

Aberdeenshire Council

Integrated Impact Assessment

Aberdeenshire Out of School Care

Assessment ID	IIA-001713
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1. Overview

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

The paper going to ECS Committee in February 2024 will be seeking approval from Committee for the following:

The Committee is recommended to:

1.2.1 Consider and comment on the current situation of Aberdeenshire Council's out-of-school care (OOSC) services.

1.2.2 Approve the proposed date of 6 July 2023 for Aberdeenshire Council to withdraw from direct OOSC service provision, in line with the decision taken by ECS Committee on 23 May 2023 .

1.2.3 Instruct officers to prepare a progress report on the development and delivery of a strategic framework for childcare in Aberdeenshire in collaboration with relevant Council services and the wider sector for consideration by all policy committees prior to approval by Aberdeenshire Council.

During screening 5 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 2 out of 5 detailed impact assessments being completed. The assessments required are:

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

In total there are 14 positive impacts as part of this activity. There are 5 negative impacts, all impacts have been mitigated.

A detailed action plan with 4 points has been provided.

This assessment has been approved by 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?	No
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 impact on 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	All Negative Impacts Can Be Mitigated
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	No Negative Impacts Identified
Health Inequalities	Not Required
Town Centre's First	Not Required

4. Childrens' Rights and Wellbeing Impact Assessment

4.1. Wellbeing Indicators

Indicator	Positive	Neutral	Negative	Unknown
Safe	Yes		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	Article 27 - Adequate standard of living Article 31 - Leisure, play and culture
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4.3. Positive Impacts

Impact Area	Impact
Achieving	There is evidence that wrap around childcare for children of school age, has a positive impact on the attainment and achievement of children. As the framework will put in place resources and mechanisms to increase access to wrap around childcare, this means that more children will benefit across Aberdeenshire.
Achieving	Good quality out of school care helps children and young people to develop these capacities thereby complementing what happens in school and at home. It provides children with a range of experiences which enrich and enhance their lives, and support their progress and achievement.
Healthy	We know that poverty and inequality act to limit the opportunities for some children in Aberdeenshire. Disadvantages experienced from birth onwards can impact adversely on the life chances of our children, and result in poor health, employment, educational and social outcomes. We are determined to close this gap and to open the doors of opportunity. We want to support families to lift themselves out of poverty and to enable children and young people to have access to a wide range of activities and experiences. This is why we are focussed on supporting children and families. Working with families, communities and businesses via the Framework that is highlighted in the committee paper will support increasing access to wrap around care provision across Aberdeenshire.

Impact Area	Impact
Healthy	We know that poverty and inequality act to limit the opportunities for some children in Aberdeenshire. Disadvantages experienced from birth onwards can impact adversely on the life chances of our children, and result in poor health, employment, educational and social outcomes. We are determined to close this gap and to open the doors of opportunity. We want to support families to lift themselves out of poverty and to enable children and young people to have access to a wide range of activities and experiences. This is why we are focussed on supporting children and families. Working with families, communities and businesses via the Framework that is highlighted in the committee paper will support increasing access to wrap around care provision across Aberdeenshire.
Safe	Safeguarding is integral to the delivery of registered childcare, as is required by the Care Inspectorate. As the purpose of the paper and the proposed Framework, is to expand the access to after school childcare, then the safeguarding of children will be further increased. Aberdeenshire Council will work to support providers, through access to funded training of Child Protection. Training and support will also be offered for those providers who are not registered with the Care Inspectorate also.
Safe	Safeguarding is integral to the delivery of registered childcare, as is required by the Care Inspectorate. As the purpose of the paper and the proposed Framework, is to expand the access to after school childcare, then the safeguarding of children will be further increased. Aberdeenshire Council will work to support providers, through access to funded training of Child Protection. Training and support will also be offered for those providers who are not registered with the Care Inspectorate also.

4.4. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
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Impact Area	Details and Mitigation
<p>Safe</p>	<p>There is a risk to impact on children accessing Council OOSC, as should there not be a PVI setting that takes over on time for the start of the 24/25 academic year, then there would be a gap in provision, which could have an adverse impact on the child with regards to the additional safeguarding that is in place via Council OOSC being removed.</p> <p>Can be mitigated Yes</p> <p>Mitigation The relevant Council services will work with PVI sector to do everything in their capacity, to ensure that there is capacity developed in areas that the Council OOSC currently operates. There is however, a risk that this may not be possible in all areas as it is dependent on a number of variables, including identifying suitable premises that meet Care Inspectorate requirements, recruitment, viable demand etc. Council OOSC already work closely with schools in relation to any safeguarding matters that require it so. This will continue to ensure that children are supported. There are already gaps in relation to OOSC, in terms of over the holiday periods, for those who don't access any OOSC holiday provision and there are measures/processes in place to support children where required.</p> <p>Timescale here is evidence that wrap around childcare for children of school age, has a positive impact on the attainment and achievement of children. As the framework will put in place resources and mechanisms to increase access to wrap around childcare, this means that more children will benefit across Aberdeenshire.</p>

4.5. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
External Data	Outcomes Linked to High-Quality Afterschool Programs: Longitudinal Findings from the Study of Promising Afterschool Programs	The study finds that regular participation in high-quality afterschool programs is linked to significant gains in standardized test scores and work habits as well as reductions in behavior problems among disadvantaged students. These gains help offset the negative impact of a lack of supervision after school. The two-year study followed almost 3,000 low-income, ethnically diverse elementary and middle school students from eight states in six major metropolitan centers and six smaller urban and rural locations. About half of the young people attended high-quality afterschool programs at their schools or in their communities.	That increasing access to affordable wrap around childcare and increasing access to childcare in areas of deprivation, will have a proportionately higher impact on those children from more deprived backgrounds.
External Data	Play Strategy For Scotland: Learning About Play - Investigating Play Through Relevant Qualifications In Scotland	The workforce in early learning and care, in particular, in out of school care in Scotland, are amongst the main participants in playwork qualifications. Also, that play pedagogy is at the heart of the model that is delivered by registered out of school clubs.	That out of school care provision supports the children's right to play (Article 31).

Type	Source	It says?	It Means?
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4.6. Information Gaps

Engagement with children and young people, as part of the stakeholder analysis/review, when considering alternative delivery models.

4.7. Measures to fill Information Gaps

Measure	Timescale
To have children and young people included in the stakeholder analysis, so that their views and opinions may be taken on board.	January 2024.

4.8. Accounting for the Views of Children and Young People

Research carried out by Eskogen on behalf of Aberdeenshire Council.

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The online survey of parents and carers received 139 responses in total

The online survey of childcare providers received 65 responses in total

Six consultations with key stakeholders

Five consultations with childcare providers

One group consultation with employability providers

Two focus groups with parents

Most common type of childcare used is nurseries, while breakfast/after school clubs are most preferred choice

88% did not believe there is a good range of providers available in their local area;

Most common length of time required is 21-30 hours (30%), closely followed by 9-20 hours (29%);

59% had noted decreased income as a result of childcare support, while only 15% said it had increased;

82% acknowledged that childcare has meant that they have been able to stay employed;

Just under half of shift workers (47%) noted that their current childcare does not help them to work shifts/changing rotas at all;

Largest barrier to accessing childcare is lack of options (83%), followed by being too expensive (57%) and not enough hours on offer (52%);

49% of parents/carers stated they had to travel at least five miles for childcare;

32% of those receiving childcare support reported that it enabled them to access more training/education and 57% stated career and promotion ambitions

Recommendations from research included:

Working with communities and families in designing OOSC provision across Aberdeenshire.

Develop and implement a policy to enable and actively support access to schools for care and activities

Increase local childcare options to reduce travel requirements for families. he research included a range of engagement, including:

4.9. Promoting the Wellbeing of Children and Young People

The Care Inspectorate quality framework states that "children have opinions that must be taken into account in all the things that they care about. As the school aged childcare framework, that is proposed, is intended to increase the scale of and access to wrap around childcare, then the impact of this will be far reaching for children. It is intended that the proposals to work with providers in engaging with providers in exploring alternative delivery models, will take into account the views and opinions of the children who currently access Council provision.

4.10. Upholding Children and Young People's Rights

Through increasing provision across Aberdeenshire, more young people will have a say in services that they access. The Care Inspectorate quality framework states that "children have opinions that must be taken into account in all the things that they care about.

4.11. Overall Outcome

All Negative Impacts Can Be Mitigated.

In addition to seeking approval to withdraw from the Council being a deliverer of Out of School Care provision, there is work underway to support expansion of the PVI sector as a whole. At present, officer time is being allocated to support front line delivery. To even have a proportion of that capacity supporting the expansion of the sector, will allow for better identification and resolution of gaps. School aged childcare is crucial in supporting families out of poverty and to improving the life chances of children. There are serious gaps in provision across Aberdeenshire as a whole, which need to be addressed. Education and Children's Services will be working alongside other Council services, namely Economic Development and external organisations i.e. Aberdeenshire Voluntary Action to increase the capacity of the sector as a whole.

Private nursery settings are seeking to diversify by offering wrap around care for school aged childcare, to allow for , improved financial sustainability, being able to offer more opportunities to existing staff, thereby improving recruitment and retention (this is very challenging at present). Also, they can better make use of existing staffing capacity, thereby offering a more reliable service that better meets demand.

Working with individuals to set up as childminders to deliver wrap around childcare for school aged children offers a viable option for parents/carers who are looking to bring in income while looking after their own children. Creating jobs and childcare options can happen in tandem.

Diversification in childcare options for nursery settings will be crucial to maintain/increase income, thereby being able to support retention and promotion opportunities for staff. The birth rate is continuing to reduce in Aberdeenshire, and this will have an adverse impact on childcare providers. A review of services existing in areas where the Council operates Out of School Care provision has been carried out, to determine scope for expansion. Also, providers that have the capacity to move into an area where the Council operates has been considered. There is scope for all these services. This can't be guaranteed and neither can the capacity or the timing, but there are a number of viable options available for the areas across Aberdeenshire.

5. Equalities and Fairer Scotland Duty Impact Assessment

5.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)	Yes		Yes	
Age (Older)		Yes		
Disability		Yes		
Race		Yes		
Religion or Belief		Yes		
Sex	Yes		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		Yes	
Low wealth	Yes			
Material deprivation		Yes		
Area deprivation	Yes			
Socioeconomic background	Yes		Yes	

5.3. Positive Impacts

Impact Area	Impact
Age (Younger)	<p>As it is the intention of the Council to increase registered wrap around care provision across Aberdeenshire, this will increase the scale of wrap around childcare groups/organisations, which would be part of the overall inspection framework. This would in turn increase the number of Aberdeenshire children accessing groups with safeguarding in place.</p> <p>Also, good quality out of school care helps children and young people to develop these capacities thereby complementing what happens in school and at home. It provides children with a range of experiences which enrich and enhance their lives, and support their progress and achievement.</p>

Impact Area	Impact
Age (Younger)	<p>Through the increased capacity to support a framework that would be created by the Council withdrawing from being a deliverer of OOSC to a facilitator/enabler, this would ideally expand the range and number of options available to young people. Good quality out of school care helps children and young people to develop these capacities thereby complementing what happens in school and at home. It provides children with a range of experiences which enrich and enhance their lives, and support their progress and achievement.</p>
Sex	<p>Evidence from the Institute of Fiscal Studies (2020) shows that women with caring responsibilities have reduced their paid working hours substantially, and by more than their male counterparts. Women also tend to be “poverty managers” and will often shield their families from poverty by going without food, clothing or warmth themselves. As a result, women can feel the effects of poverty more acutely, impacting their physical and mental health. In addition to carrying the main responsibility for household budgeting with inadequate material resources, women often face barriers to accessing community support including inaccessible services and inadequate public transport.</p> <p>As such, the expansion access to wrap around childcare, especially in rural and remote rural areas in Aberdeenshire, will help to alleviate impact and ideally support woman with their childcare requirements.</p>
Area deprivation	<p>It is intended that through Aberdeenshire Council becoming a facilitator/enabler of the set up, delivery and support for improvement in wrap around childcare, rather than being a deliverer of wrap around, that there will be an increase in accessibility and capacity across Aberdeenshire. Currently, there isn't a suitable geographical spread of wrap around childcare, which in turn could limit the economic and learning opportunities of families.</p> <p>Through the Framework, a community based approach will be key. This will ensure that there is a balance maintained between meeting the needs of the communities and also allowing for the approach to be flexible and sustainable. This will be crucial in going forward, as no one solution will resolve the challenges that all communities experience in accessing childcare for school aged children. Also, through taking such an approach, it will improve the opportunities in meeting the needs of more remote and rural areas, for not only school aged childcare but for younger children i.e. those not yet eligible for funded ELC.</p>

Impact Area	Impact
<p>Low income</p>	<p>Through increasing the spread and accesibility of out of school care, this will hopefully support families in being able to enter into further education, training and development. Thereby, being able to increase their opportunities to progress in work.</p> <p>Women’s poverty is directly tied to child poverty, and women’s economic and labour market inequality is therefore a key cause of child poverty. Women’s incomes remain a critical factor in child poverty with evidence showing that where women’s disposable income is reduced, spending on children decreases. Action to address women’s labour market inequality and ensure women receive adequate financial support through the social security system are therefore key priorities in tackling child poverty.</p> <p>Working with communities, businesses and the PVI (Private, voluntary and Independent) childcare providers across Aberdeenshire with a view to create childcare options that are 1) sustainable 2) accessible and affordable, will help to support low income households.</p>
<p>Low wealth</p>	<p>Personal wealth is a key component of people’s standard of living. People use their wealth for a range of purposes, for example:</p> <ol style="list-style-type: none"> 1) as a source of finance to improve current or future living standards 2) to invest in opportunities such as education or entrepreneurial activities 3) to provide a buffer for emergencies such as unemployment or illness. <p>Many people will build wealth throughout their working lives in preparation for retirement. Yet, households with low income and low starting wealth will find this more difficult.</p> <p>Similar to the positive impact stated in the "low Income" section, working with a range of internal and external stakeholders to increase accessibility and affordability of wrap around childcare across Aberdeenshire, will certainly yield benefits/improvements.</p> <p>Through increasing the spread and accesibility of out of school care, this will hopefully support families in being able to enter into further education, training and development. Thereby, being able to increase their opportunities to progress in work.</p>
<p>Material deprivation</p>	<p>Through increasing the spread and accesibility of out of school care, this will hopefully support families in being able to enter into further education, training and development. Thereby, being able to increase their opportunities to progress in work.</p>

Impact Area	Impact
Socioeconomic background	Through increasing the spread and accessibility of out of school care, this will hopefully support families in being able to enter into further education, training and development. Thereby, being able to increase their opportunities to progress in work.

5.4. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Age (Younger)	<p>There is a risk to impact on children accessing Council OOSC, as should there not be a PVI setting that takes over on time for the start of the 24/25 academic year, then there would be a gap in provision, which could have an adverse impact on the child with regards to the additional safeguarding that is in place via Council OOSC being removed.</p> <p>Can be mitigated Yes</p> <p>Mitigation The relevant Council services will work with PVI sector to do everything in their capacity, to ensure that there is capacity developed in areas that the Council OOSC currently operates. There is however, a risk that this may not be possible in all areas as it is dependent on a number of variables, including identifying suitable premises that meet Care Inspectorate requirements, recruitment, viable demand etc. Council OOSC already work closely with schools in relation to any safeguarding matters that require it so. This will continue to ensure that children are supported. There are already gaps in relation to OOSC, in terms of over the holiday periods, for those who don't access any OOSC holiday provision and there are measures/processes in place to support children where required. here is evidence that wrap around childcare for children of school age, has a positive impact on the attainment and achievement of children. As the framework will put in place resources and mechanisms to increase access to wrap around childcare, this means that more children will benefit across Aberdeenshire.</p> <p>Timescale February 2024 to September 2024</p>

Impact Area	Details and Mitigation
<p>Sex</p>	<p>As women are disproportionately impacted on in relation to availability/lack of availability of childcare supply, there are concerns about sustaining existing service until replacement OOSC was available and the socio-economic impact of that.</p> <p>Can be mitigated Yes</p> <p>Mitigation Early Years will work with the wider childcare sector in and around Aberdeenshire with a view to having alternative school aged childcare arrangements in place for the start of the 24/25 academic year. There will also be recruitment drives for childminders. Finally, there will be packages of support for those community groups looking to develop childcare solutions in areas. The areas that Aberdeenshire Council currently operate has significant enough demand to reduce the likelihood that there wont be alternative provision developed. There are also viable locations/premises in each of the 8 areas that the Council operates.</p> <p>Timescale February 2024 to September 2024.</p>
<p>Low income</p>	<p>There is a risk that should it not be possible to support childcare provision to expand/start up in the areas where Aberdeenshire Council will be withdrawing, that parents/carers will be adversely impacted on. It could mean that they have to reduce working hours or cease working. That they have to stop any education and training opportunities that they have taken on etc.</p> <p>Can be mitigated Yes</p> <p>Mitigation Early Years will work with the wider childcare sector in and around Aberdeenshire with a view to having alternative school aged childcare arrangements in place for the start of the 24/25 academic year. There will also be recruitment drives for childminders. Finally, there will be packages of support for those community groups looking to develop childcare solutions in areas. The areas that Aberdeenshire Council currently operate has significant enough demand to reduce the likelihood that there wont be alternative provision developed. There are also viable locations/premises in each of the 8 areas that the Council operates.</p> <p>Timescale February 2024 to September 2024</p>

Impact Area	Details and Mitigation
<p>Socioeconomic background</p>	<p>Ways to improve life chances, to increase opportunities etc are to take on learning and development opportunities. If Council OOSC provision is currently being accessed by those parents/carers seeking to improve their circumstances, isn't replaced by other childcare options, then this will have an adverse impact on the parents/carers in question. That they have to stop any education and training opportunities that they have taken on etc.</p> <p>Can be mitigated Yes</p> <p>Mitigation Early Years will work with the wider childcare sector in and around Aberdeenshire with a view to having alternative school aged childcare arrangements in place for the start of the 24/25 academic year. There will also be recruitment drives for childminders. Finally, there will be packages of support for those community groups looking to develop childcare solutions in areas. The areas that Aberdeenshire Council currently operate has significant enough demand to reduce the likelihood that there won't be alternative provision developed. There are also viable locations/premises in each of the 8 areas that the Council operates.</p> <p>Timescale February 2024 to September 2024</p>

5.5. Evidence

Type	Source	It says?	It Means?
External Data	Care Inspectorate data	It identifies the number of Care Inspectorate registered clubs across Aberdeenshire and also across Scotland.	It shows that given the number of primary schools in Aberdeenshire, there is a relatively low coverage of clubs. Less than 1 club per 3 primary schools.
External Data	Scot Gov Scot Xed information	It identifies the number of primary school aged children per Council. It shows that a relatively low percentage of primary aged children have access to wrap around care that is registered with the Care Inspectorate.	That potentially communities/families/households are being limited in terms of their employment and learning opportunities as a result of the capacity of wrap around care in Aberdeenshire.

Type	Source	It says?	It Means?
External Consultation	Pregnent then Screwed Scotland	There is evidence from respondents that they have had to change the hours that they currently work in order to work around childcare. Often, this has been because there is no childcare available at the hours that parents/carers would need.3.29 Research undertaken by Pregnant Then Screwed Scotland supports this, as half of the parents/ carers surveyed in Aberdeenshire have reduced the hours that they work as a result of a lack of available childcare. https://pregnantthenscrewed.com/65-of-parents-in-scottish-households-have-reduced-their-hours-or-left-the-workforce-due-to-childcare-challenges/	That there needs to be more work to develop flexible solutions to childcare across Aberdeenshire and that there needs to be support for the sector as a whole to allow for this to happen.
Internal Consultation	Eskogen Rural Childcare Research	Accessible childlcare was a key factor for families,wtih almost 20% stating that this was a priority for them, out of a ranking of 1 to 5.	Local childcare solutions will be key in terms of meeting the needs of families. Only having Out of School clubs wont be enough. There will need to be a range of solutions, i.e..childmidnrs and wrap around available at nursery settings.
External Consultation	Eskogen consultation with parents and carers	37% of families consultated stated that they would have poorer health and wellbeing if they weren't able to access childcare. 22% stated that the health and wellbeing of their child/ren was improved as a result of accessing childcare. This was stated as a direct gain.	Not only are parents/carers lives improved as a result of access to childcare but children have benefited directly also.

Type	Source	It says?	It Means?
External Data	After School Alliance	Research was carried out on the impacts on school age children attending after school programmes. 60% of children improved their behaviour in class. 1 in 2 children improved their reading and math abilities. 65% improved their class participation.	As well as school aged childcare meeting the needs of parents and carers, there is clear evidence that there are benefits on children who attend the clubs/initiatives. Quality provision will be important and as a result, training and development opportunities will need to be considered for those working in the sector.

5.6. Information Gaps

We don't have an understanding in relation to the detail around the gaps in provision in those areas in Aberdeenshire, where there isn't out of school care provision.

5.7. Measures to fill Information Gaps

Measure	Timescale
Research is to be fully scoped out and commissioned through 'Tackling Poverty and Inclusion' funding.	January 2024

5.8. Engagement with affected groups

To date, there hasn't been engagement with those most likely to be affected. It is intended that the current provision would be supported to be taken on by another provider, thereby limiting any potential adverse impact. Engagement will be a key component in the research that will be commissioned.

5.9. Ensuring engagement with protected groups

Engagement with those of protected characteristics will take place further, as part of the consultation exercise and also as part of the review of current provision and need.

5.10. Evidence of engagement

There is a lived experience group which has been engaged with on a number of aspects relating to childcare and wrap around childcare. This group has been engaged with via Tackling Poverty and Inclusion officers/members. It has been highlighted that there needs to be an overall increase in the capacity, availability, access to and flexibility of provision. This is why there will be collaboration with a range of services within the Council, to improve access to wrap around childcare. These services will include Employability, Early Years, Education, Economic Development etc. There will also be collaboration with external services including employers, Aberdeenshire Voluntary Action, Scottish Childminding Association, etc. The 'Framework' will not only be discussed and agreed by Education and Children Services Committee but all the other relevant policy committees.

5.11. Overall Outcome

No Negative Impacts Identified.

The proposal is about supporting sustainability and development of the sector as a whole. It is about increasing capacity to support families across Aberdeenshire. This is about making best use of public funds and directing Council resources where they can have a greater impact, while reducing budgetary pressures.

5.12. Improving Relations

The development of a framework and ongoing engagement with existing and prospective providers, as well as those who are and will access wrap around childcare, will ensure that there are good relations between the various groups involved across Aberdeenshire.

5.13. Opportunities of Equality

The activity will seek to improve sustainability and capacity of wrap around care across Aberdeenshire. This will create opportunities for advancing equality of opportunity by reducing the barriers for families to access wrap around care that meets their needs.

6. Action Plan

Planned Action	Details	
<p>For rural childcare research to be completed by commissioned organisation. This will be used to inform the development of an Aberdeenshire Childcare Framework.</p>	<p>Lead Officer Repeating Activity Planned Start Planned Finish Expected Outcome</p>	<p>James Martin No Monday October 02, 2023 Wednesday January 31, 2024 Robust and insightful research with recommendations in relation to courses of action that Aberdeenshire Council and its partners can take to increase primary aged childcare capacity across the Council area.</p> <p>Resource Implications Officer time and commissioned research.</p>
<p>To draft a framework which would be reviewed and approved by all relevant policy committees, prior to approval by Aberdeenshire Council.</p>	<p>Lead Officer Repeating Activity Planned Start Planned Finish Expected Outcome</p>	<p>James Martin No Monday February 05, 2024 Thursday September 26, 2024 A comprehensive, realistic and measurable framework, which seeks to support the improved access to childcare provision for children of primary school age.</p> <p>Resource Implications Officer time and commissioned research.</p>
<p>To work with the childcare sector in and around Aberdeenshire with a view to having alternative school aged childcare arrangements in place for the start of the 24/25 academic year.</p>	<p>Lead Officer Repeating Activity Planned Start Planned Finish Expected Outcome</p>	<p>James Martin No Monday December 11, 2023 Friday August 16, 2024 Those families who currently access Aberdeenshire Council delivered Out of School Care will have their childcare needs met once the Council withdraws it's provision.</p> <p>Resource Implications Officer time. There may be financial implications. These are to be determined by the research, the framework development and dialogue between the Council and providers. For example, there may be start up grants. Some of the resource could come from Scottish Government as part of the school aged childcare programme.</p>

Planned Action	Details
<p>To work with Council out of school care staff in terms to ensure that there are options available for them once the Council provision ceases to operate. The skills and qualifications are in the main transferrable to the Early Learning and Childcare sector. This would allow for numerous redeployment opportunities. There will also be opportunities in the school aged childcare sector in the areas that they currently work. There will be redeployment options available to all staff currently working in OOSC.</p>	<p>Lead Officer James Martin</p> <p>Repeating Activity No</p> <p>Planned Start Monday December 11, 2023</p> <p>Planned Finish Friday August 09, 2024</p> <p>Expected Outcome All Council OOSC staff are supported in the pathway that they prefer to use, whether it is redeployment or alternative school aged childcare employment in the Private, Voluntary, Independent sector.</p> <p>Resource Implications To be determined.</p>