of the leadership and management structure. Ninety-four percent of these managers currently hold, or are working towards a degree level qualification such as a BA in Childhood Practice.

68. 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, the importance of play, the Parenting Strategy and leadership.

69. The Quality Improvement Officer with responsibility for Early Years and the Family Centre Development Manager have worked with partners to provide a range of Career Long Professional Learning (CLPL) opportunities for Depute Heads of Centre, Senior Child Development Officers, Pupil Support Assistants and Wraparound Care Assistants. The education department has maintained its commitment to delivering a bespoke training service to all client groups.

70. Three members of staff successfully completed the BA Childhood Practice and one completed the Professional Development Award (PDA) Plus Childhood Practice Level 9 award in 2015. Three candidates are currently being supported by the department to undertake the BA Childhood Practice qualification, including one staff member from a partner provider. In addition one senior member of staff is being supported to achieve the PDA Plus Childhood Practice Level 8 award.

71. Three teachers working in early years settings are working towards Masters level qualifications.

72. The department is working closely with Skills Development Scotland to develop an Early Learning and Childcare Foundation Apprenticeship programme in our secondary schools with the aim to encourage and facilitate a graduate workforce in all our nurseries.

73. A Quality Improvement Officer with responsibility for Early Years, 4 Head Teachers and 2 Heads of Centre were trained as facilitators regarding The Scottish Government National Practice Guidance on Early Learning and Childcare, Children and Young People (Scotland) Act 2014 – Building the Ambition. All 7 delivered a training programme between August 2015 and October 2015 across neighbourhoods of nurseries. The training focused on the following key messages:

- the image of the child as a competent capable learner;
- the role of attachment and;
- the importance of play-based pedagogy to provide quality early learning and childcare.

74. A successful professional learning programme based on current research and practice was planned and delivered to staff working in early years. All sessions were evaluated positively by participants and led to improved understanding of child development. Feedback from practitioners highlighted a need for further professional learning to help support the increasing number of two-year-old children in their care.

75. In response to staff feedback, the department held an Early Years Conference focusing on the needs of two year old children in February 2016. The conference further increased staff understanding of 0-5 pedagogy and child development while providing practitioners with practical advice and strategies for leading the learning of younger children.

76. The department's guidance and materials for supporting the National 'Pre-Birth to Three' guidelines were discussed with staff at a conference in February 2016. This guidance provides a consistent framework for planning and assessing children's progress and needs thus ensuring that the early learning and childcare is indivisible and seamless during points of transition. The guidance will continue to be rolled out during session 2016 – 2017, with professional learning sessions planned to support understanding and implementation.

Next Steps

77. Revise the format and content of forums to ensure a focus on current research and sharing of good practice.

78. Audit existing CLPL programmes and revise to ensure that the workforce has the specific skills, attributes, dispositions and knowledge necessary to deepen and support children's learning and development.

79. Work in partnership with Further and Higher education establishments, Scottish College for Educational Leadership (SCEL) and Scottish Social Services Council (SSSC) to introduce an Early Years Leadership programme.

80. Devise guidance for those responsible in secondary schools for supporting young people with career choices, to ensure that they understand the importance of the work and rigours of the qualifications and day to day challenges in professions related to early learning and childcare.

FINANCIAL AND EFFICIENCY IMPLICATIONS

81. The annual Charging for Services exercise concluded that the hourly cost of Wraparound Care should be maintained at the hourly charge of £4.60 per hour. The cost of a wraparound session (morning or afternoon place) increased to £13.80 to reflect the increase to 600 hours. The department did not meet its income target for wraparound care mainly due to the lack of availability of additional sessions for parents to purchase, however it is anticipated that as the flexibility options increase and capacity grows, this will be redressed.

82. The Early Years Change Fund will support any financial costs linked to changes to service delivery and approach.

83. 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.

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

RECOMMENDATION

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

Director of Education
31 March 2016

Report Authors

Rosamund Rodriguez, Acting Quality Improvement Officer
Tel: 0141 577 3222
Rosamund.Rodriguez2@eastrenfrewshire.gov.uk

Janice Collins

Tel: 0141 577 3204

Janice.Collins@eastrenfrewshire.gov.uk

Convener Contact Details

Councillor E Green, Convener for Education and Equalities
Councillor P O'Kane, Vice Convener for Education and Equalities

Tel: Home 01505 850455
Tel: Mobile 07718 697115

Local Government Access to Information Act 1985

Background Papers

1. Scottish Government Early Years Taskforce Shared Visions and Priorities, March 2012.
2. The Children and Young People (Scotland) Act 2013.
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 Education Committee: Towards Flexibility in Early Learning and Childcare Provision, November 2014
7. Report to Education Committee: Early Learning and Childcare for 2 year olds, November 2014
8. Report to Education Committee: Annual Review of Parenting Strategy, March 2016
9. Report to Education Committee: Draft Early Learning and Childcare Strategy, March 2016