

REPORT TO: East Lothian Council

MEETING DATE: 31 October 2017

BY: Depute Chief Executive (Resources and People Services)

SUBJECT: Expansion of Early Learning and Childcare to 1140 hours –
Draft Implementation Plan

1 PURPOSE

- 1.1 To present the draft Early Learning and Childcare Implementation Plan (Appendix 1) to the Council for approval.
- 1.2 To provide an update on the submission of the draft Early Learning and Childcare Implementation Plan and Financial Template to the Scottish Government 5 October 2017.
- 1.3 To provide the Council with an overview of East Lothian's vision and proposed model of delivery to meet the requirements of the expansion programme.

2 RECOMMENDATIONS

- 2.1 It is recommended that the Council:
 - approve the draft Early Learning and Childcare Implementation Plan;
 - acknowledge that the draft Early Learning and Childcare Implementation Plan is subject to the Scottish Government's stated intention that the implementation of the expansion will be fully funded and that the submission of this Plan is the first step towards confirming the funding that will be made available; and
 - notes that, once the Scottish Government confirms funding levels, the draft Early Learning and Childcare Implementation Plan will be revised to reflect this and a further update will be provided to Council at that time.

3 BACKGROUND

3.1 As of August 2014, the Children and Young People (Scotland) Act increased the number of hours of free early learning and childcare provided to parents and carers from 475 hours per year to 600 hours per year and introduced an entitlement for eligible 2 year olds. In October 2016 the Scottish Government Consultation on the “Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland” set out the Scottish Government’s vision for the expansion of provision which is underpinned by principles of: Quality; Flexibility; Accessibility; and Affordability. In March 2017, the Scottish Government issued planning guidance to Local Authorities to support the development of Local Authority Implementation Plans for the expansion of 1140 hours early learning and childcare by 2020 in line with these principles.

3.2 The Local Authority Implementation Plans will be used to:

- progress the early learning and childcare expansion programme by articulating local plans in a consistent manner;
- support the development of a National Implementation Framework, including financial assumptions and commitments;
- inform discussions on funding allocations; and
- inform the monitoring and evaluation of the expansion programme.

3.3 The East Lothian 1140 Hours Project Board and associated working groups were established to lead the expansion programme and worked together to develop the draft Implementation Plan and proposed delivery model. The proposed delivery model is described in detail within the draft Early Learning and Childcare Implementation Plan and summarised below.

3.4 The implementation of 1140 hours of early learning and childcare is a key principle within the East Lothian Council Early Years Strategy, and will become an integral part of the work carried out by the Early Learning and Childcare Team.

3.5 Proposed Implementation Plan

3.5.1 Future Delivery Plan

3.5.2 The East Lothian 1140 Hours Project Board has undertaken a significant programme of activity to explore options available to deliver the expansion of early learning and childcare across the county in a way that meets the Scottish Government’s principles of flexibility, affordability, accessibility and quality.

3.5.3 The East Lothian draft Implementation Plan takes account of the Local Development Plan and the projected increased demand for pre-school provision created by the 10,500 new houses to be built in East Lothian over the next 10 years.

3.5.4 The Scottish Government's "Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland" supports and encourages "blended models" with partnership and community childcare providers, including childminders. Within East Lothian, discussion has taken place and will continue in a way which includes all childcare provision in and across all cluster areas.

3.5.5 To meet demand, creative measures such as the provision of early learning and childcare in Local Authority Nurseries over 50 weeks rather than the current 38 week model and full utilisation of outdoor space are required.

The values and importance of family learning is acknowledged in the Implementation Plan and this element has been built in to all proposals for expansion.

3.5.6 The benefits of the proposed delivery model are:

- Quality: the remit of the Early Learning and Childcare Team Officers has been revised to provide support and challenge across all early learning and childcare provision within East Lothian. A review of the quality of provision within all local authority nursery classes is currently underway and this will inform future support and development needs and improve the consistency of high-quality learning experiences for all children. The expansion in early learning and childcare will complement other improvement actions to close the poverty related attainment gap and ensure our children start Primary 1 ready to learn.
- Flexibility: the early learning and childcare expanded service will offer increased flexibility and choice to parents.
- Affordability and accessibility: the expanded early learning and childcare provision will reduce early learning and childcare costs for working parents and those who are seeking to move into work, education or training. The cluster model approach will ensure early learning and childcare is accessible to parents across the county.

3.5.7 Implications for the Workforce

There are implications for the current workforce:

- Staff contracts: most local authority staff based in primary school nursery class settings work during the school term. The expansion programme will require increased flexibility of daily and weekly working patterns and work is underway to try out new ways of working within the East Lothian trials planned 2017/18.
- Leadership and management: almost all of East Lothian Council's early learning and childcare settings are located within primary schools and are led by primary school Head Teachers on SNCT's terms and conditions. Early learning and childcare provision beyond school term time will require a new management structure to be developed to cover out-with term time.

- The East Lothian 1140 hours Workforce Group is in place to support ongoing plans to develop new working patterns that will be required by the expansion programme.

3.5.8 Additional Staffing

The Scottish Government announced that each Early Learning and Childcare setting in an area of high deprivation will get an additional graduate or teacher, with East Lothian receiving 3. The Council was required to submit to the Scottish Government an action plan setting out how it intended to allocate these additional staff. The 1140 Hours Project Board and Workforce Group agreed that the additional staff will be allocated to Olivebank Child and Family Centre, Sanderson's Wynd Nursery Provision and a shared post between Elphinstone and Whitecraig Nursery Provision. Further detail is set out in the 1140 Graduate Commitment Plan, Appendix 2

3.5.9 Implications for the Early Years and School Estate

The East Lothian 1140 hours Project Board has undertaken a review of the school estate and other Council assets to assess capacity and fitness for purpose for the proposed model of delivery. Estimated Capital Spend on the identified refurbishments and extension projects is £13.575m. This investment will ensure children experience early learning and childcare within high-quality provision while making best use of existing assets in line with Council and Scottish Government policy.

Considerations included:

- Accessing facilities over extended periods of the day and out with school term time.
- Provision of dining space to ensure children receive their entitlement to a free school meal
- Guidance provided by the Care Inspectorate within the "Space to Grow" Design Guide launched by the Scottish Government.

3.6 Consultation

The Education Service has taken a phased approach to direct consultation with families and carers about the introduction of 1140 hours of early learning and childcare. The Education Service plans to roll out a series of parental consultations across the county allowing parents to engage with the service about what early learning and childcare options would best meet their needs both now and in the future. In the summer of 2017, the Education Service surveyed parents within the Prestonpans area to inform demand and time allocation in the first school cluster identified to trial 1140 hours. Responses indicated a clear preference for a 50 week per year provision.

3.6.1 Next Steps

The East Lothian Council Early Years Team intends to test out the proposed delivery model within existing early learning and childcare settings and has sought Scottish Government funding to implement these trials. This is in line

with the Scottish Government's plans to phase in the delivery of 1140 hours from 2017/2018 through to full implementation by 2020/2021.

4 POLICY IMPLICATIONS

- 4.1 The draft Early Learning and Childcare Implementation Plan will assist the Council in delivering services in accordance with its statutory duties and Best Value obligations.

5 INTEGRATED IMPACT ASSESSMENT

- 5.1 An integrated impact assessment of the draft Implementation Plan showed that there are no negative equalities, social and economic implications arising from the Plan.

6 RESOURCE IMPLICATIONS

- 6.1 Financial – East Lothian Council's financial forecasting, as submitted with the Implementation Plan, details estimated Capital and Revenue costs required to ensure expansion of early learning and childcare by 2020. These estimated costs amount to £13.575m Capital and £20m Revenue. The Scottish Government stated its intention that the implementation of the 1140 hours expansion programme will be fully funded. The expansion programme will require significant collaboration and input across Council service areas, including early years team, central education business support staff, finance, human resources, property, catering, facilities managements etc.
- 6.2 Personnel - Additional staff to accommodate the extension of hours brought about by the move from 600 hours to 1140 hours. Realignment of roles for staff working in Local Authority nurseries to take account of the move from early education to early learning and childcare and to encourage the development of new career progression pathways and opportunities.
- 6.3 Other – None

7 BACKGROUND PAPERS

- 7.1 Early Learning and Childcare Strategy 2016 – 2021

A Blueprint for 2020: The expansion of Early Learning and Childcare in Scotland

East Lothian Council – Early Learning and Childcare 1140 Hours Projected Demand and Capacity tracker by Cluster Area

Evaluating 1140 Trials in East Lothian

1140 Expansion: Workforce Development Plan

1140 Hours Expansion 2020: Communication and Engagement Plan

Infrastructure (Physical Estate) Plan

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1140 Early Learning and Childcare

Implementation Plan

Foreword

East Lothian Council is strongly committed to ensuring that children have the best start in life and are ready to succeed. This Draft 1140 Early Learning and Childcare Implementation Plan sets out the Council's vision for expanding early learning and childcare to 1140 hours by 2020.

East Lothian's population is projected to grow by about 1% annually with significant growth projected across all age groups but particularly among children. The Council plans for the impact this growth has on its public services, including services for children and families to take account of the significant new housing developments planned in the coming years. This also includes a significant expansion of the school estate and the re-provisioning of early learning and childcare given the limited capacity in many areas.

The Council has adopted a collaborative approach to developing this 1140 Plan. A range of partners and council services have come together and built strong relationships to support the delivery of the Plan over the coming years. This collaboration includes a range of working groups and a Project Board to develop and oversee proposals and support a transparent approach to the development and progression of the East Lothian 1140 Plan.

The Council has developed a creative and innovative approach to make the most of its existing infrastructure and resources whilst focusing on placing quality at the heart of its provision. It is committed to offering families a choice of early learning and childcare, which meets their needs. The Plan sets out how the Council intends to make the most of outdoor

spaces and build on existing relationships with other providers of early learning and childcare to create an offer to families which is flexible, accessible and affordable.

The 1140 trial settings will provide the opportunity to ensure that the revised delivery model provides high-quality early learning and childcare. The trials will also provide the opportunity to test out new delivery models and ensure these offer best value and are operationally efficient.

The expansion of early learning and childcare brings new opportunities and challenges for those working or who wish to work in this sector in the future. To be successful, East Lothian Council recognises the need to support and build a workforce that embraces quality at the heart of early learning and childcare, develops career pathways and addresses the gender imbalances within this sector.

East Lothian Council's Education Service looks forward to continuing its engagement and partnership working with local families and partners to develop and implement 1140 hours early learning and childcare provision across the county.

Fiona Robertson

Head of Education, East Lothian Council

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1. Context

1.1 East Lothian Council's Vision

The **East Lothian Council Plan 2017-2022** outlines the strategy the Council will follow and details the objectives and strategic goals it has set itself over the next five years to strive to meet its vision.

The Council Plan sets out the following themes and objectives for the next five years:

- Growing our Economy
- Growing our People
- Growing our Communities
- Growing our Capacity

The overarching objective of 'reducing inequalities within and across our communities' that was adopted when the 2012-2017 Council Plan was reviewed in 2014 remains the overarching objective of the new Council Plan. Within this context, the provision of high-quality early learning and childcare has an important role in contributing to both the themes and objectives in the Council Plan. The East Lothian Poverty Commission Report also highlighted the importance of access to good quality and affordable early learning and childcare as a key way to reduce inequality and encourage better outcomes for families.

The Council Plan also sets out the following strategic goals, which will make the biggest impact in delivering the key themes and objectives.

- Reduce unemployment and improve the employability of East Lothian's workforce.
- Reduce the attainment gap and raise the attainment and achievement of our children and young people.
- Improve the life chances of the most vulnerable people in our society.
- Extend community engagement and decision making and increase community and individual resilience.
- Deliver transformational change and harness the opportunities technology offers in the provision of services.

1.2 East Lothian Council's Vision for Education

East Lothian's Education Service aims to provide the best education in Scotland through a relentless focus on Inclusion, Achievement, Ambition and Progress for All. We will all work together to Get it Right for Every Child and to ensure that all children and young people are Safe, Healthy, Nurtured, Active, Respected, Responsible and Included.

To realise our vision we will:

- act with ambition and integrity to open minds to the rights and values of education and help everyone to achieve their potential;
- work together to nurture all our children and young people;
- demonstrate a community working together to make that difference for every child; and
- collectively strive for excellence and equity for all

Our theme for 2017-2018 will help us collectively focus and deliver on our common moral purpose and vision is 'Know your gap, Know your impact'.

Our vision and values for education within East Lothian Council align with the Key Priorities in the National Improvement Framework for Scottish Education 'Achieving Excellence and Equity' (*Scottish Government, January 2016*) and 'Delivering Excellence and Equity in Scottish Education' (*Scottish Government, June 2016*):

- Improvement in attainment, particularly in literacy and numeracy;
- Closing the attainment gap between the most and least disadvantaged children;
- Improvement in children and young people's health and wellbeing; and
- Improvement in employability skills and sustained, positive school leaver destinations for all young people

The Education Service Improvement Plan sets out the action the Service needs to take to improve outcomes for children and young people and the way in which it will measure success in delivering improvements.

Our shorter-term equality outcomes are:

- Close the gap in educational outcomes for those children and young people impacted by socio-economic disadvantage
- Close the gap in literacy rates between boys and girls in primary school
- Improve the health and wellbeing of children and young people with protected characteristics

The Education Service Improvement Plan is currently being finalised and will set out links to the Outcomes in East Lothian Council's Plan 2017-2022, the Integrated Children and Young People's Service Plan, The East Lothian Poverty Commission Report and the 2017-2021 Equalities Plan.

In 2016/17 there were 8,492 pupils in East Lothian Council's 35 primary schools; 5,641 pupils in six secondary schools; 2,454 children accessing 600 hours of early learning and childcare across 33 Local Authority nurseries and 19 private and voluntary sector

partnership centres. Specialist provision in enhanced learning centres was provided within 5 of our mainstream primary and 3 of our mainstream secondary schools in 2016/17, with 49 primary pupils and 47 secondary pupils attending during this academic session.

1.3 East Lothian Council's Early Learning and Childcare Strategy

East Lothian Council has set out its vision for early learning and childcare in the 'Early Learning and Childcare Strategy 2016-2021', making a clear commitment to working with children, families and partners in the community to ensure that children have the best start in life and are ready to succeed. The Strategy outlines three guiding principles as follows:

- Deliver on the Scottish Government's commitment to increase the number of funded early learning & childcare hours for all three and four year olds and eligible two year olds from 600 to 1140 per year by 2020. Targeting support towards the parents, children and communities most in need.
- To close the attainment gap through early intervention and reduce the impact of disadvantage by providing targeted support to families facing additional pressures.
- To ensure an informed, well-qualified, skilled and motivated workforce to enable delivery of high quality early learning and childcare services capable of meeting future demand and challenges, as we move towards 1140 hours.

1.4 East Lothian Council's Play Policy

East Lothian Council has set out its vision for play in the 'East Lothian Play Policy 2017 – 2020', stating 'All children and young people in East Lothian will have opportunities to play every day, with an emphasis on being outdoors, throughout their childhood'.

The Play Policy outlines three principles, as follows:

- All children and young people have a right to play
- Children and young people will be listened to and their views on playing and free time taken into account
- Adults should positively promote and support children and young people's rights to play

The policy acknowledges and supports the importance of play in contributing to all aspects of learning:

'...through play children learn by doing; they explore and engage with the world around them; they experiment with new ideas, roles and experiences and develop problem solving skills. High quality play experiences are the basis of young children's learning and are key to closing the attainment gap between children.'

1.5 East Lothian – A Growing County

East Lothian is growing and will continue to grow at a fast pace with over 10,000 new homes to be built over the next 10 years. Significant growth is projected across all age groups but particularly among children and older people: the 0-16 year age group is projected to grow by almost a third; the over 75 year age group by almost 100%.

East Lothian has been subject to strategic development pressure for many years. This is largely as a result of the area's proximity to Edinburgh and because it is part of the wider Edinburgh labour market and housing market areas. The proposed Local Development Plan (LDP) sets out a development strategy for the future of East Lothian to 2024 and beyond. The proposed LDP sets out where new developments should and should not occur, including housing, education, economic and retail development, new transport links and other infrastructure.

The proposed Local Development Plan is available here

http://www.eastlothian.gov.uk/downloads/file/11480/proposed_local_development_plan

1.6 Education Governance: Next Steps

In June 2017, the Scottish Government published Education Governance: Next Steps setting out its response to the outcome of the Governance Review consultation and the future governance of education.

Currently, as an Education Authority, East Lothian Council holds the statutory responsibility for the provision and delivery of education, for performance and improvement of individual schools as well the cumulative authority, as the employer of all staff within a school setting and those who support its schools. This statutory duty is set out in the Standards in Scotland's Schools Act 2000 and was amended 2016 to place new duties on Education Authorities and schools including new planning and reporting arrangements commencing August 2017.

The creation of Regional Collaboratives, as indicated within the Education Governance: Next Steps report, will be resourced between Education Scotland, Local Authority employees and other national partners and will focus on improvement and closing the attainment gap. The Regional Collaboratives will identify and report on regional educational priorities with regional plans linked to the National Improvement Framework priorities. The Regional Collaboratives will require to support the expansion of early learning and childcare and the specific duties that are likely to lie with the local authority in relation to ensuring the quality of the expanded provision.

The Scottish Government's Programme for Government states that an Education Bill will be introduced early 2018 relating to the Governance Review: Next Steps. It is not yet clear what the implications of this Bill will be on the governance of education and how this will articulate with an authority's other statutory duties set out in inter-related legislation, including the Children and Young People (Scotland) Act 2014, GIRFEC and Education (ASfL) (Scotland) Act 2013.

1.7 Commitment to Equal Opportunity

East Lothian Council's Education Service has made a strong commitment to equality of opportunity and ensuring that it provides an inclusive education for East Lothian's children. This commitment is set out in the East Lothian Equality Plan and includes the following:

- Close the gap in educational outcomes for those children and young people impacted by socio-economic disadvantage
- Close the gap in literacy rates between boys and girls in primary school
- Improve the health and wellbeing of children and young people with protected characteristics

In addition to the strategic commitment to reducing inequality, the Education Authority has also developed and benefits from a range of practical tools which can support those working in education to continue to build their understanding of equality and diversity issues. These include:

- Equality and Inclusion in the Early Years: A Guide to Understanding equality, diversity and poverty issues for those working in Early Years
http://www.eastlothian.gov.uk/info/751/tackling_poverty_and_inequality/835/tackling_poverty_and_inequality/3
- Understanding Poverty - E Learning module – available to Council employees and external organisations and individuals
- Face to face training opportunities including Transgender Awareness Training, Understanding and Tackling Racism, Autism Awareness, etc.
- A range of online learning modules free to use and available to all Council employees and external organisations and individuals via the Council's LearnPro site.

1.8 Welfare Reform and the Impact of Universal Credit

East Lothian was the first local authority in Scotland to experience the impact of the roll out of Universal Credit. For many families living on low incomes or close to poverty, the implementation of universal credit has had a significant impact on their family. Complex application processes and long delays in receiving payments (often 6-10 weeks) have left many families who were previously coping well without access to any benefits for significant periods. Some of the evidence of this impact can be seen in an increase of 40% in food bank referrals, increased rent arrears (increased by 50%) and significant concern for people's welfare across Council services.

In response to the above, three infant/primary schools in areas identified as having a number of families in SIMD 1 – 3, provided lunches and activities for children over the summer and subsequent holiday periods. Evaluations confirm the benefits for children and

families as being continued learning, improved school attendance and relationships with school staff. This provision also acted as a support to families which in turn, contributed to reduced tensions within the home. East Lothian Council commissioned further research into Food Poverty and Holiday Hunger with a report on the findings due Autumn 2017.

Impact of Universal Credit – East Lothian Foodbank data

- August 2015 - 109 parcels
- August 2016 - 161 parcels
- August 2017 - 227 parcels

‘On August 16th, ‘back to school day’, there were 16 family referrals, 10 of which were known to have run out of money due to cost of uniforms and back to school expenses, which had tipped people over the edge.’ *Foodbank Trustee September 2017*

Over the past few years, the Council have used Universal Credit as a ‘passport benefit’ allowing people on universal credit to receive a range of discounted services. Universal credit became an automatic qualifier for two year olds, which saw an increase in the number applying. From the beginning of the 2017 school term, the introduction of the ‘Minimum Income Threshold’ for those eligible for ‘eligible two’s’ funding could bring wider implications for the Council’s policy and this will be reviewed over the coming months.

2 Early Learning and Childcare in East Lothian

2.1 Summary of Key Data relating to all East Lothian and registered provision in East Lothian

East Lothian manages and delivers early learning and childcare provision on a cluster model basis and this model informs the provision of early learning and childcare opportunities for children and families. It is within this context that the Council sets out the current and predicted future demand and supply. For more information about the cluster model catchment areas visit

http://www.eastlothian.gov.uk/site/scripts/download_info.php?downloadID=1588

East Lothian has a mixed economy of early learning and childcare provision. It is divided largely into private sector providers for children aged 0 – 5 years and local authority provision of 600 hours of ELC for 3-5 year olds (although there is also significant private

sector provision in this age grouping). The level of accessing early learning and childcare is also dependent on the age of the children concerned.

The following summarises the key type of provision and information about the service.

Type of Provision	Key Characteristics
<p>Local Authority Provision</p>	<ul style="list-style-type: none"> • There are 31 local authority nurseries across East Lothian ranging in size from a capacity of 128 to 20 children per session. • For children aged 3-5 years an average of 82.2% of children attend a local authority nursery provision however this varies across the cluster as highlighted in section 2.2. • The majority of current provision is operating at capacity with particular towns experiencing a limited availability particularly in Prestonpans, Tranent and Haddington. East Lothian Council’s Early Learning and Childcare Team is proactive in the development and creation of provision to meet demand.
<p>Additional and Complex Needs</p>	<ul style="list-style-type: none"> • East Lothian has one early learning and childcare setting, The Green Room at Sanderson’s Wynd Primary School in Tranent, which accommodates children with the most severe and complex needs. This provision caters for children aged 3 & 4 years and those two year olds who meet the eligibility criteria for 600 hours. This facility is registered to care for 10 children at any one time and currently operates over 50 weeks.
<p>Private Nurseries</p>	<ul style="list-style-type: none"> • East Lothian Council has 19 Partner Provider nurseries across the county providing early learning and childcare for an age range covering 6 months to 5 years. • The Partner Providers operate within the hours of 7am to 7pm • Most are open over the traditional ‘school holiday’ periods, in-service days and bank holidays though closed over the Christmas holiday period. • Private nurseries are the choice of many parents providing continuity of care from when a child first begins nursery through to school age throughout the year.

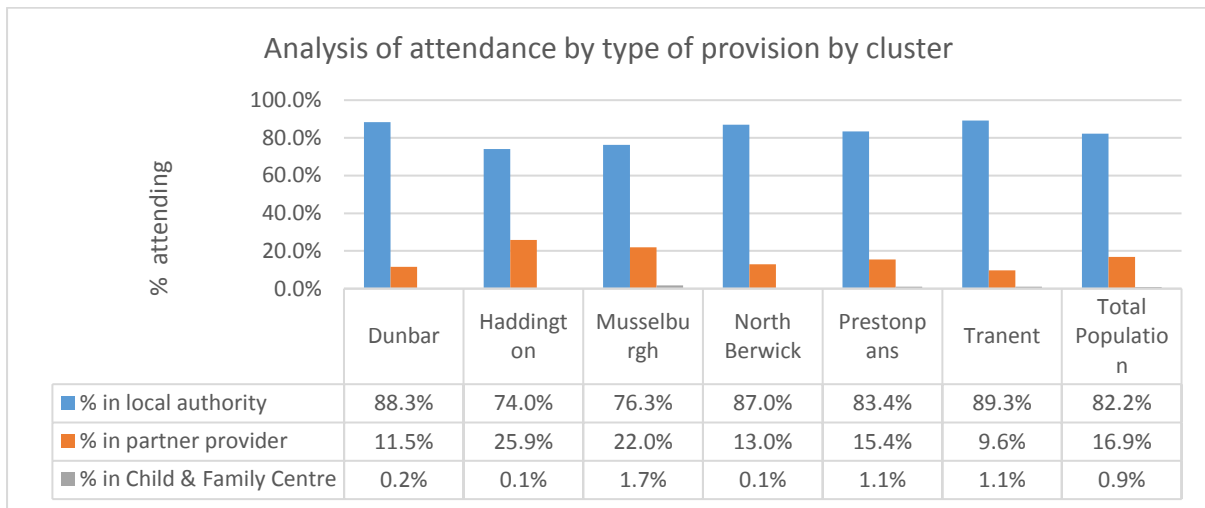
	<ul style="list-style-type: none"> • Those employed by private nurseries hold a range of qualification levels (from SCQF Level 6 to 9) depending on individual's requirements for registration with the Scottish Social Service Council (SSSC) and the role of the individual holds within the nursery. Information returned from a survey of partner nurseries highlights that some employees currently hold no formal qualifications (but are likely to undertake qualifications/ training in accordance with SSSC registration requirements). • A survey of providers highlighted that private nurseries are in a position to offer 1140 hours within their current business models. • Most operate within privately owned buildings, though some are leased. • In some areas (Prestonpans, Tranent, Haddington) providers are currently working at capacity or near capacity and some hold waiting lists for particular age groups.
<p>Childminders</p>	<ul style="list-style-type: none"> • There are approximately 119 childminders working across East Lothian catering for children from 3 months to 12 years. • Childminders offer a range of services including school drop off & collection, late pick-ups and weekend working. • Working patterns vary, though many operate on a 'term time' only pattern, and Monday to Thursday with no childcare provided on a Friday. • Childminders, unlike other childcare providers, are not required to have a childcare qualification. A number are now beginning to see the benefits to achieving qualifications, what this will bring to their profession and have committed to study at all levels. Of those who responded to a recent survey 90% said they worked from their own home and make use of local amenities and outdoor spaces. • Some childminders in East Lothian are also Day Carers providing childcare for children referred through Children's Wellbeing Services.
<p>Playgroups</p>	<ul style="list-style-type: none"> • East Lothian has 16 playgroups who operate across the county of which 9 are registered with the Care Inspectorate, 1 pending registration and 6 are unregistered (running for under 2 hours per session). • Most have voluntary parent-led committees. • Many operate within other community based facilities such as church halls or community centres
<p>Tots and Teens</p>	<ul style="list-style-type: none"> • This is an innovative provision of a community playgroup for children aged 2-3 years within a secondary school setting.

	<ul style="list-style-type: none"> It offers S3 pupils the opportunity to learn more about childcare as a career, child development, and the importance of attachment, play, songs and stories. Pupils are in the playroom for one session per week over a term. Pupils in S5 and S6 often return to the playroom on a voluntary basis. Pupils disaffected by school also have the opportunity to come into the playroom where they are supported by the qualified and experienced staff. One high school links the time in the playroom to a childcare elective undertaken by pupils in school. East Lothian has three Tots & Teens projects with another two under way, which are due to open by the end of the calendar year 2017. The aim is to develop opportunities for pupils wishing to follow childcare as a career. By creating links to established early learning and childcare hubs across East Lothian, and creating pathways into Modern Apprenticeships, school leavers will be encouraged to consider early learning and childcare as a career.
Voluntary Sector Provisions	<ul style="list-style-type: none"> First Step is a community project in partnership with East Lothian Council, and Managed by a Board, with membership made up from Strategic Directors, local parents and Advisors from East Lothian Council. First Step supports parents and their children in a designated residential area, and is unique in providing a whole family approach. This includes support to parents to be at an antenatal stage, alongside groups for Grandparents and everything in between. First Step supports parents through its outreach service, and provides short term respite places for children/families. First Step has close links with Dad's Work, which offers supports and activities to Dads and children of all ages.
Child and Family centres	<ul style="list-style-type: none"> Olivebank Child and Family Centre supports East Lothian's most vulnerable children and their families. Olivebank provides a 50 week service for parents and children, which includes an outreach service. Places are allocated through referral and a panel.
Individual Family Arrangements	<ul style="list-style-type: none"> A significant amount of childcare is provided by family and other support networks including grandparents, family friends and relatives. These arrangements are often mixed with more formal provision and supplement and provide support especially during school holiday periods.
Wraparound	<ul style="list-style-type: none"> There are two Wraparound Centres in East Lothian, one at Sanderson's Wynd, Tranent and the other at John Muir Campus, Dunbar. Both sites provide a 50-week service for children aged 2- 5 years which currently "wraps around" the

nursery sessions. Wraparound Centres are open from 7.30/8am to 6pm.

2.2 Demand for Early Learning and Childcare in East Lothian

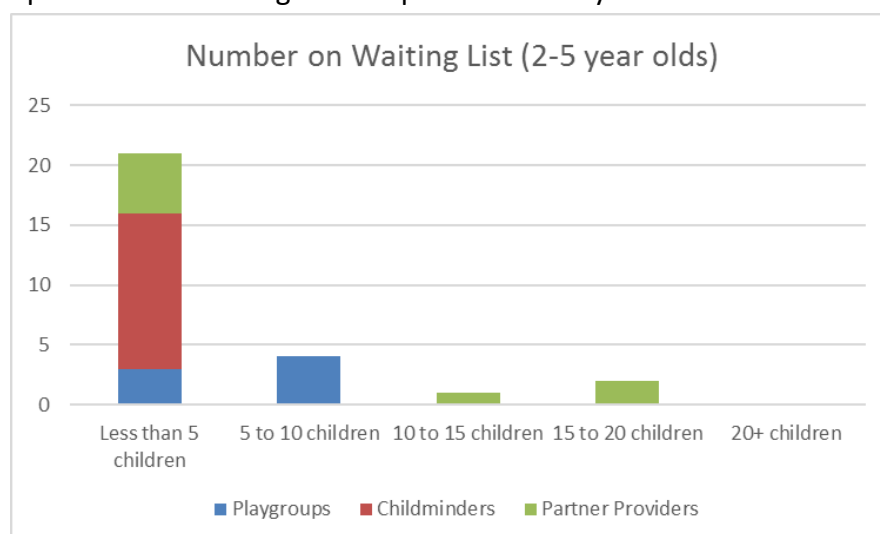
The demand analysis for East Lothian’s provision of early learning and childcare indicates a high level of engagement for 3 and 4 year olds with the early learning and childcare provision on offer to them. On average 97% of three and four year olds resident in East Lothian take up a nursery space (partner providers and local authority nurseries). Of which 93% on average attend provision within their cluster of residence. The figure below shows the average proportion of 3 and 4 year olds attending each type of provision within each Cluster area over the last five years:



Data Source: East Lothian Council Nursery Enrolment Records 2011 to 2016

Partner providers and Childminders:

Of the Partner Providers who responded to our 2017 survey a number said that they operate small waiting lists for places currently:



2.3 Comparison of Supply to Demand by cluster area

At present, levels of demand for childcare are high and outweigh supply in particular within East Lothian. Haddington, Prestonpans and Tranent are currently areas where there is very high demand and more limited capacity.

Population Projections and the impact of demand:

Population projections up to and beyond 2020 show increased numbers within the 0-5-year-old grouping with significant increases in demand for early learning and childcare forecast, particularly in areas allocated for new housing developments. It is also anticipated that demand in some areas will peak in 2024/25 when housing developments in certain areas are completed.

To develop the 1140 Plan, consideration has been given to current attendance figures, detailed population projections and local knowledge of communities in order to identify and predict what demand will be. Figures include the following assumptions:

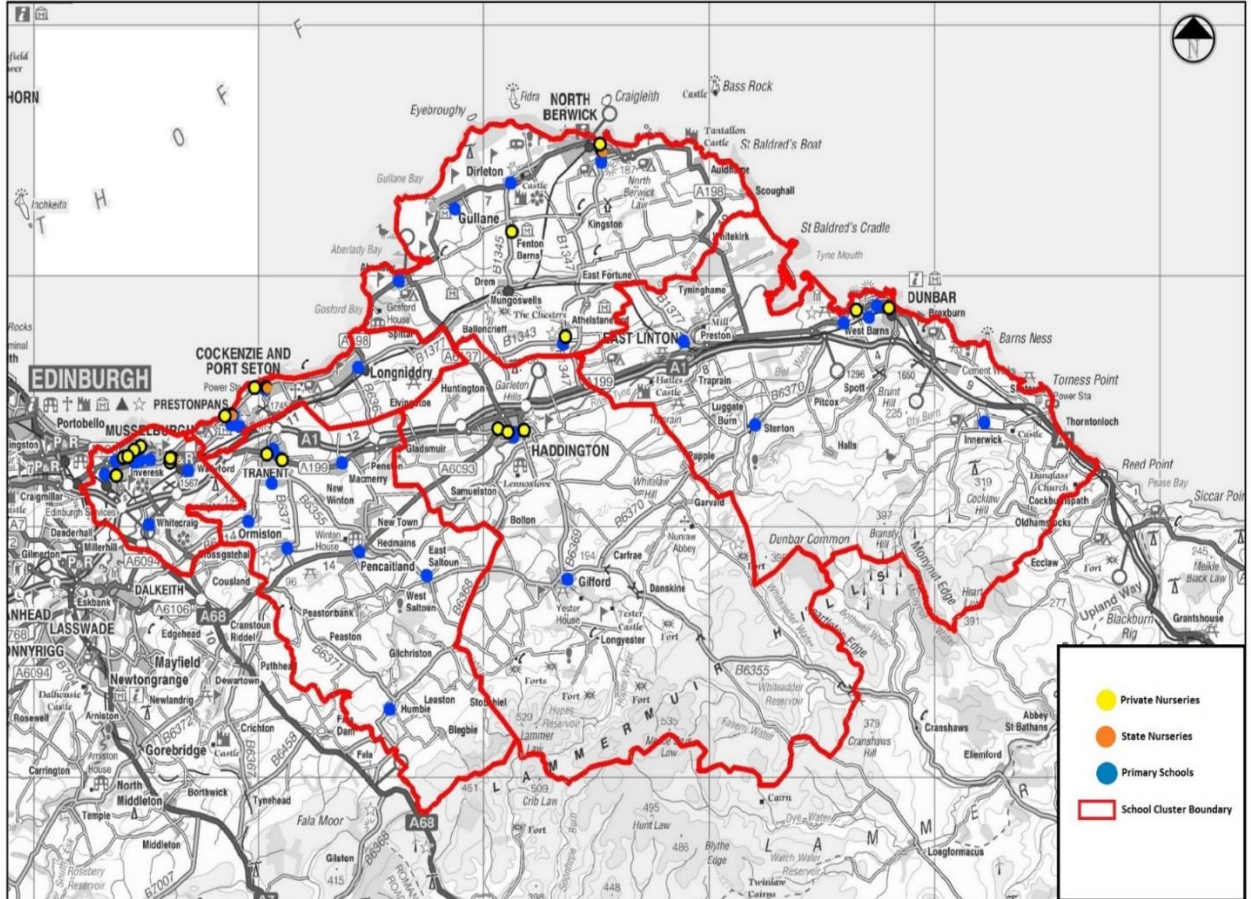
- Figures developed to consider the implications arising from the Local Development Plan, within the context of developer contributions only allowing for 600 hours (as 1140 is not in statute and therefore we cannot retrospectively ask for contributions for 1140 from developers where agreements are already in place).
- Assumptions on attendance rates are based on current parental choice (as above) with a recognition that extended hours may make local authority nurseries a more attractive option for some families.
- In line with Scottish Government guidance figures and calculations used in tables do not include eligible 2 year olds

- For the purposes of this plan figures relate to demand in **2020** only
- Supply figures are based on the current supply available.
- For partner providers registered capacities are fluid across age ranges depending on their demand from different age groups.
- Childminder supply is fluid based on the individual circumstances of childminders and the premises from which they operate.
- For some areas, there will be peaks in demand in 2024/25 and we have noted where these will be.

DRAFT

Supply v Demand Tables

East Lothian does not have catchment areas for nursery provision. However, we have presented our analysis of current supply v demand on our school catchment areas, reflecting local communities and linkage with the next steps in education. The following map and Appendix A highlight the nature of supply and predicted demand for local authority nurseries (what we own) and partner and community providers (what we buy).



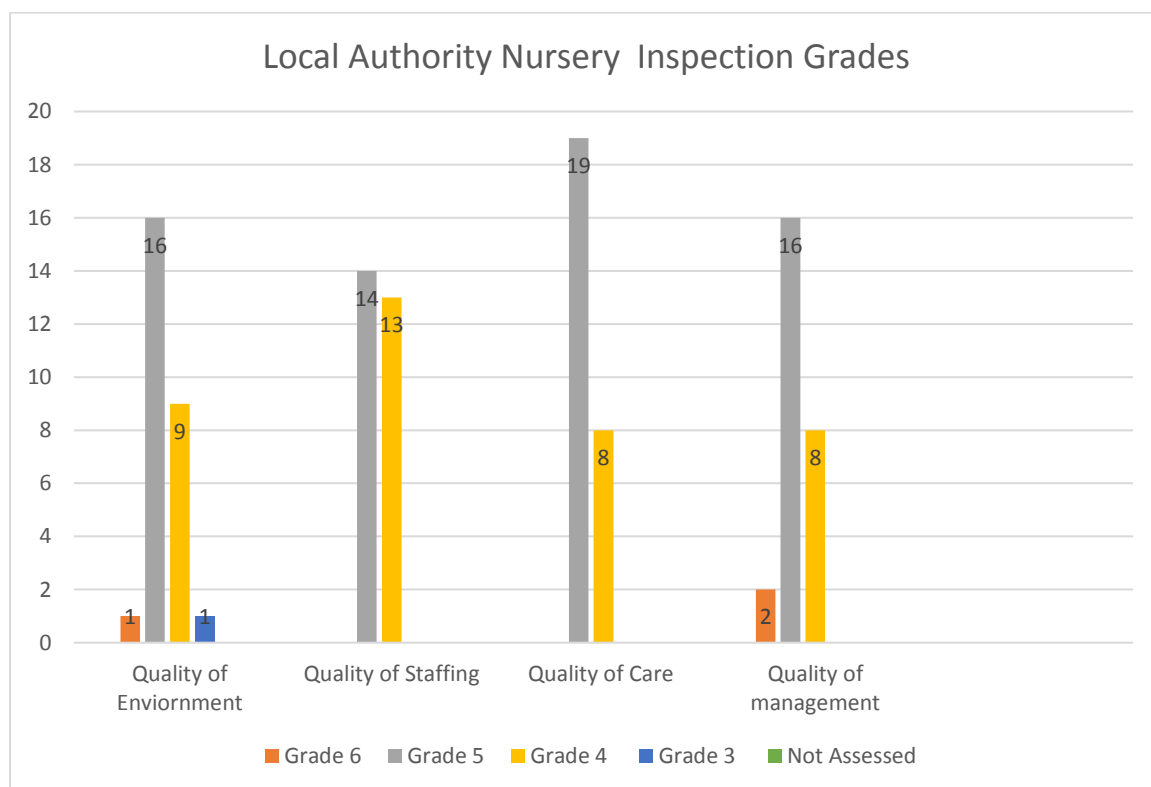
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2.4 Summary of key data metrics (quality, financial, and utilisation) relating to current supply arrangements (local authority and others)

2.4.1 Current Quality of Provision

Overall, there is an improving trend in Inspections of both local authority early learning and childcare provision and of partner providers.

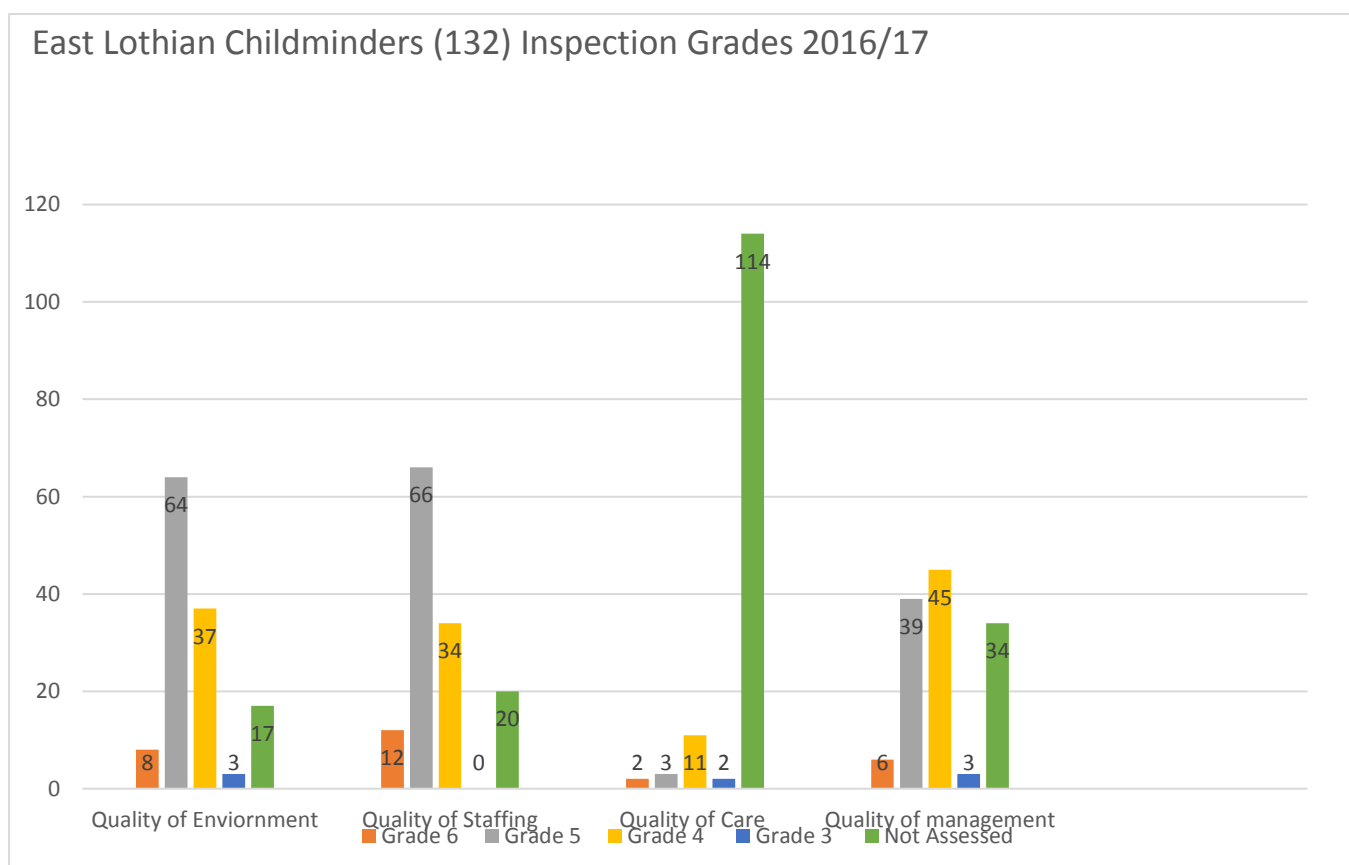
East Lothian Council receives relatively few inspections by Education Scotland given the number of establishments and the current proportionate approach to inspection. In recent years, most inspections have been positive with evaluations of satisfactory or better. Inspection trends from Care Inspectorate inspections are improving with most settings receiving positive inspections. In the small number of settings where areas for improvement have been identified, the service has taken swift action to provide support and improve practice.



2.4.2 Childminders

Childminders like other childcare providers are registered and inspected by the Care Inspectorate using the Care Standards, which to date have been early learning and childcare up to the age of 16, soon to be replaced by Health and Social Care Standards, My support my life.

The Care Inspectorate whilst inspecting on a regular basis do not have a regular annual inspection regime for childminders. The frequency of inspection for childminders is determined by the grades awarded at their last inspection. This may result in some childminders being inspected annually with others inspected bi-annually, or even once every three or four years in the case of grade 6 and an evaluation of excellent being awarded. This means the inspection of childminders is out of line with all other childcare providers, making it difficult for parents when choosing childcare to rely on information provided in Inspection reports to inform choice.



2.4.3 Focus on Quality 2017-2020

Until recently, the East Lothian Early Learning and Childcare Team had officers with a remit primarily focussed on supporting partner providers. From August 2017 onwards, these officers are now working across all early learning and childcare provision. A review of the quality of provision within all local authority nursery classes is currently underway and this will inform future support and development needs. To date, the outcomes of this evaluative review are positive and Head Teachers are engaging well ensuring provision is of a sufficiently high quality and aspects for improvement identified and addressed. The staffing compliment within the Early Learning and Childcare Team is currently being reviewed to ensure that the service can respond to the increasing demand for early learning and childcare and to ensure quality across all of our service provision.

See section 3.2.1 below for more detail on ensuring quality between now and 2020 and ensuring that quality is at the heart of provision with in 1140 settings.

2.4.4 Financial

East Lothian Council's Education Service has negotiated rates with partner providers and childminders as part of its service level agreements. The current rates are:

- Partner providers 3-5 year olds £3.75
- Partner providers – eligible 2 year olds £4.50 plus £2 for lunch
- Childminder – eligible 2 year olds £4.50 plus £2 for lunch

2.4.5 Utilisation

In 2016/17, there were 8,492 pupils in East Lothian Council's 35 primary schools; 5,641 pupils in six secondary schools; 2,454 children accessing 600 hours of early learning and childcare across 33 Local Authority nurseries and 19 private and voluntary sector partnership centres. Specialist provision in enhanced learning centres is provided within 5 of our mainstream primary and 3 of our mainstream secondary schools, with 49 primary pupils and 47 secondary pupils attending during the year.

Twelve children, with severe and complex needs accessed pre - school provision at the Green Room within Sanderson's Wynd Primary School.

The number of applications for 600 hours of early learning and childcare for two year- olds continues to increase, with 146 applications received in the academic year 2016/17. Of these applications 15 were not eligible and 7 remained incomplete despite further information being requested.

Parental choice across all early learning and childcare settings is shown in the diagram at 1.8 in this report.

2.5 Summary of local parent and community consultation outcomes

East Lothian Council has taken a phased approach to direct consultation with families and carers about the introduction of 1140 hours of early learning and childcare. The Education Service plans to roll out a series of parental consultations across the county allowing parents to engage with the service about what early learning and childcare options would best meet their needs both now and in the future. The Education Service is aware that those who will be entitled to 1140 by 2020 will not necessarily be in a position to express what their childcare needs will be at this point in time. Therefore, the service will work in a range of different ways to ensure it understands how the early learning and childcare offer can meet parental/ carer needs.

In the summer of 2017, East Lothian Council surveyed parents within the Prestonpans area to inform demand and time allocation in the first school cluster identified to trial 1140 hours. Responses indicated a clear preference for a 50 week provision. However, there was also a high level of respondents who 'didn't know' or chose not to answer this question.

The survey is currently open to parents, carers and families in the other cluster areas across East Lothian. This survey will close October 2017

Table 1

Question 1: If you would like to use childcare in Prestonpans now or in the future, which of the options would you use? (please tick as many as apply)	
Childminder	11.29%
Local authority Pre-school / School Nursery	30.65%
Private Nursery	19.35%
East Lothian Council Wraparound Care	14.52%
Crèche	6.45%
Out of School Club	12.9%
Playgroup	11.29%
Nanny / Au Pair	3.23%
Relative / Friend	4.84%
Not Answered	66.13%

Table 2

Question 2: Which of the following two options would you prefer for using the 1,140 hours?	
30 hours per week during school term time only	37.10%
22.5 hours per week throughout the calendar year (except for two weeks around Christmas and New Year)	46.77%
Don't know / not sure	6.45%
Not answered	9.68%

3. Future Provision of Early Learning and Childcare in East Lothian.

3.1 Summary of proposed changes to service delivery model

East Lothian Council is committed to meeting the requirements of 1140 in innovative, equitable and cost effective ways. This means the service is considering a range of approaches that will help to establish an effective model of 1140 delivery which supports both national and local objectives for early learning and childcare. In designing a new service delivery model, the four guiding principles are central to creating this choice in high quality provision for children and families in the area. The model of Early Learning and Childcare developed across East Lothian also focuses on the three sequential considerations outlined in the Scottish Government's guidance: use what we have, use what we purchase, and create what we need.

Proposed Change to the ELC Service Delivery Model



Supported by:



3.2 Proposals relating to the four supporting Key Principles:

3.2.1 Quality:

East Lothian Council's Education Service and Early Learning and Childcare Team have a strong focus on delivering high quality services for children and young people across the county. The service recognises that a National Quality Action Plan will become available to support local authority plans and will take account of this in developing future plans.

Ensuring Quality 2017 to 2020



We currently utilise a range of methods to ensure quality is at the heart of provision and will continue to build on this approach as we look ahead to full implementation of 1140 hours. Up to 2020 our work will focus on developing the following aspects to ensure a high quality provision across a range of providers, supporting those in particular where improvement has been identified.

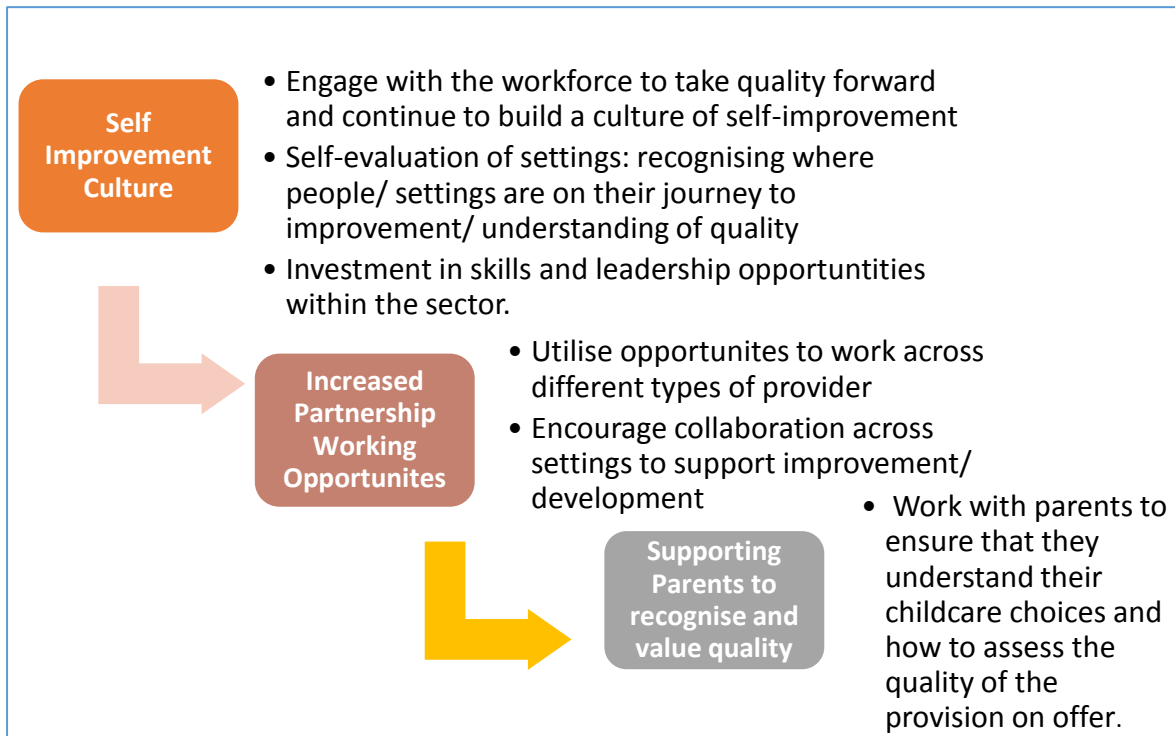
Quality in Action 2020

Ensuring quality within 1140 hours provision brings new challenges and opportunities and the following agreed principles will support the development of East Lothian's 1140 hours Quality Action Plan.

'A high quality provision must be child focused: holistically meeting the needs of the child'

- Consistency of high quality provision and encouragement of positive attachment
- Clear responsibility for children's planning/ outcomes and adjustment of care provided to meet the needs of children over a potentially longer period of time within a setting.
- Child wellbeing is ensured through a common understanding of the principles of Getting it Right for Every Child and the thresholds for concern
- Equity in provision (i.e. barriers to access and to learning are addressed)
- Highly capable staff with a sound understanding of early years pedagogy and the needs of our youngest children
- Effective leadership and a strong culture of continuous improvement built around provision that knows its own strengths and areas for development well and has appropriate plans to bring about sustained improvement focused on the needs of children and their families.
- Clear recognition of the needs of families – encouraging positive relationships, supporting home learning, clear information about the services and choices available to families.

- A solid understanding that the provision needs to be about early learning and childcare.



Development of Early Learning and Childcare Hubs

The Early Learning and Childcare Team intend to establish ‘hubs’ for early learning and childcare on a cluster basis across the county. Creation of these hubs will support collaboration between providers, sharing of experiences and resources, increase knowledge of services available within communities and generate ideas for improvement. These hubs will be central to ensuring that blended models work effectively and that access to training and development opportunities is supported locally. The hub model will also support a collaborative approach to embedding family learning and engagement across the sector.

Early Years Scotland Membership

East Lothian Council is supporting membership of Early Years Scotland to all partner and local authority nurseries in the county to support staff to access a wide range of learning, training and development opportunities to support the delivery of 1140 hours by 2020 and place quality at the heart of provision.

Testing our Model through Trials and Evaluation

The service will use trial sites to help determine the potential of future sites to deliver positive outcomes for children and families over a longer term, and support the

achievement of broader social objectives in relation to tackling poverty and reducing inequality.

The trial sites will provide the opportunity to test the support systems needed to ensure that the trials work effectively on an operational basis. This will include the testing of the NAMS and SEEMIS systems and practical arrangements for catering, sleep and toileting (including nappy changing and disposal). It is anticipated that trials will generate additional administration processes, from the allocation of extended places, to monitoring attendance and budgets.

The Evaluation Plan (Appendix B) for the trial sites includes methods considered to effectively engage with children, families and employees, gather their feedback on their experience of being part of the trial of 1140 provision and evaluate how effectively the extended provision meets both East Lothian Council and the Scottish Government's vision.

3.2.2 Accessibility and Flexibility

East Lothian Council is committed to ensuring that the range of childcare options available is responsive to parental needs and demand. It has developed a model per school cluster area that offers families choice in early learning and childcare that best meets their needs.

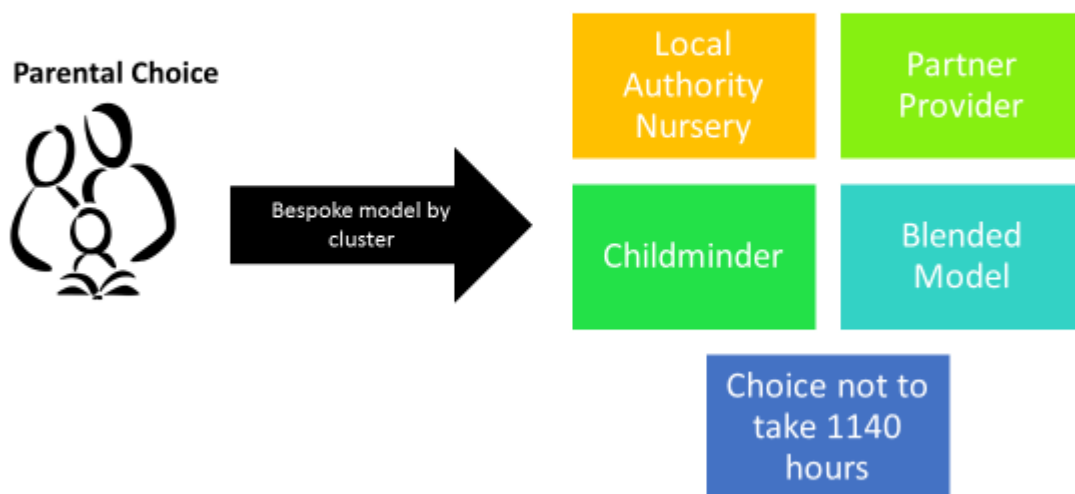
Across the geography of East Lothian, there are some rural areas where access to early learning and childcare is more limited by factors such as a less frequent public transport service than in larger urbanised areas and limited availability across a range of providers. The model reflects extended choice for parents and carers with new options to choose from including childminders and blended models, alongside extended school based provision and continuity of partnerships with partner providers.

To ensure a greater choice for families, East Lothian does not have an early learning and childcare catchment area policy. This enables families to access early learning and childcare in locations which may better suit employment or educational opportunities/ locations.

The **Prestonpans Early Learning and Childcare Centre**, locally referred to as “The Red School” being the main school and nursery for the community, prior to the current Prestonpans Infants School and Nursery being built, has been refurbished and brought back into use. This will provide 24 much needed additional nursery places and for the first time provision for 20 children aged 2- 3 years who meet the eligibility criteria. The refurbishment has in its design, acknowledged the importance of family learning. By creating a community room colleagues from Health, East Lothian Works, Children’s Wellbeing, Housing, Olivebank, Welfare Rights, Dads Work, Speech and Language, will be able to advise and support families within their own community. Lead and managed by senior leaders within the Infants School the provision will facilitate sessions such as PEEP, raising Children with Confidence and Baby Massage on site.

Prestonpans ELC Centre will, as part of East Lothian Council’s vision, be a centre of excellence where those interested in childcare as a career can spend time in support of their study and learning. Prestonpans ELC Centre can also be used as a provision to nurture and support Modern Apprentices, in both the practical aspects of early learning and childcare and the provision of mentoring and resources such as books, learning journals and CPD opportunities. This creates a link for pupils who may start their journey into childcare through East Lothian’s Tots & Teens project, or those seeking to step into childcare as a career change.

East Lothian 1140 offer to families (flexible and provider neutral)



3.2.3 Affordability

As outlined above, East Lothian Council is working to develop a system of early learning and childcare which delivers choice and flexibility for parents but is also financially sustainable and cost effective over the longer term. Development plans include the exploration of a range of options that will allow the Council to maximise choice and the resources available.

It is recognised that early learning and childcare provides new and further opportunities for families to reduce childcare bills and also access opportunities for education, training and employment. Through partnership with East Lothian Works parents/ carers can access a wide range of support to help them back into employment, training or education. Over the coming years plans will include strategies to extend and develop a range of bespoke opportunities to those accessing 1140 hours early learning and childcare who wish to develop their skills, including employability skills.

East Lothian providers (across all sectors) can currently benefit from the Council's corporate focus on reducing poverty and inequality. This includes access to free online training to raise awareness and understanding of poverty and access to a dedicated guide to 'Equality and Poverty in the Early Years' which supports Early Years providers to understand the impact of child poverty and how they can remove barriers to their services. In this context, the Council will work with parents to identify the 'hidden costs' of childcare (across all settings) and ensure the removal of as many barriers as possible for families accessing childcare.

3.2.4 Severe and Complex Needs

The number of children with additional, severe and complex needs within East Lothian continues to rise as medical interventions become more advanced. In East Lothian an average of 1.7% of children are considered as having additional, severe and complex needs. This equates to 53 of 3104 children eligible and accessing 1140 hours in 2020. To ensure the best possible outcome for these children additional and specialist provision is required. This additional provision could be created in the Early Learning and Childcare Centre being considered for the Haddington area. In creating additional capacity across the County both parents and children will spend less time travelling out with their local communities. An integrated service within our communities will enable children to remain in their communities where they can develop relationships with their peers.

3.2.5 Other related changes (e.g. to admissions processes)

There is no catchment area policy for Local Authority or Partnership nurseries in East Lothian and a standard admission policy applies to all children regarding the allocation of places. It is acknowledged that the number of places available in the trial areas will be limited initially. Given this situation, a specific qualifying criteria has been developed to be used to identify children and families who will benefit most from the extended hours. The criteria is intended to be used by school staff in consultation with colleagues from Health, and other agencies as appropriate, in the identification of children/families.

The Council will review the way in which it manages the 'funding following the child' model to ensure that the financial model is sustainable for all types of provider, especially in blended models. The Early Learning and Childcare Team Lead Officer will work with the national group considering this issue to identify solutions.

Our project plans includes a testing of NAMS and SEEMIS to ensure that these systems can administer and record effectively the necessary information for children in a variety of settings or blended models of childcare (see 3.2.1 above).

East Lothian currently use Universal Credit as a passport to other benefits. We will be considering the implications of the minimum income threshold in respect of entitlement to early learning and childcare and the potential impact on other benefits.

3.3 Description of changes to enable full use of existing local authority assets (infrastructure)

East Lothian Council has undertaken a thorough and rigorous review of all current infrastructure available to support the implementation of 1140 hours. Most of the school estate is already at capacity and significant new housing developments between now and 2025 will place additional pressure on the existing estate. To maximise the use of facilities the education service has developed a new model across the estate based on the following:

- A 50 week model of delivery in most local authority settings, ensuring best use of these assets
- A 38 week model in some settings where capacity allows
- Development of outdoor classrooms within existing sites where available and suitable
- Potential to create intergenerational facilities within our Sheltered Housing Sites where nursery provision can be co-located with sheltered housing units creating centres for intergenerational care where needs of both age spectrums are compatible.
- Expansion of Tots and Teens provision to all secondary schools linking different parts of the school estate.

- Continued support for playgroups and other providers who currently use local authority owned assets e.g. playgroups running within community centres
- Consideration of a wide range of existing assets and their current usage to ensure that the most cost effective locations are identified and brought into use where needed.

In addition to continued use of Council Infrastructure the education service has reviewed the requirements for all settings to cater for the needs of children over a longer day. This includes adjustments to cater for lunch provision, sleeping areas, nappy changing areas and a range of suitable resources.

3.3.1 Description of changes to maintain and extend use of partner assets

Partner Providers

East Lothian will continue to work with partner providers to ensure continuity and choice for families across the county. Building on existing work with this sector the Early Learning and Childcare Team will work in collaboration with partner providers to ensure a high quality provision:

- Continued service level agreements with partner providers outlining expectations in terms of quality and the levels of service provided
- Negotiate with providers to agree a rate payable based on national guidance and standards. This will reflect any guidance in respect of the Living Wage (though providers who replied to our survey already pay the Living Wage)
- Support provided by the Early Learning and Childcare Team to ensure high-quality experiences for children and families
- Ensure access to the Early Learning and Childcare Hubs fostering collaboration, supporting learning etc.
- Development of Blended Models with childminders, playgroups and local authority provision to increase choice and flexibility of options for families
- Consideration of the need to procure places with providers where necessary to ensure flexibility for children.
- Ongoing engagement with the sector working towards 2020 and full implementation of 1140 programme.

Childminders

The 1140 hours agenda brings new opportunities to work in partnership with childminders across East Lothian and in doing so increase the choice and flexibility to families. To support effective relationships with childminders the Early Learning and Childcare Team will work in collaboration with childminders to:

- Develop a partnership framework, outlining expectations of quality and the planning, recording and monitoring of outcomes for children
- Ensure that expectations for qualifications reflects national expectations
- Ensure access to Early Learning and Childcare hubs to support sharing of learning and collaboration with other providers across communities and to reduce the isolation of childminders.
- Development of Blended Models with partner providers, playgroups and local authority provision to increase choice and flexibility of options for families.
- Negotiate with providers to agree a rate payable based on national guidance and standards. This will reflect any guidance in respect of the Living Wage.
- Continually engage with childminders to ensure they have access to information about 1140 hours programme as it emerges from the Scottish Government over the coming years

Playgroups

The 1140 hours agenda brings new opportunities to work in partnership with playgroups across East Lothian while recognising that some smaller provisions will continue to operate as per their current model.

- Develop a partnership framework, outlining expectations of quality and the planning, recording and monitoring of outcomes for children
- Ensure that expectations for qualifications and registration reflects national expectations.
- Ensure access to Early Learning and Childcare Hubs fostering collaboration, supporting learning etc.
- Continually engage with playgroups to ensure they have access to information about 1140 hours programme as it emerges from the Scottish Government over the coming years.
- Development of Blended Models with childminders, partner providers and local authority provision to increase choice and flexibility of options for families.

3.4 Provision of Business Support to Partner Providers and Childminders

East Lothian Council recognises that providers currently face a significant change to the business environment within which they operate. Through our ongoing engagement with this part of the sector a range of areas have been identified where support can be offered from a business perspective. Through Business Gateway, East Lothian’s Economic Development service provides a business startup and growth service in East Lothian. Professional advisers provide a free, impartial and confidential service offering one- to- one advice, business planning and support. Established businesses can access a wide range of business information. The range of issues highlighted by the survey of businesses in the Early Years sector are common to all businesses and routinely addressed by the Business Gateway service, who will continue to support businesses as the Implementation Plan is actioned.

A questionnaire issued to Partner providers in June 2017, highlighted the following points in tables 3 and 4 as being concerns for them as businesses as we move to 1140 hours in 2020.

Table 3 Partner provider Concerns 2017

Q25 What other challenges are facing your current business model?

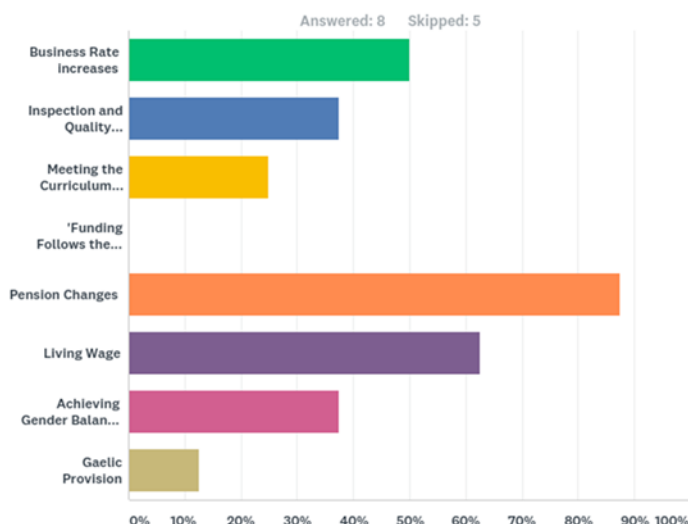
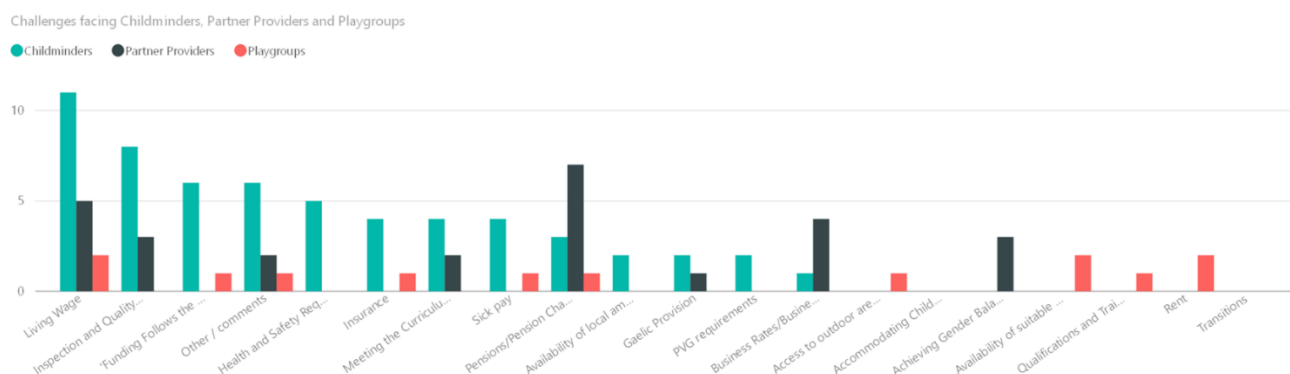


Table 4 Challenges facing Childminders, Partner Providers and Playgroups



3.5 Extent to which Physical capacity may require to be built/ refurbished/ sourced

Arising from the significant population growth across the county there are a number of locations in which extended early years facilities and new build facilities will be required. In some instances these are already in development or planned for as a result of the negotiations through the Local Development Plan. However, as per current legislation these facilities are designed and funded to meet the need to accommodate 600 hours. The local authority is considering how best to ensure that the demand for 1140 hours can be met within these settings.

In the cluster areas our main capital expenditure is planned to include:

Table 5

Cluster Area	Description of Expenditure (e.g. refurbishment / new build)	Additional Capacity Created
Haddington	Plan to create an Early Learning and Childcare Centre	<ul style="list-style-type: none"> • 64 places for 3 & 4years • 30 places for 2 year olds • 10 places for under 2’s • 10 places for children with severe and complex needs
Tranent	Plan to create an Early Learning and Childcare Centre to meet the needs of children and families. The exact location for this new provision is currently being considered.	<ul style="list-style-type: none"> • 64 places for 3 & 4years • 30 places for 2 year olds • 10 places for under 2’s

	<p>Saltoun:</p> <p>Provision of additional spaces currently being considered as there may be the potential to utilise an existing community asset.</p>	
North Berwick	<p>A new build nursery to accommodate demand. There is no capacity to extend the existing site. During a recent consultation in regard to expansion of nursery provision in North Berwick, parents/carers made it known that they would not be supportive of two separate nursery sites. It was proposed that the existing nursery on the site of the Community Centre remain, with a new provision being created on the site of the primary school. Parents/carers turned down this proposal, favouring one site for all of the nursery provision. The existing primary school site has no capacity to build the size of nursery required.</p>	
Prestonpans	<p>Prestonpans Early Learning and Childcare Centre (previously the Red School) has been refurbished. This will provide additional childcare places and support for parents. By 2020 it will provide a 6 day service over 50 weeks.</p>	<ul style="list-style-type: none"> • 24 places for children 3- 5 years • 20 places for children aged 2- 3 years • Community room to be used by parents and colleagues in support of parenting
Musselburgh	<p>The development of additional provision at Pinkie St Peters, will, as with Prestonpans provide an opportunity to support parents. Provision at Whitecraig, an area which falls into SIMD 2 & 3, will enable parents to access childcare locally and not available at the moment. Although this is an area of deprivation there is a notable absence of applications for two year olds.</p>	<p>Additional capacity at Pinkie St Peters to accommodate:</p> <ul style="list-style-type: none"> • 80 children aged 3- 5 years • 20 children aged 2 – 3 years <p>An increase of 20 places for 3 – 5 year olds and introduce provision for two year olds.</p>

		Additional places to be created at Whitecraig. Additional places to be created through the new build school at Wallyford.
Dunbar	Dunbar has increased in size over the last few years with the demand for nursery places ever increasing. A new modular building is a planned addition to the nursery site.	60 additional places for children aged 3- 5 years

3.6 Workforce Planning and 1140

East Lothian has developed a separate Workforce Development Plan which is included as Appendix C to this main report.

3.7 Population Projections and Forecasts

All of this work takes place in the context of the Local Development Plan (LDP) which sets out the over-arching strategy for growth across the East Lothian area. The LDP provides the vision for how our communities will grow and develop in the future. It identifies key locations for growth and sets out policies to ensure future development is sustainable. The proposed Local Development Plan is available here

http://www.eastlothian.gov.uk/downloads/file/11480/proposed_local_development_plan

The implementation of this plan will see an additional 10,000 new homes built in East Lothian resulting in a significant increase in population and demand for services across all age groups. We have used the July 2016 LDP forecasted figures to inform this development plan.

3.8 Statement regarding the relationship locally between expanded statutory provision and non-statutory provision for 0-16 year olds (both preschool and out of school) emphasising continuity of progression in the child's journey

East Lothian Council wants to ensure that all children have the best possible start in life and are ready to succeed. East Lothian community planning partners have made a commitment to ensuring joined up local service responses to health inequalities in the early years of life, pre-birth - eight.

The main aim has been to facilitate and enable mainstream services to deliver support in a different and more effective way in response to community identified needs and strengths.

The key principles which underpin 'Support from the Start' are community engagement, learning and leadership.

The outcomes that Support from the Start is working towards for children in East Lothian are:-

- positive parenting and experience good attachments at an early stage
- ready to learn and achieve
- access quality child care experiences
- healthy & happy
- not living in poverty
- Having a good opportunity for play, and
- protected from harm

In addition to the above, key priority areas for the service were identified as follows:

- Involving Parents, Children and Communities & Building Community Capacity
- Streamlining Access to Services
- Enhance targeted interventions for pre-birth to 3
- Enhancing support to pre-conception, ante-natal & pre-school parents
- Improving children's readiness to learn through play

In 2012, six area Support from the Start groups were established and tasked with engaging with local parents, services and the wider community in delivering the Support from the Start outcomes. Each group has a core group with an identified leader and a wider mailing list and is working to a locally developed plan.

In this context the Early Learning and Childcare Team supports all forms of childcare across the County. Most communities, except for rural communities such as Humbie and Innerwick have a Playgroup which supports children and parents locally. This often acts as a child's first pre-school group experience, and the first step in separating from their parents.

- Playgroups are supported by the Childcare Development Officer and are often run in community halls and buildings. Playgroups currently receive grant funding in support of the work they do. This is often used to offset the cost of rent charged by community landlords.
- Childminders are supported as small businesses available in most communities excepting the most rural. Childminders link with local communities by taking children to toddler groups and playgroups, as well as libraries.
- Wraparound provides early morning (7.30/8am) childcare and late afternoon childcare (3pm – 6pm) for parents which can be used to extend the nursery session. Wraparound

is also providing childcare during school holidays. Childcare during school holidays can be purchased by parents who do not use the service during school term times. Both Wraparound Care services offer places to eligible two year olds.

- Out of School Clubs are available across the County, with the majority using school premises. This make it easier for children and parents as the children become familiar with the environment as part of the school and parents assured knowing that children do not have to move from school to another building to access childcare.

Other important aspects of this work include:

- Supporting successful transitions between settings, particularly a smooth transition to primary one
- The strong Active Schools Programme, which from 2017 offers free places in sports activities to those entitled to a free school meal
- Duke of Edinburgh Awards
- East Lothian Play Strategy
- Support and development of a range of community based resources for families including Bookbug in the Home and Bookbug sessions in all local libraries.
- Projects to support equality and inclusion e.g. Get Connected
- Commitment to parental engagement

Section 4: Phasing, Community Engagement and Demand Lag

4.1 Introduction

A priority in East Lothian for 2017/18 is the development of trials to test the implementation of 1140 in various settings. The learning gained from the implementation and evaluation of these trials is valuable in planning and developing future proposals for the expansion of EL&C by 2020.

The criteria set for trials in East Lothian will also inform our approach to phasing the implementation of the 1140 entitlement across the county.

4.2 Identification and prioritisations of Trial sites and Phasing of Implementation

A range of providers deliver Early Learning and Childcare across East Lothian. Providers include local authority provision, childminders, private and community nurseries, playgroups and family centres. The development of trials is an important opportunity to provide the best opportunity to learn from implementation, including cost models, access

and reducing the inequality gap. Trials should also allow us to test whether the new models increase the choice, flexibility and accessibility of childcare. Therefore, a set of criteria is proposed to ensure that trials are identified on a consistent basis. The following criteria for the trials is proposed:

1. **Scottish Index of Multiple Deprivation (SIMD)** : Provision to be located within an area of lower ranking within the Scottish Index of multiple deprivation (bottom 20%): this would focus provision on areas of most need and deliver benefits to both the children and families
2. **Severe and Complex needs:** this would allow development of a trial in an area specialising in severe and complex needs and be of greater benefit to more vulnerable children and their family.
3. **Additional barriers to accessing early learning and childcare:** focus on children who face additional barriers to early learning and childcare e.g. additional support needs, low income or other.
4. **Outdoor provision:** this is considered an innovative approach to the development of early learning and childcare with successful trials running in Edinburgh. This can also create additional capacity without any capital expenditure and utilise existing 'forest kindergarten/ forest school' skills within the authority
5. **Rural:** this would seek to address issues of accessibility for children living in more rural locations to access their entitlement to 1140 hours. This has the potential to involve childminders.
6. **State of readiness:** in order to progress trials to begin by August 2017 and beyond, the locations identified need to be in a position where they have capacity and also a willingness to establish and support a trial.
7. **Alternative Service Delivery Model:** this will allow the Council to explore different ways to provide childcare with greater financial flexibility.

4.3 Prioritisation of Children to participate in a trial

Children (eligible 2, 3 &4 year olds) are not entitled to 1140 hours of childcare until 2020. However, by establishing trials, some children will be able to access their hours from August 2017 and this will increase incrementally as trials develop and new trials are implemented. There is an expectation that parents of children participating in 1140 hours Trial settings must be willing to participate in the trial and agree to provide some feedback on their experience.

In order to manage parental expectations and provide a framework for who can access these, a prioritisation is proposed. Children and families from the following will be given priority in attending an 1140 trial provision:

- i) Children who live within an SIMD area
- ii) Children from families in receipt of benefit including universal credit

- iii) Children from families where there are additional barriers to early learning and childcare e.g. additional support needs, severe and complex needs, other signs of vulnerability.
- iv) Families with a desire to utilise expanded childcare options to return to work/ education or training.

Additional site specific priorities may also be relevant for example:

- v) Children living in a rural area
- vi) Families must be interested in an outdoor nursery setting

4.4 Community Engagement

East Lothian Council has developed a Community Engagement Action Plan to support plans to engage with communities about the 1140 agenda. The plan focuses on meeting the needs of key stakeholders across the 1140 agenda. Within this, parents, carers and families are identified as primary stakeholders and a range of different approaches and techniques are being used to ensure meaningful engagement opportunities are identified.

The plan identifies actions to address the following challenges:

- Ensuring that parents and carers who will be entitled to access 1140 hours have the opportunity to share their views on what type of early learning and childcare they would like to use
- Gathering views from a wide range of stakeholders – recognising that some people who will use this childcare service in the future are not yet parents.
- Ensuring that communications are timely and with all stakeholders, especially those working in settings where 1140 will be trialled ahead of full implementation.
- Ensuring that expectations of parents and carers are managed during the trial and implementation of 1140 between 2017 and 2020.

A wide range of methods of engagement are outlined in the Community Engagement Action plan which are tailored to meet the needs of communities across East Lothian.

4.5 Demand Lag

East Lothian has a successful track record in applications and placements for two year olds meeting the eligibility criteria. To date East Lothian has managed to offer placements of choice to parents, however, the number of applications received week on week, has resulted in some areas such as Prestonpans and Tranent being unable to offer parents childcare which suits their needs. We will apply this learning to our approach to work with the 1140 agenda.

Contact Us:

For more information about Early Learning and Childcare in East Lothian visit our website www.eastlothian.gov.uk or contact us via phomer@eastlothian.gov.uk

Table 6: Additional detail relating specifically to implementation plan

Key Area of Development	What is required by SG (column can be removed before submission)	Key Activity	Progress/ Further Information
4.1 Quality Plan	<p>Specify the basis upon which day to day operational quality will be maintained and enhanced per setting during the period of the extension</p> <p>Specify the basis on which Quality will be continually improved over time</p>	<ul style="list-style-type: none"> • Quality Working Group established • Participation in relevant national and local groups e.g. Childminder Framework • Take account of the publication of National Quality Plan when available in 2017 • Review of the work of the ELCC team to include a focus on quality across all LA ad partner providers. Work underway from Sept 2017 to review all settings to provide a baseline of quality which will also outline any support needs. 	<ul style="list-style-type: none"> • July 2017: 1140 Quality Workshop with key stakeholders to identify current systems to maintain quality and identify opportunities to embed quality at the heart of provision • August 2017: develop a plan to consider the need to embed quality within each type of provision and engage with the sector on the challenges they identify • New model focussed on evaluating and supporting quality improvement to be developed as more information on the Regional Collaboratives and SG Quality Action Plan becomes available.
4.2 Phasing across local geography	Specify the basis of upon which expanded provision will be roll out across the geography.	<ul style="list-style-type: none"> • Development and agreement of a phasing and trial criteria has been agreed by the Project Board. 	<ul style="list-style-type: none"> • 2017/18 Trials to begin in October 2017 • 2018/2019 and beyond trials currently under consideration

<p>4.3 Community Engagement Plan</p>	<p>Specify the nature of the ongoing engagement with local communities that supports the community to understand the changing nature of supply and the full extent to which supply is capable of adapting to the (family and community needs)</p>	<ul style="list-style-type: none"> • June 2017: Series of cluster based questionnaires sent out to parents to gather views on childcare choices and availability • Revised information pages on the Council website about the implementation of 1140 and what parents can expect. • Utilisation of the Support from the Start Network to work with parents of eligible 2's and those with younger babies who may not be aware of their childcare choices at present. 	<p>Community Engagement Plan is attached as Appendix D</p>
<p>4.4 Workforce Plan</p>	<p>Specify the workforce plan through the prioritisation including consultation with existing workforce and phasing uptake of any additional workforce.</p> <p>Include:</p> <ul style="list-style-type: none"> • leadership planning, • consultation planning, • industrial relations, • recruitment plan. 	<ul style="list-style-type: none"> • Workforce Planning Group established • Focus on refreshing job descriptions to ensure they are fit for purpose in 1140 context • Developing partnerships with Edinburgh College to explore the potential for local delivery of training and qualification opportunities. 	<ul style="list-style-type: none"> • Draft workforce plan outline in place and programme of work to 2020 being developed • Ongoing meetings with Edinburgh College to ensure delivery of relevant Early Learning and Childcare qualifications in East Lothian.

<p>4.5 Funded Providers</p>	<p>Specify the nature of the future relationship with funded providers including price paid, volume and quality requirements.</p> <p>Include consideration of the implications of the Living Wage and note future development of national funded provider and quality standards.</p>	<ul style="list-style-type: none"> - Development of new partnerships with childminders - Continuation of partnerships and revision of contracts with partner providers - Potential for blended models - Development of cluster model of hub - Regular engagement with partner providers - Engagement re guidance coming nationally re qualifications etc. <p>The Scottish Government has advised that work in respect of the Living Wage is being taken forward nationally.</p> <p>A recent survey of local partners suggested that the Living Wage is already being paid in the sector locally.</p>	
<p>4.6 Infrastructure (physical Estate) Plan</p>	<p>Specify the extent of refurbishment to the existing estate and the new build requirements</p>	<p>See Appendix E</p>	
<p>4.7 Financial Projections (spend profile)</p>	<p>Specify the phased cost profile for both revenue</p>	<p>See financial resource spreadsheet</p>	

	and capital over the period. Include anticipated top up revenue where appropriate.		
4.8 Financial assumptions to support projections	List of the financial assumptions made to support financial projections	See financial resource spreadsheet	
4.9 2017-2018 Expansion Activity, including planned use of revenue and capital funding allocations		See Appendix F for Financial Spreadsheet 2017-18	
4.10 Project management, Stakeholder management and Change Support		East Lothian Council Transformation Team are supporting the development of the 1140 agenda across East Lothian. A detailed Project Implementation Structure has been established to develop and co-ordinate work and provide strong Governance around the development of any new proposals.	For a copy of the PID, Project and Governance Structure, please email crodgers@eastlothian.gov.uk

Appendix 2

East Lothian Council

1140 Graduate Commitment Plan

Section 1: Introduction

1.1 Poverty and Inequality in East Lothian:

East Lothian Council has a corporate goal to reduce inequality within and between our wards. While parts of East Lothian are prosperous and offer a high quality of living, there is significant inequality within our ward areas and differences in the experiences of those living in relatively close proximity.

'East Lothian is a great place to live but a tough place to be poor' Annette Bruton, Chair of the East Lothian Poverty Commission.

In 2016, East Lothian Council established a Poverty Commission to consider the existence and impact of poverty across the county. Their findings are presented in their report 'Overcoming Perceptions: Challenging Poverty' which highlights the experiences of local people living or close to poverty in the county. The Commissioners have challenged East Lothian Council and our partners to consider poverty as a human rights issue and to support work which both tackles and mitigates the impact of poverty on people's life chances.

The report, alongside the findings of the Musselburgh Total Place Project, highlight the nature of poverty as a compounding factor in other negative life experiences including impact on mental health, overall wellbeing and feeling of self-worth.

'Pupils can't learn if they are hungry' Teacher giving evidence to the Poverty Commission.

The Council also uses the Early Development Instrument (EDI) to gain an understanding of social and emotional wellbeing of primary aged children. The results of this show a correlation of lower levels of wellbeing in areas where higher levels of multiple deprivation exists.

1.2 Data on Poverty and Inequality

In deciding where our additional graduates would be placed the Project Board considered a range of evidence which is presented in appendix one.

This includes:

- Scottish Index of Multiple Deprivation 2016
- EDI Results 2016
- East Lothian Foodbank Referral Data
- Musselburgh Total Place Report and Recommendations
- Fuel Poverty Data
- Child Poverty Data
- Council Plan commitment to reducing inequality within and between its wards.
- Understanding of the implication of the Local Development Plan
- Local knowledge of schools and existing focus on poverty and its impact

Section 2: Allocation of Resources

2.1 Which Nurseries/ ELC settings in your local authority area will receive an additional graduate?

East Lothian will locate the additional graduate resources within the following settings:

- 1) Olivebank Child and Family Centre: Musselburgh
- 2) Sanderson's Wynd Nursery Provision
- 3) Elphinstone and Whitecraig Nursery Provision

2.2 Which of the selected nurseries/ ELC settings are funded providers in the private or third sector?

None of the selected settings are in the funded or private sector.

2.3 Case for not locating a graduate within a single setting (if applicable).

East Lothian has allocated one of the three 'additional graduates' between two of the local authority nurseries to maximise the opportunity to close the opportunity gap for children in these settings. We justify this on the following basis:

Elphinstone background information:

- 58.62% of children in SIMD 1-3
- Currently operating morning time only offering potential for a trial in 2018/19 to expand to a 38 week model offering children the opportunity to spend a longer period of time in the setting
- 20 children would benefit from the resource in this setting

Whitecraig background information:

- 65.56% of children from SIMD 1 -3 deciles
- 20 children could benefit though the need for a full time resource is not justifiable.
- Whitecraig is a setting with the potential to create an alternative model which supports family learning bringing a broader benefit to locating a graduate post within this setting to support this approach.
- Both sites have a low number of children attending the setting which would not necessarily justify an additional full time resource. Combining the settings increases the total number of children who could benefit from the resource.
- Both sites are located within geographical proximity and share similar characteristics in terms of relative isolation from other towns/ villages, poor transport links and high levels of deprivation. The shared post would support a sharing of local community capacity, resources and leadership to support a greater focus on closing the attainment gap.

- There is a lack of alternative provision in both areas with particular barriers in Whitecraig due to limited transport to neighbouring areas.
- Both communities are sites designated for significant new house building over the coming years bringing challenges to ensure that a focus on reducing inequality remains strong and work can encourage greater community cohesion between established and new community residents.
- The settings are a 6 minute drive apart (2.2 miles) meaning a shared post is practical in terms of accessing both sites easily and conveniently and maximising time spent focusing on supporting child and family learning.

Section 3:

3.1 How we intend to recruit the additional graduates for your identified ELC setting?

All vacancies will be advertised via open recruitment on the website 'myjobscotland' in line with East Lothian Council Recruitment and Selection Policy.

http://intranet.eastlothian.gov.uk/downloads/file/333/recruitment_and_selection_policy

http://intranet.eastlothian.gov.uk/downloads/file/1729/revised_recruitment_and_selection_policy_and_procedure

To ensure that these opportunities are available to existing employees who want to work in these specific roles, the roles will be available on a secondment basis.

3.2 How many existing practitioners do you intend to upskill?

The 'additional graduate commitment' posts will be openly advertised and recruited as per our recruitment and selection policy.

As a result there may be opportunities for those already working within the sector who wish to upskill and we will support candidates appropriately. Factors, which will influence this, include:

- Secondment
- Internal progression – through collaboration with Edinburgh College
- proposed new structure within the nursery job family allowing greater career path by 2020 that allows for career progression
- need for senior roles within a nursery setting to cover in the absence of management and teacher job weeks/ full day that children attend out with core teaching hours

3.3 How many additional posts do you intend to fill with teachers? Please list the settings that you intend to allocate a teacher to.

The Project Board have considered the need within each of the settings alongside the desired outcomes for both the 1140 expansion overall and the graduate commitment in particular. As a result we wish the focus of the graduate commitment posts to be related to taking a holistic approach to developing the curriculum within the settings and developing a strong focus on family learning within the settings.

While detailed discussions with each setting are still underway, our intention is that we will not restrict these posts to teachers only, but support graduates with the right blend of skills and attributes that will bring the biggest benefit to the children and communities in which they are sitting.

Section 4: Staffing issues

4.1 Where existing staff are expected to be redeployed, or are undertaking day release for training, what plans do you have to backfill the posts to ensure that the commitment results in an increase in the number of graduates in your ELC Workforce?

Depending on the outcome of the recruitment process and the circumstances of each candidate we will consider the need to backfill their existing posts.

Posts will be backfilled as needed within the context and requirement of the setting, balancing the requirements of the service in the setting to ensure continuity of the early learning and childcare.

Candidates will also be supported through:

- On - the - job learning and school based training opportunities
- Twilight learning e.g. Into Leadership
- Support for distant learning

Section 5: Staff costs

Details of the grade, and corresponding salary for the graduate posts (based on the objectives and draft job specification set out in the guidance)

Details of our initial estimate of the additional staffing costs for the additional graduate posts for 2018-19.

Based on our current estimates for the proposed role of the additional graduates we estimate three roles at **Grade 9** on the Local Government Salary Scale - £42,797 (including on costs).

The Numbers- Measuring Poverty in East Lothian

More detailed information about poverty in East Lothian can be found in 'East Lothian by Numbers' and the Ward Profiles which you can view here

http://www.eastlothian.gov.uk/info/200135/community_planning/1751/east_lothian_and_wards_by_numbers

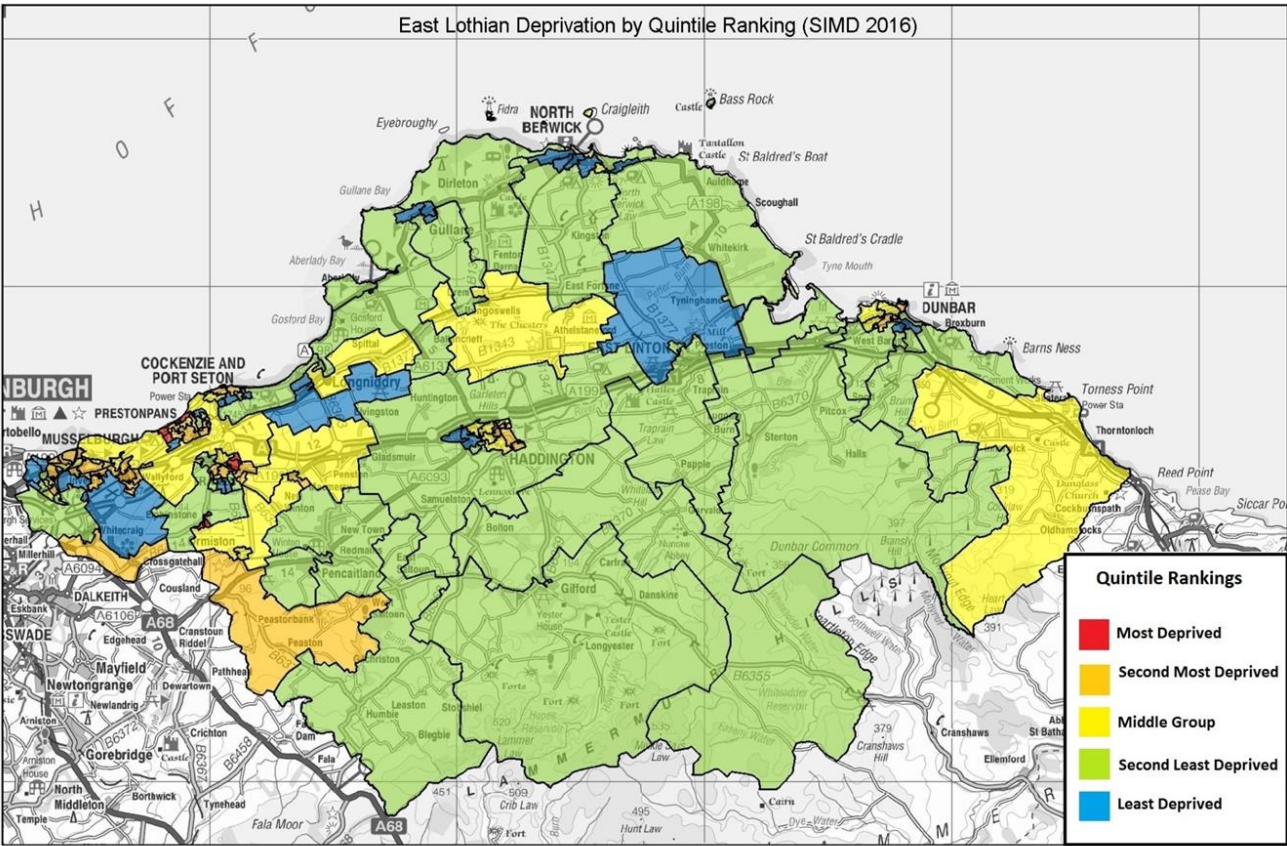
Scottish Index of Multiple Deprivation (SIMD 2016)

Deprivation by Ward

Table 1/shows the distribution of deprivation within each of the Wards in East Lothian. Musselburgh East & Carberry, Fa'side and Preston Seton Gosford account for 25 out of 26 of the 20 per cent most deprived datazones in East Lothian. On the other hand, 8 of North Berwick Coastal's 18 datazones are among the 20 per cent least deprived.

Table 1: SIMD top and bottom deciles by multimember ward (SIMD 2016).

Ward	Datazones most deprived 20%	Datazones most deprived 50%	Datazones least deprived 50%	Datazones least deprived 20%
(number of datazones)	(1-26)	(1-66)	(67-132)	(106-132)
Dunbar & East Linton (17)	0	3	14	3
Fa'side (24)	8	15	9	2
Haddington & Lammermuir (15)	1	8	7	2
Musselburgh East & Carberry (19)	9	16	3	2
Musselburgh West (15)	0	7	8	3
North Berwick Coastal (18)	0	3	15	8
Preston Seton Gosford (24)	8	14	10	7



East Lothian Council, Corporate Policy and Improvement, Ian Findlay 20/09/2016



Table 2: 2016 SIMD School data

School Name	% in SIMD 1-2	% in SIMD 1-3
Elphinstone Primary School	43.10%	58.62%
Sanderson's Wynd Primary School	28.69%	41.29%
Prestonpans Primary School	18.86%	29.04%
Prestonpans Infant & Nursery School	16.16%	24.93%
St Martin's Primary School	14.75%	38.25%
St Gabriel's RC Primary School	12.64%	25.82%
Cockenzie Primary School	1.79%	14.03%
Loretto RC Primary School	1.58%	38.95%
Macmerry Primary School	1.56%	4.69%
Campie Primary School	1.22%	6.36%
Windygoul Primary School	1.20%	21.11%
Wallyford Primary School	1.02%	47.12%
Ormiston Primary School	0.58%	1.73%
Longniddry Primary School	0.49%	1.47%
Stoneyhill Primary School	0.44%	1.33%
Pinkie-St Peter's Primary	0.29%	59.71%
Dunbar Primary School	0.21%	0.62%
Whitecraig Primary School	0.00%	65.56%
Musselburgh Burgh Primary School	0.00%	42.72%
Aberlady Primary School	0.00%	0.78%
Haddington Infant School	0.00%	0.69%
King's Meadow Primary School	0.00%	0.55%

Child Poverty

A report released by campaign group End Child Poverty, produced on their behalf by Loughborough University, highlighted the extent of child poverty across Scotland and the United Kingdom. The report showed that 11.6 per cent of children in East Lothian were living in poverty in Q3 of 2013/14. This figure rose to 18.6 per cent when housing costs were included. An average of 12.9 per cent % and 20.6 per cent of children were living in poverty across Scotland's 32 local authority areas before and after housing costs respectively.

Musselburgh East & Carberry is the ward with the highest levels of child poverty in East Lothian, although Preston Seton Gosford and Fa'Side both have higher levels of child poverty than the East Lothian figure. Figure 2.10 shows the percentage of children living in

poverty in East Lothian and in each multimember ward before and after housing costs are included.

Table 3: Percentage of children living in poverty in East Lothian and multimember wards (End Child Poverty 2014)

