

# Education, Children and Families Committee

10.00am, Tuesday, 5 March 2019

## Early Years Expansion, Workforce Update

Item number	7.5
Executive/routine	
Wards	
Council Commitments	

### 1. Recommendations

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- 1.1 The Education, Children and Families Committee is asked to:
  - 1.1.1 Note to progress towards recruiting the workforce required to deliver the early years expansion.

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## Early Years Expansion, Workforce Update

### 2. Executive Summary

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- 2.1 This report is in response to the addendum by the Conservative group following the December 2019 Education, Children and Families Committee which notes that *from 500 applicants to the Early Learning and Childcare Academy Modern Apprenticeship only 90 places could be filled and asks officers to report within 1 cycle on how the scheme can be expanded to allow for a greater number of applicants to enter training to meet the requirement of 650 additional staff by 2020.*

### 3. Background

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- 3.1 'A Blueprint for 2020: The Expansion of Early Learning and Childcare (ELC) in Scotland - ELC Expansion Planning Guidance for Local Authorities' issued in March 2017 by the Scottish Government set out local authorities' responsibility for the implementation and delivery of an expanded entitlement of 1140 hours of free ELC in their area. The vision for expansion is underpinned by the principles of Quality, Flexibility, Accessibility and Affordability. The City of Edinburgh Council's Commitments 32 and 33 for this administration reflect the vision in the Blueprint:
32. *Double free early learning and child care provision, providing 1140 hours a year for all 3 and 4 year olds and vulnerable 2 year olds by 2020.*
33. *Make early years' provision more flexible to fit families' needs and provide additional resources to families in difficulty so that no children are educationally disadvantaged when they start formal schooling.*
- 3.2 The Early Years Expansion – Progress and Risk update presented at the Education, Children and Families Committee on 11 December 2018, outlined the progress towards recruiting the staff required to allow delivery of 1,140 hours of funded early learning and childcare by August 2020. This report noted over 500 applications were received for 90 available posts advertised for Modern Apprentice and Trainee Early Years Practitioners.

## 4. Main report

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- 4.1 Approximately 650 additional staff were estimated to be required to deliver 1,140 hours by session 2020 - 2021. Edinburgh started phasing in the expansion from August 2017 and during the academic session 2017-2018, 53 staff were recruited. This increased to a total of 240 staff across a variety of posts by the start of session 2018-19. Positions included, Head of Centre, Senior Early Years Officer, Early Years Officer, Senior Early Years Intervention Officer, Early Years Practitioner, Early Years Assistant, Domestic Support Assistant and Modern Apprentice and Trainee Early Years Practitioners recruited to Edinburgh's Early Learning and Childcare Academy.
- 4.2 The expansion plan for Edinburgh estimated that approximately 270 staff would be recruited by the end of the academic session 2018-2019. Revised plans for recruitment now project approximately 300 staff will be recruited by the end of session 2018-2019.

## 5. Next Steps

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- 5.1 We estimate approximately 175 staff will be recruited to meet the expansion requirements for academic session 2019-2020. This recruitment will be supported by the next phase of national activity which will include a focus on over 25 year olds, career changers/returners to work and those from under-represented groups.
- 5.2 We have secured £248,000 funding from Skills Development Scotland to create Foundation Apprenticeships in early years and from June 2019, 80 places will be available.
- 5.3 The final phase of the expansion for academic session 2020-21 will see an estimated further 175 staff recruited across a variety of posts.

## 6. Financial impact

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- 6.1 Edinburgh currently has a baseline revenue budget of £30,000,000 to deliver 600 hours of Early Learning and Childcare. The Scottish Government has allocated £5,420,242 revenue funding to Edinburgh for 2018/19 to meet the cost of delivering the next phase of the expansion.
- 6.2 Following the agreement of the multi-year funding package, Edinburgh has been allocated a total revenue of £48,025,000 by 2021-22. This will be issued as a specific grant annually as follows:

**Table 1: Edinburgh's revenue funding package**

Financial Year	Revenue Funding
2019-20	£26,019,000

2020-21	£17,035,000
2021-22	£4,971,000.

- 6.3 The revenue funding for the increase in funded early learning and childcare hours is based on the estimated cost of delivery submitted to the Scottish Government in March 2018. Key information gathered to derive the estimated revenue cost included workforce requirements, population projections, the uptake of places for eligible 2 year olds and the rate paid to providers in partnership with the local authority to deliver early learning and childcare. The additional costs associated with the physical running and maintenance of settings and other expected central costs were also included.

## 7. Stakeholder/Community Impact

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- 7.1 This report sets out the risks associated with the delivery of Edinburgh's Early Years 1140 expansion plan. Principally these risks relate to the commitments made by the Council and the Scottish Government to deliver 1140 hours of free Early Learning and Childcare and to ensure that the new provision made is accessible and flexible to meet the needs of Edinburgh's families.
- 7.2 The Council's Early Years 1140 expansion plan is designed to provide all families in Edinburgh with choice and flexibility in the ELC they can access. The degree to which this can be offered will depend upon the availability of the staff and the infrastructure to support it.

## 8. Background reading/external references

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- 8.1 [Expansion of Early Learning and Childcare from 600-1140 hours by 2020](#)  
Education, Children and Families Committee, 14 August 2018
- 8.2 [A Blueprint for 2020: The Expansion of Early Learning and Childcare in Scotland](#)  
Scottish Government publication
- 8.3 [Early Years 1140 Expansion: Progress and Risk Update](#), Education, Children and Families Committee, 11 December 2018

## 9. Appendices

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None.