



GRADUATE LEADERSHIP FUND (GLF) FACTSHEET

2011/12

The Graduate Leadership Fund (GLF) aimed to raise the quality of Early Years provision by supporting workforce development. This funding stream represented an unprecedented long-term commitment from the Government to provide public funding to introduce more graduate leaders in private, voluntary and independent early years settings. Wiltshire Council will now continue this funding for at least 1 year as they wish to support the achievements of the sector towards a graduate led workforce.

WHAT IS THE GRADUATE QUALITY PREMIUM (GQP)?

Settings who employ a level 5/6 graduate or Early Years Professional (EYP), who is leading the curriculum across the setting, are eligible to apply for the Graduate Quality Premium. The GQP is a £6000 grant (for graduates working 24 hours per week or more during opening hours) or a £4000 grant (for graduates working less than 24 hours but at least 18 hours per week during opening hours). It enables full day care settings to support and retain their leader in achieving Early Years Professional Status; this must be achieved within 2 years of receiving the funding. The grant has been confirmed until 31st March 2012.

IS MY SETTING ELIGIBLE TO APPLY?

If you can tick all of the below boxes then your setting will be eligible to apply for the GQP premium:

- Registered setting for children aged 0-5 years in the private, voluntary or independent sector and in receipt of Nursery Education Grant (NEG)
- Open for a minimum of 4 hours each day, 5 days per week (if settings can not open for one day but still open for 20 hours a week you may be able to claim lower rate funding)
- The Graduate Manager must be working a minimum of 18 hours per week during opening times within the setting (see above)
- Minimum of 16 registered daycare places
- Ofsted inspection outcome of satisfactory or better at last inspection
- Parental fees do not exceed £185 per week (based on a 6 hour day and a 5 day week)

WHAT SHOULD THE GQP GRANT BE SPENT ON ?

- ✓ A minimum of **£4000/£3000** must be spent 'boosting' your graduate's salary
- ✓ A maximum of **£2000/£1000** on enrichment activities for parents & children, staff training and supply costs

THE FUNDING CAN NOT BE SPENT ON:

- ✗ Any capital expenditure e.g. purchasing of equipment
- ✗ Quality Assurance Schemes e.g. Bristol Standard

WHAT YOU MUST AGREE TO:

1. Commitment to the graduate achieving Early Years Professional Status (EYPS) within 2 years of receiving the premium
2. Provide evidence that you have employed a graduate with a full foundation degree (level 5), degree (level 6) or EYP who is responsible for the settings overall curriculum planning
3. Provide evidence that your last Ofsted inspection outcome was satisfactory or better
4. Show the weekly fees do not exceed more than £185 per week (based on a 6 hour day and 5 day week) for 12 months after receiving the funding
5. Provide evidence of the fee structure, opening days and times of the setting
6. Continue to employ a graduate with a degree for at least two years, though this need not be the same individual
7. Commitment to complete monitoring form by the due date
8. Agreement to an evaluation visit during the funding year

HOW IS FUNDING PAID?

Once your application form has been approved funding is paid in two 6 monthly installments depending on the date application.

HOW WILL I KNOW IF OUR APPLICATION HAS BEEN SUCCESSFUL?

All applications are subject to a funding panel that will be prioritising funding to improve outcomes for children; you will be notified within one month of returning the application form whether your application has been successful.

HOME GROWN GRADUATE INCENTIVE (HGGI) FACTSHEET

WHAT IS THE HOME GROWN GRADUATE INCENTIVE (HGGI)?

The Home Grown Graduate Incentive has been introduced to help enable settings, that do not have a graduate but who want their current curriculum leader to progress to Level 5 via the Early Years Foundation Degree and on to Early Years Professional Status. The grant has been confirmed until 2012.

WHAT SHOULD THE £2000 GRANT BE SPENT ON?

The grant can be spent on enabling your named Home Grown Graduate achieve their foundation degree this could include:

- ✓ 'Topping Up' Fees
- ✓ Supply cover whilst they are attending College/University
- ✓ Travel costs to College/University
- ✓ Limited number of books or resources to support the course (not IT equipment)
- ✓ Boosting the Home Grown Graduate's salary

IS MY SETTING ELGIBLE TO APPLY?

If you can tick all of the boxes below then your setting will be eligible to apply for the incentive:

- Registered setting for children aged 0-5 years in the private, voluntary or independent sector and in receipt of Nursery Education Grant (NEG)
- Open for a minimum of 4 hours each day, 5 days per week

- The Home Grown Graduate must be working a minimum of 18 hours per week during opening times and leading the curriculum across the setting
- Minimum of 16 registered daycare places
- Ofsted inspection outcome of satisfactory or better at last inspection
- Parental fees do not exceed £185 per week (based on a 6 hour day and a 5 day week)

WHAT YOU MUST AGREE TO:

1. Commitment to the Home Grown Graduate going on to achieve Early Years Professional Status (EYPS) within 2 years of completing their foundation degree
2. Provide evidence the Home Grown Graduate is responsible for the settings overall curriculum planning
3. Provide evidence that your last Ofsted inspection outcome was satisfactory or better
4. Show the weekly fees do not exceed more than £185 per week (based on a 6 hour a day and a 5 day week) for 12 months after receiving the funding
5. Provide evidence of the fee structure, days and opening times of the setting
6. Commitment to complete the monitoring form by the due date
7. Agreement to have an evaluation visit during the funding year
8. Completion of your settings Workforce Action Plan

HOW IS FUNDING PAID?

Once your application form has been approved funding is paid in one installment of £2000.

HOW WILL I KNOW IF OUR APPLICATION HAS BEEN SUCCESSFUL?

All applications are subject to a funding panel that will be prioritising funding to improve outcomes for children; you will be notified within one month of returning the application form whether your application has been successful.

HOW DO I APPLY?

If you wish to apply for either the GQP or HGGI Incentive and have ticked all of the boxes in the eligibility criteria please contact the Bright Horizons Training & Recruitment Department on 0845 601 2392. We can send you an application form or alternatively arrange an individual appointment to discuss your settings circumstances.

ROLE OF THE CURRICULUM LEADER / EYP?

The role of the Curriculum Leader / EYP is to lead practice across the Early Years Foundation Stage (EYFS). They will act as a change agent to raise the quality of provision and improve practice. EYPs will work collaboratively with colleagues and provide curriculum leadership, mentoring and coaching to enable all staff in the setting contributed to raising the quality of provision and improve outcomes for children.

The EYP should lead the delivery of the Early Years Foundation Stage (EYFS) although it is not intended that they will lead and manage the setting (in smaller settings the EYP may also be the setting manager). The role of the EYP requires a hands-on approach, working directly with the children in the setting, whereas managers are generally more removed from this situation.

The setting manager and EYP roles need to be clearly defined, so both practitioners understand each other's responsibilities. The manager leads and supports the development of the many aspects of the setting's business. Where as the EYP:

- Plans and provides safe and appropriate child-led and adult initiated experiences, activities and play opportunities which help children to develop and learn
- Plans and provides ways to support the individual child and the different ways in which children develop and learn
- Is responsible for assessment, monitoring and feedback in relation to the EYFS
- Is responsible for reviewing and evaluating practice of all staff in relation to the EYFS