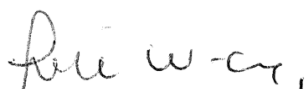


Date of issue; Wednesday, 30 January , 2019

MEETING	EDUCATION AND CHILDREN'S SERVICES SCRUTINY PANEL (Councillors Sharif (Chair), Kelly (Vice-Chair), Brooker, N Holledge, Matloob, Minhas, D Parmar, A Sandhu and Strutton) <u>Education Voting Co-opted Members</u> Paul Kassapian – Secondary School Representative <u>Non-Voting Co-opted Members</u> Alaa Fawaz – Slough Youth Parliament
DATE AND TIME:	THURSDAY, 7TH FEBRUARY, 2019 AT 6.30 PM
VENUE:	VENUS SUITE 2, ST MARTINS PLACE, 51 BATH ROAD, SLOUGH, BERKSHIRE, SL1 3UF
SCRUTINY OFFICER: (for all enquiries)	THOMAS OVEREND 01753 875657

NOTICE OF MEETING

You are requested to attend the above Meeting at the time and date indicated to deal with the business set out in the following agenda.



JOSIE WRAGG
Chief Executive

AGENDA

PART 1

**AGENDA
ITEM**

REPORT TITLE

PAGE

WARD

APOLOGIES FOR ABSENCE

CONSTITUTIONAL MATTERS

- | | | | |
|----|--------------------------|---|---|
| 1. | Declarations of Interest | - | - |
|----|--------------------------|---|---|

*All Members who believe they have a Disclosable
Pecuniary or other Interest in any matter to be considered*



<u>AGENDA ITEM</u>	<u>REPORT TITLE</u>	<u>PAGE</u>	<u>WARD</u>
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at the meeting must declare that interest and, having regard to the circumstances described in Section 4 paragraph 4.6 of the Councillors' Code of Conduct, leave the meeting while the matter is discussed.

- | | | | |
|----|--------------------------------------------------|-------|-----|
| 2. | Minutes of the Meeting held on 6th December 2018 | 1 - 4 | - |
| 3. | Action Progress Report | 5 - 6 | All |

SCRUTINY ISSUES

- | | | | |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----|
| 4. | Member Questions

<i>(An opportunity for Panel Members to ask questions of the relevant Director/ Assistant Director, relating to pertinent, topical issues affecting their Directorate – maximum of 10 minutes allocated).</i> | - | - |
| 5. | Children's Centres Task & Finish Group - Final Report and Recommendations | 7 - 24 | All |
| 6. | 30 Hours Extended Entitlement - Final Report and Recommendations | 25 - 30 | All |
| 7. | Early Years Workforce Report | 31 - 54 | All |

ITEMS FOR INFORMATION

- | | | | |
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| 8. | Forward Work Programme | 55 - 58 | - |
| 9. | Attendance Record | 59 - 60 | - |
| 10. | Date of Next Meeting - 13th March 2019 | - | - |

Press and Public

You are welcome to attend this meeting which is open to the press and public, as an observer. You will however be asked to leave before the Committee considers any items in the Part II agenda. Please contact the Democratic Services Officer shown above for further details.

The Council allows the filming, recording and photographing at its meetings that are open to the public. By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings. Anyone proposing to film, record or take photographs of a meeting is requested to advise the Democratic Services Officer before the start of the meeting. Filming or recording must be overt and persons filming should not move around the meeting room whilst filming nor should they obstruct proceedings or the public from viewing the meeting. The use of flash photography, additional lighting or any non hand held devices, including tripods, will not be allowed unless this has been discussed with the Democratic Services Officer.

Education and Children's Services Scrutiny Panel – Meeting held on Thursday, 6th December, 2018.

Present:- Councillors Sharif (Chair), Kelly (Vice-Chair), Brooker, N Holledge, Matloob, D Parmar, A Sandhu and Strutton

Education Non-Voting Co-opted Members

Paul Kassapian – Secondary School Representative

PART 1

25. Declarations of Interest

Councillor Brooker declared his positions as Governor of Churchmead and Ryvers Schools. He also declared his membership of Slough Borough Council's (SBC) Foster Panel and his position as Vice Chair of the Joint Parenting Panel (JPP).

26. Minutes of the Meeting held on 24th October 2018

Resolved: That the minutes of the meeting held on 24th October 2018 be approved as a correct record.

27. Action Progress Report

Resolved: That the Action Progress Report be noted.

28. Member Questions

In response to the responses provided, the Panel asked if lessons had been learned with regards to the procurement process and the issues arising from Slough Urban Renewal's costings. The meeting was informed that these matters may not be suitable for the Panel, but could be referred to the Overview and Scrutiny Committee as appropriate (e.g. a member's question).

29. Section 11 Audits

Section 11 audits were in place to ensure that local authorities were undertaking their duties to safeguard and promote the welfare of children. Compliance was judged on 8 national standards, with SBC reporting to the Pan Berkshire Local Safeguarding Children's Board. The last such update was taken by the Berkshire-wide body in June 2018 and had led to several actions arising. These were tracked in Appendix A of the report, and the recent mid-term review on the progress of these actions had received positive feedback.

(At this point, Councillor Kelly entered the meeting)

Education and Children's Services Scrutiny Panel - 06.12.18

In terms of senior management commitment, the Corporate Volunteer Policy had been approved by the Employment and Appeals Committee in October 2018. As a result, this aspect had a 'green' rating; however, the Agresso module supporting this was still being rolled out, leading to an 'amber' rating on embedding the policy. All aspects of the provision of a clear statement of SBC's responsibility were rated 'green' as the statement had been agreed with Legal and Procurement, whilst a Deed of Variation had been agreed between SBC and the Slough Children's Services Trust (SCST) and endorsed by the Department for Education (DfE).

(At this point, Councillor Brooker entered the meeting)

Clear lines of accountability within SBC had been established as part of the Corporate Volunteer Policy, leading to a 'green' rating. Similarly, the staged implementation of the Agresso module to support this led to an 'amber' rating on this aspect. Service delivery was being informed by the views of children and families given the Five Year Plan's establishment of a 'golden thread' and the use of forums such as the Youth Parliament and Youth Inspectors to receive the voice of young people.

Staff training had been refreshed and received a 'green' rating (with the Agresso element again receiving an 'amber' rating), whilst the Safer Recruitment Policy (and related training) in place in schools was being drafted for SBC and was currently out to consultation. This meant that this element was rated as 'amber', whilst governance was fully in place and rated 'green'. Inter-agency working was rated 'green' and thresholds had been revised, with the Early Help Model launched in June 2018 and applied across all agencies on 1st December 2018. Training on information sharing had been put in place, leading to a 'green' rating although the Agresso implementation was 'amber'.

The Panel raised the following points in discussion:

- SBC operated its DBS checking policy in line with DfE guidelines. Whilst some Councillors (e.g. Cabinet Member for Children and Education) required such a check, this was not the case for all members. However, some members asked if the possibility of receiving casework involving children or vulnerable adults, this had safeguarding implications and the need for DBS checking. Furthermore, data management and training from the Information Commissioner's Office (ICO) may be needed in some areas. Officers agreed to circulate SBC's criteria for DBS checks and ICO training for members.
- Agresso was an issue that had led to 4 out of the 5 areas rated 'amber'. The HR modules of the Agresso platform are being rolled out in stages rather than through immediate implementation across all areas. However, officers had been briefed on the Agresso systems to be put in place and seen a demonstration; the next phase of implementation would expand functionality significantly. The Service Lead for Human Resources was also on the Corporate Group overseeing the matter and was thus part of the design and implementation process.

Education and Children's Services Scrutiny Panel - 06.12.18

Resolved: That the Panel receive SBC's policy in relation to DBS checks and ICO training.

30. Joint Parenting Panel Quarterly Update

Since the last such update, the Joint Parenting Panel (JPP) had undertaken 3 pieces of work. The first of these was a meeting on 26th July 2018, the second a training event on 25th September 2018 and finally its meeting on 4th October 2018.

The July meeting had not taken the usual format of a themed event; rather, it provided an overview of JPP's work. This was to prepare those new to the body for its work, and also ensure all parties had a thorough awareness in preparation for Ofsted's imminent inspection. The meeting therefore recapped the matter of corporate parenting and outlined JPP's key achievements of the previous 12 months.

The September training covered corporate parenting for all members and included presentations from SBC, SCST, foster carers and young people. The event had received highly positive feedback from those present and all JPP members had subsequently received the relevant materials (bar the young person's presentation).

Finally, the October JPP had a thematic discussion regarding health and wellbeing. As part of this it had taken the Clinical Commissioning Group's Looked After Children Annual Report, outlining the diagnostic work on young people's health across East Berkshire. The learning from this had also been applied, leading to improvements in performance. The draft Corporate Parenting Strategy had also been shared; some amendments had been proposed as a result, with the revised version to be presented to JPP on 12th December 2018 for approval prior to the Ofsted inspection.

The Panel raised the following points in discussion:

- Whilst members raised the possibility of applying the rule that 3 consecutive non-attendances should lead to that individual losing their place on JPP, the meeting was advised that this was constitutionally impracticable.

Resolved: That the update be noted.

31. Forward Work Programme

Members were advised that the Overview and Scrutiny Committee would be taking an item on childhood obesity on 10th January 2019. It was also suggested that head teachers may wish to attend the meeting on 13th March 2019 to discuss teacher recruitment and retention.

Education and Children's Services Scrutiny Panel - 06.12.18

The Chair of the Panel also asked that the thanks of the Panel for David Gordon's work be noted.

Resolved: That members receive information regarding teaching days lost to unauthorised absence.

32. Attendance Record

Noted.

33. Date of Next Meeting - 7th February 2019

Chair

(Note: The Meeting opened at 6.30 pm and closed at 7.33 pm)

Education and Children's Services Scrutiny Panel – Actions Arising

24th October 2018

Minute:	Action:	For:	Report Back To: Date:
18	Members requested that materials used in the January 2019 elections be circulated to the Panel outside of the meeting.	Young People's Service	ECS Scrutiny Panel March 2019

6th December 2018

Minute:	Action:	For:	Report Back To: Date:
29	That the Panel receive SBC's policy in relation to DBS checks and ICO training.	Children's Services	ECS Scrutiny Panel 7 th February 2019
31	That members receive information regarding teaching days lost to unauthorised absence.	Children's Services	ECS Scrutiny Panel 7 th February 2019

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SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children’s Services Scrutiny Panel

DATE: 7th February 2019

CONTACT OFFICER: Michael Jarrett, Service Lead, Early Years
(For all Enquiries) (01753) 476556

WARDS: All

PART I
FOR COMMENT AND CONSIDERATION

CHILDREN’S CENTRES TASK AND FINISH GROUP –
FINAL REPORT AND RECOMMENDATIONS

1. **Purpose of Report**

1.1 For the Education and Children’s Services Scrutiny Panel to comment on the work and recommendations of the Children’s Centres Task and Finish Group.

2. **Recommendations/Proposed Action**

2.1 That the Panel approve and adopt the recommendations of the Task and Finish Group, namely:

- 1) Maintain the standard of buildings with regular checking of facilities.
- 2) Ensure the relationship with Heathrow is developed to support Children’s Centres in the surrounding area.
- 3) Investigate the cost of extending the offer to children and families across higher phases in Slough.
- 4) Build on the excellent relationships with delivery partners to extend and consolidate the offer.
- 5) Explore further the opportunities for other agencies to operate out of children’s centres (e.g. libraries) to deliver satellite services.
- 6) Establish more formal opportunities for children’s centres to generate additional income by letting out parts of the building in a manner which does not impact on service delivery or compromise safeguarding arrangements.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3.1 **Slough Joint Wellbeing Strategy priorities**

The work of Slough Children’s Centres supports the following priorities of the strategy:

1. Protecting vulnerable children
2. Increasing life expectancy by focusing on inequalities

3.2 **Five Year Plan Outcomes**

This report considers education for children which impacts on the following Five Year Plan outcomes:

- Slough children will grow up to be happy, healthy and successful.

4. Other Implications

(a) Financial

The financial implications of the report's recommendations are outlined in the Action Plan section at the end of Appendix A. Should the recommendations be adopted and approved by the Panel, these will be monitored as part of the ongoing work to deliver these recommendations and reported back to the Panel as appropriate.

(b) Risk Management

Recommendation from section 2 above	Risks/Threats/ Opportunities	Current Controls	Using the Risk Management Matrix Score the risk	Future Controls
Maintain the standard of buildings with regular checking of facilities.	£2.5 m maintenance & refurbishment in a 5 year plan to 2023. Risk-reassignment of funding; continuing maintenance after this date.	Current servicing plans already in place. Monthly and annual pre-planned maintenance.	2 - economic/ financial-risk negligible probability-very low, H&S-risk-marginal, probability-low Legal/regulatory - risk negligible probability very low.	Additional budgets to enable maintenance programme to continue after 2023, through GF or generated income.
Ensure the relationship with Heathrow is developed to support Children's Centres in the surrounding area.	One time bid-careful linking within SBC to ensure all parties needs are identified prior to this bid.	Nothing at present.	1 -political -risk negligible, probability-almost impossible	Working group in place. Collaborative council working.
Investigate the cost of extending the offer to children and families across higher phases in Slough.	Risks- no control over uptake of childcare or extending the offer- preference may be to remain in a school setting. Threats- potential closure of sites in a budget cutting exercise. Opportunities- demand for childcare places remains high and current interest in use of / repurposing	Working group set up to review current fee structure offer and sustainability and reviewing and repurposing rooms within the Children's Centres	6 -political- risk-marginal probability-low	Collaborative working across SBC including Young People's Service, Schools, PVIs. Parental consultation for any new proposals.

	rooms i.e. room at Chalvey Grove CC to become a satellite library, room at Vicarage Way to become a diabetic clinic for the wider population.			
Build on the excellent relationships with delivery partners to extend and consolidate the offer.	Risks- recruitment of sufficient high quality staff to meet the broader age range. Uptake of new offer. Opportunities- enhance the reach of the children and families. Opportunities to link with other departments and partners to deliver across the spectrum of ages.	Strong partnership links already in place with SBC, SCST and other external agencies.	2 Political- risk - negligible probability-very low	Part of the Early Help offer pilot
Explore further the opportunities for other agencies to operate out of children's centres (e.g. libraries) to deliver satellite services.	Risks- other agencies not wanting to engage in service delivery in a Children's Centre. Opportunities- use of / repurposing rooms i.e. room at Chalvey Grove to become a satellite library, room at Vicarage Way to become a diabetic clinic for the wider population.	Working group to identify additional income generation including room bookings, service delivery and suitability of accommodation.	2 Economic/ financial- risk negligible probability-very low	SLAs to formalise the offer within the centres
Establish more formal opportunities for children's centres to generate additional income by letting out parts of the building in a manner which does	Risks- closure of sites- no further opportunities to earn income. Risks associated with lettings- non	Working group already in place. Currently testing the market-offering rooms for specialist services i.e.	2 Economic/ financial Risk-negligible probability-very low Management inc	WiFi being enabled in all the children's centres to allow public access of all SBC services i.e. paying rent,

not impact on service delivery or compromise safeguarding arrangements.	payment of room hire etc. Safeguarding, H&S. Opportunities- room hire, selling of staff skills to internal and external agencies.	Training courses for parents.	contractual- risk- negligible probability-very low	council tax etc.
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(c) Human Rights Act and Other Legal Implications

There are no Human Rights Act implications. The provision of Early Education is a statutory duty under the Childcare Act 2006 (Sections 6 – 11).

(d) Equalities Impact Assessment

An Equality Impact Assessment will be completed for the recommendations as appropriate should they be adopted.

5. **Supporting Information**

- 5.1 The Task and Finish Group was first raised by members at the meeting of the Education and Children’s Services Scrutiny Panel on 17th July 2018; a decision to commission the review was made at the same event. The Task & Finish Group was then formed and proposed the terms of reference contained in Appendix A on 25th September; these were then agreed by the Panel via email.
- 5.2 The Task and Finish Group’s remit was to review the provision of services at Children’s Centres in Slough’. This involved a series of site visits as discussed in the report included as Appendix A. Overall, members were impressed with the offer for local children and the use of the recent investment. As a result, the recommendations do not focus on changing provision for their current users, but rather extending the services offered at centres across the 0 – 19 year old age range.
- 5.3 The Task and Finish Group held its meeting to conclude its work and form its recommendations on 13th December 2018. It is the recommendations in this report that require the approval of the Panel, at which point they will be adopted by the Panel. It is also advised that the Panel set a date for an update on these recommendations to track their progress.

6. **Conclusion**

- 6.1 This report is intended to provide the Panel with the findings of the Task and Finish Group.

7. **Comments of other Committees**

This report reflects the outcomes of the Task and Finish Group’s work. No other Committees have considered this material as yet, although should the recommendations be adopted they will then be referred to Cabinet.

8. **Appendices Attached**

- ‘A’ - Final Report Children’s Centres Task & Finish Group (draft)
Recommendations on page 5

Children's Centres Task & Finish Group

Findings of Task and Finish Group
commissioned by Education and Children's
Services Scrutiny Panel

September – December 2018



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DRAFT

Preface

It gives me great pleasure to introduce the recommendations of the Children's Centres Task and Finish Group. The review was commissioned by the Education and Children's Services Scrutiny Panel after a debate on 17th July 2018; the points raised in this discussion were addressed in the terms of reference which can be found at the start of the report.

In order to provide recommendations based on the widest possible evidence base, our Group has conducted a series of meetings and events to shape its views. These have included staff at Slough Borough Council and also at a number of our Children's Centres across Slough. Members present were impressed with the facilities on offer, the levels of investment that had been made in them and the commitment, knowledge and passion of the staff who led visits to these centres. As a result, we have confidence that the service is providing an excellent start in life for local children and providing good outcomes for them.

However, we also acknowledge that improvement is a continuous target and therefore we have made some recommendations regarding the service. These are available in the report and focus on areas such as extending service provision, developing relationships with partners such as Heathrow Airport and maximising the use of these excellent facilities. It is also our intention that the work will have a long term impact which can be measured; the progress being made on these recommendations will be monitored by the Education and Children's Services Scrutiny Panel as appropriate over the coming months and years.

The Members of the Task and Finish Group would like to thank the officers and children's carers who have provided information to the Group. I would also like to thank Councillor Preston Brooker, Councillor Atiq Sandhu and Councillor Wayne Strutton for all their work and support in completing this project, as well as the stakeholders listed at the end of this report.

Councillor Mohammed Sharif
Chair of the Children's Centres Task and Finish Group



Terms of reference

The following terms of reference were proposed by the Task & Finish Group following a meeting on 25th September 2018.

1. To investigate and make recommendations on the following matters:
 - 1.1 The current provision of children's centre services across Slough
 - 1.2 The delivery of children's centre services
 - 1.3 The potential range of delivery models
 - 1.4 The alignment of any proposed models against the council's statutory duties
 - 1.5 The oversight of any review of children's centres.

DRAFT

Summary of Recommendations

The Task and Finish Group would like to propose the following recommendations based on its investigations:

- 1) Maintain the standard of buildings with regular checking of facilities.
- 2) Ensure the relationship with Heathrow is developed to support Children's Centres in the surrounding area.
- 3) Investigate the cost of extending the offer to children and families across higher phases in Slough.
- 4) Build on the excellent relationships with delivery partners to extend and consolidate the offer.
- 5) Explore further the opportunities for other agencies to operate out of children's centres (e.g. libraries) to deliver satellite services.
- 6) Establish more formal opportunities for children's centres to generate additional income by letting out parts of the building in a manner which does not impact on service delivery or compromise safeguarding arrangements.

1 Background to the Review

1.1 Introduction

The issue was first raised by the Education and Children's Services Scrutiny Panel on 17th July 2018. This was in response to questions that members had asked regarding the service since Slough Children's Services Trust had become operational in 2015, and Slough Borough Council had retained responsibility for the service under arrangements between the two organisations. Members were aware of the fact that all centres had received ratings of 'Good' or 'Outstanding' in their most recent Ofsted inspections, and also had seen significant levels of investment under the Asset Management Plan.

Overall, attainment levels across Slough are at an excellent level. There are just over 13,000 under 5's in Slough, and the centres were managing this high level of demand. Indeed, statistics regarding attainment were 2.5% above national average.

As a result, this review was not commissioned on the basis of immediate concerns over the level of service provision, but rather because members were aware of the vital role that early years provision had in preparing infants for school. It has also been a long term interest to members, and therefore an area where they wished to see the service in action and have an opportunity to discuss matters with staff. Finally, members were also interested to inquire about the wider provision such centres offered to support parents and families in their responsibilities.

The Task and Finish Group was chaired by Councillor Mohammed Sharif and membership comprised Councillor Preston Brooker, Councillor Atiq Sandhu and Councillor Wayne Strutton.

1.2 The Approach

Given the above, the logical structure of the review was one which focused on site visits. The initial meeting to form the recommendations also took a series of documents regarding provision in Slough and the surrounding legislative structure which defined the Council's responsibilities.

After this, the Group focused on site visits; these covered two centres which offered 8am – 6pm provision 51 weeks a year (Full Service sites) and two which operated from 8.15am – 4.15pm during term times only for early education and children's centre services at other times (Graduated sites). The visits examined all aspects of provision, from babies and infants to services for families, and were led by members of staff at each Children's Centre.

The information from these events is included in section 2 of this report, and was used to formulate the recommendations at the start of this document. These recommendations were compiled by the Task & Finish Group at its meeting on 13th December 2018.

2 Information gathered

2.1 Site Visits – Full Service Sites (Penn Road and Chalvey Grove Children’s Centres)

- 2.1.1 Penn Road has an ‘Outstanding’ rating from Ofsted, which had been confirmed by a recent review from a former inspector. Despite the issues that many of its children had prior to attending the Centre (e.g. over half had English as a Foreign Language) it had a good track record on making progress with individuals.
- 2.1.2 The site featured one side dedicated to meetings for the wider family. This included an Adult Education Room, the Small Meeting Room and the Family Room. These provided a range of environments sensitive to the requirements of the types of meeting they hosted, with rooms being adaptable. The SEND Outreach Team also used these rooms as required. In addition, services such as baby weighing, parenting classes and English language sessions were on offer.
- 2.1.3 The Family Room also hosted events where skills for children were emphasised; on the day of the site visit a ‘Little Writers’ session was held, but provision also included ‘Little Scientists’ and ‘Little Writers’. The Family Room also had a series of sections to offer clearly defined spaces for different activities and was keen to display the children, their work and their parents to create a welcoming environment. Key messages were also promoted (e.g. Child Safety Week) with relevant guests invited to support this work.
- 2.1.4 The other side of the campus housed Early Years provision. This covered children from 3 months to young school children attending after school activities, and included those using their 15 or 30 hours of entitlement to free nursery care (as well as fee payers). Uptake for free care was high in the area, especially given the proportion of parents involved in shift work. There was an onsite chef who prepared all food on site to control the healthy content of the food and any allergy issues. The Centre had also been awarded Gold Level under the ‘Healthy Smiles’ scheme.
- 2.1.5 The Baby and Transition Room could house up to 9 babies and operated under the required 1 to 3 ratio. It adapted to the needs of babies rather than the other way round, given the role it had in socialising infants (as the first time they had spent away from parents). The Older Toddler Room was an expansive environment and was themed in a similar fashion to the Family Room. It also featured an extensive outdoor area which had recently been renovated using funds from the Asset Management Plan; this included a garden as well as a covered play area. A ‘Book of the Month’ was also promoted in this area, with related activities for children; parents were encouraged to participate in this. Key message such as vaccination and the role of messy play in development were also publicised.
- 2.1.6 The work of the Centre was based on matching the early years curriculum, the Early Years Foundation Stage (EYFS), with local needs. Attainment levels from Key Stages 1 to 4 were used to map the likely requirements of children attending the Centre. The Centre also had a close relationship with the adjoining Penn Wood School as well as other educational establishments (e.g. The Montessori School). Slough’s results at the end of the foundation stage are above the national average and currently stand at 73.6% of Slough children securing a Good Level of development (GLD) which is 2.1% above the national average.
- 2.1.7 The Centre also worked on safeguarding issues and related matters. A Child Protection Conference was being held on the day of the visit, with the Centre having had a good experience with Slough Children’s Services Trust. The Centre operated as a front door for services twice a week, and was also an integrated part of the Multi Agency Safeguarding Hub; referrals were made as required. It had access to social workers, with children having

experienced a level of relative stability in terms of the staff charged with their cases. Handovers had also improved under the Trust, whilst the Early Help Offer had been of benefit as practitioners could liaise and co-ordinate their work more effectively. Threshold training had also been organised for the relevant members of staff. As with all Children's Centres in Slough, supervised brushing sessions were in place to remedy issues with oral health in local children. Parents would also be challenged on the drinks given to children, use of pushchairs and other health matters as appropriate.

- 2.1.8 The Centre was engaged with the apprenticeship scheme and benefitted from the commitment of its predominantly local staff. Where necessary, staff would refer issues to the Housing Service where potential help had been identified.
- 2.1.9 Meanwhile, Chalvey Grove Children's Centre serves local residents in a deprived area with a high turnover of residents. Its ethos centres on providing a constant in a changeable community. It also provided good levels of attainment amongst its children, many of whom started from relatively disadvantaged points. As well as provision for children, it also worked with families on issues such as housing where support was required. Activities such as local walks with exercises for children such as nature spotting were offered to encourage cohesion and address childhood obesity targets. The Nursery and Early Years provision was the first children's centre in Slough to participate in the Active Movement programme.
- 2.1.10 The Younger Main Room (for 2 year olds) and Family Room (for younger infants) had been swapped over in May 2018. This had been to offer 2 year olds a larger outdoor area; this had already had a positive impact on the attainment of boys. There was also a baby room which was refurbished in 2016, which currently hosted 6 children and could take up to 9. Funding from the Asset Management Plan had been used to expand the facilities on offer and ensure the building was more durable. The Centre also had prominent displays on issues such as oral health and healthy eating.
- 2.1.11 The Older Main Nursery was home to 24 children and could host up to 48. This area also had an extensive outdoor play area with a large amount of wooden equipment. There was a considerable waiting list to join the Centre, but its popularity meant that no children had left in 2018 (other than those graduating to school). It also had close links to the neighbouring school, with meetings held with the Head Teacher once a term. The Centre also had a 5 Year Plan, based on an analysis of the local population, its needs and other relevant variables involved in strategic considerations.

2.2 Site Visits – Graduated Sites (Yew Tree Road and Vicarage Way Children's Centres)

- 2.2.1 Yew Tree Road Children's Centre is very popular and well attended, and has a good relationship with the Primary School (St Mary's) situated next to it. Most children graduate to St Mary's, and the link is promoted in terms of assisting with transition and progress (e.g. gates between the centre and the school are open). It also offers other popular services, such as the health visitors clinic (every Friday) which provides weighing, breast feeding and support. It also made referrals to the local food bank as well as a comprehensive range of wider children's centres services including family support and home visiting.
- 2.2.2 The ethos of the centre emphasises active movement, inclusivity and a varied environment. Indeed, pioneering work regarding active movement was being undertaken at Yew Tree, whilst children with an Education, Health and Care Plan (EHCP) were integrated into provision rather than receiving separate care. Staff also stressed early intervention to assist with readiness for school, and support for parents to ensure that the centre's work was supported at home.

- 2.2.3 The environment also provided a choice of indoor or outdoor activities, forming part of the continuous provision for the Early Years Foundation Stage (EYFS); boys tended to learn better outdoors, and girls indoors, but all needed active lifestyles too. The indoor area was well utilised and had themed areas to offer a varied environment, and featured a highly efficient use of this space. Ofsted's latest inspection rated the centre as 'good', and praised the individual nature of provision and care and the themed indoor environment in particular.
- 2.2.4 Support for parents also included monthly reading classes to help them read stories to their children, and overall language skills were offered. There was a wide range of languages amongst local parents and staff, and this was used to help with encouraging these skills. The centre also worked on settling-in periods with new children to ensure that they could participate fully in life at the children's centre.
- 2.2.5 Vicarage Way Children's Centre supports a less populated part of Slough but is popular with children and families that use its services. Sessions are well attended and there is a good mix of children who access their early education entitlements. The centre has a waiting list for children to attend 3 and 4 yr. old places. As a stand alone children's centre the staff work across the reach area in order to maintain links with local schools and early years providers.
- 2.2.6 The centre is open from 8.45am to 4.15pm term time only for early education and at timetabled times for all other children's centre services. Centre staff promote active movement opportunities.
- 2.2.7 The centre houses a satellite library and has seen an increase in local use during this last term.
- 2.2.8 Centre staff work closely with families housed in the nearby hostel to ensure their needs are met and broker opportunities for children to access early education places and children's centre services where appropriate/available.

3 List of Meetings and Events

The following meetings were held by the Task & Finish Group:

- | | |
|----------------------------------|----------------------------------------------|
| 25 th September 2018: | Formation of terms of reference |
| 5 th October 2018: | Site Visit – Yew Tree Road Children’s Centre |
| 31 st October 2018: | Site Visit – Penn Road Children’s Centre |
| 1 st November 2018: | Site Visit – Vicarage Way Children’s Centre |
| 5 th November 2018: | Site Visit – Chalvey Grove Children’s Centre |
| 13 th December 2018: | Formation of recommendations |

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4 Acknowledgements

The Obesity Task & Finish Group would like to note it's thanks to the following contributors and witnesses, whose input helped form its recommendations:

Slough Borough Council:

Michael Jarrett	-	Service Lead Early Years and Development, Slough.
Emma Briggs	-	Early Years Manager, Penn Road Children's Centre
Joanna Mullin	-	Senior Family Services Officer, Penn Road Children's Centre
Jane Jones	-	Deputy Early Years Manager, Yew Tree Road Children's Centre
Bella Dean	-	Early Years Manager, Chalvey Grove Children's Centre
Julie Francis	-	Family Services Officer, Chalvey Grove Children's Centre
Marie-Claire Avis	-	Senior Coordinator Operations, all children's centres
Jacqui Shadrache	-	Healthy Eating Practitioner, all children's centres.

The following resources were also used in background research:

The Childcare Act 2006	Central Government
Sure Start Statutory Guidance	Department for Education
Main Requirements	Department for Education
Slough Children's Centre Map	SBC, Early Years Service
The Children's Centre Core Offer	SBC, Early Years Service
Services broken down with attendances	SBC, Early Years Service

Action Plan	By when	How
1) Maintain the standard of buildings with regular checking of facilities	2018-2023	5 year maintenance and refurbishment plan in place for 10 CCs. There is £2.5 million to be spent over the next 5 years. The Refit Programme will link into this, to ensure that the CCs are energy efficient
	2023 onwards	Facilities, Property Services and the Children's Centres will have continuing schedules of work, PPM (Pre Planned Maintenance), Service plans and contracts for monthly maintenance. Currently undertaken: annual deep cleaning of kitchens, carpet cleaning
	end 2018	Garden Project- £244,000 spent to improve the outdoor areas of the Children's centres- making them more attractive and enhancing the learning opportunities for children
2) Ensure the relationship with Heathrow is developed to support Children's Centres in the surrounding area.	May-19	Set up a working group to look at any potential grants available from Heathrow, ensuring that this is coordinated with other departments and Councillors within SBC. Potential grants include: grants for young people, environmental and sustainability grants, communities together to help reach isolated members of the community. This will impact Vicarage Way Children's Centre.
3) Investigate the cost of extending the offer to children and families across higher phases in Slough.	Apr-19	Set up a working group to look at the suitability of the CC buildings; refurbish to make age appropriate designated areas ; Review the current Children's Centre offer; Develop staff training to help with the wider service delivery; room hire to facilitate tutoring for 11+ and GCSE, provision of the 0-19 offer
4) Build on the excellent relationships with delivery partners to extend and consolidate the offer.	Sep-19	Review current offer and look at the integration of the 0-19 offer to consolidate into a sustainable holistic, target driven offer; internal staff retraining and re-profiling of duties i.e. ante natal support; commissioning partner agencies to deliver services in the 0-19 (25 for children with SEND) range, the children's centre family services offer is an integrated part of phase two of new Early Help offer for Slough; currently integrated into Early Years Service and will continue to work across the sector with 0-19.
5) Explore further the opportunities for other agencies to operate out of children's centres (e.g. libraries) to deliver satellite services.	Mar-19	Re-purposing the small meeting room in Chalvey Grove Children's Centre into a satellite library.
	Feb-19	Wi Fi to be installed in 6 Children's centres to help support public access PCs for the wider public
	Apr-19	Re-purposing areas to widen the offer i.e. changing the flooring in VWCC to enable Public Health to run Diabetes Clinics
	ongoing	Contact meetings facilitated in the CCs for neighbouring Local Authorities to increase income for SBC

6) Establish more formal opportunities for children's centres to generate additional income by letting out parts of the building in a manner which does not impact on service delivery or safeguarding arrangements.

Apr-19

Working group to meet to put together a full programme of services including: trading skilled services such as Baby Massage, Auditing, Risk Assessments and Training; room hire for the wider community and neighbouring local authorities

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SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel

DATE: 7th February 2019

CONTACT OFFICER: Michael Jarrett, Service Lead, Early Years
(For all Enquiries) (01753) 476556

WARDS: All

PART I
FOR COMMENT AND CONSIDERATION

30 HOURS EXTENDED ENTITLEMENT - FINAL REPORT AND RECOMMENDATIONS**1. Purpose of Report**

- 1.1 For the Education and Children's Services Scrutiny Panel to comment on a report outlining the implementation of and issues arising from the introduction of a new free early years entitlement; commonly referred to as '30 hours'.

2. Recommendations/Proposed Action

- 2.1 The Panel is requested to comment and consider the information in this report noting that:

- Comparing national figures with percentages in Slough (5.13) clearly identifies the need to develop more extended entitlement provision in Slough schools.
- National reports indicate that childminders offer the extended entitlement with greater flexibility than other providers. Support work is currently focussed on encouraging more childminders to provide the 30 hours extended entitlement.
- The ongoing support for childminders includes further development of a new SEND network focussing on skills development and developing an offer of inclusive practice and provision.
- A review of the barriers to 30 hour place take up will begin in February at a workshop session with managers of PVI's.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

JSNA reports performance in schools as good. Early Years Profile figures for summer 2017 were exceeded in 2018 and the Good Level of Development was 73.6%.

3.1 Slough Joint Wellbeing Strategy priorities

The work of Slough Early Years Service supports the following priorities of the strategy:

1. Protecting vulnerable children
2. Influencing the wider determinants of health through early education

3.2 Five Year Plan Outcomes

This report considers the provision of early education for children which impacts on the following Five Year Plan outcomes:

- Slough children will grow up to be happy, healthy and successful.

4. **Other Implications**

(a) Financial

No financial implications

(b) Risk Management

(c) Human Rights Act and Other Legal Implications

There are no Human Rights Act implications. The provision of Early Education is a statutory duty under the Childcare Act 2006 (Sections 6 – 11).

(d) Equalities Impact Assessment

5. **Supporting Information**

5.1 **Slough has a statutory duty to secure a free entitlement place for every eligible child in their area. Slough Early Years Service manages this duty on the authority's behalf.** (Childcare Act 2006 and 2016)

5.2 There are 3 different funded entitlements that parents can receive in England and each one has a different set of criteria determining eligibility.

- A two year old Free Early Education (FEE) place is available to children in low income households. Parents in receipt of child tax credits or working tax credits are eligible if they have an annual income under £16,190 before tax. Parents in receipt of Universal credit are eligible if they have an annual net earned income of £15,400 or less.
- A Universal 3 & 4 year old entitlement (15 hours) is available to all children the term after their 3rd birthday
- The Extended 3 & 4 year old entitlement (30 hours) was introduced in September 2017 for children in families where parents work and meet some specific earnings criteria. The family is eligible for the extended entitlement if parents are in work (both parents in a two parent household or one parent in a one parent household) and earning the equivalent of 16 hours per week at the national minimum or living wage and not more than £99,999 per year (each parent).

5.3 Current Participation Data

Autumn 2018	Participation rates
Funded 2 year olds	52%*
Universal 3 & 4 year olds	58%**
Extended Entitlement	88%***

*The Department for Work and Pensions supply a data set of the number of families eligible for 2 year old funding

** Health Data is used to calculate the number of 3 & 4 year olds living in Slough. Minus a % of 4 year olds in reception classes (previous January census data is used as a proxy indicator)

*** The percentage is worked out using the number of codes issued (applications)

- 5.4 The FEE extended entitlement offers 15 hours of early education for 38 weeks of the year to children of working parents in England. The aim is to help families by reducing the cost of childcare thereby supporting parents into work or into increasing their hours of work.
- 5.5 **Rollout of extended entitlement**
In Slough, sufficiency planning for the extended entitlement started many months before the national rollout with managers meetings, briefings, childminder events and discussions with Head Teachers all designed to raise awareness of possible ways to meet potential demand across the range of providers.
- 5.6 Planning in the first year was challenging due to a lack of data on eligibility and take-up of the extended hours. However, over time we are building a data history through the Early Years Census and School Census data that is supporting future planning.
- 5.7 The initial roll out of the extended entitlement placed a large administrative burden on the local authority, not least because technical problems with the application process led to many parents looking to local authorities for telephone support. The HMRC lines were unable to cope with the demand. Without any additional funding it was a challenge to meet our duties and provide support to parents and providers. Subsequently we were able to access the DfE Delivery Support Fund to employ two part time staff to manage the extra level of calls and payment processing for 6 months.
- 5.8 The Local Authority provides settings with information about parents who need to reconfirm their code six times a year. However settings continue to report parents having difficulty with the reconfirmation of codes. All applications are managed and processed by HMRC.
- 5.9 The most pressing longer term issue arising from the extended entitlement is the limited participation of families with children with SEND, most probably as a result of the pressure on SEND budgets. This is a national issue that has an impact on all local authorities. SEND budgets were already being stretched to meet demand from children who were taking the universal 15 hours and, with no additional resource to address a further 15 hours of entitlement it is proving extremely difficult to stretch the High Needs budget further.
- 5.10 **Sufficiency and Compliance**
- Slough has received no complaints from parents about a lack of extended entitlement places (30hrs).
 - A few parents have asked questions in 2018 about charges in relation to free entitlements and there have been discussions with 2 specific providers who have subsequently modified their statements to parents based on our advice.
 - Compliance checks commence in February 2019.
- 5.11 Most extended hours places in Slough are delivered by private providers. According to the Childcare Sufficiency Assessment data of autumn 2018:
- 60.6% of extended entitlement places were delivered by private providers, including children's centres
 - 30.5% were delivered by school nursery classes or nursery schools
 - 9% were delivered by childminders.

5.12 Children's Centres are key providers of FEE in Slough

All FEE Childcare		Numbers of children	
Spring 18	All settings	Children's Centres	% in CC
3 & 4 yr. universal	3131	236	7.01%
3 & 4 yr. extended	662	91	12.08%
2 yr. old funded	443	156	26.04%
EYPP	277	51	15.55%

All FEE Childcare		Numbers of children	
Summer 18	All settings	Children's Centres	% in CC
3 & 4 yr. universal	3500	290	7.65%
3 & 4 yr. extended	825	132	13.79%
2 yr. old funded	424	148	25.87%
EYPP	252	63	20.00%

All FEE Childcare		Numbers of children	
Autumn 18	All settings	Children's Centres	% in CC
3 & 4 yr. universal	2318	160	6.46%
3 & 4 yr. extended	620	63	9.22%
2 yr. old funded	458	116	20.21%
EYPP	240	50	17.24%

5.13 In Slough the extended offer has resulted in greater use of funded hours at more than one provider although there is very little evidence to demonstrate any increase in true partnership delivery of the entitlement. This is generally due to the fact that a higher percentage (63%) of families choose to have their universal 3 & 4 year old funding in a school provider and currently only a small number of schools (30.5%) are offering the extended entitlement, therefore parents opt to split their 30 hours between a school provider and a Private, Voluntary and Independent setting.

The Natcen survey published in November 2018 reports the following percentages of providers in England offering 30 hours funded childcare:

Type of childcare	Group based	School based Nursery	Childminder
Percentage	90%	67%	77%
Percentage in Slough	97%	41%	62%

Comparing the national figures with percentages in Slough at a similar moment in time clearly identifies the need to develop more extended entitlement provision in Slough schools. However national reports indicate that childminders offer the extended entitlement with greater flexibility than other providers.

Participation rates for the extended entitlement are increasing over time and there is an expectation that the highest percentage will occur in the summer term.

DFE Published 30 hour codes - Slough

	DfE indicative eligibility figure	Eligibility codes issued	Codes validated (number)	Codes validated (%)	Children in a 30 hours place	Children in a 30 hours place as a percentage of codes issued (%)
Autumn 2017	1060	577	484	84%	400	69%
Spring 2018	1060	880	758	86%	643	73%
Summer 2018	1060	1020	892	87%	825	81%
Autumn 2018	1677	677	608	90%	597	88%

*The number of children eligible grows throughout the academic year as more children turn 3 years old

Comparison with statistical neighbours

Extended entitlement- 30 hours childcare

Percentage of codes issues and validated	Feb-18	Sep-18	Dec-18
Reading	96%	93%	98%
Redbridge	99%	86%	100%
Coventry	95%	86%	97%
Sandwell	90%	86%	96%
Birmingham	91%	89%	94%
Luton	91%	87%	91%
Leicester	85%	80%	94%
Slough	85%	84%	90%
Hounslow	84%	81%	87%
Ealing	84%	80%	84%
Hillingdon	81%	71%	89%

Take up of the 30 hours entitlement in Slough places us 8th in comparison with our statistical neighbours. There is still work to be done to improve the take up of the extended entitlement offer amongst eligible families. This work will start with a review of the barriers to place take up as evidenced by managers of settings at a workshop session in February 2019.

Impact on other provision

There was a decline in the number of two year olds accessing a free early education place in Slough in the period 2016 – 2018. The reasons for this are not clear but it is undeniable that there has been a refocus nationally on the extended entitlement for 3 and 4 year olds. Slough Providers report that whilst the number of 2 year olds in Slough settings is lower than in 2016 they are not prioritising the offer of places for 3 and 4 year olds over 2 year olds.

To counter the decline in FEE participation of 2 year olds the Slough Early Years Service has initiated the 'Bright Futures' campaign. Autumn figures show 52% of eligible two year olds in FEE places in the autumn term 2018. We expect the campaign to impact January figures.

Case study demonstrating evidence of the Impact of FEE

A primary school who has been offering 2, 3 & 4 year old funded places has seen a significant increase in demand for nursery places over the last year, since offering 30 hours childcare. The nursery currently has 124 nursery places accessed which is the highest number at this time of year within the last 4 years; this includes filling their internal capacity for 30 hours children. They

also have 24 filled places for 2 year old's, the majority of which are funded. The school have reviewed their data and a snapshot shows that the children who attended their 2 year old provision and then accessed their extended entitlement, are all achieving at least 20% higher than children who have not.

6. **Conclusion**

6.1 This report provides the Panel with an overview of the implementation of the Early Years extended entitlement and recommends specific developments to improve participation rates in Slough.

7. **Comments of other Committees**

This report has not been considered by any other committees.

8. **Appendices Attached**

None.

SLOUGH BOROUGH COUNCIL

REPORT TO: Education and Children's Services Scrutiny Panel

DATE: 7th February 2019

CONTACT OFFICER: Michael Jarrett, Service Lead, Early Years
(For all Enquiries) (01753) 476556

WARDS: All

PART I
FOR COMMENT AND CONSIDERATION**EARLY YEARS WORKFORCE REPORT****1. Purpose of Report**

1.1 For the Education and Children's Services Scrutiny Panel to comment on a report outlining Early Years Workforce developments across Slough

2. Recommendations/Proposed Action

2.1 The Panel is requested to comment and consider the information in this report noting that:

- The development and publication of an Early Years Workforce strategy aims to support the wider workforce to identify clear career pathways and opportunities for progression. Programmes and developments outlined in the strategy are proposed actions and review points for the early years service over the next few years.
- Slough Early Years Service works in partnership with training providers to ensure that appropriate training and development is available for potential practitioners. The objective remains to maximise the number of residents taking up childminding as well as increasing residents participating in level 2 and 3 childcare qualification.
- A key component of the promotion of working with children is to encourage more men to consider childcare as a career thereby reducing the gender gap and providing more young children with appropriate male role models.
- The development or maintenance of current numbers of childminders is a key priority for Slough as they are the most flexible providers of free early education and childcare in the Early Years Sector and are therefore a key component in the provision of the 30 hours extended entitlement.
- A SEND Network to support childminders with inclusive practice and skills development aims to increase the number of approved providers of FEE capable of offering places to children with severe and complex needs.

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

JSNA reports performance in schools as good. Early Years Profile figures for summer 2017 were exceeded in 2018 and the Good Level of Development was 73.6%, 2.1%+ national.

3.1 Slough Joint Wellbeing Strategy priorities

The work of Slough Early Years Service supports the following priorities of the strategy:

1. Protecting vulnerable children
2. Influencing the wider determinants of health through early education

3.2 Five Year Plan Outcomes

This report considers the provision of early education for children which impacts on the following Five Year Plan outcomes:

- Slough children will grow up to be happy, healthy and successful.

4. Other Implications

(a) Financial

No financial implications

(b) Risk Management

(c) Human Rights Act and Other Legal Implications

There are no Human Rights Act implications. The provision of Early Education is a statutory duty under the Childcare Act 2006 (Sections 6 – 11).

(d) Equalities Impact Assessment

5. Supporting Information

5.1 **Slough has a statutory duty to secure a free entitlement place for every eligible child in the area. Slough Early Years Service manages this duty on the authority's behalf.** (Childcare Act 2006 and 2016)

In February 2018 the Childcare Sufficiency Assessment was tabled to cabinet, outlining the probable insufficiency of early years places in Slough from summer 2018 onwards. Consideration of the report led to a Manifesto Commitment to create at least 400 new Early Years Places across the Borough. The creation of new places for early education and childcare is dependant upon providers being able to access sufficient space and suitably qualified practitioners to either expand or create new provision. There is a national shortage of early years practitioners with ensuing recruitment difficulties.

5.2 The National Focus was outlined in an Early Years Workforce Strategy published by the DfE in March 2017. Many of the original objectives have changed but there continues to be a recognition of the need for career pathways in early years to be clearer and better supported.

5.3 There is currently an ongoing review process relating to workforce issues in Slough. This monitors key strategies that are being implemented and developed to support providers with recruitment, retention and the professional development of staff.

A significant feature of the review process has been the identification of a priority need to reach the wider workforce when recruiting to work with children.

To address this need a series of changes were instigated in 2018. The information sessions facilitated by the Early Years Service were updated, promotional materials rebranded and a new schedule established. The objective remains to maximise the number of residents taking up childminding as well as increasing residents participating in level 2 and 3 childcare qualifications. The Early Years Service works in partnership with training providers to ensure that appropriate training and development is available for potential practitioners.

- 5.4 Slough Early Years Service is currently a participant in a LSCB organised, multiagency recruitment campaign designed to address the shortfall in the wider children’s workforce.
- 5.5 A National issue that is reflected in the Slough workforce is the lack of men working in childcare and early education. The national figure is 2% of the workforce and the most recent Slough number is similar at 3.79%. Increasing this figure is a key priority for future campaigns.
- 5.6 **Mandatory Training**
Early Years Providers must ensure that all their practitioners update specific training regularly, for example safeguarding. Slough Early Years Service commissions a range of providers to offer training to meet these statutory requirements and they are scheduled throughout the year and available for booking via The Link website.
- 5.7 **Continuous Professional Development Training**
The Slough Early Years Service provides professional development training for Slough practitioners on request. To support this offer, providers have been issued with a Professional Development Portfolio containing training / development suggestions.
- 5.8 **Numbers of Registered Childminders**
In recent years there has been a national, and local, decline in the number of registered childminders.
Maintaining current numbers of childminders in the context of a nationally declining workforce is a key priority for Slough as they are the most flexible providers of free early education and childcare in the Early Years Sector and are therefore a key component in the provision of the early education entitlements inc 30 hours.

Increasing the numbers of childminders able to offer free early education has been a priority for the Early Years Service in recent years. In September 2016 there were 54 childminders on the approved provider list, and in September 2018 there were 86 childminders on the approved provider list. This increase of 32 approved childminders represents an increase of 37%. This work continues to be a focus in order to increase the percentage of childminders offering free early education places. (currently 69%).
6. **Conclusion**
- 6.1 This report provides the Panel with an overview of the implementation of the Early Years extended entitlement and recommends specific developments to improve participation rates in Slough
7. **Comments of other Committees**

This report has not been considered by any other committees.
8. **Appendices Attached**

A – Early Years Workforce Strategy 2018-21
9. **Background Papers**

None.

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Early Years Workforce Strategy 2018-2021



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Foreword

We are pleased to introduce the Slough Early Years Workforce Strategy 2018-2021

The strategy supports the early years workforce which includes employers and managers of early years and childcare provision, namely, though not limited to; nurseries, schools, children’s centres, pre schools, childminders and training providers.

The strategy aims to support the sector in its efforts to recruit and retain staff and volunteers to the early years workforce with a focus on expanding the number of male childcare workers who currently only make up 2% of the early years workforce.

The strategy reflects the government’s commitment to supporting the early years sector to thrive, in the best interests of children, parents and the staff. “If children are to have the best experience in their earliest and most formative years we must invest in and value those who are shaping their early development” Caroline Dineage MP, Minister for Women, Equalities and Early Years.

<https://www.gov.uk/government/publications/early-years-workforce-strategy>

The Slough Early Years Workforce Strategy encompasses:

- promoting careers in the sector to increase the number of people joining the workforce.
- the creation of publicity and information sharing that is designed to reach the wider workforce and support them to consider careers working with children
- recruitment and retention approaches across the early years sector
- the promotion of continuous professional development
- the identification of specialist roles such as working with children with SEND
- details relating to the apprenticeship levy and available support for professional development.

As a council we are committed to early years services and acknowledge the significant role in the early years workforce plays in the early intervention and preventative agendas.



Councillor Shadnum Sadiq
Cabinet member for children and education



Cate Duffy
Director of children, learning and skills

Introduction

The Slough Early Years Workforce Strategy aims to support the early years sector to remove barriers to attracting, retaining and developing the workforce in line with the guidance published by the DfE in March 2017¹.

The Slough Early Years Workforce Strategy underpins details contained in the service plan for the Slough Early Years Service and demonstrates the value of the early years workforce in achieving the objectives of Slough's Five Year Plan². Specifically, it addresses outcome one: 'Slough children will grow up to be happy, healthy and successful'.

Settings follow the Early Years Foundation Stage³ and requirements contained in the Childcare Register⁴ with regard to the qualifications and ratios across all forms of childcare. The need to comply with the statutory qualifications ratios and ensure sufficient staff is a key driver for workforce development in the early years sector. A continual focus on workforce development ensures providers can increase the number of places for children in a range of settings to give parents choice of quality, accessible and affordable childcare.

The annual Childcare Sufficiency Assessment 2017⁵ demonstrates the recruitment of staff is pivotal in securing an appropriate workforce to meet the statutory duty to provide adequate places for children and families across the borough. The Childcare Sufficiency Refresh in 2017 indicated the need for several hundred additional childcare places in Slough, beyond 2019. Providers developing additional places will need to recruit additional qualified practitioners to maintain statutory ratios.



Michael Jarrett
Service Lead, early years
and development

¹ www.gov.uk/government/publications/early-years-workforce-strategy

² www.slough.gov.uk/council/strategies-plans-and-policies/five-year-plan.aspx

³ www.gov.uk/government/publications/early-years-foundation-stage-framework--2

⁴ www.gov.uk/government/publications/become-a-registered-early-years-or-childcare-provider-in-england

⁵ www.slough.gov.uk/council/strategies-plans-and-policies/childcare-sufficiency-assessment.aspx

Context

Data regarding Slough's labour market shows some significant differences between Slough and our statistical neighbours.

Data taken from the Office for National Statistics (ONS)⁶ shows that 9.6% of households in Slough are workless households; this is lower than our statistical neighbours Hillingdon, Hounslow, Luton, Reading and Redbridge.

The qualification levels of Slough residents are also lower than the majority of our statistical neighbours. The data shows that 68.5% of the Slough workforce is qualified to level 2 (GCSE equivalent) and 54.6% to level 3 (A-Level equivalent). Whereas the data for the south east shows that 78.6% hold level 2 and 61.1% level 3.

Gross weekly pay for people in the south east averages £596.80 whereas the average in Slough is £557.00 per week.

The ONS data shows that Slough residents have lower levels of qualifications and pay than people in other areas of the south east of England.

The percentage of people who hold foreign and other professional qualifications in Slough is 14.8%; higher than many of our statistical neighbours.

The Early Years Service will encourage the workforce to obtain verification of their qualification status in order to support the development of individual career pathways.

Analysis of national and local data informs our strategies for the attraction, retention and development of Slough's childcare workforce and the attainment of outcome one in the Five Year Plan.

⁶ www.nomisweb.co.uk

Increasing the workforce

The Slough Early Years Service takes every opportunity to promote Slough as a great place to work. In a recent national survey ⁷, Slough was rated the best place to work in the UK.

We want early years to be seen as a positive career choice. There is a need to expand the early years workforce by recruiting people from a range of backgrounds and increasing gender diversity. Nationally only 2% of the workforce is made up of male childcare workers, according to the latest providers survey undertaken by the Pre-School Learning Alliance in 2013. The Early Years Service provides advice to people considering career changes to help them make informed decisions about routes into the early years sector. Appendix 1 shows a list of job roles, qualifications and potential salaries across the sector.

Careers working with children

The Slough Early Years Service has developed a range of marketing materials to demonstrate the wide range of possible careers working with children and the rewarding nature of these roles. Continuous and regular promotion of these materials on the SBC website, in children's centres, libraries, schools, job centres as well as in the residents' newsletter - the Citizen, will be supplemented by additional targeted campaigns.

Information sessions: "Ever thought about a career working with children?"

These sessions are designed to provide details for prospective early years practitioners regarding the qualities and qualifications required to enter the workforce. The sessions share details on pathways for those who wish to work with children and offer an opportunity to explore the range of career options in early years. These career opportunities include such diverse roles as sports coaches, cooks, business managers and other roles in educational establishments. Information sessions are held regularly throughout the year, at various locations across Slough. We promote the dates and details of these sessions via The Family Information Service (FIS), the SBC website⁸ and posters in a variety of locations. People with overseas qualifications are signposted to advice from the National Agency for the Recognition and Comparison of International Qualifications and Skills (NARIC)⁹. This can be used to check if an individual's qualification can be accepted for work in childcare settings and schools in the UK. National data¹⁰ shows that 14.8% of the Slough workforce has 'other' international qualifications that may need authentication in this way. This is considerably higher than the south east average of 5.3%.



⁷ www.glassdoor.co.uk/List/Best-Cities-for-Jobs-UK-LST_KQ0,23.htm

⁸ www.slough.gov.uk/earlyyears

⁹ www.naric.org.uk/naric

¹⁰ www.nomisweb.co.uk/reports/lmp/la/1946157286/report.aspx?town

Volunteering - a route into paid employment

The Slough Borough Council website contains details of current volunteering opportunities¹¹ along with full details about the Early Years Service 'Parent Champions'. The Family Information Service (FIS) recruit and train parents from local communities in Slough to advocate the benefits of accessing childcare, family activities and parental participation in their children's learning and development. Details of this and other volunteering opportunities are promoted by both FIS and Slough's network of children's centres.

FIS offer free impartial information and guidance about a wide range of services for children, young people and their families, including details about working with children. A full description of the role of FIS can be found in Appendix 2.

The Slough Early Years Service utilises links and contacts with a range of partners to support workforce development. For example we maintain a dialogue with local colleges and universities to support the quality of course opportunities at different qualification levels and also provide signposting and information services to the Job Centre and providers interested in offering apprenticeships. The Early Years Service attends job and career fairs to promote career opportunities in Slough.

The Slough Early Years Service supports settings to consider employing apprentices when they plan an expansion of their workforce. Regular briefings, workshops and information sessions for setting managers explore the possibilities and responsibilities associated with apprenticeships. These workshops are led by an apprenticeship expert in order to ensure providers are offered appropriate advice regarding the type of scheme available to them. The objective is to make full use of the funding stream and maximise the qualification level attainable.

¹¹ www.slough.gov.uk/jobs/volunteering-opportunities.aspx

Retaining the Early Years workforce

Nationally the sector reports that difficulties in retaining staff impacts on their business. Data from the latest Early Years and Childcare Provider Survey in 2013 showed that the staff turnover in full day care provision was 12% whilst in sessional care the figure was 18%. Slough settings report similar levels.

Progression along career pathways for some staff members has been problematic in recent years as significant numbers of early years practitioners do not hold relevant GCSEs. Current developments in the range of qualifications on offer will enable practitioners in Slough to make more achievable steps. The ability to use functional skills qualifications to access apprenticeships at level 3 will enable practitioners to commence studying and improve their GCSE qualifications whilst working towards a childcare level 3. Apprenticeship qualifications at levels 4 and 5 are currently under development and are designed to support practitioners to undertake study for higher qualifications whilst working.

High quality provision requires a well-qualified workforce. Nationally, 77% of group based childcare settings have staff qualified to at least level 3 relevant to childcare. In Slough, 59% of staff hold a level 3 or higher qualification and there is an obvious need to encourage staff professional development.¹²

Working in partnership with Reading University, the provision of regular information briefings for current practitioners will support the current workforce to engage in further study to degree, Early Years Teacher and Qualified Teacher Status levels.

Research shows the quality of the early years education and childcare for pre school children is higher when practice is led by graduate level staff. Evidence also clearly shows that settings which employ more highly qualified staff are more likely to attract a good or outstanding grading from Ofsted.

The Slough Early Years Service maintains a focus on sector development and the accessing of new funding streams so they can provide managers of settings in Slough with information about career progression and the attainment of further qualifications. The Early Years Service encourages the Private Voluntary and Independent (PVI) settings to focus on increasing their current staff skills. Managers are encouraged to have regular contact with the Early Years Service to be kept up to date on new opportunities available to them to support the growth of their existing staff. PVIs can also access the Early Years Service - Professional Development Portfolio.



¹² www.gov.uk/government/publications/inspection-outcomes-of-early-years-providers-by-staff-qualifications--2

Continuous Professional Development (CPD)

The Slough Early Years Service - Professional Development Portfolio¹³ is available across the sector. The portfolio contains suggestions for workshops and courses that are delivered by members of the team. We are committed to providing incentives for all providers to engage in CPD by keeping charges low, using a cost-recovery model to determine costs and brokering attendance for individuals in group training sessions. This strategy is designed to address the issue, outlined in the Nutbrown report; Foundations for Quality¹⁴, of cost being the main barrier to accessing CPD.

The Slough Early Years Service holds several termly opportunities for providers to meet and network with other stakeholders from the Early Years Sector.

Networking and information sharing sessions include:

- Managers Fora
- Head Teachers' meetings
- Early Years Cluster meetings
- Childminder Cluster meetings
- Bristol Standard Network meetings
- Early Years Senco Network meetings
- I Talk Network meetings
- Children's Centre Service Partnership Network meetings
- Children's Centres Advisory Board.

Standing items at these meetings include safeguarding, health and safety, funding updates and the apprenticeship levy (see Appendix 3 for further details).

Slough's maintained nurseries and children's centres are at the centre of a key initiative to develop excellence hubs for the guidance and dissemination of best early years practice. The Early Years Service is a key facilitator of this developing partnership and will continue to support all partners as they maximise opportunities to positively influence practice, provision and improved outcomes for children.

¹³ <https://thelink.slough.gov.uk/early-years/continuous-professional-development>

¹⁴ www.gov.uk/government/publications/nutbrown-review-foundations-for-quality

Supporting children with SEND

The Childcare Sufficiency Assessment Refresh of 2017 clearly identified places for children with SEND as being a priority for development in Slough.

PVI settings in Slough are supported to be inclusive by the area SEND advisor but further place development is required. The Slough Provider Agreement contains information about additional funding which can be applied for to support individual children to access a setting. However, the service is also aware that practitioners need specialist skills and knowledge to provide high quality support for children with SEND and their families. The provision of training for practitioners to develop relevant skills and qualifications is a high priority for the service, and The SENDCO Network meetings, which are held termly, have a training element at every session.

Also, currently on offer is a Level 2 'Principles of working with individuals with learning disabilities training programme'. This workshop-based evening course is designed to be easily accessible for practitioners in the early years sector and will be repeated if required. Further developments include plans to set up a vocational training qualification for Level 3 practitioners.

Summary

The main priorities driving this strategy have been determined by analysis of key national and local data sets and the information provided by the Childcare Sufficiency Assessment.

Addressing Slough's place development requirements beyond 2018 whilst continuing to maintain and develop the quality of early years provision will require an increasing number of suitably qualified practitioners. Focusing on the recruitment of new people to join the workforce will help to support childcare settings in their expansion as they provide additional places for the children of Slough. The sector wide development of the use of the apprenticeship levy will be a key driver for enhancing qualification levels in the children's workforce. Improving the qualifications and skills levels for the children's workforce supports families to be able to access high quality education and childcare in the area of their choice.



Appendix 1: Job roles, qualifications and potential salaries across the sector

The Slough Early Years Service will promote the use of Qualifications Finder¹⁵ to support the wider workforce to access current and relevant information regarding qualification requires.

The table below indicates possible rates of salaries for a variety of jobs.

For information about the national minimum wage go to www.gov.uk/national-minimum-wage-rates.

Qualification level	Job role	Possible salary range	Possible qualifications	Apprenticeships
Volunteering	Parent champions			
Volunteering	Parent volunteers		City & Guilds Working with Parents	
2	Preschool assistant	Living wage + per hour	Preschool Certificate	
2	Childcare assistants	Living wage + per hour	NVQ Childcare & Education	Children and Young People's workforce
2	School support staff/teaching assistant	£11K to £14K+ per annum	NVQ Teaching Assistant	Teaching Assistant
2	Learning mentors	£11K to £14K+ per annum	CTLLS Adult teaching	
2	Out of school worker	Living wage + per hour	Playwork NVQ	
2	Nursery assistant	Living wage + per hour	NVQ Children, Learning & Development	
3	Childminder/home based childcare	Self-Employed	NVQ Childcare & Education /Early Years Educator	
3	Nursery practitioner	£14K to 20K+ per annum	NNEB/NVQ Childcare & Education/Early Years Educator	Early Years Educator
3	Childcare room leaders	£17K to 21K+ per annum	NNEB/NVQ Childcare & Education/Early Years Educator	Early Years Educator
3	Youth worker	£17K to £21K+ per annum	Certificate Youth Work Practice	Youth Work
3	Preschool leader	Living wage + per hour	NNEB/NVQ Childcare & Education/Early Years Educator	Early Years Educator

¹⁵ www.gov.uk/guidance/early-years-qualifications-finder

Qualification level	Job role	Possible salary range	Possible qualifications	Apprenticeships
3	Residential childcare worker	£17K to £21K+ per annum	Diploma Health & Social Care	
3	Out of school worker	Living wage + per hour	Playwork Diploma	
3	Outreach/family support worker	£17K to £21K+ per annum	Childcare & Education/NNEB	
4	Nursery practitioner/ Nursery room leader	£15K to £17K+ per annum	Early Childhood Studies/Early Years Practice	Children, Young People & Families Practitioner
3	Outreach/ Family Support Worker	£17K to £21K+ per annum	Childcare & Education/NNEB	
4	Nursery practitioner/ Nursery room leader	£15K to £17K+ per annum	Early Childhood Studies/ Early Years Practice	Children, Young People & Families Practitioner
4	Childcare practitioner	£14K to £21K+ per annum	Early Childhood Studies/ Early Years Practice	Children, Young People & Families Practitioner
5	Managers of nurseries	£23K to £28K+ per annum	Early Years Foundation Degree	Children, Young People & Families Manager
5	Early year senior Practitioners	£23K to £28K+ per annum	Early Years Foundation Degree	Early Years Senior Practitioner
5	Children's home Manager	£30K to £40K+ per annum	Social Work	Leadership and Management for Residential Childcare
6	School nurses	£24K to £30K+ per annum	Degree	
6	Health visitors	£26K to £35K+ per annum	Degree	
6	Youth workers	£15K to £25K+ per annum	Degree	
6	Teacher	£26K to £31K+ per annum	Degree with QTS	Apprenticeship including QTS

Qualification level	Job role	Possible salary range	Possible qualifications	Apprenticeships
6	Early years teacher	£26K to £28K+ per annum	Degree with EYTS	
6	PE Teacher	£22K to £30K+ per annum	Degree with QTS	
6	Special needs co-ordinators	£26K to £31K+ per annum	Degree with QTS	
7	Head Teacher	£35K to £90K+ per annum	Masters Degree	
7	Educational Psychologist	£35K to £90K+ per annum	Masters Degree	



Appendix 2: Family Information Service (FIS)

FIS offers free impartial information and guidance about a wide range of services for children, young people and their families. The website has a Google tool which provides a translation and audio service to users. There is an opportunity to meet members of the team at our regular outreach sessions which are held in community venues such as libraries and schools.

The FIS website holds lots of information about services and activities in Slough and is a useful resource that schools and professionals may wish to refer parents to.

www.sloughfamilyservices.org.uk

This website includes full details on:

- the Local Offer for information and services, with activities for children and young people with Special Educational Needs and Disabilities (SEND)
- Special Educational Needs and Disability Information, Advice and Support Service (SENDIASS) provides free, impartial and confidential information, advice and support services to parents and carers of children and young people with SEND.

Early Help Assessment Advisors offer advice, guidance and support to practitioners from all agencies on thresholds of needs/risk, the assessment process and signposting to appropriate services.



Appendix 3: Apprenticeship funding

Recent legislation regarding the apprenticeship levy will benefit employers and individuals contributing to workforce development.

Apprenticeships are available to all age groups and the funding can be used for existing staff and staff new to the employer's workforce. This government reform is intended to increase the quantity and the quality of apprenticeships so more individuals have a chance to pursue a successful career.

Apprentices should be employed in a salaried job and therefore may be paid commensurate with the role and subject to market rates. These costs cannot be taken from the levy, only training costs can be paid for by the levy. In Slough Borough Council they should be given the same employment conditions as other employees.

Large employers with a gross salary bill more than £3 million each year pay 0.5% via HMRC. This money is then available to them to pay for the cost of apprentice training, but not their wages.

Employers who do not pay into the levy fund are able to share the training costs for an apprentice with the government.

- For employers with more than 50 employees there is a 90% discount on the cost of training.
- For employers with fewer than 50 employees the training is free.

Settings should contact training providers who will organise these payments.

The training must be a recognised training program. These can be found on Find an Apprenticeships¹⁶ and the Institute for Apprenticeships¹⁷.

¹⁶ <https://findapprenticeshiptraining.sfa.bis.gov.uk>

¹⁷ <http://www.instituteforapprenticeships.org/apprenticeship-standards>

SLOUGH BOROUGH COUNCIL

REPORT TO: Education & Children’s Services Scrutiny Panel

DATE: 7th February 2019

CONTACT OFFICER: Thomas Overend
(For all Enquiries) (01753) 875657

WARDS: All

PART I
TO NOTE

EDUCATION & CHILDREN’S SERVICES SCRUTINY PANEL
2018 – 19 WORK PROGRAMME

1. **Purpose of Report**

1.1 For the Education and Children’s Services Scrutiny Panel (ECS Scrutiny Panel) to discuss its current work programme.

2. **Recommendations/Proposed Action**

2.1 That the Panel note the current work programme for the 2018 – 19 municipal year.

3. **The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan**

3.1 The Council’s decision-making and the effective scrutiny of it underpins the delivery of all the Joint Slough Wellbeing Strategy priorities. The ECS Scrutiny Panel, along with the Overview & Scrutiny Committee and other Scrutiny Panels combine to meet the local authority’s statutory requirement to provide public transparency and accountability, ensuring the best outcomes for the residents of Slough.

3.2 The work of the ECS Scrutiny Panel also reflects the priorities of the Five Year Plan, in particular the following:

- Slough children will grow up to be happy, healthy and successful

4. **Supporting Information**

4.1 The current work programme is based on the discussions of the ECS Scrutiny Panel at previous meetings, looking at requests for consideration of issues from officers and issues that have been brought to the attention of Members outside of the Panel’s meetings.

4.2 The work programme is a flexible document which will be continually open to review throughout the municipal year.

5. **Conclusion**

5.1 This report is intended to provide the ECS Scrutiny Panel with the opportunity to review its upcoming work programme and make any amendments it feels are required.

6. **Appendices Attached**

A - Work Programme for 2018 – 19 Municipal Year

7. **Background Papers**

None.

EDUCATION AND CHILDREN'S SERVICES SCRUTINY PANEL**WORK PROGRAMME 2018/19**

Meeting Date
13th March 2019
School Standards <ul style="list-style-type: none"> • Attainment for Slough children (including vulnerable groups) • Teacher recruitment and retention
17th April 2019
School Places and SEND <ul style="list-style-type: none"> • School Places – present situation and future demand • Implementation of SEND Reforms • Joint Parenting Panel – quarterly update

To be programmed:

- Impact of Slough Children's Services Trust

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MEMBERS' ATTENDANCE RECORD

EDUCATION & CHILDREN'S SERVICES SCRUTINY PANEL 2018 – 19

COUNCILLOR	MEETING DATES					
	17/07/2018	24/10/2018	06/12/2018	07/02/2019	13/03/2019	17/04/2019
Brooker	P	P	P*			
N Holledge	P	P	P			
Kelly	P	Ap	P*			
Matloob	P*	P	P			
Minhas	Ap	P	Ab			
D Parmar	P	Ap	P			
A Sandhu	P	P	P			
Sharif	P	Ap	P			
Strutton	P	P	P			

P = Present for whole meeting
Ap = Apologies given

P* = Present for part of meeting
Ab = Absent, no apologies given

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