

**MAYOR OF LONDON**

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# **Early Years in London**

**REPORT**

March 2019



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March 2019

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# Foreword

Every child deserves the best start in life. The quality of early years experiences lay the foundation for future success and happiness.

We already know that children do better if they receive a high quality early education, one which gives them the opportunity to play, learn and make friends. It helps parents too. Happy children means happy, more relaxed parents. Parents that are more likely to think about their own opportunities such as training or jobs and careers. And that's exactly what's needed for London's economy to thrive and for business to access talent.

But high quality should not come with a high price tag. Every family should be able to access quality, affordable early years provision that suits their needs.

That's why the Mayor and I are working with partners across London to explore ways of supporting such provision - including funding activities. The Mayor's three Early Years Hubs have been working for over a year now, bringing together early years providers, local authorities, schools and colleges to increase the number of children able to access free and high quality early education. Each hub has a specific focus informed by local needs, but they all have a common aim – to support local families and improve children's lives.

We are aware that the existing early years and childcare offer is complex and difficult to navigate, especially for less advantaged families and those without a support network to fall back on. The Mayor's London Early Years Campaign seeks to raise awareness about how early education can help children in their development. From February to October 2019, eleven organisations across London are running creative activities to engage local families with pre-school children. This work is supported by our marketing campaign, which encourages parents of two-year-olds to help their children play, learn and make friends through early education.

Ultimately, it's high quality provision that makes the real difference. And any organisation is only as good as the people who work for it. Supporting the early years workforce remains one of our key priority areas. Over the next two years, the Mayor's Early Years Leaders Programme will help practitioners improve their leadership and business skills, and in turn, improve outcomes for children.

Early years education also encourages greater social integration. It gives both families and children a chance to mix with others, make friends and extend their social network – a vital part of everyone's life. The Mayor's London Family Fund is already supporting families across the capital to improve social networks, reduce isolation and bring children and families together.

Since our Early Years in London: Baseline and Consultation report last year, both the quality and access to early years in London has improved. More London mothers are in paid employment and more 2-year-olds are accessing their early years entitlement. But there is more work that needs to be done.

This report provides an overview of the responses we have received to our consultation, and an update on the data and the activities the Mayor has undertaken to support the sector and London families.



Joanne McCartney  
**Deputy Mayor, Education  
and Childcare**









# Improving early years in London

## WHAT WE WANT TO ACHIEVE IN LONDON

Although the Mayor has no statutory powers related to early years, he recognises the impact of early childhood experiences and the importance of this area of work.

In his manifesto, the Mayor pledged to 'make childcare more affordable and accessible with a strategy that delivers for business and workers'. This means we want:

### **Children to have better outcomes**

- Children to learn well in the early years so they are ready for school

### **Childcare to not be a barrier to work**

- Families to have higher incomes because parents are able to work
- Employers to be able to find skilled and reliable staff, because parents are not locked out of the labour market by childcare needs

The GLA works with partners across London to help deliver the Mayor's ambitions for early years and childcare. Together we are working to:

- Improve the quality of early years provision for all children, particularly less advantaged
- Improve access so all families can find and pay for childcare that meets their needs

We have established and lead London Early Years Stakeholder Group comprising of representatives from Department for Education, Ofsted, London Councils, providers and GLA officers. The group meets regularly to debate issues affecting early years in London and work together to develop effective policies.

## OUR THEORY OF CHANGE

The impact of high quality early education is two-fold: it improves children's outcomes, and it makes it easier for parents to work and improve their family's financial situation.

Our theory of change includes measurements which we are using to assess whether London parents have better access to quality early years education.

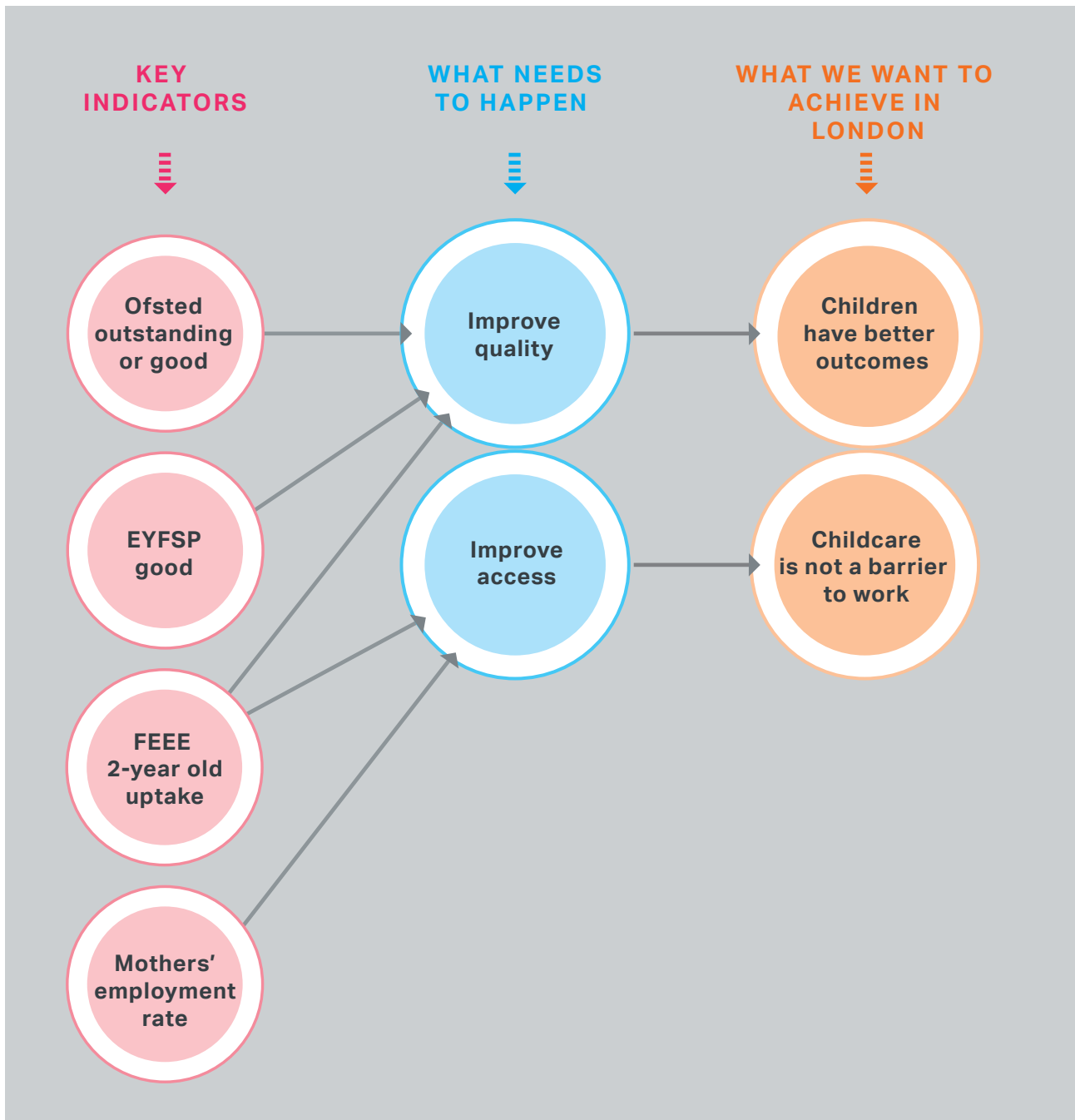
Access to high quality early education and childcare supports the Mayor's wider priorities to reduce economic inequality and health inequality, and

to increase social integration.

Economic inequality is reduced in the short term when parents are able to work in ways that suit them and their families, and in the longer term through improvements in children's outcomes. Health inequalities are reduced directly through education that influences healthy ways of living, and indirectly through reductions in poverty and the negative health impacts of poverty.

When children, parents and carers from different backgrounds come together in early years settings there are more opportunities for shared experiences; building trust, belonging and connection between groups, improving social integration.

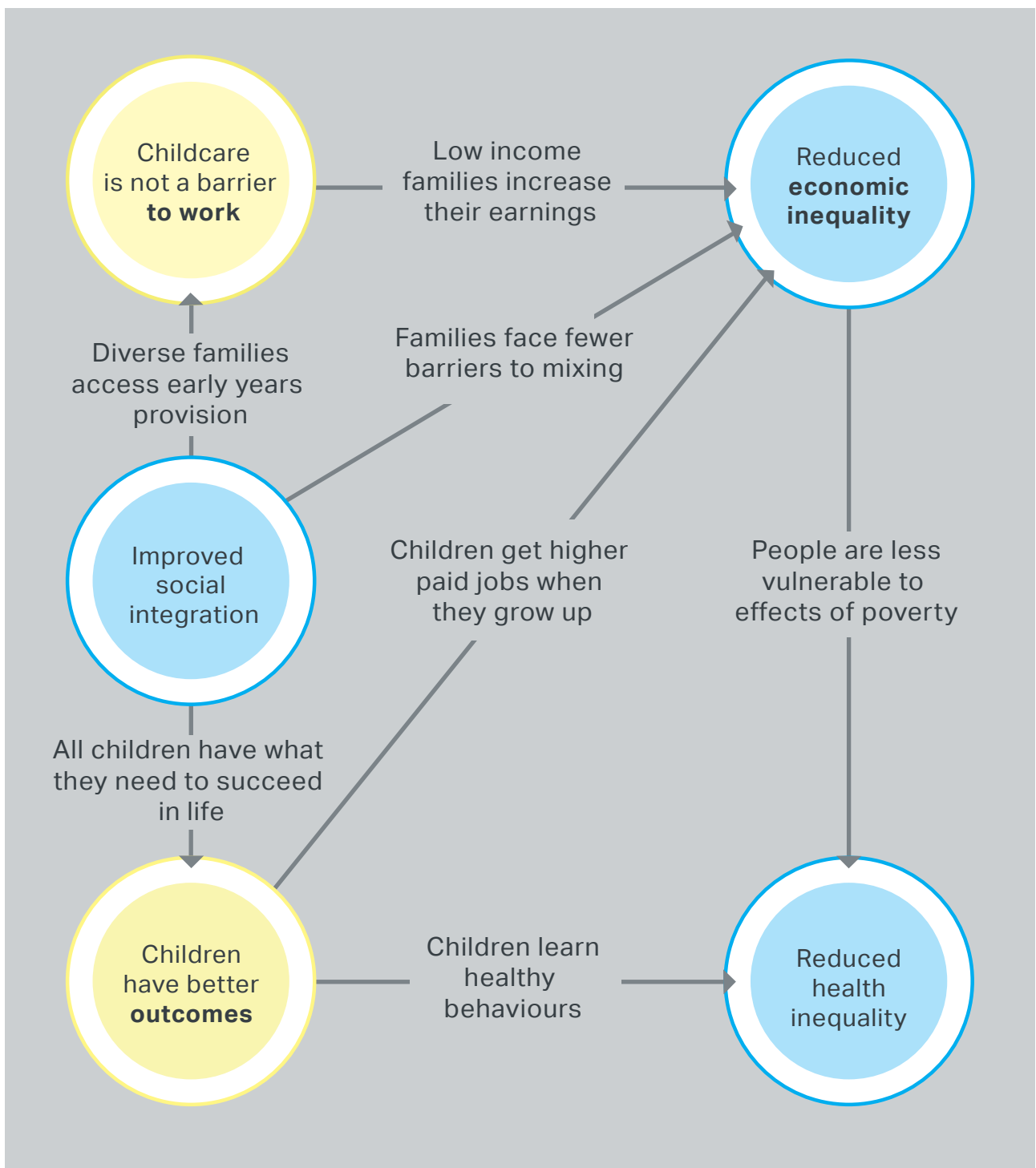
Our theory of change



EYFSP Early Years Foundation Stage Profile  
 FEEE Free Early Education Entitlement



How early years relates to our other areas of work



## WHAT WE MEASURE

We are using a series of measures to help us find out whether access to and quality of early years provision is improving in London.

Our indicators were selected based on research by the Family and Childcare Trust, with input from local authorities and Ofsted. This was then subject to public consultation. The indicators need to be based on publicly available data, which is available in a reasonable timescale from collection, is likely to continue to be available, and is based either on full populations through administrative data or on a reliable sample. This ruled out some potential indicators which were based on survey data, either because the sample size was not big enough to give outcomes specific to London, or because it was not clear whether they would continue to be collected.

Where possible, indicators are available at local authority level and breakdowns are available for different demographic groups (ethnicity, gender, and socio-economic status).

Our four key outcomes indicators for London are:

1. **Ofsted outstanding or good:** Ofsted inspection ratings for early education providers, by number of children and places
2. **Early Years Foundation Stage Profile (EYFSP) good:** the proportion of children in London who have a 'good level of development' at age five, as measured by the Early Years Foundation Stage Profile
3. **Free Early Education Entitlement (FEEE) 2-year-old uptake:** the proportion of two-year-olds who are entitled to fifteen hours of free early education (the most disadvantaged) a week who take up this entitlement
4. **Mothers' employment rate:** the proportion of mothers who are in paid employment (either full time or part time)

For some of these outcomes, we are particularly interested in specific groups, or in the differences between groups. Where data is available, we are also interested in the differences between London boroughs, and how our indicators relate to each other at a borough level.





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# Consultation results

Our Early Years in London: baseline and consultation document, published in March 2018, proposed 4 indicators to measure whether both the quality and access to early years education in London is improving.

The proposed indicators were based on research by the Family and Childcare Trust and include input from local authorities and Ofsted:

- 1. Ofsted outstanding or good**
- 2. Early Years Foundation Stage Profile (EYFSP) good**
- 3. Free Early Education Entitlement (FEEE) 2-year-old uptake**
- 4. Mothers' employment rate**

Our consultation asked:

1. Whether we had chosen the right indicators to measure progress on early years and childcare in London
2. What you or your organisation were doing to improve access to high quality childcare in London
3. What you thought were the key challenges in improving access to high quality childcare in London
4. Whether you were aware of any successful examples from other organisations or places to improve access to childcare? And if so, what they were

We received responses from a wide range of early years organisations, parents and others.

### RESPONDENTS TO Q1

agreed that we had chosen the right indicators. Many respondents provided comments and suggestions to expand on the range of proposed indicators, including, amongst others: obesity levels; take up of 30 hours free childcare and the 15 hours of universal offer for 3 and 4-year-olds, and measuring the employment rates of the whole family. Some respondents suggested that an Ofsted rating does not necessarily represent a reliable measure of quality of early years experiences, due to the frequency of inspections and lack of reference to a proportion of qualified staff.

Based on the consultation responses, we have added a comparison on the Early Years Foundation Stage Profile (EYFSP) good indicator:

- between children eligible for Free School Meals (FSM) and their peers; and
- an attainment gap between all children and those in the lowest 20 per cent.

The Department for Education is currently reviewing the Early Learning Goals and Areas of Learning in the Early Years Foundation Stage. The outcome of the review may impact

on the comparability of this indicator in future years. We will keep this indicator under review as more information on the review emerges.

### RESPONDENTS TO Q2

provided a host of examples of how they support access and quality of early years provision, including how they deliver a flexible childcare offer for working parents, train early years professionals and teachers, and offer workshops to parents.

### RESPONSES TO Q3

identified a number of challenges in improving access to high quality childcare. These were mainly linked to funding rates, difficulties in meeting the cost associated with delivering early years provision, insufficiency of supply and workforce skills. A low profile of childminders was also cited as one of the issues for London.

### RESPONDENTS TO Q4

provided examples of both home-grown and international good practice. We are keen to build on these good practice examples.







# Indicators and data

## 1. OFSTED OUTSTANDING OR GOOD

Ofsted inspection ratings for early education providers, by number of children and places.

### About this indicator

Ofsted grades are an indicator of the quality of early education provision. There are four possible grades: Outstanding, Good, Requires Improvement, and Inadequate. Data at child and place level is used because providers vary considerably in size.

Some children receive their early education in a school nursery class or a maintained nursery school, and some from a private or voluntary provider, including a childminder (known as 'EY registered providers'). Outcomes are not directly comparable because data for schools is based on the actual number of children in attendance, whereas EY register data is based on maximum setting capacity – actual occupancy may be significantly different. For example, some providers may not operate to their full capacity and some may offer part-time places, effectively having more than one child per registered full-time place. There are no Ofsted grades for children attending an independent school.

Data on inspection results for providers registered on the Early Years Register is published by Ofsted at: <https://www.gov.uk/government/collections/early-years-and-childcare-statistics>

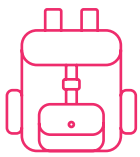
Data on inspection results for maintained schools and academies is published by Ofsted at: <https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics>

To calculate the number of children in early years provision in schools by Ofsted grade, we combined this data at a provider level with data on class sizes from the National Schools Census, which is available at <https://www.gov.uk/government/statistics/schools-pupils-and-their-characteristics-january-2018>

## Headline data: Ofsted outstanding or good

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### Overall indicator for London



**96 per cent**

of early years children in schools attend a setting which is 'good' or 'outstanding'

**93 per cent** of places offered at EY register provider are in 'good' or 'outstanding' settings

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### How London compares to the rest of the UK

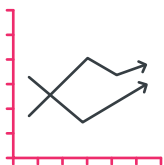


Children in London schools are **more likely** to be attending a good or outstanding setting than in the rest of England

Places with London EY register providers are **slightly less likely** to be in a good or outstanding setting than in the rest of England

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### How this indicator has changed over time

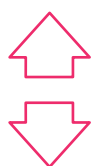


Since 2017 both, the number of children in a school and the number of places at a provider, which is 'good' or 'outstanding' has decreased by one per cent

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## Differences between London boroughs



There is a gap of **16 percentage points** between the local authorities with the highest and lowest proportion of children in schools which are rated good or outstanding

There is a gap of **18 percentage points** between the local authorities with the highest and lowest proportion of children in private and voluntary provision that is rated as good or outstanding

Since 2017, a gap between the local authorities with the highest and lowest proportion of children in schools which are rated good or outstanding has **reduced by two per cent**. The gap in private and voluntary provision has **increased by seven per cent**.

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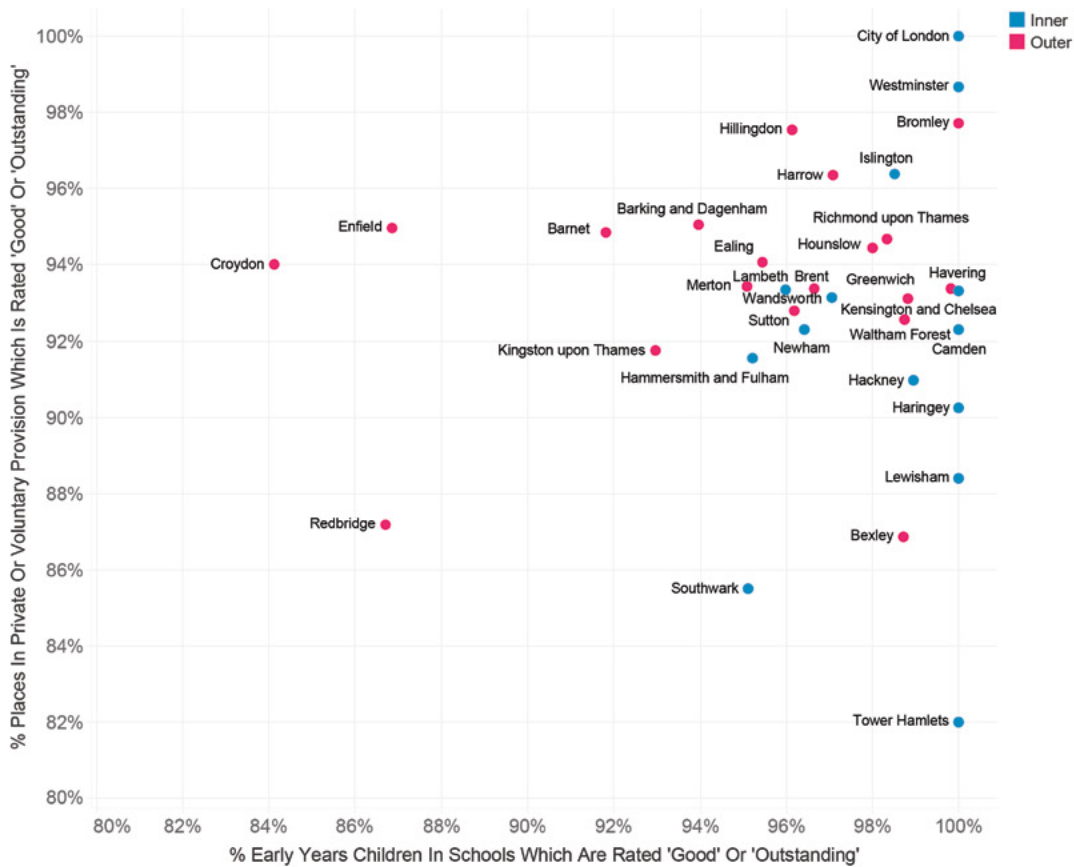
## Differences between groups of children in London

There is no regularly-updated administrative data available on different groups of children within London

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**Borough level data: % of early years children and places at provision rated by Ofsted as 'Good' or 'Outstanding', for schools and private and voluntary providers**



There is significant variation in the number of children using different types of early years provision between the boroughs. In particular, some boroughs have a small number of schools with early years provision, and some of these schools have a large number of

early years children. This means a few providers with a low grade can have a substantial effect. Similarly, private and voluntary providers vary in size, and a large provider with a low grade can make a large difference to the overall figure for a borough.

**Further detail on this indicator**

- Where schools have a separate early years inspection grade, this is used, and where they do not, the overall school grade is used. For maintained nursery schools we have used the overall school grade. This is consistent with Ofsted's approach in its own reporting.
- School early years grades include both nursery classes and reception classes, but our child-level data only counts children in nursery classes.
- In the schools data, children are counted whether they attend full time or part time
- The EY Register shows maximum capacity (at any one time) not actual capacity, which may be considerably different
- Two or more children attending part time may use one 'place' on the EY Register
- Some places from providers on the EY Register may also be available for older children
- Providers are not included until they have had their first full Ofsted inspection ('met' or 'not met' outcomes, where providers have been inspected before they have children on the premises, are excluded)

## 2. EARLY YEARS FOUNDATION STAGE PROFILE (EYFSP)

The proportion of children in London who have a 'good level of development' at age five, as measured by the Early Years Foundation Stage Profile

### **About this indicator**

The Early Years Foundation Stage Profile (EYFSP) is an assessment of a child's level of development at the age of five. It is conducted by teachers in school based on their observations of the child – there are no tests. Data is available for all children in state schools in England.

Children are said to have a good level of development if they reach at least the expected level in five key areas: communication and language; physical development; personal, social and emotional development; literacy; and mathematics.

This data is collected annually by the Department for Education from all state-funded settings, and published in the autumn. The most recent available data is for 2017-18. Headline reports and detailed data can be downloaded from <https://www.gov.uk/government/statistics/early-years-foundation-stage-profile-results-2017-to-2018>. Borough 2015 IDACI (Income Deprivation Affecting Children Index) data can be downloaded from the London Datastore <https://data.london.gov.uk/dataset/indices-of-deprivation-2015>

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## Headline data: Early Years Foundation Stage Profile (EYFSP)

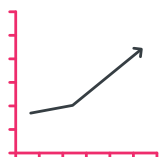
### Overall indicator for London



**74 per cent**  
of children have a good level of  
development at age 5

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### How London compares to the rest of England



London has **better outcomes** than the  
national average. The average for England  
is 72 per cent

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### How this indicator has changed over time



The proportion of children achieving a  
good level of development in London  
**increased by 6 percentage points**  
between 2015 and 2018

The proportion of children achieving a  
good level of development in London  
**increased by one percentage** point  
between 2017 and 2018

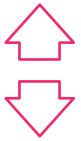
The percentage of children achieving  
a good level of development at a  
**national level increased by two per cent**  
between 2017 and 2018

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### Differences between London boroughs



There is a gap of **12 percentage points** between the local authorities with the highest and lowest proportion of children achieving a good level of development

The gap between the local authorities with the highest and lowest proportion of children achieving a good level of development has **increased by one percentage point** between 2017 and 2018

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## Differences between groups of children in London



There is a gap of **12 percentage points** between girls and boys

There is a gap of **12 percentage points** between children living in the most and least deprived areas of London

There is a gap of **12 percentage points** between the highest achieving ethnic group (Chinese) and the lowest achieving ethnic group (Black/Black British)

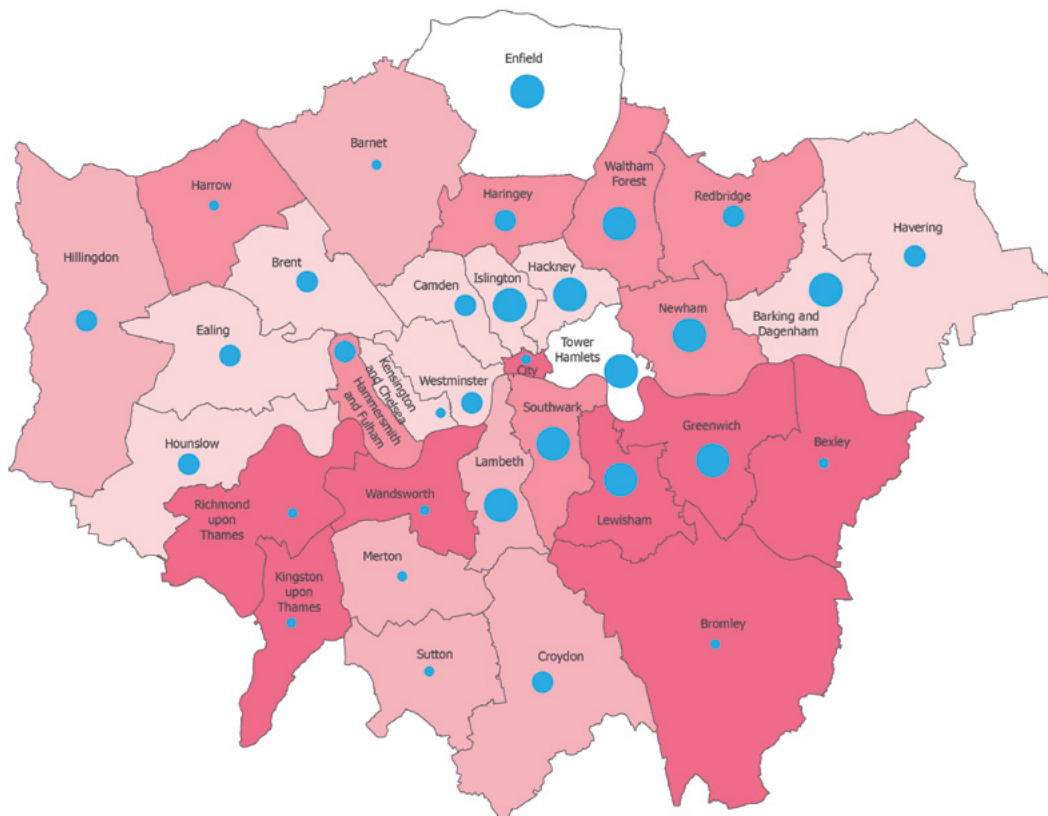
Since 2017 the gap between children living in the most and the least deprived areas of London has **narrowed by one per cent**. The gap between girls and boys has remained the same

There is a gap of **11 percentage points** between children eligible for free schools meals and those that are not

There is a **31 per cent attainment gap** between all children and those in the lowest 20 per cent, this is slightly lower than the national average of 32 per cent

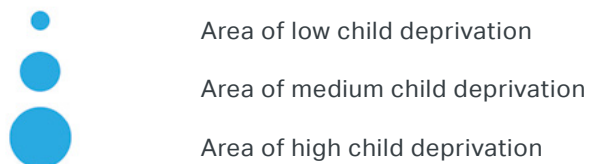
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**Borough level data: % of children with a good level of development at age 5 and child deprivation (IDACI)**

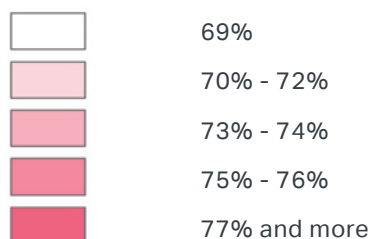


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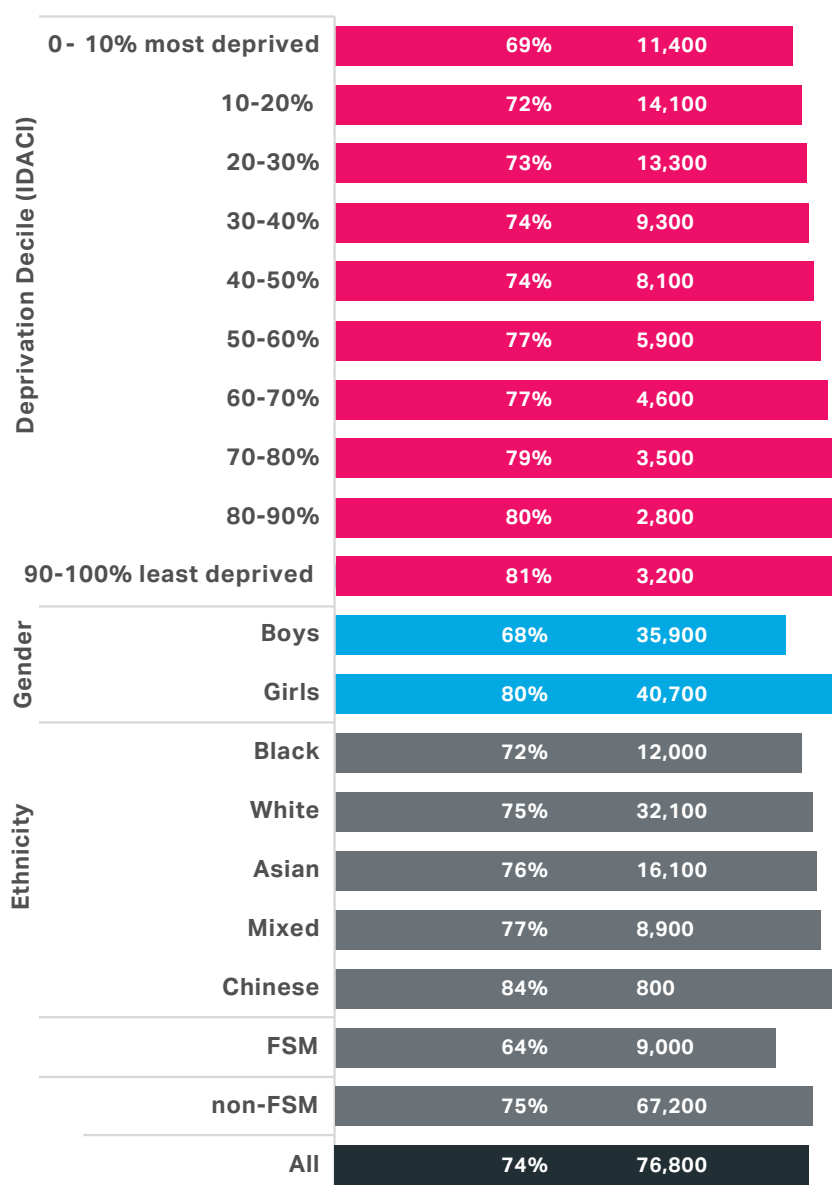
Index of deprivation affecting children



EYFSP - good level of development



## Child level data: % of children with a good level of development at age 5



Numbers have been rounded up to the nearest 100.

Please note that the deciles shown here are national IDACI deciles. In London the number of children in each decile is not evenly dispersed.

There are also substantial differences in the number of children in different ethnic groups – less than 1 per cent of children assessed are Chinese, compared to 41 per cent who are white.



### **3. FREE EARLY EDUCATION ENTITLEMENT (FEEE) 2-YEAR-OLD UPTAKE**

The proportion of two-year-olds who are entitled to fifteen hours of free early education a week who take up this entitlement.

#### **About this indicator**

This indicator shows the percentage of eligible children who use at least part of their free early education entitlement for two-year-olds. Children are eligible for 15 hours a week of early education, 38 weeks a year in the school term following their 2nd birthday if:

- Their parents receive certain income-related benefits
- They have a current statement of Special Educational Needs, an Education Health and Care plan, or they receive Disability Living Allowance
- They are looked after by the local authority, or have been looked after in the past

This data is collected annually by the Department for Education, based on information sent from providers every January. The most recent available data is from January 2018. Headline data and detailed breakdowns are available from <https://www.gov.uk/government/statistics/education-provision-children-under-5-years-of-age-january-2018>.

Data on the proportion of all 2-year-olds entitled to free early education is based on GLA population projections for 2018 <https://data.london.gov.uk/dataset/projections>

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## Headline data: Free Early Education Entitlement (FEEE) two-year-olds

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### Overall indicator for London



**61 per cent**

of eligible two-year-olds in London use their free early education entitlement

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### How London compares to the rest of England

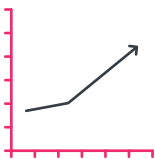


**72 per cent**

of eligible two-year-olds in England use their free early education entitlement. London is **below the rest of England**

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### How this indicator has changed over time



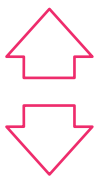
Uptake of the free early education entitlement for two-year-olds in London has **risen by 15 percentage points** since 2015

Since 2017 London uptake has **risen by three percentage points**, compared with one percentage point increase at a national level.

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### Differences between London boroughs



There is a gap of **64 percentage points** between the local authorities with the highest and lowest uptake of free early education for two-year-olds

There is a considerable difference in the proportion of children eligible for the free entitlement in different local authorities – it varies between 12 per cent and 55 per cent

In general, local authorities with a lower proportion of eligible children have a higher uptake rate

Since 2017 the gap between the local authorities with the highest and the lowest uptake has **increased by 13 percentage points**.

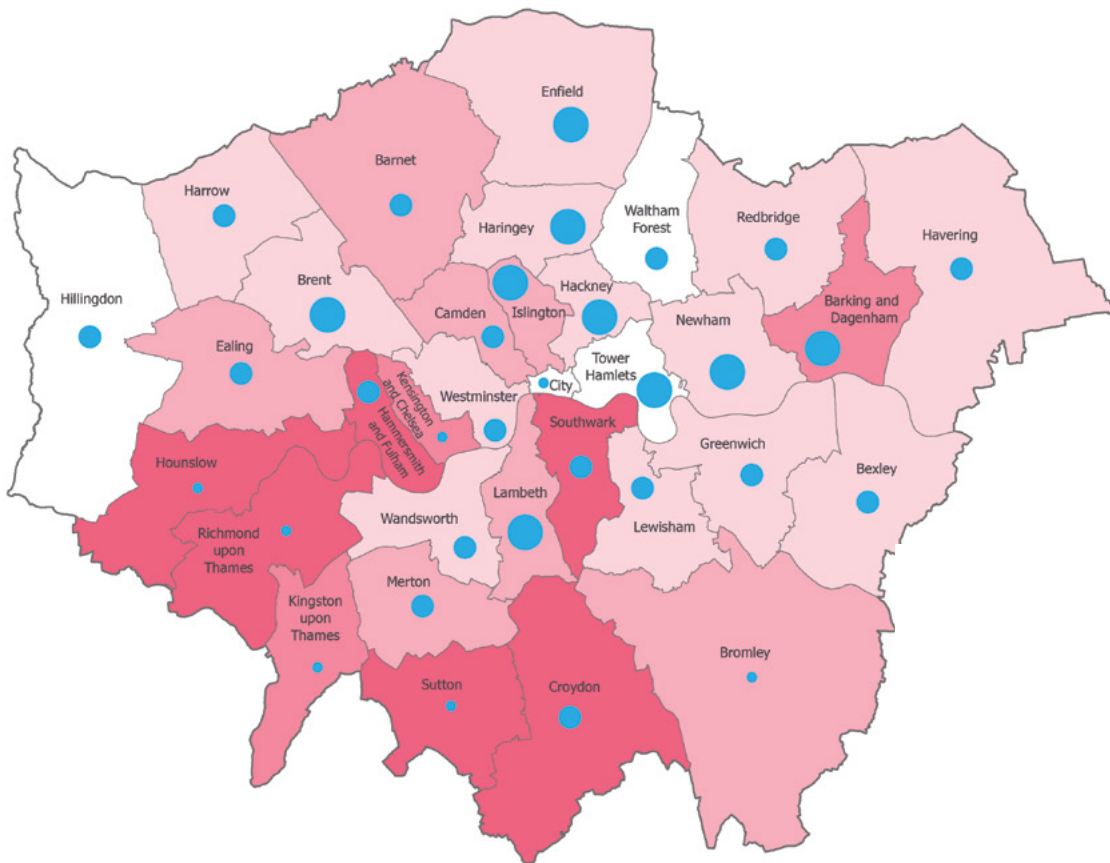
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### Differences between groups of children in London

There is no centrally-held data available on uptake of the FEEE by different groups

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**Borough level data: eligibility and uptake for the two-year-old free early education entitlement**



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**% 2yr olds eligible for free entitlement**

- low eligibility
- medium eligibility
- high eligibility

**Uptake of 2yr olds free entitlement**

- 0% - 49%
- 50% - 59%
- 60% - 69%
- 70% - 79%
- 80% and more

Borough	Number of 2-year-olds	Number eligible for free entitlement		Uptake of free entitlement	
		No.	%	No.	%
Barking and Dagenham	4100	1700	41	1360	78
Barnet	5400	1600	30	1030	64
Bexley	3300	900	28	540	59
Brent	5000	1900	38	1050	56
Bromley	4400	900	20	610	65
Camden	2600	800	31	500	64
Croydon	5900	1400	24	1130	82
Ealing	5000	1700	34	1050	61
Enfield	5000	2400	48	1290	54
Greenwich	4500	1500	33	860	56
Hackney	4200	2300	55	1360	59
Hammersmith and Fulham	2200	500	22	400	85
Haringey	3800	1600	43	850	54
Harrow	3600	1000	28	560	58
Havering	3600	1000	28	570	56
Hillingdon	4500	1300	29	660	49
Hounslow	4200	800	19	730	87
Islington	2600	1100	43	670	64
Kensington and Chelsea	1600	300	19	180	71
Kingston upon Thames	2300	400	18	330	78
Lambeth	3900	1500	38	930	64
Lewisham	4500	1500	33	820	54
Merton	3100	700	23	430	61
Newham	5700	2300	40	1160	50
Redbridge	4600	1400	30	790	57



Borough	Number of 2-year-olds	Number eligible for free entitlement		Uptake of free entitlement	
		No.	%	No.	%
Richmond upon Thames	2600	300	12	270	92
Southwark	4100	1100	27	1050	93
Sutton	2800	400	14	420	111
Tower Hamlets	4300	1800	41	870	47
Waltham Forest	4500	1500	33	720	48
Wandsworth	4300	1000	23	590	58
Westminster	2500	600	24	360	58
London	124800	39300	31	24150	61
England	675000	215900	32	154960	72

NB. Population figures are rounded to the nearest 100. Uptake figures are rounded to the nearest 10. This means that percentages calculated from the rounded figures do not exactly match the percentages in the table.



#### 4. MOTHERS' EMPLOYMENT RATE

The proportion of mothers who are in paid employment (either full time or part time)

##### About this indicator

The maternal employment rate measures the proportion of women with dependent children who are in paid employment, either full time or part time.

The availability and affordability of childcare is one factor which may influence whether women with children are in paid employment.

London has a low proportion of mothers in work compared to the rest of the UK.

We know that some fathers leave the workforce in order to look after their children, and the Mayor believes that both men and women should have a real choice about balancing their work and family lives. We present data about maternal employment rather than paternal employment because there are currently more non-working mothers than non-working fathers in London, making this a more robust impact measurement.

This data is collected by the Office for National Statistics as part of the Labour Force Survey. Regional breakdowns are not routinely available but a user-requested dataset is available at <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/economicinactivity/adhocs/007823employmentinlondonandukbyparentalstatussexandethnicity2012to2017>

Data in this report is from 2018.

## Headline data: Mothers' employment rate

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### Overall indicator for London



**68 per cent**  
of mothers with dependent children in  
London are in paid work

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### How London compares to the rest of the UK



Mothers in London are **less likely to be in paid work** than mothers elsewhere in the UK. The UK figure is 74 per cent

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### How this indicator has changed over time



The proportion of mothers in paid work has **risen by eleven percentage points** since 2012

The proportion of mothers in paid work has **risen by three percentage points** since 2017

The gap between the proportion of mothers in paid work in London and the rest of the UK has **closed from ten per cent in 2017 to seven per cent in 2018**

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### Differences between London boroughs

Borough-level data is not available, due to small sample sizes at local level in Labour Force Survey data.

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### Differences between groups of children in London



There is a gap of **20 percentage points** between the employment rate for white mothers and for Asian mothers<sup>1</sup>

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1 the two groups with the biggest disparity





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## Summary of indicators at borough level

Our indicators were chosen to track change across London rather than as a means of comparison between boroughs, but we believe that understanding borough-level differences can help identify and share areas of good practice.

We have borough-level data for the proportion of children achieving a good level of development on the EYFSP, the proportion of children attending schools with 'good' or 'outstanding' Ofsted grades, the proportion of places at 'good' or 'outstanding' EY register providers, and the proportion of two-year-olds using their free early education entitlement. We have contextual data on deprivation – as measured by the Income Deprivation Affecting Children Index – and on the proportion of two-year-olds entitled to free early education. We do not have borough level data on mothers' employment rate as sample sizes are too small.

## Summary of indicators at borough level

Borough	Indicators				Context	
	EYFSP good	2-year-old FEEE uptake	Ofsted outstanding or good		2-year-old FEEE eligibility	IDACI deprivation rank in London
			Schools	EY register		
	%	%	%	%	%	
Barking and Dagenham	71	78	94	95	41	3
Barnet	74	64	92	95	30	26
Bexley	77	59	99	87	28	23
Brent	70	56	97	93	38	13
Bromley	77	65	100	98	20	29
Camden	71	64	100	92	31	15
Croydon	74	82	84	94	24	17
Ealing	72	61	95	94	34	18
Enfield	69	54	87	95	48	9
Greenwich	78	56	99	93	33	11
Hackney	70	59	99	91	55	4
Hammersmith and Fulham	74	85	95	92	22	16
Haringey	76	54	100	90	43	12
Harrow	74	58	97	96	28	25
Havering	72	56	100	93	28	22
Hillingdon	74	49	96	98	29	20
Hounslow	72	87	98	94	19	19
Islington	71	64	98	96	43	2
Kensington and Chelsea	70	71	100	93	19	30
Kingston upon Thames	77	78	93	92	18	31
Lambeth	72	64	96	93	38	6
Lewisham	78	54	100	88	33	8
Merton	74	61	95	93	23	27
Newham	76	50	96	92	40	5

Borough	Indicators				Context	
	EYFSP good	2-year-old FEEE uptake	Ofsted outstanding or good		2-year-old FEEE eligibility	IDACI deprivation rank in London
			Schools	EY register		
	%	%	%	%	%	
Redbridge	75	57	87	87	30	21
Richmond upon Thames	81	92	98	95	12	33
Southwark	75	93	95	85	27	7
Sutton	73	111	96	93	14	28
Tower Hamlets	69	47	100	82	41	1
Waltham Forest	75	48	99	93	33	10
Wandsworth	76	58	97	93	23	24
Westminster	72	58	100	99	24	14
London	74	61	96	93	31	
England	72	72	93	95	32	

## What the Mayor is doing

### **WHAT WE ARE DOING**

While the Mayor has no statutory role regarding early years provision, he uses his influence to facilitate and support activity across the capital. Local authorities do have statutory responsibilities for many aspects of early years and childcare, and some of our activities are designed to support them with these duties.

### **Childcare Sufficiency Assessments**

Together with London boroughs, we have developed a standard template for Childcare Sufficiency Assessments (CSA). The template aims to support boroughs with providing local information on the availability of childcare that is comparable across London. We will continue working with London boroughs to ensure the template remains current and meets their needs.

We have also created a London Early Years Datastore to support London boroughs with completing their Childcare Sufficiency Assessments (CSA). Our Datastore brings together publicly available data required to complete CSAs, such as Ofsted ratings, take up of free early education and the number of available childcare places. It also allows boroughs to compare their performance against London average and with other boroughs.

### **Early Years Hubs**

Providing London families with the support they need to access high quality early education and childcare is a top priority. The Mayor's Early Years Hubs, launched in January 2018, bring together early years providers, schools and wider partners, with the aim of improving access to high quality early education and childcare - particularly for families from less advantaged backgrounds - as well as promoting early years as a career choice. Each Hub has a specific focus, informed by the local needs.

### **Wandle Early Years Hub**

Led by Chesterton Primary School as part of their Teaching School Alliance, the Wandle Early Years Hub (WEYH) works with early years providers and local families across both Wandsworth and Merton. WEYH has a particular focus on improving early intervention for children with special educational needs and disabilities (SEND). The hub has developed accredited SENCO training for staff working in childcare settings which will give them the skills, knowledge and confidence to identify early children with additional needs and provide adequate support.



**Working Together Hub, Newham**

Led by Sheringham Nursery School, this hub is based in Newham and builds on the work of the Learning Without Limits programme. This programme, dedicated to improving high quality nursery provision in the borough, developed seven 'networks' to take a collaborative approach to the problem. The hub is working borough-wide, with local providers, families and the local authority, to identify the barriers to take-up and to devise strategies for intervention – including increasing the numbers of places for disadvantaged two-year-olds in high quality settings.

**BEYA Early Years Hub**

Led by Barnet Early Years Alliance (BEYA), this hub aims to improve the quality and take-up of free early education in the borough's East Central locality. The hub works with Barnet's 0-19 Family Hub to improve the community's knowledge of what's available in the way of early education. It will engage Family Support Workers to help promote free early education and support the Private, Voluntary and Independent (PVI) sector in identifying any additional needs early on, ensuring timely referrals to relevant services. The hub also promotes free early education for funded 2-year-olds amongst parents attending stay and play sessions run by the community and voluntary organisations.

**Early Years Leaders**

Launching in March 2019, our new innovative Early Years Leaders programme, based on a coaching model, will support early years practitioners to improve their leadership, management and business skills. By developing the confidence and quality of the early years workforce, this two-year pan-London programme will improve the quality and sustainability of the capital's early years sector and, in turn, outcomes for children.

**London Early Years Campaign**

We have launched a London Early Years Campaign to raise awareness about early education entitlements and how they benefit children. This year, eleven organisations across London are running activities for local families with eligible children. We'll be supporting this work with a marketing campaign which encourages parents of two-year-olds to help their children play, learn and make friends through early education.

### **Healthy Early Years London**

Following a successful pilot, the Mayor launched Healthy Early Years London (HEYL) across London in October 2018. HEYL is an awards scheme funded by the Mayor which supports and recognises achievements in child health, wellbeing and development in early years settings. Building on the success of Healthy Schools London, HEYL aims to reduce health inequalities by supporting a healthy start to life. That means promoting the benefits of healthy eating, oral and physical health and early cognitive development. HEYL complements and enhances the statutory Early Years Foundation Stage framework, adding to the focus on children, families, staff health and wellbeing. 32 London boroughs are committing investment to provide support for HEYL, with over 900 settings registered on the programme to date.

### **Nurseries Air Quality Audit**

We know that breathing in dirty air affects children's health and wellbeing. That's why the Mayor's Nurseries Air Quality Audit Programme will see 20 nurseries in the most polluted areas receive an air quality audit as well as starter grant funding to put in place the audit's recommendations. This programme builds on the success of the Mayor's air quality audits in 50 primary schools in London.

### **London Family Fund**

Despite being a diverse city, many families don't form networks with families from different backgrounds. Children growing up in deprived areas, from certain BAME groups, and disabled children, too often lack ways to meet and develop meaningful and lasting relationships with others. This unintended lack of integration can have an adverse effect on London families. We have developed the London Family Fund to help relieve any isolation experienced by some families during the crucial period of early parenthood. This year, nine organisations have been funded to deliver innovative activities across London to bring families together. The learning from these pilots will give us greater understanding of what works in bringing people together.

### **Childcare Deposit Loan Scheme**

We have produced a practical guide on how to implement a Childcare Deposit Loan Scheme – an interest-free childcare deposit loan to support families with the upfront costs of childcare. The Mayor has already introduced this scheme to employees across the GLA family group (including Transport for London, the Metropolitan Police and the London Fire Brigade) and now wants to support and encourage other London leaders, organisations and businesses to do the same.

**Good Work Standard**

The Childcare Deposit Loan Scheme has been included in the Mayor's Good Work Standard (GWS) - developed in collaboration with London's employers, professional bodies and experts. The GWS sets out best employment practices and provides employers with information and resources to help achieve them, including family-friendly working practices. The Mayor wants all London employers to achieve the benchmark set by the GWS.

**London Plan**

The Mayor is using his statutory powers to ensure more childcare places are available across London. His draft London Plan is strengthening the requirement for developers and local authorities to consider childcare provision within new developments and for nursery provision to be considered in new primary schools.

**European Social Fund**

The Mayor's European Social Fund 2019-23 programme will support adults and young people to gain relevant skills and find work or progress in their employment. The Parental Employment project will support parents who are out of work and parents in low paid work (earning below the hourly London Living Wage). It will offer personalised support to identify and overcome barriers to employment or progression, including accessing full entitlements to childcare

support. The Sector Skills project will support adults and young people to gain relevant skills and find work in the early years sector.

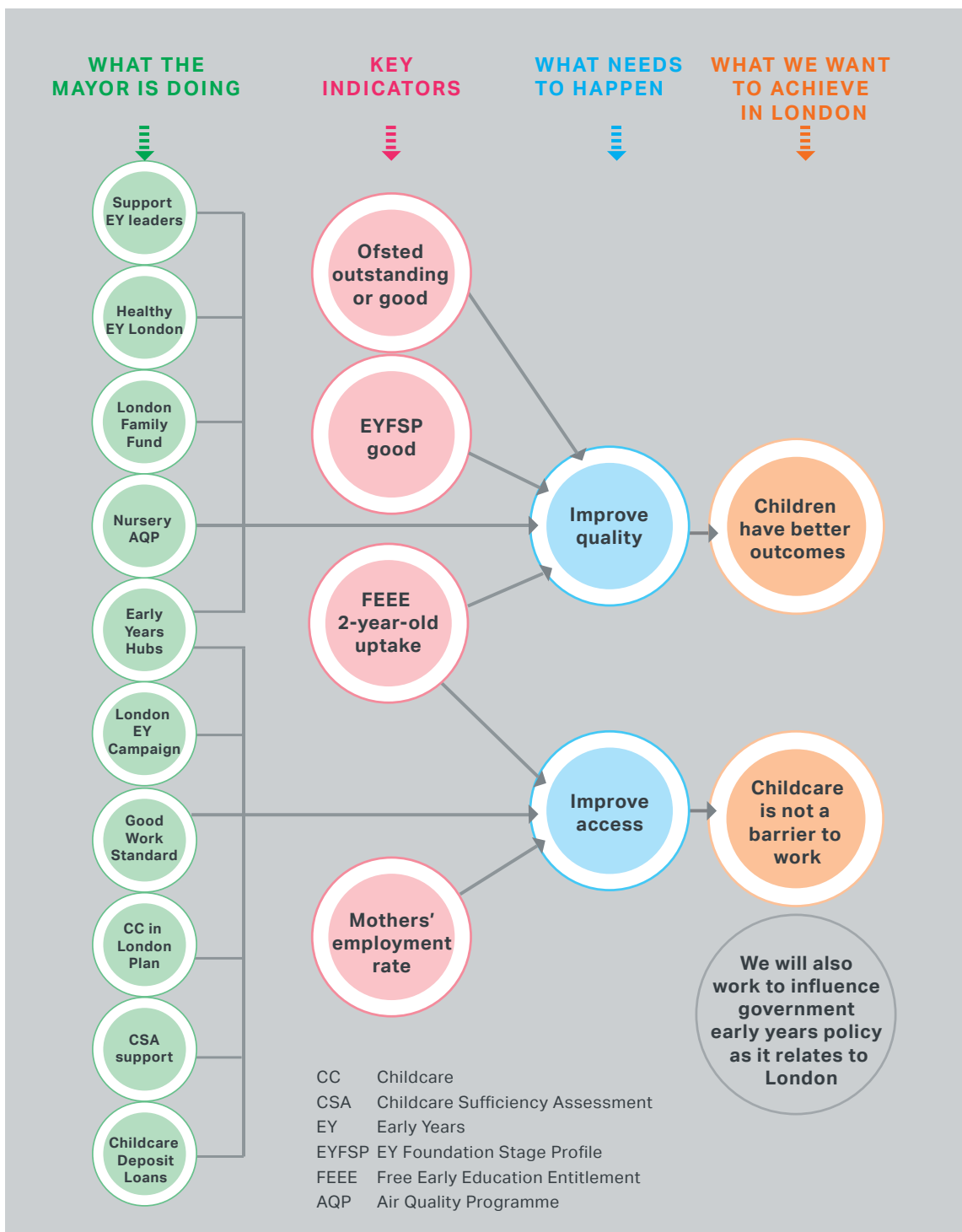
We will set out London's needs to central government to make sure early years provision is properly reflected in government policy and funding.

We have also established and led a regular early years stakeholder group to ensure childcare early years provision has strong policy and funding support. This comprises representatives from the Department of Education, Ofsted, London Councils, providers and GLA officers. Together they debate issues affecting early years support and London's families, and work together to develop and advocate for effective policies.

For more information:  
[london.gov.uk/early-years](https://london.gov.uk/early-years)



Theory of change: How the Mayor can contribute to improving early years outcomes









## **Other formats and languages**

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