

## Models of Flexibility and the Extended Offer

The following sheets provide examples of session options Early Years providers may offer parents. In addition to the advantages and disadvantages to both providers and parents it also illustrates the training and financial support available to providers if they chose to change their current offer and deliver an extended or flexible session from September 2010 onwards. It is by no means an exhaustive list.

### Option A

What this looks like?

**Offer – 3 hour sessions x 5 sessions. Increase existing part-time session by 0.5 hours.**  
*e.g. 9.00-12.00 or 12.30 - 3.30.*

No lunch period or chargeable meals provided.  
For those settings offering only one session per day.

**Further points to consider:**

- Will lengthen traditional sessions.
- Drop off and pick up hours to fit in with the school day.

Possible Advantages	Possible Disadvantages
<ul style="list-style-type: none"><li>• Less complicated than other options.</li><li>• The most achievable option for those settings constrained by their physical environment, i.e., delivering from a church hall.</li><li>• Fewer curriculum implications</li></ul>	<ul style="list-style-type: none"><li>• Setting is <b>not eligible for flexibility</b> supplement, as the offered session is less than 6 hours.</li></ul>

### **Training and Support**

- Introduction to Childcare Business Management
- Welfare Requirements
- Voluntary Childcare Organisations: Roles & Responsibilities or Organising a Social Enterprise Childcare Business, where appropriate

### **Grant Funding available**

Up to £10,000 depending on settings requirements to meet the outcome

## Option B

### What this looks like?

#### Offer – 3 hour x 5 sessions.

This could include two sessions offered during the day with a break for lunch.

Lunch can be offered on a chargeable basis with packed lunch provided by parents or hot lunches provided by the provider.

### Further points to consider:

- Consideration of how lunch meals will be provided, i.e., packed lunch provided by parents or hot lunches.
- Will the group require any additional facilities to provide lunch?
- Early Years Foundation Stage must be planned and delivered over the lunch period

Possible Advantages	Possible Disadvantages
<ul style="list-style-type: none"><li>• Children learning social skills at lunchtime.</li><li>• Children who are eligible for Free School Meals can do so in a maintained school only.</li><li>• Lunch period generates income</li></ul>	<ul style="list-style-type: none"><li>• Changes to staff contracts may be required</li><li>• Maintained schools may require additional staffing during lunchtime.</li><li>• Setting is <b>not eligible for flexibility</b> supplement, as the offered session is less than 6 hours.</li><li>• A "free" lunch option must be available, i.e. children must be able to bring packed lunch if hot lunches are charged for.</li></ul>

### Training and Support

- Introduction to Childcare Business Planning
- Welfare Requirements
- Voluntary Childcare Organisations: Roles & Responsibilities or Organising a Social Enterprise Childcare Business, where appropriate

### Grant Funding available

Up to £10,000 depending on settings requirements to meet the outcome

## Option C

### What this looks like?

Offer – 3 x 6 hour days.

### Further points to consider:

- Although this exceeds the weekly free entitlement, children can access just three hours on one of the days. However it is important the sessions are available over a minimum of three days.
- Consideration of how lunch will be provided, i.e., packed lunch provided by parents or hot lunches. Will the group require any additional facilities to provide lunch.
- Maintained Schools to consider staffing ratios. **A maintained nursery class with a staffing ratio of 2:26 will need to give consideration to providing flexibility with this staffing capacity.**
- EYFS must be planned and delivered over the lunch period

Possible Advantages	Possible Disadvantages
<ul style="list-style-type: none"><li>• Increase in nursery numbers as meets needs of working parents.</li><li>• <b>Setting eligible for the Flexibility supplement within Early Years Single Funding formula</b></li></ul>	<ul style="list-style-type: none"><li>• Could create vacant “slots” in the week if sessions are not offered correctly.</li><li>• EYFS planning will need to change.</li><li>• Changes to staff contracts may be required, maintained schools may require additional staffing during lunchtime.</li><li>• A "free" lunch option must be available, i.e. children must be able to bring packed lunch if hot lunches are charged for.</li></ul>

### Training and Support

- Introduction to Childcare Business Management
- Quality Matter - EYFS Planning
- Welfare Requirements
- Voluntary Childcare Organisations: Roles & Responsibilities or Organising a Social Enterprise Childcare Business, where appropriate

### Grant Funding available

Up to £10,000 depending on settings requirements to meet the outcome

## Option D

### What this looks like?

**Offer - 6 + hours per day, 5 days per week, 38 weeks of the year.**

### Further points to consider:

- Consideration of how lunch will be provided, i.e., packed lunch provided by parents or hot lunches. Will the group require any additional facilities to provide lunch?
- EYFS must be planned and delivered over the lunch period.
- Maintained Schools to consider staffing ratios. **A maintained nursery class with a staffing ratio of 2:26 will need to give consideration to providing flexibility with this staffing capacity.**
- Planning of EYFS delivery in those settings who have not offered flexibility before.

Possible Advantages	Possible Disadvantages
<ul style="list-style-type: none"><li>• Parents can access sessions at flexible times and of varying durations subject to availability and operational requirements of setting.</li><li>• Setting can charge for any EYFS delivered in addition to the free entitlement.</li><li>• Provides the setting with the ability to generate additional income.</li><li>• <b>Setting eligible for the Flexibility supplement within Early Years Single Funding formula</b></li></ul>	<ul style="list-style-type: none"><li>• Need to ensure that the number of free places is not restricted and charging is not carried out to the detriment of children accessing free places.</li><li>• Ensure that charges cover costs.</li><li>• A "free" lunch option must be available, i.e. children must be able to bring packed lunch if hot lunches are charged for.</li></ul>

### Training and Support

- Introduction to Childcare Business Management
- Quality Matter - EYFS Planning
- Welfare Requirements
- Voluntary Childcare Organisations: Roles & Responsibilities or Organising a Social Enterprise Childcare Business, where appropriate

### Grant Funding available

Up to £10,000 depending on settings requirements to meet the outcome

## Option E

### What this looks like?

#### Offer – 6 x 2.5 hour sessions

#### Further points to consider:

- The physical environment of the setting may not allow the setting to extend in any other way.
- Lease negotiations may be required

Possible Advantages	Possible Disadvantages
<ul style="list-style-type: none"><li>• Children are able to access their 15 hours in one setting.</li></ul>	<ul style="list-style-type: none"><li>• Not very flexible for working parents.</li><li>• Setting is <b>not eligible for flexibility</b> supplement, as the offered session is less than 6 hours.</li></ul>

### Training and Support

- Introduction to Childcare Business Management
- Welfare Requirements
- Voluntary Childcare Organisations: Roles & Responsibilities or Organising a Social Enterprise Childcare Business, where appropriate

### Grant Funding available

Up to £10,000 depending on settings requirements to meet the outcome

## Option F

### What this looks like?

#### Offer – 3 x 5 hour sessions

#### Further points to consider:

- Consideration of how lunch will be provided, i.e., packed lunch provided by parents or hot lunches.
- Will the group require any additional facilities to provide lunch.
- Maintained Schools to consider staffing ratios. **A maintained nursery class with a staffing ratio of 2:26 will need to give consideration to providing flexibility with this staffing capacity**
- EYFS must be planned and delivered over the lunch period

Possible Advantages	Possible Disadvantages
<ul style="list-style-type: none"><li>• Provides parents with an extended provision.</li><li>• National piloting of flexible entitlement has shown this offer to be popular with some parents.</li></ul>	<ul style="list-style-type: none"><li>• Does not fit with the school day.</li><li>• Setting is <b>not eligible for flexibility</b> supplement, as the offered session is less than 6 hours.</li><li>• A "free" lunch option must be available, i.e. children must be able to bring packed lunch if hot lunches are charged for.</li></ul>

### Training and Support

- Quality Matters – EYFS Planning
- Introduction to Childcare Business Management
- Welfare Requirements
- Voluntary Childcare Organisations: Roles & Responsibilities or Organising a Social Enterprise Childcare Business, where appropriate

### Grant Funding available

Up to £10,000 depending on settings requirements to meet the outcome

## **Option G**

### **What this looks like?**

**Offer – Stretched hours** Examples of a stretched free entitlement:  
Around 12.5 hours a week for 45 weeks of the year  
Just over 11 hours a week for 50 weeks of the year  
Just under 11 hours a week for 52 weeks

The above models can be taken over 2 or more days a week.

### **Further points to consider:**

- The stretched offer – based on the examples provided will not attract the flexibility supplement unless offered in conjunction with a longer session, i.e. **Models C & D**

<b>Possible Advantages</b>	<b>Possible Disadvantages</b>
<ul style="list-style-type: none"><li>• Provides the parent with consistent fees</li></ul>	<ul style="list-style-type: none"><li>• Free Entitlement grant payments will be made to Private, Voluntary and Independent providers on a termly basis until September 2012, not monthly. This could cause problems with cashflow.</li><li>• A "free" lunch option must be available, i.e. children must be able to bring packed lunch if hot lunches are charged for.</li></ul>

### **Training and Support**

- Quality Matters – EYFS Planning
- Introduction to Childcare Business Management
- Welfare Requirements
- Voluntary Childcare Organisations: Roles & Responsibilities or Organising a Social Enterprise Childcare Business, where appropriate

### **Grant Funding available**

Up to £10,000 depending on settings requirements to meet the outcome

## Option H

What this looks like?

Continue to provide 5 x 2.5 hour sessions

Further points to consider:

- This may be the only option for settings who are constrained by their physical environment.

Possible Advantages	Possible Disadvantages
	<ul style="list-style-type: none"><li>• This option does not meet the needs of working parents or allow early years providers to meet the national agenda for extended free entitlement.</li><li>• The setting is <b>not eligible</b> for flexibility supplement, as the offered session is less than 6 hours.</li><li>• <b>The setting may have its free entitlement funding withdrawn if the Council considers that there are sufficient alternative local providers offering the full 15 hour entitlement to meet parental need.</b></li></ul>

Training and Support

n/a

Grant Funding available

£0