

EAST AYRSHIRE COUNCIL

THE PERSONNEL AND PROPERTY SUB – COMMITTEE OF POLICY AND RESOURCES COMMITTEE – 28 SEPTEMBER 2000

ACTION PLAN FOR THE TRAINING AND DEVELOPMENT OF WORKERS IN EARLY EDUCATION ,CHILDCARE AND PLAYWORK.

(Remit from Education Committee Meeting of 19 September 2000)

Joint Report by Depute Chief Executive/Director of Corporate Resources and Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1** To seek the approval of the Personnel and Property Sub- Committee of the Policy & Resources Committee for additional staffing requirements for Educational and Social Services, Pre-5 Services in relation to the development and implementation of the “Action Plan for the Training and Development of Workers in Early Education, Childcare and Playwork “ recently published by the Scottish Executive.

2. BACKGROUND

- 2.1** In June 2000, Ministers announced the allocation of an additional £14 million over financial years 2000/01 and 2001/2002 to support a package of measures aimed at improving the volume, quality and accessibility of childcare services 0 – 14 years.
- 2.2** Ministers have identified development and workforce training and qualifications as priority areas for additional investment. Further investment in these areas will contribute to the overall strategic aims of the Childcare Strategy.
- 2.3** These additional resources will complement those already available through the Pre-School Development Fund and the Childcare Strategy.
- 2.4** The Education Committee at its meeting on 19 September noted the objectives of the Action Plan and approved the recommendation to remit the staffing requirements to this Sub-Committee.

3. WORKFORCE EXPANSION AND DEVELOPMENT

- 3.1** East Ayrshire has been allocated £92,680 over two years to meet the following objectives:
- To provide incentives which will lead to improved access to childcare qualifications across the childcare sector.
 - To increase the number of SVQ work-based assessors for childcare qualifications

- To offer continuing professional development for childcare workers.

3.2 The Scottish Executive has stressed the importance of the involvement of the Childcare Partnership in the decisions on the use of this additional resource and to take full account of the need for investment in the private and voluntary childcare centres.

4. STAFFING REQUIREMENTS

4.1 In order that Educational and Social Services is able to meet the objectives as detailed in the Action Plan, the following additional post is requires to be established:

• SVQ Co-ordinator(Early Education and Childcare)	
1 SO2 Post	£22,662-£24,789
Superannuation and National Insurance	£ 4,351
Travelling Costs	<u>£ 3,000</u>
Total	<u>£30,013</u>

This post will establish and co-ordinate the delivery of SVQ Level 2 and 3 in Early Education and Childcare across East Ayrshire. This will be achieved through the Council gaining SQA approved centre status for the delivery of SVQ Early Education and Childcare, as part of the Assessment Centre currently in the Educational and Social Services Department. In addition the postholder will also be trained as an Assessor who will thereafter assess candidates for SVQ awards. (A key responsibility will be to increase the number of work-based assessors for childcare qualifications across the public, private and voluntary sector, which is a key target of the Scottish Executive Action Plan.)

4.2 In the first instance, the post will be temporary from October 2000 to March 2002 and thereafter reviewed.

5. FINANCIAL IMPLICATIONS

5.1 The total cost of the post of SVQ Co-ordinator (Early Education and Childcare) is £30,013 per annum (inclusive of employers' costs and estimated travel costs). This will be funded in 2000 – 2002 through the allocation of funding to the Council, which in total amounts to £92,680 over the two-year period.

5.2 The remaining allocation of monies will be used to purchase education and training over the two year period.

6. LEGAL/POLICY IMPLICATIONS

6.1 The implementation of the Action Plan for the Training and Development of Workers in Early Education, Childcare and Playwork underlines the Scottish Executive's commitment to those working in the Childcare sector.

6.2 The investment contributes to the aims of the Council's Childcare Strategy.

7. TRADE UNIONS

7.1 Initial discussions has taken place with UNISON who have indicated their support for the staffing proposal and the initiative identified.

8. RECOMMENDATIONS

8.1 It is recommended that the Personnel and Property Sub-Committee:

- (i) approve the additional staffing requirement for Educational and Social Services in relation to the implementation of the Action Plan for the Training and Development of Workers in Early Education, Childcare and Playwork; and
- (ii) otherwise note the content of the report.

Fiona Lees
Depute Chief Executive/ Director of
Corporate Resources

John Mulgrew
Director of Educational and Social Services

1 September 2000.
JA/SB

LIST OF BACKGROUND PAPERS

1. Action Plan for the Training and Development of Workers in Early Education, Childcare and Playwork.

Members wishing further information should contact Kay Gilmour, Head of Community Support, Tel: (01563) 576104 or Janie Allen, Principal Officer, Pre-5 Services, Tel: (01563) 576185.