

## **Appendix Three**

### **Children and Young People's Trust City Early Years and Childcare**

#### **Outline Proposal for a Brighton & Hove @ Home Childcare Service**

##### **1. Aim of the Service**

To provide Ofsted registered high quality childcare in the child or young person's home.

This service would be attractive in a range of circumstances including

- parents and carers with unsociable hours work
- those undertaking training in order to return to work
- parents and carers who feel group care or care outside the family home is inappropriate for their child or family
- parents and carers with children with disabilities, the most likely families being those that do not meet the thresholds for statutory support from the Children's Disability Social Work Team. This is dependent on being able to recruit childcare workers with relevant skills.

The aim will be to recruit a proportion of child carers who have youth work skills to offer a service for older children and young people who will not readily use traditional out of school services. This may prove useful to working parents with children in the first two years of secondary school.

There is one such service operating in England at present which is run in the London boroughs of Southwark, Lambeth and Wandsworth and roughly mirrors the outline here. The service receives referrals from their disability teams and they do not have the emphasis on the older age range children. Southwark currently have 67 child carers registered with their service and 106 families using it.

##### **2. Why an @ Home Childcare Service?**

Evidence from a range of sources national and local suggests there is a gap in the delivery of registered childcare.

- There is very little childcare in Brighton & Hove for those working unsociable hours such as early morning cleaning, driving jobs and shift work.
- Lone parents without work indicate overwhelmingly that childcare is a major barrier to returning to work. Affordability, availability and the difficulty of adjusting to childcare outside the family home are all barriers to using childcare.
- The Childcare Sufficiency Assessment found that childcare for children and young people aged 12 years and up is very thin on the ground. This is difficult for lone parents with children of this age. Some of these parents will, in the autumn of this year, be moved from the lone parent

programme into Income Support with a new expectation that they return to work.

- Childcare workers, care workers and youth workers often work part time and for low wages. In Southwark the scheme is seen very much as improving the opportunities for workers to earn a living wage. When recruitment to the new service was advertised they were inundated with applications. Early years services in the borough did not see the service as competition because the council was not employing the individuals. It also has meant child carers are more likely to stay in their group care employment because they are making up their wages.

### **3. How Would it Work?**

The Family Information Service (FIS) would market the service to existing professionals in early years, out of school, childminders and youth work. Individuals will apply to join the service. They would then be placed on any training they require to meet the minimum standards for the service and they would apply to the Ofsted Voluntary Childcare Register as an individual carer. They are signposted to registering as self employed.

Once they are Ofsted registered and fully trained they are stored on the FIS childcare database. FIS would then market the service to parents and carers, and anyone calling in for childcare information would have the at home child care option offered in addition to the traditional childcare types. Parents enquiring for at home childcare would outline their needs and the FIS advisor would then try and match them to a childcarer. Because shift work and unsociable hours work is most often low paid information about this service would be channelled through workers and professionals who support families in disadvantaged areas. Not all the families in most need of this service will find their way to the FIS telephone number.

Brighton & Hove will not employ the workers – they are self-employed – but will offer a broker service. If a match is found the details are given to the family along with a service family pack that outlines some helpful “dos and don’ts”, suggests minimum hourly rates etc. The decision about hourly rates is decided between the family and carer.

### **4. What About Quality Control?**

Each childcarer will be registered under Ofsted’s Voluntary Childcare Register. This is an individual registration and the minimum requirements are:

- A full Criminal Records Bureau disclosure
- Current paediatric first aid certificate
- For child carers caring for children under eight years we recommend the Introduction to Childcare Practice (12 hour Initial Unit of the Level 3 Diploma in Home Based Childcare) or an equivalent qualification as a minimum. City Early Years and Childcare (CEYC) would encourage all child carers registered with the @ Home Childcare Service to progress toward higher qualifications.

- For child carers caring for children eight years and over we plan to offer training in the Common Core for the Children's Workforce. We are awaiting guidance and courses in this from the national skills sector councils. Until this arrives we will look at work experience and any relevant qualifications and training such as youth work, sports coaching etc.
- CEYC would offer all childcarers, without recent child protection training, access to this at no cost, and the @ Home Childcare Service would make this a requirement of joining the Service.
- In addition the CEYC would require and provide training in personal safety and risk assessment
- The service would require and follow up two references for each childcarer
- It would also request evaluation from families using the service

#### **5. How Would the Service be Managed?**

In the first year we would model the service from within the FIS management structure. If the demand is as we expect we will then consider whether to continue with the service in house or whether we should look to an external provide take it on.

#### **6. How Would We Fund the Service?**

The funding will cover the year one set-up and on-going running costs. It will not fund or subsidise the cost of the childcare. There will be excellent signposting for childcare subsidies to the family, including:

- Working Links
- JobCentre Plus
- Other back to work employment programmes
- Care to Learn and the Learner Support Fund (Students in Further Education)
- Parent's Learning Allowance and the Childcare Grant (Students in Higher Education)
- Childcare Element of the Working Tax Credit

#### **7. Consultation So Far**

Amaze, Jenny Brickell (Head of Integrated Services, Children's Disability Social Work Team), Ellen Jones (Commissioning and Partnership Manager, West Area and Extended Services lead), Adam Bain (Working Links) have either seen the outline or discussed it with Sarah Colombo and the result to far has been very positive. If given the go ahead there would be further consultation with the youth related skills base statutory and non-statutory services and further to disabilities support services.

#### **8. Outline Year One Costs**

Manager/advisor time	19,000
Carer recruitment and registration	11,000
Training	12,000
Admin and marketing	3,500
<b>Total</b>	<b>£45,500</b>

Budget: Sure Start and Early Years Childcare Grant (of which £10k agreed from the extended schools revenue budget).