

East Dunbartonshire Council

Early Years Strategic Plan 2018 – 2021

Expansion of Early Learning and Childcare

- This plan has been informed by consultation with parents and communities. There will be on going engagement as the expansion is implemented;
- The plan will be updated annually to take account of the funding from Scottish Government and to take account of developments at national level.
- East Dunbartonshire Council is working as part of the West Partnership to develop provision in early years as part of the expansion of early learning and childcare.

Workstreams	Lead	Outcomes	Milestones 2018/19	Milestones 2019/20	Milestones 2020/21
Ensuring Quality	Greg Bremner, Education Officer	<p>All early years centres in East Dunbartonshire Council are evaluated as good or better in Care Inspectorate indicators.</p> <p>All early years centres in EDC are evaluated as satisfactory or above in Education Scotland inspections.</p> <p>Quality standards are in line with the national quality standard.</p> <p>All Early Years staff incl Childminders have access to quality professional learning and use this to effect change which impacts on their interactions with learners and provision within the centres/partnerships.</p> <p>Centres and Childminders are using their training to effect change in their roles which impacts on learning and teaching.</p> <p>Self-evaluation processes are linked to quality professional learning opportunities for staff.</p> <p>There is an early years brand / quality mark established for early years centres to use– local authority and partner providers. This to provide assurance to parents in relation to quality of provision. Criteria for awarding to be clear including participation in professional learning and self evaluation and leadership.</p>	<p>All inspections of early years centres are good or better in Care Inspectorate and satisfactory or better in Education Scotland inspections.</p> <p>Professional learning programme is highly evaluated.</p> <p>Professional learning programme for childminders is highly evaluated.</p> <p>The EDC Quality Mark is developed following consultation with partners and local authority staff.</p> <p>Quality Improvement Officers visits to early years centres provide effective support and challenge in relation to self evaluation.</p> <p>Early Level Support Teachers provide effective support to partner providers and local authority centres.</p>	<p>All inspections of early years centres are good or better in Care Inspectorate and satisfactory or better in Education Scotland inspections.</p> <p>Professional learning programme is highly evaluated.</p> <p>Professional learning programme for childminders is highly evaluated.</p> <p>The EDC Quality Mark is awarded using the agreed criteria.</p> <p>Quality Improvement Officers visits to early years centres provide effective support and challenge in relation to self evaluation.</p> <p>Early Level Support Teachers provide effective support to partner providers and local authority centres.</p>	<p>All inspections of early years centres are good or better in Care Inspectorate and satisfactory or better in Education Scotland inspections.</p> <p>Professional learning programme is highly evaluated.</p> <p>Professional learning programme for childminders is highly evaluated.</p> <p>The EDC Quality Mark is awarded using the agreed criteria.</p> <p>Quality Improvement Officers visits to early years centres provide effective support and challenge in relation to self evaluation.</p> <p>Early Level Support Teachers provide effective support to partner providers and local authority centres.</p>
Improvement Actions 2018/19	<ul style="list-style-type: none"> • Develop and implement professional learning programme for local authority and partner providers; • Develop and implement a professional learning programme for child minders which meets their needs; • Review and develop role of Quality Improvement Officers in relation to self evaluation of local authority and partner providers; • Develop a quality standard for all early years' centres including partner providers. 				

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Workforce Development Inc Additional Graduate	Sheena Fraser, Early Years' Service Manager	<p>Centres delivering 1140 hours have staffing in place;</p> <p>There is capacity built within the existing workforce;</p> <p>There is a progression pathway to early years from schools;</p> <p>Leadership programme is developed.</p> <p>Additional graduates are appointed.</p>	<p>Promoted staff in pilot and new centres appointed.</p> <p>Staff in pilot and new centres are appointed;</p> <p>Early Years Support Workers appointed;</p> <p>Increase in Early Years Support Workers attaining SVQ3</p> <p>Additional Modern Apprentices (MA) recruited.</p> <p>Additional Graduates appointed.</p> <p>Programme with schools and colleges is developed.</p> <p>All deputes and seniors have completed leadership ASPIRE training.</p>	<p>Promoted staff in pilot and new centres appointed.</p> <p>Staff in pilot and new centres are appointed;</p> <p>Early Years Support Workers appointed;</p> <p>Increase in Early Years Support Workers attaining SVQ3</p> <p>Additional MA recruited.</p> <p>Programme with schools and colleges is implemented.</p>	<p>Promoted staff in pilot and new centres appointed.</p> <p>Staff in pilot and new centres are appointed;</p> <p>Early Years Support Workers appointed;</p> <p>Increase in Early Years Support Workers attaining SVQ3</p> <p>Additional MA recruited.</p> <p>Programme with schools and colleges is implemented.</p>
Improvement Actions 2018/19	<ul style="list-style-type: none"> • Continue to expand the number of Modern Apprentices; • Recruit staff for new and pilot centres; • Support staff to undertake qualifications as required for their role; • Develop a programme with colleges/ schools and employers as a pathway to early years employment; 				

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Physical Capacity and Infrastructure	Simon Mair School Planning and Improvement Manager	<ul style="list-style-type: none"> • Refine and clarify the total capacity requirement • Develop setting by setting investment plans • Develop plans for new settings • Develop and delivery capital plan 	Phase 1 projects identified and scoped; Phase 1 projects completed;	Ongoing – Phase 2 implementation	Ongoing – Phase 3 implementation
Improvement Actions 2018/19	<ul style="list-style-type: none"> • Incorporate updated partner expansion into projections • Joint work with outdoor learning group to assess and develop non-traditional settings • Joint review of all settings with estates/major assets • Assess and recommend capital projects 				

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Process / technologies and admin change	Lynn Kane, Change Manager	<p>Improved process for application for an early years place;</p> <p>Improved process for allocating places within early years;</p> <p>Staff within centres carry out functions in relation to allocation of places, changes to sessions and issuing invoices.</p> <p>A revised charging system is implemented;</p> <p>Information is provided to parents in relation to charges.</p> <p>Implementation of the new funding follows the child model;</p>	<p>Online system for applications is used by parents;</p> <p>The allocation of places is faster and more streamlined;</p> <p>A new charging policy is developed and implemented.</p> <p>There is clear information issued to parents.</p> <p>The pilot project to allocate places, change sessions and issue invoices in Cleddens is evaluated.</p>	<p>Extended day and year centres move to the locality model of admin;</p> <p>The new charging policy is more efficient;</p> <p>There is clear communication to parents.</p> <p>The system for the funding follows the child is developed.</p>	<p>All centres move to the locality model of admin;</p> <p>The online system is efficient and easy for parents to use.</p> <p>The revised system of the funding follows the child is implemented.</p>
Improvement Actions 2018/19	<ul style="list-style-type: none"> - New online application system is developed and implemented; - Pilot of locality admin system in Cleddens to improve the service to parents – allocation of places, changes to sessions and invoicing for parents is carried out at the centre; - New charging policy is developed ; - Information for parents is provided; 				

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<p>Implementation of Delivery Model inc Commissioning of funded provision</p>	<p>Sheena Fraser , Early Years Service Manager</p>	<p>Early Learning and Childcare commissioning Framework is transparent and ensures quality and flexibility for parents.</p> <p>Models of delivery for 1140 Early Learning and Childcare are established across localities including partnership capacity.</p> <p>Phasing of centres moved to 1140 hours delivery.</p> <p>The model of delivery provides flexible, affordable and accessible provision for parents.</p>	<p>Partnership contract is extended for one year.</p> <p>Engagement with partner providers in relation to the expansion ensures private and voluntary sector providers begin planning their delivery model and business plan.</p> <p>Extend the number of children receiving 1140 hours;</p> <p>Eligible two year olds are able to access 1140 hours in Place areas;</p> <p>A number of centres move to extended year in preparation for 1140 hours model of delivery.</p>	<p>Tender/Commissioning process for new two year contract is complete.</p> <p>Provision in Bearsden and Milngavie expanded;</p> <p>Provision in Bearsden and Milngavie moved to extended year.</p> <p>Provision in Gartconner moved to extended year.</p> <p>A pilot project for an early morning opening is trialled.</p>	<p>All centres delivering 1140</p>
<p>Improvement Actions 2018/19</p>	<ul style="list-style-type: none"> - Support provided to partner providers in relation to their business models for the delivery of 1140 hours; - Engagement with staff in relation to changes to employment due to moves to extended year provision; - Engagement and consultation with communities in relation to the new provision – extended year or 1140 hours model of delivery. - Staff recruited for the new centres including promoted staff; - Twechar Nursery moved to extended year provision delivering 1140. - Provision of 1140 hours for eligible two, three and four year olds in Hillhead inc blended model involving childminders. - Holy Family Nursery moved to extended year provision. - Meadowburn Nursery moved to extended year provision. - Eligible two year olds are provided with 1140 hours provision. - As part of the provision in Place areas of Hillhead and Lennoxton , the provision will be expanded to include places for children under 2. 				

- **Risks and Dependencies:**

The main risk is the uncertainty in relation to the level of funding to deliver the expansion;

- There is a risk that the loss of income will be higher than anticipated.
- There is a risk that it will not be possible to recruit sufficient numbers of suitably qualified staff; the workforce development programme aims to mitigate this;
- There is a risk that the capital projects will not be completed within the required timescales and there will be a shortage of places in some areas;
- Engagement with partner providers is important in order to mitigate the risk that they will not be able to provide the required number of hours;

- **Consultation and Engagement**

- There will be consultation through surveys and focus groups during the expansion in order to inform the models of delivery.