
NORTH AYRSHIRE COUNCIL

11 June 2019

Cabinet

Title: Early Learning and Childcare Expansion Programme

Purpose: To provide an update to Cabinet on the progress of the Early Learning and Childcare Expansion (ELC) programme in North Ayrshire and the plans to move to implementation of the confirmed delivery and staffing models from August 2010.

Recommendation: It is recommended that Cabinet notes the progress made by the Early Learning and Childcare Expansion Programme Board on the implementation of the ELC Expansion programme and approves the changes made to the delivery and staffing models.

1. Executive Summary

- 1.1 The phased roll out of the expanded 1140 hours of early learning and childcare has so far extended to 9 North Ayrshire early years establishments as a pilot model of delivery.
- 1.2 Following extensive engagement with staff, parents and trade unions, the Directorate of Education and Youth Employment will move to a confirmed staff and delivery model of ELC provision of 1140 hours in all existing and future early years establishments from August 2019.
- 1.3 This paper provides information for Cabinet on the staffing and delivery models and asks Cabinet to note this and the progress made with the implementation of the expanded 1140 hours across North Ayrshire early years establishments.

2. Background

- 2.1 On 01 May 2018, the Directorate of Education and Youth Employment provided an update to Cabinet on the proposed delivery model for the Early Learning and Childcare (ELC) Expansion Programme in North Ayrshire and the proposed pilot sites at Loudoun Montgomery Primary and Glencairn Primary Early Years Classes.
- 2.2 Since then, the phased implementation programme is underway and the expanded 1140 hours are now being delivered at a further 7 sites: Abbey Primary; Ardeer Primary; Stanley Primary and St John's Primary Early Years Classes and Dalry; Springvale; and Kilwinning Early Years Centres.
- 2.3 The phased roll out of 1140 hours has been accompanied by a detailed evaluation of the 1140 provision at Loudoun Montgomery Primary and Glencairn Primary Early Years

Classes and a staff and parent engagement programme at each of the 7 subsequent sites.

- 2.4 The pilot delivery model for the expanded ELC hours in North Ayrshire made provision available from 8.00am till 6.00pm over 49 weeks of the year in all 1140 establishments. The model provided options for children to receive 1140 hours over term time (38 weeks) or full year (49 weeks).
- 2.5 There were two sessions of early learning and childcare per day for children, each lasting 4 hrs and 40 mins. The morning session was from 8am to 12.40pm and the afternoon session was from 1.15pm to 5.55pm. Families who opted for a full year model chose 5 sessions per week. Families who opted for a term time model chose 6 sessions per week. Some families chose to access their provision over 2 or 3 days so their child attended some days from 8.00am – 6.00pm
- 2.6 As part of the workforce planning for the expansion programme, and to accommodate the proposed delivery model, staff in the pilot sites were asked to change their working patterns from 37.5 hours per week: 7.5 hours per day over 5 days, to 38 hours per week; 9.5 hours per day, typically over 4 days, for full time staff. Full time hours were usually from 8.00am – 6.00pm with a 30-minute meal break. Part time staff could build their weekly working pattern by choosing between 1 and 7 sessions of 4.75 hours.
- 2.7 In order to progress from the pilot phase of the expansion programme, the Directorate has taken account of the learning and feedback received from parents and staff and worked closely with the trade unions to move to a confirmed staffing and delivery model from August 2019. The planned 2019-20 roll out of 1140 sites will continue from October 2019 as follows:

NAC Establishment	Go live date
Castlepark EY Centre	20 Oct 19
Blacklands EY Class	20 Oct 19
St Luke's EY Class	20 Oct 19
Hayocks EY Class	20 Oct 19
Woodlands EY Class	20 Oct 19
Caledonia EY Class	20 Oct 19
St Marks EY Class.	06 Jan 20
Lawthorn EY Class	06 Jan 20
Corsehill EY Class	06 Jan 20

Delivery Model

- 2.8 From August 2019, all Council establishments will offer families a choice of 4 ELC sessions each day:

Morning sessions:

- 8.00am – 12.45 or
- 8.30am – 1.15pm

Afternoon sessions:

- 12.45pm – 5.30pm or
- 1.15pm – 6.00pm

Families can choose either 6 sessions per week if term time, or 5 sessions per week if full year. Children attending over a full day session will attend either 8.00am – 5.30pm or 8.30am – 6.00pm (previously 8am – 6.00pm)

- 2.9 Families choosing a term time option will receive provision over 40 weeks per year (previously 38 weeks) and families choosing a full year option will receive provision over 48 weeks per year (previously 49 weeks).
- 2.10 These changes take account of the learning from the study of uptake and attendance patterns of children attending provision in each of the 9 pilot sites.

Staffing model

- 2.11 From August 2019, staff within the pilot sites will return to their current contractual working hours of 37.5 hours over 5 days, with working patterns as follows:

Full Time/Full Day Working Patterns: 37.5 hours over 5 full days
8.00am - 4.30pm = 7.5 working hours per day
8.30am - 5.00pm = 7.5 working hours per day
9.00am - 5.30pm = 7.5 working hours per day
Part Day Working Patterns: 4.75 hour sessions
8.00am – 12.45pm
8.30am – 1.15pm
12.45pm – 5.30pm
1.15pm – 6.00pm

- 2.12 The decision to return to a 37.5 hour working pattern is the result of working closely with the Trade Unions and reaching an agreement over the model.

Arran

- 2.13 In recognising the unique circumstances that exist on the island of Arran, Officers have engaged in a series of parent focus groups across each of the early years classes on the island. This enabled parents to shape the delivery model on the island.
- 2.14 From August 2020, the Early Years classes at Corrie, Pirnmill, Kilmory and Shiskine Primary Schools will make ELC provision available from 9.00am to 3.00pm over 38 weeks (term time). The Early Years Class at Lamlash Primary School will follow the same delivery as on the mainland, i.e.:

Morning sessions:

- 8.00am – 12.45 or
- 8.30am – 1.15pm

Afternoon sessions:

- 12.45pm – 5.30pm or
- 1.15pm – 6.00pm

Families can choose either 6 sessions per week if term time, or 5 sessions per week if full year. Children attending over a full day session will attend either 8.00am – 5.30pm or 8.30am – 6.00pm.

- 2.15 Discussions are ongoing between Officers and the Manager and Board of Brodick Nursery (a funded provider) regarding the provision that will be available to parents who will use this service from August 2020.

3. Proposals

- 3.1 It is proposed that Cabinet notes the progress made by the Early Learning and Childcare Board on the implementation of the ELC Expansion programme and approves the changes made to the delivery and staffing models.

4. Implications/Socio-economic Duty

Financial

- 4.1 None

Human Resources

- 4.2 The agreement on the working model has predominantly retained existing terms and conditions for employees. There are some examples of individuals who have been appointed on 38 hour contracts directly to the pilot sites and agreement will be sought to bring this back in line with the FTE of 37.5 agreed with the Trade Unions.

Legal

- 4.3 None.

Equality/Socio-economic

- 4.4 None.

Environmental and Sustainability

- 4.5 None.

Key Priorities

- 4.6 North Ayrshire's children and young people have the best start in life.
- We will expand our early learning and childcare provision to make sure all eligible children are able to access 1140 hours of free care each year.

Community Benefits

- 4.7 None

5. Consultation

- 5.1 Consultation and engagement with key groups is a strong focus of the Early Learning and Childcare Expansion Programme (ELCEP) Board. This paper represents the output of engagement and focus group sessions with staff and parents and meetings with Trade Unions.

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Background Papers

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