



Childcare Development and Sustainability Service

Commissioning Strategy

June 2021

1. Introduction

The overall aim of the Childcare Development and Sustainability Service is to improve outcomes for families, children and young people through access to high quality, sustainable and affordable childcare provision. These aims and outcomes are delivered through the following three key functions:

- Development of new childcare provision
- Sustainability of childcare provision
- Quality improvement of childcare provision

The Childcare Development and Sustainability Service also supports the local authority to meet its statutory duties under the Childcare Acts 2006 and 2016, including:

- Securing sufficient childcare provision for parents to take up or remain at work or undertake education or training which could reasonably be expected to assist them to obtain work, for children aged 0-14 (or up to 18 for disabled children)
- Providing information, advice and assistance on childcare in Bristol to parents
- Providing information, advice and training to childcare providers

This commissioning strategy aims to ensure the service continues to deliver these key functions and continues to support the local authority in meeting its statutory duties. This will support the provision of the best possible childcare provision for parents/carers and children, including ensuring consistent, effective child safeguarding across all provision.

1.1. Current commissioning arrangements

In 2019 Bristol Association for Neighbourhood Daycare Ltd. (BAND) were awarded a two-year contract to deliver the Childcare Development and Sustainability Service with an annual contract value of £305,000. This contract was extended for an additional year and is now due to expire at the end of December 2021.

The Service is delivered throughout the city in close consultation with parents, childcare providers and key strategic partners to provide support, advice and training to childcare providers on the sustainability, development and improved quality of early years and childcare provision. The contract is expected to meet and exceed quality standards such as those requested by Ofsted; offer information, advice and guidance on a range of subjects from financial management to fundraising and policy-making; support voluntary management committees; act as a networking tool; offer free training courses and workshops; and run a free resource library of toys, books and equipment.

The key performance indicators for the service are:

- Increase early years and childcare provision in areas of childcare insufficiency to meet parental needs
- Support new and existing providers in meeting registration, regulatory and legislative requirements
- Improve the skills base of the early years, childcare and play workforce through the provision of Continuing Professional Development (CPD) courses
- Engage providers in networks and partnership working to ensure sufficiency and continuity of provision for families in their locality
- Ensure providers have robust business plans in place for an affordable and sustainable service
- Ensure providers increase their awareness and capacity to exploit funding and fundraising opportunities

- Help providers work towards maintaining maximum occupancy rates to improve business efficiency and service access for parents
- Support providers to continuously improve the quality of provision, including provision for children from BAME communities, children living in areas of deprivation, and for disabled children and young people

1.2. Recommissioning this service

The current contract with the existing provider of the Childcare Development and Sustainability Service is coming to an end and the contract has already been extended as far as is possible.

Bristol City Council has historically commissioned one external provider to support the childcare sector and help it to achieve its sufficiency duty. Other local authorities manage childcare contract services in-house, whilst some commission external providers with a much wider remit to provide play and education support services.

The externally commissioned service has historically delivered against the outcomes specified in the contract. In addition, there would be significant up-front resource costs for the local authority to bring the service in-house. Bristol City Council proposes recommissioning the service as one citywide contract with limited changes to the current service specifications.

2. Legal and policy context

The Childcare Acts 2006 and 2016, as amended, place the following duties on local authorities in relation to early years and childcare provision:

- Local authorities and their partners are required to improve outcomes and wellbeing for children under 5 and to reduce inequalities (sections 1-5)
- To secure sufficient childcare, so far as is reasonably practicable, for working parents, or parents who are studying or training for employment, for children aged 0-14, or up to 18 for disabled children (section 6)
- To secure free childcare of the prescribed description (see below) for each young child in their area who is under compulsory school age (section 7)
- To assist others to provide childcare (including free early years provision) including giving them financial assistance (section 8)
 - local authorities should only provide childcare themselves if no other provider is willing to or, where another person is willing, if it is appropriate in the circumstances for the local authority to provide it.
 - Requirements on arrangements with providers may be made by local authorities (section 9)
- To provide information, advice and assistance to parents about childcare in the area (section 12)
- To secure the provision of information, advice and training to childcare providers and childcare workers (section 13)

Childcare is defined in the 2006 Act as any education or supervised activity of a child, provided outside of school by someone other than a relative or a foster carer. This includes:

- Registered out of school providers of childcare (breakfast and after school clubs and holiday play schemes)
- Out of school providers of childcare (breakfast, after school and holiday play schemes) which are managed by schools

- Early years providers, including private, voluntary and independent (PVI) settings, children’s centres and nursery school classes.
- Childminding provision

Although the section 6 duty for sufficient childcare covers childminding provision, childminding is not within scope of the Childcare Development and Sustainability Service and is supported elsewhere in the local authority.

To secure sufficient childcare places under section 6, local authorities should take into account:

- what is ‘reasonably practicable’ when assessing what sufficient childcare means in their area
- the state of the local childcare market, including the demand for specific types of providers in a particular locality and the amount and type of supply that currently exists
- the state of the local labour market including the sufficiency of the local childcare workforce
- the quality and capacity of childcare providers and childminders registered with a childminder agency, including their funding, staff, premises, experience and expertise

Local authorities should also:

- encourage schools in their area to offer childcare from 8.00am until 6.00pm and in school holidays
- encourage existing providers to expand their provision and new providers to enter the local childcare market if needed
- encourage providers to take a sustainable business approach to planning and signpost providers to resources to support them¹

The role of the local authority is to facilitate and support the local childcare market to ensure the provision meets the needs of parents with children. The Childcare Development and Sustainability Service will fulfil the authority’s duty to ensure there is sufficient, high quality, affordable and accessible early years and childcare places through effectively supporting and developing the market.

2.1. Safeguarding duties

The Government has defined safeguarding as the process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully. Details on local authorities’ statutory duties for safeguarding children can be found in the Working Together to Safeguard Children guidance, including the below legislation.²

Children Act 2004

Section 10 requires each local authority to make arrangements to promote cooperation between the authority, each of the authority’s relevant partners, and such other persons or bodies who exercise functions or are engaged in activities in relation to children in the local authority’s area as the authority considers appropriate. The arrangements are to be made with a view to improving the

¹ Department for Education, [Early Education and Childcare: Statutory Guidance for Local Authorities](#), June 2018

² Department for Education, [Working Together to Safeguard Children guidance](#), 2018

well-being of children in the authority's area – which includes protection from harm and neglect alongside other outcomes.

Section 11 places duties on a range of organisations and individuals (including local authorities, schools and contracted service providers) to make arrangements for ensuring that their functions, and any services that they contract out to others, are discharged with regard to the need to safeguard and promote the welfare of children.

Children Act 1989

The Children Act 1989 places a duty on local authorities to promote and safeguard the welfare of children in need in their area.

Guidance on out-of-school settings

The Department for Education has also published [best practice, non-statutory guidance](#) for keeping children safe during community activities, after-school clubs and tuition (October 2020).

2.2. Local policy

2.2.1. Bristol City Council Corporate Strategy 2018- 2023

The [Corporate Strategy](#) sets out the strategic themes for the city up until 2023, which are:

- Empowering and Caring
- Fair and Inclusive
- Well Connected
- Wellbeing

The Empowering and Caring theme includes a commitment to give children the best possible start in life, which is supported by this service in providing safe, high quality childcare available from the early years.

Fair and Inclusive has a commitment to reduce the gap between disadvantaged pupils (including pupils with SEND and children in care) and the Bristol educational average. The priority of the Childcare Development and Sustainability Service to specifically raise quality of provision for children living in areas of deprivation and for disabled children and young people will support this.

By ensuring sufficient childcare for parents/carers to access work, the service also supports the theme of Well Connected, particularly the commitment to reduce social and economic isolation and help connect people to people, people to jobs and people to opportunity.

The Wellbeing theme includes a commitment to embed health and wellbeing into all Bristol's policies, as well as a specific outcome to increase the number of children who have access to a breakfast club. As well as school breakfast clubs supported by this service, there is a role for holiday play schemes and clubs in tackling food poverty as school pupils who rely on free school meals can face hunger in the holidays.

2.2.2. Bristol One City Plan and Belonging Strategy

The One City Plan is Bristol's plan for the next 30 years up to 2050 to create a fair, healthy and sustainable city. One of the key targets for the plan in relation to childcare is to increase the sufficiency not just of childcare as a whole, but specifically of affordable childcare that can be

accessed across the whole city. The following targets are set out, which the Childcare Development and Sustainability Service will support work towards:

- **2022:** Begin city-wide rollout of the affordable childcare and nurseries scheme
- **2028:** All childcare settings, schools and higher education establishments will have developed a culture that promotes and encourages a healthy and sustainable environment
- **2028:** The proportion of parents and carers able to access affordable childcare has increased by 25% due to city wide childcare programmes
- **2038:** The proportion of parents and carers able to access affordable childcare has increased by 50% due to city wide childcare programmes
- **2048:** All parents and carers are able to access affordable childcare across the city, five days a week if required

In 2021, Bristol City Council will also publish its Belonging Strategy, setting out the One City for children and young people vision across four pillars: Belonging from the Beginning, Belonging in Families, Belonging in Education and Belonging in Community. The strategy has been coproduced by children and young people and will inform the One City Plan refresh in 2021. The vision and commitments in the Belonging Strategy will be reflected in the priorities and service specifications of the Childcare Development and Sustainability Service.

2.2.3. Bristol: A Learning City

[Learning Cities](#) are being established across the world, based on the idea that by working and learning together we can achieve more and in turn this will transform lives, organisations and cities. Bristol became England's first UNESCO Learning City – part of a world-wide network that champions learning as a way to transform lives, communities, organisations and cities.

Bristol is a great place to learn, with many opportunities available through the city's schools, world-class universities and cultural and city organisations. However, it is also clear that Bristol is a city of contrasts and not everyone has the same opportunity to learn and prosper.

Bristol Learning City is about wanting everyone to be proud to learn throughout their lives. Building on existing good practice, Learning City partners are committed to creating and promoting learning opportunities for everyone, of all ages and from all communities, in all parts of the city.

2.2.4. Bristol City Council's Childcare Sufficiency Assessment

As part of the local authority's statutory duty to deliver sufficient childcare, an updated version of the Childcare Sufficiency Assessment (CSA), setting out the level and quality of childcare in the city, will be published in Spring 2021. This will be published prior to inviting providers to submit tenders to deliver the recommissioned Childcare Development and Sustainability Service in July 2021, and will inform the final version of this draft commissioning strategy.

The [current CSA](#), published in 2018, highlighted a number of strategic priorities relating to the sufficiency of childcare provision in the city and have informed the delivery of the current contract.

2.1. National Context

Since September 2017 all working parents who earn less than £100,000 per year each have been eligible for 30 hours free childcare for three to four year olds, double the previous entitlement of 15 hours per week. With the introduction of 30 hours free childcare there had been concern that the

quality of provision could be driven down as some providers reported that the rate the Government offers was below the actual hourly cost of childcare.³ Under the previous 15 hours, providers could make up for the shortfall by charging parents more for the additional hours, and there were concerns that by offering 30 hours, providers would no longer be able to do this.

The 2020 Childcare Survey by Coram Family and Childcare surveyed local authorities about the impact of the 30 hours free childcare requirements. 31% of local authorities said that 30 hours had a negative impact on childcare affordability for 3 and 4 year olds (for those not eligible for free hours), compared to 9% who said it had a positive impact (most answers were don't know, or no impact). Local authorities saw little impact on the sufficiency of childcare, although there was greater uncertainty around the impact of 30 hours on sufficiency of childcare for children with SEND.

50% of local authorities saw the introduction of 30 hours as having a negative impact on the financial sustainability of providers. Local authorities have not seen the worries about quality play out, with 24% seeing 30 hours as having a positive impact on quality (compared to 11% seeing a negative impact). There is more disagreement however on the impact on inequalities through childcare, with 23% seeing a positive impact as a result of 30 hours, and 21% seeing a negative impact.⁴

2.2. Sufficiency and the impact of COVID-19

COVID-19 has had significant impact on financial sustainability of many childcare providers, for example through more home-working parents or parents losing their jobs not utilising childcare places, or using fewer hours.

The Coram childcare survey on the impact of COVID-19 found that 58% of local authorities expected the pandemic to lead to childcare providers closing and 19% expected this to have an impact on childcare sufficiency. In order to manage with reducing numbers of childcare hours, providers in 39% of local authority areas raised their prices during the pandemic, and providers in 48% of areas decreased their staff to child ratios.⁵

Going forward the Childcare Development and Sustainability Service will have to understand the long-term changes to the sector brought on by COVID-19, and support providers to continue to offer, sufficient, affordable, high quality childcare in a particularly challenging financial environment.

3. Childcare provision in Bristol

3.1. Number of providers by type

Bristol has a rich, diverse and mixed economy of childcare provision and the Early Years Service has continued to invest in quality improvements and business and sustainability support across all childcare sectors in Bristol.

The table below shows the number of childcare providers by type and area in Bristol as per the most recent Childcare Sufficiency Assessment.⁶

³ NDNA Annual Nursery Survey 2016

⁴ Coram Family and Childcare, [Childcare Survey 2020](#)

⁵ Coram, [Childcare Survey: early release on the impact of Covid-19 of childcare in England](#), December 2020

⁶ Bristol City Council, [2018 Childcare Sufficiency Assessment](#)

Childcare provider	East Central	North	South	Citywide
Nursery Schools	7	2	3	12
Private, Voluntary & Independent	37	67	30	134
Stand-alone and Governor Led Children's Centres	1	5	3	9
Out of School Provision (breakfast clubs, after school clubs and holiday provision)	17	45	31	93

In addition to this, Bristol has 397 childminders and childminder agencies. Support for childminders is not within the scope of this contract but it is expected that the service will work in partnership with the childminding support service on childcare development initiatives. The service will also provide support and information on the Voluntary Childcare Register for after school activity providers.

3.2. Number of childcare places

Registered places are the number of children that may attend the provision at any one time. Registered places are not the number of places occupied, nor the number of children who may benefit from receiving places through providers offering sessions at different times of the day. Place numbers are only collected for providers on the Early Years Register (EYR).

As of August 2020 there were 8,521 Ofsted registered Early Years places for Childcare on non-domestic premises in Bristol, in addition to 2,183 for Childminder places⁷.

The table below shows the number of childcare places by age, from the 2018 CSA:

	0-2 year olds	2 year olds	Free places for 2 year olds	3-4 year olds	Free places for 3-4 year olds	5-14 year olds
East Central	637	1,744	662	4,176	2,326	1,019
North	2,416	3,367	588	5,413	3,115	719
South	1,043	1,666	614	2,541	1,496	1,230
Citywide	4,096	6,777	1,864	12,130	6,937	2,968

3.3. Staff qualifications

A 2017 review of provider staff qualifications for Early Years settings in Bristol⁸ found that 40% (n=98) of settings had 'graduate leadership' – i.e. at least one member of staff with Qualified Teacher Status, Early Years Professional Status, or Early Years Teacher Status.

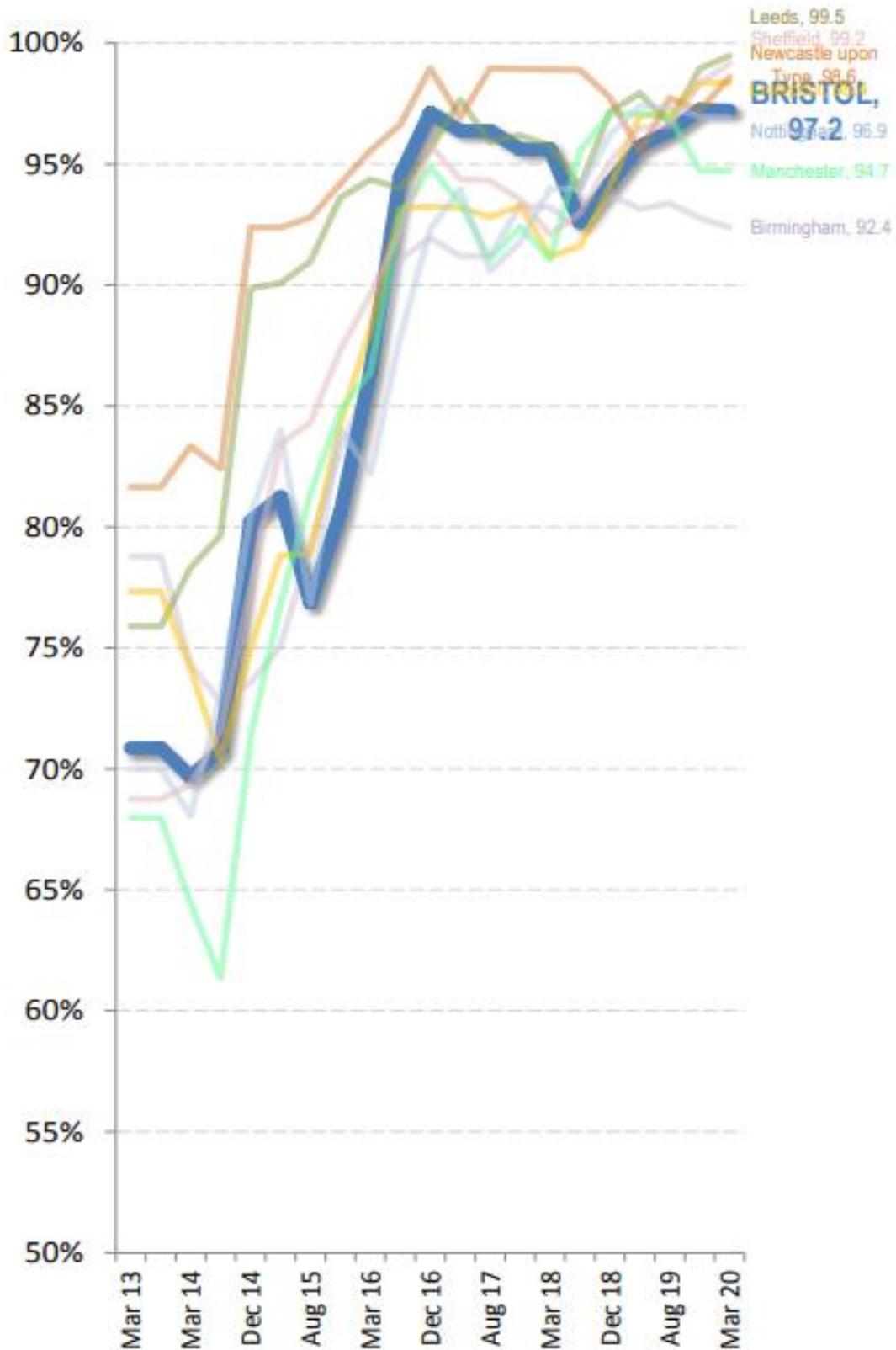
3.4. Quality of childcare provision

The Childcare Development and Sustainability Service will work extensively with childcare providers to support the quality of settings including safeguarding and DfE welfare requirements. The graph below, comparing Bristol with the other core cities, shows that under the current contract the proportion of childcare providers rated good or outstanding by Ofsted has continued to increase.

⁷ Ofsted, [Childcare providers and inspections as at 31 August 2020](#)

⁸ Bristol City Council Early Years Census January 2017

Early Years Ofsted Outcomes
Core City comparisons
CHILDCARE NON-DOMESTIC



Bristol's childcare provision is performing at a similar level to national and regional levels. The table below compares the Ofsted inspection ratings for Bristol non-domestic childcare providers with those of its statistical neighbours and other core cities in England.

Ofsted inspection ratings, 31 August 2020, childcare on non-domestic premises

	Total EYR providers inspected	Good or outstanding on most recent inspection	% good or outstanding	Rank
All England	16,334	15,914	97.4%	-
South West	1,776	1,730	97.4%	-
Bristol and its statistical neighbours				
Bournemouth,				
Christchurch & Poole	119	116	97.5%	9
Brighton and Hove	88	86	97.7%	8
Bristol	107	104	97.2%	10
Coventry	81	80	98.8%	3
Derby	66	65	98.5%	6
Leeds	188	187	99.5%	1
Plymouth	67	66	98.5%	5
Portsmouth	68	67	98.5%	4
Reading	45	44	97.8%	7
Sheffield	119	118	99.2%	2
Southampton	75	71	94.7%	11
Core Cities				
Birmingham	312	289	92.6%	7
Bristol	107	104	97.2%	5
Leeds	188	187	99.5%	1
Liverpool	117	115	98.3%	4
Newcastle upon Tyne	69	68	98.6%	3
Nottingham	65	63	96.9%	6
Sheffield	119	118	99.2%	2
Total	977	944	96.6%	-

The importance of the quality of early education and childcare has long been recognised. Early education can help disadvantaged children to close the gap in educational attainment with their less disadvantaged peers, but only if it is of good quality.

High-quality childcare has the potential to improve the life chances of all children, especially disadvantaged children and research shows that high quality childcare gives young children the best start in life by improving their emotional and social development and has a positive impact on educational attainment. The Effective Provision of Pre-School Education Project (2004) found that children's achievements in language, reading and numeracy increased in proportion to the time they spent in pre-school. The project demonstrated the positive effects of high quality early years provision on children's intellectual and social behavioural development.⁹

However, the impact of quality childcare depends on a range of factors including type of childcare and disadvantage. A major longitudinal Study on Early Education & Development (SEED) is looking at the impact of early childhood education and care (ECEC) up to age 7. Its most recent findings, up to age five found the following impacts on childhood development and addressing inequalities:

- Higher use of informal individual ECEC (with friends, relatives etc.) between age two and the start of school was associated with better verbal ability measured during school year one.

⁹ Sammons, P. et al (2004) EPPE: tech paper 8a/b, Measuring the impact of pre-school on children's cognitive progress over the pre-school period. Institute of Education.

- Greater use of formal group ECEC between age two and the start of school is associated with negative effects on socio-emotional wellbeing in school year one; although this impact can be mitigated with some use of individual ECEC as well
- For the 40% most disadvantaged children, formal ECEC increases the chances of achieving expected Early Years Foundation Stage Profile (EYFSP) levels in school reception year and improves children’s verbal ability in school year one.
- There was a positive association between formal group ECEC use (in nursery classes, nursery schools etc.) and better verbal ability during school year one, but only for children from families in the lowest quartile of home learning environment score (i.e. children with the least enhancing home learning environments).

Sufficient childcare is also important to support parents and carers to enter and remain in employment, including seeking promotions in work (see section on working parents below), which is of significant benefit to both the local and national economy.

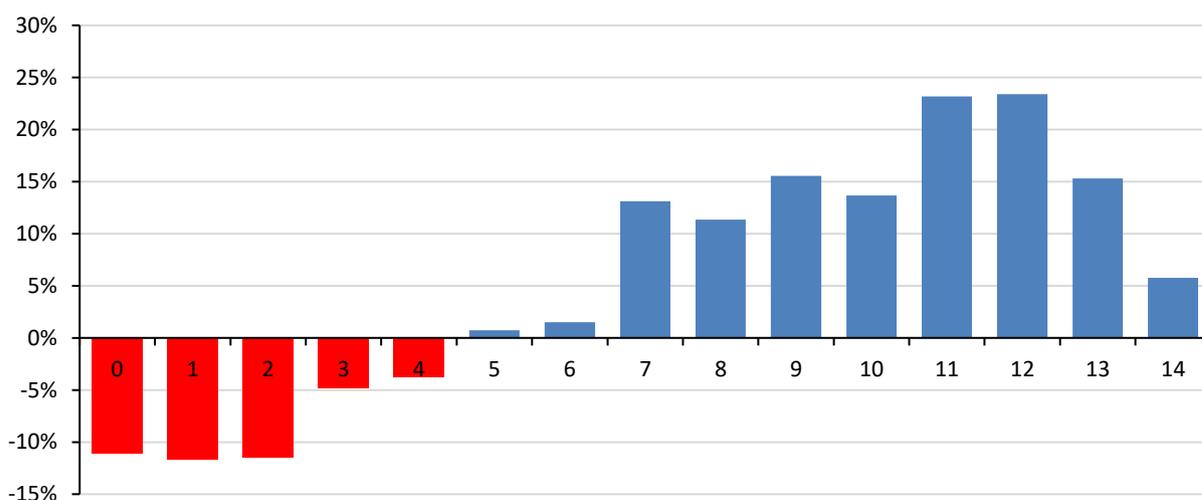
4. Bristol demographics

4.1. Population change and projected demand

Between 2009 and 2019 the number of children living in Bristol increased by 10,500 (14%), significantly higher than the England and Wales increase of 8.8%. The increase has been largely amongst primary school aged children, with the number of 5-11 year olds increasing by 27% over the decade. The trends reflect the substantial increase in numbers of births in Bristol in recent years, although the number of births is now falling. The South locality of Bristol saw the largest increase in the number of children over the decade.¹⁰

The chart below shows that over the 5 years 2014-2019, although overall population of 0-14 year olds has increased by 3.6%, the picture is more varied looking at individual ages. This reflects the point above that the number of births is now falling:

% change in population by age, 2014-2019



¹⁰ [Bristol JSNA Health and Wellbeing Profile 2020/21: Population](#), August 2020

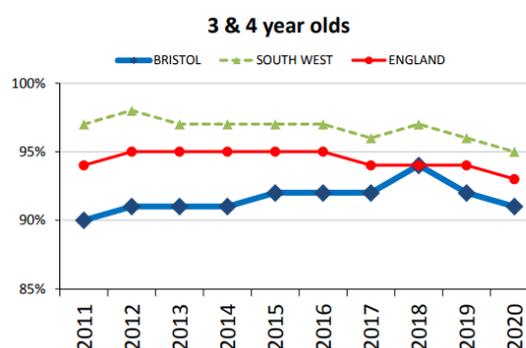
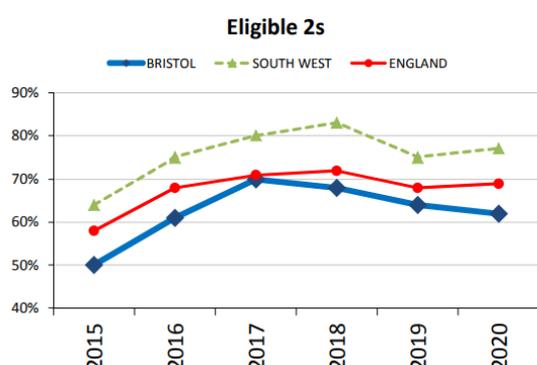
At a locality level, the increase in the 0-14 population has been largest in South and North Bristol.

Area	0-14 Population 2014	0-14 Population 2019	Population change	Population change %
East Central	26,351	26,438	87	0.33%
North	24,932	26,251	1,319	5.29%
South	27,208	28,662	1,454	5.34%

Bristol child population projections by age 2021-31

Age	2021	2026	% change 2021-2026	2031	% change 2021-2031
0-4	28,413	29,793	4.9%	31,179	9.7%
5-9	27,687	25,636	-7.4%	26,696	-3.6%
10-14	26,010	26,033	0.1%	24,141	-7.2%
0-14	82,110	81,462	-0.8%	82,016	-0.1%

Not all of the child population will take up free childcare. To give a sense of the potential demand for free childcare based on population projections, the charts below show the current and historical take-up of free early education entitlement in Bristol compared to national and regional rates:



In 2020, Bristol had the second lowest uptake of the core cities of free education entitlements for eligible 2 year olds and 3-4 year olds.

4.2. An increasingly diverse population

Bristol's child population is increasingly ethnically diverse. 28% of Bristol children (under 16) belong to a BAME group (2011 Census), compared to the Bristol average of 16% BAME. 32% of children belong to the non-'White British' population, compared to the Bristol population average of 22%. Ethnic diversity varies considerably across the city; 53% of children under 16 in the Inner City & East are BAME, compared with 21% in North & West and 13% in South Bristol. By ward, the figure ranges from 4% BME in Bishopsworth to 60% in Lawrence Hill.

According to the 2020 School Census, there were 21,700 non-'White British' pupils in Bristol council-maintained schools and academies (37.5% of all pupils). There are 12,350 pupils with English as an Additional Language (EAL), 20.7% of pupils aged 5-15, up from 17.7% in 2014. There is a much higher percentage of EAL pupils in Inner City & East Bristol. By far the highest proportions of pupils with EAL are in are in Central ward at 56% and Lawrence Hill at 66%.¹¹

¹¹ [Bristol JSNA Health and Wellbeing Profile 2020/21: Population](#), August 2020

4.3. Deprivation

The Indices of Multiple Deprivation 2019 reinforce previously identified patterns of deprivation across the city. Bristol continues to have deprivation ‘hot spots’ that are amongst some of the most deprived areas in the country yet are adjacent to some of the least deprived areas in the country.

The 10 most deprived neighbourhoods in Bristol are all in the South Bristol areas of Hartcliffe, Whitchurch Park and Knowle West. At ward level, the greatest levels of deprivation in Bristol are in the wards of Hartcliffe & Withywood, Lawrence Hill and Filwood, the same as identified in 2015.¹²

4.4. Special educational needs and disability (SEND)

Overall in 2020 there were approx. 9,580 (16%) children in Bristol schools with some level of SEND. Across Bristol numbers of children with SEND are higher in more deprived areas. By ward, the proportion of pupils with SEND are highest in Hartcliffe & Withywood, Central, Filwood and Lawrence Hill.¹³

4.5. Working parents

The working age population in Bristol has increased by 29,000 people (10.0%) between 2009 and 2019 compared to an increase of 3.6% in England as a whole. Whilst the number of working households in Bristol (where all adults of working age are in employment) is at its highest ever figure, 52,000 for 2019, the percentage of working households (61.7%) is the lowest rate since 2016.¹⁴

Bristol has the highest percentage of women with dependent children in employment of any of its statistical neighbours (79.7%). The percentage of men with dependent children in employment for 2017 (the most recent year data is available) is 93.5%, just above the national rate of 92.7%.¹⁵

The 2020 Modern Families Index found that 75% of parents surveyed would assess their childcare before taking on a new job or promotion, up from 59% in 2015. This figure rose to 83% amongst millennial parents.

5. Equality and diversity

The CDSS will provide the childcare sector with business support. As it is not a front-line operational service, there is not an expectation of any directly negative impact on people with protected characteristics’ access to services, levels of representation or quality of life. However as part of the recommissioning, a comprehensive Equalities Impact Assessment has been undertaken.

As part of the consultation on the proposals in this commissioning strategy, engagement was undertaken with representative groups, lead professionals and parents to ask them about the plans in relation to equalities issues. The impact of proposals will also be monitored as part of the ongoing quality assurance and monitoring of the Childcare Development and Sustainability Service.

¹² [Deprivation in Bristol 2019](#), October 2019

¹³ Bristol Open Data, Pupils with Special Educational Needs in Bristol (by ward)

¹⁴ ONS, [Children by the combined economic activity status of household members by local authority](#), July 2020

¹⁵ ONS, [Families and the Labour Market, England: Local Authority dataset](#), October 2018

6. Commissioning priorities

Bristol City Council's priorities in commissioning this service is to support the continued provision of high-quality and safe childcare in a challenging financial environment for providers. This is also a challenging financial and economic backdrop for parents and carers, and the Childcare Development and Sustainability Service must also work towards supporting the One City Plan objectives of increasing the affordability of childcare for working parents and carers.

Training and quality for providers must continue to focus on safeguarding, as well as One City priorities of developing an Adverse Childhood Experience (ACE) aware childcare workforce, reducing inequalities in access to childcare, and promote and signpost all available early help for families.

Whilst the budget for this recommissioning is proposed to remain at the same level as the current contract, £305,000 per year, the local authority is likely to face continuing financial pressures as a result of its ongoing COVID-19 response and recovery. As a result, delivery of this service will be encouraged to look for efficiencies in delivery, in preparedness for any potential budget reductions in future recommissioning strategies.

7. Procurement recommendations

Bristol City Council proposes to recommission the Childcare Development and Sustainability Service as one citywide contract with limited changes to the current service specifications. The contract will be delivered at its current value of £305,000 per year for one year, with the potential for a further one year extension.

In response to concerns about the impact of an open tender process whilst the sector is still managing multiple challenges related to COVID-19, it is recommended that the current contract is varied to increase its duration to 31 December 2022, with an open tender for providers interested in providing this service from 1 January 2023.

There will be no inflationary uplift for the duration of the contract. Bidders will be expected to factor in any increased costs into their proposals. Annual contract reviews will take place throughout the life of the contract and the financial position and changes will be considered as part of this.

8. TUPE

Current and potential providers will need to be aware of the implications of the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE). Bidding providers will need to consider the cost and other implications of TUPE. The council will provide bidders with the information it has collected from the current provider about the employees who will be potentially affected. Providers must seek their own legal and employment advice on TUPE. It is the responsibility of bidders to satisfy themselves regarding TUPE requirements.

9. Next Steps

The dates are below are indicative only and the local authority reserves the right to change these where necessary or appropriate.

Stage	From	To
Opportunity for providers to submit tenders	11/07/2022	05/08/2022
TUPE and implementation	01/10/2022	31/12/2022
New Contract Start	01/01/2023	

