

BRISTOL CITY COUNCIL

People Scrutiny

September 1st 2014

Report of: Paul Jacobs

Title: Review of Children's Centres and Early Years Support

Ward: Citywide

Officer Presenting Report: Paul Jacobs/Sally Jaeckle

Contact Telephone Number: 0117 9224 836

RECOMMENDATION

To note the update on Children Centre remodelling and the wider update on Early Years support.

Summary

The report provides an update of the changes that have been made to the network of Children's Centres in Bristol and the key role of Children's Centres in giving every child a good start in life in Bristol through a high quality, community based offer of integrated early education, health and family support services for children and families in the earliest years.

The significant issues in the report are:

- The re-modelling of Bristol's Children's Centres is now complete.
- Savings of £2.4 million were realised by the Early Years' Service in the 2014-2015 budget, including £1.5 million from Children's Centre funding.
- A strong infrastructure of integrated early education, health and family support services have been maintained through the network of 25 Children's Centres.
- A new statutory duty to provide Early Education Provision for 40% of eligible two year olds comes into force on September 1st 2014.

Policy

1. The report reflects the council's priority to give every child a good start in life by improving outcomes for all children, reducing disadvantage and narrowing the achievement gap in the earliest years.

Consultation

2. Internal

The Early Years' Service and colleagues in the Education and Skills team all contribute to these strategic priorities.

3. External

Strong partnerships exist with partners in health and social care, Job Centre Plus, Higher Education organisations and providers across the early years' sector to secure an informed, transparent and equitable approach to early years' priorities.

4. Context

- 4.1 The re-modelling of Children's Centres took place in 2013-2014 and £1.5 million savings from the Children's Centre budget have been realised for 2014-2015. A total of £2.4 million savings have been achieved by the Early Years' Service overall this year. There is now a network of 25 Children's Centres in Bristol (please see list attached, Appendix 1).
- 4.2 The Children's Centre core budget is now £6.3 million and includes funding for Lead Teachers to support quality improvement for early education in schools and early years' settings in each Children's Centre reach area.

Funding for the statutory free early education entitlement for all 3 and 4 year olds and eligible 2 year olds is in addition to the Children's Centre core budget and is allocated according to the number of places provided. Economies of scale can be made in Bristol as the majority of Children's Centres are managed by maintained nursery or primary schools.
- 4.3 £500k was returned to the Children's Centres for 2014-2015, following the BCC budget ratification meeting Children's Centre leaders were invited to apply for this additional funding with evidence of how it would be used to support Bristol's agreed priorities for Quality Improvement. Please see the successful outcome of this process in Appendix 2.

- 4.4 The number of Sure Start Children's Centres has been reduced from 32 to 25 since 2010, but the focus of the re-modelling programme was to rationalise the leadership and management of the Centres to strengthen the quality of provision and there has not been a reduction in the actual services offered. Sharper alignment with other agencies has improved coordination of services in a way that improves value for money and makes better sense for families.
- 4.5 A new Children's Centre has been designated (Rosemary Nursery School and Children's Centre) in St Judes, to strengthen capacity for integrated early education, health and family support services where it is most needed.
- 4.6 St Phillips Marsh Nursery School has now been designated a Children's Centre and has taken over the coordination of service delivery from Barton Hill Primary School in the Barton Hill area, as the school has gone into special measures.
- 4.7 Previously, Phase 3 Children's Centres provided limited outreach services only and the reduction in the number of Children's Centres reflects new management arrangements for these centres. In Henleaze, Clifton and Cotham and Stoke Bishop the outreach services will continue, but will be managed differently - services in Henleaze will be managed by Upper Horfield CC, St Pauls Children's Centre will manage outreach services in Clifton and Cotham, Sea Mills Children's Centre will manage the outreach services in Stoke Bishop.
- 4.8 Other centres have been combined with larger centres to strengthen leadership and improve value for money, St Anne's Park Children's Centre is now managed by Broomhill Children's Centre and Bishopsworth is managed by Four Acres Children's Centre. Burnbush, Whitchurch and Hengrove Children's Centres have been combined to form Southern Links Children's Centre.
- 4.9 Every family that needs a Children's Centre service in Bristol will still be able to access one in their community and this really is testimony to the calibre of the 25 Children's Centres that remain.
- 4.10 A new statutory duty to provide free early education for 40% of eligible two year olds comes into force from 1st September 2014. This amounts to an estimated 2400 children in Bristol and to date 1910 new places have been created and 1419 places offered to eligible children. For a full report of Bristol's progress please see Appendix 3.

Proposal

5. The proposal is for the priorities in the Early Years' Service Plan (Appendix 4) to continue to be supported by the Committee with a continued commitment to fund the Children's Centre Programme.

Other Options Considered

6. N/A

Risk Assessment

7. The Childcare Act 2006, Section 5A, sets out the duty to make sufficient provision of Children's Centres to meet local need, so far as is reasonably practicable.

The statutory definition of a Children's Centre includes making available early childhood services for young children and their families, defined as: early education, family support (including social services functions), health services, employment support and information, advice and guidance. Any further reduction in funding would have a significant impact on Bristol's prevention and early intervention strategy for young children and their families, particularly those that are in greatest need and just below the threshold for social care, escalating later costs.

Public Sector Equality Duties

- 8a) N/A
- 8b) N/A

Appendices:

1. Childrens Centres list
2. Children's Centre additional funding decisions
3. Statutory Duty report
4. Early Years' Service plan

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

N/A

Appendix 1: Childrens Centres list

Name	Address	Telephone	Head Teacher / Manager Contact	Family Support Lead Contact
Avonmouth Primary School & Children's Centre	Catherine Street, Avonmouth, Bristol BS11 9LG	0117 903 0271 School – 0117 903 0280	Lynne Baylis – Deputy Headteacher depavonmouthp@bristol.gov.uk	Jenny Coughlan jenny.coughlan@bristol.gov.uk
Badocks Wood Community Primary School and Children's Centre	Doncaster Road, Southmead, Bristol BS10 5PU	0117 377 2343 School – 0117 903 0050	Zak Willis – Headteacher head.badocks.wood.p@bristol.gov.uk Tracey Cotterell – Assistant Headteacher tracey.cotterell@badockswoodschool.co.uk	Charlie Mee charlie.mee@bristol.gov.uk Tracey Cotterell
Bannerman Road Children's Centre	Early Years Bannerman Road, Bannerman Road, Easton, Bristol BS5 0RR	0117 903 0269	Ellen Genge – Manager ellen.genge@bristol.gov.uk	Lisa Phillips (Maternity cover) lisa.phillips@bristol.gov.uk
Brentry & Henbury Court Children's Centre (<i>Voluntary</i>)	Brentry & Henbury Children's Centre, Brentry Primary School, Brentry Lane, Henbury, Bristol BS10 6RG Henbury Court Children's Centre, Henbury Court Primary School, Trevelyan Walk, Off Marmion Crescent, Henbury, Bristol BS10 7NY	0117 959 3800 School – 0117 353 2261 0117 353 4479 School – 0117 377 2196	Lynne Newbury – Manager lynne@bhchildrenscentre.org.uk	Imelda Edwards imelda@bhchildrenscentre.org.uk
Broomhill Infant School & St Anne's Park Children's Centre	Fermaine Avenue, Brislington, Bristol BS4 4UY	0117 353 4276	Lesley Newman – Headteacher head.broomhill.i@bristol.gov.uk	Jan Palmer depbroomhilli@bristol.gov.uk Rachel Barnwell r.barnwell@bristol.gov.uk
Compass Point Children's Centre	Compass Point; South Street School & Children's Centre, South Street, Bedminster Bristol BS3 3AU	0117 377 2340 CC Office - 39941	Caroline Reynolds – Headteacher head.compasspoint@bristol.gov.uk Bridget White – Manager bridget.white@bristol.gov.uk	Jo Sloggett BC739JS@bristol.gov.uk
Filton Avenue Nursery School & Children's Centre	Blakeney Road, Horfield, Bristol BS7 0DL	0117 377 2680	Jackie McGregor – Headteacher head.filton.ave.n@bristol.gov.uk	Phyllida Wyatt p.wyatt@bristol.gov.uk

Name	Address	Telephone	Head Teacher / Manager Contact	Family Support Lead Contact
Four Acres Primary School & Bishopsworth Children's Centre	Four Acres, Withywood, Bristol BS13 8RB	0117 903 0460	Robert Lane – Headteacher head.four.acres.p@bristol.gov.uk Kellie Radford – Childcare Manager kellie.telfer@bristol.gov.uk	Lindsay Warr Lindsay.warr@bristol.gov.uk
Hartcliffe Children's Centre	Hareclive Road, Hartcliffe, Bristol BS13 0JW	0117 903 8633	Marie Thomas – Headteacher head.hartcliffe.eyc@bristol.gov.uk	Chris Barlow training.heyc@bristol.gov.uk
Hillfields Children's Centre	The Greenway, Hillfields Park, Fishponds, Bristol BS16 4HA	0117 353 4272	Bridget White – Interim Manager bridget.white@bristol.gov.uk	Kelly Harper kelly.harper@bristol.gov.uk
Ilminster Avenue Specialist Nursery School & Children's Centre	Throgmorton Road, Knowle West, Bristol BS4 1HR	0117 903 9781 School – 0117 903 0255	Claire Shiner – Headteacher head.ilminster.ave.n@bristol.gov.uk	Mandy Cheesley mandy.cheesley@bristol.gov.uk
Knowle West Children's Centre	Leinster Avenue, Knowle West, Bristol BS4 1NN	0117 903 0214	Sarah Salmon – Headteacher head.knowle.west.eyc@bristol.gov.uk	Jackie Ireland jackie.ireland@bristol.gov.uk
Little Hayes Nursery School & Children's Centre	Symington Rd, Fishponds, Bristol BS16 2LL	0117 90 30405	Shirley Doveton – Headteacher head.little.hayes.n@bristol.gov.uk	Lucy Hudd lucy.hudd@bristol.gov.uk
Long Cross Children's Centre	Long Cross Primary & Nursery School, Long Cross, Lawrence Weston, Bristol BS11 0LP	0117 903 0740	Kairen Smith – Interim Manager kairen.smith@bristol.gov.uk	Helen Cottrell helen.cottrell@bristol.gov.uk
Redcliffe Nursery School & Children's Centre	Spencer House, Ship Lane, Redcliffe, Bristol BS1 6RR	0117 903 0334	Elizabeth Carruthers – Headteacher head.redcliffe.n@bristol.gov.uk	Sharyn Ayres sharyn.ayres@bristol.gov.uk
Rosemary Early Years Centre	Haviland House, Lamb Street, St Jude's Flats, Bristol BS2 0DT	0117 9031467	Toni Glazzard – Headteacher head.rosemary.n@bristol.gov.uk	Ian Powell ian_powell@bristol.gov.uk
Sea Mills Primary School & Children's Centre	Riverleaze, Sea Mills, Bristol BS9 2HL	School - 0117 903 0088 0117 353 3520	Kirsteen Craig – Head Teacher head.seamills.p@bristol.gov.uk Shelley Dixon – Deputy Head Teacher shelley.dixon@bristol.gov.uk	Louise Hannan louise.hannan@bristol.gov.uk Shelley Dixon

Name	Address	Telephone	Head Teacher / Manager Contact	Family Support Lead Contact
Southern Links Children's Centre	Whittock Road, Stockwood, Bristol BS14 8DQ	0117 353 3503	Lil Bowers – Interim CC Manager lil.bowers@bristol.gov.uk burnbushcc@bristol.gov.uk	Lil Bowers
Speedwell Nursery School & Children's Centre	Speedwell Road, Speedwell, Bristol BS5 7SY	0117 903 0329	Lindsey Fuller – Headteacher, head.speedwell.n@bristol.gov.uk Elizabeth Allan – Deputy Headteacher depspeedwelln@bristol.gov.uk	Jessica Callaway jessica.callaway@bristol.gov.uk Stephanie Ewens stephanie.ewens@bristol.gov.uk
St Pauls Nursery School & Children's Centre	Little Bishop Street, St Pauls, Bristol BS2 9JF	0117 903 0337	Lucy Driver – Headteacher head.stpaulsncc@bristol.gov.uk	Michaela Willcox michaela.willcox@bristol.gov.uk
St Philip's Marsh Nursery School & Barton Hill Children's Centre	Albert Crescent, St Philip's Marsh, Bristol BS2 0SU	0117 9776171	Simon Holmes – Headteacher head.st.philips.marsh.n@bristol.gov.uk Denise Draper – Deputy Head Teacher denise.draper@bristol.gov.uk	Simon Holmes Denise Draper
St Werburgh's Park Nursery School & Children's Centre	Glenfrome Road, St Werburgh's Park, Bristol BS2 9UX	0117 903 0323	Liz Jenkins – Headteacher headstwerburghsn@bristol.gov.uk	Liz Jenkins
Stoke Park Nursery	Brangwyn Grove, Lockleaze, Bristol BS7 9BY	0117 377 2840	Gareth Simons – Headteacher head.lockleaze.p@bristol.gov.uk	Sarah Hardiman sarah.hardiman@bristol.gov.uk
The Limes Nursery School & Children's Centre	Johnsons Road, Whitehall, Bristol, BS5 9AT	0117 903 0317	Kathryn Kempster – CC Manager Kathryn.kempster@bristol.gov.uk	Kim Harding (from October 2013 for 1 year) kim.harding@bristol.gov.uk
Upper Horfield Children's Centre & Community School	Upper Horfield Primary School, Sheridan Road, Horfield, Bristol BS7 0PU	0117 903 1281	Kathryn Wong – Headteacher head.upper.horfield.p@bristol.gov.uk Rosie Rogers – CC Manager rosie.rogers@bristol.gov.uk	Rosie Rogers Ellen Perrett ellen.perrett@bristol.gov.uk

Appendix 2: Children's Centre additional funding decisions

Children's Centre	Planned Spend Summary	Funding Requested	Funding Awarded
Badock's Wood	Enhancing and developing forest school project, PICL groups and up skilling staff.	£29,990	£29,990
Bannerman Road	Staff training and resources to support the delivery of community events, forest school activities and sensory learning.	£28,100	£28,000
Brentry and Henbury	Music and play therapy, developing forest school and volunteering opportunities.	£28,500	£28,500
Broomhill and St Annes Park	Interim staffing costs to support the bringing together of the 2 children's centres as 1.	£30,000	£30,000
Compass Point	Developing opportunities to provide 'pop-up' community services, resources and equipment.	£25,000	£25,000
Filton Avenue	<i>Unable to fund the request for 2 year old Capital expenditure as this is delivered through a different funding stream.</i>	£10,000	£0
Filton Avenue	<i>Unable to fund the request for staff redundancy costs as these are being funded through a different funding source.</i>	£30,000	£0
Four Acres	Resources for sensory and soft play, forest school and increased space for outdoor learning.	£29,300	£27,100
Hartcliffe	Interim additional staffing costs to support the management of change.	£30,000	£27,800
Hillfields	Funding to support the delivery of additional community based outreach services, including consultation costs, resources and equipment.	£30,000	£30,000
Knowle West, Hartcliffe, Ilminster Ave, Southern Links	A joint project application for a Play Therapist to support families in challenging circumstances, including funding for an evaluation and conference to disseminate findings.	£6,848	£6,848
Little Hayes	Interim additional staffing costs to strengthen leadership of family services and crèche support.	£30,000	£30,000
Longcross	Community Art project to raise confidence and aspiration.	£30,000	£23,000
The Limes	Demographic profiling, consultation and marketing to increase access to services, including crèche workers and community venue hire.	£20,000	£20,000
Redcliffe	Counsellor and play therapist to increase access to targeted services, including venue hire and resources,	£30,000	£30,000
Rosemary	Fixed term staffing costs for a family health project.	£30,000	£25,069
Southern Links	Fixed term staffing costs to support marketing materials, including a website, to increase access to Children's Centre services	£29,951	£29,951
Speedwell	Fixed term staffing costs to increase access to services, including a community development worker and family support worker.	£29,492	£25,627

St Pauls	Support to fund healthy, nutritious and culturally appropriate meals for 3 and 4 year olds.	£26,000	£15,000
St Pauls	Fixed term post to increase access to Adult Learning.	£26,045	£19,500
St Phillips Marsh	<i>A large amount of financial support has already been received from the LA to support the development of Children's Centre services in Barton Hill, so additional funding is not required.</i>	£30,000	£0
Filton Avenue, Stoke Park and Upper Horfield (plus other CCs in North Bristol)	The development of a website to promote services and increase community access.	£5,884	£5,884
Stoke Park, Upper Horfield, Filton Avenue	Fixed term staffing costs for outreach workers to promote access to Children's Centre services across the community.	£29,501	£29,501
Upper Horfield, Filton Avenue, Stoke Park	Fixed term data and research expert to inform service delivery, tailored to the needs of the community, through a greater understanding of the local demographic profile.	£15,459	£12,265
	Total	£610,070	£499,035

Appendix 3: Statutory Duty report

Report for DfE Visit on Thursday 14th August to review progress in the provision of Free Early Education Places for Eligible 2 Year Olds in Bristol:

1. A summary of the development of provision for eligible two year olds – Page 0
2. Programme Management - Page 11
3. System Leadership in the Early Years in Bristol – Page 12
4. Quality Improvement and Professional Development Opportunities – Page 13
5. Challenges and Solutions – Page 15
6. Next Steps – Page 15

1. A summary of the development of provision for eligible 2 year olds:

Steady progress has been made in the development of new places for eligible 2 year olds since September 2013, please see the table below. It is anticipated that a total of 1910 places will be available from September 2014, and a further 300 places will need to be developed in 2014-2015 to accommodate the 600 additional children expected to meet the criteria for eligibility. Over 2500 families have requested information about the offer and to date 1419 places have been offered for September.

Information provided by DfE / DWP	Estimated number of eligible 2 year olds	Places Available 12 hours AYO or 15 hours TTO	Places Taken up	Shortfall
Prior to September 2013	0	500	500	N/A
September 2013	1354	1440	739 from September headcount	0
April 2014	1498	1576	928 from January headcount 992 from May headcount	0
September 2014	2473	1734 Additional 176 places in development agreed by capital panel	1419 Places that have currently been offered for September	Approximately 300 places To accommodate 600 children

New places have been developed across the sector and it has been a priority for Bristol to ensure that these settings offer high quality provision for eligible children, to improve outcomes in their learning and development, intervene early when a need has been identified and reduce disadvantage, to give these children a good start in life, in line with their more advantaged peers. We have paid particular attention to the recommendations arising from the evaluation of the Two Year Old Education Pilot (DCSF-RR134, 2009) and have focussed on securing effective practice in Communication, Speech and Language and Personal Social and Emotional Development, as well as developing opportunities for families of eligible 2 year olds to access support and guidance, tailored according to individual needs.

Of the 103 Bristol providers offering places for eligible 2 year olds, 85 have been judged good or better by Ofsted (over 20% are outstanding) and a protocol is in place to support improvements in the small number of settings requiring improvement. Please see below:

Provider	Outstanding	Good	Satisfactory	New	Total
Children's Centre site	11	14	3	2	30
PVI	4	33	7	3	47
Childminder	5	19	0	1	25
Nursery Class	N/A	N/A	N/A	1	1
Total:	20	65	11	7	103

2. Programme Management:

2.1 Funding:

The programme is a key strand of the BCC aspiration for Bristol to become known as a 'Learning City' and is a priority in the Early Years' Service Plan, Education and Skills Team. The programme is funded through the 2 Year Old strand of the Dedicated Schools Grant with additional Capital funding from the BCC Capital and Assets team. Economies of scale have been achieved by aligning these developments across the priorities in the Early Years plan and associated funding streams, including the £6.3million Children's Centre programme.

2.2 Monitoring and Implementation:

Progress towards targets is regularly monitored through bi-weekly team meetings, individual staff supervision and importantly, a Multi-Agency / Cross Sector Steering Group that was established in September 2013 and meets on a monthly basis. The steering group has now evolved to take on a strategic development role in the Corporate Capital Programme, reporting to the BCC Capital Board.

The Objectives of the Steering Group are:

1. To agree and monitor an Action Plan to support the expansion of places for disadvantaged 2 years olds across the city.
2. To ensure that effective communication is in place for all early years' providers to be well informed of developments and opportunities.
3. To ensure that there is a transparent and equitable process for the allocation of capital funding to support providers in delivering additional places for 2 year olds. Applications for funding are agreed according to clear criteria relating to sufficiency, sustainability and quality.

2.3 Support for Providers:

A programme has also been developed for providers to support the implementation of the offer. All providers receive a Guidance Booklet and are invited to an Induction Session, followed by LA support visits, tailored according to individual needs. A Service Level Agreement is signed, setting out the expectations of

the Two Year Old programme and providers are required to complete a termly monitoring report to identify any challenges, emerging issues and new developments. The LA has also facilitated meetings between Children's Centres and PVI settings in their reach area to agree partnership arrangements.

2.4 Promotion and Publicity

Posters and leaflets promoting the 2 Year Old offer are available in all early years settings and schools, Health Centres, JCP Centres, Libraries, Leisure Centres and Community Centres.

Advertisements have been placed in the Bristol Housing News and on receipts in Argos stores across the city. A 45 second commercial promoting the offer will be shown on two patient screens in the A&E Department at the new Southmead Hospital and additional promotion is communicated via social media through BCC and our partner organisations. Leaflets promoting the free early education entitlement for eligible 2 year olds and all 3 and 4 year olds has been translated into 12 community languages. Further promotion is planned for September 2014, linked to the Bristol Learning City Campaign.

A BME Somali project has been established to increase awareness of the early education free entitlement for 2, 3 and 4 year olds amongst the Somali community, through information sessions provided in the Somali Resource Centre. An outreach worker is employed by the Somali Centre to lead information sessions across east Bristol and in the first month ten new families were able to apply and access an early education place. The project will reconvene in September.

2.5 Customer Journey

All parents on the DWP lists are sent a postcard advertising the offer, followed by an application form in an envelope specially designed to create a positive and welcoming ethos.

When the Application Form is returned to the Early Years team it is checked using the online ECS to ensure eligibility. When approved, it is taken to an Area Cluster Meeting attended by local early year's providers and Placement Officers, so that each child can be allocated an appropriate place. If the child or family have been identified as having additional needs, particularly through a health or social care referral, the preferred choice is with a Children's Centre, to ensure easy access to family support services.

The early years setting then contacts the parent with the offer of a place. The settings have agreed by signing the Service Level Agreement to provide home visits to the most vulnerable families, ensure that family support is offered if appropriate, review the child's progress with the parent and other professionals (if involved) and complete assessment reviews.

2.6 Multi-Agency working including referrals from Health and Social Care:

Placement Officers work in partnership with First Response and the area based Early Help teams, following a clear referral process:

- The Early Years' Service receives information on all children involved with Social Care and if they are not currently accessing services, the Social Worker is contacted to inform them of available support and provision. Applications for places are also received directly from Social Care.
- Children's Centre representatives attend the Cluster Meetings and receive copies of the application forms for children placed in PVI settings in their reach area. They then make contact with the family to offer family support services. All providers use the referral criteria to identify any additional family needs and discuss these with parents at the initial review meeting (usually 4-6 weeks after the placement has started).

3. System Leadership in the Early Years in Bristol

A model of system leadership has been developed to reflect the diverse nature and needs of the Early Years sector, including the revised core purpose for Children's Centres and the expansion of places for eligible 2 Year Olds.

Working in partnership with Bristol's Early Years Teaching School, the LA has co-constructed the role of Specialist Leader in the context of Early Years to build front-line capacity for sustainable improvement and innovation. There are currently 3 designated National Leaders of Education, 1 Local Leader of Education and 19 Specialist Leaders of Education (SLE's) in Bristol Early Years Settings.

This has enabled Bristol Early Years' Service to meet its strategic priorities and includes Specialist Leaders for Birth to Three provision and Family Support. Data and intelligence-sharing supports the identification of capacity and resources needed to:

- address current Quality Improvement priorities
- ensure the provision of appropriate, high quality learning experiences and enabling environments for 2 year olds in all settings
- provide targeted Family Support as appropriate
- promote leadership development.

The LA provides funding and officer support through Service Level Agreements, to support the designation and deployment of SLEs to meet these priorities.

The small Foundation Years Consultant and Child-minding Support teams support the co-ordination and quality assurance of sector led support.

Birth to Three Centres of Excellence

Bristol Local Authority Early Years' Service recognises the importance of sector-led models of practice and has established 4 Early Years settings to demonstrate features of innovative and outstanding practice in Birth to Three provision.

The purpose of the Birth to Three Centres of Excellence are:

- To formally establish 'go and see' places that offer guided visits and mediated learning experiences through opportunities for learning walks, observations, coaching and 'researchful' practice.
- To extend the range and quality of leadership development and progression routes for adults working with under 3's through the provision of mentoring support and facilitation of peer to peer learning.
- To strengthen area-based leadership of the Birth to Three sector.
- To quality assure provision.

4. Professional Development Opportunities

- **Amazing Two's:** led by the Bristol Early Years Teaching School, a 2 day targeted course for leaders and practitioners of existing / new provision for eligible 2 Year Olds (the guidance booklet states that this course is mandatory for settings creating new places for 2 year olds).
- **5x5x5=creativity: Freedom to find and follow children's fascinations:** a 5-day course for practitioners working with 2 year olds. This course aims to support these practitioners in developing a reflective approach to implementing the EYFS themes and characteristics of effective learning (playing and exploring, active learning, creating and thinking critically).
- **Communication Friendly Spaces:** an Action Research Project to Inform the Expansion of appropriate provision for 2 Year Olds. Settings have been selected to participate in this project, to explore, develop and document appropriate learning and communication environments for 2 year olds. Family engagement forms an important strand of the project.

- **Attachment and Social Emotional Development – aligned with the Solihull approach:** 4 cohorts of Children’s Centre practitioners have completed a 5 day multi-disciplinary course on social and emotional development involving joint training with a range of professionals, including: Health Visitors, Community Nursery Nurses and Social Workers.

A champion will be identified in each Children’s Centre and will access further professional development opportunities to provide leadership of community based support for families on early attachment and emotional development, linked to the evidence based Five to Thrive Programme.

- **Child-minding Hub Pilot:** the Early Years’ Service is piloting a ‘Child-minder Hub’ in south Bristol to promote a model of partnership and empowerment to identify, celebrate and disseminate effective child-minding practice, including CPD, particularly for child-minders’ providing places for children under 3.

The ‘Child-minder Hub’ is based at Knowle West Children’s Centre, which last year, was designated a Birth to Three Excellence Centre.

- **Bristol Standard Quality Improvement Process:** the Bristol Standard Quality Improvement Framework provides a structured framework for reflection, self-evaluation and continuous improvement for Early Years settings in order to improve the quality of provision, raise attainment for all children and close the achievement gap.
- **Integrated 2 Year Old Progress Check:** Bristol is a partner site for the DfE / DH Integrated Review project and is currently at the design / piloting phase. The Birth to Three Centres of Excellence and SLEs are taking a lead role in these developments. The project steering group includes the EY Service Lead, EY Improvement Officer and Deputy Head of Nursing/Health Visitor Lead, reflecting a strong local collaboration between Education and Health.

The aim is to include all 2 year olds eligible for the free early education entitlement in an integrated progress check. All eligible children within the Children’s Centre reach area will be invited as close as possible to their second birthday. The child’s parents/carers will be invited to join the child’s key person and Health Visitor for the integrated progress conversation during a ‘Stay and Play’ type session. The integrated progress check will respect the voice of the child, the parent, the key person and the Health Visitor as equal partners in the process and a ‘strengths based’ approach will be adopted by all professionals.

- **Accounting Early for Life-Long Learning (AcE).** The AcE programme introduces a strategy for the systematic recording of evidence on the progress of children’s development and well-being. It grew out of a national research project which was designed to support the planning and assessment of young children’s development in two key areas of learning; Personal, Social and Emotional Development (PSED) and in Communication, Language and Literacy (CLL). Bristol has worked with CREC to develop assessment indicators for Physical Development thus including all 3 prime areas of the revised EYFS requirements. Currently the Information and Analysis team collect AcE data on approximately 950, 2 year olds. The data is processed and presented in formats to support settings in their own analyses.
- **Setting-based action research and website.** An innovative strand of the Bristol Early Years Teaching School LA partnership focuses on developing capacity for research, development and evidence-based approaches. This builds on a long standing commitment to reflective, research engaged practice, as evidenced by the Bristol Standard. The Bristol Early Years Research and Development website will be launched in September 2014. This will provide a conduit of information relating to Early Years research at local, national and international levels. It will provide a platform of outstanding, evidence-based practice in Bristol and disseminate case studies of outstanding provision and pedagogy for 2 Year Olds.

SLEs will play a critical role in supporting settings in engaging with research and encourage excellence through further innovation.

5. Challenges and Solutions

- There were initial delays in securing BCC agreement for Capital funding to create additional places for 2 year olds which slowed progress in the early stages of the development programme, but this has now been resolved through the creation of the Capital Board and new strategic decision making processes.
- A slow BCC procurement process stalled the development of an appropriate IT System to streamline the implementation of the Two Year Old Programme. This has now been resolved and a meeting was held on August 11th to capture the system design principles and progress developments as a priority.
- The lack of available physical space in south and central Bristol has created an additional challenge, particularly as there has been a simultaneous need to expand Primary School provision in the same areas. Poor alignment across BCC directorates initially led to further delays in decision making processes regarding the availability of potential premises, but significant progress has been made since the implementation of the BCC Capital Board. Creative solutions have been identified, including outreach provision for 2 year olds in libraries (e.g. Stoke Park Children's Centre) and in community centres (e.g. Knowle West Children's Centre).
- The cost of land in central Bristol continues to bring its own challenges, particularly since the upturn of the housing market.
- It is difficult to provide a convincing economic case for private and independent setting investment in the most disadvantaged areas in Bristol which will continue to be a challenge.
- The need to create additional places for rising 3's to unblock new places for children turning 2 is now presenting as a further challenge.

6. Next Steps

- To prioritise the development of an appropriate IT system to streamline data capture and improve the administration of the 2 year old offer for families and providers.
- To develop further promotional opportunities linked to the 'Learning City' campaign, including advertising on buses and billboards to increase public awareness and de-stigmatise the 2 year old offer.
- Continue to work with the BCC Capital Board to identify options for available property in areas where new places are needed and explore further opportunities to develop outreach provision in libraries and community centres.
- Build on current successes to promote early education opportunities for 2 year olds in primary schools with nursery provision
- Further embed the Bristol System Leadership Model to continually improve the quality of provision for eligible 2 year olds.

Sally Jaeckle: Service Manager, Early Years

Dawn Butler: Early Years Inclusion Manager

Kate Jones: Early Years and Primary Sufficiency Manager

Nicola Theobald: Early Years Improvement Officer

Elizabeth Fee: Early Years Improvement Officer

August 2014.

Appendix 4: Early Years' Service Plan

Early Years' Service Delivery Plan September 2012 – March 2015

Version 3: September 2013

National Context Drivers

- Diversification of education providers and market-driven economy
- Increase in school autonomy and
- Implementation of the National Funding Reform for schools, including 16-19 funding
- Implementation of the new Ofsted Frameworks
- Implementation of narrowing-the-gap reforms, including pupil premium and SEN
- Implementation of the Raising Participation Age
- Implementation of the extended early education entitlement for disadvantaged two year olds
- Delivery of the Troubled families agenda

Local Context Drivers

- Reduction in public sector funding
- Bristol's Children First Change programme
- Increasingly diverse population, including learners with complex needs
- Population growth in early years and changing socio - economic demographic
- Diversification of providers and increase in academies

Early Years' Service Vision and Improvement Priorities:

To improve outcomes for children and families, particularly the most vulnerable, reduce disadvantage and raise aspirations by strengthening:

- the quality of provision across the early years sector, including seamless transitions to school
- opportunities for the development of speech, language and communication
- genuine partnerships with parents and carers
- collaborative working with other professionals, including health, social care and the voluntary sector
- a culture of reflective practice and setting based action research to inform continuous quality improvement.

Priority 1:	Raising attainment for all and narrowing gaps in outcomes.
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Success Criteria	<ul style="list-style-type: none"> • Increase the percentage of children achieving a good level of development by the end of the Early Years Foundation Stage (The introduction of a new EYFSP outcome measure in 2013 will impact on the ability to set meaningful targets this year) • Introduce the new Two Year Old assessment to identify children at risk of under achievement • Narrow the gap between traditionally underachieving groups and others in the Early Years Foundation Stage, including boys, children on Free School Meals, children in the 30% most disadvantaged SOA's, children from Black and Black British heritage, and Children in Care. • Increase the percentage of Children's Centres, Nursery Schools and Early Years settings in the PVI sector, including Childminders, judged to be good or better
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No	Actions	Lead	Link to other service areas	Resources	Timescale
1.1	Secure continuous Quality Improvement in Children's Centres, Nursery Schools and Early Years settings in the PVI sector, including Childminders, through structured monitoring and evaluation, support and challenge, including effective deployment of Children's Centre Lead Teachers, Network Lead Teachers and Specialist Leaders of Education in line with statutory duties	Elizabeth Fee, Kairen Smith and Nicola Theobald	Secondary, Primary & Inclusion School Improvement Teams	Early Years Improvement Officer, Children's Centre Improvement Officer, Foundation Years Consultants x 3 Children's Centre Leaders Children's Centre Lead Teachers NLT's SLE's	September 2012 to August 2015
1.2	Manage the transition towards a co-constructed model of Quality Improvement in the Early Years Foundation Stage, in partnership with the Bristol Early Years Teaching School Consortium and other professional agencies	Nicola Theobald, Elizabeth Fee, Rachel Williams, Kairen Smith and Dawn Butler	Secondary, Primary & Inclusion School Improvement Teams	Early Years Improvement Officer, Children's Centre Improvement Officer, Foundation Years Consultants x 3 Children's Centre Leaders Children's Centre Lead Teachers NLT's SLE's	September 2013 to August 2015

No	Actions	Lead	Link to other service areas	Resources	Timescale
1.3	Implement and moderate the new Early Years Foundation Stage Profile to provide a reliable, valid and accurate assessment of individual children's learning and development at the end of the Early Years Foundation Stage and support a smooth transition to Year 1.	Elizabeth Fee	Primary and Inclusion SIO's and Consultants	Early Years Improvement Officer Foundation Years Consultants	September 2012 to August 2015
1.4	Analyse EYFSP data to identify pedagogical and curricular trends, gaps and priorities for development, with strategies for strengthening practitioner knowledge, skills and expertise to improve outcomes for all children, particularly those groups at risk of underachieving.	Elizabeth Fee	Early Years, Primary & Inclusion School Improvement Teams, Virtual School, SEN Team	Early Years Improvement Officer and Foundation Years Consultants	September 2012 to August 2015
1.5	Secure and publish an effective programme of Early Years qualifications training and CPD for practitioners in all sectors working in partnership with FE and HE institutions, voluntary agencies, the Bristol Early Years Teaching School Consortium and local authority officers, including brokerage of SLE support and signposting to other relevant agencies .	Elizabeth Fee	Early Years Teaching Centre, Early Years, Primary & Inclusion School Improvement Teams, FE and HE partners, PEYTU and BAND SEN Team	Early Years Improvement Officer	September 2012 to August 2015
1.6	Implement the AcE assessment tool in children's centres, nursery schools and PVI settings to monitor the progress of children from birth to three years of age, including the most disadvantaged two year olds, entitled to DfE funded free early education.	Elizabeth Fee	Foundation Stage Consultants, Children's Centre Lead Teachers	Early Years Improvement Officer	September 2012 to August 2015
1.7	Update the Bristol Standard Quality Assurance Scheme to secure alignment with the revised EYFS and continue to promote robust opportunities for moderation, validation and ongoing CPD for the Bristol Standard 'family'.	Elizabeth Fee	Early Years Improvement Officer, Foundation Stage Consultants and linked Local Authority Bristol Standard Leaders	Early Years Improvement Officer	September 2012 to August 2015
1.8	Develop the new integrated health and early education assessment for two year olds, to monitor early learning and development, identify children at risk of underachieving and agree individual education plans	Nicky Theobald	Children's Centre Lead Teachers Health Visitors Speech and Language Therapists	Early Years Improvement Officer Deputy Lead for Health Visiting	September 2012 to August 2015
1.9	Develop strategies for sector led support, in partnership with the Bristol Early Years Teaching School Consortium, to strengthen leadership of identified EYFS priorities and opportunities for mentoring, coaching and CPD	Nicky Theobald	Bristol Early Years Teaching School Consortium	Early Years Improvement Officer, Early Years Family Support and Children's Centre Performance Manager	September 2012 to August 2015

No	Actions	Lead	Link to other service areas	Resources	Timescale
1.10	Work with local FE and HE institutions and the Bristol Early Years Teaching School Consortium, Barnardos and other key partners to secure progression routes for early years practitioners and Family Support Workers, leading to recognised qualifications from on entry to post graduate.	Rachel Williams and Nicky Theobald	City of Bristol College, Bath Spa University, Bristol University, UWE Bristol Early Years Teaching School Consortium	Early Years Improvement Officer	September 2012 to August 2015
1.11	Coordinate and develop a coherent and aligned strategy to improve outcomes for children in PSED and CLLD through the delivery of universal and targeted programmes,	Nicky Theobald	I-CAN Communication Speech Language and Communication Therapy Service, UWE SLC Research Unit The Library and Museum Service	Early Years Improvement Officers Foundation Years Consultants Children's Centre Lead Teachers NLT's and SLE's	September 2012 to August 2015
1.12	Develop strategies to support a culture of reflection and setting based action research, including opportunities to document and disseminate this research electronically and in printed publications	Nicky Theobald	The Early Years Teaching Centre City of Bristol College, Bath Spa University, Bristol University, UWE Early Years Teaching Centre	Early Years Improvement Officer NLT's SLE's	September 2012 to August 2015
	Improve the leadership and management of Children's Centre Services through the judicious use of Performance Indicators and termly conversations, to monitor the impact of health, early education and family support services on outcomes for children and families.	Kairen Smith	Early Years Teaching Centre, Early Years, Primary & Inclusion School Improvement Teams SEN Team	Early Years Family Support and Children's Centre Performance Manager Early Years Improvement Officer Early Years Sustainability Officer	September 2012 to August 2015
1.14	Strengthen accountability for the delivery of Children's Centre services and improve value for money through effective monitoring and challenge of performance and outcome measures to reduce inequalities and improve the lives of families.	Kairen Smith and Rachel Williams	Early Years Teaching Centre, Early Years, Primary & Inclusion School Improvement Teams Governance Unit	Early Years Family Support and Children's Centre Performance Manager Early Years Improvement Officer Early Years Sustainability Officer	September 2012 to August 2015
1.15	Conduct robust termly and annual conversations with Children's Centre Leaders to secure continuous quality improvement, brokering support for professional development, tailored according to need.	Kairen Smith	Early Years Teaching Centre, Early Years, Primary & Inclusion School Improvement Teams Governance Unit	Early Years Family Support and Children's Centre Performance Manager Early Years Improvement Officer Early Years Sustainability Officer	September 2012 to August 2015

Priority 2:	Strengthen inclusion and equalities
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Success Criteria	<ul style="list-style-type: none"> Improved outcomes for groups traditionally at risk of underachieving at the end of the Early Years Foundation Stage, including boys, children in the 30% most disadvantaged SOA's, children receiving free school meals, children from Black and Black British Heritage and Children in Care. Increase in the number of families from the most disadvantaged communities accessing Children's Centre Services as measured by e-start data Improved outcomes for families accessing Family Support services in Children's Centres, as measured by SOUL and e-start data Improved outcomes for children with disabilities and / or SEN through early identification and assessment, access to seamless services and integrated pathways
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No	Actions	Lead	Link to other service areas	Resources	Timescale
2.1	Improve the take up of Children's Centre services by the most vulnerable families, as measured by monitoring of e-start data	Rachel Williams	Intelligence and Performance Team	Children's Centre Improvement Officer, Early Years Family Support and Children's Centre Performance Manager	September 2012 to August 2015
2.2	Improve outcomes for families accessing universal and targeted Children's Centre services, as measured by SOUL (Soft Outcomes for Universal Learning) data	Rachel Williams	Intelligence and Performance Team	Children's Centre Improvement Officer, Early Years Family Support and Children's Centre Performance Manager	September 2012 to August 2015
2.3	Increase the number of families accessing training to develop skills for work, including opportunities for volunteering, to promote economic independence.	Rachel Williams	Communities and Adult Skills Team Information and Analysis Team Job Centre Plus Family Information Service Area Prevention Teams	Children's Centre Improvement Officer, Early Years Family Support and Children's Centre Performance Manager	September 2012 to August 2015
2.4	Strengthen outcomes for the most vulnerable families in the earliest years, through partnership working with health and social care, including effective use of information sharing protocols, to support the early identification of children at risk and personalised intervention strategies	Rachel Williams	Integrated Health Teams, including Health Visitors, Therapists and Community Paediatricians, Social Care Teams Children's Centre Leaders	Children's Centre Improvement Officer, Early Years Family Support and Children's Centre Performance Manager, Early Years and Inclusion Health Partnerships Manager	September 2012 to August 2015
2.5	Improve outcomes for the families of offenders through the development of a birth to nineteen strategy in partnership with the voluntary sector and other agencies,	Rachel Williams	Prison Service Probation Service Barnardos Social Care Teams Children's Centre Leaders	Early Years Family Support and Children's Centre Performance Manager,	September 2012 to August 2015

No	Actions	Lead	Link to other service areas	Resources	Timescale
2.6	Strengthen the effectiveness and impact of the Local Authority managed Children's Centres through the successful implementation of management of change to secure value for money and a sustainable high quality model of service delivery.	Rachel Williams and Kairen Smith	Early Years Family Support and Children's Centre Performance Manager, Early Years and Primary Childcare Sufficiency Manager, Respective Children's Centre Managers	Early Years Family Support and Children's Centre Performance Manager, Early Years and Primary Childcare Sufficiency Manager	September 2012 to April 2013
2.7	Realign the reach areas of Children's Centres to promote sustainability and equity in light of the increased child population and the most recent profile of deprivation across Bristol.	Rachel Williams	Intelligence and Performance Team, Early Years Sustainability Officer	Early Years Family Support and Children's Centre Performance Manager, Children's Centre Improvement Officer,	September 2013 to April 2014
2.8	Extend the entitlement to free early education for the most disadvantaged two year olds to 20% in 2013 and 40% in 2014	Dawn Butler and Kate Jones	Health and Social Care Teams	EY Inclusion and Health Partnerships Manager, Early Years Sustainability Officer, Early Years Improvement Officer, Childminding Support Team, Early Years and Primary Childcare Sufficiency Manager	September 2012 to August 2015
2.9	Secure the provision of high quality enhanced placements for the most vulnerable children under two years of age, in partnership with First Response and the Early Help Teams.	Dawn Butler	First Response and Early Help Health and Social Care Teams	EY Inclusion and Health Partnerships Manager, Early Years Sustainability Officer, Early Years Improvement Officer, Childminding Support Team, Early Years and Primary Childcare Sufficiency Manager	September 2012 to August 2015
2.10	Co-ordinate an aligned approach to the delivery of programmes to improve health outcomes in the Early Years through leadership of the Early Years Public Health Plan and Steering Group.	Dawn Butler	Health and associated partners	EY Inclusion and Health Partnerships Manager, Early Years Sustainability Officer, Early Years Improvement Officer, Childminding Support Team, Early Years and Primary Childcare Sufficiency Manager	

No	Actions	Lead	Link to other service areas	Resources	Timescale
2.11	Co-ordinate an aligned approach to the delivery of programmes to improve health outcomes in the Early Years through leadership of the Early Years Public Health Plan and Steering Group.	Dawn Butler	Early Years, Primary & Inclusion School Improvement Teams SEN Team Integrated Health Teams, including Health Visitors, Therapists and Community Paediatricians Specialist Children's Centres	Portage and Inclusion Specialist Team, Specialist Children's Centres Early Years Inclusion and Health Partnerships Manager	September 2012 to August 2015
2.12	Strengthen community based provision for children with complex needs and disabilities, through the Specialist Children's Centres and Early Support Developmental Assessment teams.	Dawn Butler	Early Years, Primary & Inclusion School Improvement Teams SEN Team Integrated Health Teams, including Health Visitors, Therapists and Community Paediatricians Specialist Children's Centres	Children's Centre Improvement Officer, Early Years Family Support and Children's Centre Performance Manager, Early Years and Inclusion Health Partnerships Manager	September 2012 to August 2015
2.13	Increase take up of the free early education entitlement for three and four year olds in the most disadvantaged wards.	Kate Jones	Information and Analysis Team Capital Assets and School, Organisation team	Early Years Improvement Officer, Foundation Years Consultants Early Years Sustainability Officer	September 2012 to August 2015
2.14	Manage the market to secure sufficient, affordable and accessible early years and childcare provision for families in work or training.	Kate Jones	Information and Analysis Team Capital Assets and School, Organisation team BAND	Children's Centre Improvement Officer, Childminding Team Early Years Sustainability Officer	September 2012 to August 2015
2.15	Develop and implement systems to monitor the quality of childcare provision in out of school clubs and holiday play schemes, to enable support to be coordinated in inverse proportion to success	Kate Jones	Early Years and Primary Improvement Officers BAND	Early Years Improvement Officer, Foundation Years Consultants,	September 2012 to August 2015
2.16	Coordinate support for new early years and childcare providers to secure sufficient quality provision, including the targeted recruitment of childminders.	Kate Jones	Information and Analysis Team Capital Assets and School, Organisation team BAND	Early Years Improvement Officer, Foundation Years Consultants, Early Years Sustainability Officer	September 2012 to August 2015
2.17	Reduce obesity and Improve health and nutrition outcomes in the early years through universal and targeted programmes,	Jessica Williams	Integrated Health Teams, including Health Visitors, GP's and Public Health	Early Years Improvement Officer, Early Years Family Support and Children's Centre Performance Manager, Early Years and Inclusion Health Partnerships Manager	September 2013 to August 2015

No	Actions	Lead	Link to other service areas	Resources	Timescale
2.18	Improve health outcomes for children in early years settings through the development of nutritious affordable and sustainable options for the provision of food and snacks, in partnership with key stakeholders	Jessica Williams	Integrated Health Teams, including Health Visitors, GP's and Public Health. Other key partners, including the Soil Association	Early Years Improvement Officer, Early Years Family Support and Children's Centre Performance Manager, Early Years and Inclusion Health Partnerships Manager	September 2013 to August 2015
2.19	Reduce the increasing impact of Vitamin D deficiency through an awareness raising campaign and the development of options for universal distribution in community children's centres.	Jessica Williams	Integrated Health Teams, including Health Visitors, GP's and Public Health.		September 2013 to August 2015
2.20	Promote aligned services and resources across early years and health through engagement in the HIT initiatives (Health Integration Teams) in partnership with UoB, UWE, NHS Trusts and Health Partners.	Jessica Williams	UoB, UWE, NHS Trusts and Health Partners.		September 2013 to August 2015
2.21	Reduce health inequalities and improve outcomes for babies through a targeted approach that increases initiation of breastfeeding at birth, which is sustained at 6 – 8 weeks.	Nicky Symes	Integrated Health Teams, including Health Visitors, GP's and Public Health	Early Years Improvement Officer, Early Years Family Support and Children's Centre Performance Manager, Early Years and Inclusion Health Partnerships Manager	September 2013 to August 2015
2.22	Strengthen support for breastfeeding initiation through the re-commissioning of the Peer Support Programme, pending funding decision.	Nicky Symes	Integrated Health Teams, including Health Visitors, GP's and Public Health	Early Years Improvement Officer, Early Years Family Support and Children's Centre Performance Manager, Early Years and Inclusion Health Partnerships Manager	September 2013 to August 2015
2.23	Develop a clear programme to support the achievement of the UNICEF UK Baby Friendly Children's Centre Standards in November 2015.	Nicky Symes	Integrated Health Teams, including Health Visitors, GP's, Public Health and Children's Centre Leaders	Early Years Improvement Officer, Early Years Family Support and Children's Centre Performance Manager, Early Years and Inclusion Health Partnerships Manager	September 2013 to August 2015