

# Slough Childcare Sufficiency Assessment 2023-24



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## Background

The Childcare Act 2006 and 2016 and the associated statutory guidance for local authorities on [Early Education and Childcare, March 2017](#) requires Slough Borough Council (the Local Authority) to secure sufficient childcare, as far as is reasonably practicable, for working parents, or parents who are studying or training for employment, for children aged 0 – 14 (or up to 18 for disabled children).

The duty is detailed in the following sections of the Acts:

- Childcare Act 2006
- Section 6 secures sufficient childcare for parents;
- Section 7 secures early years provision free of charge;
- Section 7A discharges its duty;
- Section 9 gives local authorities the power to attach requirements to the arrangements they make with providers (other than the governing body of a maintained school) to deliver childcare including free early years provision;
- Section 9a allows regulations to be made which prescribe the requirements local authorities may or may not impose when they make arrangements;
- Section 12 provides information, advice and assistance to parents about childcare in the area;
- Section 13 secures the provision of information, advice and training to childcare providers and childcare workers

### Childcare Act 2016

Section 1 places a duty on the secretary of state to secure the equivalent of 30 hours free childcare over 38 weeks of the year for qualifying children;

Section 2 allows the secretary of state to discharge her duty under section 1 of the Act by placing a duty on English local authorities to secure free childcare for qualifying children;

To secure sufficient childcare places, local authorities should take into account:

- what is 'reasonably practicable' when assessing what sufficient childcare means for their area.
- the state of the local childcare market, including the demand for specific types of providers in a particular locality and the amount and type of supply that currently exists.
- the state of the labour market including the sufficiency of the local childcare workforce.
- the quality and capacity of childcare providers and childminders registered with a childminder agency, including their funding, staff, premises, experience and expertise.
- what schools in their area are offering or able to offer for out-of-hours childcare from 8.00am until 6.00pm and in school holidays.
- if existing providers are able to expand their provision and what new providers are going to enter the local childcare market; and
- if providers take a sustainable business approach to planning and signpost providers to resources to support them.

The Local Authority is responsible for determining the appropriate level of detail in the report, geographical division and date of publication. However, the report should include:

- a specific reference to how we are ensuring there is sufficient childcare available to meet the needs of: children with special educational needs and disabilities; children from families in receipt of the childcare element of Working Tax Credit or Universal Credit; children with parents who work irregular hours; children aged two, three and four taking up free places; school age children; and children needing holiday care.
- Information about the current and projected supply and demand of childcare for particular age ranges of children, and the affordability, accessibility and quality of provision; and
- Details of how any gaps in childcare provision will be addressed.

In addition, the Local Authority is required by legislation to maintain a service that provides information, to parents and prospective parents on the provision of childcare in their area, as listed in Schedule 1 of the Childcare Act 2006 and from 1st September publish this information electronically on the local authority website and update it, at a minimum termly on 1st January, 1st April and 1st September, ensuring parents are aware of:

- Early education places for two, three and four year olds;
- The option to continue to take up their child's 15 hour early education place until their child reaches compulsory school age;
- How to identify high quality provision in their area.

## Introduction

The Slough Childcare Sufficiency Assessment (CSA) refresh provides an overview of the childcare market in Slough and covers the period from autumn 2022 to autumn 2023.

The context within which an early years and childcare sufficiency assessment is compiled can fluctuate considerably from year to year. The early years sector is demonstrably volatile within relatively short timescales, making place planning more complex and necessitating on-going processes.

The Local Authority has a statutory duty to ensure that there are sufficient places for every child eligible for Free Early Education. These places are developed and offered by providers who respond to localised changes in demand, recruitment and retention issues, rent increases, competition and new national initiatives by altering their offer.

There have been many changes in this field, following on from the Chancellor's Spring Budget 2023, where new funding entitlements have been announced:

- 15 hours per week for 38 weeks per year (570 hours) of funded early education for children of working families from April 2024.
- 15 hours per week for 38 weeks per year (570 hours) of funded early education for childcare aged from 9 months from September 2024.
- Both entitlements will be extended to 30 hours per week for 38 weeks per year (1140 hours) from September 2025

- A national wraparound programme for primary aged school children for supporting all families who need it to access wraparound childcare from 8am to 6pm. This is expected to expand the availability of wraparound care from September 2024

These proposals have changed the picture of childcare places in Slough. The Department for Education (DfE) have provided numbers of expected new places required. This sufficiency assessment will overlay the figures supplied with local knowledge.

Along with these major changes it is impossible to predict how the local early years and childcare market will look in the next year. There are still many uncertainties following the global pandemic which continue to impact on the local economy such as:

- Rising business rates or rent costs
- increased costs of food and supplies,
- fuel costs,
- inflation rates which stood at 6.7% in August 2023

Demand for childcare and in particular 2, 3 and 4 year old and 30 hours places are highly dynamic and is likely to fluctuate as we continue go through this recovery phase and the implementation of the new entitlements.

The trends in take up of Early Years and Childcare are still unstable and the scale of this impact continues to develop, especially in conjunction with Brexit, the war in Ukraine, and rising inflation.

Flexible working- working from home and hybrid working has reduced the number of places being taken up, although we are seeing a shift towards hybrid working and an increase in childcare places required..

The number of claimants of Universal Credit is falling and therefore the number of claimants eligible for 2 year old funding is on the decline. (Source: DWP Universal Credit official statistics)

Childcare providers are continuing to rebuild their businesses in what is still seen to be the recovery phase of the pandemic, making decisions on their viability and sustainability which will impact the local market.

The objectives are to produce a baseline of childcare sufficiency in Slough during 2023, mapping the supply, demand and any gaps in provision. The report will include an overview of participation of 2,3 and 4 year old and 30 hours funded places. There is also a section on the expected take up of the new entitlements starting in April 2024, looking at local data and national figures from the Department for Education

- Number of providers and places by type of provision.
- Costs of provision.
- Rising numbers of children with SEND accessing places.
- Workforce, including recruitment and retention and training needs.
- Overview of general demand.

Supply information has been gathered using the provider annual audit which was completed at the end of the Autumn Term. All providers were contacted electronically in to update their participation and vacancy information specifically regarding funded early education places.

We have drawn on other data to inform this refresh including:

- Early Years and School census January 2022
- ONS Census 2021
- Slough Borough Council Housing Strategy
- Family Information Service statistics
- [Statistics: Early Years and Childcare](#)

## Policy direction

There are a number of policy initiatives that continue to be influential through 2023 that impact on the childcare market and provision of places. These include:

- National Living Wage
- Tax Free Childcare
- Free 30hrs Childcare Extended Entitlement
- Free 2 year old funding entitlement
- Early Years National Funding Formula
- Increase in national minimum wage / national living wage
- Increase in rent/ mortgage amount
- Increase in energy costs
- Increase in the cost of food and consumables
- Increase in staffing costs due to an increase in the number of children needing additional support
- Increase in staffing costs due to the need for agency staff
- Increase in salaries due to inflation
- Decrease in number of children attending

The Childcare Sufficiency Assessment will focus on the impact of these policy changes and external issues specifically on the increase in demand for new early years and childcare places across the borough.

## Executive Summary

When concluding childcare sufficiency in Slough we need to consider the multi-faceted layers of supply, demand and local and national influences. Place planning for early years is based on the number of places, by age, in the right location, with the right mix of flexible offers, meeting the needs of children and their families. The market can fluctuate considerably from year to year which makes place planning more complex. There continues to be many uncertainties that impact on the sectors viability, and it is through ongoing working relationships with providers that we must aim to mitigate impact on children and their families.

In Slough there is a mixed economy of providers who each offer a range of services, and this can be somewhat directed by the different demographics within the town.

The trends in participation can vary from one Area to another, for instance the East Area has a much higher proportion of families accessing fee paying childcare provision compared to the Central and West Areas. This area therefore has a higher degree of 'childcare providers' offering full day care all year round. The settings in this area also tend to have higher numbers of children on their waiting lists, and this is expected to rise dramatically when the Working Parent entitlements for 2 year olds and babies from 9 months old comes into effect. The Central Area has the highest number of under 5 year olds living in the area, yet the take up of funded early education for 2 year olds is relatively low and there is little demand for childcare. It can therefore be concluded that the best way to ensure sufficient early years and childcare across the town is to provide analysis by the three areas, Central, East and West. This data can be further analysed by the 21 wards in Slough, as the areas are in line with ward boundaries.

It has been historically difficult for the early years sector to provide a large number of places for children aged under 2 years due to the high staff to child ratio (1 to 3) and affordability. Predicting the take up of childcare for this age group is also difficult to assess as some families opt to access informal childcare with family and friends and this can vary from year to year. Ongoing consultation with parents will help to inform this area for future Childcare Sufficiency Assessments. Since 2019/20 Slough had seen places decreasing for under 2 year olds but the picture this year shows an increase of 149 places (44.74%) from last year's 333 places. Demand for the take up of the new entitlement for babies from 9 months old is expected to be high, so this increase in places should ensure that all parents are able to access a place as required. As in previous years, the Family Information Service did not experience a high number of enquiries from families stating that they were unable to find a placement. It is known that parents will put their child's name down at several settings to ensure that they get a place with at least one provider. Therefore, it can be concluded that there is not a need at this stage to develop more places for the new entitlement for 15 hours per week for children under 2 years old. Slough is working closely with the sector to ensure that places increase in time for the rollout of 30 hour funding for 2 year olds and under 2s. There will continue to be close monitoring of places for children under 2, particularly in line with national changes such as government policy relating to maternity/paternity, funded early education and help with childcare costs. Where new large housing development is planned in Slough, under 2 year old places will be considered within any new nursery build.

### **Autumn term 2023 supply of early years and childcare provision**

Looking at the data analysis of places for 0-4 year olds, The numbers of providers have decreased by 5 to 185 in 2023. The highest drop in registered providers is childminders, going from 86 on 2022 to 82 in 2023, a loss of 4 and children's centres, going from 8 in 2022 to 5 in 2023, a loss of 3. However, the number of places has increased, going from 4,736 on 2022 to 5,469 in 2023, in increase of 15.48%.

### **Under 2 year old places**

There are 482 places for babies in the Autumn term 2023. In the CSA 2018-19 Slough had 474 places for babies, which shows little growth historically over the last 5 years.

The area with the highest number of places for babies is East with 213 of these places offered by Day Nurseries.

The ward with the highest number of places for Under 2s is Langley St Mary's with 120, where take up is consistently high, followed by Northborough & Lynch Hill Valley with 91.

There are no baby places in the Slough Central ward, and only 1 in Elliman Ward.

However, there is a large residential build at Horlicks with an 84 place day nursery in the Elliman ward. This is due to open in September 2024 and will be offering 12 x baby, 32 x 2 year old and 40 x 3&4 year places.

The highest number are in Langley St Mary's and take up in this area is consistently high.

### **2 year old places**

Area	Total 2 year old places	Number of two year olds expected to access a place (total 64%)	Number of funded two year olds attending Aut' 23	Number of fee paying two year olds attending Aut' 23	Total 2 year olds accessing a place	Subtotal remaining places	Funded 2 year olds not yet accessing a place	Surplus/ Deficit of places
Central	382	651	184	124	308	74	108	-34
East	405	355	75	133	208	197	64	133
West	327	502	128	110	238	89	99	-10
<b>Total</b>	<b>1114</b>	<b>1508</b>	<b>387</b>	<b>367</b>	<b>754</b>	<b>360</b>	<b>271</b>	<b>89</b>

There are 1,114 places for 2 year olds in the Autumn term 2023. This is an increase of 252 places from 2022, 29.27%

Once again, the area with the highest number of places is East, with Day Nurseries offering the highest percentage of places, 56%. Vacancies in the East tend to be low, as there is an above-average take up of private fee paying 2 year old places.

Langley St Mary's and Northborough & Lynch Hill Valley once again have the highest number of 2 year old places.



Places are spread evenly across the town, with 34% in Central, 36% in East and 29% in West.

Slough’s participation rates for funded 2 year olds (69% Autumn 2023) is the highest achieved in several years. We have yet to receive the autumn scorecard, but the national average from Summer 2023 was 74%, so we have closed the gap considerably. In real terms, an increase of 30 children receiving 2 year old funding (from 387 to 417 children) would be required to hit the national average percentage based on the summer scorecard.

### **3 and 4 year old places**

<b>Area</b>	<b>Total 3&amp;4 year old places Schools and PVI</b>	<b>3&amp;4 year olds</b>	<b>Less number of 4 year olds in reception classes</b>	<b>Total no of 3&amp;4 year olds in EY</b>	<b>Total places</b>	<b>Surplus/ Deficit</b>
<b>Central</b>	1752	1651	529	1122	1752	630
<b>East</b>	980	2032	366	1666	980	-686
<b>West</b>	1142	1245	422	823	1142	319
<b>Total</b>	<b>3874</b>	<b>4928</b>	<b>1317</b>	<b>3611</b>	<b>3874</b>	<b>263</b>

Take up of 3 & 4 year old funding starts low in the Autumn term (62%) and increases through the year, peaking in the summer term (91%). Providers are required to adjust throughout the year to accommodate more children as the year progresses. This could mean employing more staff or having to pay staff who are not actually part of the ratios at the beginning of the year, making financial planning important. We must also consider the number of 4 year olds in a Reception place. Looking at the data for 3 & 4 year olds there appears to be a shortfall of places in the Central and West areas, but a surplus of places in the East. The net effect is a surplus of 337 places.

The highest number of places for 3 & 4 year olds is in the Manor Park & Stoke ward with 397, 10% of the total population of 3 & 4 year olds. The lowest number of places is in Slough Central ward with just 48.

In Autumn 2023 there were 82 registered childminders in Slough, of which 73 are actively working. The highest drop in registered providers is childminders, going from 86 in 2022 to 82 in 2023, a loss of 4. Nationally there is an ongoing decrease in the number of registered childminders. Future recruitment and retention work is required to raise and retain the number of childminders in certain areas of Slough, particularly in the Central area of town.

### **SEND**

The number of children presenting with SEND has risen from 2,380 in 2021-22 to 2,483 in 2022-23, an increase of 4%. This is a much lower percentage than recent years. Overall, 58% of children attending an early years setting in the period

September 2022- August 2023 were identified by settings as having a range of special educational needs or disability.

The numbers of children requiring Universal Support have gone down by 18% since 2021-22, but the number of children requiring Targeted Support has gone up by 195 (33%) from the same period.

The Central area has the highest number of children on roll, and the highest number of children and families being supported in every category except for children under statutory assessment where the highest number is in the East.

The SEND data shows us that children with additional needs and/or SEND attend all types of provision.

1,031 children requiring universal support attended provision in Slough

- 23% attended a PVI provision
- 1% had their EY care through a Childminder
- 6% attended a Children's Centre
- 39% of 4 year olds attended Reception Class of a school
- 20% attended a nursery class of a school
- 11% attended a Maintained Nursery School

In order to support the early years sector with the increasing number of children with SEND, further targeted work is needed to upskill the workforce and increase specialist skill sets. The annual provider audit showed a willingness across the sector to engage with further training of staff and access to qualifications, including SEND specific development. An increase in a skilled workforce will impact on increased capacity particularly for children with SEND. This will in time support retention of staff and inclusive practice (providing more skilled staff to work with children with SEND) and upskilling staff to adapt whole provision to be truly inclusive.

### **Costs**

The average cost of a part-time early years/childcare place for under 2 year olds in PVI settings is £7.70, this is £1.06 more than the south-east average for a part-time place. The average cost of an early years/childcare place for under 2 year olds with a childminder is £6.03 per hour, £0.85 more than the south-east average for a part time place which is £5.18. We can therefore conclude that a place for a child under 2 years old in Slough is likely to cost less with a childminder.

The average cost of a part-time early years/childcare place for 2 year olds in PVI settings is £7.85, this is £1.66 more than the south-east average for a part time place and £1.33 more than the 2 year old funding rate in Slough.

The average cost of a part-time early years/childcare place for 2 year olds with a Childminder is £5.88, this is £0.73 more than the south-east average for a part time place but is £0.47 less than the 2 year old funding rate in Slough.

The average cost of an early years/childcare place for 3 & 4 year olds in PVI settings is £7.48, this is £1.29 more than the south-east average for a part time place and £1.67 more than the 3 & 4 year old funding rate in Slough.

89% of all providers were confident that their businesses were sustainable in the short term, 68% were confident in their medium term sustainability and 46% in their long term sustainability.

The Early Years Education team is working with providers on their business models. Business and financial forecasting will be key to ensuring sufficient early years and childcare places in the future in Slough.

A national wraparound programme was announced in the Spring Budget 2023, to support all families with primary aged school children to be able to access wraparound care before and after the school day, from 8am to 6pm. Slough are working closely with schools to ensure that the offer is fully in place by the deadline date of September 2026.

## Key findings

### Population figures for 0 - 4 year olds living in Slough

- The number of births in Slough have been declining and are forecasted to continue with this trend.
- The most significant factor affecting demand for places is the number of births in Slough.
- Overall, the Central area saw the biggest decrease (106), however the East and West areas also showed a drop of 33 and 25 respectively

### Quality of Childcare

- All PVI's and Schools in Slough are rated Good or Outstanding
- The percentage of early years providers with a full inspection judged to be Good or Outstanding in Autumn 2023 was 98.4%. The national average was 96.5%

### Early Years Foundation Stage Data 2023 and quality

#### ***GLD (Good Level of Development)***

- 67.2 % of children in England achieved a GLD in 2023. Slough's achievement was the same as the national average (67.2%).
- Slough girls matched the national average, and Slough boys were below the national average by 0.4%.
- The GLD increased in all areas from 2022, 2.1% all children, 1.8% Slough girls and 3.3% Slough boys.

#### ***ELG (Early Learning Goals)***

- 65.7 % of children in England were at their expected level across all ELGs in 2023. Slough's achievement 0.2% less than the national average (65.5%).
- Slough girls were 0.7% below the national average, and Slough boys were below the national average by 0.2%.
- The GLD increased for all children and boys increased from 2022, 1.6% all children and 3.1% Slough boys. Slough girls had the same percentage of 72.4% as 2022.

### Under 2 year olds

- There has been an increase of places of 149 from the 2022 figure of 333, to 482 in 2023. However, the number of places taken from the CSA prior to 2022-23 was 474 places, an increase of just 8 on the 2023 figures. We can surmise from this that the drop of numbers in 2022 related to the national picture following Covid and lockdown.
- Providers are not reporting specific demand for places for children under 2 years old and they are not reporting children on their waiting lists requiring a space which they cannot offer.

- Slough is watching the market closely to ensure that there are sufficient places for the Under 2 entitlements that come into force from September 2024

Under 2s	Under 2s Sep-24	Under 2s, 30 hours Sep-25
West	9	27
Central	21	49
East	14	34
<b>Total</b>	<b>44</b>	<b>110</b>
		<b>154</b>

### 2 year old funding

- Based on data from the Annual Provider Audit, we expect there to be fee paying 2 year olds taking up 33% of the 2 year old places available.
- Based on the November 2023 DWP list it is expected that 28% of the 2 year old population is eligible to take up, or already in, a funded 2 year old place (658)
- The area with the highest level of Bright Futures (disadvantaged) children is the Central area with 651.
- Slough’s participation rate for Bright Futures 2 year olds was 69% in the Autumn term 2023. This is the highest percentage achieved in several years.
- The number of 2 year old places being offered across Slough is 1,114
- The lowest number of 2 year old places are in the West area.
- Slough is watching the market closely to ensure that there are sufficient places for the Working Families 2 year old entitlements that come into force from April 2024

2 year olds	2 year olds Apr-24	2 year olds, 30 hours Sep-25
West	16	53
Central	42	95
East	27	65
<b>Total</b>	<b>85</b>	<b>213</b>
		<b>298</b>

### 3 & 4 year old universal funding (15 hours, 38 weeks per year)

- The funding figures show that participation rates were 67% for the autumn term 2023, historically, the autumn term has the lowest take up.
- The take up in the summer term 2022 was 91%. Based on this, the take up in the Central area is higher than the number of eligible children in the Central and East areas, with the take up in the East significantly below the number of

eligible children. This illustrates that parents are willing to travel to different areas of the town to access a funded place.

- As there are low amounts of vacant places in the East, we can surmise that the number of private, fee paying places are significantly higher than in the Central and West areas.
- Current number of places available across Slough is 3,611, with the majority in the East.

### **Extended Entitlement – 30 hours childcare**

- In Summer 2023, 922 children accessed a place for extended entitlement. This is the highest take up in Slough since the offer was introduced.
- In autumn 2023, 625 children were accessing the extended entitlement in Slough, an increase of 15 from 2022.

### **Gaps in provision**

- Ofsted registered childcare is available in every ward in Slough.
- The highest number of settings is in the Britwell and Cippenham Green wards, with 15 and 17 respectively
- The number of providers has decreased by 5, taking the number of settings from 190 to 185. The main loss was in the Childminder sector, where numbers dropped from 86 to 82, a loss of 4, and Children's Centres, dropping from 8 to 5. 1 Pre-School opened.
- Of the remaining 82 Childminders. 9 are inactive (not offering any care), and 30 have been providing Funded Early Education.
- Every other setting bar 1 nursery class of a maintained school provided Funded Early Education in the Autumn term 2023. The one setting was a special school that had no children of qualifying age in the term.
- Bright Horizons in Northborough & Lynch Hill Valley ward and the West area closed in December 2023 (after this snapshot was taken), with a loss of 62 places
- Slough has seen an increase in early years and childcare places of 733, from 4,736 in 2022-23 to 5,469, an increase of 15.48%. However, the CSA prior to 2022 showed 5,705 places, so Slough's number of places is still lower than pre-pandemic levels
- Based on population size and local knowledge we are identifying insufficient places in 8 wards in the town: Cippenham Manor, Cippenham Village, Elliman, Farnham, Haymill, Langley Foxborough, Slough Central and Upton. However, as previously stated, parents in Slough appear to be happy to travel to take up their Funded Early Learning entitlement.
- There appears to be a shortfall of 2 year old places in the Central and West areas, however there is a surplus of places in the east, leaving a net surplus figure of 89.

- There is a shortfall of places in the East, but surplus in the Central and West areas gives us a surplus of 263 places for 3&4 year olds
- The difference between registered places and places currently being offered is 1,110. This could mean that there is existing capacity in the market should demand increase, especially in relation to the new entitlements for 2 year olds and under 2s.

### **Childminders**

- There are currently 82 registered childminders in Slough, of which 73 are actively working.
- The highest drop in registered providers is childminders, going from 86 in 2022 to 82 in 2023, a loss of 4.
- Nationally there is an ongoing decrease in the number of registered childminders.
- Future recruitment and retention work is required to raise and retain the number of childminders in certain areas of Slough.
- Since 2019 Slough has seen a 49% decrease in the number of places offered by childminders.

### **Holiday, Activities and Food Programme**

- HAF ran in the Winter 2022, Easter 2023 and Summer 2023 school holidays, offering activities and food to 3,157 children.
- In total 2,101 primary aged and 1,056 secondary aged children engaged in the programme.

### **Workforce Development**

There is a total of 689 practitioners working in the early years sector in Slough (Autumn 2023).

- 385 practitioners in PVI settings
  - 379 female, 5 male and 1 gender neutral
- 209 practitioners in school based settings
  - 203 female and 6 male
- 95 practitioners working as childminders or assistants in a childminder setting.
  - 90 female and 5 male
- The percentage of male staff in the sector is 2.3% of the total workforce. This was previously 2.1%
- The percentage of gender neutral staff in the sector is 0.15% of the total workforce. This was previously zero
- The total number of practitioners in the sector has risen from 601 to 689, 14.6%
- 50% of PVI settings are experiencing recruitment and retention challenges

- There were 67 job vacancies in the PVI sector in Autumn 2023, 29 were for Level 3 qualified full and part time staff. This compared to 12 job vacancies in schools, one of which being for a Level 3 qualified staff. This shows 55 additional vacancies experienced by the PVI sector compared to the school sector

In the Spring Budget, the Chancellor announced that the Government would change the minimum staff: child ratios from 1:4 to 1:5 for two year olds, to give childcare providers more flexibility.

PVIs and Nursery Classes were asked if they would be changing their own ratios in line with this.

- 9 of the Nursery classes who answered this question in the survey currently offer 2 year old places. Of these 6 stated that they would be working to a 1:5 ratio, 66%.
- 36 PVIs answered this question. Of these 5 were unsure, 10 would not be changing their ratios, and 21 would work to a 1:5 ratio although two thirds of these would only do so occasionally



## Key Focus and Key Actions

Key focus 2023/24	Key actions 2024/25
<p>Ensure Sufficiency Information is maintained and current. To continue to carry out termly sufficiency tracking (supply and demand), identifying areas where sufficiency may be at risk and reporting to the Leadership Team.</p>	<p>To continue to carry out termly sufficiency tracking (supply and demand), identifying areas where sufficiency may be at risk and reporting to the Leadership Team. Assess all current data and surveys and update to ensure greater accuracy across all areas</p>
<p>Ensuring that there are sufficient childcare places for the new Working Families 2 year old and Under 2 year old entitlements in all areas.</p>	<p>To continue to work with Corporate Communications to continually develop and promote 'the support with childcare costs marketing strategy' and social media posts. Broker vacant places, supporting parents to find suitable early years and childcare provision for their children. Initiate a Childminder Recruitment Campaign to increase the numbers of childminders and childcare places in Slough</p>
<p>To promote the Level 3 SENCO Qualification and supporting setting SENCOs to obtain this qualification which was a proposal within SEND Green Paper - SEND Review: Right support, Right place, Right time: March 2022. Develop and establish the delivery of an Early Years Inclusion and Transition tool kit to support the early years sector.</p>	<p>SEND: To continue providing training opportunities for AET (look into new toilet training module for roll out), Inclusion Toolkit Training and Dingley's Promise training modules. Continue to identify good inclusive practice/environments to signpost other PVI and school nursery settings to as examples. HAF: To develop and advise on inclusive practice within the HAF clubs in collaboration with the HAF team and Together as One Participation Officer. The aim being to increase the levels of understanding of inclusion to make the HAF clubs more accessible to all. Transitions: To continue to support and promote good, supported transitions within the Early Years sector. To promote transition materials through the EY Transition Toolkit.</p>
<p>Secure business support training and CPD opportunities for all providers, including workshops and one to one support. Market 'Help with Childcare Costs' to the sector and families.</p>	<p>Facilitate business support training and CPD opportunities for all providers, including workshops and one to one support. Include business and financial advice to support children with SEND and additional needs.</p>

Key focus 2023/24	Key actions 2024/25
<p>To continue aiming for 100% of all types of settings to have a good or better Ofsted judgment, with an increased percentage of outstanding provision.</p>	<p>To continue to provide information, advice and training to childcare providers.</p> <ul style="list-style-type: none"> <li>▪ training portfolio to target national and local areas of need, including SEND</li> <li>▪ promotion of national initiatives and CPD</li> <li>▪ individual support through PIPs, FIPPs, ATVs</li> <li>▪ EY news bulletin, The Link, social media</li> <li>▪ Targeted support visits</li> <li>▪ Email/telephone support</li> </ul> <p>All settings, including MNS, to have a termly visit to support development plan &amp; actions. Focused Improvement Partnership Plans developed and supported for settings requiring focused and timely intervention &amp; improvements</p>
<p>Continue to raise awareness of the HAF programme with families, stakeholders and partners.</p>	<p>To explore how the HAF programme can continue its growth within the allocated budget. This would include ensuring:</p> <ul style="list-style-type: none"> <li>• the amount of provision by area is determined upon demand and by areas of deprivation</li> <li>• the best use of funding is made when agreeing on future premises and their associated rental costs.</li> </ul> <p>Whilst continuing to promote the Holiday, Activities and Food programme for eligible families and support providers to offer 'childcare' places where there is demand.</p>
<p>Ensuring that there is a sufficient offer for Wraparound Care in the borough, in line with the Government programme announced in the Spring Budget 2023</p>	<p>Work closely with schools to obtain a full assessment of the current offer, identifying gaps in provision and working with schools to close these gaps. Broker partnership working between schools and HAF providers</p>

Key focus 2023/24	Key actions 2024/25
<p>Continue to support childcare providers to deliver high quality, sustainable provision. Monitor national and local developments to support market management information, including new development opportunities.</p>	<p>Target areas in need of childminder development. Work with the out of school sector, early years sector and new providers to ensure provision meets parents’ needs, offering greater choice and flexibility. Approach providers where sufficiency gaps are identified to explore expansion of existing provision, especially in central Slough. Work with the sector to explore new development opportunities particularly when vacant and appropriate spaces become available. To work with colleagues in school place planning and the council’s planning department to identify Section 106 Education contributions to support the development of early years provision.</p>
<p>Increase GLD in Slough To identify and narrow the gap for disadvantaged early years children to support outcomes.</p>	<p>To work more closely with providers to improve outcomes for children in respect of GLD. Begin to bring together several data sets and EYFSP 2024 data analysis, to identify areas for development and to support the sectors awareness of the gaps and the vulnerability of different Consider programmes to support the sector to narrow the gaps. Support transition between schools and providers and shared understanding of school readiness Training across EYFS practitioners</p>
<p>Increase the workforce including qualified staffing capacity</p>	<p>Develop an Early Years workforce action plan that supports the sector, to recruit appropriately qualified staff and encouraging “home grown” staff in partnership with local FE colleges, schools and training providers, work-based learning and apprenticeships.</p>
<p>Support the increasing numbers of children with SEND accessing provision in Slough</p>	<p>Provide additional and targeted support for providers who need to change their operating models to accommodate changing parents’ needs, such as the rising numbers of children with SEND, to remain viable. Develop a confident and skilled EY workforce through effective CPD including the promote and increase the uptake and</p>

Key focus 2023/24	Key actions 2024/25
	completion of Dingley’s training modules by EY workforce.
<p>Health &amp; wellbeing</p> <p>Improve health &amp; wellbeing outcomes, including mental health of infants &amp; children in the EY</p> <p>Identify services, support and training, to raise awareness of, and embed good practice for health &amp; wellbeing, including mental health of infants and children.</p>	<p>Develop good partnership working to identify services, support and training to embed good practice and raise awareness of the importance of health and wellbeing.</p>
<p>Improve children’s speech, language and communication development in children 0 - 5 years.</p> <p>Reduce the percentage of children ‘at risk of delay in Speech, language and communication.</p>	<p>Further development and embedding of the I Talk Toolkit in EY settings.</p> <p>Develop good links with partners and organisations to identify services and support for the early years workforce to be confident and skilled in supporting effective communication.</p>

## Demographics

Slough is a highly urbanised town in the east of Berkshire, approximately 20 miles west of central London. It is one of the smallest councils by area and one of the most densely built-up areas in the country. It is home to 50,100 children and young people, 11,700 of which are aged 0-4. Out of a total population of approximately 149,600, this equates to 33.5% being below the age of 19, making the population of Slough significantly younger than the average for south east local authorities which stands at 23.1%. The average for our Berkshire neighbours stands at 24.2%, still significantly lower than Slough.

Our 0-4 year old are 7.4% of the population, higher than our Berkshire neighbours at 5.5% and south east local authorities at 5.1%.

The borough also includes a higher proportion of young adults aged 25-44 of 6.7% against the south east average of 5.5%, suggesting a large number of young families are resident.

The employment rate in Slough stands at 73.7%, which is an increase on last year. This is lower than the South East average of 78.5%. The unemployed claimant rate in 2023 is 4.5%, a reduction of 0.5% from last year. This is higher than the national

average of 3.9% and is gradually improving, but still higher than the pre-pandemic level of 3.0%.

(Source Annual Population Survey ONS)

Slough is one of the most ethnically diverse towns in the UK, with 32% of Slough residents born outside the UK and the EU, and 15.8% having been resident in the UK for less than 10 years.

(Source: ONS Census 2021)

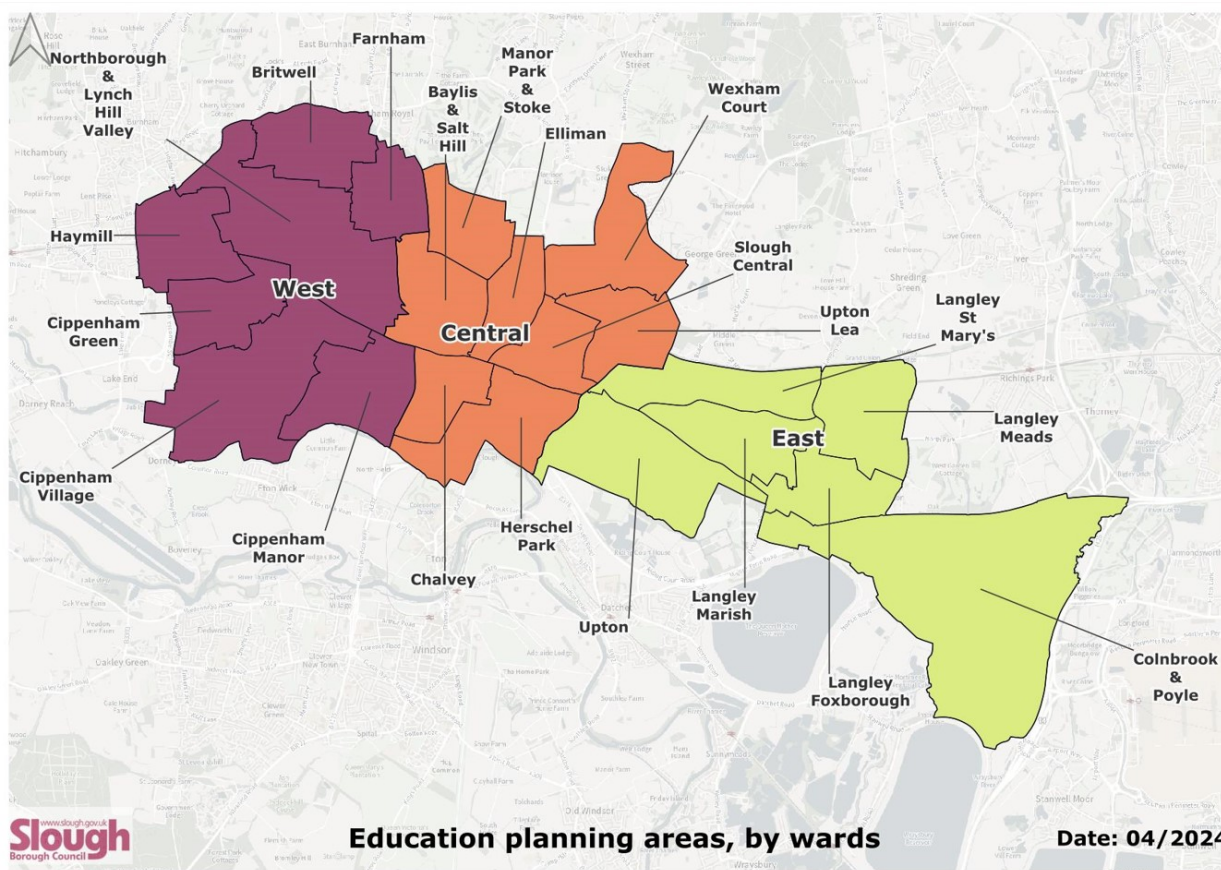
Slough is the third-most densely populated local authority area across the South East (after Portsmouth and Southampton). It is the fifth most densely populated Local Authority outside of London. 15.8% of Slough's households are overcrowded, much higher than the England average of 4.4%.

Slough unitary authority area was ranked 73<sup>rd</sup> out of the 317 English local authorities for deprivation in the 2019 Indices of Deprivation, significantly more deprived than other Berkshire and surrounding areas: Reading (141<sup>st</sup>), Hillingdon (151<sup>st</sup>) Bracknell Forest (284<sup>th</sup>), South Bucks (292<sup>nd</sup>), Windsor and Maidenhead (304<sup>th</sup>) and Wokingham (316<sup>th</sup>).

(Source: MHCLG English Indices of Deprivation 2019)

## Overview

- Slough is made up of 21 wards
- It is bisected by the A4 (connecting Bath to London) and the Great Western Main line.
- It covers an area of 32.54 km<sup>2</sup> and is approx. 20 miles west of central London.



The Slough Early Education team previously worked across 10 Children’s Centre areas (CCA) which did not align with the ward boundaries of the borough. Due to the overall size of the borough, it has been decided that it will be split into 3 distinct areas: West, Central and East which now also align with the new ward boundaries.

## Population

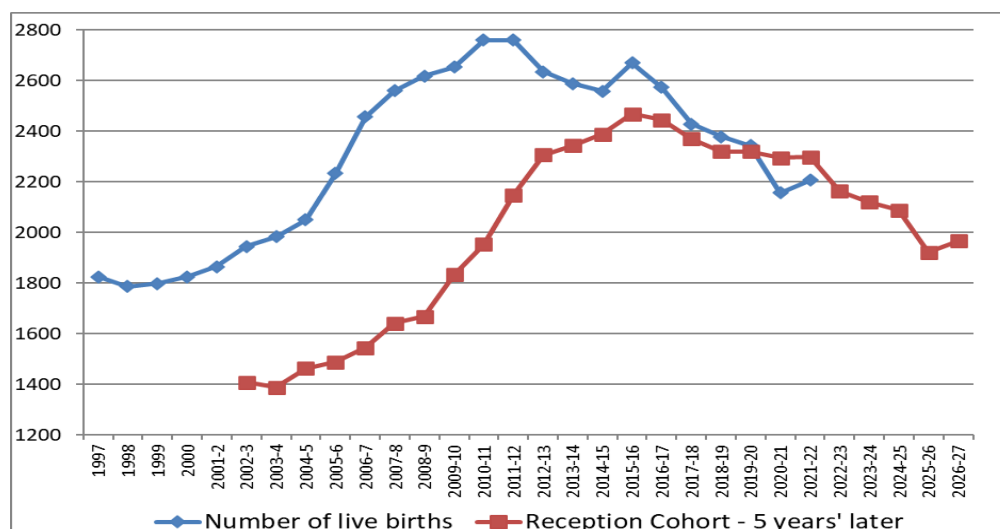
The ONS birth data shows that the decreasing trend reported in the number of births during 2021 – 2022 across Slough has continued, with a further net drop of 164 in birth rates in 2022-23. Overall, the Central area saw the biggest decrease (106).

Area	5 years 2018-19	4 years 2019-20	3 years 2020-21	2 years 2021-22	1 year 2022-23	Variance 2021-22 to 2022-23
West	933	837	814	785	760	-25
Central	1007	1026	1006	1017	911	-106
East	673	659	586	554	521	-33
<b>Total</b>	<b>2613</b>	<b>2522</b>	<b>2406</b>	<b>2356</b>	<b>2192</b>	<b>-164</b>

The table below shows the breakdown of the areas at ward level

West	Central	East
Britwell	Baylis & Salt Hill	Colnbrook and Poyle
Cippenham Green	Chalvey	Langley Foxborough
Cippenham Manor	Elliman	Langley Marish
Cippenham Village	Herschel Park	Langley Meads
Farnham	Manor Park and Stoke	Langley St Mary's
Haymill	Slough Central	Upton
Northborough and Lynch Hill Valley	Upton Lea	
	Wexham Court	

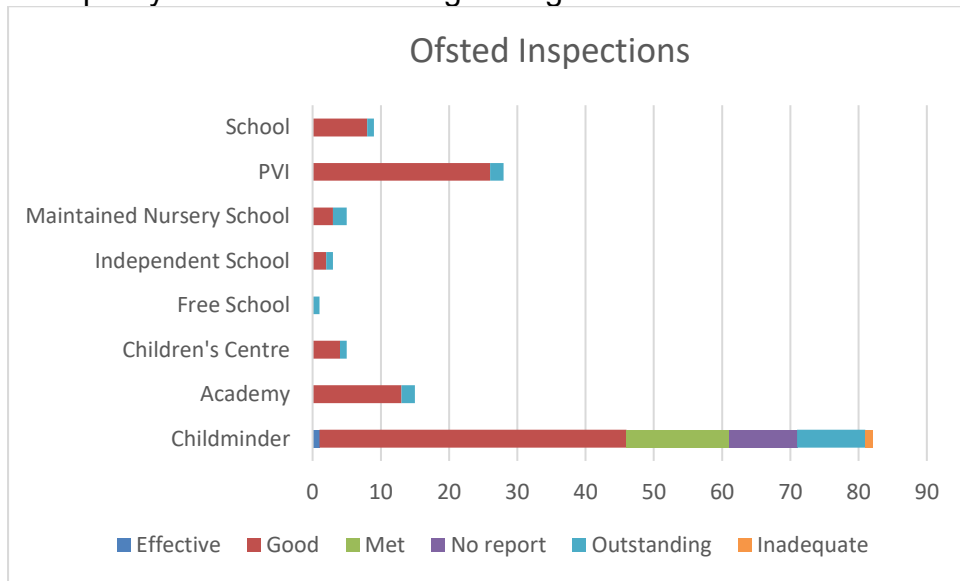
The most significant factor affecting demand for places is the number of births in Slough. The graph below shows the number of births each year since 1997. Numbers rose steadily from 1999 until 2010-11 and 2011-12 when numbers were at their peak. Since then, the trend for birth numbers has been reducing and are forecasted to continue to decline.



Sources: ONS live birth data and School Census

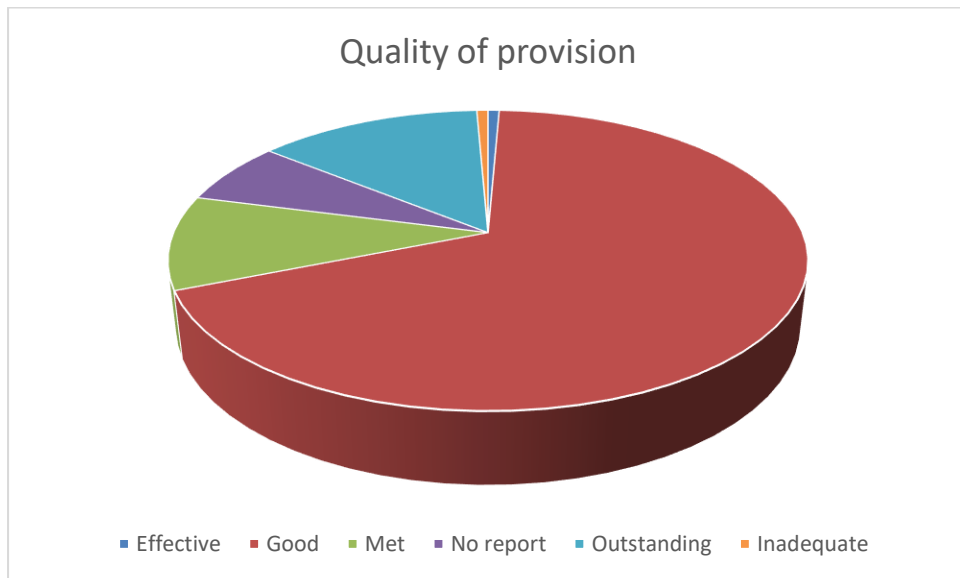
## Quality of childcare

The quality of childcare in Slough is high.



Of the 66 schools and PVI settings, 56 were good and 10 were outstanding. Of the 82 childminders 10 were outstanding, 45 were good, 1 setting was effective, 10 had yet to be inspected, 15 were met with no children on roll and 1 was inadequate.

The percentage of early years providers with a full inspection in Slough judged to be good or outstanding in Autumn 2023 was 98.4%. The national average was 96.5%. All PVIs and schools in Slough are rated good or outstanding





## EYFS Profile data

This table shows the attainment of Slough boys and girls in 2023. It shows us that for GLD (Good level development)

- as a whole Slough was the same as the national average of 67.2%. This is an increase of 2.1% on the 2022 figures of 65.1%
- Slough girls are the same as the national average of 74.2%. This is an increase of 1.8% on the 2022 figures of 72.4%
- Slough boys are below the national average by 0.4%, however, this is an increase of 3.3% on the 22 figures of 56.9%

For the % at expected level across all Early Learning Goals (ELGs)

- Slough was 0.2% below the national average of 65.7%, but this is an increase of 1.6% on the 2022 figures of 63.9%
- Slough girls are 0.7% below the national average of 73.1%, and are the same as the 2022 figures of 72.4%
- Slough boys were below the national average by 0.1%, but this is an increase of 3.1% from the 2022 figures

Details	National	National Girls	National Boys	Slough	Slough Girls	Slough Boys
Number of children	618,891	302,276	316,615	2,332	1,161	1,171
Good level of development (GLD %)	67.2	74.2	60.6	67.2	74.2	60.2
% at expected level across ELGs	65.7	73.1	58.6	65.5	72.4	58.5

(Source National Statistics and NCER Nexus)

## Autumn term 2023 supply of early years and childcare provision

The numbers of providers have decreased by 5 to 185 in 2023. The highest drop in registered providers is childminders, going from 86 on 2022 to 82 in 2023, a loss of 4 and children’s centres, going from 8 in 2022 to 5 in 2023, a loss of 3.

There was 1 new pre school opened and 3 pre schools were re-classified as day nurseries

The net drop from 2022 is 2.6%, compared to a 9.52% drop between 2020 and 2022

Type of formal childcare	Number of registered providers 2022	Number of registered providers 2023	% change
Nursery class in a Maintained school	25	25	0%
Nursery class in an Independent sector setting	3	3	0%
Day nursery – full or part-time	13	16	23%
Pre-School/Playgroup sessional childcare	14	12	-14%

Type of formal childcare	Number of registered providers 2022	Number of registered providers 2023	% change
Children’s Centres nursery full daycare	4	3	-25%
Children’s Centres nursery sessional daycare	4	2	-50%
Maintained Nursery School	5	5	0%
Registered Childminder	86	82	-5%
Home Childcare (own home)	36	37	3%
<b>Total</b>	<b>190</b>	<b>185</b>	

There are currently 9 childminders who are inactive (not offering any form of childcare). Of the 73 remaining childminders, 30 provided Funded Early Education in the Autumn term 2023. This is a percentage of 41%, but this is expected to rise when the new 2 year old Working Families entitlement comes into effect in April 2024.

Every other setting bar one nursery class of a maintained school provided Funded Early Education in the Autumn term 2023.

No Home Childcarers received Funded Early Education

### Number of settings in Slough

Settings by area	Central	East	West	Out of borough	Grand Total
Childrens' Centres	3	1	1		5
Childminders	20	21	41		82
Day Nurseries	6	4	4		14
Home Based Childcare	9	2	20	6	37
Independent Setting		2	1		3
Maintained Nursery School	3		2		5
Pre-School	5	2	7		14
Nursery Class in Maintained School	9	9	7		25
<b>Grand Total</b>	<b>55</b>	<b>41</b>	<b>83</b>	<b>6</b>	<b>185</b>

Ward	CC	CM	DN	HBC	MNS	NCIS	NCMS	PS	Total
Baylis & Salt Hill		1	1	3	1			1	7
Britwell	1	9		1			2	2	15
Chalvey		3	1	1	1		1	1	8
Cippenham Green		11	1	4	1				17
Cippenham Manor	1	3		3		1	1	1	10
Cippenham Village		3		5			1	1	10
Colnbrook & Poyle		3	1	2			2		8
Elliman		1					1		2
Farnham		2	1	1			2	1	7
Haymill		5		4			2		11

Ward	CC	CM	DN	HBC	MNS	NCIS	NCMS	PS	Total
Herschel Park	1	4	1				1	1	8
Langley Foxborough		4					2		6
Langley Marish	1	3	1				3	1	9
Langley Meads		3	1				1		5
Langley St Mary's		2	1			1			4
Manor Park & Stoke	1	4		3	1		1	2	12
Northborough & Lynch Hill Valley		8	3	2					13
Slough Central				1				1	2
Upton		6	1			1	1		9
Upton Lea		3	2		1		1		7
Wexham Court		4	1	1			3		9
Out of Borough				6					6
<b>Grand Total</b>	<b>5</b>	<b>82</b>	<b>16</b>	<b>37</b>	<b>5</b>	<b>3</b>	<b>25</b>	<b>12</b>	<b>185</b>

Key

CC- Children's centre    MNS- Maintained nursery school    CM- Registered childminder

NCIS- Nursery class independent setting DN- Day nursery, full or part time

NCMS- Nursery class in maintained school    HBC- Home based childcarer

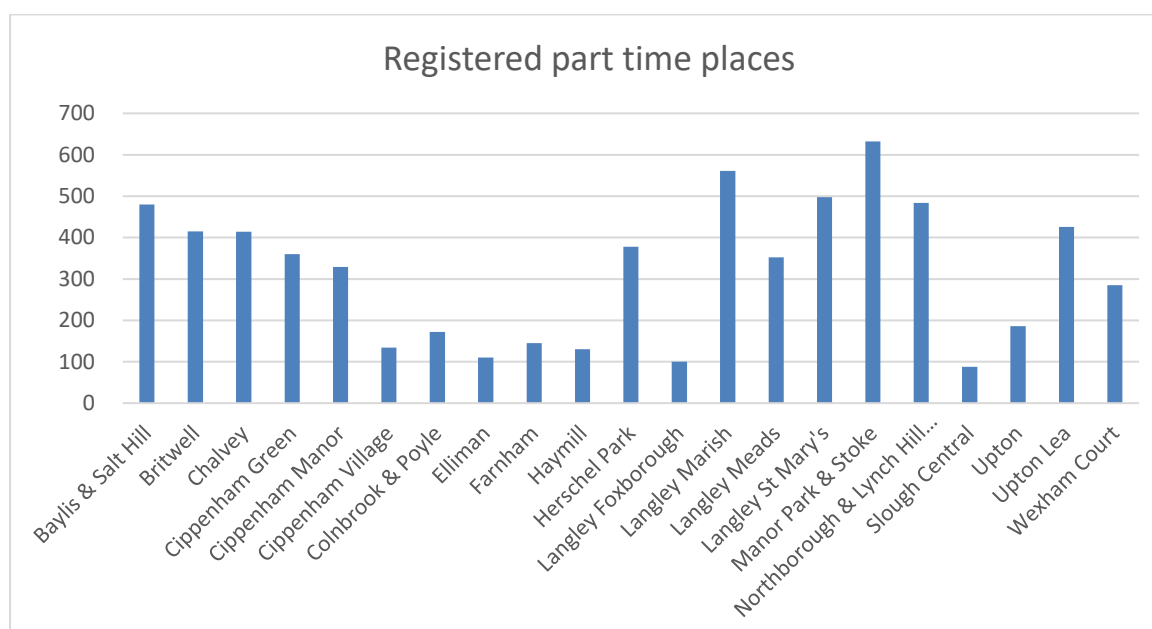
PS- Pre-school/Playgroup sessional care

Registered childcare is available in every ward in Slough

Bright Horizons in Northborough & Lynch Hill Valley ward and the West area closed in December 2023 (after this snapshot was taken), with a loss of 62 places

## Early years childcare and registered childminder places for 0 – 4 year olds

Type of setting	Number of places being offered PTP 2022	Number of places being offered PTP 2023	Change in places
Childrens' Centres	210	250	19.05%
Childminders	500	427	-14.60%
Day Nurseries	1032	1850	79.26%
Independent Setting	132	150	13.64%
Maintained Nursery School	745	737	-1.07%
Pre-School	382	593	55.24%
Nursery Class in Maintained School	1735	1462	-15.73%
<b>TOTAL</b>	<b>4736</b>	<b>5469</b>	<b>15.48%</b>



The number of places being offered has risen by 733 from 4,736 in 2022-23 to 5,469, an increase of 15.48%

There is an increase in numbers of places being offered across the sector, except for childminders with a decrease of 73 places, maintained nursery schools with a decrease of 8 places, and nursery classes of maintained schools with a decrease of 273 places.

### Ofsted Registered Places

The tables below show the number of Ofsted registered places by provider type.

Type of Provider	Registered part time places
Childrens' Centres	534
Childminders	427
Day Nurseries	2,160

Type of Provider	Registered part time places
Independent Setting	150
Maintained Nursery School	1,128
Pre-School	718
Nursery Class in Maintained School	1,462
<b>Total</b>	<b>6,579</b>

The annual provider audit recorded a total of 5,469 available places across Slough in the Autumn term 2023. This is a difference of 1,110 registered places. This could therefore mean that there is existing capacity in the market should demand for places increase.

Area	Ofsted Registered part time places	Current places offered	Variance
Central	2,813	2,244	569
East	1,789	1,619	170
West	1,977	1,606	371
<b>Total</b>	<b>6,579</b>	<b>5,469</b>	<b>1,110</b>

The area with the biggest variance in Ofsted registered places to current occupancy is Central with 569 places, a variance of 79.77%. The East of Slough is the area that is closest to offering all registered places with 90.5%. The West of Slough has a percentage of 81.23% places offered against Ofsted registered places.

Ward	Registered part-time places
Baylis & Salt Hill	479
Britwell	404
Chalvey	412
Cippenham Green	372
Cippenham Manor	321
Cippenham Village	134
Colnbrook & Poyle	166
Elliman	109
Farnham	142
Haymill	124
Herschel Park	378
Langley Foxborough	93
Langley Marish	508
Langley Meads	352
Langley St Mary's	486
Manor Park & Stoke	631
Northborough & Lynch Hill Valley	487
Slough Central	88
Upton	184
Upton Lea	426
Wexham Court	283
<b>Total</b>	<b>6579</b>

### **Supply of places by age group**

The tables below shows the breakdown of children and types and numbers of childcare places in each of the areas.

#### **Under 2s by area and provider type**

Area	CC	CM	DN	PS	Total
Central	6	20	84		<b>110</b>
East	6	15	213		<b>234</b>
West	6	35	86	11	<b>139</b>
<b>Total</b>	<b>18</b>	<b>70</b>	<b>383</b>	<b>11</b>	<b>482</b>

The area with the highest number of places for under 2s is East with 213 of these places offered by Day Nurseries.

This is an increase of places of 149 from the 333 in 2022, 44.74%.

#### **Under 2s by ward and provider type**

Ward	CC	CM	DN	PS	Total
Baylis & Salt Hill		1	24		<b>25</b>
Britwell		7		3	<b>10</b>
Chalvey		3			<b>3</b>
Cippenham Green		12			<b>12</b>
Cippenham Manor	6	3			<b>9</b>
Cippenham Village		2			<b>2</b>
Colnbrook & Poyle		2	18		<b>20</b>
Elliman		1			<b>1</b>
Farnham		2	3	8	<b>13</b>
Haymill		2			<b>2</b>
Herschel Park	0	5	24		<b>29</b>
Langley Foxborough		3			<b>3</b>
Langley Marish	6	3	25		<b>34</b>
Langley Meads		2	50		<b>52</b>
Langley St Mary's			120		<b>120</b>
Manor Park & Stoke	6	4			<b>10</b>
Northborough & Lynch Hill Valley		8	83		<b>91</b>
Slough Central					<b>0</b>
Upton		5			<b>5</b>
Upton Lea		1	12		<b>13</b>
Wexham Court		4	24		<b>28</b>
<b>Total</b>	<b>18</b>	<b>70</b>	<b>383</b>	<b>11</b>	<b>482</b>

There are no Under 2 places in Slough Central Ward, and only 1 in Elliman. The highest number are in Langley St Mary's and take up in this area is consistently high.

#### **2 year olds by area and provider type**

Area	CC	CM	DN	IND SET	MNS	PS	SCH	Total
Central	32	22	172		68	88		<b>382</b>

Area	CC	CM	DN	IND SET	MNS	PS	SCH	Total
East	16	20	289	36		24	20	405
West	32	47	166		4	70	7	326
<b>Total</b>	<b>80</b>	<b>89</b>	<b>627</b>	<b>36</b>	<b>72</b>	<b>182</b>	<b>27</b>	<b>1,113</b>

Once again, the area with the highest number of places is East, with Day Nurseries offering the highest percentage of places, 71%. Vacancies in the East tend to be low, as there is an above-average take up of private fee paying 2 year old places

This shows an increase of 252 places from 2022, 29.27%

### 2 year olds by ward and provider type

Ward	CC	CM	DN	IND SET	MNS	PS	SCH	Total
Baylis & Salt Hill		1	40		20	8		69
Britwell	16	10				26	7	59
Chalvey		3	12		16	12		43
Cippenham Green		16	20		4			40
Cippenham Manor	16	5				12		33
Cippenham Village		4				16		20
Colnbrook & Poyle		2	24					26
Elliman		1						1
Farnham		2	6			16		24
Haymill		3						3
Herschel Park	16	5	32			12		65
Langley Foxborough		4					16	20
Langley Marish	16	3	25			24	4	72
Langley Meads		6	80					86
Langley St Mary's			144	12				156
Manor Park & Stoke	16	4			16	32		68
Northborough & Lynch Hill Valley		10	140					150
Slough Central						24		24
Upton		5	16	24				45
Upton Lea		1	64		16			81
Wexham Court		4	24					28
<b>Total</b>	<b>80</b>	<b>89</b>	<b>627</b>	<b>36</b>	<b>72</b>	<b>182</b>	<b>27</b>	<b>1,113</b>

There is only 1 place for 2 year olds in Elliman, the highest number are in Langley St Mary's.

### 3 and 4 year olds by area and provider type

Area	CC	CM	DN	IND SET	MNS	PS	SCH	Grand Total
Central	48	68	336		513	244	543	1752
East	32	66	326	84		32	440	980
West	72	134	178	30	152	124	452	1142
<b>Grand Total</b>	<b>152</b>	<b>268</b>	<b>840</b>	<b>114</b>	<b>665</b>	<b>400</b>	<b>1435</b>	<b>3874</b>

The area with the largest number of places for 3 & 4 year olds is Central. The area with the least number of places for 3 & 4 year olds is East. Nursery classes of schools provide 37% of all 3 & 4 year old places.

### 3 and 4 year olds by ward and provider type

Ward	CC	CM	DN	IND SET	MNS	PS	SCH	Total
Baylis & Salt Hill		3	64		123	32		<b>222</b>
Britwell	32	24				42	178	<b>276</b>
Chalvey		10	68		104	24	78	<b>284</b>
Cippenham Green		44	32		152			<b>228</b>
Cippenham Manor	40	16		30		20	39	<b>145</b>
Cippenham Village		6				36	70	<b>112</b>
Colnbrook & Poyle		6	48				66	<b>120</b>
Elliman		3					104	<b>107</b>
Farnham		5	11			26	53	<b>95</b>
Haymill		7					112	<b>119</b>
Herschel Park	16	16	48			50	52	<b>182</b>
Langley Foxborough		16					54	<b>70</b>
Langley Marish	32	12	50			32	178	<b>304</b>
Langley Meads		14	72				90	<b>176</b>
Langley St Mary's			120	52				<b>172</b>
Manor Park & Stoke	32	15			156	90	104	<b>397</b>
Northborough & Lynch Hill Valley		35	135					<b>170</b>
Slough Central						48		<b>48</b>
Upton		18	36	32			52	<b>138</b>
Upton Lea		4	108		130		40	<b>282</b>
Wexham Court		14	48				165	<b>227</b>
<b>Total</b>	<b>152</b>	<b>268</b>	<b>840</b>	<b>114</b>	<b>665</b>	<b>400</b>	<b>1435</b>	<b>3874</b>

The ward with the lowest number of 3 & 4 year old places is Slough Central, the highest number is in Manor Park & Stoke



## Sufficiency

### Places offered by area

Area	CC	CM	DN	IND SET	MNS	PS	SCH	Total	Birth Data 0-4 years	% of children to places	Weighting of Area	Conclusion- is childcare sufficient?
Central	86	110	592		581	332	543	2244	4,945	45.38%	34.72%	YES
East	54	101	828	120		56	460	1619	2804	57.74%	46.25%	YES
West	110	216	430	30	156	205	459	1606	3927	40.90%	36.66%	YES
<b>Total</b>	<b>250</b>	<b>427</b>	<b>1850</b>	<b>150</b>	<b>737</b>	<b>593</b>	<b>1462</b>	<b>5469</b>	<b>11676</b>	<b>46.84%</b>		

Looking at Slough at ward level, there are some pockets that appear to have insufficient places but looking at ages 0-4 there is currently sufficient childcare available.

### Places offered by ward

Ward	CC	CM	DN	IND SET	MNS	PS	SCH	Total	Birth Data 0-4 years	% of children to places- less than 43% = Insufficient	Conclusion- is childcare sufficient?
Baylis & Salt Hill		5	128		143	40		316	600	52.67%	YES
Britwell	48	41				71	185	345	566	60.95%	YES
Chalvey		16	80		120	36	78	330	634	52.05%	YES
Cippenham Green		72	52		156			280	506	55.34%	YES
Cippenham Manor	62	24		30		32	39	187	686	27.26%	NO
Cippenham Village		12				52	70	134	533	25.14%	NO
Colnbrook & Poyle		10	90				66	166	622	26.69%	YES
Elliman		5					104	109	509	21.41%	NO
Farnham		9	20			50	53	132	656	20.12%	NO
Haymill		12					112	124	433	28.64%	NO
Herschel Park	32	26	104			62	52	276	633	43.60%	NO
Langley Foxborough		23					70	93	464	20.04%	NO
Langley Marish	54	18	100			56	182	410	410	100.00%	YES
Langley Meads		22	202				90	314	433	72.52%	YES
Langley St Mary's		0	384	64				448	442	101.36%	YES
Manor Park & Stoke	54	23			172	122	104	475	614	77.36%	YES
Northborough & Lynch Hill Valley		53	358					411	484	84.92%	YES
Slough Central						72		72	814	8.85%	NO
Upton		28	52	56			52	188	448	41.96%	NO
Upton Lea		6	184		146		40	376	603	62.35%	YES
Wexham Court		22	96				165	283	586	48.29%	YES
<b>Total</b>	<b>250</b>	<b>427</b>	<b>1850</b>	<b>150</b>	<b>737</b>	<b>593</b>	<b>1462</b>	<b>5469</b>	<b>11676</b>	<b>46.84%</b>	

\*Home childcarers have been excluded from this dataset

The above table is based purely on numbers and does not consider SEND, flexibility of offer, affordability trends in take up and future demand and should not be looked at in isolation. Further sufficiency analysis is detailed further in this report.

A percentage of less than 43% is deemed to be insufficient childcare places. The one exception is the number of childcare places in Colnbrook and Poyle ward which has sufficient places at 26.69% because of the low number of 0-4 year olds in the ward.

### Sufficiency 2 year olds

Looking at the sufficiency of places for 2 year olds we need to consider the expected take up of a 2 year old place, especially since the Chancellor’s spring budget when the new funding entitlements were unveiled. The 15 hour entitlement for 2 year olds of Working Parents comes into force on the 1<sup>st</sup> April 2024. This will be looked at in more detail in the New Entitlements section.

Based on data from the Annual Provider Audit, we expect there to be fee paying 2 year olds taking up 33% of the 2 year old places available.

Based on the November 2023 DWP list it is expected that 28% of the 2 year old population is eligible to take up, or already in, a funded 2 year old place (658)

Area	Total 2 year old places	Number of two year olds expected to access a place (total 64%)	Number of funded two year olds attending Aut’ 23	Number of fee paying two year olds attending Aut’ 23	Total 2 year olds accessing a place	Subtotal remaining places	Funded 2 year olds not yet accessing a place	Surplus/ Deficit of places
Central	382	651	184	124	308	74	108	-34
East	405	355	75	133	208	197	64	133
West	327	502	128	110	238	89	99	-10
<b>Total</b>	<b>1114</b>	<b>1508</b>	<b>387</b>	<b>367</b>	<b>754</b>	<b>360</b>	<b>271</b>	<b>89</b>

There does appear to be a deficit of places in the Central area, but there is a new 60 place day nursery opening in January 2024. There is also a deficit of offered places in the West, but a school in this area plans to open a nursery class.

We have used an average take up across all areas of 33% for all Fee paying 2 year olds, but East is significantly higher at 51%. Therefore, it can be expected that the number of surplus places in the table above (133) are likely to be utilised by fee payers and the new 2 year old entitlement for Working Parents.

### Sufficiency 3 and 4 year old

All 3 and 4 year olds are entitled to a minimum of 15 hours of free childcare per week over 38 weeks of the year, so we would expect take up of places to be much higher than those of 2 year olds. 4 year old children in Reception classes have been removed from this calculation to show the true sufficiency of Early Years places.

Area	Total 3&4 year old places Schools and PVI	3&4 year olds	Less number of 4 year olds in reception classes	Total no of 3&4 year olds in EY	Total places	Surplus/ Deficit
Central	1752	2032	529	1122	1752	630
East	980	1245	366	1666	980	-686
West	1142	1651	422	823	1142	319
<b>Grand Total</b>	<b>3874</b>	<b>4928</b>	<b>1317</b>	<b>3611</b>	<b>3874</b>	<b>263</b>

Looking at the data there is an overall surplus of places of 263, but a deficit of places in the East.

## 2 year old Funded Early Education criteria

2 year old children can get a free childcare place if families receive any of the following benefits:

- [Income Support](#)
- [Income based Jobseeker's Allowance \(JSA\)](#)
- [Income related Employment and Support Allowance \(ESA\)](#)
- [Universal Credit](#) and the household income is £15,400 a year or less after tax, not including benefit payments, assessed on up to three of the parent's most recent Universal Credit assessment periods.
- [The Guaranteed element of Pension Credit](#)
- [Child Tax Credit, Working Tax Credit](#) (or both) and have a household income of £16,190 a year or less before tax
- The Working Tax Credit 4-week run (the payment parents can receive when they stop qualifying for Working Tax Credit)

A child can also get free early education at the age of two, if:

- they are looked after by a local authority
- they have an Education, Health and Care Plan (EHCP)
- they receive Disability Living Allowance
- they have left care under a special guardianship order, child arrangements order or adoption order.

### **Non- UK citizens who cannot claim benefits**

Parents whose immigration status states they have 'no recourse to public funds' may be able to receive 2 year old funding if their household income is no more than:

- household income of £26,500 a year with one child (outside London)
- household income of £30,600 a year with two or more children (outside London)
- They have no more than £16,000 in savings or investments

Eligible children will be able to start their free place from the beginning of the term after their second birthday. Parents/carers can apply in the term of their child's second birthday by completing an application online on the [Citizen Portal](#).

## 2 year old funding 2023/24

- The DWP list November 2023 showed 557 families potentially eligible for 2 year old funding, this is a decrease of 73 compared to 2022/23
- According to the DWP list November 2023, the Central area has highest number of eligible 2 year olds living in the borough, followed by the West

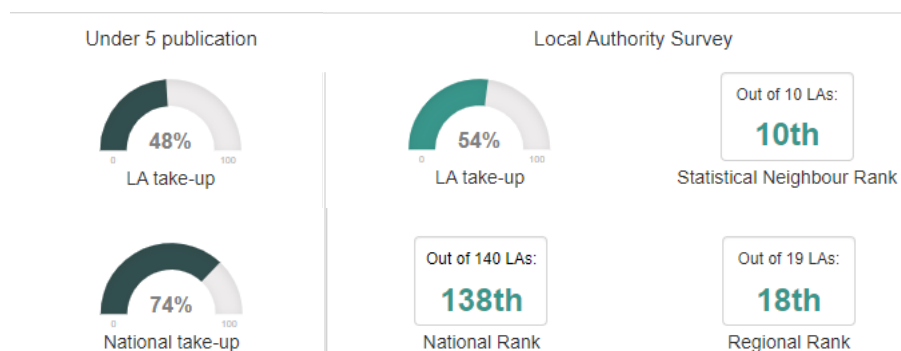
The numbers of eligible 2 year olds continue to drop term on term since its height in 2017. One of the main factors is the continuing decline in birth rates.

Term	Participation- 2 year olds taking up a space	% take up	Numbers on DWP list	% drop in eligible families since autumn 2017
Autumn 2017	443	51%	869	
Summer 2019	464	55%	847	-2.53%
Autumn 2019	433	54%	795	-8.52%
Spring 2020	418	57%	731	-15.88%
Summer 2020	336	45%	754	-13.23%
Autumn 2020	317	38%	824	-5.18%
Spring 2021	380	48%	785	-9.67%
Summer 2021	361	47%	761	-12.43%
Autumn 2021	402	55%	725	-16.57%
Spring 2022	396	57%	690	-20.60%
Summer 2022	397	59%	668	-23.13%
Autumn 2022	350	54%	632	-27.27%
Spring 2023	362	59%	612	-29.57%
Summer 2023	339	58%	584	-32.80%
Autumn 2023	387	69%	564	-35.10%

Slough's participation rates for funded 2 year olds (69% Autumn 2023) is the highest achieved in several years. We have yet to receive the autumn scorecard, but the national average from Summer 2023 was 74%, so we have closed the gap considerably. In real terms, an increase of 30 children receiving 2 year old funding (from 387 to 417 children) would be required to hit the national average percentage based on the summer scorecard.

## Slough Summer 2023 Two-year-old take up operational survey Scorecard

Take-up rates and local authority ranking



### 3 & 4 year old universal entitlement

When considering the number of universal places required for 3 & 4 year old provision we need to consider the number of 4 year olds attending a reception place. The table below shows the numbers on roll as per headcount data autumn 2023 and the total number of places against the number of children who may require a universal 3 & 4 year old place.

Area	3 & 4 year olds	4 year olds in reception classes	Target number 3 & 4 year olds	Autumn 2023 participation	Difference
Central	2032	529	1122	1083	39
East	1245	366	1666	602	1064
West	1651	422	823	743	80
<b>Total</b>	<b>4928</b>	<b>1317</b>	<b>3611</b>	<b>2428</b>	<b>1183</b>

The table above does appear to show that the take up of places is significantly lower than the population. However, historically, the autumn term has the lowest take up, so we need to ensure that there are sufficient spaces in the summer term which has the highest take up. The ward with the highest take up of places in the autumn term is Chalvey, with 10% of 3 and 4 year olds.

Area	3 & 4 year olds	4 year olds in reception classes	Target number 3 & 4 year olds	Summer 2023 participation	Difference
Central	2032	529	1122	1494	-372
East	1245	366	1666	845	821
West	1651	422	823	935	-112
<b>Total</b>	<b>4928</b>	<b>1317</b>	<b>3611</b>	<b>3274</b>	<b>337</b>

The take up in the summer term 2023 was 91%. Based on this, the take up in 2 of the 3 areas is higher than the number of eligible children- Central and West. The ward with the highest take up of places in the summer term is Manor Park & Stoke, with 10% of 3 & 4 year olds

### 30 hours Childcare - Extended entitlement

The extended entitlement criteria:

A child will be entitled to the additional free hours from the term after both of the following conditions are satisfied:

- (1) the child has attained the age of three;
- (2) the child's parent has a current positive determination of eligibility from HMRC.

Parents must be working (both parents in a two parent household or one parent in a one parent household) and earning the equivalent of 16 hours per week at the national minimum or living wage and not more than £100,000 per year. If they are self-employed, or on a zero hour contract they are asked to confirm that they meet the income threshold outlined above.

The number of 3 & 4 year olds in receipt of the additional 15 hours remains fairly static and in line with termly fluctuations, with the lowest take up in autumn and the highest in summer.

### Funded Early Education 2, 3 and 4 year olds

The table below tracks the actual number of children who received funding between the spring term 2019 through to the autumn term 2023. In previous years the numbers of children in receipt of the universal 3 & 4 year old offer and the extended entitlement gradually build from autumn through to the summer term as more children become eligible for the funding entitlements. However, our numbers following lockdown have shown a different picture.

#### Funding claims 2019 – 2023 Universal 3 & 4 year olds

Term	Universal 3 & 4	Number previous year	Variance	% change
Spring 2019	3073	3131	-58	-1.85%
Summer 2019	3517	3500	17	0.49%
Autumn 2019	2461	2318	143	6.17%
Spring 2020	3,163	3,073	90	2.93%
Summer 2020	3,424	3,517	-93	-2.64%
Autumn 2020	2,436	2,461	-25	-1.02%
Spring 2021	2,840	3,163	-323	-10.21%
Summer 2021	3,368	3,424	-56	-1.64%
Autumn 2021	2,392	2,436	-44	-1.81%
Spring 2022	2975	2,840	135	4.75%
Summer 2022	3353	3,368	-15	-0.45%
Autumn 2022	2285	2,392	-107	-4.47%
Spring 2023	2901	2975	-74	-2.49%
Summer 2023	3274	3353	-79	-2.36%
Autumn 2023	2428	2285	143	6.26%

Since the onset of COVID, numbers of 3 & 4 year old universal children have decreased when comparing spring term to spring term etc. There are two notable exceptions to this:

- Spring 2022 which shows an increase when compared to spring 2021. This could be because another lockdown was expected in the spring term 2021 so numbers were much lower than those of previous years
- Autumn 2023 which shows an increase when compared to autumn 2022. Further analysis is required to understand this change.

### Funding claims 2019 – 2023 Extended Entitlement 3 & 4 year olds

Term	Extended 3 & 4	Number previous year	Variance	% change
Spring 2019	804	662	142	<b>21.45%</b>
Summer 2019	935	825	<b>110</b>	<b>13.33%</b>
Autumn 2019	613	620	<b>-7</b>	<b>-1.13%</b>
Spring 2020	843	804	39	<b>4.85%</b>
Summer 2020	919	935	<b>-16</b>	<b>-1.71%</b>
Autumn 2020	635	613	22	<b>3.59%</b>
Spring 2021	780	843	<b>-63</b>	<b>-7.47%</b>
Summer 2021	895	919	<b>-24</b>	<b>-2.61%</b>
Autumn 2021	589	635	<b>-46</b>	<b>-7.24%</b>
Spring 2022	806	780	26	<b>3.33%</b>
Summer 2022	901	895	6	<b>0.67%</b>
Autumn 2022	610	589	21	<b>3.57%</b>
Spring 2023	768	806	<b>-38</b>	<b>-4.71%</b>
Summer 2023	922	901	21	<b>2.33%</b>
Autumn 2023	625	610	15	<b>2.46%</b>

Numbers of Extended 3 and 4 year olds have remained fairly static, showing small increases on like for like terms. There was a drop in take up in 2021 following on from the pandemic. However, the summer term 2023 showed the highest numbers of take up since this entitlement was introduced.

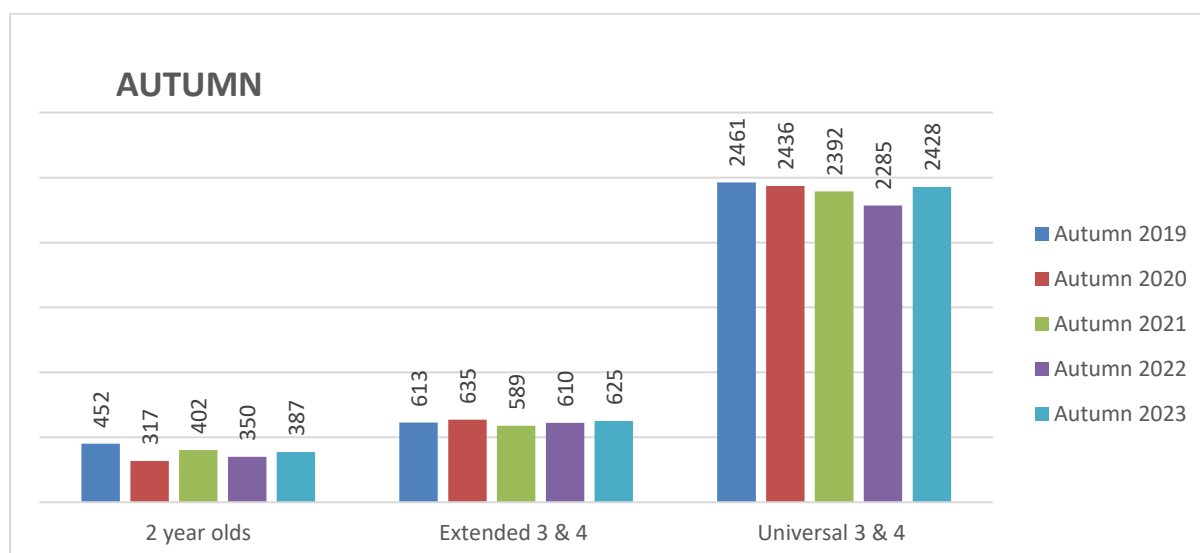
### Funding claims 2019 – 2023 2 year olds

Term	2 year olds	Number previous year	Variance	% change
Spring 2019	446	443	3	0.68%
Summer 2019	464	424	40	9.43%
Autumn 2019	452	458	-6	-1.31%
Spring 2020	418	446	-28	-6.28%
Summer 2020	336	464	-128	-27.59%
Autumn 2020	317	452	-135	-29.87%
Spring 2021	380	418	-38	-9.09%
Summer 2021	361	336	25	7.44%
Autumn 2021	402	317	85	26.81%
Spring 2022	396	380	16	4.21%
Summer 2022	397	361	36	9.97%
Autumn 2022	350	402	-52	-12.94%
Spring 2023	362	396	-34	-8.59%
Summer 2023	339	397	-58	-14.61%
Autumn 2023	387	350	37	10.57%

Two year old numbers increased in 2022-23 but have once again decreased. However, there has been a significant rise in 2 year old numbers in Autumn 2023, showing the highest numbers in the last 2 years. As birth rates and the number of qualifying families are dropping, this bucks the current trend. There appears to have been more interest in two year old funding since the Chancellor’s spring budget.

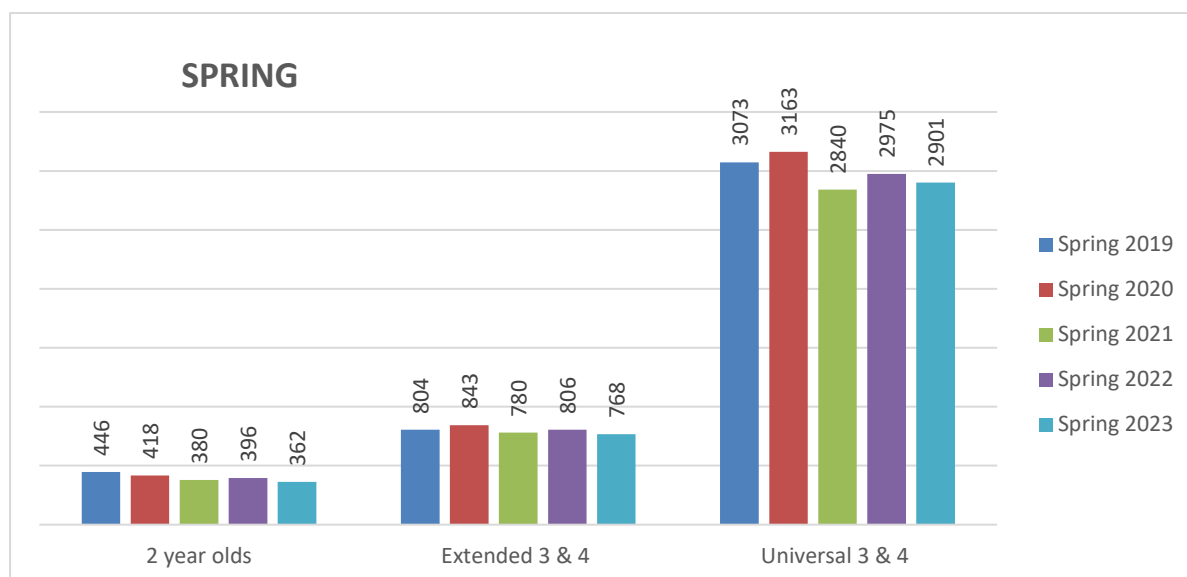
### Comparison of funding claims 2019 – 2023

**Autumn:** When reviewing the funding claims for the autumn term we can see that numbers for two year old funded children rose by 10.5% in 2023 but still significantly lower than pre-pandemic levels. The extended 3 & 4 year old entitlement remains static, but does show a small rise from autumn 2022 levels of 2.46%. Numbers for 3 & 4 year old universal funding have yet to reach pre-COVID levels but do show a rise of 6.23% from autumn 2022

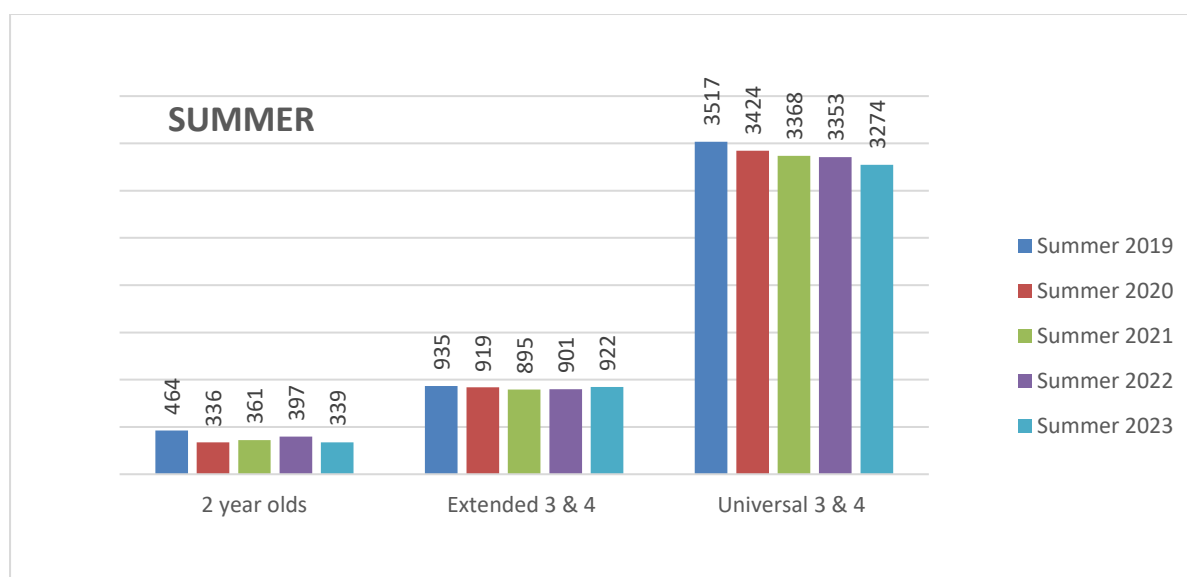




**Spring:** There is a decrease in numbers for all funding streams from spring 2022. 2 year olds and extended 3 & 4 year olds showed a fairly static picture, but universal 3 and 4 year olds a more mixed picture. The percentage change for each type of funding was: 2 year olds -8.59%, 3 & 4 extended -4.95% and 3 & 4 universal -2.49%



**Summer:** As in Autumn and Spring, we have not reached the numbers of children in receipt of all types of funded childcare as pre-COVID. 2 year old funding was down by 16.6%



## New Entitlements- forthcoming changes to Funded Early Education from 1<sup>st</sup> April 2024

There have been many changes in this field, following on from the Chancellor's Spring Budget 2023, where new funding entitlements have been announced:

- 15 hours per week for 38 weeks per year (570 hours) of funded early education for children of working families from April 2024.
- 15 hours per week for 38 weeks per year (570 hours) of funded early education for childcare aged from 9 months from September 2024.

- Both entitlements will be extended to 30 hours per week for 38 weeks per year (1140 hours) from September 2025
- A national wraparound programme for primary aged school children for supporting all families who need it to access wraparound childcare from 8am to 6pm. This is expected to expand the availability of wraparound care from September 2024

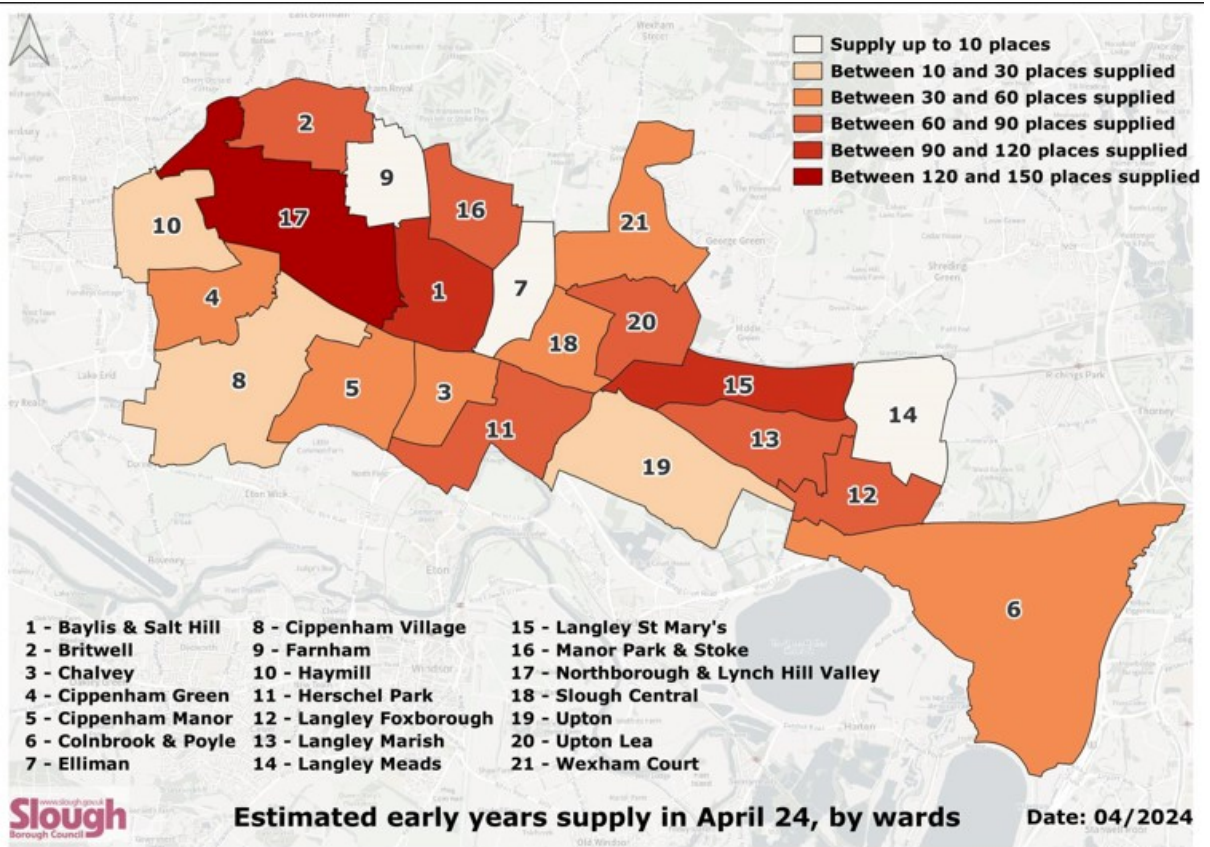
The DfE have forecast a cumulative shortfall of 452 places, 85 from April 2024, 129 from September 2024 and 452 (when the 30 hour entitlement is rolled out) from September 2025. Slough’s Early Education Team is confident that this demand will be met.

These are the tables that show the additional places required, based solely on DfE numbers, the total being 452

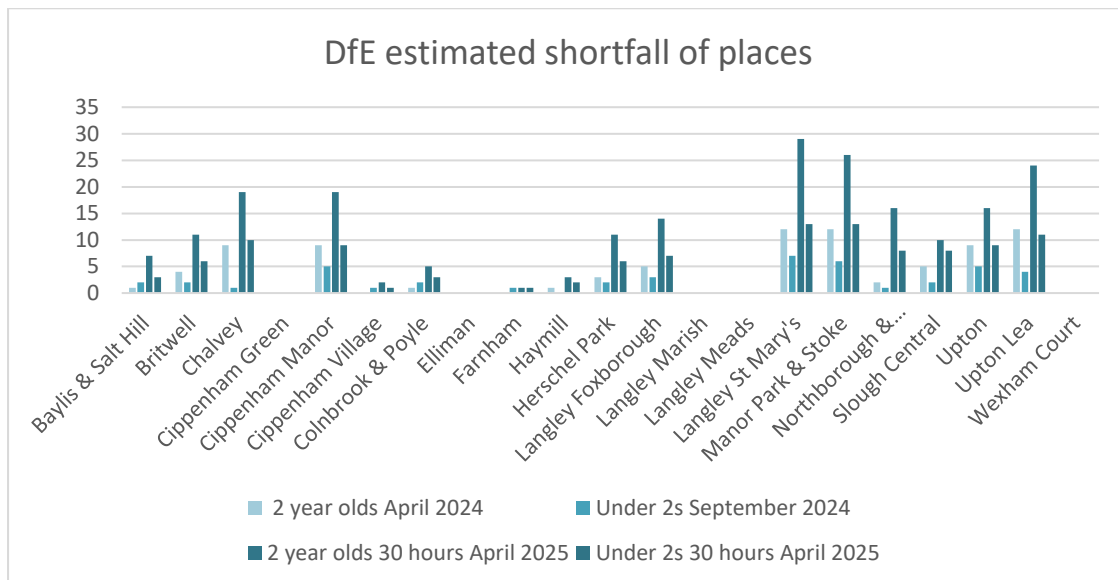
Area	2 year olds Apr-24	2 year olds, 30 hours Sep-25
West	16	53
Central	42	95
East	27	65
<b>Total</b>	<b>85</b>	<b>213</b>
		<b>298</b>

Area	Under 2s Sep-24	Under 2s, 30 hours Sep-25
West	9	27
Central	21	49
East	14	34
<b>Total</b>	<b>44</b>	<b>110</b>
		<b>154</b>

The table below shows the current childcare availability in Slough by ward



The ward with the highest number of places is Northborough & Lynch Hill Valley. Elliman, Farnham and Langley Meads have the lowest number of places



When these figures are overlaid with the actual position in the borough and new places currently being created, this is the picture of new places required, totalling 400.

### 2 year olds places in April 2024 versus September 2025

Area	2 year olds April 2024	2 year olds, 30 hours September 2025
West	16	49
Central	36	80
East	22	57
Total	74	186
		260

### Under 2s places in April 2024 versus September 2025

Area	Under 2s April 2024	Under 2s, 30 hours September 2025
West	10	27
Central	13	43
East	17	30
Total	40	100
		140

### Places for 2 year olds and under 2s by ward

Ward	2 year olds April 2024	Under 2s September 2024	2 year olds, 30 hours September 2025	Under 2s 30 hours September 2025
Baylis and Salt Hill	0	0	0	1
Britwell	4	2	8	6
Chalvey	9	1	19	10
Cippenham Green	0	0	0	0
Cippenham Manor	9	5	19	9
Cippenham Village	0	1	2	1
Colnbrook and Poyle	1	2	2	1
Elliman	0	0	0	0
Farnham	0	1	1	1
Haymill	1	0	3	2
Herschel Park	3	2	11	6
Langley Foxborough	5	3	14	7
Langley Marish	0	0	0	0
Langley Meads	0	0	0	0
Langley St Mary's	12	7	29	13
Manor Park and Stoke	12	6	26	13
Northborough and Lynch Hill	2	1	16	8
Slough Central	0	0	0	2
Upton	4	5	12	9
Upton Lea	12	4	24	11
Wexham Court	0	0	0	0
Total	74	40	186	100
				<b>400</b>

Looking at the data it would appear that no further places are required in Langley Marish and Langley Mead wards. However these wards have a high take up of places, with many people travelling into the area to access a place. Vacancies in the east are low, due to the above-average take up of private fee paying places. Most of these places are expected to be converted to the new Working Families 2 year old and under 2 year old entitlements, with wrap around sessions still being fee paying.

The wards with the highest levels of place creation required are Langley St Mary's and Manor Park & Stoke. The wards with the least amount of place creation are Cippenham Green, Elliman and Wexham Court.

To help achieve these targets, limited Capital Funding has been made available to help providers make small changes to their space to enable more places to be made available. These targets will be analysed in conjunction with population, current market, Housing Development, S106 and new provision. Work has already started to ensure that Slough meets its target and will continue to do so until sufficiency has been verified.

## Finances

Settings were asked to assess their financial position in the last year.

Type	Broke even	In deficit	In Profit	Not sure
Children's Centres	40.00%	20.00%	0.00%	40.00%
Childminders	10.00%	25.00%	40.00%	25.00%
Independent Schools	66.67%	33.33%	0.00%	0.00%
Maintained Nursery Schools	0.00%	60.00%	40.00%	0.00%
PVIs	35.71%	17.86%	14.29%	32.14%
Nursery classes of schools	33.33%	16.67%	0.00%	50.00%

40% of Childminders and Maintained Nursery Schools were in profit in the last year, although all remaining MNS reported being in deficit- 60% with none reporting that they broke even. 66% of independent schools reported that they broke even. None of the nursery classes reporting being in profit and 50% were unsure of their financial position.

PVIs reported a healthier position than last year:

- Break even rose from 19% in 2022 to 35.71% this year
- Settings in profit rose slightly from 14% to 14.29%
- Settings in deficit decreased from 24% to 17.86%
- They are showing more awareness in their financial and business sustainability with 32.14% not sure of their financial position compared to 43% last year

Nursery classes of schools reported a deficit of 36% last year compared to 16.67 this year and break-even of 33.33% compared to 25% last year, but uncertainty rose from 32% to 50% this year. Workshops and training sessions will be rolled out to schools to address this, and we shall be working closely with Schools Finance to help support them.

Area	Broke even	In deficit	In Profit	Not sure
Central	23.33%	33.33%	10.00%	33.33%
East	28.00%	20.00%	12.00%	40.00%
West	33.33%	13.33%	26.67%	26.67%

The area of Slough that reported the highest percentage of provision being in profit was the West of Slough, the lowest being Central. The Central area reported the highest level of deficit, and the East of Slough had the highest percentage of uncertainty of financial outturn.

Ward	Broke even	In deficit	In Profit	Not sure
Baylis & Salt Hill	33.33%	33.33%	0.00%	33.33%
Britwell	44.44%	11.11%	11.11%	33.33%
Chalvey	50.00%	50.00%	0.00%	0.00%
Cippenham Green	0.00%	25.00%	50.00%	25.00%
Cippenham Manor	50.00%	25.00%	0.00%	25.00%
Cippenham Village	66.67%	0.00%	33.33%	0.00%
Colnbrook & Poyle	20.00%	20.00%	0.00%	60.00%
Elliman	50.00%	50.00%	0.00%	0.00%

Ward	Broke even	In deficit	In Profit	Not sure
Farnham	50.00%	0.00%	0.00%	50.00%
Haymill	50.00%	0.00%	0.00%	50.00%
Herschel Park	16.67%	33.33%	0.00%	50.00%
Langley Foxborough	25.00%	0.00%	25.00%	50.00%
Langley Marish	28.57%	14.29%	14.29%	42.86%
Langley Meads	0.00%	50.00%	25.00%	25.00%
Langley St Mary's	50.00%	0.00%	0.00%	50.00%
Manor Park & Stoke	40.00%	40.00%	0.00%	20.00%
Northborough & Lynch Hill Valley	0.00%	0.00%	66.67%	33.33%
Slough Central	0.00%	100.00%	0.00%	0.00%
Upton	66.67%	33.33%	0.00%	0.00%
Upton Lea	0.00%	25.00%	50.00%	25.00%
Wexham Court	0.00%	20.00%	20.00%	60.00%

It is difficult to analyse data at ward level because of the relatively low numbers in this dataset

## Business sustainability

88.24% of all providers were confident of their short term sustainability, with 100% of Children's Centres, Independent Schools and Maintained Nursery Schools confident of short term sustainability. Only 5% of Childminders felt that short term sustainability was not possible, which was 1.18% of the sector as a whole.

89.29% of PVIs were confident about short term sustainability compared to 78.38 last year.

Short term sustainability	No	Unsure	Yes	Grand Total
Children's Centres	0.00%	0.00%	100.00%	100.00%
Childminders	5.00%	20.00%	75.00%	100.00%
Independent Schools	0.00%	0.00%	100.00%	100.00%
Maintained Nursery Schools	0.00%	0.00%	100.00%	100.00%
PVIs	0.00%	10.71%	89.29%	100.00%
Nursery classes of schools	0.00%	8.33%	91.67%	100.00%
Grand Total	1.18%	10.59%	88.24%	100.00%

Providers were less sure of their medium term sustainability with a percentage of 68.24% sure of sustainability. Only 20% of Children's Centres re confident of medium term sustainability. 100% of Maintained Nursery Schools were confident of medium term sustainability, however 33% of Independent Schools were not.

Medium term sustainability	No	Unsure	Yes	Grand Total
Children's Centres	0.00%	80.00%	20.00%	100.00%
Childminders	5.00%	25.00%	70.00%	100.00%
Independent Schools	33.33%	0.00%	66.67%	100.00%
Maintained Nursery Schools	0.00%	0.00%	100.00%	100.00%
PVIs	0.00%	42.86%	57.14%	100.00%
Nursery classes of schools	4.17%	12.50%	83.33%	100.00%

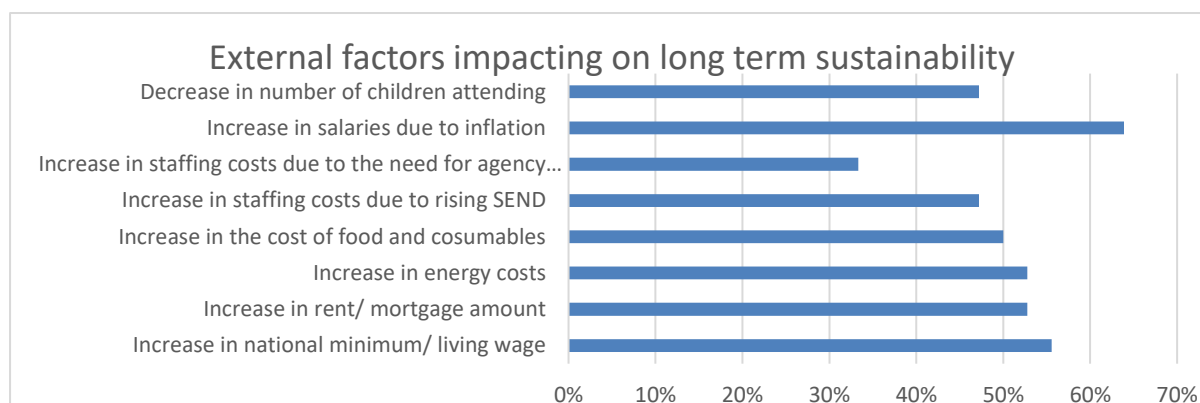
Medium term sustainability	No	Unsure	Yes	Grand Total
Grand Total	3.53%	28.24%	68.24%	100.00%

When looking at long term sustainability, maintained nursery schools (80%), independent schools (66.67%) and schools with nursery classes (50%) were more confident of long term (5 years plus) sustainability than other types of provision.

Long term sustainability	No	Unsure	Yes	Grand Total
Children’s Centres	0.00%	80.00%	20.00%	100.00%
Childminders	15.00%	45.00%	40.00%	100.00%
Independent Schools	33.33%	0.00%	66.67%	100.00%
Maintained Nursery Schools	0.00%	20.00%	80.00%	100.00%
PVIs	3.57%	53.57%	42.86%	100.00%
Nursery classes of schools	4.17%	45.83%	50.00%	100.00%
Grand Total	7.06%	47.06%	45.88%	100.00%

Providers were asked if there were any external factors impacting their settings ability to achieve long term sustainability.

### External Factors impacting long term sustainability - PVI

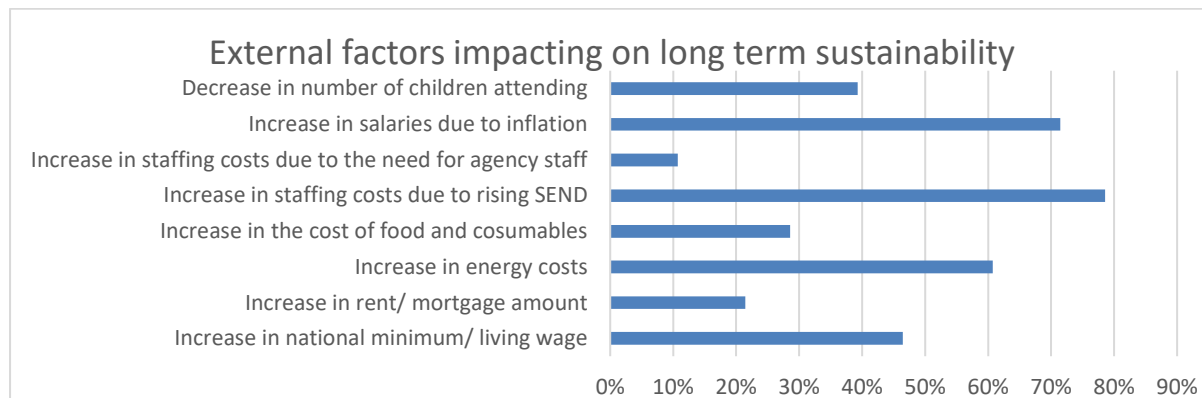


PVI	Yes	No	Unsure
Increase in national minimum wage / national living wage	56%	17%	28%
Increase in rent/ mortgage amount	53%	25%	22%
Increase in energy costs	53%	25%	22%
Increase in the cost of food and consumables	50%	19%	31%
Increase in staffing costs due to an increase in the number of children needing additional support	47%	31%	22%
Increase in staffing costs due to the need for agency staff	33%	44%	22%
Increase in salaries due to inflation	64%	14%	22%
Decrease in number of children attending	47%	31%	22%

The main issue impacting on PVIs’ long term sustainability was the increase in salaries due to inflation.



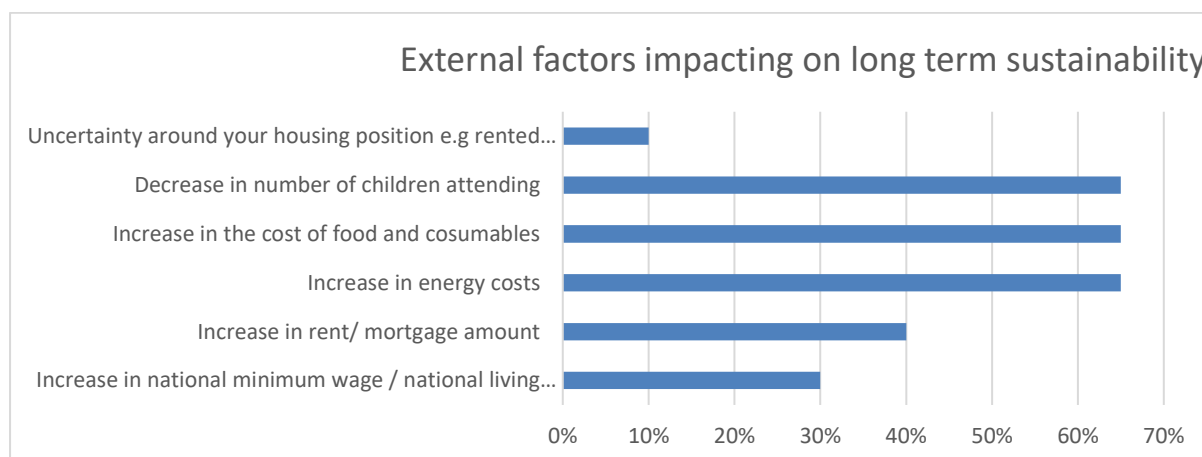
### External Factors impacting long term sustainability – Maintained nursery schools and Nursery classes of schools



Nursery Classes	Yes	No	N/A
Increase in national minimum wage / national living wage	46%	25%	29%
Increase in rent/ mortgage amount	21%	29%	50%
Increase in energy costs	61%	14%	25%
Increase in the cost of food and consumables	29%	29%	43%
Increase in staffing costs due to an increase in the number of children needing additional support	79%	7%	14%
Increase in staffing costs due to the need for agency staff	11%	43%	46%
Increase in salaries due to inflation	71%	7%	21%
Decrease in number of children attending	39%	29%	32%

The main issue for nursery classes was the additional staffing costs required because of the rising numbers of children needing additional support, along with rising salaries due to inflation

### External Factors impacting long term sustainability – Childminders



Childminders	Yes	No	N/A
Increase in national minimum wage / national living wage	30%	40%	30%
Increase in rent/ mortgage amount	40%	40%	20%
Increase in energy costs	65%	35%	0%
Increase in the cost of food and consumables	65%	35%	0%
Decrease in number of children attending	65%	30%	5%
Uncertainty around your housing position e.g rented accommodation	10%	50%	40%

There were three main areas that Childminders felt were impacting on long term sustainability: the decrease in numbers of children attending, the increase in the cost of food and consumables and the increase in energy costs.

Childminders were asked if there were any other issues that were affecting long term sustainability. Some of the replies are detailed below

“A few, health and fitness, demands of parents of individual care requests, range of needs attending the setting, risks of being closed from Ofsted or people reporting. Knowing this job is hard and feeling it daily. However, smashing what we do here and coping very well although the days are long and no break.”

“I don’t think we get paid enough, a lot of hard work”

“Will be changing to UC (Universal Credit) soon, they are telling childminders to get proper jobs or more children which obviously we cannot do as would exceed (registered) numbers”

“More people want part time and hard to fit in”

## Costs

Providers were asked to share their average hourly rates based on age groups and hours less than 25 hour per week and more than 25 hours per week.

Comparisons to national averages are sourced from Coram’s Childcare Survey 2023

### Costs: Under 2 years:

#### ***PVI settings***

The average hourly cost of an under 2 year old place in a PVI setting in Slough for less than 25 hours per week is **£7.70** and the average cost of an under 2 year old place in a PVI setting in Slough for more than 25 hours per week is **£7.62**.

The England average for an Under 2 years part time place is **£6.04**, full time **£5.80**  
The Slough average rate for a part time place is 27.58% higher than the England average, 31.39% higher for a full time place

The South East average for a part time place is **£6.64**, full time **£6.24**  
The Slough average rate for a part time place is 15.98% higher than the South East average, 22.15% higher for a full time place

Of the PVI providers who offered places for under 2s, 70% increased their fees in the last year and the fees of 30% stayed the same.

### ***Childminders***

The average hourly cost of an under 2 year old place with a Childminder in Slough for less than 25 hours per week is **£6.03** and the average cost of an under 2 year old place with a Childminder in Slough for more than 25 hours per week is **£5.94**.

The England average for an Under 2 years part time place is **£5.05**, full time **£4.96**  
The Slough average rate for a part time place is 19.45% higher than the England average, 19.89% higher for a full time place

The South East average for a part time place is **£5.18**, full time **£5.12**

The Slough average rate for a part time place is 16.41% higher than the South East average, 16.02% higher for a full time place

Of the Childminders who offered places for under 2s, 40% increased fees, 55% fees stayed the same and 5% decreased their fees

### **Costs: 2 year olds**

#### ***PVI settings***

The average hourly cost of a 2 year old place in a PVI setting in Slough for less than 25 hours per week is **£7.85** and the average cost of a 2 year old place in a PVI setting in Slough for more than 25 hours per week is **£7.74**.

The England average for a 2 year old part time place is **£5.84**, full time **£5.68**  
The Slough average rate for a part time place is 34.42% higher than the England average, 36.29% higher for a full time place

The South East average for a part time place is **£6.19**, full time **£6.08**

The Slough average rate for a part time place is 26.78% higher than the South East average, 27.4% higher for a full time place

Of the PVI providers who offered places for 2 year olds, 71% increased their fees in the last year and the fees of 29% stayed the same.

### ***Childminders***

The average hourly cost of a 2 year old place with a Childminder in Slough for less than 25 hours per week is **£5.88** and the average cost of a 2 year old place with a Childminder in Slough for more than 25 hours per week is **£5.79**.

The England average for a 2 year old part time place is **£5.08**, full time **£4.96**

The Slough average rate for a part time place is 15.77% higher than the England average, 16.73% higher for a full time place

The South East average for a part time place is **£5.15**, full time **£5.08**

The Slough average rate for a part time place is 14.08% higher than the South East average, 13.91% higher for a full time place

Of the Childminders who offered places for 2 year olds, 35% increased fees, 60% fees stayed the same and 5% decreased their fees.

### ***Nursery classes***

The average hourly cost of a 2 year old place in a nursery class in Slough that offers fee paying sessions for less than 25 hours per week is **£7.71** and the average cost of a 2 year old place in a nursery class in Slough that offers fee paying sessions for more than 25 hours per week is **£6.60**

### **Costs: 3 & 4 years old**

As all children are entitled to Funded Early Education for 15 or 30 hours per week, the calculations for 3 and 4 year old fees are based on 10 hours for part time places and 20 hours for full time.

### ***PVI settings***

The average hourly cost of a 3 & 4 year old place in a PVI setting in Slough for 10 hours per week is **£7.48** and the average cost of 3 & 4 year old place in a PVI setting in Slough for 20 hours per week is **£7.34**

The England average for a 3 & 4 year old part time place is **£5.98**, full time **£5.88**

The Slough average rate for a part time place is 25.02% higher than the England average, 24.83% higher for a full time place

The South East average for a part time place is **£6.19**, full time **£6.60**

The Slough average rate for a part time place is 20.88% higher than the South East average, 11.23% higher for a full time place

Of the PVI providers who offered places for 3 & 4 year olds, 69% increased their fees in the last year and the fees of 31% stayed the same.

### **Childminders**

The average hourly cost of a 3 & 4 year old place with a Childminder in Slough for 10 hours per week is **£5.68** and the average cost of a 3 & 4 year old place with a Childminder in Slough for 20 hours per week is **£5.47**.

The England average for a 3 & 4 year old part time place is **£4.98**, full time **£4.89**  
The Slough average rate for a part time place is 14.08% higher than the England average, 11.94% higher for a full time place

The South East average for a part time place is **£5.06**, full time **£5.04**

The Slough average rate for a part time place is 12.21% higher than the South East average, 8.57% higher for a full time place

Of the Childminders who offered places for 2 year olds, 35% increased fees, 60% fees stayed the same and 5% decreased their fees.

### **Nursery classes**

The average hourly cost of a 3 & 4 year old place in a nursery class in Slough that offers fee paying sessions for 10 hours per week is **£6.15** and the average cost of a 3 & 4 year old place in a nursery class in Slough that offers fee paying sessions for 20 hours per week is **£6.42**

## **Workforce Development: Recruitment and Retention**

In Slough based on the answers of the latest sufficiency survey there are currently

- 385 practitioners in PVI settings
  - 379 female, 5 male and 1 gender neutral
- 209 practitioners in school based settings
  - 203 female and 6 male
- 95 practitioners working as childminders or assistants in a childminder setting.
  - 90 female and 5 male
  
- The percentage of male staff in the sector is 2.3% of the total workforce. This was previously 2.1%
- The percentage of gender neutral staff in the sector is 0.15% of the total workforce. This was previously zero
- The total number of practitioners in the sector has risen from 601 to 689, 14.6%

Although the number of practitioners has risen since 2022, there continue to be problems across the sector with the recruitment and retention of staff.

50% of PVI settings are experiencing recruitment and retention challenges

In March 2023 the Chancellor announced in his Spring Budget that the Government would change the minimum staff: child ratios from 1:4 to 1:5 for two year olds. This was announced to give childcare providers more flexibility.

PVIs and Nursery Classes were asked if they would be changing their own ratios in line with this.

- 9 of the Nursery classes who answered this question in the survey currently offer 2 year old places. Of these 6 stated that they would be working to a 1:5 ratio, 66%.
- 36 PVIs answered this question. Of these 5 were unsure, 10 would not be changing their ratios, and 21 would work to a 1:5 ratio although two thirds of these would only do so occasionally

### Staffing vacancies

The Autumn term provider audit looked at vacant posts where the sector was experiencing recruitment challenges. The numbers in the tables below show the number of staff vacancies.

In 2022, the gap between vacancies in PVI and Schools sector vacancies was 66% with the PVI sector having a deficit of staff five times greater than school nursery classes. In 2023 the gap is 70%, showing the difficulties being faced by the PVI sector.

#### ***PVI Settings staffing vacancies.***

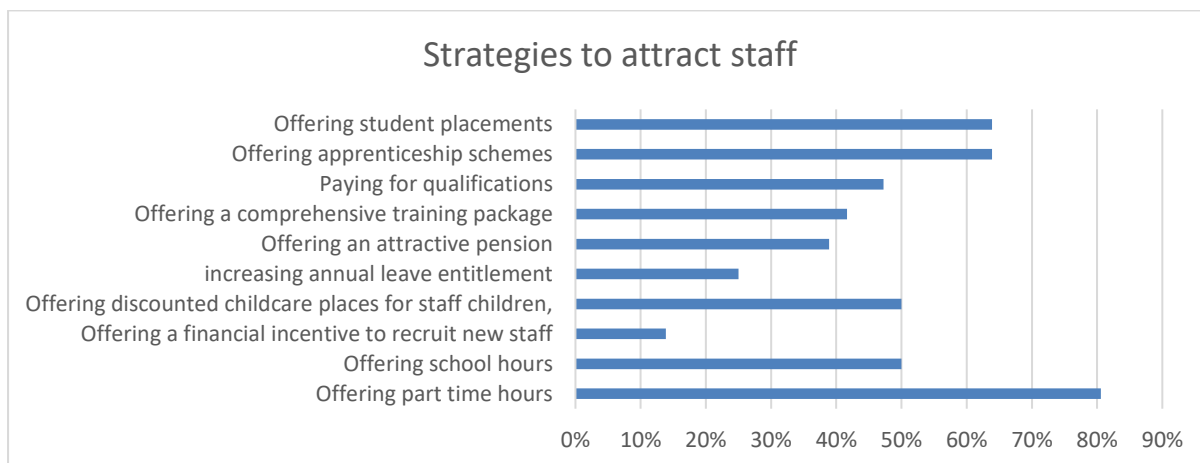
<b>Role</b>	<b>Number of vacancies</b>
Unqualified part time	2
Unqualified full time	3
Level 2 part time	8
Level 2 full time	6
Level 3 part time	14
Level 3 full time	15
Lunch time cover	7
SENDCo part time	3
SENDCo full time	1
Administrator	5
Catering	2
Manager	1
Deputy	0
Other	0
<b>Total</b>	<b>67</b>

#### ***Nursery Classes staffing vacancies.***

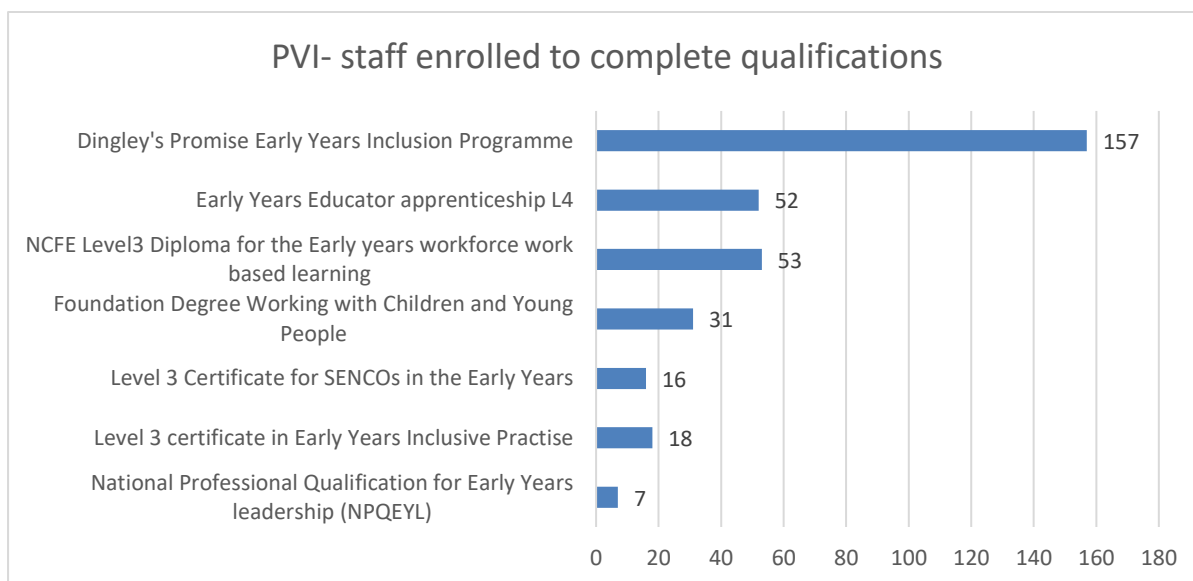
<b>Role</b>	<b>Number of vacancies</b>
Unqualified part time	0
Unqualified full time	0
Level 2 part time	0
Level 2 full time	0
Level 3 part time	1
Level 3 full time	0
Lunch time cover	4
SENDCo part time	0
SENDCo full time	0
Teacher	3
LSA/TA	3

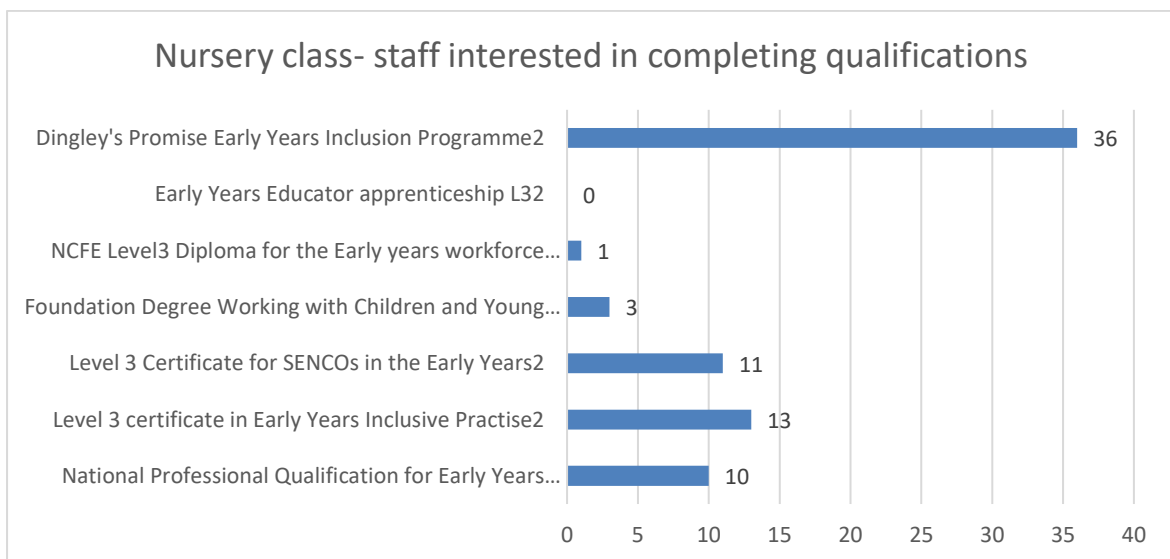
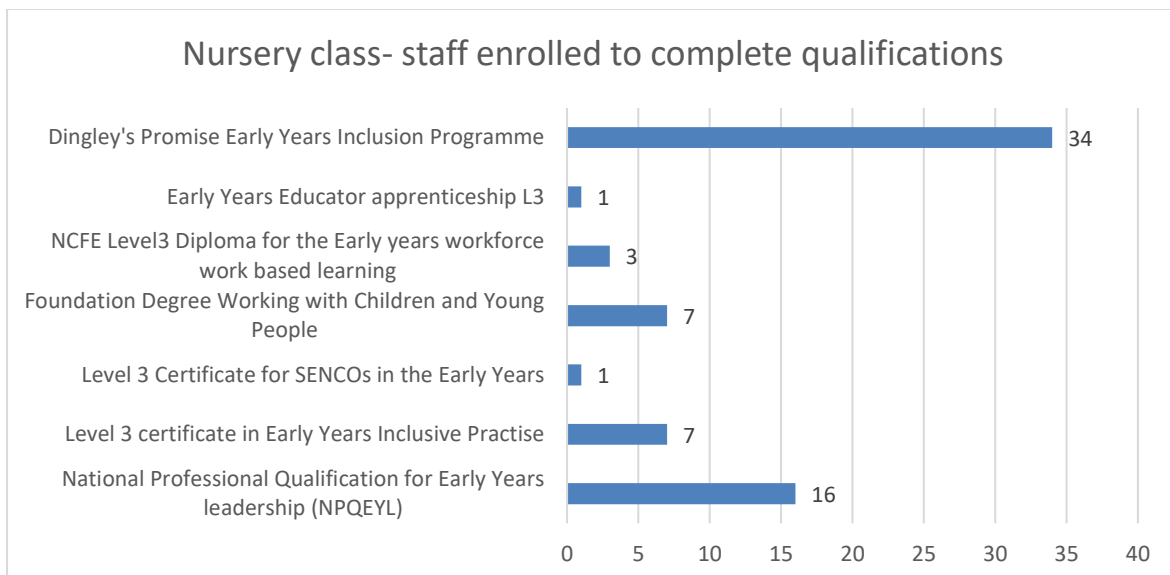
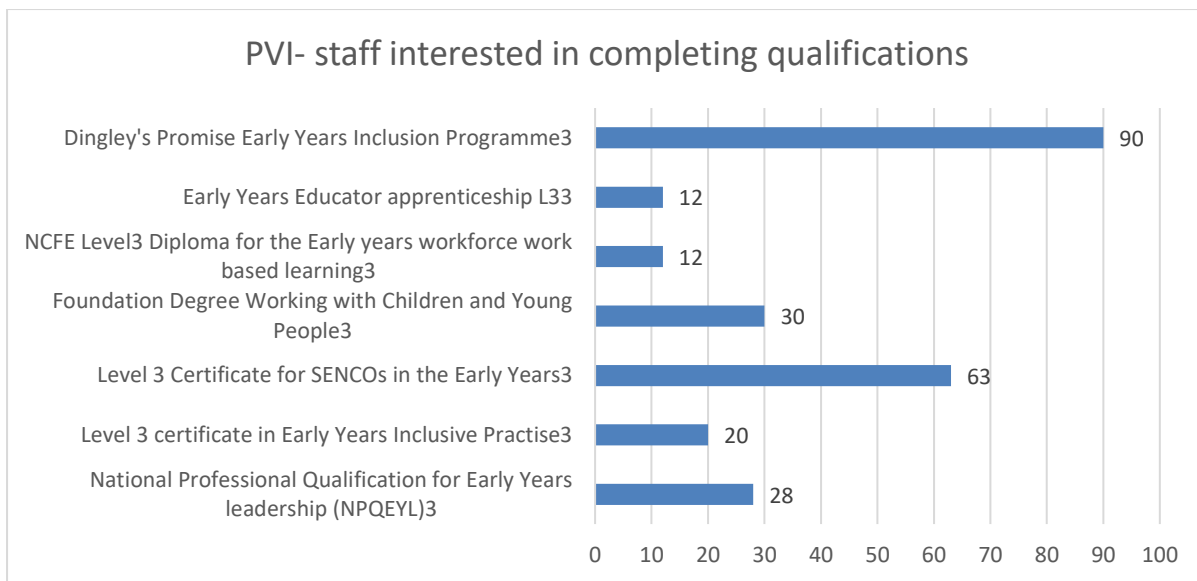
Role	Number of vacancies
EY Lead	1
<b>Total</b>	<b>12</b>

The graph below shows strategies used to fill vacancies



## Qualifications and training





Slough has been running a number of programmes to upskill the workforce

- Early Years Experts and Mentors Programme



- Professional Development Programme
- Slough Healthy Smiles- Silver and Gold Accreditation
- Health and Wellbeing Accreditation
- Early Years SENDCo Level 3
- Autism Education Trust Training
- Dingley's Promise Mark of Achievement

## Special Educational Needs and Disabilities

The number of children presenting with SEND has again seen an overall rise in numbers from 2,380 in 2021-22 to 2,483 in 2022-23, an increase of 4%. This is the smallest increase we have seen in recent years.

Level of need					
	1. Number of children requiring UNIVERSAL SUPPORT / additional support e.g. ITALK small language groups etc	2. Number of children requiring TARGETED support such as IEP's and other agencies involved e.g. SALT	3. Number of children identifying as having COMPLEX NEEDS	4. Number of children identifying as having SPECIALIST EDUCATIONAL SUPPORT needs	Total
Number of children with SEND supported by the early years sector 2020 - 2021	511	225	95	35	866
Number of children with SEND supported by the early years sector 2021 - 2022	1,261	595	381	143	2,380
Percentage change year on year	147%	164%	301%	309%	175%
Number of children with SEND supported by the early years sector 2022-23	1,031	790	405	157	2,383
Percentage change year on year	-18%	33%	6%	10%	<1%
Percentage change since 2020-21	102%	251%	326%	349%	175%

There was a drop of 18% in the number of children requiring Universal Support, but an increase of 33% of children requiring Targeted Support.

There was a modest rise of 6% of children presenting with Complex Needs, but a rise of 10% of children identifying as requiring Specialist Education Support.

Overall, we have seen an increase of 175% since 2020-2021, the highest increase being in children requiring Targeted Support.

We asked the sector for the number of Early Years children who will need a Request to Assess which stood at 240 in Summer 2023.

We also asked for the number of Early Years children under Statutory Assessment which stood at 216 in Summer 2023.

### SEND September 2022- August 2023

Area	Central	East	West	TOTAL
Number of children on roll	1,801	1,133	1,180	4,114

Area	Private voluntary and independent	Children's Centres	Reception class 4 year olds	Nursery classes	Maintained nursery schools	TOTAL
Central	28%	9%	15%	29%	18%	100%
East	50%	5%	9%	36%	0%	100%
West	38%	4%	12%	26%	20%	100%
TOTAL	37%	7%	13%	30%	14%	100%

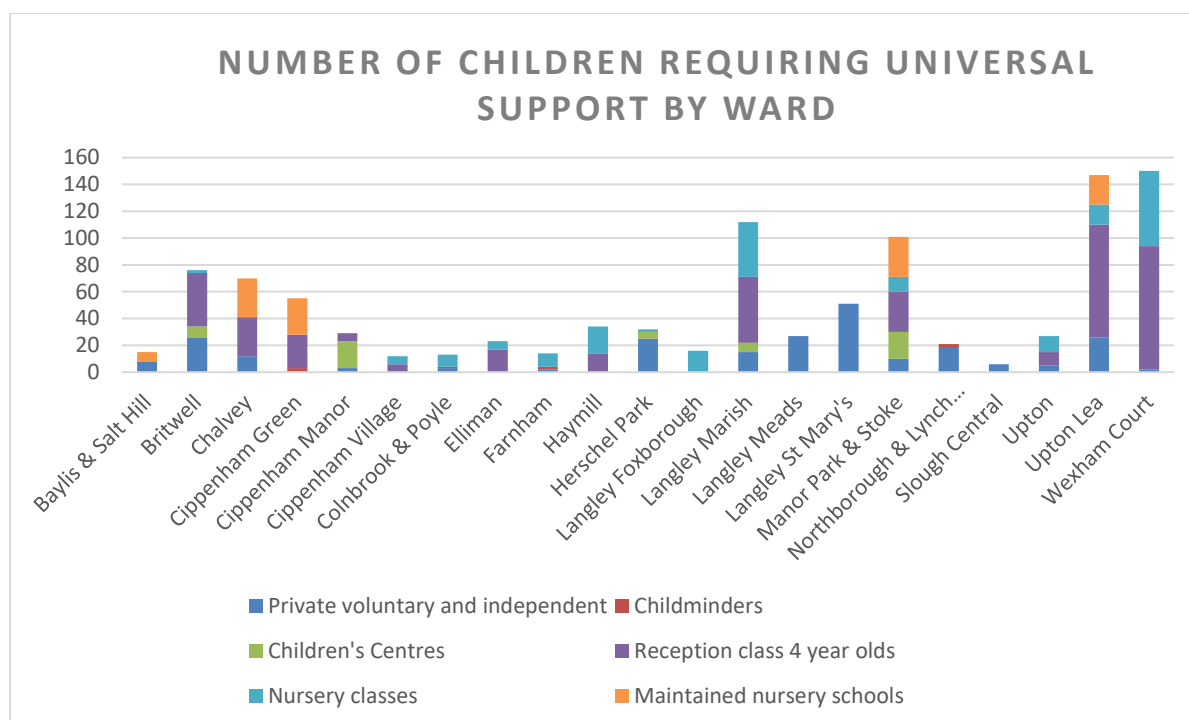
This table shows that as a group, the PVI sector supplies the highest percentage of funded places. Childminders were not asked for their numbers on roll so have been excluded from this dataset.

We asked our providers:

*Based on the academic year September 2022 - August 2023, how many children did you have attend your provision who required **UNIVERSAL SUPPORT / additional support** e.g. ITALK small language groups, small group work / adaptations to support accessing certain activities?*

Area	Central	East	West	TOTAL
Number of children	560	246	225	1031
% of number on roll	31%	22%	19%	25%

This shows that the average percentage of children attending an early years setting in 2022-23 required universal or additional support was 25%. The highest number of children presented in the Central area



The graph above breaks the number down to ward level and shows that the highest numbers of children requiring Universal Support is in Upton Lea and Wexham Court wards.

The lowest number is in Cippenham Village and Slough Central wards.

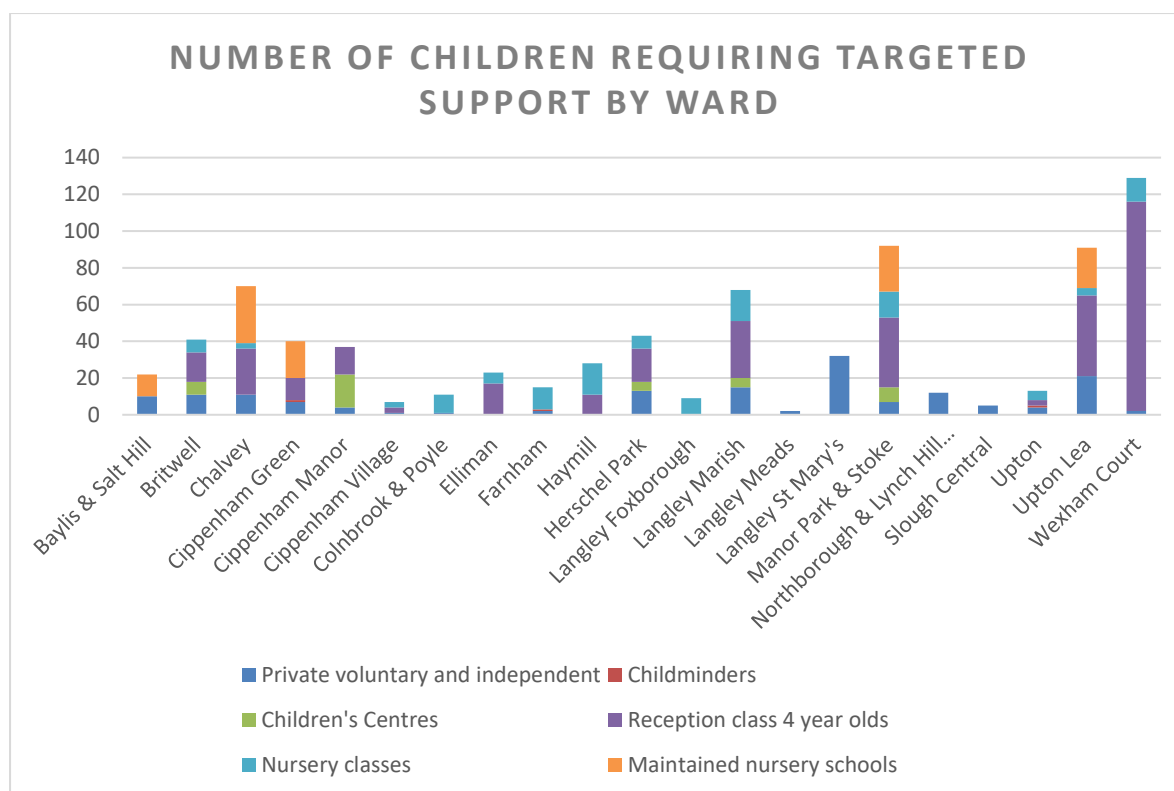
Area	Private voluntary and independent	Childminders	Children's Centres	Reception class 4 year olds	Nursery classes	Maintained nursery schools	TOTAL
Central	85	1	45	258	90	81	560
East	101	1	7	59	78		246
West	52	8	8	85	38	34	225
<b>Total</b>	<b>238</b>	<b>10</b>	<b>60</b>	<b>402</b>	<b>206</b>	<b>115</b>	<b>1031</b>

Reception classes in schools in the Central area had the highest number of children accessing universal support

Based on the academic year September 2022 - August 2023, how many children did you have attend your provision who required **TARGETED support** such as IEP's and other agencies involved e.g. SALT?

Area	Central	East	West	TOTAL
Number of children	491	135	164	790
% of number on roll	27%	12%	14%	19%

This shows that 790 of children attending an early years setting required Targeted support, this is 19% of the total number of children attending in the September 2022- August 2023 academic year. The highest number presented in the Central area- 491 children, which is 27% of all children on roll in this area.



The graph above breaks the number down to ward level and shows that the highest numbers of children requiring Targeted Support is in Manor Park & Stoke and Wexham Court wards.

The lowest number is in Langley Meads and Slough Central wards.

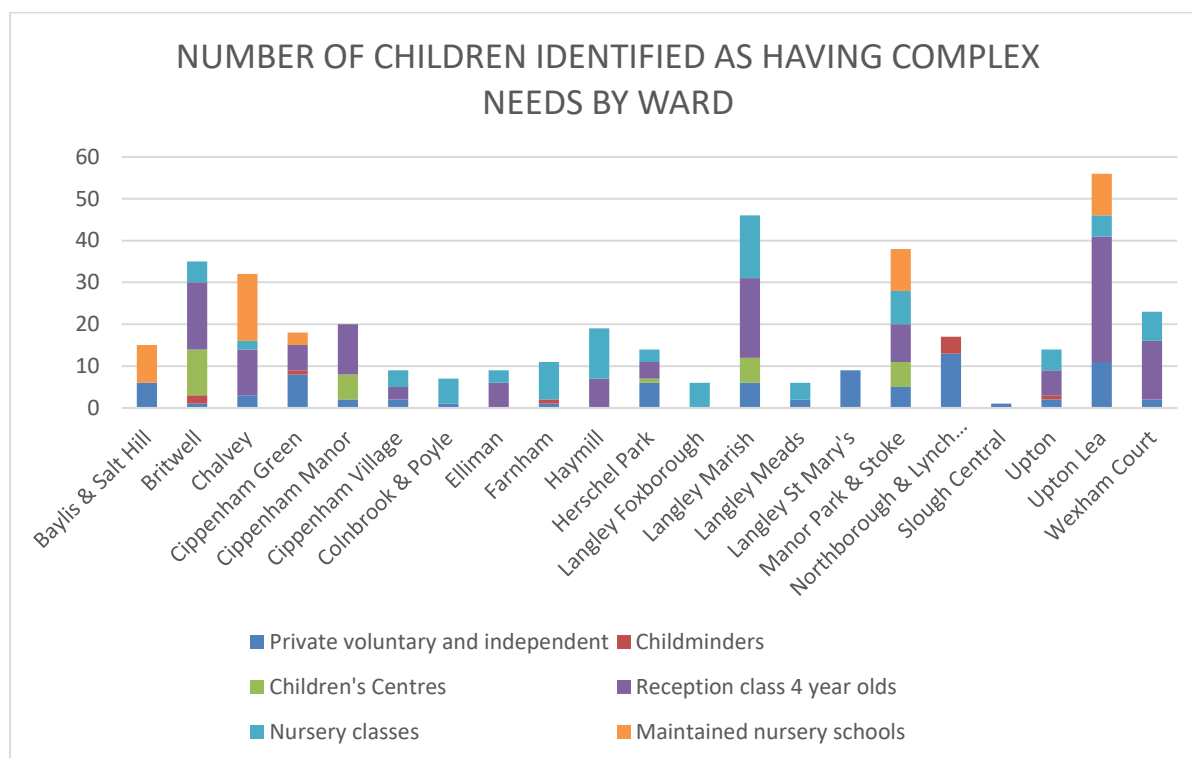
Area	Private voluntary and independent	Childminders	Children's Centres	Reception class 4 year olds	Nursery classes	Maintained nursery schools	TOTAL
Central	64		31	271	47	78	491
East	54	1	5	34	41		135
West	42	2	7	42	39	32	164
<b>Total</b>	<b>160</b>	<b>3</b>	<b>43</b>	<b>347</b>	<b>127</b>	<b>110</b>	<b>790</b>

Reception classes in schools in the Central area showed the highest number of children accessing targeted support

*Based on the academic year September 2022 - August 2023, how many children did you have attend your provision who could be identified as having **COMPLEX NEEDS** which could have meant they had: Early Years Inclusion Funding, IEP's, other agencies e.g. SALT, Paediatrician, Ed Psych, ASD Service?*

Area	Central	East	West	TOTAL
Number of children	192	88	125	405
% of number on roll	11%	8%	11%	10%

This shows that the average percentage of children attending an early years setting in 2022-23 presenting with complex needs was 10%. The highest number of children presented in the Central area, although at the same percentage (11%) of children in the West.



The graph above breaks the number down to ward level and shows that the highest numbers of children presenting with Complex Needs is in Langley Marish and Upton Lea wards.

The lowest percentage is in Langley Meads and Slough Central wards.

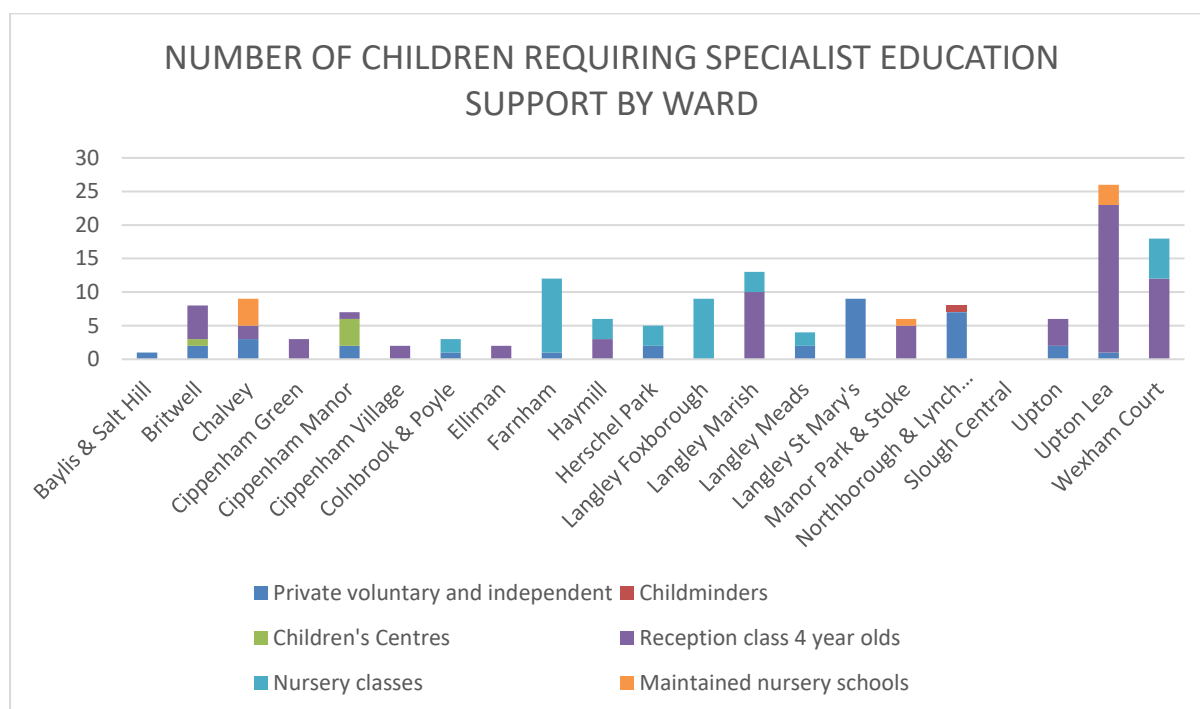
Area	Private voluntary and independent	Childminders	Children's Centres	Reception class 4 year olds	Nursery classes	Maintained nursery schools	TOTAL
Central	29		13	86	28	36	192
East	20	1	6	25	36		88
West	32	8	11	32	30	12	125
Total	81	9	30	143	94	48	405

Reception classes in schools in the Central area had the highest number of children presenting with Complex Needs

*Based on the academic year September 2022 - August 2023, how many children did you have attending your provision who could be identified as requiring **SPECIALIST EDUCATIONAL SUPPORT** and were in receipt of an Education Health and Care Plan?*

Area	Central	East	West	TOTAL
Number of children	71	44	42	157
% of number on roll	4%	4%	4%	4%

This shows that the average percentage of children attending an early years setting in 2022-23 having Specialist Education Support was 4%, across each area. The highest number of children presented in the Central area.



The graph above breaks the number down to ward level and shows that the highest numbers of children having Specialist Education Support is in Upton Lea and Wexham Court wards.

The lowest percentage is in Baylis & Salt Hill and Slough Central wards.

Area	Private voluntary and independent	Childminders	Children's Centres	Reception class 4 year olds	Nursery classes	Maintained nursery schools	TOTAL
Central	6		4	44	9	8	71
East	14		0	14	16		44
West	13	1	1	13	14		42
Total	33	1	5	71	39	8	157

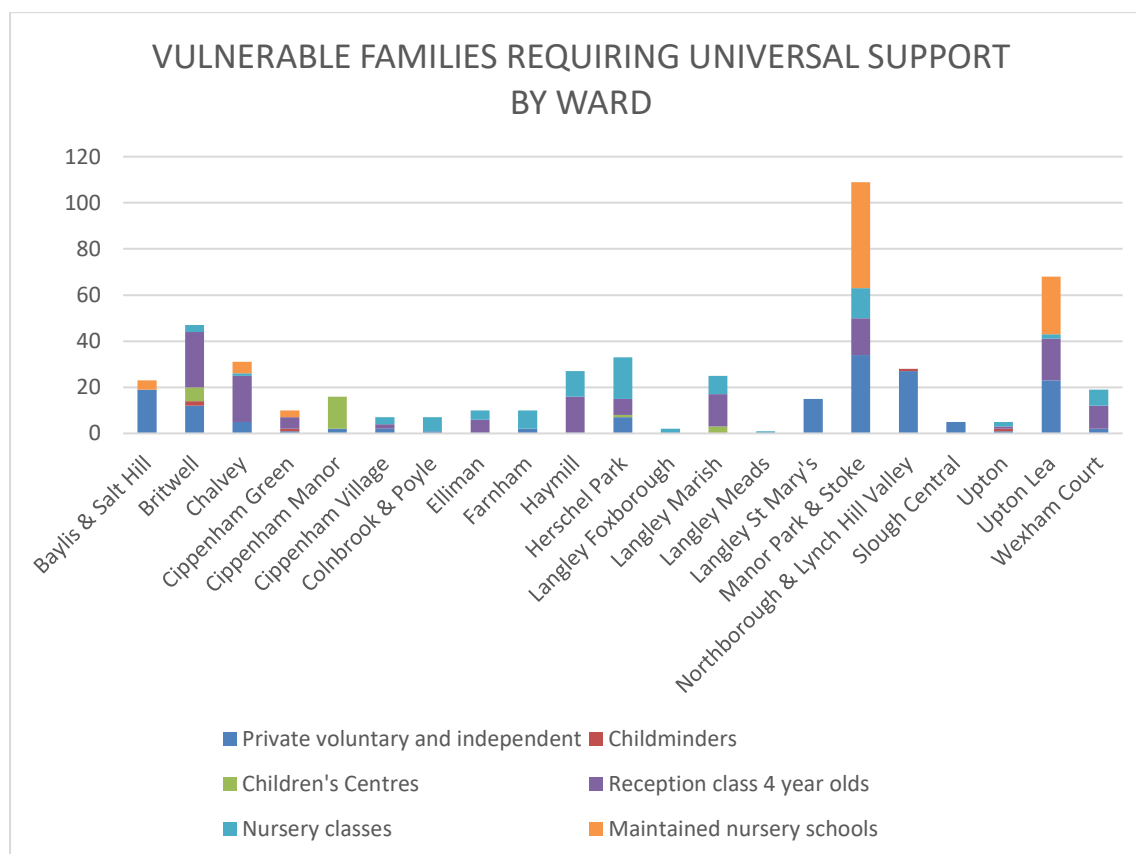
As in previous categories, the highest number of children having Specialist Education Support are in Reception classes in Central area.

*Based on the academic year September 2022 - August 2023* how many families were you supporting who were classed as vulnerable and required **UNIVERSAL**

**SUPPORT** such as EYPP, Family Information Services, Health Visitor support, CYPIT, access Early Help?

Area	Central	East	West	TOTAL
Number of children	303	55	140	498
% of number on roll	17%	5%	12%	12%

12% of the families of all children on roll are being supported by providers, the highest number being in the Central area.



The graph above breaks the number down to ward level and shows that the highest numbers of vulnerable families requiring Universal Support is in Manor Park & Stoke and Upton Lea wards.

The lowest number is in Langley Foxborough and Langley Meads wards.

Area	Private voluntary and independent	Childminders	Children's Centres	Reception class 4 year olds	Nursery classes	Maintained nursery schools	TOTAL
Central	90		15	77	45	76	303
East	17	1	3	15	19		55
West	51	4	6	47	25	7	140
Total	158	5	24	139	89	83	498

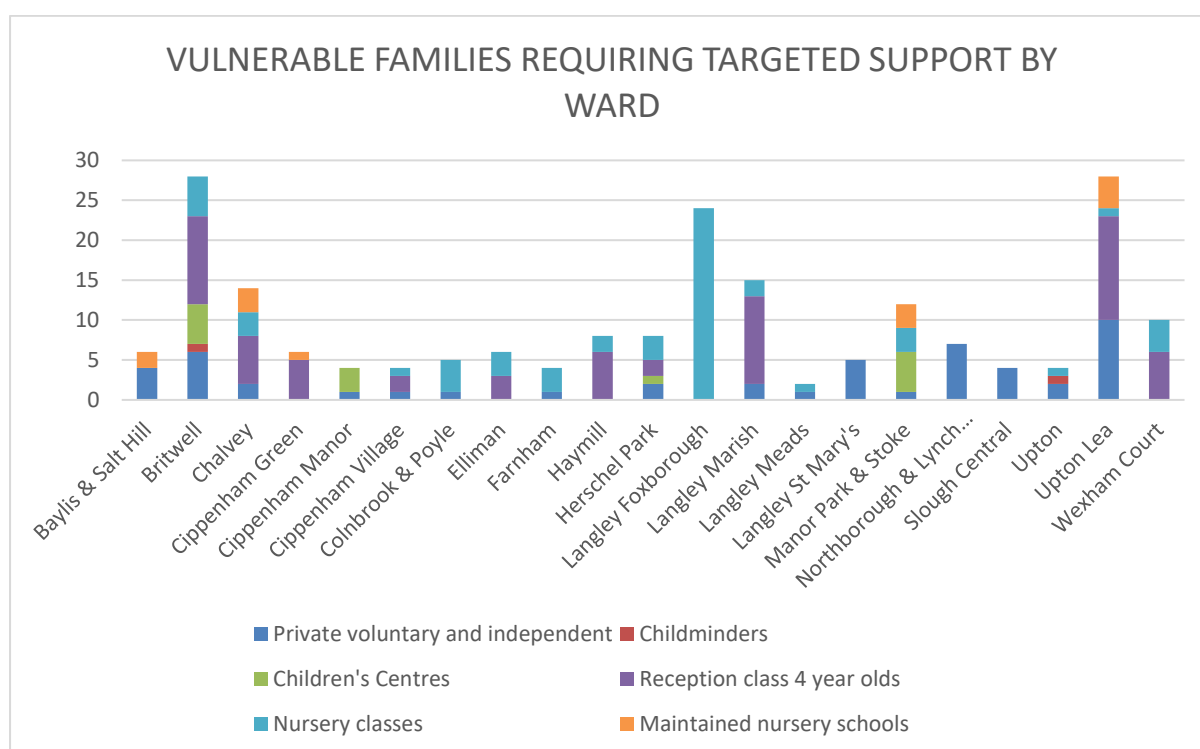


The highest number families being supported are by Private Voluntary & Independent providers in Central area.

Based on the academic year September 2022 - August 2023 how many families were you supporting who were classed as vulnerable and required **targeted support** such as families with Child Protection Plans, Children in Need, targeted family support from Early Help?

Area	Central	East	West	TOTAL
Number of children	89	55	60	204
% of number on roll	5%	5%	5%	5%

In 2022-23, 5% of families received Targeted Support from providers, the highest number being in the Central area



The graph above breaks the number down to ward level and shows that the highest number of vulnerable families requiring Targeted Support is in Britwell and Upton Lea wards.

The lowest percentage is in Langley Meads wards

Area	Private voluntary and independent	Childminders	Children's Centres	Reception class 4 year olds	Nursery classes	Maintained nursery schools	TOTAL
Central	23		9	30	17	10	89
East	11	1	0	11	32		55
West	16	1	5	24	11	3	60
<b>Total</b>	<b>50</b>	<b>2</b>	<b>14</b>	<b>65</b>	<b>60</b>	<b>13</b>	<b>204</b>

The highest number families being supported are by Nursery Classes in the East of Slough.

Type of support	CENTRAL	EAST	WEST
TOTAL ON ROLL	1801	1133	1180
UNIVERSAL SUPPORT	560	246	225
TARGETED SUPPORT	491	135	164
COMPLEX NEEDS	192	88	125
SPECIALIST ED SUPPORT	71	44	42
REQUEST TO ASSESS	128	50	62
UNDER STATUTORY ASSESSMENT	68	94	54
VULNERABLE FAMILIES- UNIVERSAL SUPPORT	303	55	140
VULNERABLE FAMILIES- TARGETED SUPPORT	89	55	60

According to our sector-wide survey, the Central area has the highest number of children on roll, and the highest number of children and families being supported in every category except for children under statutory assessment where the highest number is in the East.

### Overview of SEND in Slough

Slough currently has 10 full time Early Years resource places. The number of identified Early Years children in Slough with SEND that the Early Education SEND team oversee has risen from 866 in 2020-21 to 2,380 in 2021-22, an increase of 175%.

SEND Panels from September 2022- August 2023 show that 84 Education, Health and Care Needs Assessments (EHCNAs) were started, and of these 24 EHC Plans agreed to issue. 79.2% of the issued plans were agreed by panel to require Resource Base or Specialist Provision.

Further work is being undertaken to break this data down to ward and area level.

### Child Development Clinic (CDC) Referrals

The team have a live caseload of 63 referrals, all of whom have additional needs and are not yet accessing an early years setting. A professional estimate of these cases would be that a possible 40%- 50% may need specialist support for their future educational journey.

The main primary need of these early years cohort of children is Autism Spectrum. There are some children with complex medical needs which will impact on their access to education

### Wraparound- Breakfast, After School and Holiday care

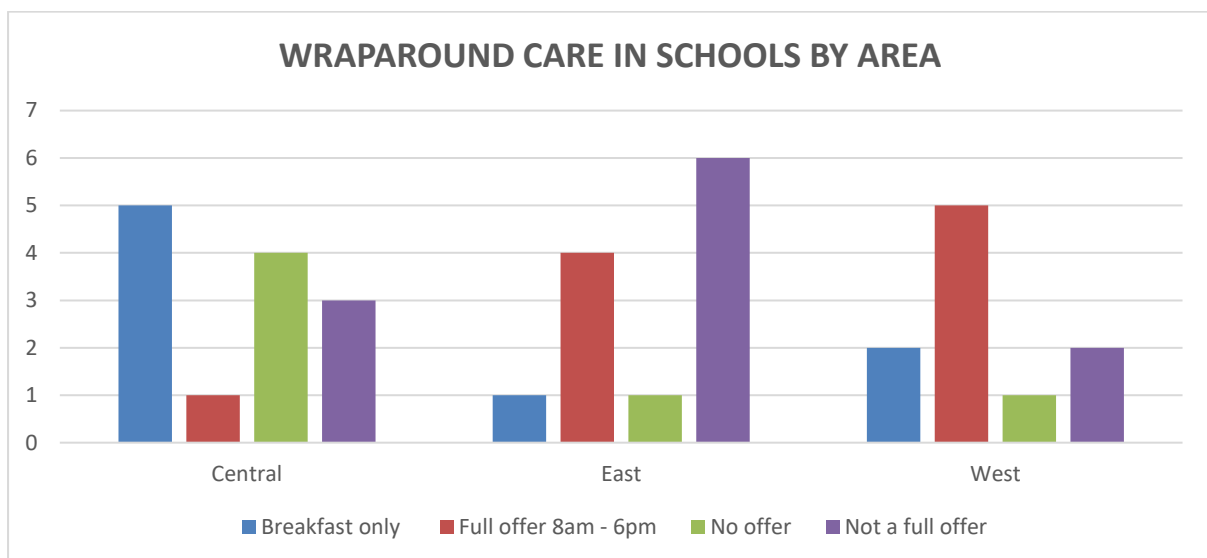
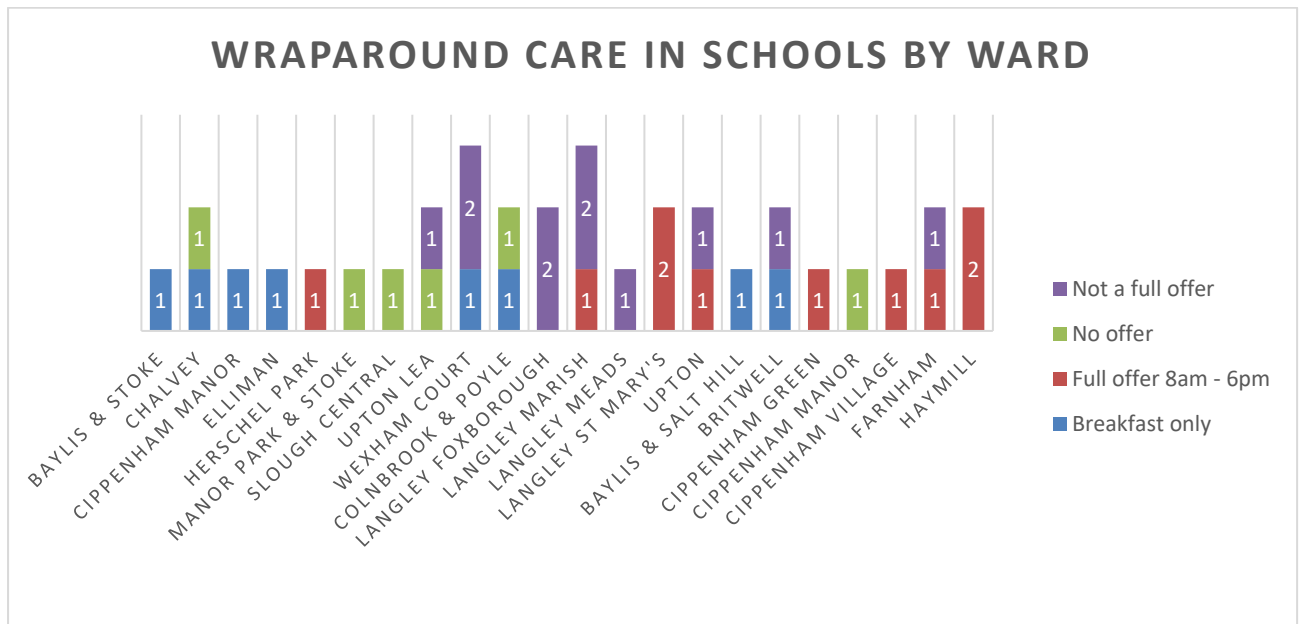
There have been many changes in this field, following on from the Chancellor's Spring Budget 2023, where a national wraparound programme was announced. This is for supporting all families with primary aged school children who need it to access wraparound childcare from 8am to 6pm.

The DfE estimates that 26% of parents who would like to work or work more hours would be supported to do so if more 8am-6pm childcare was available. (source: DfE Wraparound Childcare: guidance for schools and trusts in England February 2024)

This is expected to expand the availability of wraparound care from September 2024

Of the 35 schools in Slough,

- 8 offered breakfast care only
- 10 had a full 8am to 6pm offer
- 11 had breakfast from at least 8am but their after school offer does not go to 6pm
- 6 schools currently have no wraparound offer



Slough are working with all schools to ensure that the government deadline of a full wraparound offer of care from 8am to 6pm is met by September 2026.

Most holiday care was supplied through the **Holiday Activities and Food programme**, a government initiative to coordinate and provide free holiday provision including healthy food and enriching activities. Research has shown that school holidays can be pressure points for

some families which may lead to a holiday experience gap, with children from low-income households being:

- less likely to access organised out-of-school activities.
- more likely to experience ‘unhealthy holidays’ in terms of nutrition and physical health.
- more likely to experience social isolation.

(source DfE Guidance Holiday Activities and Food programme 2022)

The HAF programme ran in the Winter 2022, Easter 2023 and Summer 2023 school holidays, offering activities and food to all children, those eligible for free school meals as well as children from fee-paying families.

HAF Programme 2022-23	Winter 2022	Easter 2023	Summer 2023
Primary aged children	504	846	751
Secondary aged children	276	502	278
<b>Total children attending</b>	<b>780</b>	<b>1,348</b>	<b>1,029</b>
% SEND children Primary	6%	4%	7%
% SEND children Secondary	10%	9%	5%
<b>Total number of days children attended- Primary</b>	<b>2,016</b>	<b>1,851</b>	<b>10,028</b>
<b>Total number of days children attended- Secondary</b>	<b>828</b>	<b>1,497</b>	<b>3,635</b>
% days Primary aged children	71%	55%	73%
% days Secondary aged children	29%	45%	27%

Area	Number of settings
Central	16
East	5
West	8
<b>Grand Total</b>	<b>29</b>

There were 29 clubs offering the Holiday Activities and Food Programme in the last year. The majority of these were in the Central area

Ward	Count of Ward
Baylis & Salt Hill	2
Britwell	3
Chalvey	2
Cippenham Green	2
Cippenham Manor	2
Cippenham Village	1
Elliman	1
Herschel Park	3
Langley Foxborough	1
Langley Marish	3
Manor Park & Stoke	3

Ward	Count of Ward
Northborough & Lynch Hill Valley	1
Upton	1
Upton Lea	2
Wexham Court	2
<b>Grand Total</b>	<b>29</b>

The wards with the highest number of HAF clubs were Britwell, Herschel Park, Langley Marish and Manor Park & Stoke. There were no HAF clubs running in Colnbrook & Poyle, Farnham, Haymill, Langley Meads, Langley St Mary's and Slough Central wards

The Family Information Service has not reported significant enquires for out of school provision, therefore assuming demand is currently met.

## Housing Development

### New Housing: place planning

Slough is a growing community with an increasing demand for additional housing. It is estimated that Slough will require an additional 17,000 homes over the next 19 years, creating a pressure on land and local services including early years provision. The tables below show the additional homes completed in recent years and expected to be completed by 2023/24. The increase in the proportion of flats completed in recent years is a combined result of many 'Office to Residential' conversions and a minimal number of new homes being built on greenfield sites. Flats are expected to dominate completions in the future.

Year	Net Additional Homes	Houses	Flats
<b>2015/16</b>	778	34%	66%
<b>2016/17</b>	521	23%	77%
<b>2017/18</b>	846	35%	65%
<b>2018/19</b>	534	19%	81%
<b>2019/20</b>	503	10%	90%
<b>2020/21</b>	501	10%	90%
<b>2021-22</b>	532	6%	94%
<b>2022-23</b>	322	6%	94%

Year	Expected completions
2023/24	500

The level of new housing is closely monitored due to its potential impact on demand for early years places. Where new housing completions are forecast to exceed recent trends then adjustment factors will be applied to place forecasts.

In order to measure the impact on demand for early years and school places the LA carries out a survey every 5 years or so to assess the number of pupils that live in newly built housing in Slough. The output from this survey is a series of tables showing the number and age of children produced by each dwelling type and size. The numbers in the output tables are called the Pupil Product Ratios.

It is often the case that families moving into new housing developments already reside in the borough and new families to Slough move into the vacated properties. This can mean that planning early years provision as a result of new housing is not straightforward as growth can be across the town as well as in the area of the development. This can also mean that there is a lag before local early years provider see the full impact of new housing developments, as some children can remain at their previous provider.

- [Details of Slough's current Local Plan and progress to date on an update of the plan \(Slough Borough Council\)](#)

**Developer Contributions** – When planning applications are received for new housing developments the Local Authority considers whether there is a shortage of early years provision for children moving into the new homes. Calculations of the numbers of children forecast to be produced are based on the Pupil Product Ratios mentioned above. For any shortfalls the developer is asked to contribute the capital cost of building the new places via Section 106 planning obligations, to address the impact new development will have on public infrastructure.

Due to the existing pressure on early years provision across the town accommodation for a nursery may be requested as part of the development for both medium and large sites.

**Centre of Slough** – Over the next 15-20 years SBC expects that up to 9000 new homes will be built in the central area of Slough, around the High Street and beyond the current edge of the town centre. A detailed piece of work will be required to assess the impact on school places of such a large number of new homes in a relatively small area.

Using the assumption that 9000 new flats are built with a split as follows: 3000x 1-bed, 5000x 2-bed and 1000x 3-bed, this would generate:

- 2170 early years children or a high number of large new nurseries

This doesn't mean this many places need to be built as:

- SBC's forecasts already include an assumption that 600+ homes will be built across Slough each year based on recent experience (totalling 9000+ over 15 years)
- The reduced birth rate will continue to increase the number of surplus places in existing provision.

The main issue for Slough is the lack of providers and suitable premises within or close to the Centre. Without new nurseries being built there will be a large increase in movement from the town centre each day, this will add to congestion and a lack of convenient places could possibly affect the sale of new homes.