

## **NORTH LINCOLNSHIRE COUNCIL**

### **CHILDREN'S 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 Department of Children, Schools and Families that phase 1 (based in areas of high need) Children's Centres deliver sustainable day care (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 day care 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 day care 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.

**8. RECOMMENDATIONS**

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

8.2 That the Cabinet Member forwards the report to Corporate Services Cabinet Member for approval.

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**Background Papers used in the preparation of this report: None**

# APPENDIX 1

## Costings

	£
Staff costs under North Lindsey College contract	242,760
Management fee under North Lindsey College contract	35,000
Total	277,760
Staff costs for TUPE posts of 2 supervisors & 13 nursery assistants	221,230
Less income from childcare fees	-143,620
Total	77,610
<b>SAVING</b>	<b>200,150</b>