

Cunninghame House,
Irvine.

1 December 2016

Cabinet

You are requested to attend a Meeting of the Cabinet of North Ayrshire Council to be held in the Council Chambers, Cunninghame House, Irvine on **TUESDAY 6 DECEMBER 2016** at **2.30 p.m.** to consider the undernoted business.

Yours faithfully

Elma Murray

Chief Executive

1. Declarations of Interest

Members are requested to give notice of any declaration of interest in respect of items of business on the agenda.

2. Minutes (Page 5)

The accuracy of the Minutes of the meeting of the Cabinet held on 22 November 2016 will be confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973 (copy enclosed).

EDUCATION ITEMS FOR DECISION

3. Naming of the New Primary School in Largs (Page 11)

Submit report by the Executive Director (Education and Youth Employment) and receive presentation on a name for the new primary school in Largs as a result of the amalgamation of Brisbane Primary School and Kelburn Primary School (copy enclosed).

4. Consultation: A Blueprint for 2020: the Expansion of Early Learning and Childcare in Scotland (Page 15)

Submit report by the Executive Director (Education and Youth Employment) on the proposed Council response to the Scottish Government consultation on the "Blueprint for 2020: the Expansion of Early Learning and Childcare in Scotland" document (copy enclosed).

GENERAL BUSINESS FOR DECISION

Reports by the Executive Director (Place)

5. Violence Against Women 16 Days of Action (Page 37)

Submit report by the Executive Director (Place) on Violence against Women and Girls in North Ayrshire and an overview of the 16 Days of Action campaign to end Violence Against Women 2016 (copy enclosed).

6. Urgent Items

Any other items which the Chair considers to be urgent.

Cabinet

Sederunt: **Elected Members**

Joe Cullinane (Chair)
John Bell (Vice-Chair)
Alex Gallagher
Peter McNamara
Louise McPhater
Jim Montgomerie

Chair:

Attending:

Apologies:

Meeting Ended:

Cabinet
22 November 2016

IRVINE, 22 November 2016 - At a Meeting of the Cabinet of North Ayrshire Council at 2.00 p.m.

Present

Joe Cullinane, John Bell, Alex Gallagher, Louise McPhater and Jim Montgomerie.

Also Present

Willie Gibson and Catherine McMillan.

In Attendance

E. Murray, Chief Executive; L. Friel, Executive Director, D. Forbes, Senior Manager - Financial Management, D. Miller, Complaint and Feedback Manager and A. Munn, Team Manager, Policies and Procedures (Finance and Corporate Support); I. Colvin, Director (Health and Social Care Partnership); C. Hatton, Executive Director, Y. Baulk, Head of Service (Physical Environment), T. Reaney, Senior Manager (Streetscene) and C. Forsyth, Team Manager (Traffic and Transportation) (Place); C. MacAuley, Head of Service (Economic Growth) (Economy and Communities), J. Hutcheson, Communications Officer, L. Dunlop, Administrative Assistant and D. McCaw, Committee Services Officer (Chief Executive's).

Chair

Councillor Cullinane in the Chair.

Apologies for Absence

Peter McNamara

1. Declarations of Interest

There were no declarations of interest by Members in terms of Standing Order 10 and Section 5 of the Code of Conduct for Councillors.

2. Minutes

The accuracy of the Minutes of the meeting held on 8 November 2016 was confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973.

3. Management of Unacceptable Contact Policy

Submitted report by the Executive Director (Finance and Corporate Support) on the amendments to the Management of Unacceptable Contact Policy which was attached at Appendix 1 to the report.

Members asked questions and were provided with further information in relation to:-

- feedback from a review which is carried out every 2 years which has resulted in the minor amendments to the Policy;
- how often the Council has had to make use of the Policy;
- whether any use of the Policy relates to a specific area within the Council or whether it is Council-wide; and
- the use in relation to specific instances where the Policy has previously been applied.

The Cabinet agreed to approve the amendments to the Management of Unacceptable Contact Policy as detailed in the report.

4. Revenue Budget 2016/17: Financial Performance to 30 September 2016

Submitted report by the Executive Director (Finance and Corporate Support) which (a) set out the revenue budgetary control position for the Council at 30 September 2016; (b) provided a brief explanation of Services' major variances at Appendices 1 - 10; (c) detailed the proposed virements at Appendix 11; and (d) detailed the Housing Revenue account budgetary control position at 30 September 2016 at Appendix 12.

Councillor Cullinane proposed that the Council ensured that all North Ayrshire Council workers were in receipt of the Living Wage of £8.45 per hour effective from 1 November 2016 and that this be funded from in-year projected surplus at a total cost of £40,000. The proposal was unanimously supported by Cabinet Members.

The Cabinet agreed to (a) note the information and financial projections outlined in the report; (b) approve the allocation of non recurring funding as summarised at section 2.4; (c) approve the carry forward of £0.84m identified at section 2.5(v); (d) note the current financial projection for the Health and Social Care Partnership; (e) approve the virements detailed in Appendix 11; and (f) ensure that all North Ayrshire Council workers were in receipt of the Living Wage of £8.45 per hour effective from 1 November 2016 and that this be funded from in-year projected surplus at a total cost of £40,000.

5. Capital Programme Performance to 30 September 2016

Submitted report by the Executive Director (Finance and Corporate Support) which provided information on the progress in delivering the Capital Investment Programme as at 30 September 2016.

Members asked a question and were provided with further information in relation to the underspend within the HRA being considered as part of future planning.

The Cabinet agreed to (a) approve the revisions to budgets outlined in the report; and (b) note (i) the actual General Services and HRA expenditure and revised budgets to 30 September 2016; and (ii) the forecast of expenditure to 31 March 2017.

6. Treasury Management Mid-Year Report 2016/17

Submitted report by the Executive Director (Finance and Corporate Support) on the Treasury Management update for the period 1 April to 30 September 2016.

The Cabinet agreed to (a) endorse the contents of the Mid-Year Treasury Management Report for 2016/17 as detailed at Appendix 1 to the report; and (b) note the Prudential and Treasury Indicators contained therein.

7. Ethical Care Charter

Submit report by the Director (Health and Social Care Partnership) on the adoption of Unison's 'Ethical Care Charter' and the proposal to become an Ethical Care Council.

Members asked a question and were provided with further information in relation to timescales for implementation of the further stages of the Charter.

The Cabinet agreed to (a) approves the adoption of the Ethical Care Charter; and (b) the implementation of the proposal to become one of the few Councils in Scotland to achieve recognition as an Ethical Care Council.

8. Open Space Strategy 2016-2026

Submitted report by the Executive Director (Place) on the Open Space Strategy 2016-2026 which will enable the Council to provide high quality open space to the benefit of all communities.

Members asked questions and were provided with further information in relation to:-

- any feedback which had been received following the Ardeer Open Day;
- any opportunities which exist to utilise fallen trees on Council land; and
- the wind-up of 'Friends of the Plantation' in Ardrossan and any assistance that can be provided.

The Senior Manager (Streetscene) advised that he would (a) provide a report to all Members on the feedback received from the Ardeer Open Day; and (b) contact 'Friends of the Plantation' to assist with their wind-up.

The Cabinet agreed to approve the Open Space Strategy 2016-2026 as detailed at Appendix 1 to the report.

9. Glencairn House, New Build Sheltered Housing Development, Stevenston

Submitted report by the Executive Director (Place) on the revisions to the budget for the planned new Glencairn House sheltered housing development in Stevenston.

The Cabinet agreed to approve the revised budget for the project as detailed in the report.

10. West Kilbride Traffic Management

Submitted report by the Executive Director (Place) on the progression of a Traffic Regulation Order to introduce a new traffic management system in West Kilbride.

The Cabinet agreed to (a) note the findings in the report; and (b) approve (i) the proposal to promote a Traffic Regulation Order to introduce a new traffic management system in West Kilbride, and (ii) its implementation subject to no objections being received.

11. Strategic Housing Investment Plan 2017-2022

Submitted report by the Executive Director (Place) on the proposed Strategic Housing Investment Plan 2017 – 2022.

Members asked a question and were provided with a more detailed explanation of what is involved with the development of a 'sustainable' home.

The Cabinet agreed to (a) approve the Strategic Housing Investment Plan 2017-2022; and (b) gives delegated authority to the Executive Director (Place) and the Cabinet Member for Place to liaise directly with the Scottish Government in agreeing the North Ayrshire development programme and the rescheduling of projects as required.

12. West of Scotland Archaeological Service

Submitted report by the Executive Director (Economy and Communities) on the proposal that the Council formally withdraw from the West of Scotland Archaeology Service.

Members asked questions and were provided with further information in relation to:-

- whether there are suppliers within North Ayrshire offering this specialist service; and
- consultation with these local groups to see if they can assist with future delivery models.

The Cabinet agreed to delegate authority to the Executive Director (Economy and Communities) to (a) submit the Council's notice to withdraw from the West of Scotland Archaeology Service (WoSAS); and (b) withdraw that notice, if it is established from negotiations with WoSAS that continued membership of the service would be in the best interests of the Council.

13. Award of Contract - Construction of New Build Sheltered Housing Unit, New Street, Stevenston

Submitted report by the Executive Director (Finance and Corporate Support) on the result of the tender exercise for the Construction of New Build Sheltered Housing Unit, New Street, Stevenston.

Members asked a question and were provided with further information in relation to a 7-year payback time in terms of investment in relation to solar panels within Council properties. Councillor Bell intimated that this had been raised at a recent Locality Planning meeting where tenants were in favour of this development.

The Cabinet agreed to approve the award of the contract to Ashleigh (Scotland) Limited.

14. Interim Contract Approval - Supply of a Managed Fleet Store Service

Submitted report by the Executive Director (Finance and Corporate Support) on the interim contract for the Supply of a Managed Fleet Stores Service.

The Cabinet noted the award of the interim contract for the supply of a managed fleet store service in line with the Council's Standing Orders Relating to Contracts.

15. Award of Contract - Flexible Intervention Service

Submitted report by the Director (Health and Social Care Partnership) on the tender exercise and award of contract for the Provision of a Flexible Intervention Service.

The Cabinet agreed to approve the award of the Contract to The Richmond Fellowship Scotland for a period of two years with the option to extend for up to a further one year.

The meeting ended at 3.20 p.m.

NORTH AYRSHIRE COUNCIL

Agenda Item 3

6 December 2016

Cabinet

Title:	Naming of the New Primary School in Largs
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Purpose:	To select a name for the new primary school in Largs as a result of the amalgamation of Brisbane Primary School and Kelburn Primary School.
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Recommendation:	Cabinet are asked to consider shortlisted names provided by Brisbane and Kelburn schools communities, and make a final choice on the name of the new primary school in Largs.
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1. Executive Summary

- 1.1 North Ayrshire Council, with funding support from Scottish Government, has made a significant investment to replace the existing early years, primary and secondary school provision in Largs.
- 1.2 Pupils, parents and staff have been consulted and involved in the design process to ensure that the Council takes delivery of first class, state of the art facilities.
- 1.3 The new facilities will be situated at the Inverclyde Sports Centre site, and will accommodate Largs Academy, St Mary's Primary School, a new Early Learning and Childcare Centre and a new primary school, as a result of the amalgamation of Brisbane Primary School and Kelburn Primary School.
- 1.4 Cabinet are asked to consider the shortlisted names and agree a name for the new primary school.

2. Background

- 2.1 Construction commenced in May 2016 and is now well underway with an anticipated handover date for early March 2018. Julie Dorrian has been appointed as Head Teacher for both Brisbane and Kelburn Primary Schools, and will be the Head Teacher for the new primary school.

- 2.2 Planning for the new school has been a high priority for staff, pupils and parents at both schools. Staff have been working together to develop a consistent approach to the teaching and learning of the curriculum, in preparation for the schools coming together.
- 2.3 Work in developing the vision, values and aims, and deciding on the school uniform, badge and motto, will commence after the name of the new school is agreed.
- 2.4 The Head Teacher has engaged with pupils, parents and staff to begin the process to consider a name for the new school. They were asked to consider local landmarks, famous people and historical events.
- 2.5 A family homework challenge was issued at both schools asking for suggested names and outline their reasons behind their choice. Once all suggestions were collated, an online survey was carried out to allow all children, parents and staff to choose their two favourite names. The shortlisted names are detailed below:
- Largs Primary School
 - Valhalla Primary School
 - Alexander Primary School
 - Thistle Primary School
 - Kelvin Primary School
 - Brisburn Primary School

3. Proposals


- 3.1 Following the extensive work undertaken by the pupils, parents and staff, Cabinet are asked to consider the proposed names that have been put forward by the school communities and make a final choice for the name of the new primary school.

4. Implications

Financial:	There are no financial implications associated with this report.
Human Resources:	There are no human resource implications associated with this report.
Legal:	There are no legal issues arising from this report.
Equality:	There are no equality implications associated with this report.
Environmental & Sustainability:	There are no environmental or sustainability implications associated with this report.
Key Priorities:	Working together to develop stronger communities. Ensuring people have the right skills for learning, life and work.
Community Benefits:	There are no community benefits arising directly from this report.

5. Consultation

- 5.1 Consultation has been carried out with pupils, parents and staff across both school communities.



JOHN BUTCHER
Executive Director (Education and Youth Employment)

Reference : JB/LT

For further information please contact John Butcher on 01294 324411

Background Papers

No background papers

NORTH AYRSHIRE COUNCIL

Agenda Item 4

6 December 2016

Cabinet

Title: **Consultation: A Blueprint for 2020: the Expansion of Early Learning and Childcare in Scotland**

Purpose:

- a) To seek approval for the proposed Council response to the Scottish Government consultation on the “Blueprint for 2020: the Expansion of Early Learning and Childcare in Scotland” document.
- b) To provide information on the governance arrangements that have been put in place to manage the planned expansion in Early Learning and Childcare.

Recommendation: Agree that the Education and Youth Employment Directorate brings further progress reports to Cabinet. Cabinet approves the response to the consultation on the proposed expansion of Early Learning and Childcare.

1. Executive Summary

- 1.1 The Scottish Government has set out its plans for the expansion of early learning and childcare to 1140 hours by 2020. The high level vision for this is contained within the ‘Blueprint for 2020: the Expansion of Early Learning and Childcare in Scotland’. A national consultation has recently been launched that aims to seek a diverse range views on the policies and strategic implications of the expanded entitlement.
- 1.2 The Directorate of Education and Youth Employment has prepared a response to this consultation and seeks Cabinet approval for the content of this response.
- 1.3 The Directorate of Education and Youth Employment has already commenced a programme of work to deliver the expanded service. The first stage of this is the establishment of the Early Learning and Childcare Expansion Programme Board and information on this is contained within this report.

2. Background

- 2.1 The Scottish Government has announced an expansion in Early Learning and Childcare to 1140 funded hours per year, by 2020, for all three and four year old and eligible two year old children. The “Blueprint for 2020: the Expansion of Early Learning and Childcare in Scotland” sets out the Scottish Government’s high level vision for the expansion of provision which is underpinned by principles of: Quality; Flexibility; Accessibility; and Affordability.

Local Governance

- 2.2 The Directorate of Education and Youth Employment has already put arrangements in place to begin the programme of work that is required to deliver the planned expansion in entitlement. In June 2016, a Business Manager was appointed whose role is to develop and manage the programme of work.
- 2.3 An Early Learning and Childcare Expansion Programme Board has been established to lead the delivery of the early learning and childcare expansion programme. The Board is chaired by the Head of Service (Inclusion) and will lead and oversee the outputs of five workstreams, as shown in Appendix 1. The workstreams will comprise staff from across the Council Directorates and will invite colleagues from external partners when appropriate. The Board will also be supported by three Advisory Groups who will ensure that the expansion programme is informed by key internal and external stakeholder groups, so that the programme maximises the opportunities for all of North Ayrshire’s families and children.

The Board will meet monthly and report to the Children’s Services Strategic Partnership and other groups, on the plans and progress against objectives, as well as on the risks and issues that emerge as a result of this programme of work.

Consultation

- 2.4 The Government has launched a consultation on the 'Blueprint for 2020' document to seek the views of providers, delivery partners and families, on the range of policy choices that are required to take forward its commitment to the expanded provision. The Directorate of Education and Youth Employment has prepared a Council response which is attached at Appendix 2.

This response has been compiled as a result of consultation and dialogue with the following groups:

- Parents of children aged 0 - 5 years
- Health Visitors
- Managers of Early Years Centres
- The Early Learning and Childcare Expansion Programme Board
- Education Senior Managers

Additionally, the link to the consultation has been shared with parents, and early years staff, to enable the on line submission of responses. The deadline for responses is 09 January 2017.

3. Proposals

- 3.1 It is proposed that Cabinet:


- Notes the governance arrangement that have been put in place to manage the Council's Early Learning and Child care expansion programme.
- Approves the proposed response to the Scottish Government's "Blueprint for 2020" consultation.

4. Implications

Financial:	There are no financial implications in the proposals contained in this paper.
Human Resources:	There are no implications for council staff.
Legal:	There are no legal issues arising from the content of this paper.
Equality:	There are no equality issues arising from this report.
Environmental & Sustainability:	There are no environmental or sustainability issues arising as a result of this report.
Key Priorities:	<ul style="list-style-type: none">● Education and Youth Employment Directorate: Directorate Plan 2015-2018.● Priority 1: We are reducing inequalities and delivering improved outcomes for children and young people.● North Ayrshire Council Plan 2015-2020.● Priority 3: Ensuring people have the right skills for learning, life and work.
Community Benefits:	N/A

5. Consultation

- 5.1 A consultation event with parents of children aged 0-5 years was held in Cunninghame House on Wednesday 16 November. The consultation response was the subject of meetings held with the Early Learning and Childcare Expansion Programme Board on 03 November and the Education Senior Managers on 07 November. A meeting with Health Visitors was convened on 15 November to gather their input to the consultation. Managers of Early Years Centres provided written responses to the consultation.



JOHN BUTCHER
Executive Director (Education and Youth Employment)

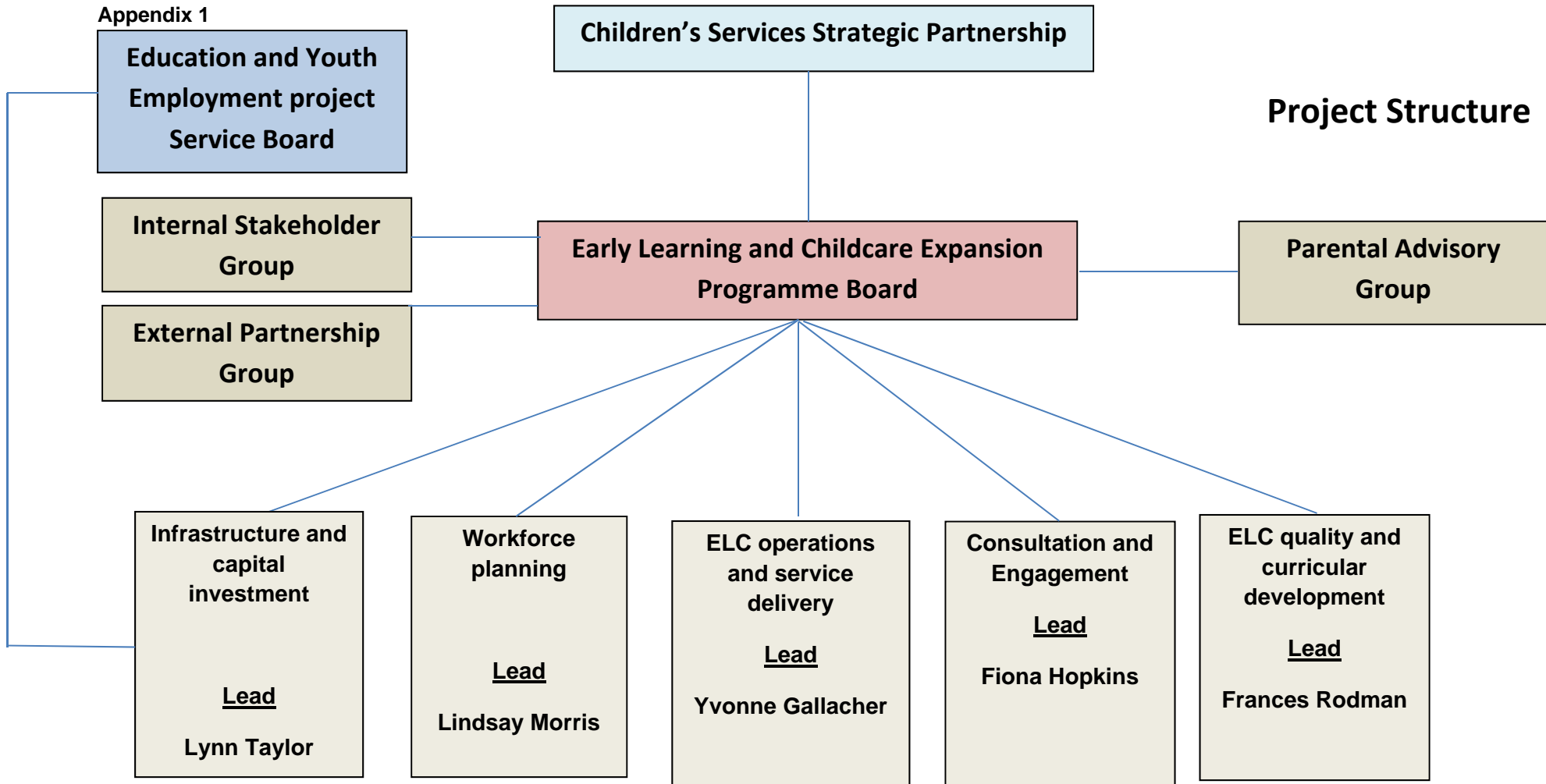
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For further information please contact John Butcher, Executive Director on 01294324411

Background Papers

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Appendix 1



The Expansion of Early Learning and Childcare in Scotland – A Blueprint for 2020: Consultation Response

Name of Respondent: North Ayrshire Council V0.5

Question	Response	Response Complete? Y/N
<p>1. How do we ensure children are fully supported at the transition stages throughout their early-learner journey? What support should be provided to ensure that the Early Learning and Childcare (ELC) workforce and teachers have the skills, knowledge and capacity to support transitions?</p>	<p>The Health Visitor service provides the key link for staff to build relationships between parents, their children and early years (EY) staff and teachers. There could be integrated training provided by Health Visitors for EY staff with parent / child options also provided. This should include Nurture training for staff which is delivered in partnership with parents. Colleges and Universities also need to refine their curriculum to reflect the new outcomes required to build the core competencies of staff to facilitate a smooth transition between Early Years and P1. In house professional learning will also be developed and delivered to support the delivery of a high quality workforce.</p> <p>There should be additional resource recurring and non-recurring and focus to carefully manage transitions across all phases early stage learning and childcare- home to centre to childminder etc. - as well as from early years to primary.</p> <p>There should be robust processes in place to ensure that the learning and good practice on transitions is shared between different types of Early Years provision.</p>	

<p>2. What support is required to ensure that the ELC workforce have the skills, knowledge and capacity to deliver high quality provision for two year olds? How can the ELC sector best meet the specific learning, developmental and environmental needs of two year olds? What approach should be taken on the transition for these children when they turn three?</p>	<p>All Staff working with young children, including childminders, need training in infant mental health, child development, working with parents and strategies to support vulnerable families. This could include job shadowing.</p> <p>There will be a need to develop blended models of Early Learning and Childcare (ELC) with options to provide support for families in their communities. This could include a “community Hub” model with family learning activities, money advice, and health and wellbeing activities being delivered from the same base.</p> <p>Transition requires to be well structured and planned around the needs of the individual child. This already happens with assessment, however, it will require a review of staffing models to ensure a smooth seamless transition.</p> <p>Defining the learning, knowledge and skills required for under 2’s will be a key task. Increased understanding of the development that takes place in this crucial period in a child’s life will be vital for the delivery of a quality service and improved outcomes.</p> <p>Health visitors are keen to ensure that the parent-child bond is supported for all children but especially two year old children who are potentially spending longer days in an ELC setting away from their parent. This could include extending the provision of “stay and play” sessions for parents.</p> <p>The approach outlined in this response will require recurring and non-recurring funding.</p>	
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<p>3. How can the qualification routes and career paths that are open to early learning and childcare practitioners be developed to ensure that the ELC sector is seen as an attractive long-term career route?</p>	<p>Ayrshire College currently run a “Men into Care” course and this could be extended to target men into a future Early Years workforce. A co-ordinated national training strategy should support the delivery of this strategy.</p> <p>Providing a range of pathways into the profession, including closer link with secondary schools would help to attract variety of people to choose ELC as a career – young people, adult returners, people on re-deployment lists, could all be potential valuable recruits. ELC needs a variety of entrants at various levels – practitioners through to teachers, and the entry qualifications and the career progression routes need to reflect this aim and offer clear career pathways. Leadership will be crucial and further investment will be required to support the development of high quality Early Years leaders.</p> <p>Salary scales to be reviewed in order to shift the status of the profession. There will be a requirement to review roles and responsibilities and their impact on job values and therefore funding.</p>	
<p>4. How can we increase the diversity of the ELC workforce, in particular increasing the gender balance in the sector?</p>	<ul style="list-style-type: none"> • Targeted marketing campaigns and the identification of strong role models to attract men and boys into ELC. • Develop and promote learning pathways that are part time and flexible to minimise the impact of loss of income or benefits. • Positive inspiring campaigns promoting ELC as a career choice in schools. • Provide opportunities for people to undertake placements in evenings and weekends. • Possibility of linking early years’ qualifications with other specialist areas such as sport development may encourage wider interest. • National and local career development strategies should be developed in conjunction with training provides and trade unions. 	

<p>5. How can payment of the Living Wage and wider Fair Work practices be encouraged across the ELC sector?</p>	<ul style="list-style-type: none"> • NAC already pays ELC workers Living Wage but most private and voluntary (P&V) sector providers do not. This imbalance needs to be addressed by reviewing funding models and resources across the P&V sectors. • An accreditation process for the P&V sector highlighting those Living Wage providers could be established. • A review of day carer/childminder payments will be required to be brought into line with the Living Wage. This will require to be fully funded. • Parity between teachers and Early Years Practitioners who have additional qualifications should be considered – this would require to align with job evaluation, any increase in costs would require to be fully funded. • North Ayrshire Council supports the aspirations of the 'Fair Work Convention'. • It will be important to ensure that lessons can be learned from the adult social care sector, in particular to ensure there is no assumption that that the private and voluntary sectors will contribute to the cost of meeting the Living Wage. 	
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<p>6. What actions should be taken to support increased access to outdoor learning, exercise and play?</p>	<p>Access to good quality indoor to outdoor space is already considered by NAC as part of all ELC capital projects. Equally high prioritisation and quality is difficult to ensure within the P&V sector.</p> <p>Consider a range of targeted supports for the P&V such as investment in the sector to upgrade outdoor facilities and the development of CPD modules on Outdoor Learning for P&V staff.</p> <p>Inspection agencies require to consider how they support the development of outdoor learning, exercise and play.</p> <p>Funding for provision of appropriate outdoor clothing for children and staff is also necessary. Campaigns to raise parental awareness of the importance of exercise, play, outdoor learning should be developed and shared. Also incentives to encourage early years staff to develop positive attitudes to exercise to ensure positive role models. All early years establishment could incorporate an outdoor day each week based in a local park/beach area as part of the curriculum offer.</p> <p>Partnership working with partners in Leisure could result in improved guidance for staff on outdoor learning and greater access to parks and green spaces within local communities. This will require funding.</p> <p>Implementation of this requirement will require capital investment for all sectors.</p>	
<p>7. How could accountability arrangements for early learning and childcare be improved?</p>	<p>Having greater consistency and uniformity of quality indicators across the two scrutiny bodies that govern quality within the ELC sector would reduce the inspection pressures on local authority and private / voluntary sector providers and deliver better quality outcomes.</p>	

	<p>To ensure value for money and delivery of the above a single inspection agency should be developed which would support a reduction in bureaucracy across the sector.</p> <p>All early years establishments should have a dedicated action plan which is informed by their existing improvement planning processes.</p>	
<p>8. What factors must be considered in delivering flexible ELC provision, while continuing to ensure a high quality service? To what extent could funded ELC support parents and carers with non-standard working hours, such as working shifts and weekends?</p>	<p>There will be a need to strike a balance between all four principles of quality, flexibility, accessibility and affordability, and to ensure that funding matches the aspirations of all four principles.</p> <p>Health and wellbeing factors for children must be measured when considering providing ELC support for parents in non-standard working hours such as evenings and weekends.</p> <p>More flexible models could be explored for this provision such as care in the family home/ planned outings etc. The rights of the child should be at the heart of all provision. Suitability of the physical environment is also a consideration e.g. provision of appropriate spaces for meals and quiet/rest times etc.</p> <p>Continuity in staffing for children who are in nurseries for full days will require to be considered. A consistent staffing standard should be developed.</p> <p>Planning for children who are attending for long days will require to be different from the plans for children who are attending for short days. It will be important to consider the parent child relationships when young children are in nurseries for longer days.</p> <p>The curriculum across the early level will require to be revised.</p>	

	<p>Parents expressed a preference for provision that can be varied from week to week according to variable shift patterns. Social media channels can also be used to request hours and notify changes</p> <p>The imperative for the above flexibility requires to be balanced with the need to ensure appropriate work life balance for the workforce which is likely to have its own commitments around children.</p> <p>A management information system should be delivered for Scotland.</p> <p>Parents also highlighted the variation in cost across a range of providers with community based social enterprises noted as being cheapest because they charge per session rather than by the hour.</p>	
<p>9. How can we ensure fair and sustainable funding for all providers offering the ELC entitlement?</p>	<p>Scottish Government took a narrow view of the previous round of funding for ELC, by looking at the additional resources in isolation from the wider challenges of the local government settlement and the need to deliver savings, including in the ELC sector.</p> <p>A standardised approach to funding within a national framework that is aligned to public sector pay, including the living wage, and terms and conditions.</p> <p>All local authority early years establishments should provide a flexible 8am – 6pm model and funding should reflect the high costs involved in the delivery of this model.</p> <p>A review of payments to partner providers could be aligned to required improvements in pay and conditions for staff and/or other required improvements to quality of provision or facilities such as outdoor space.</p>	

	<p>It will be important to learn the lessons for the national care home contract and the current situation regarding care at home. Providers will have a variety of funding models, cost bases and profit levels. Delivering a standard model across Scotland will be challenging.</p> <p>All of the above requires full funding by the Scottish Government.</p>	
<p>10. What more can we do to promote and support the involvement of childminders in the entitlement to ELC? What are the barriers, if any, to becoming a childminder? How can we ensure quality while preserving the unique value of home-based care?</p>	<ul style="list-style-type: none"> • A consultation with childminders will increase understanding of the constraints and barriers within their sector. • There is also a need to inform and raise awareness of the service that childminders provide. • There is a need to look at the irregularity of income experienced by childminders. • CPD for childminders that develops knowledge, skills and qualifications of childminders • Strategies to increase the involvement of childminders in all areas of early years training and to build closer relationships with Early Years Centres. • Parents advised of the need to ensure their right to choose a childminder is preserved when looking at options for blended models, and of their desire to choose home based care where children are receiving ELC over longer periods of time. 	
<p>11. How do we ensure that the voice of children and their families is heard as we plan this expansion?</p>	<ul style="list-style-type: none"> • Robust consultation and engagement plans along with clear communications to ensure that parents are fully informed at all stages of the journey towards the expanded service. • It is also important to consider involving a wide range of families from a variety of backgrounds to ensure we hear the views of all groups. • Parents' views and experiences of using different models of childcare could be shared widely with parents to help inform and encourage debate amongst parents. 	

	<ul style="list-style-type: none"> • Consultation with parents needs to be skillfully facilitated in settings that are familiar to them and with people they know. 	
12. How can we ensure equality of access for all children? What barriers do children with disabilities and additional support needs currently face in accessing early learning and childcare? What further action is required to address these barriers?	<p>Remove the following barriers:</p> <ul style="list-style-type: none"> • Consistent quality of provision to respond to additional support needs • Lack of specialist knowledge in EY provision • Equality of access to specialist support services • Access to P&V services must be equitable for all children • Training and development for staff • Clear consistent procedures • Lack of speech and language therapists • Physical environments • Transport consistency • Appropriate staff ratio/ staffing models <p>Further action:</p> <ul style="list-style-type: none"> • Online training could be developed for staff including P&V staff • Explore transport provision for children to access specialist facilities • Improved understanding amongst parents of their entitlements. <p>General</p> <ul style="list-style-type: none"> • Access to public transport is a significant issue for parents who are dropping children at school and travelling on to work or education. This needs to be considered in the development of new facilities. <p>A number of specific issues have been identified to remove barriers for this group of young people. Similar to previous comments re quality and flexibility the preferred model requires full funding.</p>	

<p>13. How can we support higher take-up rates amongst eligible two year olds, and other groups less likely to access entitlement?</p>	<ul style="list-style-type: none"> • Establish clear and well-resourced communication channels. • Strong partnership links with Health Visitors have contributed to NAC's high take up rate. • Use of technology to promote opportunities and offer provision in areas of high demand. • Provision of support/training/opportunities for parents in early years establishments. • Nursery "open days" to target parents to come along and find out more about the services and facilities on offer. • Health visitors promote the availability of provision for two year olds at the 27th month health check. Often this is too late for some parents who consider it "not worth it" and will wait till the child's third birthday. Suggest greater promotion to eligible two-year olds before their 2nd birthday. • Children of traveller families could receive "pop-up" early learning and childcare provided within discrete designated facilities on traveller sites. • Co-location with other services e.g. employability hubs could be co-located in early years settings to encourage uptake of both employability services and early learning and childcare. • Flexibility across local authorities with appropriate reciprocal funding agreements 	
<p>14. How can more social enterprises, and third sector providers, be encouraged to enter the early learning and childcare sector?</p>	<p>Robust business support for small start-up enterprises.</p> <p>Sharing learning and good practice across local authorities and other sectors.</p> <p>Strong strategic determination.</p>	

<p>15. How can the governance arrangements support more community-led ELC provision particularly in remote and rural areas?</p>	<p>Ensure all P&V partners have access to the same support services and networks as in the local authority sector.</p> <p>There requires to be a review of the true costs of delivering ELC as a private or voluntary provider and these shared with the sector. The public sector could take an enabling role in supporting community led groups to establish and ELC service, using community empowerment legislation.</p> <p>Consideration of a national umbrella organisation to support the private and voluntary sector. The Care and Learning Alliance is a good example.</p> <p>North Ayrshire has a Social Enterprise Strategy in place. This example of good practice should be used as a model for encouraging social enterprise development in ELC.</p> <p>Development of community led initiatives will require start-up and recurring funding,</p>	
<p>16. How can the broader system for promoting, accessing, and registering for a place in an ELC setting be improved? Please give examples of any innovative and accessible systems currently in place?</p>	<p>Consider IT solutions and digitalisation of the registration and enrolment process.</p> <p>Better use of local advertising: School websites, online displays at libraries, GP practices.</p> <p>Strong promotion of the registration timelines and process using social media channels with parents being informed of the status of their application as it progresses through the registration process.</p> <p>Workplace advertising.</p>	

	Consider the suitability of registration dates and the removal of “registration weeks”. If all parents registered their child in the month after their second birthday, this could improve uptake of eligible two year olds.	
17. Do parents and carers face any barriers in accessing support with the costs of ELC provision (beyond the funded entitlement)? What more can we do to ensure additional hours are affordable?	<p>Yes</p> <ul style="list-style-type: none"> • Hourly rates charged by local authorities for additional hours purchased do not reflect true costs. To ensure a sustainable funding model, additional resources would be required. • Consideration should be given to consistency in charging across the public and private/voluntary sectors recognising different cost bases and business models e.g. chargeable hours; application of upfront costs; payment mechanisms. • Parents need accessible and consistent information on, for example, entitlement to tax credits with access to a range of services including money advice. • North Ayrshire does not support the development of any Universal Childcare Voucher System. 	
18. How can ELC providers, particularly private and third sector providers, be encouraged to extend capacity?	<p>A clear pricing framework may encourage expansion of capacity, if the price is right.</p> <p>Capital investment to improve/extend provision.</p> <p>Early clarity around this is essential to secure expansion in line with the policy timetable.</p>	

<p>19. What funding model would best support our vision for high quality and flexible ELC provision, which is accessible and affordable for all?</p>	<p>Option 1 is the best of the 4 proposed options. Ring fencing of resources does not align with the agreed approach between CoSLA and the Scottish Government. Further concern around this approach is the increased level of national control over local funding. The lack of certainty re funding for both the local authority and the P&V sector is a flaw in the other 3 proposals, without this certainty it is difficult to see how any sector will expand current provision and ensure value for money services. This will impact on the ability to deliver the SG policy of 1,140 hours.</p> <p>Any funding model needs to support parental choice, be easy to administer, and ensure equity and accessibility for all parents, carers and families and children.</p> <p>In driving a demand led system there will require to be an awareness raising exercise to educate parents about the standards of high quality early learning and childcare that they should expect. For some of our most vulnerable parents, choice is often driven by geography and ease of access.</p> <p>Local authority infrastructure currently provides quality and performance management support, as well as training and CPD delivery, workforce planning support etc., for its own provision as well as the private and voluntary sector. This will require to be funded at an increased level going forward.</p> <p>To ensure a whole systems approach is taken to delivery of 1,140 hours of ELC, flexibility around funding is essential.</p>	
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<p>20. If it were possible for aspects of the entitlement to be phased in ahead the full roll out by 2020, how should this be implemented?</p>	<p>The lack of certainty in the funding settlement and the timing of this is having an impact on providers' ability to plan for infrastructure and workforce development. As 2017 approaches, it is uncertain how delivery by 2020 will be achieved.</p> <p>Provision of a “draw down” fund to enable local authorities to access funding to roll out a phased and prioritised approach to delivery of 1140 hours to the most vulnerable groups and in areas of high demand. This would have to be well managed and have a robust rationale to ensure equity and fit with the underlying distribution methodology. It is unclear how the options outlined would secure equitable provision across Scotland.</p> <p>Indications from Scottish Government around capital funding are urgently required to enable infrastructure planning to get underway.</p>	
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NORTH AYRSHIRE COUNCIL

Agenda Item 5

6 December 2016

Cabinet

Title: **Violence Against Women 16 Days of Action.**

Purpose: To provide an update on Violence against Women and Girls in North Ayrshire and an overview of the 16 Days of Action campaign to end Violence Against Women 2016.

Recommendation: That Cabinet signs the pledge to end Violence Against Women and signs the Statement of Intent to End Men's Violence Against Women.

1. Executive Summary

- 1.1 The North Ayrshire Violence Against Women Partnership has strategic responsibility for preventing and eradicating Violence Against women and girls in North Ayrshire. This report provides an update on the Partnership's progress during 2015-16 and a summary of the 16 Days of Action due to take place from 25 November to 10 December 2016.

2. Background

- 2.1 'Equally Safe', Scotland's strategy for preventing and eradicating violence against women and girls was launched on 25 June 2014. On 4 December 2014, representatives from all Scottish political parties attended an event to sign the 'Ending Men's Violence Against Women' Statement of Intent.
- 2.2 The Partnership has made significant progress in raising awareness and tackling the issue of violence against women and girls. The work of the Partnership is co-ordinated and delivered under the 'Equally Safe' strategic framework through North Ayrshire's Violence Against Women Strategy 2015-18.
- 2.3 The Partnership works together to eradicate violence against women and girls, through the co-ordination and delivery of inter agency resources. Where violence against women and girls does occur, a range of services are in place to support the victims.

2.4 Below is a statistical summary of the impact of this work during 2015-16. The statistical reporting and analysis is aligned to the National Reporting Framework currently being developed.

2.4.1 Police Scotland

- In the last twelve months, there have been 1,721 incidences of domestic abuse recorded by Police Scotland in North Ayrshire. There has been a 9.1% decrease in the last four years, against a national average reduction of 3.6%.
- As in 2014/15, the number of cases of domestic abuse recorded in North Ayrshire is sixth highest (per head population) of all local authority areas in Scotland.
- 81 sexual assaults were recorded in North Ayrshire, representing a reduction of 20% on the previous year;
- There was an 18% increase in reported incidences of rape (an increase of 7 incidents);
- There were 31 recorded incidents of stalking in North Ayrshire;
- 56 requests for Disclosure were received through the Domestic Abuse Disclosure Scheme (Claire's Law) in North Ayrshire.

2.4.2 Council Services

- 600 women and 1050 children received support and assistance through the Multi Agency Domestic Abuse Response Team (MADART);
- The Home Security Project supported 245 adults experiencing domestic abuse (mostly women) to feel safer in their own home, this is a 1% increase from 14/15;
- The Council assisted 121 families who were homeless as the result of domestic abuse; an 11% increase from last year;
- 20 perpetrators of domestic abuse were referred to the Caledonian Project, with 8 completing the programme as a condition of a court order.

2.4.3 Support Services

- 96 women and 102 children had a safe place to stay through North Ayrshire Women's Aid refuge accommodation;
- 450 Women and 58 children across North Ayrshire received outreach support from Women's Aid.
- 127 children participated in the Children Experiencing Domestic Abuse Recovery (CEDAR) programme.
- 27 women who have experienced domestic abuse and other forms of gender-based violence received mentoring support from Barnardo's SHINE project.

- 73 women received support from Barnardo's Family Support Service.
 - 182 adult survivors of childhood sexual abuse receive counselling support from Break the Silence, including 151 women.
- 2.5 The annual United Nations 16 Days of Action to end Violence Against Women begins on Friday 25 November 2016 and ends on Saturday 10 December 2016. The event is marked by the annual Reclaim the Night procession on 8 December 2016.
- 2.6 A programme of events, attached at Appendix A, will be undertaken throughout the annual 16 Days of Action which aims to:
- Raise awareness about violence against women and girls across North Ayrshire;
 - Promote the White Ribbon Campaign by asking men to sign a pledge which states: *"I pledge never to commit, condone or remain silent about men's violence against women"*;
 - Prevent violence against women through promoting gender equality;
 - 'Reclaim the Night' by marching in procession on 8 December 2016, leaving the Harbour Arts Centre, Irvine at 17.30hrs concluding at Trinity Church, Irvine at 18.30hrs.

3. Proposals

3.1 It is proposed that:

- the Leader of the Council and the North Ayrshire Council Chief Executive sign the Statement of Intent on behalf of the Council to 'End Men's Violence Against Women'.
- Elected Members and Chief Officers sign the pledge to never commit, condone or remain silent about men's violence against women.
- Elected Members and Chief Officers support the annual 'Reclaim the Night' procession.

4. Implications

Financial:	None
Human Resources:	None
Legal:	<p>The Council has a statutory duty to take action against violence against women and girls as detailed within Scotland's Equally Safe Strategy which draws together our obligations under:</p> <ul style="list-style-type: none"> ● The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (2011)²; ● The Global Platform for Action (1995)³ calling on governments to take integrated measures to prevent and eliminate violence against women and girls; ● The Human Rights Act (1988)⁴; and ● The United Nations Convention on the Elimination of Discrimination Against Women (CEDAW), an agenda for action to end discrimination against women.
Equality:	There are gender equality implications as domestic violence is mainly perpetrated by men, with women and children being predominantly the victims.
Environmental & Sustainability:	None
Key Priorities:	Council Priority - Helping People to stay safe, healthy and active
Community Benefits:	none

5. Consultation

- 5.1 Consultation was undertaken with the Vice Chair of the Violence Against Women Partnership.



CRAIG HATTON
Executive Director (Place)

Reference : YB/JB/RH

For further information please contact Janeine Barrett, Senior Manager
Homelessness and Community Safety on 01294 314603

Background Papers

Police Scotland and Partner agencies Statistical return

16 Days of Action against to eliminate Violence against Women 2016

DATE	EVENT	VENUE
Friday 25 Nov 1230-130pm	VAW: A Workplace issue lunchtime briefing for Managers	Council Chambers
Sat 26 th 3pm- 4pm	“Band n Burger” – open event Information and pledge-signing	Evolution Skatepark, Stevenston
Sat/Sun 26/27 Nov	Social media campaign/Big Screen/ plasma screens	
Mon 28 th 1030-2	Pop-up stall - public event Information, pledge signing etc	Ayrshire College (Kilwinning)
Tues 29 th 12-2pm	Pop-up stall – public event Information, pledge signing etc	Morrison’s, Stevenston
Tues 29 th 2-4pm tbc	Gender Equality Panel Discussion	Ayrshire College, Kilmarnock (Social Science students pan- Ayrshire)
Wed 30 th Am & pm	“Bystander” workshops (White Ribbon Campaign)	Ayrshire College, Kilwinning campus
Thurs 1 st 12-2pm	Pop-up stall – public event Information, pledge signing etc	Morrison’s, Largs
Thurs 1 st Dec 10-1130am	“Young Voices” presentation for young students (Women’s Aid)	Ayrshire College, Kilwinning campus
Fri 2 Dec 9-11 am	Pop-up stall – public event Information, pledge-signing	Kilbirnie Health Centre
Sat/Sun 3/4	Social Media Campaign/Big Screen	
Mon 5 th AM	Sexual Exploitation workshops with young students (Child Protection)	Ayrshire College, Kilwinning Campus
Mon 5 th All Day	Pop-up stall – public event Information, pledge signing	Arran Ferry and Brodick Co-op
Tues 6 th 10am	Pledge-signing and photo opportunity	Fitba 4 U (Kilwinning Sports Centre)
Tues 6 th 2pm	Signing of National VAW Statement of Intent	Cabinet meeting
Wed 7 th Dec 330-430pm	VAW: A Workplace issue Managers’ briefing	Ayrshire college (Ayr campus) (Managers/HR staff)
Thurs 8 th 530pm	Reclaim the Night (walk)	HAC to Trinity Church
Fri 9 th	Information, pledge-signing etc	ASDA Irvine