

CABINET – 4TH SEPTEMBER 2013

SUBJECT: FLYING START PROGRAMME EXPANSION 2013-15

REPORT BY: ACTING DEPUTY CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 To provide members of the Cabinet with information on the Flying Start programme expansion 2013-15 and to approve the additional business cases for recruitment to start at the earliest opportunity.

2. SUMMARY

- 2.1 The Flying Start Programme is designed to provide preventative services in the early years to children in the authority's most deprived areas and it has recently been announced by the Welsh Government (WG) that they are committed to doubling the number of children who benefit from Flying Start by the end of the Assembly term. In line with this commitment, they have made available an additional £55m over the next three years to support this expansion.
- 2.2 The implications for Caerphilly County Borough Council (CCBC) is that the expansion will offer an entitlement to families in a further 9 areas, making some 19 in all. These are detailed in Appendix 1.
- 2.3 The three year financial plan approved by WG for 2012 – 2015 increased the overall grant from the original 2011/12 allocation as follows:-
- | | |
|---------|-----------|
| 2011/12 | - £2.716k |
| 2012/13 | - £2.857k |
| 2013/14 | - £4.073k |
| 2014/15 | - £4.782k |
- The number of children who benefit from this programme will also increase from 1,262 in 2011/12 to 2,246 in 2014/15.
- 2.4 In order to deliver the expanded programme, an additional 54 staff will be required and approval is required to allow recruitment to take place as soon as practically possible (Appendices 2 and 3). All posts within the plan are funded through the Flying Start grant. Recruitment is required prior to registration of the settings with the Care and Social Services Inspectorate Wales (CSSIW).
- 2.5 Additional numbers of children included in the programme are predicted for 2015-16. This increase will require new capital bids to be submitted to WG by 31st October 2013. Cabinet will be kept apprised of progress in due course,

3. LINKS TO STRATEGY

3.1 Council Priority 3 – Our goal is that every child should have the best start in life.

4. THE REPORT

4.1 WG have recently reviewed the Flying Start Programme . The review outlined they are committed to doubling the number of children who benefit from Flying Start from 18,000 to 36,000 by the end of the Assembly Term and have made available an additional £55 million over the next three years to support this expansion. This is a significant uplift in available funding for this programme, particularly in the current economic climate and demonstrates WG’s commitment to the programme.

The expansion of the programme will now involve a further 9 areas in CCBC, making 19 in all (Appendix 1). Existing Flying Start areas have undertaken new caseload counts as well as new expansion Flying Start areas to ensure baseline numbers are accurate. The new expansion areas have been identified through the income benefit data supplied by WG. Initially, postcodes and streets have been targeted in the Lower Super Output Areas (LSOA), based on the natural geographic boundaries of the local estates targeting concentrations of social housing.

4.2 In November, 2012, the tender framework for non-maintained settings was established through the appropriate procurement process, identifying the deficit of childcare places in LSOA's.

4.3 The 3-year financial plan approved by WG is reviewed and audited annually. The financial details and number of children benefitting in this period are as follows:-

Financial year	2012-13	2013-14	2014-15	2015-16
Indicative funding	£2,857,849	£4,073,334	£4,782,367	TBC
Number of children benefitting	1330	1908	2246	Circa 2483

4.4 This service growth provides new employment for 44 staff. One Safeguarding Officer ;One additional Childcare Advisor, one Finance/Admin Officer, two Childcare Officers, three Family Support Workers, six childcare leaders, twenty four childcare assistants and *6 Deputy Child Care Leaders. These are new employments that supplement the current provision and no special considerations will apply to this recruitment. All posts will be advertised in accordance with the Council’s procedures.

4.5 Further recruitment is necessary to appoint 16 Deputy Leader Posts, i.e. the *6 Deputy Childcare Leader Posts referred to in 7.1 and a further 10 Deputy Childcare Leaders to be met from the current staff resource. These posts are necessary to ensure appropriate supervision levels in the structure. The proposal is to recruit to all 16 positions in the first instance via a ring-fenced recruitment exercise encompassing child care assistants and not replace behind the successful applicant(s). There are sufficient new posts in the structure not to create a redundancy but compulsory displacement to alternative settings would arise if the ring-fence process is not followed.

4.6 The posts will be filled through both internal redeployment opportunities as well as external applicants. All posts will cease in March 2015 in the first instance and only be extended subject to continuation of funding from WG.

- 4.7 All of the above posts will be funded through Flying Start grant or shared with Families First grant.
- 4.8 In WG's recent announcement, there will be an opportunity to bid for capital funding to extend the Flying Start Programme even further. This funding will be available for the financial year 2015-16.

5. EQUALITIES IMPLICATIONS

- 5.1 Welsh medium provision demands are being monitored in order to plan and be able to offer sufficient provision through the Cylchoedd Meithrin non-maintained contracted settings. Contracted settings have sufficient places to meet the current demands but this is continuously kept under review.
- 5.2 New provision must be sufficient, appropriate and accessible for children with additional needs, as well as community based to be accessible to the families in the new local Flying Start areas.

6. FINANCIAL IMPLICATIONS

- 6.1 WG's expansion of the Flying Start Programme will increase CCBC's funding from £2.716k in 2011-12 as follows:

2012/13 - £2.857k
2013/14 - £4.073k
2014/15 - £4.782k

- 6.2 All of the posts listed are funded through Flying Start and Families First grant and so there is no impact on RSG funding.

7. PERSONNEL IMPLICATIONS

- 7.1 This service growth provides new employment for 44 staff. One Safeguarding Officer ;One additional Childcare Advisor, one Finance/Admin Officer, two Childcare Officers, three Family Support Workers, six childcare leaders, twenty four childcare assistants and *6 Deputy Child Care Leaders. These are new employments that supplement the current provision and no special considerations will apply to this recruitment. All posts will be advertised in accordance with the Council's procedures.
- 7.2 Further recruitment is necessary to appoint 16 Deputy Leader Posts, i.e. the *6 Deputy Childcare Leader Posts referred to in 7.1 and a further 10 Deputy Childcare Leaders to be met from the current staff resource. These posts are necessary to ensure appropriate supervision levels in the structure. The proposal is to recruit to all 16 positions in the first instance via a ring-fenced recruitment exercise encompassing child care assistants and not replace behind the successful applicant(s). There are sufficient new posts in the structure not to create a redundancy but compulsory displacement to alternative settings would arise if the ring-fence process is not followed.
- 7.3 It is proposed that the recruitment exercise referred to in 7.2 extends to a Senior Administrative Position. The same conditions apply, i.e. the successful applicant from the ring-fenced pool will not be replaced

Fixed term appointment opportunities are available for four Child Care leaders as stated in 4.6. It is proposed that the appointments exercise referenced in 7.1 be extended to these

posts.

- 7.5 The existing 10 Flying Start areas will continue to offer the full programme with no personnel implications.

Additional childcare places are expected to be an economic mix of non-maintained sector settings as well as Local authority staffed settings.

8. CONSULTATION

- 8.1 All consultation comments received have been reflected in this report.

9. RECOMMENDATIONS

- 9.1 Cabinet approve:

- (a) The expansion plan and recruitment of the Flying Start staff team; and
- (b) The submission of the capital funding bid.

10. REASON FOR THE RECOMMENDATIONS

- 10.1 To enable the preventative services in the early years to be rolled out throughout the Borough to benefit the additional children involved.

11. STATUTORY POWERS

- 11.1 Children and Families Measure (Wales) 2010
Childcare Act 2006
Childcare Act 2004
Education Act 2002

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Cllr Rhiannon Passmore, Cabinet Member for Education & Lifelong Learning

Appendices:

- Appendix 1 Flying Start programme plan estimated caseload count
- Appendix 2 Flying Start team structure currently
- Appendix 3 Flying Start team structure for expansion 2013-15

Background papers:

- 2012-14 Flying Start Strategic Outline Programme Plan (capital bid)
- 2012-15 Flying Start 3 year strategic programme plan (revenue delivery plan)