

Children and Young People's Committee

Monday, 18 July 2016 at 10:30

County Hall, County Hall, West Bridgford, Nottingham, NG2 7QP

AGENDA

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| 1 | Minutes of the last meeting held on 20 June 2016 | 3 - 6 |
| 2 | Apologies for Absence | |
| 3 | Declarations of Interests by Members and Officers:- (see note below)
(a) Disclosable Pecuniary Interests
(b) Private Interests (pecuniary and non-pecuniary) | |
| 4 | Nottinghamshire review of arrangements for Special Educational Needs and Disability - interim report | 7 - 20 |
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Notes

- (1) Councillors are advised to contact their Research Officer for details of any Group Meetings which are planned for this meeting.
- (2) Members of the public wishing to inspect "Background Papers" referred to in the reports on the agenda or Schedule 12A of the Local Government Act should contact:-

Customer Services Centre 0300 500 80 80

- (3) Persons making a declaration of interest should have regard to the Code of Conduct and the Council's Procedure Rules. Those declaring must indicate the nature of their interest and the reasons for the declaration.

Councillors or Officers requiring clarification on whether to make a declaration of interest are invited to contact Alison Fawley (Tel. 0115 993 2534) or a colleague in Democratic Services prior to the meeting.

- (4) Councillors are reminded that Committee and Sub-Committee papers, with the exception of those which contain Exempt or Confidential Information, may be recycled.
- (5) This agenda and its associated reports are available to view online via an online calendar - <http://www.nottinghamshire.gov.uk/dms/Meetings.aspx>

Meeting CHILDREN & YOUNG PEOPLE'S COMMITTEE

Date 20 June 2016 (commencing at 10.30am)

Membership

Persons absent are marked with an 'A'

COUNCILLORS

John Peck JP (Chairman)
Kate Foale (Vice-Chairman)
Liz Plant (Vice-Chairman)

John Allin
Maureen Dobson
Boyd Elliott
Alice Grice

Keith Longdon
Philip Owen
Sue Saddington
Andy Sissons

A Ex-officio (non-voting)
Alan Rhodes

CO-OPTED MEMBERS (NON-VOTING)

Vacancy
Mr David Richards JP

OFFICERS IN ATTENDANCE

Marion Clay	Children, Families and Cultural Services
Steve Edwards	Children, Families and Cultural Services
Jon Hawketts	Children, Families and Cultural Services
Derek Higton	Children, Families and Cultural Services
Pip Milbourne	Children, Families and Cultural Services
Colin Pettigrew	Children, Families and Cultural Services
Kate Allen	Consultant in Public Health
Alison Fawley	Resources
Geoff Russell	Resources

MINUTES OF THE LAST MEETING

The minutes of the meeting held on 23 May 2016, having been circulated to all Members, were taken as read and were confirmed and were signed by the Chair.

APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Keith Longdon (other council business).

DECLARATIONS OF INTEREST

Mr D Richards, JP declared a private interest in item 9 – Local Authority governor appointments to school governing bodies during the period 1 January to 31 May 2016, as he was included in the list of nominees for appointment, which did not preclude him from speaking on that item.

LOOKED AFTER CHILDREN AND CARE LEAVERS STRATEGY 2015-18 – ANNUAL PROGRESS REPORT

The Chair introduced the report and lead officers responded to questions and comments from Members.

RESOLVED 2016/036

- 1) That the update on the progress of the action plan for the Looked After Children and Care Leavers Strategy 2018 be noted.
- 2) That the priorities of the Annual Action Plan for 2016-17 be noted,

CHILDREN AND YOUNG PEOPLE'S MENTAL HEALTH AND WELLBEING TRANSFORMATION PLAN

Kate Allen introduced the report and responded to questions and comments from Members.

RESOLVED 2016/037

That the progress in implementing the Children and Young People's Mental Health Transformation Plan be noted.

UPDATE ON THE REVIEW OF THE SCHOOLS SWIMMING SERVICE OFFER

The Chair introduced the report and lead officers responded to questions and comments from Members.

RESOLVED 2016/038

- 1) That the update on the review of the Schools Swimming Service be noted.
- 2) That further exploration of the impact of the options proposed in paragraph 9, with final recommendations to be received by Committee during autumn 2016, be approved.

INTEGRATION OF EDUCATIONAL PSYCHOLOGY SERVICE AND SCHOOLS AND FAMILIES SPECIALIST SERVICES INTO THE SUPPORT TO SCHOOLS SERVICE

Marion Clay introduced the report and responded to questions and comments from Members.

RESOLVED 2016/039

- 1) That following the integration of Children's Disability Service and Special Educational Needs and Disabilities staffing structures, the subsequent transfer of the Educational Psychology and related services, along with the Schools and Families Specialist Service into the Support to Schools Service be noted.
- 2) That approval be given to permanently establish the 2 fte temporary Quality Assurance Monitoring and Support Officer (scale 4) posts established in 2014 as a result of the closure of the Pupil Referral Units.
- 3) That approval be given to establish a 1 fte Threats to Children Coordinator (indicative Grade D) post with a focus on Child Sexual Exploitation and 3 fte temporary Schools Health Coordinator (grade to be confirmed) posts.
- 4) That approval be given to establish 2 fte Special Educational Needs Funding Officer (indicative scale 5) posts to ensure that the high needs funding budget of c£16.75m is devolved to schools and families of schools in line with decisions taken by the Schools Forum and Family SENCos.

INFORMATION AND SYSTEMS TEAM RESTRUCTURE

The Chair introduced the report and lead officers responded to questions and comments from Members.

RESOLVED 2016/040

- 1) That the revised staffing structure for the Information and Systems Team be approved.
- 2) That approval be given to 1 fte System Coordinator (Band A) post being moved from the Systems Support and Implementation function to the Data Management and Information Management function.
- 3) That approval be given for 1 fte Senior Data Management Officer (grade 5) post to be disestablished and for an additional 1 fte System Coordinator (Band A) post to be established as detailed in appendix 1 to the report.

LOCAL AUTHORITY GOVERNOR APPOINTMENTS TO SCHOOL GOVERNING BODIES DURING THE PERIOD 1 JANUARY TO 31 MAY 2016

RESOLVED 2016/041

That the appointment of Local Authority governors to school governing bodies during the period 1 January to 31 May 2016 as listed in paragraph 4 of the report be noted.

WORK PROGRAMME

RESOLVED 2016/042

That the Committee's work programme be noted.

The meeting closed at 11.50 am.

CHAIRMAN

18 July 2016**Agenda Item: 04****REPORT OF THE SERVICE DIRECTOR, EDUCATION STANDARDS AND
INCLUSION****NOTTINGHAMSHIRE REVIEW OF ARRANGEMENTS FOR SPECIAL
EDUCATIONAL NEEDS AND DISABILITY - INTERIM REPORT****Purpose of the Report**

1. This report advises Committee of the progress to date of the Review of Special Educational Needs and Disability (SEND).

Information and Advice**Purpose of the Review**

2. To consider the future need, role and strategic development of specialist places of education for children and young people (CYP) with Special Educational Needs and Disabilities, including those with an Autistic Spectrum Disorder (ASD).
3. To consider the processes surrounding the assessment, commissioning and monitoring of places at the Council's maintained provisions and at independent non-maintained provisions.
4. To explore the role and function of some services that support children and young people with SEND prior to, and during, their specialist placement.
5. The outcomes of the review will be used to inform new ways of working within the Integrated Children's Disability Service (ICDS) and Support to Schools Services (StSS). They will also be used to inform future planning and service delivery for children and young people with SEND.

Progress to Date

6. The SEND Board has continued to oversee, monitor and challenge the work of the Review through the three working Groups. These groups have explored three distinct lines of enquiry:
 - Information and Assessment
 - Commissioning and Provision
 - Property and Places.

Information and Assessment

7. This working party, to date, has identified a need to improve the quality and consistency of information regarding children and young people with special educational needs and/or disability and how this information is effectively shared and communicated between families, schools and other services.
8. In relation to assessment, the working party recognises a need to streamline assessment processes, improve the quality of Education Health and Care Plans (EHCPs), especially in relation to outcomes for children and young people. This was also identified as an area for development by Inspectors during the Local Area Ofsted/Care Quality Commission (CQC) Inspection of SEND arrangements (June 2016).
9. The action plan of the Information and Assessment Working Group is attached as **Appendix 1**.

Commissioning and Provision

10. This working party, to date, has identified that a more transparent and consistent approach to the commissioning of SEND school places in both maintained and independent settings is an area for further development. This is because there is a need to ensure families are able to access the best education provision as close to home as possible.
11. A key emerging recommendation is around the need to improve joint commissioning (NCC and NHS) arrangements that are developed in partnership with parents, in order to improve provision and outcomes for children and young people with SEND. Again, this was identified as an area for development by Inspectors during the Ofsted/Care Quality Commission (CQC) Inspection of SEND arrangements.
12. The action plan of the Commissioning and Provision Working Group is attached as **Appendix 2**.

Property and Places

13. This working party, to date, has identified there are serious concerns around the suitability and sufficiency of some of the Council's special school buildings. There has been a shift in pupil need over past years. Whilst the actual number of pupils with complex needs has remained relatively static over the past five years, their complexity has increased significantly and these children and young people are attending school more regularly and for a longer period of time.
14. In addition, there has been a significant increase in the number of children and young people who have a complex presentation as a result of their autism spectrum disorder. These children require higher levels of staff support, more specialised learning environments and creative approaches to teaching and meeting their wider educational needs.
15. The action plan of the Information and Assessment Working Group is attached as **Appendix 3**.

Emerging Recommendations

16. The following key overarching recommendations are emerging and are being considered by the SEND Board:
- An agreed vision and strategy for special schools in Nottinghamshire should include a consistent admission policy, and local authority placement policy, including a transport policy which must be applied
 - An agreed co-produced SEND assessment process which is child and family focussed, and has high expectations for improved outcomes for the child or young person
 - A clear evidence based understanding of any need for capital investment which will improve provision for children and young people in Nottinghamshire special schools
 - Improved protocol and practice for the sharing of information with schools, further education, the Local Authority and health.

Local Area SEND Inspection

17. Following the Ofsted/CQC Inspection of SEND arrangements (June 2016), the recommendation by Ofsted and the CQC will be presented to the SEND Board and appropriately reflected in the Local Authority's SEND Review's final recommendations, during August 2016, and the final report will be presented to the SEND Board in September 2016. A full report on the Ofsted/CQC Inspection will also be presented to Committee in September.

Other Options Considered

18. A review of SEN provision is legally required, under section 315 of the Education Act 1996, to be made every three years and is now due in Nottinghamshire. Officers believe that a review of the specialist school provision is timely and will help to focus resources most effectively into the future. No other options were, therefore, considered.

Reason/s for Recommendation/s

19. To ensure the Council fulfils its statutory duty to review arrangements for pupils with SEND.

Statutory and Policy Implications

20. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

21. The costs associated with the administration of the review will be contained within the overall Support to Schools Service budget.

RECOMMENDATION

- 1) That the progress to date of the County Council's review of Special Education Needs and Disability (SEND), focusing on the Council's special schools and other specialist education provision made by the Council for children and young people with a SEND, be noted.

Marion Clay

Acting Service Director, Education Standards and Inclusion

For any enquiries about this report please contact:

Linda Foster

Acting Group Manager Support to Schools Service

T: 0115 977 2502

E: linda.foster@nottsc.gov.uk

Constitutional Comments

22. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (SS 01/07/16)

23. The financial implications of the report are contained within paragraph 21 above

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Nottinghamshire review of arrangements for Special Educational Needs and Disability – report to Children and Young People's Committee on 19 October 2015

Electoral Division(s) and Member(s) Affected

All.

C0854

Information						
Outcome	Actions	Notes	Lead	Timescale	Progress	Intended Impact
To have sufficient information and data to allow for forward planning in relation to SEN	<ul style="list-style-type: none"> Map what data we currently have, including use of case studies to investigate where discrepancies occur 		Matt Rooney	April 16		The work of the review is evidence-based
	<ul style="list-style-type: none"> Look at what we can learn from JSNAs elsewhere regarding modelling and assumptions 		Matt Rooney	April 16		The LA will have a wide range of data and point of collection which will enable the testing of assumptions and inform recommendations for improvement.
	<ul style="list-style-type: none"> Trial a JSNA in a locality area of Nottinghamshire 		Margot Tyers	June 16		Provide potential models for and scope any future JSNA SEND
	<ul style="list-style-type: none"> Recommend the Commissioning a specific SEN JSNA 		Laurence Jones	September 16		Identify gaps in data we hold and at which level data gathering should occur
	<ul style="list-style-type: none"> Specify future data gathering requirements across all local area partners 		Katie Marsden and Matt Rooney	July 16		Enable longer term place planning for specialist schools, inform requirements for any new provision, and the targeting of other support services on an area needs-led basis if required.
	<ul style="list-style-type: none"> Map provision in school settings 		Matt Rooney	June 16		Have a good understand of issues related to parent/preference transporting CYP with SEND to attend specialist schools/academies, include the impact on health, wellbeing and learning. Recommendation to
	<ul style="list-style-type: none"> Survey special Headteachers and 		Margot Tyers	June 16		

	relevant health professionals to gather the impact of transport decisions on wellbeing, learning and progress.					inform, review and revise place planning and admissions policy.
To ensure that there is a process for effective sharing of information between agencies on children with SEN.	<ul style="list-style-type: none"> Gather evidence from SENCOs on obstacles and current issues in respect of information sharing Define recommended minimum standards for information sharing between agencies with regards to children with SEN Develop SEND information transfer document and protocol Embed into the establishment of the ICDS processes Ensure parents can access relevant documents 		<p>Matt Rooney</p> <p>Laurence Jones</p> <p>Tracey Travers</p> <p>Katie Marsden</p> <p>Katie Marsden</p>	<p>February 16</p> <p>June 16</p> <p>July 16</p> <p>Aligned to ICDS reconfiguration timescales</p> <p>Aligned to ICDS reconfiguration timescales</p>		<p>All professionals will have a clear and agreed understanding of how to share information in an effective and timely way</p> <p>CYP and families report a positive experience when transferring between services</p> <p>Parents are able to use the tools that will help them self-support and receive support from services</p>

Assessment						
Outcome	Actions	Notes	Lead	Timescale	Progress	Intended Impact
To have an effective and efficient EHC process, with clear alternatives	<ul style="list-style-type: none"> Gather evidence from EHCP process lean review 		Katie Marsden	July 16		Inform the updating of the EHCP process within a broader assessment context to ensure timely assessment that empowers CYP and their families
	<ul style="list-style-type: none"> Engage with families earlier in the EHCP process to ensure most appropriate action is taken to support CYP. 		Katie Marsden	September 16		Parents and their CYP have access to clear guidance on the support available to them in the context of SEND
	<ul style="list-style-type: none"> Implement improvements to EHCP process within the restructure of the ICDS 		Jill Norman	Aligned to ICDS reconfiguration timescales		Parent satisfaction levels increase and there is a reduction in the number of cases requiring mediation and/or a Tier One Tribunal
	<ul style="list-style-type: none"> Improve signposting to appropriate service during the ECHP process 		Katie Marsden	Aligned to ICDS reconfiguration timescales		Transport decisions are more equitable and less CYP are travelling for long distances or times to their special school
	<ul style="list-style-type: none"> Design and test a special school placement process 		Matt Rooney	July 16		
	<ul style="list-style-type: none"> Review special school transport policy and investigate for adherence 		Matt Rooney	August 16		

To have an understanding of “no” decision (for EHC plans) and the profile, needs and services accessed by that group of children.	<ul style="list-style-type: none"> • Gather existing data and analyse • Audit “no” letters and the reasons given • Consult with parents of pupils who receive SEND support in mainstream, EHCP in mainstream, EHCP in Notts special and EHCP in non-Notts special. 		Matt Rooney to Discuss with Jill Norman	Aligned to ICDS reconfiguration timescales		
To understand the range of assessment activities that Sen children and their families experience to improve processes, pathways and provision	<ul style="list-style-type: none"> • Produce a process map of assessments • Review the use and coherence of pathways • Produce recommendations 		Katie Marsden	Aligned to ICDS reconfiguration timescales		<p>CYP, their families and professionals will have access to information about how to support services, in order to make decisions about the most appropriate level of service in order to meet needs.</p> <p>A reduction in duplication of service/service overlap and prevention of unnecessary escalation to higher tier services</p>

Commissioning						
Outcome	Actions	Notes	Lead	Timescale	Progress	Intended Impact
To have a clear and consistent approach to the commissioning of SEND school places, in both Nottinghamshire special schools and INM schools	<ul style="list-style-type: none"> Evaluate the current process for commissioning additional placements in year, with a view to identifying current areas of strength and areas for improvement. 		Ruth Marriott	June 16		The work of the review is evidence-based
	<ul style="list-style-type: none"> Review special school placement naming process within the EHCP context 		Katie Marsden	June 16		The LA will have a wide range of data and point of collection which will enable the testing of assumptions and inform recommendations for improvement.
	<ul style="list-style-type: none"> Develop revised special school budget process 		Matt Rooney	September 16		Provide potential models for and scope any future JSNA SEND Identify gaps in data we hold and at which level data gathering should occur
Establish an agreement of NHS and NCC funding streams and services used to support CYP in special schools.	<ul style="list-style-type: none"> Synergise special school high needs moderation descriptors to better match the Continuing Health Care assessment descriptors 		Matt Rooney and Special School HTs	November 15		Improved efficiency of the use of public money and a reduction in duplicated funding.
	<ul style="list-style-type: none"> Review initial outcomes and success of application 		Nicola Hodson	June 16		CYP will receive the most appropriate level of support to meet their needs and enable them to progress toward their outcomes. Specialist health services that are required by CYP are equitable,

	<p>rate of joint CHC panels</p> <ul style="list-style-type: none"> Specialist Health Services are reconfigured and the impact of this on special schools is monitoring and managed 		Catherine O'Byrne	September 16		easy to access and follow the child wherever they are. Their health will be improved and their attendance will improve.
The Social, Emotional and Mental Health needs of CYP with SEND are included in the Future's in Mind programmes in Nottinghamshire.	<ul style="list-style-type: none"> Support to Schools Service to support the promotion of funded project which aim to support CYP with SEMH needs 		STSS	June 16		CYP with SEND will receive appropriate support for their SEMH
	<ul style="list-style-type: none"> Establish protocol to link primary age pupils with SEND, regardless of setting are part of the programme 		Matt Rooney and Closing the Gap Lead	June 16		Staff will be able to access specialist SEND focussed training to support SEMH
	<ul style="list-style-type: none"> Develop training offer for staff to improve knowledge and practice of SEMH with a SEND Context Highlight to commissioners to impact of SEMH on 		TBC	July 16		Primary Mental Health Workers will be able to meet the needs of CYP with SEND
			Integrated Commissioning Hub	June 16		

	secondary age pupils with SEND					
Provision						
Outcome	Actions	Notes	Lead	Timescale	Progress	Intended Impact
There are a range of SEND support services available to children, families and other services	<ul style="list-style-type: none"> Review the current offer of support services 		Matt Rooney	July 16		Mainstream schools are empowered and supported to meet the needs of children and young people with SEND
	<ul style="list-style-type: none"> Engage with schools to understand the support received by pupils at 'SEND support' 		Matt Rooney	September 16		Funding that supports CYP with SEND in mainstream schools is monitored and success is based on pupil outcomes towards adulthood
	<ul style="list-style-type: none"> Establish a sample review of HLN funding against pupil outcomes 		TBD	July 16		The attainment of children and young people with SEND is improved and the SEND attainment gap will reduce
	<ul style="list-style-type: none"> Review outcomes of the last SEND review 		Special School Heads, Matt Rooney, Katie Marsden	September 2016		Parents have a greater confidence that mainstream secondary provision are able to meet the needs of children with SEND
	<ul style="list-style-type: none"> Use data to recommend the need, location and type of special school provision 		This working group	May 16		
			Matt Rooney	August 16		
To have a clear offer of provision in Nottinghamshire SEND schools,	<ul style="list-style-type: none"> Develop a pre-placement protocol for special schools and the ICDS 		Matt Rooney/Katie Marsden	February 16		A higher number of CYP will attend a special school closer to where they live. The pressure on the special school 'home to school' transport budget will be reduced

	<ul style="list-style-type: none"> Implement a consistent admissions policy across all special schools Develop a marketing strategy for NCC special schools Explore the potential impact of the 2016 Education White Paper 		<p>Matt Rooney/Katie Marsden</p> <p>ICDS</p> <p>TBD</p>	<p>September 16</p> <p>July 16</p> <p>TBD</p>		<p>NCC Special Schools are designated consistently, in terms of age and the need for which they are commissioned to meet.</p> <p>Placements in all NCC special schools are monitored and the number of INM placement commissioned in crisis are reduced</p> <p>Parents will know the core offer of Nottinghamshire special schools</p>
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Property and Places						
Outcome	Actions	Notes	Lead	Timescale	Progress	Intended Impact
To have a clear understanding of the suitability and sufficiency of all special school buildings	<ul style="list-style-type: none"> Scope and design a suitability and sufficiency assessment tool 		Working Group	April 16	Complete	Special schools will be more suitable and have greater sufficiency in order to best meet the need of their pupils
	<ul style="list-style-type: none"> Test and then conduct suitability and sufficiency assessment for each special school 		Elizabeth Sanders	June 16		The LA will have a prioritised list of the suitability and sufficiency of all special schools. Highlighting areas of good quality space, areas for improvement and areas for development
	<ul style="list-style-type: none"> Evaluate findings of suitability and sufficiency assessments for each school and then across all schools 		Elizabeth Sanders	July 16		Schools will have a better understanding of where the my wish to target self-funded smaller suitability and sufficiency development projects
	<ul style="list-style-type: none"> Provide suitability and sufficiency assessment tool to mainstream schools for optional completion 		Property Services	September 16		The LA will be in a state of readiness to make applications to all appropriate funding streams that will improve the suitability and sufficiency of special schools.
	<ul style="list-style-type: none"> Present evidence of the suitability and sufficiency needs of Nottinghamshire special schools requiring LA investment 		Sara Williams and Matt Rooney	September 16		Recommendation that LA will have a funding programme, for medium sized projects (if required) to improve the suitability and sufficiency within Nottinghamshire Special Schools

To have a clear understanding of the condition of all special school buildings	<ul style="list-style-type: none"> Conduct condition survey of all special schools where one hasn't be completed within the last 18 months 		Elizabeth Sanders	September 16		<p>The LA will have a prioritised list of the Condition of all special schools. Highlighting areas of good quality space, areas for improvement and areas for development</p> <p>The LA will be in a state of readiness to make applications to all appropriate funding streams that will improve the Condition of special schools.</p>
Have a knowledge of all property availability and potential building areas for special school provision	<ul style="list-style-type: none"> Delay/prevent the sale of the former Bassetlaw Learning Centre Site Undertake property/land survey when requirements are known 		<p>Matt Rooney</p> <p>Property Services</p>	<p>December 15</p> <p>July 16</p>		<p>A school building, that might be required to educate CYP is retained by NCC</p> <p>NCC and partners (free schools, INM, academies) are able to be responsive in order to meet the needs of Nottinghamshire CYP</p>

18 July 2016**Agenda Item: 05**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

NOTTINGHAMSHIRE CHILDCARE SUFFICIENCY ASSESSMENT 2016

Purpose of the Report

1. To inform the Committee of the key findings and recommendations of the 2016 Childcare Sufficiency Assessment.
2. To seek approval of the proposed response to the recommendations made by the Nottinghamshire Childcare Sufficiency Assessment 2016.

Information and Advice

3. The Childcare Act (2006) requires local authorities in England to ensure a sufficiency of childcare for working parents, parents studying or training, and for disabled children. The duties in the Act (section 6) require local authorities to shape and support the development of childcare in their area in order to make it flexible, sustainable and responsive to the needs of the community.
4. Under section 6 of the act there is a requirement on local authorities to produce an annual sufficiency report on the availability and sufficiency of childcare in their area. This information should be made available to parents and elected members.

Methodology

5. Nottinghamshire County Council commissioned Hempsalls, a nationally recognised early years specialist organisation, to carry out Nottinghamshire's Childcare Sufficiency Assessment in January 2016. The final report was completed in May 2016 and is available as **Appendix 1**.
6. The Childcare Sufficiency Assessment (CSA) has drawn on data provided by Nottinghamshire County Council, with additional desk research to inform an assessment of current supply and future need.
7. The assessment used the following methods to gather both qualitative and quantitative data to inform planning to increase childcare provision in areas of need:

- a) Nottinghamshire County Council survey with early years providers in January 2016
- b) review of information held by the Families Information Service which holds information about childcare provision across Nottinghamshire
- c) an on-line parent/carer survey. A total of 516 parent/carers completed a questionnaire
- d) qualitative research (interviews/focus group discussions with parents and carers). A total of 17 parent/carers contributed
- e) desk based research.

Key Findings:

Child population

- 8. The child population in Nottinghamshire is forecast to increase over the next 20 years with the greatest increases in Broxtowe (14.4% increase) and Gedling (9.9% increase).
- 9. There has been a significant increase in the number of children with additional needs across the County (aged 0-16 years old). In 2002 there were 3,010 children aged 0-16 years old claiming Disability Living Allowance and in 2014 this had risen by 77% to 5,320.
- 10. The forecasted increase in the child population will require an increase in childcare capacity for all age ranges over the coming years. The significant increase in the number of young claimants with additional needs will require a focus on this population to review access, take-up to and a sufficient quantity of appropriate and high quality provision.

Economy

- 11. Unemployment has fallen over the past year across the County to 5.1% of the working age population between October 2014 and September 2015.
- 12. Average earnings within the County show wide variation between districts and this has an impact on what can be charged and will be paid for childcare in different areas.

Fees charged for childcare

- 13. The cost of childcare and therefore in Nottinghamshire has decreased since 2015, based on data collated by the Families Information Service making it more affordable for parents. Decreases in average fees are relatively low in childminding (a reduction of 2%) and after school provision (a reduction of 5%) and relatively high in day nurseries, having fallen by 7% for children aged under two years old and 18% for children aged two years and older.

Current provision

- 14. Since the previous assessment in 2015 there has been a marginal decrease in the number of registered early years and childcare providers in Nottinghamshire. Overall, numbers have decreased by 4% and there are now 1,202 settings.

15. There has also been a similar decrease in childminding provision but with 737 registered childminders continuing to operate within the County.
16. Changes within the governance and priorities of schools has meant a more substantial decline in those offering registered care outside of the normal school day. There remains 77 schools offering this compared to 103 in 2015. There are a further 54 settings offering an unregistered programme of out-of-school care.

Quality of Provision

17. As at 31 August 2015, 11% of early years provision in Nottinghamshire was rated outstanding by Ofsted and 75% was rated as good¹. Quality in early years provision has been increasing. As at 31 August 2012, 70% of early years provision was rated as good or outstanding and this increased to 86% in 2016.

Parent Concerns and Priorities Regarding provision

18. Findings from the parent/carer survey identify some areas of unmet need for childcare in Nottinghamshire. About a third of those surveyed feel that current childcare use could not meet all of their needs both in terms of early years and out of school care. Costs, opening hours and flexibility of provision were the most commonly identified barriers cited by 22% of respondents in each case. A significant number felt that what was on offer from their local provider did was not good value for money.
19. Survey respondents were also concerned about availability and choice but many make good use of informal childcare through family and friends to meet their needs. For some though there is a considerable need for more flexible provision. A lack of provision in school holidays was highlighted by many of those surveyed.
20. Parents working shifts or having irregular working patterns do have a particular challenge in finding suitable provision. 30% of survey respondents reported being unable to find childcare that fits in with their work patterns and this increased when the hours were irregular.
21. Looking ahead, the greatest demand for pre-school children over the next 12 months is for all year round provision. Extended childcare (defined in the survey as childcare to fit in with shifts i.e. before 8am and after 6pm) was needed by 22% of parents with a pre-school aged child. For school-aged children, responses indicated high demand for after school provision and strong demand for before school provision. Responses also indicate a need for flexible and stretched provision (e.g. outside a 'normal' working day of 9/9.30am and 5/5.30pm) and for all year round provision.

Early years entitlements

22. Currently all three and four year olds and around 40% of two year olds nationally are entitled to up to 15 hours a week, or 570 hours a year, of free early education. In Nottinghamshire there are around 3,143 eligible two year olds from low income families

¹ Ofsted Data View:

<https://public.tableau.com/profile/ofsted#!/vizhome/Dataview/Viewregionalperformancevertime> Accessed February 2016

and 18,894 three and four year olds that have a statutory eligibility for the early years entitlement. Take-up is 66% for two year olds and 100% for three and four year olds (February 2016). Nottinghamshire's take up of free childcare by eligible two year olds is just below the national take up of 70%.

23. There is wide local variation for take up of free childcare by eligible two year olds. In Rushcliffe nearly 100% of eligible two year olds took up their free 15 hours, compared with 56% in Bassetlaw (May 2016). This data is included in **Appendix 2**.

Childcare Sufficiency Assessment recommendations

24. The CSA highlighted a number of recommendations for improvement. Many of these are being implemented already and further work is required to scope alternative flexible childcare delivery models. The recommendations from the CSA are as follows:

	Recommendation	Local Response
A.	<p>Childcare Sufficiency should be prioritised</p> <p>The Local Authority should ensure the statutory sufficiency duty continues to remain a local priority, and its reports, findings and data are used to inform and evidence commissioned services, funding allocation, childcare place development, funded early learning, and wider duties.</p>	<p>The CSA will be reviewed and updated every six months rather than annually.</p> <p>Findings will be used to inform all capital and commissioning decisions including new plans to offer extended childcare for 3 and 4 year olds.</p>
B.	<p>Improve local intelligence</p> <p>Nottinghamshire needs to have robust data about both supply and demand for childcare, for children aged 0-14 years and for children with additional needs up to 18 years of age. Therefore, it is recommended the Local Authority reviews data collection and monitoring procedures to ensure it supports their market management role and sufficiency duties.</p> <p>The Local Authority has the opportunity to embed contractual levers into monitoring requirements within the Service Level Agreements of commissioned services; these should be linked to Key Performance Indicators (KPIs). This will support an improvement in held data.</p>	<p>Ensure the new NCC Early Years Provider Agreement is implemented in all settings; enabling routine data sharing for vacancy levels and waiting lists.</p> <p>Implement new performance management arrangements for the Families Information Service.</p> <p>Improved contract management for early years settings that have been commissioned to offer childcare in areas of greatest need.</p>
C.	<p>Reduce financial barriers preventing access to childcare</p> <p>Fees charged for childcare are identified as a main barrier to use in Nottinghamshire. Work should be undertaken with key stakeholders to ensure partners and staff are aware of what support for the costs of childcare is available, and how the free entitlement can be used, and disseminate that information to their client groups.</p>	<p>Marketing campaigns will be repeated to increase take up of free childcare in areas of need.</p> <p>Increased focus on childcare access to be included in contract management arrangements with Children Centre services.</p> <p>Establish and implement a communications plan to increase the engagement of stakeholders.</p>

	Recommendation	Local Response
D.	<p>Offer flexible childcare provision</p> <p>There is a need to support the availability of childcare to meet changing working patterns (such as demand for childcare outside of traditional office hours 9-5 Monday – Friday) and with employers to support flexible working and awareness of support for childcare.</p> <p>Explore flexible delivery models as a matter of urgency; and consider how these models of working can be applied across different types of provision for all age ranges of children.</p>	<p>Analysis of consultation findings following parents questionnaire which includes a focus on flexibility and availability (June 2016).</p> <p>Scope and develop alternative models of childcare through Nottinghamshire's Early Innovator status and delivery plan.</p>
E.	<p>Provide additional childcare during school holidays and increased wrap around care</p> <p>The CSA identifies demand for provision in school holidays and an unmet for after school and before school provision. Work should be undertaken with key stakeholders to identify options for provision, which may include the right to request provision on schools sites, provider partnerships, and ensuring all available provision is recognised and promoted through the Local Authority's information duty, delivered by the Families Information Service.</p>	<p>New duties for schools to consider 'rights to request' childcare and holiday provision by parents is being considered and promoted through Head Teacher Briefings (Summer 2016).</p> <p>Map and improve current provision e.g. holiday play schemes.</p>
F.	<p>Continue to offer business and financial support</p> <p>The introduction of the National Living Wage and automatic enrolment for employee pensions will impact on childcare and early years providers' financial models and potentially have a negative impact on their sustainability. This is at a time when the sector is being required to change and remodel services, and national early years funding awards are a subject of uncertainty and debate. It is recommended specific business and finance support and remodelling work is delivered to support the future success and supply of provision.</p>	<p>Continue to support the sector to manage their financial planning; clear invoicing and payment arrangements.</p> <p>Develop and pilot fully costed delivery models for childcare.</p>

Other Options Considered

25. None.

Reasons for Recommendation/s

26. Under section 6 of The Childcare Act (2006) there is a requirement on local authorities to produce an annual sufficiency report on the availability and sufficiency of childcare in their area. The Act requires local authorities in England to ensure a sufficiency of childcare and this information should be made available to parents and elected members.
27. The duties in the Act require local authorities to shape and support the development of childcare in their area in order to make it flexible, sustainable and responsive to the needs

of the community. This role is described as a 'market management' function, supporting the sector to meet the needs of parents, children and young people, parents and stakeholders. This is of particular importance in also securing the duty to provide early learning for 2, 3 and 4 year olds.

Statutory and Policy Implications

28. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

29. Additional childcare places are required to meet Nottinghamshire's childcare sufficiency needs, however this is very likely to require funding for one off capital costs; for example, improvements to a classroom to support schools planning on lowering their age range. It is currently unclear if Nottinghamshire will be successful securing national capital funding.

Safeguarding of Children and Adults at Risk Implications

30. Safeguarding is a central focus of childcare providers. The increase in numbers of children accessing childcare will inevitably identify safeguarding concerns in greater numbers of children. Nottinghamshire County Council has facilitated a number of 'safer settings' events to ensure all early years providers have the skills and knowledge to tackle safeguarding.

Implications for Service Users

31. If sufficiency needs are effectively addressed, parents/carers will be able to access a wider range of high quality childcare provision and more children will be ready for school. Likewise, by increasing access to free childcare, a key barrier to employment is removed, in turn reducing levels of child poverty and the poor outcomes associated with it.

RECOMMENDATION/S

That the Committee:

- 1) notes the findings of the 2016 Childcare Sufficiency Assessment.
- 2) approves the response to the findings of the 2016 Nottinghamshire Childcare Sufficiency Assessment.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

Irene Kakoullis
Group Manager Childhood and Early Help Services (Locality)
T: 0115 9774431
E: Irene.kakoullis@nottsccl.gov.uk

Constitutional Comments (LM 22/06/16)

32. The recommendations in the report fall within the Terms of Reference of the Children and Young People's Committee.

Financial Comments (CS 23/06/16)

33. The financial implications of the report are set out in paragraph 29 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0850

Nottinghamshire County Council
Childcare Sufficiency Assessment 2016
Final report March 2016



Working to promote equal chances, challenge disadvantage and
achieve best practice in services for children and families since 1999

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1 Introduction

Nottinghamshire County Council commissioned Hemsall's to undertake a Childcare Sufficiency Assessment (CSA) in February and March 2016. The overall aim is to ensure that Nottinghamshire County Council (NCC) can deliver its Childcare Sufficiency Duty within the context of changing Government policy. Within this overall objective for the CSA, the key aims are:

- to identify current and future potential needs and demands
- to identify and verify current supply to meet identified needs
- to identify potential supply
- to highlight challenges in meeting either sufficiency or quality of such provision
- to propose alternative delivery models to meet flexible needs of eligible parents/families

1.1 Methodology

The CSA has drawn on data provided by NCC with additional desk research to inform an assessment of current supply and future need:

- NCC conducted a provider survey which closed in January 2016. Data from this survey, with information held by the Family Information Service (FIS) has been used to inform an assessment of supply, with comparisons made to the 2015 CSA to review any changes to supply over the past 12 months
- An on-line parent/carer survey was undertaken by NCC and data shared with Hemsall's to provide an assessment of current use and unmet demand for childcare
- Qualitative research (interviews/focus group discussions with parents and carers) has provided additional information to inform an assessment of sufficiency and to identify any gaps that might exist
- Desk research has been undertaken to:
 - Provide a context for the CSA
 - Identify possible demand for 30 hours for 3 and 4 year olds
 - Provide an assessment of quality based on Ofsted inspection outcomes

1.2 The strategic context for childcare sufficiency

The Childcare Act (2006) requires local authorities in England to ensure a sufficiency of childcare for working parents, parents studying or training, and for disabled children.

Childcare sufficiency relates to the provision of registered childcare for children aged 0-14 years old, and up to and including 17 years old for disabled children and children with additional needs.

The duties in the act (section 6) require local authorities to shape and support the development of childcare in their area in order to make it flexible, sustainable and responsive to the needs of the community. This role is described as a 'market management' function, supporting the sector to meet the needs of parents, children and young people, parents and stakeholders.

Under section 6 of the act there is a requirement on local authorities to produce an annual sufficiency report on the availability and sufficiency of childcare in their area. This information should be made available to parents and elected members.

To meet section 6 duties, local authorities need to collect and publish information on the supply of provision and demand for childcare in their area. Statutory guidance provides clear indication of what must be included in the annual review, and what should be included.

Section 7 requires local authorities to secure prescribed early years provision free of charge. This provision is for children aged 2, 3 and 4 years of age. In the region of 40% of two year olds nationally¹ are legally entitled to free early years provision, and all three and four year olds. From September 2017, eligible families will have access to 30 hours free childcare for three-and-four- year-olds, extending the current provision of up to 15 hours a week (570 hours a year) universal early learning for this age range. Nottinghamshire County Council

¹ Help paying for childcare: <https://www.gov.uk/help-with-childcare-costs/free-childcare-and-education-for-2-to-4-year-olds> Accessed March 2016

has been selected by the Department for Education as an early innovator for the expanded entitlement and will be testing methods of delivery from April 2016.

Section 12 places a duty on local authorities to provide information, advice and assistance to parents and prospective parents relating to the provision of childcare, services or facilities that may be of benefit to parents and prospective parents, children and young people, something that aims to be strengthened in the upcoming Childcare Bill (2016).

The focus of childcare sufficiency is on supporting working parents/carers and those studying or training to do so, and supports a number of other policy priorities, including:

Child poverty

The Government's Child Poverty Strategy 2014-2017 takes forward the work of the Child Poverty Strategy 2011-2014. The strategy reasserts a commitment to tackle poverty at its source – be it family breakdown, education failure, addiction, debt or worklessness².

Childcare sufficiency has a role to play in achieving this aim:

- Affordable childcare supports families to work, or to train for maximise work opportunities which helps to raise household income and improve outcomes for children – children in workless families are three times as likely to be in relative poverty than families where at least one parent works
- Good quality pre-school experience supports children's cognitive and emotional development, aiding transition between home and school and improving school readiness³. A key platform of the Child Poverty Strategy is to break the cycle of poor children going on to be poor adults by raising educational attainment.

² Child Poverty Strategy 2014-17:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/324103/Child_poverty_strategy.pdf Accessed March 2016

³ Effective Pre-school Education, Institute of Education (2004)

Supporting economic well-being

There are clear links between the Child Poverty Strategy and supporting parents into work through the Work Programme, Help to Work scheme and flexible support through Jobcentre Plus. These schemes rely upon the availability of good quality, affordable childcare. For some families this need is at least partially satisfied by informal childcare arrangements (e.g. family and friends) but for no means all. Single parent households and families without established social structures may not have access to informal care. For those that do, informal care may not support the social and cognitive outcomes associated with good quality formal pre-school learning.

Links to the Troubled Families programme

Troubled families are defined as those that have problems and cause problems to the community around them, putting high costs on the public sector⁴. For some children living in a troubled family, access to childcare and out of school activities can provide structure and routine, supporting socialisation and school attendance. Childcare can support a parent to attend counselling, training, or to take up employment.

Supporting the children's centre remit

The core purpose of children's centres⁵ is to improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in:

- Child development and school readiness
- Parenting aspirations and parenting skills
- Child and family health and life chances

Part of the children's centre role is to work with childcare providers offering funded early learning places to ensure families who need it can access integrated support. A healthy and engaged childcare market supports children's centres by signposting families to services and identifying where early intervention may be required.

⁴ Support for Families: <https://www.gov.uk/government/policies/helping-troubled-families-turn-their-lives-around> Accessed March 2016

⁵ Sure Start children's centres statutory guidance: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/273768/childrens_centre_stat_guidance_april_2013.pdf Accessed March 2016

Supporting children to achieve their potential

There is a large body of evidence demonstrating the lasting impact of good quality early years childcare and the savings in future expenditure that can be made by investing in children aged under five years old (e.g. Field 2010)⁶. In 2008 a Joseph Rowntree Trust report concluded that appropriate childcare could move between a sixth and a half of children out of poverty today. A 2012 DfE research report⁷ evidenced that early education starting at an early age had a direct impact on the attainment of children.

The body of evidence is large and growing; studies find a quality pre-school experience can boost children's all-round development, and is particularly beneficial for least advantaged children.

⁶ Field (2010) 'The Foundation Years – preventing poor children becoming poor adults': <http://webarchive.nationalarchives.gov.uk/20110120090128/http://povertyreview.independent.gov.uk/media/20254/poverty-report.pdf> Accessed March 2016

⁷ DfE (2012) 'Achievement of Children in the Early Years Foundation Stage Profile': <https://www.gov.uk/government/publications/achievement-of-children-in-the-early-years-foundation-stage-profile> Accessed March 2016

2 Key findings

2.1 The profile of Nottinghamshire

The County has three distinct areas:

- Relatively affluent suburbs surrounding the City of Nottingham
- Towns and villages in the north west which grew out of the textile and coal industries
- Rural areas to the east and south characterised by prosperous market towns and villages in the Trent Valley

These distinct areas require different solutions to ensure sufficiency of childcare to meet the needs of parents working or training for work. Urban areas, for example, may result in demand for childcare in highly localised areas, or on main transport routes. In rural areas, demand may be more dispersed and transport issues may impact on accessibility. The nature of work – standard office hours (Monday to Friday 9am to 5pm) may be more prevalent in areas with a high number of office-based jobs, but less evident in other areas where there may be a greater reliance on shift work and different working hours. Flexible childcare provision, childcare available before 9am and after 5pm, and at weekends, is required to meet these different working patterns and parental needs.

2.1.1 Child population

The child population in Nottinghamshire is forecast to increase over the next 20 years with the greatest increases in Broxtowe (14.4% increase) and Gedling (9.9% increase). As at 2014 there were in the region of 134,631 children aged 0-14 years old living in the county, 13% of whom were aged 0-1 years old and 21% aged 2-4 years of age. School aged children accounted for two-thirds (66%) of the child population.

There has been a significant increase in the number of young claimants of Disability Living Allowance (DLA) across the county (aged 0-16 years old). In 2002 there were 3,010 children aged 0-16 years old claiming DLA and in 2014 this had risen by 77% to 5,320.

This has a specific impact on childcare sufficiency. The Childcare Act (2006) requires local authorities in England to ensure a sufficiency of childcare for working parents, parents studying or training, and for disabled children.

The forecasted increase in the child population will require an increase in childcare capacity for all age ranges over the coming years. The significant increase in the number of young claimants of DLA will require a focus on this population to review access and take-up to inform plans to ensure sufficiency of appropriate provision.

2.1.2 Economy

Economic activity in Nottinghamshire is in line with East Midlands and the country as a whole. Unemployment has fallen over the past year, in line with the national picture, and was at 5.1% of the working age population between October 2014 and September 2015.

Nottinghamshire has a higher proportion of employee jobs in traditional industries including manufacturing (just under 14% in Nottinghamshire compared to 13% in East Midlands and 9% in GB) and construction (6% in Nottinghamshire compared to 4% in East Midlands and 5% GB). Public administration, education and health account for the highest proportion of employee jobs, representing 27% of service industries. Just over a third of all employee jobs are part-time (34.2%) and employees may hold more than one part-time job.

Gross weekly pay and hourly pay (excluding overtime) in Nottinghamshire is lower than across the region and in GB. Average earnings show wide variation between districts with relatively high gross weekly pay in Rushcliffe (31% above the county average) and Broxtowe (14% above the county average) and relatively low gross weekly pay in Ashfield and Mansfield (both 13% below the county average).

2.1.3 Deprivation

Based on the Indices of Deprivation (2015) Mansfield district has the highest level of multiple deprivation, ranking 56th out of 326 English local authorities. Rushcliffe district has the lowest level of multiple deprivation, ranked 319 out of 326 English local authorities.

2.2 Fees charged for childcare

The cost of childcare in Nottinghamshire has decreased since 2015, based on data collated by the Families Information Service. Decreases in average fees are relatively low in childminding (-2%) and after school provision (-5%) and relatively high in day nurseries -17% for children aged under two years old and -18% for children aged two years and older.

Nationally, average charges for a part-time (25 hour) place in nursery for a child aged under two years has increased by 1.1% since 2015 and childminding charges for the same age range have remained virtually static (£104.06 in 2015 and £104.27 in 2016).

Parents identify the fees for childcare as a barrier to use. Over a fifth (22%) of survey respondents using childcare and reporting their current arrangements did not meet all of their needs cited cost as an issue. For respondents not using childcare, a third (33%) identified fees as a barrier. The majority of survey respondents (around 50%) did not feel childcare fees are affordable, or represent good value for money.

2.3 Current provision

Since the 2015 CSA there has been a decrease in the number of registered early years and childcare providers in Nottinghamshire. Overall, numbers have decreased by 4% from 1,253 in 2015 to 1,202 in 2016.

The 2015 CSA identified a decrease in childminding provision of 6% - this has continued with a further decrease in registered childminders from 782 in 2015 to 737 in 2016 (a decrease of 45).

There has been a marked decline in out of school provision with 25% fewer places registered in 2016 compared to 2015 (77 compared to 103).

In addition to the 77 Ofsted registered out of school providers, NCC information shows an additional 54 settings that are not Ofsted registered.

Taking this additional provision into account, numbers of out of school providers have increased by 28 since the 2015 CSA (if it is assumed non-registered settings were accounted for in the data presented last year).

Out of school provision may be available after school (in the form of clubs, activities and groups) run by the school, for pupils attending the school, and for less than 2 hours. It is not required to be registered as childcare and is not always advertised with the FIS. The question is the extent to which such provision can be classed as 'childcare' to meet the sufficiency duty. After school activities provided by schools may be available for limited hours (e.g. 45 minutes to an hour and therefore be too short for formal registration) and may be more subject to short term cancellation (for example, if a teacher is off sick or is required elsewhere) and therefore is not typically considered reliable enough to support parent/carers to work.

There are 8 maintained nursery and infant classes through which early learning for two-year-olds is being delivered, and 254 maintained nursery and infant classes delivering the early years entitlement for three- and four-year-olds.

2.4 Quality of provision

As at 31st August 2015, 11% of early years provision in Nottinghamshire was rated outstanding by Ofsted and 75% was rated as good⁸. Across the country, 85% of registered early years provision is rated as good or outstanding⁹ Quality in early years provision has been increasing. As at 31st August 2012, 70% of early years provision was rated as good or outstanding and this increased to 86% in 2015.

There are differences in the quality of provision as rated by Ofsted across districts. 90% of early years settings in the districts of Ashfield and Mansfield were rated as good or outstanding compared to 81% in Sherwood and 82% in Newark.

⁸ Ofsted Data View:

<https://public.tableau.com/profile/ofsted#!/vizhome/Dataview/Viewregionalperformancevertime> Accessed February 2016

⁹ Ofsted 'Early years report 2015':

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445730/Early_years_report_2015.pdf Accessed March 2016

The majority of parental survey respondents (84%) reported feeling the quality of childcare was high.

2.5 Indicators of unmet demand

Findings from the parent/carer survey identify unmet need for childcare in Nottinghamshire. Over a third of respondents (36%) stated current childcare use did not meet all of their needs with higher levels of dissatisfaction found in Gedling, Newark and Sherwood and Rushcliffe. This finding holds across all age ranges.

Costs, opening hours and flexibility of provision were the most commonly identified barriers cited by 22% of respondents in each case.

A high percentage of survey respondents were satisfied with their current childcare (79%). However, respondents also identify a lack of availability and choice and there are high levels of informal childcare use (family and friends). Nearly half of all childcare users (46%) used family for some or all of their childcare and 15% reported using friends and neighbours. Qualitative feedback and comments made by survey respondents indicate that for at least some of these parents use of family and friends is a necessity, not a choice, as a result of the cost of childcare or a lack of provision either generally or at times when it is needed.

A lack of provision in school holidays is identified as a particular gap with only 40% of survey respondents reporting enough places in school holidays. Nearly a third of respondents (30%) indicated childcare was not available at times when it is needed.

Survey respondents indicate a lack of provision for people working shifts or having irregular working patterns. 30% of survey respondents reported being unable to find childcare that fits in with their work patterns and 43% were unable to find flexible childcare to suit their irregular working patterns. Based on comments made by parents completing the survey, and echoed in qualitative feedback, concern about the availability and flexibility of current childcare provision to meet needs is a primary issue.

Looking ahead, the greatest demand for pre-school children over the next 12 months is for all year round provision. Extended childcare (defined in the survey as childcare to fit in with shifts i.e. before 8am and after 6pm) was needed by 22% of parents with a pre-school aged child. For school-aged children, responses indicated high demand for after school provision and strong demand for before school provision. Responses also indicate a need for flexible and stretched provision (e.g. outside a 'normal' working day of 9/9.30am and 5/5.30pm) and for all year round provision.

2.6 Early years entitlements

Currently all three- and four-year-olds and around 40% of two-year-olds nationally are entitled to up to 15 hours a week, or 570 hours a year, free early learning. In Nottinghamshire there are around 3,143 eligible two-year-olds and 18,894 three- and four-year-olds that have a statutory eligibility for the early years entitlement.

Take-up, based on data supplied by NCC, is around 66% for two-year-olds and 100% for three-and-four- year-olds. Nationally 94% of three-year-olds and 99% of four-year-olds were accessing their entitlement as at January 2015. For two-year-olds it was around 58% nationally and Nottinghamshire were funding around 60% (source: Statistical First Release, January 2015).

Delivery of the two-year-old entitlement fluctuates nationally and locally from term to term. This is a reflection of a newly introduced entitlement (the entitlement for 40% of two-year-olds to a free early education place came into force September 2014) and new cohorts of two-year-olds becoming eligible each term, as others transition to a three-year-old funded place.

As at the end of 2015, Nottinghamshire were funding around 70% of eligible two-year-olds against a national average of around 72% (source: A2YO December 2015). As at March 2016 the authority were funding 2,074 children, 66% of eligible numbers. National data is not currently available (March 2016) for the spring term 2016.

2.7 Policy direction

There are a number of policy initiatives that will impact on childcare sufficiency. These include:

- National Living Wage
- Automatic enrolment for employees pensions from April 2016
- Tax-free Childcare
- 30 hours childcare
- National Early Years Funding Formula

2.7.1 National Living Wage and automatic enrolment for employee pensions

These two policy initiatives will impact on providers by potentially increasing staffing costs. Staff costs constitute the largest component of the cost base of childcare providers¹⁰ and the introduction of the National Living Wage will increase earnings for a full-time worker aged over 25 years old by £910 a year relative to the National Minimum Wage. The actual impact on individual settings will be governed by the staffing structure, age of employees, current pay and hours worked.

From April 2016 every employer must automatically enrol workers into a workplace pension scheme if they are aged between 22 and State Pension age and earn more than £10,000 a year. The introduction of automatic enrolment may also impact on provider's costs.

2.7.2 Tax-Free Childcare

Tax-Free Childcare is to be introduced in 2017 and will provide 20% support on childcare costs up to £10,000 per year for each child. Childcare vouchers will be withdrawn. Tax-Free Childcare is aimed at supporting working families by reducing childcare costs.

¹⁰ DfE (2015) 'Review of childcare costs: the analytical report'
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/479659/151124_Analytical_review_FINAL_VERSION.pdf March 2016

2.7.3 30 hours childcare for eligible three- and four-year-olds

Eligible families will be entitled to 30 hours free childcare from September 2017. The 30 hours includes the 15 hours early years entitlement and an additional 15 hours (per week up to a maximum of 38 weeks, or 570 hours stretched across more weeks of the year).

Nottinghamshire has been selected as an Early Innovator – one of 25 local authorities that will be developing innovative flexible childcare for working parents, and making sure the needs of children with SEND, homeless working families and in rural communities. Nottinghamshire will not be delivering places for 30 hours during the early implementation phase.

Numbers of eligible children in each local authority areas are not yet known (March 2016). Taking account of working patterns, the population of three- and four-year-olds and the number of four-year-olds in school reception classes, there will be an estimated 9,264 three- and four-year-olds eligible for the new entitlement in 2017.

2.7.4 National Early Years Funding Formula

The Government has committed to an uplift to the national average rate paid for the two-three- and four-year-old entitlements¹¹. The national average rates for both two-year-olds and three- and four-year olds will increase by at least 30p an hour. A national funding formula for early years will be introduced in 2017-2018. Consultations on the national funding formula will take place in 2016.

2.8 Recommendations

Childcare sufficiency is a strategic consideration underpinning and informing different priority areas. The sufficiency duty remains a strategic duty in the Childcare Act (2006) and local authorities are required to publish and present an annual sufficiency report to members outlining the sufficiency of local childcare, as stated in the Children and Families

¹¹ DfE (2015) 'Childcare Bill: policy statement': https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/482517/Childcare_Bill_Policy_Statement_12.03.2015.pdf Accessed March 2016

Act (2014). It is therefore recommended sufficiency is aligned as a key driver of commissioned services, funded early learning, and wider duties.

Recommendation 1

Childcare sufficiency duties (under the Childcare Act 2006) require local authorities to ensure a sufficiency of childcare for working parents, parents studying or training, and for disabled children. To fulfil this requirement, local authorities need to have robust data about both supply and demand for childcare, for children aged 0-14 years and for children with additional needs up to 18 years of age.

The local authority has the opportunity to embed contractual levers into monitoring requirements within the Service Level Agreements of commissioned services; these should be linked to Key Performance Indicators (KPIs).

It is recommended Nottinghamshire County Council review data collection and monitoring procedures to ensure it supports their market management role and sufficiency duties:

- Work with registered childcare providers to collate data around capacity, by age range (0-1; 2; 3-4; 5-7; 8-10 and; 11-14 years). Include data collection around vacancies and waiting lists, fees/charges and delivery models
- Update data at least annually via a census of registered provision. This will require a partnership approach with providers to support their engagement
- Develop childcare maps at district and sub-district level to support planning
- Record and monitor indicators of unmet demand through the Families Information Service (requests for childcare; unmet need)
- Work with key stakeholders (e.g. Jobcentre Plus; local employers; FE colleges and training establishments) to review any unmet demand impacting on parents' ability to train for work, work, or remain in work
- Review population data to indicate where changes in demand may occur – this should include new housing developments, regeneration strategies and changes to the demography of the population

Recommendation 2

Fees charged for childcare are identified as a main barrier to use. Work with key stakeholders (including Jobcentre Plus, local employers, further education providers, children's centres etc.) to ensure partners and staff are aware of what support for the costs of childcare is available, and disseminate that information to their client groups.

The introduction of Tax-Free Childcare and 30 hours free childcare for eligible three- and four-year-olds is targeted at supporting working families reduce the cost of childcare. Information about these initiatives should be provided to stakeholders and updated as required, ahead of implementation of these policies.

Recommendation 3

There is a need to support the availability of childcare to meet changing working patterns (such as demand for childcare outside of traditional office hours 9-5 Monday – Friday) and with employers to support flexible working and awareness of support for childcare.

Nottinghamshire's status as an early innovator for the new 30 hours entitlement for eligible three- and four-year-olds provides an opportunity to explore flexible delivery models. There is a need to consider how these models of working can be applied across different types of provision for all age ranges of children.

Recommendation 4

The CSA identifies demand for provision in school holidays and a requirement for after school and before school provision. Work should be undertaken with key stakeholders to identify options for provision, which may include the right to request provision on schools sites, provider partnerships and ensuring all available provision is recognised and promoted through the Families Information Service.

Recommendation 5

The introduction of the National Living Wage and automatic enrolment for employee pensions will impact on providers and potentially have a negative impact on sustainability. This is at a time when the sector is being required to change and remodel services. It is

recommended that specific work is delivered to support the sustainability of provision with such interventions as small business modelling, business and finance planning, and training and guidance.

3 Nottinghamshire in context

Background

According to the Nottinghamshire Sustainable Communities Strategy (2010-2020)¹², the County has three distinct areas:

- Relatively affluent suburbs surrounding the City of Nottingham
- Towns and villages in the north west which grew out of the textile and coal industries
- Rural areas to the east and south characterised by prosperous market towns and villages in the Trent Valley

These distinct areas require different solutions to ensure sufficiency of childcare to meet the needs of parents working or training for work. Urban areas, for example, may result in demand for childcare in highly localised areas, or on main transport routes. In rural areas, demand may be more dispersed and transport issues may impact on accessibility. The nature of work – standard office hours (Monday to Friday 9am to 5pm) may be more prevalent in areas with a high number of office-based jobs, but less evident in other areas where there may be a greater reliance on shift work and different working hours. Flexible childcare provision, childcare available before 9am and after 5pm, and at weekends, is required to meet these different working patterns and parental needs.

There are sufficiency challenges now to ensure there are enough affordable places in areas and at times parents' need and want them, and policy changes (for example, the new entitlement to 30 hours for eligible three- and four-year-olds from September 2017) and the introduction of a new early years funding formula will impact on market management.

3.1 Population

The population of Nottinghamshire is increasing, albeit at a slower rate than found across East Midlands and England as a whole. The population in Nottinghamshire increased by 5%

¹² <http://www.nottinghamshire.gov.uk/media/108603/nottinghamshire-sustainable-community-strategy-2010-2020.pdf> Accessed 080216

between 2001 and 2011 (Census) from 748,510 to 785,802¹³. The population increase in East Midlands in the same time period was 8.7% and in England, 7.9%.

Nottinghamshire had a population of around 801,400 in 2014 which was an increase of around 2% since the 2011 Census and is expected to increase to around 840,000 by 2021. Increases are largely as a result of net migration of people from other areas of the UK and overseas, and an increase in life expectancy.

3.1.2 Ethnicity

According to the 2011 Census, the majority of Nottinghamshire's population is White/White British accounting for 95.5% of the population. Broxtowe has the greatest ethnic diversity with 7.3% of the population from a different broad ethnic group. Within the White/White British population there will be different ethnicities represented, including European, and as such, this should not be considered an homogenous group:

Percentage of population by broad ethnic group 2011

	White	Mixed/multiple ethnic groups	Asian/Asian British	Black/African/Caribbean/Black British	Other ethnic group
District	%	%	%	%	%
Ashfield	97.7%	0.89%	0.92%	0.40%	0.11%
Bassetlaw	97.4%	0.88%	1.11%	0.47%	0.18%
Broxtowe	92.7%	1.67%	4.11%	0.92%	0.63%
Gedling	93.1%	2.31%	2.94%	1.56%	0.24%
Mansfield	97.2%	1.06%	1.23%	0.39%	0.14%
Newark and Sherwood	97.5%	1.01%	0.90%	0.45%	0.14%
Rushcliffe	93.1%	1.75%	4.15%	0.61%	0.39%
Nottinghamshire	95.5%	1.4%	2.18%	0.75%	0.16%
East Midlands	89.3%	1.90%	6.47%	2.01%	0.57%
England	85.4%	2.25%	7.82%	4.08%	1.03%

Source: 2011 Census, Office for National Statistics

¹³ Joint Strategic Needs Assessment (JSNA) <http://jsna.nottinghamcity.gov.uk/insight/Strategic-Framework/Nottinghamshire-JSNA/Summaries-and-overviews/The-people-of-Nottinghamshire.aspx> Accessed February 2016

The number of Gypsy, Roma, Traveller pupils on roll at Nottinghamshire schools in 2013 was 188, down from 220 in 2010. The majority of pupils (75%) were resident in Newark and Sherwood.

3.1.2 Child population

Mid-year population estimates (2013) show around 5.8% of the population of Nottinghamshire in the early years life stage and 16.9% in the school and training years, slightly lower than East Midlands and England.

	% of total population:		
Life stage	Nottinghamshire	East Midlands	England
Early Years (0-4 years)	5.8%	6.0%	6.0%
School and Training Years (5-19 years)	16.9%	17.5%	17.5%

Source: Mid-year population estimates 2013 Resident Population by Life stage Office for National Statistics 2014

The child population is estimated to increase over the next 20 years with the greatest increases being seen in Broxtowe (14.4%) and Gedling (9.9%). As at 2014 Ashfield had the highest number of children (16% of total) and Broxtowe and Mansfield the lowest number (13% in each district).

Child population estimates mid 2014

District	Child population (% of total by age range) by district						
	0 to 1 year	2 years	3 to 4 years	5 to 7 years	8 to 10 years	11 to 14 years	Total (% all children)
Ashfield	3,024 (17%)	1,566 (16%)	3,085 (16%)	4,427 (16%)	4,158 (16%)	5,379 (16%)	21,639 (16%)
Bassetlaw	2,442 (14%)	1,339 (14%)	2,572 (13%)	3,755 (13%)	3,607 (14%)	4,840 (14%)	18,555 (14%)
Broxtowe	2,474 (14%)	1,379 (14%)	2,602 (14%)	3,798 (14%)	3,344 (13%)	4,285 (13%)	17,882 (13%)
Gedling	2,448 (14%)	1,334 (14%)	2,735 (14%)	4,021 (14%)	3,746 (14%)	4,955 (15%)	19,239 (14%)
Mansfield	2,616 (15%)	1,373 (14%)	2,709 (14%)	3,775 (13%)	3,456 (13%)	4,188 (12%)	18,117 (13%)
Newark and Sherwood	2,540 (14%)	1,390 (14%)	2,762 (14%)	4,048 (14%)	3,920 (15%)	5,117 (15%)	19,777 (15%)
Rushcliffe	2,182 (12%)	1,223 (13%)	2,628 (14%)	4,303 (15%)	3,988 (15%)	5,098 (15%)	19,422 (14%)
County	17,726	9,604	19,093	28,127	26,219	33,862	134,631

Source: Mid-year population estimates by single year of age for local authorities in the UK, Mid 2014. Office for National Statistics.

3.1.3 Disabled children and young people

There has been a significant increase in the number of young claimants of Disability Living Allowance (DLA) across the county (aged 0-16 years old)¹⁴. In 2002 there were 3,010 children aged 0-16 years claiming DLA and in 2014 this had risen 77% to 5,320.

¹⁴ Source: JSNA 'The People of Nottinghamshire' 2015

Disability Living Allowance Claimants - children and young people 2014 compared to 2002

	0-4		5-11		11-16		16-17		Total	
	2002	2014	2002	2014	2002	2014	2002	2014	2002	2014
Ashfield	90	150	250	430	180	430	60	170	580	1,180
Bassetlaw	60	110	200	370	150	320	40	100	450	900
Broxtowe	60	80	190	230	160	250	40	110	450	670
Gedling	50	100	200	360	140	350	40	120	430	930
Mansfield	90	100	220	350	190	350	70	130	570	930
Newark & Sherwood	70	100	230	430	170	400	50	140	520	980
Rushcliffe	50	70	140	230	120	200	40	70	350	570
Nottinghamshire	470	710	1,430	2,310	1,110	2,300	340	840	3,350	6,160

Source: Department for Work and Pensions (2014) reported in Nottinghamshire Joint Strategic Needs Assessment 'The People of Nottinghamshire' 2015.

As at the Schools Census 2012 in the region of 15% of pupils had some kind of Special Educational Need (SEN). Districts with the highest percentage of children on roll with SEN were Ashfield (18.5%), Mansfield (15.9%) and Gedling (15.5%).

The total number of children with a statement of SEN/Education and Healthcare Plan in Nottinghamshire in 2012 was 1.1%, which had remained stable for the previous eight years.

3.1.4 Looked After Children

As at March 2015 there were 840 Looked After Children in Nottinghamshire (including adoption and care leavers¹⁵). Of those, 40 were aged under one year old and 110 aged between one and four years of age.

3.2 Economic overview

Nottinghamshire has similar levels of economic activity and unemployment as found in East Midlands and the country as a whole.

¹⁵ Statistical First Release Local Authority Tables (2015) <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2014-to-2015> Accessed February 2016

3.2.1 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 Nottinghamshire are in line with the East Midlands region and GB as a whole. There are proportionately fewer people that are self-employed in Nottinghamshire and the East Midlands compared to the country as a whole.

Unemployment levels are in line with region and national averages at 5.1% (compared to 5.0% in East Midlands and 5.4% in GB). Unemployment levels are slightly lower for women than for men (4.9% of economically active women were unemployed in the period October 2014 to September 2015 compared to 5.2% of men):

Economic activity rates October 2014 – September 2015

	Nottinghamshire	East Midlands	Great Britain
All people:			
Economically active	77.7%	77.5%	77.7%
In employment	73.6%	73.5%	73.4%
Employees	64.5%	64.2%	62.8%
Self employed	8.7%	8.8%	10.2%
Unemployed	5.1%	5.0%	5.4%

Source: Office for National Statistics annual population survey (NOMIS). Percentage is a proportion of economically active

Rushcliffe district has the highest economic activity levels (81%) and the highest proportion of economically active in employment (77.7%).

3.2.2 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 Nottinghamshire are in line with East Midlands and GB as a whole:

Economic inactivity rates October 2014 – September 2015

	Nottinghamshire	East Midlands	Great Britain
All people: economically inactive	22.3%	22.5%	22.3%
Wanting a job	21.5%	23.0%	24.2%
Not wanting a job	78.5%	77.0%	75.8%

Source: Office for National Statistics annual population survey (NOMIS)

3.2.3 Out of work benefits

Jobseekers Allowance (JSA) is payable to people under pensionable age who are available for, and actively seeking, work of at least 40 hours a week. Across the county 1.3% of the resident population aged 16 – 64 years old were claiming JSA in December 2015. This compares to 1.4% in East Midlands and 1.5% nationally.

JSA claimant levels are low across the county, ranging from 0.8% in Rushcliffe to 1.8% in Mansfield.

3.2.4 Industry

Nottinghamshire has a higher proportion of employee jobs in traditional industries, including manufacturing (just under 14% in Nottinghamshire compared to 13% in East Midlands and 9% in GB) and construction (6% in Nottinghamshire compared to 4% in East Midlands and 5% GB).

Public administration, education and health account for the highest proportion of employee jobs, representing 27% of service industries:

Employee jobs (2014)

Employee jobs by industry	% of employee jobs		
	Nottinghamshire	East Midlands	GB
Primary services (A-B: agriculture and mining)	0.4%	0.3%	0.4%
Energy and water	1.5%	1.3%	1.1%
Manufacturing	13.7%	12.9%	8.5%
Construction	6.2%	4.4%	4.5%
Services	78.2%	81.1%	85.6%
Of which			
Wholesale and retail, including motor trades	17.8%	17.1%	15.9%
Transport storage	3.8%	5.1%	4.5%
Accommodation and food services	6.5%	5.8%	7.1%
Information and communication	2.5%	2.4%	4.1%
Financial and other business services	15.9%	19.7%	22.2%
Public administration, education and health	27.2%	26.8%	27.4%
Other services	4.5%	4.2%	4.4%

Source: Office for National Statistics business register and employment survey (NOMIS)

Just over a third of all employee jobs are part-time (34.2%). Employees may hold more than one part-time job.

3.2.5 Earnings by workplace

Across Nottinghamshire gross weekly pay and hourly pay (excluding overtime) are lower than across the West Midlands and compared to GB as a whole.

Earnings by residence (2015)

	Nottinghamshire £	East Midlands £	GB £
Gross weekly pay	498.2	492.0	529.6
Hourly pay – excluding overtime	12.69	12.26	13.33

Source: Office for National Statistics annual survey of hours and earnings – workplace analysis (NOMIS)

Average earnings show wide variation between districts with relatively high gross weekly pay in Rushcliffe (31% above the county average) and Broxtowe (14% above the county average) and relatively low gross weekly pay in Ashfield and Mansfield (both 13% below the county average).

3.3 Indices of Deprivation 2015

The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation for small areas in England¹⁶. The IMD combines information from seven domains (income deprivation; employment deprivation; education, health and skills deprivation; crime; barriers to housing and services and; living environment deprivation) to produce an overall relative measure of deprivation.

At a local authority level Mansfield district has the highest level of multiple deprivation (IMD 2015) ranking 56th out of 326 English local authorities. Rushcliffe district has the lowest level of multiple deprivation, ranked 319 out of 326 English local authorities:

¹⁶ Department for Communities and Local Government (2015) 'The English Indices of Deprivation 2015 – Frequently Asked Questions (FAQs)':
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/467901/English_Indices_of_Deprivation_2015_-_Frequently_Asked_Questions.pdf Accessed February 2016

Indices of Multiple Deprivation (2015)¹⁷

IMD Rank of Average Score (out of 326 local authority areas in England)						
Mansfield	Ashfield	Bassetlaw	Newark and Sherwood	Gedling	Broxtowe	Rushcliffe
56	79	114	153	203	218	319

Across the county (excluding Nottingham City) 25 Lower Super Output Areas (LSOAs) are in the 10% most deprived LSOAs in England, a decrease from 30 in 2010. The most deprived LSOAs are concentrated in the districts of Ashfield (9 LSOAs), Mansfield (6), Bassetlaw (6) and Newark and Sherwood (3). 71 LSOAs are in the 20% most deprived LSOAs in England, a decrease from 104 in 2010 (source: Nottinghamshire Insight, Indices of Deprivation 2015).

¹⁷Nottinghamshire Insight 'Indices of Deprivation 2015': <http://www.nottinghamshireinsight.org.uk/insight/key-datasets/indices-of-multiple-deprivation-2015.aspx> Accessed February 2016

4 Supply of childcare

Since the 2015 childcare sufficiency assessment there has been a decrease in the number of registered childcare and early years providers in Nottinghamshire. Overall, numbers have decreased by 4% from 1,253 to 1,202.

There has been a marked decline in out of school provision (in the table below this includes holiday playscheme) – there are 25% fewer out of school providers registered in 2016 compared to 2015 (77 compared to 103).

The 2015 CSA identified a decrease in childminding of 6% - this has continued with a further decrease in registered childminders from 782 in 2015 to 737 in 2016.

Ofsted registered childcare (data supplied by NCC)

Childcare Type	Ashfield	Bassetlaw	Broxtowe	Gedling	Mansfield	Newark and Sherwood	Rushcliffe	Total
Childminder	103 (-16)	89 (+ 5)	97 (-7)	171 (-3)	90 (-8)	92 (-18)	95 (-2)	737 (-45)
Out of School Care Inc. holiday playscheme	7 (-)	3 (-6)	11 (-6)	12 (-7)	7 (-7)	13 (-2)	17 (-5)	77* (- 26)
Day nursery/private nursery school	20 (+2)	20 (-1)	27 (-)	26 (+4)	22 (+3)	29 (+2)	37 (+2)	181 (+12)
Pre-School Playgroup	10 (-)	17 (+1)	14 (-2)	21 (+3)	2 (+1)	20 (+3)	28 (-)	112 (+2)
Crèche	0	7 (-)	2 (-1)	0	0	0	0	9 (-1)
Independent Schools (not listed 2015)			1	1	1			3
Home childcarer	8 (-4)	5 (+4)	6 (-5)	14 (+4)	6 (+2)	17 (+3)	27 (-)	83 (+4)
Total	142 (-24)	135 (-3)	154 (-24)	228 (-15)	123 (-15)	154	180	1,202 (-51)

Source: Nottinghamshire Families Information Service database, February 2016

*In addition to the provision summarised by district above, there were an additional 7 settings (2 holiday scheme and 5 out of school care providers) where the district was not identified.

Schools delivering early learning

In addition to Ofsted registered childcare, maintained nursery and infant schools are delivering early learning for two, three and four year olds.

The majority of early learning provision for two-year-olds is delivered in pre-schools, private nurseries and childminding. As at January 2015 there were a total of 307 PVI providers (including childminders) delivering two-year-old places and 8 schools.

A higher number of schools are delivering early learning for three-and-four-year olds. As at January 2015 there were 254 nurseries and infant classes through which the early years entitlement for three- and four-year-olds was being delivered.

Non-registered out of school provision

In addition to the 77 Ofsted registered out of school providers summarised above, NCC information shows an additional 54 settings that are not Ofsted registered. These are shown in the following table:

Non-Registered Settings	Breakfast Club	Holiday Scheme	Out of School Care	Total
Ashfield	15			15
Bassetlaw	2		2	4
Broxtowe	1		1	2
Gedling	3		2	5
Mansfield	11		1	12
Newark and Sherwood	8			8
Rushcliffe	4	1	2	7
Not Provided			1	1
Grand Total	44	1	9	54

Source: Nottinghamshire Families Information Service database, February 2016

Taking this additional provision into account, numbers of out of school providers have increased by 28 since the 2015 CSA, if it is assumed non-registered settings were accounted for in the data presented.

Out of school provision may also be available after school (in the form of clubs, activities and groups) run by the school, for pupils attending the school, and for less than 2 hours. It is not required to be registered as childcare and is not always advertised with the FIS. The question is the extent to which such provision can be classed as 'childcare' to meet the sufficiency duty. After school activities provided by schools may be available for limited hours (e.g. 45 minutes to an hour and therefore be too short for formal registration) and may be more subject to short term cancellation (for example, if a teacher is off sick or is required elsewhere) and therefore not typically considered reliable enough to support parent/carers to work.

4.1 Fees charged for childcare

Average childcare fees are collated by the Families Information Service. Fees for nursery and childminding provision are lower in 2016 than reported in the 2015 CSA:

Average childcare fees – 2016 compared to 2016

	Average cost for 25 hours a week in:				Average cost for 15 hours a week
	Day nursery (PVI) Child aged under 2 years	Day nursery (PVI) child aged 2 years and older	Childminder child aged under 2 years	Childminder child aged 2 years and older	After school club
Nottinghamshire 2015	£127	£127	£90	£90	£37.00
Nottinghamshire 2016	£105.81	£104.77	£88.53	£88.53	£35.02

Source: Nottinghamshire Families Information Service, February 2016

Nationally, average charges for a part-time (25 hour) place in nursery for a child under two years old has increased by 1.1% since 2015 and childminding charges for the same age range have remained virtually static (£104.06 in 2015 and £104.27 in 2016).

Average weekly childcare charges 2016 – region and national averages

	Average charge for 25 hours a week in:				Average charge for 15 hours a week
	Day nursery (PVI) Child aged under 2 years	Day nursery (PVI) child aged 2 years and older	Childminder child aged under 2 years	Childminder child aged 2 years and older	After school club
England regional average	£118.13	£113.06	£105.33	£104.42	£48.90
East Midlands	£113.51	£110.88	£104.13	£104.08	£51.89
Nottinghamshire	£105.81	£104.77	£88.53	£88.53	£35.02

4.2 Quality in Early Years

As at 31st August 2015, 11% of early years provision in Nottinghamshire was rated outstanding by Ofsted and 75% was rated as good¹⁸. Quality in early years provision has been increasing. As at 31st August 2012, 70% of early years provision was rated as good or outstanding and this increased to 86% in 2015:

	% of settings achieving rating as at 31 st August in the relevant year			
	2012	2013	2014	2015
Outstanding	8%	8%	8%	11%
Good	62%	63%	68%	75%
Requires Improvement	29%	27%	22%	13%
Inadequate	1%	2%	2%	1%

Source: Ofsted Data View

¹⁸ Ofsted Data View:

<https://public.tableau.com/profile/ofsted#!/vizhome/Dataview/Viewregionalperformancevertime> Accessed February 2016

There are differences in the quality of provision as rated by Ofsted across districts. 90% of early years settings in the districts of Ashfield and Mansfield were rated as good or outstanding compared to 81% in Sherwood and 82% in Newark:

	% of settings achieving rating as at 31 st August 2015							
	Ashfield	Bassetlaw	Broxtowe	Gedling	Mansfield	Newark	Sherwood	Rushcliffe
Outstanding	9%	11%	14%	4%	7%	11%	15%	15%
Good	81%	76%	69%	83%	83%	71%	66%	72%
Requires Improvement	8%	13%	17%	12%	9%	17%	17%	13%
Inadequate	1%	0%	0%	1%	1%	2%	2%	0%

Source: Ofsted Data View

5 Early years entitlements

Currently all three- and four-year-olds and around 40% of two-year-olds nationally are entitled to up to 15 hours a week, or 570 hours a year, free early learning. In Nottinghamshire there are around 3,143 eligible two-year-olds and 18,894 three- and four-year-olds that have a statutory eligibility for the early years entitlement.

Take-up, based on data supplied by NCC, is around 66% for two-year-olds and 100% for three-and-four- year-olds:

Take-up of the early years entitlements (as at March 2016, not finalised for the year)

	2yr old % take up	3yr old % take up	4yr old % take up
Ashfield	54.53%	92.71%	98.89%
Bassetlaw	58.82%	96.68%	111.59%
Broxtowe	73.41%	96.89%	100.41%
Gedling	73.40%	103.83%	101.26%
Mansfield	66.36%	106.76%	102.69%
Newark and Sherwood	61.91%	95.45%	96.77%
Rushcliffe	100%	112.14%	110.75%
County	65.99%	100.24%	102.91%

Data supplied by Nottinghamshire County Council February and March 2016

Nationally 94% of three-year-olds and 99% of four-year-olds were accessing their entitlement as at January 2015. For two-year-olds it was around 58% nationally and Nottinghamshire were funding around 60% (source: Statistical First Release, January 2015).

Delivery of the two-year-old entitlement fluctuates nationally and locally from term to term. This is a reflection of a newly introduced entitlement (the entitlement for 40% of two-year-olds to a free early education place came into force September 2014) and new cohorts of two-year-olds becoming eligible each term, as others transition to a three-year-old funded place.

As at the end of 2015, Nottinghamshire were funding around 70% of eligible two-year-olds against a national average of around 72%. As at March 2016 the authority were funding 2,074 children, 66% of eligible numbers. National data is not currently available (March 2016) for the spring term 2016.

5.1 30 hours childcare for eligible three- and four-year-olds

Eligible families will be entitled to 30 hours free childcare from September 2017. The 30 hours includes the 15 hours early years entitlement and an additional 15 hours (per week up to a maximum of 38 weeks, or 570 hours stretched across more weeks of the year).

Nottinghamshire has been selected as an Early Innovator – one of 25 local authorities nationally that will be developing innovative flexible childcare for working parents, and making sure the needs of children with Special Educational Needs, homeless working families and in rural communities. Nottinghamshire will not be delivering places for 30 hours during the early implementation phase.

Eligibility for the new entitlement is:

Households where:

Both parents are working and/or:

- One parent working in lone parent family (earning equivalent of 16 hours a week on National Minimum Wage including those receiving Tax Credits or Universal Credit)

- One/both parents away on leave (parental, maternal etc.)
- One/both parents on Statutory Sick

One parent is employed and:

- The other parent has either: substantial caring responsibilities and/or disability

Any parent earning over £100,000 per year will not be eligible.

Estimates for the number of children eligible for 30 hours

Data for the number of families (and children) that will be eligible for the extended free entitlement of 30 hours free childcare has not been released. It is estimated that 390,000 families will be eligible nationally.

The new entitlement does not come into force until September 2017 and more accurate data will be available to support planning and implementation. To inform planning in the short-term an estimate has been calculated for the potential number of eligible children in Nottinghamshire. This is based on analysis of Office for National Statistics (ONS) data. It should be noted, some families may have life choices which could change on the basis of the new 30 hour entitlement. For example, where in a two parent family one parent currently chooses not to work (and would therefore be ineligible for the new entitlement), they may take-up work as a result of the additional 15 hours a week/570 hours a year new entitlement.

Figures presented on the table overleaf show an estimated 13,623 children eligible for the extended free childcare when it becomes available from September 2017. However, a number of these children at age four will already be in school and funded from the school funding block.

Note: based on latest available data (Statistical First Release, January 2015), of 18,990 children benefitting from funded early education, 6,196 were in infant classes in primary schools. This equates to 32%. The best estimate for numbers of children eligible for the extended entitlement (and not in infant classes) is 9,264 county-wide.

Estimated number of children eligible for the extended free childcare entitlement

District	Total Number of families*	Number of couple families where both parents are working*	Number of lone parent families where the parent is working*	Number of couple families where one parent working and one parent sick/disabled*	Total Number of eligible families	Percentage of families eligible for 30 hours	Number of 3 and 4-year-olds (population)**	Estimated number of 3 and 4-year-olds eligible for 30 hrs***
Ashfield	25,572	14,170	2,528	326	17,024	67%	3,085	2,054
Bassetlaw	23,167	13,944	2,206	269	16,419	71%	2,572	1,823
Broxtowe	22,222	13,896	1,933	191	16,020	72%	2,602	1,876
Gedling	23,570	14,704	2,515	195	17,414	74%	2,735	2,021
Mansfield	22,119	12,184	2,226	267	14,677	66%	2,709	1,798
Newark and Sherwood	23,698	14,404	2,205	196	16,805	71%	2,762	1,959
Rushcliffe	24,336	17,026	1,994	123	19,143	79%	2,628	2,067
Nottinghamshire	164,684	100,328	15,607	1,567	117,502	71%	19,093	13,623+

*Data Source: LC1601EW - Family status by number of parents working by economic activity

**Data Source: NCC - Mid 2014 populations estimates by district and age (Initial Source: ONS Mid Year Est's 14 Nott's)

***Estimated by multiplying the proportion of families eligible by the 3/4-year-old population (i.e. in Ashfield 67% of families will be eligible for the extended offer, therefore 67% of 3 and 4 year olds will be eligible)

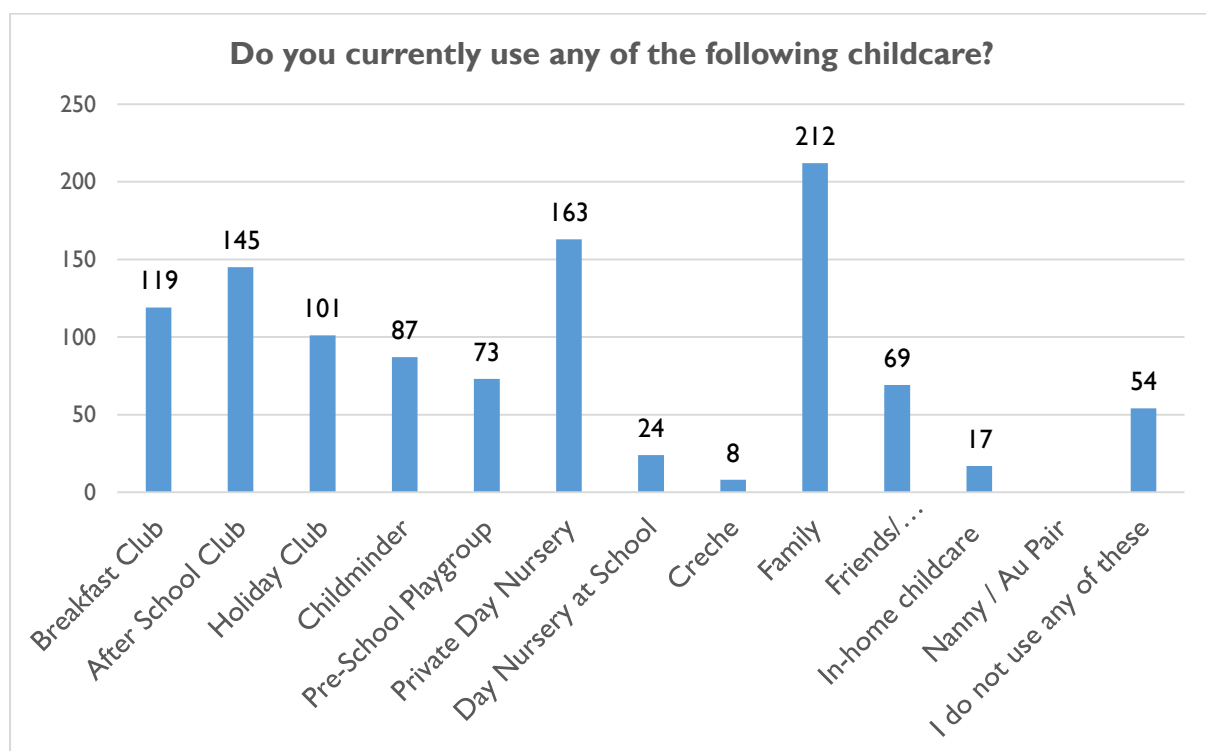
+ see note – adjust for 4 year olds in infant classes

6 Findings from the parent and carer survey

The profile of respondents is included as an appendix. There were relatively low levels of response in some districts and it is not viable to analyse all data at district level as findings may be misleading. Some district level analysis has been included to provide comparisons; however, these findings should be treated with caution.

Use of childcare

90% of respondents were currently using childcare at the time of the questionnaire survey:



Base: 516, multiple responses

A slightly higher proportion of non-working households were not using childcare (11% of respondents in workless households reported not using childcare current compared to 9% in working households). Where childcare was being used, patterns of use showed some difference with higher proportion of respondents in workless families using formal childcare and higher proportions of respondents from working households using a mix of formal and informal care:

Use of childcare – working and workless households

Household	% of respondents (number)			
	Use formal childcare only	Use informal childcare only (family and friends)	Use a mix of formal and informal childcare	Do not use childcare currently
Working	41% (174)	11% (46)	39% (166)	9% (39)
Workless	50% (41)	10% (8)	29% (24)	11% (9)
Overall	42% (215)	11% (54)	38% (190)	10% (48)

Base: all respondents 507. Percentages rounded

Note: low base for workless households. Findings should be treated with caution

Type of childcare used

Use of informal childcare was high, with nearly half of all respondents using childcare using family for at least some of that (46%, 212 respondents):

Use of childcare by type of provision – childcare users only

Type of childcare used	Family	Private day nursery	After school club	Breakfast club	Holiday club	Childminder	Pre-school playgroup	Friends and neighbour	Day nursery at school	In-home childcare	Crèche
% of childcare users using	46%	35%	31%	26%	22%	19%	16%	15%	5%	4%	2%

Base: 462, multiple responses. Percentages rounded.

Use of childcare by age of child

Responses to the parent/carer survey show some patterns of use that are not consistent with the age ranges of children, for example, use of breakfast clubs for 0-1 year olds or pre-school playgroup provision for school-aged children. This may be as a result of parents with children in different age ranges identifying childcare used generally (or even previously). As such, use of childcare by age range of child findings should be treated with caution.

A consistent finding is family and friends being widely used for childcare across all age ranges.

% children accessing as a proportion of children in age range, based on parental survey	Type of childcare used										
	Family	Private day nursery	After school club	Breakfast club	Holiday club	Childminder	Pre-school playgroup	Friends and neighbour	Day nursery at school	In-home childcare	Crèche
0-1 years	37%	49%	13%	14%	11%	14%	11%	12%	4%	3%	2%
2-3 years	38%	50%	17%	14%	16%	17%	26%	11%	8%	3%	3%
4-5 years	39%	32%	33%	27%	20%	17%	18%	12%	3%	4%	2%
6-7 years	40%	25%	38%	29%	25%	16%	16%	12%	6%	3%	3%
8-9 years	41%	13%	41%	29%	22%	14%	7%	16%	3%	5%	0%
10+ years	31%	7%	24%	22%	17%	10%	5%	12%	2%	4%	0%

Multiple responses. Percentages rounded

The extent to which current childcare meets needs

Respondents were asked if current childcare met their needs. Over a third providing a response (36%, 169 respondents) stated their current childcare did not meet their needs. Whilst district level comparisons should be treated with caution (low base), findings suggest higher levels of dissatisfaction with current childcare arrangements in Gedling, Newark and Sherwood and Rushcliffe:

Do current childcare arrangements meet all childcare needs?

	Ashfield	Bassetlaw	Broxtowe	Gedling	Mansfield	Newark and Sherwood	Rushcliffe	County overall
No	31%	31%	27%	48%	28%	47%	43%	34%
Yes	69%	69%	73%	52%	72%	53%	57%	66%

Base: 414. Excludes unknown district and out of County. Percentages rounded

The proportion of survey respondents indicating current childcare arrangements do not meet need is relatively high across all age ranges:

Do current childcare arrangements meet all childcare needs?

	0-1 years old	2-3 years old	4-5 years old	6-7 years old	8-9 years old	10+ years old	Overall
No	31%	34%	32%	35%	40%	36%	34%
Yes	69%	66%	68%	65%	60%	64%	66%

Multiple responses. Percentages rounded.

Respondents indicating current childcare arrangements did not meet all their needs were asked why. Cost, opening hours and flexibility were the most commonly identified barriers, cited by 22% of respondents in each case:

Reasons why current childcare arrangements do not meet all childcare needs

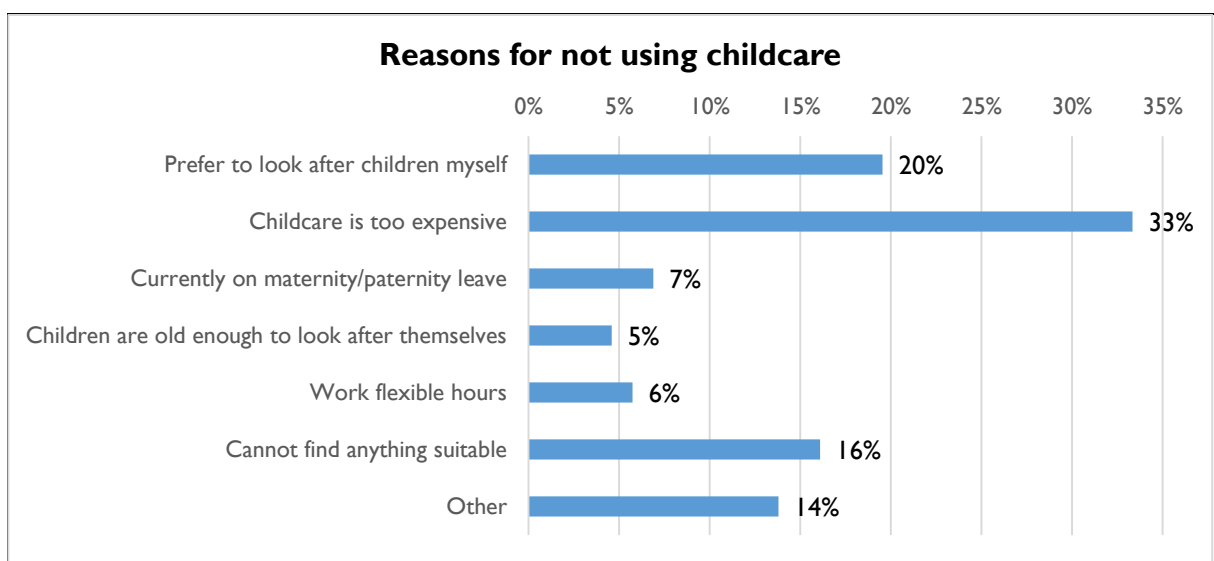
Reason	%	Number citing
Cost	22%	86
Opening Hours	22%	86
Flexibility	22%	85
Choice	11%	43
Location	7%	28
Quality	6%	23
Other	11%	43

Base: 169, multiple responses. Percentages rounded.

Other reasons stated include a lack of provision for children with additional needs, the hours at which childcare is available and a lack of provision. Other responses are shown verbatim in the appendices.

Non-use of childcare

One in ten survey respondents (10%) were not currently using childcare. Cost and availability of provision were the most common reasons respondents selected for those not using childcare:



Base: 58, multiple responses. Percentages rounded.

Opinions about childcare

Respondents were asked to rate a small number of statements relating to the provision of childcare in their local area. Ratings ranged from 'strongly agree' to 'strongly disagree'.

Satisfaction with current childcare

79% of respondents providing an opinion agreed or strongly agreed with the statement 'I am very satisfied with my current childcare':

Statement:	Agree/strongly agree	N/A	Disagree/strongly disagree
I am very satisfied with my current childcare	79%	9%	12%

Base: 488, percentages rounded

Satisfaction with current childcare was highest in Mansfield district (89% of respondents agreeing or strongly agreeing with the statement). Dissatisfaction with current childcare was lowest in Gedling district (15% disagreeing with the statement).

Availability and choice

Responses suggest a lack of availability and choice of childcare with 42% of respondents expressing an opinion disagreeing with the statement 'there is a good choice of childcare locally' and only 50% agreeing.

Asked to consider school holiday provision specifically, a higher proportion of respondents did not provide an opinion (32%) and a lower proportion agreed there were enough childcare places in the school holidays (40%).

Responses suggest a higher proportion of parents feel there is sufficient childcare during term-time, however, taken collectively over half of all respondents (51%) did not agree there are enough childcare places available during term-time.

Statement:	Agree/strongly agree	N/A	Disagree/strongly disagree
There is a good choice of childcare locally	50%	8%	42%
There are enough childcare places in the school holidays	40%	32%	28%
There are enough childcare places available during term time	49%	23%	28%

Base: choice: 486; school holidays 475; term-time 428. Percentages rounded

A lower proportion of respondents with school aged children (aged 6 years old and over) felt there was a good choice of childcare locally or that there were enough places in the school holidays:

Proportion of respondents agreeing with choice and availability statements by age range of child

Statement:	0-1 years	2-3 years	4-5 years	6-7 years	8-9 years	10+ years	Overall
There is a good choice of childcare locally	59%	59%	54%	39%	33%	39%	50%
There are enough childcare places in the school holidays	33%	38%	41%	45%	34%	35%	40%
There are enough childcare places available during term time	41%	55%	46%	52%	37%	38%	49%

At a district level, lower proportions of respondents agreed there is a good choice of childcare locally in Bassetlaw (38%) and Gedling (45%).

The times at which childcare is available

For the majority of respondents (61%) childcare is available at the times it is needed, albeit 3 in 10 indicated this was not the case. Responses indicate a lack of provision for people working shifts or having irregular work patterns.

A relatively high proportion of respondents did not have an opinion about childcare to meet the needs of shift or flexible work patterns, which may reflect a lack of need for this type of childcare for a number of respondents. However, based on all respondents answering questions about flexibility 30% were not able to find childcare that fits in with their work patterns and 43% were unable to find flexible childcare to suit their irregular work patterns. If the n/a responses are disregarded, 47% of respondents overall were unable to find childcare to cover shift work and 71% unable to find flexible childcare to suit irregular work patterns.

Statement:	Agree/strongly agree	N/A	Disagree/strongly disagree
Childcare is available at the times I need it	61%	10%	29%
I can find childcare that fits in with my shift work	34%	36%	30%
I can find flexible childcare to suit my irregular work patterns	17%	40%	43%

Base: times needed 479, Shift work 467, irregular work patterns 451. Percentages rounded

Quality of childcare

A high proportion of respondents agreed the quality of care is high (84%):

Statement:	Agree/strongly agree	N/A	Disagree/strongly disagree
The quality of care is high	84%	8%	8%

Base: 482, percentages rounded

Responses suggest lower levels of satisfaction with quality of care for older children – 69% of respondents with a child aged 10 years old or over agreed quality was high compared to 84% overall.

Provision for children with additional needs

56 respondents (11% of total) were caring for a child or children with additional needs and a question specifically relating to provision for children with additional needs was not relevant for the majority of respondents. As a result, a high proportion of respondents (79%) did not express an opinion.

In the following table, all respondents are shown (including n/a) and only those expressing an opinion (excluding n/a). Findings suggest that where a respondent has an opinion, a high proportion (43%) reported being unable to find childcare which is suitable for their child with additional needs:

Statement:	Agree/strongly agree	N/A	Disagree/strongly disagree
I can find childcare which is suitable for my child with additional needs - ALL	12%	79%	9%
I can find childcare which is suitable for my child with additional needs – EXCLUDING n/a	57%	Removed	43%

Base: all respondents, those expressing an opinion 91. Percentages rounded

Affordability

Responses indicate the majority of respondents do not feel costs are affordable, or represent good value for money:

Statement:	Agree/strongly agree	N/A	Disagree/strongly disagree
Childcare in Nottinghamshire is good value for money	39%	12%	50%
My childcare costs are affordable	41%	11%	48%

Base: value for money 478, affordable 480. Percentages rounded

Affordability may be a greater issue in the districts of Mansfield (where 53% of respondents indicated costs were not affordable) and Rushcliffe (57% reporting costs were not affordable).

Age-appropriate childcare

Respondents were asked if they felt childcare was appropriate for their child's age. The majority (79%) felt this to be the case:

Statement:	Agree/strongly agree	N/A	Disagree/strongly disagree
The childcare is appropriate for my child's age	79%	10%	11%

Base: 481, percentages rounded

Preferences for childcare

Respondents were asked the extent they agreed with three statements about their preference for the location of childcare. A relatively high proportion did not express an opinion. Where respondents did agree or disagree with the statement, responses indicate a preference for school-based provision (albeit nearly a third – 29% - disagreed).

Given the high use of friends and family in current childcare arrangements, 40% of respondents disagreeing with a preference for this type of childcare suggest high use is not a choice, but a necessity.

Findings also indicate, for the majority of respondents, childcare outside of the home is a preferred option:

Statement:	Agree/strongly agree	N/A	Disagree/strongly disagree
I prefer childcare to be on school site	50%	21%	29%
I prefer childcare to be in my own home	17%	25%	58%
I prefer friends and family to care for my children	37%	23%	40%

Base: school site 467, own home 466, friends and family 472. Percentages rounded

Childcare needs over the next 12 months

Thinking ahead to the next 12 months, respondents were asked what childcare they will require.

For pre-school children the greatest demand was for all year round childcare – 72% of respondents providing information indicated childcare would be needed all year with just over a third (37%) needing childcare for pre-school children term-time only and 22%, school holidays only.

‘Extended childcare’ – defined as childcare to fit in with shifts, i.e. before 8am and after 6pm was needed by 22% of parent/carers with a child or children in this age category.

Childcare required for pre-school aged children over the next 12 months

When childcare will be required	% of respondents indicating	Number citing
All year round	72%	188
Term time only	37%	95
After school	25%	64
Extended childcare to fit in with shifts i.e. before 8am and after 6pm	22%	58
School holidays only	22%	56
Before school	22%	58
Weekends	3%	9
Overnight	3%	7

Base: 260, multiple responses. Percentages rounded

For school-aged children responses indicate very high demand for after school provision and strong demand for before school provision. Responses also indicate a need for flexible and stretched provision (e.g. outside of the 'normal' working day of 9/9.30 to 5/5.30 and for year round provision).

Childcare required for school aged children over the next 12 months

When childcare will be required	% of respondents indicating	Number citing
After school	93%	205
Before school	65%	144
School holidays only	58%	129
All year round	51%	113
Term time only	44%	98
Extended childcare to fit in with shifts i.e. before 8am and after 6pm	37%	81
Weekends	7%	16
Overnight	4%	9

Base: 221, multiple responses. Percentages rounded

Financial support for the cost of childcare

Respondents were asked to indicate from a list of possible options any financial support received to help pay for childcare.

The most commonly identified financial support was for childcare vouchers (through the employer) – 43% of respondents indicated they received this support. This is a high proportion of respondents and suggests a possible bias in the sample.

The second most commonly identified financial support was Child Tax Credit (24% of respondents citing) and free nursery places for three- and four-year-olds (24%).

Financial support for the cost of childcare

	Working Tax Credit – childcare element	Child Tax Credit	Free nursery place for two-year-olds	Free nursery place for three- and four-year-olds	New deal for lone parents	Childcare vouchers (through employer)	Free/subsidised workplace childcare/crèche
% of respondents	11%	24%	3%	24%	0.02%	43%	0.05%
Number citing	48	106	15	105	1	190	2

Base: 438, multiple responses. Percentages rounded.

Comments

Respondents were invited to make any additional comment at the end of the questionnaire; 169 parent/carers (33% of total) chose to do so. Comments have been collated into broad categories (all comments are shown verbatim in the appendices). A number of comments could be regarded as falling into more than one category and have been assigned according to what can be regarded as the main issue raised.

- Based on the number and nature of comments, concern over the availability and flexibility of current childcare provision to meet needs is a primary issue for parents

and carers. 40% of comments related to a lack of provision, choice or hours of availability (67 comments)

- Affordability of provision was also commonly discussed (raised as a primary issue by 27% of those commenting (46 respondents)
- 8% of respondents commenting (14 parent/carers) provided information about their use or non-use of childcare
- 6% of comments (10 respondents) related to funding eligibility
- 5% of respondents (9 parent/carers) commenting identified issues around childcare for children with additional needs and a similar percentage (5%, 8 respondents) provided their opinion and/or feedback to the county council
- 4% of comments (6 respondents) were about the survey itself and 2% (3 comments) about quality of provision
- A lack of information was commented on by 2% of respondents (4 parent/carers) and 1% of comments (2) related to another issue

Appendix 1 Nottinghamshire district labour market overview

Ashfield

Ashfield mirrors county economic activity levels with a slightly higher percentage of people in employment working as employees and correspondingly a slightly lower percentage being self-employed.

Employment and unemployment (October 2014 – September 2015)

	Ashfield	Nottinghamshire	East Midlands
Economically active	77.7%	77.7%	77.5%
In employment	74.9%	73.6%	73.5%
Of whom:			
Employees	66.7%	64.5%	64.2%
Self-employed	8.1%	8.7%	8.8%
Unemployed	#	5.1%	5.0%

Office for National Statistics annual population survey (NOMIS)

sample size too small for reliable estimate

Out of work benefits – Total JSA claimants (December 2015)

	Ashfield	Nottinghamshire	East Midlands	GB
All people	1.5%	1.3%	1.4%	1.5%
Males	1.8%	1.7%	1.7%	1.9%
Females	1.2%	1.0%	1.0%	1.1%

Office for National Statistics claimant count (% is of resident population of area aged 16-64 and gender) (NOMIS)

Earnings by residence in Ashfield are lower than Staffordshire as a whole (gross weekly pay is circa 13% below the county average):

Earnings by residence (2015)

	Ashfield	Nottinghamshire	East Midlands	GB
Gross weekly pay				
Full time workers	£431.2	£498.2	£492.0	£529.6
Male full time	£470.9	£559.9	£540.6	£570.4
Female full time	£369.7	£423.6	£423.3	£471.6
Hourly pay (excluding overtime)				
Full time workers	£10.43	£12.69	£12.26	£13.33
Male full time	£11.02	£13.37	£12.81	£13.93
Female full time	£9.07	£11.42	£11.19	£12.57

Office for National Statistics annual survey of hours and earnings – resident analysis (NOMIS)

Bassetlaw

A slightly lower percentage of the working-age population in Bassetlaw are economically active (76.2% compared to 77.7% across the county). Self-employment is higher (10.2% of those in employment are self-employed compared to 64.5% in Nottinghamshire as a whole):

Employment and unemployment (October 2014 – September 2015)

	Bassetlaw	Nottinghamshire	East Midlands
Economically active	76.2%	77.7%	77.5%
In employment	70.8%	73.6%	73.5%
Of whom:			
Employees	58.8%	64.5%	64.2%
Self-employed	10.2%	8.7%	8.8%
Unemployed	#	5.1%	5.0%

Office for National Statistics annual population survey (NOMIS)

sample size too small for reliable estimate

Out of work benefits – Total JSA claimants (December 2015)

	Bassetlaw	Nottinghamshire	East Midlands	GB
All people	1.3%	1.3%	1.4%	1.5%
Males	1.6%	1.7%	1.7%	1.9%
Females	1.0%	1.0%	1.0%	1.1%

Office for National Statistics claimant count (% is of resident population of area aged 16-64 and gender) (NOMIS)

Earnings by residence in Bassetlaw are higher than Nottinghamshire as a whole measured against gross weekly pay (gross weekly pay is 1% above the county average). Hourly pay (excluding overtime) is lower (£11.79 compared to £12.69 across Nottinghamshire as a whole):

Earnings by residence (2015)

	Bassetlaw	Nottinghamshire	East Midlands	GB
Gross weekly pay				
Full time workers	£506.6	£498.2	£492.0	£529.6
Male full time	£554.2	£559.9	£540.6	£570.4
Female full time	£339.9	£423.6	£423.3	£471.6
Hourly pay (excluding overtime)				
Full time workers	£11.79	£12.69	£12.26	£13.33
Male full time	£12.57	£13.37	£12.81	£13.93
Female full time	£11.01	£11.42	£11.19	£12.57

Office for National Statistics annual survey of hours and earnings – resident analysis (NOMIS)

Broxtowe

A higher percentage of the working age population in Broxtowe are economically active and there is a higher percentage of employees compared to Nottinghamshire and the East Midlands:

Employment and unemployment (October 2014 – September 2015)

	Broxtowe	Nottinghamshire	East Midlands
Economically active	79.7%	77.7%	77.5%
In employment	74.2%	73.6%	73.5%
Of whom:			
Employees	67.9%	64.5%	64.2%
Self-employed	#	8.7%	8.8%
Unemployed	#	5.1%	5.0%

Office for National Statistics annual population survey (NOMIS)

sample size too small for reliable estimate

Out of work benefits – Total JSA claimants (December 2015)

	Broxtowe	Nottinghamshire	East Midlands	GB
All people	1.1%	1.3%	1.4%	1.5%
Males	1.4%	1.7%	1.7%	1.9%
Females	0.8%	1.0%	1.0%	1.1%

Office for National Statistics claimant count (% is of resident population of area aged 16-64 and gender) (NOMIS)

Earnings by residence are comparatively high in Broxtowe – for all full time workers gross weekly pay is 14% above the average for Nottinghamshire as a whole and 8% above GB:

Earnings by residence (2015)

	Broxtowe	Nottinghamshire	East Midlands	GB
Gross weekly pay				
Full time workers	£569.5	£498.2	£492.0	£529.6
Male full time	£617.9	£559.9	£540.6	£570.4
Female full time	£477.6	£423.6	£423.3	£471.6
Hourly pay (excluding overtime)				
Full time workers	£14.96	£12.69	£12.26	£13.33
Male full time	£16.58	£13.37	£12.81	£13.93
Female full time	£12.78	£11.42	£11.19	£12.57

Office for National Statistics annual survey of hours and earnings – resident analysis (NOMIS)

Gedling

Economic activity levels in Gedling are slightly lower than those found across the county, as is the percentage of economically active people in employment.

There is a slightly higher incidence of self-employment in the district – 10% of people in employment in Gedling are self-employed compared to 9% in Nottinghamshire:

Employment and unemployment (October 2014 – September 2015)

	Gedling	Nottinghamshire	East Midlands
Economically active	76.6%	77.7%	77.5%
In employment	70.1%	73.6%	73.5%
Of whom:			
Employees	59.9%	64.5%	64.2%
Self-employed	10.1%	8.7%	8.8%
Unemployed	#	5.1%	5.0%

Office for National Statistics annual population survey (NOMIS)

sample size too small for reliable estimate

Out of work benefits – Total JSA claimants (December 2015)

	Gedling	Nottinghamshire	East Midlands	GB
All people	1.4%	1.3%	1.4%	1.5%
Males	1.9%	1.7%	1.7%	1.9%
Females	0.9%	1.0%	1.0%	1.1%

Office for National Statistics claimant count (% is of resident population of area aged 16-64 and gender) (NOMIS)

Earnings by residence in Gedling are higher than the average across Nottinghamshire as a whole when measured against gross weekly pay (gross weekly pay is 4% higher than the county average). Hourly pay (excluding overtime) is 2% higher (£12.98 compared to £12.69 across Nottinghamshire as a whole):

Earnings by residence (2015)

	Gedling	Nottinghamshire	East Midlands	GB
Gross weekly pay				
Full time workers	£517.6	£498.2	£492.0	£529.6
Male full time	£564.4	£559.9	£540.6	£570.4
Female full time	£454.4	£423.6	£423.3	£471.6
Hourly pay (excluding overtime)				
Full time workers	£12.98	£12.69	£12.26	£13.33
Male full time	£13.37	£13.37	£12.81	£13.93
Female full time	£12.16	£11.42	£11.19	£12.57

Office for National Statistics annual survey of hours and earnings – resident analysis (NOMIS)

Mansfield

Economic activity levels in Mansfield are in line with county and regional averages. There are higher percentages of Job Seeker Allowance claimants:

Employment and unemployment (October 2014 – September 2015)

	Mansfield	Nottinghamshire	East Midlands
Economically active	77.6%	77.7%	77.5%
In employment	75.6%	73.6%	73.5%
Of whom:			
Employees	69.5%	64.5%	64.2%
Self-employed	#	8.7%	8.8%
Unemployed	#	5.1%	5.0%

Office for National Statistics annual population survey (NOMIS)

sample size too small for reliable estimate

Out of work benefits – Total JSA claimants (December 2015)

	Mansfield	Nottinghamshire	East Midlands	GB
All people	1.8%	1.3%	1.4%	1.5%
Males	2.4%	1.7%	1.7%	1.9%
Females	1.3%	1.0%	1.0%	1.1%

Office for National Statistics claimant count (% is of resident population of area aged 16-64 and gender) (NOMIS)

Earnings by residence in Mansfield are relatively low compared to Nottinghamshire as a whole (gross weekly pay is 13% lower than the county average):

Earnings by residence (2015)

	Mansfield	Nottinghamshire	East Midlands	GB
Gross weekly pay				
Full time workers	£435.9	£498.2	£492.0	£529.6
Male full time	£475.5	£559.9	£540.6	£570.4
Female full time	£404.1	£423.6	£423.3	£471.6
Hourly pay (excluding overtime)				
Full time workers	£10.28	£12.69	£12.26	£13.33
Male full time	£10.56	£13.37	£12.81	£13.93
Female full time	£10.17	£11.42	£11.19	£12.57

Office for National Statistics annual survey of hours and earnings – resident analysis (NOMIS)

Newark and Sherwood

Note: data was available for the Parliamentary Constituencies of Newark and Sherwood, not combined)

Employment and unemployment (October 2014 – September 2015)

	Newark	Sherwood	Nottinghamshire	East Midlands
Economically active	73.1%	80.1%	77.7%	77.5%
In employment	69.8%	76.1%	73.6%	73.5%
Of whom:				
Employees	60.4%	66.9%	64.5%	64.2%
Self-employed	9.4%	8.2%	8.7%	8.8%
Unemployed	#	#	5.1%	5.0%

Office for National Statistics annual population survey (NOMIS)

sample size too small for reliable estimate

Out of work benefits – Total JSA claimants (December 2015)

	Newark	Sherwood	Nottinghamshire	East Midlands	GB
All people	0.9%	1.5%	1.3%	1.4%	1.5%
Males	1.1%	1.8%	1.7%	1.7%	1.9%
Females	0.8%	1.1%	1.0%	1.0%	1.1%

Office for National Statistics claimant count (% is of resident population of area aged 16-64 and gender) (NOMIS)

Earnings by residence (2015)

	Newark	Sherwood	Nottinghamshire	East Midlands	GB
Gross weekly pay					
Full time workers	£478.7	£479.2	£498.2	£492.0	£529.6
Male full time	£599.6	£498.7	£559.9	£540.6	£570.4
Female full time	£380.2	£442.9	£423.6	£423.3	£471.6
Hourly pay (excluding overtime)					
Full time workers	£12.56	£12.28	£12.69	£12.26	£13.33
Male full time	£13.98	£12.29	£13.37	£12.81	£13.93
Female full time	£10.43	£12.02	£11.42	£11.19	£12.57

Office for National Statistics annual survey of hours and earnings – resident analysis (NOMIS)

Rushcliffe

Economic activity levels in Rushcliffe are relatively high (81% compared to 77.7% across the county) as is the level of self-employment (11.6% of the employed population are self-employed compared to 8.7% across Nottinghamshire):

Employment and unemployment (October 2014 – September 2015)

	Rushcliffe	Nottinghamshire	East Midlands
Economically active	81.0%	77.7%	77.5%
In employment	77.7%	73.6%	73.5%
Of whom:			
Employees	66.1%	64.5%	64.2%
Self-employed	11.6%	8.7%	8.8%
Unemployed	#	5.1%	5.0%

Office for National Statistics annual population survey (NOMIS)

sample size too small for reliable estimate

Out of work benefits – Total JSA claimants (December 2015)

	Rushcliffe	Nottinghamshire	East Midlands	GB
All people	0.8%	1.3%	1.4%	1.5%
Males	1.2%	1.7%	1.7%	1.9%
Females	0.5%	1.0%	1.0%	1.1%

Office for National Statistics claimant count (% is of resident population of area aged 16-64 and gender) (NOMIS)

Earnings by residence are relatively high in Rushcliffe – gross weekly pay is 31% above the county average:

Earnings by residence (2015)

	Rushcliffe	Nottinghamshire	East Midlands	GB
Gross weekly pay				
Full time workers	£652.2	£498.2	£492.0	£529.6
Male full time	£687.9	£559.9	£540.6	£570.4
Female full time	£536.9	£423.6	£423.3	£471.6
Hourly pay (excluding overtime)				
Full time workers	£16.79	£12.69	£12.26	£13.33
Male full time	£18.27	£13.37	£12.81	£13.93
Female full time	£14.42	£11.42	£11.19	£12.57

Office for National Statistics annual survey of hours and earnings – resident analysis (NOMIS)

Appendix 2 Parent/carers questionnaire survey – profile of respondents

Data for the parent/carers survey was collected via Survey Monkey by Nottinghamshire County Council. The deadline for completion of the on-line survey was January 2016.

Response profile

The sample for the parent/carers survey is based on 516 respondents. Respondents were drawn from across the county with representation in each district. Numbers of respondents in each district are low in a number of cases and it is therefore recommended any district analysis is treated with caution. Any differences in response profiles may not reflect real difference in the population. For this reason few survey questions have been analysed at district level.

Response levels by district

District	Number of responses	% of total
Ashfield	43	8%
Bassetlaw	58	11%
Broxtowe	131	25%
Gedling	34	7%
Mansfield	47	9%
Newark	39	8%
Rushcliffe	85	16%
Out of Borough	15	3%
Postcode not Provided	64	12%
Total	516	100%

Household composition

12% of respondents (56 parent/carers) headed a lone parent family.

Collectively, respondents were caring for 970 children (upper age not specified in survey). A quarter of respondents (25%, 128 respondents) were caring for a child aged 0-1 years old with 40% (204 respondents) caring for a child aged 2 and 3 years old. Just over a third (34%, 173 respondents) were caring for a child aged 4 or 5 years old.

Age range of children cared for

	0-1 years	Aged 2 -3 years	Aged 4-5 years	Aged 6-7 years	Aged 8-9 years	Aged 10+ years
% of respondents caring for a child or children in the age range (number)	25% (128)	40% (204)	34% (173)	26% (132)	25% (128)	24% (126)
Number of children cared for in the age range	131	212	187	141	137	162

Base: respondents caring for children in each age range – 516. Multiple responses

Number of children cared for – 970

Percentages rounded

Household income and work

Based on those reporting their work status, and that of their partners where applicable, 84% of households had at least one adult in some form of employment (albeit this may be part-time work less than 16 hours a week, or part-time self-employment). 16% of respondents (82 parent/carers) were living in a workless household.

Employment status

Where respondents and/or respondents' partners were working (or looking for work) respondents were asked to describe their employment status and that of their partner if appropriate.

A higher percentage of partners were working full-time (80% compared to 61%). A very low percentage of respondents (1%) were unemployed:

Employment status – respondents and respondents' partner

Employment status	Respondent	Partner of respondent (where appropriate)
Employed full-time	61%	80%
Employed part-time (working less than 16 hours a week)	11%	3%
Self-employed full-time	7%	13%
Self-employed part-time (less than 16 hours a week)	4%	1%
Looking for work	2%	1%
Unemployed	1%	0.5%
Studying/training	4%	1%
Full-time parent/carers	8%	2%
Other	8%	0.5%

Base: 450 respondents; 367 partners. Percentages rounded. Multiple responses

Household income

Over a third of respondents (38%, 165 respondents) reported a household income of over £50,000 a year:

% of respondents with a household income of:	Below £10,000	£10,001-£20,000	£20,001-£30,000	£30,001-£40,000	£40,001-£50,000	£50,001 and over
	4%	12%	11%	15%	19%	38%

Base: 434, percentages rounded

Appendix 3 Parent/carer questionnaire comments (verbatim)

Comments about affordability and cost
I do think better choices at affordable prices are necessary although we no longer need to use them
Working parents need to pay expensive private childcare until kids are 3, there should be more funding from the date kid starts nursery.
I now foster full time do I do not need any childcare but when I did work full time employed my child care costs at one point were £200 per week which meant I was financially no better off for working. Thankfully this is no longer my situation.
Childcare is so expensive! My childcare bill is over £1100 per month and this includes the 15 hours free entitlement taken off too! I worry when my daughter starts school in September as to what care can be arranged for her before and after school as there does not seem to be many clubs operating. The school holidays - to my knowledge there are no clubs about and I don't want her to go to a Childminder. Please, please, please create before, after school, and holiday clubs! Thanks
I think it is ridiculous I have to pay £8.75 for an hour in the evening.
Childcare is incredibly expensive and I find the private daycare centres are not flexible. We really wanted our son to attend the school nursery 5 mornings a week in readiness for school, however the daycare he currently attends wanted to charge £43 per day for the 2 days I work to take care of him for the remaining 6 hours of the day which we simply cannot afford.
It's so expensive. If we had two children, one of us would be better off quitting work.
Whilst at the moment our childcare costs are manageable thanks to grandparents help we have another baby on the way & that is going to making things much more tricky.
We earn very little. And get very little help towards childcare. We go to work to pay the bills and end up struggling to live as we are paying nearly £400 a month just for my son to go to nursery 2 days per week (8days a month) its not worth me working as we cant provide as much for our son as we could when I wasn't working. Disgusting.
Current nursery is brilliant - my only complaint is cost as without the help of my mother in law I would not be able to return to work as having to pay for more than one day a week at nursery would make it pointless as I would literally just be working just to pay for nursery fees.
Childcare is a huge part of our income, as with most working families. Once you add in costs getting to and from work it makes it feel almost not worth going (it is still worth it for me but not for many others). I looked into going back to shift work but there is absolutely no affordable childcare in the area which fits in with shifts.
I think more free childcare should be provided for full time working families, it seems to benefit those who don't earn, yet be a penalty to full time working parents. We need more free hours.
I constantly ask myself the question 'Is it worth working?' Childcare costs are ridiculous and it is so upsetting that mothers (and fathers) want to work but feel that the monthly wage is affected considerably due to childcare costs. The lower income families get childcare free and the families in the middle income bracket have to pay for it with (with some voucher scheme discount) and hardly any wage is left over after the monthly childcare payment is deducted from our wages! How is this fair? Trying to promote the 'return to work' ethos, but we pay extortionate

childcare costs as a result. Something should be done to support us. Working families suffer for the first few years, until their child is at school and childcare costs then reduce!
I think the government should help lower childcare costs for 'normal' families, i.e. parents who work hard, and do not claim benefits
Childcare is very expensive, I only work to get out of the house. I pay half my wages to childcare so I can see why some parents don't work.
I use the pre-school learning alliance on the Brinsley school site - I don't actually know what I would do if they weren't there. being on site allows my daughter to go to things like after school clubs and other after school events, as they will pick her up and take her back to school if needs be. I am due to have my second child next year and intend on using the same provider probably 4 days a week from about 5 or 6 months old. How much this will cost is worrying me, as I'm expecting to have to find an additional £800 or so a month from nowhere at the moment!
I am very happy with the childcare that my pre school child receives. I feel that breakfast and afterschool clubs are extremely costly for what is actually provided and there is very limited availability of these services.
Extremely expensive for working parents. I really don't see why parents on benefits who are at home all day qualify for free childcare - very unfair to those of us who do work hard.
Very expensive
Childcare is just so damn expensive. I appreciate broken down to an hourly rate it doesn't equate to much given the job they're doing..... They're looking after our most prized possessions. The cost still cripples us though.
Our joint income is under £35,000, and there is no support for working families for childcare, it is not worth me coming back to work 24 hours a week due to childcare cost but I come for the future of my children!
Because of the way my nursery structures its packages I pay for an extra 1.5 hours each day that I don't need. I don't have a choice about this and it's unfair.
Childcare becomes very expensive and limited when your child reaches 11 years of age
The White House in West Bridgford is fantastic! However, childcare is very, very expensive. We are lucky now our daughter is in school that we can mostly work out hours to drop her and pick up on most days.
It takes up over £900 a month it's ridiculous.
There should be more help for parents that work as currently there is not much to gain.
The cost of our childcare is the entire take home salary of my partner. Neither of us are in entry level roles, we don't get any financial help which could enable part time work so I can bring my own children up and not pay someone else to do it. Flexible working which can be agreed at short notice would be beneficial as would being able to temporarily have a career break from part of my hours.
It's really hard to meet the childcare costs of having 2 children if you want a career and to work full time on an average salary of 21,000 each
Cost is not affordable and local schools do not run before or after school clubs, it really doesn't pay to work, both myself and my husband work full time and get decent salaries but 50% of mine goes on childcare leaving us short every month!
Child care cost us £11000.00 per annum while I have one under 3 and one in school. The 30 free hours would be

helpful if we could access it sooner.
I would love to put my child in the nursery full days but can only afford half days at the moment.
The rates are very prohibitive for mothers wanting to go back to work, something has to be done about this. Thanks.
We're happy with the childcare we have, and it's reasonably priced compared to other areas, but it is taking up an entire salary, so I am a mother more or less working for nothing. As a result we can't afford to move to a bigger house or even think about having a second child. I can't take a 'career break' to care for my own baby otherwise I'll never find another job. It's just, in the greater scheme of things, a real sorry state. This is a wider social issue, but very annoying!
With having all children under 5 for sometime childcare was very expensive and often wondered if worth going to work. Even with my two smallest children the costs are the same as my mortgage. Luckily my husband comes home to work to allow him to be here for my child of school age. Otherwise it would be financial not worth working. I think there should be a tax break for parents during the early school, nursery years to help with costs. Also due to the one year intake I have had a child go to school, in my view, before he was emotional ready and another child starting later and bored in the pre school settings as more than ready for school. Two intakes would work better to account for each child's development better
I earn less than 10k a year. My husband earns the rest. If I went to work during the day then I'd lose most of my income to childcare especially during the holidays when I'd be in negative earnings against childcare cost. Therefore I work nights. This is by far from ideal as I sleep during the time they are at school and is difficult when my husband works away.
The reason I am currently unemployed is because I have been unable to find any child care for my son in this area.
too expensive
I am living with my partner, but he works too often to do any childcare, and our finances are separate as my child is from a previous relationship. As such, I do not qualify for any tax credits (our "combined salary" is too high) but am still responsible for all childcare costs, so I rely on my mother to offer free childcare to supplement my paid-for childcare through after school club, and a nursery in the school holidays.
After school clubs are very expensive particularly when you have multiple children using them. Some discounts should be offered for more than one child.
I cannot afford childcare. I use family as many hours as are offered every week then I work my evenings / any time the baby sleeps.
My childcare costs are £224 per week term time and £300+ in the Holidays. I would like an option to take unpaid leave during the holidays to care for the children myself. As holiday time is more expensive per week than my actual wage.
The school my children attend (Lady Bay Primary School) doesn't offer any out of school childcare provision. Anything locally is available from private providers. The cost of childcare during the school holidays is very restrictive and can easily be over a £100 a day for all 3 children. This is only manageable as they don't attend holiday clubs every day - otherwise would just be unaffordable.

not flexible enough and too expensive
Childcare provision is at best expensive and at worst inadequate. There is little on offer in our area and whilst I am extremely happy with our current provider I have had to accept something falling far short of what was needed.
As a student nurse I am required to work unsocial, irregular shift patterns of 12 hours. I am a lone parent with little family support. I have been unable to find childcare that includes overnight care, early mornings and late nights that also accommodates my son starting school in September. There are only 3 childminders serving his school. One has no spaces and the other two only work 7.30am-5.30/6.30pm (day dependant). One of these can't take him now as they have received an inadequate score by Ofsted. To cover the shortfall in childcare I am having to use a nanny which charges £50 for overnight care and £10.50 an hour for all other times. Not only is this a massive expense for me, I do not receive bursary childcare allowance for in-home childcare. The breakfast club and after school club at his school also covers these same hours. The other frustration I have found in looking for childcare is that the Notts County Council childcare database is not up to date. In my area, childminders are listing themselves as available to do overnights, early mornings and late nights, as well as specific school runs but when contact is made with them it transpires that they don't actually offer these services at all. I raised this point with a NCC employee on the helpline and was told that it is the childcare provider's responsibility to keep their details up to date. While I agree with this point, I also think that NCC have a responsibility to maintain accuracy for the details they hold as well as monitoring the accuracy of the information passed onto them by childminders. Unless NCC are unable to take some responsibility for accuracy they should not offer a database facility for parents looking for childcare. For me, a solution would be that there were more childminders in my area (who serve his school) which, between them, cover longer hours rather than duplicating services. Additionally, I was shocked to discover my local sure start children's centre does not hold a list of locally based childminders: I was given the NCC 0300 number to call. Better liaison with children's services in the area may be an area for improvement.
Ideally my local Primary School would offer nursery placements for 3 and 4 year olds enabling both children to be at the same location. Early years funded places would be financially beneficial from 2 years olds. My childcare costs are very high.
Childcare for children with additional needs
Provision of holiday for my child with severe SEND and who is wheelchair bound is not good. The only special school holiday clubs run from 1am to 3pm which does not fit with our normal working hours, and I only work 22.5 hours a week. It means I have to arrive at work late and leave early.
Me and my husband do struggle my 15year old is disabled and I think the free two-year placement should be for everyone
I have been unable to find any out of school childcare for my disabled daughter and NCC where amazingly unhelpful in assisting me with this matter. I was offered short breaks which I declined as I don't want a break from my daughter just help to find suitable childcare so I can work without relying on my 70year old mother. NCC insisted that I was only facing the same hurdles other parents face when looking for childcare. My daughter is unable to walk or stand alone and has a serious metabolic disease and a very specific diet and illness regime. I did not face any issues when finding childcare for my younger daughter and I find NCC's comments insulting. I did send in a

letter of complaint but not surprisingly I did not receive any kind of response
Finding childcare for a growing child is very difficult, Basically there is no choice on holiday club or after school clubs, as some childcare providers do not seem to understand or are willing to give your child a chance to attend their establishment. If a holiday club is available for a child with additional needs it is on limited times e.g. 10-3pm. No use to a working parent. And finally you have to be in the know as there are limited places and are not always advertised widely. If
Never have a child with additional needs as school, child care and leisure activities is a nightmare and people's attitude in these settings and in the workplace is shocking. Discrimination against the disabled is alive and well and I'm ashamed to be British in this regard.
My son requires specialist 1 to 1 child care.
Childcare with personal care element is very hard to find for child with additional needs. Not enough personal assistants or overnight care - need database. Although short breaks team are very good resource.
I have 50:50 shared care with the kids' dad so childcare has to be flexible as his work pattern is different from mine. Luckily our current provider can accommodate that but they have indicated that they would find it difficult if their numbers increase. When both children were pre-school, the cost of full-time childcare was eye wateringly high, more than my mortgage. On a single income I had to, and wanted to, work full-time. My son, who may be autistic, suffered terribly during his first year at school because he was not ready to be there. But I could not afford to keep him in nursery for another year, which he was eligible to do as he was only 4.
It would be great to find more affordable summer holiday childcare for autistic children in my area
Comment on funding eligibility
I think it is downright disgusting that as a full time working parent and my partner is a full time cater for a relative that we do not get help with child care costs. I'm sorry but what do people on the dole need 15 hours a week free for a 2 year old for? It doesn't take 15 hours a week to sign on now does it!!??
Full time working families would prefer to not work full time however, cost of living won't allow this so as we work full time we are then seen as earning too much so receive no additional help with childcare costs. Those families that choose not to work seem to receive all additional income/help for their children to attend nursery which doesn't seem fair as I think most who work would agree that if they had help with more free hours in nursery that they maybe able to afford to reduce working days which would mean they could be home more, collect children etc. to enable quality family time.
The local provisions are poor, we have our youngest in an excellent nursery but it costs us a fortune for 3 days! We do not qualify for help as we earn too much however we have to sacrifice seeing our children to do that whilst people sit on their bottoms at home, chose not have the quality time with their children but have funded places available to them from the age of 2! It's so backwards, in a lot of cases they don't need help as they don't want to work and leave their children. We have our eldest in a good school as we planned for him to go there and the provision is pretty good, they are mostly excellent staff and try to be flexible for working parents but it is still hard to attend things at short notice. Being a Good parent is filled with a lot of guilt about having to sacrifice time with them to give them a good quality life.

Free childcare places and extra support for childcare always go to those who are on benefits already and don't want to work!
Child care costs are virtually unaffordable and will unfortunately prevent us from having more than 1 child, despite having higher than average earnings. We feel penalized for having good jobs that put us beyond the criteria for receiving support in paying for childcare costs. How can anybody realistically afford ~£1,500 per month (based on 2 children) in child care fees? It is utterly ridiculous. In contrast, those who contribute the least to society have the most to gain. Unfortunately I don't have any choice but contribute through my taxes towards their free or subsidized childcare. I could go on but clearly it would be a waste of time. Obviously if I was a politician, I would be unelectable!
I think that it is totally wrong that working parents don't get any help with childcare. Why only children over 2yrs get 15hrs free childcare, why not younger.
The funding 2 year/3 year olds is totally wrong. Why is it that people who don't work get free childcare? In my eyes they are able to look after their children because of that yet I work but a large chunk of my monthly wage goes towards paying for childcare.
I feel it is very unfair who gets free childcare and who doesn't, I work and so does my partner so would benefit from just a few hours free childcare a week. Also I know parents in the same position but their 3 year olds are offered more than 15 hours because they are in a Nottingham City School Nursery.
People on benefits at home are eligible for 15 hours for children at 2 years, I am disabled and trying to better myself for my children and have no eligibility for childcare so have to try and work full time whilst caring for a 2 year old and doing school runs etc.
We earn well £40,000 per year salary before tax for each of us, but taxed high. Because we earn well - We do not qualify for financial help. Our income only JUST covers full time Childcare, mortgage and bills (our house mortgage is £238,000 - so not huge!). We cannot afford trips/holidays or any extras.
Comments on flexibility and availability of provision
I currently work as a nurse. I do 12 hour shifts during the day and night. My partner works full time 6 days a week. When we are both at work we have to rely on family to have our daughter overnight and take her and pick her up from school as we cannot do the school journey. The school does provide after school clubs but only for 45 minutes after school. Without family support I would not be able to work. The school doesn't provide morning breakfast clubs. Childminders would not have my daughter overnight so family are the only ones able to provide childcare at the moment.
No availability of breakfast or after school care at school
I have to change my hours at work in the holidays to fit into slots of available childcare. I also work weekends so have to also find family to help when partners at work. Maternity leave is ending soon and dreading half terms/holidays again. Finishing work at 5:45pm and childcare shuts at 6:00pm creates quite a rush.
Talking to a great childminder the other day about a father whose wife is sadly very ill - he has 2 very young girls who will have to be split with different childminders just when they should be together because the childminder told me there are all fully booked & there aren't enough good childminders

Little choice in private say nurseries. V happy with my school nursery, but shame they do not offer early morning/afternoon care (at extra cost)
All schools should provide breakfast and after school clubs which would resolve a lot of the issues families experience
I'm concerned about the potential lack of pre-school childcare available in Radcliffe on Trent if the relocation of the pre-school playgroup isn't more proactively facilitated by NCC - please help!
Need more wraparound care for pre-school and school at Crossdale Drive Primary School
Pre-school provision is very good but the after school care is lacking considerably and I struggle to find cover after school for my children
As a teacher early childcare before 7:30am is impossible, this makes it very difficult to get to my job on time.
Child care in the Gunthorpe area is few and far between. I have to use a childminder that's not local to my home and afterschool club that is only open until 6pm. This affects my working hours and flexibility. it also means I have to children in 2 different places every day
Not enough flexibility. My days of working vary but I have to put my child into childcare every day as the childminder can't provide the flexibility to allow me to just use childcare when I need it due to her quotas/ratios. I end up paying for half a week's childcare that I don't really need.
Family help me in the mornings as not open early enough and I struggle to fulfil my job requirements as I can only stay until a certain time before out of school club closes. They also don't always open when I need to work. I.e. over Christmas.
My childcare needs may appear random on this survey but the situation is that I am very, very lucky to be able to work flexibly (22.5hrs per week), at the moment. However this could change at any time and I would really struggle for childcare if I worked a job with 'normal' shifts, nor would I be able to afford it I don't think. I have no family living locally to help.
It is very difficult as a lone parent to find an employer who will take someone on like me when I cannot be flexible because of childcare and with having twins it becomes very expensive and I would be going to work to pay for someone else to look after my children. There is nothing out there that truly benefits parents of multiples.
Work three full days per week. Need local village school to offer breakfast/after school/holiday club
We would use a flexible, reasonably priced school based system if provided at our local primary school. The private nursery whilst providing the service, is inflexible and not good value for money.
Disappointed that at my child's school (Greasley Beauvale) they do not offer flexible Breakfast and After school club, (its full time or nothing). Hence I have to go to an alternative provider and my child catches a bus.
I would use on school site childcare in the morning but it is not open early enough. I found a childminder from 7am however this is not going to continue after 1 year so I will be stuck for childcare in the morning.
We felt it was important when accepting work contracts to factor in the ability of our family to manage school runs, etc. I.e. family commitments came first and work was fitted in around it.
I may have difficulty with childcare once my child starts nursery at a local school based nursery. The times of the sessions available may not fit around mine and family members working hours

I Moved last year and struggled to find childcare near to my new home. Currently my child goes to the child-minder near where we used to live, which is 30 mins. drive from home, but closer to work. Grandparents also look after my child 1 day a week (not an option to mention on this survey)
Not enough wraparound childcare for our local primary school (Kirkby Woodhouse)
More childcare arrangements before 0730 am and after 1830 pm needed
The issue isn't cost it's availability of age appropriate care
There is no before or after school care available. We are going to struggle when son starts school in September. I don't want to even begin to think about school holidays as there's nothing available then either.
I have used and paid for childcare all my working life (from kids been 1 year old until now) up to 11 there are plenty of options and clubs. I would like to see secondary schools offering activities and childcare clubs in the holidays because 11 year olds are too young to be left at home from 8 to 6 pm whilst parents work but there are limited clubs for that age that suit the normal working day
Only available by applying early as told there are limited places at school clubs.
There is no flexibility on times of childcare without it costing a fortune. Little provision for 4 year olds during school holidays. Would love the ability to plan a month ahead what requirement is needed as I would be able to have plan my diary better without the reliant support of family which isn't always available.
Very little day care available in school holidays for children over the age of 12 years
Had to wait 2.5 years before I could get my son into the afterschool club near his school in West Bridgford. Not enough local, quality childcare places available in West Bridgford!
Our school does not offer an after school club, and I don't want my children having to shift sites to a different location.
Breakfast clubs should start at least by 7:30 am and After School Clubs should open up to 6:00 pm. Such an approach gives full-time working family the flexibility to work while their children's needs are met by professionals.
Generally not long enough hours. School before and after school clubs not available enough, and need to improve quality.
Really struggle for holiday cover for my 12 year old. Nothing at all locally. Mansfield town football club have a holiday scheme but it finishes and starts out of my working hours. Very poor in school holidays one a child has left primary yet not safe to leave him alone yet.
I would be very concerned to see the primary school enter the market in direct competition to the village playgroup. The village playgroup is constrained in what it can offer by other adult hall users as arranged by the Parish Council. I have no confidence in our elected Cllr to represent these issues accurately and without prejudice. My childcare needs for pre-school will increase in 12 months.
I find it extremely difficult to find childcare for the 3 days a week during the school holidays, especially in Newark. I am having to take my child to Nottingham to go to holiday clubs that will provide care 5 days a week and the hours that suit.
In my area there is no child care available for my child when they start in year 7 as I believe secondary schools do not provide childcare but may offer activities and clubs

Longer working days and national work makes our childcare arrangements (breakfast and after school clubs) inadequate so we need to find alternative flexible childcare support many times a week
I would prefer it if our school had breakfast club and afterschool facilities.
My husband is a postman so early starts - 6.30am. When I work nights I don't finish until 7 or 8 am so the children have to sleep over at grandparents which can disrupt routines and can be at least 3 times a week if I am on 8am starts and nights which is hard for them as they are not in the best of health themselves.
need later opening hours
A breakfast and after school club attached to Standhill/Porchester school would be a great help with not only childcare but development of children. Some extra stimulation could really help to improve children's progress. A holiday club would also be great!
Because private nurseries are over subscribed there is often no flexibility for getting an extra day when you need it, and because the traffic can be so bad, even when I leave work at 4:30, I need childcare that stays open beyond 6pm in case I get caught in traffic, and it seems impossible to find childminders who can pick up from two different locations
The primary school with pre-school that I would like my daughter to go to is inflexible. You can only attend every morning or every afternoon. There are no full days offered so it does not suit working patterns for parents. My child has had to stay at private day nursery which has additional costs which I accept but it would have been nice for her to go to the school she will be going to.
Our preferred choice of childcare would be a childminder as we like the 'home from home' environment. We have really struggled to find a childminder who serves our child's school (Arnold View)
I am looking for new jobs, I feel I am restricted in what I can apply for because of the inflexibility and set hours of a lot of childcare.
Before my child started in year 7 I used holiday clubs, after school and breakfast clubs. I found it hard when she reached 12 as she was not old enough to be left alone but was too old for holiday club (run by the local nursery and based at school). There was no provision for 12-14 year olds that fitted in with my working hours so I relied heavily on my mum.
I am a childminder and I am finding that there is not enough childcare for under 1 year olds, I have turned almost 10 away in less than 3 months as I am full in that category.
Both me and husband work as doctors I do work part time but more than 24 hours a week but also we often have long commutes and are desperate for private care at home before 7.30 am and after 6 for child to be picked up - this is a big struggle but often nursery nurses help us inconsistently.
Local junior school does not provide a breakfast club which will cause problems when both of my children go to the junior school
As working parents we have our children in nursery 4 days a week, with the 4 year old funding our nursery bill is £1100 a month and therefore our largest single outlay each month. My eldest goes to school Sept 16 and I know that we're going to struggle with before and after school given the demand on these provisions and we do not have family local to support. It does not feel right that my biggest concern is childcare availability and not the school

selection.
There is a lack of child minders in Stapleford for my area (Brookhill Street). The care at Cared4 Nursery is not suitable.
Very little for 10-13 year olds term time and holidays. Very difficult for working parents to supervise them.
My husband was unable to take an extra months work as childcare place was not available, we were forced to decide on taking the place or not before the end of his then-current working contract. Waiting lists at good nurseries are excessively long.
Because I work weekends I have to rely on family members to look after my child.
Because I have family that can provide childcare, during term time the free 15 hrs per week are sufficient to meet my childcare needs but during holidays I struggle to find the money to keep my child in a childcare setting.
Need breakfast club to start earlier and a more flexible after school club
Due to lack of childcare in the area, my mum retired early, moved towns and bought a new house close to me so I could return to work.
More childcare places required - these need to be based at the school and accommodate children up to age 14 and through to 6pm.
Don't start early enough in the morning
As I have older children my answers are probably not applicable but I really struggled with flexible hours when they were younger and I was a lone parent. Options for term time, reduced hours were not consistent across the organisation.
The survey emailed to me seems to reflect only the views of parents/ carers of children living with them. I am grandma to three grandchildren. As well as working part time I am called upon to care for my grandchildren frequently as their parents have to work. No there are not enough inexpensive but quality nursery places from birth (not everyone gets a years maternity leave) government funded places for 2 to 5 year olds Great but only in term time, fine if you teach for a living, hopeless if not. Nursery places do not cater for people outside office hours, no good if you work for the NHS.... 12 hour days! Enough said. Regards a tired mamma.
Lack of provision and still cost prohibitive for what we can access
I am looking to go back into fulltime employed work (as my part-time income is insufficient), however the lack of flexible childcare is a concern, especially if I have to start work before 8am or finish after 6pm, when after school clubs typically close. This is really impeding my search for suitable employment. Also, the cost for two children in breakfast/after school club will take a huge chunk out of earnings.
We have to travel 30-40 minutes each way to find suitable childcare, this has placed extra pressure on our family life and also increased our costs. We had a place in the local school nursery but were unable to find a childminder to pick up our son and also care for him in the holidays, this resulted in us not being able to take the pace in school which is the school we wanted our son to attend next year, we were very disappointed.
We are desperate for breakfast and afterschool clubs at Rampton Primary School. Other primary schools offer this and although I don't want to move my children I need the flexibility to dip in/dip out wraparound at school so I can work full-time. I have just been put on a term time only contract which has resulted in my hours being reduced as

well. I have taken a 25% pay cut. From 8:00am in the morning and until 4:30/5:00pm at night would make all the difference. I can't afford a childminder on top of the £30.00 I pay a private nursery to collect my 3 year old at lunch time and take him to nursery until I finish at tea time. Rampton offer after school clubs to 4:15pm each night ½ nights a week but you have to apply each half-term so it is not secure enough for my arrangements. If an affordable breakfast and afterschool club launched it would make such a difference.
Information on use and/or non-use of childcare provision
Although I live in Derbyshire, my child attends school in Nottinghamshire.
Though we live in Eastwood our children attend nursery in Stapleford as when we moved we did not want to change nursery and chose to keep them there.
I have recently moved my child's school to ensure I have better and longer child care from our home post code of NG23 6JL to NG23 6HD
I have recently moved my two year old to the Early Years setting in Farndon having spent a substantial amount at a private day nursery. The cost has gone from £320 per month to £100. This is due to one of us being a home at present who can get our son to Early Years and our other son to school and also be able to pick up. This however will change in the near future and we will need more assistance with childcare in terms of hours before and after school.
My baby is too young to be using childcare, but will be at a childminders full time from the middle of 2016.
Currently on maternity leave, when I go back to work I'll require 3 days childcare for my little ones, aged 4 months and 23 months.
We have an excellent childminder who is flexible and meets all of our child's care needs.
Me and my husband work opposite days to cater for childcare needs and family member looks after my children 1 day per week.
My husband and I work part time and share the child care
Fortunate to have grandparents that can assist in school holidays and after school. Only need assistance sometimes after school as my husband works shifts. (So don't always need any).
I struggle. I'm a nurse married to a soldier who works away. Had great child minder until girls went to school. Now use family.
I am very lucky that my parents can now provide the childcare I need. In the past I have had to use formal childcare.
My husband works nights so that we can manage childcare between us as we have no family living locally.
I feel more comfortable leaving my daughter with grandparents, I know she gets undivided attention and lots of care and love
Comments on a lack of information
I made an enquiry about @homechildcare. They were useless. We found someone ourselves despite having just moved to the area. I do not recommend them; They were rude and unhelpful.

Really difficult to find information on available childminders - info contained on NCC website is often out of date, you have to pay to join other well known sites. Difficulties due to youngest child attending a school nursery and needing to be dropped off and picked up (disappointed with local private day nursery when my son attended, no transition into school environment so wanted my daughter to attend school setting). School breakfast club does not provide care for nursery aged children. Although married my husbands job does not allow flexibility so childcare is solely my responsibility
The whole pre-school / nursery / childcare is completely clouded. Websites are out of date, those that have places are nurseries and want to charge?? I want a play school place, quite simple, x-amount of hours per week in walking distance of my home or my Daughters school. Before my Son starts school next September
I am a newly registered childminder and Ofsted advised Nottingham FIS. Filled in all relevant forms but still can't find my advertisement on their website?
Providing feedback or opinion to Nottinghamshire County Council
I'm very concerned about the security of the pre-school playgroup in Radcliffe on Trent. They will be evicted from their current site at SNA due to demolition works as the new school is built. It appears that whilst the playgroup and local community (and even SNA) are doing everything they can to relocate there has been no reassurances from NCC regards the security of what is a large excellent childcare provider for the village and a large employer. The lack of work that NCC appear to be putting in to this important community run institution (PG has just celebrated 50 years) is disgusting and as a parent, it is probably time we started to take this lack of action into the public domain to show the people of Nottinghamshire what can of council we actually have, where childcare, jobs and community is not a priority.
I'm very concerned about the future of Radcliffe on Trent pre school playgroup. My elder child went there and I shall want my younger to follow suit! What is happening to ensure its future??
The groups as sure start are a great support both with meeting other parents at similar stages as me and breastfeeding support.
There is a lack of transparency about how the value of the 3-4 free nursery places as we have been told our nursery can no longer display an amount on our monthly invoices. This means I have no way of checking whether we are paying the right amount each month. Apparently this has been at Notts CC request?
Convenient being located in school. Feel happy knowing that my son is safe and looked after straight from school without having to travel to another location
We believe the best people to raise children are at home, where one parent cares for them, in an ideal situation.
In relation to cost the anticipated changes to the universal provision of extended free child care places for 3+ year old children will be very welcome. In determining the quality of care when choosing a nursery in my experience the Ofsted report / rating does not match with the experiences of parents. I am currently in the process of moving my son from an Outstanding rated provision in Lowdham that is in practice dirty, has inadequate facilities and that frequently send my child home in wet clothing that he has been playing outside regardless of the weather. In relation to provision for school age children the only option available for my six year old daughter is the after school club provided in the school grounds where demand for places exceeds supply. Working parents don't have the

'luxury' of taking in consideration quality when choosing afterschool provision.
Currently Farndon St Peters After School club does not have an Ofsted number resulting in not being able to use already occurred childcare vouchers. This needs sorting out ASAP. Hours have changed because of this but no reduction in the amount we have to pay. School holidays - Only 2 holiday clubs in Newark. I have tried them both, they seem unable to provide age appropriate activities and fully engage the children. I have been using the local sports centre but the hours are not really suitable - 9-3, but the activities provided keep the children active and fit, if the hours were extended to 8:30am - 5:00pm I would prefer my son to go to the sports centre during the holidays.
I work 23 hours per week.
Would love to understand how childcare will for around going back to work after being a full time mum for my young children.
Quality of care
Whilst there is a good choice of childcare available near by, the quality of child care is poor. I have had to move my children out of our village due to being unimpressed with the level of care / attention that the staff provided
The main problem is finding long day care that is good quality in our area, the only private day nursery is awful. Because of this I use a combination of playgroup, nursery attached to school, childminder and parental help. It would be so much better to have a good quality care provider that has early starts and late finishes in our area.
We struggled when looking for a day nursery that we found of a good standard but since son started school and goes to childminder after school we couldn't be happier
Comments on the survey
I am part time but work more than 16 hours a week. There was not a box for this.
Does what gender I am matter?
No other comments about childcare, but this survey is poorly written and some of the questions will be difficult/impossible to analyse
Your survey is a bit unhelpful as there needs to be a column for neutral as for some of the answers I am ambivalent.
This questionnaire doesn't cover children aged between bands i.e. 1-2 years? There is no where to input part time over 16 hours of work...!
Receive free early years education (15hrs per week) via childminder. It seems unfair to expect childminder to complete the paperwork, seeing as she does not benefit. Process could be improved to make it more straight forward for her to apply, or put the onus on the parent as it is the parent who benefits. Also, your questions on the form did not have a 'neither agree nor disagree' option, so in some cases I entered n/a instead

Early Education for eligible two year olds February 2016



Early learning for two-year-olds

Nottinghamshire

In February 2016 Nottinghamshire reported take-up of the entitlement to early learning for two-year-olds as 66% or 2074 children.

This is a change of -4.4ppts from November 2015.

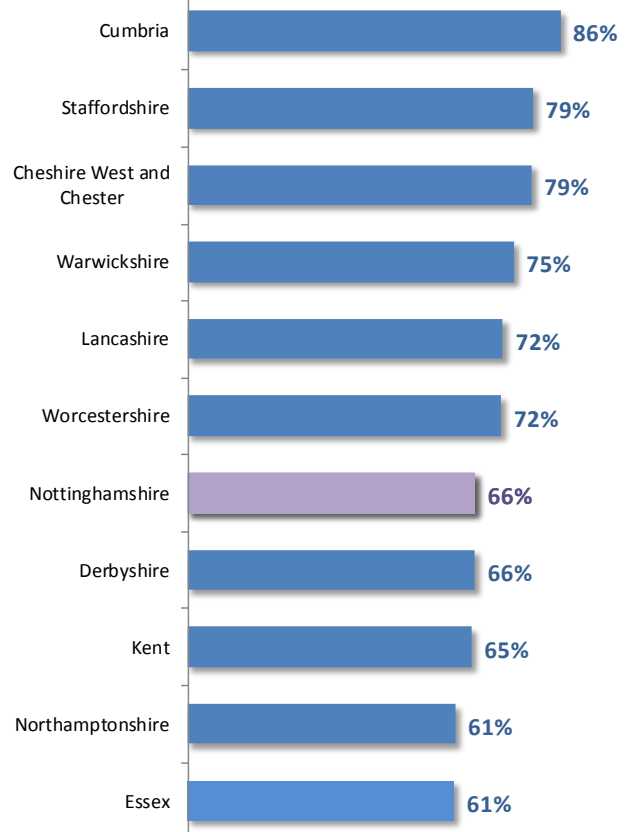
Within the East Midlands region the average take-up was 65%, placing Nottinghamshire 5 out of 9.

Within statistical neighbours the average take-up was 72%, placing Nottinghamshire 7 out of 11.

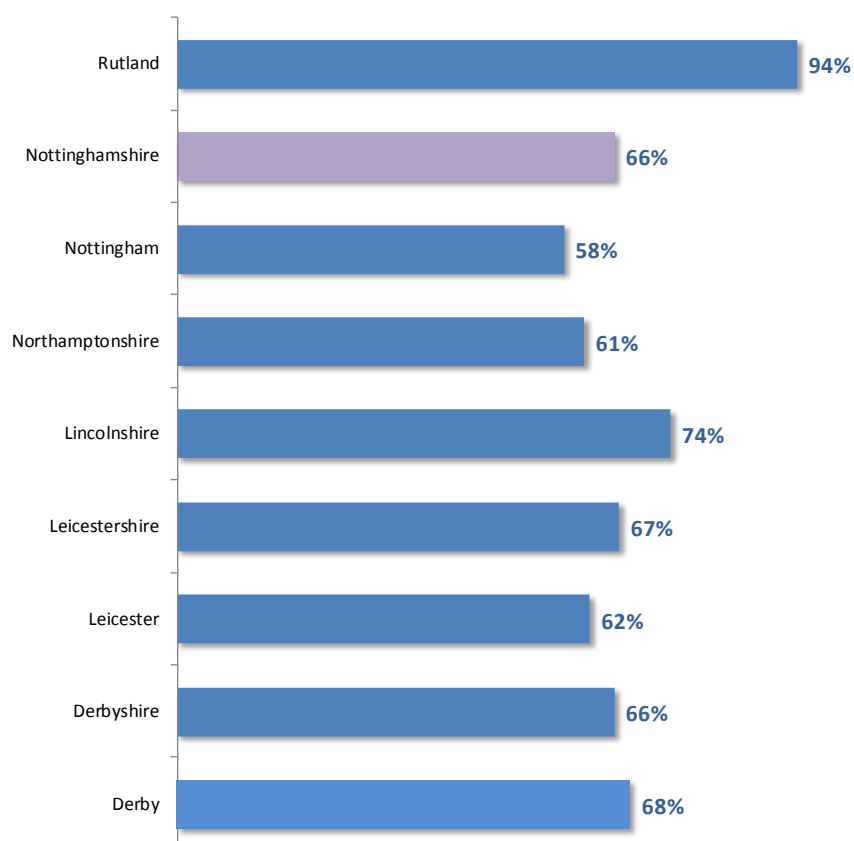
Nationally the average take-up was 70%, placing Nottinghamshire 112 out of 152.

Take-up rate based on DWP eligibility list - August 2015 and November 2015

Statistical Neighbour Take-up - February 2016

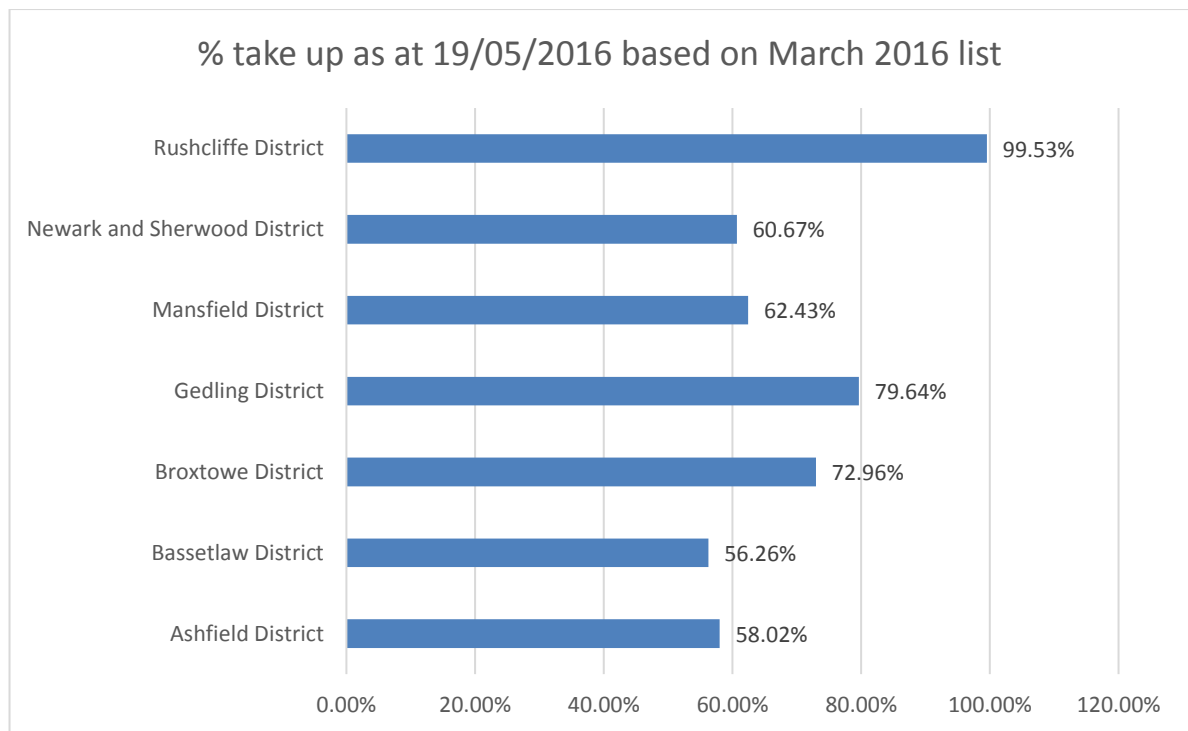


East Midlands region take-up - February 2016



Nottinghamshire Take up by District - May 2016

	Number of eligible 2 year olds (March 2016)	% take up as at 19/05/2016 based on March 2016 list
Ashfield District	686	58.02%
Bassetlaw District	455	56.26%
Broxtowe District	355	72.96%
Gedling District	388	79.64%
Mansfield District	567	62.43%
Newark and Sherwood District	478	60.67%
Rushcliffe District	213	99.53%
Out of county	0	0
Totals	3142	66.14%



18 July 2016**Agenda Item: 06**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

CHANGES TO THE STAFFING ESTABLISHMENT OF THE FAMILY SERVICE

Purpose of the Report

1. To seek approval for changes to the staffing establishment of the Family Service in light of the budget and business cases for change approved by Full Council on 26 February 2015 and 25 February 2016.

Information and Advice

2. The Family Service delivers elements of the Council's Early Help offer and supports the delivery of Children's Social Care functions. The service has been reviewed to ensure that it is placed to deliver on the Council's strategic vision and to continue to deliver high quality services at a time of reducing funding. The business cases for change on the Family Service, which include the staffing changes within this report, were agreed at the meetings of Full Council on 26 February 2015 (Business Cases B07) and 25 February 2016 (Business Case B08). Overall, the County Council is facing a significant budget shortfall by 2020 caused by reductions in Government funding and rising demand for social care services.
3. The Family Service is required to make savings of £1million as part of the budget reductions across the Council by April 2017. This reduction will be achieved through a staffing restructure and reducing delivery and contractual costs. Consultation was undertaken with staff and Trades Unions between 24 March 2016 and 25 May 2016. The service will continue to focus on delivery of programmes that have the biggest impact on the outcomes for vulnerable children and will continue to provide effective support for families with complex and multiple problems through a key worker model. In summary, Committee is asked to consider:
 - disestablishing 1 fte Service Manager (Troubled Families) post from 31/3/2017
 - disestablishing 1 fte Team Manager post from 31/3/2017
 - disestablishing 3.3 fte Unit Leader posts from 31/3/2017
 - disestablishing 11.8 fte Child and Family Worker posts from 31/3/2017
 - disestablishing 1 fte Temporary Peer Support Development Worker post from 31/3/2017
 - establishing 1 fte Project Manager (Troubled Families) post from 1/4/2017 fixed term until 31/3/2020 (awaiting job evaluation)
 - establishing 1 fte Project Officer (Troubled Families) post from 1/4/2017 fixed term until 31/3/2020 (awaiting job evaluation)

- establishing 1 fte Homelessness Operations Manager post from 1/4/2017 (awaiting job evaluation)
- establishing 0.8 fte Case Manager post from 1/4/2017 (awaiting job evaluation)
- establishing 0.5 fte Senior Professional Practitioner post from 1/4/2017 (awaiting job evaluation)

Current and proposed structure charts are attached as **Appendices A, B, C and D**. In summary staffing will reduce by 13.8 fte from 135.5 fte to 121.7 fte posts.

Other Options Considered

4. A range of staffing options have been considered and the final proposal reflects the outcomes of consultations with staff, Trades Unions and partner agencies.

Reason/s for Recommendation/s

5. The recommendation supports the decision made by Full Council on 26 February 2015 and 25 February 2016.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

7. Implications for service users have been fully explored through the business cases presented to Full Council. Equality Impact Assessments have been completed.

Human Resources Implications

8. All of the staffing implications as a result of the business cases have been the subject of formal consultation with staff, partner organisations and the recognised Trade Unions. Changes to staffing will be undertaken utilising the established procedures.

Financial Implications

9. The Family Service staffing proposals would save £430,000 per annum based on the anticipated grading of posts.

RECOMMENDATIONS

- 1) That the changes to the staffing establishment of the Family Service, as detailed in the report, be approved.

Derek Higton
Service Director, Youth, Families and Culture

For any enquiries about this report please contact:

Laurence Jones
Group Manager, Early Help Services.
T: 01623 520109
E: laurence.jones@nottsccl.gov.uk

Constitutional Comments (LM 22/06/16)

10. The recommendations in the report fall within the Term of Reference of the Children and Young People's Committee.

Financial Comments (CDS 23/06/16)

11. The financial implications of the report are set out in paragraph 9 above.

Background Papers and Published Documents

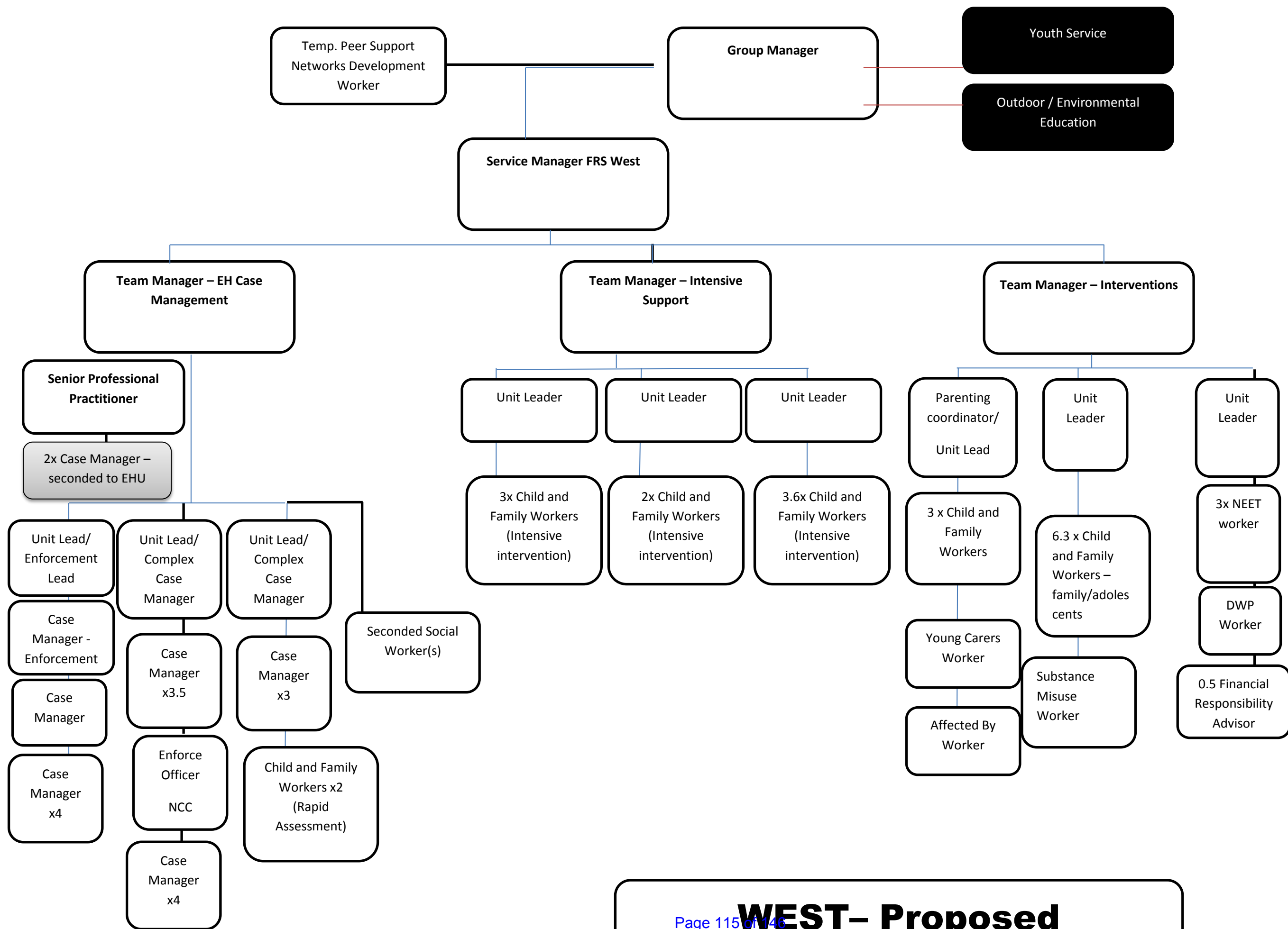
Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

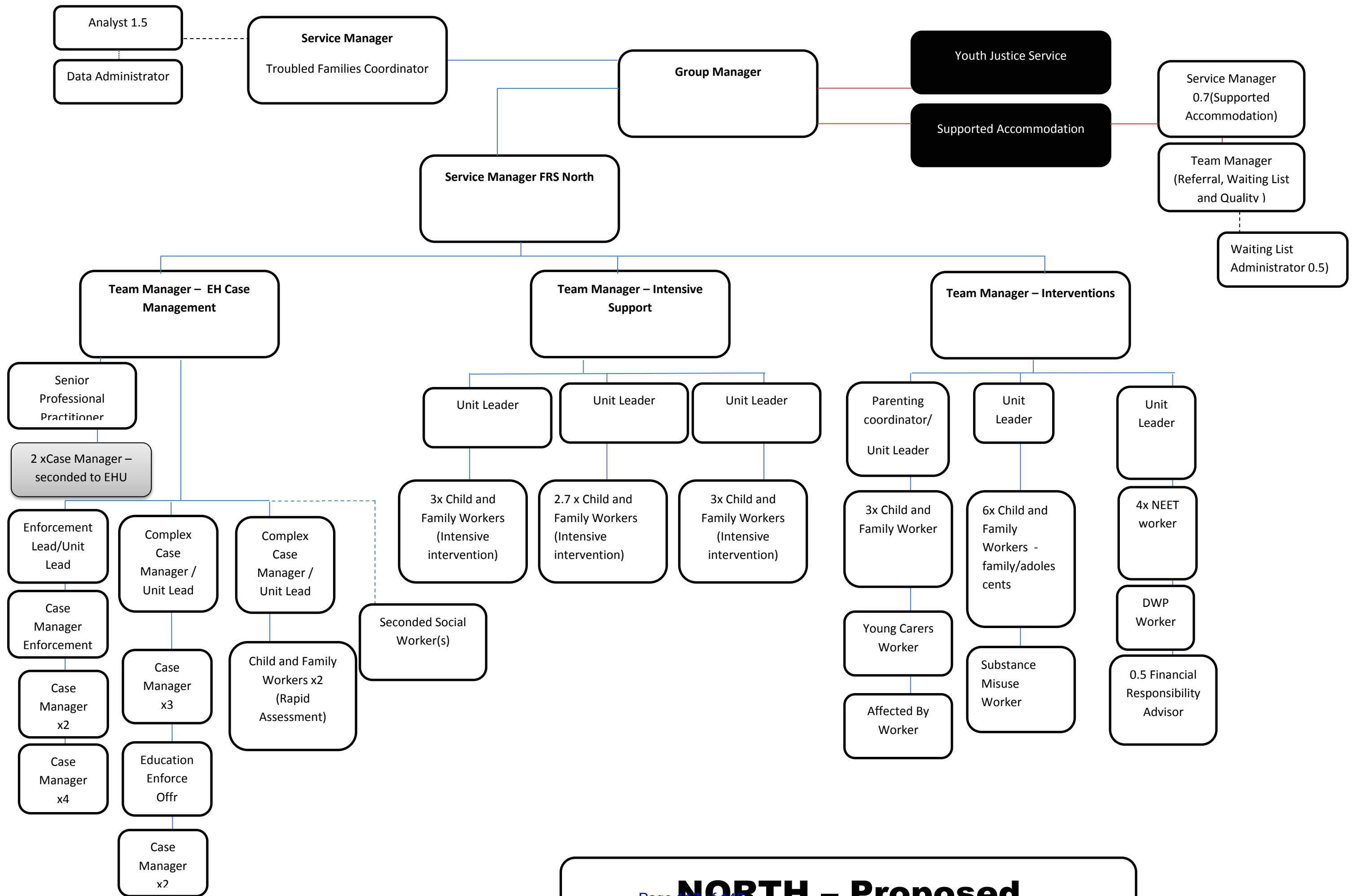
Annual Budget reports to Full Council on 26 February 2015 and 25 February 2016
Equality Impact Assessments

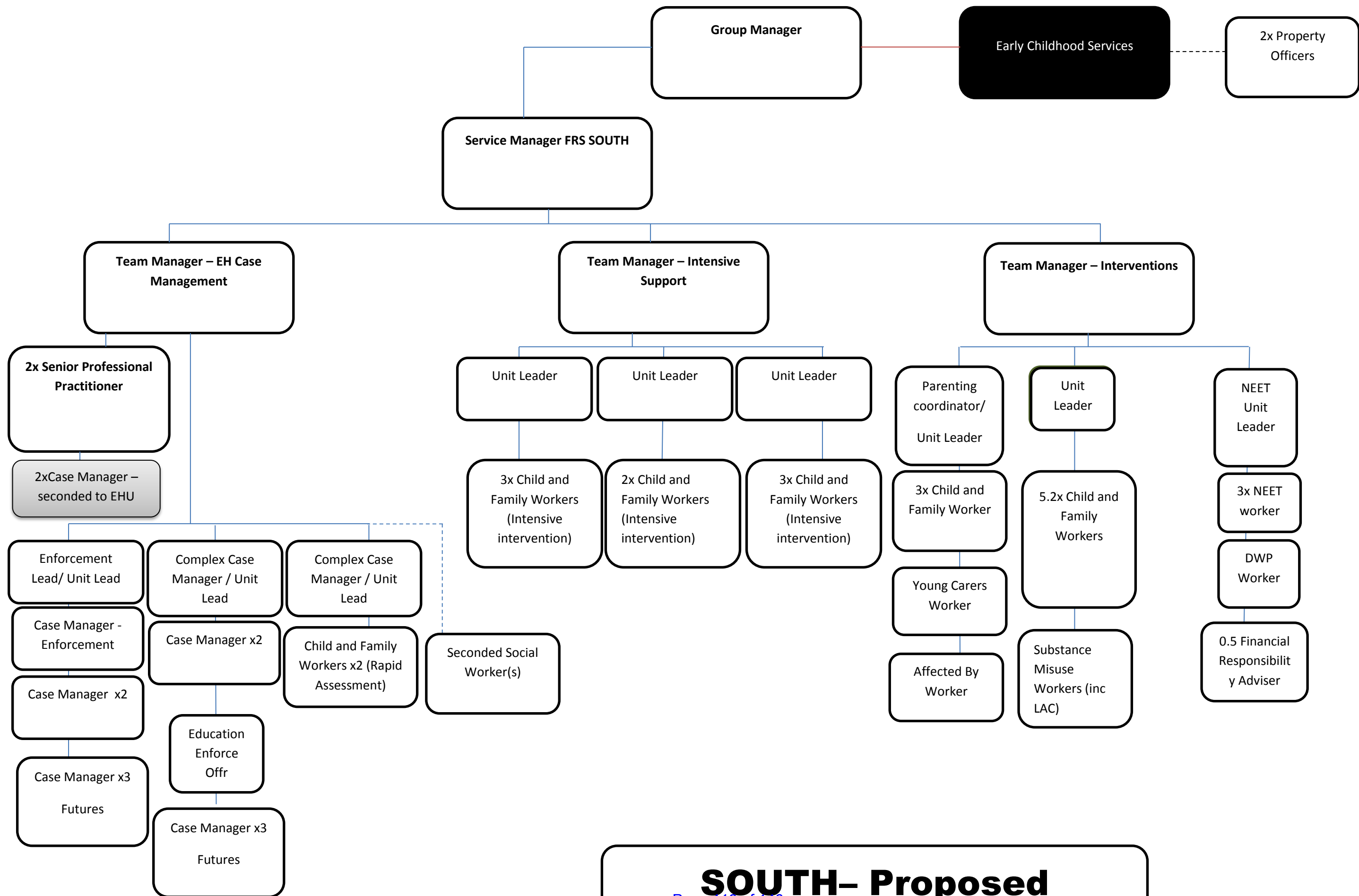
Electoral Division(s) and Member(s) Affected

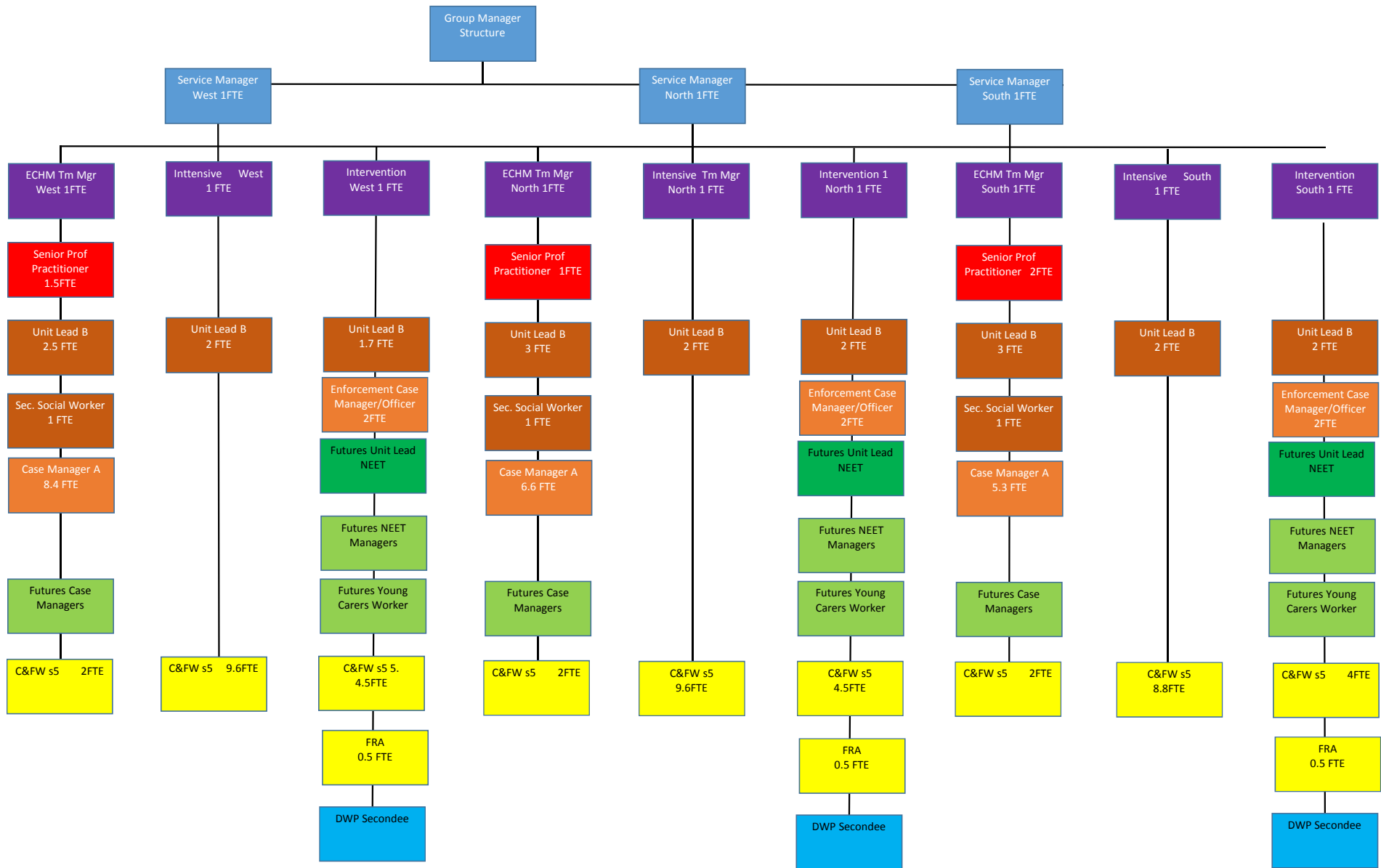
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C0849









18 July 2016**Agenda Item: 07****REPORT OF THE ACTING SERVICE DIRECTOR, EDUCATION STANDARDS
AND INCLUSION****CONSULTATION ON A POSSIBLE AMALGAMATION OF MEADOW LANE
COMMUNITY INFANT AND COLLEGE HOUSE COMMUNITY PRIMARY
SCHOOLS****Purpose of the Report**

1. This report provides Committee with the outcome of formal consultation about possible amalgamation of the above named schools, and seeks approval to forward a request for approval to the Secretary of State, prior to then publishing a statutory notice as required under the provisions of Sections 10 and 15 of the Education and Inspections Act (EIA) 2006.
2. This proposal is a consequence of a formal request by the governing bodies of Meadow Lane Infant School and College House Junior School that the County Council establish a new community primary school, which will replace these schools from September 2017.

Information and Advice

3. It is current County Council policy that consultations take place to actively consider the advantages of amalgamating schools to form new primary schools and that reports be brought to Members on the outcome of the consultations with recommendations for action.
4. Meadow Lane Infant and College House Junior Schools are located on separate school sites and are approximately 200 metres apart by the nearest available walking route.
5. Following the departure of the College House Junior school headteacher in August 2015, a temporary collaboration agreement between the two schools appointed the infant school's existing permanent headteacher as the executive headteacher of both schools from September 2015.
6. In September 2016, College House will become a primary school as the first intake of one class of Reception Year pupils will be admitted, following the Council's Basic Need expansion of this school to create 210 additional primary school places in Chilwell by September 2022.
7. Thus, the amalgamation under consideration will involve the current Meadow Lane Infant School and what will become College House Primary School from 1 September 2016.

8. The opportunity to consider a possible amalgamation of the two schools from September 2017 at the earliest, arose as a result of formal decisions by the governing bodies of Meadow Lane Infant School on 6 January 2016 and of College House Junior School on 30 November 2015 that the County Council consult on a proposal to establish a new community primary school, which will replace these two schools.
9. The proposed amalgamation is not a reflection on the quality of education currently provided by either Meadow Lane Infant School or College House Junior School. The main purposes for proposing the amalgamation are in respect of improved teaching and learning, greater opportunities for social interaction across the primary age range, improved transition from age three to eleven, wider opportunities for professional development for staff and governors and the efficient use of resources at a split site serving a wider community of parents.
10. The predicted combined pupil roll for 2016/17 is 516, with a combined net capacity of 560. By academic years 2017/18 and 2018/19, the combined pupil roll is forecast to rise to 546 and 576 respectively. If amalgamated, the new school will have a capacity capable of accommodating 630 pupils.

Consultation

11. Prior to initiating a formal statutory process, informal discussions were held between representatives of Meadow Lane Infant, College House Junior and the County Council about the possibility of amalgamating the schools. Joint formal consultation meetings were then held with the schools' staff, parents/carers and governors. A consultation document was circulated prior to the meetings.
12. The consultation meetings were held on 19 April 2016 and provided parents/carers, staff, governors and the wider public the opportunity to discuss with County Council officers the implications of amalgamating the two schools.
13. Consultation documents were distributed via schools' and NCC websites and by hand to:-
 - all the staff, governors and parents/carers of pupils at the infant and junior schools
 - the wider community including residents adjoining the two schools' sites where appropriate
 - other schools in the locality
 - Early Years providers
 - the Member of Parliament
 - local County Councillors
 - local district councillors
 - other interested parties.
14. 40 responses were returned during the consultation period that expired on 12 June 2016. Of these responses:
 - 26 (65%) agreed with the proposal to amalgamate
 - 9 (23%) disagreed and
 - 5 (12%) consultees 'Didn't Know'.

15. The level of support for the proposed amalgamation has led the governors of both schools to request that the process should progress to County Council approval.
16. A summary of written responses received either by the reply form provided, via the County Council's website, or by electronic mail is included in the attached **Appendix 1**.

Statutory Notice

17. If amalgamation were to be approved, the proposal requires that both schools shall formally close and that a new community primary school should be established. This will involve an application for approval to the Secretary of State, and if approved, the publication of a statutory notice under the provisions of Sections 10 and 15 of the Education and Inspections Act 2006. This notice would stand for four weeks and the decision on the outcome of its publication would be determined by the Secretary of State.

Other Options Considered

18. One other possible option for the future of these two schools was considered which is for both schools to remain as separate infant and junior schools.

Reason/s for Recommendation/s

19. There is support from staff, governors and parents/carers of both educational establishments for an amalgamation to be implemented in September 2017 at the earliest. A new single primary school for 630 pupils is perceived as being in the best interests of both schools and the community.
20. It is also felt there are sound educational advantages for the proposal to proceed which include:
 - greater opportunities for staff to develop and share their professional knowledge and skills
 - greater flexibility in the way management responsibilities can be shared, particularly in coordinating the curriculum and addressing the needs of all children
 - resources can be effectively focused on priorities and economies of scale and would mean that financial savings can be targeted appropriately.

Statutory and Policy Implications

21. This report has been compiled after consideration of implications in respect of, finance, human resources, human rights, the public sector equality duty, safeguarding of children and adults at risk, service users, and the environment where such implications are material, they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

22. If Meadow Lane Infant and College House Primary schools were amalgamated, the budget for the new school would be calculated based on the combined pupil numbers of the two schools. This means that if amalgamation were approved the budget would remain the same in the year of conversion. In the second year the lump sum element of the budget would be reduced to 85% of the combined budget (£170,000). In the following year after amalgamation, the lump sum for the new school would reduce to £100,000. This gradual reduction will assist the new school with the transition to a single primary school.
23. It is the intention that the new primary will operate from the existing buildings. In advance of this, the Local Authority would wish to work with the new school's governing body, headteacher and staff to determine, in the best interests of the children, the most appropriate way of utilising the existing accommodation. The operation of the new primary from two buildings would also qualify it for additional funding as a split site.

Human Resources Implications

24. The governors of the new school will be supported by County Council officers to ensure that decisions about staffing in the school are made in accordance with employment law and the Local Authority's previously determined policies.

Public Sector Equality Duty Implications

25. Equality issues for staff will be addressed within an agreed enabling document which will follow an agreed standard format.

Safeguarding of Children and Adults at Risk Implications

26. Existing policies that currently apply to Meadow Lane Infant and College House Junior Schools will apply to the new amalgamated school.

Implications for Service Users

27. When the proposal is implemented, pupils on roll at Meadow Lane Infant and College House Primary, the schools at the time of closure, will automatically transfer to the new school as appropriate.

Implications for Sustainability and the Environment

28. Any planning and sustainability implications were addressed in the relevant planning applications.

RECOMMENDATION/S

- 1) That Committee agrees to forward a request for approval to the Secretary of State, prior to then publishing a statutory notice as required under the provisions of Sections 10 and 15 of the Education and Inspections Act (EIA) 2006, for the proposal to amalgamate Meadow Lane Infant School and College House Primary School to form a single 5-11 years

community primary school, in existing accommodation, from September 2017 at the earliest.

Marion Clay
Acting Service Director, Education Standards and Inclusion

For any enquiries about this report please contact:

Mike Sharpe
Team Manager, Place Planning and Admissions
T: 0115 9772803
E: mike.sharpe@nottscc.gov.uk

Constitutional Comments (LM 20/06/16)

29. The recommendations in the report fall within the Terms of Reference of the Children and Young People's Committee.

Financial Comments (SS 27/06/16)

30. The financial implications of the report are contained within paragraph 22 and 23 above.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

'Consultation on a Possible Amalgamation of Meadow Lane Community Infant and College House Community Primary Schools', March 2016

Electoral Division(s) and Member(s) Affected

Beeston South and Attenborough Councillor Kate Foale

Chilwell and Toton Councillors John Doddy and Richard Jackson

C0851

Possible Amalgamation of Meadow Lane Infant and College House Junior Schools

Consultation Responses Analysis

Consultation documents distributed: electronic via both schools' and NCC websites, plus 300 paper documents delivered locally

Status of Respondent	No. of responses received Agreed	No. of responses received Disagreed	No. of responses received Didn't Know
Parent/Carer	17	5	3
Governor	4	0	0
Staff	0	2	2
Pupil	1	0	0
Other	3	0	0
Unknown	1	2	0
TOTALS	26	9	5
Where reply forms indicated more than one type of respondent, only one has been included in the table above using a priority order of 'parent/carers', 'governor', 'staff' and then 'pupil/other'.			

Comments/Issues/Points raised at consultation meetings and within written and on-line responses:

The views of the Governing Bodies

- Supported the proposed amalgamation.

Staffing matters

- In support of the proposal, comments were made that there will be the opportunity to increase staff knowledge and skills across a wider age range
- Views expressed that existing excellent executive head and staff teams have the skills and vision to manage the process and ensure that the best possible outcome is achieved for all children
- Staff would benefit if it meant more opportunities for career development, mentoring and support
- However, concerns were expressed about job security.

Building and site-related issues

- Recognition that a split site would present problems, but that any difficulties are far outweighed by the potential benefits for the whole school community
- Reservations expressed on how split site will work
- Advantages of amalgamation indicated that Meadow Lane pupils would benefit if they could use some of the College House facilities more frequently
- Concerns expressed about traffic congestion and parking in the neighbourhood
- Concerns expressed about road safety for groups of children moving between sites.

Financial issues

- If amalgamated, possible benefits in terms of ordering goods with economies of scale
- However, the combined budget of an amalgamated school will be less than current individual budgets combined. Concern about the initial loss of funding to the amalgamated school, from the £100,000 currently allocated per school to £100,000 allocated to the combined school.

Pupil, Curriculum and Community related issues

In Agreement

- The two schools are so closely involved that amalgamation would just make following into junior years a lot simpler and smoother
- Amalgamation will improve education and continuity for children, and the new school will still feel like 'our' community school
- A single school will create a stronger educational pathway for the children
- Amalgamation provides a smooth and seamless solution and will better serve the community for years to come
- It makes sense to keep the schools together, given that they work so closely currently. In a climate where academisation is becoming the norm it surely makes sense to strengthen these schools by amalgamating them. It will guarantee these schools work as a family, as they have done in the past
- It gives a better Reception to Year 6 journey for the children, and avoids joining two year 2 streams into one year 3. It can also provide better continuity of planning etc.
- Year 2 classes could be moved in to the 3 new classes being built allowing for a longer transition in to junior school
- Reception and Year 1 could remain at Meadow Lane where facilities are more suited to a younger age group
- It was seen as positive that pupil capacity will only increase in line with the 3 additional classrooms being built
- All children in the catchment area would be provided with the same opportunities in terms of educational experience. The school can pull in resources and expertise to provide the best education for all local pupils in Key Stages 1 and 2
- Amalgamation will provide the best long term outcome for the two schools and enable better integration through the primary phase for pupils
- The establishment of a single school with a PAN of 90 will be of huge benefit, as opposed to current PANs at the two schools which lead to a very complex and less than ideal class structures
- It makes sense to have all the Reception and Year 1 children on one site, rather than two
- The amalgamated school will be able to operate single -aged classes, rather than split-year groups. This will be easier to teach and more beneficial to children.

Disagreement

- It was felt that not everyone wants their children to attend a large primary school
- College House could be expanded as a primary, without incorporating Meadow Lane
- Both buildings with Key Stage 1 classes on each site will create problems of consistency, care and experience for children involved
- A disadvantage will be accommodating only Reception and Year 1 pupils on one site. The Year 2s have a guardianship-type role which they enjoy, will be greatly missed, while it is important for children to have that responsibility
- Concern that should the schools amalgamate, no children will get an infant school experience
- View expressed that children need three years in one environment in order to adjust and form relationships with peers and adults, which is particularly so for vulnerable families
- Current links between the two schools are developing positively and existing transition between Y2 and Y3 is established and runs smoothly
- Supporters of amalgamation argue that transition would be better as infant pupils tend to dip in Year 3 on moving to a junior school. Pupils, though, will still have a transition at the end of Year 1. This will unsettle the beginning of Year 2, which is an important time for infant-aged pupils
- Currently, all staff know the pupils personally. Fear was expressed that this will be lost and each child will become a number rather than an individual
- The caring, nurturing environment of Meadow Lane school will disappear
- Concern that class sizes will be routinely bigger as admission numbers will be set higher than at present, when there are less than 30 children in each class at College House.

18 July 2016

Agenda Item: 08

REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE**ROTA VISITS TO CHILDREN'S HOMES: SPRING 2016****Purpose of the Report**

1. To inform the Committee of the outcome of six-monthly rota visits to Nottinghamshire County Council's children's homes that took place in Spring 2016. Recommendations are made by Councillors when they visit and officers act on any recommendations that are made.

Information and Advice

2. **Lyndene** - awaiting report on this visit.
3. **Caudwell House** was visited on 21 April 2016 by Councillor Boyd Elliott. During the visit Councillor Elliott noted that the home was clean, safe and extremely welcoming, warm and inviting on entry with an adequate signing-in procedure. All the staff were happy and confident to speak on all subjects. There was one recommendation made:
 - Amazing, only recommendation would be some form of accreditation from NCC.
4. **Minster View** was visited by Councillor Boyd Elliott on 21 April 2016. He noted that each child has an independent care plan, this is a necessity as they all have varying degrees of Autism, so what may trigger one child will not be the same for another; a very challenging environment, controlled by extremely attentive staff. Behaviour has to be managed, each child has a routine and these are adhered to. Extremely positive. There was one recommendation:
 - To speed up the issue regarding the gate across the entrance to the car park - correspondence between Manager, Rob Taylor, Vonny Senogles, Children's Service Manager, and Newark & Sherwood District Council planning.

This is still an on-going issue, with decisions awaited regarding the design. As it has not been possible to procure from the Council's sole supplier the design awaiting approval, Property Services are currently seeking permission to procure elsewhere. Vonny Senogles and Rob Taylor, Manager of Minster View, are robustly monitoring this.
5. **Oakhurst** - awaiting report on this visit.

6. **West View** was visited on 10 May 2016 by Councillor Philip Owen. He noted that there has been considerable redecoration carried out downstairs since his last visit. This was long overdue. The interior looks inviting and the new furnishings were chosen by the residents. Working relationships with CAMHS continue to be positive with regular meetings taking place. A recent innovation is the attendance of a transition worker at relevant meetings. No resident has gone missing since his last visit and there has been no self-harming by any resident and no assaults on staff with little verbal abuse. This is attributable in large part to the stability of the placements in the home. There were no recommendations made.
7. **The Big House** was visited by Councillor Jacky Williams on 26 April 2016. Councillor Williams recorded that the impact of moving into the new build continues to have a positive effect on the young people, with increased opportunities for their independence (particularly through the use of the small kitchen) and enhanced dignity (through the ensuite and improved bathing facilities).
8. A defibrillator has been installed in the porch of the new building. Whilst this may serve a useful purpose for the staff and young people, it is also being advertised as available for community use, through local media and the parish council. This will help to create a sense of the new building being a part of the local community.
9. Councillor Williams observed a young man who was attending for a second 'trial' visit, having been referred by his social worker for short break respite. She also spoke to the child's carer, who explained that he had initially been reticent about the child attending, due to media coverage of historic events in children's homes. However, having attended once previously, and witnessing his charge enjoying himself, as well as having had a complete tour of the facility, the carer was more than happy with the offer and possibility of the young person enjoying short breaks at The Big House. There was one recommendation:
 - It would be helpful if HR could align their processes in accordance with OFSTED requirements, specifically around the requirement for two written references for internal appointments.

This has been addressed.

10. **Clayfields House** was visited on 24 May 2016 by Councillor Jacky Williams. This visit was during a very busy and challenging period, with several challenging incidents being responded to by staff in the context of repair and reparation. Councillor Williams noted that during the course of this visit she was aware that there had been some 'issues' during the morning, and several young people had been separated and returned to their living quarters after a fight had broken out. Another young person had isolated himself in a room, having 're-arranged the furniture'. Overall, on this visit, she found it to be more disturbing than on previous occasions and remains in awe of the staff who work in these challenging conditions and environment.

It was encouraging to speak with the young man who was clearly hoping to go on to University and to see how education was helping him to improve his self-esteem and confidence.

The manager was not present at the time of Councillor Williams' visit as she had taken a young man to a conference at the House of Commons, as an example of good practice and positivity. This young man had completed his level 2 NVQ in hospitality and catering and had completed an apprenticeship at Clayfields, whilst living some distance away. He is now ready to move on and complete his professional training. There was one recommendation:

- Keep neighbours informed about new development.

The management team has a plan in place to ensure the local community are informed of building works and other changes, as and when they are planned to happen.

Other Options Considered

11. As this is a report for noting, it is not necessary to consider other options.

Reason/s for Recommendation/s

12. The report is for noting only.

Statutory and Policy Implications

13. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION/S

- 1) That the outcome of the six-monthly rota visits to Nottinghamshire County Council's children's homes that took place in Spring 2016 be noted.

Steve Edwards
Service Director, Children's Social Care

For any enquiries about this report please contact:

Shelagh Mitchell
Group Manager, Access to Resources
T: 0115 9774153
E: Shelagh.mitchell@nottsc.gov.uk

Constitutional Comments

14. As this report is for noting only, no Constitutional Comments are required.

Financial Comments (TMR 21/06/16)

15. As this report is for noting only, no Financial Comments are required.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0852

18 July 2016**Agenda Item: 9**

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE

MEMBERS' VISIT TO THE OUTDOOR AND ENVIRONMENTAL EDUCATION RESIDENTIAL CENTRES

Purpose of the Report

1. This report seeks approval for a visit by Members to two Outdoor and Environmental Education residential centres on a date to be decided between 15 September and 20 October 2016.

Information and Advice

2. The County Council's Outdoor and Environmental Education Service provides a range of education support to schools and other groups working with young people including two residential outdoor education centres. From time to time Members have been invited to view the work of the Service.
3. This proposed visit is to the residential centres at Hagg Farm and St Michael's, both located in the Peak District National Park in Derbyshire. Members will have the opportunity to view the centres and see pupils involved in environmental and outdoor activities. Lunch and refreshments will be provided.
4. A particular invitation will be extended to those Members who have not seen the work of the centres first hand. The visit will aim to illustrate the quality and value of this provision in extending and enriching classroom based learning, in developing pupils' understanding of sustainability themes, personal and social skills, self-confidence, working independently, taking responsibilities, self-esteem and motivation for learning.

Other Options Considered

5. No other options were considered.

Reason/s for Recommendation/s

6. It is useful that Members understand the unique nature of this provision, which links directly with pupils' curriculum and is highly valued by schools and other groups from Nottinghamshire.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

8. The anticipated cost of the visit will be about £250. This will cover transport, lunch and refreshments and will be dependent on the final numbers attending which will be known by the deadline of 7 September 2016. Costs will be met from the Outdoor and Environmental Education Service budget.

Crime and Disorder Implications

9. Learning experiences at the centres contribute to pupils' personal and social education and the development of respect for themselves and others.

RECOMMENDATION/S

- 1) That approval be given for a visit by Members to the two Outdoor and Environmental Education residential centres on a date to be decided in September or October 2016.

Derek Higton

Service Director, Youth, Families and Cultural Services

For any enquiries about this report please contact:

Phil Baker

Team Manager, Outdoor and Environmental Education/Head of Centre Hagg Farm Outdoor Education Centre

T: 01433 651594

E: phil.baker@nottscc.gov.uk

Constitutional Comments (SMG 15/06/16)

10. The proposals set out in this report fall within the remit of this Committee.

Financial Comments (SS 17/06/16)

11. The financial implications of the report are contained within paragraph 8 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C0846

18 July 2016**Agenda Item: 10****REPORT OF CORPORATE DIRECTOR, RESOURCES****WORK PROGRAMME****Purpose of the Report**

1. To consider the Committee's work programme for 2016-17.

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Information and Advice

2. The County Council requires each committee to maintain a work programme. The work programme will assist the management of the committee's agenda, the scheduling of the committee's business and forward planning. The work programme will be updated and reviewed at each pre-agenda meeting and committee meeting. Any member of the committee is able to suggest items for possible inclusion.
3. The attached work programme has been drafted in consultation with the Chairman and Vice-Chairman, and includes items which can be anticipated at the present time. Other items will be added to the programme as they are identified.
4. As part of the transparency introduced by the new committee arrangements, committees are expected to review day to day operational decisions made by officers using their delegated powers. It is anticipated that the committee will wish to commission periodic reports on such decisions. The committee is therefore requested to identify activities on which it would like to receive reports for inclusion in the work programme. It may be that the presentations about activities in the committee's remit will help to inform this.

Other Options Considered

4. None.

Reason for Recommendation

5. To assist the committee in preparing its work programme.

Statutory and Policy Implications

6. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

RECOMMENDATION

That the committee's work programme be noted and consideration be given to any changes which the committee wishes to make

Jayne Francis-Ward
Corporate Director, Resources

For any enquiries about this report please contact:

Alison Fawley
Democratic Services Officer
T: 0115 993 2534
E: alison.fawley@nottsc.gov.uk

Constitutional Comments (HD)

7. The Committee has authority to consider the matters set out in this report by virtue of its terms of reference.

Financial Comments (NS)

8. There are no direct financial implications arising from the contents of this report. Any future reports to Committee on operational activities and officer working groups, will contain relevant financial information and comments.

Background Papers

None

Electoral Division(s) and Member(s) Affected

All.

CHILDREN & YOUNG PEOPLE'S COMMITTEE - WORK PROGRAMME 2016-17

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
19 September 2016		
Performance reporting (Quarter 1 2016/17) – Services for Children and Young People	Quarterly performance report	Celia Morris
Changes to the staffing establishment in the Youth Justice Service	For decision	Derek Higton
Child Poverty Needs Assessment		Derek Higton
Revised offer for arts and music services for young people		Derek Higton
Ofsted/CQC Inspection of Special Educational Needs and Disability arrangements		Derek Higton
Local Authority governor appointments and re-appointments to school governing bodies	For information	Marion Clay
17 October 2016		
School Capital Programme progress report	Six month update report	Jas Hundal
Changes to the staffing establishment in the Early Help Service	For decision	Derek Higton
Child Sexual Exploitation and Children Missing from Home and Care: annual report 2015/16		Steve Edwards
Nottinghamshire review of arrangements for Special Educational Needs and Disability – final report		Marion Clay
Nottinghamshire Code of Conduct for issuing fines for pupil absences – impact of amendment to threshold		Derek Higton
Small schools		Marion Clay
21 November 2016		
Performance reporting (Quarter 2 2016/17) – Services for Children and Young People	Quarterly performance report	Celia Morris
Nottinghamshire Early Years Improvement Plan 2015-17 – six month update		Derek Higton
Nottinghamshire Safeguarding Children Board annual report 2015/16	Annual report	Steve Edwards
A Strategy for Closing the Educational Gaps in Nottinghamshire	Six monthly review report	Marion Clay

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
Children, Young People and Families Plan 2016-18 – six-month update	Six monthly update report	Derek Higton
Troubled Families Programme in Nottinghamshire – six-month update	Six monthly update report	Derek Higton
19 December 2016		
Nottinghamshire Outstanding Achievement 4Uth Award 2016	Annual update report	Derek Higton
Children & Young People's Mental Health & Wellbeing Transformation Plan	Six-monthly report	Kate Allen
Review of the Schools Swimming Service offer		Derek Higton
National Children and Adult Services Conference 2016	Report back on attendance	Colin Pettigrew
Local Authority governor appointments and re-appointments to school governing bodies	For information	Marion Clay
16 January 2017		
Financial support for students in post-16 education	Annual determination	Marion Clay
Rota Visits to children's homes: Autumn 2016	Six monthly report	Steve Edwards
Child Sexual Exploitation and Children Missing from Home and Care: update	Six-monthly update	Steve Edwards
20 February 2017		
Performance reporting (Quarter 3 2016/17) – Services for Children and Young People	Quarterly performance report	Celia Morris
Nottinghamshire School Admission Arrangements 2018/19		Marion Clay
Schools Forum and Education Trust Board officer group report	Annual officer group report	Marion Clay
20 March 2017		
National Minimum Fostering Allowances and Fees for Foster Carers and new carer payment model	Annual determination	Steve Edwards
Performance figures for Nottinghamshire schools and academies – academic year 2015/16	For information	Marion Clay
Key Stage 2 performance – analysis and actions	For information	Marion Clay
National Children and Adult Services Conference 2017	For decision	Derek Higton
Local Authority governor appointments and re-appointments to school governing bodies	For information	Marion Clay
Changes to special school nursing provision – update	Page 144 of 146	Kate Allen

REPORT TITLE	BRIEF SUMMARY OF AGENDA ITEM	LEAD OFFICER
24 April 2017		
Exceptional payments for school clothing and footwear 2017/18	Annual determination	Marion Clay
School Capital Programme progress report	Six month update report	Jas Hundal
Children's Workforce Health Check Survey 2016-17		Derek Highton
19 June 2017		
Performance reporting (Quarter 4 2016/17) – Services for Children and Young People	Annual performance report	Celia Morris
Children & Young People's Mental Health & Wellbeing Transformation Plan	Six-monthly report	Kate Allen
A Strategy for Closing the Educational Gaps in Nottinghamshire	Six monthly review report	Marion Clay
Looked After Children and Care Leavers Strategy 2015-18 – annual progress report	Annual report	Steve Edwards
Principal Child and Family Social Worker - annual report 2016		Steve Edwards
Children, Young People and Families Plan 2016-18 – six-month update	Six monthly update report	Derek Highton
Troubled Families Programme in Nottinghamshire – six-month update	Six monthly update report	Derek Highton
Local Authority governor appointments and re-appointments to school governing bodies	For information	Marion Clay
17 July 2017		
Rota visits to children's homes – Spring 2017	Six monthly report	Steve Edwards
Child Sexual Exploitation and Children Missing from Home and Care: update	Six-monthly update	Steve Edwards
Nottinghamshire Childcare Sufficiency Assessment 2017		Derek Highton
Nottinghamshire Early Years Improvement Plan 2015-17 – annual update		Derek Highton
Members' visit to Outdoor & Environmental Education residential centres	For decision	Derek Highton
To be placed		
Key Stage 4 and Key Stage 5 performance		Marion Clay

