

ELC Additional Graduate Commitment – Action Plan Template

Local authorities are required to submit an Action Plan setting out how they intend to allocate their additional graduate places. These plans will be required no later than **29 September 2017** (and are expected to be completed alongside local authority ELC expansion plans).

Please send completed forms to the Additional Graduate mailbox (ELCAdditionalGraduateMailbox@gov.scot). Please also use the Additional Graduate mailbox for any questions related to the commitment or alternatively contact Euan Carmichael at ewan.carmichael@gov.scot or 0131 244 9923.

1. (a) Which nurseries/ELC settings in your local authority area will receive an additional graduate?

These posts will be attached to our Early Years Learning Community Teams and managed through the process already in place for the team. From there, they will provide targeted support to reach the children who will benefit most from their input whilst being supported as part of a wider quality assurance team. The additional graduates will be located in our areas of highest deprivation within the Newbattle and Dalkeith Learning Communities. They will be based in Mayfield Nursery School and Family Learning Centre, Lawfield Primary School Early Learning and Childcare (ELC) setting, Woodburn Primary School and Family Learning Centre and Gorebridge Primary School ELC setting.

(b) Which of the selected nurseries/ELC settings are funded providers in the private or third sector?

The Newbattle and Dalkeith Learning Community areas include two of our Family Learning Centre partnerships with Midlothian Sure Start. The new staff members will be allocated time in these settings, based on our local knowledge of the children attending. As part of the work of the Learning Community Team staff will work with the children and also upskill and capacity build with the staff team in the settings.

(c) Do you intend to allocate any of the additional graduates over more than one setting due to these settings being in remote and rural areas with small class numbers and/or limited operating hours? Please set out a case below justifying the reasons for an identified setting not receiving a FTE additional graduate.

As above. Our Learning Community model of Early Years Service delivery has ensured that we are continually focusing on impact and joint working across settings. As we are a small authority geographically our settings in areas of deprivation are very close and we want to continue this close joint working to ensure impact. It is therefore planned to have a graduate in Woodburn Primary School ELC setting working within the 3-5 setting but also supporting our entitled 2 year old children. The same applies at Mayfield Nursery School and Mayfield Sure Start Family Learning Centre. We will also place a graduate at Lawfield Primary School ELC setting and Gorebridge Primary School ELC setting.

2. (a) How do you intend to recruit the additional graduates for your identified ELC settings?

Recruitment will be through normal Midlothian Council recruitment processes and will be a robust process to ensure that the best people are appointed to the role. It is likely that in the first instance this will be advertised as a secondment opportunity. We would then backfill the resulting vacancies through an external advert.

There are many challenges recruiting into EYs posts at this time and we have had to have several re-adverts before we have recruited to full capacity for our Learning Community Teams.

(b) How many existing practitioners do you intend to upskill?

Midlothian Council Early Years team, has, for many years, been investing in staff in all sectors who wish to develop their skills. We have a number of opportunities including supporting our EY practitioners to achieve the BA in Childhood Practice. This session we have also entered into partnership with Edinburgh University to deliver the Froebel course to 30 of our EY practitioners.

(c) How many of the additional posts do you intend to fill with teachers? Please list the settings that you intend to allocate a teacher to.

It is likely that we will have a mix of BA qualified practitioners and teachers.

The proposal would be to have 2 out of allocation of 3 graduates as teachers.

The settings to have teachers would be Mayfield NS/FLC and Woodburn Primary ELC setting/FLC

All 3 posts will become part of the existing Early Years LC Team.

3. Where existing staff are expected to be redeployed, or are undertaking day release for training, what plans do you have to backfill the posts to ensure that the commitment results in an increase in the number of graduates in your ELC workforce?

Our Learning Community model allows flexibility to support our practitioners, respond to local needs and priorities and give opportunity for training and skill development.

Within this model we have teachers and BA qualified staff and made a commitment to this when the teams were created.

4. (a) Please set out the details of the grade, and corresponding salary, for the graduate posts (based on the objectives and draft job specification set out in annexes B and C in the Guidance Note). As highlighted in the guidance note in the case of teaching posts being recruited to the roles, the basic teaching grade as per the Scottish Negotiating Committee for Teachers terms and conditions will apply.

Senior Childcare and Development Worker at Grade 7 for graduate non teachers.

58	£15.27	£549.72	£28,684.39	£1,634.28	Grade 7
60	£15.73	£566.28	£29,548.49	£864.10	
62	£16.17	£582.12	£30,375.02	£826.53	
64	£16.68	£600.48	£31,333.05	£958.02	

Teacher salaries – likely to be a teacher mid/top of scale as they have relevant experience.

		Part year increment	FY Basic	NI	NI%	Pens	Gross Cost
1.	22641	3,015.09	25,656	2,421.10	9.44%	4,412.87	32,490
2.	27164	1,074.75	28,239	2,777.46	9.84%	4,857.02	35,873
3.	28776	1,091.31	29,867	3,002.22	10.05%	5,137.16	38,007
4.	30413	1,178.29	31,591	3,240.12	10.26%	5,433.68	40,265
5.	32180	1,356.38	33,537	3,508.60	10.46%	5,768.30	42,814
6.	34215	1,271.47	35,486	3,777.66	10.65%	6,103.65	45,368
7.	36122		36,122	3,865.39	10.70%	6,212.99	46,200

(b) Please set out your initial estimate of the additional staffing costs for the additional graduate posts for 2018-19.

3 Teachers mid scale @ £40,265 = £120,795

2 Teachers mid scale for newly qualified @ £ = £80,530 + 1 Senior Childcare and Development Worker based at point 62 of scale (full year) = £30,375 = £110,905

In 2016-17 our SCDWs were re-graded to scale point 58 at Grade 7, as it is likely these are the cohort to apply in session 2018-19 the salary would need to be at scale point 62