

CABINET ITEM COVERING SHEET PROFORMA

AGENDA ITEM

REPORT TO CABINET

12 March 2015

REPORT OF CORPORATE
MANAGEMENT TEAM

CABINET DECISION

Children and Young People – Lead Cabinet Member – Councillor Ann McCoy

CHILDCARE SUFFICIENCY ASSESSMENT 2015-2016

1. Summary

This report outlines how the Local Authority (LA) is meeting its duty to secure sufficient childcare and includes information about the supply of and demand for childcare, details on any gaps in provision and an action plan on how they will be addressed.

2. Recommendations

Members are asked to approve:

- The Childcare Sufficiency Assessment and the associated priorities for 2015-2016.
- The Childcare Sufficiency Assessment Action Plan for 2015-2016.

3. Reasons for the Recommendations

The Childcare Act (2006) and the associated statutory guidance for local authorities on Early Education and Childcare – September 2014, requires Stockton-on-Tees 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).

4. Members' Interests

Members (including co-opted Members with voting rights) should consider whether they have a personal interest in the item as defined in the Council's code of conduct (**paragraph 8**) and, if so, declare the existence and nature of that interest in accordance with paragraph 9 of the code.

Where a Member regards him/herself as having a personal interest in the item, he/she must then consider whether that interest is one which a member of the public, with knowledge of the relevant facts, would reasonably regard as so significant that it is likely to prejudice the Member's judgement of the public interest (**paragraphs 10 and 11 of the code of conduct**).

A Member with a prejudicial interest in any matter must withdraw from the room where the meeting considering the business is being held -

- in a case where the Member is attending a meeting (including a meeting of a select committee) but only for the purpose of making representations, answering questions or giving evidence, provided the public are also allowed to attend the meeting for the same purpose whether under statutory right or otherwise, immediately after making representations, answering questions or giving evidence as the case may be;
- in any other case, whenever it becomes apparent that the business is being considered at the meeting;

and must not exercise executive functions in relation to the matter and not seek improperly to influence the decision about the matter (**paragraph 12 of the Code**).

Further to the above, it should be noted that any Member attending a meeting of Cabinet, Select Committee etc, whether or not they are a Member of the Cabinet or Select Committee concerned, must declare any personal interest which they have in the business being considered at the meeting (unless the interest arises solely from the Member's membership of, or position of control or management on any other body to which the Member was appointed or nominated by the Council, or on any other body exercising functions of a public nature, when the interest only needs to be declared if and when the Member speaks on the matter), and if their interest is prejudicial, they must also leave the meeting room, subject to and in accordance with the provisions referred to above.

AGENDA ITEM

REPORT TO CABINET

12th March 2015

**REPORT OF CORPORATE
MANAGEMENT TEAM**

CABINET DECISION

CHILDCARE SUFFICIENCY ASSESSMENT 2015-2016

SUMMARY

- 1 This report outlines how the Local Authority (LA) is meeting its duty to secure sufficient childcare and includes information about the supply of and demand for childcare, details on any gaps in provision and an action plan on how they will be addressed.

RECOMMENDATIONS

- 2 Members are asked to approve:
 - The Childcare Sufficiency Assessment and the associated priorities for 2015-2016.
 - The Childcare Sufficiency Assessment Action Plan for 2015-2016.

DETAIL

- 3 The Childcare Act (2006) and the associated statutory guidance for local authorities on Early Education and Childcare – September 2014, requires Stockton-on-Tees 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).
- 4 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; and
 - the quality and capacity of childcare providers.

- 5 The Children and Families Act 2014 repealed the duty on the local authority to prepare assessments on the sufficiency of provision of childcare in their area at least every 3 years and replaced this with the duty to report annually to elected council members on how they are meeting their duty to secure sufficient childcare. There is also a requirement to make this report available and accessible to parents.
- 6 As part of the changes there is no longer a requirement to undertake consultation to support the Assessment.
- 7 Local authorities are responsible for determining the appropriate level of detail in their report, geographical division and date of publication. However, the report should include:
 - a specific reference to how they are ensuring there is sufficient childcare available to meet the needs of disabled children; children from families in receipt of the childcare element of Working Tax Credit or Universal Credit; children aged two, three and four taking up early education places, school age children; and children needing holiday care.
 - Information about the 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.
- 8 In addition, local authorities are required by legislation to provide information, advice and assistance to parents and prospective parents on the provision of childcare in their area, ensuring parents are aware of:
 - Early education places for 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.

The Childcare Sufficiency Assessment (CSA) Report (Appendix 1)

- 9 The CSA Report provides information on how the Local Authority will meet its legal duty as detailed earlier in this report.
- 10 For planning purposes and to ensure consistency of approach, the delivery of early years and childcare services is brought together within the twelve Children's Centre Areas across the seven Early Years Communities.
- 11 The report provides the following:
 - Background and contextual information about the Borough regarding population and Labour Market Information (LMI).

- Early years and childcare information including Ofsted registrations, geographical distribution, vacancies, charging, opening and closing times and quality of provision.
- Details of identified gaps in childcare provision and key priorities.
- An Action Plan with timescales.

Summary of key priorities

12 Stockton-on-Tees has a good range of quality childcare across the borough; however in order to address gaps in provision, the following specific key priorities have been identified:

13 Ensuring sufficient childcare available to meet the needs of disabled children

- Ensure that parents have an understanding of the availability of childcare for disabled children and children with special educational needs (SEN) via the Local Offer and the provision of specific information, advice and guidance through the Families Information Service.

14 Ensuring sufficiency for children from families in receipt of the childcare element of Working Tax Credit or Universal Credit

- Ensure that information remains current and available to parents in order to assist them in making choices, particularly in relation to the childcare element of WTC and/or Universal Credit.

15 Children aged two taking up early education places

- Insufficient 2 year olds who are looked after or eligible for a free school meal, accessing a place.
- Insufficient places available, in the right areas, to ensure full take up. Therefore, in order to improve choice and accessibility for parents and carers the Council will continue to explore other appropriate venues and associated business opportunities in target areas.
- Improved marketing and promotion required to maximise take up.
- Lack of awareness by parents of the advantages of using a childminder.
- Increase participation from schools and childminders.

16 Children aged three and four taking up early education places

- To provide support to local settings as they set up in preparation for the introduction of Early Years Pupil Premium.

17 Ensuring sufficiency for school age children

- Promote childminding as business opportunity within Thornaby in order to meet the need for places, especially before and after school and during holidays.

Action Plan

- 18 The Plan sets out the actions that will need to be taken in order to address the identified gaps and key priorities. The detail of each action will be found in individual implementation plans held by the responsible officer/team. The action plan covers 2015 – 2016 and the implementation plans for the delivery of the specific actions identified will be found within individual team delivery plans.

CONCLUSION

- 19 The Childcare Sufficiency Assessment 2015-2016 underpins the Government's aim to ensure there is 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).

APPENDICES

- 20 Appendix 1 - The Stockton-on-Tees Childcare Sufficiency Assessment and Action Plan 2015-2016.

FINANCIAL AND LEGAL IMPLICATIONS

- 21 The cost of delivering the priorities within the Childcare Sufficiency Assessment 2015-2016 has been included in the Council's Medium Term Financial Plan.

RISK ASSESSMENT

- 22 A risk assessment has been carried out and this proposal is categorised as low/medium risk. Existing management systems and daily routine activities are sufficient to control and reduce risk.

COMMUNITY STRATEGY IMPLICATIONS

- 23 Children and Young People

Securing sufficient childcare in accordance with Section 6, 7, 12 and 13 of the Childcare Act 2006.

EQUALITIES IMPACT ASSESSMENT

- 24 An Equality Impact Assessment has been completed and the score is 64, no negative impacts have been identified.

CORPORATE PARENTING

- 25 The Local Authority has a statutory duty to ensure that all 2 year olds who are looked after by the LA or have left care through special guardianship or an adoption or residence order, have access to 570 hours of free early learning and childcare.

CONSULTATION INCLUDING WARD/COUNCILLORS

- 26 No consultation has taken place at this stage.

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<u>Environmental Implications</u>	None
<u>Community Safety Implications</u>	None
<u>Background Papers</u>	None
<u>Education Related Item?</u>	Yes
<u>Ward(s) and Ward Councillors:</u>	Not Ward specific
<u>Property Implications</u>	None



Childcare Sufficiency Assessment

2015

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I Introduction

The Childcare Act (2006) and the associated statutory guidance for local authorities on Early Education and Childcare – September 2014, requires Stockton-on-Tees 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 Act:

Section 6	secures sufficient childcare for working parents;
Section 7	(as substituted by section 1 of the Education Act 2011) secures early years provision free of charge;
Section 7A	(as inserted by the Children and Families Act 2014), discharges its duty;
Section 9A	(as inserted by the Children and Families Act 2014) limits the requirements we can impose when making arrangements to deliver early education places for two, three and four year olds;
Section 12	provides information, advice and assistance to parents and prospective parents;
Section 13	provide information, advice and training to childcare providers.

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; and
- the quality and capacity of childcare providers.

The Children and Families Act 2014 repealed the duty on the local authority to prepare assessments on the sufficiency of provision of childcare in their area at least every 3 years and replaced this with the duty to report annually to Elected Council members on how they are meeting their duty to secure sufficient childcare. There is also a requirement to make this report available and accessible to parents. As part of the changes there is no longer a requirement to undertake consultation to support the Assessment.

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 disabled children; children from families in receipt of the childcare element of Working Tax Credit or Universal Credit; children aged two, three and four taking up early education places, school age children; and children needing holiday care.
- Information about the 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 provide information, advice and assistance to parents and prospective parents on the provision of childcare in their area, ensuring parents are aware of:

- Early education places for 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.

1.1 The Stockton-on-Tees childcare market

Stockton-on-Tees has a robust childcare market with a combination of privately owned and voluntary sector facilities in addition to almost 200 childminders (See section 3.1). Three Independent Schools also provide early years places for 3 & 4 year olds. Primary schools continue to play a key role in ensuring childcare places for school aged children are available, generally delivered in partnership with a Private, Voluntary & Independent (PVI) provider on a commissioned basis.

The Local Authority has an excellent relationship with childcare providers and good partnership working has ensured that the quality of settings has continued to improve, closing the gap to the national average. The sector benefits from a comprehensive programme of training and support and as a result the qualification levels of practitioners are on the increase.

The childcare sector works closely with Local Authority Officers to explore sufficiency issues and identify workable solutions.

1.2 Early education places for the two, three and four year olds

All children who meet the prescribed criteria are able to take up high quality early education, regardless of their parents' ability to pay – benefiting their social, physical and mental development and helping to prepare them for school. Evidence shows that regular good quality early education has lasting benefits for all children.

Two year olds:

In September 2013 the Government imposed a legal duty on local authorities to secure early education places for 2 year olds by offering 570 hours a year over no fewer than 38 weeks for every eligible child in the borough.

A child can access a place if they are looked after by the Local Authority or eligible for Free School Meals. The entitlement commences from the term after the child's second birthday.

In September 2014 and in addition to the above eligibility criteria, additional places were offered to two year olds where:

- families are in receipt of Working Tax Credits and earning no more than £16,190 a year;

- children have a current statement of special educational needs (SEN) or an education, health and care plan;
- they get Disability Living Allowance; and/or
- they have left care through special guardianship or an adoption or residence order.

Three and four year olds:

The Local Authority are required by legislation to secure early education places by offering 570 hours a year over no fewer than 38 weeks for **every** child in the borough from the relevant date; until the child reaches compulsory school age (the beginning of the term following their fifth birthday).

1.3 The Report

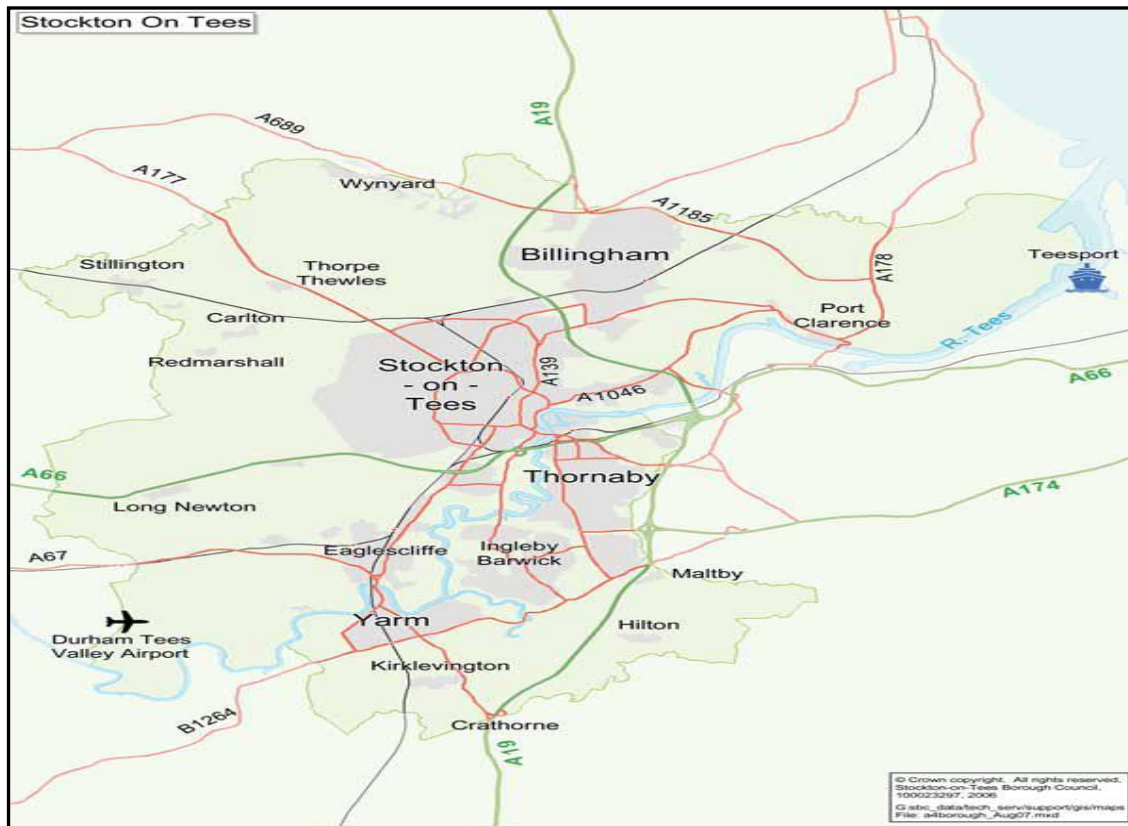
This report takes into account what the Local Authority means as 'sufficient childcare' in the borough and includes the following:

- Background and contextual information regarding population, Labour Market Information (LMI), early years and childcare numbers across the borough.
- Information about the supply of childcare for particular age ranges of children, and the affordability, accessibility and quality of provision.
- The state of the local childcare market, including the demand for specific types of providers, in particular early years communities and children's centre areas and the amount and type of supply that currently exists.
- The quality and capacity of childcare providers.
 - Details of how gaps in childcare provision will be addressed.

This Assessment Report will be updated and reported to the Council's Cabinet for endorsement annually. The Assessment Report will also be made available and accessible to parents.

2 Stockton-on-Tees in context

2.1 Economic geography



Stockton Borough Council's vision is Stockton-on-Tees driving Economic Renaissance at the heart of a vibrant Tees Valley city-region.

Stockton-on-Tees is a diverse Borough located at the heart of the Tees Valley. The area has a thriving population of more than 191,800¹ people and is within easy reach of city shopping and leisure facilities, the coast and rural North Yorkshire. A mixture of urban centre, market towns and villages and with an expanding University, Stockton is a place with an exciting future. Stockton covers 78.7 square miles and comprises of six villages, three district centres and a main town centre.

The Borough forms part of the Tees Valley, home to some 663,600² people. It includes Stockton, Middlesbrough, Redcar & Cleveland, Darlington and Hartlepool. We are at the forefront of partnership work to develop the Tees Valley through supporting the Tees Valley Local Enterprise Partnership (LEP) and by working towards the vision of the Tees Valley and North East competing with the rest of the country within the next twenty years. The vision for the Tees Valley is shaped and driven by the Tees Valley Unlimited (TVU) Statement of Ambition and Delivery Plan.

¹ Census 2011

² ONS 2012 Mid-year Population Estimates

It is not enough to focus on economic regeneration, however, alongside improvements in the Tees Valley’s economic performance, we must pay attention to the quality of life of local people by regenerating local communities and providing opportunities and services for individuals, promoting achievement and tackling disadvantage within our borough; targeting our approach at those in most need. The availability of childcare underpins a family’s capacity to take up work or training.

2.2 Demographic profile

In 2012 the population was estimated at 192,406³ living in approx. 79,200³ households. In the last ten years, it is estimated that the population has risen by 4.4%, compared to an increase in the North East of 2.2%⁴. The population in the Borough is projected to grow to 206,717 by 2021⁴ which is an increase over the next ten years of 7.4%⁴.

19.4% of the population within Stockton-on-Tees are children and young people aged (0-15) and this trend is reflected in the Tees Valley, North East and nationally.

Estimated resident population in ‘000s (% of total population)

Age range	2010	2012	2015	2017
0-4 years	12.1 (6.4%)	12.4 (6.5%)	12.3 (6.1%)	13.3 (6.6%)
5-9 years	10.8 (5.6%)	11.4 (5.9%)	12.2 (6.1%)	13.0 (6.5%)
10-14 years	11.6 (6.1%)	11.0 (5.7%)	11.1 (5.5%)	11.7 (5.8%)
Total population	190.9 (100%)	192.4 (100%)	201.5 (100%)	200.1 (100%)

Source: 2010 & 2012 data ONS Population Estimates (2011 Census Based) / 2015 & 2017 data ONS 2011 based Population projections

The percentage of the Borough’s population from a BME background has increased from 2.8% in 2001 to 5.8% in 2011⁵. The largest minority ethnic group is Asian or Asian British; this ethnic group accounts for 3.4% of the population, which is double the figure recorded 10 years ago.

The Borough has a unique social and economic mix, with areas of disadvantage situated alongside areas of affluence. The English Indices of Deprivation 2010 shows that six of Stockton’s 26 wards are within the 10% most deprived wards nationally and seven are within the 10-20% most deprived⁵. By contrast, two of our wards are within the 10% least deprived wards nationally.

Of particular note is the fact that Stockton Town Centre⁶ ranks as the 17th most deprived ward in the country, whilst Ingleby Barwick East and West are two of the more affluent wards. Compared with the other Tees Valley authorities Stockton performs best in the overall Index of Multiple Deprivation and Disability, and Crime and Disorder domains.

³ ONS 2012 Mid-year Populations Estimates

⁴ Comparisons with ONS mid-2001 and mid-2011 populations estimates

⁵ Interim ONS 2011 Sub national Population Projections – comparisons are between 2011 projections as same age bands are not available in mid-year estimates

⁶ TVU IMD 2010 Executive Summary

In the Borough the percentage of population in good health is 79.8% in 2011³ which is just above the Tees Valley average and below the national average.

For planning purposes and to ensure consistency of approach, the delivery of early years and childcare services is brought together within the twelve Children’s Centre Areas across the seven Early Years Communities.

The child population (aged 0-15 years old) is greatest in the Southern area and lowest in the Western area:

Estimated child population as a percentage of total by Early Years Communities and Children Centre Areas

Early Years Communities	Children Centre Areas	Estimated population 0-15 years*	% of population 0-15 years
Central (East)	Star	2032	5.4%
	Sunrise	3346	9.0%
Central (South)	High Flyers	2962	8.0%
	Riverbank	2380	6.4%
Central (West)	Frederick Natrass	1725	4.6%
	Redhill	3414	9.1%
Northern	Northern	4605	12.3%
Eastern	Footsteps	2452	6.6%
	New Life	2446	6.5%
Southern	Barley Fields	5424	14.5%
	Layfield	2651	7.1%
Western	Elm Tree	3884	10.4%
Overall		37321	100%

Source: Mid 2012 LSOA data prepared at Ward Level by TVU

2.3 Children with Special Educational Needs (SEN), those looked after and those registered with a disability

SEN – The Department for Education (DfE) ‘Children with SEN’ Statistical First Release (SFR) published 04/09/2014 (SFR31/2014) based on where the pupil attends schools using the January school census indicated that there were a total of 836 pupils with statements of Special Educational Needs (SEN) – a small increase on 2013.

Pupils with Special Educational Needs (SEN) with statements, based on where the pupil attends all schools

2013			2014		
Total pupils	Pupils with statements	%	Total pupils	Pupils with statements	%
31,341	800	2.6	31,651	836	2.6

Pupils with Special Educational Needs (SEN) without statements, based on where the pupil attends all schools

2013			2014		
Total pupils	Pupils without statements	%	Total pupils	Pupils without statements	%
31,341	4,392	14.0	31,651	4,373	13.8

Pupils with Special Educational Needs (SEN) within state funded primary schools only

Total pupils	Pupils with Statements		Pupils with SEN without Statements						Pupils with SEN	
	Pupils with Statements	%	Pupils at School Action	%	Pupils at School Action Plus	%	Total SEN pupils without Statements	%	Total SEN	%
18,817	147	0.8%	1,285	6.8%	1,450	7.7%	2,735	14.5%	2,882	15.3%

Pupils with Special Educational Needs (SEN) within state funded secondary schools only

Total pupils	Pupils with Statements		Pupils with SEN without Statements						Pupils with SEN	
	Pupils with Statements	%	Pupils at School Action	%	Pupils at School Action Plus	%	Total SEN pupils without Statements	%	Total SEN	%
10,365	154	1.5%	377	3.6%	960	9.3%	1,337	12.9%	1,491	14.4%

Total number of Pupils with Special Educational Needs (SEN) within all schools

Total pupils	Pupils with Statements		Pupils with SEN without Statements						Pupils with SEN	
	Pupils with Statements	%	Pupils at School Action	%	Pupils at School Action Plus	%	Total SEN pupils without Statements	%	Total SEN	%
31,651	836	2.6%	1,672	5.3%	2,415	7.6%	4,373	13.8%	5,209	16.5%

LAC – The DfE’s ‘Children looked after in England, including adoption’ SFR updated 10th December 2014 (SFR 36/2014) indicated that at 31 March 2014 there were a total of 380 Looked After Children in Stockton-on-Tees this equates to 90 children per 10,000 aged under 18 years. This continues the upward trend with a further increase of 4% on the same period in 2013. There were 275 (72%) of looked after children placed with a foster carer who were placed within the borough. (Consistent with 2013)

The reform of services as detailed in the Children and Families Act 2014 will influence the development of appropriate childcare services for children and young people with SEN.

Planning for childcare sufficiency will take into account changes arising from SEN reform and also the information recorded through the Disability Register.

The Local Authority launched its ‘Children’s & Young People’s Disability Register Stockton (C&YPDR)’ in the summer of 2013 as a confidential record of information about children and young people with disabilities living in the Stockton-on-Tees area. It will assist with service planning to meet the needs of children with disabilities and additional needs, now and in the future. Children’s names are added to the register, and in return parents can receive information about services and special events available in their area. At 12th February 2015 there have been a total of 367 children registered by parents and carers since its launch.

2.4 Labour Market Information (LMI)

Over the last 30 years, employment in the Borough has declined in traditional industries such as manufacturing and engineering. In 1991 24,000 people were employed in manufacturing in the Borough, against a figure of 10,000 in 2005. Set against this there has been a 50% increase in service sector jobs over the same period (Source: Regeneration Strategy for Stockton Borough 2007-2012).

The pattern of full-time and part-time work in Stockton-on-Tees is in line with the North East but a little lower than England & Wales as a whole. 70.6% of all employee jobs are full-time, 29.4% part-time (source: ONS 2011 Census).

The largest single employment sector is public admin, education and health, accounting for 31.6% of employee jobs. The employment sector is not as reliant on public service employment as other local authority areas in the North East which averages at nearly a third across the region. Other

service industries, including Retail & Wholesale, Transport & Communication, hotels and catering and finance, and other business activities are also large scale employment sectors in the borough:

Employee jobs by industry (2011)

Industry	% of total employee jobs		
	Stockton	Tees Valley	England & Wales
Manufacturing	11.9	11.8	10.2
Construction	8.3	8.5	7.7
Services	79.8	79.5	82.2
Of which:			
Retail & Wholesale	16.6	16.2	15.9
Hotels and Catering	5.0	5.5	5.6
Transport and communications	7.0	7.3	9.0
Financial Intermediate, Real Estate and Business Services	14.5	13.3	17.2
Public admin, education and health	31.6	31.7	28.4
Other services	5.1	5.5	6.1

Source: ONS 2011 Census

2.4.1 Economic activity

Economic activity refers to the number or percentage of people of working age who are either in employment or who are unemployed. Economic activity rates in Stockton (68.4%) are higher than the Tees Valley (66.2%) and England & Wales (66.5%). A lower percentage of people in employment are self-employed compared to England & Wales.

Unemployment levels in Stockton are relatively lower at 5.7% compared to 6.5% in the Tees Valley but higher than England & Wales at 4.4%. Unemployment levels are higher for men than women:

Percentage of Economic activity rates 2011

	Stockton	Tees Valley	England & Wales
All people:			
Economically active	68.4	66.2	66.5
In employment	59.7	56.7	61.9
Employees	53.3	50.6	52.2
Self employed	6.4	6.1	9.7
Unemployed	5.7	6.5	4.4

Source: 2011 Census. Percentage is a proportion of population aged 16-74

2.4.2 Economic inactivity

Economic inactivity refers to people who are neither in work nor employed. This group includes, for example, those looking after a home or retired. Economic inactivity rates in Stockton are lower than found across the Tees Valley and across England & Wales.

2.4.3 Patterns of work

A slightly higher percentage of employee jobs are full-time compared to the Tees Valley and England & Wales:

Patterns of work

Total employee jobs	Stockton	North East	Great Britain
Full time	70.6%	69.7%	73.8%
Part-time	29.4%	30.3%	26.2%

Source: 2011 Census

2.4.4 Working age benefits

Jobseekers Allowance (JSA) is payable to people under pensionable age who are available for, and actively seeking, work. As of October 2013 there were a total of 5,985 people claiming Jobseekers

Allowance (JSA) in Stockton, 4.8% of the population. JSA claimant levels were relatively high particularly amongst men:

JSA claimants by age and gender (October 2013)

	Stockton	North East	England
All claimants	4.8%	4.5%	3.0%
Males	6.5%	6.0%	3.8%
Females	3.2%	3.1%	2.2%

Source: ONS claimant count (NOMIS)

2.4.5 Income

Based on the Office for National Statistics (ONS) annual survey 2013 the average gross weekly pay in Stockton is £577.50, more than the average for the North East region (£553.00) but lower than England as a whole (£629.50):

Average gross weekly pay 2013

Gross weekly pay	Stockton	North East	Great Britain
Full time workers	£577.50	£553.00	£629.50
Male FT workers	£632.60	£597.60	£687.40
Female FT workers	£491.30	£486.80	£538.10

Source: ONS annual survey of hours and earnings – resident analysis (NOMIS)

Conventionally low income households are defined as those with a household income of less than 60% of the national median household income. The median household income for the whole population in 2013 was £517.50 per week (before housing costs), equating to £26,910 per annum. Using the conventional definition, low income families would be those with a household income of less than £16,190 a year (£311.35 a week) before housing costs.

2.5 Potential impact from approved and strategic housing developments

The Local Authority must consider any potential future children yield numbers in terms of planning sufficient childcare places from approved housing developments across the borough. All housing developments must include a percentage of affordable housing within its development that should be considered when planning any future childcare arrangements. The Local Authority also needs to consider the impact on the 'childcare offer' if the other strategic sites (1,000 or more homes) and their likely pupil yield numbers.

3. The supply of childcare

3.1 Registered childcare

Data has been supplied by either the Local Authority's Families Information Service (FIS) as part of the Planning & Partnership team or from the DfE Statistical First Return (SFR 20/2014) 'Provision for Children under 5 years of age in England: January 2014' published 26th June 2014 to inform this report.

Since September 2008 childcare for children aged less than 8 years old has had to be registered on one of two Ofsted childcare registers.

- The Early Years Register (EYR) – all childcare providers caring for children aged up to five are required to join the Early Years Register (unless exempt).
- The Ofsted Childcare Register (OCR) – this has two parts:
 - The compulsory part – providers of childcare to children aged 5 to 7 years must register on the compulsory part of the OCR (unless exempt);
 - The voluntary part – providers of childcare to children aged 8 and over, and care for children of any age that is activity based or provided in the child's own home, can choose to be registered on the voluntary part of the OCR if they meet the requirements.

There are advantages to providers to register (for example, inclusion on the Families Information Services website available to the public and if registered, parents / carers can claim the childcare element of the Working Tax Credit, if eligible, to help towards the costs of childcare).

Provision in schools does not have to be registered unless they provide for children that do not go to that school.

The following section provides an overview of registered provision.

Free entitlement provision in Stockton-on-Tees

Two year old entitlement

In September 2013 the Government introduced a new entitlement for up to 40% of all two year olds to access funded early education. The legal entitlement was introduced in two phases, the first phase from September 2013 offered the opportunity of funded early education to **571** qualifying children across Stockton-on-Tees and in September 2014, the second phase extended the offer of places to a total of about **1,153** qualifying children.

The free places available are targeted towards those children that will benefit the most, with the primary focus being on economic disadvantage. An eligible child is entitled to receive a maximum of 570 hours of funded provision across the year.

This free entitlement has stimulated an increased demand for high quality early years places for 2 year olds in communities where there previously has been a limited requirement for provision.

Up to mid December 2014, there have been 595 eligible 2 year olds that have been placed (including transfers) of which 54 will move onto 3 & 4 year old funding from Spring 2015. There are another 94 eligible 2 year olds waiting to be placed from autumn 2014 applications and a further 164 from spring 2015 applications. There has been an increase of 67% in take up of places since the same time last year.

In order to ensure maximum take up the Local Authority has two key priorities over the coming year:

1. To ensure there are sufficient places available across the borough to meet the increasing demand for provision.
2. To actively promote the entitlement to ensure as many eligible children as possible benefit from free, good quality early years care and education.

Number of 2 year olds taking up funded early education places by type of provider

Type of provider	Actual no. of children benefitting from funded early education (570 hrs) 2013	Actual no. of children benefitting from funded early education (570 hrs) 2014	% increase in take up
PVI	348	554	
Independent schools	0	0	
Maintained nursery and state funded primary schools	8	24	
Special schools	0	0	
Childminders	-	17	
Total	356	595	67%

Source: Stockton-on-Tees Borough Council FIS 2015

3 and 4 year old entitlement

All primary schools in Stockton-on-Tees have nursery classes; 89% of places taken up in January 2014 were accessed through maintained provision which is significantly higher than the England figure of 58%. Statistical First Release on the Provision for Children under five years in England (January 2014) indicates that 4,444 three and four year old children benefitted from funded early education in the maintained nursery and state funded primary schools sector with 415 children benefitted in the PVI sector.

Stockton-on-Tees has experienced continued growth in the take up of places since the last CSA.

Number of 3 and 4 year olds taking up or benefiting from funded early education places by type of provider.

Type of provider	Actual no. of children benefitting from funded early education (570 hrs)
PVI	415
Independent schools	144
Maintained nursery and state funded primary schools	4444
Special schools	11
Total	5014

Source: DfE Statistical First Return (SFR 20/2014) 'Provision for Children under 5 years of age in England: January 2014' published 27th June 2014 (Table 2a)

Percentage of 3 and 4 year old children benefitting from funded early education places.

	2010	2011	2012	2013	2014
3 year olds	101%	96%	101%	96%	98%
4 year olds	102%	102%	98%	101%	100%
Total	102%	99%	100%	98%	99%

Source: DfE Statistical First Return (SFR 20/2014) 'Provision for Children under 5 years of age in England: January 2014' published 26th June 2014 (Table 2b)

Given that registration on the Ofsted childcare register for places for children aged over 8 is voluntary, the following table will underestimate the actual supply of places for older children as some provision (including extended services in schools) will not be registered on the childcare register.

Provision of registered childcare places – local authority level

Type of provision	Number of registered childcare places					Total places	% all places	Number of providers
	0-1 years	2 years	3-4 years	5-7 years	8+ years			
Child minding	197	188	166	560	229	1,340	30.7%	197
Crèche	21	21	20			62	1.4%	3
Day nursery	578	597	614	38		1,827	41.9%	36
Out of school care			148	396	310	854	19.6%	27
Pre-school / playgroup		147	132			279	6.4%	10
Totals by age range	796	953	1,080	994	539	4,362		
% of all registered places	18.2%	21.8%	24.8%	22.8%	12.4%			
	Total registered places 0-5 years							
	2,829 (65% of total)							

Source: Stockton-on-Tees Borough Council FIS 2015

3.2 Geographical distribution of childcare places

The following table highlights the distribution of childcare places across the Local Authority's Children Centre Areas within the Early Years Communities.

Type of provision	Number of registered childcare places (% of total for each type of provision)						
	Central East	Central South	Central West	Eastern	Northern	Southern	Western
Child minding	5%	5%	8%	8%	19%	39%	16%
Crèche	33%	48%	19%				
Day nursery	16%	38%	4%	8%	10%	16%	8%
Out of school care	12%	7%	9%			51%	21%
Pre-school		15%		14%	9%	33%	29%
Overall places	11%	21%	6%	6%	11%	31%	14%

Source: Stockton-on-Tees Borough Council FIS 2015 (percentage's rounded)

3.3 Vacancies

Vacancies are calculated against registered places. A large number of settings are likely to operate fewer places than they are registered for. For example, a childminder may be registered for 6 children but could choose to care no more than 4. Vacancies analysed against registered capacity is likely to over-estimate supply.

The FIS had records of 1,142 vacancies in registered provision as at 17th February 2015. This represents 26% of total places.

Vacancy levels compared to registered places.

Early Years Community	Number of vacancies recorded	% of registered places
Central East	142	29%
Central South	275	31%
Central West	58	23%
Eastern	61	22%
Northern	105	22%
Southern	261	20%
Western	240	38%

Source: Stockton-on-Tees Borough Council FIS 2015 (percentage's rounded)

The majority of recorded vacancies were in child minding and day nursery provision (accounting for 24% and 48% respectively of all vacancies). The highest number of vacancies was for children aged 3 to 4 years old (299 vacancies, 26% of total).

Vacancies by age range and type of provision

Age range	Number of vacancies by type of provision					
	Child minding	Day Nursery	Out of school care	Pre-school	Crèche	All provision
0 - 1 years	60	165			6	231
2 years	44	178		54	6	282
3 - 4 years	26	202	21	44	6	299
5 - 7 years	94	7	100			201
8 - 10 years	49		55			104
11 - 14 years	6		19			25
Overall (all age groups)	279	552	195	98	18	1142

Source: Stockton-on-Tees Borough Council FIS 2015 (percentage's rounded)

3.4 Charges

Comparing charges across different providers and Early Years Communities is made more difficult by different charging patterns; some childminders, for example, charge by the hour, some by the day and some weekly. Childminders (and other settings) may charge differential costs according to the time of day (pre 8am, post 6pm, age of child or service (pick-ups, drop offs, breakfast or before and after school)).

The FIS hold detailed information on charges levied by individual settings, across a number of different charging patterns. Here the focus is on developing a better understanding of charges as they might impact on affordability.

Stockton-on-Tees

Charging period	Type of provision / charges levied			
	Child minding	Day Nursery	Out of school care	Pre-school playgroup
Per hour	£3.76			£4.33
Per session / half day	£19.37	£25.15		£7.66
Per day	£29.50	£37.37		£27.17
Per week	£137.55	£167.70		
After school	£9.71	£12.53	£10.31	
Before school / breakfast club	£5.47	£8.14	£7.23	
Holiday care per day	£29.50	£37.37	£24.91	£22.00

Source: Stockton-on-Tees BC FIS February 2015

The different charging patterns and ranges of charges levied make it very difficult to compare costs across different providers. Whilst data is presented as average costs by type of provision this is misleading. If, for example, there is only one provider in an area charging per session, those charges have been presented as averages. It would be useful to develop a system of simplifying how information about charges is recorded, to enable a more direct comparison. The table does not contain all charges information provided as there are so many different ways in which these charges are recorded (e.g. before and after school per day and/or per week; per 2, 3 or 5 hour session; wrap around; differential charges by age of child; lunch and tea; drop off and pick up etc.).

3.5 Opening times

As with charges there was considerable variation in opening times, both within and between different types of provision. Collectively, child minders offer childcare for early in the morning (from 6.30am) until late in the evening (up to 9pm), occasional overnight care and at weekends, including Sundays. The most commonly offered opening times are between 7 - 7.30 am and 6 - 6.30 pm (51 child minders 27%, operate these opening times) and 8 - 8.30am and 4.30 - 5.30pm (offered by 32 child minders 17%).

Child minders – opening times (top 5)

Start time	Finish time	Number (% of all child minders)
07:00 – 07:30	18:00 – 18:30	27% (51)
08:00 – 08:30	16:30 – 17:30	17% (32)
07:00 – 07:30	17:00 – 17:30	16% (30)
08:00 – 08:30	18:00 – 18:30	15% (27)
07:00 – 07:30	19:00 – 19:30	4% (7)

Source: FIS 2015 base of 147, percentages rounded

18 child minders (10%) open on Saturdays and 11 (3%) open on Sundays, information regarding opening times is not available for all providers

Out of school care

The majority of settings registered for out of school care offer after school provision - 28 settings (100%). Almost all of out of school care settings offer before and after school provision - 25 settings (89%).

Day nursery settings

The majority of day nurseries, 26 settings (76%), are open from between 7.30am to 6.00pm.

3.6 Quality of provision

The majority of childcare provision in Stockton-on-Tees is good and this trend is improving year on year. Support and challenge is given to settings and childminders that are less than good in order to improve provision and Ofsted ratings. The Local Authority has produced a quality improvement tool, 'Journey to Outstanding' which the majority of settings use to effectively underpin their self-assessment and development plans.

The following table shows the latest inspection ratings against each type of provider:

Ofsted Inspection Outcomes – (Local Jan 2015, National 31st Aug 2013)

Type of provision	Number of Early Years settings – Stockton Jan 2015	% of Early Years settings - Stockton Jan 2015	% of Early Years settings - Stockton Aug 2013	% of Early Years settings – National Aug 2013	Number of Child minders – Stockton Jan 2015	% of Child minders - Stockton Jan 2015	% of Child minders - Stockton Aug 2013	% of child minders National Aug 2013
Number included in review	53				151			
Of which, rated:								
Outstanding	4	7.5%	4%	15%	16	11%	9%	10%
Good	48	90.5%	72%	67%	115	76%	62%	65%
Satisfactory/ Requiring Improvement	0	0%	22%	16%	20	13%	29%	24%
Inadequate	1	2%	2%	2%	0	0%	0%	1%

Source: Ofsted Data View – August 2013 (National) & local information - Ofsted

The above indicates that at the end of January 2015 in Stockton-on-Tees we had 98% of our Early Years settings rated ‘good’ or ‘outstanding’ with the National position standing at 82%. We also had 87% of childminders that are either rated ‘good’ or ‘outstanding’ against a National position of 75%. *Note: National data is as of August 2013 – no further updates have been provided by Ofsted.*

The support and challenge provided by the Council continues to have a positive impact on the quality of provision with a marked improvement since August 2013. The Borough has seen an increase of 22% in the number of settings and 16% in the number of childminders, who are now rated either ‘good or outstanding’ by Ofsted.

Actual number and percentage of 3 and 4 year old children benefitting from funded early education in PVI and in maintained nursery, primary and special schools by Ofsted inspection rating

Ofsted rating	Number	Percentage
Outstanding	950	19
Good	3233	64
Satisfactory / Requires Improvement	499	10
Inadequate	13	1
Not yet inspected	5	0
Did not match to Ofsted	314	6
Total	5014	100

Source: DfE Statistical First Return (SFR 20/2014) ‘Provision for Children under 5 years of age in England: January 2014’ published 26th June 2014 (Table 15a)

Actual number and percentage of 2 year old children benefitting from funded early education in PVI and in maintained nursery, primary and special schools by Ofsted inspection rating

Ofsted rating	Number	Percentage
Outstanding	31	5
Good	528	89
Satisfactory / Requires Improvement	7	1
Inadequate	-	-
Not yet inspected	29	5
Did not match to Ofsted	-	-
Total	595	100%

Source: Stockton-on-Tees Borough Council FIS 2015

4 Summary and key priorities

Stockton-on-Tees has a good range of quality childcare across the borough; however specific gaps in provision have been identified. The following section gives an update on activity during 2014 and details of the key priorities for 2015:

- **Ensuring sufficient childcare available to meet the needs of disabled children**

All childcare providers are required to meet the needs of disabled children.

Update on activity during 2014:

Information on childcare for disabled children and children with special educational needs (SEN) has been included in the Local Offer for Stockton-on-Tees, introduced in September 2014.

The introduction of ‘Early Years High Needs’ funding during 2014 has ensured that sufficient resources are targeted to support children in accessing childcare provision and their families in having the confidence that the individual needs of their child will be met within a setting. Early years and childcare settings have been given clarity around the criteria for Early Years High Needs funding and the application process to ensure maximum accessibility for disabled children and children with special educational needs (SEN).

Although the introduction of the Local Offer has enabled parents of children with disabled children or children with SEN, to have access to up to date information on the availability of appropriate childcare, this remains a priority for 2015.

Key priority for 2015:

- Ensure that parents have an understanding of the availability of childcare for disabled children and children with special educational needs (SEN) via the Local Offer and the provision of specific information, advice and guidance through the Families Information Service.
- **Ensuring sufficiency for children from families in receipt of the childcare element of Working Tax Credit or Universal Credit**

Update on activity during 2014:

The cost of childcare is an issue in certain areas across the borough; however there are high levels of childcare use. In order to support families in taking up work and employment the Families Information Service provide up to date advice and information to support them in making choices.

Key priority for 2015:

- The Families Information Service will continue to ensure that information remains current and available to parents in order to assist them in making choices, particularly in relation to the childcare element of WTC and/or Universal Credit.
- **Children aged two taking up early education places**

Update on activity during 2014:

Significant progress has been made on increasing capacity within the childcare market in order to ensure there are sufficient places to meet demand from eligible 2 year olds, however there continues to be areas of the borough where additional places are still required. There are sufficient places across the borough as a whole but not necessarily in the right areas to support full accessibility, with Hardwick and Billingham continuing to be a challenge, particularly with the closure of the Day Nursery at North Tees Hospital.

During 2014/15 new provision for 2 year olds has been developed as follows:

Tilery Primary School	48 places
Frederick Nattrass Children's Centre	48 places
Footsteps Children's Centre	24 places
Ragworth Neighbourhood Centre	40 places
Sunrise	32 places

Work is progressing with a number of private providers who are looking to establish additional places in the key areas of Hardwick, Norton and Billingham.

The last year has seen a significant increase in the number of school nurseries and childminders registering to offer places, however this will continue to be a priority over the coming year.

The principle key priority for the Local Authority during 2015-2016 will be to continue to increase capacity within the market in order to ensure there are sufficient places to meet demand from eligible 2 year olds. There will be a focus on ensuring that places are developed in the right areas in order to encourage families to take up a place. The increased target for September 2014 remains a challenge, and work is on-going to ensure sufficient places are available. The following table demonstrates where some capacity exists and where place development will be a priority:

A range of promotional activities have taken place over the year which has secured a significant increase in the take up of places. However, this still falls below both the regional and national figures, therefore informing families of the programme to maximise registration, remains a priority for 2015.

Key priorities for 2015:

- Insufficient 2 year olds who are looked after or eligible for a free school meal, accessing a place.
- Insufficient places available, in the right areas, to ensure full take up. Therefore, in order to improve choice and accessibility for parents and carers the Council will continue to explore other appropriate venues and associated business opportunities in target areas.
- Improved marketing and promotion required to maximise take up.
- Lack of awareness by parents of the advantages of using a childminder.
- Increase participation from schools and childminders.

● **Children aged three and four taking up early education places**

Stockton-on-Tees has a 99% take up of early education places for 3 & 4 year olds which is above the national average of approximately 95%, therefore this is not a key priority for the Local Authority in terms of sufficiency. However, choice of provision will continue to be promoted to ensure take up is maximised.

The introduction of the Early Years Pupil Premium from September 2015 will support the early education of disadvantaged children. The Council will be required to support settings in preparing for its implementation.

Key priorities for 2015:

- To provide support to local settings as they set up in preparation for the introduction of Early Years Pupil Premium.

- **Ensuring sufficiency for school age children**

A range of breakfast and after school provision is in place across the borough, through childminders, day care settings and school based childcare. In addition, parents/carers use a range of school based activities to supplement their childcare requirements. Current demand for places shows a lack of provision within Thornaby due to low numbers of childminders and a lack of school based childcare.

Key priorities for 2015:

- Promote childminding as business opportunity within Thornaby in order to meet the need for places, especially before and after school and during holidays.

- **Ensuring sufficiency for children needing holiday care**

Parents are looking to family and friends to share the care of their children during these times. Childminders also continue to offer flexible holiday provision and parents of older children are using 'activity' based programmes rather than formal provision. Childcare providers assess demand for services on the run up to holidays and will offer sessions where sufficient interest has been identified.

2015: This is not seen as a priority area for development this year.

To note: The Local Authority will consider the impact of approved and strategic housing developments across the borough on the sufficiency of childcare places.

5 Action Plan

The following plan sets out the actions that Stockton-on-Tees Borough Council will take to deliver priorities set out in the above section. The detail of each action will be found in individual implementation plans held by the responsible officer/team. The action plan covers 2015 – 2016 and the implementation plans for the delivery of the specific actions identified can be found within individual team delivery plans.

5 Gap analysis and action plan

Gap analysis		Action plan			
			What	How	When
I	Ensuring sufficient childcare available to meet the needs of disabled children	<p>Ia. There is a lack of understanding from parents regarding the availability of childcare for disabled children and children with special educational needs (SEN).</p> <p>Ib. Information on childcare for disabled children and children with special educational needs (SEN) must be included in the Local Offer for Stockton-on-Tees.</p> <p>Ic. The criteria for Early Years High Needs funding and the application process to ensure maximum accessibility for disabled children and children with special educational needs (SEN) will continue to be promoted.</p>	<p>Ia. The Families Information Service (FIS) to ensure up to date information is available to parents/carers to ensure they are well informed and supported in the childcare choices they make for their children.</p> <p>Ib. FIS will continue to ensure that information is included in the Stockton-on-Tees Local Offer.</p> <p>Ic. Promote the availability of Early Years High Needs funding to providers.</p>	<p>Ia. (i) FIS to keep published information relevant and current.</p> <p>Ia. (ii) FIS to increase take up of text messaging service and sign up to the Disability Register.</p> <p>Ib. (i) FIS to link with relevant LA Officers to ensure information is available.</p> <p>Ib. (ii). The appointment of an SEN – Information, Advice & Support Officer within FIS will ensure specific advice and information on appropriate services is made available to parents – face to face, by telephone or on line.</p> <p>Ic. (i) FIS ensure settings are aware of the ability to apply for High Needs funding.</p>	<p>On-going</p> <p>March 2016</p> <p>On-going</p> <p>June 2015</p> <p>On-going</p>

	Gap analysis		Action plan		
			What	How	When
2	Ensuring sufficiency for children from families in receipt of the childcare element of Working Tax Credit or Universal Credit	2a. Low income areas have the lowest take up of Working Tax Credit childcare element.	2a. Continue to promote childcare related benefits to parents/carers, working closely with Children's Centres and childcare providers to maximise take up of benefits.	2a. (i) FIS to provide a programme of targeted outreach sessions, referral systems and promotional activities. 2a. (ii) FIS to provide information and advice on childcare and employment, access to funding, grants and benefits relating to childcare in locality areas and via the telephone.	March 2016 On-going
3	Children aged two taking up early education places.	3a. Insufficient 2 year olds who are looked after or eligible for a free school meal, accessing a place. 3b. Insufficient places available, in the right areas, to ensure choice and accessibility for parents and carers leading to full take up.	3a. LA to continue to target families in Children's Centre Areas where there has been low take up. 3a. Work closely with other Council departments to identify eligible families and promote the offer. 3b. Identify suitable premises within areas of low capacity in order to develop new childcare businesses offering additional places. 3b. Complete the development of existing plans for additional places in Hardwick, Norton & Billingham.	3a. (i) Children's Centres to target eligible families to encourage applications and improve access to appropriate provision. 3a. (ii) Presentations to other Council departments to advise them of the programme and develop protocols for information sharing. 3b. (i) Promote new business opportunities to providers in areas with low capacity. 3b. (ii) Provide advice, support and funding if appropriate to providers in order to maximise places.	On-going September 2015 March 2016 August 2015

		Gap analysis		Action plan		
				What	How	When
		<p>3c. Improved marketing and promotion required to maximise take up.</p> <p>3d. Lack of awareness by parents of the advantages of using a childminder.</p>	<p>3b. Increase participation from schools and childminders.</p> <p>3c. Review existing marketing strategies to ensure Information is made available in a variety of ways to ensure that the families understand their entitlement at the earliest opportunity; make a timely application and then agree a place.</p> <p>3c. Support parents, once approved, in accessing a place that meets their needs.</p> <p>3d. Work with established Area Childcare Hubs to develop strategies to promote childminding services to local parents/carers.</p>	<p>3b. (iii) Promote registration to schools and childminders in order to increase options for parents/carers.</p> <p>3c. (i) Review current marketing plan ensuring information is available using a variety of materials and media options.</p> <p>3c. (ii) Make contact with parents/carers to provide advice and support in taking up a place, liaising closely with local providers.</p> <p>3d. (i) Increase the number of existing childminders offering funded places to improve capacity within the childcare market.</p> <p>3d. (ii) Link childminders to PVI settings to strengthen offer to parents.</p>	<p>September 2015</p> <p>August 2015</p> <p>On-going</p> <p>January 2016</p> <p>January 2016</p>	
4	Children aged 3 & 4 taking up early education places.	<p>4a. No significant gaps in this area.</p> <p>4b. To provide support to local settings as they set up in preparation for the introduction of Early Years Pupil Premium.</p>	<p>4a. Take up maximised.</p> <p>4b. Ensure providers are fully informed on Early Years Pupil Premium policy and procedures.</p>	<p>4a. (i) Promote choice to parents/carers to maximise take up.</p> <p>4b. (i) Deliver Information sessions to providers regarding funding and implementation.</p>	<p>March 2016</p> <p>July 2015</p>	

Gap analysis			Action plan		
			What	How	When
				4b. (ii) Policies and procedures developed and in place.	July 2015
5	Ensuring sufficiency for school age children	5a. Gaps in Thornaby have been identified due to lack of childminder provision in the area.	5a. A priority for the coming year is to explore the potential of targeting the recruitment of childminders in Thornaby.	5a. (i) Undertake promotional exercise through childminder advisory sessions.	December 2015
6	Ensuring sufficiency for children needing holiday care	6a. No evidence that there is a gap in provision in this area.	6a. Monitor demand for provision across the borough.	6a. (i) FIS to record any unmet demand for holiday care.	March 2016

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