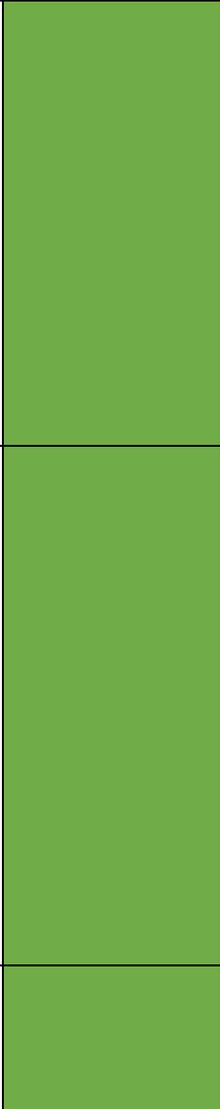


## How will we deliver Early Learning and Childcare?

Improvement Activity	This is how we'll do it	By whom / By when	Evaluation Statement	RAG Status
<p>Maintain a mix of Local Authority and Funded Provider delivery models across all Associated School Groups (ASGs)</p>	<p>Continue to monitor demand across the city and in individual ASGs.</p>	<p>Early Years Team</p>	<p>Families are able to access a range of delivery models within their ASG, at either Local Authority or Funded Provider settings.</p> <p>An analysis of capacities was undertaken in December 2022.</p>	
	<p>Ongoing consultation and engagement with families to establish any changing patterns in service usage.</p>	<p>ELC Locality Lead Officers</p>	<p>Statutory consultation undertaken November 2021.</p> <p>Next consultation Autumn 2023.</p> <p>We undertake regular engagement with families and ELC settings regarding changing patterns of service usage.</p>	
	<p>Continue to monitor uptake with Funded Providers.</p>	<p>Funded Providers</p>	<p>This is undertaken termly.</p>	

Continue to offer all children attending ELC regular and routine access to high quality learning outside.	Ongoing development of Duthie Park and Hazlehead Outdoor Nurseries.	Outdoor managers	Both Outdoor provisions fully operational.	
	Provision of professional learning (including at Duthie and Hazlehead Outdoor Nurseries).	ELC Locality Lead Officers	Positive evaluations from Quality Improvement Visits.	
	Opportunities for staff to shadow at Duthie Park and Hazlehead Nurseries.	Outdoor managers	This is ongoing.	
	Promotion and Quality Assurance of Outdoor Learning across all ELC settings.	ELC Locality Lead Officers	Undertaken as part of Quality Improvement Visits and ASG Networks.	
	Childminders – Promoting environmental and community work.	Childminders	Childminders have been involved in community and environmental work locally and were part of winning team for Aberdeen City Council Star Awards - Green Workplace, as well as a number of Keep Scotland Beautiful Awards.	
Increase the number of childminders to promote choice	Monitor demand for childminders.	Early Years Team	Officers are working in partnership with Scottish Childminding Association colleagues to increase the number of childminders in the city. However, this is against a national downward trend in the number of childminders.	
	Target recruitment activity according to demand and in priority regeneration areas.	Scottish Childminding Association		
	Devise new systems for childminders applications in partnership with Legal Services.	ELC Locality Lead Officers		
	Continue to evaluate and improve the support afforded to funded provider childminders.			

			Funded Provider childminders are supported by an ELC Locality Lead Officer.	
Increase uptake for eligible 2 year old children	Monitor demand for eligible 2 places.	Early Years Team  All ELC settings  Scottish Childminding Association	The application process has been streamlined to bring into line with 3-5 ELC Admissions process.	
	Secure places at Local Authority and Funded Provider ELC settings including childminders.		Families are able to access delivery models within their ASG which meet their needs and any change in demand.  Two new ELC settings in Cummings Park and Tillydrone are helping to meet with demand for eligible 2's places in these areas.	
	On-going collaboration with multi-agency partners to identify eligible 2s.		Positive partnerships with Health Visiting services.  From 2023, we will have access to national data which will enable better targeting of eligible families.	
Provision of top up hours to support families to study and work	Identify capacity for selling hours. Promotion of top up hours. Pilot in one or two ASGs initially.	Early Years Team ELC Settings	Capacity for selling hours has been identified.	

## How will we ensure quality?

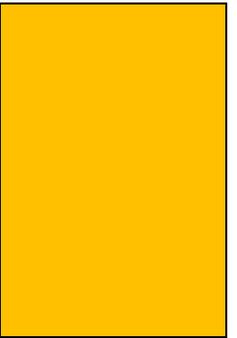
Improvement Activity	This is how we'll do it	By whom / By when	Evaluation Statement	RAG status
Deliver a comprehensive Quality Assurance programme	Alignment of Quality Improvement visits with school Quality Assurance calendar for all ELC providers, including the work of trio groups supporting Local Authority settings across the city.	ELC Locality Lead Officers	ELC Locality Lead Officers are undertaking Quality Improvement visits alongside school Quality Assurance calendar.  ELC Locality Lead Officers undertake termly Quality Improvement visits with Funded Providers.	
	Implementation of robust Quality Improvement Framework for Local Authority and Funded Provider settings incorporating reference to national guidance documents such as Realising the ambition - Being me.		A Framework has been devised and is being implemented.	
	Identification of areas for targeted support, pre and post inspections.		Ongoing based on outcomes of Quality Assurance visits and support identified.	
Support and enhance smooth transitions	Review transition processes with early in person transition and early engagement with staff, where practicable.	ELC Locality Lead Officers  Officers ELC	This is ongoing and planned for 2023/24 transitions.	
	Pilot some more creative transition processes within Local Authority ELC settings.	Settings	Planned for 2023/24 transitions.	
Work in partnership with families and communities including through a Peep offer in all	ELC and Peep colleagues will work together to ensure that at least one member of staff from each ELC setting has been Peep trained and support will be given to staff when delivering	ELC Locality Lead Officers / Peep	We have 200 Early Years Practitioners who have been Peep trained across the city,	

settings as part of a partnership Family Support offer	Peep sessions.		<p>in approximately 36 Local Authority settings and 14 Funded Provider settings.</p> <p>Priority for 2023 will be to identify ELC settings who do not yet have Peep trained Practitioners.</p>	
	Monitor uptake to identify if there are any barriers preventing these from taking place in order to remove them.	ELC Locality Lead Officers / Peep	Ongoing communication between teams.	
	Liaise with colleagues from Family Learning to ensure that settings are maximising Family Support sessions offered.	Family Learning Team	Ongoing communication between teams.	

## How will we support our workforce?

Improvement Activity	This is how we'll do it	By whom / By when	Evaluation Statement	RAG Status
Create positive pathways into careers in ELC and provide access to funding for accredited qualifications	ELC Locality Lead Officers will use the ABZworks platform to link with ELC employers and training providers to promote positive pathways into ELC careers.	Early Years Team ELC Locality Lead Officers ABZworks	Work is ongoing to increase the number of applicants for vacancies and to increase the number of applicants for Foundation Apprentice in Early Years course.	
	Continue to offer Modern Apprenticeship opportunities in Local Authority ELC settings, building this role into our staffing model in a variety of settings that deliver different models of ELC.	ELC settings Training Providers	All Aberdeen City Council ELC settings have a Modern Apprenticeship trainee undertaking training.  This ensures a future supply of qualified Early Years Practitioners for vacancies.	
	Partnerships with local training providers to widen the offer of the Foundation Apprenticeship Children and Young people in Aberdeen City Council secondary schools.		This work is ongoing.	
	Collaborating with People and Organisation to create an internal 'Introduction to ELC' course to be available to young people in secondary schools.		This work is ongoing.	
	Offer Workforce Development and Expansion funding annually to support workforce, across the		Funding has been awarded in 2022/23. Approximately 90	

	<p>city, to undertake accredited qualifications and meet SSSC registration requirements.</p> <p>Additionally, supporting staff to gain qualifications above what is required to allow for further career progression.</p>		<p>colleagues, from across Local Authority and Funded Providers, have been funded to undertake accredited qualifications.</p>	
	<p>Promote grants for those undertaking qualifications to support routes out of poverty and maximise funding available.</p>		<p>All candidates and training providers apply for SAAS funding, where eligible, to ensure we maximise funding available.</p> <p>Skills Development Scotland funding also accessed for Foundation and Modern Apprenticeships.</p>	
	<p>Development and expansion of supply pool support workers in order to create additional pathway into the sector, supporting their progression into permanent posts in order to complete qualifications.</p>		<p>To be further progressed in 2023.</p>	
	<p>Development of professional learning opportunities for supply staff to enhance understanding of the sector and opportunities for progression.</p>		<p>To be further progressed in 2023.</p>	
<p>Support and upskill ELC Teams to provide a fully inclusive offer.</p>	<p>Build capacity and confidence through observations, shadowing and training.</p>	<p>Early Years Team ELC Locality Lead Officers Autism Outreach Team VSA ASNAP</p>	<p>A Business Case has been approved to add capacity to Autism Outreach Team to support and upskill ELC teams across the city.</p>	

<p>Offer opportunities for collaboration locally and cross-boundary to increase capacity and maximise resources</p>	<p>Work in partnership across ASGs and Authorities where appropriate</p>	<p>ELC Locality Lead Officers Northern Alliance</p>	<p>Staff have access to relevant and meaningful learning opportunities which will upskill them to continue to be able to provide the most current best practice.</p>	
---	--	---	--	--

## How will we communicate, engage and consult?

Improvement Activity	This is how we'll do it	By whom / By when	Evaluation Statement	RAG Status
Regular engagement and consultation with parents and carers	Statutory consultation with parents and carers every 2 years Regular engagement across ASGs	Early Years Team / Autumn 2023 Locality Lead Officers	Statutory consultation undertaken November 2021.  Next consultation Autumn 2023.  Informal feedback / feedback from ELC settings also taken into consideration.	
Regular engagement and consultation with all Partners and Key Stakeholders	Regular engagement city-wide and across ASGs	Early Years Team ELC Locality Lead Officers	ELC Locality Lead Officers meet regularly with Partners across ASGs.  Regular programme of consultation planned from 2023.	
Provision of accurate and up to date information on ACC communication channels	Communicate key information through social media channels.  Maintain and update ELC pages on Aberdeen City Council website	Early Years Team / Webmonitor	ELC pages on Aberdeen City Council website are updated and maintained.	
Ongoing promotion of ELC models, options and Gaelic Medium provision	Promote all ELC models across the city. Promote Gaelic Medium provision. Promote blended ELC offer. Ensure Early Learning and Childcare Information for Parents and Carers booklet is maintained, updated and accessible.	Early Years Team	Promoted via Aberdeen City Council website.  Guide to Early Learning and	

			Childcare is updated and maintained online.	
--	--	--	---	--