

NORTH LINCOLNSHIRE COUNCIL

CORPORATE SERVICES CABINET MEMBER

CHILDREN'S CENTRE STAFFING

OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To propose the transfer of the full day care at West Street and Henderson Avenue Children's Centres from an external provider to the management and accountability of North Lincolnshire Council
 - 1.2 To seek approval to TUPE the 15 posts from the existing provider to the employment of North Lincolnshire Council.
- To re-align any current vacant posts to support this process.

2. BACKGROUND INFORMATION

- 2.1 It is a statutory requirement of DCSF that phase 1 (based in areas of high need) Children's Centres deliver sustainable Daycare (i.e. for children 0-5yrs) 48 weeks per year between the hours of 8am and 6pm, Monday to Friday.
- 2.2 There has been a complex history around the delivery and management of Childcare within these two centres.

Following the withdrawal in November 2006 of the Pre-School Learning Alliance who had previously managed the settings on behalf of North Lincolnshire Council, both nurseries were in receipt of sustainability monies due to the slow uptake of places, changes in management etc.

Since December 2006 the Daycare has been provided at both of the above centres by North Lindsey College on a contract that ends in December 2008.

- 2.3 To continue to deliver the service via an external provider has proved expensive. On a permanent basis it would be prohibitively expensive as the sustainability monies, which were originally available to support day-care in children's centres no longer form part of the Surestart, Early Years and Childcare grant.

Due to the temporary nature of the current and previous arrangements

for service delivery, staffing from both providers has been transient, which does not offer quality care for young children.

Following a review with the college it was identified that there is a need to secure and consolidate the nursery provision.

- 2.4 Both of the units are now almost financially viable. West Street is currently sustainable and Henderson Avenue is almost at 'break even' point.

West Street has recently achieved Step 1 of Steps to Quality and both units have been recently inspected by Ofsted.

3. OPTIONS FOR CONSIDERATION

- 3.1 That the proposal be endorsed and the nurseries become an integral part of the Children's Centres and be run by North Lincolnshire Council
- 3.2 That the proposal is not endorsed and North Lincolnshire Council seek to tender for another provider to run the nurseries at a higher cost and potentially lower quality of care not fully meeting Ofsted standards.

4. ANALYSIS OF OPTIONS

- 4.1 If this proposal were approved, it would allow both of the nurseries to become an integral part of the two Children's Centres, generating a small income initially, to be reinvested in the centres. Maintaining and realigning current posts/vacancies to ensure a high quality workforce would be a priority, within budgetary constraints.
- 4.2 If this proposal were not approved, the centres nursery provision would continue to be provided by an external provider, which in the long term, it is anticipated, would be less financially viable for North Lincolnshire Council. Quality and ethos would be dependent on the management of the workforce by the external provider.
- 4.3 Should the Children's Centre service not provide sustainable full day care, this would impact across a range of services in North Lincolnshire and not fulfil the requirements of the Children's Centre full core offer.

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

- 5.1 Financial

See Appendix 1 for a breakdown of costing. The proposal would be funded through the Sure Start Early Years and Childcare Grant. The Government has identified funding to 2011. There would be a reduction to current levels of spend as the existing arrangements incur a management fee. Any identified savings would be reinvested to ensure the sustainability of services and to fulfil the requirements of

Every Child Matters and Early Years Outcomes Duty. As a service delivered by North Lincolnshire Council, more creative and flexible options to service delivery would be available in ensuring ongoing sustainability.

5.2 Staffing

Staff would be transferred under TUPE regulations to the employment of North Lincolnshire Council to fulfil the requirements of Early Years Foundation Stage and Ofsted guidance.

5.3 Property

There are no property implications to this proposal.

5.4 IT

There are no IT implications to this proposal.

6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 – CRIME AND DISORDER, RISK AND OTHER)

6.1 Statutory

The Children's Centre phase 1 guidance and subsequent DCSF Guidance states that Daycare should be available to families 48 weeks a year, between the hours of 8am and 6pm and that the provision should be of high quality to ensure the best possible start for the Children attending.

6.2 Environmental, Diversity, Section 17 – Crime and Disorder, Risk and Other

There are no other implications to this proposal.

7. OUTCOMES OF CONSULTATION

7.1 The staff currently employed by North Lindsay College have been consulted and offered union support through the college.

7.2 Trade Unions have been consulted and no adverse comments have been received.

8. RECOMMENDATIONS

8.1 That the Cabinet Member approves the creation and establishment of the posts needed for the nurseries to function to Ofsted regulatory standards.

SERVICE DIRECTOR LEARNING, SCHOOLS AND COMMUNITIES

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Background Papers used in the preparation of this report

Where appropriate the report has been seen and commented on by (✓ or n/a)

Cabinet Member	Human Resources	Legal & Democratic	Finance	Property	IT	EMT
	✓	N/a	✓	N/a	N/a	N/a

Approved by Service Director (✓)	✓
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Appendix 1

	£
Staff costs under North Lindsey College under North Lindsey College contract	242,760
Management fee under North Lindsey College contract	35,000
Total costs	277,760
Less income from nursery fees retained by North Lindsey College	-143,620
Current grant funding to support childcare within phase 1 children's centres	134,140
Staff costs for TUPE posts of 2 supervisors & 13 nursery assistants	221,230
Less income from nursery fees	-143,620
Proposed grant funding to support childcare within phase 1 children's centres	77,610
Reduction in grant funding	56,530

All expenditure identified above is funded from the Early Years Sure Start and Childcare Grant.

The reduction in subsidy will fund:

- £26,530 working towards a graduate leader within each setting
- £30,000 towards 2 family outreach workers

These are identified within latest government guidance and Children & Young People's Plan to support vulnerable and at risk families and children as specified for phase 1 staffing allocations. These posts have been agreed and referenced within the cabinet paper of 6 August 2008.

(Realignment of funding to secure required staffing structures outlined within Early Years Foundation Stage grant for children's centres to meet LA duty re Early Years Outcomes as stated within the 2006 Childcare Act and Memorandum of Grant.)