

NORTH LANARKSHIRE COUNCIL
REPORT

To: Education Committee	Subject: Sure Start 2000/2004
From: Director of Education	
Ref: MON/JR/LS	
Date: 16 August, 2001	

Purpose of Report

The purpose of this report is to advise the Council on the progress made in 2000-2001 with regard to the projects previously approved and also to submit details of proposals for funding in 2001/02.

Recommendation

The Education Committee is recommended:

- i) to note the progress made with regard to the projects previously approved and detailed in appendix 1.
- ii) to approve the proposals outlined in appendix 2.
- iii) to approve the establishment of the posts detailed in appendix 3.
- iv) to refer the report to the Policy and Resources (Personnel) Sub Committee to approve the establishment of posts listed in Appendix 3.
- v) to refer the report to the Social Work Committee and the Community Services Committee for consideration.
- vi) to note that further reports will cover progress on the Sure Start initiative and proposals to take up funds currently unallocated.

Michael O'Neil

Members wishing further information should contact:

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NORTH LANARKSHIRE COUNCIL: DEPARTMENT OF EDUCATION

Sure Start 2000/2004

REPORT BY THE DIRECTOR OF EDUCATION

1. INTRODUCTION

- 1.1 The Sure Start initiative aims to promote social inclusion through a positive start in very young childrens' lives, helping them to get the most from subsequent opportunities including pre-school education.
- 1.2 The costs, allocation to the department in 2000/01 was £413,900 for part year and with the full year costs of £866,079 being made available in 2001/02.
- 1.3 In November 1999 the Council approved outline plans for Sure Start developments in anticipation of funding being made available for financial year 2000/01. A further paper with more detailed staff implications was approved by the Council in April 2000. The full year costs of the approved plan totalled £538,918.00 and it was anticipated that the overall plan would stay within target figures because of staggered start dates for the various projects.
- 1.4 The purpose of this report is to advise the Council on the progress made in 2000-2001 with regard to the projects previously approved.

2. SURE START DEVELOPMENTS in 2000 - 2001

- 2.1 There were 3 main strands to the developments, which were approved for 2000/01. These were
 - The expansion of nursery centre – based childcare for children aged 0 – 3 years.
 - The creation of a home link outreach team within Community Services.
 - The expansion of the daycare budget to allow additional places to be funded within existing childcare services, notably childminders.

2.2 CURRENT PROGRESS

Significant progress has been achieved and the details of each of these strands is reported in the attached appendix 1 of this report.

2.3 OTHER EXPENDITURE

In addition to the projects detailed in Appendix 1 a further £10,000 was allocated to allow staff development visits to other authorities where the good practice associated with early years provision is nationally recognised notably the Pen Green Nursery Centre, Corby and the PEEPS Project, Oxford. Staff development resources were also purchased from this sum to assist in the delivery of a service for children aged 0-3 years. These training opportunities and resources will be used to enhance the in-service opportunities for a wider staff group and plans are being progressed to disseminate this to a wider staff group.

3. SURE START 2001/02 : Continuing Projects

- 3.1 The full years effect of the costs associated with the expansion outlined above are as previously approved by Council in April 2000. All of the smaller expansion projects at 1-7 of appendix 1 will incur full year costs in 2001/02 accounting for £200,141.
- 3.2 Dependent on the operational start date, part year costs will be incurred against the two major projects at Dunbeth Nursery Centre and Shotts Nursery Centre in 2001/02 only. Full year estimates are £96,219 and it is anticipated that approximately £47,245 will be incurred in 2001/02.
- 3.3 The 2001/02 full year costs for the proposals outlined above is £503,618.
- 3.4 Additional cleaning costs are currently being costed as are ongoing equipment costs and property costs associated with the expansion. These are likely to bring the total cost to around £550,000.
- 3.5 The Home Link team will also incur full year costs in 2001/02 of £186,732 for staff and a further £54,500 for associated costs.

4. **NEW PROPOSALS FOR 2001/02**

- 4.1 The Scottish Executive has made available the sum of £1,262m. for Sure Start proposals in 2001/02. The full year effect of projects approved last year requires to be taken from this sum leaving a figure of £712,000 for new projects.
The Scottish Executive has already intimated that a similar amount is to be made available in 2002/03.
- 4.2 Details of the new projects proposed for funding in 2001/02 are detailed in Appendix 2 of this report.
The projects have been drawn up in consultation with colleagues in the Social Work Department. Special Education, Community Services and Lanarkshire Health Board reflecting the role each plays in the delivery of integrated services for vulnerable young children and their families.
- 4.3 The establishment of all of the posts contained in Appendix 2 and detailed in Appendix 3 are requested on a short term basis until March 2004 reflecting the short term nature of Sure Start funding. At that point it is anticipated funding for children under 3 years of age will be reflected within GAE but it has been made clear that final allocations will be performance related based on councils success in meeting Sure Start criteria.
- 4.4 The total cost of these proposals is £369,360 in 2001/02 with full year costs rising to £584,963 in 2002/03 and beyond. Funding for new projects in 2002/03 will therefore be limited because of the cumulative effect of the projects previously approved and the proposals outlined at Appendix 2.
- 4.5 A further report will be brought to committee in due course reporting on the progress made with regard to the new proposals, the development of the Sure Start initiative in North Lanarkshire and proposals to take up the balance of the unallocated funds in this financial year.

Recommendation

The Education Committee is recommended:

- i) to note the progress made with regard to the projects previously approved and detailed in appendix 1.
- iii) to approve the proposals outlined in appendix 2.
- iv) to approve the establishment of the posts detailed in appendix 3.
- vii) to refer the report to the Policy and Resources (Personnel) Sub Committee to approve the establishment of posts listed in Appendix 3.
- viii) to refer the report to the Social Work Committee and the Community Services Committee for consideration.
- ix) to note that further reports will cover progress on the Sure Start initiative and proposals to take up funds currently unallocated.

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NURSERY CENTRE PROVISION

PROJECT	PROGRESS
1. Ailsa Nursery Centre Motherwell	This project related to the enhancement of services for babies and young children. An additional 6FTE places for 2-3 year olds and 5 FTE baby places were provided requiring 2 additional staff. Required alterations to the premises were completed and the staff have been in post since and the service is now fully operational.
2. Forgewood Nursery Centre Motherwell	The existing provision was enhanced to allow the expansion by 8 FTE toddler places and a separate baby unit of 5 FTE places has been created. Building adaptations were required and the staffing required to be increased by 2. Work was completed and staff appointed and the unit is fully operational.
3. Craigneuk Nursery Centre, Wishaw	The existing provision was enhanced to allow the expansion by 5 FTE places for 2 year olds. Adaptations were completed and an additional member of staff appointed and the extended unit is fully operational.
4. Newmains Nursery Centre Newmains	The existing provision was enhanced to allow the baby room to operate on a full-time basis for 6 FTE children. No adaptations were required, an additional member of staff was appointed and the unit is fully operational.
5. Richard Stewart Nursery Centre, Airdrie	Minor adaptations were undertaken to allow the existing provision for 2 year olds to be increased by 5 FTE children. The additional member of staff required was appointed and the service is fully operational.
6. Bellshill Nursery Centre Bellshill	Adaptations were required to create the provision of 10 FTE places for 2 year olds. An additional 2 members of staff were appointed and the centre is now fully operational.

PROJECT	PROGRESS
7. Jigsaw Nursery Centre Muirhead	Adaptations were required to expand the existing centre for an additional 5 FTE 2 year olds and to create a baby unit for 6 FTE babies. Staff are appointed and the expanded provision is fully operational.
8. Dunbeth Nursery Centre Coatbridge	A major re-modelling of classroom accommodation in St Patrick's High School was undertaken and work is continuing on this. Completion of the work is expected by the end of May and 3 additional staff posts have been advertised. It is anticipated that up to 15 FTE places will be available for children under three and the precise split of the provision for the age range will be determined by demand. All equipment has been purchased and it is expected that the unit will become operational before the end of August.
9. Shotts Nursery Centre Shotts	The project relates to the overall expansion of the above centre for the 0-5 age range. A major expansion for 3-5 year olds is expected to be completed by August 2001. Minor adaptations will be required to the already existing building to allow it to accommodate 10 FTE 0-2 year olds. Plans for this are being prepared and it is considered that the work will be completed within the same timescale as the 3-5 year olds expansion and that the 2 additional staff will be in place by August. Equipment has been ordered and is being stored pending completion of the adaptations and major building work.
10. Additional Nursery Centre Cumbernauld	Decision pending on location of centre

EXPANSION OF DAYCARE AND SUPPORT TO CHILDMINDERS

PROJECT	PROGRESS
<p>The funding was increased to expand the service for vulnerable families with children under three.</p> <p>A referral for the service is made through an appropriate agency i.e. Social Work Department, Health Visitor, or psychological services.</p> <p>The agency concerned should see the referral as part of a wider strategy of support of ongoing work with the child/children and its family.</p> <p>A child's daycare placement may be part of a wider package involving other groups/agencies.</p>	<p>This additional funding has been utilised to offer services to an additional 59 children in a variety of settings.</p>

SURE START
HOME LINK TEAM

PROJECT	PROGRESS
<p>Sure Start Home Link Team – A Support Team within Community Services working with vulnerable families with children under 3.</p>	<p>The team have made positive links with several early years establishments. An open day was arranged to promote the new service which aims to support parents, raise awareness of the importance of play, assist parents in their child's transition from home to early education and to become active participants in their child's learning. Positive contacts have been made within health staff at baby clinics. A development plan has been produced.</p>

SURE START 2001/02

PROJECT	DESCRIPTION	FULL YEAR COSTS (Inclusive of on costs)	PART YEAR COSTS
1. Curriculum Development and Support for 0 – 3 years	To develop a programme of inset for staff involved in delivering a service for 0 – 3 age children. This will require the appointment of an additional short term member of staff within QDS and associated support budget.	Additional member of staff (Teacher) £27,351 Inset Budget £10,000 - TOTAL £37,351	£14,000 £5,000 Curriculum Development (Year 1 only) £5,000 TOTAL £24,000
2. Further Daycare expansion	Further expansion of daycare support through the widening of criteria for funding. This will include an associated recruitment campaign to register childminders as daycares. A further development based on an emergency support baby-sitter service will also be developed in conjunction with the Local Childcare Partnership Officer.	£50,000	£25,000

PROJECT	DESCRIPTION	FULL YEAR COSTS (Inclusive of on costs)	PART YEAR COSTS
3. Development of an outreach service within the Social Work department	<p>To deliver a home-based support service to the most vulnerable families identified through nursery centre and other agencies involved with families of young children.</p> <p>The proposal will involve the appointment of an outreach worker to each of the 6 social work area teams and these posts will be supervised by a CQSW post.</p> <p>Establishment of the posts to be progressed by the Social Work Department.</p>	<p><i>STAFF</i></p> <p>1 Sure Start Project Manager £29,025</p> <p>6 Unqualified SW Assistants AP2/3 £112,334</p> <p>Office Equipment (Year 1 only) £20,000</p> <p>Training & Resources 1,500</p> <p>Mileage £2,000</p> <p>TOTAL £174,859</p>	<p>£14,512</p> <p>£56,167</p> <p>£7,500</p> <p>£2,000</p> <p>TOTAL £ 80,179</p>

PROJECT	DESCRIPTION	FULL YEAR COSTS (Inclusive of on costs)	PART YEAR COSTS	
4. Expansion of SEN support team	Appointment of SEN team to support children with needs identified through pre-school system. Create 1 teacher post on a secondment basis.	<i>STAFF</i> 1 Teacher £27,351	£13,675	
	Intensive support to nursery staff based in centres with young children and specific programme for care of child.	3 Nursery Nurses £46,704	£23,352	
	Role of voluntary sector in associated training to be pursued.	Voluntary Sector Involvement	£5,000	£2,000
		Resource/Training	£5,000	£2,000
		Staff /Travel	£6,000	£2,000
		Office Equipment (Year 1 only)	£15,000	
	TOTAL	£105,055	TOTAL £43,027	

PROJECT	DESCRIPTION	FULL YEAR COSTS (Inclusive of on costs)	PART YEAR COSTS
<p>5. Expansion of centre based provision expansion of 0 – 3 services.</p> <p>a) Shawhead Nursery Centre, South Coatbridge</p> <p>b) Newmains Nursery Centre</p> <p>c) Shotts Nursery Centre</p>	<p>Creation of 15 FTE places for 2 year old children and the appointment of 3 nursery staff.</p> <p>To extend the level of centre based provision for 0 – 3 year olds by amending hours of an existing childcare worker post and creating one additional post.</p> <p>This will allow services to be provided over a full week and will allow places to be made available for 3 FTE 0 – 3 year olds.</p> <p>Adaptations to existing nursery centre to accommodate new provision for 0 – 3 year olds.</p> <p>Creation of 15 FTE places for 2 year old children and the associated appointment of 3 additional pre5 workers.</p> <p>Re-grading of Head of Centre from SCP 31 – 39 to SCP 39 - 42</p> <p>Re-grading of Depute Head of Centre From SCP 19 – 30 to SCP 31 - 39</p>	<p><i>STAFF</i> 3 posts Pre 5 worker, £16,198 £48,594 (Point 10 – 18, 35 hours)</p> <p>Additional clerical hours (5 hours 35 minutes) £1,792</p> <p><i>STAFF</i> 1 post of childcare worker £17,047 (Day grade 11–20, 38 hours)</p> <p>Alteration existing post £8524 * based on 19 hours of new appointment*</p> <p><i>STAFF</i> 3 posts, pre 5 worker, £16,198 £48,594 (point 10 – 18, 35 hours)</p> <p>Additional Clerical hours (5 hours 35 minutes) £1,836</p> <p>Difference from SCP 31 – 39 to SCP 39 – 42 £4,454</p> <p>Difference from SCP 19 – 30 to SCP 31 – 39 £10,159</p>	<p>£24,297</p> <p>£8524</p> <p>£4262</p> <p>£24,297</p> <p>£918</p> <p>£2,227</p> <p>£5,079</p>

PROJECT	DESCRIPTION	FULL YEAR COSTS (Inclusive of on costs)	PART YEAR COSTS
6. Extension of existing Book Start project, Community Services	<p>Establishment of closer links with Health Board and with parents in priority areas to promote and evaluate Book Start packs and early literacy.</p> <p>Post to be established by Community Services and costs charged to Education Department.</p>	<p><i>STAFF</i> 1 Project Worker AP3/4 £23,506</p> <p>Associated Costs Travel £1,000 Admin £2,000 Promotion £800</p> <p>TOAL COSTS £27,306</p>	<p>£11,753</p> <p>£500 £1,000 £ 400</p> <p>TOTAL COSTS £13,653</p>
<p>7. Developments with Lanarkshire Health Board</p> <p>a) Oral Health/Nutrition Resource pack and development worker</p> <p>b) Community mothers peer education project</p>	<p>Production of a pack providing factual nutrition and oral health information for nursery staff and parents. A post of development worker will promote the pack, deliver workshops and raise awareness of healthy eating.</p> <p>Post to be established by Community Services on behalf of Health Board and services charged to Education Department.</p> <p>To recruit and train volunteers to support breastfeeding mothers on a 1:1 basis in their own homes. This will reduce dropout rate, increase willingness to breastfeed and promote health related issues for parent and child.</p> <p>Post to be established by Health Board and service charged to Education Department.</p>	<p><i>STAFF</i> 1 Development worker £24,507 AP4/5 (secondment)</p> <p>Resource Packs Nil Travel £1,000 Admin £1,000 Supplies £1,000 Phones & Post £1,000</p> <p>TOTAL COSTS £28,507</p> <p><i>STAFF</i> 1Mid Wife F Grade £22,477</p> <p>Admin Support £6,000 Travel £700 Training £2,500 Publicity £500 Childcare £500</p> <p>TOTAL COSTS £32,677</p>	<p>£12,253</p> <p>£6,000 (Year 1 only)</p> <p>£500 £500 £500 £500</p> <p>TOTAL COSTS £20,253</p> <p>£11,238</p> <p>£3,000 £350 £1,250 £300 £300</p> <p>Training Resources (Year 1 only) £7,206</p> <p>TOTAL COSTS £23,644</p>

PROJECT	DESCRIPTION	FULL YEAR COSTS	PART YEAR COSTS
8. Sure Start Conference	Organisation of a multi-agency conference to promote the Sure Start initiative and collaborative practice between the various agencies involved in the care of vulnerable young children and their families.	-	£20,000
9. Challenge Budget	Promotion of a small challenge fund associated with the sure start conference to develop collaborative practice within teams of delegates involved in the conference detailed above.	-	£50,000
		£584,963	£369,360

CENTRE	POST	GRADE	HOURS	FULL YEAR	PART YEAR
Education HQ	Curriculum Support & Dev Officer	Teacher	35	£27,351	£14,000
SEN Learning Support Team	Team Leader	Teacher	35	£27,351	£14,000
	Nursery nurse 3 posts	Point 7 - 14	Term time	£15,568 x 3 (£46,704)	£23,352
Shawhead Nrsy Centre	Pre 5 worker 3 posts	Point 10-18	35 hours	£16,198 x 3 (£48,594)	£24,297
Newmains Nrsy Centre	Childcare Worker 1 ft post and increase in hours of existing post	DG2 Point 11-20	38 hours 19 hrs	£17,047 £8,524	£8,524 £4,262
Shotts Nrsy Centre	Pre 5 Worker 3 posts.	Point 10-18	35 hours	£16,198 x3 (48,594)	£24,297
	Increase clerical hrs.		5 hours 35 mins	£1,836	£918
	Re-grading of head	From SCP 31 – 39 to SCP 39 – 42	35 hours	£4,454	£2,227
	& depute	From SCP 19 – 30 to SCP 31 – 39	35 hours	£10,159	£5,079

COMMUNITY SERVICES DEPARTMENT POSTS

<u>TITLE</u>	<u>POST</u>	<u>GRADE</u>	<u>HOURS</u>	<u>FULL YEAR</u>	<u>PART YEAR</u>
Bookstart Project	Project worker	AP3/4	35 hours	£23,506	£11,753
Oral Health/ Nutrition Project	Dev. worker	Secondment To be managed by comm. services on behalf of Health Board.	35 hours	£24,507	£12,253

SOCIAL WORK DEPARTMENT POSTS

<u>TITLE</u>	<u>POST</u>	<u>GRADE</u>	<u>HOURS</u>	<u>FULL YEAR</u>	<u>PART YEAR</u>
Outreach Service	Team leader	Senior Social Worker	35 hours	£24,828	£12,414
	Outreach wrkrs 6 posts	AP2/3	35 hours	£18,722 x 6 £112,334	£56,167

HEALTH BOARD POSTS

<u>TITLE</u>	<u>POST</u>	<u>GRADE</u>	<u>HOURS</u>	<u>FULL YEAR</u>	<u>PART YEAR</u>
Oral Health/ Nutrition Project	See Community Services above		35 hours		
Community Mothers Peer Education Project	Project Officer	Midwife F Grade	35 hours	£22,477	£11,238