

OVERVIEW OF LOCAL AUTHORITY SUPPORT AND FUNDING FOR EARLY LEARNING AND CHILDCARE PROVIDERS

JULY 2019

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Support and Funding for Early Learning and Childcare Providers

Summary

- The Scottish Government and local authorities have committed to making an unprecedented level of investment in early learning and childcare (ELC) through the near doubling of the funded ELC entitlement from 600 hours to 1140 hours per year from August 2020 for all 3 and 4 year olds, and eligible 2 year olds.
- To ensure that the funded entitlement is delivered in high quality ELC settings, Funding Follows the Child will be introduced in August 2020. Under this approach all settings – regardless of whether they are in the public, private or third sector, or a childminder – who wish to deliver the funded ELC entitlement will have to meet the same National Standard.
- The Scottish Government and COSLA agreed a multi-year funding package to fully fund the expansion. This includes funding to enable payment of sustainable rates to funded providers delivering the funded entitlement.
- Currently, and under Funding Follows the Child from August 2020, in order to take account of varying local context and underlying cost bases each local authority sets the rate(s) paid to funded providers in their area for the delivery of funded ELC.
- Guidance, produced by Scotland Excel, to support the setting of sustainable rates from August 2020 was published in April 2019.
- Hourly rates paid to providers to deliver the current funded ELC entitlement of 600 hours per year have increased in all local authority areas since 2017-18.
- Each local authority has established an ELC Delivery Plan that is appropriate for its local context – therefore the approach to phasing in the period to August 2020 will vary from plan to plan.
- In 2019-20 some local authority areas will pay higher hourly rates to providers involved in local phasing of the increased ELC entitlement (e.g. more than 600 hours).
- The type of support that local authorities offer to providers will also vary, depending on local markets, existing partnerships and relationships, and demand. This support will change and develop in the period to August 2020 and the Scottish Government and COSLA are supporting the sharing of good practice across local authorities.
- To support the successful delivery of the expansion of ELC, a set of high level principles was approved by the COSLA Children and Young People (CYP) Board, setting out the way in which local authorities and funded providers should work together.

Introduction

1. In August 2020 the funded early learning and childcare (ELC) entitlement for all 3 and 4 year olds, and eligible 2 years, will increase from 600 hours to 1140 hours per year.
2. To ensure that the funded entitlement is delivered in high quality ELC settings and to allow parents to access their child's entitlement from high quality providers operating in the public, private or third sectors (including childminders), [Funding Follows the Child](#)¹ will also be introduced in August 2020.
3. Funding Follows the Child is underpinned by a National Standard that all settings who wish to deliver the funded ELC entitlement will have to meet. This approach is 'provider neutral' with the National Standard applying to all settings regardless of whether they are in the public, private or third sector, or a childminder.
4. In April 2018 the Scottish Government and COSLA reached a multi-year funding agreement for the period to 2021-22 to fully fund the expansion. This provides the funding to support delivery of Funding Follows the Child including:
 - enabling local authorities to set sustainable funding rates for providers delivering the funded entitlement from August 2020; and
 - providing a free meal for every child attending a funded ELC session from August 2020.
5. In addition to the sustainable rate and payments for delivery of the free meal commitment, local authorities also provide a range of other benefits and support to funded providers, which will vary from area to area.
6. To understand the changes in the sector the Scottish Government wrote to local authorities on 8 April 2019 to request an update on their actions to support partnership in their area, and on the hourly rates that are paid to funded providers for the delivery of funded early learning and childcare.
7. This paper provides a summary of the information included in these returns.

¹ The Scottish Government and COSLA published national guidance on [Funding Follows the Child](#) in December 2018. This included supporting [Operating Guidance](#).

Sustainable Rates from 2020

8. Under Funding Follows the Child local authorities will continue to set a rate locally that is paid to providers in the private and third sectors, including childminders, to deliver the funded ELC entitlement.
9. The setting of rates by local authorities will enable local circumstances to be reflected, including: geography, population, social and economic factors, and the needs and priorities of the local community. In the transition period to August 2020 it will also reflect local approaches to phasing. This has led to variation in terms of the rates on offer to funded providers across Scotland.
10. However, the rate that providers receive should be sustainable and reflect national policy priorities, including funding to enable payment of the real Living Wage to all childcare workers delivering the funded entitlement.
11. In order to determine sustainable rates from August 2020, it is important that local authorities and funded providers in the private and third sectors have a shared understanding of the cost of delivering the funded entitlement.
12. To support this Scotland Excel were commissioned by the Scottish Government, on behalf of the Service Models Working Group², to develop [Guidance for Setting Sustainable Rates from August 2020](#). This was published on 29 April 2019 as part of a suite of supporting technical guidance to support local authorities and providers to implement Funding Follows the Child³.
13. Additional investment has been provided since 2017-18 to support the expansion, and local authorities have utilised some of this to support providers with the transition to the roll-out of 1140 hours and the introduction of Funding Follows the Child. This has included increases in the hourly rate to providers as local authorities transition towards the introduction of sustainable rates for the delivery of the expanded provision from August 2020.

Phasing of the Expanded Entitlement

14. Local authorities have been “phasing in” the expanded entitlement in the period to August 2020 – i.e. gradually increase the number of children in a

² A group established in 2017 to bring together Scottish Government, COSLA and local authorities to work in partnership to develop Funding Follows the Child and the underpinning National Standard for ELC providers.

³ The suite of technical guidance also included: [Guidance on Meeting Criteria 7 - Business Sustainability](#); and [Transition Options Guidance on Contracting](#).

local authority area who receive the expanded entitlement (e.g. offering more than 600 hours per year). This is an important aspect of preparing for 2020 as it allows local authorities and settings to test the practicalities of the expanded offer, and to get feedback from parents.

15. There is local discretion as to how local phasing is taken forward, however, [Scottish Government Expansion Planning Guidance](#) which issued to local authorities in March 2017 made clear that plans for phasing should reflect the Scottish Index of Multiple Deprivation to ensure that families and communities who stand to benefit most from the expansion also benefit first. The guidance highlighted that options for phasing might include neighbourhood by neighbourhood, or school area by school area.
16. Local authority settings are more likely, compared to private and third sector providers, to operate in deprived areas so there was an expectation that early phasing of the expanded entitlement would be more concentrated in these settings.
17. In general, local authorities have been increasing the involvement of private and third sector providers, including childminders, as they have increased the phasing of the expanded hours in their areas.
18. The returns from local authorities report that from August 2019 the majority of authorities will be involving providers in the private and third sectors, including childminders, in phasing of the expanded hours.

Free Meals Commitment

19. Currently children attending early learning and childcare are eligible for a free lunch if a parent is in receipt of certain benefits or if at any point since they were aged 2 they have been looked after, had a Kinship Care Order, or had a Guardianship Order.
20. Under Funding Follows the Child every child attending a funded ELC session – which is any session that includes funded hours, regardless of whether they are mixed with ‘paid for’ hours – will be provided with a free meal from August 2020.
21. Funding to deliver the free meal commitment from 2020 will be additional to the sustainable rate for funded providers.
22. As set out in the [Sustainable Rates Guidance](#), to ease the administrative burden on providers, a local authority may decide to include these elements in the same payment as the sustainable rate or a local authority may account for it separately. The local authority must make sure,

particularly where all elements are reflected in one payment, that there is transparency for providers regarding the separate elements of funding being received.

23. Local authorities are currently exploring, as part of their local phasing plans, options for delivering the free meal commitment. This includes options for delivering meals to those settings that do not have onsite catering facilities.

Support for Providers

24. Along with the funded rate, local authorities provide a range of benefits to settings who become funded providers.
25. It is for local authorities to decide the best package to ensure high quality ELC provision is offered to children and families, based on their own local circumstances. Local authorities are encouraged to engage with funded providers regarding how they wish to be supported.
26. The type of support provided by local authorities to funded providers could include (but is not limited to):
- training programme resources;
 - support for workforce planning;
 - marketing and recruitment support;
 - funding for staff to undertake relevant qualifications;
 - grant funding for specific resources;
 - buildings support; and
 - regular contact through local authority ELC meetings.

Scottish Government Request to Local Authorities

27. The Scottish Government wrote to local authorities on 2 November 2018 regarding the allocation of the final £6 million of revenue funding for the ELC expansion in 2018-19.
28. This letter strongly encouraged authorities to consider using this funding to support providers in the private and third sectors, including childminders, as they transition towards the statutory roll-out of 1140 hours, and the introduction of Funding Follows the Child, from August 2020.
29. The letter highlighted that at the end of the 2018-19 financial year local authorities would be asked to provide a short update on the actions that

they have undertaken to support partnership throughout the year, including details of any changes to the hourly rate.

30. The Scottish Government wrote to local authorities on 8 April 2019 to request this update. Local authorities were asked, by 15 May 2019, to complete a short template which requested the following information:

- **Hourly funding rates for providers in 2017-18, 2018-19 and 2019-20.** This should cover:
 - Separate rates for 2 year olds, and for 3 and 4 year olds (where different rates are applied).
 - Rates for delivery of both the current entitlement (600 hours) and phasing of expanded hours (above 600 and up to 1140 hours).
- **Funding rates for delivery of the free meals commitment** (e.g. funding per meal) for those funded providers who are involved in the early phasing of 1140 hours.
- **A general overview of the actions taken over the full financial year to support partnership.**

Overview of the Returns

31. As part of the transition to the statutory roll-out of 1140 hours and the introduction of Funding Follows the Child in August 2020 there are considerable local variations in approaches across local authorities. These approaches reflect the individual Expansion Plans for each authority.

32. As highlighted in paragraph 9, this results in expected variation in terms of the rates on offer to funded providers across Scotland, and there may also be variations within local authority areas depending on the local approach to phasing. This also applies to any payments made to providers for the delivery of free meals to children receiving expanded hours where this is part of local phasing.

33. Following the publication of the Sustainable Rates Guidance local authorities are now finalising their approaches for establishing sustainable rates for providers from August 2020. **The rates included in the returns will not necessarily reflect sustainable rates for providers from August 2020.**

34. However, as highlighted earlier the overall package of support, including funding, that funded providers receive for delivering the ELC entitlement covers more than just the sustainable rate. In addition to the sustainable

rate funded providers will also receive payments, or support, to deliver the free meal commitment, as well as access to the wider package of support measures offered by the local authority.

35. To reflect these different elements **Annexes A-D** set out the information provided by local authorities in the following formats:

- Hourly rates for 3 and 4 year olds, and eligible 2 year olds for delivery of the current funded ELC entitlement (600 hours per year) over the period 2017-18 and 2019-20 [**Annex A**]
- Hourly rates in 2019-20, where confirmed, for 3 and 4 year olds, and eligible 2 year olds, to providers involved in local phasing of expanded hours (e.g. offering more than 600 hours per year) [**Annex B**];
- Payments for delivery of free meals to providers where this is part of the local approach to phasing of expanded hours. [**Annex C**]; and
- A summary of the current support for providers by local authority [**Annex D**].

36. Some entries in the tables are marked as N/A. This can reflect a range of factors including: rates for 2019-20 not yet being confirmed; no funded providers involved in the delivery of funded hours to 2 year olds; and local phasing currently only occurring in local authority settings.

37. More detailed explanations for each authority where this applies are provided in the “comments” column of the respective tables.

Summary Analysis of the Returns

38. The information set out in **Annexes A-C** highlights that:

Delivery of the current funded entitlement (600 hours per year)

- In 2017-18 the hourly rates paid to providers for delivery of 600 hours for 3 and 4 year olds varied from £3.26 to £4.58. The average rate across local authorities for 3 and 4 year olds was £3.70 per hour in 2017-18.
- In 2019-20, local authorities indicate that hourly rates for delivering 600 hours for 3 and 4 year olds will vary from £3.65 to £5.40. The average rate across local authorities who have confirmed rates for 2019-20 is £4.65 per hour. This represents a 26% increase in the average rate since 2017-18.

- The hourly rates for eligible 2 year olds in 2017-18 varied from £3.42⁴ to £6.51. The average rate across local authorities who placed eligible 2 year olds with providers was £4.78 per hour in 2017-18.
- In 2019-20 local authorities indicate that the hourly rate for eligible 2 year olds will vary from £3.90 to £8.00. The average rate for eligible 2 year olds is estimated to be £5.31 per hour in 2019-20. This represents an 11% increase in the average rate since 2017-18.

Delivery of expanded ELC funded entitlement as part of phasing (over 600 hours per year)

- In the majority of local authority areas providers in the private and third sectors are involved in the early phasing of the expanded entitlement.
- Local authorities indicate that in 2019-20 hourly rates for providers delivering more than 600 hours of funded entitlement to 3 and 4 year olds will range from £4.50 to £5.55. The average of the confirmed rates to apply from August 2019 is £5.11 per hour⁵.
- Local authorities indicate that in 2019-20 hourly rates for providers delivering more than 600 hours of funded entitlement to eligible 2 year olds will range from £4.50 to £8.00. The average of the confirmed rates to apply from August 2019 is £5.67 per hour.

Payments for delivery of the free meal commitment as part of phasing

- The majority of providers who are currently involved in local phasing of the expanded entitlement are also delivering a free meal to all children attending a funded session.
- As part of phasing many local authorities are trialling approaches for delivering the free meal commitment – this includes making payments to settings who deliver their own meals, and arranging for the delivery of meals to settings who do not have on-site catering facilities.
- Where payments are made for the meals in the majority of cases they are in addition to hourly rate.
- The returns highlight variations in the level of payment made to settings for delivery of free meals.

⁴ A previous version of this paper (published June 2019) stated the hourly rate for eligible two-year-olds in 2017-18 was £3.57. This has been corrected to £3.42.

⁵ South Lanarkshire offer different rates for their funded providers depending on how many expanded hours they are delivering in 2019-20. All funded providers are delivering at least 800 hours. Those delivering 800 hours will receive £4.76 per hour in 2019-20, whilst those providers involved in phased delivery of 1140 hours from August 2019 will receive £5.31 per hour. The estimate of the average hourly rate is based on the lower figure (£4.76 per hour).

Summary of Support for Providers and to Support Partnership

39. **Annex D** sets out the range of support that each local authority offered to funded providers to support partnership during 2018-19. The returns from authorities highlighted a range of support being offered including:

- **Training and development**

- Many local authorities make core training and development opportunities available to their funded providers, including CPD (Continuing Professional Development) training, and teacher support.
- A full range of training opportunities are available including professional funded qualifications, masters modules for leadership, in-house, area and council wide training opportunities, and an early years conference.
- Training sessions on Additional Support Needs, with backfill and release of staff included as part of the funding.

- **Access to business support**

- Some local authorities have stated they are offering support through the procurement process, and others are piloting offering business advice to funded providers to assess the financial impact of the expansion.
- Arranging for Business Gateway to provide business advisory sessions for providers to support with business planning and sustainability.
- One local authority offered all providers funded workshops with a company to review business models and to offer support in the context of the expansion of ELC.
- Support from provider representative bodies, including Early Years Scotland and the Scottish Childminding Association (SCMA), including business training sessions.

- **Grants to providers**

- A range of grant schemes are in place across local authorities, with some local authorities highlighting that they used their allocation of the remaining £6 million revenue in 2018-19 to provide grants to funded providers.
- The grants provided by local authorities were for a range of purposes including: training and staff development; infrastructure developments; improvements to outside play areas; preparation for the introduction of the free meal commitment in 2020; and start-up grants for childminders.

- **Creativity and engagement**

- Engagement and information events with funded providers on key policy developments, including Funding Follows the Child.
- Local authorities have included funded providers on their Expansion Board and associated Quality and Workforce boards.

- Including funded providers in provider-neutral ELC recruitment and marketing campaigns.
- Temporary expansion officer to work primarily with funded providers and new providers to support the transition to August 2020.

40. It is intended that the more detailed information on actions to support partnership across local authorities is developed into a resource for local authorities on ways to promote effective partnership (including case studies).

Hourly Funding Rates for Delivering the Current ELC entitlement (600 hours)

- Table A1 sets out the hourly rates for providers delivering the current funded ELC entitlement of 600 hours per year to 3 and 4 year olds and eligible 2 year olds over the period 2017-18 to 2019-20.
- The “Comments” column provides additional information, where required, for each authority. In particular this column provides an explanation as to why some of the entries in the table are marked as N/A.
- The majority of N/A entries in Table A1 reflect: (1) no eligible 2 year olds being placed at funded providers for their entitlement; (2) rates for 2019-20 not yet being confirmed; and (3) all funded providers in the local authority area are delivering the expanded entitlement as part of the local phasing plan.

Table A1: Hourly Rates for Delivering 600 hours, 2017-18 to 2019-20

Council	Year	Hourly rates		Comments
		600 hours		
		2 year olds	3 & 4 year olds	
Aberdeen City	2017-18	£5.50	£4.10	• In 2019-20 childminders receive £6 per hour for 2 year olds and £5.31 per hour for 3 and 4 year olds.
	2018-19	£5.50	£4.10	
	2019-20	£5.50	£4.10	
Aberdeenshire	2017-18	£4.18	£3.94	• All providers receive the same rate regardless of whether they are delivering 600 hours or expanded ELC as part of phasing.
	2018-19	£4.18	£3.94	
	2019-20	£6.00	£5.31	
Angus	2017-18	£6.51	£3.51	
	2018-19	£6.51	£3.92	
	2019-20	£6.51	£4.92	
Argyll and Bute	2017-18	£4.55	£4.41	• All providers receive the same rate regardless of whether they are delivering 600 hours or expanded ELC as part of phasing.
	2018-19	£4.60	£4.45	
	2019-20	£6.00	£5.31	

Council	Year	Hourly rates		Comments
		600 hours		
		2 year olds	3 & 4 year olds	
Clackmannanshire	2017-18	£5.00	£3.26	
	2018-19	£5.00	£5.00	
	2019-20	£5.00	£5.00	
Dumfries and Galloway	2017-18	£4.20	£4.01	
	2018-19	£4.88	£4.09	
	2019-20	£4.97	£4.16	
Dundee City	2017-18	£6.00	£3.26	
	2018-19	£6.00	£4.00	
	2019-20	£6.00	£4.50	
East Ayrshire	2017-18	£5.13-£5.30	£3.37-£3.48	<ul style="list-style-type: none">All funded providers in the private and third sectors are offering 1140 hours to 3&4 year olds from August 2019.2 year olds at funded provider settings may receive 600 hours or 1140 hours depending on needs.
	2018-19	£5.13-£5.30	£3.37-£3.48	
	2019-20	£5.13-£5.30	N/A	
East Dunbartonshire	2017-18	N/A	£3.36	<ul style="list-style-type: none">No eligible 2 year olds currently placed with funded providers in the private and third sector.Rates from August 2019 to be confirmed.
	2018-19	N/A	£5.31	
	2019-20	N/A	N/A	
East Lothian	2017-18	£4.50	£3.75	
	2018-19	£4.50	£3.75	
	2019-20	£4.50	£3.75	
East Renfrewshire	2017-18	£5.60	£3.50	
	2018-19	£5.60	£3.50	
	2019-20	£5.60	£5.00	

Council	Year	Hourly Rates		Comments
		600 hours		
		2 year olds	3 & 4 year olds	
Edinburgh	2017-18	N/A	£3.70	<ul style="list-style-type: none">Childminders receive £5.31 in 2019-20.No eligible 2 year olds placed with funded providers in the private and third sector in 2017-18.
	2018-19	£3.80	£3.80	
	2019-20	£3.90	£3.90	
Falkirk	2017-18	£5.00	£3.75	
	2018-19	£5.00	£3.75	
	2019-20	£5.00	£5.00	
Fife	2017-18	N/A	£4.00	<ul style="list-style-type: none">No eligible 2 year olds placed with funded providers in the private and third sector in 2017-18.
	2018-19	£4.40	£4.40	
	2019-20	£4.80	£4.80	
Glasgow City	2017-18	N/A	£3.51	<ul style="list-style-type: none">Rate of £5.40 per hour for 3&4 year olds set for 3 years from August 2019.No eligible 2 year olds placed with funded providers in the private and third sector in 2017-18.
	2018-19	£6.40	£3.51	
	2019-20	£6.40	£5.40	
Highland	2017-18	£5.00	£4.00	<ul style="list-style-type: none">Childminders receive the same rate as private and third sector funded providers.
	2018-19	£5.00	£4.20	
	2019-20	£5.20	£4.63	
Inverclyde	2017-18	£3.42	£3.42	
	2018-19	£4.04	£4.04	
	2019-20	£5.00	£5.00	
Midlothian	2017-18	£6.00	£3.70	<ul style="list-style-type: none">Childminders receive £5 per hour for 600 hours.
	2018-19	£6.00	£3.70	
	2019-20	£6.40	£4.50	

Council	Year	Hourly Rates		Comments
		600 hours		
		2 year olds	3 & 4 year olds	
Moray	2017-18	£5.60	£4.00	• Childminders receive the same rate as private and third sector funded providers.
	2018-19	£5.85	£5.00	
	2019-20	£6.00	£5.31	
North Ayrshire	2017-18	£4.50	£3.58	• Childminders currently receive £4.50 per hour.
	2018-19	£4.50	£4.00	
	2019-20	£4.50	£4.50	
North Lanarkshire	2017-18	£4.50	£3.45	
	2018-19	£4.50	£3.55	
	2019-20	£4.50	£3.65	
Orkney Islands	2017-18	N/A	£4.15 / £4.50	• Childminders receive £4.50 per hour. • No places at private funded provider setting for 2 year olds.
	2018-19	N/A	£4.15 / £4.50	
	2019-20	N/A	£5.00	
Perth and Kinross	2017-18	N/A	£3.49	• No eligible 2 year olds placed with funded providers in the private and third sector in 2017-18.
	2018-19	£5.50	£3.75	
	2019-20	£5.50	£4.00	
Renfrewshire	2017-18	£5.56	£3.48	
	2018-19	£6.50	£4.00	
	2019-20	£8.00	£5.00	
Scottish Borders	2017-18	£4.00	£3.65	• All providers receive the same rate regardless of whether they are delivering 600 hours or expanded ELC as part of phasing.
	2018-19	£4.55	£4.20	
	2019-20	£5.10	£4.75	
Shetland Islands	2017-18	£4.58	£4.58	• As no increase in rate since 2013-14 a backdated inflationary increase will be applied to the rate and will take effect from August 2019.
	2018-19	£4.58	£4.58	
	2019-20	£5.08	£5.08	

Council	Year	Hourly Rates		Comments
		600 hours		
		2 year olds	3 & 4 year olds	
South Ayrshire	2017-18	£4.50	£3.50	
	2018-19	£4.50	£3.50	
	2019-20	£4.70	£4.25	
South Lanarkshire	2017-18	N/A	£3.36	<ul style="list-style-type: none">No funded providers delivering to eligible 2 year olds.All funded providers offering expanded entitlement (either 800 hour or 1140 hours) to 3 and 4 year olds from August 2019.
	2018-19	N/A	£3.86	
	2019-20	N/A	N/A	
Stirling	2017-18	N/A	£3.58 / £3.89	<ul style="list-style-type: none">Do not commission places from funded providers for eligible 2 year olds.Childminders receive £4.50 per hour.In 2017-18, Stirling offered a rate of £3.58 to settings to whom the council provided a teacher, and £3.89 otherwise.
	2018-19	N/A	£4.50	
	2019-20	N/A	£4.50	
West Dunbartonshire	2017-18	£3.57	£3.57	
	2018-19	£3.57	£3.57	
	2019-20	£4.00	£4.00	
West Lothian	2017-18	£3.69	£3.69	
	2018-19	£3.69 ⁶	£3.69 ⁷	
	2019-20	£5.00 ⁸	£5.00 ⁹	
Western Isles	2017-18	£3.65	£3.65	
	2018-19	£4.50	£4.50	
	2019-20	£4.50	£4.50	

^{6 7} A previous version of this paper (published June 2019) stated the 18-19 hourly rates for West Lothian were £3.57. These have been corrected to £3.69.

^{8 9} A previous version of this paper (published June 2019) stated the 19-20 hourly rates for West Lothian were £4.00. These have been corrected to £5.00.

Hourly Funding Rates for Delivering expanded ELC entitlement (more than 600 hours) as part of a phasing programme

- Table B1 sets out the hourly rates, by local authority, offered to providers who are involved in local phasing of the expanded ELC entitlement (any offer of funded entitlement that is in excess of 600 hours) in 2019-20.
- From August 2019 the majority of local authorities are involving providers in the private and third sectors in their phasing programmes.
- The “Comments” column provides additional information, where required, for each authority. In particular this column provides an explanation as to why some of the entries in the table are marked as N/A.
- Guidance was published on 29 April 2019 to support local authorities to set sustainable rates for providers delivering the funded entitlement from August 2020.

Table B1: Hourly Rate in 2019-20 for phasing of expanded ELC entitlement (more than 600 hours)

Council	Hourly rates - 2019-20		Comments
	Phasing (over 600 hours)		
	2 year olds	3 & 4 year olds	
Aberdeen City	£5.65	£5.31	<ul style="list-style-type: none">• In 2019-20 childminders receive £6 per hour for 2 year olds and £5.31 per hour for 3 and 4 year olds.
Aberdeenshire	£6.00	£5.31	<ul style="list-style-type: none">• All providers receive the same rate regardless of whether they are delivering 600 hours or expanded ELC as part of phasing.
Angus	£6.51	£4.92	<ul style="list-style-type: none">• No planned phasing in any area of Angus, but eligible 2 year olds placed with childminders are offered up to 1140 hours of funded ELC.

Council	Hourly rates - 2019-20		Comments
	Phasing (over 600 hours)		
	2 year olds	3 & 4 year olds	
Argyll and Bute	£6.00	£5.31	<ul style="list-style-type: none">All providers receive the same rate regardless of whether they are delivering 600 hours or expanded ELC as part of phasing.
Clackmannanshire	£5.00	£5.00	<ul style="list-style-type: none">As part of their phasing programme Clackmannanshire are offering up to 800 hours in 2019-20.
Dumfries and Galloway	£6.37	£5.44	<ul style="list-style-type: none">Rate includes £0.27 per hour to cover meals.Rate includes £0.28 per hour to cover the real Living Wage commitment (if providers are paying the real Living Wage).Providers receive an additional £9.89 per hour if enhanced support is agreed for a child in a funded provider setting.
Dundee City	N/A	N/A	<ul style="list-style-type: none">Only local authority settings involved in phasing.
East Ayrshire	£5.50	£5.50	<ul style="list-style-type: none">All funded providers in private and third sectors offering 1140 hours from August 2019 to 3&4 year olds.2 year olds at funded provider settings may receive 600 hours or 1140 hours depending on needs.
East Dunbartonshire	N/A	N/A	<ul style="list-style-type: none">Only local authority settings involved in phasing.
East Lothian	N/A	£4.50	
East Renfrewshire	N/A	N/A	<ul style="list-style-type: none">Only local authority settings involved in phasing.

Council	Hourly rates - 2019-20		Comments
	Phasing (over 600 hours)		
	2 year olds	3 & 4 year olds	
Edinburgh	£5.31	£5.31	<ul style="list-style-type: none">Childminders receive £5.31 in 2019-20.
Falkirk	£5.00	£5.00	<ul style="list-style-type: none">As part of their phasing programme Falkirk are offering up to 940 hours in 2019-20.
Fife	N/A	£4.80	<ul style="list-style-type: none">No eligible 2 year olds placed in funded provider settings.20 funded providers involved in phasing from August 2019.
Glasgow	£6.40	£5.40	<ul style="list-style-type: none">All providers receive the same rate regardless of whether they are delivering 600 hours or expanded ELC as part of phasing.Rate of £5.40 per hour for 3&4 year olds set for 3 years from August 2019.
Highland	£5.20	£4.63	<ul style="list-style-type: none">Childminders receive the same rate as private and third sector funded providers.
Inverclyde	£5.31	£5.31	
Midlothian	£6.90	£5.40	<ul style="list-style-type: none">Childminders receive £5.40 per hour for phasing.
Moray	£6.00	£5.31	<ul style="list-style-type: none">Childminders receive the same rate as private and third sector funded providers.
North Ayrshire	£4.50	£4.50	<ul style="list-style-type: none">Childminders currently receive £4.50 per hour.
North Lanarkshire	£5.80	£5.55	
Orkney Islands	N/A	N/A	<ul style="list-style-type: none">Rate to be confirmed.Currently offer around 684 hours per setting and this will increase next year.
Perth and Kinross	£5.50	£4.50	
Renfrewshire	£8.00	£5.00	

Council	Hourly rates - 2019-20		Comments
	Phasing (over 600 hours)		
	2 year olds	3 & 4 year olds	
Scottish Borders	£5.10	£4.75	<ul style="list-style-type: none">Same rates regardless of whether delivering 600 hour or 1140 hours.
Shetland Islands	£5.08	£5.08	<ul style="list-style-type: none">As no increase in rate since 2013-14 a backdated inflationary increase will be applied to the rate and will take effect from August 2019.
South Ayrshire	£5.31	£5.31	<ul style="list-style-type: none">Rate includes funding for the meal commitment.
South Lanarkshire	N/A	£4.76-£5.31	<ul style="list-style-type: none">In 2019-20 funded providers delivering 800 hours at £4.76 per hour.Some providers will be involved in phased delivery of 1140 hours from August 2019 and will receive £5.31 per hour.No funded providers delivering to eligible 2 year olds.
Stirling	N/A	£5.45	<ul style="list-style-type: none">Do not commission places from funded providers for eligible 2 year olds.Childminders receive £4.50 per hour.
West Dunbartonshire	£5.31	£5.31	
West Lothian	£5.00	£5.00	
Western Isles	£5.31	£5.31	<ul style="list-style-type: none">3 out of 5 funded providers in the local authority will deliver 1140 hours from August 2019.

Summary of Funding Arrangements for Delivery of Free Meals as Part of Phasing

- Table C1 sets out information by local authority on any payments to providers to deliver free meals to children receiving more than 600 hours of funded ELC as part of local phasing.
- Under Funding Follows the Child from 2020 every child attending a funded ELC session will be provided with a free meal. It is at the discretion of the local authority as to whether free meals are included as part of their local phasing in the period to August 2020.
- As part of local phasing many local authorities are exploring, and trialling, approaches to delivering the free meal commitment. This includes considering the option for delivering meals directly to providers.
- It is important to note that rates paid to settings to deliver the free meal commitment from August 2020 may differ from those offered as part of local phasing in 2019-20.

Table C1: Overview of funding for settings delivering free meals as part of phasing of expanded hours in 2019-20

Council	Rate to deliver the free meal commitment
Aberdeen City	<ul style="list-style-type: none"> • £2.95 per meal. • This payment is in addition to the hourly rate for funded providers.
Aberdeenshire	<ul style="list-style-type: none"> • £2.30 per meal. • This payment is in addition to the hourly rate for funded providers.
Angus	<ul style="list-style-type: none"> • Only childminders are delivering expanded hours. • Rate of £3 per meal currently paid (and this is expected to be the rate from August 2020). • This payment is in addition to the hourly rate for funded providers.
Argyll and Bute	<ul style="list-style-type: none"> • £2.20 per meal. • This payment is in addition to the hourly rate for funded providers.

Council	Rate to deliver the free meal commitment
Clackmannanshire	<ul style="list-style-type: none"> • £1.85 per meal in 2019-20 for eligible children. • £3 per meal from August 2020. • This payment is in addition to the hourly rate for funded providers.
Dumfries and Galloway	<ul style="list-style-type: none"> • Funded providers who provide the meal themselves currently receive £0.27 per hour as part of the hourly rate. • Council plan to move to payment of £1.73 per meal.
Dundee City	<ul style="list-style-type: none"> • Only local authority settings involved in phasing.
East Ayrshire	<ul style="list-style-type: none"> • £3.00 per meal. • This payment is in addition to the hourly rate for funded providers. • Two funded providers delivering 1140 hours in 2018-19 have their meals delivered from the council's catering facilities.
East Dunbartonshire	<ul style="list-style-type: none"> • Only phasing is through a trial of a blended model with childminders. • As part of this they receive £3 per child per meal if they have the child over the lunch period. • This payment is in addition to the hourly rate for funded providers.
East Lothian	<ul style="list-style-type: none"> • £3 per child per day where a meal is taken as part of their funded entitlement. • This payment is in addition to the hourly rate for funded providers.
East Renfrewshire	<ul style="list-style-type: none"> • Only local authority settings involved in phasing.
Edinburgh	<ul style="list-style-type: none"> • £2.20 per meal. • This payment is in addition to the hourly rate for funded providers.

Council	Rate to deliver the free meal commitment
Falkirk	<ul style="list-style-type: none"> £1.85 per meal for children eligible for free school meals.¹⁰ This payment is in addition to the hourly rate for funded providers.
Fife	<ul style="list-style-type: none"> Payment will be made in addition to the hourly rate for funded providers. Fife Council currently identifying payment to be made from August 2019.
Glasgow City	<ul style="list-style-type: none"> Funding rate for meals has not yet been set.
Highland	<ul style="list-style-type: none"> £2.30 per meal. This payment is in addition to the hourly rate for funded providers.
Inverclyde	<ul style="list-style-type: none"> £3 per day. This payment is in addition to the hourly rate for funded providers.
Midlothian	<ul style="list-style-type: none"> The hourly rate includes £0.40 per hour to cover the free meal commitment.
Moray	<ul style="list-style-type: none"> £2.30 per meal. This payment is in addition to the hourly rate for funded providers.
North Ayrshire	<ul style="list-style-type: none"> £3 per meal to funded providers in the private and third sector (£2.50 per meal for childminders). This payment is in addition to the hourly rate for funded providers. In most cases, the council delivers the meals to funded providers.
North Lanarkshire	<ul style="list-style-type: none"> £3 per meal. This payment is in addition to the hourly rate for funded providers.
Orkney Islands	<ul style="list-style-type: none"> There will be a separate payment for meals, but rate per meal still to be confirmed.
Perth and Kinross	<ul style="list-style-type: none"> £2.80 per meal.

¹⁰ A previous version of this paper (published June 2019) stated the free meal commitment rate for Falkirk was £1.85. This has been updated to qualify that that rate is for children who are eligible for free school meals.

Council	Rate to deliver the free meal commitment
	<ul style="list-style-type: none"> • This payment is in addition to the hourly rate for funded providers. • Funded providers also have the option of meal collection from Tayside Contractors.
Renfrewshire	<ul style="list-style-type: none"> • £3 per meal. • This payment is in addition to the hourly rate for funded providers.
Scottish Borders	<ul style="list-style-type: none"> • £2.10 per meal. • This payment is in addition to the hourly rate for funded providers. • Council are exploring the possibility of including this payment in the hourly rate. • Developing a trial process whereby funded providers can order meals through the Council's schools catering service.
Shetland Islands	<ul style="list-style-type: none"> • Lunches are provided by the local school, so no additional payment is made to the funded provider for these.
South Ayrshire	<ul style="list-style-type: none"> • The rate for phasing of 1140 hours in 2019-20 includes funding for delivering the free meal commitment. • Council agreed this following discussions with funded providers to include the funding for meals in the hourly rate to reduce bureaucracy.
South Lanarkshire	<ul style="list-style-type: none"> • £3 per child per day. • This payment is in addition to the hourly rate for funded providers.
Stirling	<ul style="list-style-type: none"> • No free meals provided as part of phasing of expanded hours. • £2.20 from August 2020. • This payment is in addition to the hourly rate for funded providers.
West Dunbartonshire	<ul style="list-style-type: none"> • £3.00 per meal. • This payment is in addition to the hourly rate for funded providers.
West Lothian	<ul style="list-style-type: none"> • Free meal commitment not included as part of phasing.

Council	Rate to deliver the free meal commitment
Western Isles	<ul style="list-style-type: none"> Initial rate of £2.00 per meal with those funded providers who will be delivering 1140 from August 2019. Rate for meals will be reviewed later in 2019. This payment is in addition to the hourly rate for funded providers.

Summary of Support for Providers by Local Authority

- **Table D1** summarises the support available to funded providers in each local authority.
- This is specific support offered by the local authorities, which is in addition to national level policies and support. This includes actions covered in the Scottish Government's *ELC Providers: Delivery Support Plan*, which was published in December 2018, and was intended to complement the actions already being undertaken by local authorities. National level policies and support includes:
 - Enabling private and third sector providers to post job adverts for free on myjobscotland;
 - Allocation of the Excellence and Equity posts (previously known as the additional graduate posts);
 - Participation in the national ELC Partnership Forum;
 - Increasing involvement of private and third sector providers (including childminders) in local authority phasing plans; and
 - Increases in the hourly rate for funded providers (as this can often be higher for those providers involved in the phasing of the expanded entitlement).

Table D1: Summary of Actions by Local Authorities to Support Providers

Council	Summary of Actions to Support Providers
Aberdeen City	<ul style="list-style-type: none"> • Start-Up Grants for prospective childminders living in the City's regeneration areas. Grants will support approximately 10 new childminders annually, and are capped at £300 per childminder. • The Scottish Childminding Association have been commissioned to deliver a Childminding Support Service. This service comprises of multiple elements, including: (1) Development Officer and Training; and (2) Administration of Start-Up Grants.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • Creation of the Early Learning and Childcare Academy Scotland, in partnership with Aberdeenshire and Moray Councils. This is a website designed to offer information on career pathways in Early Learning and Childcare. Funded Providers can also advertise vacancies here and access the online training resources. • Providers can access Aberdeen City Council's full Early Learning and Childcare Training Programme, details of which are available on the Early Learning and Childcare Academy website. • Continued scoping of a grant scheme to support partners with ELC expansion of hours, specifically around increasing capacity, outdoor space, general improvements (furniture/catering). Ongoing engagement through Provider Forums to support partnership working and give attendees an opportunity to discuss the rollout of the full 1140 entitlement (incl. work around setting sustainable rates), share best practice and raise concerns. • Providers are signposted to procurement support organisations, such as Senscot, and P4P. • Scoping work is currently being undertaken to determine funding available for grant payments to support capacity building
Aberdeenshire	<ul style="list-style-type: none"> • Staff working in all settings are able to access funded core training (Food hygiene, Child protection, risk assessment etc), qualifications (all relevant SCQF levels), Degree level qualifications and also additional training such as outdoor education etc. Partner settings have been encouraged to identify cross sector training which has then been commissioned by the authority. • Sustainability grants are available to support those settings who are required to make changes due to Care Inspectorate requirements and/or requirements as identified by Council Quality Improvement staff. • ELC Capital Grant Scheme in place for the 2019-20 financial year. The scheme is to help existing and new childcare providers increase the quality and number of 1140 hours places available. The scheme will offer grants of up to and over £10,000 and opened in March 2019. Funding is open to all funded partners providing or proposing to provide early learning and childcare in Aberdeenshire. • Council funds Early Years Scotland Development Workers to provide a range of support to Playgroups who require more input in relation to governance etc as a result of being voluntary run. • Council commissioned Early Years Scotland to develop a guide for Playgroups, 'Partnership for Success: a Committee Handbook'. The handbook is intended to support the groups and enable a smooth handover for future committees. • Business Support and advice is available via the Council's Business Gateway Service.

Council	Summary of Actions to Support Providers
Angus	<ul style="list-style-type: none"> • A capital grant scheme was opened to all providers in November 2018, and a third party professional adviser will be appointed to monitor and quality-assure the development of the capital projects as they progress. • There are a range of central Senior Early Years Practitioners providing dedicated support to all funded settings throughout 2018-19 and up to 31 July 2019 focusing upon the further development of quality. From 1 August 2019, a new and significantly expanded central early years structure will be implemented, with new locality-based support teams working closely with funded providers (and prospective funded providers) on collaborative quality management. • Forthcoming provision of revenue funds for each private and voluntary funded provider, to assist with the acquisition of expanded resources required for August 2020 e.g. IT equipment, consumables, furniture, outdoor clothing etc. • The implementation of an interim process for childminders to obtain contracts and deliver up to 540 hours of additional hours of funded provision for eligible two year olds, trialled in one area in 2018-19 and then opened to all areas between April 2019 and August 2020. • Enhanced support from other council departments to implement new processes, such as IT support to develop the new online application system and procurement support to develop a new framework agreement for external funded provision from August 2020. • Dedicated named staff in place for partners to contact (Programme manager for expansion related activity and Early Years Managers for quality based activity) • Termly meetings with all private and third sector providers to discuss expansion plans, issues and discuss intended and non-intended impact of policies/decisions/workforce expansion. • Termly network practice meetings and training combining central, local authority and private and voluntary practitioners. • Access to all Early Years training arranged by the local authority. • Ongoing payment of qualification funding for training provided through Dundee and Angus College e.g. BA Childhood Practice; SVQ qualifications. • Individual discussions with funded providers regarding their capacity and their “offer” for August 2020. Finalised local authority plans based on the outcome of these discussions.

Council	Summary of Actions to Support Providers
Argyll and Bute	<ul style="list-style-type: none"> • Grant funding of up to £1000 is available for childminders and up to £15,000 for funded providers in the private and third sector, who are phasing in. This funding will assist with the cost of minor property works (required for phasing in 1140 hours); furniture; and crockery and cutlery required to provide lunch services. • Providers can access the local authority supply list to help recruit. • There is a new supply list for Early Years practitioners which all providers have access to. • Free access to full CPD Training catalogue for staff at all providers. This includes bespoke outdoor training. • A Management Information Day was held in May 2019. • Meetings in each locality for all services followed up by individual meetings.
Clackmannanshire	<ul style="list-style-type: none"> • Access to CPD for staff at all providers. • Support from the council's ELC central team. • Monthly payments to providers delivering the funded entitlement. • Revenue payments to providers to support phasing up and to enable them to purchase equipment to serve meals). • Access to support with the procurement process. • Weekly Teacher support to providers.
Dumfries and Galloway	<ul style="list-style-type: none"> • Education Officer, Principal teachers and Pre-school Officers within the Central Early Years team provide support and challenge providers. Engagement is proportionate, and intelligence led. Processes include: improvement planning visits and monitoring reviews; curriculum development; and support for Education Scotland/Care Inspectorate inspections. • Support delivered through a range of methods including: <ul style="list-style-type: none"> ○ visits to the Provider (from August 2018 to the end of June 2019 119 visits were carried out to 42 PVI funded providers); ○ support and challenge visits to childminders; ○ telephone consultation and email correspondence; ○ manager meetings - Two have been held this year to discuss the National Standard and expansion planning, and How Good Is Our Early Learning and Childcare/Self Evaluation;

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> ○ four staff cluster meetings were held, which are professional learning events and two of these were delivered in partnership with Care Inspectorate; ○ INSET delivered by Early Years Scotland on Brain development; and ○ Professional Learning & Development training opportunities including Improvement Planning training, Moderation training; and Solihull training. ● To support with the transition to providing the free meal commitment and increased outside provision each funded provider setting was provided with a grant of £1,500 and childminders received £100. ● A capital grant process was established for providers to apply to increase capacity in areas where there was a projected shortfall.
Dundee City	<ul style="list-style-type: none"> ● Training programme available to all providers, including Self-Regulation; ABC and Beyond; Sustained Shared Thinking; Children's Rights and Starcatchers. ● Contributions are made towards additional qualifications - in 2018-19 this was for SVQ 3, and from March 2019 onwards contributions are made towards SVQ 2,3 and 4 and the BA Childhood Practice. ● Support visits with providers normally take place twice per year, although additional visits are arranged as and when required. ● The council are piloting an Extended Support Visit offer, which will provide a further opportunity within a longer time scale, usually over two visits, for the Nursery Manager and the Early Years Team to take a closer look at the quality of the services offered within the setting. The team will be led by the link Education Officer (0-5) with support from a small early years' team, and the regularity of these visits will be determined by the needs of the respective settings. ● Partnership forum meetings take place four times per year and provide an opportunity for professional dialogue, updates and sharing practice. External speakers include SSSC, Education Scotland and Care Inspectorate. ● Pre-registration training is available for Childminders. ● A range of support and advice including: Central Officers provide pre inspection support and guidance and attend all Care Inspectorate/ HMIE feedback meetings; support and advice from Educational Psychologist and Accessibility and Inclusion Team; and support and advice from School Support Admin Team for matters relating to funding, admissions and NAMS. ● Access to and support from Dundee's Family Information Service.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> The council are currently designing and costing a flexible programme of professional development that will apply from August 2019 onwards which includes twilights and week-end delivery. It will include a local authority contribution towards additional qualifications.
East Ayrshire	<ul style="list-style-type: none"> All funded providers have access to a teacher from the Council's Early Years peripatetic team. Two funded providers in East Ayrshire have had whole time teacher support since August 2018. This is in response to staffing issues and the need to provide curricular support. Funded providers have had access to continuous professional development and in particular access to training from Speech and Language Therapists funded via the Council for the Hanen Programme Learning Language and Loving it and Communication Champion support. The two funded providers currently delivering 1140 hours have had direct support from the Early Years Service Manager and Development Officer both in the set-up and ongoing support.
East Dunbartonshire	<ul style="list-style-type: none"> The Council has worked with funded providers to create two networks of support for Private and Independent sector and the Third sector. East Dunbartonshire Voluntary Action and the Early Years team have provided support and advice to both networks in order to plan for 1140, and in particular have supported those groups facing difficult situations, for example with accommodation and financial aspects. The Council has invited network representatives from the funded providers to be in attendance at all recruitment and information events; this has been successful and we will continue to work together at future events. Where there has been migration of employees from funded providers to the Council, where appropriate, there has been discussion regarding start dates in order to support funded providers service delivery and continuity of care for children. The Education team has facilitated regular strategic funded provider meetings and funded provider business planning meetings that include speakers as requested and suggested by funded providers, such as Care Inspectorate, Inspiring Scotland, and Independent financial consultant., and allow for sharing of information between all those who aim to deliver the funded hours. This has allowed for sharing of information between all those who aim to deliver the funded hours. A funded provider newsletter linked to the National Standard criteria was produced in September 2018 to assist planning; discussions continue along the themes of the National Standard at the funded provider planning meetings.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • Consultation with funded providers on their proposed delivery model took place in early 2019; this was then followed up with a visit to individual funded providers by the Early Years Service Manager and link Support Officer. The information gathered is being used to inform planning for the needs of individual areas across the local authority, including informing Estates expansion work that will need to be in place for August 2020. • A pilot blended childminder model is operating with two childminders in Hillhead area, in line with parental demand. As demand increases, this will continue to scale in Auchinairn and Lennoxton in 2019-20. • Final allocation of revenue funding for 2018-19 was allocated to funded providers. Following consultation and a survey in January, £86,660 was allocated across all 19 funded providers that requested financial support to make improvements in their premises to prepare for delivering 1140 hours. Funded providers stated that match funding for projects would bring total investment in their services to £193,162. Grants were for a range of projects, including improvements to facilities, access to outdoor play and nurture areas.
East Lothian	<p>Note – this return focussed on how the local authority utilised its share of the last £6 million revenue funding to be allocated in 2018-19:</p> <ul style="list-style-type: none"> • A Revenue Support Grant Scheme ran during the last part of 2018-19 and was available for allocation until the end of March 2019. • Priority was given to those providers who are engaged in the partnership working model (Partnership and Network meetings) and who will offer, or are working towards offering the expansion of hours as part of the 2019 phasing schedule in support of our local delivery models. The funding was made available to current funded ELC providers, Childminders and Community Play groups who will be involved in the delivery of the expansion of hours as a funded Early Learning and Childcare provider in 2019. • Grants supported: recruitment & training for staff; management & leadership, General, Focussed e.g. Froebel/PEEP Attendance at hosted event in East Lothian, staff time/marketing; Costs re SSSC Qualifications Check/ Registration; increased Support Staff (e.g. catering, admin); qualifications; and resources (for indoor/outdoor, general, IT & Software; and Quality Improvement). • A total of £110,000 was issued to 30 providers (Childminders, Private Nurseries and Community Play Groups) • The Teaching Support Team worked alongside funded providers in terms of; regular support visits engaging with national and local guidance, focussed professional learning opportunities, Senior Early Year Practitioner Network Meetings and Communities of Practice across each cluster.

Council	Summary of Actions to Support Providers
East Renfrewshire	<ul style="list-style-type: none"> • Subscription of Alice Sharp's online training resources for all providers and a training session by Alice to launch the materials. • Purchase of high quality reading materials / creation of Career Long Professional Learning (CLPL) library for all providers. • Access to a comprehensive and free CLPL programme. • Senior Practitioner, Graduate (Depute) Practitioner and Manager Forums are run four times a year. • Offer of free HNC training for staff. • Offer to subsidise graduate level training for staff. • Two sessions delivered by Work East Ren, which cover financial, business and human resource support. • Visit by financial consultant to discuss delivery models, impact on finance etc. • One to one sessions offered to support 1140 planning of delivery models. • Access to Early Years Development Officer, Quality Improvement Officer and Educational Psychologists. • Access to additional monies for training, to support 1140 launch requirements, raise awareness with parents and IT (Realising Change Fund). • Inclusion of funded providers on the council's Expansion Board and associated Quality and Workforce Workstreams. • Facilitation of good practice events delivered by Education Department Staff, including Educational Psychologists. • Access to Literacy Champions – who spent 3 full days working with staff in funded provider settings to enhance literacy experiences across the curriculum both indoors and outdoors. • Network meetings within neighbourhood groups. • Access and successful bids of small grants to the East Renfrewshire Council Funding Streams.
Edinburgh	<p>Note – this return focussed on how the local authority utilised its share of the last £6 million revenue funding to be allocated in 2018-19:</p> <ul style="list-style-type: none"> • Backfill of Quality Improvement Education Officer post while postholder is acting up to the Senior Education Officer Role to support the expansion of 1140 hours Expansion.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • Information Events on the expansion for childminders and funded providers e.g. the criteria to be a funded provider • Promotional Events to recruit 150 Modern Apprentices and Trainees to support the expansion of the 1140 hours. • Phased in Delivery of 1140 hours with funded Providers.
Falkirk	<ul style="list-style-type: none"> • Providers have full access to council's CPD/training programmes and events. • Providers can receive support from the council's central ELC Team to providers with regard to learning and teaching, payment administration and quality • The council have jointly reviewed with providers the council's payment processes and timeframes. • The council have adopted an agreed universal approach to being accepted as a funded partner so there are no barriers to entry if funded partners meet the current entrance criteria, which is linked to Care Inspectorate gradings. • All funded providers will receive £5,000 to assist and support them with their planning towards and phasing in of 1140 hours.
Fife	<ul style="list-style-type: none"> • A funded provider reference group has been established with local authority Headteacher representatives, private nursery owners/managers and managers of playgroups. The group discuss any issues in relation to 1140 hours and provide updates from their sector. The group meets every 4 weeks to consider items relating to expansion planning. A member of the Reference Group is now joining the Early Years Communication Group. • Joint meetings were held recently with all funded providers including local authority Headteachers, with the groups discussing the National Standard in more detail. • The council's share of the final £6 million revenue funding for 2018-19 was distributed to providers based on their enrolment figures for January 2019. This will allow settings to build capacity in different ways which may include staff training/development, improving resources, creating outdoor areas or improving premises. • Prior to the funding being released services had to submit a plan to the local authority detailing how they intended to use their allocation to build capacity as they move towards implementation of 1140 hours in 2020. • This funding may also be used to access professional advice in relation to finance, HR etc, and regular reviews of how the funding is being used to build capacity will be held over the next 18 months.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • Childminders have now been invited to deliver 600 hours ELC to eligible 2 year olds. At this point in time only a small number of childminders are in partnership with Fife Council. However, further work is being done in this area and an application process has been developed to encourage childminders to apply using a more simplified process. • An information evening has been held with childminders to discuss the application process for delivering ELC to eligible 2 year olds and to further engage on the benefits of becoming a funded provider. Application forms have been received from childminders following this session. • Regular meetings are held with the SCMA to discuss 1140 hours developments. • Information session was held in March 2019 for childminders to find out more about the expansion of ELC, with approximately 90 in attendance. • An initial pilot of 10 childminders supported to gain SVQ3 Children & Young People facilitated by Workforce Development Advisors from Fife Council started in January 2018. Almost half of the cohort have now successfully completed SVQ3 and plans are in place for a further cohort to start in January 2020.
Glasgow City	<ul style="list-style-type: none"> • Funding for providers to support quality improvement in their settings. • Additional provider engagement sessions – they have been moved from once per term to monthly, plus additional sessions have been held specifically to update on sustainable rate and contract proposals. • ELC Manager for the city attends every member's meeting held by Early Years Scotland with ELC Expansion Update as a standing item on the agenda. • Review of Council commissioning payment processes and successfully piloted amongst volunteer providers. Roll-out of improved system from August 2019. • Review of commissioning process and extension of existing procurement framework in order to alleviate providers' administrative burden and assurance of continuity of service • Removal of the cap in local authority placements to provider settings. • Development of a framework for providers to operate expanded provision from Council assets at a flexible (concessionary) rental charge. • Involvement of providers in outdoor ELC pilot - 3 voluntary sector providers now seeking registration of fully outdoor delivery ELC services as a result

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> Funded training placements and career pathway initiatives – funding of up to 66% available to support practitioner level qualifications and 50% to support lead practitioner level. Leadership training events, with the Tapestry programme being rolled out to all practitioners (in local authority and funded providers settings) across the city. Business advice pilot offered to volunteer providers to assess financial impact of expansion with sensitivity analysis across real living wage, client groups and sustainable rate variants. Collaborative working pilot amongst providers to reduce risks associated with expansion in an effort to create a culture of sharing, peer support and skills – for example, funded providers are to be involved in shaping the questions for next round of consultation. Inclusion of providers in recruitment advertising and marketing campaigns – for example, the advert seeks people to work in early years in the city of Glasgow, not for Glasgow City Council ; Funded Providers can place links to their recruitment adverts on the same webpage as links to the Council recruitment
Highland	<ul style="list-style-type: none"> Highland Council are developing an additional training package around Additional Support Needs (ASN) in early years. This is being undertaken with the council's Educational Psychology team and children's Allied Health Professionals. This will be primarily for funded providers in the private and third sector, but if space allows and there is interest, local authority staff will also be able to access it. Backfill and release of staff will also be part of the funding. All staff are currently able to access the full CPD calendar but this will ensure support and full understanding of the implications around ASN, moving forward with 1140 hours. Grant funding to partners providing early years services has always been available and has been reviewed to ensure contracts are developed to provide a degree of security rather than ad-hoc funding. CPD is currently being reviewed and includes the requirements for all new starts to ensure they are supported in their role. We have a service level agreement with CALA and part of this is to ensure we can meet all training requirements across the partnerships, as well as with all of their members. All early years practitioners across Highland are able to access funding from Highland Council for obtaining their qualifications and meet Care Inspectorate and Scottish Social Services Council (SSSC) requirements The Council has been working with Business Gateway who are able to offer support to providers in respect of the new National Standard, being able to demonstrate business sustainability and also offer financial health checks. Information on this confidential service has been sent to all providers. It was also suggested that

Council	Summary of Actions to Support Providers
	<p>partners could use Business Gateway to assist with applications that were required to access grants to support capacity building for 1140.</p> <ul style="list-style-type: none"> • A new grant scheme has been offered to all funded providers to support capacity building, as a one off payment. The application process closed on 31st May and all applications will be assessed over the next month. The grant may include buildings or equipment provision to enable the expansion, and is based on the application model developed by Angus council. • The Council increased payments to partner providers from August 2018, and will also support increased payments for 2019/20.
Inverclyde	<ul style="list-style-type: none"> • The Council are continuing to work closely with the local childminders' network. This has focussed on the development of early phase shared places which has supported the sustainability of childminders, improved partnership working and developed systems and processes for shared curriculum and assessment. • Training and support has continued to be offered to all funded providers as per contractual arrangements. • Provider meetings have a standing item of 'Expansion Programme Update and Support'. • Three information sessions have been held with existing and potential funded providers to share information on the Council's expansion plan and provide guidance and support in sustaining, expanding or applying for funded provider status. • Four meetings for further support, on an individual basis have taken place. • The council have used their share of the last £6 million revenue funding in 2018-19 to provide all current and potential funded providers with a one-off allocation of funding. The funding varies in amount as it takes account of individual circumstances. Providers have been asked to submit a brief report on the actions they have undertaken and the impact by June 2019.
Midlothian	<ul style="list-style-type: none"> • Additional training and development support, including for new recruits. This includes: <ul style="list-style-type: none"> ○ Fully funded qualification training on the HNC Childhood Practice courses for childminders, learning assistants, and career changers. ○ Offering funding for Partnership centre staff to join qualification courses at Edinburgh College; ○ A number of free PRLT/CPD courses on offer in the Midlothian Training Directory.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • This session locality professional network meetings ‘Collaborative conversations’ are planned. These will be termly and focus on key areas from the National Standard and other developing areas of work and will include the sharing of good practice. This will bring together employees from public, private and third sector. • Ongoing support from Principal Teachers which will include support visits every 6 to 8 weeks and intensive pre-inspection support. • Enabling providers to access business, financial or human resources support including: <ul style="list-style-type: none"> ○ Funded providers directed to colleagues in Business Gateway for additional business support. ○ Network meeting with playgroups established to support them with their business sustainability; ○ Childminder start up grant; ○ SCMA commissioned to provide support to childminders; and ○ Partnership managers’ network meeting takes place every 6 week, with focus on National Standard and expansion pilots. • Capital grants to providers to support capacity building to create additional ELC places in preparation for the extended entitlement. The grant scheme was open to all ELC settings in the private and third sector.
Moray	<ul style="list-style-type: none"> • Training grants offered to providers (£14,213 worth of grants offered to date). • Infrastructure grants offered to providers (£143 228 worth of grants offered to date). • Council organised training now offered free of charge to all funded providers. • Engagement with funded providers regarding the National Standard – an overview event was held in February 2019 and the council are now offering half day sessions on each of the 10 national standard criteria.
North Ayrshire	<ul style="list-style-type: none"> • Established an informal Funded Provider Engagement group which has met on a monthly basis (bi-monthly since January 19) since November 2017. As a result of the discussions and collaboration with this group, a number of actions have been put in place which aim to build relationships, increase the capacity, and improve consistency in the quality of delivery across the sector. • A workstream group established in July 2018 which has representation from 3 independent nursery providers and 3 childminders, is co-chaired by a Senior Manager from Education and from our Business Development Team, and reports to the ELC Expansion Programme Board.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • The Senior Manager (ELC) has taken an active role in the Scottish Government and COSLA led national ELC Partnership Forum and has shared learning and practice both internally with our local funded providers and externally at national meetings. • Following individual visits by the Senior Manager (ELC) to each funded provider, and a follow up visit by one of the council's Business Development Team, a Training and Development pathway has been jointly created which will deliver a series of training sessions and workshops from August 2019. This pathway contains learning opportunities in both ELC pedagogy and in business development and sustainability planning, aimed at early years practitioners, managers and business owners. The ELC pedagogy sessions will be delivered within locality settings and will include practitioners and managers from across all settings. • The Business Development Team has delivered 1:1 business development support to all providers and where required, funded consultancy support, for example, with business planning, cash flow, cost analysis etc. • Education has put Service Level Agreements in place with each provider to provide exclusive access to the Teacher Team in 2018-19. This seeks to raise quality and improve consistency within the sector. It is anticipated that the Teacher Team will continue its work within the independent sector in 2019-20 but its reach will then extend to local authority establishments. • In January 2019, the council used its allocation of the final £6 million revenue in 2018-19 to establish a grant programme for funded providers. This resulted in £142,913 being awarded to providers in amounts between £3,000 and £9,000, with the amount allocated related to the number of funded children within each provider setting. Providers were required to invest the grant in new equipment and non-consumable resources that would have a direct impact on the quality of children's learning.
North Lanarkshire	<ul style="list-style-type: none"> • Grants scheme with 37 applications received (totalling £343,000) with, to date, 97% of applications approved and payments are in process. • The council has procured an interim 1140 hours framework (to replace the two year old framework which expires in June 2019) which will run in parallel with an existing 600 hour framework which expires in July 2020. Ahead of the issue of the 1140 interim framework tender the council held two Public Contracts Scotland (PCS) tender workshops facilitated by Scottish Enterprise and delivered by SDP Scotland. The training was instigated following feedback from a number of providers regarding their concerns over the use of an electronic procurement system.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • In advance of the tender going live, the council provided venues to childminder groups for the delivery of training sessions. This ensured that childminder training was up to date and did not present a barrier to applying to deliver 1140 hours. • An 1140 Working Group was formed at the request of providers to review specific operational challenges which may result from the introduction of 1140 hours. The initial meeting has taken place with the next planned meeting to take place following the conclusion of the tender process. • 1140 Expansion Officers are continuing to visit funded provider facilities to provide support in respect of delivering 1140 hours. This support to date has predominately centred on Quality and the requirements of the National Standard. A number of private facilities have received hands on support from officers following disappointing Care Inspectorate inspection reports. • Regular provider business meetings have been taking place to provide updates on the Councils proposals for the implementation of 1140 hours and to encourage constructive feedback on ways in which the council can collectively improve the overall standards of ELC within North Lanarkshire.
Orkney Islands	<ul style="list-style-type: none"> • Note – as Orkney Islands Council currently only has one funded provider in the private and third sector no specific support available to that provider has been set out below. • Direct input for childminders delivering the funded hours from a nursery teacher in the Early Years Service. • Childminders delivering funded hours have been given grants of £500 to cover resources. In addition, specific central loan resources including bookbags and large outdoor resources/kits (fire bowls, fire lighting materials, whittling tools etc) have been purchased for childminders to borrow as they wish. • The Early Years Library has been extended and is available to all providers. • Early Years Service Training (including Learning Language and Loving It and Early Years Practice) has been provided free for funded provider staff. • Monthly evening childminder sessions open to all childminders (regardless of whether they are a funded provider) to support them to link play with learning. The themes have included: schema play, heuristic play, loose parts, understanding behaviour and mediating social conflict, observing, planning and documenting learning in a childminder context, child protection.
Perth and Kinross	<ul style="list-style-type: none"> • The Council have employed a Contracts & Compliance Officer who has been in post from January 2019 to support funded providers during the transition to August 2020.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> Resources Grants were made available to funded providers in February and March 2019 to support the delivery of the free meal commitment, allowing for a maximum allocation of £1,500 per setting. Roll out of Strong Start two provision to funded providers. Funding allowed for higher hourly rate to be paid at start of provision. Access to additional training provided by the Council to all ELC employees. Termly meetings for head teachers and funded provider managers, with attendance always above 75%. Additional meetings organised to further explore attendance patterns for the delivery of 1140 hours and business sustainability. Support as required for settings involved in early phasing from central teams (including the Early Years Team, and Catering).
Renfrewshire	<ul style="list-style-type: none"> A range of training and development sessions were made available to Providers including: <ul style="list-style-type: none"> Pedagogical leadership training for heads and deposes; Funded certificated training such as SCQF level 4 training for newly recruited unqualified staff to support Providers secure and sustain their workforce; and SCQF level 9 training for Deputes and Senior Practitioners to build leadership capacity; and Froebel in Early Childhood Practice to build capacity in terms of pedagogical leadership of Senior leaders and Practitioners. A range of professional development training sessions for staff, including: Observation of Children's Learning; Early Years Outdoors; SEAL in the Early Years; Schematic Play and Nurture – Deep Level Thinking. Development opportunities and support sessions offered at provider meetings (agreed in consultation with providers including: Education Scotland input on standards and quality reporting; improvement Planning and self-evaluation processes; and curriculum planning and assessment to support effective teaching and learning. Arrangements made for Business Gateway to provide business advisory sessions for providers to support with business planning and sustainability. Sessions were taken up by only a small number of providers. The council allocated their share of the remaining £6 million revenue in 2018-19 to providers through a grant process to support capacity building and transition to 1140 hours. Providers were invited to submit a brief application form to request funding of up to £6,000, and were consulted in advance of this process. Providers were granted funding to support with a range of activities, including infrastructure developments, improvements

Council	Summary of Actions to Support Providers
	to outside play areas, training, resources, staff salaries, including the recruitment of unqualified staff, Modern Apprentices and catering assistants.
Scottish Borders	<ul style="list-style-type: none"> • Funding for both accredited and non-accredited CPD for Early Years staff in all sectors. Additional support is currently focusing on childminders who are on the ELC Provider Framework, with an Early Years teacher assigned to work with them, making home visits and delivering training. • Planning to provide training on the National Standard for funded providers, and the Council have also increased the amount of CPD training available (this is available at no charge to partners). • Each childminder who is now on the Council's Framework to deliver ELC for 3 and 4 year olds has had a home visit. There have been 2 evening meetings this year, another 2 planned before the end of year, focusing mainly on Curriculum for Excellence which is the area the childminders feel they need most support with; plan to repeat these sessions on Saturdays. • Council are seeking permission from staff on our supply list to share their details with funded providers in the private and third sector and are making this information available where permission is given. • Early Years Scotland have delivered "business" training sessions for funded providers, organised and funded by the Council. These were aimed at voluntary management committees but were also open to the private sector and managers of settings. • The council has contracts with both Early Years Scotland and SCMA to provide a development officer and support service for providers. • The council are continuing discussions with Early Years Scotland about how best to support small voluntary management committees with business requirements. • An increase the amount of CPD training available (this is available at no charge to providers).
Shetland Islands	<ul style="list-style-type: none"> • A local Funded Providers Network has been established to enable open dialogue to take place between providers and the local authority. • Funded providers receive support from local authority Quality Improvement personnel around key aspects of quality and good practice. • Council are currently funding 3 staff from funded providers to undertake SVQ/BA qualifications. In addition, staff from across all ELC sectors, including childminders can access all local authority training.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • There is a service level agreement with Shetland Pre-School Play to provide a range of support services to funded providers. • The council's Economic Development Department will provide business advice and support. • Council recently revised their Childcare Grant Aid fund to enable funded providers and childminders to apply for up to £2,500 per annum to fund – this covers furniture and equipment (including for outdoors), specialised equipment for children with additional support needs, car safety seats, non-statutory training, other costs deemed appropriate to support delivery of high quality early learning and childcare. • Council offer a childminder start up grant to encourage new childminders.
South Ayrshire	<ul style="list-style-type: none"> • All providers have access to training delivered by and on behalf of the local authority. This includes training to support new staff in both private and local authority early years settings. Following discussion with funded providers the Council are looking to extend their range of online training / CLPL opportunities. • ELC Modern Apprenticeship programme launched in 2018, and the programme has been extensively promoted in a number of ways. • Procurement Information evening to provide information on the procurement process for becoming a funded provider with the Council; and a childminder information evening. • A temporary Expansion Officer post has been agreed to primarily support funded providers and new providers particularly with meeting Quality Standards and expanding their current service to meet the expanded entitlement. • Engagement with Early Years Scotland to support business/ financial discussions with Funded Providers. • Ongoing consultation and discussion meetings with funded providers to support the expansion. • A Grant Scheme has been developed to enable funded providers to access up to £20,000. The funding is targeted at increasing capacity and accessibility, improving quality and flexibility and supporting children and families in areas of deprivation.
South Lanarkshire	<ul style="list-style-type: none"> • Regular partners meetings provide an opportunity for information sharing and dialogue. In response to the views of partners we are moving to a locality model for engagement. • A Partners Consultative Group Forum was established and met regularly: this group established a transition model for 2019/20 based on increased hourly rate/funded hours for all partners and the group also initiated the Quality Improvement Fund. This also provided a forum for consultation (including feedback from those in the

Council	Summary of Actions to Support Providers
	<p>1140 phase 1 group) and for partners to raise concerns eg recruitment/drift of staff - as well as to have some discussion in respect of the National Standard.</p> <ul style="list-style-type: none"> • Quality Improvement grants of up to £10,000 per provider will be offered from August 2019. • Support on Business Development is available at Group Partner meetings as well as individual support to providers. • Further engagement with Ipsos-Mori to review the proposed hourly rate for August 2020. The outcome of this exercise is due in July. • Officer engagement with local colleges and the 'grow your own' approach using FA/MA will reduce the potential impact of LA recruitment on the private sector. • 1-1 meetings with each partner/establishment to consider models of delivery and potential impact on operating capacity. • Quality link officer meets establishments at least 3 times each year for Improvement plan, standards and quality reports and PDR/training development needs. • Lead Locality Officers provide operational support for funded providers within geographical areas of the Council. • Pre- and post-inspection support activity. • In-house training and support linked to the improvement agenda. • Admin support for contracts, finance and general communication is provided. • Established a PSA approach to procurement – a 10 year agreement. • Training and support with procurement/PSA process. • A full range of training opportunities are available ranging from professional funded qualifications, masters modules for leadership, in-house, area and council wide training opportunities. • Annual Early Years conference. • Parental consultation events with the 1140 group – feedback provided to the Consultative Group. • Food handling training is available for all staff. • Curriculum guidance with a range of support materials are readily available.
Stirling	<ul style="list-style-type: none"> • All providers can access the council's CLPL calendar free of charge. Occasionally training events can also be offered in addition to the calendar.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • A free Regional Improvement Collaborative (RIC) event, focused on 2 year olds, was held for all staff in February 2019. • The council offers support for funded training. • The council offers support to Early Years Improvement Partnerships. All funded providers are in a partnership. All settings in a partnership trio have a validated self-evaluation visit once every 3 years. Improvement Partnership meetings take place 3 times per session, and provide an opportunity to network and include sharing of good practice. • Early Years Forums take place 3 times per year which are primarily an opportunity to network. • There is a dedicated support and challenge officer in the Early Years and Early Intervention Team to support funded providers. • There is also funding available for Support for Learning Assistant (SLA) hours to support children with additional support needs. Funded providers can apply for this funding. • Separate training calendar for childminders who find it difficult to access the training events during the day. • All providers were offered funded workshops with a company to review business models and to offer support in the context of the expansion of ELC. Very few settings signed up for this therefore it did not go ahead as it was not financially viable. • All providers were invited to apply for a grant to enhance their learning environment to support the expansion of ELC (all providers have now received a grant of £5,000).
West Dunbartonshire	<ul style="list-style-type: none"> • The council operates a Childminder Forum which meets every 3 months. • A bespoke training programme was devised and delivered out with the Childminder Forum, which included evening and Saturday training on: My World Outdoors, Forest Schools, Word Aware, Rhyme Aware and providing high quality numeracy experiences. • All providers can access all of the council's training for ELC practitioners. Managers attend leaders training which has included Preparation for the National Standard and input from Care Inspectorate. • Annual membership of Early Years Scotland was provided for childminders and funded providers in the private and third sector. Membership of SCMA and training provided by SCMA for childminders including preparation for inspection, child development and outdoor learning is underway.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • Childminders are encouraged and being supported to increase the number of units that they have to comply with the qualification level required for 2020. • The Partners Forum meets every month, and is intended to help providers understand the delivery model that they could provide by 2020. • Providers have been offered one to one meetings with officers to discuss individual business models, including drawing on expertise of the council's accountant. These ongoing one to one meetings with partners and officers will look at staffing levels, business models and their planned service delivery for 2020. • At the recently set up West Partnership Partner Forum the council is represented by one of their providers who has reported back to our monthly WDC Partners' Forum. • WDC Partners' Forum has a smaller working group agreeing actions from the Scotland Excel Guidance on Transition Options, Sustainable Rates and Business Sustainability. • The council used their share of the last £6 million of revenue funding in 2018-19 to provide every funded provider with £10,000 to support their transition towards the statutory roll-out of 1140 hours. All providers opted to use the funding to improve indoor and outdoor environments in preparation for 2020.
West Lothian	<ul style="list-style-type: none"> • The private providers in contract for the period 1 August 2018 to 31 July 2020 to deliver funded ELC received a grant to support capacity building and were offered training and development support from the Early Years Development Team. • Funded providers in private settings were also asked to nominate a member of staff to attend the Froebel and Childhood Practice course at Edinburgh University (cost £800 per participant). • Training opportunities are provided to local playgroups, childminders and family centres which provide funded places for eligible 2 year olds. • Support will be given to new funded providers who come into contract from August 2019. • A tender information session was held in March 2019 with local private ELC providers to increase the number of providers of funded places in 2019/20.
Western Isles	<ul style="list-style-type: none"> • Modern Apprentices have been provided to two providers to support the growth of their staff teams. • Development support (for example, weekly management meetings and support at monthly staff meetings) is available to providers who have experienced challenging inspections.

Council	Summary of Actions to Support Providers
	<ul style="list-style-type: none"> • Offered to establish a Funded Provider network, but providers indicated that they are currently happy with 1-to-1 meetings. • The 3 providers who are moving to 1140 in August 2019 have been included in parent consultations in their area and have worked with the council to ensure parents are aware of all the options open to them. • Grant support has recently been offered to all providers to enable them to access further training for staff, purchase resources required for extended service, etc. • Top-up sustainability funding has continued to be provided in addition to the hourly rate to those providers who have less than 10 children enrolled but are the only provider in a remote and rural area.