



CHILDCARE SUFFICIENCY ASSESSMENT 2018/19

ANNUAL REPORT TO ELECTED COUNCIL MEMBERS

Early Years and Childcare Service

January 2019

Report by Barbara Mands, Head of Early Years and Childcare Service

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SECTION 1: INTRODUCTION AND BACKGROUND

The annual report updates elected members on how City of York Council is meeting its statutory duty to secure sufficient early years and childcare provision for children aged 0-14 (and up to 18 for disabled children).

Please note that a more in depth Childcare Sufficiency Assessment was carried out in 2017 (www.york.org.uk/childcaresufficiency) to reflect the changes during the preparation and early implementation of 30 Hours Childcare. This Annual Report 2018/19 is lighter touch and highlights key changes over the last year.

Statutory Basis

Under the Childcare Act 2006 local authorities are required to report annually to elected council members on how they are meeting their duty to secure sufficient childcare, and make this report available and accessible to parents. Local authorities are responsible for determining the appropriate level of detail in their report, geographical division and date of publication. However, the report should include:

- a specific reference to how they are ensuring there is sufficient childcare available to meet the needs of: disabled children; children from families in receipt of the childcare element of Working Tax Credit or Universal Credit; children aged two, three and four taking up early education places; school age children; and children needing holiday care;
- information about the supply and demand of childcare for particular age ranges of children, and the affordability, accessibility and quality of provision; and

- details of how any gaps in childcare provision will be addressed.

Securing sufficient childcare does not mean that the Local Authority provides childcare itself (although they may do in certain circumstances). The Local Authority role is one of market facilitation.

Please note that the annual report replaces the duty on local authorities to prepare an assessment of the sufficiency of the provision of childcare in their areas at least every three years.

York's Childcare Market

A strong childcare market is critical to the success of York's local economy by improving outcomes for young children and for parents to go out to work or participate in education and training.

The constant changing level, nature and quality of provision in the City means it is often a difficult market to predict in terms of gaps and over-provision and how well this matches families needs: the provision can look very different within a short period of time.

It is important to note how fine a balance it is between providing choice for families and sustainability of childcare providers. Proposed, new and expanding childcare providers should undertake relevant market research to avoid the potential for low take up of places therefore reducing the risk of closure. All potential childcare providers who contact the Early Years and Childcare Service about setting up new childcare provision are given information on potential gaps in the city and are advised to assess levels of demand.

Over the last few years there has been a faster pace of change in the childcare market and at times childcare sufficiency has changed dramatically within a few weeks. New Childcare Sufficiency Mapping is also now being developed to clearly identify any pressure points across the city as well as the development of a new sufficiency module to collect occupancy/vacancy data.

The Early Years and Childcare Service take a strategic early intervention/preventative approach to providing support to childcare providers so that they are high quality and financially viable to remain open to provide places to help the local authority meets its statutory childcare sufficiency duty.

Market Facilitation

There are a number of ways that the Early Years and Childcare Service works to meet any gaps in childcare demand, including, but not limited to;

- Market forces where childcare providers are active themselves in identifying demand and seek to set up new provision
- Supporting childcare providers through advice and guidance to remain financially viable so that they remain open
- Direct stimulus where there is active encouragement of new providers to the market (or existing providers to expand) in targeted areas and this can include recruitment of childminders.
- Maintaining a diversity of supply of childcare, so that parents have a choice about where to find childcare, including free entitlement, and the diverse needs of all children.
- Ensuring a cost effective and sustainable market which efficiently meets the needs of families
- Offering fair, equitable and transparent support to childcare providers.
- Linking with planning and contributing to the planning consultation process so that we are aware of applications for new provision/expansion and are able to advise as to whether there is known demand within an area and where appropriate for large developments supporting the creation of new nursery provision.

Therefore, in most cases additional capacity is created through a combination of commercial market forces and stimulation and support led by Early Years and Childcare which can sometimes involve a commissioning process for the delivery of new childcare.

The Early Years and Childcare Service work with York's Shared Foundation Partnerships, where early education childcare providers and schools work closely together, and are encouraged to assess childcare sufficiency at a local level. They may do this through regular parental questionnaires and for example waiting lists to understand any levels of demand from families.

Ensuring Sufficient Childcare

The local authority does this in a number of ways through its sufficiency assessment model;

- Identifies triggers that instigate an analysis where there is an awareness emerging of a sufficiency issue such as anecdotal information, concerns about quality of provision, annual childcare audit and national legislation.
- Gathering of existing local intelligence, making future predictions and horizon scanning to drill down and give the most up to date picture of a local area.
- Assessment of the level of risk to the statutory duty.
- Finally, developing an agreed Action Plan to respond to key findings and highlight areas that City of York Council and its partners should focus on to secure sufficient childcare. The Action Plan is monitored by the Childcare Sufficiency Task Group. The Action Plan can be viewed at www.yor-ok.org.uk/childcaresufficiency.

Priority Sufficiency Assessment 30 Hours Childcare

It should be noted that York was an Early Implementer for 30 Hours Childcare and is now into its third year of delivery. The childcare market in York continues to respond flexibly and meet parental demand.

The ongoing financial viability of provision is a challenge as providers continue to facing rising costs and therefore a review of future funding is a key issue providers are raising with national government. Cost pressures can include;

- National Living Wage
- Minimum Wage
- Auto-enrolment Pension Contributions
- Utilities
- Business Rates

SECTION 2: CURRENT MARKET PROVISION

Current Providers and Places

| | Providers at start | Places at start | Providers joining | Joiners' places | Providers leaving | Leavers' places | Places changes | Providers at end | Places at end |
|---------------------------------|--------------------|------------------|-------------------|-----------------|-------------------|-----------------|----------------|------------------|------------------|
| All England | 64,398 | 1,293,189 | 1,967 | 34,265 | 2,905 | 45,572 | 22,992 | 63,460 | 1,304,902 |
| Yorkshire and The Humber | 6,015 | 117,063 | 149 | 2,573 | 287 | 4,047 | 2,217 | 5,877 | 117,806 |
| York | 262 | 5,160 | 8 | 118 | 12 | 134 | -8 | 258 | 5,137 |

(source: DfE Childcare Providers and Inspections at 31 August 2018)

There are now 310 childcare providers in York offering approx 5728 places. The childcare market in York is made up of different types of provision as shown in the table below.

| Provider Type | Number of providers | Registered places | Net change since 31 st December (providers) | Average operating period (years) |
|----------------------------------|---------------------|-------------------|--|----------------------------------|
| Childminder | 148 | 693 | -6 | 07.83 |
| Day Nursery | 44 | 1906 | +2 | 09.22 |
| Independent School Nursery Class | 5 | 174 | 0 | |
| Nursery Schools And Classes | 22 | 923 | +2 | 6.03 |
| Out of School | 53 | 1043 | +2 | 04.04 |
| Pre-School Playgroup | 36 | 989 | 0 | 6.67 |
| Grand Total | 308 | 5728 | 0 | 08:40 |

Source: CYC Tribal Records Report Manager 2018

This demonstrates the flexibility and resilience of the York childcare market to continue to respond to unmet demand despite current costs pressures.

The report also highlights that nationally there is a downward trend of childminders. In York this has been minimal as the LA prioritises effective recruitment and support recognising the additional capacity and flexibility that childminders bring to the market. Government have also recognised how key childminders are to the success of 30 Hours nationally and have awarded national contracts to PACEY, their sector organisation, to raise the profile of childminding and to offer business support.

It should be noted that York Learning – Family Learning provided 50 free childcare places (147 across three terms) allowing parents/carers to access Family Learning courses. Sessional childcare workers were also provided for university organisations, refugee council and local area team sessions.

Take Up of Early Education Entitlements

Two Year Olds

Ensuring a greater take up of two year old places continues to be a high priority working closely with Local Area Teams and the 0-5 Healthy Child Service to encourage disadvantaged families to access their entitlement. It should be noted that the annual average for York is currently 78% as the national data below is collected before the CYC local headcount figures are finalised. It should be acknowledged that some families choose not to take up their entitlement and reasons sometimes include considering their child is too young to attend provision, preferring the child to be at home until they are eligible for a three year old place, mother on maternity leave and prefers to keep the child at home or currently moving address.

A previous Provider Survey set out that the vast majority of providers (82%) have not seen and/or did not foresee an impact on other places offered due to the introduction of 30 Hours however there were a small number of providers, across all sector types,

who did feel that the 30 hours had or would impact on places offered to other age groups. This continues to be monitored via local intelligence and parental surveys, rather than occupancy/vacancy data, to determine potential sufficiency impacts at a local level and ensure that any potential negative impact on places for funded 2 year old children is minimized to ensure all eligible 2 year olds are able to access a high quality funded place.

The DWP provides details on eligible two year olds via a 'S2S' form. The S2S data shows numbers nationally have dropped by 10% over the last two years although there is not a consistent drop term on term, some terms the numbers increase slightly. Some of these changes may relate to changes in the universal entitlement and or a decrease in the birth rate. This is still being looked at nationally by the DfE to understand if any threshold limits for eligibility have been affected.

| Statistic | England | Yorkshire and Humber | York |
|--|----------------|-----------------------------|-------------|
| Percentage of 2-year-old children benefitting from funded early education place - 2018 | 72% | 73% | 338 (74%) |
| Percentage of 2-year-old children benefitting from funded early education place - 2017 | 71% | 73% | 71% |
| Percentage of 2-year-old children benefitting from funded early education place - 2016 | 68% | 71% | 72% |

Source: DfE National Statistics – Education Provision: children under 5 years of age, January 2018

Three and Four Year Olds

There are no longer any national data sources available to LAs to understand the total number of eligible children within a LA area. Previously York had high take up figures and this may be related to the fact that the city is an importer of children.

| Statistic | England | Yorkshire and Humber | York |
|--|---------|----------------------|-------------|
| Percentage of 3 and 4 year old children benefitting from funded early education place 2018 | 94% | * | (4090)* |
| Percentage of 3 and 4-year-old children benefitting from funded early education place 2017 | 94.5% | 97% | (4230) 100% |

Source: DfE National Statistics – Education Provision: children under 5 years of age, January 2018

- Percentage figure no longer provided by the DfE

Geographical Gaps

We have worked with the software developers to develop a new module which allows us to capture termly data from providers on the number of places they offer across the week alongside the number of vacancies they currently hold. This will provide us with an ongoing picture of provider capacity for each age range across the city. This is being combined with data from the Business Intelligence team, similar to that produced for School Place Planning, such as Ward Birth Data forecasts, migration data and planned housing developments and feedback from an annual parent survey to help assess childcare sufficiency at ward level and identify potential pressure points across the city which can then be rated as Red/Amber/Green based on;

- Size and type of future housing developments
- Ward birth data with a large forecasted increase over the next two years
- Unmet need of any quantity and size compared to capacity

- Unmet need identified in the Annual Parent Survey

From our intelligence and a previous Parent Survey we know that a geographical areas where there is still pressure for after school provision is predominately Micklegate even though some additional places have been created to alleviate the issue. A small number of parents have responded via the new Parent Survey 2018 suggesting there may be some unmet need. This will be looked into further to see if there is enough demand to justify the set up of new sustainable provision. There are other possible pressure points where provision may be currently full and these will be pinpointed to see if this could be an ongoing issue once a fuller analysis of the sufficiency mapping has taken place.

It should be noted that there are potential future pressures for childcare sufficiency due to the large number of planned new housing developments across the city and a projected increase of 25% in the local population. This intelligence will be considered as part of the fuller analysis of the sufficiency mapping and there will be collaboration between the Early Years and Childcare Service, School Place Planning and the Asset Management Team to identify solutions.

Due to changing legislation the offer from providers is constantly changing and one of the challenges will be to ensure that patterns of flexible and affordable childcare match the needs of parents and that changes in the childcare market do not disproportionately affect the areas of greatest disadvantage.

The LA's annual parental survey gauges current and future childcare needs. Over 630 parents responded to this year's survey and these are being analysed to inform the mapping for each ward across the city. Parental responses raise a number of themes such as;

- Costs were identified as a barrier to accessing childcare by many parents. In 15 wards, over 10% parents identified costs as an issue and in 8 wards over 25% parents identified costs as an issue. (Bishopthorpe, Fishergate, Fulford & Heslington, Guildhall, Heworth & Heworth W/O, Holgate, Hull Road, Westfield).
- Most wards have very limited or no childcare and/or holiday provision for over 11s and this was identified as an issue in the parent survey with childcare provision for over 11s and/or holiday provision identified as unmet need in the following wards:

Bishopthorpe, Dringhouses and Woodthorpe, Guildhall, Holgate, Hull Road, Huntington & New Earswick, Micklegate, Westfield and Wheldrake. Historically, this is often the case but there is insufficient demand to enable the LA to develop sustainable provision. Where parents make individual requests to clubs they can consider extending their age range if space is available.

SECTION 3: AFFORDABILITY

2018/19 Childcare Costs

The table below shows average childcare costs in York compared to regional and national averages¹ (Childcare Costs Survey 2018, Family and Childcare Trust)

- Childcare costs in York still remain below the national average.
- Day nursery costs are 3% lower than the average for England.
- Childminder costs are 9% lower than the average for England.

¹ Childcare Costs Survey 2018, Family and Childcare Trust

| Area | Nursery 25 hours (under 2) | Nursery 25 hours (2 and over) | Childminder 25 hours (under 2) | Childminder 25 hours (2 and over) | After-school club 15 hours | Childminder after-school pick up |
|--------------------------|----------------------------|-------------------------------|--------------------------------|-----------------------------------|----------------------------|----------------------------------|
| York | £119.20 | | | £100.25 | £55.00 | |
| Yorkshire and Humberside | £105.30 | £103.37 | £96.16 | £95.78 | £54.78 | £58.62 |
| England regional average | £124.73 | £120.66 | £110.61 | £109.95 | £56.82 | £62.95 |

The DfE have set out in Operational Guidance that all parents should have the same rights to access a free entitlement place, regardless of whether they choose to pay for additional hours of provision, additional activities or meals. New DfE Operational Guidance sets out that parents can expect to pay for any meals offered by providers alongside their free entitlement. They can also expect to pay for other consumables or additional activities offered by the provider. Where parents choose to purchase additional hours of provision, consumables or additional activities, this is a private matter between the provider and the parent. However, providers must offer alternative options for parents. During the period of early implementation many parents have paid for additional activities or meals and there is currently no evidence to show that parents consider this to be unreasonable. As the market matures and adjusts to demand for 30 Hours, when new parents choose provision they may opt for early entitlement places with providers where there is no expectation of an additional charge.

Childcare Business Sustainability

National Living Wage and the National Minimum Wage

Childcare providers continue to feedback through their membership bodies that rising staff costs are causing financial sustainability difficulties. The nature of the service provided by the childcare sector means that staff costs often make up 70 – 80% of overall expenditure. The introduction of 30 hours free childcare for working parents further limits childcare providers' ability to directly alter fee levels due to government buying more hours at the local fixed rate, currently £4.00 per hour for 3 and 4 yr olds in York plus a deprivation supplement and/or pupil premium where applicable. Furthermore, government has indicated there will be no review of the funded rates until at least 2020, whilst there are plans to increase national living wage and national minimum wage annually.

The following rates were for the National Living Wage and the National Minimum Wage from April 2016.

| Year | 25 and over | 21 to 24 | 18 to 20 | Under 18 | Apprentice |
|------------------------------|-------------|----------|----------|----------|------------|
| April 2017 to March 2018 | £7.50 | £7.05 | £5.60 | £4.05 | £3.50 |
| October 2016 to March 2017 | £7.20 | £6.95 | £5.55 | £4.00 | £3.40 |
| April 2016 to September 2016 | £7.20 | £6.70 | £5.30 | £3.87 | £3.30 |

Research undertaken by the National Day Nurseries Association (NDNA) has estimated that childcare provider payrolls have been pushed up by 10% since April 2016 and this could reach an increase of up to 35% from 2020. Clearly childcare providers will need to continue reviewing their businesses particularly in relation to addressing the rapidly increasing staff costs.

Auto-enrolment pensions continue to be rolled out, now across small and micro-businesses. The amount employers must contribute to the pension scheme is determined by the scheme's rules. However, automatic enrolment schemes specify there are minimum contributions employers and employees must pay.

The minimum contributions payable into staff pension schemes are shown in the table below – currently a total contribution of 2% with at least a 1% employer contribution. Minimum contribution levels are being increased gradually over time.

Auto-enrolment pensions – contribution rates

| Date | Employer minimum contribution | Total minimum contribution |
|-------------------------------------|-------------------------------|--------------------------------------|
| Employer's staging date to 05/04/18 | 1% | 2% (including 1% staff contribution) |
| 06/04/18 — 05/04/19 | 2% | 5% (including 3% staff contribution) |
| 06/04/19 onwards | 3% | 8% (including 5% staff contribution) |

Business Rates

Business rates are linked to the “Rateable Value” of premises, i.e. the premises open market rental value, based on an estimate by the Valuation Office Agency (VOA). Overall, rateable values of day nursery premises in York have increased due to the 2017 Business Rates Revaluation conducted by the VOA, however many day nursery premises also benefit from some form of business rate relief. Please see the Childcare Sufficiency Assessment Annual Report 2017 for further detail.

SECTION 4 : ACCESSIBILITY & QUALITY

Accessibility

Over the years efforts have been made to improve the capacity of the childcare market to support children with disabilities and additional needs. Many improvements were achieved through a previous successful Disabled Children’s Access to Childcare (DCATCH) programme which focussed on out of school clubs promoting a proactive approach to inclusion. Although the programme is no longer funded the good practice has continued improving availability and quality of childcare for disabled children remains a high priority. The support has taken many forms including training, resources and developing information available to

families. This also includes the Inclusion Standards Framework which is a tool to support practitioners in out of school clubs to self evaluate inclusive practice and achieve an Inclusion Gold Award.

The research into the effectiveness of the Early Years Inclusion Fund has shown the positive benefits that this scheme has generated for 2, 3 and 4 year olds. The Early Years Inclusion Fund gives additional funding to support two, three and four year olds with disabilities or additional needs who are accessing a free early education and childcare place. The Early Years Inclusion Fund has been increased by a further 20k to a total of £120k to meet potential rising demand for 30 Hours. A review of take up and impact of the Inclusion Fund is underway to ensure that it is used in the most effective way and that it has supported eligible 2, 3 and 4 year olds to access support if appropriate. Out of school clubs who are registered to deliver 30 Hours Childcare are now able to apply to the Inclusion Fund to enable children with complex needs to access after school and holiday clubs.

A very small minority of children who have high level complex needs want to access holiday care. At times, even though reasonable adjustments are in place mainstream provision is unable to meet their needs appropriately.

Nationally parents and carers of disabled children and young people have said they find it harder to access suitable childcare. This has also been the case for a small number of York parents with older children that have contacted the LA directly. The recent Parent Survey responses suggests there are eight wards across the city where more than 25% of parents identified SEND as a barrier to accessing childcare (Clifton, Copmanthorpe, Guildhall (50%), Haxby & Wigginton (67%), Hull Road, Rural West and Westfield). In part, this has and is being addressed through close work with schools and settings, York Parent & Carer Forum and promoting the Inclusion Standards Framework with Out of School Clubs. This has enabled the majority of parents/carers to find appropriate childcare provision and we know this because there is no other evidence held by the LA identifying insufficient places for SEND. To increase accessibility there will be a review and promotion of Inclusion Standards for the early years as well as a recommendation for the SEND Funding Review to include consideration for parents with older children with complex needs to attend after school and holiday provision.

Quality

The early years and childcare sector are encouraged to improve the quality of their provision through the advice, support and challenge that is provided by the Early Years and Childcare Service. The Ofsted judgments for 'good' and 'outstanding' early years

and out of school provision have again improved above national average (98% and 95% respectively). At the time of this report there were no longer any settings judged to be 'inadequate'.

There will be a continued focus on support and challenge to ensure that there are enough high quality early education places across the market for young children, including eligible two year olds. As many families in York use more than one provider there will continue to be a greater emphasis on continuity of care, good and healthy attachments and effective transitional arrangements.

Early Years Social Mobility is one of the highest priorities for the Early Years and Childcare Service and the work of the team is focussed around the Government ambition to close the word gap in the early years. An Early Years and Childcare Social Mobility Action Plan is in place to guide future work on

- ensuring more disadvantaged children are able to experience a language rich early environment,
- improving the availability and take up of high quality early years provision by disadvantaged children in challenging areas
- improving quality of early years provision in challenging areas by spreading good practice.

This work will also support diminishing the difference for the most disadvantaged children who may not be eligible for the extended entitlement.

Section 5: Other Considerations

- It is important for providers to be able to recruit and retain high quality staff to sustain the universal entitlement as well as meeting demand for the additional hours. The LA is exploring issues around recruitment, retention and CPD with providers and is work with partners to baseline the current workforce as well as develop a local workforce strategy reflecting the direction of travel set down in the DfE Early Years Workforce Strategy.
- Once pressure points are pin-pointed, facilitation of the market in a careful considered way to bring additional capacity to the market such as targeted recruitment of childminders, use of providers on non-domestic premises, expansion of existing provision, new provision and school delivery will take place. Consideration will also be given to the use of capital funding sources that may support expansion of the market where there is evidenced need.

- There will need to be further work with schools in a changing landscape and where they are considering delivery of places for young children support them to be mindful of the impact on the LAs statutory duty to provide sufficient childcare and to encourage working in partnership with other local providers..
- Working closely with York Learning – Family Learning Service to provide sessional childcare for parents/carers attending adult sessions around supporting children’s learning. Feedback shows that this is often a good starting point and more successful first step for both parents and children prior to accessing nursery or pre-school although funding and room allocations are challenging.
- The increase of local and national nursery chains in York does give the opportunity for greater investment and expansion bringing more capacity and choice to the market. Whilst this is welcome the LA is mindful that this could present a risk to the statutory Childcare Sufficiency duty if a chain were to experience issues that impact on its sustainability. The LA will continue to monitor the growth of chains, update the LA Risk Register and mitigate via Annual Conversations between the LA and business owners of chains.
- In some areas of the city for example Micklegate there is a real shortage of suitable premises. Close working with other partners such as the council’s Asset and Property Management Team and Make it York is essential to find possible solutions.
- Schools sometimes decide to end lease arrangements with providers who are located on their school sites and this can impact on the local authorities statutory childcare sufficiency duty especially if no alternative arrangements or premises can be found. Further work will be done to risk assess and find solutions where this may be an issue especially where there are rising pupil numbers that require additional space currently occupied by early years and childcare providers.
- Increasing the robustness of occupancy/vacancy/demand data capture and local intelligence as well as further refinement of the childcare sufficiency mapping, including RAG rating, to better inform future Childcare Sufficiency Assessments.
- A review of future national funding arrangements in two years time is important to address further costs pressures for providers to sustain the delivery of sufficient childcare places.
- A lack of national SEND funding to support children to access early years and childcare provision, as well as older children is an ongoing challenge.

- **Section 6: Priorities**

Priorities for childcare sufficiency in York are;

- Implementing the Early Years and Childcare Social Mobility Action Plan to support closing the word gap.
- Improving access and provision for children with SEND
- Diminishing the difference for our most disadvantaged children as there is a nationwide concern regarding the impact of 30 hours on children who are only eligible for 15 hours early education.
- Continuing to re-focus the work of the team in further refining childcare sufficiency mapping to clearly identify pressure points across the city.
- Development of a local Early Years and Childcare Workforce Strategy.

Section 7: Conclusion

Overall there is currently sufficient affordable, accessible and high quality childcare to meet demand from families with children aged 0-14 (and up to 18 for disabled children) and to continue meeting the new extended entitlement. However provision is now at full capacity in most areas of the city especially during the Summer Term and with a shortage of premises in some areas solutions can be challenging. There are also potential future pressures for childcare sufficiency due to the large number of new housing developments across the city and a projected increase of 25% in the local population. Close working between the Early Years and Childcare Service and partners within School Place Planning and the Asset Management Team will be essential to support the identification of solutions.

There are potential investors interested in the York childcare market showing that there is still some confidence about developing new places where premises can be found. Capacity in key areas to meet future increases in demand will required and where the LA has influence this would need be carried out carefully so as not to risk existing places already being delivered by high quality providers. The LA may also carry out targeted childminder recruitment and encourage existing provision to expand.

Although there have been recent national press articles and national organisations suggesting there has been a displacement of eligible two year olds due to the 30 Hours Childcare policy, there is no evidence to suggest that this has been the case in York.

The lack of funding nationally to support older children with complex needs to attend out of school and holiday provision is an ongoing challenge and the LA will continue to identify solutions with other partners to address accessibility including consideration of funding via the Inclusion Review.

Maintaining strong relationships between the local authority , providers and other partners is fundamentally important in the ongoing effective delivery of the Childcare Sufficiency duty. The new Early Years and Childcare Service is establishing an improved approach to risk assessment and taking a more proactive approach to supporting providers as there is now more opportunity to share live intelligence in a more timely and effective way and building on what works well in supporting all types of providers and encouraging expansion where appropriate.

Section 8: Recommendations

- Implement the Childcare Sufficiency Action Plan (Section 9) to respond to findings and priorities raised in the Childcare Sufficiency Assessment 2018/19. This is to be monitored by the Childcare Sufficiency Task Group.
- Update of the Council Risk Register to reflect current or emerging findings.
- Share this report with Asset and Property Management Services to make links with wider CYC Asset Reviews.
- Share this report with School Place Planning Services to facilitate understanding about demand for both early years and childcare and school places as well as identifying solutions that are aligned effectively between the different sectors.
- Develop a further report once geographical gaps are clearly identified setting out possible solutions to be explored.

Section 9:
Action Plan 2018 - 2019

| | Objective | Action | Impact | Deadline for Completion | Lead Responsibility |
|----|----------------------------------|---|--|-------------------------|--|
| 1a | Strategy & Governance | Childcare Sufficiency Task Group. | Overview and monitoring of Childcare Sufficiency Assessment recommendations. | Ongoing Termly Meetings | Early Years & Childcare Service |
| 1b | | Explore issues around recruitment, retention and CPD with providers and work with partners to finalise baselining the current workforce and develop a local strategy. | Working towards high quality workforce. | April 19 and ongoing | Early Years & Childcare Service/WDU |
| 1c | | Continue to re-focus the work of the service in further developing sufficiency mapping. | Timely, relevant and accurate data available to strategically plan effectively respond to ad hoc requests. | April 19 and ongoing | Early Years & Childcare Service |
| 2a | Current Market Provision | Support high take up of places by eligible two year olds and that they have access to 'good' and 'outstanding' settings. | To ensure all eligible children are offered and encouraged to take up a place to improve outcomes for young children and so parents can take up work/training and become eligible for 30 Hours childcare when their child turns 3. | Ongoing | Early Years and Childcare Service/FIS/LATs |
| | | Risk assess and find solutions where providers on | To ensure that there are | April 19 and | Early Years and |

| | Objective | Action | Impact | Deadline for Completion | Lead Responsibility |
|----|--------------------------|--|---|-------------------------|---|
| 2b | | school sites may potentially be displaced where there is rising pupil numbers. | sufficient places to meet parental demand. | ongoing | Childcare Service/School Place Planning |
| 3a | Geographical Gaps | Finalise analysis of childcare sufficiency and carry out RAG rating to clearly identify pressure points and potential solutions. Develop solutions such as targeted childminder recruitment, childminders working on non-domestic premises, expansion of existing provision or highlighting new business opportunities. | Sufficiency mapping working effectively and gaps/solutions clearly identified. Pressure points addressed. | April 19 and ongoing | Early Years and Childcare Service |
| | | Develop report for DMT about geographical gaps once these are clearly identified. | Sufficiency mapping working effectively and gaps/solutions clearly identified. Pressure points addressed. | April 19 | Early Years & Childcare Service |
| 3c | | Further encourage Shared Foundation Partnerships to consider sufficiency at their termly meetings to identify and meet unmet local demand | Local solutions to meet parental demand | Ongoing | Early Years and Childcare Service |
| 3e | | Link with School Place Planning and maintain overview of S106 developments and other new housing developments as they relate to childcare sufficiency. Continue to give a view to local planners on planning applications received for to create new or expand existing provision. This to be in line with the York Local Plan. | Assess impact on demand for places at a local level. Gaps identified and addressed.. | Ongoing | Early Years and Childcare Service |
| 3f | | Undertake annual parental survey to gauge current and future childcare needs in terms of flexibility and affordability. | Understanding of parental demand to identify pressure points. | August 19 | Early Years & Childcare Service |

| | Objective | Action | Impact | Deadline for Completion | Lead Responsibility |
|----|------------------------------------|--|--|-------------------------|--|
| 3g | | Explore funding sources to address gaps where capital expansion is a solution to meet demand. | Sources identified that create additional places to meet demand. | April 19 | Early Years & Childcare Service /School Place Planning |
| 3h | | Close working with other partners such as the Council's Asset and Property Management Team and Make it York to find joint solutions on issues such as identifying suitable premises that could be developed for early years and childcare. | Premises identified that create additional places to meet demand. | Ongoing | Early Years & Childcare Service |
| 4a | Business Sustainability | Continue to promote a clear business offer that signposts to sector support and is in line with national developments. | Providers seek appropriate and timely support to remain financially viable and sustainable. | Ongoing | Early Years & Childcare Service |
| 5a | Accessibility & Quality | Ensure that there are sufficient high quality places for all children and that two year olds are in 'good' and 'outstanding' settings. | To ensure all eligible children are offered and encouraged to take up a place to improve outcomes for young children and so parents can take up work/training and become eligible for 30 Hours childcare when their child turns 3. | Ongoing | Early Years & Childcare Service |
| 5b | | Implementation of Early Years and Childcare Social Mobility Action Plan | Gap diminishes to improve outcomes for disadvantaged children. | Ongoing | Early Years & Childcare Service |
| 5c | | Finalise review of take up and impact of the effectiveness of the Early Years Inclusion Fund. To include Early Years Pupil Premium, Disability | Fund accessed appropriately and effectively supports | April 19 and ongoing | Early Years & Childcare Service/EY SS Team |

| | Objective | Action | Impact | Deadline for Completion | Lead Responsibility |
|----|-----------|--|--|-------------------------|---------------------------------|
| | | Access Fund and Deprivation Funding. Implement recommendations from the final review. | eligible children. | | |
| 5d | | Review and promotion of Inclusion Standards for Early Years and out of school provision. | Potential barriers addressed and more SEND children accessing 30 Hrs places. | April 19 and ongoing | Early Years & Childcare Service |
| | | Make recommendations about funding for the SEND Funding Review to include consideration for parents with older children with complex needs to attend after school and holiday provision. | Potential barriers addressed for more SEND children to access provision and support parental employment. | April 19 | Early Years & Childcare Service |
| 5e | | Give greater emphasis to continuity of care, good and healthy attachments and effective transitional arrangements. | Improved outcomes for young children. | Ongoing | Early Years & Childcare Service |