

Education and Children's Social Care Overview and Scrutiny Committee



Date of meeting:	15 February 2023
Title of Report:	EARLY YEARS AND CHILDCARE SUFFICIENCY REPORT
Lead Member:	Councillor Charlotte Carlyle (Cabinet Member for Education, Skills and Children and Young People)
Lead Strategic Director:	Sharon Muldoon (Director for Childrens Services)
Author:	Sue Smith
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Your Reference:	Click here to enter text.
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

For information report to Members

Recommendations and Reasons

To note the summary set out in the report.

[Report for information only.](#)

Alternative options considered and rejected

N/A

Relevance to the Corporate Plan and/or the Plymouth Plan

Caring for people and communities

Implications for the Medium Term Financial Plan and Resource Implications:

N/A

Financial Risks

N/A

Carbon Footprint (Environmental) Implications:

N/A

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

[Click here to enter text.](#)

Appendices

*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable)						
		If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.						
		1	2	3	4	5	6	7
A	Briefing report title							
B	Equalities Impact Assessment (if applicable)							

Background papers:

*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable)						
	If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.						
	1	2	3	4	5	6	7

Sign off:

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Originating Senior Leadership Team member: Annie Gammon

Please confirm the Strategic Director(s) has agreed the report? Yes

Date agreed: 06/02/2023

Cabinet Member approval: Councillor Charlotte Carlyle

Date approved: 06/02/2023

SECTION 1 SUFFICIENCY

- I. a LOCAL CHILDCARE PICTURE
- I. b CHILDCARE ON NON-DOMESTIC PREMISES
- I. c RECRUITMENT AND RETENSION
- I. d CITY SUFFICIENCY AREAS OF CONCERN
- I. e CHILDCARE ON NON-DOMESTIC PREMISES

SECTION 2 WORK WITH FAMILIES

SECTION 3 TAKE UP

- 3.a BIRTHRATES AND TRENDS
- 3.b TAKE UP OF CHILDCARE ENTITLEMENTS
 - 3.b.1 3 & 4 year old take up
 - 3.b.2 2 year old entitlement
 - 3.b.3 30-hour entitlement
 - 3.b.4 Take up of children with SEND

SECTION 1 SUFFICIENCY

I.a LOCAL CHILDCARE PICTURE

Currently 245 Ofsted registered childcare providers are providing childcare in Plymouth. There are currently sufficient childcare places in Plymouth for 2, 3 and 4 year olds.

The availability of childcare is being closely monitored as our local data shows that under two year old places are declining. This is hard to quantify in numbers as providers adapt their business models in line with their financial means, for example the number of childcare places may remain the same however these are offered to more 3 and 4 year olds, rather than to children under 2 years old. When questioned, providers tell the council that these places are increasingly more expensive to provide, consequently as the financial pressures increase these places may reduce further.

The number of childminders is also decreasing. Since 2021 to 2022, in Plymouth, the number of childcare places offered by childminders have decreased by 21%. Childminders offer parents increased choice and flexibility, especially for the younger children. This issue is explored in more depth, later in this report.

There is also a national crisis regard to the retention and recruitment of staff. Providers are finding it hard to employ high quality staff and employees are choosing to leave childcare for higher paid employment.

The cost of living crisis is affecting the sustainability of the sector. Some providers have informed the council that they have used their financial reserves to sustain the business during the pandemic. Work is being undertaken to understand the impact of this.

There is also a falling birth-rate in Plymouth, resulting in less children taking up childcare places. The increasing living wage is impacting on business sustainability too. This is a precarious picture, especially for providers operating in areas of deprivation.

The Early Years and Childcare Team are working with the Department for Education (DfE), other councils and local providers to keep abreast of the situation and to offer support, as appropriate. They are also working hard to encourage businesses to open/expand, new childminders to register and more people to choose childcare as a career.

I. b CHILDCARE ON NON-DOMESTIC PREMISES

Currently in Plymouth there are 87 providers on non-domestic premises.

Over the last 4 years, the overall number of providers has reduced and some business models have changed, however, the number of childcare places have remained the same. Sometimes the movement within the childcare sector can give a false picture. The relocations, changes to legal structures or purchases of childcare provisions show a decline in the number of businesses, however this doesn't always equate to less childcare places. For example: one provider moved 3 times in 1 year and each time their Ofsted registration was closed/cancelled; and one provider changing legal structure, the number of childcare places remained the same.

There has also been a number of childcare businesses purchased and transferred to new companies and in some cases new Ofsted registrations are required. Again these would be recorded as closures, despite no childcare providers or places being lost.

These observations show the number of childcare places remaining fairly static, however the face of childcare is changing. Small sessional and term time only businesses are struggling to remain financially sustainable. They are being replaced by larger and more commercial childcare chains. Working parents are often drawn to full day-care as their opening hours are longer, more flexible and open all year. Whereas smaller pre-schools are often term time only and sessional. The closure of these smaller businesses will limit parental choice, especially for families living in areas of deprivation, as detailed later in this report.

The table below shows the movement in the childcare market over the last 4 years.

Childcare on non- domestic premises						
	Number of places	Closed Registrations	Number of places lost	New registrations	Number of places gained	Places lost/gained
2019	3419	7 Pre-school x 3 Full day care x 4	196	4 Pre-school x 1 Holiday club/full day care x 2 Holiday Club x 1	230	+34
2020	3574	5 Pre-school x 2	112	5 Pre-school x 2	155	+ 43

		Out of school x 1 Full day care x 2		Holiday Club x 1 Full day care/holiday club x 2		
2021	3767	10 Pre-school x 1 Out of school x 1 Holiday Club x 3 Full day care x 5	145	4 Holiday Club x 2 Full day care/holiday club x 1 Full day care x 1	57	-88
2022	3751	11 Pre-school x 0 Holiday club/ Out of school x 1 Holiday Club x 3 Full day care x 3	50	4 Holiday club/ Out of school x 1 Holiday Club x 1 Full day care x 2	36	-14

I. c RECRUITMENT AND RETENTION

As mentioned earlier in this report, there is national recruitment and retention crisis in childcare.

In 2021, the Early Years Alliance reported the findings from their survey of providers.

The survey received national responses from nurseries, pre-schools and some childminding settings, and revealed that:

- more than eight in 10 of settings are finding it difficult to recruit staff
- around half have had to limit the number of, or stop taking on, new children at their setting over the six months prior to the survey
- over a third of respondents are actively considering leaving the sector
- one in six believe that staffing shortages are likely to force their setting to close permanently within a year.

The survey findings are summarised and analysed in our new report: [Breaking Point: the impact of recruitment and retention challenges on the early years sector in England](#).

In 2022, the Dfe published a report which stated that ‘High-quality early years provision is a key mechanism for closing the gap between disadvantaged children and their peers and for supporting maternal employment’. The Covid-19 pandemic has disrupted the provision of childcare and early years and led to a change in parental demand for childcare, which in turn has affected the financial viability and business planning of settings’

This report examined pay, work hours, recruitment, retention and business planning at early years providers in England. It found that the retention and recruitment of staff was harder for the private, independent and voluntary (PVI) sector than for schools based early years provision. It discovered that in the PVI sector employees sometimes had unrealistic expectations of their roles, lower pay and less favourable working conditions, causing an the average (mean) staff turnover in 2019 to be 16% whereas in 2021 it was 25%. This pattern wasn’t as apparent in school based provision, as schools had a lower staff turnover rate in compassion with the PVI sector.

They noted the concerns moving forward as;

- the limited number of 'quality' (qualified and/or experienced) candidates in the sector
- the risk of a future COVID-19 outbreak. There was concern about how settings would find cover if staff caught COVID-19 or had to isolate. A new COVID-19 outbreak was mentioned as a reason for future potential setting closures as managers did not feel they could survive further financial strain.
- changes to statutory requirements that would reduce the number of staff to children. This was commonly viewed as an unsuitable approach that would impact on the quality of childcare provision.

[The early years workforce: recruitment, retention, and business planning - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

In Plymouth, the council have been working with providers to understand the local picture. Early indications show that the childcare picture mirrors the national one. This is being constantly monitored.

The Early Years and Childcare Team have been working with the childcare sector, Plymouth City Council Skills Team and Economic Development to raise the status of early years and childcare, advertising it as a viable career option, sourcing additional funding and support for student wishing to access training and investing in training for existing staff, particularly around professional development and SEND through the Stronger Practice Hub, On-course Southwest and national programmes.

The changes observed in Plymouth include;

- settings having to reduce childcare numbers especially in baby places, 2 year old places and for SEND children. These groups need a higher staff/child ratio and this requires additional staffing.
- The lack of availability of staff results in providers having to hire agency staff, which is expensive, staff are inexperienced and temporary
- providers are also increasing their private fees.

10 plus providers in Plymouth have describe the financial and staffing situation as 'untenable' as the cost, the quality and reliability of staffing is growing increasingly more unreliable and costs are escalating as wages increase. This is especially true for PVI providers in small settings, whereas larger organisations and childcare chains often benefit from economies of scale, having a larger pool of staff and access to financial reserves. Schools in Plymouth are expanding their early year's places. 5 schools are planning to extend their nursery provision in the next 12 months.

As the financial picture becomes tighter, more parents are reporting that some providers are adding involuntary/non-negotiable additional costs to their free childcare entitlements fees. The council are currently supporting parents to challenge this practice.

The Ombudsman considers this to be illegal, charging councils who do not challenge providers who adopt this practice. The Early Years Statutory Duty is clear, the free childcare entitlement should be delivered free to parents and any additional costs should be voluntary and clearly define through invoicing.

'The Local Government and Social Care Ombudsman is urging councils to have better oversight of nurseries offering free early years places, after a nursery chain was found to be charging Leicestershire parents a 'top-up fee'. Top up fees are applied when a providers private fee rates are higher than the grant given by the council, therefore the provider offsets this by expecting the parents to pay the difference between the lower and higher amounts.

'Government guidance states that the free places must be free, but Kiddi Caru nursery in Market Harborough charged parents the difference between the amount Leicestershire County Council paid the chain for the places, and the amount they charged private customers.

The Ombudsman was contacted by a concerned parent, who said the amount he was charged for his daughter's care suggested he was paying an extra £1.08 per hour for the 30 hours a week that should have been free. Over the space of a year, the man estimated he had been over-charged by around £900.

The Ombudsman's investigation found Leicestershire County Council did not have sufficient oversight of the way the nursery charged parents when administering the free early years places. It had audited the nursery and failed to identify any problems with the nursery's invoices or charges. It failed to work with the nursery to ensure its invoices were clear, transparent and itemised, and failed to identify the nursery's charging policy does not comply with government guidance'

In Plymouth all childcare providers in receipt of free funding sign a local financial contract, this is called the Providers Agreement. This document details the legal conditions relating to this grant. The council conducts financial audits, and if these, and/or complaints reveal illegal practices, the council will challenge this with the provider concerned.

WHAT ARE WE DOING?

Action	Outcomes
Working with the Economic Development Team to work with the childcare sector on strategies to encourage people to work in childcare. To date, there have been several work fairs held and leaflet drops advertising careers in Plymouth.	The Strategy is in place.
Working with the Skill's Team, On-course Southwest and the Job Centre to increase the numbers of people qualifying in childcare and the use of apprentices. The second meeting is scheduled for February, where KPIs will be discussed.	A pathway into childcare is in place.
Attend national/regional events with other local authorities to share ideas and change childcare policy	A Recruitment and Retention Strategy is in place and being implemented.
Auditing and challenging settings who charge involuntary additional charges to parents.	Children receive a free entitlement

1 .d CITY SUFFICIENCY AREAS OF CONCERN

Barne Barton and St Budeaux

Barn Barton is an area with high socio economic deprivation, where there are high levels of unemployment, low wages and high take up of benefits. There are high levels of safeguarding concerns and children presenting with SEND living in these areas.

The overall IMD 2019 deprivation score for St. Budeaux ward is 39.2. St. Budeaux ward ranks at number 4 (where 1 is the most deprived and 20 is the least deprived of the city's wards). The rate of children in need was 324.1 per 10,000 population aged 0-17 during 2018/19. This is above the city-wide figure of 210.4. Analysis is underway to understand the data relating to 2022-23.

Unfortunately, 5 childcare providers in the St Budeaux and Barne Barton have recently and confidentially shared their financial concerns with the council. They have informed the Early Years and

Childcare Team that they're on the periphery of closure. They are working hard to prevent this happening however if their recovery plans fail they will close in Summer 2023.

In both areas, the reasons for their sustainability issues are:

- parents cannot pay voluntary costs to help towards the cost of childcare
- their business models are traditional term time and sessional models that do not attract working parents. Therefore their financial sustainability is reliant solely on Early Years Funding
- the childcare demand in the area is low due to the regeneration of the area including the demolition of housing
- fewer parents need extended hours and very few pay for additional sessions/times
- rising utility and food costs
- increased numbers of children requiring one to one support. These children do not have a diagnosis of SEND, however they are on that pathway. This means that additional financial support is difficult to access and often takes months to receive. This leaves the setting paying for additional support costs
- staffing costs increases with the living wage. Providers are employing cheaper and less qualified employees
- the recruitment and retention of good qualified staff is difficult reserves have been used during the lockdown period, leaving very little or no contingency funds.

WHAT ARE WE DOING?

Action	Outcomes
Providing the settings in the St Budeaux and Barn Barton with targeted support, advice, information and guidance re: regarding to improve business models	Businesses strengthen and become more financially sustainable Childcare places are protected
The Early Years and Childcare team are working with the Economic Development Team to reduce business rates	Rates are reduced, childcare settings are financially sustainable and childcare places are protected
The Land and Property are considering the implementation of rent payment plans and reductions for settings occupying PCC buildings	Rents are reduced, childcare settings are financially sustainable and childcare places are protected
Provide the DfE with regular updates regarding the sustainability of the sector and sufficiency concerns	Governmental Ministers are aware.

Hopefully the support measures will prevent closures. The settings concerned are already restructuring, looking for additional funds and reducing unprofitable childcare sessions however if this doesn't work their closure will cause a significant sufficiency problem in this deprived area.

These settings do not own their business premises and therefore a larger chain organisation may be interested in setting up new childcare in this area, as the larger chains, often national businesses are more financial viable, due to the economies of scale. One building occupied by one of these providers belongs to Plymouth City Council, therefore it would be the responsibility of the Education, participation and skills department to decide the future of this site.

I.e CHILDCARE ON NON-DOMESTIC PREMISES

Childminders are integral to providing childcare within Plymouth. They often provide care during unsociable hours and support shift workers with different work patterns. They also provide a number of baby places, which the majority of smaller providers on non-domestic premises choose not to. The decline in childminders is a national concern. There were 65,600 childcare providers registered with Ofsted on 31 August 2022, down by 8% (5,400) in the last year. Since 31 August 2019, the number of providers has fallen by 14% (10,600). In the Southwest there was a decline of minus 44% and in Plymouth minus 9% ([Main findings: Childcare providers and inspections as at 31 August 2022 - GOV.UK \(www.gov.uk\)](#)).

Childcare on Non-Domestic Premises

Region	Number of places as at 31 Aug 2022	Net loss of places since 2012	Percentage change since 2012
National	65,600	5,400	-14%
South West	15,554	12,087	-44%
Plymouth	3751	332	-9%

In December 2023, there were 98 childminders in Plymouth. This number has decreased in the last 4 years. This decline has been caused by childminders retiring or changing career. There has been a minimal reduction of childcare places in the city however the loss of childminder places has caused a loss in choice, flexibility and baby places for parents. This causes problems for parents with children under 2 years old wishing to work.

The table below shows the 4 year trend in Plymouth. The number of childminders entering the market is significantly below those leaving. However, the number of childcare places lost across the city are small as expansions in settings on Non-Domestic Premises have ensured there is sufficient childcare, albeit the number of baby places have declined.

Childcare on Domestic Premises					
	Closed Registrations	Number of places lost	New registrations	Number of new places gained	Places lost - /gained +
2019	27	112	5	10	-102
2020	13	67	5	9	-58
2021	21	73	8	26	-47
2022	23	92	5	19	-73

Main findings: Childcare providers and inspections as at 31 August 2022 - GOV.UK ([www.gov.uk](#)) and locally produced data.

The number of places offered by childminders has also declined over time. On 31 August 2022, there were 36% (102,000) fewer childcare places than on 31 August 2012. The decrease in the number of places has been proportionally lower in London and the East of England, where places have fallen by 29% in the last 10 years. Over the same period, the South West and the South East regions have lost the highest proportion of places: 44% and 43% respectively. The table above shows our local picture over a 4 year period. In 2022, in Plymouth childcare places provided by childminders declined by 21%.

WHAT WE ARE DOING?

Action	Outcomes
Work with both the Economic Development Team and Skills launch pad to promote childminding as a career. Advisors are working with Job centre clients to support them to consider and choose childcare as a career. working with the work coaches within the Job Centre	More childminders register and provide childcare places
Develop ways to promote childminders to register with the council to accept funding	More childminders register for funding and provide childcare places
Increase the support for newly registered childminders	Childminder retention rates are improved Baby places increase
The Plymouth Stronger Practice Hub, in conjunction with the Early Years Childcare Team will be offering support to childminders alongside the council	Childminder retention rates are improved
The Mentor and Experts scheme will endeavour to improve retention and quality within the childminder sector	Childminder retention rates are improved

SUMMARY

The childcare picture within Plymouth remains stable with the exception of some of the smaller pre-schools who are struggling to stay financially sustainable and are reliant on external funding and grants, where applicable. If they close and childcare stops sufficiency in those areas will be detrimentally affected. The childcare market in some areas is developing and growing particularly in the holiday club and out of school sector, where the demand for these services remains high. Luckily in areas where, holiday club and out of school sector provision has closed this has been replaced, in most cases, with new childcare places.

SECTION 2 -WORK WITH FAMILIES

The Early Years and Childcare Team have not had any parents enquiring about childcare, however some parents have contacted the council with concerns regarding increased costs of childcare, being subjected to involuntary and/or top up charges, and enquiring about their entitlements.

There is some indication that the cost of childcare has risen for parents however this assumption will be understood further when the Parent's Annual Survey is summarised in Summer Term, 2023. It is currently being relaunched to increase the number of parental responses. It seeks feedback regarding the accessibility, affordability and access to childcare.

The Early Years and Childcare Team are supporting the development of Family Hubs. This will also increase the face to face contact and support for families.

SECTION 3 TAKE UP**3. a BIRTHRATES AND TRENDS**

The table below shows the steady decline in birth rates across Plymouth. This decline affects the numbers of childcare places required as the 15 hours free childcare entitlement is universal for all.

Currently there are sufficient childcare places available however this may change if live births increase.

Academic Year of Birth v Starting School

Ac.Year	2010/ 11	2011/ 12	2012/ 13	2013/ 14	2014/ 15	2015/ 16	2016/ 17	2017/ 18	2018/ 19	2019/ 20	2020/ 21	2021/ 22
Total	3417	3395	3244	3100	3141	3020	2804	2808	2900	2554	2519	2506
Average per Month	285	283	270	258	262	252	234	234	242	213	210	209
Starting school	2015/ 16	2016/ 17	2017/ 18	2018/ 19	2019/ 20	2020/ 21	2021/ 22	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27

It is hard to predict future birth rates however based on today's trends there will continue to be sufficient childcare, as long as the childcare market stays buoyant.

3. b TAKE UP OF CHILDCARE ENTITLEMENTS

There are 3 types of free childcare entitlements available to families.

These are:

- 15 hours free childcare for eligible 2 years olds
- 15 hours free childcare for all children 3 to 5 years old
- the extended children entitlement of 30 hours free childcare for working families.

The take up of childcare for two year olds is increasing in Plymouth, it has risen from 88% to 92% in the last year. The number of eligible children is decreasing due to falling birth rates and rising wages. This has resulted in a 6 % increase in take up from 2021 to 2022, which is slightly lower than Southwest and England rates.

The numbers of children taking up their 15 hours entitlement has also increased by 4.5% from 2021 to 2022 3%, which is higher than Southwest and England's rates. 30 hour take up has increased by 7% from 2021 to 2022, this is higher than both 5% South West and 6% England rates.

The table below shows the take up of childcare places in England, South West and Plymouth.

3.b1 3 & 4 year old take up

Data Set	No/ %	2019	2020	2021	2022	%
England	Number of 3&4 year olds	1,277.137	1,271.544	1,211.991	1.200.000	
	% of 3&4 year olds	93%	93%	90%	92%	Increased 2%
Southwest	Number of 3&4 year olds	12,096	11,353	111,073	111.015	
	% of 3&4 year olds	96%	95%	93%	95%	Increased 2%
Plymouth	Number of 3&4 year olds	5,815	5,580	5,206	5192	

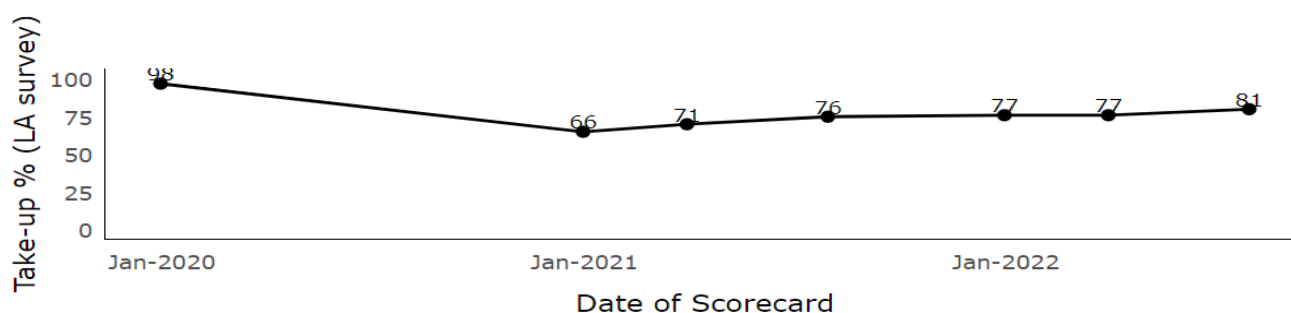
	% of 3&4 year olds	94%	91%	88%	91%	Increased 4.5%
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3.b.2 2 year old entitlement

Data Set	No/%	2019	2020	2021	2022	
England	Number of 2 year olds	148,751	143,439	124,543	135,410	
	% of 2 year olds	68%	69%	62%	72%	Increase 18%
Southwest	Number of 2 year olds	12,096	11,353	10,188	10,782	
	% of 2 year olds	75%	77%	69%	80%	Increase 16%
Plymouth	Number of 2 year olds	936	843	635	634	
	% of 2 year olds	87%	87%	67%	77%	Increased 15%

The table below shows the 2 year old take up Plymouth has increased by 15%, which is 1% lower than Southwest and 3% England rates.

Take-up rate time series



3.b.3 30-hour entitlement

Number of children registered by provider type and year group' for 30-hour entitlement and All providers in England, Plymouth and South West between 2018 and 2022

			2018	2019	2020	2021	2022	%
South West	Plymouth	Number of registered 3-year-olds	1,125	1,214	1,181	1,145	1,217	

		Number of registered 4-year-olds	469	481	505	398	435	
		Number of registered 3 and 4-year-olds	1,594	1,695	1,686	1,543	1,652	Increased 7%
England		Number of registered 3-year-olds	216,096	236,087	248,399	234,996	249,388	
		Number of registered 4-year-olds	80,828	92,040	97,305	93,666	98,738	
		Number of registered 3 and 4-year-olds	296,924	328,127	345,704	328,662	348,126	Increased 6%
South West		Number of registered 3-year-olds	24,002	25,826	26,648	26,061	27,249	
		Number of registered 4-year-olds	9,229	10,094	10,752	10,157	10,853	
		Number of registered 3 and 4-year-olds	33,231	35,920	37,400	36,218	38,102	Increased 5%

The take up across the board has increased in Plymouth however it's still lower than per pandemic rates. We are trying to understand the reasons for this and are currently undertaking a parental survey to determine the possible causes.

The 2023 Early Years Census data will be available in summer 2023.

3.b.4 TAKE UP OF CHILDREN WITH SEND

The number of children who are in receipt of Disability Access Fund (DAF) have returned broadly to those seen prior to the pandemic. This is a similar case for Education Health and Care Plans (EHCPs) in Early Years too. More analysis is needed to understand this picture more.

The Parent Survey contained questions relevant to parents of children with SEND. These were

Calendar year	Number of EHCPs
2019	59
2020	56
2021	9
2022	56 (at time of receiving data in October 2022)

designed with the help of Plymouth Parents and Carers Voice

Children with EHCPs

Financial Year	Term	Children in receipt of DAF	
19/20	Summer 19	75	29
	Autumn 19		25
	Spring 20		21
20/21	Summer 20	57	8
	Autumn 20		18
	Spring 21		31
21/22	Summer 21	76	21
	Autumn 21		27

Children in receipt of Disability Access Fund (per financial year) 2019/2020 to 2022

What are we doing?

Action	Outcomes
<p>Producing a updated Sufficiency Audit date by April 2023 which will demonstrate the childcare picture in Plymouth, any gaps and how we are meeting the Statutory Duties, including:</p> <ul style="list-style-type: none"> analysing the take up of children subject to a child protection plan/ with a social worker understanding the take up of SEND children and gain parent feedback understanding sufficiency by ward 	Sufficiency Audit published
Working with ESP Skills and Post 16 team and the DWP to link parents in receipt of Me2 to training opportunities	More parents access training Increased numbers of 2 year olds access childcare
Working with Family Hubs to encouraged to contact parents who are potentially eligible for 2 year old funding and to promote childcare entitlements	Take up increases
Working with the Economic Development Team to promote childcare take up and childcare as a career	Take up increases

Working with the Family Hub lead to identify the invisible children and understand their childcare journey	Strategies are in place to increase visibility
Improving the accuracy Family Information Directory and Local Offer	Information is accessible, accurate and take up increases
Working with the Performance Advisor to improve data management systems	Data is timely, accurate and manageable
Promote the take up of DAF and EYPP	More settings apply for additional funding more children are supported