

**REPORT TO EDUCATION & CHILDREN'S SERVICES COMMITTEE – 17 MARCH 2022**

**ABERDEENSHIRE COUNCIL EARLY LEARNING AND CHILDCARE ADMISSIONS POLICY**

**1 Executive Summary/Recommendations**

1.1 This report seeks Committee approval of the new Early Learning and Childcare Admissions (ELC) Policy which takes account of Early Learning and Childcare Expansion and Aberdeenshire Council's commitment to support the best start in life for all those residing in Aberdeenshire. The purpose of this report is to create a fourth term, which will start after the October holiday period. This is to allow for children to access their ELC entitlement at an earlier stage, thereby being able to access more funded hours. Additionally, the purpose of the report is to allow for rationalising the priorities for admissions. The revised priorities will ensure continuity and equality of access for all children who are vulnerable or with identified additional support needs.

**1.2 Recommendations**

**The Committee is recommended to:**

**1.2.1 Approve the revised Aberdeenshire Council Early Learning and Childcare admission priorities;**

**1.2.2 Approve the introduction of a fourth term, to allow children to access ELC funded hours earlier; and**

**1.2.3 To remove the requirement for parents to reapply for a second year at the same setting that their child is already attending.**

**2 Decision-Making Route**

2.1 The Council's Area Committees have been consulted on the draft policy changes.

Area Committee	Date	Comments	Officer response and action
Banff and Buchan Area Committee	25 <sup>th</sup> January 2022	Proposals all approved. Further agreed that the language in the admissions booklet be revised to make it more understandable and accessible to prospective applicants.	Agreed that the terminology required to be reviewed and amended. The existing admissions booklet had feedback from parents but Early Years will seek wider feedback on the matter and make amendments by April 2022.

Marr Area Committee	14 <sup>th</sup> December 2021	To welcome the proposed changes.	
Buchan Area Committee	7 <sup>th</sup> December 2021	To provide the following comments: (1) To support the change to the admissions policy and simpler process for returners. (2) To request that consideration be given to allowing children to attend from the day after their third birthday. (3) To query the cost per child difference between council settings and private/third sector providers; and to note the importance of supporting the sustainability of private/third sector providers.	As part of the 1140 review, which is due to be complete by July 2022, consideration for allowing children to access ELC the day after their third birthday will be considered. The review paper will go to the Early Years Board in June/July and then any follow up recommendations and the outcome of the review will come before ECS Committee in September 2022.  A cost difference per child has commenced. The Scottish Government have commissioned research to identify the cost of ELC delivery in the funded provider sector. As part of the 1140 review, a cost exercise will also be carried out. This information will be shared with Cllrs in September 2022.
Kincardine and Mearns Area Committee	8 <sup>th</sup> December 2021	Members provided the following comments; 1. Suggested clarity around the wording regarding entry date into nursery once a child turns 3 years of age, implies they can start the Monday following their third birthday. 2. Suggested clearer language around ante pre-school, suggest we attribute ages and clearer terminology. 3. P. 134, all approved delay entry to primary one, what percentage of those	Agreed that this change is required. The existing admissions booklet had feedback from parents but Early Years will seek wider feedback on the matter and make amendments by April 2022.

		<p>that apply for delayed entry become approved entry and how do they become a supported application, Suggested advice to parents be included in this document.</p> <p>4. Figures and a brief to be shared with K&amp;M Area Committee on Delayed Entry.</p>	
Formartine Area Committee	16 <sup>th</sup> November 2021	Commend staff and welcome the report and the proposed policy revision.	
Garioch Area Committee	7 <sup>th</sup> December 2021	<p>Committee agreed to:-</p> <ol style="list-style-type: none"> <li>1. welcome the introduction of a fourth term to allow children to access ELC funded hours earlier; and</li> <li>2. welcome the removal of the requirement for parents to reapply for a second year at the same setting as their child is already attending; and</li> <li>3. to request that a briefing note on deferred entry be provided to the Committee in due course.</li> </ol>	

### 3 Discussion

#### Admissions Priorities

- 3.1 There are currently 10 priorities, as agreed at Education, Learning and Leisure Committee in 2015 (**Appendix 2**). It is possible to reduce the number of priorities, in part due to, which states *'The choice of setting available to families*

*is not restricted to their own local authority boundary*'. The proposed changes to the criteria/priorities can be seen in **Appendix 1**.

- 3.2 The previous Early Learning and Childcare priorities were approved by the Education, Learning and Leisure Committee in December 2015. The priorities and identification of terms give clear guidance to staff and parents/carers about Aberdeenshire Council's Early Learning and Childcare admissions process.
- 3.3 The changes that are being proposed have all been discussed with several Funded Providers and Early Years Senior Practitioners. The consensus is that these would be beneficial and would impact positively on children and families.
- 3.4 The change for those children that have been deferred for an additional year or who are returners is because, in 45% of cases, the children are already attending the setting that they apply to for the following academic year. A notification process would still be required but would be far less onerous a task.
- 3.5 In relation to the proposed priority 2 (Already placed eligible 2 year olds. Looked after children /vulnerable children (supported application) and children with ASN (supported application and MAAPM), it was thought that this would ensure that those who are likely to benefit the most from ELC should be all be prioritised. After placement of priority 1 (returners and deferred and delayed entry), there would be more than enough capacity of places for children in priority 2 to access a place that meets the child's requirements.
- 3.6 The decision to place applications for children with a sibling in the school is to support accessibility. Given the geography of Aberdeenshire and challenges in accessing public transport in the more rural and remote rural locations, if an ELC child is not placed at the same setting or in a setting that is close to that of their sibling, then this can be a barrier to children being able to access their fully-funded entitlement.

#### **Introduction of a fourth term**

- 3.7 Currently there are three terms in the academic year for ELC. The dates and eligibility in terms of age are shown in figure 1 below. It is proposed that there are four ELC terms in each academic year. The key benefit would be that children would be able to access funded hours earlier. The estimated number of children that would benefit from such a change to the admissions policy would be 443. The breakdown is 178 going to funded providers and approximately 226 going to Council ELC settings.
- 3.8 For a child accessing ELC over term time (30 hours per week), this would translate to on average 240 hours of additional funded ELC. This would improve affordability of childcare while allowing children to have earlier access to Early Learning and Childcare, thus improving outcomes for children. Another advantage would be the reduction in children transitioning into ELC each term, which would assist practitioners in supporting children.

**Figure 1 - Current academic terms and eligibility**

<b>Children born between:</b>	<b>They will be eligible from these school terms</b>
Start date of Term April and 31st August	Start date of term August or when child turns 3 years old
1st September to start of date of term commencing January	Start date of term January (inclusive)
Date after January term starts and date of term commencing April	Start date of term April (inclusive)

**Figure 2 – Proposed academic terms and eligibility**

<b>Children born between:</b>	<b>They will be eligible from these school terms</b>
Start date of Term April and 31st August	Start date of term August and up to 31 <sup>st</sup> August (at point when child turns 3)
1st September and start date of term commencing October	Start date of Term October (inclusive)
Date after October term starts and date of term commencing January	Start date of term January (inclusive)
Date after January term starts and date of term commencing April	Start date of term April (inclusive)

### **Removal of requirement to reapply**

- 3.9 As, on average 45% (approx. 2830 children) of all ELC applications each year are returners to the same setting, it is thought that the removal of the need to reapply for these families would reduce the workload for not only settings but also for families. The need to reapply can cause confusion for families each year, with approximately 7% missing the application period due to the assumption that ELC provision would simply continue.
- 3.10 Should this proposal be approved, then a far simpler process would be discussed and developed collaboratively with Council Early Years Senior Practitioners and Funded Provider settings prior to implementation.

## **4 Council Priorities, Implications and Risk**

- 4.1 In developing the revised priorities, the Early Years' Service considered the following documents:
- The Funding follows the Child,
  - GIRFEC,
  - Children and Young People Act 2014,
  - UNCRC articles 3, 18, 20, 23, 26, 28.

- 4.2 Early Learning and Childcare is cross cutting and as such should impact positively on all three Council pillars and all six priorities.

Pillar	Priority
Our People	Education Health & Wellbeing
Our Environment	Infrastructure Resilient Communities
Our Economy	Economy & Enterprise Estate Modernisation

- 4.3 This report helps deliver against Aberdeenshire Children’s Services Plan Priorities – Early Years and Children and Young People’s Mental Health and Wellbeing.

This report helps deliver on the Local Outcomes Improvement Plan (LOIP) Priority – Reducing Child Poverty in Aberdeenshire.

- 4.4 The table below shows whether risks and implications apply if the recommendations are agreed.

Subject	Yes	No	N/A
Financial	x		
Staffing			x
Equalities and Fairer Duty Scotland	x		
Children and Young People’s Rights and Wellbeing	x		
Climate Change and Sustainability			x
Health and Wellbeing	x		
Town Centre First			x

- 4.5 There are potential financial implications in relation to the introduction of a fourth term. The financial implications relate specifically to the children that will access their ELC funded hours earlier via a Funded Provider. Local Authority staffing will be in place already and so there will be improved utilisation of staffing across the Council ELC settings.

The cost implications of the fourth term are £240K. There is capacity within the ELC funding from the Scottish Government that allows for this additional cost to be met without there being any budgetary pressures on the ELC budget.

- 4.6 An IIA has been completed (**Appendix 3**) for the proposed new policy. No negative impacts have been identified. The following positive impacts have been identified and these include earlier access to funded entitlement for children, improved educational and developmental outcomes, reduced outgoings for families, increased options with regards to learning and childcare options for families at an earlier stage, improved accessibility to ELC and improved flexibility of provision.

4.7 The following Risks have been identified as relevant to this matter on a Corporate Level:

- [ACORP005](#) - Working with other organisations (e.g. supply chains, outsourcing and partnership working)
- [ACORP006](#) - Reputation management (including social media).

The following Risks have been identified as relevant to this matter on a Strategic Level:

- [ECSSR002](#) – ECS Directorate Risk – To secure continuous improvement in outcomes for children and young people.
- [LOIP Priorities](#)
  - o Reducing child poverty
  - o Connected and cohesive communities

## **5 Scheme of Governance**

5.1 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and had no comments to make and are satisfied that the report complies with the Scheme of Governance and relevant legislation.

5.2 The Committee is able to consider this item in terms of Section E3.4 and E3.7 of the [List of Committee Powers in Part 2A](#) of the Scheme of Governance as the report refers to the provision of early years child care to provide the service either internally or externally through commissioning of services in terms of Children and Young People (Scotland) Act 2014.

**Laurence Findlay**  
**Director of Education & Children's Services**

Report prepared by James Martin, Early Years' Service Manager  
Date 14/01/2022

### **List of Appendices:**

Appendix 1 – Proposed New Early Learning and Childcare Admissions (ELC) Policy

Appendix 2 - Current Priorities for ELC Admissions

Appendix 3 – Integrated Impact Assessment

## **Appendix 1 - Proposed New Early Learning and Childcare Admissions (ELC) Policy**

### **Context**

Early Learning and Childcare (ELC) is a vital stage in a child's learning and development and helps children to learn through play. A high-quality early learning and childcare experience builds on the rich learning from home and wider life experiences. It promotes the development of other essential skills that children will rely on in later life.

Scottish Government have committed to 1140 hrs of funding per year of Early Learning and Childcare for all 3- and 4-year-old children and eligible 2-year-old children who meet the criteria.

Aberdeenshire Council has a duty to provide funded ELC places for all 3- and 4-year-olds and for eligible 2-year-olds. Parents/carers will be entitled to up to 1140 hours of ELC.

In Aberdeenshire we provide high quality, flexible ELC that is accessible and affordable for all families. We provide a variety of settings across Aberdeenshire for families to access up to 1140hrs of funding every year.

There is a variety of settings providing different models of ELC for you to choose from. These include Local Authority schools and Funded Providers, our Funded Providers include private nurseries, playgroups and childminders.

All providers of government funded early learning and childcare are currently inspected by the Care Inspectorate and Education Scotland. Practitioners follow national guidelines for the learning and care of children aged 0-5 years that encourage learning through play.

### **Policy Purpose and Aims**

The Admission Policy ensures that early learning and childcare places are allocated fairly and equitably in accordance with national legislation and policy.

In Aberdeenshire we have developed our approach to expansion of early learning and childcare in line with the Scottish Government's key themes by ensuring:

- flexibility
- accessibility
- quality
- affordability

In addition to the above, general principles also apply:

- All ELC provision is non-denominational.
- An ELC establishment must have at least eight children who attend on a regular basis before it is deemed viable to ensure an appropriate educational experience.

### Three to five year olds and eligibility

Children born between	They will be eligible from
The date of the start of the Easter Term to the 31 <sup>st</sup> August	The date of the start of term in August or when a child has had their 3rd birthday.
1 <sup>st</sup> September and start date of returning after October break	The date of returning after October break (inclusive)
The date of returning after October break and the date of the start of term in January.	The date of the start of term in January (inclusive)
The date of the start of term in January term and the date of start of term in April.	The date of start of term in April (inclusive)

### 2 Nurture Funding (Eligible two year olds)

2-year old's who meet the following criteria can access funded Early Learning and Childcare:

1. Children who are looked after and accommodated or are under a kinship or guardianship order. (Applications are to be made by the relevant Social Worker)
2. Children whose families are in receipt of one or more qualifying benefits.

### Allocation of Early Learning and Childcare places

Early Learning and Childcare places are allocated using Aberdeenshire Early Learning and Childcare Policy for Admissions.

#### Priority 1

All children returning for another academic year.

All approved delayed Entry to P1 (supported application) (born Aug –Dec)

All entitled delayed entry (born Jan-Feb)

#### Priority 2

Already placed eligible 2-year-olds (this needs to be indicated on the online application)

Looked after children /vulnerable children (supported application)

Children with ASN (supported application and MAAPM)

**Priority 3**

All new applications for preschool children with siblings in the school.

**Priority 4**

All new preschool applications.

**Priority 5**

All ante preschool with siblings in the school

**Priority 6**

All ante preschool applications

**Priority 7**

Non-Aberdeenshire residents

## **Appendix 2 – Current Priorities for ELC Admissions**

### **Priority One**

Two-year old children eligible under Children and Young People (Scotland) Act 2014

### **Priority Two**

Children deferring entry from Primary One and staying at an ELC setting, where an additional year of funding has been agreed by Aberdeenshire Council.

### **Priority Three**

3 and 4-year old children who are resident in Aberdeenshire, who have a significant additional support needs.

### **Priority Four**

Children who are returning to the same ELC setting, including those who were eligible from aged two.

## **BY DATE OF BIRTH**

### **Priority Five**

Four year olds from the local children's services network

### **Priority Six**

Three year olds from the local Children's services network who have a sibling already within the ELC setting and/or school.

### **Priority Seven**

Three year olds from the local children's services network

### **Priority Eight**

Children whose childcare is within the local children' services network

### **Priority Nine**

All other eligible children residing in Aberdeenshire

### **Priority Ten**

Children residing out with Aberdeenshire

# Aberdeenshire Council

## Integrated Impact Assessment

### Early Learning and Childcare Admissions Policy 2022

Assessment ID	IIA-000375
Lead Author	James Martin
Additional Authors	Marie Macdonald, Angie Craig
Service Reviewers	Marie Macdonald, Gwen Sutherland
Subject Matter Experts	Susan Forbes, Lynne Gravener, Christine McLennan
Approved By	Julia Matthew
Approved On	Thursday January 20, 2022
Publication Date	Friday January 21, 2022

# 1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

The purpose of this assessment, is to review the potential impact of the proposed changes to the ELC Admissions Policy. There will be a change in terms of the prioritisation of places. The purpose of this is to ensure that there is greater continuity for children and improved opportunities for those with additional requirements. There will also be the inclusion of an additional term, so there are now 4 terms rather than 3 terms. This means that children who meet the criteria, will be able to start after the October holidays.

During screening 6 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 3 out of 5 detailed impact assessments being completed. The assessments required are:

- Childrens' Rights and Wellbeing
- Equalities and Fairer Scotland Duty
- Health Inequalities

In total there are 17 positive impacts as part of this activity. There are 0 negative impacts, all impacts have been mitigated.

A detailed action plan with 1 points has been provided.

This assessment has been approved by [julia.matthew@aberdeenshire.gov.uk](mailto:julia.matthew@aberdeenshire.gov.uk).

The remainder of this document sets out the details of all completed impact assessments.

## 2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	No
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	Yes
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	No
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	No
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	No
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	Yes
Is this activity / proposal / policy of strategic importance for the council?	Yes
Does this activity / proposal / policy reduce inequality of outcome?	Yes
Does this activity / proposal / policy have an impact on children / young people's rights?	Yes
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	Yes

## 3. Impact Assessments

Children's Rights and Wellbeing	No Negative Impacts Identified
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	No Negative Impacts Identified
Health Inequalities	No Negative Impacts Identified
Town Centre's First	Not Required

## 4. Childrens' Rights and Wellbeing Impact Assessment

### 4.1. Wellbeing Indicators

Indicator	Positive	Neutral	Negative	Unknown
Safe	Yes			
Healthy	Yes			
Achieving	Yes			
Nurtured	Yes			
Active	Yes			
Respected		Yes		
Responsible		Yes		
Included	Yes			

### 4.2. Rights Indicators

UNCRC Indicators upheld by this activity / proposal / policy	<p>Article 3 - Best interests of the child</p> <p>Article 5 - Parental guidance and a child's evolving capacities</p> <p>Article 6 - Life, survival and development</p> <p>Article 23 - Children with disabilities</p> <p>Article 28 - Right to education</p> <p>Article 29 - Goals of education</p> <p>Article 31 - Leisure, play and culture</p>
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### 4.3. Positive Impacts

Impact Area	Impact
Achieving	Access to ELC earlier will support a child's development and learning. It will also increase the level of support that is available to families, so that they may better support their child at home.
Active	Children accessing more ELC, will be able to have more opportunities to be active. It will also give parents/carers more opportunities to be active also, through an increase in time for themselves.
Healthy	Accessing ELC earlier will allow for them to be able to start to develop independence in areas related to their age and development.
Included	<p>Through increasing the access to and the prioritisation of ELC for children with additional support needs and eligible two year olds, this will result in better outcomes for the children.</p> <p>Parents/Carers will also be able to have extra time to look for or participate in work/education/training or increase their working hours etc.</p>
Nurtured	Nurture is integral to the delivery of ELC. Accessing ELC earlier will support the nurture of children of ELC age. ELC can help to support the child's learning and development at home.

Impact Area	Impact
Safe	Early Years Practitioners are provided with training and development opportunities in not only working with children but also in working with families. Access to ELC can allow for opportunities for practitioners to work in partnership with a range of other services to help reduce the incidence and impact of childhoods adversity.

#### 4.4. Evidence

Type	Source	It says?	It Means?
Internal Consultation	Focus groups. Practitioners and parents/carers	Families that have children with additional support needs would like to be able to have the opportunity to access ELC that best meets their needs.  Staff would like to be able to support children earlier on and to have smaller groups transitioning into ELC, so that support can be improved.	Children aren't always being able to access their full entitlement.

#### 4.5. Accounting for the Views of Children and Young People

In relation to the proposed policy changes, it was the parents/carers and practitioners that were engaged. Their views and understanding of the needs of the children were taken into account.

#### 4.6. Promoting the Wellbeing of Children and Young People

Through improved child and family wellbeing and resilience.

#### 4.7. Upholding Children and Young People's Rights

The proposal will support the development of more confident and self assured children. It will improve equality.

#### 4.8. Overall Outcome

No Negative Impacts Identified.

Children will be able to access Funded ELC entitlement earlier. The changes to the priorities will ensure that children that require it, will be able to access the setting that best meets their needs. The changes will also improve accessibility to ELC.

## 5. Equalities and Fairer Scotland Duty Impact Assessment

### 5.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)	Yes			
Age (Older)		Yes		
Disability	Yes			
Race		Yes		
Religion or Belief		Yes		
Sex		Yes		
Pregnancy and Maternity		Yes		
Sexual Orientation		Yes		
Gender Reassignment		Yes		
Marriage or Civil Partnership		Yes		

### 5.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income	Yes			
Low wealth	Yes			
Material deprivation		Yes		
Area deprivation		Yes		
Socioeconomic background	Yes			

### 5.3. Positive Impacts

Impact Area	Impact
Age (Younger)	Children of ELC age will have access to fully funded early learning and childcare at an earlier stage.
Age (Younger)	Children will be able to access ELC earlier. There will be increased opportunities for development and learning. There will also be increased wellbeing and resilience.
Disability	Improved access to services for children with an identified additional support need.
Disability	Improved opportunities for families and children.
Low income	Through being able to access suitable ELC at an earlier stage, parents/carers will have more opportunity to be able to access training, education and employment opportunities that better meet their needs.
Low income	Improved opportunities for families to access learning, development and training opportunities in order to seek better employment options.

Impact Area	Impact
Low wealth	Reduced outgoings, resulting from reduction in childcare costs.
Socioeconomic background	Increased opportunities for children, through earlier access to Funded ELC. Also, increased opportunities for families, as a result of more time to be able to access training, development and education.
Socioeconomic background	Increased opportunities for families to access education and training opportunities, as a result of being able to access funded ELC earlier.

## 5.4. Evidence

Type	Source	It says?	It Means?
Internal Data	eligible two data	Challenges in families accessing ELC due to access to own transport or poor transport links.	Families aren't able to access their full ELC entitlement at times due to transport.

## 5.5. Engagement with affected groups

There has been engagement with a range of practitioners supporting early years and also parents and carers.

## 5.6. Ensuring engagement with protected groups

Through engaging with a range of practitioners to seek input and feedback from families. This includes education and health practitioners.

## 5.7. Evidence of engagement

Focus group discussions with practitioners, taking place between April to June 2021.

## 5.8. Overall Outcome

No Negative Impacts Identified.

All feedback from families was in full support of the changes being made. Also, the feedback from practitioners fully supported the proposed changes.

## 5.9. Improving Relations

Continued engagement and actions resulting from the engagement, to show that feedback is being seriously considered/taken into account.

## 5.10. Opportunities of Equality

The changes taking place will ensure that families will have access to ELC earlier. It will also improve accessibility of ELC for those families that have identified needs.

## 6. Health Inequalities Impact Assessment

### 6.1. Health Behaviours

Indicator	Positive	Neutral	Negative	Unknown
Healthy eating	Yes			
Exercise and physical activity	Yes			
Substance use – tobacco		Yes		
Substance use – alcohol		Yes		
Substance use – drugs		Yes		
Mental health		Yes		

### 6.2. Positive Impacts

Impact Area	Impact
Exercise and physical activity	Children accessing funded ELC will have a range of opportunities for play and outdoor learning. Being able to access funded ELC will allow for, on average, increasing the level of physical activity in children of ELC age.
Healthy eating	Fully funded nutritious meals and snacks are provided to those children accessing funded Early Learning and Childcare.

### 6.3. Evidence

Type	Source	It says?	It Means?
Internal Data	census data	It states the number of children that are missing out on funded entitlement hours, due to their date of birth.	There are many children in Aberdeenshire who aren't able to access ELC shortly after their third birthday.
Other Evidence	Public Health Scotland	Children accessing ELC will have more access to green space, social interactions and imaginative play opportunities.	In the main, children will benefit more from having accessed funded ELC as soon as they are able to access the provision.

### 6.4. Overall Outcome

No Negative Impacts Identified.

The inclusion of an additional term will benefit all children that are impacted by the change. They will have access to fully funded early learning and childcare (ELC) at an earlier stage. The changes to the policy, in terms of the prioritisation, will ensure that those families facing the greatest challenges will have access to ELC setting in an area that best meets their requirements.

## 7. Action Plan

Planned Action	Details
<p>If approved, the Early Years Team will update the admissions booklet and promote the changes to funded providers, Council ELC settings, families and also partner organisations and services.</p>	<p><b>Lead Officer</b> James Martin</p> <p><b>Repeating Activity</b> No</p> <p><b>Planned Start</b> Monday January 31, 2022</p> <p><b>Planned Finish</b> Thursday June 30, 2022</p> <p><b>Expected Outcome</b> Improved awareness of the options available to families and the positive impact that these options can bring.</p> <p><b>Resource Implications</b> Staff time involved in promoting the changes.</p>