

Annex A – Notes from Ministerial meeting with Busy Bees

From: [REDACTED]

Sent: 06 February 2018 17:41

To: Cumming A (Alison) [REDACTED] ; [REDACTED]; [REDACTED]; [REDACTED]; [REDACTED]; [REDACTED]

Cc: Griffin J (Joe) [REDACTED]

Subject: Meeting with Minister and Busy Bees - Summary

Hi,

The Minister met with [REDACTED] and [REDACTED] from Busy Bees this afternoon. It was mainly an introductory meeting, and much of the meeting involved [REDACTED] and [REDACTED] providing Ms Todd with an overview of their business and future plans.

Specific points to come out of the discussion:

- [REDACTED] is meeting with Ms Somerville in late April (at their Dunfermline setting at Fife College) to discuss the work that they are doing on staff training. They are accredited to do their own inhouse training and I understand may have received funding from SDS. This includes some MAs.
- Busy Bees are currently developing their own Learning Programme, with an initial focus on language and communication. They are interested in how this work ties in with the curriculum in Scotland and looking to engage with Education Scotland to discuss further (they have a contact there).
- They are expanding into Singapore and China and looking for how lessons from their approach in the UK can be applied to settings in these countries.
- Currently only one Busy Bees setting provides funded entitlement for 2 year olds and they feel that they can do more on this.
- With regards to their relationship with local authorities they were actually quite positive on this, although noted that there were challenges, and room for improvement, in some areas.
- They made reference to the rate being provided by authorities in some areas not being sufficient to cover hourly costs, but they in some areas they had more scope to compensate for this.
- They are keen for the Minister to visit their setting in Inverness.

Happy to discuss in more detail.

Thanks

[REDACTED]
[REDACTED]

Annex B – Correspondence between Deputy Director of ELC and Kirktonholme Childcare

From: [REDACTED]

Sent: 17 August 2018 09:12

To: Cumming A (Alison) [REDACTED]

Subject: Re: SIC Committee meeting

Thank you so much Alison for your prompt response. The 7th of September would be better as the 31st August is the independent sector nursery awards hosted by Nursery Management Today magazine in Glasgow Hilton. So many providers will be attending.

We appreciate the ongoing support from Scottish Government.

On Fri, 17 Aug 2018, 08:54 , [REDACTED] > wrote:

Hi [REDACTED]

Thank you for keeping us posted on developments in South Lanarkshire. I am sorry to hear that you and other providers continue to face challenges in engaging with the local authority. We will again follow up the issues you raise with both the local authority and COSLA, and I've highlighted further below our shared commitment to improve partnership working across Scotland and the first steps we will take jointly with local government towards achieving this.

I'm sure you will appreciate that as a Scottish Government official, I cannot comment on political decisions or votes taken by elected members of local authorities.

As you are aware, an assessment of existing capacity within providers in the private and third sectors should have informed the development of all local authority Expansion Plans for delivery 1140 hours. This was set out in the Expansion Planning Guidance for Local Authorities that we issued in March 2017. This Guidance required that Expansion Plans for 1140 hours, "...evidence that best use will be made of existing services and assets within the local authority, private and third sectors – with any remaining gaps addressed through creation of additional capacity..."

As highlighted in previous correspondence we know that there can be legal, accounting and other restrictions on local authorities in terms of how they can use their capital funding to support providers, and it is particularly challenging to use capital funding to create an asset which is owned outside the public sector. However, we are aware that a small number of authorities have identified mechanisms to provide schemes which provide a form of capital support (this isn't always from their capital budgets).

This is why we are currently exploring potential alternative approaches for providing support for capital investment through the national expansion programme. To better understand the challenges, and to inform our work, we will meet with a small group of providers who raised these concerns. You have kindly agreed to be part of this discussion. We have now identified a small number of providers who have raised similar issues and who have also kindly agreed to give up their time for this meeting. We are finalising the details, and are potentially looking at hosting the meeting on either the afternoon of Friday 31 August or afternoon of Friday 7 September. Would either of these dates be problematic for you? The meeting will be held in either Edinburgh or Glasgow.

We will also invite the representative bodies to this meeting, as well as COSLA.

Annex B – Correspondence between Deputy Director of ELC and Kirktonholme Childcare

There have been positive recent developments in moving towards meaningful and genuine partnership working across the sector. A response from the Minister for Children and Young People to your recent correspondence on a range of issues, including specific challenges in South Lanarkshire should be with you imminently if you have not already received it. This includes a copy of a letter that issued to Directors of Education on 7 August, which set out more details on the approach to strengthening partnership working. I have also attached a copy of the letter. This sets out that to support improved partnership working we are currently working with COSLA to establish an ELC Partnership Forum. We will be able to say more on this in the coming weeks.

The Minister for Children and Young People has asked that we keep her informed of developments as she is keen to know how this work is progressing.

Best wishes

Alison

Alison Cumming
Deputy Director, Early Learning and Childcare Programme
Scottish Government
Telephone: [REDACTED] | Mobile: [REDACTED]
Area 2B South, Victoria Quay, Edinburgh, EH6 6QQ

From: [REDACTED]

Sent: 15 August 2018 20:18

To: [REDACTED]; Cumming A (Alison) [REDACTED]; Griffin J (Joe)

Cc: Fabiani L (Linda), MSP <Linda.Fabiani.msp@parliament.scot>; Todd M (Maree), MSP <Maree.todd.msp@parliament.scot>

Subject: Re: SIC Committee meeting

Just a small insight into polar opposite articles in today's East Kilbride News.

Also an article in today's Ayrshire Post. There is a pattern emerging.

On Wed, 15 Aug 2018, 17:35 [REDACTED] wrote:

Hi there,

Just a small update, I don't know if you were informed? SLC committee meeting took place this morning to agree the Capital Funding spend on proposed spend on SLC new build nurseries, the full allocation of monies are being spent on these builds and private providers and third sector have been refused any involvement.

We have asked that they map the authority first to see where the places are required. Apparently they did this by looking at trend on their NAMS system which doesn't give a true reflection of capacity.

14 partners attended today's meeting, sat in the gallery and observed. We had elected members who totally got it and challenged their plan and asked for a postponement for four weeks in order that other elected members get the opportunity to speak to private and third sector.

In short this was taken to a vote of 28 elected members and it was a split vote. 14 for and 14 against. In the end the chair had the deciding vote and voted against us.

Annex B – Correspondence between Deputy Director of ELC and Kirktonholme Childcare

Can I just add that the elected members who voted against us was SNP???

I would like to clarify on how these elected members can vote against the policy they are working towards?

I appreciate that this is a bit of a rant, however we are on our knees here, fighting for survival. SLC need to have a long hard look at themselves, we have just lost KIWI nursery this week as they had to close their doors due to the finances and SLC s expansion models and on the same day another private provider advertising 1140 hrs? OMG🤔

I would appreciate a response

Regards

[REDACTED]

Kirktonholme Childcare

From: Cumming A (Alison)
Sent: 05 July 2018 12:38
To: [REDACTED]
Subject: RE: ****Capital Funding***** (CRITICAL)

Thanks, [REDACTED], it will be great to have your input to the group.

Best wishes

Alison

Alison Cumming
Deputy Director, Early Learning and Childcare Programme
Scottish Government
Telephone: [REDACTED] | Mobile: [REDACTED]
Area 2B South, Victoria Quay, Edinburgh, EH6 6QQ

From: [REDACTED]
Sent: 05 July 2018 12:20
To: Cumming A (Alison) [REDACTED]
Subject: Re: ****Capital Funding***** (CRITICAL)

Thank you so much for your timely response Alison, I really do appreciate it. Thankyou for understanding and working hard to support us. Yes I definitely would be interested in being part of your consultation group and look forward to hearing from you in the near future.

On 5 July 2018 at 12:11, [REDACTED] > wrote:

Hi [REDACTED]

Thanks for your email.

Your interpretation of the Expansion Planning Guidance for local authorities (from March 2017) is correct – authorities are expected to make use of their existing capacity first, then engage with partners to understand and utilise partner capacity

Annex B – Correspondence between Deputy Director of ELC and Kirktonholme Childcare

before considering creating any new facilities. These principles should have underpinned the production of local expansion plans.

Our clear expectation and understanding is that entitlement to 1140 hours will be rolled out to all children from August 2020, and this underpins the funding agreement with COSLA. We will follow up the issues that you've raised on timing with South Ayrshire Council and continue our wider discussions with COSLA and local authorities on promoting effective partnership, which will crystallise into some agreed actions over the summer. We know that we need to be looking at more than the funding rates as part of this discussion, and that local authority planning decisions play a large part in supporting partner sustainability. Please be assured that we regularly keep Ministers updated on the issues that are raised by partners.

There are some legal and accounting restrictions on how local authorities can use capital funding allocations, but as you know we are aware that some authorities are pursuing schemes with their local partners and there are different options available. We are looking at whether there are other ways in which we can provide support to partners for expansion or investment. This is all at an early stage of development, but we would find it very helpful to speak to some experienced partners to ensure we understand the needs of the sector and to explore what forms of support may be most valuable to the sector. Would you be interested in getting together with some other providers for a meeting with us to explore this further? We've heard similar concerns from partners across Scotland and we'd appreciate some (more) of your time to look at more specific options if you would find this valuable. It's likely to be late August before we can get folk together given holidays but let us know if you would be interested and we'll keep you posted on arrangements.

Hope you enjoy your leave. Best wishes

Alison

Alison Cumming
Deputy Director, Early Learning and Childcare Programme
Scottish Government
Telephone: [REDACTED] | Mobile: [REDACTED]
Area 2B South, Victoria Quay, Edinburgh, EH6 6Q

From: [REDACTED]

Sent: 05 July 2018 09:20

To: [REDACTED]; Cumming A (Alison [REDACTED]) Griffin J (Joe [REDACTED])

Subject: ****Capital Funding***** (CRITICAL)

Good morning, I hope you are all well?

I would like to take the time this morning to share with you some issues we are having at present with both South Lanarkshire Council and South Ayrshire Council with regards the Capital funding allocations.

Firstly as stated in the A BLUEPRINT FOR 2020: THE EXPANSION OF EARLY LEARNING AND CHILDCARE IN SCOTLAND ELC EXPANSION PLANNING GUIDANCE FOR LOCAL AUTHORITIES, it stated that "Plans will evidence that best use will be made of existing services and assets within the local authority, private and third sectors – with any remaining gaps addressed through creation of additional capacity". Unless

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I am mistaken, I translate that to be use existing capacity and speak to partners and map where their capacity and utilise all of this before considering building or expanding?

Firstly at a partner meeting with South Ayrshire Council yesterday, where partners were made to feel very insulted by the lack of understanding overall, clarity of what is a sustainable rate? understanding of how we can survive the next 2 years never mind beyond, actually 3 years as they informed us that they would not be ready until 2021. Just to add insult to injury, when we asked if we would benefit from their £15.360m allocation over the next four years we were clearly told no! When we asked if they considered their partners when they put their bid in to Scottish Government for Capital Funding they told us no!

When I raised the concern that I believed that it should be accessible to all, I was told no as how could a Local Authority invest in a company and they commission places from them? I responded by saying what about the LA's who were making it available and was told there were no local authorities allowing partner providers to access any capital funds?

Additionally within South Lanarkshire Council, they are receiving £19.240m over the next 4 years. They also have refused access to partners. They have quite openly stated that they are building 6 new centres which I can only assume at the cost of around £3m each. Can I just highlight that one of these centres is on our doorstep and we have not been consulted, no asked about our availability? It so happens that within our South Lanarkshire service we have the capacity for on average an additional 50 funded places without even any changes to our registration. We also have a huge piece of land where we could easily add outdoor classrooms etc ant a fraction of the cost. I would also like to add that within our South Ayrshire centre we probable have the capacity for a further 24 funded places.

Can I just take this opportunity to reiterate from my last emails, as I work within 6 LA's I am seeing a bigger picture than most and since I last emailed, partners are now communicating together from all over the country, momentum is building and I believe that contracts being signed for 2018/19 is questionable never mind 2020. As previously stated, I have recently have had no option but to increase my under 3's registration and decrease my availability for funded children in one of my centres due to the way in which LA's are phasing. I do believe these are the examples that the First Minister should be made aware of?

I stop for annual leave today and appreciate that you are all super busy, however if at all possible I would really appreciate a response today in order that we can plan what we do next.

Annex C – Correspondence between Deputy Director of ELC and a private nursery

From: [REDACTED]
Sent: 25 July 2018 15:00
To: Cumming A (Alison) [REDACTED]
Cc: Griffin J (Joe) [REDACTED] ; [REDACTED]
Subject: RE: 1140 hours implementation - Partner Providers

Hi Alison,

Any update on the legal and accounting issues with sharing Capital Funding with partners, and how other councils are doing this?

Regards,

[REDACTED]
Business Manager
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 05 July 2018 19:56
To: 'Alison.Cumming@gov.scot' [REDACTED]
Cc: 'Joe.Griffin@gov.scot' [REDACTED] [REDACTED]
Subject: RE: 1140 hours implementation - Partner Providers

Hi Alison,

Many thanks for your response and action to speak with [name of council] on these matters.

Could you elaborate any further on the legal and accounting restrictions? It would be good to know and share what different options the other councils are taking with regards to capital grants.

I would be delighted to be involved in future talks around how the government can explore the most valuable support for the PVI to help towards the overall goal.

Its refreshing and feels valuable that all of the team from SG are looking to solve these issues as we certainly don't feel the same with our LA.

Many thanks.

Regards,

[REDACTED]
Business Manager
[REDACTED]
[REDACTED]
[REDACTED]

Annex C – Correspondence between Deputy Director of ELC and a private nursery

From: [REDACTED]
Sent: 05 July 2018 12:11
To: [REDACTED]; [REDACTED]
Cc: [REDACTED]
Subject: RE: 1140 hours implementation - Partner Providers

Hi [REDACTED]

Thanks for your email and for bringing these issues to our attention.

We will follow up the issues that you've raised with [name of council] and continue our wider discussions with COSLA and local authorities on promoting effective partnership, which will crystallise into some agreed actions over the summer. We know that we need to be looking at more than the funding rates as part of this discussion, and that local authority planning decisions play a large part in supporting partner sustainability.

There are some legal and accounting restrictions on how local authorities can use capital funding allocations, but as you know we are aware that some authorities are pursuing schemes with their local partners and there are different options available. We are looking at whether there are other ways in which we can provide support to partners for expansion or investment. This is all at an early stage of development, but we would find it very helpful to speak to some experienced partners to ensure we understand the needs of the sector and to explore what forms of support may be most valuable to the sector. Would you be interested in getting together with some other providers for a meeting with us to explore this further? We've heard similar concerns from partners across Scotland and we'd appreciate some (more) of your time to look at more specific options if you would find this valuable. It's likely to be late August before we can get folk together given holidays but let us know if you would be interested and we'll keep you posted on arrangements.

Best wishes

Alison

Alison Cumming
Deputy Director, Early Learning and Childcare Programme
Scottish Government
Telephone: [REDACTED] | Mobile: [REDACTED]
Area 2B South, Victoria Quay, Edinburgh, EH6 6QQ

From: [REDACTED]
Sent: 04 July 2018 18:26
To: [REDACTED]
Cc: Cumming A (Alison) <[REDACTED]>; Griffin J (Jo [REDACTED])
Subject: RE: 1140 hours implementation - Partner Providers
Importance: High

Hi [REDACTED],

Cc Alison Cumming, Joe Griffin

I had a meeting with the director of education in [name of council], [REDACTED] last week to address the issues raised over revenue and capital funding. I am waiting to hear an official response being sent to all partners on this and other matters.

Annex C – Correspondence between Deputy Director of ELC and a private nursery

He told me that all the funding issued to [name of council] for Capital grants [£ redacted] would be used solely on their own expansion plans and that none would be given to private providers. He said they were planning to build [number redacted] new nurseries at a cost of [£ redacted] but their budget was slashed to [£ redacted], so that is being used to build [number redacted] new nurseries.

This is in stark contrast to the message below for creation of additional capacity.

It is well known that use of tax payers money is not being put to best use in this area, as the PVI sector could increase capacity at a fraction of the capital costs, plus a fraction on running costs going forward. I'm sure there is EU Law on competition from public sector to private.

I told him I had a meeting with [name of council] Early Years in April 2017 outlining my plans to open a new nursery in [REDACTED]. At that meeting I asked if there was any capital support from the 1140hrs phase 1 expansion pot and was told categorically no by Early Years. They are now planning to use part of the [£ REDACTED] to build a new nursery in [REDACTED] at roughly a cost of [£ REDACTED]. My nursery can accommodate 30x 2yr olds and 60x 3-5yr olds and was hoping to get a grant of £200k towards it. I find it incredible that they are not taking this information into their shortfall plans and continuing to build when there are shortfalls elsewhere. Surely it makes sense to use our new nursery facility to help towards the capacity shortfall.

It is utter madness that [name of council] are choosing this route given that they are continually having to cut their costs each year due to budget cuts. It doesn't make good business sense for them to be going down this route, not to mention very unfair on the PVI as ultimately they are holding the purse strings.

The PVI sector knows that local authorities and government needs our services to deliver on the 1140hrs. There is a large movement happening on the ground now across Scotland with many PVI fearing closure soon. The PVI sector has had enough and is taking immediate action to highlight this in a very big way soon. Unless the Government steps in and sorts this out very quickly then the whole project of 1140hrs is going to collapse. The parliament has already been faced with many questions after the recent Audit Scotland report and this is without the news on how partners are being treated by councils. It is abundantly clear that local authorities are not fully inclusive with partners on their plans. There is a large unity growing amongst partners and they are planning to abstain from joining the 1140hrs expansion.

The PVI sector is looking for a fair deal and unless one is sorted out soon then you will shortly see the fallout, and it will be down to the government to pick up the pieces and fund it. There will be parent uproar when this happens, and the whole story will come out as to why it has failed. The government and local authorities are playing politics with children's futures, each blaming the other for lack of cohesion on delivery of the service but ultimately the full responsibility of how it is delivered will be at the governments door.

I'm sure the government is watching how the 30hrs implementation is unfolding down south in England with a large rise in private nurseries closing. The same is going to happen in Scotland very soon as we are being treated like poor neighbours by local authorities.

https://www.daynurseries.co.uk/news/article.cfm/id/1596928/dfe-stands-by-30-hours-funding-figures-while-nursery-closures-double?utm_medium=email&utm_campaign=DN%20General%20Newsletter%20July&utm_content=DN%20General%20Newsletter%20July+CID_e7cfcbeea276b206ef2962804d6bbd62&utm_source=Email%20marketing%20software&utm_term=Nursery%20closures%20double%20but%20DfE%20defends%2030%20hours%20funding%20as%20fair

Annex C – Correspondence between Deputy Director of ELC and a private nursery

Someone from the Scottish government needs to intervene on this issue before it's far too late as time is running out quickly.

Regards,

[REDACTED]
Business Manager
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 27 June 2018 08:42
To: [REDACTED]
Subject: 1140 hours implementation - Partner Providers

Good morning, [REDACTED],

I am sorry I have not been in a position to respond before now.

It is indeed the case that LAs when they are planning their provision to meet the needs of the expansion programme to 2020 should be open to “providing capital grants to delivery partners, including the third sector and private providers...” Provision for this was set out in the 2017-18 Funding Allocation letter sent to local authorities in March 2017.

Expansion Planning Guidance for Local Authorities
[\[http://www.gov.scot/Resource/0051/00515607.pdf\]](http://www.gov.scot/Resource/0051/00515607.pdf) also issued in March 2017 which contained under the Accessibility heading in Section 2 [page 4] advice that “Plans will evidence that best use will be made of existing services and assets within the local authority private and third sectors – with any remaining gaps addressed through creation of additional capacity...” This is strengthened further under paragraph 5b – Use what we purchase.

I am aware that further discussions are taking place between funded providers and [name of council]. It may be that these issues would best be discussed in that forum in the first instance.

[REDACTED]

From: [REDACTED]
Sent: 24 June 2018 18:27
To: [REDACTED]
Subject: RE: 1140 hours implementation - Partner Providers

Hi [REDACTED],

Did you manage to get anywhere on discussions with [name of council]?

Annex C – Correspondence between Deputy Director of ELC and a private nursery

Regards,

[REDACTED]
Business Manager
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 18 June 2018 11:08
To: [REDACTED]
Subject: FW: 1140 hours implementation - Partner Providers

Morning [REDACTED],

Many thanks for the prompt update below and funding document.

Can I ask – is the capital funding to be used with partners or is it solely for LA?

The previous letter for 2017/18 stated that funding to be allocated to SIMD areas and partners to be included. I can't see any of this criteria mentioned on the new letter.

Many thanks in advance.

Regards,

[REDACTED]
Business Manager
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 18 June 2018 09:17
To: [REDACTED]
Subject: 1140 hours implementation - Partner Providers

Good morning [REDACTED],

I will look into the matters raised and get back to you.

In the meantime, as requested please find attached a copy of the letter which issued to LAs on 1 May following agreement on the multi-year funding package between the Scottish Government and COSLA.

[REDACTED]

From: [REDACTED]
Sent: 15 June 2018 18:58
To: [REDACTED]; Cumming A (Alison) [REDACTED]

Annex C – Correspondence between Deputy Director of ELC and a private nursery

Cc: [REDACTED] (NDNA)

Subject: FW: 1140 hours implementation - Partner Providers

Hi [REDACTED]/Alison,

I am writing to you on a matter of urgency given the recent decision below by [name of council].

We are disappointed in the way the process has been handled, and now face a huge task and worry as all [name of council] school nurseries in our locality are operating the 1140hrs phased implementation, plus 1 more private now [REDACTED]. We are the only nursery in our area that doesn't have the 1140hrs option for parents.

This leaves us in a precarious situation for the near future as prior to today, we have had 8 preschool age children leave us last year with phase 1 (2017/18), and to date 4 more for phase 2 (2018/19). This is before the news today and my worry is that next year we may not get lucky [REDACTED] again, not to mention who else may leave us prior to August 2018.

This is a very unfair process and no consultation has taken place on the best way to take this forward. [REDACTED]

The nurseries that were successful are as follows [REDACTED]:

[REDACTED] – [REDACTED]

[REDACTED] – [REDACTED]

[REDACTED] – [REDACTED]

[REDACTED] – [REDACTED]

[REDACTED] – [REDACTED]

[REDACTED] – [REDACTED]

[REDACTED] – [REDACTED]

[REDACTED]

[REDACTED]

As you can gather from all the above, we are very concerned at the way this has been handled and the shortfall on how we are treated as partners. I will bet there are other concerned partner nurseries in the same boat worrying about their immediate future.

2018-2021 Settlement Budgets

I have requested for a copy of the details that were sent to the councils for their settlement figures for the next few years, and guidelines for spending capital and revenue money – can this be sent to me?

You will see in the Executive report that [name of council] never used the phase 1 revenue and capital amounts.

Obviously I don't want you to mention our company as this may affect our relationship with the council going forward.

I really do think it's great the government's plans for the future of childcare, but funding is critical to the partners and proper consultation on all of it is vital for success.

Regards,

Annex C – Correspondence between Deputy Director of ELC and a private nursery

[REDACTED]
Business Manager
[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 15 June 2018 15:40
Subject: 1140 hours implementation - Partner Providers

Hi everyone,

[REDACTED]

Regards

[REDACTED]
[REDACTED]
Early Learning and Childcare Locality Lead Officer
[REDACTED]
Education Resources
[REDACTED]
[REDACTED]
[REDACTED]

Annex D – Correspondence between Director of ELC and Enchanted Forest (1)

From: [REDACTED] <info@enchantedforestnursery.co.uk>

Sent: 24 July 2018 15:43

To: Griffin J (Joe) [REDACTED]

Subject: FW: Progress of Expansion of Early Learning and Childcare

Hi Joe

Hope you are well. Thank you for taking the time to meet with [REDACTED] and I. Very informative as always and I hope the idea of stakeholders, LAs and Scottish Government is something that can come to fruition.

[REDACTED]

Kind Regards

[REDACTED]

[REDACTED]

Annex D – Correspondence between Director of ELC and Enchanted Forest (2)

From: [REDACTED] <info@enchantedforestnursery.co.uk>
Sent: 17 August 2018 09:32
To: Griffin J (Joe) [REDACTED]; [REDACTED]>
Cc: Cumming A (Alison) [REDACTED]>
Subject: Meeting with ELC Providers and Scottish Government ELC team - 7th September

[REDACTED],

Thank you for your helpful feedback.

As an initial follow-up I have some details for the meeting that Joe mentioned in his response below.

We are looking to meet with a small group of providers **on the afternoon of Friday 7 September to discuss some of the** issues that have been raised, in particular, access to support for partners for expansion or investment.

The meeting will be held in either Edinburgh or Glasgow, depending on who is able to attend.

In addition to a small group of providers who have raised these issues we are also inviting the representative bodies. We also hope that COSLA will be able to attend.

I would be grateful if you could confirm, **by close on Tuesday 21st August if possible**, if you would be able to attend on the 7th September and whether you have a preference for meeting in Edinburgh or Glasgow.

I look forward to hearing from you.

Kind regards

[REDACTED]

From: Griffin J (Joe)
Sent: 15 August 2018 11:07
To: [REDACTED] <info@enchantedforestnursery.co.uk>
Cc: Cumming A (Alison) [REDACTED]; [REDACTED]
Subject: RE: ELC

Thanks [REDACTED]. We were aware of the emergence of the new group, but not the name, nor the 5 September meeting. I'll ask Alison and [REDACTED] to reflect on your other suggestions, get back to you about the September, and we will continue the dialogue.

Best wishes,
Joe

Annex D – Correspondence between Director of ELC and Enchanted Forest (2)

From: [REDACTED] <info@enchantedforestnursery.co.uk>
Sent: 14 August 2018 22:46
To: Griffin J (Joe) <[REDACTED]>
Cc: Cumming A (Alison) <[REDACTED]>; [REDACTED]
Subject: RE: ELC

Dear Joe

Thank you for your email. We had a lovely holiday and glad you did too.

The letter that has been sent to Directors of Education is very encouraging and I was particularly pleased to see the highlighted section on the current challenges facing partnership working. I thought the letter sends out a very clear message and hope that this results in a positive step change, albeit I know this will take time.

I would be delighted to be involved in future conversations. The ELC Partnership Forum sounds like a positive outcome too.

My other recommendation is that for all working groups – there needs to be representation from the private/voluntary sector. I think by doing this, you add weight to the fact that the Scottish Government are endorsing the need for true partnership. For example the Service Model Working Group currently has representation from SG, Local Authorities Early Years Reps, ADES, COSLA, Procurement and Finance and whilst it is noted that expertise is gleaned from organisations e.g. Early Years Scotland, there is not true representation for or of the private/voluntary sector which I feel is a missed opportunity.

Are you aware that there is a meeting being held on 5th September in Hamilton by Action 2020 group for partner providers? I have tried to understand who is driving the group, but have not had a response. From my understanding a survey has gone out to all partner providers asking about their views on the implementation of 2020 and dare I say the challenges.

As you note, the temperature is indeed rising, but I do think the content of the attached letter is a positive move. Thank you for sharing this with me.

Please let me know the date in September for further discussions as per below. I have a meeting with Renfrewshire Independent Nursery Forum tomorrow, so I will get an overview of the current feeling amongst providers then.

Thanks once again.

Kind Regards
[REDACTED]

[REDACTED]

Annex D – Correspondence between Director of ELC and Enchanted Forest (2)

From: [REDACTED] >
Sent: 14 August 2018 11:02
To: [REDACTED] <info@enchantedforestnursery.co.uk>
Cc: [REDACTED]; [REDACTED]
Subject: ELC

Dear [REDACTED],

I hope you are well, and had a great summer with the family. We were in Italy, which was super hot, but great fun.

I wanted to share a quick update on the situation, from our perspective, on ELC and partner providers. I know that the temperature seems to be rising on many of the issues in play.

We have been working closely with local authorities to identify how we can strengthen partnership working between providers and authorities. There was a constructive discussion at the ELC Leaders Forum on 26th July and on the back of this a letter was issued to Directors of Education on 7th August to encourage the promotion of meaningful and genuine partnership working.

To help support this the ELC Leaders Forum and the Service Models Working Group have asked the Scottish Government and COSLA to establish an ELC Partnership Forum. This will bring together authorities and providers from all sectors, to support more genuine partnership working. We are currently working with COSLA on the details of the Forum, and hopefully will be able to set out more on this in the next week or so.

There is still a lot of work to be done on this, but these a positive development. I have attached a copy of the letter that issued.

In addition we are looking to speak to some providers about some of the specific issues that have been raised in recent months, in particular, access to support for partners for expansion or investment. This is all at an early stage of development, but we would find it very helpful to speak to some experienced partners to ensure we understand the needs of the sector and to explore what forms of support may be most valuable to the sector. Would you be interested in being involved in this discussion? It's likely to be in early September given leave commitments but let us know if you would be interested and we'll keep you posted on arrangements.

I think this largely addresses the potential next steps that we identified when we met, but please let me know if there is anything else that you would like from us at this stage.

Best wishes,
Joe

Annex E – Correspondence between Director of ELC and Action for Children

From: Griffin J (Joe)
Sent: 02 August 2018 16:38
To: [REDACTED]>
Cc: [REDACTED]
Subject: RE: Action for Children

Thanks [REDACTED]. I appreciate the nudge – we're just looking at the picture in the round still, but absolutely have your offer in mind in respect of the things we touched on before. We need to motor out of this phase quite quickly, so we will come back to you soon. Best wishes, Joe

From: [REDACTED]
Sent: 20 July 2018 11:01
To: Griffin J (Joe) <[REDACTED]>
Subject: RE: Action for Children

Hello Joe , hope you are well and settled into your new post. I understand you have also been on annual leave , so I hope you enjoyed the break

Apologies for sending you a gentle reminder , but I have been chatting again with a number of your colleagues, particularly [REDACTED] on workforce development . This reminded me to drop you a line as I think as we discussed there is potentially support Action for Children could provide, particularly around workforce development– through non- traditional access routes and family support volunteer model that could assist increasing 2yr old take up and provides support to families

Be delighted to catch up with you to see if we could discuss

Kindest regards'

[REDACTED]

[REDACTED]
Assistant Director of Service Development
Action for Children, City park 368 Alexandra Parade , Glasgow G31 3AU,
[REDACTED]

From: [REDACTED]
Sent: 14 May 2018 21:29
To: [REDACTED]
Cc: [REDACTED]; [REDACTED]
Subject: RE: Action for Children

Sorry for delay [REDACTED]. It was good to see you both, and I appreciate you getting back in touch. We are in a bit of a transition at the moment (I just got promoted, and there is a DD competition underway too), but we will emerge and get back to you. If you don't mind just bearing with us for a wee bit longer.

Best wishes,
Joe

Annex E – Correspondence between Director of ELC and Action for Children

Joe Griffin
Director, Early Learning and Childcare
Scottish Government

[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 03 May 2018 10:56
To: Griffin J (Joe)
Cc: [REDACTED]
Subject: Action for Children

Hi Joe , Hope you don't mind dropping you a note with regards our discussion with both of us and [REDACTED] the other week. Before I met with yourself and [REDACTED], I had managed to catch up with [REDACTED] on the workforce piece and since our meeting had a great meeting with [REDACTED] and [REDACTED], who were really helpful where we discussed a lot around the twin earning approach (opportunities for parents and the child) and a detailed conversation on how we could increase the uptake of 2 yr. old places.

When we completed our discussion with yourself, you mentioned writing something up , demonstrating where we could possibly help. Following on from all my discussions with your team , there are several areas, where we believe we could add value or be a strategic partner.

However we do recognised that the funding follows the child model and that local authorities in most respects will make the decisions on what they need and where the need support and we are going to be proactive in putting across where we can assist at a local level

So seeking a little clarity on what you think would be the most strategic area to present you in written format, where we may be able to assist , help , shape support or influence strategically.

The key challenges/areas identified through discussions with your team and some local authorities are

Help for local authorities with implementation plans -- (role for Childcare works)
Quality- (role for Childcare works)
Workforce Development –(Action for Children Scotland
Two year old take up –(Action for Children Scotland
Family support –(Action for Children Scotland
Learning opportunities for parents –(Action for Children Scotland

Annex E – Correspondence between Director of ELC and Action for Children

Is there a particular strategic area you think would be worthwhile focussing on though possibly an national approach or do you think it would more helpful to you or is a generic write up covering all areas.

Help, assistance and guidance greatly appreciated

[REDACTED]

[REDACTED]

Assistant Director of Service Development

Action for Children, City park 368 Alexandra Parade , Glasgow G31 3AU,

[REDACTED]

Annex F – Notes of meeting between Director of ELC and SCDI

From: Griffin J (Joe)

Sent: 08 June 2018 14:51

To: Cumming A (Alison) [REDACTED] >

Cc: Early Learning and Childcare Team; [REDACTED]; [REDACTED]; [REDACTED]; McAllister C (Colin) <Colin.McAllister@gov.scot>; [REDACTED]; [REDACTED]; [REDACTED]; [REDACTED]

Subject: Early Learning and Childcare - implications for business community: SCDI

Alison,

I met Mark Bevan, Chief Executive of the Scottish Council for Development and Industry (SCDI - <https://www.scdi.org.uk/>) earlier this week. The purpose was to continue the re-energising of a dialogue I had begun with his predecessor, Ross Martin – also a member of the 2015 independent commission on reforming childcare. SCDI can play a crucial role in helping the private sector understand the implications and opportunities of ELC expansion. 60% of SCDI members are in the private sector, with good geographical spread (including regional committees in Aberdeen and H&I), and a policy committee that acts as same for central belt. Membership pro rata reflects the economy. There were 700 “real” – i.e. active and engaged - members.

Mark shared some wider context. Skills acquisition and retention is the #1 issue for SCDI members – more than Brexit. They can't get the people they think they need. For big business, workforce diversity is a major issue – esp private sector. Labour market is at more or less full employment, and demographics are not promising – with no increase in working age population in near future, and an ageing population. As he put it, we have as much labour as we are going to get. Mark also said that members felt we were not seeing levels of investment or tech we should be seeing, so productivity gains could only from same number of people doing more work. Increasing labour supply was a priority for business (and Government), with everyone needing to increase their economic contribution. Brand was identity increasingly important with the spread of social media, and consumers reacting to negative stories. Workforce and supply chains were increasingly important informal ambassadors for brand. Brand identity matters for retention – big businesses were working hard to “look nice to attract talent.” Finally, members felt strongly that there was a significant correlation between successful businesses and the diversity of their senior leadership.

Mark felt that our childcare strategy spoke to all of that. However, he had conducted an ad hoc straw poll with SCDI private sector members and it was clear that the implications and opportunities of ELC expansion were not well understood.

To help kick start more of a purposeful dialogue with private sector businesses on ELC, Mark said SCDI could put on a single event with a Minister (20-25 influencers in a round table, 2 hours, working dinner or lunch etc) to help generate some deep meaningful insight. Alternatively, they could run a series of events in different geographies – collection of smaller and larger businesses, more of a workshop kind of thing. They would offer full service organisation. An influencers' dinner would cost £3000-£3500, which would include writing a briefing paper, prepping speakers etc. A smaller regional gathering would cost about half that. We could also investigate getting a slot on ELC at the SCDI standing Policy Committee – c 40 people for 30/40 minutes.

We also explored some other areas for further work:

- In his view, the future would see much more training coming from private sector – in short bursts, and with a stronger handshake between business and provider of training. How did ELC fit with that?

Annex F – Notes of meeting between Director of ELC and SCDI

- Sector capability accelerator – where source support for private sector. This was worth a further discussion, given the travails of private nurseries, as evidenced by NDNA.
- Similarly, Mark thought it was worth continuing to talk about potential for support packages for childminders taking their micro business skills into new sectors, if that suited them as their circumstances changed.

Next steps: Mark will share a specific proposal with me for kicking off the ELC/private sector dialogue.

Thanks,

Joe

Joe Griffin
Director, Early Learning and Childcare
Scottish Government

██████████
██████████████████

Annex G – Correspondence between Minister and Kirktonholme Childcare

Ministear airson Cùram-chloinne agus Tràth-
bhliadhnaichean
Minister for Children and Young People
Maree Todd BPA/MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

F/T: 0300 244 4000
E: scottish.ministers@gov.scot

[mailto: [REDACTED]]

Our refs: 2018/0021253 & 2018/0022836
16 August 2018

Dear [REDACTED],

Thank you for your emails of 15 June and your further note of 26 June to the Deputy 'First Minister and Cabinet Secretary for Education about Kirktonholme Childcare's partnership with local authorities to deliver funded early learning and childcare in several settings across the West of Scotland. And, in your later email specifically in relation to South Lanarkshire. I am sorry I have been unable to respond before now.

I place great value on the important role that providers in the private and third sector play in delivering the funded early learning and childcare (ELC) entitlement, and the crucial role that they will play in supporting the delivery of our commitment to almost double the funded entitlement to 1140 hours by 2020.

That is why a key part of our policy framework will be the introduction of a new Funding Follows the Child model that will be introduced alongside the expansion of ELC to 1140 hours in 2020, and which will be built upon a 'provider neutral' approach. I understand from my officials that you submitted a response to our recent consultation on this new model, and I am very grateful to you for taking the time to do this.

I am concerned to hear about the difficulties you are experiencing in some areas and I am aware that you have been in touch with my officials separately. My officials are working with representative bodies, including the NDNA, and with local authorities and COSLA to explore the potential for addressing some of the difficulties you have raised, including the development of more effective partnership working arrangements moving forward.

With regard to the specific issue of funding, you will be aware that Scottish Ministers and COSLA Leaders reached agreement on a multi-year revenue and capital

Annex G – Correspondence between Minister and Kirktonholme Childcare

funding package for the expansion of early learning and childcare on 27 April. This agreement represents a shared understanding of the costs required to deliver the expansion in entitlement to funded ELC. Under this agreement, we have provided local authorities with additional recurring revenue funding of £567 million per year by 2021-22, the first full financial year of the expansion.

I can confirm that local authorities will continue to set the rate paid to partner providers who deliver the funded ELC entitlement. However, we recognise that in many cases the hourly rate they currently receive does not cover the full costs of delivery. That is why our new Funding Follows the Child approach, to be introduced alongside the expansion in 2020, will ensure financially sustainable funding for providers in the private and third sectors who are delivering the funded hours. This funding will more accurately reflect the costs of delivering the funded entitlement and will take account of the delivery of national priorities including payment of the 'real' Living Wage to all childcare workers delivering the funded entitlement. Our commitment will also include a suite of operating guidance for local authorities and partner providers to be published in the autumn to support the implementation of the new model and approach.

Local authorities are also responsible for ensuring that there is the appropriate capacity to deliver the funded ELC entitlement to all eligible 2, 3 and 4 year olds in their area. Each local authority has developed an expansion plan which sets out how they intend to deliver the expansion to 1140 hours in their communities by August 2020 in a way which best reflects local needs, including engagement with partner providers to understand and utilise their capacity.

With regards to the specific matter you raise in relation to capital funding. Each local authority will need to take advice from their own legal and financial teams to inform the development of any scheme to provide financial support to businesses to enable them to undertake capital investment. However, I am aware that there are some restrictions on how local authorities can use their capital funding allocations. My officials are looking at this and other ways in which support to partner providers for expansion or investment could be taken forward. This is at an early stage of development, but will involve partner providers as we seek to understand the needs of the sector and to explore what forms of support may be the most valuable. As part of this exercise, my officials have been in touch with you and I understand that you have kindly agreed to take part in a session to explore what help may be needed. That meeting is likely to be later in the summer and I have asked my officials to keep me informed as this work progresses.

Maree Todd

Annex G – Correspondence between Minister and Kirktonholme Childcare

From: [REDACTED]

Sent: 26 June 2018 17:16

To: Deputy First Minister and Cabinet Secretary for Education and Skills; [REDACTED];
Cumming A (Alison)

Subject: Early Learning and Childcare Expansion

As you may know, the partner providers had a meeting with South Lanarkshire Council yesterday morning regarding the unfair plans for the phase 2 expansion plan for 2018/19. This was a very disappointing meeting as all three council employees contradicted each other and either they don't care or understand the position they are putting the partners in. If this plan goes ahead, there will be services who will definitely not survive 2018 never mind 2020. We are now fighting for survival. Please see below the email we have forwarded to council employees post meeting as we still have received no straight answers.....

I hope that this shows you clearly the position we are in within the authority?

Dear Morag and colleagues

Thank you for your input and time at this morning's meeting. Unfortunately I still feel many questions remain unanswered and also as I stated today, I would ask you to seek clarification from the council's legal department and receive a written response with regards to the fairness and equality of the proposed phasing process. Also, with regards to legality I would seek clarification that what you're doing is actually acceptable under the guidance laid down by Audit Scotland that refers to individuals receiving sums for a non-tendered contract.

As discussed today, we are all aware of the challenge set by Scottish Government to attain 1140 hrs by 2020. One of our biggest cross sector issues is workforce retainment and expansion. Historically, the independent sector has always been challenged to offer a competitive wage to our employees, one of our main restrictions in doing this is our services must be affordable to parents and this has been consistent amongst all partner providers. SLC's decision to offer a hugely enhanced rate to 20% of their partner providers has created a further divide and in doing so has put this 20% in a position of advantage, allowing them to enhance salaries without impacting affordability for parents.

Even though we spoke today of admissions being closed for this year, these 'preferred partners' have now been handed a very lucrative enticement to any future parents using their service who will be able to access the additional hours next year and use it as an almost 'selling point' against their competitors. Taking this into account, I suggest that SLC has created an unfair marketplace amongst their supposedly equal partners.

The points I have raised obviously highlight my major concerns, however we can not overlook our service users, the families in SL, who through your decisions will be losing out on £3737.40 this year and potentially next year due to this ballot process.

Due to this being so unfair to 80% of your partner providers, I feel you must take account of this. Of the 6 local authorities that we work in partnership with, I would

Annex G – Correspondence between Minister and Kirktonholme Childcare

question why SL are the only local authority taking this hugely discriminatory approach and threatening the sustainability of the services we are lead to believe you value and rely on for 2020.

We are happy as a long standing partner, who also works with 5 other authorities to sit down and discuss this issue, as a business owner and service provider this is not something that we can accept.

Kind.regards

[REDACTED]

[REDACTED]

Kirktonholme Childcare

From: [REDACTED] On Behalf Of Todd M (Maree), MSP

Sent: 15 June 2018 10:40

To: Minister for Childcare and Early Years

Subject: FW: Kirktonholme Childcare

From: [REDACTED]

Sent: 15 June 2018 10:35

To: Todd M (Maree), MSP

<Maree.Todd.msp@parliament.scot<mailto:Maree.Todd.msp@parliament.scot>>

Subject: Kirktonholme Childcare

Dear Minister

Thankyou for your response to my tweet on Wednesday evening and the offer to email you.

My name is [REDACTED]and I am the area Manager for Kirktonholme Childcare. We are a group of 11 centres who partner with 6 local authorities throughout the west. We have been established for 25 years and pride ourselves in offering very good quality care and education with a huge emphasis on nurture, connection and Ace?s.

We believe that all of the above helps make Scotland the best place to grow up. I hope you don?t think that I?m a moan but would just like to give you a few insights into some of the challenges we face on a daily basis, I will explain some but however these are not exhaustive.

All local 6 authorities have advised us that we will be getting no increase in hourly rate over the next two years. My understanding is Scottish Government have given the LA?s enough to raise the rate from this year to allow us to maybe start raising our salaries to work towards the Scottish Living Wage. We are in an impossible position, we cannot pay SLW and also losing our staff to the LA?s as part of their expansion and our hands are tied.

East Renfrewshire council. We have been partners for many years and work at a very

Annex G – Correspondence between Minister and Kirktonholme Childcare

high standard. Last year without consultation the authority expanded their service on our doorstep and offered all of our family's places, hence we lost 23 families in one fail swoop. We were then refused more funded places as ERC had no money so could not fill these places. To this end we have had no option but to reduce our registration within the 3-5 years by around 25% and increase our baby places. This totally goes against the expansion policy, however we need to survive, should the LA have consulted and collaborated, not only did we already have 40 places but we could also have added a log cabin into our woodland. However, partners asked about capital funding we were told it was unavailable to us. When I refer to the children within this point, which of course I totally should as they are the most important factor in this policy. Can I just add that we received not on request for information from their new setting? This breaks my heart as this is an example of how we are damaging our children!

South Lanarkshire Council? We have been advised that SLC are in the process of planning a new build walking distance from a minimum of 4 partners. Again, no consultation or collaboration. We have capacity to add an additional 50 plus children within this centre without any financial need, we also have a huge piece of land where we could again add an extension of some sort with just a small amount of capital funding. I also know that other partners have capacity to take more children but once again they are expanding on our doorstep, taking our children and causing small businesses real life concerns for their ability to survive long term. They have already expanded some of their centres and are now in the process of cold calling parents who attend partner nurseries and offering them places within LA centres. We cannot compete with this.

North Lanarkshire Council??Two years ago at partnership meetings NLC were asking partners to expand if we could with the view to 2020. Ourselves and one other longterm provider invested hundreds of thousands of pounds and opened new services in areas of need. Both services opened over the past few months. However, because NLC did the tender process for 2018/2020 contracts before we both had an opportunity to have our first Care Inspectorate inspection we failed the procurement process. We were then blocked from partnership until 2020. Again, this is actually so demoralising and has put our business in jeopardy. Care Inspectorate were great and gave us an early inspection, we now have the grades required and still we are being refused. Even though my other three NLC partner nurseries have been advised when the contract will be available to sign and the contract does not begin until towards the end of August 2018.

East Dunbartonshire?. EDC have been the first to state an hourly rate for 2020, they have set it at £5.21, however we have also been advised that there will be no additionality for free school meals and staff salary funding to work towards the SLW?.

South Ayrshire?..Just keeps telling us that they have ends to meet, rural nurseries to pay for and don't have enough money. Therefore, an increase for 2020 will be nowhere near £5.50 as they just can't afford it. They do not appreciate that we cannot afford it either. They are paying all their needs first and we appear to be getting the leftovers whatever that may be.

Glasgow?Again to rate announced, busy advertising and employing hundreds of new

Annex G – Correspondence between Minister and Kirktonholme Childcare

staff and taking the cream of our crop. We cannot entice our staff to stay as we do not know what we will be getting paid and if at all will be able to survive.

Once again Maree I am sorry if this feels like a moaning email, it is not the intention, I am merely passing on facts. I have been in ELCC for 33 years and have worked through many changes in my time, however in all the years I believe ELCC has never been so vulnerable. As you can imagine I work within many groups such as NDNA, EYS et? The partner providers are literally on their knees and I believe this ambitious policy is about to implode. I fear for the independent sector as much as the children.

I do appreciate that you are such a busy lady, however I would really appreciate the opportunity to have a conversation with you.

I look forward to your reply and thank you for listening.

Kind regards

[REDACTED]
Area Manager

Annex H – Correspondence between Minister and Kate Forbes MSP

Minister for Children and Young People
Maree Todd BPA/MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

F/T: 0300 244 4000
E: scottish.ministers@gov.scot

Ms Kate Forbes MSP
The Scottish Parliament
EDINBURGH
EH99 1SP

Your ref: KF3261
Our ref: 2018/0025532
22 August 2018

Dear Kate

Thank you for your letter of 17 July on behalf of Fàs Mòr Gaelic Nursery in Sleat on the Isle of Skye regarding the expansion of early learning and childcare to 1140 funded hours.

I am sorry to learn that Fàs Mòr Gaelic Nursery believe the expansion will negatively impact on their service. I place great value on the important role that providers in the private and third sector play in delivering the funded early learning and childcare (ELC) entitlement, and the crucial role that they will play in supporting the delivery of our commitment to almost double the funded entitlement to 1140 hours by August 2020. That is why a key part of our policy framework will be the introduction of a new Funding Follows the Child model that will be introduced alongside the expansion of ELC to 1140 hours in 2020, and which will be built upon a 'provider neutral' approach.

This will prioritise and safeguard high quality provision through the new National Standard which all providers will have to meet if they wish to deliver the expanded hours, whilst enabling more choice for parents/carers. Thus, maximising the potential for parents/carers to access the expanded hours with the nursery provider of their choice where a place is available in that setting and the provider wishes to deliver the funded entitlement.

Following our recent joint consultation with COSLA on the new National Standard we will set out more details in Autumn 2018 including a suite of operating guidance to

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Annex H – Correspondence between Minister and Kate Forbes MSP

support local authorities and providers to implement the new Funding Follows the Child model.

Local authorities are responsible for ensuring that there is appropriate capacity to deliver the funded ELC entitlement to all 3 and 4 year olds, and eligible 2 year olds, in their area. Each local authority has developed an expansion plan which sets out how they intend to deliver the expanded hours in their communities by 2020 in a way which best reflects local needs. These plans should be reflective of local authorities engagement with partner providers to understand and utilise their capacity.

I can also reassure you that the Scottish Government's aim is to create a secure future for Gaelic in Scotland. This will be achieved by working to increase the numbers of those learning, speaking and using the Gaelic language. We recognise that Gaelic education at all levels has an extremely important contribution to make to this aim. For this reason the Scottish Government has put in place considerable support for the Gaelic language in Scotland in education, media, arts and in public life generally.

My officials have been in contact with Highland Council. I understand that they are committed to continuing to strengthen the partnership arrangements currently in place and safeguard Gaelic provision in the area. Gaelic education is currently available for 3 and 4 year olds at both Fàs Mòr and the nursery class at Bun-Sgoil Shleite. Over the past 12-18 months, discussions between Council staff and Fàs Mòr have centred on sustainability due to difficulties in attracting a manager to the nursery. With the local primary head teacher's agreement they were offered her services as a manager at a cost which they were unable to agree to fund.

The current situation is that Fàs Mòr are keen to take over the 3 and 4 year old provision from the school nursery and for the head teacher to manage the service there. The council has been in regular communication and been at many meetings with the service and it has been agreed to arrange a meeting with the local community and staff to discuss the common aim to secure the future of Fàs Mòr. As this will involve school staff who would be affected by any change the meeting is expected to take place in the new school term.

I also believe that Highland Council have supported Fàs Mòr by providing annual grant funding of approximately £10k and Fàs Mòr also receive funding from Bòrd na Gàidhlig.

Alongside all of this, my officials are working with COSLA to improve partnership working more broadly across local authorities to ensure that their respective partner provider communities feel engaged in the expansion arrangements both in the transition period to 2020 and beyond.

I hope your constituent finds this information helpful and is reassured that partner providers are a valued and key component of expansion plans for ELC. I would

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Annex H – Correspondence between Minister and Kate Forbes MSP

encourage Fàs Mòr to continue to work with Norma Young, Area Care and Learning Manager to work through any remaining concerns (Norma.Young@highland.gov.uk).

MAREE TODD

Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

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Annex H – Correspondence between Minister and Kate Forbes MSP



The Scottish Parliament
Pàrlamaid na h-Alba

Ms Maree Todd MSP
Minister for Children and Young People
Children and Young People
St. Andrews House
Regent Road
Edinburgh
EH1 3DG

Our Case Ref:
KF3261

17 July 2018

Re: Fàs Mòr Gaelic Nursery

Dear Maree,

I am writing to you on behalf of Fàs Mòr Gaelic Nursery, in Sleat on the Isle of Skye, regarding childcare funding.

Representatives from Fàs Mòr have been in touch with me to raise concerns about the impact of the Scottish Government's free early learning commitments on their viability as a nursery.

They believe that this could divert children away from them to other nurseries, and that this will have an adverse effect on the provision of nursery education in Gaelic.

I am writing to ask what the Scottish Government is doing to ensure rural private nurseries aren't put out of business?

I look forward to hearing from you and thank you for giving this matter your attention.

Kind regards,

Kate Forbes MSP

Skye, Lochaber and Badenoch

Annex I – Correspondence between Minister and Clare Adamson MSP

Ministear airson Cùram-chloinne agus Tràth-
bhliadhnaichean
Minister for Childcare and Early Years
Maree Todd BPA/MSP



Scottish Government
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gov.scot

F/T: 0300 244 4000
E: scottish.ministers@gov.scot

Ms Clare Adamson MSP
The Scottish Parliament
EDINBURGH
EH99 1SP

Your ref: CA/KB:
Our ref: 2018/0021812
30 July 2018

Thank you for your letter of 20 June on behalf of your constituent who is interested in moving into the early learning and childcare sector.

As I'm sure you are aware, local authorities are responsible for ensuring there is adequate capacity to deliver the funded early learning and childcare (ELC) entitlement to all eligible 2, 3 and 4 year olds in their area. Each authority has developed an individual expansion plan which sets out how they intend to build capacity to implement the expansion to 1140 hours in their communities by August 2020 in a way which best reflects local needs, including engagement with providers to understand and utilise partner capacity.

Our landmark agreement with COSLA Leaders on 27 April on a multi-year revenue and capital package to fully fund the expansion will bring annual public spend on early learning and childcare to £990 million by 2021-22. The funding package includes total capital funding of £476 million over four years to support building projects to create new indoor and outdoor capacity to deliver the expansion.

I therefore recommend that your constituent contacts North Lanarkshire Council to discuss their plans to create new provision in the area and determine whether there is any support available locally.

Maree Todd

Tha Ministearan na h-Alba, an luchd-comhairleachaidh sònraichte agus an Rùnaire Maireannach fo chumhachan Achd Coiteachaidh (Alba) 2016. Faicibh www.lobbying.scot

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Annex I – Correspondence between Minister and Clare Adamson MSP



The Scottish Parliament
Pàrlamaid na h-Alba



Clare Adamson MSP
Motherwell and Wishaw

Marie Todd MSP
Minister for Early Years and Childcare
St Andrew's House
Regent Road
Edinburgh
EH1 3DG

20th June 2018

Our ref: CA/KB:

Dear Minister,

Constituent Enquiry: Increased Nursery Provision

I have been contacted by a constituent who is keen to construct purpose-built nurseries in response to the Scottish Government's pledge to increase the provision of free early learning and childcare provision to 1140 hours per year by 2020.

I am writing to ask what support, if any, is available to organisations who want to move into this sector.

I would very much appreciate any information you can provide which would assist me in responding to my constituents.

Yours sincerely

Clare Adamson MSP
Motherwell and Wishaw

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Annex K – Details of meetings with private business 1 January – 24 August

Ministear airson Cùram-chloinne agus Tràth-
bhliadhnaichean
Minister for Childcare and Early Years
Maree Todd BPA/MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

F/T: 0300 244 4000
E: scottish.ministers@gov.scot

Mr Alex Neil MSP
The Scottish Parliament
EDINBURGH
EH99 1SP

Our ref: 2018/0001372
2 February 2018

Thank you for your further correspondence relating to the concerns of early learning and childcare providers in North Lanarkshire.

The Service Models Working Group are in the process of developing the new service model and would like to hear from a variety of providers with regards to their experience of becoming funded providers in order to inform the development of the new service model. A series of regional meetings have therefore been arranged over the next few weeks to allow views to be gathered and inform the process.

The event for the West Partnership, which includes North Lanarkshire Council, is being held at the Satinwood Suite in Glasgow City Chambers, Glasgow on the afternoon of Thursday 1 March and invitations have been issued to a variety of providers across the public, private and third sectors in each local authority area. Invitations were issued direct by local authorities, however if the providers you have been in correspondence with have not received one and would like to attend they can contact organisers via ELCTeam@gov.scot to request a place.

With regards to the suggestion that there should be a nationally-set rate, funding for delivery of the ELC entitlement of 600 hours is currently included within the general revenue grant provided to local authorities, but we know from our Financial Review^[1] that this funding doesn't always reach frontline delivery. The new funding model will ensure that funding provided for ELC directly supports our young children and their families, enabling and promoting a holistic approach to service delivery, while allowing local authorities to negotiate funding rates at local level which deliver national policy priorities.

^[1] *Financial Review of Early Learning and Childcare in Scotland: the Current Landscape*, September 2016, Scottish Government, <http://www.gov.scot/Publications/2016/09/8729>



Annex K – Details of meetings with private business 1 January – 24 August

This includes providing sufficient additional revenue funding to allow local authorities to agree rates with funded providers in the private and third sectors that will enable them to pay the Living Wage to care workers delivering the funded entitlement by the end of this Parliament.

On the issue of capital funding, The Scottish Government wrote to local authorities on 20 March 2017 setting out the expected uses for the additional £30 million funding provided in 2017-18. This letter highlighted that the additional capital funding was to be applied to the following purposes, with an expectation that local authorities will prioritise investment in ELC services by reference to the Scottish Index of Multiple Deprivation:

- initiatives that have the potential to realise additional capacity for 1140 hours through making best use of the existing public sector estate such as the extension, remodelling or refurbishment of existing ELC settings or other public assets to enable extended opening hours and / or additional capacity;
- initiatives that support the development of ELC settings which seek to embrace the Curriculum for Excellence's emphasis on a broader learning experience through active learning and learning outdoors; and
- providing capital grants to delivery partners, including third sector and private providers, in furtherance of these purposes.

It is at the discretion of local authorities as to how they choose to allocate their funding across these purposes.

The Draft Budget 2018-19, published on 14th December 2017, set out that £150 million capital would be provided to local authorities in 2018-19 to support the expansion. More details will be set out in the coming weeks as to the expected uses for this capital funding.

I hope that this letter provides you with reassurance that we are working towards resolving some of the issues being faced in North Lanarkshire.

MAREE TODD

Annex K – Details of meetings with private business 1 January – 24 August

From: Neil A (Alex), MSP [mailto:Alex.Neil.msp@parliament.scot]
Sent: 12 January 2018 14:16
To: Minister for Childcare and Early Years
Subject: 3-5 Year Old Early Learning & Childcare Provision in North Lanarkshire
Importance: High

Dear Maree

Further to your recent response regarding North Lanarkshire Council's handling of the tendering process for 3-5 year old early learning and childcare provision please find enclosed the relevant extract from an email from one of the providers, which in addition to the other information I have sent you, sums up the situation; which needs Scottish Government intervention.

I agree with the points made in this e mail and I would ask that the Scottish Government pursues these issues before real damage is done to these services in North Lanarkshire

Yours sincerely

Alex Neil MSP

To: Neil A (Alex), MSP
<Alex.Neil.msp@parliament.scot<mailto:Alex.Neil.msp@parliament.scot>>
Subject: FW: 3-5 Year Old Early Learning & Childcare Provision
Importance: High

Dear Alex

After all our efforts we really have achieved nothing at all apart from Scottish Government (SG) now being aware of our concerns. However SG should realise and be held responsible for allowing NLC to negotiate rates locally and SG should be aware that the increased budgeted figure mentioned was not in any way or in part distributed to partner nurseries but instead be held at source to benefit their own child day care services.

SG should be brought to task and set a national standard of funding for all private providers.

Annex K – Details of meetings with private business 1 January – 24 August

Minister for Childcare & Early Years

Maree Todd MSP held the following meetings with private businesses from the early learning and childcare sector in the stated time period.

6 February 2018

Meeting with representatives from Busy Bees

1 May 2018

Meeting with Oliver Mundell MSP and private and voluntary sector providers from his Dumfries and Galloway constituency

Deputy Director for Early Learning and Childcare

Joe Griffin held the following meetings with private businesses from the early learning and childcare sector in the stated time period.

28 March 2018

Meeting with representatives from 3 private providers and 1 childminder in Scottish Borders

17 April 2018

Meeting with representatives from Busy Bees

5 June 2018

Meeting with Scottish Council for Development and Industry to discuss childcare strategy

25 June 2018

Meeting with representatives from Enchanted Forest

Stakeholder Meetings and Events

The Scottish Government held a National Learning Event for Early Learning and Childcare on 22 May 2018. The event was attended by delegates from across Scotland's public, private and voluntary sectors. The keynote address was provided by the Minister for Childcare and Early Years, Maree Todd MSP.

The Scottish Government held a Family Learning Summit for Early Learning and Childcare on 23 May 2018. The event was attended by delegates from across Scotland's public, private and voluntary sectors. A keynote address was provided by the Minister for Childcare and Early Years, Maree Todd MSP.

The Scottish Government held regional stakeholder meetings to support the development of the new Funding Follows the Child service model and supporting National Standard to be implemented alongside the expansion in August 2020. Invitations were issued to local authority representatives, representative bodies, private businesses, voluntary sector organisations and childminders in each region.

Annex K – Details of meetings with private business 1 January – 24 August

Region	Venue	Date
South East Alliance	Scottish Storytelling Centre, High Street, Edinburgh	21 February 2018
Forth Valley & West Lothian Collaborative	Camelon Education Centre, Abercrombie Street, Falkirk	22 February 2018
<i>West Partnership</i>	<i>City Chambers, George Square, Glasgow</i>	<i>1 March 2018*</i>
South West Collaborative	Saltcoats Town Hall, Countess Street, Saltcoats	6 March 2018
Tayside Collaborative	Steeple Church, Nethergate, Dundee	7 March 2018

*Please note that the event planned for the West Partnership in Glasgow on 1 March had to be cancelled due to adverse weather conditions.

The Scottish Government held a series of further meetings to support the Service Model for 2020 Consultation which ran from 29 March to 29 June 2018. Invitations were issued to local authority representatives, representative bodies, private businesses, voluntary sector organisations and childminders.

Event	Venue
Consultation Event – 30 May 2018	Doubletree by Hilton, Glasgow Central, G2 3HN
Consultation Event – 6 June 2018	Best Western Queens Hotel, Dundee, DD1 4DU
Consultation Event – 7 June 2018	The Golden Lion, Stirling, FK8 1BD
Consultation Event – 9 June 2018	Scottish Storytelling Centre, Edinburgh, EH1 1SR
Consultation Event – 11 June 2018	Dalgarven House Hotel, Kilwinning, KA13 6PL

The Scottish Government held two further meetings to support the Service Model for 2020 Consultation which ran from 29 March to 29 June 2018. The first was for voluntary and not-for-profit organisations in the west of Scotland and the second was for private businesses, voluntary sector organisations and childminders from within Highland and Moray.

Event	Venue
Consultation Event – 20 June 2018	GCVS, Albany Centre, Glasgow, G3 6DS
Consultation Event – 20 July 2018	CALA, Kintail House, Inverness IV2 3BW

Governance Meetings

The following governance groups include representative bodies for businesses within the private and voluntary sectors and have held meetings in the stated time period.

Annex K – Details of meetings with private business 1 January – 24 August

ELC Strategic Forum

Meeting dates: 29 March 2018 and 12 June 2018

Membership:

Association of Directors of Education Scotland
ADES Early Years Network
Bòrd na Gàidhlig
Care and Learning Alliance
Care Inspectorate
Children in Scotland
Convention of Scottish Local Authorities
Disabled Children and Young Person Advisory Group
Early Years Scotland
Education Scotland
Joseph Rowntree Foundation
Minister for Children & Young People
National Day Nurseries Association
National Parent Forum of Scotland
NHS Health Scotland
One Parent Families Scotland
Parenting Across Scotland
Save the Children
Scottish Childminding Association
Scottish Futures Trust
Scottish Government
Scottish Out of School Care Network
Scottish Trades Union Congress
Scottish Social Services Council
Skills Development Scotland
SOLACE (Society of Local Authority Chief Executives and Senior Managers)
University of Stirling
West College Scotland

ELC Census Development Advisory Group

Meeting dates: 19 February 2018 and 1 June 2018

Membership:

Care Inspectorate
Cherrytrees Nurseries Ltd
Convention of Scottish Local Authorities
East Ayrshire Council
Early Years Scotland
Education Scotland
Glasgow City Council
National Day Nurseries Association
Scottish Childminding Association
Scottish Government
Scottish Government trials team (seconded staff)
Scottish Out of School Care Network
Scottish Social Services Council