

CABINET ITEM COVERING SHEET PROFORMA

AGENDA ITEM

REPORT TO CABINET

23 March 2016

REPORT OF CORPORATE
MANAGEMENT TEAM

CABINET DECISION

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

CHILDCARE SUFFICIENCY ASSESSMENT 2016-2017

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 2016-2017.
- The Childcare Sufficiency Assessment Action Plan for 2016-2017.

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.

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REPORT TO CABINET

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**REPORT OF CORPORATE
MANAGEMENT TEAM**

CABINET DECISION

CHILDCARE SUFFICIENCY ASSESSMENT 2016-2017

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 2016-2017.
 - The Childcare Sufficiency Assessment Action Plan for 2016-2017

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 specific gaps in provision have been identified. The following details the key priorities for 2016:

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

- Continue to 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 and the Stockton Information Directory (for Families).

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

- 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.

15 **Children aged two taking up early education places**

Over the last year take up of places for 2 year olds has improved again to 76.13% to end of December 2015 which is an increase of 43.2%. 852 children are now benefiting from free childcare as opposed to 595 children in autumn 2014; this number continues to increase term on term, however this remains a priority.

Therefore we will continue to:

- increase the number of eligible 2 year olds accessing a place.
- deliver marketing and promotional activities to maximise take up
- raise awareness with parents' on the advantages of taking up a place
- increase participation from local child minders.

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

Stockton-on-Tees has a 99% take up 570 hours of early education places for 3 & 4 year olds which is above the national average of approximately 95%. However, choice of provision will continue to be promoted to ensure take up is maximised.

In September 2017, the Government is set to introduce an extended free childcare entitlement for working parents of three- and four year olds which will provide eligible parents with a total of 30 hours of free childcare per week, over 38 weeks or the equivalent number of hours across more weeks per year.

Therefore in order to prepare for the extended offer, the following key priorities have been identified:

- Undertake an information gathering and consultation exercise to establish the impact the introduction of 30 hours of free childcare will have on the local market.
- Investigate the sufficiency of high quality places to meet likely demand and where needed support the establishment of expanded or new provision.
- Ensure there is sufficient resource to manage both the development of the programme and the on-going delivery.
- Ensure robust management and financial systems and procedures are in place in readiness for the roll out.
- Establish a comprehensive marketing campaign to inform families of the entitlement.
- Ensure effective communication by working closely with all providers to establish a local partnership model to meet the needs of families within the area.
- Continue to provide support to local settings in accessing Early Years Pupil Premium.
- Take into consideration future reviews and any changes in use of buildings.

17 **Ensuring sufficiency for school age children**

- Promote childminding as a business opportunity within key areas where demand for school places has increased, in order to meet any identified 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 2016 – 2017 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 2016-2017 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 2016-2017.

FINANCIAL AND LEGAL IMPLICATIONS

- 21 The cost of delivering the priorities within the Childcare Sufficiency Assessment 2016-2017 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 recorded was 64 with no negative equality impacts being identified.

The actions arising from the CSA report contribute to the promotion of equality of opportunity. The report considers accessibility and affordability of childcare for all families and includes consideration of disabled children, families on low incomes and parents working irregular hours. Early years and childcare provision is registered and inspected by Ofsted and they are required to comply with all legislation relating to anti-discrimination, safeguarding, employment and health and safety. The inspection will assess the extent to which the provider complies with all legal duties including those set out in the Equality Act 2010 and will pay particular attention to the educational outcomes for specific groups of children which includes all children with protected characteristics. (Equality Act 2010). The actions identified for the coming year are a continuation of the ongoing work of the Council in promoting equality of opportunity for all parents through the provision of accessible and affordable childcare.

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.

Jane Humphreys

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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

2016

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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	provides 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 208 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 and exceeding 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 parents/carers were in receipt of:

- Income Support
- Income related Employment and Support Allowance
- The Guaranteed Element of state pension credit

- Income based Jobseekers Allowance
- Support under part VI of the Immigration and Asylum Act 1999
- Working Tax Credits and/or Child Tax Credits and have an annual household income that does not exceed £16,190
- 4 week 'run on' of Working Tax Credit due to employment ending

Or:

- Have a current statement of Special Educational Need (SEN) or an education, health and care plan
- Have Disability Living Allowance;
- Be looked after by their Local Authority
- Have left care under a special guardianship, child arrangements or an adoption 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).

In September 2017, the Government is set to introduce an extended free childcare entitlement for working parents of three- and four-year-olds which will provide eligible parents with a total of 30 hours of free childcare per week, over 38 weeks or the equivalent number of hours across more weeks per year.

1.3 The Report

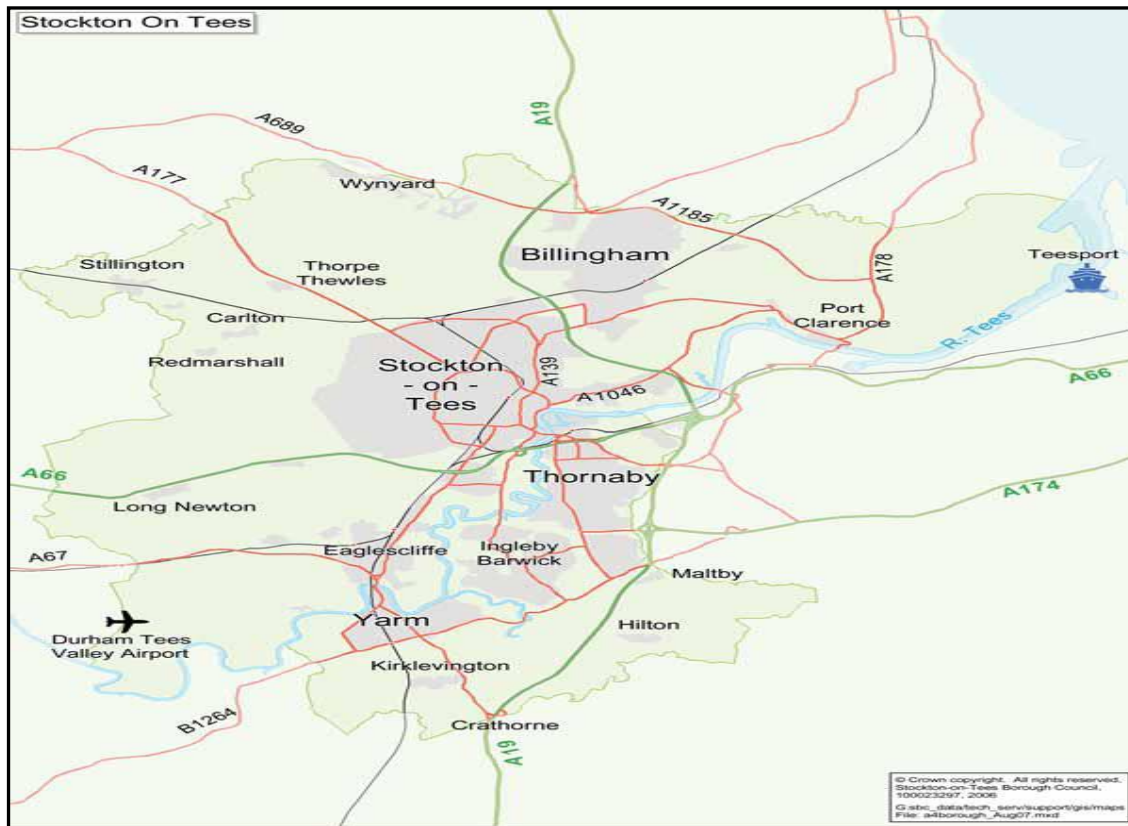
This report takes into account what the Local Authority means as 'sufficient childcare' in the borough and includes the following:

- 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 23/07/2015 (SFR25/2015) based on where the pupil attends schools using the January 2015 school census indicated that there were a total of 843 pupils with statements of Special Educational Needs (SEN) – a small increase on 2014.

Pupils with Special Educational Needs (SEN) with statements/EHC plans, based on where the pupil attends all schools – Table 11a

2013			2014			2015		
Total pupils	Pupils with statements	%	Total pupils	Pupils with statements	%	Total pupils	Pupils with statements/EHC Plans	%
31,341	800	2.6	31,651	836	2.6	32,029	843	2.6

Pupils with Special Educational Needs (SEN) without statements, based on where the pupil attends all schools – Table 11b

2013			2014			2015		
Total pupils	Pupils without statements	%	Total pupils	Pupils without statements	%	Total pupils	Pupils without statements/EHC Plans	%
31,341	4,392	14.0	31,651	4,373	13.8	32,029	4,100	12.8

Pupils with Special Educational Needs (SEN) within state funded primary schools only – Table 12

Total pupils	Pupils with Statements / EHC plans		Pupils with SEN Support		Total pupils with SEN	
	Total	%	Total	%	Total	%
19,117	148	0.8	2,674	14	2,822	14.8

Pupils with Special Educational Needs (SEN) within state funded secondary schools only – Table 13

Total pupils	Pupils with Statements / EHC plans		Pupils with SEN Support		Total pupils with SEN	
	Total	%	Total	%	Total	%
10,398	134	1.3	1,101	10.6	1,235	11.9

Total number of Pupils with Special Educational Needs (SEN) within all schools – Table 14

Total pupils	Pupils with Statements / EHC plans		Pupils with SEN Support		Total pupils with SEN	
	Total	%	Total	%	Total	%
32,029	843	2.6	4,100	12.8	4,943	15.4

LAC – The DfE’s ‘Children looked after in England, including adoption’ SFR updated 10th December 2015 (SFR 34/2015) indicated that at 31 March 2015 there were a total of 375 Looked After Children in Stockton-on-Tees this equates to 88 children per 10,000 aged under 18 years. This represents a 2% decrease in the same period in 2014 although is still higher than 2013. There were 270 (72%) of looked after children placed with a foster carer who were placed within the borough. (Consistent with 2014)

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 takes 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 assists 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 10th February 2016 there have been a total of 405 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 considers 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 is considered when planning any future childcare arrangements. The Local Authority also considers the impact on the 'childcare offer' of 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 20/2015) 'Provision for Children under 5 years of age in England: January 2015' published 23rd July 2015 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.

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.

At the end of December 2015, there were 852 eligible 2 year olds placed and there were another 78 eligible 2 year olds waiting to be placed from autumn 2015 applications.

There has been a further increase of 43.2% in the take up of places compared to those reported in last year's CSA.

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	Actual no. of children benefitting from funded early education (570 hrs) Jan 2016	% increase in take up since end of 2014
PVI	348	554	722	
Independent schools	0	0	0	
Maintained nursery and state funded primary schools	8	24	95*	
Special schools	0	0	0	
Childminders	-	17	35	
Total	356	595	852	43.2%

Source: Stockton-on-Tees Borough Council FIS end of Dec 2015

* includes rising 3 year olds

3 and 4 year old entitlement

All primary schools in Stockton-on-Tees have nursery classes; 88% of places taken up in January 2015 were accessed through maintained provision which is significantly higher than the England figure of 57%. Statistical First Release on the Provision for Children under five years in England (January 2015) indicates that 4,445 three and four year old children benefitted from funded early education in the maintained nursery and state funded primary schools sector with 464 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	464
Independent schools	108
Maintained nursery and state funded primary schools	4445
Special schools	12
Total	5030

Source: DfE Statistical First Return (SFR 20/2015) 'Provision for Children under 5 years of age in England: January 2015' published 23rd July 2015 (Table 2a)

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

	2011	2012	2013	2014	2015
3 year olds	96%	101%	96%	98%	95%
4 year olds	102%	98%	101%	100%	102%
Total	99%	100%	98%	99%	99%

Source: DfE Statistical First Return (SFR 20/2015) 'Provision for Children under 5 years of age in England: January 2015' published 23rd July 2015 (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	215	209	203	636	249	1,512	32%	208
Crèche	21	21	20			62	1%	3
Day nursery	582	735	653	67		2,037	43%	41
Out of school care			137	406	329	872	18%	29
Pre-school / playgroup		153	129			282	6%	10
Totals by age range	818	1,118	1,142	1,109	578	4,765		
% of all registered places	17%	24%	24.8%	22.8%	12.4%			
	Total registered places 0-5 years							
	3,078 (65% of total)							

Source: Stockton-on-Tees Borough Council FIS 2016

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%	6%	8%	6%	20%	35%	20%
Crèche	32%	49%	19%				
Day nursery	21%	33%	8%	7%	9%	14%	8%
Out of school care	14%	7%		8%	5%	48%	18%
Pre-school		13%		17%	9%	40%	21%
Overall places	14%	19%	6%	7%	12%	28%	14%

Source: Stockton-on-Tees Borough Council FIS 2016 (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 for no more than 4. Vacancies analysed against registered capacity is likely to over-estimate supply.

The FIS had records of 1,337 vacancies in registered provision as at 29th January 2016. This represents 28% of total places.

Vacancy levels compared to registered places.

Early Years Community	Number of vacancies recorded	% of registered places
Central East	220	34%
Central South	254	28%
Central West	120	41%
Eastern	52	15%
Northern	135	24%
Southern	295	22%
Western	261	39%

Source: Stockton-on-Tees Borough Council FIS 2016 (percentage's rounded)

The majority of recorded vacancies were in child minding and day nursery provision (accounting for 32% and 46% respectively of all vacancies). The highest number of vacancies was for children aged 3 to 4 years old (310 vacancies, 23% 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	80	188			6	274
2 years	59	189		45	6	299
3 – 4 years	60	223	21		6	310
5 – 7 years	146	20	100	31		297
8 – 10 years	52		60			112
11 – 14 years	21		18			39
15 – 17 years	6					6
Overall (all age groups)	424	620	199	76	18	1337

Source: Stockton-on-Tees Borough Council FIS 2016 (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	£3.93	£5.42	£4.92	£4.39
Per session / half day	£20.50	£22.56		£7.66
Per day	£30.86	£37.55		£26.00
Per week	£146.05	£172.34		
After school	£10.36	£12.60	£10.38	
Before school / breakfast club	£5.58	£8.42	£6.30	
Holiday care per day	£30.00	£25.00	£25.29	£22.00

Source: Stockton-on-Tees BC FIS February 2016

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. 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 6.00am) until late in the evening (up to around 9pm), occasional overnight care and at weekends, including Sundays. The most commonly offered opening times are between 07:00 – 07:30 am and 18:00 – 18:30 pm (48 child minders 23%, operate these opening times) and 07:00 – 07:30 and 17:00 – 17:30pm (offered by 36 child minders 17%).

Child minders – opening times (top 5)

Start time	Finish time	Number (% of all child minders)
07:00 – 07:30	17:00 – 17:30	36 (17%)
07:00 – 07:30	18:00 – 18:30	48 (23%)
08:00 – 08:30	16:30 – 17:30	35 (17%)
08:00 – 08:30	18:00 – 18:30	29 (14%)
07:00 – 07:30	19:00 – 19:30	5 (2%)

Source: FIS 2016 base of 208, percentages rounded

10 child minders (5%) open on Saturdays and 3 (1%) open on Sundays, information regarding opening times is not available for all providers

Out of school care

All settings registered for out of school care offer after school provision - 29 settings (100%). The majority of out of school care settings offer before and after school provision - 27 settings (93%).

Day nursery settings

The majority of day nurseries, 32 settings (78%), 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 following table overleaf shows the latest inspection ratings against each type of provider:

Ofsted Inspection Outcomes – (Local Jan 2016, National 31st Aug 2015)

Source: Ofsted Data View – August 2015 (Regional & National) & local information - Ofsted

Type of provision	Number of Early Years settings – Stockton Jan 2016	% of Early Years settings – Stockton Jan 2016	% of Early Years settings Regional August 2015	% of Early Years settings National August 2015	Number of Child minders – Stockton Jan 2016	% of Child minders – Stockton Jan 2016	% of child minders Regional August 2015	% of child minders National August 2015
Number included in review	46				138			
Of which, rated:								
Outstanding	6	13%	15%	17%	16	12%	10%	13%
Good	38	83%	77%	69%	110	80%	72%	71%
Satisfactory/ Requiring Improvement	1	2%	8%	12%	11	8%	17%	15%
Inadequate	1	2%	1%	1%	1	1%	1%	1%

Please note percentages may not equal 100% due to decimal points.

The above indicates that at the end of January 2016 Stockton-on-Tees had 96% of Early Years settings were rated ‘good’ or ‘outstanding’ with the Regional position standing at 92% and National at 86%. Also 92% of childminders are either rated ‘good’ or ‘outstanding’ against a Regional position of 82% and a National position of 84%. In August 2015 Stockton-on-Tees was ranked the highest in the region for the quality of childcare settings.

The support and challenge provided by the Council continues to have a positive impact on the quality of provision with a marked improvement in the last three years. The Borough has seen an increase of 26% in the number of settings and 25% in the number of childminders, who are now rated either ‘good or outstanding’ by Ofsted.

At the heart of the Council’s commitment to ensuring this steady rise in the quality of childcare is ‘A Journey to Outstanding’. Alongside training and development opportunities this document offers support and guidance to improve the quality of care and education provided.

By using the document, childcare settings are able to demonstrate their commitment to excellence by going above and beyond the requirements of the Early Years Foundation Stage (EYFS) which sets standards for the learning, development and care of young children.

For further information about the Council’s ‘A Journey to Outstanding’ and the support available to childminders and childcare providers, contact the Council to speak to the Early Years Manager on 01642 527240.

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	925	20
Good	3271	76
Satisfactory / Requires Improvement	505	11
Inadequate	25	1
Not yet inspected	0	0
Did not match to Ofsted	303	6
Total	5030	100

Source: DfE Statistical First Return (SFR 20/2015) 'Provision for Children under 5 years of age in England: January 2015' published 23rd July 2015 (Table 14a)

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	52	6.0
Good	647	73.4
Satisfactory / Requires Improvement	11	1.0
Inadequate	-	-
Not yet inspected	142	17.0
Did not match to Ofsted	-	-
Total	852	100%

Source: Stockton-on-Tees Borough Council FIS end of Dec 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 2015 and details of the key priorities for 2016:

- **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 2015:

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 ensures 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 are provided with information in relation to 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 2016.

Key priority for 2016:

- Continue to 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 and the Stockton Information Directory (for Families).

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

Update on activity during 2015:

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 2016:

- 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 2015:

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. Historically, there were sufficient places across the borough as a whole but not necessarily in the right areas to support full accessibility, with Hardwick and Billingham a particular challenge.

During 2015/16 new provision for 2 year olds has been developed as follows:

The following settings increased the number of 2 year olds places they could offer as they are located in areas identified as having insufficient places:

Norton Nursery, Norton
Piglets, Billingham
Bader Primary, Thornaby

The following new provision was also created during the last year:

Rosedene Nurseries established a nursery in Hardwick
Teacher Time established a nursery in Newtown
Big Life Families established provision in Newtown and in Ragworth Neighbourhood Centre

The last year has seen a significant increase in the number of school nurseries and childminders registering to offer places. Increasing the number of childminder places available to offer places for 2 year olds, will continue to be a priority over the coming year.

A range of promotional activities has taken place over the year which has secured a significant increase in the take up of places. However, this still falls below the target and therefore informing families of the programme to maximise registration, remains a priority for 2016.

The employment of an Early Years Engagement Worker in January 2016, to support the most hard to reach families in accessing provision, will ensure that the Council maximises every opportunity to improve take up and enable eligible 2 year olds to have access to a high quality learning environment.

Over the last year take up of places for 2 year olds has improved again to 76.13% to end of December 2015 which is an increase of 43.2%. 852 children are now benefiting from free

childcare as opposed to 595 children in autumn 2014; this number continues to increase term on term.

Key priorities for 2016:

Continue to:

- increase the number of eligible 2 year olds accessing a place
- deliver marketing and promotional activities to maximise take up
- raise awareness with parents' on the advantages of taking up a place
- increase participation from local child minders.

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

Stockton-on-Tees has a 99% take up of 570 hours of early education places for 3 & 4 year olds which is above the national average of approximately 95%. However, choice of provision will continue to be promoted to ensure take up is maximised.

In September 2017, the Government is set to introduce an extended free childcare entitlement for working parents of three and four year olds which will provide eligible parents with a total of 30 hours of free childcare per week, over 38 weeks or the equivalent number of hours across more weeks per year.

The additional free childcare will help families by reducing the cost of childcare and will support parents into work or to work more hours, should they wish to do so. All three and four year olds will continue to be eligible for the existing, universal offer of 15 hours of free early education.

The introduction of the Early Years Pupil Premium in September 2015 supported the early education of disadvantaged children. The Council has supported settings in preparing for its implementation.

Key priorities for 2016:

- Undertake an information gathering and consultation exercise to assess demand and establish the impact the introduction of 30 hours of free childcare will have on the local market.
- Investigate the sufficiency of high quality places to meet likely demand and where needed support the establishment of expanded or new provision.
- Ensure there is sufficient resource to manage both the development of the programme and the on-going delivery.
- Ensure robust management and financial systems and procedures are in place in readiness for the roll out.
- Establish a comprehensive marketing campaign to inform families of the entitlement.

- Ensure effective communication by working closely with all providers to establish a local partnership model to meet the needs of families within the area.
- Continue to provide support to local settings in accessing Early Years Pupil Premium.
- Take into consideration future reviews and any changes in use of buildings.

- **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.

The proposed increase in demand for school places in the area of Thornaby, North and Central Stockton may see additional requirements for childcare for school age children.

Key priorities for 2016:

- Promote childminding as a business opportunity within key areas where demand for school places has increased, in order to meet any identified 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.

2016: 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 2016 – 2017 and the implementation plans for the delivery of the specific actions identified can be found within individual team delivery plans.

Gap analysis and action plan

Gap analysis			Action plan		
			What	How	When
1	Ensuring sufficient childcare is available to meet the needs of disabled children	Continue to 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 and the Stockton Information Directory (for Families).	<p>1a. 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>1b. FIS will continue to ensure that information is included in the Stockton Information Directory (for Families) and the Local Offer.</p> <p>1c. Continue to promote the availability of Early Years High Needs funding to providers.</p>	<p>1a (i) FIS to keep published information relevant and current.</p> <p>1a (ii) FIS to increase take up of text messaging service and sign up to the Disability Register.</p> <p>1b (i) FIS to link with relevant LA Officers to ensure information is available.</p> <p>1b (ii). The 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>1c. (i) FIS ensure settings are aware of the ability to apply for High Needs funding.</p>	<p>On-going</p> <p>March 2017</p> <p>April 16 – March 17</p> <p>April 16 - March 17</p>
2	Ensuring sufficiency for children from families in receipt of the childcare element of Working Tax Credit or Universal Credit	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.	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.	<p>2a (i) FIS to provide a programme of targeted outreach sessions, referral systems and promotional activities.</p> <p>2a (ii) FIS to provide information, advice on childcare and employment, access to funding, grants and benefits re childcare.</p>	<p>March 2017</p> <p>April 16 - March 17</p>

		Gap analysis		Action plan		
				What	How	When
3	Children aged two taking up early education places.	Continue to increase the number of eligible 2 year olds accessing a place.	3a. LA to analyse take-up of the entitlement by Children's Centre and Ward areas.	3a (i) Children's Centres to continue to promote the entitlement to families. 3a (ii) Early Years Engagement Worker to work closely with eligible families to encourage take-up and promote benefits, in particular in the ward area where take-up is low.	Termly Jan 16 - Jan 17	
		Continue to deliver marketing and promotional activities to maximise take up.	3b. Work closely with other professionals to identify eligible families and promote the offer. 3b. Continue to review existing marketing strategies and materials to ensure information is made available in a variety of ways to ensure that families understand their entitlement at the earliest opportunity; make a timely application and then agree a place.	3b (i) Early Years Engagement Worker to establish a network of professionals working with families who may be eligible, to promote the entitlement. 3b (ii) Assess marketing materials and promotional activities to ensure they are reaching the target audience.	Jan 16 - Jan 17 Termly	
		Continue to raise awareness with parents' on the advantages of taking up a place.	3c. Support parents, once approved, in accessing a place that meets their needs.	3c (i) Early Years Engagement Worker to act as a broker between families and childcare providers to ensure a smooth transition into formal childcare.	Jan 16 - Jan 17	
		Increase participation from local childminders.	3d Increase participation from local childminders.	3d (i) Promote registration to childminders in order to increase options for parents/carers.	April 16 - March 17	

		Gap analysis		Action plan		
				What	How	When
				3d. Work with established Area Childcare Hubs to develop strategies to promote childminding services to local parents/carers.	3d (ii) Increase the number of existing childminders offering funded places to improve capacity within the childcare market. 3d (iii) Link childminders to PVI settings to strengthen offer to parents.	April 16 - March 17 April 16 - March 17
4	Children aged 3 & 4 taking up early education places.	Undertake an information gathering and consultation exercise to assess demand for places and establish the impact the introduction of 30 hours of free childcare will have on the local market. Investigate the sufficiency of high quality places to meet likely demand and where needed support the establishment of expanded or new provision. Ensure there is sufficient resource to manage both the development of the programme and the on-going delivery.	4a. Establish impact on local early years and childcare market. 4a. Identify potential demand for places through consultation with local families. 4b. Ensure sufficient information is available to inform a detailed plan of action. 4b. Produce a Development Plan to ensure sufficient places are available in the right areas. 4c. Robust project management in place with clear leadership and buy in at a senior management level.	4a (i) Meet with local childcare providers and schools to gather information on current use of provision and capacity issues. 4a (ii) Undertake consultation exercise both on-line, through providers and focus groups. 4b (i) Undertake a desk top exercise to establish any likely gaps in provision. 4b (ii) Identify key areas where increasing provision is a possibility. 4b (iii) Identify potential funding to support new place creation. 4c (i) Establish Project Board, with representation from the Council, other agencies and early years providers.	Feb 16 – June 16 May – July 2016 Sept 16 – Nov 16 December 2016 April – June 2016 April 2016	

Gap analysis		Action plan		
		What	How	When
	Ensure robust management and financial systems and procedures are in place in readiness for the roll out.	4d. Work with FIS and local providers to establish systems, policies and procedures.	<p>4c (ii) Produce a detailed Implementation Plan reporting back to the Council and the DfE as required.</p> <p>4d (i) Working with DWP, DfE and local information ensure systems are in place to produce reports, financial returns and make payments to settings.</p> <p>4d (ii) Produce an updated 'Provider Agreement' to be signed by all parties.</p> <p>4d (iii) Deliver Information sessions to providers regarding funding and implementation.</p> <p>4d (iv) Policies and procedures developed and in place.</p>	<p>On-going</p> <p>March 2017</p> <p>March 2017</p> <p>March 2017</p> <p>March 2017</p>
	Establish a comprehensive marketing campaign to inform families of the entitlement.	4e. Develop a marketing strategy to ensure information is made available in a variety of ways to ensure that families understand their entitlement at the earliest opportunity and make a timely application.	<p>4e (i) Establish a Communications sub-group of the Project Board.</p> <p>4e (ii) Develop a detailed Plan.</p>	<p>September 2016</p> <p>December 2016</p>
	Ensure effective communication by working closely with all providers to establish a local partnership model to meet the needs of families within the area.	4f. Where gaps are identified, particularly in relation to school based nursery provision, establish a promotable partnership model.	<p>4f (i) Identify workable 'Partnership Hub' areas.</p> <p>4f (ii) Meet with local schools, settings and childminders to establish the partnership model.</p>	<p>Sept - Dec 2016</p> <p>Sept 16– March 17</p>

Gap analysis			Action plan		
			What	How	When
		<p>Continue to provide support to local settings in accessing Early Years Pupil Premium.</p> <p>Take into consideration future reviews and any changes in use of buildings.</p>	<p>4g. Ensure providers are fully informed on Early Years Pupil Premium policy and procedures.</p> <p>4h. Ensure the childcare needs of an area are considered as part of any review of early years services including appropriate use of buildings.</p>	<p>4g (i) The Families Information Service to ensure providers remain informed.</p> <p>4h (i) As part of sufficiency mapping consider all early years buildings within each key area and their suitability to offer childcare provision.</p>	<p>On-going</p> <p>September 2016</p>
5	Ensuring sufficiency for school age children	Promote childminding as a business opportunity within key areas where demand for school places has increased, in order to meet any identified need for places, especially before and after school and during holidays.	5a. A priority for the coming year is to explore the potential of targeting the recruitment of childminders in the key areas.	5a. (i) Undertake promotional exercise through childminder advisory sessions.	March 2017
6	Ensuring sufficiency for children needing holiday care	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 2017