

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

10TH MAY 2018

COUNCIL RUN DAY NURSERY PROVISION

REPORT OF THE GROUP DIRECTOR, COMMUNITY AND CHILDREN'S SERVICES, IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR LEYSHON

Authors: Zoe Lancelott, Head of Engagement and Participation
Nia Thomas, Service Manager, Early Years & Family Support

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to provide Cabinet Members with details of the current arrangements for the delivery of day nursery provision at the Council run day nursery in Ynyscynon and provide Members with potential options for service change.

2. RECOMMENDATIONS

It is recommended that the Cabinet:

- 2.1 Consider the current service delivery arrangements and associated resources as set out in sections 5 and 6 of this report.
- 2.2 Consider the proposed options to review service delivery as set out in sections 7 and 10 of this report.
- 2.3 Instruct Officers to undertake consultation, if required, in respect of agreed option(s).

3. REASONS FOR RECOMMENDATIONS

- 3.1 Ynyscynon Nursery transferred from Education to Early Years Service in 2016 and is subsidised by the Council but there are now no fee paying children enrolled at Ynyscynon. This provides a timely opportunity to review service delivery at Ynyscynon, identify service improvements and make financial savings without impacting negatively on children and families in that area.

4. BACKGROUND

- 4.1 In 2015/16 Cabinet made the decision to close Ynyscynon Nursery School, delivered at the Ynyscynon Early Years Centre and transfer its

pupils and education provision to the nearby Pontrhondda Primary School. As a part of that change, the Early Years functions of the Centre, namely the day nursery, Flying Start childcare provision and premises/Centre management transferred to Early Years and Family Support (EYFSS) in February 2016. The Day Nursery merged with Ynyscynon Flying Start Childcare in May 2016 on a temporary basis, however, following the closure of the Early Years Centre the childcare facility is now isolated as the only building in use on the Ynyscynon site.

5. CURRENT SERVICE DELIVERY

- 5.1 Both day nursery provision and Flying Start provision is delivered at Ynyscynon.
- 5.2 Day nurseries provide childcare to fee paying children from 0-3 years from 8am until 5:30pm, 5 days per week 50-52 weeks per year **(depending on parental demand)**. Day nursery provision is not a statutory service and is funded in part through charges made to families, the remaining cost is subsidised by the Council.
- 5.3 Flying Start provision differs greatly from that of day nursery provision in that it provides session of 2.5 hours per day in either the morning or afternoon, for five days per week, 42 weeks per year. Parents of children in Flying Start eligible areas are entitled to one funded 2.5 hour session per day for their child from the term after their second birthday until the term after their third birthday.
- 5.4 To meet the Flying Start grant terms and conditions, the Council must ensure the delivery of Flying Start childcare, whether delivered by the Council or an external organisation. The majority of Flying Start childcare provision is commissioned from third and private sector organisations. All currently commissioned childcare providers have been through a re-tendering exercise and new contracts have been issued to successful providers for the delivery of childcare from January 2018 to March 2021.
- 5.5 There are currently no fee paying children registered at Ynyscynon Day Nursery indicating that the demand for fee paying childcare provision (e.g. day nurseries, childminders, playgroups etc) is well met by other providers in the Ynyscynon and Llwynypia locality. Further details of alternative provision can be found in Appendix 1.
- 5.6 Below is a summary of occupancy levels for Flying Start provision in Ynyscynon:

FLYING START NUMBERS

Ynyscynon	TERM 1 Commissioned Places	TERM 2 Commissioned Places	TERM 3 Commissioned Places
2016/17	30.8	26	26
2017/18	27	26	27

6. RESOURCES

6.1 Below is a table detailing the costs of the Ynyscynon day nursery:

Ynyscynon Day Nursery	17-18 Budget	17-18 Outturn
Employees	£50,000	£119,192
Premises	£0	£2,101
Supplies & Services	£0	£890
Income	£0	-£16,412
Net Exp / Subsidy	£50,000	£105,771

6.2 As can be seen from the table above, the Council is subsidising the cost of this day nursery provision at a higher level than budgeted for. With no children currently registered at Ynyscynon day nursery, the Council is also currently subsidising a provision that there is no parental demand for.

7. SUMMARY OF SERVICE REVIEW OPTIONS

7.1 The following options to review service provision have been considered in light of no parental demand for fee paying places at Ynyscynon, the details of which can be found in Appendix 2:

7.2 **Option 1 - Retain the Status Quo:**

Implement no change at Ynyscynon Day Nursery.

7.3 **Option 2 – Cease Day Nursery Provision**

Cease Ynyscynon Day Nursery Provision: cease provision of non statutory 'fee paying' childcare provision at Ynyscynon and deliver Flying Start only services. (There is sufficient childcare provision within the locality currently).

7.3.1 This option would allow for the revision and rationalisation of existing staff contracts and rotas at Ynyscynon to optimise resource levels and increase the number of flying start places available from 27 to 32.

7.3.2 Below is the current staffing structure for the provision of Day Nursery and Flying Start childcare at Ynyscynon:

Role	Hours	FTE
Flying Start Leaders (42 weeks)	69.5	1.79
Day Nursery Leaders (52 weeks)	70	1.9
Childcare Worker (42 weeks)	30	0.77
GR4 Childcare workers (52 weeks)	105	2.85
GR3 Childcare workers (52 weeks)	56	1.52
TOTAL		8.83

7.3.3 Below is the proposed staffing structure for the provision of Flying Start only childcare at Ynyscynon:

Role	Hours	FTE
Flying Start Leaders (42 weeks)	67.5	1.74
GR4 Childcare Workers (42 weeks)	65	1.68
TOTAL		3.42

7.3.4 Staff who would be displaced as a result of implementing the proposed staffing structure would be eligible for redeployment or redundancy in line with the Council's management of change policy.

7.4 The preferred option for service change is:

Option 2 - Cease Ynyscynon Day Nursery Provision:

- Cease the offer of non statutory 'fee paying' childcare provision at Ynyscynon and deliver Flying Start only services. This is proposed due to no fee paying children currently registered and the alternative day nursery provision in the area.
- Review and rationalise existing staff contracts and rotas of staff at Ynyscynon to ensure optimum resource levels are attained and service flexibility assured, thereby providing staff for 32 Flying Start children. This is proposed due to the current staffing arrangements being greater than that required to run a Flying Start only provision.

7.5 In addition to the cessation of the Ynyscynon Day Nursery provision and the rationalisation of staffing, we would also seek a more appropriate alternative venue for the delivery of the Flying Start childcare which would enable the Council to release the Ynyscynon site. The Early Years and Family Support Service are aware of interest from community organisations in utilising the site.

8. EQUALITY AND DIVERSITY IMPLICATIONS

8.1 Section 149 of the Equality Act 2010 (Public Sector Single Equality Duty) requires public authorities to demonstrate in decision making that they have paid 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and those who do not.

8.2 The United Nations Convention on the Rights of a Child also requires the Council to demonstrate that decision making has paid due regard to the rights of children and young people.

8.3 An Equality Impact Assessment Screening Form has been prepared in respect of the proposed changes to Council run Day Nurseries for the purposes of this report. The screening has identified that the proposed options have limited impact on children and families therefore a full Equality Impact Assessment would not be required. The screening form can be accessed by contacting the author of the report or the Cabinet Business Officer.

9. CONSULTATION

9.1 If Cabinet agree to initiate a consultation in relation to this proposal it is proposed that a targeted eight (8) week consultation process with service users be undertaken.

9.2 The results of the consultations undertaken, if initiated by Cabinet, would be presented to Cabinet to ensure that a fully informed decision is made.

9.3 Staff consultation would be carried out in accordance with the Council's statutory obligations and Managing Change policy. Staff and trade unions would be fully consulted at the appropriate time.

10. **FINANCIAL IMPLICATION(S)**

- 10.1 The potential cost savings of the service change options, at 2018/19 budget level, are as follows:

Options		Estimated Saving Budget 2018/19
1	Retain the Status Quo	£0
2	Cease Ynyscynon Day Nursery Provision and Review Staffing	£51,190

- 10.2 Implementing the preferred option 2 would offer a saving to the Council of **£51,190**.

11. **LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

- 11.1 Under the Childcare Act 2006, section 22, the Council must, “secure, so far as it reasonably practicable, that the provision of childcare (whether or not by it) is sufficient to meet the requirements of parents in their area who require childcare in order to enable them (a) to take up, or remain in work; or (b) to undertake education or training which would reasonably be expected to assist them to obtain work.”
- 11.2 The duties under the 2006 Act require the Council to shape and support the development of childcare provision in its area in order to make it flexible, sustainable and responsive to the needs of the community. The intention is to ensure that parents are able to access childcare locally that meets their needs and enables them to make a real choice about work. The effect of the wording “*reasonably practicable*” within the 2006 Act is to allow the Council to take into account its resources and capabilities in making decisions about when to intervene to address gaps in the childcare market.
- 11.3 The Council is not under a duty to provide the childcare directly (although it has the power to make provision if it so chooses). The Council is expected to support the development of childcare where there is sufficient parental demand in order that a childcare setting or a childminder could operate and be sustainable.
- 11.4 Cabinet must have regard to Welsh Government Guidance when considering its statutory duty under s.22 of the 2006 Act. The particular relevant points from the Guidance in addition to the matters already set out in the Statute itself, and of relevance for this report, state that:

- i. Local authorities should consider the particular issues around access to childcare for black and other ethnic minority parents, lone parents and those making the transition to work, including those training.
 - ii. Local authorities will also need to consider availability of childcare to support parents working atypical hours.
 - iii. Local authorities are required to secure childcare of sufficient duration and reliability to enable parents to make a real choice about work. Local authorities are required to act to secure sufficient childcare that is registered by the Care and Social Services Inspectorate for Wales (CSSIW)
- 11.5 As part of meeting the Council's statutory duties as regards childcare, the Council has prepared its Childcare Sufficiency Assessment (CSA) 2017-2022. Members will be familiar with the contents of this document which was approved by Cabinet on 18th July 2017.

12. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT

- 12.1 This proposal links to the corporate priority of promoting independence and positive lives for everyone by ensuring that the Council continues to facilitate the delivery of high quality day nursery provision that ensures children of RCT receive a great start in life.
- 12.2 The options set out in this report offer the opportunity to provide a **long-term** plan for the delivery of Day Nursery provision in RCT. Working in **collaboration** with private and third sector childcare providers and community groups ensures that there remains sufficient day care provision in the Ynyscynon area and that day nursery and Flying Start provision remains **integrated** for the benefit of families. **Involving** parents throughout the process will serve to **prevent** their potential anxieties regarding future access to appropriate local childcare places for their children.
- 12.3 This proposal contributes to the following well-being goals:
- **A prosperous Wales** – The options proposed will seek to cease provision where currently there is no demand. By removing Council run provision from the area it potentially encourages the expansion of childcare places offered by private and third sector providers and community groups. This will support the Council to meet its aim to empower communities to take a lead in delivering services to meet their needs. Ensuring a sufficient number of childcare places are available to meet demand will support more parents to be in a position to seek and maintain employment.

- **A resilient Wales** – Removing Council run day provision which is surplus to demand offers a locally run childcare setting the opportunity to develop the business acumen to be responsive to the needs of families and parents making them resilient to changes in the childcare market. It will also be able to develop staff from within the setting to progress through the childcare career progression routes, developing their skills.
- **A healthier Wales** – Access to affordable childcare supports children to meet their developmental milestones and develop social skills, enhancing their emotional wellbeing.
- **A more equal Wales** – Sustainable day nursery provision will be available across communities at a reasonable cost for families. This will ensure that childcare is not a barrier to families seeking to gain employment
- **A Wales of cohesive communities** – Removing Council run day provision which is surplus to demand has the potential to increase the sustainability of existing childcare providers in the Ynyscynon area. These organisations may employ staff from within the community that they serve, thereby enabling communities to meet their own needs. The Council will actively seek to reduce duplication of provision in the Llwynypia area leaving established local providers to deliver Day Nursery provision.
- **A Wales of vibrant culture and thriving Welsh language** – Reducing the duplication of provision in the Llwynypia area has the potential to generate interest from Welsh medium childcare providers, who may choose to deliver childcare through the medium of Welsh which would compliment the provision of Welsh medium education in the locality. It would also help the Council to meet the objectives of the Welsh in Education Strategic plan, through the provision of early years childcare which would feed into Welsh medium statutory education.
- **A globally responsible Wales** – exploring the options within this report will provide the opportunity for the Council to ensure resources are used efficiently.

13. CONCLUSION

- 13.1 This report has provided Cabinet Members with details of the current arrangements for the delivery of nursery provision at Ynyscynon day nursery.
- 13.2 This report has also provided Members with potential service change options for consideration.

Other Information:-

- Appendix 1 - Alternative Provision – Ynyscynon, Llwynypia plus 3 mile radius. Correct as of 25 / 1 / 18
- Appendix 2 – Options for Change Appraisal

Relevant Scrutiny Committee

Children and Young People Scrutiny Committee

LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

10th MAY 2018

REPORT OF GROUP DIRECTOR, COMMUNITY AND CHILDREN'S SERVICES, IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR LEYSHON

COUNCIL RUN DAY NURSERY PROVISION

Background Papers

None

Officer to contact:

Nia Thomas – Service Manager - Early Years and Family Support. Tel. No. 01443 744280

Appendix 1

Alternative Provision – Ynyscynon, Llwynypia plus 3 mile radius. Correct as of 25/1/18

Math O wasanaeth/ Type of Service	Enw'r Gwasanaeth / Name of Service	Cyfeiriad / Address
Cylch Ti A Fi / Parent And Toddler Groups	Grwp Babanod / Baby Group	Penygraig Tonypandy CF40 1HJ
Cylch Chwarae / Playgroup	Grwp Chwarae Nightingales / Nightingales Playgroup	Penygraig Tonypandy CF40 1PQ
Cylch Chwarae / Playgroup	Bodringallt Playgroup	Ystrad CF41 7QE
Cylch Ti A Fi / Parent And Toddler Groups	Bodringallt Parent & Toddler	Ystrad CF41 7QE
Dechrau'n Deg / Flying Start	Penrhys Flying Start	Penrhys Tylorstown CF43 3PL
Cylch Chwarae / Playgroup	Grwp Chwarae Maes-yr-Haf / Maes-Yr-Haf Playgroup	Trealaw Tonypandy CF40 2UL
Cylch Ti A Fi / Parent And Toddler Groups	Ladybird Link-up	Penygraig Tonypandy CF40 1LJ
Cylch Chwarae / Playgroup	Pontygwaith Playschool	Pontygwaith Tylorstown CF43 3LD
Cylch Ti A Fi / Parent And Toddler Groups	Pontygwaith Parent and Toddler	Pontygwaith Tylorstown CF43 3LD
Dechrau'n Deg / Flying Start	Dechrau'n Deg Tylorstown / Flying Start Tylorstown	Tylorstown CF43 3HH
Cylch Ti A Fi / Parent And Toddler Groups	The Salvation Army Parent and Toddler	Pentre CF41 7LD
Ciwb Brecwast / Breakfast Club	Heavenly Iscoed Breakfast Club	Llwynypia CF40 2HT
Ciwb Ar Ol Ysgol / After School Club	Heavenly Iscoed After School Club	Llwynypia CF40 2HT
Holiday Care	Heavenly Iscoed Holiday Club	Llwynypia CF40 2HT
Meithrinfa Dydd / Day Nursery	Meithrinfa yn ystod y dydd Heavenly Iscoed / Heavenly Iscoed Day Nursery	Llwynypia CF40 2HT
Cylch Ti A Fi / Parent And Toddler Groups	Salvation Army Parent and Toddler	Penygraig Tonypandy CF40 1QN
Cylch Ti A Fi / Parent And Toddler Groups	Baby Song	Penygraig Tonypandy CF40 1QN
Cylch Ti A Fi / Parent And Toddler Groups	Messy Church	Penygraig Tonypandy CF40 1QN
Cylch Ti A Fi / Parent And Toddler Groups	Trealaw Parent and Toddler	Trealaw Tonypandy CF40 2QA

Clwb Brecwast / Breakfast Club	Ysgol yr Eos Breakfast Club	Penygraig Tonypandy CF40 1PQ
Soft Play	Little Ferns at Fuze Public Play	Clydach Vale Tonypandy CF40 2XX
Cylch Chwarae / Playgroup	Ton Tots	Ton Pentre CF41 7LS
Clwb Brecwast / Breakfast Club	Ton Pentre Breakfast Club	Ton Pentre CF41 7LS
Clwb Ar Ol Ysgol / After School Club	Ton Pentre Infants After School Club	Ton Pentre CF41 7LS
Cylch Meithrin	Cylch Meithrin Bronllwyn	Ystrad CF41 7NW
Meithrinfa Dydd / Day Nursery	Cylch Meithrin Full Day care Bronllwyn	Ystrad CF41 7NW
Ti a Fi	Bronllwyn Ti a Fi	Ystrad CF41 7NW
Cylch Meithrin	Penygraig Playgroup	Penygraig Tonypandy CF40 1LA
Meithrinfa Dydd / Day Nursery	New Beginnings Daycare	Pentre CF41 7PE
Cylch Chwarae / Playgroup	New Beginnings Playgroup	Pentre CF41 7PE
Clwb Brecwast / Breakfast Club	New Beginnings Breakfast Club	Pentre CF41 7PE
Clwb Ar Ol Ysgol / After School Club	New Beginnings Afterschool Club	Pentre CF41 7PE
Holiday Care	New Beginnings Holiday Club	Pentre CF41 7PE
Meithrinfa Dydd / Day Nursery	Sunshine Corner Day Nursery	Clydach Vale Tonypandy CF40 2BD
Dechrau'n Deg / Flying Start	Sunshine Corner Flying Start	Clydach Vale Tonypandy CF40 2BD
Clwb Brecwast / Breakfast Club	Alaw Primary School Breakfast Club	Trealaw CF40 2UU
Clwb Brecwast / Breakfast Club	Bodringallt Primary Breakfast Club	Ystrad CF41 7QE
Clwb Brecwast / Breakfast Club	Ysgol Gynradd Cwm Clydach / Cwmclydach Primary School Breakfast Club	Clydach Vale Tonypandy CF40 2BQ
Clwb Brecwast / Breakfast Club	Ysgol Gynradd y Gelli / Gelli Primary School Breakfast Club	Pentre CF41 7PX
Clwb Brecwast / Breakfast Club	Llwynypia Primary Breakfast Club	Llwynypia CF40 2HL
Clwb Ar Ol Ysgol / After School Club	SS Gabriel and Raphael Afterschool Club	Tonypandy CF40 1BJ
Clwb Brecwast / Breakfast Club	SS Gabriel and Raphael Breakfast Club	Tonypandy CF40 1BJ
Clwb Brecwast / Breakfast Club	Penygraig Junior School Breakfast Club	Penygraig Tonypandy CF40 1LW

Cylch Chwarae / Playgroup	Cylch Chwarae Cynradd Llwynypia / Llwynypia Primary Playgroup	Tonypandy CF40 2HL
Clwb Brecwast / Breakfast Club	Tai Education Centre	Penygraig Tonypandy CF40 1HL
Clwb Brecwast / Breakfast Club	Ton Pentre Junior School Breakfast Club	Ton Pentre CF41 7EL
Clwb Brecwast / Breakfast Club	Tonypandy Primary School	Tonypandy CF40 1BQ
Clwb Brecwast / Breakfast Club	Tylorstown Primary School Breakfast Club	Tylorstown CF43 3HH
Clwb Brecwast / Breakfast Club	Williamstown Primary School Breakfast Club	Williamstown Tonypandy CF40 1AG
Clwb Brecwast / Breakfast Club	Ysgol Gynradd Gymraeg Bronllwyn Breakfast Club	Ystrad CF41 7NW
Clwb Brecwast / Breakfast Club	Ysgol Hen Felin	Ystrad CF41 7SZ
Clwb Ar Ol Ysgol / After School Club	Ton Tots After School Club	Ton Pentre CF41 7LS
Clwb Brecwast / Breakfast Club	Penygraig Infants Breakfast Club	Penygraig Tonypandy CF40 1LJ
Cylch Chwarae / Playgroup	Gelli Playgroup	Gelli CF41 7PX
Cylch Chwarae / Playgroup	Smiles Playgroup	Tonypandy CF40 2QU
Cylch Chwarae / Playgroup	Little Ferns at Fuze Playgroup	Clydach Vale Tonypandy CF40 2XX
Clwb Brecwast / Breakfast Club	Pontrhondda Breakfast Club	Llwynypia Tonypandy CF40 2SZ
Dechrau'n Deg / Flying Start	Caterpillar Corner Flying Start	Trealaw Tonypandy CF40 2UQ
Dechrau'n Deg / Flying Start	Nightingales Flying Start	Penygraig Tonypandy CF40 1PQ
Cylch Chwarae / Playgroup	Tiny Teds	Clydach Vale Tonypandy CF40 2BD
Clwb Ar Ol Ysgol / After School Club	Williamstown Primary School After School Club	Williamstown Tonypandy CF40 1AG
Cylch Ti A Fi / Parent And Toddler Groups	Gelli Parent & Toddler	Gelli CF41 7PX
Cylch Chwarae / Playgroup	Ton Tiddlywinks	Ton Pentre CF41 7LR
Clwb Ar Ol Ysgol / After School Club	Pentre After School Club	Pentre CF41 7BS
Cylch Ti A Fi / Parent And Toddler Groups	Pentre Parent & Toddler Group	Pentre CF41 7BS
Cynllun Chwarae Amser Gwyliau / Holiday Playscheme	Pentre Playschemes	Pentre CF41 7BS
Childminder	Little People Childminding	Pentre
Childminder	Learn 2 Love, Love 2	Tonypandy

	Learn	
Childminder	T & D Sheldon Childminding	Pentre
Childminder	Helen Jayne Higgins	Trealaw
Childminder	Carissa's Childcare	Penrhiwfer
Childminder	Susanne Smith Childminding Service	Ton Pentre
Childminder	Little Treasures Childminding	Trealaw
Childminder	Lisa Davies - Lisa's Mini 'uns	Ystrad
Childminder	Kirsty's Childminding Service	Tonypandy

Appendix 2

Options for Change

Option	Estimated Savings	Service Implications – Impact on Service Users (Public)	Impact on Other Council Services	Risks	Proposed	
1	Implement no change at Ynyscynon Day Nursery	£0	None	Will require other Council services to reduce services even further to achieve savings to compensate.	Adverse affect on other Council services. Potential impact on the Council's ability to set a balanced budget.	No
2	Cease Ynyscynon Day Nursery provision and Review Staffing	£51,190	Families would need to identify alternative childcare. In most instances, private/third sector delivered childcare is less expensive than Council childcare	Reduce financial burden on Council	Limited childcare available for parents in the area at the right time and the right place Displaced staff as a result of staffing rationalisation.	Yes