

SURREY COUNTY COUNCIL

CABINET



DATE: 27 FEBRUARY 2024

REPORT OF CABINET MEMBER: CLARE CURRAN, CABINET MEMBER FOR CHILDREN AND FAMILIES, LIFELONG LEARNING

LEAD OFFICER: RACHAEL WARDELL, EXECUTIVE DIRECTOR FOR CHILDREN, FAMILIES AND LIFELONG LEARNING

SUBJECT: EARLY YEARS EXPANSION OF ENTITLEMENTS AND SCHOOLS WRAPAROUND PROVISION

ORGANISATION STRATEGY PRIORITY AREA: NO ONE LEFT BEHIND / GROWING A SUSTAINABLE ECONOMY SO EVERYONE CAN BENEFIT / TACKLING HEALTH INEQUALITY / ENABLING A GREENER FUTURE / EMPOWERED AND THRIVING COMMUNITIES HIGH PERFORMING COUNCIL

Purpose of the Report:

This report provides a description of the new Early Years Entitlements and Schools wraparound provision announced by Government in March 2023 to be implemented over the next 2 years with the first new entitlement starting in April 2024. The report will present our intended response to this new statutory duty demonstrating how we plan to execute successful delivery of this challenging implementation. There are no expected costs to the council as the entitlements and the implementation process will be fully funded through Dedicated Schools Grant (DSG) and an additional Section 31 grant. The new entitlements offer us exciting new opportunities to support our youngest residents at the earliest opportunity to improve their life chances through early identification and good quality inclusive early education.

This piece of work helps Surrey County Council meet key objectives as described below:

No One Left Behind – Ensuring that all Early Years provision in Surrey is inclusive and accessible.

Growing sustainable Economy So Everyone Can Benefit – All communities will benefit from the significant injection of additional funds and families will be enabled to return to work and training. Additional employment opportunities.

Tackling Health Inequality – Integrated commissioning with health, education and social care work with Best Start for Surrey programme to identify and support children at risk of multiple disadvantage

Enabling A Greener Future - Accessing provision within their own community means that children can be educated closer to home. This means most families can walk thus protecting the environment

Empowered and Thriving Communities – Both Early Years and Wraparound provision will enable parents to work and create additional employment opportunities in each community.

High Performing Council – Meeting this new statutory duty to ensure sufficiency of provision and maintaining our excellent Early Years sector which has earned 97% Ofsted outcomes of GOOD or OUTSTANDING.

Recommendations:

It is recommended that Cabinet:

1. Notes the new funded entitlements for parents and the LA statutory duty to ensure a sufficiency of Early Years and Wraparound provision and the intended response to meet that obligation.
2. Notes the expansion of teams within Children, Families and Lifelong Learning required in order to manage the implementation of the new entitlements and the strategic approach adopted to assure alignment with council priorities.
3. Notes the intended grants and funding distribution process designed to effectively support schools and settings to deliver the entitlement.

Reason for Recommendations:

This is a new statutory duty that we are required to deliver and is fully funded by the Department for Education (DfE).

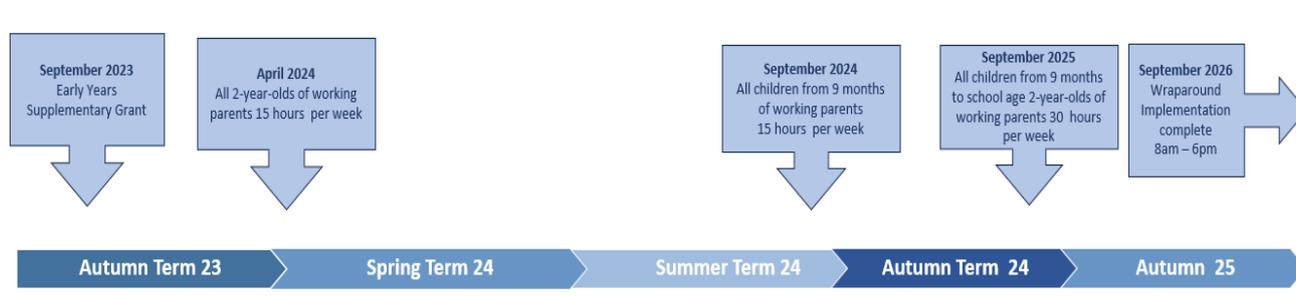
Executive Summary:

1. With the expansion to Early Years Funded Entitlements; the Commissioning for Transformation Team will be responsible for a budget projected to be over £134 million in 2024/25, which reflects an increase of £50 million from 2023/24. This includes an additional £2.7 million to support the SCC infrastructure and to implement the new entitlements and over £3.2 million in DfE Implementation Funding to enable the sector to deliver the additional places required.
2. **All additional costs will be met through Implementation funding or through Early Years Centrally Retained Funds of the Dedicated Schools Grant (DSG)**
3. We have engaged and consulted with our stakeholders and partners to ensure that our implementation is collaborative and meets the needs of families.
4. This expansion comes with many opportunities for us to benefit our families and communities providing excellent quality, inclusive provision for our youngest residents and their families. We have developed our Implementation proposals to grow our teams to meet the increased demand and to ensure that the funding is used effectively. We have also included new and innovative roles and activities which we believe will benefit children, especially those at risk of being left behind. Below we have described in brief how we plan to meet this new statutory duty.

Background and Context

5. Currently Early Years Education Entitlements provide funded hours for pre-school children as follows:
 - All 3 and 4 year olds are entitled to 15 hours funded education for 38 weeks per year.
 - 3 and 4 year olds of working parents are entitled to 30 hours funded entitlement for 38 weeks per year.
 - 2 year olds identified as disadvantaged are entitled to 15 hours for 38 weeks per year.

6. In March 2023 Government announced new Early Years and childcare entitlements to be phased in between September 2023 and September 2026. This represents a period of significant change and a new statutory duty for Local Authorities.



- **September 2023 – Implemented Already** - Early Years Supplementary Funding to significantly increase the hourly rate paid to Early Years providers to deliver existing Early Years Funded Entitlements. These covered the period from September 2023 to end of March 2024.
- **April 2024** – New entitlement for children aged 2 years (from the term after their 2nd birthday) of working parents for 15 hours of funded provision for 38 weeks per year. This entitlement is in addition to the existing entitlement for disadvantaged 2 year olds (FEET).
- **September 2024** – New entitlement for children aged from 9 months (from the term after they become 9 months) of working parents for 15 hours of funded provision for 38 weeks per year.
- **September 2025** – Early Years funded entitlement for children of working parents from the age of 9 months to three years increased to 30 hours per week for 38 weeks per year.
- **September 2026** – Wraparound provision in every community for school age children between 8am and 6pm. Please note that there is DfE implementation funding allocated to each LA including revenue and capital funding between 2023 to 2026 but that the expectation is that the ongoing costs of this provision will be parent funded and not funded from DSG. Wraparound expansion although a statutory duty is therefore not within the purview of Schools Forum.

The Early Years Sector in Surrey

7. In Surrey we have 1,661 childcare providers offering 33,597 childcare places. This can be broken down into:
 - 521 group based early years providers,
 - 112 school based early years providers
 - 1,028 childminders
8. Approximately 25% of Early Education is delivered by Maintained Schools or Academies. The remaining 75% is delivered by private, voluntary and independent providers.
9. Financial and Value for Money Implications: **There should not be any cost implications for Surrey County Council as these new entitlements will be fully funded by DSG and additional grants. This includes both capital and revenue Implementation funding over a 3 year period.**
10. This expansion will have a significant impact on the overall Early Years Block Budget and we have consulted with the Early Years sector with the proposal on how we treat and distribute the Early Years funding and associated supplements for 2024/25. The fast pace of change and the way in which information and guidance has been published by DfE has meant that some changes have needed to be made to the proposals since the consultation was published as new information has come to light. All changes were subsequently taken to Early Years Phase Council and were then approved by Schools Forum on 9 January 2024. [*Please see Schools Forum Paper and summary of responses to Consultation*](#)

Funding rates

11. Funding rates have been significantly increased from the 2023/24 rate. This includes a short-term uplift in funding from September 2023 to March 2024 in the form of the Early Years Supplementary Grant (EYSG) which was designed to pump prime the sector to encourage engagement with the programme.

DfE Hourly rates paid to SCC £/hr	2023/24	2023/24 With EYSG	2024/25
3 and 4 year olds	£5.81	£6.40	£6.77
2 year olds	£6.87	£9.79	£9.61
Under twos	n/a	n/a	£13.04
Maintained Nursery Schools supplement	£5.17	£5.47	£6.05

12. Please note that these are not the hourly rates paid to providers, but notional hourly rates for the purposes of calculating the total sum paid to Surrey by DfE to cover all aspects of the programme. The allocation towards centrally retained funds and supplements to the hourly rate such as Early Intervention Funding (EIF) will need to be deducted before we calculate the actual final rates to be passed through to providers. We have committed to publishing indicative rates at the earliest

opportunity. This is essential for the sector so that they can engage with the expansion and work with SCC in order to ensure that we have sufficient places to meet the needs of Surrey families. This needs to be very carefully managed and we expect to be able to publish indicative rates in early February 2024 with clear commitment to providers that they will be paid at no less than those rates but that it might be higher, to be confirmed mid-March 2024.

13. All Local Authorities are permitted to retain up to 5% of the Early Years budget to provide support for the sector and to administrate distribution of the funded entitlement. Surrey has agreed to continue to retain 5% of budget. The additional entitlements will mean a considerable increase to Centrally Retained Funds available for SCC to use to provide support for the sector.

Financial Year	2023/24	2024/25	2025/26
Total Early Years Block	£84.6m	£134.4m	£188m (est)
Early Years revenue funding	£205,115		
Wraparound revenue implementation funding	£22,013	£1,520,072	£705,933
Capital funding for both EY and Wraparound	£1,755,053		
Additional Centrally Retained Funds @ 5%		£2,702,225	£5,509,445
Total Additional Funds available for Implementation and sector support	£1,982,181	£4,222,297	£6,215,378

Support for the Sector

What will the sector need to do to meet the new demand?

14. We estimate that over the next 3 years the sector in Surrey will need to expand by up to 12,000 places. This will be partly through expanding existing provision and through the development of new settings. Growth will be staggered as initially we expect that the majority of take-up will be from children already in nursery but parent funded who will convert to funded entitlements as they are launched. In anticipation of September 2025 when the entitlement increases to 30 hours per week from the age of 9 months we will need to support the sector to meet the significant increase in demand and to ensure that every community in Surrey has access to the places that they need.

Start-up grant funding

15. DfE has not provided any additional revenue funding for Early Years for 2024/25. Once the allocation for 2023/24 has been committed we will need to support settings to deliver additional places through centrally retained funds. We will fund Wraparound provision using the funds provided by DfE. We have an allocation of £1,755,053 capital funding which is shared between Early Years and Wraparound

expansion. We have designed a package of funding which will enable schools and providers to apply for a combined offer of capital and revenue grant. The revenue element can be used to contribute to start-up costs including staffing and marketing. The capital element can be used to purchase appropriate, good quality resources and equipment to ensure that our youngest children are in safe, rich and stimulating environment. This funding will be supported by the Early Education Quality and Inclusion Team. [*Please see Early Years Expansion Grant Funding](#)

The Early Years Teams

16. The expansion will require an increase in all of the Early Years teams but also creates the need to extend and develop the support that we offer to schools and private voluntary and independent (PVI) providers. We have both increased the capacity of existing roles and created new roles based on what our schools and providers have told us they would value and that we believe will have the most impact on outcomes for children. These changes will enable us meet the new statutory duties. [*Please see full Service Structure](#)

Implementation Team for Co-ordination and project management
New Service Team Manager to provide additional strategic leadership
New proposed name for the service of Early Years Education, Quality and Inclusion Service

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Early Years Commissioning Team Sufficiency, sustainability and Compliance, Market management, Financial planning and business management	Early Years Educational Effectiveness Team Inclusion and quality of provision, safeguarding, EYFS, vulnerable and disadvantaged	Early Years SEND Team Supporting settings to support children with additional needs to access mainstream provision. Early Identification of need	SEND, Education and Early Years Team Allocation and distribution of EIF, monitoring and evaluation. Pipeline into Reception	Early Years Funding Team Distribution of funded entitlement to providers including all supplements, supporting all children under assessment for transition into Reception.
Mapping of existing provision to understand sufficiency. Management and distribution of implementation funding to schools and settings. Consultations for sector, schools and families.	Development of Language and communication universal offer and support for emotional well-being. Supporting safeguarding and quality on new provision for 2 year olds and under 2s. Workforce development training to support	Providing support at the earliest opportunity. Reducing reliance on diagnoses and EHCPs. Enabling more children to access their early education in mainstream in their local community	Managing the increased volume of applications for EIF Creating new post to support transition into Reception for children under assessment.	Managing increased volume of funding to be distributed using new IT systems due to go live Sept 24

Safeguarding Children

17. We have created a new post within the Early Years Quality and Inclusion Team of dedicated safeguarding lead. The new entitlements are targeted at 2 years and under and we feel it is essential that we have a focus on ensuring that these pre-verbal and therefore vulnerable children are safeguarded. We already have a dedicated officer affiliated with the Virtual School who holds responsibility for children who are looked after, are in need or have a social worker. The Quality Development Advisors will have a key responsibility for ensuring that new provision is set-up correctly. Due to the way in which Ofsted operates and inspects, it is possible that some new and expanded provision may not be visited for between 3 and 6 years. It is therefore imperative that this team is able to visit regularly to ensure compliance with regulations and EYFS and that children are kept safe. Although Ofsted are the sole arbiters of quality we hold a key responsibility to ensure that all provision meets our high expectations. This along with our statutory duty to ensure compliance with DfE operational statutory guidance presents a significant challenge for our teams. Our planned new team structure will facilitate this work in partnership with our Early Years providers. The cost of the Team will be met from the additional centrally retained funds.

Early Intervention Fund (EIF)

18. This funding supports children who are experiencing barriers to making developmental progress, whatever the reason. This can include social, environmental, economic and special educational need as well as the impact of early trauma. It has been agreed that we will allocate 1% of the under 2's budget and 3% of the 2 year old budget to create EIF for the children accessing the new entitlements. The budget for 3 and 4 year olds will remain at 5%. This reflects our commitment to ensuring that all Early Years provision is inclusive and accessible to all.

Implementation Activities so far

- [Expansion Implementation Board created with ToR](#)
- Task & Finish Groups for key priorities
- Recruited Implementation Lead and Team
- [Created Communication Plan](#)
- [Workforce Strategy development and training plan](#)
- Light touch consultation with sector and schools
- Detailed financial modelling and forecasting
- [Schools Forum approved funding proposals January 2024](#)
- Sufficiency mapping underway
- Review of impact on SCC infrastructure
- [New staffing structure proposed to expansion Early Years Teams](#)

- [Designed Grants and Funding model for providers](#)

Consultation

19. We have fully co-designed our Implementation Plan with the sector, families and partners.
20. The Early Years Funding Paper went out for consultation prior to approval by Schools Forum and received 134 responses with overall support for the proposals – * [Please see Schools Forum Paper for summary of responses](#). The Implementation Board has representation from multiple agencies and the sector. Some light touch consultation took place with providers to ascertain the likely demand for the entitlements starting April 2024. We are now embarking on in depth consultation with schools, settings and families to understand our sufficiency requirements and the level of demand from parents so that we can understand where the gaps are. These are in the form of Surrey Says Surveys, Engagement events, On-line webinars and Family Focus Groups. Please see the full itinerary in annexes. We will also be carrying out consultation and with the existing and potential future workforce as we recognise recruitment and retention as a significant barrier to achieving sufficiency.
21. Councillor Clare Curran, the Cabinet Member for Children, Families and Lifelong Learning has been involved in planning and discussions and has been regularly briefed on developments and progress.
- [*Please see calendar](#)

Risks Management and Implications

22. **Principle for financial risk management** for forecasting and fund allocation – In the knowledge that DfE intend to reduce the amount that LAs can retain within the next few years we have adopted the principle that we will only commit a maximum of 3% with a 10% contingency to be reviewed half termly. Please note that all the figures above are based on a no growth model and are therefore conservative. The intention is to monitor take-up and adjust accordingly. **There is not expected to be any financial impact on the council and no contribution required.**
23. It should be noted that as the expectation for Wraparound is that after 2026 all provision will be fully funded by parents therefore we have not committed any permanent expenditure to this programme.

Risk	Mitigation
IT and payment systems will not be able to manage the increased requirements	Manual payments in place in the event of system breakdown
Capacity of SCC Early Years Teams to support the fast-expanding sector	Re-design of the SCC Early Years infrastructure to meet the increased and

	changed needs. Urgent recruitment underway.
New Statutory Guidance and a new Early Years Foundation Stage framework published in Jan 24 will require promotion and training delivered by EY Teams putting additional pressure on available resources	Increase teams to provide training with emphasis on 2's and under
That the sector will not engage with the new entitlements	See engagement and activity calendar
That parents will not be able to find funded places	Comprehensive mapping of provision, grant funding opportunities, support from EY Commissioning Team on Business and Financial management.
Recruitment and retention crisis exacerbated by increase in minimum wage	Dedicated recruitment and retention advisor, training programme, engagement with colleges and apprenticeship programme. Promotional activity aligned to DfE programme
That providers will seek to prioritise places for working families and that those only entitled to the Universal offer and those 2 year olds eligible due to disadvantage will be further disadvantaged. Risk to 2 year olds who do not meet any criteria.	Encourage and promote supporting places for disadvantaged families. Bespoke brokerage of places when needed.
The demand for EIF will increase beyond the planned budget	Consider contingency top-up from centrally retained funds if available. Review budgets for next year.
Alterations required to SCC schools or academies to deliver additional places	Focused allocation of 106 contributions and Community Infrastructure Levy (CIL) capital allocations and use of Implementation capital
Availability of suitable premises	Work with districts and boroughs to identify premises. Negotiating on business rates and rent. Work with third sector organisations to share accommodation.

Section 151 Officer Commentary:

24. Significant progress has been made in recent years to improve the Council's financial resilience and the financial management capabilities across the organisation. Whilst this has built a stronger financial base from which to deliver our services, the increased cost of living, global financial uncertainty, high inflation and government policy changes mean we continue to face challenges to our financial position. This requires an increased focus on financial management to protect service delivery, a continuation of the need to be forward looking in the medium

term, as well as the delivery of the efficiencies to achieve a balanced budget position each year.

25. In addition to these immediate challenges, the medium-term financial outlook beyond 2023/24 remains uncertain. With no clarity on central government funding in the medium term, our working assumption is that financial resources will continue to be constrained, as they have been for the majority of the past decade. This places an onus on the Council to continue to consider issues of financial sustainability as a priority, in order to ensure the stable provision of services in the medium term.

26 The significant expansion of the early years programme is supported by both increases in allocations of the Dedicated Schools Grant (DSG) and additional revenue and capital grants to support the roll out over the three year period. There is therefore no expected cost to the general fund or impact to the medium financial outlook.

27. With the increase in DSG additional staff costs will be covered within the allowed 5% central retention, The decision to keep permanent appointments to 3% DSG retention supports a prudent position for possible future changes to Government policy.

Legal Implications – Monitoring Officer:

28. There is a LA statutory duty in the Childcare Act 2006 (as amended) to ensure a sufficiency of Early Years and Wraparound provision and this report sets out the LA's response to meet this duty given the new Early Years and childcare entitlements which are being phased in between September 2023 and September 2026.

Equalities and Diversity:

29. EIA completed and being circulated for consultation to Diversity Equality and Governance group, ATLAS and Family Voice Surrey

30. Equality, diversity and inclusion is a key priority in Early Years. We prioritise ensuring equal access for children who might be disadvantaged for any reason whether financial, economic, social or due to an additional need or disability.

31. We are acutely aware that the new entitlements present a risk that children not meeting the criteria will be further disadvantaged from potentially being excluded from accessing education due to the employment status of their parents. We will strongly promote the continued support for provision for disadvantaged 2 year olds (FEET) and will continue to work to increase take-up of provision in areas of disadvantage. *[Please see EIA](#)*

Area assessed:	Direct Implications:
Corporate Parenting/Looked After Children	Dedicated team member funded by VS
Safeguarding responsibilities for vulnerable children and adults	Dedicated safeguarding team member
Environmental sustainability	No significant implications arising from this report
Compliance against net-zero emissions target and future climate compatibility/resilience	No significant implications arising from this report
Public Health	No significant implications arising from this report

Report Author:

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Consulted:

The Early Years Expansion Implementation Board was formed as a body representing stakeholders and the broad membership has facilitated wide and in depth consultation. The membership includes:

- Early Years SCC Teams
- Early Years Sector
- Early Years Phase Council
- Public Health
- Children with Disabilities Team
- Virtual School
- Family Voice Surrey
- Children & Family Health Surrey
- SCC Finance
- Primary Phase Council

We have carried out a number of consultations with both the Early Year sector, schools and Wraparound providers to ascertain the level of engagement and capacity to meet the new entitlements. We have also carried out numerous consultations and engagement activity with parents to understand likely demand for the new provision. See Annex A and Annex J.

Annexes:

[Annex A – Calendar of events](#)

[Annex B - Communication and Engagement Strategy Plan](#)

[Annex C - Position Statement](#)

[Annex D – Early Years Expansion Implementation Board Terms of Reference and Membership](#)

[Annex E - Task and Finish – Membership](#)

[Annex F – School Forum Paper](#)

[Annex G - Workforce Strategy](#)

[Annex H - Equality Impact Assessment \(EIA\)](#)

[Annex I - Early Years Expansion Grant Funding](#)

[Annex J - Consultation](#)

[Annex K – Service Structure](#)

Annex A – Calendar of events

Calendar of events September-December 2023			
SEPT	OCT	NOV	DEC
25 September 2023 14:00-15:15 Additional Needs Task and Finish group	Wed 18/10/2023 1.00-3.00pm EY Expansion - EY Quality, workforce and children with multiple vulnerabilities (T&F group)	1st November Implementation manager in post	
EY Expansion - Provision for children under two (T&F group) 27 September 2023 14:00-15:15	19th December Additional Needs Task and Finish group	6th November EY Expansion SCC group	December 6th Expansion Implementation Board meeting
26 September 2023 14:00-15:15 Educational Effectiveness Task and Finish group		23rd December EY Expansion - EY Quality, workforce and children with multiple vulnerabilities (T&F group)	EY Expansion Update Staff 12th December
		Surveys sent out to EY Providers CM and schools to find out about 2 yr old places	Expansion drop in for SCC Staff 15th December
			Expansion drop in for SCC Staff 19th December
	Tue 31/10/2023 EY Expansion - Provision for children who are two and under (T&F group)	27th November Additional needs task and finish group	20th December Proposal to CFLL LT - Business

Calendar of events Jan-April 2024			
JAN	FEB	MARCH	APRIL
15th January Cabinet Checklist – will need to be submitted to Democratic Services once signed off by Rachael and Clare	February 1st 2.00-3.30pm School Bursar/ Business Manager meeting	5th March Tandridge EY Network Managers and Senco network	1st April 24: All eligible working parents of children the term after they turn two years can access 15 hours funded entitlement per week 
16th January slides will need to be signed off by Rachael and submitted	February 1st 4.30-6.00pm Virtual session information and consultation	6th March R&B EY Network Managers and Senco network	
January 17th Family Centre and Family Support Programme Practice Session 9.30-10.45am	7th Feb HAF Conference	7th March Runnymede & Spelthorne Managers and Senco network	
18th January 9.30-12.00. Information and Consultation Session with EY Providers Leatherhead Leisure Centre	February 8th 7.30-9.00pm Virtual session information and consultation	14th March Mole Valley EY Network Managers and Senco network	
January 19th Early Years Expansion Team meeting Fairmount FO1 11-3pm	14th February Full report for Cabinet		
January 23rd CLT- meeting slides ICAB – submit slides to Rachael and Clare	February 21st Epsom and Ewell Managers and Senco network		
January 23rd 7.30-9.00pm Virtual session information and consultation			
January 27th Virtual session information and consultation 9.30-11.00			
January 29th ICAB meeting slides			
January 29th Guildford Family Centre Information and Consultation Session with EY Providers			
January 30th School Bursar/ Business Manager meeting	Feb 28th Expansion Implementation Board		
January 30th Draft report for Cabinet	February 29th Elmbridge, Surrey Heath and Woking Managers and Senco network		

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Annex B - Communication and Engagement Strategy Plan

Early Years Expansion Communication and Engagement Strategy 2023- 25



Purpose : to build awareness of the Early Years Expansion Programme among a defined group of audiences and user groups. These include parents/carers, schools, private, voluntary and independent providers, local authority staff and partners.

Key messages and outcomes of the strategy

For external audiences:

- increased awareness of the Early Years Expansion offer across a wide demographic
- easy access to information
- increased awareness of the opportunity for parents/carers to seek employment or undertake training for improved employment opportunities and greater economic activity
- increased awareness of career opportunities within the sector
- a high number of registrations for places and full take up of the offer

For internal/partner audiences

- increased awareness of the initiative, and the delivery programme
- collaborative working to achieve targets

Target audiences

- Parents, carers and families
- Early Years Providers including childminders and schools.
- External and Internal stakeholders

What have we done so far?

- Sent out a dedicated Ebulletin on the expansion of the funded entitlements. **December 2023**
- Attended some team meetings with partners to inform them of the Expansion Early Support and family centre team meetings **January 2024**
- Developed a Campaign Brief with our Comms team. **January 2024**
- Next steps?**
- Developing a Professionals guide to go out to all Early Years Providers and Partners. **February 2024**
- Sending out surveys to parents/ carers, childcare providers, schools, childminders to support us to map supply and demand and to identify any barriers. **January 2024**
- Delivering virtual and in person information and consultation meetings to Early Years providers, Childminders and Schools **January/ February 2024**

Communications and engagement activity

Online

- social media campaigns
- information pages on Council and partner websites
- multi-media information e.g. videos
- regular newsletter inserts for partner organisations and groups

Print

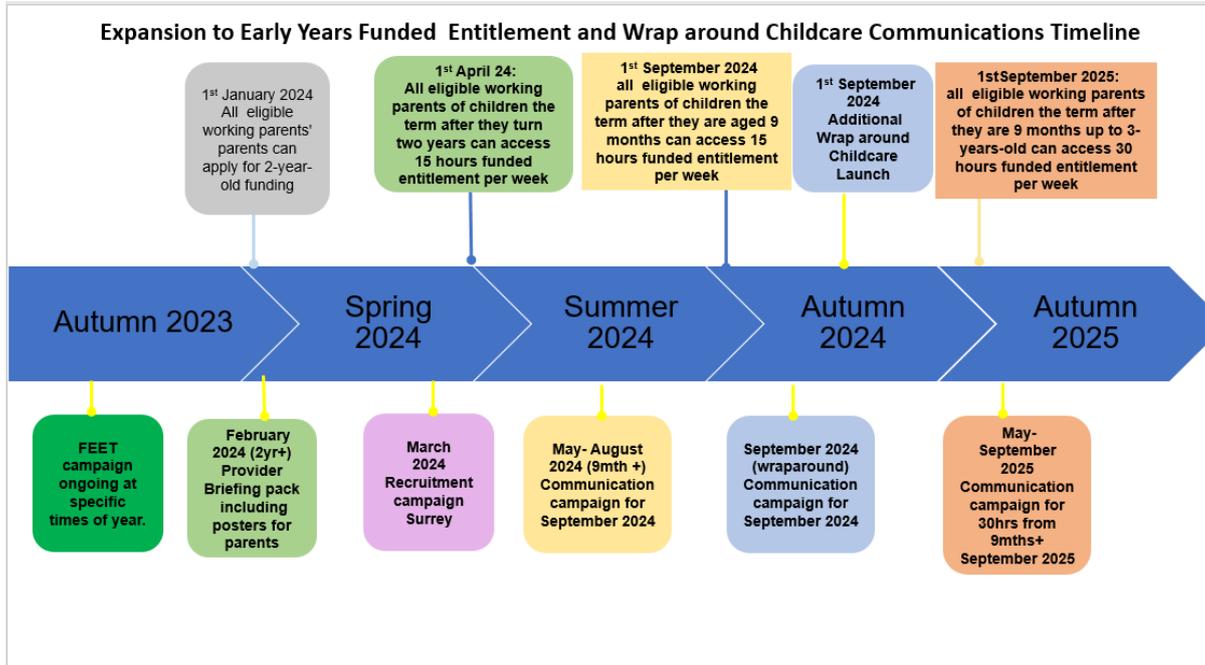
- Posters
- Banners
- Information leaflets

Community and parental engagement

- promotion and discussion opportunities/meetings with a wide range of community-based groups in a variety of settings, particularly early year's users and providers, along with others who can play a key role in promoting uptake.
- direct consultation and engagement with eligible parents/carers and groups as part of the phased roll out
- promotion and discussion opportunities in terms of recruitment and retention of the early [years](#) workforce.

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Communications Timeline



Surrey Early Years Position Statement:

Early Years Entitlements

Safeguarding Statement

Surrey County Council (SCC) believe the safety and well-being of children and young people is of paramount importance and that they have a fundamental and equal right to be protected from harm regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation. We fully recognise our statutory responsibility for safeguarding: the safety, protection and well-being of all children and young people that Surrey County Council supports and interacts with, is paramount and has priority over all other interests. This includes responding immediately and appropriately where there is a suspicion that any young person under the age of 18 years old may be a victim of bullying, harassment, abuse (including physical, sexual, emotional) or neglect. All breaches in requirements will be notified to the appropriate agencies. If a member of staff sees anything or is informed of anything relating to the safety of children, we will make the necessary notifications to the required agencies. The provider will be informed of such notification.

In Surrey the safeguarding and welfare of children is paramount. Surrey County Council have high expectations of all those who provide early education and childcare in the county. Therefore, in line with the provider agreement Surrey County Council will only provide funded entitlement to those settings who are judged by Ofsted to be 'good' or 'outstanding' and in settings judged by Ofsted to be 'requires improvement' if the setting shows commitment to developing their practice and where there are not significant safeguarding concerns. All those in receipt of funding will be required to complete a safeguarding conversation/audit with the Early Years Educational Effectiveness Team biennially and to provide termly monitoring of vulnerable and disadvantaged children data to the LA. Surrey County Council will consider withdrawal from the directory of providers for any providers in breach of the safeguarding requirements of the provider agreement or those set the Surrey Safeguarding Children Partnership.

Quality:

Surrey County Council are committed to sustaining and developing high quality inclusive early education and childcare across the county. Research shows that the quality of provision has a direct correlation with improved outcomes for children. All setting on the directory of providers in Surrey have access to the support from the Early Years Educational Effectiveness Team who are available to assist settings with developing the quality of their provision and practice.

All those providing early education and childcare for children under the statutory school age must be correctly registered with Ofsted, a childminding agency or the Independent Schools Inspectorate. In line with the provider agreement Surrey County Council will only provide funded entitlement to those settings who are judged by Ofsted to be good or outstanding and in those settings judged by Ofsted to be requires improvement if the setting shows commitment to developing their practice and where there are not significant safeguarding concerns.

Surrey County Council work with other key agencies to ensure that all legal requirements are being met. If a member of Surrey County Council staff observes any breaches in requirements, they have a statutory duty to report to the appropriate agency. Surrey County Council will make every effort to discuss concerns with the registered person or setting manager before notifying agencies.

If Surrey County Council are made aware of any breaches in requirements by a third party, we reserve the right to act on the information given and notify any relevant agency. In these cases, we will advise the complainant to

follow the settings complaint policy and/or to make a direct notification to the relevant agency. In these instances, we may not make the provider aware of such notification due to confidentiality.

Inclusion –

Funded entitlement:

Surrey County Council is committed to safeguarding early years education and childcare places for children at risk of disadvantage, including those in receipt of FEET funding, EYPP, or those known to social care or with a disability or additional need, details of the expectations on providers and the Local Authority will continue to be published in the SCC Provider Agreement in line with Statutory Guidance. Where possible SCC will seek to encourage and support schools and other early years providers to develop, prioritise and safeguard fully funded places for children meeting these criteria and to be flexible in their offer and approach.

Providers should offer the funded entitlements consistently to all parents. Surrey County Council will work with settings to ensure that children are supported to access their entitlement and that hours are not restricted due to additional needs. It is expected that providers will make 'reasonable adjustments' and make their offer inclusive to all children and families.

Early Intervention Funding:

Surrey County Council is required to have a Special Educational Needs Inclusion Fund as an element of the Early Years National Funding Formula to support three and four-year-olds with additional needs to access their funded entitlement. In Surrey we refer to this as Early Intervention Funding (EIF). Surrey County Council also offers access to EIF for children eligible for Funded Early Education for Two-year-olds (FEET). This budget has been minimal over the past three years, however from April 2024 will increase in line with the new eligibility for funded entitlements for children aged two.

Early Intervention Funding supports children with any barrier to their learning. We consult with the sector each year and receive very positive feedback in how the funding is distributed and supports better outcomes for children.

From April 2024, EIF will align to the new funded entitlements. This will ensure settings have the financial support required to provide enhanced ratio and interventions for children with additional needs and SEND.

Early Years Governance Panel:

The panel holds the remit for allocating specialist school nursery places to children in their –1NCY which is the year before they take up their statutory school place in Reception. Surrey do not advocate for children in younger years to attend a specialist provision as so much support and intervention can be put in place for our children in their local mainstream nurseries. Where children have 30-hour eligibility funding codes and the specialist school nursery is offering a 15 hour place, panel will discuss these children and their circumstances on a case-by-case basis to ensure we are keeping to our position that if children can be educated/cared for in mainstream, then that is where they should take their full entitlement. All children who are being considered for a specialist provision or where parents have indicated a preference may have an Early Years Inclusion Pathway Planning (EYIPP) meeting so that parents/carers, current nursery and all involved health and education professionals can discuss options. Then a request for placement can be submitted to the Early Years Governance Panel which sits in May each year.

Vulnerable and Disadvantaged Children -

Surrey County Council are committed to continuing to protect funded early education places for our most vulnerable families and children, including those in receipt of FEET, EYPP and those with Additional Needs and Disabilities. Settings are encouraged to share this commitment and to ensure that when allocating places, they reflect the needs of the children and their families.

Surrey County Council officers will work closely with schools and early years providers in their area to ensure that there are enough high-quality places available in the most appropriate settings for vulnerable and disadvantaged children to reduce inequalities.

Wider Partners

Maintained and Academy schools:

In usual circumstances SCC would not support the development of governor run early years provision under Section 27 of the Education Act 2002 and would be in favour of schools formally lowering their school age, to include early years children as pupils of the school. This mitigates the risk of further complications in relation to liabilities and the academisation process should a school seek to join an academy trust. SCC would also not usually support academy schools to deliver early years provision through a separate limited company owned by the trust. However, should a trust seek to do so they must follow the correct Ofsted guidance regarding early years registration and exemptions.

Under 2's

In usual circumstances SCC would not be in support of maintained, academy, or independent schools registering on the Ofsted Early Years register in order to deliver provision for children aged under 2 years. However, should a significant need for provision be identified and a school decide to proceed with providing care and education for children under 2 years of age they will be able to access support from Surrey County Council Early Years Services to ensure the provision is inclusive and high quality.

Provision on school sites:

In usual circumstances, SCC would not be in support of private and voluntary early years providers operating from premises within a school site. This mitigates the risk of further complications in relation to lease arrangements, access, safeguarding, and the impact of Ofsted outcomes for both the school and early years provider. However, should a significant need for provision be identified and a provider and school decide to operate in this way they will be able to access support from Surrey County Council Early Years Services to ensure the provision is inclusive and high quality.

Local plans and infrastructure development

Local boroughs and districts consult with SCC Early Years Teams regarding new housing developments and local plans. Where a future need for additional early years places is identified SCC will always request a contribution towards section 106 or Community Infrastructure Levy capital funding. This will support SCC to continue to meet its statutory sufficiency duty. This may include nominating a maintained school with space to create or expand nursery provision, or another suitable provider within the local area.

Partnership with Parents

Surrey County Council (SCC) engage with parents and carers via the Early Years sector by providing advice, support, training and modelling of how to work with parents. Key messages from partners that are aimed at parents and carers are shared with the sector via the Early Education and Childcare E-bulletin and Schools Bulletin, who ensures information is shared with parents/carers. Surrey County Council encourage settings and schools to engage with parents/carers regularly and communicate using different communication methods should they be required. The teams encourage home learning and investigate any complaints in a timely manner and remain neutral between the parents and provider.

SCC request annual sufficiency information from early years providers to understand how parents/carers are choosing to take up their funded entitlement, patterns of attendance, private and funded hours.

SCC will be consulting with parents/carers to find out their views on the expansion of the funded entitlements.

SCC supports parents to understand the funded offer at their early years provider and will investigate where a parent feels there are barriers to accessing their funded entitlement or where the offer is not compliant with statutory guidance.

SCC fund services for early years children with complex additional needs through Early Intervention Funding such as Supporting Targeted Education and Play Skills (STEPS) and the Specialist Early Education Service (SEES). Both teams carry out parent confidence assessments and feedback questionnaires to tailor the support that is provided. SCC also run an extensive consultation with our Early Years Providers on the use of EIF each year that asks for the parent experience of the funding and what they have felt has been the impact of any interventions and support for their child.

Early Years Inclusion Pathway Planning meetings (EYIPP) bring together parent and carers with the early years settings to help consider the educational pathway for the child. There is more information about the EYIPP in the Early Years Governance section of this statement. Parents have completed questionnaires before and after the EYIPP meetings and the feedback has been overwhelmingly positive regarding the meeting, the information provided and the follow up.

Through the Best Start for Surrey Strategy, the multi-agency team (Health, Education, Early Help and Social Care) will be creating Parent/Carer forums to listen to parents/carers that will inform our work across the wider system. Within the Best Start Team, we advocate that services should be joined up and work together to support all families from conception to the end of reception. The Best Start Team look to champion families who are seldom heard from, disadvantaged or are a minority as these are our parents that often fall between services.

Annex D – Early Years Expansion Implementation Board Terms of Reference and Membership

Early Years Expansion Implementation Board: Terms of Reference

The purpose of the Operational Working Group is to provide a forum to commence the Task and Finish (T&F) groups, identify what T&F groups are required; and a place for the leads to come together to:

- Create an implementation plan with clear timelines
- Recruit an implementation team – 1 x Implementation Lead 1 x Project Manager
- Support the transformation and implementation process ensuring sufficiency of provision
- Share information and intelligence about priorities and areas of focus from the T&F groups
- Engage with sector to understand what they need to deliver the new entitlements
- Engage with families to identify level of need and appetite in taking up the entitlements
- Identify cross-cutting opportunities with partners to collaborate and maximise impact
- Identify and map interdependent activity across the system including partners and internal teams.
- Support each other with problem solving and unblocking challenges.
- Support each other with risk and issue identification and mitigation.

Behaviours and Ways of Working

Agreed messages for sponsor, programme Lead and all Task and Finish Group Leads and Members
Start and finish on time, all members are active participants to the meeting (no phone calls or emails)

Be open, honest and curious

Champion and embed a bold

Individual members are responsible for delivering agreed actions. If members are unable to join a meeting, they should delegate to a colleague to provide action updates on their behalf

Members will offer support and constructive challenge to colleagues within this forum

Come prepared – read any materials circulated in advance, and be ready to provide updates on your area of work

Stay on topic, making the best use of our time together.

Decision Making and Escalation Protocol

Working Group members to make decisions and unblock challenges subject to limits of delegated authority.

Task and Finish groups feed back into the Working Group.

First line of escalation will be to the Programme Manager. Second line of escalation will be to the Programme Sponsors

Senior Responsible Officer: Carol Savedra – Assistant Director for Early Years, Education, Additional Needs and Disabilities. Commissioning for Transformation - SCC

CORE Membership*

Carrie Trail - SCC

Philippa Gray – SCC

Olivia Bunn – SCC

Lisa McMahon – SCC

David Green - SCC

Wendy Simpson – SCC Implementation Lead –
Project Manager – to be recruited

Lisa Holloway/Chloe B - SCC

Anna Maio-Price – SCC

Helen Hale – SCC

Jennie Brickell – SCC

Elaine Andrews – SM looked after children
Donna Harwood-Duffy –Executive Head of Dorking and Chertsey MNS
Penny Macland – MNS Senco
Family Voice rep
Kat Link - SCC
Kathryn Hollins – Child and Family Psychiatrist
Pauline Bigwood - CFHS
Lisa Andrews/ Adam Letts
Michael Pipe – SCC
Sue Turton – SCC
Laura Styles– Foundations Nursery
Danielle - Fennies/EY Phase Council
Nicola Ruffle - Childminder/EY Phase Council
Shellan Majid – Speech and Language CFHS
Justine Whelen-Cox – PSS, SCC

Invited attendees when needed:

- Liz Mills – SCC – From Jan 2024, Julia Katherine
- Jan Hagara – EYES SCC
- Jane Gupta – Autism Lead SCC
- Sarah Viney - Moving & Handling - SCC
- Healthwatch
- Foster care team or association
- Third sector rep
- Safeguarding team rep
- Additional guest speakers to be invited as the meeting agenda dictates and implementation of expansion Comms Team
- Co-production Team

Task and Finish Group Members		
Additional Needs Conversation		
Lisa McMahon	Early Years SEND Team Manager	Lisa.McMahon@surreycc.gov.uk
Carol Savedra	Assistant Director – Early Years, AND & Early Years	Carol.savedra@surreycc.gov.uk
Julie Barker	Service Manager – SEND, Education and Early Years Commissioning	Julie.Barker@surreycc.gov.uk
Kat Link	Best Start for Surrey Strategy Lead	Kat.Link@surreycc.gov.uk
Wendy Simpson	Early Years Expansion Implementation Lead	Wendy.Simpson@surreycc.gov.uk
Lisa Andrews	Public Health Principal	Lisa.Andrews@surreycc.gov.uk
Donna Harwood-Duffy	Head Teach at Mole Valley Family Centre	head@dorking.surrey.sch.uk
Olivia Barton	Early Years Commissioning Manager	Olivia.Barton@surreycc.gov.uk
Penny Macland	SENCO at The Warf Nursery School	senco@wharf.surrey.sch.uk
Adam Letts	Public Health Lead	Adam.Letts@surreycc.gov.uk
Fiona Clifton	Family Voice	Fiona.c@familyvoicesurrey.org
Justine Whelan-Cox	Service Manager – Physical and Sensory Support	Justine.Whelan-Cox@surreycc.gov.uk
Shellan Majid	Service Manager – Children and Family Health Surrey	Shellan.majid@nhs.net
Nicola Ruffle	Childminder and Owner of Little Sweethearts	nicolaruffle@hotmail.com
Laura Styles	Owner of Foundations Pre-school (3 Sites in Woking)	laura@foundationspreschool.org.uk
Rachel Clement	Early Years Advisor for Children who are Looked After and Children with a Social Worker	Rachel.Clement@surreycc.gov.uk
Vicky Plowman	Commissioning Support Officer – SEND, Education and Early Years	Vicky.Plowman@surreycc.gov.uk
Lucy Bower	Commissioning Support Officer – SEND,	Lucy.Bower@surreycc.gov.uk

	Education and Early Years	
Karen Telling	Senior Early Years SEND Advisor	Karen.Telling@surreycc.gov.uk
Kate Goode	Family Voice	kate.g@familyvoicesurrey.org
Sarah Wilkinson-Smith	Manager and SENCO at Round and Round the Gardens	manager.randrg@gmail.com
Suzanne Dawe	Owner and Manager at Round and Round the Gardens	owner.randrg@gmail.com
Tamsyn Hendry	Manager at Bramley House	tammyhendry@yahoo.co.uk
Sarah Viney	Moving and Handling Advisor	Sarah.viney@surreycc.gov.uk

Provision for the 2years olds and Under

Pippa Gray	Early Years Senior Quality and Education Manager	Philippa.gray@surreycc.gov.uk
Carol Savedra	Assistant Director – Early Years, AND & Early Years	Carol.savedra@surreycc.gov.uk
Julie Barker	Service Manager – SEND, Education and Early Years Commissioning	Julie.Barker@surreycc.gov.uk
Adam Letts	Public Health Lead	Adam.Letts@surreycc.gov.uk
Lisa Andrews	Public Health Principal	Lisa.Andrews@surreycc.gov.uk
Charlotte Jones	Senior Early Years SEND Advisor	Charlotte.jones@surreycc.gov.uk
Debbie Bullock	Senior Early Years SEND Advisor	Deborah.bullock@surreycc.gov.uk
Wendy Simpson	Early Years Expansion Implementation Lead	Wendy.Simpson@surreycc.gov.uk
Kat Link	Best Start for Surrey Strategy Lead	Kat.Link@surreycc.gov.uk
Laura Styles	Owner of Foundations Pre-school (3 Sites in Woking)	laura@foundationspreschool.org.uk
Tanya Overman	Senior Early Years Advisor	Tanya.overman@surreycc.gov.uk
Lisa McMahan	Early Years SEND Team Manager	Lisa.McMahan@surreycc.gov.uk
Pauline Bigwood	Clinical Transformation Manager Children and Families, Specialist Practitioner Health Visitor	Pauline.Bigwood@nhs.net

Kathryn Hollins	Consultant Parent, Child and Family Psychiatrist and Psychotherapist	Kathryn.Hollins@sabp.nhs.uk
Nicola Ruffle	Childminder and Owner of Little Sweethearts	nicolaruffle@hotmail.com
Danielle Lilley	Manager at Fennies	danielle.lilley@fennies.com
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Melissa Tome	Senior Commissioning Officer – Early Years Commissioning	Melissa.tome@surreycc.gov.uk
Jayne White	Lead for 0-19 Services for CFHS	jayne.white1@nhs.net

Quality, Workforce and Children with Multiple Vulnerabilities

Pippa Gray	Early Years Senior Quality and Education Manager	Philippa.gray@surreycc.gov.uk
Carol Savedra	Assistant Director – Early Years, AND & Early Years	Carol.savedra@surreycc.gov.uk
Julie Barker	Service Manager – SEND, Education and Early Years Commissioning	Julie.Barker@surreycc.gov.uk
Carrie Traill	Service Manager – Educational Effectiveness	Carrie.traill@surreycc.gov.uk
Donna Wilkins	Family Centre Advisor	Donna.wilkins@surreycc.gov.uk
Debbie Bullock	Senior Early Years SEND Advisor	Deborah.bullock@surreycc.gov.uk
Donna Harwood-Duffy	Head Teach at Mole Valley Family Centre	head@dorking.surrey.sch.uk
Wendy Simpson	Early Years Expansion Implementation Lead	Wendy.Simpson@surreycc.gov.uk
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Lisa McMahan	Early Years SEND Team Manager	Lisa.McMahan@surreycc.gov.uk
Louise Holloway	Parenting Coordinator – Early Help Partnership	Louise.Holloway@surreycc.gov.uk
Rachel Clement	Early Years Advisor for Children who are Looked After and	Rachel.Clement@surreycc.gov.uk

	Children with a Social Worker	
Helen Hale	Assistant Headteacher for Virtual Schools	helen.hale@surreycc.gov.uk
Fran Smith	Senior Early Years Advisor	frances.smith@surreycc.gov.uk
Pauline Bigwood	Clinical Transformation Manager Children and Families, Specialist Practitioner Health Visitor	Pauline.Bigwood@nhs.net
Laura Styles	Owner of Foundations Pre-school (3 Sites in Woking)	laura@foundationspreschool.org.uk
Nicola Ruffle	Childminder and Owner of Little Sweethearts	nicolaruffle@hotmail.com
Olivia Barton	Early Years Commissioning Manager	Olivia.Barton@surreycc.gov.uk
Melissa Tome	Senior Commissioning Officer – Early Years Commissioning	Melissa.tome@surreycc.gov.uk
Gess Diprima	Senior Commissioning Officer – SEND, Education and Early Years	Gessica.Diprima@surreycc.gov.uk

Item 9

Surrey Schools Forum

9 January 2024

For support (part) and approval (of central expenditure)

Lead officer: Carol Savedra

Outcome of early years funding consultation, including approval of central spend

Summary

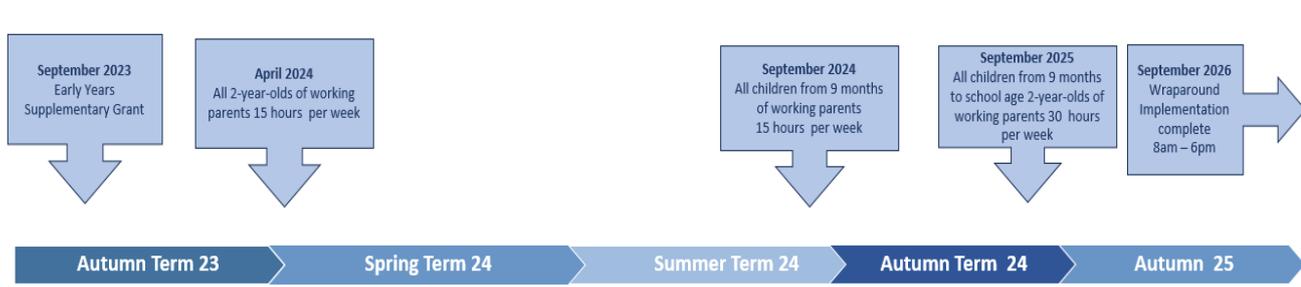
This paper summarises the financial aspects of changes to early years entitlements for 2024/25. The Forum is asked to approve proposed levels of central expenditure on early years for 2024/25, proposed levels of early intervention fund and the basis for setting hourly rates for providers. Final hourly rates for providers will be set later, when updated takeup data is available. The paper covers both existing entitlements and the new entitlements starting in April 2024 and September 2024.

Proposals were subject to consultation with providers during the autumn term. The funding consultation was well received with a total of 132 responses compared to 84 last year. All proposals were supported by the sector and the majority of comments were positive. A summary of questions and responses is provided as Annex 1 and a full analysis will be shared separately.

11

Principles for Early Years Funding 2024/2025

This financial year represents a period of significant change due to the Expansion of Early Years Entitlement as described below.



In March 2023 Government announced new Early Years and childcare entitlements to be phased in between September 2023 and September 2026.

- **September 2023 – Implemented Already** - Early Years Supplementary Funding to significantly increase the hourly rate paid to Early Years providers to deliver existing Early Years Funded Entitlements. These covered the period from September 2023 to end of March 2024.
- **April 2024 –** New entitlement for children aged 2 years (from the term after their 2nd birthday) of working parents for 15 hours of funded provision for 38 weeks per year. This

entitlement is in addition to the existing entitlement for disadvantaged 2 year olds (FEET).

- **September 2024** – New entitlement for children aged from 9 months (from the term after they become 9 months) of working parents for 15 hours of funded provision for 38 weeks per year.
- **September 2025** – Early Years funded entitlement for children of working parents from the age of 9 months to three years increased to 30 hours per week for 38 weeks per year.
- **September 2026** – Wraparound provision in every community for school age children between 8am and 6pm. Please note that there is DfE implementation funding allocated to each LA including revenue and capital funding between 2023 to 2026 but that the expectation is that the ongoing costs of this provision will be parent funded and not funded from DSG. Wraparound expansion although a statutory duty is therefore not within the purview of Schools Forum.

The Early Years Sector in Surrey

In Surrey we have 1,661 childcare providers offering 33,597 childcare places. This can be broken down into:

- 521 group based early years providers,
- 112 school based early years providers,
- 1,028 childminders.

Approximately 25% of Early Education is delivered by Maintained Schools or Academies. The remaining 75% is delivered by private, voluntary and independent providers.

Financial Impact

There will be no cost implications for Surrey County Council as these new entitlements will be fully funded by DSG. This includes both capital and revenue Implementation funding over a 3-year period.

Summary of funding for 2023/24 and provisional funding for 2024/25 and 2025/26

Early Years Block			
Financial Year	2023/24	2024/25	2025/26
Budget	£84.6 million	£134.4 million	£184 million (est)

DfE Hourly Rates Paid to Surrey £/hr	2023/24	2023/24 With EYSG	2024/25
3 and 4 year olds	5.81	6.40	6.77
2 year olds	6.87	9.79	9.61
Under twos	n/a	n/a	13.04
Maintained Nursery Schools supplement	5.17	5.47	6.05

This expansion will have a significant impact on the overall Early Years Block and requires us to agree on what position we will take on how we treat and distribute the funding and associated supplements. The fast pace of change and the way in which information and guidance has been

published by DfE has meant that some changes have needed to be made to the proposals since the last Schools Forum and since the consultation was published as new information has come to light.

We have committed to publishing indicative rates at the earliest opportunity. This is essential for the sector so that they can engage with the expansion and work with SCC in order to ensure that we have sufficient places to meet the needs of Surrey families. This needs to be very carefully managed and we expect to be able to publish indicative rates at the end of January 2024 with clear commitment to providers that they will be paid at **no less than** those rates but that it might be higher, to be confirmed in March 2024.

It should be noted that while Surrey will be expected to fund providers on a termly count basis for all entitlements, for at least 2024/25 whilst the new entitlements are being embedded, funding for Surrey will be calculated by DfE using 2 different methods:

- 3 and 4 year olds will be funded to Surrey according to January census as usual
- FEET funded 2 year olds will be funded to Surrey according to January census as usual
- New entitlements will be funded to Surrey according to termly head-count.

There is no indication as to what will happen to the funding count after the implementation period.

It should be noted that there is a potential risk that if in future DfE decide to fund according to how existing entitlements are calculated, using January census, If January takeup is lower than termly average then Surrey might need to reduce hourly rates to contain costs within funding received from DfE.

11

Funding proposals.

3 and 4 year olds - Rate from DfE £6.77/hr

We propose to continue to fund providers in line with the DfE increase in funding. That is to say that we will continue to retain 5% of this budget and that deprivation will continue to be linked to EYPP criteria and funded at a rate of £2.81 per hour. We propose to pass on an additional 3p per hour in the basic hourly rate which we estimate should remove the recurring historic underspend.

When we consulted with the sector we proposed an allocation to the Early Intervention Fund (EIF) at a rate of 5.7% of total funding. However now that we have received the funding rates from DfE we would like to amend the proposal to an allocation of 5%. The reason for this is that due to the increase in funding rates from DfE and with consideration for the fact that entitlements are not changing for this cohort we would like to prioritise maintaining a higher hourly rate to support financial sustainability for the sector. The actual level of funding for EIF will not decrease.

We propose that funding for free school meals provision for entitled 3-4 year olds in state maintained schools should continue to be linked to the mainstream school free meals funding rate.

Please see Centrally Retained Funds below

2 year olds – Rate from DfE £9.61/hr

For the first time we will have 2 cohorts of 2 year olds accessing entitlements according to 2 different eligibility criteria, i.e.

Disadvantaged 2 year olds (FEET) and 2 year olds of working parents.

We propose to fund both cohorts at the same basic hourly rate. We were not permitted to retain any of the Early Years Supplementary Funding and had previously chosen to pass through 100% of FEET funding. For this reason the hourly rate payable to providers will reduce in April as we propose to retain 5% centrally and to create a dedicated EIF budget to support children with additional needs. *Please see end of year consultation responses for EIF.* Providers were informed that this was likely to be the case and we recognise the need to ensure that the hourly rate is kept as high as possible. It is important to note that the population of funded 2 year olds will initially be skewed with a disproportionate number being identified as disadvantaged. Although not all FEET children will meet the criteria for EYPP we estimate that around 50% will. This compares to approximately 14% of the 3 – 4 year old population. For this reason we propose that the deprivation finding be allocated at a rate of £1 per hour, linked to EYPP criteria, to make this affordable whilst continuing to target support for the most vulnerable families. This will continue to be reviewed as the cohort balances over the next few years.

Funding for free school meal provision for entitled 2 year olds in state maintained schools would continue to be linked to the mainstream school free meals funding rate.

Previously we have provided a small EIF budget for FEET children of £215k from Centrally Retained Funds. We propose to create a dedicated EIF budget for entitled 2 year olds at a rate of 3% of total 2 year old funding, to be reviewed annually as we better understand levels of demand, particularly for the new cohort.

9 months to 2 year olds – Rate from DfE £13.04/hr

This new entitlement will begin part way through the financial year, from September 2024. This is problematic due to the way in which DfE pay us compared to how we fund providers. DfE will pay us for 7/12 of the year which equates to 22 weeks out of 38 weeks of the academic year. We pay providers for 25 weeks between September and the financial year. This represents a disparity of just over 10%. If we create an hourly rate in line with the other entitlements and pay for the 25 weeks we will technically be retaining more than the prescribed maximum of 5% of the DfE hourly rate for under 2 year olds. This would require us to make a technical disapplication to operate outside of the regulations, even though we would still be passing on 95% of funding. We have requested clarification from DfE as we must assume that this is the same for all LAs.

We propose to fund Disadvantage in line with the 2 year olds at a rate of £1 per hour and linked to EYPP criteria.

We propose to create a dedicated EIF budget for eligible under 2 year olds at 1% of total funding for under twos, to be reviewed as we gain further understanding of demand.

Maintained Nursery School Supplementary Funding (3-4 year olds only)

Maintained nursery school additional funding will remain (with an increase in hourly rate) in 2024/25 and the same basis of allocation is proposed as in 2023/24 (except that the supplement for teacher pay and pensions will increase) i.e.

- Fund business rates at estimated actual cost (less community focused space)
- Fund split site allocation for Guildford Nursery
- Fund teacher pay and pension supplement (at an increased hourly rate, estimated at 63p/hr compared to 33p in 2023/24) For maintained nursery schools, DfE has included

the additional funding for the 2024/25 teacher pension cost increase within the maintained nursery schools supplementary funding rate, rather than the basic hourly LA funding rate

Divide the remainder equally between the four maintained nursery schools.

Teachers pay and pension supplement (3-4 year olds only)

In 2023/24 an additional 27p/hr was paid as a “quality supplement” to maintained and academy providers employing teachers in the teacher pension scheme. This was in lieu of the former teacher pay and pension grants which were assimilated into DSG in 2023/24

For 2024/25 DfE has included a 5p increase in the hourly rate paid to LAs, to cover the former teacher pay additional grant introduced in Sept 2023 plus the additional cost of the 5% increase in employer contributions to the teacher pension scheme from April 2024. Once again the LA proposes to recognise the purpose of the additional funding, by distributing it to maintained and academy schools which employ nursery teachers who are in the teacher pension scheme and for whom the cost increases are unavoidable. This is estimated to support a 27p increase in the teacher pay and pension supplement for these providers (subject to reviewing the proportion of hours taken up in state provision). Separate arrangements apply to maintained nursery schools (see above).

Centrally Retained Funds

In 2023/2024 Centrally Retained Funds for 3 and 4 year olds were approximately £3,890,555. Please note that we have not previously retained any funds from the 2 year old budget .

These funds are used to fund the necessary infrastructure to support the Early Years sector in Surrey.

All Local Authorities are permitted to retain up to 5% of the gross funding. This budget is used to fund the following teams which support the Early Years sector, make all the payments, ensure that Surrey and all providers are compliant with statutory requirements and ensure that there are sufficient places for Surrey families.

- Early Years Commissioning Team
- Early Year Educational Effectiveness Team
- Early Years SEND Team
- Early Years SEND, Education and EY Team (distributing EIF)
- Early Years Funding Team
- Contributions to other teams including Safeguarding, data and analysis etc

We also currently provide a budget for Early Intervention Fund for 2 year olds and a small budget for expenses for the Early Years Phase Council.

The projected total of Centrally Retained Funds for 2024/2025 is estimated to be £6,592,780 – an increase of £2,702,780.

These additional funds will be used to increase the staffing of the Early Years Teams to manage the development and implementation of the new entitlements. It will also be invested to create new transformational activity to support our collective priorities to support our most vulnerable children and families and to provide the support that our schools and settings are telling us that they need. The design and development of the new posts and projects has been carried out through the Early Years Implementation Board with partnership engagement from the maintained and Private and Voluntary sectors as well as our professional internal and external

partners. The new team structures and the recruitment to the new posts are subject to cabinet approval in February 2024.

It should be noted that DfE have indicated that once the new entitlements have been embedded they are proposing to cap centrally retained funds at 3%. For this reason we have limited our permanent commitment to 3% of current budgets, with a 10% contingency, to be reviewed as budget grows.

Remaining Centrally Retained Funds will be used for implementation of the new provision with a focus on:

- Sufficiency grants including both revenue and capital packages for schools and settings to develop additional places.
- Workforce development and training
- Safeguarding and quality development of provision for 2s and under
- Language and communication development
- Transitions

DfE Implementation grant funding

	2023/24	2024/25	2025/26
EY Revenue Funding	£205,115	£-	£-
Wraparound Revenue	£22,013	£1,520,072	£705,933
Capital Funding for both EY and Wraparound		£1,755,053	

Recommendations

That the Forum approves the proposed central expenditure for all early years age groups

That the Forum supports the proposals for early years formula funding rates (including supplements and maintained nursery schools supplementary grant) and for early intervention fund

Annex 1 to item 9 Summary of consultation questions, responses and main comments

1. Do you support the central retention of 5% of Early Years DSG?

	3 and 4 year olds	2 year olds	Under 2 year olds
Yes	56.8%	53%	39.4%
No	24.2%	28%	28%
No views	19%	19%	32.6%

Comments

We rely on the Early Years Teams, they are always a considerable help. We do not want to lose them!

As a private setting these teams are invaluable to us and ensure we are compliant and that families are being fully supported.

2 Do you agree that there should be a further increase of an estimated 3p/hr in the basic rate for three and four year olds, over and above the DfE increase in order to eliminate the historic recurrent underspend?

	3 and 4 year olds
Yes	91.7%
No	2.3%
No views	6%

Comments

Yes, rates are impossible - not keeping up with min wage/salaries/pensions/training and the demands put on nurseries. Change wording to Free Funding - parents are feeling that they are not receiving what they are entitled to with the 'free' funding

It is still not enough to bring into line with actual costs. I will be better off refusing to take funding.

3 Do you support the proposed levels of funding in relation to deprivation?

Option	3 and 4 year olds (£2.81)	2 year olds (£1)	Under 2 year olds (£1)
Yes	73.5%	68.2%	57.6%
No	6.8%	12.1%	10.6%
No views	19.7%	19.7%	31.8%

Comments

I agree that the number of FEET children would make the deprivation funding enormous if this was matched to the 3 and 4 year olds and the higher rate received for the 2 year olds helps cover this.

Seems too little however I understand the budgeting needs

4 Do you support the proposed proportion of funding allocated to Early Intervention Funding (EIF)?

	3 and 4 year olds (5.7%)	2 year olds (3%)	Under 2 year olds (1%)
Yes	64.4%	57.6%	47.7%
No	15.2%	21.2%	14.4%
No views	20.4%	21.2%	37.9%

Comments

We feel really well supported through EIF, and without this additional money, we wouldn't be able to meet the needs of the huge number of SEND children in our setting, so for our setting, this is the better use of the funds as we benefit well

This is crucial funding which should not be lowered.

5 Do you support the proposal to maintain the same principles for maintained nursery school supplementary funding allocation? That is to deduct the business rates costs, deduct split site allowance and then divide the balance equally.

Yes	22%
No	9%
No views	69%

Comments

A portion of this should be based on numbers of children per school before splitting 4 ways. Why should nurseries get a higher rate than childminders when we are all governed by OFSTED and implement the EYFS?



Early Years Workforce Strategy 2024- 26

Purpose :to support the sector to remove barriers to attracting, retaining and developing the early years workforce. It is now well established that a skilled and well-qualified workforce is essential to delivery high quality, inclusive, childcare and education for all children in Surrey.

Key messages and outcomes of the strategy

- We want early years settings and training providers to be able to recruit people who have a passion for working with children and have the right skills and knowledge to offer high quality early education and childcare.
- We want the early years to be a career of choice and for careers advice to reflect the diversity of roles available, providing information to students and career changers to help them make informed decisions about routes into the sector.
- We want to improve staff retention and encourage previous employees to return to the early years sector.
- We want to support employers and self-employed childminders to access good quality, affordable CPD.
- We want to develop a sustainable approach to quality improvement as it is vital to provide a continuous focus on quality to ensure that we deliver the best possible outcomes to children from birth to five.
- We want all early year's practitioners to feel confident that they can support a child with additional needs and disabilities to access and enjoy their early years setting.
- It is also important for staff to have the ability to work effectively with other professionals to meet a child's needs and engage parents positively.

Target audiences

- Managers of nurseries and other pre-school settings, and schools.
- Early years practitioners and teachers
- Childminders
- Training providers
- Employers

Next steps

- to identify clear pathways to access full and relevant training and CPD. **February 2024**
- to develop a promotion campaign with support from our Comms team. **January 2024**
- to complete an analysis of current staffing and qualifications in Surrey and identify what further staffing is needed for all three phases of the expansion roll out. **February 2023**
- to contact FE colleges and training providers to find out how we can work with them to support the sector **February 2024**
- meet with DWP and partners **January 2023**

Communication and Engagement activities?

Recruitment

the creation of publicity and information sharing that is designed to reach the wider workforce and support them to consider careers working with children.

- social media campaigns
- information pages on Council and partner websites
- multi-media information e.g. videos
- regular newsletter inserts for partner organisations and groups
- recruitment fairs and events

Retention

the promotion of continuous professional development that is of good quality and affordable

- Provide clear pathways and ensure that training is aimed not just at beginner level.
- Provide refresher trainer for practitioners who are returning to the early years sector

Early years – Expansion of funded places in childcare and education provision

Did you use the EIA Screening Tool? (Delete as applicable)

No

1. Explaining the matter being assessed

In the Spring 2023 Budget, the government announced several measures to support education and help parents with childcare so they can return to work. Eligible working parents will be able to access 30 hours of funded childcare per week, for 38 weeks of the year from the term after their child is 9 months old to when they start school.

The entitlement will be phased in as follows:

- From April 2024: eligible working parents of 2-year-olds can access 15 hours per week from the term after they turn two.
- From September 2024: eligible working parents of children aged 9 months up to 3-year-olds can access 15 hours per week from the term after they turn 9 months.
- From September 2025: eligible working parents of children under five can access 30 hours funded childcare per week.

The EIA is needed to identify a proposed change to a strategy, policy, service, and function, and how it will affect residents or Surrey County Council (SCC) staff. We will identify residents and staff affected by the proposals as an insight to help “break down the barriers” that residents and staff may face. This will help us meet our commitment to ensure “no one is left behind”.

The changes proposed will mean the following:

- Changes to an existing strategy or policy
- Changes to a or service or function
- A new strategy policy

We are seeking the views of stakeholders through surveys and in-person engagement sessions. A survey was undertaken to gain views of SCC staff who are impacted.

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)? [Community vision for Surrey in 2030 - Surrey County Council \(surreycc.gov.uk\)](#)

- Children and young people are safe and feel safe and confident.
- Everyone benefits from education, skills and employment opportunities that help them succeed in life.
- Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.
- Businesses in Surrey thrive.

Are there any specific geographies in Surrey where this will make an impact?

This will impact at county-wide level.

Assessment team –

- Children’s Commissioning. Early Years, Education, Additional Needs & Disabilities. Senior Responsible Officer and Assistant Director Service Manager
- Children’s Commissioning. SEND, Education and Early Years. Service Manager
- Educational Effectiveness Team. Service Manager.
- Early Years Quality, Education and Inclusion. Service Manager.
- Senior Commissioning Officer. SEND, Education and Early Years Commissioning Team
- Early Years Implementation Lead. SEND, Education and Early Years Commissioning Team
- Commissioning Manager. Early Years Commissioning Team
- Senior Commissioning Officer – The Best Start for Surrey Strategy Lead
- Early Years SEND Manager, Surrey Early Years SEND Team

Clarify advice from:

11

Family Voice Surrey

Surrey Youth Focus

Early Years Phase Council and Primary Phase Council

Disability and Equality Governance

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).

- Members/Ex members of armed forces and relevant family members (in line with the Armed Forces Act 2021 and [Statutory Guidance on the Armed Forces Covenant Duty](#))
- Adult and young carers*
- Those experiencing digital exclusion*
- Those experiencing domestic abuse*
- Those with education/training (literacy) needs
- Those experiencing homelessness*
- Looked after children/Care leavers*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage*
- Out of work young people)*
- Adults with learning disabilities and/or autism*
- People with drug or alcohol use issues*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
- Older People in care homes*
- Gypsy, Roma and Traveller communities*
- Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

1. Age including younger and older people

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Details on the service users/residents that could be affected. What information (data) do you have about them? How might they be impacted in a positive or negative way? (try to be as specific as possible)

Considerations:

The expansion of the Early Years entitlements, phased in between April 24 and September 25, will enable all eligible children to take up a funded early education place in a setting or school from the age of 9 months. SCC have been working with partners and the sector to understand the impact for them and for their children and families. SCC have the statutory duty to ensure sufficiency of places. With the additional eligibility criteria, more early education and childcare places will be required. SCC Early Years teams will continue to monitor sufficiency and will target areas that are low on places and provision and work to support the sector to grow in the right areas.

From April 2024, there will be two distinct eligibility criteria for 2 year olds. The first already exists and relates to children aged 2 years who are identified as disadvantaged, often due to economic factors but also children with additional needs and disabilities. The new criteria relates specifically to the working status of the child's parents for children aged from 9 months to the age of 3 years when they become eligible for the universal offer for 3 year olds and the pre-existing offer for working parents of children aged 3 years to school age. This potentially creates a gap for children who meet neither criteria. We will need to be mindful and will monitor the number of children who will fall into this category and the potential gap in learning and lack of opportunity up until they are able to take up their universal childcare offer, the term after their third birthday.

SCC also have the responsibility for compliance to statutory guidance for providers. This will ensure that providers do not charge 'top-up' fees or over-charge parents which might preclude poorer parents from taking up their entitlements

Impact for children:

Many Surrey early years settings take pre-school age children (over three years of age) and above; and have not considered, before now, taking younger children or they restrict the number of places for children under 3 years. Any changes to taking younger children or babies would need careful and considered planning for both the education environment and the staffing to make sure the outcomes were positive.

All eligible children will also have access to Early Intervention Funding which will ensure that children with additional needs and disabilities will be able to take up their entitlements. This includes any barrier to learning and good progress including social, economic, special educational need and early trauma.

Good quality early years provision (early education and childcare) can generate sustained and significant improvements on children's outcomes, reducing disparities in later life. Not only does good quality provision have a positive impact on children's development, it also ensures that parents and carers can feel confident to access childcare. Securing enough high-quality childcare for children to get the places they need is something we need to invest our time and

Equality Impact Assessment

energy into. A mixed early years and childcare market can ensure there is flexibility to meet the needs of children and their families. Local authorities have an essential role in getting this right.

Impact for adults (parents/carers):

The changes to the funded entitlement will enable more people to get into or back to work because they will have access to an increased and earlier offer of funded childcare. Parents and carers who work could be of any age.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

To safeguard places for our most vulnerable and disadvantaged children, we will be encouraging our early years settings to think carefully about their admissions policy. This is to enable Funded Early Education for Two (FEET) year olds to continue to access places that could be filled with children whose parents are eligible under the working families criteria. Settings can draw down additional funding in the form of Early Years Pupil Premium and Deprivation Funding for children who meet the criteria. In Surrey we have linked EYPP and deprivation funding so that the additional funding is targeted to individual children rather than settings to provide that dedicated support for every eligible child.

Many settings will be increasing the number of two-year-olds accessing provision or taking two-year-olds for the first time. To minimise any negative impact of settings not having previously had babies we have planned the following additional support:

- increase Baby Room Training and mentor settings to support less experienced practitioners.
- increased the Terrific Twos training and developed the offer to include targeted mentor support to those who attend.
- support, mentor and train the settings to provide knowledge regarding the importance of healthy child-practitioner relationships. All of our training, networks and support offer will increase from April 2024.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.

- Children Family and Health Surrey (CFHS) are currently not seeing children for a speech and language referral until they are 30 months old. Health teams are trying to utilise universal services such as their Community Nursery Nurses to support younger children to enable the Speech therapist to see more children aged 3 and over. Access to earlier education and childcare could support children with low-level speech and language difficulties, however children with more severe needs may be disadvantaged by not having more specialist advice. Our EY Settings will be trying to support these children and will require advice and training from the Educational Effectiveness Team and the EY SEND Team.
- With children being in EY provision from an earlier age, the Specialist Early Education Service (SEES) could see an increase in referrals to their services from EY providers. This would not just impact Portage and the Communication and Play Programme (CAPP), which are for younger children, they could also see an increase in demand for

Equality Impact Assessment

the Local Early Autism Programme (LEAP) as more children would be in EY provision for their –2 year which is when referrals are made.

Any negative impacts that cannot be mitigated?

Identify negative impacts that can't be mitigated and explain why, together with evidence.

- None for this group

2. Disability

Considerations:

- Increased number of two years olds and under with disabilities will be taking up the new funded entitlement when, due to previous eligibility (age and the funded criteria) they were not eligible.
- Settings who employ staff with disabilities or provide placements for students or volunteers with disabilities will be supported to make the necessary arrangements in place to ensure that staff, students and volunteers are fully supported. Setting owners and managers will ensure that they have a full understanding of any additional needs or disabilities that staff, students and volunteers may have and will access support from external agencies where needed.

Mitigations:

- Settings will have access to support from the Early Years Teams, including access to the Early Intervention Funding to support the children.
- Early Intervention Funding Impact visits support EY providers with areas they may be struggling to highlight good practice. Good practice and trends can be shared with the sector, through the provider networks and the Childcare Bulletin.
- Training provided will be tailored to meeting the needs of children with disabilities.
- Work within the Best Start for Surrey Strategy will enable practitioners to come together to discuss any barriers that children with disabilities have accessing EY provision.
- The parent carer panel developing within the Best Start for Surrey Strategy will capture the voice of parent/carers who are struggling with EY provision and will highlight examples of good practice within EY provision.
- Task and finish groups to continue to meet ensuring that we are forward planning and know some of the issues that might arise. These groups include provider and parent representation.
- Increase in amount of Disability Access Funding (DAF) – provided to the setting as soon as possible, without delay to support reasonable adjustments to be made.
- Create document for EY providers that have good examples of how to use the DAF.
- Early Years Inclusion Pathway Planning (EYIPP) Meetings are multi-agency meetings held with parents to look at the support and provision within an EY setting for a child with identified additional needs. These meetings promote the best practice and inclusion. They can also identify funding and referrals needed to support the child.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.

- An increase in number of children accessing funded entitlements and from a younger age may mean that other services will be impacted – either positively or negatively. We will be monitoring this carefully and will continue to review as we meet with other services and teams throughout this year and through the expansion implementation.

Any negative impacts that cannot be mitigated?

Identify negative impacts that can't be mitigated and explain why, together with evidence.

Equality Impact Assessment

- None for this group

5. Race including ethnic or national origins, colour or nationality

Gypsy, Roma and Traveller Communities tend not to take up a place in an early year's provision unless setting is trusted in the eyes of the community. This is due to cultural barriers and how educational provision is perceived, the impression that the education is of a formal nature. We work closely with our Surrey's Race Equality and Minority Achievement (REMA) team who support our GRT Communities. The support takes many forms but mostly Observations and feedback in the parent's home language, which is called a First Language Assessment, Training the Early years settings in culture and supporting children from ethnic minorities or some interpreter services. Support for settings to buy in REMA services happens through the Early Intervention Funding.

EY Commissioning Teams work with Surrey Minority Ethnic Forum (SMEF), visiting groups discussing what the early years setting looks like and what they can provide for children. This work is detailed in the FEET Strategy

Mitigations:

We can increase the EIF awards in line with any applications that come in from settings to support settings and children that require the services from REMA.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.

- None.

Any negative impacts that cannot be mitigated?

Identify negative impacts that can't be mitigated and explain why, together with evidence.

- None for this group

3. Staff

All Staff

Positive impacts

Continuing and increased staff training on all areas of child development to enable better support for the sector. This must include: understanding babies and what they need to thrive, attachment and trauma informed practice.

Enabling all staff to develop their learning, increase career prospects, and improve job satisfaction.

More staff employed in order to support the sector.

Negative Impact

Sector may feel that by increasing the SCC Teams we are taking staffing from them. We feel the impact is minimal compared to the number of staff needed for the expansion

11 Mitigations

SCC will be employing a Workforce Development Officer to support the sector and the DfE's campaign to bring more practitioners into/or return to childcare careers.

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

- **Outcome One: No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken
- **Outcome Three: Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:
 - Sufficient plans to stop or minimise the negative impact
 - Mitigating actions for any remaining negative impacts plans to monitor the actual impact.
- **Outcome Four: Stop and rethink the policy** when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the [Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act](#) concerning employment, goods and services and equal pay).

Recommended outcome:

Outcome Two

Explanation:

Through the work of the Expansion Implementation Board, working parties and task and finish groups a set of actions have been designed that will be implemented over the coming year.

Many Equality, Diversity and Inclusive policies are already implemented within the Surrey Early Years Teams and we strive to work to support children from vulnerable, disadvantaged and minority communities. Some policies simply need a small revision or an addition to support the funded criteria now being expanded for children aged from 9 months.

5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve you Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/Closed
1	Feb '24	Increase Baby Room Training and mentor settings to support less experienced practitioners.	Phillipa Gray (PG)	September '25		Open
2	Feb '24	Increased the Terrific Twos training and developed the offer to include targeted mentor support to those who attend.	PG	September '25		Open
3	Feb '24	Support, mentor and train the settings to provide knowledge regarding the importance of healthy child-practitioner relationships.	PG	September '25		Open
4	March '24	Create document for EY providers that have good examples of how to use the DAF.	LM	July '25		Open

6a. Version control

Version Number	Purpose/Change	Author	Date
1		Gess Diprima/Julie Barker	14.02.24

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.



6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Head of Service	Carol Savedra
Executive Director	Rachael Wardell (TBC)
Cabinet Member	Cllr Claire Curren (TBC)
Directorate Equality Group/ EDI Group (If Applicable) (arrangements will differ depending on your Directorate. Please enquire with your Head of Service or the CSP Team if unsure)	

Publish:

It is recommended that all EIAs are published on Surrey County Council's website.

Please send approved EIAs to: equalityimpactassessments@surreycc.gov.uk

EIA author: Gess Diprima

6c. EIA Team

Name	Job Title	Organisation	Team Role
Gess Deprima	Senior Commissioning Officer	SCC	EIA Lead
Carol Savedra	Assistant Director	SCC	EIA Lead
Julie Barker	Service Manager	SCC	EIA imputer
Philippa Gray	Service Manager	SCC	EIA imputer
Wendy Simpson	EY Implementation Lead	SCC	EIA imputer
Olivia Barton	Team Manager	SCC	EIA Imputer
Lisa McMahon	Team Manager	SCC	EIA Imputer
Kat Link	Senior Commissioning Officer	SCC	EIA Imputer

If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009

Textphone (via Text Relay): 18001 03456 009 009

SMS: 07860 053 465

Email: contactcentre@surreycc.gov.uk

Annex I - Early Years Grant Funding

Early Years Expansion Grant - What to [expect](#)
January 2024



Before you start

- If you are thinking of making an application for the Early Years Expansion Grant, please read through the Guidance Document to ensure your request meets the criteria for this grant.
- Look through the questions found on the application form to consider information that will need to be provided as part of your application.
- It is expected you will have completed some background work prior to making an application i.e. market research, consultation, future business planning, financial modelling etc.

Discussion stage

- Contact the Early Years ExpansionTeam at eyexpansion@surreycc.gov.uk with any questions you have around your proposed application for the Early Years Expansion Grant.
- This is an opportunity to have a conversation around whether the Early Years Expansion Grant may be appropriate for your provision.
- A Team member will be able to help you decide if your application is likely to meet criteria and whether to formally apply.

Making an application

- Complete the application form in as much detail as possible and provide the evidence requested on the submission checklist. Providing all the requested information straight away ensures that an informed decision can be made at the earliest opportunity.

Considered by Early Years Commissioning

- Your application will be considered by the Early Years Commissioning Team who will evaluate your evidence against a number of criteria. These criteria directly link back to the specific use of the Early Years Expansion Grant as detailed within the Guidance Document.

Panel decision

- The Early Years Commissioning Team will submit your application and evidence to the panel who will make a decision as to whether you are successful in your application.
- Grant awards will be banded at either £15,000 or £20,000 and determined on the basis of the number of places being created or safeguarded, and the identified need in the area, including for places of specific types and age groups. Grant funding will be apportioned specifically to capital and revenue.
- You will be notified of any decision and on-going support available within 10 working days.

Release of funds

- If successful, a letter will be sent with a Conditions of Grant form, providers will need to formally accept the award and any Terms & Conditions attached.
- The Conditions of Grant form includes the timetable for release of funds.

Follow up support

- The Early Years Commissioning Team may carry out a visit to monitor expenditure of the grant.
- It is requirement that you keep all receipts of purchases made using the awarded grant funding for auditing purposes.
- The Early Years Commissioning Team are always available to support providers with any questions regarding the process.

Early Years Expansion Grant: Guidance Notes



What is the purpose of the Early Years Expansion Grant?

This grant is to support the Local Authority's statutory duty by providing a contribution to ensure the sufficiency of early years places in Surrey, enabling families to access their funded entitlement.

This includes (Funded Early Education for Two Year olds (FEET), Universal Funded Entitlement (15 hours) and Extended Entitlement (30 hours) for 3 & 4 year olds, and the new expanded entitlements for children from the term after they are 9 months which will be introduced in phases from April 2024.

Grant awards will be banded at either £15,000 or £20,000 and determined on the basis of the number of places being created or safeguarded, and the identified need in the area, including for places of specific types and age groups. Grant funding will be apportioned specifically to capital, and revenue.

The Early Years Commissioning Team will only consider making a contribution to extending provision or funding new childcare places where there is an identified need in the area.

Providers may apply for a contribution towards running costs, as well as capital, including pooled resources, and training from a specified list (please see attached list for examples).

Your application must fall into at least one of the following categories:

A: To support the creation of new early years places – a contribution to support the initial start-up costs of new early years provision offering funded places.

Funding will be awarded as a contribution towards specific categories such as:

- Initial running costs, essential resources, equipment, and training.

B: To support the development and expansion of existing early years provision – a contribution to help existing early years providers develop and expand their provision. For example, to support providers to extend their current age range or number of places available in order to implement the new funded entitlements, or to extend the hours of operation to offer a service that better reflects and meets the needs of the local community. Any expansion must offer an increased number of funded places per session.

Funding will be awarded as a contribution towards specific categories such as:

- Running costs, essential resources, equipment and training.

C: To safeguard existing early years places – a contribution to support an existing early years provider to safeguard current funded places.

Examples of how funding could be used are:

- Support with short term unexpected running costs, essential replacement resources and equipment, training, or relocation expenses.

Who can apply:

- Private, voluntary and independent early years providers on the Ofsted Early Years Register and currently registered on Surrey County Council's Directory of Providers to deliver funded early education for 2,3 and 4 year olds.
- Maintained and academy schools, nursery schools or nursery classes funded by SCC.
- Independent schools and free schools which are exempt from registration with Ofsted as an early years provider.
- Applicants must be aged 18 years or older.
- Applicants must not have previously been declared bankrupt.
- An application cannot be made under Criteria C if a successful grant application has been made under the same criteria within the past two years.
- For category B or C applications: The applicant must be able to evidence that they have delivered the funded entitlement in the 2023/24 academic year
- Current Outstanding/Good/Requires Improvement OFSTED judgement for an existing setting or other owned or led settings.
- The applicant must have been working with and continue to engage with Surrey Early Years Teams to ensure an effective use of the grant in line with the Conditions of Grant.
- Where applying to create new places, the applicant cannot have had a business that has resulted in closure within the last 12 months.

Completed applications must include:

- Applications must be completed **in full**, accompanied by all requested additional information.
- Details of any other funding being received, or expected to be received, over the next twelve months (excluding Early Years Funded Entitlement).

Application process:

- Contact the Early Years Expansion team for an application pack at eyexpansion@surreycc.gov.uk The 'What to Expect' document includes a timeline for the Early Years Expansion Grant process.
- Completed applications will be considered at an Early Years Expansion Grant panel.
- Grant awards will form a contribution towards resources, equipment, and training. Contributions will be banded between £15,000 and £20,000 and are determined on the basis of clear and robust evidence which outlines the number of places being created or safeguarded, as well as data to support the identified need in the area, including for places of specific types and age groups.
- Funds will not be awarded retrospectively, nor for professional costs or for consumable items such as paint, paper and cleaning products.

The Panel will assess complete applications against the following criteria; a minimum score must be met for each criteria:

- An area of identified high need for the type of provision being proposed (or currently offered)
- The amount of funded early education operational places per age group for under 2s, 2 year Expanded Entitlement, FEET and FEE (Universal 15 hour and Extended 30 hour places).
- An area identified as providing high numbers of Funded Early Education for Two year olds (FEET) and Early Years Pupil Premium places.
- Support for vulnerable children including those with Special Education Needs and Disabilities.
- Delivering inclusive funded early education places at times and in patterns that support parents to maximise the use of their child's funding and meets the needs of the local community.
- The impact on other provision in the area.
- The previous and current OFSTED judgements (as applicable).
- Sustainability of the business and level of financial risk.

What happens once a decision has been made?

- No funds will be released until the Conditions of Grant form has been signed and returned. Payment terms will be determined at the Panel and may include where appropriate, staged payments.
- A review may take place following the grant award. You will be expected to provide evidence measuring the impact of the grant. Upon request, copies of receipts will need to be provided.

- If you are unsuccessful, the reasons will be set out in the decision letter so please discuss the issues raised with a member of the Early Years Commissioning Team. Information will also be sent regarding the appeals procedure.
- If your application requires further information before a decision can be made, this will be requested.
- Where significant changes are required, a new application should be submitted.
- A full audit of your accounts may be requested.

For an initial discussion on your plans please contact: eyexpansion@surreycc.gov.uk

Please note: This information was correct at the time of printing. The Early Years Expansion Grant is limited by the funds available and will cease once these have been allocated.

Early Years Expansion Grant: Application Form 2023-2024



<p>Name of Setting:</p> <p>Setting Address:</p> <p>Post code:</p> <p>Type of setting:</p> <p>Ofsted URN:</p> <p>DFE URN: <i>(typically starts with 5 or 6)</i></p>	<p>Name of contact:</p> <p>Current and/or proposed age range of children:</p> <p>Current and/or planned total capacity: <i>(max. number of children according to space and staffing structure attending at any one time)</i></p> <p>Legal Status (e.g limited company, charity, sole trader):</p> <p>Current Ofsted rating and date of inspection:</p> <p>Previous Ofsted rating and date of inspection:</p>
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The Early Years Expansion Grant is intended to provide a contribution towards:

- Capital, including pooled resources from a specified recommended list
- Running costs, such as staffing
- Training, from a specified recommended list

Grant awards will be banded at either £15,000 or £20,000 and determined on the basis of the number of places being created or safeguarded, and the identified need in the area, including for places of specific types and age groups. Grant funding will be apportioned specifically to capital and revenue.

This contribution is designed to support the sufficiency and sustainability of early years and childcare places in Surrey. Applications must fall into at least one of the categories below, please check 'guidance notes' for further explanation.

Please tick which is applicable to your application.

A. To support the creation of new funded early years places

B. To support the development and expansion of existing funded early years provision

C. To safeguard existing funded early years places

Please complete the table below with your current offer, number of places, and planned expansion if appropriate.

	✓	Current capacity	Planned capacity
0 – 2 years			
2 years expanded entitlement (working families)			
FEET			
FEE 3 & 4 years Universal Entitlement (15 hrs)			
FEE 3 & 4 years Extended Entitlement (30 hrs)			
School wraparound for children aged 4yrs+			

	Current opening hours	Planned opening hours
0 – 2 years		
2 years expanded entitlement (working families)		
FEET		
FEE 3 & 4 years Universal Entitlement (15 hrs)		
FEE 3 & 4 years Extended Entitlement (30 hrs)		
School wraparound for children aged 4yrs+		

Funded Entitlements and Childcare support

Do you currently offer fully funded places for 2 year olds? Yes No

Do you currently offer fully funded places for 3 and 4 year olds? Yes No

Do you currently accept Tax Free Childcare payments? Yes No

Do you currently apply a consumables charge to funded hours? Yes No
If yes please state additional charge: £

Do you plan to make any changes to your funded offer? Yes No
If yes please describe the changes:

Area of identified high need for the type of provision

Please explain how you have determined the continued or increased demand for places / level of need within your local community, including any market research or consultation.

Application submission checklist

For existing providers please include the following with your application:

- 6 months business bank account statements
- Evidence of any reserve funds (e.g. if these are held in a separate account)
- Evidence of any other funding being received, or expected to be received, over the next twelve months (e.g. charity or business grants, business loans, crowd funding, donations)

For new providers please include:

- Evidence of opening balance and reserve funds
- Evidence of Ofsted registration and application to register on the Surrey County Council directory of providers (Early Years)
- Evidence of any other funding being received, or expected to be received, over the next twelve months (e.g. charity or business grants, business loans, crowd funding, donations)

Declaration: (To be considered please sign the application)

- I am over 18 years old.
- My application meets the criteria detailed in the guidance notes.
- I have read the guidance notes and the application is true and accurate at the time of completion.
- I understand that this grant is funded by Surrey County Council determined on an annual basis (1st April – 31st March). Grants will be awarded on a first come first served basis until the funding has been fully allocated.

Signed:

Date:

Print name:

Position:

Return completed form with relevant documents using Egress to: eyexpansion@surreycc.gov.uk

Data Protection Statement - We respect your rights and are committed to ensure that we protect your details and the information about your dealings with us. In accordance with the Data Protection Act 2018 and the General Data Protection Regulation (GDPR), we will use your information for the purpose of processing your application for the Early Years Revenue Grant.

We may share your information (but only the minimum amount of information necessary and only where it is lawful to do so) with Surrey County Council and other agencies (including schools, other councils, central government departments, law enforcement agencies, statutory and judicial bodies, contractors that process data on our behalf and medical advisors). We may also use and disclose information that does not identify individuals for research and strategic development purposes. You can find out more about how we manage

your data on our website. [Children, Families and Lifelong Learning - Privacy Notice - Surrey County Council \(surreycc.gov.uk\)](https://www.surreycc.gov.uk/children-families-and-lifelong-learning/privacy-notice)

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Panel Decision

Date of Panel:

Total amount of award: £

Budget Code:

Approved by:

Signed:

Position:

Print name:

Annex J – Consultation

Brief Analysis of survey of schools who offer Wrap around Provision November 2023

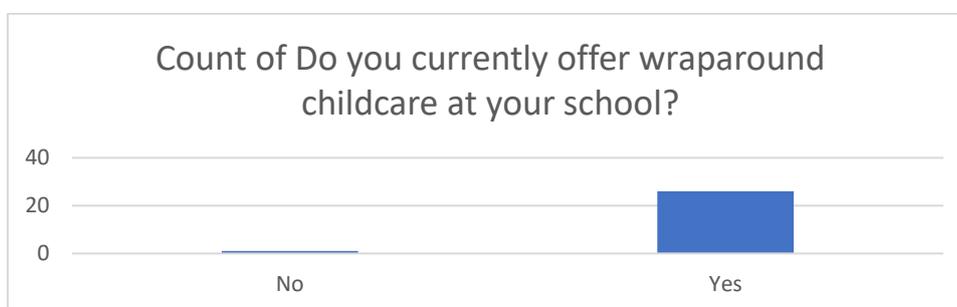
27 responses in total

Q1. Do you currently offer wraparound childcare at your school?

26 yes.

1 no.

Row Labels	Count of Do you currently offer wraparound childcare at your school?
Yes	26
No	1
Grand Total	27

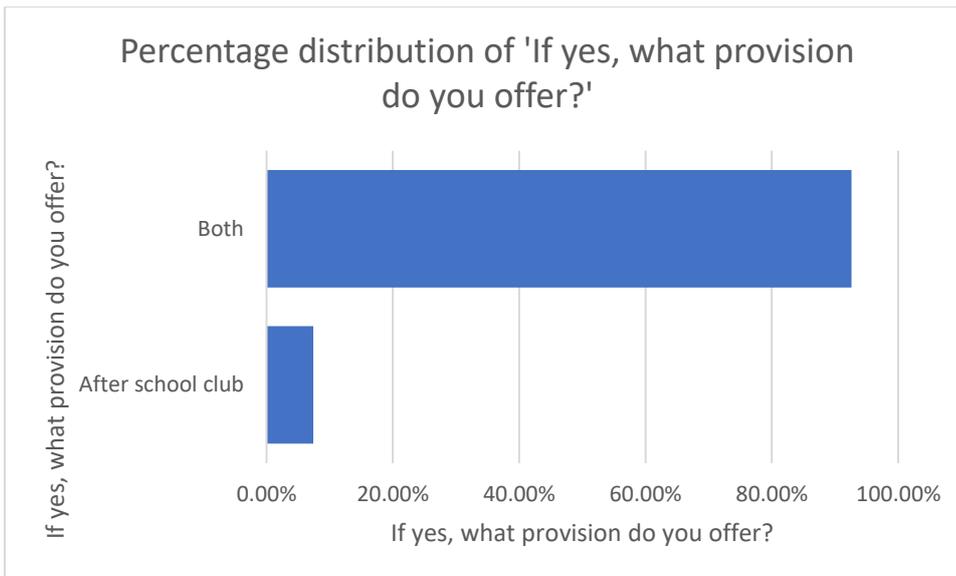


Q2. If yes, what provision do you offer?

25 offer breakfast and afterschool club

2 offer afterschool club

Row Labels	Count of If yes, what provision do you offer?
Both	92.59%
After school club	7.41%
Grand Total	100.00%



Row Labels	Count of Field1
Directly school managed	65.38%
Private Provider on school site	30.77%
Private provider not on school site	3.85%
Grand Total	100.00%

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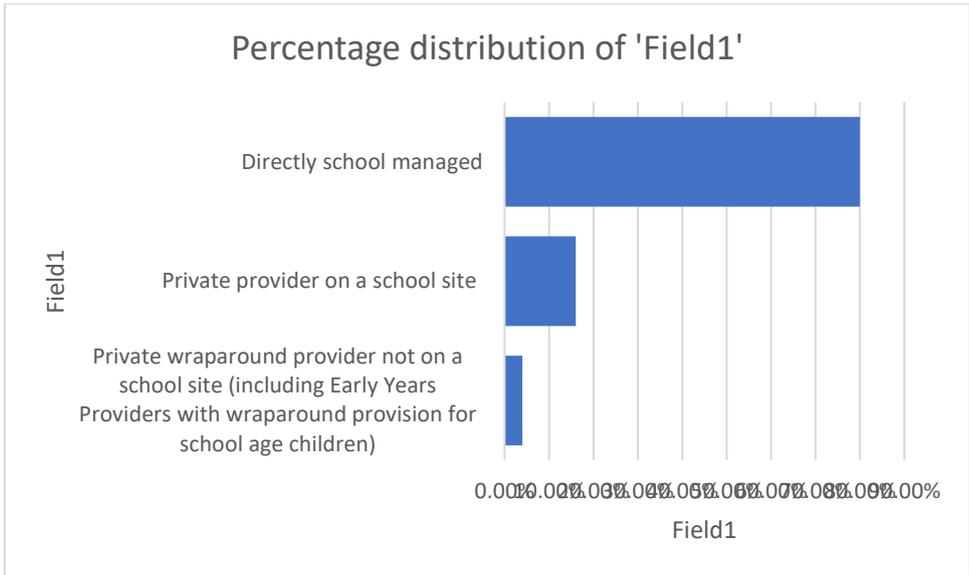
Q3. Which of the following best describes your **breakfast club** provision, please tick all that apply:

21 directly school managed.

5 private providers on a school site

1 private provider not on a school site

Row Labels	Count of Field1
Directly school managed	80.00%
Private provider on a school site	16.00%
Private wraparound provider not on a school site	4.00%
Grand Total	100.00%

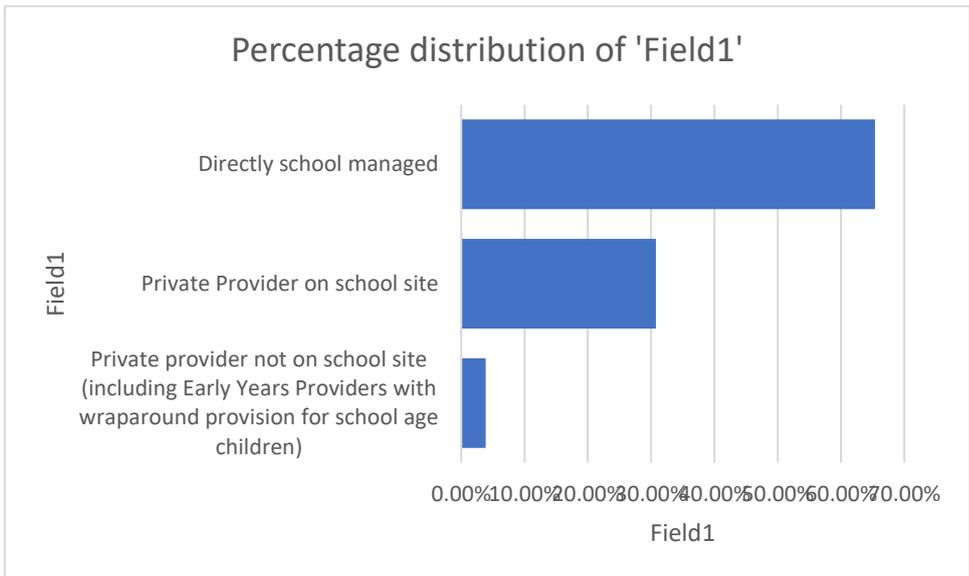


Q4. Which of the following best describes your **after-school club** provision, please tick all that apply:

17 directly school managed.

9 private providers on a school site

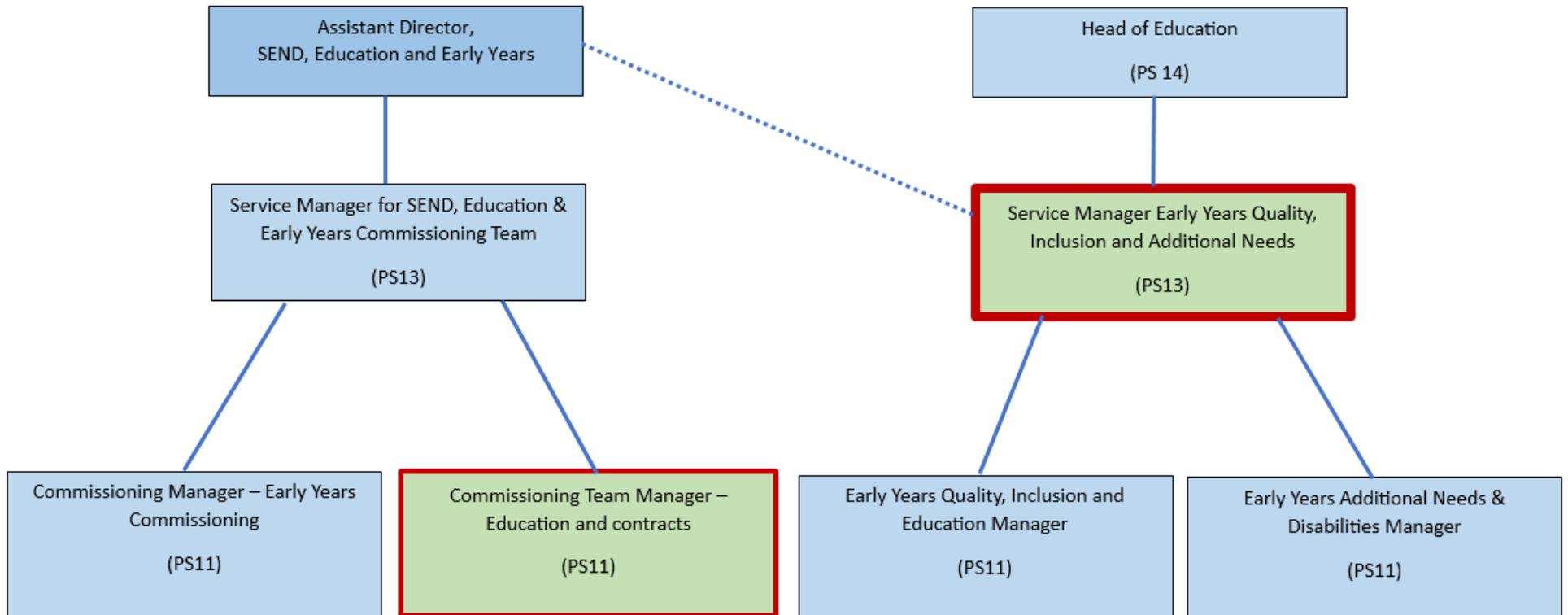
1 private provider not on a school site



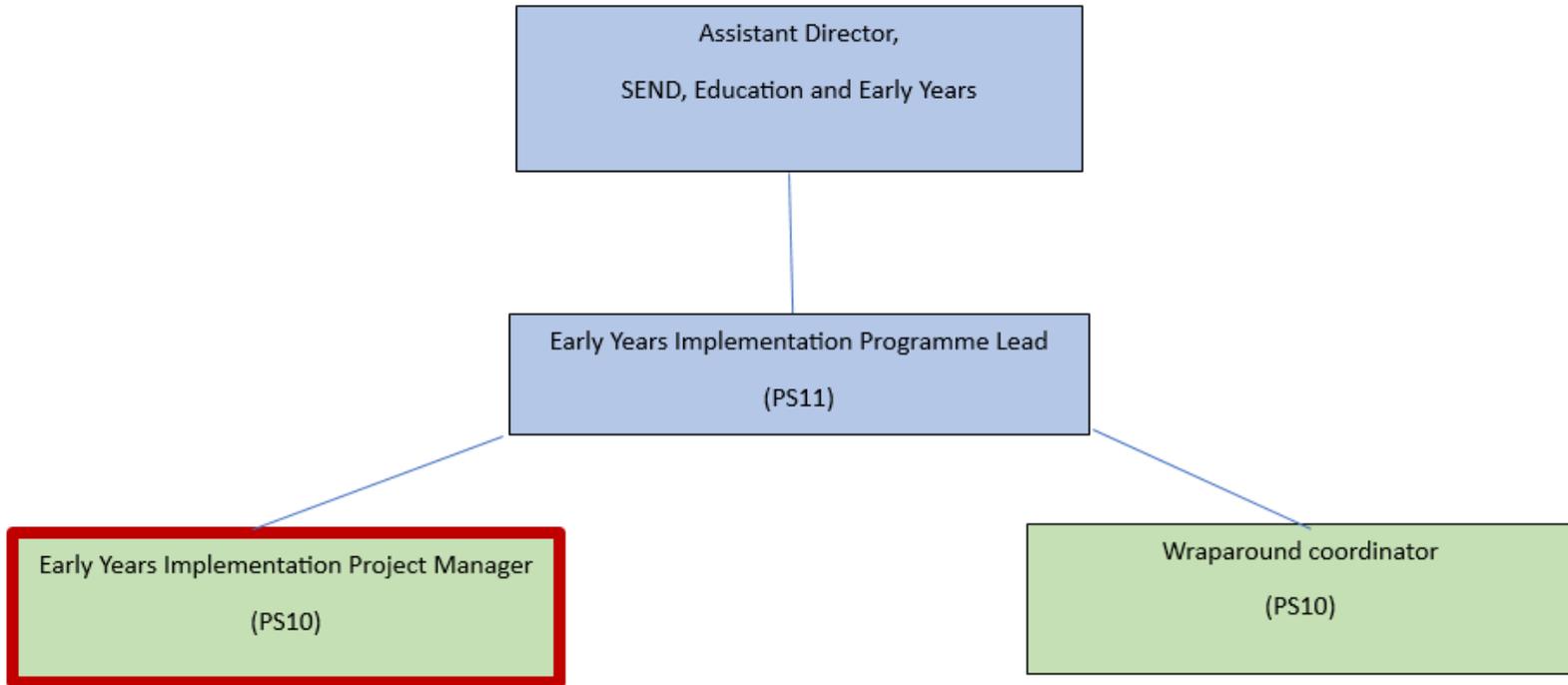
Row Labels	Count of Field1
Directly school managed	65.38%
Private Provider on school site	30.77%
Private provider not on school site	3.85%
Grand Total	100.00%

Annex K – Service Structure

Early Years Leadership structure



Early Years and Childcare Implementation Team



**SEND, Education and Early Years Commissioning Team
Current Structure**

Service Manager for
SENDEDEY
(PS13)



Senior Commissioning
Officer
(PS10)

Senior Commissioning
Officer
(PS10)

Commissioning Officer
(PS9)

EIF Governance
Coordinator
(PS8)

Commissioning
Support Officer
(PS7)

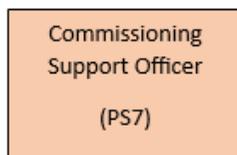
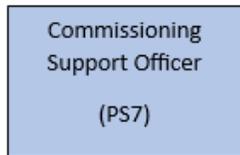
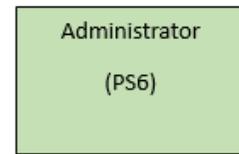
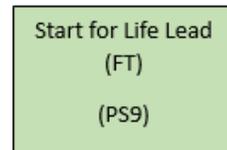
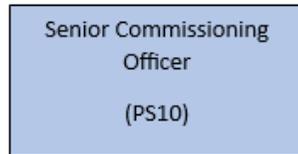
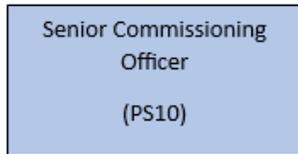
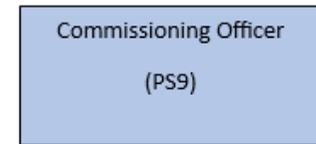
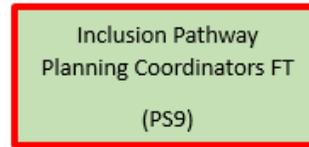
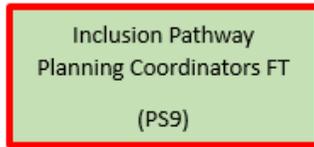
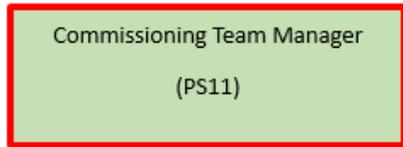
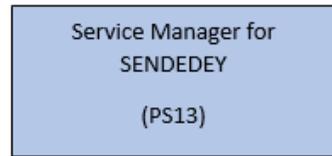
Commissioning
Support Officer
(PS7)



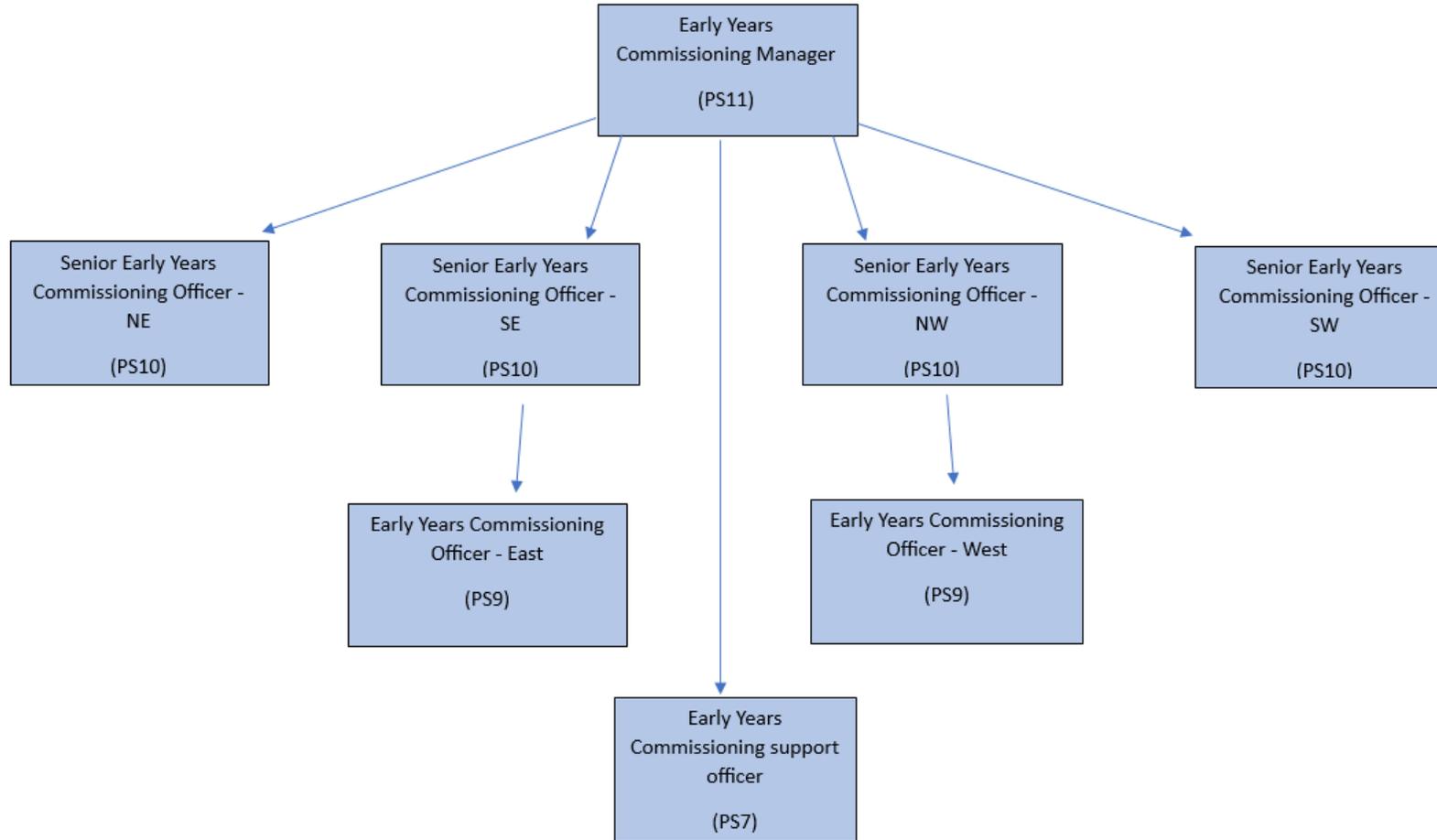
SEND, Education and Early Years Commissioning Team

Proposed Structure

Blue	In post
Green	New position
Orange	Additional capacity
Red	Urgent recruitment

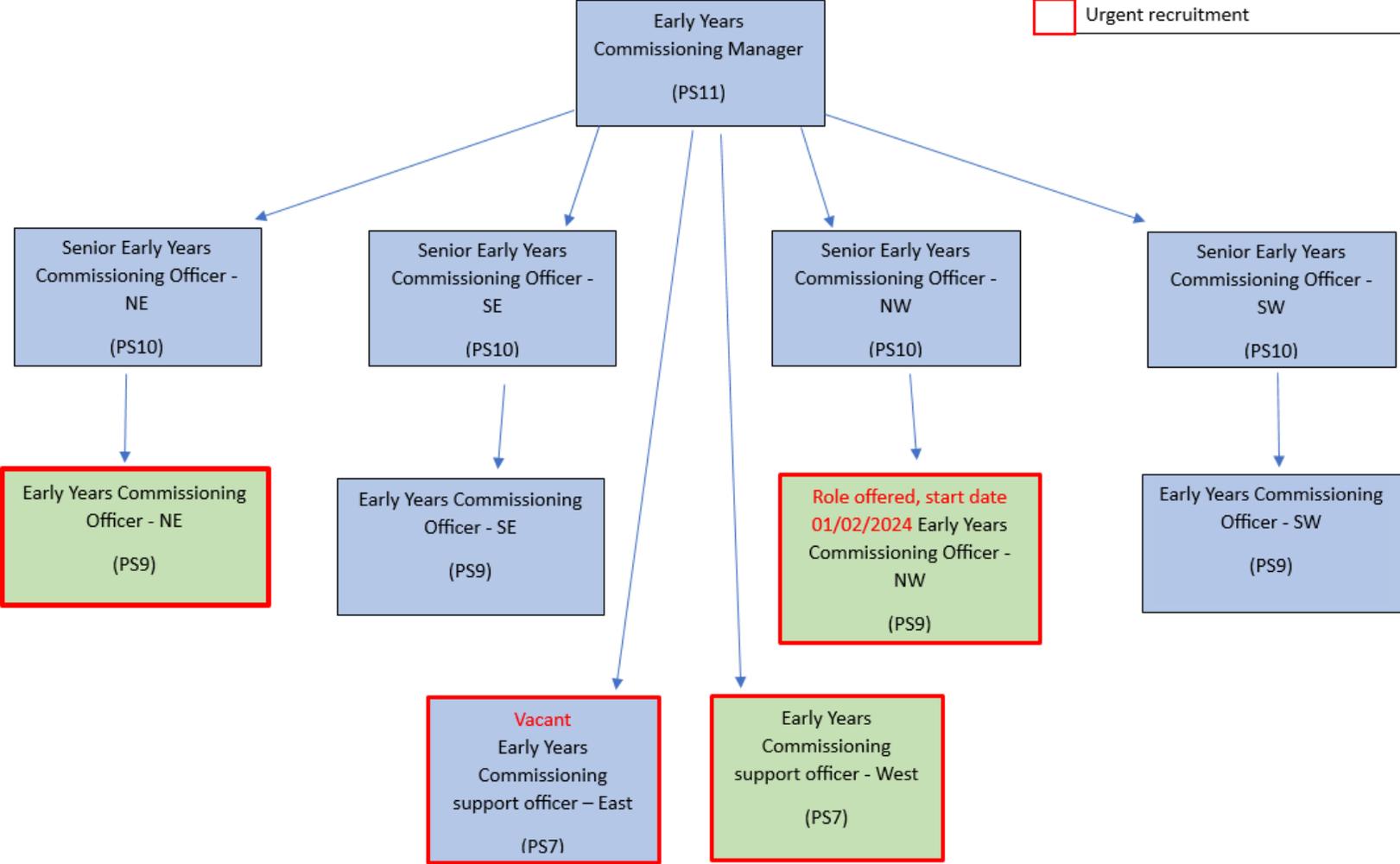


Early Years Commissioning Team current structure

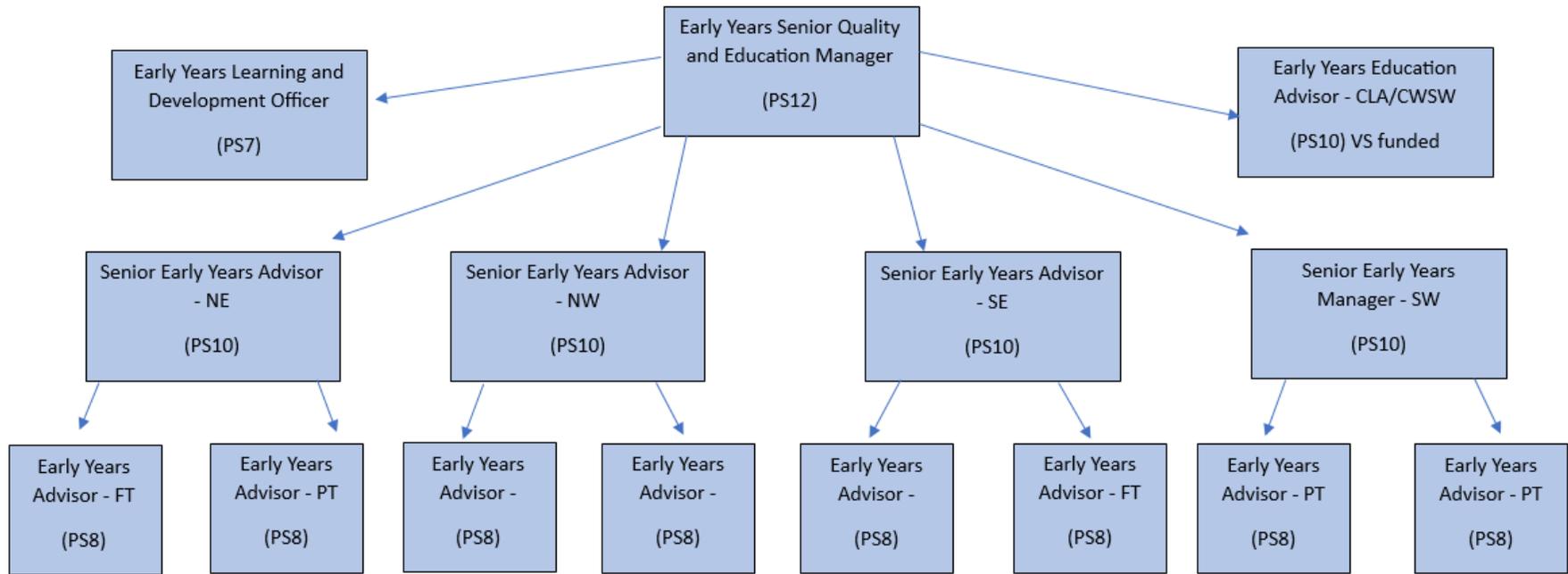


Early Years Commissioning Team proposed structure

	In post
	New position
	Additional capacity
	Urgent recruitment

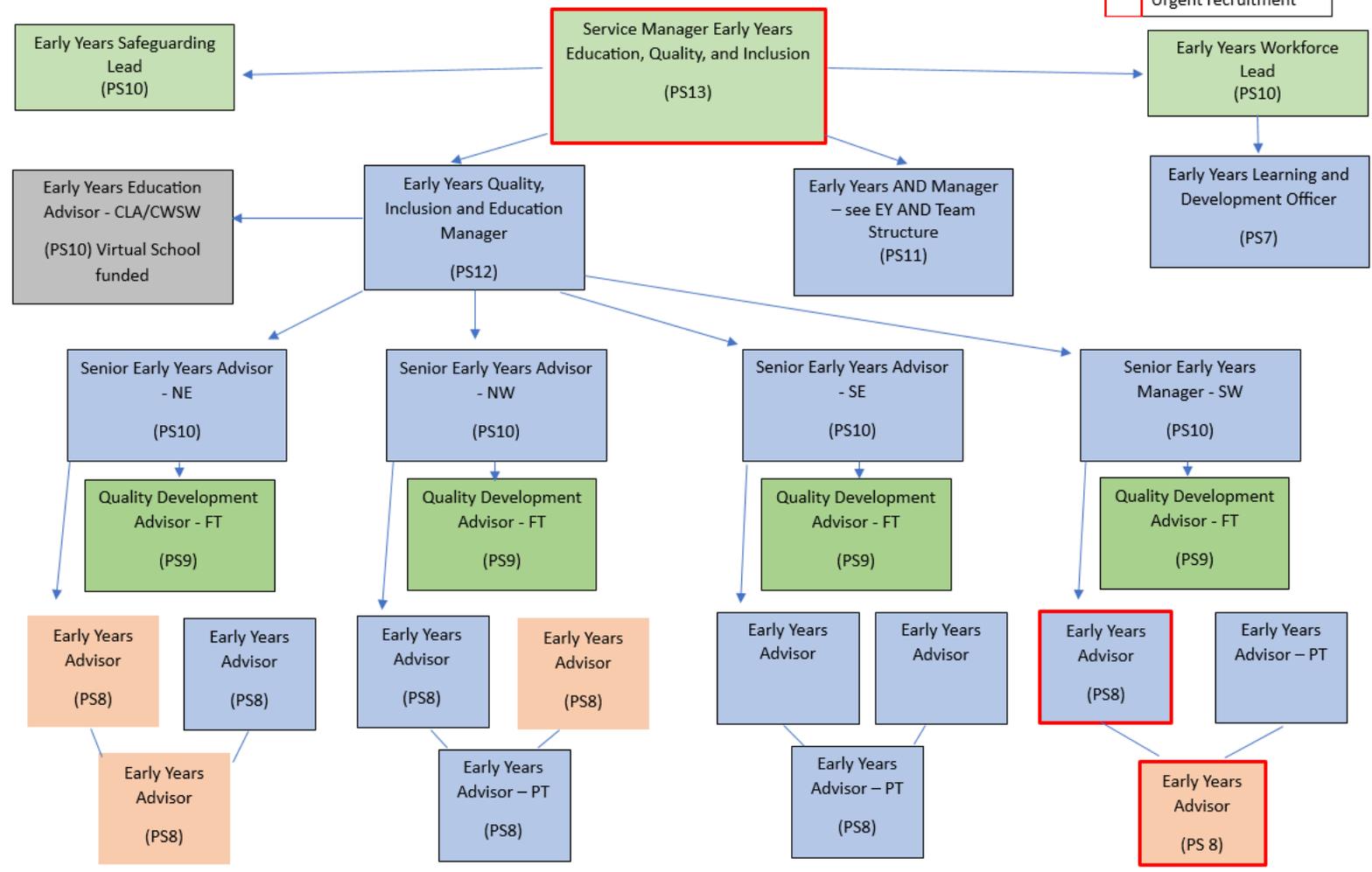


Early Years Educational Effectiveness Team current structure

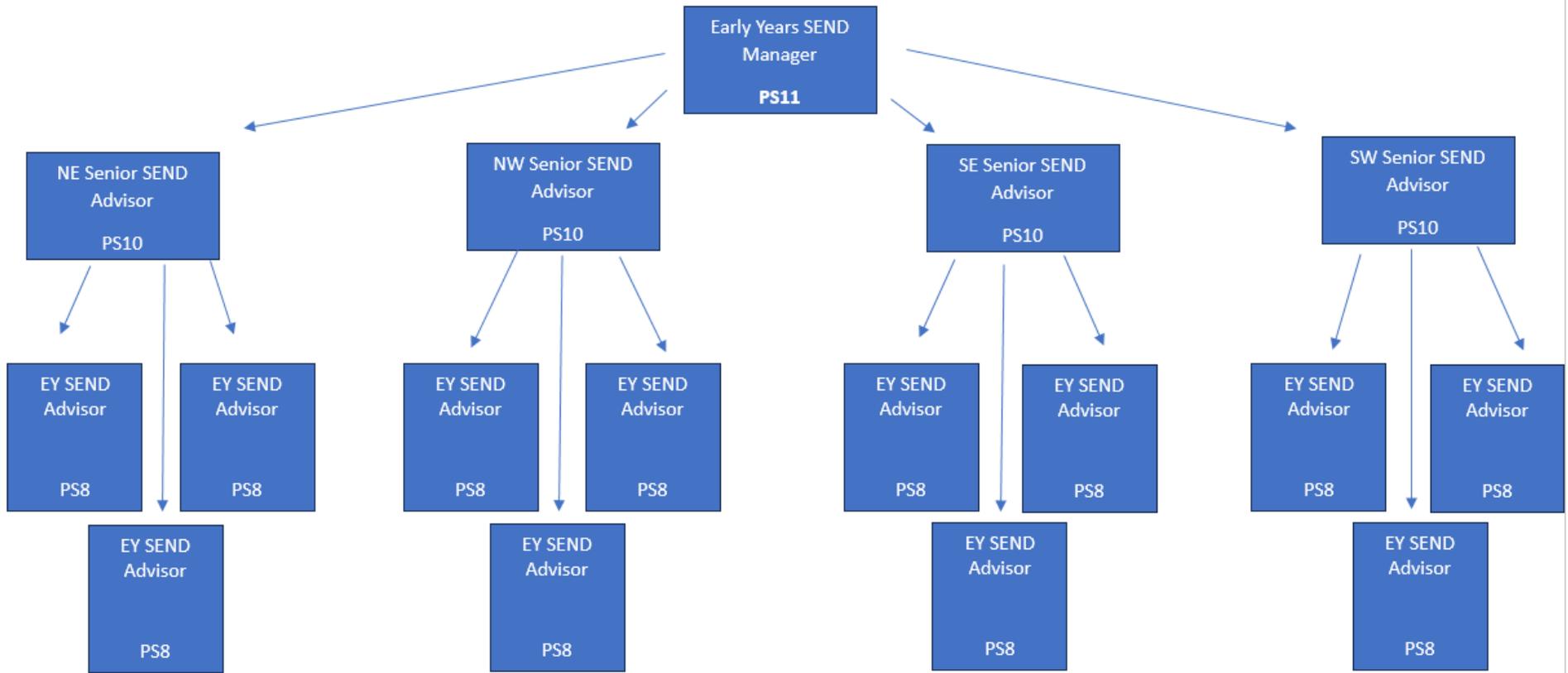


Early Years Educational Effectiveness Team proposed structure.

	In post
	New position
	Additional capacity
	Urgent recruitment

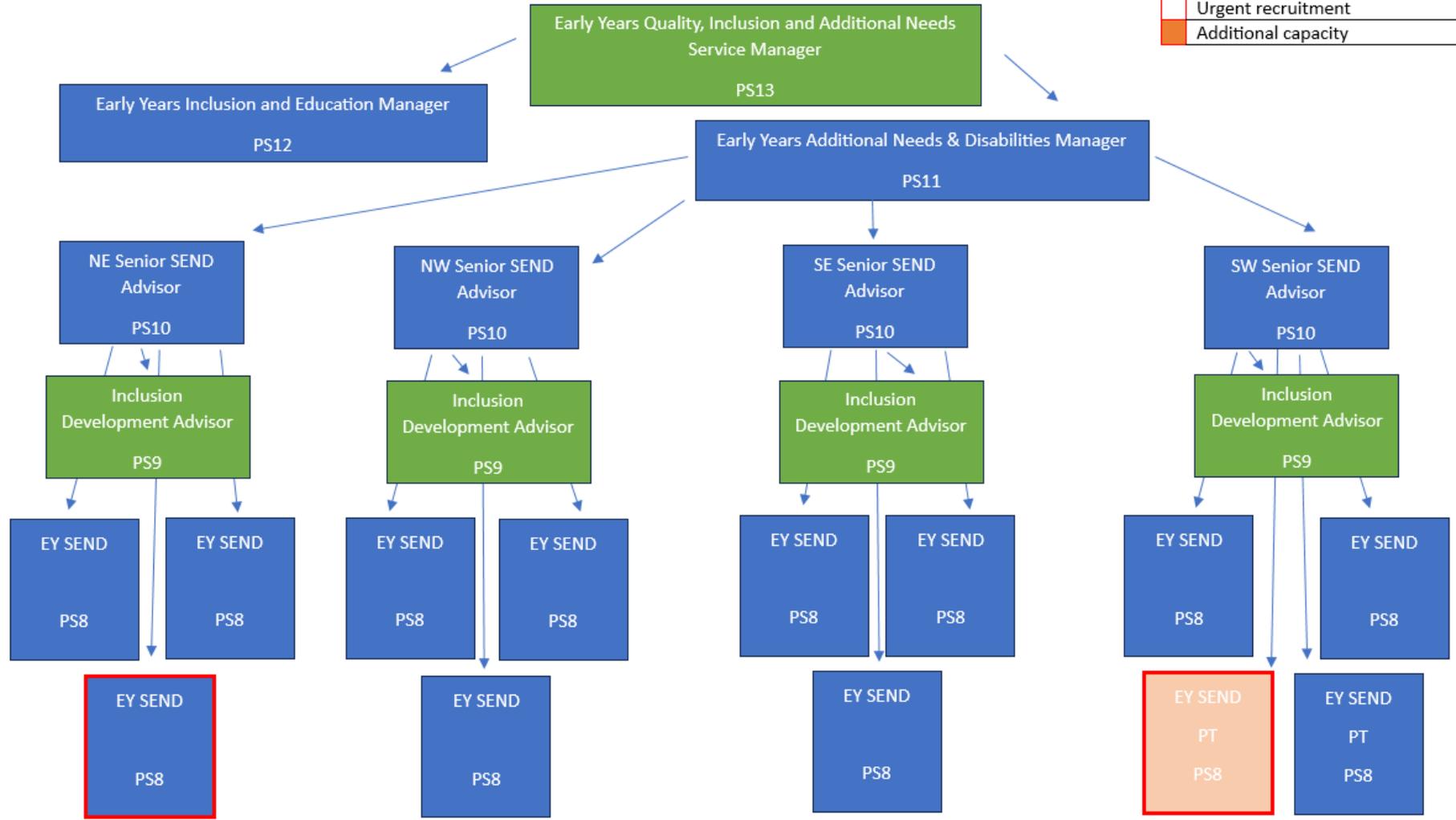


Early Years SEND Team- Current Team Structure

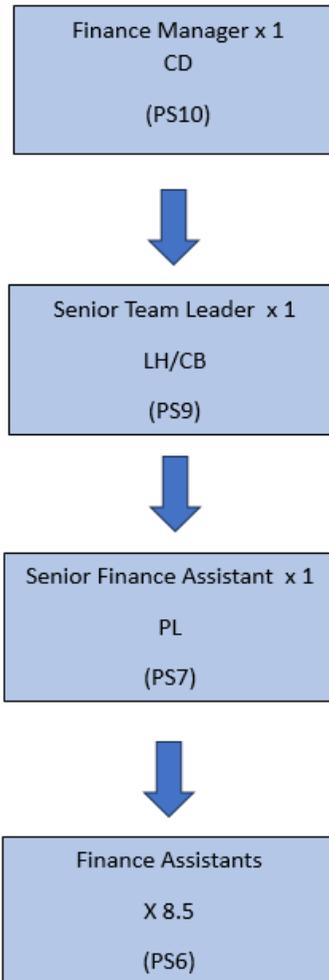


Early Years SEND Team- Proposed Structure and Team Name Change to Early Years Additional Needs & Disabilities Team

Blue	In post
Green	New position
Red	Urgent recruitment
Orange	Additional capacity



Funded Early Education Team Current Structure



Funded Early Education Team Proposed Structure

	In post
	New position
	Additional capacity
	Urgent recruitment

