

GRADUATE SUPPORT PROGRAMME Lincolnshire's Framework 2011 – 2012

The Graduate Support Programme is a budget that has been allocated by Lincolnshire County Council to continue to reinforce the local commitment to the continued growth of graduates within the early years sector. It is a Government aspiration to have at least one graduate in every full daycare setting (two in 30% areas of disadvantage) by 2015. **The Graduate Support Programme (GSP) supersedes the Graduate Leader Fund.**

The purpose of the GSP is to support the private, voluntary & independent (PVI) sector to develop, attract and retain graduate-level Early Years Professionals (EYPs). In the current financial climate the amounts have had to be streamlined but it is hoped that we have been able to target the areas where the funds have previously been most beneficial.

Research demonstrates, where practice is led by graduates, the outcomes for children are improved and the 'gap is narrowed'. The GLF focuses on the PVI sector because that's where need is the greatest. Over 80% of early years providers are private, voluntary or independent but the percentage of staff at graduate level in this sector is small – only 3% of staff in full daycare settings are led by graduates, compared with around 40% of early years staff in maintained primary schools. This is a huge disparity.

Criteria for all applications of either: EYPS Supplement, Graduate Subsidy or Future Graduate Allowance:

The criteria remains at setting being open 4 hours per day, 5 days per week registered for 18 children per session, have a good or outstanding Ofsted inspection or green / dark green B25 RAG (unless in a 30% area where they will be exempt from Ofsted / RAG grading)

The nominated graduate must be:

- Working in the setting as the Lead Practitioner
- Be employed for a minimum of 25 hours per week, in a single setting
- Working in a leadership position in order to be able to shape & sustain progress
- Commit to becoming an EYP within 2 years of completion of the Foundation Degree
- Commit to being an active EYP network member once EYP has been achieved

If you would like more information on how to achieve Early Years Professional Status (EYPS) please see the CWDC website www.cwdcouncil.org.uk/eyps/how-to-become-an-eyp

Eligibility:

If the setting is in a 30% defined area it would be reasonable to have 2 x Future Graduate Allowance, or 1 x Graduate Leader Subsidy & 1 X Future Graduate Allowance or 2 x Graduate Leader Subsidy, but if the setting is in the remaining 70% areas of Lincolnshire the setting will receive only one element of the funding.

If you are not sure which bracket your setting sits under then please do not hesitate to contact the Graduate Support Programme Co-ordinator on 01522 552760

Those applying for **Graduate Sponsorship** should be aware that they will be required to evidence achievement of Maths & English at grade A – C (or equivalent) prior to course commencement. Exception will be made to those already on route to achieving the foundation degree but it would be expected to be in situ prior to applying for BA Sponsorship.

This funding is there to support the continued growth of graduates within the sector, open to staff that work a minimum of 25 hours per week (in a single setting) and work in a lead practitioner role.

GCSE English or equivalent (definition)

“EYPS candidates must have a GCSE grade C or above in English and Mathematics, or a recognised equivalent, to complete one of the EYPS training and assessment Pathways”

“Level 2 key skills in application of number and communication, and certificates in adult literacy and adult numeracy, are not sufficient to meet this requirement. Although they are at the same level of the national qualifications framework (NQF) as GCSE A-C grades, they do not cover the full breadth of knowledge demanded by GCSEs.”

“Equivalency Testing” provide equivalent GCSE testing for students who have not reached the standard grade in previous learning institutions.

“If you are unsure about the equivalence of a qualification gained overseas, please contact the National Academic Recognition Information Centre (NARIC) at ECCTIS Ltd, Oriel House, Oriel Road, Cheltenham, Gloucestershire GL50 1XP (Tel: 01242 260010).”

*EYPS Introduction & Information Guide
Childrens Workforce Development Council June 2008*

Payment:

Payments will be made 6 monthly, please provide relevant bank account information in order that funds can be transferred directly into your account, these funds cannot be paid by any other means.

An interim 6 month application should be completed during October so as the second payment can be made – payment is not automatic and will not be made until the relevant form is received and initial monitoring complete.

Applications will be processed from the date received, on a pro rata basis. Should applications be processed after the 20th of the month it should be assumed that payment will start from the 1st of the following month and not back dated to the 1st of the month it was received.

Should the status of the graduate change midway through an application period, no adjustment will be made. The new status should be applied for at the interim stage. E.g. The Future Graduate Allowance was paid in April and the student achieves the qualification in July, the application made in the October would be made for the new level, it would not be adjusted prior to this date.

Commitment to monitoring:

Monitoring forms will be accessible on the Birth to Five website. Failure to return the forms by the stated deadlines will result in further funding being suspended.

Settings will need to show evidence throughout that they continue to employ a graduate

Should the graduate / growing graduate employee leave the setting, then the setting must appoint a replacement within 3 months of the last working day of the previous employee leaving. The setting must notify the local authority immediately of this. If a replacement for the employee that has left, has not been appointed within 3 months, further funding will be suspended until criteria is re-met.

Non-compliance with conditions of the fund:

Should a setting fail to comply with any of the conditions, funding may cease immediately. The setting will receive notice in writing outlining the areas of non-compliance.

EYPS Supplement

Claims will be made as and when required, to support the attendance of EYP Network Meetings:

- To support with the cost of travel for the EYP (mileage at 20p per mile if travel alone, 25p if 2 sharing a journey or 30p if 3 or more travel together)
- To reimburse the setting for staff cover (£5.93 per hr) so they are not disadvantaged by the EYP being off site)

Forms will be available from the EYP Network Co-ordinator during each meeting

- Paired children's centre support - £300. To be used for staff cover for the setting so they are not disadvantaged by the EYP not being available. A one off claim made at the time the EYP is approved to be part of the programme. The EYP will work with the children's centre manager to look at ways of enhancing some of the services they offer children & their families. 6 hours per visit x 6 visits per year – 36 hours x £5.93 = **£213.48**, the remaining amount can be paid to the EYP to cover travel costs.

Those Early Years Professionals who are interested in taking part in this initiative should contact the EYP Network Co-ordinator for more information

Graduate Leader Subsidy

This will be paid out to those settings who have a leader who has achieved the foundation Degree that will be accepted onto the pathway of EYPS. (Who commit to continue to work towards the BA & EYPS) or achieved the BA and EYP, or achieved both.

The amount to be paid will be £2500 to be used as a **salary enhancement only** in order to retain the graduate in the sector

(Limited to 1 application per setting unless in a 30% setting where it can be 2)

Future Graduate Allowance

This will be paid out to those settings who have a leader who is currently working towards a Foundation Degree that will be accepted onto the pathway of EYPS.

The amount to be paid will be £2000 and must be used as stated below:

- £500 as salary enhancement
- £1500 for staff cover for study periods - 38 weeks for 6 hrs per week to be allocated to student - this should be the same allocation given to those studying by distance learning (£1352.04 based on min wage), reference books and study stationary

(Limited to 1 application per setting unless in a 30% setting where it can be 2)

Graduate Childminder Reward

This funding is there to support Registered Childminders working as part of an Early Years Educational (EYE) Network.

A single annual payment of £500 will be paid as a quality enhancement payment. This funding should be used for taking the children to external learning / quality activities at no cost to parents or for higher professional specialised training or conference fees.

Graduate Sponsorship

A maximum of £1000 will be paid per annum to support the cost of the Foundation Degree level 5 / BA level 6 (as long as it is a recognised degree that would be accepted on the full EYP pathway) for **one** staff member per setting (including Registered Childminders), who must be working in a leadership role, unless working in a 30% disadvantaged area when it will be max of 2

The decision is based on the address of the setting, not the address of the growing graduate, e.g you live in Grimsby but work in Louth you would be eligible to apply but not if the situation were the other way around.

Should more than one staff member in a setting apply for graduate sponsorship the decision will be made to favour the staff member in the most senior leadership role. Priority will be given to those who have already started their studies through to completion.

It should be understood by the student that they will be responsible for paying the difference if the course fees exceed the sponsorship amount.

Note: funded trainees will be expected to remain within the early years workforce for 2 years following graduation or they may be required to repay a percentage of payments made.