

Slough Childcare Sufficiency Assessment 2024-25



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Background

The Childcare Act 2006 and 2016 and the associated statutory guidance for local authorities on [Early Education and Childcare, March 2017](#) requires Slough Borough Council (the Local Authority) to secure sufficient childcare, as far as is reasonably practicable, for working parents, or parents who are studying or training for employment, for children aged 0 – 14 (or up to 18 for disabled children).

The duty is detailed in the following sections of the Acts:

- Childcare Act 2006
- Section 6 secures sufficient childcare for parents;
- Section 7 secures early years provision free of charge;
- Section 7A discharges its duty;
- Section 9 gives local authorities the power to attach requirements to the arrangements they make with providers (other than the governing body of a maintained school) to deliver childcare including free early years provision;
- Section 9a allows regulations to be made which prescribe the requirements local authorities may or may not impose when they make arrangements;
- Section 12 provides information, advice and assistance to parents about childcare in the area;
- Section 13 secures the provision of information, advice and training to childcare providers and childcare workers

Childcare Act 2016

Section 1 places a duty on the secretary of state to secure the equivalent of 30 hours free childcare over 38 weeks of the year for qualifying children;

Section 2 allows the secretary of state to discharge her duty under section 1 of the Act by placing a duty on English local authorities to secure free childcare for qualifying children;

To secure sufficient childcare places, local authorities should take into account:

- what is 'reasonably practicable' when assessing what sufficient childcare means for their area.
- the state of the local childcare market, including the demand for specific types of providers in a particular locality and the amount and type of supply that currently exists.
- the state of the labour market including the sufficiency of the local childcare workforce.
- the quality and capacity of childcare providers and childminders registered with a childminder agency, including their funding, staff, premises, experience and expertise.
- what schools in their area are offering or able to offer for out-of-hours childcare from 8.00am until 6.00pm and in school holidays.
- if existing providers are able to expand their provision and what new providers are going to enter the local childcare market; and
- if providers take a sustainable business approach to planning and signpost providers to resources to support them.

The Local Authority is responsible for determining the appropriate level of detail in the report, geographical division and date of publication. However, the report should include:

- a specific reference to how we are ensuring there is sufficient childcare available to meet the needs of: children with special educational needs and disabilities; children from families in receipt of the childcare element of Working Tax Credit or Universal Credit; children with parents who work irregular hours; children aged two, three and four taking up free places; school age children; and children needing holiday care.
- Information about the current and projected supply and demand of childcare for particular age ranges of children, and the affordability, accessibility and quality of provision; and
- Details of how any gaps in childcare provision will be addressed.

In addition, the Local Authority is required by legislation to maintain a service that provides information, to parents and prospective parents on the provision of childcare in their area, as listed in Schedule 1 of the Childcare Act 2006 and from 1st September publish this information electronically on the local authority website and update it, at a minimum termly on 1st January, 1st April and 1st September, ensuring parents are aware of:

- Early education places for Under twos from 9 months old, two, three and four year olds;
- The option to continue to take up their child's 15 hour early education place until their child reaches compulsory school age;
- How to identify high quality provision in their area.

Introduction

The Slough Childcare Sufficiency Assessment (CSA) refresh provides an overview of the childcare market in Slough and covers the period from autumn 2023 to autumn 2024.

The context within which an early years and childcare sufficiency assessment is compiled can fluctuate considerably from year to year. The early years sector is demonstrably volatile within relatively short timescales, making place planning more complex and necessitating on-going processes.

The Local Authority has a statutory duty to ensure that there are sufficient places for every child eligible for Funded Early Education. These places are developed and offered by providers who respond to localised changes in demand, recruitment and retention issues, rent increases, competition and new national initiatives by altering their offer.

There have been many changes in this field including

- 15 hours per week for 38 weeks per year (570 hours) of funded early education for children of working families from 2 years old from April 2024.
- 15 hours per week for 38 weeks per year (570 hours) of funded early education for childcare aged from 9 months from September 2024.

Both entitlements will be extended to 30 hours per week for 38 weeks per year (1,140 hours) from September 2025

A national wraparound programme for primary aged school children for supporting all families who need it to access wraparound childcare from 8am to 6pm. This is expanding the availability of wraparound care from September 2024

These proposals have changed the picture of childcare places in Slough. The numbers of childcare places have increased in the last 12 months and has kept up with demand from families applying for these entitlements wishing to return to work

Along with these major changes it is still difficult to predict how the local early years and childcare market is changing and how it will look in the coming months. Even with the new entitlements, high inflation is one of the main factors behind the ongoing cost of living crisis. In December 2024, 56% of UK households reported their cost of living was increasing. There are reasons for this including the war in Ukraine having an impact on gas costs and the energy price cap being substantially increased, although food and energy prices are starting to approach more usual levels in 2024. It is impossible to say if prices will continue to rise, but the recent change of leadership in the United States of America could have an impact with their introduction of tariffs.

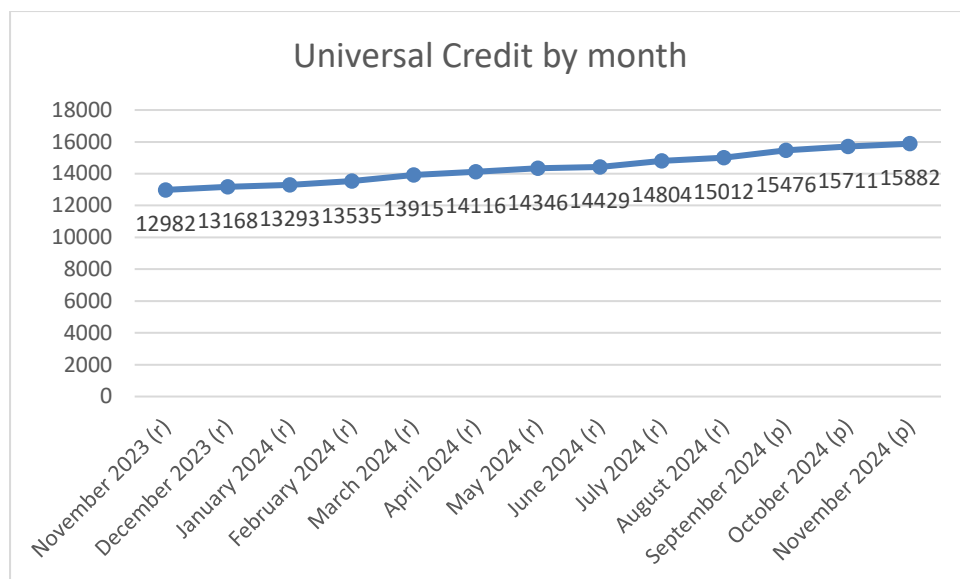
The Consumer Price Index (CPI) experienced an increase of 2.5%, a significant drop from the peak of 11.1% in October 2022.

Demand for childcare is highly dynamic, more so in the case of Under 2s and 2 year olds. Providers may need to consider changing their business models to take the younger children and letting go of the 3 and 4 year olds to go to nursery classes. This is particularly important with the upcoming implementation of the 30 hour childcare for working families with 2 year olds and younger coming into force in September 2025.

The trends in take up of Early Years and Childcare are still unstable and the scale of this impact continues to develop, especially in conjunction with the increase in National Minimum Wage and the changes to employer National Insurance Contributions (NICs), the war in Ukraine, and rising inflation.

Flexible working- working from home and hybrid working has reduced the number of places being taken up, although we are seeing a shift towards more office based hybrid working and therefore an increase in childcare places required.

The number of claimants of Universal Credit (UC) is currently rising

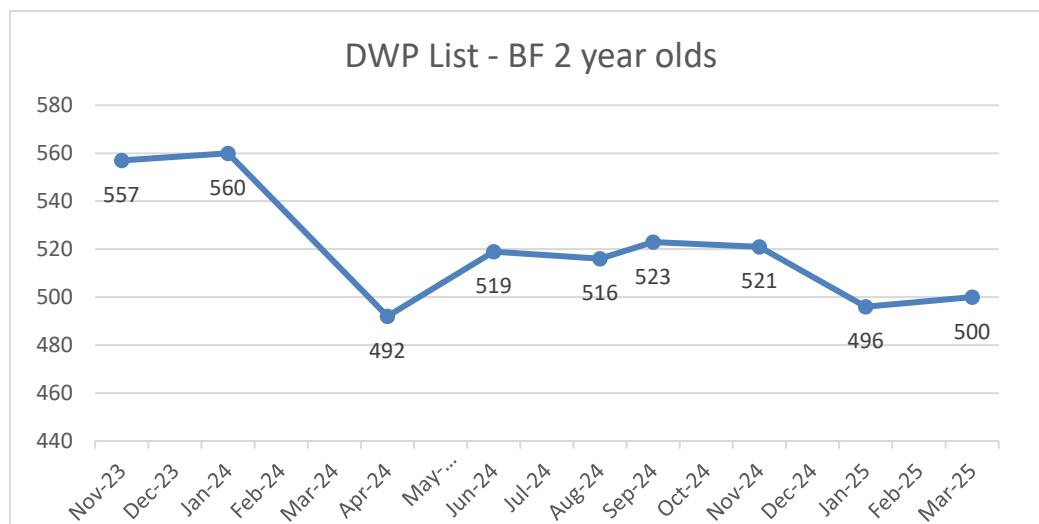


One of the main reasons for this is the following legacy benefits being phased out in favour of UC:

- Working Tax Credit
- Child Tax Credit
- Housing Benefit
- Income Support
- Income-based Jobseeker's Allowance
- Income-related Employment and Support Allowance

(Source: DWP Universal Credit official statistics)

Although the number of households on benefits are rising, we do not see the same movement in families becoming eligible for Bright Future 2 year olds.



This may be due in part to the drop in birth rates in previous years.

Childcare providers have seen a change in their businesses this year, with a larger proportion of childcare being funded because of the change in qualifying age for the

Working Families new entitlements. Providers have been severely impacted with the high inflation costs and the changes to NICs means they are having to make difficult decisions on their viability and sustainability which will impact the local market.

The objectives are to produce a baseline of childcare sufficiency in Slough during 2025, mapping the supply, demand and any gaps in provision. The report will include an overview of participation of Under 2, 2, 3 and 4 year olds and 30 hours funded places. There is also a section on the expected take up of the new entitlements for 30 hours starting in September 2025, looking at local sufficiency data and national figures from the Department for Education

- Number of providers and places by type of provision.
- Costs of provision.
- Rising numbers of children with SEND accessing places.
- Workforce, including recruitment and retention and training needs.
- Overview of general demand.

Supply information has been gathered using the provider annual audit which was completed at the end of the Autumn Term. All providers were contacted electronically in to update their participation and vacancy information specifically regarding funded early education places.

We have drawn on other data to inform this refresh including:

- Early Years and School census January 2024
- ONS Census 2021
- Slough Borough Council Housing Strategy
- Family Information Service statistics
- [Statistics: Early Years and Childcare](#)

Policy direction

There are a number of policy initiatives that continue to be influential through 2024 that impact on the childcare market and provision of places. These include:

- The increase in National Living Wage
- The upcoming increase in employers National Insurance Contributions from April 2025
- Tax Free Childcare
- Free 30hrs Childcare Extended Entitlement
- Free Bright Futures 2 year old funding entitlement
- The continuing implementation of the new entitlements for children aged 2 and under 2 from working families
- The current process to withdraw legacy benefits such as Working Tax Credit in favour of Universal Credit
- Increase in rent/ mortgage amount
- Increase in energy costs
- Increase in the cost of food and consumables
- Increase in staffing costs due to an increase in the number of children needing additional support
- Increase in staffing costs due to the need for agency staff

- Increase in salaries due to inflation

The Childcare Sufficiency Assessment will focus on the impact of these policy changes and external issues specifically on the increase in demand for new early years and childcare places across the borough.

Executive Summary

When concluding childcare sufficiency in Slough we need to consider the multi-faceted layers of supply, demand and local and national influences. Place planning for early years is based on the number of places, by age, in the right location, with the right mix of flexible offers, meeting the needs of children and their families. The market can fluctuate considerably from year to year which makes place planning more complex. There continues to be many uncertainties that impact on the sectors viability, and it is through ongoing working relationships with providers that we must aim to mitigate impact on children and their families.

In Slough there is a mixed economy of providers who each offer a range of services, and this can be somewhat directed by the different demographics within the town. The trends in participation can vary from one Area to another, for instance the East Area has a much higher proportion of families accessing fee paying and Working Families childcare provision compared to the Central and West Areas. This area therefore has a higher degree of 'childcare providers' offering full day care all year round. The settings in this area also tend to have higher numbers of children on their waiting lists, and this is expected to rise dramatically as the Working Families entitlements for 2 year olds and babies from 9 months old are further embedded. The Central Area has the highest number of under 5 year olds living in the area, with 45% of all children living there, compared to 22% living in the East and 33% living in the West.

In Autumn 2024, these were the percentages of children in receipt of Funded Early Education (FEE):

| | |
|---------|--------|
| Central | 33.55% |
| East | 22.54% |
| West | 31.40% |

12.51% of children receiving FEE at a Slough setting did not reside in Slough.

The provider audit has shown that the number of places for all age ranges of children have increased from 2023. This put Slough in a very good place with regard to the new Working Families entitlements for 2 year olds and Under 2s, along with the extension to 30 hours per week term time from the 1st September 2025.

As in previous years, the Family Information Service did not experience a high number of enquiries from families stating that they were unable to find a placement. It is known that parents will put their child's name down at several settings to ensure that they get a place with at least one provider. Therefore, it can be concluded that there is not a need at this stage to develop more places for the new entitlement for

30 hours per week for children under 2 and 2 years old. Slough is working closely with the sector to ensure that places increase in time for the rollout of 30 hour funding for 2 year olds and under 2s. There will continue to be close monitoring of places for children under 2 particularly where new large housing development is planned in Slough.

Autumn term 2024 supply of early years and childcare provision

Ofsted registered childcare is available in every ward in Slough.

Looking at the data analysis of places for 0-4 year olds, The numbers of providers have decreased by 6 to 179 in 2024. As in previous years, the highest drop in registered providers is childminders, going from 82 in 2023 to 74 in 2024, a loss of 8. However, the number of places has increased, going from 5,469 in 2023 to 5,708 in 2024, in increase of 4.37%.

Under 2 year old places

| Area | Children's Centres | Childminders | Day Nurseries | Pre Schools | Total |
|--------------|---------------------------|---------------------|----------------------|--------------------|--------------|
| Central | 24 | 40 | 114 | | 178 |
| East | 12 | 34 | 188 | | 234 |
| West | | 80 | 69 | 6 | 155 |
| Total | 36 | 154 | 371 | 6 | 567 |

There are 567 places for babies in the Autumn term 2024. In 2023 Slough had 482 places for babies, an increase of 17.63%.

The area with the highest number of places for babies is East with 188 of these places offered by Day Nurseries.

The ward with the highest number of places for Under 2s is Langley St Mary's with 92, where take up is consistently high, followed by Northborough & Lynch Hill Valley with 76.

There are no baby places in the Slough Central ward, and only 4 in Cippenham Village ward.

2 year old places

| Area | Total 2 year old places | Number of Bright Futures Funded two year olds expected to access a place (total 41.87%) | Number of Bright Futures funded two year olds attending Aut' 24 | Number of Working Families funded two year olds attending Aut' 24 | Total 2 year olds accessing a place | Surplus/ Deficit of places |
|--------------|-------------------------|---|---|---|-------------------------------------|----------------------------|
| Central | 467 | 262 | 172 | 162 | 334 | 33 |
| East | 419 | 94 | 66 | 148 | 214 | 259 |
| West | 363 | 167 | 94 | 154 | 248 | 102 |
| Total | 1249 | 523 | 332 | 464 | 796 | 394 |

There are 1,249 places for 2 year olds in the Autumn term 2023. This is an increase of 135 places from 2023, 12.12%

The area with the highest number of places is Central with 467 places. The highest number of settings offering 2 year old places is Day Nurseries in the East offering 289 places. Vacancies in the East tend to be low, as there is an above-average take up of Working Families 2 year old places.

Langley St Mary's (158 places) and Northborough & Lynch Hill Valley (127 places) once again have the highest number of 2 year old places.

Places are spread evenly across the town, with 37% in Central, 34% in East and 29% in West.

Slough's have not managed to increase their participation rates for bright Futures funded 2 year olds from the highest percentage of 69.62% achieved in Autumn 2023, but the 63.97% achieved in Autumn 2024 is the second highest percentage ever achieved. Data shows that the number of qualifying families has dropped by 44.03% since 2017.

3 and 4 year old places

Sufficiency 3 and 4 year old

All 3 and 4 year olds are entitled to a minimum of 15 hours of free childcare per week over 38 weeks of the year, so we would expect take up of places to be much higher than those of 2 year olds. 4 year old children in Reception classes have been removed from this calculation to show the true sufficiency of Early Years places.

| Area | Total 3&4 year old places Schools and PVI | 3&4 year olds | Less number of 4 year olds in reception classes | Total no of 3&4 year olds in EY | Total places | Surplus/ Deficit |
|--------------------|---|---------------|---|---------------------------------|--------------|------------------|
| Central | 1738 | 2030 | 885 | 1145 | 1738 | 593 |
| East | 974 | 1106 | 559 | 547 | 974 | 427 |
| West | 1180 | 1598 | 633 | 965 | 1180 | 215 |
| Grand Total | 3892 | 4734 | 2077 | 2657 | 3892 | 1235 |

Looking at the data there appears to be a surplus of 1,235 places in the Autumn term, but this could be due to the higher than average number of 4 year olds in Reception classes.

Take up of 3 & 4 year old funding starts low in the Autumn term and increases through the year, peaking in the summer term. In Autumn 2024 the number of children in Reception classes rose by 58% from the previous year. Providers are required to adjust throughout the year to accommodate more children as the year progresses. This could mean employing more staff or having to pay staff who are not actually part of the ratios at the beginning of the year, making financial planning important. Looking at the data for 3 & 4 year olds there appears to be a surplus of places across the borough. The net effect is a surplus of 1,235 places.

The highest number of places for 3 & 4 year olds is in the Manor Park & Stoke ward with 375, 7.92% of the total population of 3 & 4 year olds. The lowest number of places is in Slough Central ward with just 48 places provided by a Pre-School.

In Autumn 2024 there were 74 registered childminders in Slough, of which 68 are actively working. This is a decrease of 9.76% from Autumn 2023. Nationally there is a continuing decrease in numbers of registered childminders. Future recruitment and retention work is continuing to raise and retain the number of childminders in certain areas of Slough, particularly in the Central area of town.

Special Educational Needs and Disabilities

The data on Early Years SEND will be published as a separate addendum to the Childcare Sufficiency Assessment

Costs

Under 2s

The average cost of a part-time early years/childcare place for under 2 year olds in PVI settings is £8.02, this is £1.25 more than the south-east average for a part-time place, and £1.94 more than the England average. The average cost of an early years/childcare place for under 2 year olds with a childminder is £6.72 per hour, £1.13 more than the south-east average for a part time place, and £1.41 more than

the England average. We can therefore conclude that a place for a child under 2 years old in Slough is likely to cost less with a childminder.

2 year olds

The average cost of a part-time early years/childcare place for 2 year olds in PVI settings is £9.51, this is £3.13 more than the south-east average for a part time place and £0.36 more than the 2 year old funding rate in Slough. Work will be carried out to analyse the costs for 2 year olds, as the rate is significantly higher than that of the Under 2 year olds. The average cost of a part-time early years/childcare place for 2 year olds with a Childminder is £6.37, this is £0.79 more than the south-east average for a part time place but is £2.78 less than the 2 year old funding rate in Slough.

3 & 4 year olds

The average cost of an early years/childcare place for 3 & 4 year olds in PVI settings is £7.54, this is £1.25 more than the south-east average for a part time place and £1.27 more than the 3 & 4 year old funding rate in Slough. The average cost of an early years/childcare place for 3 & 4 year olds with a Childminder is £6.61, this is £0.95 more than the south-east average for a part time place and £0.34 more than the 3 & 4 year old funding rate in Slough.

Additional Charges

From the 1st April 2025, the Early Education and Childcare Entitlements Statutory Guidance is being updated, to reflect the law governing the delivery of the entitlements. The funding does not cover consumables like meals, nappies or sun cream, or additional activities such as trips, so providers are able to ask parents to pay for these things. However, such charges must be voluntary, or reasonable alternatives offered by providers to enable parents to access the entitlements for free if they wish. These changes will ensure that there is transparency of how the entitlements should be passed on to parents. With this in mind, we asked providers if they charged for meals, snacks, consumables and extras such as music tuition and trips.

- 84% of childminders do not make any additional charge
- 77% of PVIs do not make any additional charge
- 87% of Maintained Nurseries and school nursery classes do not make any additional charge

Business sustainability

11% of all providers were confident that their businesses were sustainable in the short term, 27% were confident in their medium term sustainability and 52% in their long term sustainability. 10% of providers did not answer this question.

The Early Years Education team continues to work with providers on their business models. Business and financial forecasting will be key to ensuring sufficient early years and childcare places in the future in Slough because of the new funding entitlements.

A national wraparound programme has been implemented in Slough, to support all families with primary aged school children to be able to access wraparound care before and after the school day, from 8am to 6pm. The Early Education Team are working closely with schools to ensure that the offer is fully in place by the deadline date of September 2026.

Key findings

Population figures for 0 - 4 year olds living in Slough

- The number of births in Slough have been declining in recent years, but this year we have seen an increase of 46 children aged 0-4 and a forecast that the rise in birth rates will continue.
- The most significant factor affecting demand for places this year is the additional 15 hours per week term time funding entitlements for children from 9 months old expanding to 30 hours per week term time only from the 1st September 2025.
- Overall, the Central area saw the biggest increase overall for 0-4 year olds (68), however the East and West areas showed a drop of 9 and 13 respectively, giving the net figure of 46

Quality of Childcare

- All PVI and Schools in Slough are rated Good or Outstanding, although there are two new providers who are yet to be inspected
- The percentage of early years providers with a full inspection judged to be Good or Outstanding in Autumn 2024 was 97% the same as the national average.

Early Years Foundation Stage Data 2024 and quality

GLD (Good Level of Development)

- 67.7 % of children in England achieved a GLD in 2024. Slough's achievement was 0.9% higher than the national average (68.6%).
- Slough girls were 0.7% lower than the national average of 75% with 74.3%, but Slough boys were 2.2% higher than the national average of 60.7% with 62.9%.
- The GLD increased by 0.5% from 2023, a 0.1% increase for Slough girls, but a 2.4% increase for Slough boys

ELG (Early Learning Goals)

- 74.9 % of children in England were at their expected level across all ELGs in 2024. Slough's achievement 0.2% higher than the national average (75.1%).
- Slough girls were 1.8% below the national average of 82.7 (80.9%), but Slough boys were 2% above the national average of 67.5% (69.5%)
- The ELG for all children in 2024 increased by 9.6% for all children from 65.5% in 2023, an 8.5% increase for Slough girls from 72.4 and an 11% increase for Slough boys from 58.5%.

Gaps in provision

- Ofsted registered childcare is available in every ward in Slough.

- The highest number of settings is in the Britwell and Cippenham Green wards, with 15 and 18 respectively
- The number of providers has decreased by 6, taking the number of settings from 185 to 179. The main loss was in the Childminder sector, where numbers dropped from 82 to 74, a loss of 8. Home Childcarers rose by 1, and 1 Day Nursery opened.
- Of the remaining 74 Childminders. 6 are inactive (not offering any care), and 47 have been providing Funded Early Education.
- Every other setting provided Funded Early Education in the Autumn term 2024.
- Slough has seen an increase in early years and childcare places of 238, from 5,469 in 2023 to 5,708, an increase of 4.37%. This is the first year that Slough's number of places is higher than pre-pandemic levels.
- Based on population size and local knowledge we are identifying insufficient places in 7 wards in the town: Cippenham Manor, Cippenham Village, Farnham, Haymill, Herschel Park, Langley Meads and Slough Central. However, it must be noted that parents in Slough appear to be happy to travel to take up their Funded Early Learning entitlement.
- There are no areas in Slough showing a deficit of places, even though there are wards that appear to be in deficit.
- The difference between Ofsted registered places and places currently being offered is 958. This could mean that there is existing capacity in the market should demand increase, especially in relation to the new entitlements for 2 year olds and under 2s.

Key Focus and Key Actions

The key actions for 2025-26 will follow on from the key focus in 2024-25

Key focus 2024/25

Ensure Sufficiency Information is maintained and current.

To continue to carry out termly sufficiency tracking (supply and demand), identifying areas where sufficiency may be at risk and reporting to the Leadership Team.

Assess all current data and surveys and update to ensure greater accuracy across all areas

To work with Corporate Communications to continually develop and promote 'the support with childcare costs marketing strategy' and social media posts. Broker vacant places, supporting parents to find suitable early years and childcare provision for their children.

Initiate a Childminder Recruitment Campaign to increase the numbers of childminders and childcare places in Slough

SEND: To continue providing training opportunities for AET (look into new toilet training module for roll out), Inclusion Toolkit Training and Dingley's Promise training modules. Continue to identify good inclusive practice/environments to signpost other PVI and school nursery settings to as examples.

HAF: To develop and advise on inclusive practice within the HAF clubs in collaboration with the HAF team and Together as One Participation Officer. The aim being to increase the levels of understanding of inclusion to make the HAF clubs more accessible to all.

Transitions: To continue to support and promote good, supported transitions within the Early Years sector. To promote transition materials through the EY Transition Toolkit.

Facilitate business support training and CPD opportunities for all providers, including workshops and one to one support. Include business and financial advice to support children with SEND and additional needs.

To continue to provide information, advice and training to childcare providers.

- training portfolio to target national and local areas of need, including SEND
- promotion of national initiatives and CPD
- individual support through PIPs, FIPPs, ATVs
- EY news bulletin, The Link, social media
- Targeted support visits
- Email/telephone support

All settings, including MNS, to have a termly visit to support development plan & actions.

Focused Improvement Partnership Plans developed and supported for settings requiring focused and timely intervention & improvements

Key focus 2024/25

To explore how the HAF programme can continue its growth within the allocated budget. This would include ensuring:

- the amount of provision by area is determined upon demand and by areas of deprivation
- the best use of funding is made when agreeing on future premises and their associated rental costs.

Whilst continuing to promote the Holiday, Activities and Food programme for eligible families and support providers to offer 'childcare' places where there is demand.

Work closely with schools to obtain a full assessment of the current offer, identifying gaps in provision and working with schools to close these gaps. Broker partnership working between schools and HAF providers

Target areas in need of childminder development. Work with the out of school sector, early years sector and new providers to ensure provision meets parents' needs, offering greater choice and flexibility. Approach providers where sufficiency gaps are identified to explore expansion of existing provision, especially in central Slough. Work with the sector to explore new development opportunities particularly when vacant and appropriate spaces become available. To work with colleagues in school place planning and the council's planning department to identify Section 106 Education contributions to support the development of early years provision.

To work more closely with providers to improve outcomes for children in respect of GLD.

Begin to bring together several data sets and EYFSP 2024 data analysis, to identify areas for development and to support the sectors awareness of the gaps and the vulnerability of different

Consider programmes to support the sector to narrow the gaps.

Support transition between schools and providers and shared understanding of school readiness

Training across EYFS practitioners

Develop an Early Years workforce action plan that supports the sector, to recruit appropriately qualified staff and encouraging "home grown" staff in partnership with local FE colleges, schools and training providers, work-based learning and apprenticeships.

Provide additional and targeted support for providers who need to change their operating models to accommodate changing parents' needs, such as the rising numbers of children with SEND, to remain viable.

Develop a confident and skilled EY workforce through effective CPD including the promote and increase the uptake and completion of Dingley's training modules by EY workforce.

Improve health & wellbeing outcomes, including mental health of infants & children in the EY

Identify services, support and training, to raise awareness of, and embed good practice for health & wellbeing, including mental health of infants and children.

Develop good partnership working to identify services, support and training to embed good practice and raise awareness of the importance of health and wellbeing

Key focus 2024/25

Improve children's speech, language and communication development in children 0 - 5 years.

Reduce the percentage of children 'at risk of delay in Speech, language and communication.

Further development and embedding of the I Talk Toolkit in EY settings.

Develop good links with partners and organisations to identify services and support for the early years workforce to be confident and skilled in supporting effective communication.

Demographics

Slough is a highly urbanised town in the east of Berkshire, approximately 20 miles west of central London. It is one of the smallest councils by area and one of the most densely built-up areas in the country. It is home to 50,121 children and young people, 11,745 of which are aged 0-4. Out of a total population of approximately 149,600, this equates to 33.5% being below the age of 19, making the population of Slough significantly younger than the average for south east local authorities which stands at 23.1%. The average for our Berkshire neighbours stands at 24.2%, still significantly lower than Slough.

Our 0-4 year olds are 7.85% of the population, higher than our Berkshire neighbours at 5.5% and south east local authorities at 5.1%.

The borough also includes a higher proportion of young adults aged 25-44 of 6.7% against the south east average of 5.5%, suggesting a large number of young families are resident.

The employment rate in Slough stands at 80.7%, which is an increase of 7.0% on last year. This is higher than the South East average of 79.3%.

The unemployment rate in 2024 is 3.7% (approximately 3,000 people), a reduction of 0.8% from last year. This is higher than the south east average of 2.9% showing good improvement on last year, but still higher than the pre-pandemic level of 3.0%. (Source Annual Population Survey ONS)

Slough is one of the most ethnically diverse towns in the UK, with 32% of Slough residents born outside the UK and the EU, and 15.8% having been resident in the UK for less than 10 years.

(Source: ONS Census 2021)

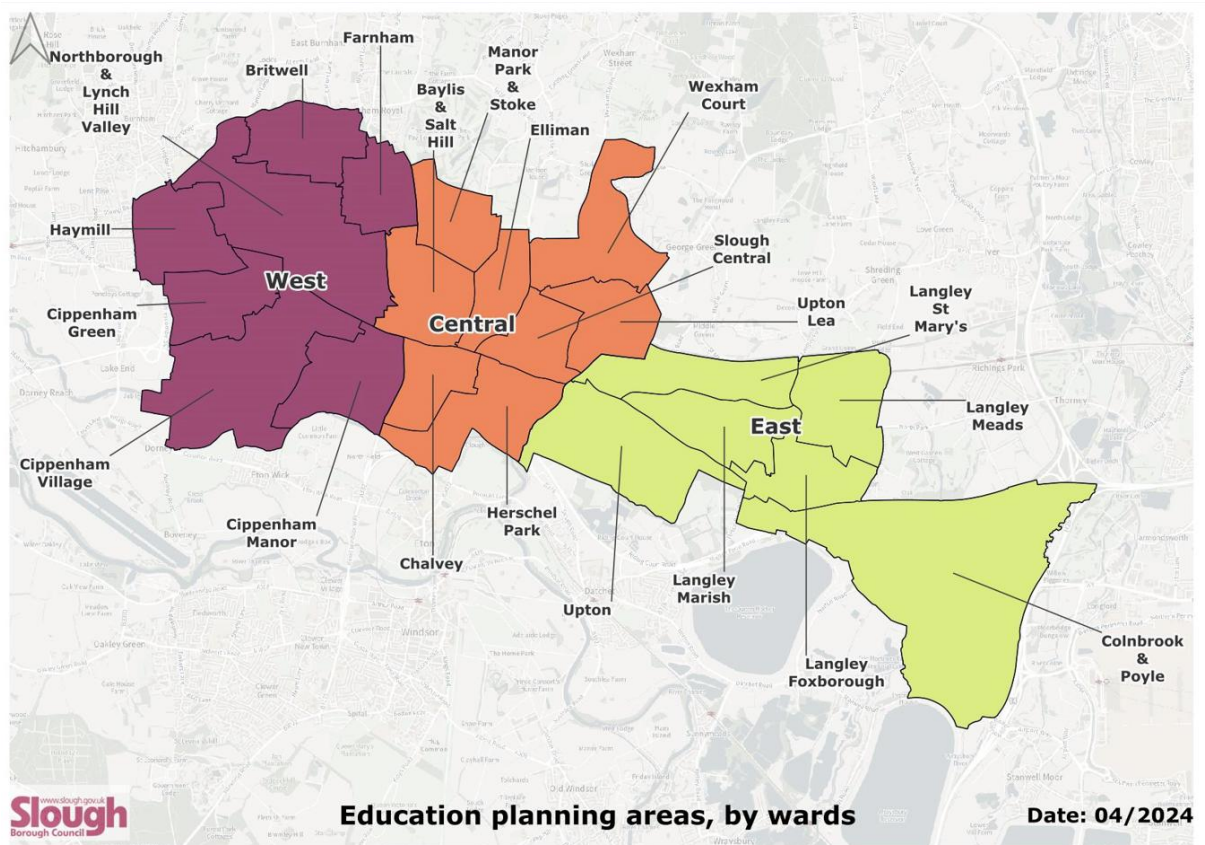
Slough is the third-most densely populated local authority area across the South East (after Portsmouth and Southampton). It is the fifth most densely populated Local Authority outside of London. 15.8% of Slough's households are overcrowded, much higher than the England average of 4.4%.

Slough unitary authority area was ranked 73rd out of the 317 English local authorities for deprivation in the 2019 Indices of Deprivation, significantly more deprived than other Berkshire and surrounding areas: Reading (141st), Hillingdon (151st) Bracknell Forest (284th), South Bucks (292nd), Windsor and Maidenhead (304th) and Wokingham (316th).

(Source: MHCLG English Indices of Deprivation 2019)

Overview

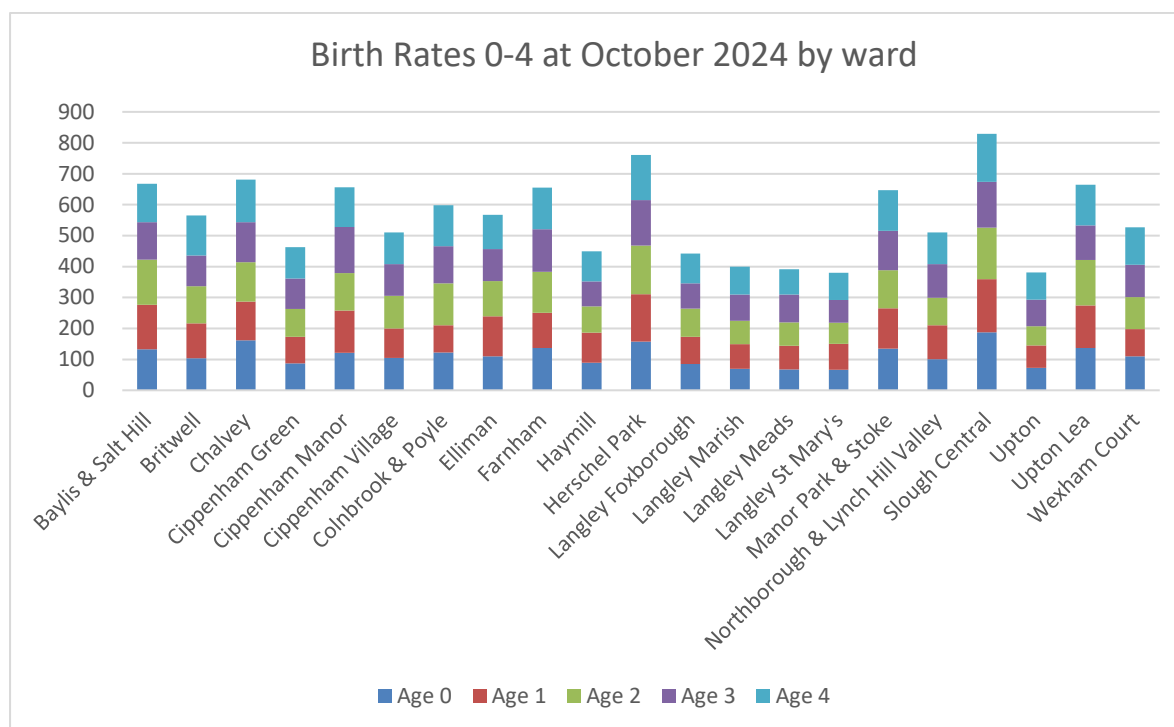
- Slough is made up of 21 wards
- It is bisected by the A4 (connecting Bath to London) and the Great Western Main line.
- It covers an area of 32.54 km² and is approx. 20 miles west of central London.



Population

The ONS birth data shows that the number of births reported during 2023 – 2024 across Slough has increased, with a small increase of 46 in birth rates. Overall, the Central area saw the biggest increase (68), with the west and east of Slough showing a drop in birth rates, in line with previous years.

| Area | 4 years 2019-20 | 3 years 2020-21 | 2 years 2021-22 | 1 years 2022-23 | >1 year 2023-24 | Total | Variance 2022-23 to 2023-24 |
|---------|--------------------|--------------------|--------------------|--------------------|--------------------|-------|--------------------------------|
| West | 815 | 783 | 768 | 790 | 777 | 3933 | -13 |
| Central | 1040 | 990 | 1063 | 1038 | 1106 | 5237 | 68 |
| East | 573 | 533 | 506 | 486 | 477 | 2575 | -9 |
| Total | 2428 | 2306 | 2337 | 2314 | 2360 | 11745 | 46 |

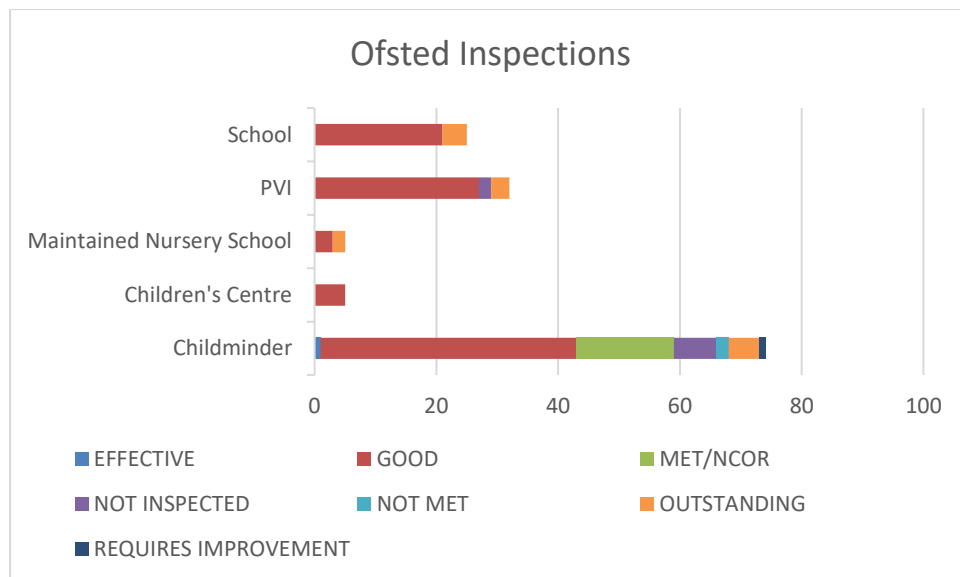


The table below shows the breakdown of the areas at ward level

| West | Central | East |
|------------------------------------|----------------------|---------------------|
| Britwell | Baylis & Salt Hill | Colnbrook and Poyle |
| Cippenham Green | Chalvey | Langley Foxborough |
| Cippenham Manor | Elliman | Langley Marish |
| Cippenham Village | Herschel Park | Langley Meads |
| Farnham | Manor Park and Stoke | Langley St Mary's |
| Haymill | Slough Central | Upton |
| Northborough and Lynch Hill Valley | Upton Lea | |
| | Wexham Court | |

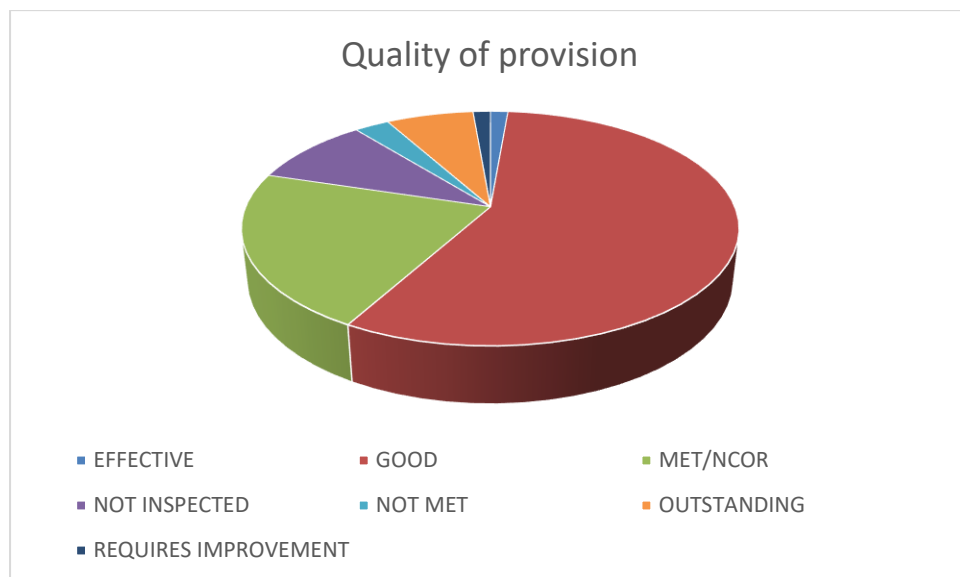
Quality of childcare

The quality of childcare in Slough is high.



Of the 67 schools and PVI settings, 56 were good and 9 were outstanding, with 2 providers yet to be inspected. Of the 74 childminders 5 were outstanding, 42 were good, 1 setting was effective, 7 had yet to be inspected, 16 were met with no children on roll, 2 were not met and 1 requires improvement.

The percentage of early years providers with a full inspection in Slough judged to be good or outstanding in Autumn 2024 was 97%, the same as the national average. 65 PVIs and schools in Slough are rated good or outstanding, with two new providers yet to be inspected.



EYFS Profile data

This table shows the attainment of Slough boys and girls in 2024. It shows us that for GLD (Good level development)

- as a whole Slough achieved a GLD of 68.6, 0.9% higher than the national average of 67.7%. This is an increase of 1.4% on the 2023 figures of 67.2%
- Slough girls are slightly lower than the national average of 75.0% at 74.3%. This is an increase of 0.1% on the 2023 figures of 74.2%
- Slough boys are significantly higher than the national average by 2.2%, at 62.9%. This is an increase of 2.7% on the 2023 figures of 60.2%

For the % at expected level across all Early Learning Goals (ELGs)

- Slough was 0.2% above the national average of 74.9% at 75.1%, and an increase of 9.6% on the 2023 figures of 65.5%
- Slough girls are 1.8% below the national average of 82.7% at 80.9%, but this is an increase of 8.5% on the 2023 figures of 72.4%
- Slough boys were 2.0% higher than the national average of 67.5% at 69.5%, an increase of 11.0% from the 2023 figures of 58.5%

| Details | National | National Girls | National Boys | Slough | Slough Girls | Slough Boys |
|-----------------------------------|----------|----------------|---------------|--------|--------------|-------------|
| Number of children | 608,217 | 296,556 | 311,661 | 2,308 | 1,148 | 1,160 |
| Good level of development (GLD %) | 67.7 | 75.0 | 60.7 | 68.6 | 74.3 | 62.9 |
| % at expected level across ELGs | 74.9 | 82.7 | 67.5 | 75.1 | 80.9 | 69.5 |

(Source National Statistics and NCER Nexus)

Autumn term 2024 supply of early years and childcare provision

The numbers of providers have decreased by 6 to 179 in 2024. The highest drop in registered providers is childminders, going from 82 on 2023 to 74 in 2024, a loss of 8.

There were 2 new day nurseries and 1 Home Based Childcarer opened, and one day nursery closed

The net drop from 2023 is 3.2%, compared to a 2.6% drop between 2022 and 2023

| Type of formal childcare | Number of registered providers 2023 | Number of registered providers 2024 | % change |
|--|-------------------------------------|-------------------------------------|----------|
| Nursery class in a Maintained school | 25 | 25 | 0.00% |
| Nursery class in an Independent sector setting | 3 | 3 | 0.00% |
| Day nursery – full or part-time | 16 | 17 | 6.25% |
| Pre-School/Playgroup sessional childcare | 12 | 12 | 0.00% |

| | | | |
|--|-----|-----|--------|
| Children's Centres nursery full daycare | 3 | 3 | 0.00% |
| Children's Centres nursery sessional daycare | 2 | 2 | 0.00% |
| Maintained Nursery School | 5 | 5 | 0.00% |
| Registered Childminder | 82 | 74 | -9.76% |
| Home Childcare (own home) | 37 | 38 | 2.70% |
| Total | 185 | 179 | -3.24% |

There are currently 6 childminders who are inactive (not offering any form of childcare). Of the 68 remaining childminders, 47 provided Funded Early Education in the 2024 Autumn term, 69% of all childminders. This is an increase of 17 childminders and 28% since the Autumn term 2023. The main reason for the increased offer from childminders is the implementation of the new funding entitlements for 2 year old of children from working families that came into force from April 2024 and the funding for Under 2s from September 2024.

Every PVI, children's centre, maintained nursery school and nursery class of a maintained school provided Funded Early Education in the Autumn term 2024.

No Home Childcarers received Funded Early Education

Number of settings in Slough

| Settings by area | Central | East | West | Out of borough | Grand Total |
|------------------------------------|-----------|-----------|-----------|----------------|-------------|
| Childrens' Centres | 3 | 1 | 1 | | 5 |
| Childminders | 19 | 19 | 36 | | 74 |
| Day Nurseries | 8 | 5 | 4 | | 17 |
| Home Based Childcare | 9 | 2 | 22 | 5 | 38 |
| Independent Setting | | 2 | 1 | | 3 |
| Maintained Nursery School | 3 | | 2 | | 5 |
| Pre-School | 6 | 1 | 5 | | 12 |
| Nursery Class in Maintained School | 9 | 9 | 7 | | 25 |
| Grand Total | 57 | 39 | 78 | 5 | 179 |

| Ward | CC | CM | DN | HBC | MNS | NCIS | NCMS | PS | Total |
|--------------------|----|----|----|-----|-----|------|------|----|-------|
| Baylis & Salt Hill | | 1 | 2 | 3 | 1 | | | 1 | 8 |
| Britwell | 1 | 9 | | 1 | | | 2 | 2 | 15 |
| Chalvey | | 1 | 1 | 1 | 1 | | 1 | 1 | 6 |
| Cippenham Green | | 10 | 1 | 6 | 1 | | | | 18 |
| Cippenham Manor | 1 | 3 | | 3 | | 1 | 1 | 1 | 10 |
| Cippenham Village | | 3 | | 5 | | | 1 | 1 | 10 |
| Colnbrook & Poyle | | 4 | 1 | 2 | | | 2 | | 9 |
| Elliman | | 1 | 1 | | | | 1 | 1 | 4 |
| Farnham | | 2 | 1 | 1 | | | 2 | | 6 |
| Haymill | | 4 | | 4 | | | 2 | | 10 |
| Herschel Park | 1 | 4 | 1 | 1 | | | 1 | 1 | 9 |
| Langley Foxborough | | 4 | | | | | 2 | | 6 |

| Ward | CC | CM | DN | HBC | MNS | NCIS | NCMS | PS | Total |
|----------------------------------|----------|-----------|-----------|-----------|----------|----------|-----------|-----------|------------|
| Langley Marish | 1 | 2 | 1 | | | | 3 | 1 | 8 |
| Langley Meads | | 3 | 1 | | | | 1 | | 5 |
| Langley St Mary's | | 2 | 1 | | | 1 | | | 4 |
| Manor Park & Stoke | 1 | 5 | | 2 | 1 | | 1 | 2 | 12 |
| Northborough & Lynch Hill Valley | | 5 | 2 | 2 | | | | | 9 |
| Slough Central | | | | 1 | | | | 1 | 2 |
| Upton | | 4 | 1 | | | 1 | 1 | | 7 |
| Upton Lea | | 3 | 2 | | 1 | | 1 | | 7 |
| Wexham Court | | 4 | 1 | 1 | | | 3 | | 9 |
| Out of Borough | | | | 5 | | | | | 5 |
| Grand Total | 5 | 74 | 17 | 38 | 5 | 3 | 25 | 12 | 179 |

Key

CC- Children's centre MNS- Maintained nursery school CM- Registered childminder

NCIS- Nursery class independent setting DN- Day nursery, full or part time

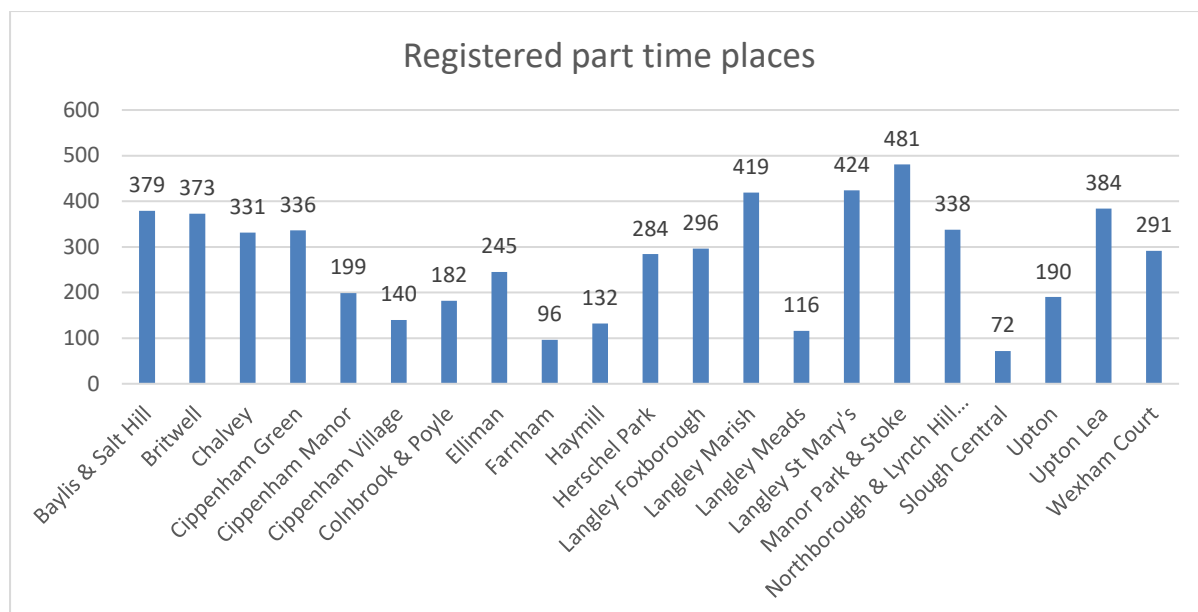
NCMS- Nursery class in maintained school HBC- Home based childcare

PS- Pre-school/Playgroup sessional care

Registered childcare is available in every ward in Slough

Early years childcare and registered childminder places for 0 – 4 year olds

| Type of setting | Number of places being offered PTP 2023 | Number of places being offered PTP 2024 | Change in places | Change in places |
|------------------------------------|---|---|------------------|------------------|
| Childrens' Centres | 250 | 268 | 18 | 7.20% |
| Childminders | 427 | 582 | 155 | 36.30% |
| Day Nurseries | 1850 | 1911 | 61 | 3.30% |
| Independent Setting | 150 | 150 | 0 | 0% |
| Maintained Nursery School | 737 | 773 | 36 | 4.88% |
| Pre-School | 593 | 546 | -47 | -7.93% |
| Nursery Class in Maintained School | 1462 | 1478 | 16 | 1.09 |
| TOTAL | 5469 | 5708 | 239 | 4.37% |



The number of places being offered has risen by 239 from 5469 in 2023-24 to 5708, an increase of 4.37%

There is an increase in numbers of places being offered across the sector, except for independent settings with no change and pre-schools with a decrease of 47 places.

Ofsted Registered Places

The tables below show the number of Ofsted registered places by provider type.

| Type of Provider | Registered part time places |
|------------------------------------|-----------------------------|
| Childrens' Centres | 534 |
| Childminders | 414 |
| Day Nurseries | 2471 |
| Independent Setting | 181 |
| Maintained Nursery School | 773 |
| Pre-School | 688 |
| Nursery Class in Maintained School | 1605 |
| Total | 6666 |

The annual provider audit recorded a total of 5708 available places across Slough in the Autumn term 2024. This is a difference of 958 registered places. This could therefore mean that there is existing capacity in the market should demand for places continue to increase.

| Area | Ofsted Registered part time places | Current places offered | Variance |
|--------------|------------------------------------|------------------------|------------|
| Central | 2862 | 2383 | 479 |
| East | 1854 | 1627 | 227 |
| West | 1950 | 1698 | 252 |
| Total | 6666 | 5708 | 958 |

The area with the biggest variance in Ofsted registered places to current occupancy is Central with 479 places, a variance of 83.26%. The East of Slough is the area that is closest to offering all registered places with 87.75%. The West of Slough has a percentage of 87.07% places offered against Ofsted registered places.

| Ward | Ofsted Registered part-time places |
|----------------------------------|------------------------------------|
| Baylis & Salt Hill | 507 |
| Britwell | 413 |
| Chalvey | 340 |
| Cippenham Green | 310 |
| Cippenham Manor | 331 |
| Cippenham Village | 146 |
| Colnbrook & Poyle | 187 |
| Elliman | 349 |
| Farnham | 94 |
| Haymill | 150 |
| Herschel Park | 398 |
| Langley Foxborough | 342 |
| Langley Marish | 528 |
| Langley Meadows | 108 |
| Langley St Mary's | 509 |
| Manor Park & Stoke | 559 |
| Northborough & Lynch Hill Valley | 444 |
| Slough Central | 88 |
| Upton | 180 |
| Upton Lea | 379 |
| Wexham Court | 304 |
| Total | 6666 |

Supply of places by age group

The tables below shows the breakdown of children and types and numbers of PTE childcare places in each of the areas.

Under 2s by area and provider type

| Area | CC | CM | DN | PS | Total |
|--------------|-----------|------------|------------|----------|------------|
| Central | 24 | 40 | 114 | | 178 |
| East | 12 | 34 | 188 | | 234 |
| West | | 80 | 69 | 6 | 155 |
| Total | 36 | 154 | 371 | 6 | 567 |

The area with the highest number of places for under 2s is East with 188 of these places offered by Day Nurseries.

This is an increase of places of 85 from the 482 in 2023, 17.63%. Childminders make up a large part of this increase, because of the new Working Families entitlements.

Under 2s by ward and provider type

| Ward | CC | CM | DN | PS | Total |
|----------------------------------|-----------|------------|------------|----------|------------|
| Baylis & Salt Hill | | 6 | 24 | | 30 |
| Britwell | | 18 | | 6 | 24 |
| Chalvey | | 5 | | | 5 |
| Cippenham Green | | 29 | | | 29 |
| Cippenham Manor | 12 | 6 | | | 18 |
| Cippenham Village | | 4 | | | 4 |
| Colnbrook & Poyle | | 8 | 18 | | 26 |
| Elliman | | 2 | 30 | | 32 |
| Farnham | | 2 | 3 | | 5 |
| Haymill | | 7 | | | 7 |
| Herschel Park | | 9 | 24 | | 33 |
| Langley Foxborough | | 6 | 50 | | 56 |
| Langley Marish | 12 | 4 | 30 | | 46 |
| Langley Meads | | 6 | | | 6 |
| Langley St Mary's | | 2 | 90 | | 92 |
| Manor Park & Stoke | 12 | 10 | | | 22 |
| Northborough & Lynch Hill Valley | | 10 | 66 | | 76 |
| Slough Central | | | | | 0 |
| Upton | | 8 | | | 8 |
| Upton Lea | | 4 | 12 | | 16 |
| Wexham Court | | 8 | 24 | | 32 |
| Total | 36 | 154 | 371 | 6 | 567 |

There are no Under 2 places in Slough Central Ward. The highest number are in Langley St Mary's and take up in this area is consistently high.

2 year olds by area and provider type

| Area | CC | CM | DN | IND SET | MNS | PS | SCH | Total |
|--------------|-----------|------------|------------|-----------|------------|------------|-----------|-------------|
| Central | 48 | 57 | 226 | | 56 | 80 | 0 | 467 |
| East | 16 | 34 | 289 | 36 | | 24 | 20 | 419 |
| West | 16 | 84 | 142 | | 52 | 62 | 7 | 363 |
| Total | 80 | 175 | 657 | 36 | 108 | 166 | 27 | 1249 |

Once again, the area with the highest number of places is East, with Day Nurseries offering the highest percentage of places, 71%. Vacancies in the East tend to be low, with a high number of families on the waiting lists, especially since the new Working Families entitlements came into force.

This shows an increase of 136 places from 2023, 12.22%

2 year olds by ward and provider type

| Ward | CC | CM | DN | IND SET | MNS | PS | SCH | Total |
|--------------------|----|----|----|---------|-----|----|-----|-------|
| Baylis & Salt Hill | | 8 | 64 | | 20 | 8 | | 100 |
| Britwell | 16 | 20 | | | | 26 | 7 | 69 |
| Chalvey | | 2 | 12 | | 24 | 12 | | 50 |
| Cippenham Green | | 27 | 20 | | 32 | | | 79 |

| Ward | CC | CM | DN | IND SET | MNS | PS | SCH | Total |
|----------------------------------|-----------|------------|------------|-----------|------------|------------|-----------|-------------|
| Cippenham Manor | 16 | 8 | | | | 12 | | 36 |
| Cippenham Village | | 6 | | | | 16 | | 22 |
| Colnbrook & Poyle | | 8 | 24 | | | | | 32 |
| Elliman | | 2 | 30 | | | 8 | | 40 |
| Farnham | | 2 | 6 | | | | | 8 |
| Haymill | | 6 | | | | | | 6 |
| Herschel Park | 16 | 9 | 32 | | | 12 | | 69 |
| Langley Foxborough | | 6 | 80 | | | | 16 | 102 |
| Langley Marish | 16 | 4 | 25 | | | 24 | 4 | 73 |
| Langley Meads | | 6 | | | | | | 6 |
| Langley St Mary's | | 2 | 144 | 12 | | | | 158 |
| Manor Park & Stoke | 16 | 28 | | | 16 | 24 | | 84 |
| Northborough & Lynch Hill Valley | | 11 | 116 | | | | | 127 |
| Slough Central | | | | | | 24 | | 24 |
| Upton | | 8 | 16 | 24 | | | | 48 |
| Upton Lea | | 4 | 64 | | 16 | | | 84 |
| Wexham Court | | 8 | 24 | | | | | 32 |
| Total | 80 | 175 | 657 | 36 | 108 | 166 | 27 | 1249 |

The lowest number of places are in Haymill and Langley Meads, the highest number are in Langley St Mary's.

3 and 4 year olds by area and provider type

| Area | CC | CM | DN | IND SET | MNS | PS | SCH | Grand Total |
|--------------------|------------|------------|------------|------------|------------|------------|-------------|-------------|
| Central | 88 | 66 | 400 | | 390 | 212 | 582 | 1738 |
| East | 32 | 60 | 326 | 84 | | 32 | 440 | 974 |
| West | 32 | 127 | 157 | 30 | 275 | 130 | 429 | 1180 |
| Grand Total | 152 | 253 | 883 | 114 | 665 | 374 | 1451 | 3892 |

The area with the largest number of places for 3 & 4 year olds is Central. The area with the least number of places for 3 & 4 year olds is East. Nursery classes of schools provide 37.28% of all 3 & 4 year old places.

3 and 4 year olds by ward and provider type

| Ward | CC | CM | DN | IND SET | MNS | PS | SCH | Total |
|--------------------|----|----|----|---------|-----|----|-----|-------|
| Baylis & Salt Hill | | 6 | 88 | | 123 | 32 | | 249 |
| Britwell | 32 | 28 | | | | 42 | 178 | 280 |
| Chalvey | | 2 | 68 | | 104 | 24 | 78 | 276 |
| Cippenham Green | | 44 | 32 | | 152 | | | 228 |
| Cippenham Manor | 40 | 16 | | 30 | | 20 | 39 | 145 |
| Cippenham Village | | 8 | | | | 36 | 70 | 114 |
| Colnbrook & Poyle | | 10 | 48 | | | | 66 | 124 |
| Elliman | | 3 | 40 | | | 26 | 104 | 173 |
| Farnham | | 3 | 11 | | | | 69 | 83 |
| Haymill | | 7 | | | | | 112 | 119 |
| Herschel Park | 16 | 16 | 48 | | | 50 | 52 | 182 |

| Ward | CC | CM | DN | IND SET | MNS | PS | SCH | Total |
|----------------------------------|------------|------------|------------|------------|------------|------------|-------------|-------------|
| Langley Foxborough | | 12 | 72 | | | | 54 | 138 |
| Langley Marish | 32 | 8 | 50 | | | 32 | 178 | 300 |
| Langley Meads | | 14 | | | | | 90 | 104 |
| Langley St Mary's | | 2 | 120 | 52 | | | | 174 |
| Manor Park & Stoke | 32 | 19 | | | 156 | 64 | 104 | 375 |
| Northborough & Lynch Hill Valley | | 21 | 114 | | | | | 135 |
| Slough Central | | | | | | 48 | | 48 |
| Upton | | 14 | 36 | 32 | | | 52 | 134 |
| Upton Lea | | 6 | 108 | | 130 | | 40 | 284 |
| Wexham Court | | 14 | 48 | | | | 165 | 227 |
| Total | 152 | 253 | 936 | 114 | 665 | 374 | 1386 | 3892 |

The ward with the lowest number of 3 & 4 year old places is Slough Central, the highest number is in Manor Park & Stoke

Sufficiency

Places offered by area

| Area | CC | CM | DN | IND SET | MNS | PS | SCH | Total | Birth Data 0-4 years | % of children to places | Weighting of Area | Conclusion- is childcare sufficient? |
|--------------|------------|------------|-------------|------------|------------|------------|-------------|-------------|----------------------|-------------------------|-------------------|--------------------------------------|
| Central | 160 | 163 | 740 | | 446 | 292 | 582 | 2383 | 5237 | 45.50% | 34.72% | YES |
| East | 60 | 128 | 803 | 120 | | 56 | 460 | 1627 | 2575 | 63.18% | 46.25% | YES |
| West | 48 | 291 | 368 | 30 | 327 | 198 | 436 | 1698 | 3933 | 43.17% | 36.66% | YES |
| Total | 268 | 582 | 1850 | 150 | 773 | 593 | 1478 | 5708 | 11745 | 48.60% | | |

The highest number of childcare places are in the Central area, with 2,383 places available. The lowest number of places are in the East of Slough.

Looking at Slough at ward level, there are some pockets that appear to have insufficient places but looking at ages 0-4 there is currently sufficient childcare available. The ward with the highest number of childcare places available is Manor Park & Stoke with 481 places. The ward with the lowest number of places is Slough Central with 72 places. However, there is new provision planned and due to be available within the next 12 months.

Places offered by ward*

| Ward | CC | CM | DN | IND SET | MNS | PS | SCH | Total | Birth Data 0-4 years | % of children to places- less than 43% = Insufficient | Conclusion- is childcare sufficient? |
|----------------------------------|------------|------------|-------------|------------|------------|------------|-------------|-------------|----------------------|---|--------------------------------------|
| Baylis & Salt Hill | | 20 | 176 | | 143 | 40 | | 379 | 668 | 56.74% | YES |
| Britwell | 48 | 66 | | | | 74 | 185 | 373 | 565 | 66.02% | YES |
| Chalvey | | 9 | 80 | | 128 | 36 | 78 | 331 | 681 | 48.60% | YES |
| Cippenham Green | | 100 | 52 | | 184 | | | 336 | 463 | 72.57% | YES |
| Cippenham Manor | 68 | 30 | | 30 | | 32 | 39 | 199 | 656 | 30.34% | NO |
| Cippenham Village | | 18 | | | | 52 | 70 | 140 | 510 | 27.45% | NO |
| Colnbrook & Poyle | | 26 | 90 | | | | 66 | 182 | 598 | 30.43% | YES |
| Elliman | | 7 | 100 | | | 34 | 104 | 245 | 567 | 43.21% | YES |
| Farnham | | 7 | 20 | | | | 69 | 96 | 655 | 14.66% | NO |
| Haymill | | 20 | | | | | 112 | 132 | 449 | 29.40% | NO |
| Herschel Park | 32 | 34 | 104 | | | 62 | 52 | 284 | 761 | 37.32% | NO |
| Langley Foxborough | | 24 | 202 | | | | 70 | 296 | 442 | 66.97% | YES |
| Langley Marish | 60 | 16 | 105 | | | 56 | 182 | 419 | 400 | 104.75% | YES |
| Langley Meads | | 26 | | | | | 90 | 116 | 391 | 29.67% | NO |
| Langley St Mary's | | 6 | 354 | 64 | | | | 424 | 380 | 111.58% | YES |
| Manor Park & Stoke | 60 | 57 | | | 172 | 88 | 104 | 481 | 647 | 74.34% | YES |
| Northborough & Lynch Hill Valley | | 42 | 296 | | | | | 338 | 510 | 66.27% | YES |
| Slough Central | | | | | | 72 | | 72 | 829 | 8.69% | NO |
| Upton | | 30 | 52 | 56 | | | 52 | 190 | 381 | 49.87% | YES |
| Upton Lea | | 14 | 184 | | 146 | | 40 | 384 | 665 | 57.74% | YES |
| Wexham Court | | 30 | 96 | | | | 165 | 291 | 527 | 55.22% | YES |
| Total | 268 | 582 | 1911 | 150 | 773 | 546 | 1478 | 5708 | 11745 | 48.60% | |

*Home childcarers have been excluded from this dataset

The above table is based purely on numbers and does not consider SEND, flexibility of offer, affordability trends in take up and future demand and should not be looked at in isolation. Further sufficiency analysis is detailed further in this report.

A percentage of less than 43% is deemed to be insufficient childcare places. The one exception is the number of childcare places in Colnbrook and Poyle ward which has sufficient places at 30.43% because of the low number of 0-4 year olds in the ward.

Sufficiency 2 year olds

Looking at the sufficiency of places for 2 year olds we needed to consider the new funding entitlements for 2 year olds of Working Families that came into force on the 1st April 2024. The new funding runs alongside the Bright Futures 2 year old funding, targeted at the families receiving additional; support (FRAS).

Based on data from the Annual Provider Audit, we have experienced a high take up on the new Working Families entitlements for 2 year olds

Based on the September 2024 DWP list it is expected that 22.29% of the 2 year old population was eligible to take up, or already in, a funded 2 year old place (523)

| Area | Total 2 year old places | Number of FRAS two year olds expected to access a place (41.87%) | Number of Bright Future two year olds attending Aut'24 | Number of Working Families two year olds attending Aut'24 | Total number of 2 year olds accessing a place | Surplus/ Deficit of places |
|--------------|-------------------------|--|--|---|---|----------------------------|
| Central | 467 | 262 | 172 | 162 | 334 | 33 |
| East | 419 | 94 | 66 | 148 | 214 | 259 |
| West | 363 | 167 | 94 | 154 | 248 | 102 |
| Total | 1249 | 523 | 332 | 464 | 796 | 394 |

This shows that there are sufficient places for 2 year olds across the borough, Autumn term is historically the lowest take up, so the surplus places will be utilised in the Spring and Summer terms. These numbers show that we are in a good position for the new 30 hour entitlements coming into force in September 2025.

Sufficiency 3 and 4 year old

All 3 and 4 year olds are entitled to a minimum of 15 hours of free childcare per week over 38 weeks of the year, so we would expect take up of places to be much higher than those of 2 year olds. 4 year old children in Reception classes have been removed from this calculation to show the true sufficiency of Early Years places.

| Area | Total 3&4 year old places Schools and PVI | 3&4 year olds | Less number of 4 year olds in reception classes | Total no of 3&4 year olds in EY | Total places | Surplus/ Deficit |
|--------------------|---|---------------|---|---------------------------------|--------------|------------------|
| Central | 1738 | 2030 | 885 | 1145 | 1738 | 593 |
| East | 974 | 1106 | 559 | 547 | 974 | 427 |
| West | 1180 | 1598 | 633 | 965 | 1180 | 215 |
| Grand Total | 3892 | 4734 | 2077 | 2657 | 3892 | 1235 |

Looking at the data there appears to be a surplus of 1,235 places in the Autumn term, but this could be due to the high number of 4 year olds in Reception classes.

2 year old Funded Early Education criteria

2 year old children can get a free childcare place if families receive any of the following benefits:

- [Income Support](#)

- [Income based Jobseeker's Allowance \(JSA\)](#)
- [Income related Employment and Support Allowance \(ESA\)](#)
- [Universal Credit](#) and the household income is £15,400 a year or less after tax, not including benefit payments, assessed on up to three of the parent's most recent Universal Credit assessment periods.
- [The Guaranteed element of Pension Credit](#)
- [Child Tax Credit, Working Tax Credit](#) (or both) and have a household income of £16,190 a year or less before tax
- The Working Tax Credit 4-week run (the payment parents can receive when they stop qualifying for Working Tax Credit)

A child can also get free early education at the age of two, if:

- they are looked after by a local authority
- they have an Education, Health and Care Plan (EHCP)
- they receive Disability Living Allowance
- they have left care under a special guardianship order, child arrangements order or adoption order.

Non- UK citizens who cannot claim benefits

Parents whose immigration status states they have 'no recourse to public funds' may be able to receive 2 year old funding if their household income is no more than:

- household income of £26,500 a year with one child (outside London)
- household income of £30,600 a year with two or more children (outside London)
- They have no more than £16,000 in savings or investments

Eligible children will be able to start their free place from the beginning of the term after their second birthday. Parents/carers can apply in the term of their child's second birthday by completing an application online on the [Citizen Portal](#).

2 year old funding 2024/25

- The DWP list June 2024 showed 519 families potentially eligible for 2 year old funding, this is a decrease of 45 compared to 2023/24
- According to the DWP list June 2024, the Central area has highest number of eligible 2 year olds living in the borough, followed by the West

The numbers of eligible 2 year olds continue to drop term on term since its height in 2017. One of the main factors is the continuing decline in birth rates. Another factor is the unchanged maximum earnings threshold through both legacy and universal credit eligibility criteria, while maximum earning thresholds for both have increased.

| Term | Participation- 2 year olds taking up a space | % take up | Numbers on DWP list | % drop in eligible families since autumn 2017 |
|-------------|--|-----------|---------------------|---|
| Autumn 2017 | 443 | 50.98% | 869 | |
| Summer 2019 | 464 | 54.78% | 847 | -2.53% |
| Autumn 2019 | 433 | 54.47% | 795 | -8.52% |
| Spring 2020 | 418 | 57.18% | 731 | -15.88% |
| Summer 2020 | 336 | 44.56% | 754 | -13.23% |
| Autumn 2020 | 317 | 38.47% | 824 | -5.18% |
| Spring 2021 | 380 | 48.41% | 785 | -9.67% |
| Summer 2021 | 361 | 47.44% | 761 | -12.43% |
| Autumn 2021 | 402 | 55.45% | 725 | -16.57% |
| Spring 2022 | 396 | 57.39% | 690 | -20.60% |
| Summer 2022 | 397 | 59.43% | 668 | -23.13% |
| Autumn 2022 | 350 | 55.38% | 632 | -27.27% |
| Spring 2023 | 362 | 59.15% | 612 | -29.57% |
| Summer 2023 | 339 | 58.05% | 584 | -32.80% |
| Autumn 2023 | 387 | 68.62% | 564 | -35.10% |
| Spring 2024 | 346 | 62.12% | 557 | -35.90% |
| Summer 2024 | 330 | 58.93% | 560 | -36.48% |
| Autumn 2024 | 332 | 63.97% | 519 | -44.03% |

Slough's settings have not managed to increase their participation rates for bright Futures funded 2 year olds from the best ever percentage of 69.62% achieved in Autumn 2023, but the 63.97% achieved in Autumn 2024 is the second highest percentage ever achieved. Data shows that the number of qualifying families has dropped by 44.03% since 2017.

3 & 4 year old universal entitlement

When considering the number of universal places required for 3 & 4 year old provision we need to consider the number of 4 year olds attending a reception place. The table below shows the numbers on roll as per headcount data autumn 2024 and the total number of places against the number of children who may require a universal 3 & 4 year old place.

| Area | 3 & 4 year olds | 4 year olds in reception classes | Target number 3 & 4 year olds | Autumn 2024 participation | Difference |
|--------------|-----------------|----------------------------------|-------------------------------|---------------------------|------------|
| Central | 2030 | 885 | 1145 | 1013 | 132 |
| East | 1106 | 559 | 547 | 582 | -35 |
| West | 1598 | 633 | 965 | 528 | 437 |
| Total | 4734 | 2077 | 2657 | 2123 | 534 |

The table above does appear to show that the take up of places is significantly lower than the population. However, historically, the autumn term has the lowest take up, so we need to ensure that there are sufficient spaces in the summer term which has the highest take up. The ward with the highest take up of places in the autumn term is Manor Park & Stoke, with 10% of 3 and 4 year olds.

| Area | 3 & 4 year olds | 4 year olds in reception classes | Target number 3 & 4 year olds | Summer 2024 participation | Difference |
|--------------|-----------------|----------------------------------|-------------------------------|---------------------------|------------|
| Central | 2030 | 583 | 1447 | 1534 | -87 |
| East | 1106 | 361 | 745 | 845 | -100 |
| West | 1598 | 393 | 1205 | 935 | 270 |
| Total | 4734 | 1337 | 3397 | 3314 | 83 |

The take up in the summer term 2023 was 97.5%. Based on this, the take up in 2 of the 3 areas is higher than the number of eligible children- Central and East. The ward with the highest take up of places in the summer term is Manor Park & Stoke, with 9.5% of 3 & 4 year olds

15 hours Childcare - Extended entitlement

The extended entitlement criteria:

A child will be entitled to the additional free hours from the term after both of the following conditions are satisfied:

- (1) the child has attained the age of 9 months;
- (2) the child's parent has a current positive determination of eligibility from HMRC.

Parents must be working (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 £100,000 per year. If they are self-employed, or on a zero hour contract they are asked to confirm that they meet the income threshold outlined above.

The number of 3 & 4 year olds in receipt of the additional 15 hours remains fairly static and in line with termly fluctuations, with the lowest take up in autumn and the highest in summer.

There is insufficient data at this stage in the take up of extended entitlements with the children aged under 2 and 2 to make any meaningful forecast on take up.

Funded Early Education 2, 3 and 4 year olds

The table below tracks the actual number of children who received funding between the spring term 2020 through to the autumn term 2024. In previous years the numbers of children in receipt of the universal 3 & 4 year old offer and the extended entitlement gradually build from autumn through to the summer term as more

children become eligible for the funding entitlements. However, our numbers following lockdown have shown a different picture.

Funding claims 2020 – 2024 Universal 3 & 4 year olds

| Term | Universal 3 & 4 | Number previous year | Variance | % change |
|-------------|-----------------|----------------------|----------|----------|
| Spring 2020 | 3163 | 3073 | 90 | 2.93% |
| Summer 2020 | 3424 | 3517 | -93 | -2.64% |
| Autumn 2020 | 2436 | 2461 | -25 | -1.02% |
| Spring 2021 | 2840 | 3163 | -323 | -10.21% |
| Summer 2021 | 3368 | 3424 | -56 | -1.64% |
| Autumn 2021 | 2392 | 2436 | -44 | -1.81% |
| Spring 2022 | 2975 | 2840 | 135 | 4.75% |
| Summer 2022 | 3353 | 3368 | -15 | -0.45% |
| Autumn 2022 | 2285 | 2392 | -107 | -4.47% |
| Spring 2023 | 2901 | 2975 | -74 | -2.49% |
| Summer 2023 | 3274 | 3353 | -79 | -2.36% |
| Autumn 2023 | 2428 | 2285 | 143 | 6.26% |
| Spring 2024 | 2946 | 2901 | 45 | 1.55% |
| Summer 2024 | 3314 | 3272 | 42 | 1.28% |
| Autumn 2024 | 2123 | 2428 | -305 | -12.56% |

Since the onset of COVID, numbers of 3 & 4 year old universal children have decreased when comparing spring term to spring term etc. However, this year's numbers shown an increase of numbers across all Spring and Summer 2024. The Autumn 2024 numbers are significantly lower, but the number of 4 year olds in reception classes is much higher, an increase of 760 from last year's 1,317.

Funding claims 2020 – 2024 Extended Entitlement 3 & 4 year olds

| Term | Extended 3 & 4 | Number previous year | Variance | % change |
|-------------|----------------|----------------------|----------|----------|
| Spring 2020 | 843 | 804 | 39 | 4.85% |
| Summer 2020 | 919 | 935 | -16 | -1.71% |
| Autumn 2020 | 635 | 613 | 22 | 3.59% |
| Spring 2021 | 780 | 843 | -63 | -7.47% |
| Summer 2021 | 895 | 919 | -24 | -2.61% |
| Autumn 2021 | 589 | 635 | -46 | -7.24% |
| Spring 2022 | 806 | 780 | 26 | 3.33% |
| Summer 2022 | 901 | 895 | 6 | 0.67% |
| Autumn 2022 | 610 | 589 | 21 | 3.57% |
| Spring 2023 | 768 | 806 | -38 | -4.71% |
| Summer 2023 | 922 | 901 | 21 | 2.33% |
| Autumn 2023 | 625 | 610 | 15 | 2.46% |
| Spring 2024 | 813 | 768 | 45 | 5.86% |

| | | | | |
|-------------|-----|-----|-----|--------|
| Summer 2024 | 898 | 922 | -24 | -2.60% |
| Autumn 2024 | 563 | 625 | -62 | -9.92% |

Numbers of Extended 3 and 4 year olds have remained static, showing small increases on like for like terms. There was a drop in take up in 2021 following on from the pandemic. However, the summer term 2024 showed the highest numbers of take up since this entitlement was introduced, followed by the highest decrease percentage in places in Autumn 2024

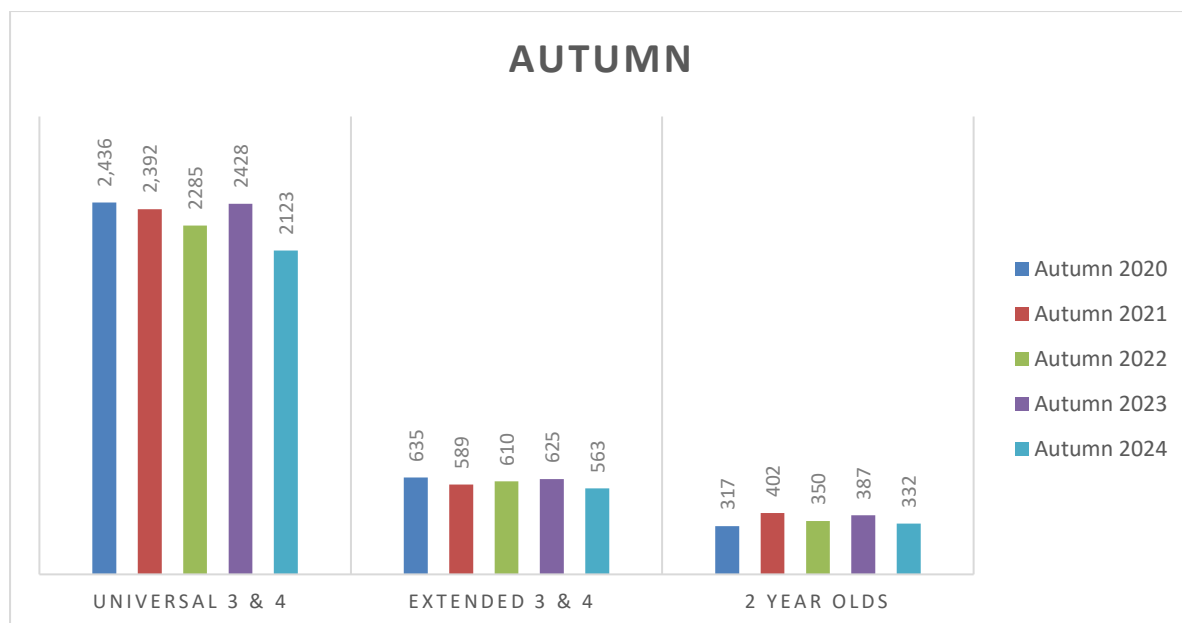
Funding claims 2020– 2024 Bright Futures 2 year olds

| Term | 2 year olds | Number previous year | Variance | % change |
|-------------|-------------|----------------------|----------|----------|
| Spring 2020 | 418 | 446 | -28 | -6.28% |
| Summer 2020 | 336 | 464 | -128 | -27.59% |
| Autumn 2020 | 317 | 452 | -135 | -29.87% |
| Spring 2021 | 380 | 418 | -38 | -9.09% |
| Summer 2021 | 361 | 336 | 25 | 7.44% |
| Autumn 2021 | 402 | 317 | 85 | 26.81% |
| Spring 2022 | 396 | 380 | 16 | 4.21% |
| Summer 2022 | 397 | 361 | 36 | 9.97% |
| Autumn 2022 | 350 | 402 | -52 | -12.94% |
| Spring 2023 | 362 | 396 | -34 | -8.59% |
| Summer 2023 | 339 | 397 | -58 | -14.61% |
| Autumn 2023 | 387 | 350 | 37 | 10.57% |
| Spring 2024 | 346 | 362 | -16 | -4.42% |
| Summer 2024 | 330 | 339 | -9 | -2.65% |
| Autumn 2024 | 332 | 387 | -55 | -14.21% |

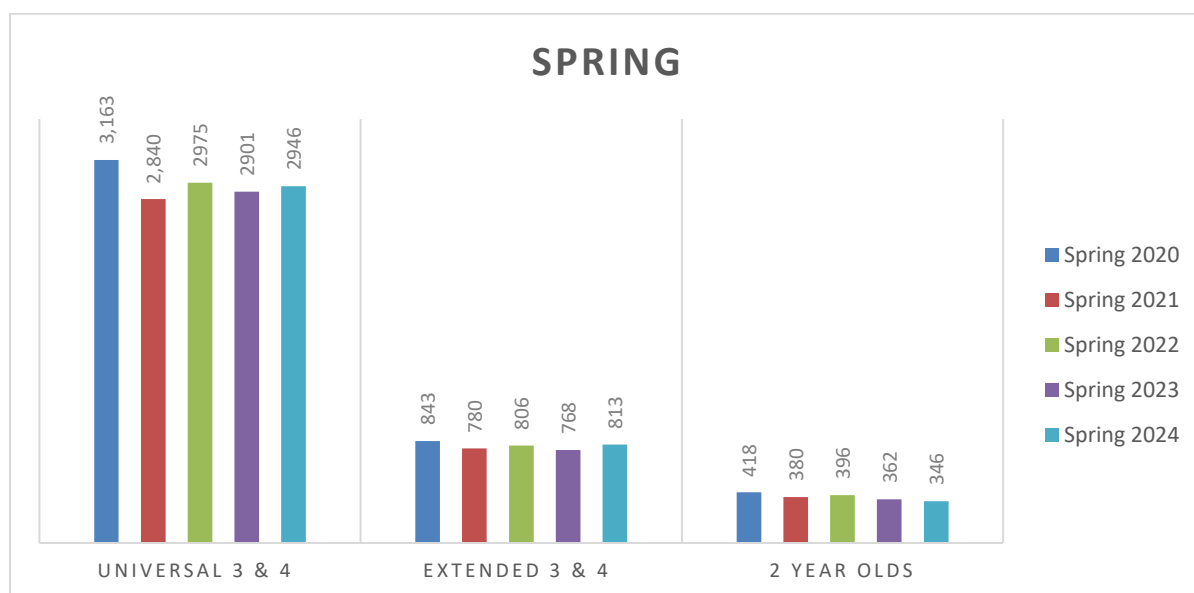
Two year old numbers have decreased in the last 3 terms, but the Autumn term has seen the biggest drop in numbers. This is unusual, as the Autumn term historically sees the highest percentage increase in numbers. This appears to be due to the new Working Families entitlements for 2 year olds coming into force. There are families who potentially qualify for both Bright Futures and Working Families funding, but providers are relying on Working Families codes only. Slough will work with providers to ensure that these families use Bright Futures funding where possible. In September 2025, these families will receive 15 hours of Bright Futures and 15 hours of Working Families funding to cover the 30 hours.

Comparison of funding claims 2020 – 2024

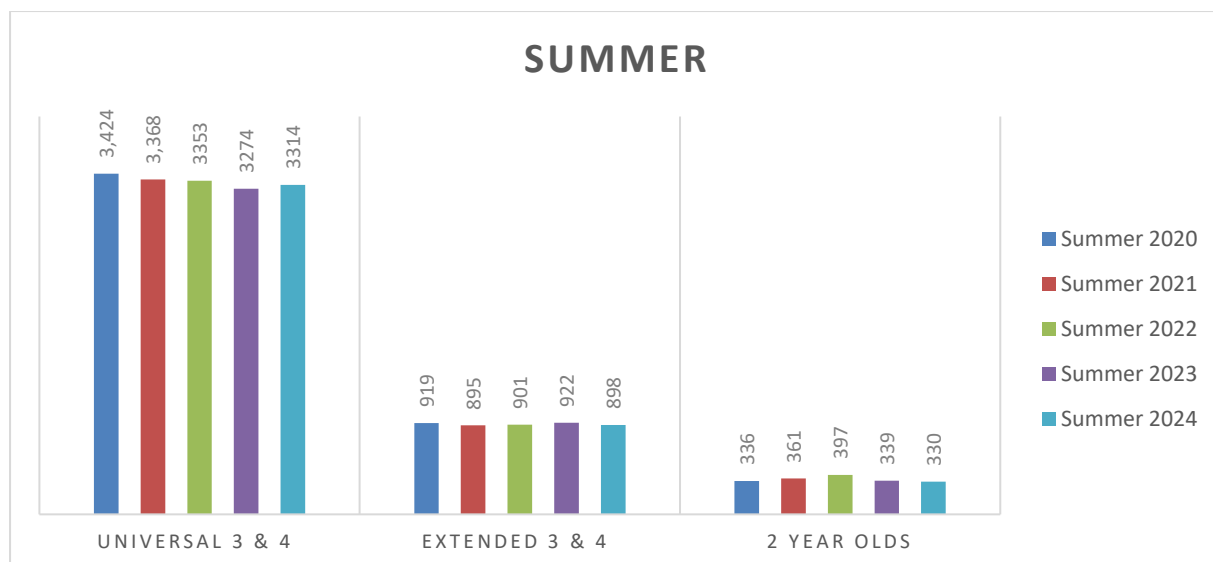
Autumn: When reviewing the funding claims for the autumn term we can see that numbers for Bright Futures two year old funded children have dropped by 14.2% due, in part, to the new Working Families 2 year old entitlement. The Working Families 3 & 4 year old entitlement has dropped by 9.92% from Autumn 2023. Numbers for 3 & 4 year old universal funding dropped by 56% from Autumn 2023, but the number of 4 years in Reception classes rose sharply from the same period, an increase of 760 children.



Spring: There is a small increase in the numbers of children in receipt of Universal 3&4 funding, of 1.5%. There is also an increase in the numbers of Working Families 3 & 4 year olds of 5.86%. However, there was a drop of 4.42% in the number of children in receipt of Bright Futures 2 year old funded children.



Summer: As in Spring, we identified a small increase in the numbers children in receipt of Universal 3 & 4 year old funding (1.22%), but numbers of Working Families 3 & 4 year old funding were down by 2.6% and Bright Futures 2 year old funding were down by 2.65%.



New Entitlements- changes to Funded Early Education from 1st April 2024

These new entitlements came into force in April 2024:

- 15 hours per week for 38 weeks per year (570 hours) of funded early education for children of working families from April 2024.
- 15 hours per week for 38 weeks per year (570 hours) of funded early education for childcare aged from 9 months from September 2024.

These entitlements are being extended to 30 hours per week for 38 weeks per year (1140 hours) from September 2025

A national wraparound programme for primary aged school children for supporting all families who need it to access wraparound childcare from 8am to 6pm also came into force this year. This expanded the availability of wraparound care from September 2024

Work in Slough has ensured that there are sufficient places available to enable working families to access these entitlements. Slough was able to meet the target number of new places to enable families to be able to return to work

Using the ECS Code Validation Rate Dashboard supplied by the DfE, in December 2024 Slough had 86.03% of Working Families eligible people ready to take up a childcare place in the Autumn term. This was slightly than the national take up of 91.2%. The Early Education team has embarked on an advertising campaign to raise awareness of the new entitlements.

Autumn 2024

| | Codes Issued | Codes validated | % validated | Codes not yet validated |
|-------------|--------------|-----------------|-------------|-------------------------|
| Under 2s | 438 | 374 | 85.39% | 64 |
| 2 year olds | 285 | 248 | 87.02% | 37 |
| Total | 723 | 622 | 86.03% | 101 |

| WARD | Under 2s | | |
|----------------------------------|--------------|-----------------|--------|
| | Codes issued | Codes validated | % |
| Baylis & Salt Hill | 17 | 11 | 64.71% |
| Britwell | 30 | 28 | 93.33% |
| Chalvey | 11 | 8 | 72.73% |
| Cippenham Green | 22 | 19 | 86.36% |
| Cippenham Manor | 26 | 24 | 92.31% |
| Cippenham Village | 31 | 29 | 93.55% |
| Colnbrook & Poyle | 22 | 18 | 81.82% |
| Elliman | 14 | 12 | 85.71% |
| Farnham | 13 | 11 | 84.62% |
| Haymill | 33 | 27 | 81.82% |
| Herschel Park | 23 | 18 | 78.26% |
| Langley Foxborough | 20 | 18 | 90.00% |
| Langley Marish | 22 | 21 | 95.45% |
| Langley Meads | 26 | 23 | 88.46% |
| Langley St Mary's | 23 | 20 | 86.96% |
| Manor Park & Stoke | 15 | 10 | 66.67% |
| Northborough & Lynch Hill Valley | 32 | 25 | 78.13% |
| Slough Central | 10 | 8 | 80.00% |
| Upton | 22 | 21 | 95.45% |
| Upton Lea | 15 | 13 | 86.67% |
| Wexham Court | 11 | 10 | 90.91% |
| TOTAL | 438 | 374 | 85.39% |

This table shows the take up of Working Families entitlements for children aged from 9 months to 2 years. The wards with the highest take up of the funding are Langley Marish and Upton with 95.45%. The ward with the lowest take up is 64.71%

| WARD | 2 year olds | | |
|--------------------|--------------|-----------------|--------|
| | Codes issued | Codes validated | % |
| Baylis & Salt Hill | 19 | 18 | 94.74% |
| Britwell | 22 | 19 | 86.36% |

This table shows the take up of

| | | | |
|----------------------------------|-----|-----|---------|
| Chalvey | 11 | 9 | 81.82% |
| Cippenham Green | 18 | 17 | 94.44% |
| Cippenham Manor | 22 | 19 | 86.36% |
| Cippenham Village | 14 | 12 | 85.71% |
| Colnbrook & Poyle | 20 | 16 | 80.00% |
| Elliman | 8 | 7 | 87.50% |
| Farnham | 11 | 10 | 90.91% |
| Haymill | 11 | 10 | 90.91% |
| Herschel Park | 21 | 19 | 90.48% |
| Langley Foxborough | 11 | 9 | 81.82% |
| Langley Marish | 7 | 5 | 71.43% |
| Langley Meads | 13 | 13 | 100.00% |
| Langley St Mary's | 8 | 6 | 75.00% |
| Manor Park & Stoke | 12 | 10 | 83.33% |
| Northborough & Lynch Hill Valley | 11 | 9 | 81.82% |
| Slough Central | 10 | 8 | 80.00% |
| Upton | 13 | 12 | 92.31% |
| Upton Lea | 11 | 10 | 90.91% |
| Wexham Court | 12 | 10 | 83.33% |
| TOTAL | 285 | 248 | 87.02% |

Working Families entitlements for children aged from 2 years old . The ward with the highest take up of the funding is Langley Meads with 100%. The ward with the lowest take up is Langley Marish with 71.43%. The figures for 2 year olds are significantly higher than the Under 2s

Funding claims 2024- Working Families 2 year olds

| Term | WF 2 year olds | Number previous year | Variance | % change |
|-------------|----------------|----------------------|----------|----------|
| Summer 2024 | 389 | 0 | 389 | 0.00% |
| Autumn 2024 | 464 | 0 | 464 | 0.00% |

We are not yet in a position to analyse the Working Families 2 year olds, except to note that there was a 19.29% rise in take up between Summer and Autumn 2024.

Funding claims 2024- Working Families Under 2 year olds

| Term | WF U2 year olds | Number previous year | Variance | % change |
|-------------|-----------------|----------------------|----------|----------|
| Autumn 2024 | 288 | 0 | 288 | 0.00% |

288 under 2 year olds accessed the new Under 2 Working Families funding in Autumn 2024.

Finances

Settings were asked to assess their financial position during the last year.

| Type | Broke Even | In deficit | In profit | Newly registered setting or Childminder | Not sure |
|--------------------------------------|------------|------------|-----------|---|----------|
| Childminder | 6.45% | 6.45% | 41.94% | 12.90% | 32.26% |
| Children's Centre | 20.00% | 0.00% | 0.00% | 0.00% | 80.00% |
| Maintained Nursery School | 0.00% | 40.00% | 60.00% | 0.00% | 0.00% |
| Nursery class in Independent Setting | 50.00% | 0.00% | 0.00% | 0.00% | 50.00% |
| Nursery class in Maintained School | 30.00% | 20.00% | 0.00% | 0.00% | 50.00% |
| PVI | 18.18% | 9.09% | 27.27% | 0.00% | 45.45% |

41.94% of Childminders assessed their business as being in profit, compared to last year when none of them felt that their business was in profit. 80% of Children's Centres were not sure of their financial position compared to 40% last year. 60% of Maintained Nursery Schools felt they were in profit, compared to 40% last year. There was no change in the assessment of Independent Settings or Nursery Classes in Maintained Schools. 27.27% of PVIs felt that their businesses were in profit, compared to 14.29% last year.

| Area | Broke Even | In deficit | In profit | Newly registered setting or Childminder | Not sure |
|---------|------------|------------|-----------|---|----------|
| Central | 16.67% | 8.33% | 20.83% | 8.33% | 45.83% |
| East | 6.25% | 6.25% | 31.25% | 6.25% | 50.00% |
| West | 16.67% | 16.67% | 37.50% | 4.17% | 25.00% |

The area of Slough that reported the highest percentage of provision being in profit was the West of Slough, the lowest being Central. The West area also reported the highest level in deficit, and the East of Slough had the highest percentage of uncertainty of financial outcome.

Business sustainability

All providers appeared to be more confident of their business sustainability, with all types of provision forecasting higher percentages of long-term sustainability.

All children's centres were confident of, childminders, independent schools and maintained nursery schools

88.24% of all providers were confident of their short term sustainability, with 100% of Children's Centres, Independent Schools and Maintained Nursery Schools confident of short term sustainability. Only 5% of Childminders felt that short term sustainability was not possible, which was 1.18% of the sector as a whole.

89.29% of PVIs were confident about short term sustainability compared to 78.38 last year.

| Type of provision | Short term sustainability | Medium term sustainability | Long term sustainability | Not answered | Grand Total |
|----------------------------|---------------------------|----------------------------|--------------------------|--------------|-------------|
| Children's Centres | 20.00% | 40.00% | 40.00% | 0.00% | 100.00% |
| Childminders | 12.50% | 34.38% | 53.13% | 0.00% | 100.00% |
| Independent Schools | 0.00% | 0.00% | 100.00% | 0.00% | 100.00% |
| Maintained Nursery Schools | 0.00% | 40.00% | 60.00% | 0.00% | 100.00% |
| PVIs | 23.08% | 23.08% | 38.46% | 15.38% | 100.00% |
| Nursery classes of schools | 0.00% | 7.14% | 57.14% | 35.71% | 100.00% |

| Short term sustainability | No | Unsure | Yes | Grand Total |
|----------------------------|-------|--------|---------|-------------|
| Children's Centres | 0.00% | 0.00% | 100.00% | 100.00% |
| Childminders | 5.00% | 20.00% | 75.00% | 100.00% |
| Independent Schools | 0.00% | 0.00% | 100.00% | 100.00% |
| Maintained Nursery Schools | 0.00% | 0.00% | 100.00% | 100.00% |
| PVIs | 0.00% | 10.71% | 89.29% | 100.00% |
| Nursery classes of schools | 0.00% | 8.33% | 91.67% | 100.00% |
| Grand Total | 1.18% | 10.59% | 88.24% | 100.00% |

Providers were less sure of their medium term sustainability with a percentage of 68.24% sure of sustainability. Only 20% of Children's Centres re confident of medium term sustainability. 100% of Maintained Nursery Schools were confident of medium term sustainability, however 33% of Independent Schools were not.

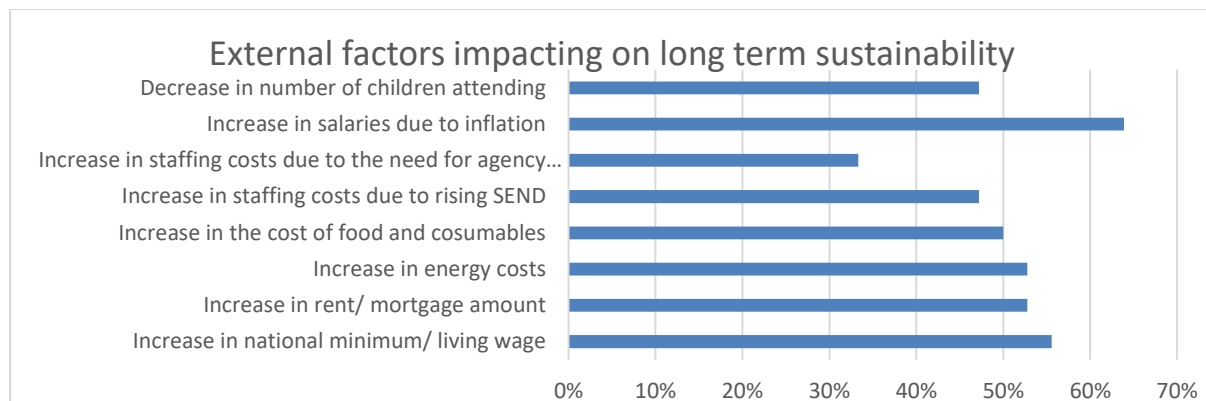
| Medium term sustainability | No | Unsure | Yes | Grand Total |
|----------------------------|--------|--------|---------|-------------|
| Children's Centres | 0.00% | 80.00% | 20.00% | 100.00% |
| Childminders | 5.00% | 25.00% | 70.00% | 100.00% |
| Independent Schools | 33.33% | 0.00% | 66.67% | 100.00% |
| Maintained Nursery Schools | 0.00% | 0.00% | 100.00% | 100.00% |
| PVIs | 0.00% | 42.86% | 57.14% | 100.00% |
| Nursery classes of schools | 4.17% | 12.50% | 83.33% | 100.00% |
| Grand Total | 3.53% | 28.24% | 68.24% | 100.00% |

When looking at long term sustainability, maintained nursery schools (80%), independent schools (66.67%) and schools with nursery classes (50%) were more confident of long term (5 years plus) sustainability than other types of provision.

| Long term sustainability | No | Unsure | Yes | Grand Total |
|----------------------------|--------|--------|--------|-------------|
| Children's Centres | 0.00% | 80.00% | 20.00% | 100.00% |
| Childminders | 15.00% | 45.00% | 40.00% | 100.00% |
| Independent Schools | 33.33% | 0.00% | 66.67% | 100.00% |
| Maintained Nursery Schools | 0.00% | 20.00% | 80.00% | 100.00% |
| PVIs | 3.57% | 53.57% | 42.86% | 100.00% |
| Nursery classes of schools | 4.17% | 45.83% | 50.00% | 100.00% |
| Grand Total | 7.06% | 47.06% | 45.88% | 100.00% |

Providers were asked if there were any external factors impacting their settings ability to achieve long term sustainability.

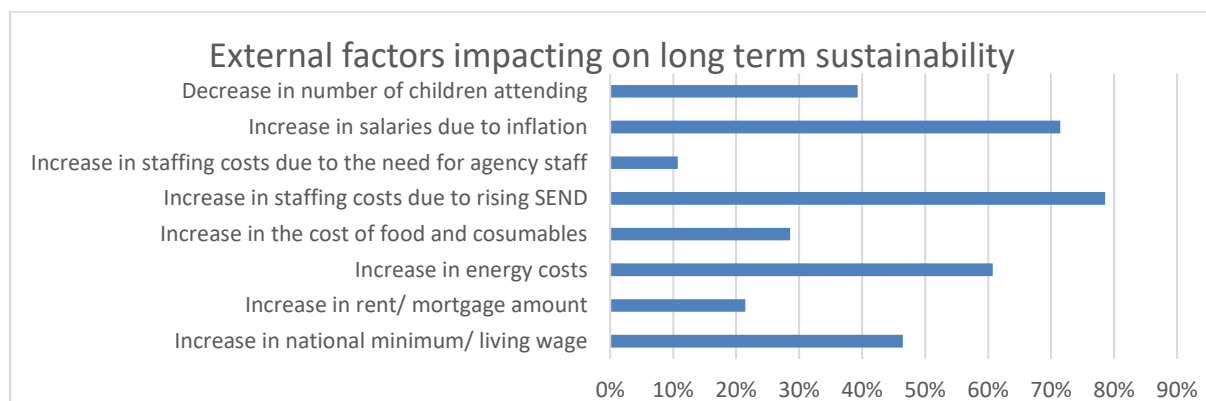
External Factors impacting long term sustainability - PVI



| PVI | Yes | No | Unsure |
|--|-----|-----|--------|
| Increase in national minimum wage / national living wage | 56% | 17% | 28% |
| Increase in rent/ mortgage amount | 53% | 25% | 22% |
| Increase in energy costs | 53% | 25% | 22% |
| Increase in the cost of food and consumables | 50% | 19% | 31% |
| Increase in staffing costs due to an increase in the number of children needing additional support | 47% | 31% | 22% |
| Increase in staffing costs due to the need for agency staff | 33% | 44% | 22% |
| Increase in salaries due to inflation | 64% | 14% | 22% |
| Decrease in number of children attending | 47% | 31% | 22% |

The main issue impacting on PVIs' long term sustainability was the increase in salaries due to inflation.

External Factors impacting long term sustainability – Maintained nursery schools and Nursery classes of schools

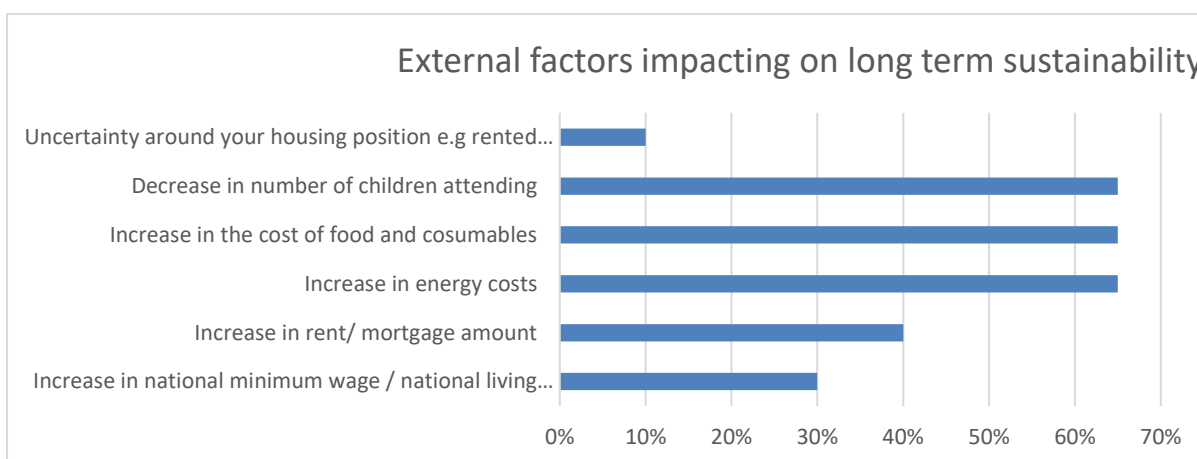


| Nursery Classes | Yes | No | N/A |
|--|-----|-----|-----|
| Increase in national minimum wage / national living wage | 46% | 25% | 29% |
| Increase in rent/ mortgage amount | 21% | 29% | 50% |
| Increase in energy costs | 61% | 14% | 25% |
| Increase in the cost of food and consumables | 29% | 29% | 43% |

| | | | |
|--|-----|-----|-----|
| Increase in staffing costs due to an increase in the number of children needing additional support | 79% | 7% | 14% |
| Increase in staffing costs due to the need for agency staff | 11% | 43% | 46% |
| Increase in salaries due to inflation | 71% | 7% | 21% |
| Decrease in number of children attending | 39% | 29% | 32% |

The main issue for nursery classes was the additional staffing costs required because of the rising numbers of children needing additional support, along with rising salaries due to inflation

External Factors impacting long term sustainability – Childminders



| Childminders | Yes | No | N/A |
|---|-----|-----|-----|
| Increase in national minimum wage / national living wage | 30% | 40% | 30% |
| Increase in rent/ mortgage amount | 40% | 40% | 20% |
| Increase in energy costs | 65% | 35% | 0% |
| Increase in the cost of food and consumables | 65% | 35% | 0% |
| Decrease in number of children attending | 65% | 30% | 5% |
| Uncertainty around your housing position e.g rented accommodation | 10% | 50% | 40% |

There were three main areas that Childminders felt were impacting on long term sustainability: the decrease in numbers of children attending, the increase in the cost of food and consumables and the increase in energy costs.

Childminders were asked if there were any other issues that were affecting long term sustainability. Some of the replies are detailed below

“A few, health and fitness, demands of parents of individual care requests, range of needs attending the setting, risks of being closed from Ofsted or people reporting. Knowing this job is hard and feeling it daily. However, smashing what we do here and coping very well although the days are long and no break.”

“I don’t think we get paid enough, a lot of hard work”

“Will be changing to UC (Universal Credit) soon, they are telling childminders to get proper jobs or more children which obviously we cannot do as would exceed (registered) numbers”

“More people want part time and hard to fit in”

Costs

Providers were asked to share their average hourly rates based on age groups and hours less than 25 hour per week and more than 25 hours per week. These results are based on the providers who took part in our survey.

Comparisons to national and area averages are sourced from Coram’s Childcare Survey 2024

Costs: Under 2 years:

PVI settings

| PVI | Average hourly rate for Under 2 year olds attending LESS than 25 hours per week | Percentage difference | Average hourly rate for Under 2 year olds attending MORE than 25 hours per week | Percentage difference |
|------------|---|-----------------------|---|-----------------------|
| Slough | 8.02 | | 7.63 | |
| South East | 6.77 | 18.53% | 6.67 | 14.45% |
| England | 6.38 | 25.62% | 6.10 | 25.08% |

Childminders

| Childminder | Average hourly rate for Under 2 year olds attending LESS than 25 hours per week | Percentage difference | Average hourly rate for Under 2 year olds attending MORE than 25 hours per week | Percentage difference |
|-------------|---|-----------------------|---|-----------------------|
| Slough | 6.72 | | 6.35 | |
| South East | 5.59 | 20.26% | 5.47 | 16.02% |
| England | 5.31 | 26.46% | 5.08 | 25.00% |

Costs: 2 year olds

PVI settings

| PVI | Average hourly rate for 2 year olds attending LESS than 25 hours per week | Percentage difference | Average hourly rate for 2 year olds attending MORE than 25 hours per week | Percentage difference |
|------------|---|-----------------------|---|-----------------------|
| Slough | 9.51 | | 9.40 | |
| South East | 6.38 | 49.16% | 6.16 | 52.69% |
| England | 6.15 | 54.69% | 5.81 | 61.79% |

Childminders

| Childminder | Average hourly rate for 2 year olds attending LESS than 25 hours per week | Percentage difference | Average hourly rate for 2 year olds attending MORE than 25 hours per week | Percentage difference |
|-------------|---|-----------------------|---|-----------------------|
| Slough | 6.37 | | 6.33 | |
| South East | 5.58 | 14.09% | 5.55 | 13.96% |
| England | 5.26 | 21.12% | 5.08 | 24.61% |

Nursery classes

The average hourly cost of a 2 year old place in a nursery class in Slough that offers fee paying sessions for less than 25 hours per week is **£7.88** and the average cost of a 2 year old place in a nursery class in Slough that offers fee paying sessions for more than 25 hours per week is **£7.50**

Costs: 3 & 4 years old

As all children are entitled to Funded Early Education for 15 or 30 hours per week, the calculations for 3 and 4 year old fees are based on 10 hours for part time places and 20 hours for full time.

PVI settings

| PVI | Average hourly rate for 3&4 year olds attending LESS than 25 hours per week | Percentage difference | Average hourly rate for 3&4 year olds attending MORE than 25 hours per week | Percentage difference |
|------------|---|-----------------------|---|-----------------------|
| Slough | 7.54 | | 7.36 | |
| South East | 6.29 | 19.95% | 6.11 | 20.49% |
| England | 6.35 | 18.67% | 6.05 | 21.72% |

Childminders

| Childminder | Average hourly rate for 3&4 year olds attending LESS than 25 hours per week | Percentage difference | Average hourly rate for 3&4 year olds attending MORE than 25 hours per week | Percentage difference |
|--------------------|--|------------------------------|--|------------------------------|
| Slough | 6.61 | | 6.25 | |
| South East | 5.66 | 16.74% | 5.45 | 14.64% |
| England | 5.24 | 26.12% | 5.00 | 24.95% |

Nursery classes

The average hourly cost of a 3 & 4 year old place in a nursery class in Slough that offers fee paying sessions for 10 hours per week is **£6.75** and the average cost of a 3 & 4 year old place in a nursery class in Slough that offers fee paying sessions for 20 hours per week is **£6.30**

Early Years Funding Rates- Additional Charges

The hourly funding rate for entitlement hours is intended to cover the core costs of providing 15 or 30 hours of childcare to parents. This includes costs associated with staffing such as salaries as well as non-staff costs such as rent, business rates and utilities costs associated with delivering the government funded hours.

The hourly funding rate does **not** fund the following costs:

- Consumables to be used by the child, such as nappies or sun cream
- Meals and snacks consumed by the child
- Extra optional activities such as events, celebrations, specialist tuition (e.g. music or foreign languages)

Providers can charge parents for these extra costs in connection with funded hours, but these charges must not be mandatory or a condition of accessing a funded place. Providers can also charge parents for any additional, private paid hours according to their usual terms and conditions provided taking up private paid hours is not a condition of accessing a funded place.

Providers are free to set their own rates for consumables and additional private paid hours as long as these charges are not mandatory, as set out above, and providers should be mindful of the impact of charges on families, particularly the most disadvantaged.

In the annual survey, providers were asked the following questions

- Do you charge for meals and/or snacks?

- Do you charge for consumables?
- Do you charge for extras such as musical tuition or trips?

| Childminders | Yes | No | If yes, average cost |
|--|------------|-----------|-----------------------------|
| Do you charge for meals and/or snacks? | 26% | 74% | £2.66 |
| Do you charge for consumables? | 0% | 100% | £0.00 |
| Do you charge for extras such as musical tuition or trips? | 23% | 77% | Dependent on activity |

| PVIs | Yes | No | If yes, average cost |
|--|------------|-----------|-----------------------------|
| Do you charge for meals and/or snacks? | 37% | 63% | £6.89 |
| Do you charge for consumables? | 21% | 79% | £3.04 |
| Do you charge for extras such as musical tuition or trips? | 11% | 89% | £2.00 |

| MNS and Nursery Classes | Yes | No | If yes, average cost |
|--|------------|-----------|-----------------------------|
| Do you charge for meals and/or snacks? | 22% | 78% | £2.30 |
| Do you charge for consumables? | 6% | 94% | £0.05 |
| Do you charge for extras such as musical tuition or trips? | 11% | 89% | Dependent on activity |

Special Educational Needs and Disabilities

The data on Early Years SEND will be published as a separate addendum to the Childcare Sufficiency Assessment

Wraparound- Breakfast, After School and Holiday care

There have been many changes in this field, following on from the Chancellor's Spring Budget 2023, where a national wraparound programme was announced. This is for supporting all families with primary aged school children who need it to access wraparound childcare from 8am to 6pm.

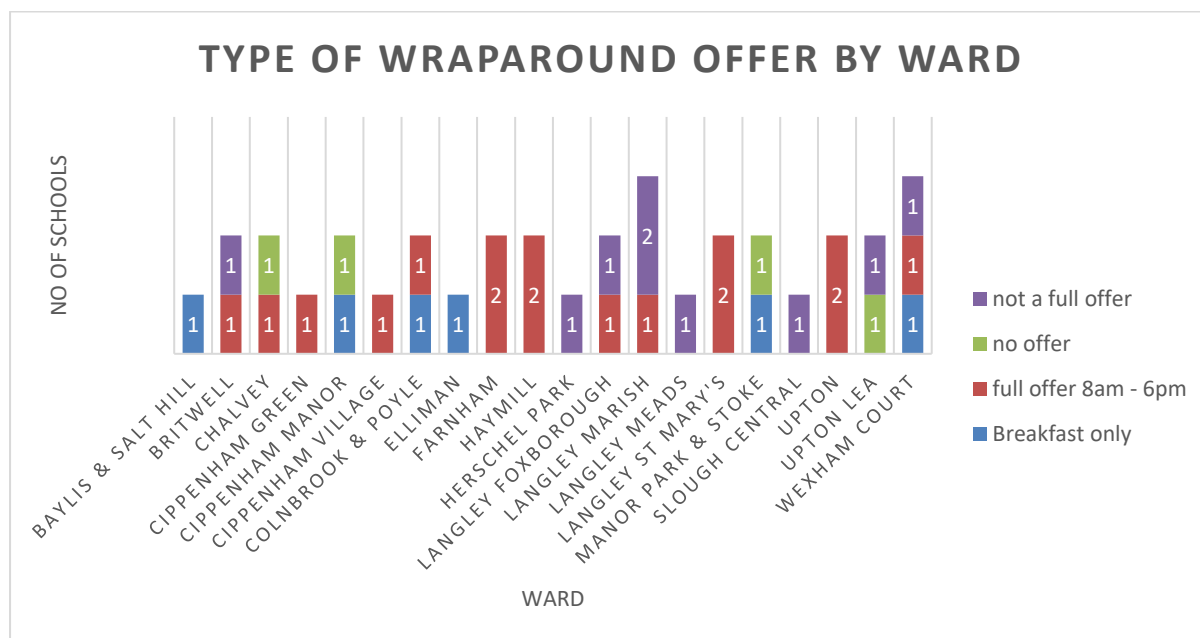
The DfE estimates that 26% of parents who would like to work or work more hours would be supported to do so if more 8am-6pm childcare was available. (source: DfE Wraparound Childcare: guidance for schools and trusts in England February 2024)

The numbers of schools offering some form of wraparound care has increased since last year and this is current position for Autumn 2024:

Of the 35 schools in Slough,

- 6 offered breakfast care only
- 16 had a full 8am to 6pm offer
- 9 had breakfast from at least 8am but their after school offer does not go to 6pm
- 4 schools currently have no wraparound offer

This is a decrease of 2 schools offering breakfast care only, 2 schools not having a full offer and 2 schools not offering any form of wraparound care. There is an increase of 6 schools providing a full offer from 8.00am to 6.00pm Monday to Friday, term time only.



Slough are working with all schools to ensure that the government deadline of a full wraparound offer of care from 8am to 6pm is met by September 2026.

Most holiday care was supplied through the **Holiday Activities and Food programme**, a government initiative to coordinate and provide free holiday provision including healthy food and enriching activities. Research has shown that school holidays can be pressure points for

some families which may lead to a holiday experience gap, with children from low-income households being:

- less likely to access organised out-of-school activities.
- more likely to experience ‘unhealthy holidays’ in terms of nutrition and physical health.
- more likely to experience social isolation.

(source DfE Guidance Holiday Activities and Food programme 2022)

The HAF programme ran in the Winter 2023, Easter 2024 and Summer 2024 school holidays, offering activities and food to all children, those eligible for free school meals as well as children from fee-paying families.

| HAF Programme 2023-24 | Winter 2023 | Easter 2024 | Summer 2024 |
|--|--------------------|--------------------|--------------------|
| Primary aged children | 350 | 322 | 860 |
| Secondary aged children | 160 | 239 | 239 |
| Total children attending | 510 | 561 | 1,099 |
| % SEND children Primary | 6% | 4% | 7% |
| % SEND children Secondary | 10% | 9% | 5% |
| Total number of days children attended- Primary | 1095 | 1427 | 7304 |
| Total number of days children attended- Secondary | 571 | 156 | 2271 |

| Area | Number of settings |
|--------------------|---------------------------|
| Central | 9 |
| East | 6 |
| West | 8 |
| Grand Total | 23 |

There were 23 clubs offering the Holiday Activities and Food Programme in the last year. The majority of these were in the Central area

| Ward | Count of Ward |
|--------------------|----------------------|
| Baylis & Salt Hill | 1 |
| Britwell | 3 |
| Chalvey | 2 |
| Cippenham Green | 2 |
| Cippenham Manor | 1 |
| Cippenham Village | 1 |
| Haymill | 1 |
| Herschel Park | 3 |
| Langley Foxborough | 1 |
| Langley Marish | 3 |
| Langley Meads | 1 |
| Langley St Mary's | 1 |
| Manor Park & Stoke | 1 |

| Ward | Count of Ward |
|----------------------------------|---------------|
| Northborough & Lynch Hill Valley | 1 |
| Upton Lea | 1 |
| Grand Total | 23 |

The wards with the highest number of HAF clubs were Britwell, Herschel Park and Langley Marsh. There were no HAF clubs running in Colnbrook & Poyle, Elliman, Farnham, Slough Central, Upton and Wexham Court wards

The Family Information Service has not reported significant enquires for out of school provision, therefore assuming demand is currently met.

Housing Development

New Housing: place planning

Slough is a growing community with an increasing demand for additional housing. It is estimated that Slough will require an additional 17,000 homes over the next 19 years, creating a pressure on land and local services including early years provision. The tables below show the additional homes completed in recent years and expected to be completed by 2024/25. The increase in the proportion of flats completed in recent years is a combined result of many 'Office to Residential' conversions and a minimal number of new homes being built on greenfield sites. Flats are expected to dominate completions in the future, although the percentage of flats built to date in 2024-25 is at 88%, lower than the previous year by 3%, and lower by 6% from 2022-23.

| Year | Net Additional Homes | Houses | Flats |
|----------------|----------------------|--------|-------|
| 2015/16 | 778 | 34% | 66% |
| 2016/17 | 521 | 23% | 77% |
| 2017/18 | 846 | 35% | 65% |
| 2018/19 | 534 | 19% | 81% |
| 2019/20 | 503 | 10% | 90% |
| 2020/21 | 501 | 10% | 90% |
| 2021-22 | 532 | 6% | 94% |
| 2022-23 | 322 | 6% | 94% |
| 2023-24 | 827 | 9% | 91% |
| 2024-25 | 204 | 12% | 88% |

The level of new housing is closely monitored due to its potential impact on demand for early years places. Where new housing completions are forecast to exceed recent trends then adjustment factors will be applied to place forecasts.

In order to measure the impact on demand for early years and school places the LA carries out a survey every 5 years or so to assess the number of pupils that live in newly built housing in Slough. The output from this survey is a series of tables showing the number and age of children produced by each dwelling type and size. The numbers in the output tables are called the Pupil Product Ratios.

It is often the case that families moving into new housing developments already reside in the borough and new families to Slough move into the vacated properties. This can mean that planning early years provision as a result of new housing is not straightforward as growth can be across the town as well as in the area of the development. This can also mean that there is a lag before local early years provider see the full impact of new housing developments, as some children can remain at their previous provider.

- <https://www.slough.gov.uk/planning-policy/new-local-plan-slough>

Developer Contributions – When planning applications are received for new housing developments the Local Authority considers whether there is a shortage of early years provision for children moving into the new homes. Calculations of the numbers of children forecast to be produced are based on the Pupil Product Ratios mentioned above. For any shortfalls the developer is asked to contribute the capital cost of building the new places via Section 106 planning obligations, to address the impact new development will have on public infrastructure.

Due to the existing pressure on early years provision across the town accommodation for a nursery may be requested as part of the development for both medium and large sites.

Centre of Slough – Over the next 15-20 years SBC expects that up to 9000 new homes will be built in the central area of Slough, around the High Street and beyond the current edge of the town centre. A detailed piece of work will be required to assess the impact on school places of such a large number of new homes in a relatively small area.

Using the assumption that 9000 new flats are built with a split as follows: 3000x 1-bed, 5000x 2-bed and 1000x 3-bed, this would generate:

- 2170 early years children or a high number of large new nurseries

This doesn't mean this many places need to be built as SBC's forecasts already include an assumption that 600+ homes will be built across Slough each year based on recent experience (totalling 9000+ over 15 years)

The main issue for Slough is the lack of providers and suitable premises within or close to the Centre. Without new nurseries being built there will be a large increase in movement from the town centre each day, this will add to congestion and a lack of convenient places could possibly affect the sale of new homes.