

# HAMPSHIRE COUNTY COUNCIL

## Decision Report

<b>Decision Maker:</b>	Executive Lead Member for Children's Services
<b>Date:</b>	20 February 2024
<b>Title:</b>	Childcare Sufficiency Assessment 2022/23
<b>Report From:</b>	Director of Children's Services

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### Purpose of this Report

1. The purpose of this report is to provide an update to the Executive Lead Member for Children's Services on how the Local Authority complies with its statutory duty to secure sufficient childcare to meet parental need, in accordance with the Early Education and Childcare Statutory Guidance for Local Authorities (June 2018), and to inform of the new younger years and wraparound requirements for 2024.
2. A Childcare Sufficiency Assessment (CSA) is completed annually. This report summarises the key findings to maintain and improve childcare sufficiency across Hampshire.

### Recommendation(s)

3. It is recommended that the Executive Lead Member for Children's Services note the content of the Childcare Sufficiency Assessment provided at Appendix 1.

### Executive Summary

4. Statutory guidance requires that the Council secure sufficient childcare for working parents and to undertake a sufficiency assessment to be brought to Executive Members on an annual basis.
5. The CSA provides an overview of Hampshire as at April 2023. It provides the known status of childcare places at that time, initial assessment of new Government initiatives for early years education for younger years and the introduction of wraparound childcare. This provides an action plan that looks forward to 2024 and beyond.
6. The Early Education and Childcare statutory guidance for Local Authorities (June 2018) outlines the requirement to report annually to Council Members on how they are meeting their duty to secure sufficient childcare, and to make this

report available and accessible to parents.

### **Contextual information**

7. The Childcare Act 2006 requires local authorities to improve outcomes for all young children, reduce inequalities and ensure there is sufficient, high quality Early Years Education and childcare to meet forecast demand.
8. Section 6 of the Childcare Act 2006 placed a duty on local authorities to secure sufficient childcare, so far as reasonably practicable, for working parents. The Childcare Act 2016 further refined this duty with implementation of 30 hours childcare. The duty was also set out at regulation 33 of the Childcare (early years provision free of charge) (extended entitlement) regulation 2016.
9. In the spring 2023 budget, the Government announced that parents would be supported to return to work by increasing the entitlement to funded childcare. This will be implemented in stages to give the childcare market time to prepare for the changes:
  - From April 2024**, working parents of 2-year-old children will be entitled to 15 hours per week (570 hours per year) of funded childcare.
  - From September 2024**, all working parents of children from the age of 9 months will be entitled to 15 hours per week (570 hours per year) of funded childcare.
  - From September 2025**, working parents of children from the age of 9 months and under 5-years-old will be entitled to 30 hours per week of funded childcare.
10. The Government also announced an uplift to the average hourly rate paid to providers to deliver funded childcare from September 2023. The Government will provide Local Authorities with revised rates for April 2024 offers.
11. From September 2023, the staff to child ratios for 2-year-old children is changing from 1:4 to 1:5 to give providers more flexibility, without compromising children's safety or quality of provision. The new ratios are optional, with no obligation on providers to adopt them.
12. The Government will provide funding to local authorities over two academic years, commencing in September 2024, to set up wraparound provision in schools, to enable school-age children to access childcare in their local area from 8am to 6pm. Hampshire County Council is part of the Wraparound Pathfinder project to help define the Department for Education (DfE)'s approach.
13. In 2019 the Government introduced the Holiday Activity and Food Programme to support families on low income that met free school meals eligibility to access holiday activities that provide food as well as exercise and enriching activities. Funding for this programme is currently in place from DfE until March 2025.

## Finance

14. Early years entitlement funding provides £90m to the Hampshire early years and childcare sector which includes uplift funding confirmed in Autumn 2023. This value will grow with the introduction of younger years by circa £142m in 2024/25. This is approximately 0.3% of the Hampshire County economy.
15. Childcare is supported by parental fees and through Early Years Education funded hours for eligible two-, three- and four-year-olds. Parents can also access other government support through Tax Free Childcare. The early years education funding is provided from the Early Years Block of the DfE Dedicated Schools Grant. It is governed by the Early Years National Funding Formula. The type of organisation and childcare offer will determine the balance of the parental fees to early years funding. With the onset of younger years funding, it is anticipated the proportion of Government funding per childcare organisation will increase.
16. Hampshire's Schools Forum is the accountable body for confirming Early Years Education funding rates and receives reports on the funding changes and subsequent consultations.
17. The Department for Education undertook a consultation in the summer of 2023 regarding the proposed changes for the younger years extended entitlement and the associated funding. The DfE survey outcome was published late November 2023, and the Council must undertake its own consultation with providers in respect of the Council's approach to implementing any funding changes.
18. The DfE has provided a further uplift in the existing funding rates for Autumn 2023 and Spring 2024 and confirmed those for the new younger years offers from April 2024. There are concerns from the provider market that this funding rate will be insufficient to support their increased costs of delivering the service. From April 2024, more children will be entitled to childcare funded by the Council because of the younger years offers, and this may impact the total income received by settings due to Government rates being lower than current parental fees charged. Once the rates are confirmed, an analysis of the impact and financial risk to settings will be undertaken.
19. The Government has confirmed delivery support funding of £254,000 to end of March 2024 to support the delivery of the younger years offers. The funding can be used towards expenditure lawfully incurred or to be incurred by them, to effectively roll out the new expanded Early Years entitlements offer. Revised DfE statutory guidance and funding allocations for the younger years rates will support the implementation of the offer from April 2024. Allocations of the funding rates for providers were published in December 2024 for current and new younger years offers and the council will undertake in Spring 2024 its mandatory provider consultation to determine the actual early years formula and hourly rates to providers for 2024.
20. The DfE has also confirmed £51,000 of grant funding to support the Wraparound Programme implementation will be available for the 2023/24 financial year, and

further funding of £4m will be available for financial year 2024/25. Provisional funding of £1.8m has been identified for 2025/26. It should be noted the aim of the programme is that on-going running costs will be met from parental fees and access to tax-free Childcare support.

21. Both the Younger Years and Wraparound programmes have been allocated a small capital fund of £208,000.

### **Key Findings from the Childcare Sufficiency Assessment 2023**

22. Hampshire continues to have a high quality and responsive childcare market, with 94% of EYE registered providers (with an OFSTED assessment) achieving 'Good' or higher Ofsted rating. There is a good mix of provision, including childminders, although the market has seen a reduction in recent years, both in the number of providers and the childcare workforce.
23. Overall, in Hampshire, the early years population (0-4 years) is forecasting a 2.38% reduction by 2029. Winchester and Fareham areas are showing 4-6% growth due to housing developments.

### **Places and Providers**

24. Due to population changes, the number of providers delivering childcare in Hampshire, and the number of places available, has reduced. The early years childcare providers approved to deliver early years education have reduced in number by 63 compared to 2023 (-23 groups and -40 childminders). There has been significant change in the number of childminders overall, with a reduction of 73 against the previous year, of which 40 (55%) were registered to deliver early years education. There is some improvement in the number of childminders joining the market, with a smaller net impact for the year to spring 2023 (-83 childminders) compared to spring 2022 (-124 childminders).
25. The mix of early years and childcare provisions continues to be broad with full day care, sessional care, childminders and school managed provision. There are 1,297 providers and the majority of these including childminders, 889 (69%) of which offer delivery across more than 39 weeks. There are 858 (66%) open for 46 weeks or more per year, which provides childcare accessibility beyond the school term time that will meet working families' requirements. Additionally, 91% (591) of group provision is delivered as full day care (open for more than 6 hours per day). The breadth and range of weeks delivery provides a solid base to support the increased eligibility that will enable younger children of working parents to access funded childcare.

### **Workforce**

26. There are circa 7,300 people working with children aged 0 – 5 years within the early years and childcare sector. This is a 6% increase from 2022. However, there has been a reduction of 176 (-3%) in those delivering to 3- and 4-year-olds. This reduction in workforce is at a greater pace than the reduction in 3- and 4-year-old population which is 1.3% (388) reduction in 3- and 4-year-old

population.

27. The issues of recruitment and retention in the sector, which are being experienced nationally, have a direct impact on childcare sufficiency, which is of concern. At spring 2023 census, 42% of EYE registered PVI providers stated they had staff vacancies, with 85% of these providers having issues with recruitment. The Council has put in place a workforce strategy to aid interest and recruitment into childcare as a career.
28. As well as the decline in workforce numbers, there has been a change in the qualification levels for practitioners delivering childcare to 3 and 4-year-olds. There is a -8% (256) reduction in the number of practitioners that hold the minimum qualification of level 3. This has an impact on settings' ability to meet the statutory Early Years Foundation Stage (EYFS) ratio requirements.
29. With the new younger years offer from April 2024 and September 2025, it is estimated that a further 1,200 childcare workers will be required. This, together with the wraparound childcare delivery for primary aged children from September 2025, will require significant additional new entrants into the workforce. Section 9.36 of the CSA report and the action plan below outlines the key activities that are being undertaken to respond to childcare workforce needs.
30. The childcare workforce represents circa 1% of the total people in work within Hampshire County Council area (667,000). This market supports working parents through the extended entitlements (12,000) and, together with the childcare workforce, the impact to the Hampshire economy is that the early years and childcare market supports c.3% of the total people in work in Hampshire County Council area.

### **Child Take up of Early Years Entitlements**

31. The childcare market will need to continually adapt to the change in population and the change in demand from parents, especially with the introduction of the extended entitlements for younger years from 2024. There was a small overall reduction (-75) in the total number of 0 to 4-year-old children on roll in Hampshire settings at spring census. |However, there was a significant increase in the number of 0 to 1-year-olds on roll (+532) representing a 9% increase on last year. 25% of 0-to-1-year olds now access provision.
32. There has been an increase in the number of working families accessing provision with more 3 and 4-year-old children accessing the extended (30) hours offer than in 2022 (+504 children). The average number of hours per week for this group has also increased, with the extended entitlement at an average of 11.09 hours. This means parents are accessing their entitlements across more than 38 weeks. 30% of children are accessing their entitlement through a stretched offer (spread over more than 38 weeks). The average number of additional hours that are paid for on top of the early years entitlements has increased from 3.08 to 3.25 per week. This indicates that parents are using more childcare hours than the current entitlements.

## **Housing developments**

33. There continues to be a range of new developments to support growth in housing, with an estimated increase for the county of 31,600 (5%) dwellings from 2023 to 2028 (43,900 from 2022 to 2029). These developments require planning for childcare with a requirement to secure a minimum of 3,928 places by 2028 across Hampshire. These will be secured either through developer contributions or through the existing childcare market. There are approximately 1,500 places yet to be secured through negotiation with developers as the housing plans become available.

## **Support for vulnerable children**

34. Hampshire continues to do well, with over 83% of children eligible for 2-year-old funding accessing it. This is above national position of 74%. Despite there being a reduction in the total number of 2-year-olds on roll at spring census (-489 children) and a reduction in the number of families notified to the Council by the Department of Work and Pensions (DWP), there was an increase in the number of claims for funded 2-year-olds at spring 2023, and an increase in the percentage take up against the number of DWP notified families. The increased numbers claiming could be a reflection on the current cost of living pressures and more families may continue to meet the eligibility criteria. The Council has processes in place to reach out to eligible funded 2-year-old families to support improvement in take up across the county.
35. There is additional funding support to the early years providers for children who meet eligibility for Early Years Pupil Premium. The number of EYPP claims at spring 2023 has reduced against spring 2022, although still remains higher than before COVID. Whilst this differs by district, the largest percentage reductions against the previous year can be seen in Test Valley, East Hampshire and Gosport districts. This reduction correlates to DWP advising that there are less eligible 2 year old in 2023 when compared to 2022. There were small increases to the number of EYPP claims in Fareham, Havant and Rushmoor. The council will continue to promote this funding stream to parents and providers and support providers to maximise the use of the additional Early Years Pupil Premium (EYPP) funding to the benefit of the children.
36. There continues to be an increase in the numbers of children with SEND accessing childcare, with 13% of 0–4-year-olds on roll reporting SEND at Spring census. This is in line the trend in schools. The number of children reported by providers as having a level of SEND has been increasing (+364 children when compared to spring census 2022), despite there being a small reduction in the total number of 0 to 4-year-olds on roll at spring census 2023.
37. Reviewing the claim data for SENIF children to see how many entitlement hours per week are accessed, data indicates that they are generally receiving a similar number of hours per week as the children who access the universal entitlement at 12.72 hours per week (13 Hampshire). The SENIF children though do not take up as many extended hours with the average for SENIF children being 5.63 hours per week claimed per week against Hampshire other children being 11.09

hours per week. However, the average number of non-funded additional hours is slightly higher at 3.55 hours per week compared to Hampshire average of 3.25 hours per week. This suggests that parents of children with SEN are accessing more hours than their mainstream counterparts but are not using all possible extended hours. Further analysis needs to be considered to understand the different take up patterns and accessibility for this group of children.

38. The Council will undertake a review of Special Education Needs Inclusion Fund to ensure it is responsive to need and compliant to statutory guidance.

### **Out of School Childcare and Wraparound**

39. The DfE is providing funding to ensure that all primary schools can provide wraparound childcare (between 08:00 – 18:00) for working parents. The Government funding will be available via the Council to schools, PVI providers, childminders and community-based organisations. This will facilitate the extension of existing provision to provide the full 08:00 – 18:00 offer, and to initiate new provision where there is none.
40. The Council's out of school survey, at spring 2023, provided some understanding of the out of school services available in Hampshire, with 78% of the total 426 primary and all-through schools submitting a response. The Council also ran a survey aimed at PVI providers of out of school services, to which 91 responses were received.
41. Of the responses received to the Council's survey, 93% of primary and all-through schools stated that there was some access to a breakfast club (either on site, delivered by the school or an external provider, or that children access off site), and 91% stated there was some access to after school provision. Of the total 333 responses received from primary and all-through schools, 235 have both breakfast and after school clubs available on the school site.
42. To support local authorities in reviewing the needs of the wraparound delivery, in the Autumn, the DfE provided some outline data about the number of schools that had out of school provision that they had collated from the Spring Schools Census 2023. There is some inconsistency with the information provided to the known position from the council's own out of school survey. The differences will be further explored to understand the current market and the needs for expansion and to identify the areas of focus are those schools where there is no known provision (either before or after school or both), those schools who did not respond to the survey to understand what is available, and those where provision is not available between 08:00 – 18:00. The Council will set up an implementation team to support the Wraparound development and will work with Schools and out of school providers in meeting the aims of the programme.

### **Holiday Activity and Food Programme**

43. The Holiday Activities and Food Programme annual report for April 2022 to March 2023 identifies that 36% of eligible (Free School Meal) children attended provision during the year. During the school Easter holidays, there were 5,922

eligible children attending, 11,652 during the summer and 5,637 at Christmas. There were 59 providers delivering HAF schemes. There are opportunities for shared learning in terms of quality and safeguarding between the HAF programme and the new wraparound delivery. The Council will continue to develop the HAF programme and share expertise and learning to the Wraparound programme.

### **Early Years Entitlement changes for younger years**

44. There will be a significant change in April 2024 when the Government will require councils to ensure that there is access to free entitlements for working parents with eligible children aged 2 (as opposed to aged 3 as it is currently). Preliminary assessment using DfE and the Council's data on use of the 30 hours entitlements has informed an initial development plan to support this change. A provider survey was undertaken in Autumn 2023 will help the Council understand the markets' intentions and readiness to deliver the new entitlements. Further analysis and assessment will follow, but this will be a significant ask of a market struggling with recruitment, retention and financial sustainability issues.
45. There are high numbers of 2-year-olds (9,693 children at spring census 2023, 68% against the population forecast) already in provision and it is anticipated that these children will be the first claimants of the additional 15 hours in April 2024. Whilst Hampshire providers support 68% of 2-year-olds, they also support a high number of children who are aged under 2 (circa 25% of 0-<2-year-old population). However, the demand for these age groups may significantly increase due to government funding and it is this age group where growth is likely to be required in some areas.
46. There is a reduction in population primarily in the ages range of 3- and 4-year-olds. This could provide some capacity in the early years market to support the younger years expansion, however there are some constraints in terms of regulation requirements for increased floor space as well as staff to child ratios for the younger years.
47. The Council will incorporate the new younger years entitlements into its early years offers and ensure that the childcare development team support parents and providers in meeting the demand and supply needs.

### **Performance**

48. The Council continues to perform well in its childcare sufficiency duty.
49. The performance of the Hampshire childcare market in relation to sufficiency is measured by:
  - **Hampshire's take up of Early Years entitlement:**
    - **Funded twos:** Hampshire's current take up represents 87% of the number of two-year-old in families that are informed to the Council by the Department for Work and Pensions. These children's hours taken



up meets or exceeds the Hampshire average early years take up hours per week (see 3- and 4-year-olds below).

- **Funded 3- and 4-year-olds:** The average universal hours claimed for children is currently 13 hours per week (This is a combined average of the universal 15 hours and the stretched offer 11 hours per week). The average for the extended offer is 11 hours per week on top of the universal take up.
  - **Younger Years:** The Council is in the process of developing new metrics to monitor the successful implementation of the new younger years offer in terms of places and child take up hours.
- **Wraparound Childcare:** The Council is in the process of developing new metrics to monitor the successful implementation of the wraparound childcare in terms of places and demand.
50. Of the families that contact the Council seeking support to find childcare, all will be supported to find an appropriate childcare solution.
51. Monitor the impact of workforce and recruitment strategies to:
- Reduce the number of providers restricting places due to staff vacancies.
  - Increase the number of new childminders joining the sector.

### **Consultation and Equalities**

52. There is no requirement to consult on the childcare sufficiency assessment. The assessment will be published on the Council's website and will feature in briefings with childcare providers throughout the coming year.
53. Universal early years (15 hours per week for 38 weeks) is available to all three and four-year-olds resident in England. There is no statutory requirement for parents to take up childcare. The Council monitors the ethnic diversity of the take up through parental declaration captured when children access to provision. Data for Spring 2023 suggests that 13.25% of the total EYE funded 2, 3 and 4-year-old children are from ethnic groups other than White British. A further 8.5% are either; information not yet obtained / refused / blank, with the remaining 78.25% White British.
54. The continued monitoring of take up and implementation of action plans to monitor demand and supply helps to mitigate risk of places not being available for parents.
55. An Equalities Impact Assessment relating to this report can be provided in Appendix B.

### **Climate Change Impact Assessment**

56. Not applicable as strategic/administrative report. There could be climate implications within projects that are created from the childcare market assessment. These will be considered and assessed through a different

report, specific for those projects as they are developed.

## **Governance**

57. A Childcare and Early Years Board oversees the work required to implement the extended children and wraparound childcare initiatives. Decisions in respect of funding rates to early years providers are made through School Forum. Providers delivering early years childcare are subject to an agreement.

## **Conclusions**

58. Hampshire continues to have a high quality and responsive childcare market. There have been some significant reductions in childminders and group settings however, the market continues to support funded two-year-olds and has responded well to extended entitlement for working parents (30 hours). At Spring 2023, the market has sustained its capacity for three-year-olds and four-year-olds with 33% accessing provision. There has been an increased take up of disadvantaged two-year-olds to 86%.

59. The 2.38% population reduction in 0 - 4-year-olds requires regular monitoring to assess the impact on the local childcare market alongside the impact of the new younger years offers. Careful monitoring of places is needed to stimulate growth where there is limited supply, and to take action to manage or reduce surplus places in areas where demand reduces. The longer-term population forecast indicates some increase and careful strategic management needs to be continued to ensure the market can meet demand in later years.

60. The CSA has identified a need for continued market management in the coming year to support the expansion of the early years offers for younger years with an assessed increase in provision of 1,200 places needed by September 2024. The County starts from a relatively strong position in that circa 68% of all two-year-olds and 25% of children aged 0-1 years currently attend some type of childcare. The change from parental fees to “free” Government funded hours (15 hours in April 2024, rising to 30 hours in April 2025) is likely to lead to a shift in how parents wish to use their “free” childcare and it will attract others who currently do not use formal childcare, thus increasing the need for places.

61. Make the point following para above re providers concerns about hourly rates being sufficient to support this increased demand.

62. There is a reduction in population primarily in the ages range of 3- and 4-year-olds. This could provide some capacity in the early years market to support the younger years expansion however, there are some constraints in terms of increased space requirements as well as staff to child ratios for the younger years.

63. The new wraparound childcare requirement will need further development and continued market management. The Council has a strong base to work from, with many of its primary schools already providing some level of wraparound childcare. However, it should be noted that the increased availability of early years childcare for working parents is expected to lead to increased interest in wraparound childcare and an associated increase in demand for wraparound places is likely to increase. Whilst the wraparound programme is term time only, there is also likely to be increased interest from parents in school holiday childcare. Many providers offering these services have been strengthened by the Holiday Activity and Food programme and the move towards a more mixed economy between HAF and mainstream holiday provision will be beneficial to market capacity going forwards.
64. New significant housing developments will continue to result in a requirement to provide new childcare places. Most developments for delivery to 2028 have confirmed early years and childcare plans in place. There are 1,500 places that are yet to be secured, with discussions with developers and planners ongoing. Due to the new younger years offers and the wraparound policies, the Council's Developers Guide will need to be updated. There will also be a need to review existing childcare place plans in the light of the new Government policy.
65. Children with SEND continue to access early years and childcare. There is an increasing trend in the number of children with SEND requiring support. The younger years and wraparound expansions are likely to add further resource need to support children's attendance.
66. To deliver the Government's childcare offers requires a childcare workforce that is appropriately qualified. Hampshire providers continue to cite difficulties in recruitment and retention. An assessment of the staffing required to support the new younger years offers outlines c. 1,200 new staff required in addition to current vacancies. See the action plan below for activities planned to support recruitment in childcare.
67. In September 2023, the Government provided increased funding to the Council to support an uplift to the early year's education entitlements for providers. Funding is passed through to providers via hourly rates that have increased as follows:
- 3- and 4-year-olds - 10% increase (52p) new rate £5.47 average per hour;
  - 2-year-olds - 35% (£2.07) £8.01 per hour.
  - Early Years Pupil Premium (EYPP) 6% raising this to £0.66 per hour.
  - Disability Access Fund (DAF) 6% raising this to £881 per child claimed.
68. The sector continues to cite financial difficulty in delivering services with continued increases in costs of minimum wage increases, business rates, fuel and food costs. The DfE Summer consultation outcome will coincide with published rates for 2024/25 and it is not until this time that providers will know the impact of the funding rates.

69. The implementation of the younger years offers is likely to affect the value of income received by providers as they move to a greater reliance on Government funding. For most, it is anticipated they will see either similar or a better hourly rate than current parental fees charged. Currently childcare providers of services for 9 months to 2-year-olds set their own parental fees which they will continue to do so for children not part of the funded offers or who attend for additional hours/services outside of the offer. There is a potential unintended consequence in that providers may increase their parental fees for those that are not eligible for the new younger years' entitlements, affecting affordability and restricting access to those not eligible for the younger years offer. There will need to be continued monitoring of fees and charges to understand the impact and put in place strategies to support parents to access childcare.

### Action Plan

70. The childcare sufficiency assessment has outlined some areas where further action is needed to understand specific elements of the changing childcare market. The action plan has set out the key areas that will be addressed over the next two years including the roll out of the extended entitlements for younger years and wraparound.

Business area	Action
<b>Childcare changes (younger years and wraparound)</b>	
Childcare Market – extended entitlements	<ul style="list-style-type: none"> <li>• Establish plan and implementation team for roll out of extended entitlements to younger years.</li> <li>• Establish new metric for evaluating whether supply meets the assessed demand for each existing and new offers.</li> <li>• Review the support and resources (business tools) that may be useful for providers to deliver the younger years entitlements and make changes to existing resources where this is required.</li> <li>• Undertake a survey with EYE registered providers (including childminders) and non-EYE registered childminders to understand the market's intentions and readiness to deliver the new entitlements.</li> </ul>
Out of School childcare - new wraparound offer	<ul style="list-style-type: none"> <li>• Reissue the Council's out of school survey to encourage responses from the 93 primary and all-through schools who did not submit a response in spring 2023.</li> <li>• Confirm the out of school childcare gaps and engage with schools.</li> <li>• Set up implementation team and plan to support the Wraparound development.</li> <li>• Establish a process to distribute capital funding to support the implementation.</li> </ul>
Housing developments	<ul style="list-style-type: none"> <li>• Update the early years section of the Council's Developers Guide to include the new entitlements for younger children.</li> </ul>

	<ul style="list-style-type: none"> <li>Review the existing development plans for housing, and the suggested early years requirements to ensure they will be sufficient to meet the new entitlements.</li> </ul>
<b>Childcare Market</b>	
Childcare Market - communications	Strengthen the coordination of the support and training to the childcare workforce in support of the younger years, early years, wraparound offers and career pathways through recruitment of Childcare Workforce Lead.
Childcare Market - workforce	<p>Extend the existing recruitment and retention activity to include:</p> <p><u>Social media:</u></p> <ul style="list-style-type: none"> <li>Library Service social media and screens</li> <li>National Careers Service joint marketing activities</li> <li>Pen pictures and case studies uploaded to social media/website.</li> </ul> <p><u>Courses/qualifications:</u></p> <ul style="list-style-type: none"> <li>Early Years skills bootcamps</li> <li>Webinars to include Continuous Professional Development opportunities of what is available to support a childcare worker.</li> </ul> <p><u>Recruitment fairs / outreach activities:</u></p> <ul style="list-style-type: none"> <li>Support with wider HCC recruitment events</li> <li>Develop of 'Childminder Champions' in each district to promote childminding as a career.</li> <li>Attracting people with childcare level 3 qualifications to consider employment in the childcare workforce via Alumni of the Apprenticeship Hub, Further Education (FE) Colleges, Job Centre Plus (JCP)s, Libraries etc.</li> </ul> <p><u>Networking and promotion:</u></p> <p>Continue to keep networks updated with the childcare workforce needs:</p> <ul style="list-style-type: none"> <li>Hampshire Careers Partnership Network</li> <li>Hampshire Employability and Skills Hub work experience placements for young people</li> <li>Councillor communications</li> <li>Employers – Hampshire Chamber of Commerce and other employer networks.</li> </ul> <p><u>Guidance:</u></p> <ul style="list-style-type: none"> <li>Signpost providers to social media training and resource to aid providers with recruitment activities.</li> <li>Provider guidance for employing overseas workers.</li> </ul>
Childcare Market – finance	Undertake statutory consultation with providers on changes to the early years rates in accordance with DfE revised guidance when published.
Childcare Market – EYPP	Maximise use of additional Early Years Pupil Premium (EYPP) funding, through promotion to parents and providers to support providers claiming. Provide further guidance and approaches for providers to use the funding to support the most vulnerable children.

Childcare Market – SEND take up	Undertake a review of Special Education Needs Inclusion Fund to ensure it is responsive to need and compliant to statutory guidance.
<b>Out of School</b>	
Out of School childcare – data and information	Ensure that the Council's Family Information and Services Hub (FISH) is updated with wraparound childcare information to support parents. Delivery of the HAF programme.
<b>Communications</b>	
Communications	Publicise through social media, website and stakeholder newsletters and groups all childcare offers, including Tax Free Childcare and support for military families
Communications	Publicise through social media, website and stakeholder newsletters and groups: Family Information and Services Hub to Parents/Employers to support parents to search for childcare and use search metrics to help inform parental demand.

**REQUIRED CORPORATE AND LEGAL INFORMATION:**

**Links to the Strategic Plan**

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	Yes
<b>People in Hampshire live safe, healthy and independent lives:</b>	No
<b>People in Hampshire enjoy a rich and diverse environment:</b>	No
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	No

**Other Significant Links**

<b>Links to previous Member decisions:</b>	
	<u>Date</u>
Childcare Sufficiency Assessment 2022	22 February 2023
Childcare Sufficiency Assessment and COVID19 Impact and Response for the Childcare Sector – Select Committee	July 2020
Childcare Sufficiency Assessment 2019	20 November 2019
<b>Direct links to specific legislation or Government Directives</b>	
<u>Title</u>	<u>Date</u>
Childcare Act 2006: Section 6, Section 7 (as substituted by section 1 of the Education Act 2011) Section 7A (as inserted by the Children and Families Act 2014) Section 9A (as inserted by the Children and Families Act 2014)	2006 and 2016
Childcare Act 2016 Section 1	
Early Years Education Funding Guidance	2023
Holiday Activity and Food Programme	2023
National wraparound childcare programme handbook: a guide for local authorities	2023

**Section 100 D - Local Government Act 1972 - background documents**

**The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)**

<u>Document</u>	<u>Location</u>
Childcare Sufficiency Assessment 2023	To be published on Council's website after meeting.
The Hampshire Labour Market Bulletin produced by the <b>Economic and Business Intelligence Service</b> Hampshire County Council	<a href="#">EBIS reports   Business and economy   Hampshire County Council (hants.gov.uk)</a>
Office of National Statistic (ONS) Hampshire Levels of deprivation	<a href="https://documents.hants.gov.uk/Economy/IndexofMultipleDeprivation.pdf">https://documents.hants.gov.uk/Economy/IndexofMultipleDeprivation.pdf</a>



## **EQUALITIES IMPACT ASSESSMENT:**

### **Equality Duty**

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

### **Equalities Impact Assessment:**

As there has been a change to policy for the younger years an EIA 559 has been produced.

## **CLIMATE CHANGE IMPACT ASSESSMENTS**

Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience impacts of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.

### **Climate Change Adaptation**

The climate change adaptation tool were not applicable because the decision relates to a programme and is strategic/administrative in nature. If a project is created, the vulnerability will be assessed through a different report, specific for that project.

### **Carbon Mitigation**

The carbon mitigation adaptation tool were not applicable because the decision relates to a programme and is strategic/administrative in nature. If a project is created, the vulnerability will be assessed through a different report, specific for that project.