



## Early Years

**Enriching our children's early learning experiences through high quality and nurturing family centred approaches.**



**Did you know:  
During 2017/18  
pilots, 63 children  
in Auchinairn and  
77 in Lennoxton  
benefitted from 1140  
hours of funded early  
learning and childcare**

**STAFF DROP-IN  
1140 INFORMATION  
SESSIONS  
Friday 12th October 2018,  
1pm - 4pm, Auchinairn  
Early Learning and  
Childcare Centre**

*Quality, Flexibility, Accessibility, Affordability*

## **Delivering the expansion to provide 1140 hours of funded early learning and childcare across East Dunbartonshire by 2020**

The journey to implementation continues to be fast-paced and exciting; this newsletter will provide information on progress so far and the work planned in order that East Dunbartonshire is ready to deliver 1140 hours of high quality, funded early learning and childcare for all eligible 2 year olds and all 3-5 year olds by 2020.

The Early Years Strategic Plan 2018-2021, underpinned by Early Years theory, evidence and consultation feedback from children, families and communities, provides direction for implementation that ensures quality, flexibility, accessibility and affordability through the workstreams:

- Ensuring Quality
- Workforce Development
- Physical Capacity and Infrastructure
- Process/Technologies and Admin Change
- Implementation of the Delivery Model including Commissioning of Funded Provision.

Very good progress has been made across all workstreams in 2017/18 and Phase 1 is now complete. As Phase 2 begins, feedback and information gained during Phase 1 will inform progress.

### **Funded Providers**

Funded providers of Early Learning and Childcare in East Dunbartonshire are valued and crucial in the delivery of 600 hours, and will continue to be crucial in the expansion to 1140 hours. The Central Early Years Team continue to engage and facilitate forums for sharing information, and ensure the views of funded providers are included in shaping the journey to delivery. Funded providers are currently considering options and developing business plans. A separate newsletter for Funded Providers detailing the journey so far is available on the EDC website or by contacting [ELC1140@eastdunbarton.gov.uk](mailto:ELC1140@eastdunbarton.gov.uk)

### **During 2018/19, Phase 2 will include:**

#### **Workforce Engagements**

New enhanced staffing models for 1140 will offer opportunities for improved contracts and leadership and promoted posts across the Council. All phase 2 centre Heads and staff are being communicated with directly to support through the process of change, including drop-in sessions, staff briefings and one-to-one meetings with HR and Trades Union representatives.

### Continuation and expansion of 1140 hour pilots as follows:

- Provision of 1140 hours to eligible two year olds in Lennoxton and Auchinairn Early Learning Centres: these centres have piloted the provision of 1140 hours for three and four year olds in 2017/18; this will now to include the option of using childminders;
- Provision of 1140 hours to eligible two, three and four year olds in Hillhead Early Learning Centre: this to include the option of using childminders;
- Provision of 1140 hours to eligible two, three and four year olds in Twechar Early Learning Centre;
- Engagement and consultation with parents to deliver flexible models of delivery including 7:30am early opening

### Phasing for full delivery of 1140 hours in 2020/21:

A further 11 centres will move to new staffing structures, in a phased approach to full delivery of 1140 hours for all eligible children starting in August 2020. Consultation and communication with parents on the new half-day / full day delivery model for all of these centres will continue.

Two centres will have a new staffing structures in place by January 2019; consultations are underway with staff in the following centres:

- ✓ Meadowburn
- ✓ Holy Family

The further nine centres will have the new staffing structures in place from April 2019.

The Central Early Years team and Human Resources Business Partners will carry out comprehensive engagement sessions with current employees, including briefing sessions and one-to-one sessions, prior to any external recruitment drive. There will be opportunities for promoted posts as the structures change.

- |              |                  |              |
|--------------|------------------|--------------|
| ✓ Baljaffray | ✓ Castlehill     | ✓ Cleddens   |
| ✓ Clober     | ✓ Colquhoun Park | ✓ Gartconner |
| ✓ Killermont | ✓ Lenzie Meadow  | ✓ Milngavie  |

Engagement and consultation will take place with the communities of Torrance and Milton of Campsie before the end of the year, to plan for delivery models that meet identified needs in these areas for delivery in August 2020.

Work continues in the following areas:

- Continued planning for expansion and refurbishment of current Local Authority ELC centres and planning for three new build ELC centres.
- Opportunities to develop leadership and management skills across Local Authority and Funded Providers and the qualifications required to undertake roles within early years. This will include an Early Years Career Event on 31<sup>st</sup> October 2018, and developments in the Modern Apprenticeships and the School College Programme.
- Implementation of a new administrative processes within ELC centres to support more flexibility for parents
- Identification of staffing for Facilities Management and the provision of free lunches

**Any questions or comments on this newsletter and the implementation of 1140 hours in East Dunbartonshire can be emailed to:**

**[ELC1140@eastdunbarton.gov.uk](mailto:ELC1140@eastdunbarton.gov.uk)**

