

OFFICER DECISION RECORD 1 FORM

This form should be used to record Officer Decisions in Excess of £100k (but below the key decision threshold), or where required by Financial, Contract or other Procedure Rules or following formal delegation from Cabinet or a Cabinet Member or a Council Committee.

Decision Reference No: 23241051

BOX 1

DIRECTORATE: Partnerships, Early Intervention and Localities

DATE: 9/2/2024

Contact Name: Shelley Petta

Tel. No.: [REDACTED]

Subject Matter: Implementation of the DfE Early Years Financial Incentive Pilot

BOX 2**DECISION TAKEN**

The aim of the pilot is to help attract new or returning EY staff by paying an incentive of £1000 shortly after they take up their role in targeted Private , Voluntary and Independent provision in Doncaster. The DfE are testing whether a 'golden hello' can be an effective way to recruit EY staff in high demand areas. We are focussing on :-

- 1.Full day care providers
- 2.Sessional settings in areas with sufficiency issues
- 3.Sessional settings with high numbers of children with SEND
- 4.Childminders who would like to take on assistants and fit into the above criteria

This would help us fulfil the brief of the intended Pilot and will help support the maximum amount of settings but in a targeted way.

Doncaster has been awarded £240,431 , 5% of this can be spent on administrative costs. The remaining should be given to the Setting directly who will administer payment to the member of staff following a successful 12 week induction period.

BOX 3**REASON FOR THE DECISION**

In March 2023 the Chancellor announced transformative reforms to childcare for parents, children, the economy and women. By 2027-28, the Government will more than double its investment into the childcare support it offers, spending over an estimated £8bn every year on free hours and early education. Part of these childcare reforms will significantly increase the availability of childcare, reduce costs and increase the number of parents who are entitled to the support. By the 1st September 2025, all eligible working parents will be entitled to 30 hours free childcare from the term after their child turns 9 months. These reforms will increase demand for childcare places and as such there will need to be an increase in the supply of places. In January 2024 DfE launched this limited pilot to help deliver the childcare expansion at pace and

test whether financial incentives in EY would help boost recruitment in a similar way that it has for school teachers. Doncaster was chosen by the DFE as one of the eligible Las based on IDACI and sufficiency data.

BOX 4

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

The pilot is open to all Early Years providers, however, it was decided to target PVI providers as staff recruitment has already been impacted by migration of staff from PVI to Schools due to improved terms and conditions.

Should we choose not to engage with this pilot it would be at a disadvantage to our providers who have already informed the local authority of their challenges to recruit.

BOX 5

LEGAL IMPLICATIONS

Section 1 of the Localism Act 2011 permits the Council to do anything that individuals generally may do.

The Council will enter into a memorandum of Understanding (MOU) the Secretary of State for Education which will allow the Council to deliver a Financial Incentives Pilot for the Early Years (EY) Workforce.

The MOU is not a legally binding document, however both parties are expected to comply with the terms within the MOU.

The financial Incentive payments should be made in accordance with the MOU, guidance and FAQ provided by the Secretary of State for Education and that reports and statement of usage documents are completed and provided in accordance with the MOU.

Failure to comply with the terms of the MOU may result in the grant being withheld or suspended, the grant being clawed back and or the MOU being terminated.

Name: Nicky Dobson

Date: 20/2/24

Name of Assistant Director of Legal and Democratic Services (or representative)

BOX 6

FINANCIAL IMPLICATIONS:

As outlined in the body of the report the Council has been offered grant of £240,431 across the following financial years for the Financial Incentives for Early Years Workers by the Department

of Education (DfE); the decision is to accept this grant.

2023-24 £120,215.50

2024-25 £120,215.50

TOTAL £240,431.00

The purpose of the grant is to provide local authorities with funding to financially incentivise the recruitment of the Early Years workforce in nursery settings. The aim of this pilot is to increase the number of staff to successfully deliver the childcare expansion reforms over the period April 2024 to December 2024.

The pilot will involve a payment of up to £1,000 (free of tax and NI deductions) with the grant providing the financial incentives to Eligible Early Years Providers, which will then be passed on to the eligible early years staff member.

As part of the Memorandum of Understanding for this grant the Council must ensure they have sufficient capacity to deliver the programme requirements, using a designated 5% reasonable proportion of the grant to cover the costs incurred. As such £12,022 is available for this purpose.

As part of the grant terms and conditions the Section 151 Officer/Chief Finance Officer is required to confirm at the end of the financial year for the period of the grant that the funding has been properly expended.

This ODR should be authorised by the Assistant Director of Finance / Chief Finance Officer (CFO) as per financial procedure rules E11 '*Grant acceptance and/or commitment relating to external funding from Government, where the Council has no choice but to accept the funds and where the Council must spend or passport the funds as directed by Government, can be approved by the CFO and will not be subject to key decision rules*'

Name: Stephen Boldry

Date: 19th February 2024

Name of Chief Financial Officer and Assistant Director of Finance (or representative)

BOX 7

OTHER RELEVANT IMPLICATIONS

N/A

Name: Alison Fleetwood

Date: 20/02/2024

Name of Assistant Director (or representative)

ANY IMPLICATIONS SENT TO DEPARTMENTS SHOULD GENERALLY BE SUBMITTED AT LEAST 5 WORKING DAYS IN ADVANCE TO ENSURE THESE CAN BE GIVEN THE RELEVANT CONSIDERATION.

BOX 8

EQUALITY IMPLICATIONS: (To be completed by the author).

Development of and recruitment to these posts will have due regard to the Equalities Act 2010

BOX 9

RISK IMPLICATIONS: (To be completed by the author)

Failure to meet timescales for this pilot would have significant reputational damage for the council as this is a national programme where local authorities have been selected to take part.

BOX 10

CONSULTATION

Consultation will take place with providers to establish demand and vacancies to recruit to.

BOX 11

INFORMATION NOT FOR PUBLICATION

To be published in full with only personal information redacted

Name: Alison Fleetwood

Date: 20/02/2024

Name of FOI Lead Officer for service area where ODR originates

BOX 12

BACKGROUND PAPERS

Please confirm if any Background Papers are included with this ODR NO

(If YES please list and submit these with this form)

**BOX 13
AUTHORISATION**

Name: Lee Golze **Signature:** [REDACTED] **Date:** 21/02/2024

Assistant Director of Children, Young People, and Families

Does this decision require authorisation by the Chief Financial Officer or other Officer

YES

If yes please authorise below:

Name: Faye Tyas **Signature:** [REDACTED] **Date:** 21/02/2024

Assistant Director of Finance & Technology & Chief Financial Officer

Consultation with Relevant Member(s)

Name: Cllr Lani Ball **Signature:** [REDACTED] **Date:** 21/02/2024

Designation: Cabinet Member for Early Years, Education, Skills & Young People
(e.g. Mayor, Cabinet Member or Committee Chair/Vice-Chair)

Declaration of Interest YES/NO

If YES please give details below:

PLEASE NOTE THIS FORM WILL BE PUBLISHED ON THE COUNCIL'S WEBSITE IN FULL UNLESS IT CONTAINS EXEMPT OR CONFIDENTIAL INFORMATION.

Once completed a PDF copy of this form and any relevant background papers should be forwarded to Governance Services at Ladem@doncaster.gov.uk who will arrange publication.

It is the responsibility of the decision taker to clearly identify any information that is confidential or exempt and should be redacted before publication.