

Lincolnshire County Council
Childcare Sufficiency Report
June 2017

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1 Introduction

Lincolnshire County Council (LCC) commissioned Hemsall's to undertake a Childcare Sufficiency Assessment (CSA) in January and February 2017.

The key aim of the CSA is to inform strategic planning to ensure the sufficiency duty (outlined below) is met.

1.1 Methodology

The CSA draws on an audit of registered childcare providers and schools and academies exempt from registration offering early education provision. Data is based on a 'census week' (week commencing 16th January 2017) and was collected between 16th January and 10th February 2017.

Desk research has been undertaken to ensure that demand for childcare takes account of future trends, including employment and population:

- Providing a context for the CSA
- Identifying possible demand for 30 hours for eligible 3 and 4 year-olds from September 2017 and take-up of existing statutory early years entitlements
- Providing an assessment of quality based on Ofsted inspection outcomes

Additional analysis of population data and provider capacity has been undertaken to inform planning for 30-hours childcare which will be rolled out nationally from 1st September 2017.

Methodology is outlined in detail in the appendices.

1.2 The strategic context for childcare sufficiency

The Childcare Act (2006) requires local authorities in England to ensure a sufficiency of childcare for working parents, parents studying or training, and for disabled children.

Childcare sufficiency relates to the provision of registered childcare for children aged 0-14 years old, and up to 18 years old for disabled children and children with additional needs.

The duties in the act (section 6) require local authorities to shape and support the development of childcare in their area in order to make it flexible, sustainable and responsive to the needs of the community. This role is described as a 'market management' function, supporting the sector to meet the needs of parents, children and young people, parents and stakeholders.

Under section 6 of the act there is a requirement on local authorities to produce an annual sufficiency report on the availability and sufficiency of childcare in their area. This information should be made available to parents and elected members.

To meet section 6 duties, local authorities need to collect and publish information on the supply of provision and demand for childcare in their area. Statutory guidance provides clear indication of what must be included in the annual review, and what should be included.

Section 7 requires local authorities to secure prescribed early years provision free of charge. This provision is for children aged 2, 3 and 4 years of age. In the region of 40% of two year-olds nationally¹ are legally entitled to free early years provision, and all three and four year-olds. The Childcare Act (2016) extends the Childcare Act (2006) and the duty to provide universal entitlement for 3 and 4 year-olds; from September 2017, eligible families will have access to 30 hours free childcare for 3 and 4 year-olds, extending the current provision of up to 15 hours a week (570 hours a year) universal early learning for this age range.

Section 12 places a duty on local authorities to provide information, advice and assistance to parents and prospective parents relating to the provision of childcare, services or facilities that may be of benefit to parents and prospective parents, children and young people. The

¹ Help paying for childcare: <https://www.gov.uk/help-with-childcare-costs/free-childcare-and-education-for-2-to-4-year-olds>

Childcare Act (2016) amends the Childcare Act (2006) to allow regulations to require local authorities to publish information of a prescribed interval, description, interval and manner.

The focus of childcare sufficiency is on supporting working parents/carers and those studying or training to do so, and supports a number of other policy priorities, including:

1.2.1 Child poverty

The Government's Child Poverty Strategy 2014-2017 takes forward the work of the Child Poverty Strategy 2011-2014. The strategy reasserts a commitment to tackle poverty at its source – be it family breakdown, education failure, addiction, debt or worklessness².

Childcare sufficiency has a role to play in achieving this aim:

- Affordable childcare supports families to work, or to train for maximise work opportunities which helps to raise household income and improve outcomes for children – children in workless families are three times as likely to be in relative poverty than families where at least one parent works
- Good quality pre-school experience supports children's cognitive and emotional development, aiding transition between home and school and improving school readiness³. A key platform of the Child Poverty Strategy is to break the cycle of poor children going on to be poor adults by raising educational attainment.

1.2.2 Supporting economic well-being

There are clear links between the Child Poverty Strategy and supporting parents into work through the Work Programme, Help to Work scheme and flexible support through Jobcentre Plus. These schemes rely upon the availability of good quality, affordable childcare. For some families this need is at least partially satisfied by informal childcare arrangements (e.g. family and friends) but for no means all. Single parent households and families without established social structures may not have access to informal care. For those that do,

² Child Poverty Strategy 2014-17:
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/324103/Child_poverty_strategy.pdf

³ Effective Pre-school Education, Institute of Education (2004)

informal care may not support the social and cognitive outcomes associated with good quality formal pre-school learning.

1.2.3 Links to the Troubled Families programme

Troubled families are defined as those that have problems and cause problems to the community around them, putting high costs on the public sector⁴. For some children living in a troubled family, access to childcare and out of school activities can provide structure and routine, supporting socialisation and school attendance. Childcare can support a parent to attend counselling, training, or to take up employment. In Lincolnshire this is the Families Working Together Programme.

1.2.4 Supporting children to achieve their potential

There is a large body of evidence demonstrating the lasting impact of good quality early years childcare and the savings in future expenditure that can be made by investing in children aged under five years old (e.g. Field 2010)⁵. In 2008 a Joseph Rowntree Trust report concluded that appropriate childcare could move between a sixth and a half of children out of poverty today. A 2012 DfE research report⁶ evidenced that early education starting at an early age had a direct impact on the attainment of children.

The body of evidence is large and growing; studies find a quality pre-school experience can boost children's all-round development, and is particularly beneficial for least advantaged children.

⁴ Support for Families: <https://www.gov.uk/government/policies/helping-troubled-families-turn-their-lives-around>

⁵ Field (2010) 'The Foundation Years – preventing poor children becoming poor adults': <http://webarchive.nationalarchives.gov.uk/20110120090128/http://povertyreview.independent.gov.uk/media/20254/poverty-report.pdf>

⁶ DfE (2012) 'Achievement of Children in the Early Years Foundation Stage Profile': <https://www.gov.uk/government/publications/achievement-of-children-in-the-early-years-foundation-stage-profile>

2 Key findings and Priorities

2.1 Key findings

2.1.1 Population

Lincolnshire is a large rural county, with a strong agricultural and tourism base. It is one of the least ethnically diverse counties in the UK. However, the population is becoming more diverse. There has been an increase in recent years in the number of residents born overseas and the number and percentage of pupils for whom English is an additional language.

The population in Lincolnshire is growing, increasing by around 3% since the Census (2011). The child population (aged 0-14 years of age) is estimated at 116,752 (mid-2015), just under 16% of the total population. Between 2015 and 2020 population projections estimate the 0-14 year-old population will increase by 6% overall to 124,116 against an increase of 3% in the population as a whole.

Increases in the child population are forecast in the 5-9 year-old and 10-14 year-old populations with 0-4 year-olds forecast to remain static at around 40,000 county-wide. This has implications for childcare sufficiency as demand will increase as the current cohort of 5+ year-olds grows, alongside a growth in early years entitlements.

The districts of Boston, South Holland and West Lindsey have higher projected increases in the child population 2015-2020 than county averages.

There are ambitious plans to deliver 100,000 new dwellings across the Greater Lincolnshire area by 2031, which includes increases in the stock of new homes in all districts across Lincolnshire. Lincoln, East Lindsey, South Kesteven and South East Lincolnshire are all identified as having a high number of new homes planned. New housing developments may increase the demand for childcare and taken with the increase in the over five-year-old child population, identify a need to consider statutory early years and childcare duties in strategic plans.

2.1.2 Economy

Economic activity rates and out of work benefit claimants in Lincolnshire are in line with regional and national averages. Patterns of work differ amongst districts with higher unemployment rates in Lincoln compared to the county as a whole and high economic activity rates in South Kesteven and West Lindsey. West Lindsey also has high relative levels of self-employment.

Across Lincolnshire gross weekly pay and hourly pay (excluding overtime) are lower than across the East Midlands and compared to GB as a whole.

Average earnings show wide variation between districts with relatively high gross weekly pay in North Kesteven (8% above the county average) and West Lindsey (6% above the county average) and relatively low gross weekly pay in Boston (11% below the county average) and Lincoln (6% below the county average).

2.1.3 Childcare sufficiency – current supply

Lincolnshire has a mix of childcare provision with delivery of places from all provider types – day nurseries, pre-schools, childminders, schools and Academies. There are a total of 889 Ofsted registered early years and childcare settings in Lincolnshire, 60% of which are childminders. Collectively, childcare settings are registered to deliver in the region of 16,730 places across all age ranges. Providers may choose not to offer all registered places and operate below maximum registered places (referred to here as operating capacity). Across all settings types, average operating capacity is estimated at 81%. This means there is unused capacity in the market for providers to offer more places than they currently do, from the same premises. It may require changes to staff numbers and models of delivery to do this, but capacity does exist.

Childcare capacity, in particular for pre-school-aged children fluctuates throughout the year. Places come under increasing pressure in the summer term ahead of the school intake to Reception in September.

Childcare on non-domestic premises (e.g. day nurseries, pre-schools) offers the vast majority of registered places – 91% of 0-4 year-old places and 75% of places for children aged 5-10 years old. Childminders deliver places across the age ranges and make a significant contribution to the stock of available childcare.

Provision for children aged 11-14 years old is more likely to be out of school (in the form of clubs, activities and groups) and delivered by schools, for their own pupils. The extent to which such provision can be classed as 'childcare' to meet the sufficiency duty remains a key question. After school activities provided by schools may be available for limited hours (e.g. 45 minutes to an hour and therefore be too short for formal registration) and may be subject to short term cancellation (for example, if a teacher is off sick or is required elsewhere and therefore not be reliable enough to support parent/carers to work).

2.1.4 Availability of childcare

Childcare is available throughout the year and for full days, which supports parents to work. In each district there are settings offering care from early in the morning until early evening (albeit this may be only a few settings) and on average and across all registered provision, childcare settings are open for an average of 9.07 hours a day. Early years and childcare is delivered throughout the year with settings open an average of 45 weeks a year, supporting parents to access early years and childcare throughout the year and not just in term-time.

2.1.5 Quality

Quality of early years provision across the county is high; as at August 2016 91% of early years provision in Lincolnshire was rated as good or better by Ofsted which is an increase year on year of seven percentage points. Quality is continuing to rise; as at December 2016, 93% of early years provision was rated as good or better. This supports a higher percentage of 2, 3 and 4 year-old children to access their early years entitlements in high quality settings compared to the region and country as a whole. There is a large and growing body of evidence that finds a good quality pre-school experience can boost children's all-round development and is particularly beneficial for the most disadvantaged.

92% of 2 year-olds receiving funded early education in Lincolnshire were in settings judged good or outstanding by Ofsted compared to 83% in the East Midlands region and nationally (England).

For 3 and 4 year-olds similarly a higher proportion of children receiving funded education in Lincolnshire were doing so in good and outstanding settings (89%) compared to the East Midlands region (84%) and nationally (86%).

2.1.6 Delivering the early years entitlements in Lincolnshire

All 3 and 4 year-olds and the most vulnerable two-year-olds are entitled to 570 hours free early education a year, delivered as a minimum as 15 hours a week over 38 weeks (school term time) but can be taken as a stretched offer with fewer hours a week over more weeks year. Take-up of the universal entitlement for 3 and 4 year-olds in Lincolnshire is 97% (in line with regional and national averages) and for 2 year-olds, 74%, which is higher than the region (64%) and nationally (68%). Take-up of the 2 year-old early years entitlement increased to nearly 80% in the autumn term 2016.

2.1.7 30-hours childcare

From September 2017 eligible 3 and 4 year-olds will be entitled to an additional 570 hours free childcare, taking the entitlement for eligible children to 1,140 hours a year.

The extended entitlement for eligible 3 and 4 year-olds is commonly referred to as '30-hours childcare'. Eligibility criteria for 30-hours childcare which will be rolled out nationally in September 2017 are shown in the appendices of the main report. In brief, 30-hours childcare is aimed at reducing the cost of childcare for working families and supporting parents to work.

In Lincolnshire the DfE/HMRC estimate 5,010 children will be eligible for 30-hours childcare from 1st September 2017. This equates to 30% of all 3 and 4 year-olds and 44% of those not already on school roll. The actual figure of eligible children could be higher, and there will be differences in the proportion of the 3 and 4 year-old population eligible across and within districts.

There will be high demand for flexible provision to support eligible working parents to access 30-hours childcare, and Lincolnshire already has a stretched offer (places available throughout the year) and settings open from early in the morning until early evening which is a good base to work from. Take-up of early years entitlements currently (January 2017) shows around 21% of 2, 3 and 4 year-olds accessing a stretched offer. Lincolnshire intends to work with the sector to encourage extended models of delivery, which will support providers to increase capacity and generate a higher income.

An assessment of capacity to meet demand for 30-hours childcare suggests current supply will meet demand, albeit places may not always be in the settings or exact locations parents would want to use. Much will depend on providers' engagement with the new 30-hours policy. Initial feedback from the provider audit (January 2017) shows at that time 62% of respondents were intending to offer the extended entitlement and 30% unsure. Since then, funding rates have been announced that show a national uplift in early years funding and which compares more favourably to fees charged by settings according to Government research. Providers' intentions to deliver 30-hours childcare will change as we get nearer to, and beyond, the policy introduction in September 2017. Lincolnshire audited providers registered to deliver funded early education places in the county in March 2017 during the interim headcount. In that audit, 72% of providers were intending to offer 30-hours childcare (up from 62% in January 2017) and 20% were unsure.

Demand for 30-hours is not easy to predict and there is a risk 30-hours childcare could destabilise provision for eligible 2 year-olds and for delivery of the universal 3 and 4 year-old entitlement. The situation will need to be very closely monitored up to September 2017 and beyond.

In addition to providers on the Ofsted register there are 284 schools and academies that are exempt from registration. Many of these schools and academies deliver early years provision for children in the relevant age ranges and out of school and holiday provision for older children. This further increases the stock of childcare available to support parents to work.

2.1.8 Policy direction

There are a number of policy initiatives that will impact on childcare sufficiency. These include:

- National living wage
- Automatic enrolment for employees pensions from April 2016
- Tax free childcare
- Right to Request
- Benefit changes

National living wage and national minimum wage

The Government's National Living Wage was introduced in April 2016 for workers aged 25 years and older. For workers aged below 25 years old the National Minimum Wage applies. The National Living Wage was initially set at £7.20 per hour. Staff costs constitute the largest component of the cost base of childcare providers⁷ and the introduction of the National Living Wage in 2016 increased earnings for a full-time worker aged over 25 years old by £910 a year relative to the National Minimum Wage.

From April 2017 the National Living Wage increased to £7.50 per hour and the National Minimum Wage for workers aged 21-24 years old, increased to £7.05 per hour and for workers aged 18 to 20 years old, £5.60 per hour. Rates will change each April.

Automatic enrolment for employee pensions

From April 2016 every employer was required to automatically enrol workers into a workplace pension scheme if they are aged between 22 and State Pension age and earning more than £10,000 a year. Automatic enrolment for employee pensions has been gradually introduced and will be fully rolled-out by February 2018. The introduction of automatic enrolment may also impact on provider's costs.

⁷ Review of childcare costs: the analytical report. DfE (2015)
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/479659/151124_Analytical_review_FINAL_VERSION.pdf

Tax-Free childcare

Tax-Free childcare is being introduced in 2017 and aims to provide 20% support on childcare costs up to £10,000 per year for each child (and up to £4,000 for disabled children). Eligibility criteria apply, including upper and lower household income thresholds. Tax Free Childcare will replace childcare vouchers which will be withdrawn by 2018 and will be available to working parents meeting the eligibility criteria with children aged 0-12 years old (and up to 17 for disabled children). Tax-Free Childcare is aimed at supporting working families by reducing childcare costs.

Right to Request

Introduced in 2016, parents have the 'right to request' the school their child attends considers establishing wrap-around and holiday childcare. Childcare providers have the 'right to request' a school allows it to use its facilities at the end of the school day and during school holidays when the school is not using them. The overall aim of the policy is to help parents to work, or work for longer (source: Department for Education 'Wraparound and holiday childcare. Parent and childcare provider 'rights to request' May 2016⁸). 'Rights to request' refers to children from Reception up to the end of Key Stage 3 (Year 9). Where there is demand, schools and providers may also want to consider wraparound/holiday childcare for the under 5s or for Year 10 and above.

Guidance stipulates schools should inform parents of their 'right to request', setting out a timetable and process that parents will need to follow, deciding upon the threshold of level of requests required to take things forward. Requests should not be refused without reasonable justification.

Benefit changes

Changes to benefit conditionality mean most lone parents receiving income support are now transferred to Jobseekers Allowance (JSA) when their child reaches the age of 5 years. Lone parents are expected to seek work to receive the benefit and therefore require

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https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/525135/Rights_to_request_guidance.pdf

childcare from at least this age. This increases demand for childcare, especially for school aged children.

From April 2017 parents, including lone parents, claiming Universal Credit as a job seeker are expected to prepare for work when the youngest child turns 2 years old and to look for work when the youngest child turns 3 years old, with support from Jobcentre Plus. This will have a direct impact on the local authority sufficiency duty to ensure sufficient childcare for working parents and those training or studying for work.

2.2 Priorities

There are a number of influencing factors to childcare sufficiency in Lincolnshire including: a rising and more diverse population; large-scale housing development plans; the introduction of 30-hours childcare ; in addition to this there are Local and national drivers and policy initiatives that impact on the costs of delivery, and support for parents to meet the costs of childcare. Following the 2017 Lincolnshire Childcare sufficiency assessment the priorities for the LA are able to be grouped into three core themes which are summarised below and which will inform the action plan that will be developed in response to the CSA.

The three themes are;

2.2.1 Market management

This element focuses on the supply and demand for childcare, provider engagement with the 30 hours free childcare, development of places and supporting partnership working to meet the needs of families. There is also a need to ensure that there is support for the sector to ensure there are sustainable approaches to business delivery models in a changing political and financial environment.

2.2.2 Evidence-based planning

This element focuses on work that Early Years and Childcare Support will undertake with providers including identifying systems to develop on-going monitoring of capacity of places by age range, including where providers have vacancies. It will also need to consider where

parents can access provider data on their local provision, including SEND and how they can gain access to provision to enable their child to take up their early year's entitlements

2.2.3 Supporting working parents to meet the costs of childcare

The final element is supporting working parents as the introduction of Tax Free Childcare and 30-hours childcare are aimed at reducing the childcare bill for working families. Priorities in this element will include maximising take up of the 30 hours free childcare via standard and stretched offers and ensuring Parents, employers, providers and other key stakeholders can access information about all government support to help parents meet the cost of childcare at the Childcare Choices' website (www.childcarechoices.gov.uk).

Due to the benefit changes, including the introduction of Universal Credit in 2017, this is likely to increase the need for childcare to support parents returning to, or taking up, work when the youngest child turns 3 years old. The two-year-old early learning entitlement is economically targeted towards families claiming out of work benefits, and those working and on a low household income (below £16,190 per year). Therefore the LA will need to closely monitor the market place and support the sector to respond appropriately to the market demands

In order for the LA to effectively meet the sufficiency duty The Early Year's and Childcare Service will develop a sufficiency action plan set out within the themes above ; the action plan will set out Lincolnshire's priorities and how the LA intend to deliver them.

3 The context for childcare sufficiency

Lincolnshire is one of the largest counties in England, sharing its borders with Yorkshire in the north, Northamptonshire, Norfolk and Cambridgeshire in the south and Rutland, Leicestershire and Nottinghamshire in the west.

Largely rural by nature, Lincolnshire has a small number of urban centres including Lincoln and Boston. Agriculture is an important element of the economy, as is tourism, particularly

in the coastal resorts and towns. It is one of the least ethnically diverse counties in the UK, but with increased migration in recent years mainly from new member states of the European Union attracted to Boston, parts of South Holland and Lincoln⁹. The presence of agriculture and the tourism industry, particularly to the coast, means there is a seasonal nature to employment in the county.

3.1 Population

The Lincolnshire population stands at an estimated 736,000 mid-year 2015¹⁰, an increase of 3% since the 2011 Census.

The child population (aged 0-14 years of age) is estimated at 116,752 (mid-2015), just under 16% of the total population. Between 2015 and 2020 population projections estimate the 0-14 year old population will increase by 6% overall to 124,116 against an increase of 3% in the population as a whole.

Increases in the child population are forecast in the 5-9 year old and 10-14 year old populations with 0-4 year-olds forecast to remain static at around 40,000 county-wide.

Child population 2015 and 2020

	2015 estimated population				2020 estimated population and % increase 2015 - 2020							
	Age 0 - 4	Aged 5-9	Aged 10-14	0-14 total	Age 0 - 4	% change 2015-2020	Aged 5-9	% change 2015-2020	Aged 10-14	% change 2015-2020	0-14 total	% change 2015-2020
Lincolnshire	39,972	39,559	37,221	116,752	39,841	99.7%	42,354	107.1%	41,919	112.6%	124,116	106.31%
Boston	4,299	3,851	3,329	11,479	4,197	97.6%	4,293	111.5%	3,921	117.8%	12,413	108.14%
East Lindsey	6,488	6,724	6,409	19,621	6,357	98.0%	7,064	105.1%	7,330	114.4%	20,753	105.77%
Lincoln	5,911	5,071	4,196	15,178	5,764	97.5%	5,395	106.4%	4,824	115.0%	15,985	105.32%
North Kesteven	5,859	6,042	6,127	18,028	5,978	102.0%	6,463	107.0%	6,626	108.1%	19,069	105.77%
South Holland	5,009	4,835	4,503	14,347	5,047	100.8%	5,363	110.9%	5,107	113.4%	15,519	108.17%
South Kesteven	7,633	8,041	7,748	23,422	7,634	100.0%	8,379	104.2%	8,623	111.3%	24,638	105.19%
West Lindsey	4,773	4,994	4,910	14,677	4,864	101.9%	5,397	108.1%	5,488	111.8%	15,751	107.32%

⁹ Lincolnshire Local Economic Assessment 2011 <http://www.research-lincs.org.uk/UI/Documents/Local%20Economic%20Assessment.pdf>

¹⁰ ONS population projections, local authority by single year of age 2015 (from NOMIS 140217)

Source: Office for national Statistics Mid Year Population Estimates 2015; population estimates¹¹

The districts of Boston, South Holland and West Lindsey have higher projected increases in the child population 2015 – 2020 than the county averages.

Looked After Children

Lincolnshire has a relatively small Looked After population¹², with approximately 630 in March 2015 compared to approximately 600 in March 2014. This rise of around 5% compares to an increase nationally (England) of 1%.

In Lincolnshire 100% of Looked after Children are accessing the 2 year old early education entitlement and the authority has committed to fund Looked After Children from the time the child turns 2 years old to support the ‘narrowing the gap’ agenda.

Ethnicity

Overall Lincolnshire has a much lower proportion of Non-white residents than the country as a whole (2.4% compared to 14% nationally as at the 2011 Census). Asian/Asian British residents accounted for around 1% of the population in 2011 and Black/Black British 0.4% of the population. According to the 2011 Census 7.1% of the population of Lincolnshire were born outside the UK, which is a lower rate than for England (13.8%) and East Midlands region (9.9%). Lincoln and South Holland have higher percentages of the population born outside of the UK (9.8% and 9.6% respectively) and in Boston the percentage of the population born outside of the UK (2011) was 15.1%¹³.

A high proportion of residents born outside the UK were from Europe, mainly from new EU accession countries. People born in Poland and Lithuania accounted for 10.6% of the population in Boston and 5.9% in South Holland.

¹¹ Population projections: Lincolnshire Research Observatory <http://www.research-lincs.org.uk/Population.aspx>

¹² Source: Lincolnshire Research Observatory JSNA Topic – Looked After Children V4.1 March 2016

¹³ Lincolnshire Research Observatory, 2011 Census <http://www.research-lincs.org.uk/UI/Documents/country-of-birth-ethnicity-and-nationality-of-lincolnshire-residents-census2011-112013.pdf>

The number and percentage of primary pupils whose first language is not English is increasing. In 2007, 2.82% of pupils in primary had English as an additional language; in 2016 this had increased to 10.20% (source: Department for Education).

In secondary school in 2007, 2.41% of pupils had English as an additional language and in 2016 this had increased to 6.80%.

3.2 Economic overview

Lincolnshire has similar levels of economic activity and unemployment as found in East Midlands and the country as a whole.

Economic activity

Economic activity refers to the number or percentage of people of working age who are either in employment or who are unemployed. Economic activity rates in Lincolnshire are slightly lower than the East Midlands region and GB as a whole. There are proportionately more people that are self-employed in Lincolnshire than across the East Midlands in line with the country as a whole.

Unemployment levels are in line with region and below national averages at 4.2% (compared to 4.2% in East Midlands and 4.9% in GB). Unemployment levels are higher for women than for men (5.2% of economically active women were unemployed in the period October 2015 to September 2016 compared to 3.3% of men):

Economic activity rates October 2015 – September 2016

	Lincolnshire	East Midlands	Great Britain
All people:			
Economically active	76.9%	77.7%	77.8%
In employment	73.6%	74.3%	73.9%
Employees	62.7%	64.3%	63.1%
Self employed	10.5%	9.7%	10.4%
Unemployed	4.2%	4.2%	4.9%

Source: ONS annual population survey (NOMIS). Percentage is a proportion of economically active

The lowest economic activity rates are in Lincoln which has a rate of 71.1% and a relatively high unemployment rate at 6.4%. The highest economic activity rates are in South Kesteven (82.7%) and West Lindsey (80.3%). District economic summaries are shown in appendix 3.

East Lindsey has a very high rate of self-employment amongst those working – 17.2% compared to 10.5% across the county.

Economic inactivity

Economic inactivity refers to people who are neither in work nor employed. This group includes, for example, those looking after a home or retired. Economic inactivity rates in Lincolnshire are in line with East Midlands and GB as a whole:

Economic inactivity rates October 2015 – September 2016

	Lincolnshire	East Midlands	Great Britain
All people: economically inactive	23.1%	22.3%	22.2%
Not wanting a job	68.9%	74.8%	75.8%
Wanting a job	31.1%	25.2%	24.2%

Source: ONS annual population survey (NOMIS)

Out of work benefits

Between January and December 2015 15.7% of households in Lincolnshire were workless, broadly in line with East Midlands and GB as a whole (15.6% and 15.3% respectively).

In 2016 1.7% of Lincolnshire residents were claiming out-of-work benefits, in line with national and regional averages.

Jobseekers Allowance (JSA) is payable to people under pensionable age who are available for, and actively seeking, work of at least 40 hours a week. Across the county 1.1% of the resident population aged 16 – 64 years old were claiming JSA in August 2016. This compares to 1.1% in East Midlands and 1.2% nationally.

Industry

Lincolnshire (in line with the East Midlands region) has relatively high levels of employment in Manufacturing and Wholesale and Retail trades.

Employee jobs by industry (2015)

Industry	Lincolnshire %	East Midlands %	Great Britain %
Mining and quarrying	0.2	0.3	0.2
Manufacturing	13.9	13.5	8.3
Electricity, gas, steam and air conditioning supply	0.3	0.9	0.4
Water supply; sewerage, waste management and remediation activities	1.1	0.7	0.7
Construction	5.5	5.1	4.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	19.0	17.1	15.8
Transportation and storage	4.0	5.1	4.7
Accommodation and food service activities	7.3	5.7	7.2
Information and communication	1.6	1.3	4.2
Financial and insurance activities	1.1	1.8	3.6
Real estate activities	1.3	1.2	1.7
Professional, scientific and technical activities	4.4	6.1	8.4
Administrative and support service activities	9.5	10.4	8.9
Public administration and defence; compulsory social security	3.7	3.8	4.4
Education	9.5	9.5	9.2
Human health and social work activities	13.6	12.7	13.3
Arts, entertainment and recreation	1.8	2.1	2.4
Other service activities	1.8	1.8	2.0

Source: ONS Business Register and Employment Survey

% is a proportion of total employee jobs excluding farm-based agriculture

Just under a third of all employee jobs are part-time (31.5%). Employees may hold more than one part-time job.

Earnings by workplace

Across Lincolnshire gross weekly pay and hourly pay (excluding overtime) are lower than across the East Midlands and compared to GB as a whole.

Earnings by residence (2016)

	Lincolnshire £	East Midlands £	Great Britain £
Gross weekly pay	465.9	501.7	541.0
Hourly pay – excluding overtime	11.40	12.59	13.66

Source: ONS annual survey of hours and earnings – residence analysis

Average earnings show wide variation between districts with relatively high gross weekly pay in North Kesteven (8% above the county average) and West Lindsey (6% above the county average) and relatively low gross weekly pay in Boston (11% below the county average) and Lincoln (6% below the county average).

In the Early Years National Funding Formula review, Lincolnshire’s area cost adjustment was 1.07 compared to 1.10 in the East Midlands region, which supports earnings data presented above. The area cost adjustment reflects cost differentials between local areas, particularly in terms of staff costs which are the main cost driver for childcare providers.

3.3 Indices of Deprivation 2015

The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation for small areas in England¹⁴. The IMD combines information from seven domains (income deprivation; employment deprivation; education, health and skills deprivation; crime;

¹⁴

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/467901/English_Indices_of_Deprivation_2015_-_Frequently_Asked_Questions.pdf

barriers to housing and services and; living environment deprivation) to produce an overall relative measure of deprivation.

Lincolnshire county ranks 90 out of 152 local authority areas (where 1 is the most deprived). At a district level, East Lindsey has the highest level of relative deprivation with 12 of the 81 LSOAs falling into the 10% most deprived in England and 10 in the 11%-20% most deprived LSOAs. North Kesteven has the lowest level of relative deprivation:

2015 Indices of Multiple Deprivation

Local authority area (total number of LSOAs for each area in brackets)	Number of LSOAs in the 10% most deprived areas in England	Number of LSOAs in the 11%-20% most deprived areas in England	Rank of average rank+
Boston (36)	1	5	66
East Lindsey (81)	12	10	33
Lincoln (57)	10	9	45
North Kesteven (64)	0	0	266
South Holland (49)	0	1	134
South Kesteven (81)	2	1	223
West Lindsey (52)	4	3	152
Lincolnshire (420)	29	29	90

+ The Rank of average rank is against the rest of England. For districts the rank is out of 326 and for the county, 152 with 1 being the most deprived and the higher the number, the least deprived

Source: Lincolnshire Research Observatory

3.4 Deprivation Supplement

A mandatory deprivation supplement forms part of the national and local Early Years Funding Formula which determines the hourly rate paid to settings delivering funded early years places.

The deprivation supplement is based on the measure 'Income Deprivation Affecting Children Index (IDACI) which is part of the IMD. IDACI determines the probability of a child coming from a deprived area, based on the child's postcode. For example, a child with an IDACI score of 0.2 has a 20% chance of coming from a deprived area and a child with an

IDACI score of 0.8, an 80% chance of coming from a deprived area. IDACI pupil information (presented below) has been taken from the October 2016 Census.

A monetary sum per pupil has been assigned to deprivation bands 1 to 6. Only pupils with an IDACI score of 0.2 or above trigger deprivation funding, targeting funding at children deemed to be more deprived.

Deprivation scores and funding

Deprivation Band	IDACI Score lower limit	IDACI score upper limit	Funding Per Pupil
1	0.2	0.25	£150
2	0.25	0.3	£300
3	0.3	0.4	£450
4	0.4	0.5	£600
5	0.5	0.6	£750
6	0.6	1.0	£900

Source: Lincolnshire County Council, October Census 2016

The October Census information determines the following year's annual deprivation funding allocation for those providers delivering early years entitlements.

Deprivation allocations for 2017/2018

	Number of Children	IDACI Band 0	IDACI Band 1	IDACI Band 2	IDACI Band 3	IDACI Band 4	IDACI Band 5	IDACI Band 6
PVI	6,226	4,289	612	428	550	247	70	2
Schools	1,443	686	152	181	262	107	54	0
Nursery Schools	308	123	25	36	48	62	14	0

Source: Lincolnshire County Council

3.5 Early Years Pupil Premium

Early Years Pupil Premium (EYPP) is additional funding for early years settings to improve the education they provide for disadvantaged 3 and 4 year-olds. Children are eligible for

EYPP if they met certain (largely) economic criteria including children from workless and low-income families.

In the following table data shows the number of PVI settings (including nurseries, pre-schools and childminders) returning Census data in January 2017, and the number of children for whom EYPP is being claimed, by district.

Early Years Pupil Premium – settings and counts – January 2017

District	Count of Settings	Count of Pupil Premium
Boston	35	254
East Lindsey	65	530
Lincoln	58	247
North Kesteven	84	279
South Holland	54	315
South Kesteven	94	396
West Lindsey	75	256
Totals	465	2277

Source: Lincolnshire County Council

3.6 New housing

The National Planning Policy Framework requires local planning authorities to identify a rolling 5 year supply of deliverable housing across the period. Planned housing growth does not necessarily equate to increased demand for childcare. Average household size and population demographics will impact on the size and nature of new housing development, and potential demand for childcare depending on the mix of population.

It is possible not all identified sites will be delivered; however, the summary information and plan links below give an indication of potential housing growth that needs to be taken into account when planning to deliver sufficient childcare in the future.

South Kesteven 2016-2020

South Kesteven has a requirement to build 3,445 dwellings in the five year period 2015-2020. The South Kesteven District Council Housing and Land Supply Assessment (April 2015) identifies deliverable sites in detail:

<http://www.southkesteven.gov.uk/CHttpHandler.ashx?id=16358&p=0>

Central Lincolnshire (North Kesteven, West Lindsey and City of Lincoln)

Central Lincolnshire Five Year Land Supply Report 1 April 2016 to 31 March 2021 (republished May 2016) identifies a five year supply of deliverable housing sites of 12,283 between 2015 and 2020 (against a requirement to deliver 11,531 new dwellings). A number of areas are identified as having a relatively high number of new sites, including in particular Gainsborough Lincoln, Bracebridge Heath, Branston, Caistor, North Hykeham, Sleaford, Waddington Low Fields,

https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0ahUKEwjt oIWg_cHSAhXBDcAKHVtXBy8QFggdMAA&url=https%3A%2F%2Fwww.n-kesteven.gov.uk%2F_resources%2Fassets%2Fattachment%2Ffull%2F0%2F17733.pdf&usg=AFQjCNGMrXlk_uKIAO3L0QStXFUPSvC6gw

East Lindsey 2017-2021

East Lindsey identifies a target for new housing of 3,509 between 2017 and 2021

<http://www.e-lindsey.gov.uk/CHttpHandler.ashx?id=6776&p=0>

The South East Lincolnshire Local Plan (Boston Borough and South Holland) is not yet sufficiently advanced for draft housing figures to carry significant weight according to Boston Borough Council's assessment of 5-year housing land supply as at December 2016 (para 2.1).

South Holland 2016-2021

The estimated supply of deliverable housing in South Holland is for 2,151 dwellings between 1st April 2016 and 31st March 2021. <http://www.southeastlincslocalplan.org/wp-content/uploads/2016/04/South-Holland-District-Council-5-year-Housing-Land-Supply->

[Assessment-31st-March-2016.pdf](#). This is below the housing requirement which is identified as 3,683 dwellings in the same period.

Boston Borough 2017-2021

In their housing land supply assessment, Boston Borough identifies a five-year requirement for between 2,420 and 2,916 new homes January 2017 to December 2021 <http://www.boston.gov.uk/CHttpHandler.ashx?id=9891&p=0>

Greater Lincolnshire

The Greater Lincolnshire Local Enterprise Partnership (LEP) works with Government to improve the economic climate across Lincolnshire, North Lincolnshire and North East Lincolnshire. Local Plans across the Greater Lincolnshire area aim to deliver 100,000 new dwellings by 2031¹⁵. This includes:

- Central Lincolnshire – 33,300 new dwellings
 - Lincoln – 18,800 homes
 - Gainsborough – 10,000 homes
 - Sleaford – 4,500 homes
- East Lindsey – 5,841 homes inland and 1,605 coastal
- South Kesteven – 13,620 homes
- South East Lincolnshire 13,920 homes
 - Boston 4,520 homes
 - South Holland 9,400 homes

North Lincolnshire and North-East Lincolnshire are unitary local authorities with independent sufficiency duties.

North Lincolnshire 2015-2020

Estimated total supply of deliverable housing 5,136 with nearly 70% of sites identified in Scunthorpe.

¹⁵ <https://www.greaterlincolnshirelep.co.uk/priorities-and-plans/priorities/priority-2/>

<http://www.planning.northlincs.gov.uk/planningreports/FiveYearLandSupply/5YearHousingSupplyStatement2014.pdf>

North East Lincolnshire 2016-2021

The Council's emerging Local Plan advances a housing requirement of 13,340 additional homes in the period 2013-2032, equating to an average requirement of 702 new homes each year.

<https://www.nelincs.gov.uk/wp-content/uploads/2016/06/20160413-FiveYearHousingLandSupply.pdf>

4 Overview of the childcare market

Data to inform the childcare sufficiency assessment has been drawn from:

- Data held by the Family Information Service (FIS) showing the number of Ofsted registered early years and childcare providers – these include childminders, pre-schools, day nurseries and maintained schools with an early years registration
- A survey of all settings on the early years and childcare register. To develop an assessment across all provision, where settings have not responded to the survey, an average figure per district has been used based on actual returns
- A survey of exempt provision in schools and academies. This data is reported without using returns to estimate places across all exempt provision but reported to give an indication of the rich and diverse non-registered provision available across Lincolnshire

For pre-school provision (0-4 years) places data has been assessed by:

- Using data from 250 provider returns (from 292) where data provided around places offered and Ofsted registration was compatible
- Calculating averages based on that data and applying it to non-responding settings and where data provided was not considered reliable, using Ofsted registration data as the base

For school-aged children (5+ years)

- Using data from 217 provider returns (from 292) where data provided around places and Ofsted registration was compatible
- Calculating averages based on that data and applying it to non-responding settings and where data provided was not considered reliable, using Ofsted registration data as the base

Estimating the number of childcare places available is not precise. The assumptions outlined above provide an estimate of places for pre-school and school-aged children, not an exact count.

4.1 Registered childcare provision in Lincolnshire

There are a total of 889 Ofsted registered early years and childcare settings in Lincolnshire, 60% of which (532 settings) are childminders.

Registered childcare provision – February 2017

District	Childcare on Domestic Premises	Childcare on Non Domestic Premises	Childminder	Total
Boston	1	27	27	55
East Lindsey	0	56	50	106
Lincoln	0	33	85	118
North Kesteven	0	73	136	209
South Holland	1	36	50	87
South Kesteven	0	75	97	172
West Lindsey	0	55	87	142
Lincolnshire	2	355	532	889

Source: Lincolnshire County Council FIS/provider audit February 2017

Boston has the lowest number of registered childcare providers (55, 6% of total). North Kesteven has a high number of registered childminders (136, 26% of all registered childminding provision), boosting the overall number of childcare settings in that district.

Collectively, childcare settings are registered to deliver in the region of 16,730 places across all age ranges. Providers may choose not to offer all registered places and operate below maximum registered places (referred to here as operating capacity). Across all settings types, average operating capacity is estimated at 81%.

Operating capacity is highest in South Holland (92% based on Census returns) and lowest in West Lindsey and South Kesteven (76% operating capacity).

Operating capacity in Census week compared to registered capacity

District	Number of Ofsted registered places / Places Offered	Number of places offered in census week	Operating capacity
Boston	1,464	1,217	83%
East Lindsey	2,429	2,099	86%
Lincoln	1,807	1,515	84%
North Kesteven	3,539	2,777	78%
South Holland	1,682	1,546	92%
South Kesteven	3,757	2,837	76%
West Lindsey	2,052	1,562	76%
Lincolnshire	16,730	13,553	81%

Base: 889 Ofsted registered providers; provider audit February 2017

Percentages rounded

The vast majority of registered settings responding to the audit offer childcare to children aged 0-4 years of age (99%) with 85% offering care for children aged 5-10 years of age and just over half (53%) for children aged 11 years and older.

Places data may under-estimate provision for older children (aged 8 years old and over). Out of school provision may also be available after school (in the form of clubs, activities and groups) that is run by the school, for pupils attending the school, and for less than 2 hours. It is not required to be registered as childcare and is not always advertised with the Family Information Service (FIS).

The question is the extent to which such provision can be classed as 'childcare' to meet the sufficiency duty. After school activities provided by schools may be available for limited hours (e.g. 45 minutes to an hour and therefore be too short for formal registration) and subject to short term cancelation (for example, if a teacher is off sick or is required elsewhere and therefore not be reliable enough to support parent/carers to work). Provision available in exempt provision is explored in 4.8.

4.2 Number of places by age range of children 0-4 years old

Providers were asked to indicate how many places were available for each age range of child week commencing 16th January 2017, to support an assessment of provision by age range. Responses indicate on average 82% of operating capacity is offered to children aged 0-4 years old and within that, 57% is offered to children aged 3-4 years old.

Comparing the percentage of places 0-4 years against the estimated population 0-4 indicates a lower level of childcare provision for children in this age range in Lincoln (15% of children compared to 12% of places and Boston (11% of children compared to 9% of places) and a higher level of provision in North Kesteven (15% of children compared to 19% of places).

Operating capacity by district and age range 0-4 years old (all registered childcare)

District	Number of places offered in census week for 0-1yr olds	Number of places offered in census week for 2yr olds	Number of places offered in census week for 3-4yr olds	Total places 0-4	% of all places 0-4 (based on operating capacity – 11,115 places)	Number of children aged 0-4 years (% of all children in age range)
Boston	149	323	566	1,038	9%	4,299 (11%)
East Lindsey	245	497	1,078	1,820	16%	6,488 (16%)
Lincoln	245	361	690	1,296	12%	5,911 (15%)
North Kesteven	291	563	1,233	2,087	19%	5,937 (15%)
South Holland	167	388	846	1,401	13%	5,009 (13%)
South Kesteven	318	688	1,186	2,192	20%	7,633 (19%)
West Lindsey	141	373	765	1,279	12%	4,773 (12%)
Lincolnshire	1,557	3,194	6,364	11,115	100%	39,972 (100%)

Base: 250 responses, grossed up to 889 total registered settings. Average figures by district and childcare type have been applied to non-respondents. ONS 2015 Mid-Year population estimates. Percentages rounded

The majority of places in registered provision are in childcare on non-domestic premises. Non-domestic childcare accounts for an estimated 91% of places for children aged 0-4 year, and 95 of places for children aged 3-4 years.

Places offered by district and age range – non-domestic childcare

District	Number of places offered in census week for 0-1yr olds	Number of places offered in census week for 2yr olds	Number of places offered in census week for 3-4yr olds	Total places 0-4
Boston	138	307	552	997
East Lindsey	208	446	1,041	1,695
Lincoln	175	296	608	1,079
North Kesteven	226	505	1,176	1,907
South Holland	132	348	786	1,266
South Kesteven	288	623	1,148	2,059
West Lindsey	97	275	709	1,081
Lincolnshire	1,264	2,799	6,019	10,082
% of operating capacity by age	81%	88%	95%	91%

Base: 171 responses, grossed up to total registered settings. Average figures by district and childcare type have been applied to non-respondents.

Childminders deliver places across the age ranges and make a significant contribution to the stock of available childcare. The percentage of places offered by childminders for children aged 0-4 years old decreases with the age of the child:

Places offered by district and age range – childcare on domestic premises

District	Number of places offered in census week for 0-1yr olds	Number of places offered in census week for 2yr olds	Number of places offered in census week for 3-4yr olds	Total places 0-4
Boston	11	16	14	41
East Lindsey	37	51	37	125
Lincoln	70	65	82	217
North Kesteven	65	58	57	180
South Holland	34	40	60	134
South Kesteven	30	66	38	134
West Lindsey	44	98	56	198
Lincolnshire	293	394	345	1,032
% of operating capacity by age	19%	12%	5%	9%

Base: 46 responses, grossed up to total registered settings. Average figures by district and childcare type have been applied to non-respondents.

4.3 Number of places by age range of children 5-10 years old

Based on audit data there are an estimated 2,338 places for children aged 5-10 years of age, 17% of total places offered in the audit census week. It should be noted, this estimate is likely to underestimate the number of places available in this age range as it will not take into account places for children aged up to 8 years old and over in provision that is not required to be registered with Ofsted.

Places offered by district and age range 5-10 years old (all registered childcare)

District	Number of Ofsted registered places / Places Offered (Potential Capacity)	Number of places offered in census week (Operating Capacity)	Number of places offered in census week for 5-10yr olds*
Boston	1,464	1,217	168
East Lindsey	2,429	2,099	281
Lincoln	1,807	1,515	215
North Kesteven	3,539	2,777	768
South Holland	1,682	1,546	223
South Kesteven	3,757	2,837	522
West Lindsey	2,052	1,562	162
Lincolnshire	16,730	13,553	2,338

Base: 217 responses, grossed up to 889 total registered settings. Average figures by district and childcare type

Of the 2,338 places for children aged 5-10 years, the majority (75%) were available in childcare on non-domestic premises and 25% with childminders:

Places offered by district and age range – non domestic and domestic childcare

District	Number of places offered in census week for 5-10yr olds in non-domestic childcare	Number of places offered in census week for 5-10yr olds in domestic childcare
Boston	144	24
East Lindsey	235	46
Lincoln	133	82
North Kesteven	556	212
South Holland	154	69
South Kesteven	425	97
West Lindsey	118	44
Lincolnshire	1,765	573

Base: 217 responses, grossed up to 889 total registered settings. Average figures by district and childcare type

4.4 Fees

Average fees charged differ between age ranges and districts. The average hourly rate for children aged 0-1 years old across the county is £4.34 with a range of between £3.86 in South Holland to £4.90 in Boston. **It should be noted – the number of hours in an ‘average day’ differs from setting to setting, so average daily fees may not be comparable.**

Average fees charged for childcare 0-1 years old by district

District	Average hourly fees £	Average sessional fees £	Average daily fees £	Average weekly fees £
Boston	4.90	24.28	43.08	197.50
East Lindsey	4.39	20.62	41.55	208.84
Lincoln	4.42	23.31	42.37	199.83
North Kesteven	4.30	20.54	37.20	169.75
South Holland	3.85	16.08	41.38	189.03
South Kesteven	4.72	22.89	42.74	200.58
West Lindsey	3.98	20.92	41.71	194.38
Lincolnshire	4.34	21.24	41.06	193.28

Base: 292 respondents

According to the Family and Childcare Trust (FCT) annual childcare survey 2016¹⁶ average weekly costs in the East Midlands for a full-time place for a child aged under 2 years old are £212.32 in nursery provision and £204.07 in childminding settings. This suggests, on average, childcare fees in Lincolnshire are lower than the region as a whole.

Fees charged decline with the age of child; the average hourly rate for children aged 2 years old is £4.29, and for 3 and 4 year-olds, £4.14. This would be anticipated given the different staffing ratios required to work with children of different ages (i.e. 1:3 for 0-2 year old, 1:4 for a 2 year old and 1:8 for 3 and 4 year-olds):

Average fees charged for childcare for 2 year-olds by district

District	Average hourly fees £	Average sessional fees £	Average daily fees £	Average weekly fees £
Boston	4.57	14.54	32.94	167.00
East Lindsey	4.80	16.37	39.07	188.50
Lincoln	4.36	19.27	41.30	196.52
North Kesteven	4.19	15.36	33.06	151.10
South Holland	3.70	12.55	30.88	154.13
South Kesteven	4.53	18.37	38.38	181.44
West Lindsey	3.95	14.86	33.33	160.90
Lincolnshire	4.29	15.96	35.83	171.88

Base: 292 responses

¹⁶ <https://www.familyandchildcaretrust.org/childcare-survey-2016-0>

Average fees charged for childcare for 3-4 year-olds by district

District	Average hourly fees £	Average sessional fees £	Average daily fees £	Average weekly fees £
Boston	4.47	12.09	28.91	147.38
East Lindsey	4.12	14.04	35.69	168.33
Lincoln	4.32	18.71	40.80	195.46
North Kesteven	4.07	14.42	32.77	158.91
South Holland	3.68	12.43	29.98	153.69
South Kesteven	4.51	17.41	36.08	182.22
West Lindsey	3.97	13.91	31.61	153.19
Lincolnshire	4.14	13.91	33.98	167.57

Base: 292 responses

For school-aged children, where child: staff ratios do not apply, fees are lower, falling to £3.85 per hour for 5-7 year-olds and £3.78 for children aged 8 and over. 'Not reported' indicates there was no data available.

Average fees charged for childcare for 5-7 year-olds by district

District	Average hourly fees £	Average sessional fees £	Average daily fees £	Average weekly fees £
Boston	4.13	9.99	29.17	153.75
East Lindsey	3.93	10.99	28.24	132.26
Lincoln	3.58	5.50	15.23	Not reported
North Kesteven	3.97	10.28	18.95	89.58
South Holland	3.60	8.05	25.33	130.00
South Kesteven	4.24	12.98	20.37	148.25
West Lindsey	3.63	6.87	23.49	84.25
Lincolnshire	3.85	9.86	23.12	117.78

Base: 292 responses

Average fees charged for childcare for childcare aged 8 years and older by district

District	Average hourly fees £	Average sessional fees £	Average daily fees £	Average weekly fees £
Boston	3.80	10.62	22.75	110.00
East Lindsey	3.79	11.32	26.52	121.38
Lincoln	3.70	Not reported	Not reported	Not reported
North Kesteven	4.06	9.37	19.60	83.33
South Holland	3.60	8.05	25.33	130.00
South Kesteven	3.90	12.25	15.85	134.58
West Lindsey	3.63	6.87	23.49	84.25
Lincolnshire	3.78	9.62	22.51	114.77

Base: 292 responses

4.5 When childcare is available

Childcare is available throughout the year and for full days, which supports parents to work.

In each district there are settings offering care from early in the morning until early evening:

Earliest and latest closing times by district

District	Earliest opening time	Latest closing time
Boston	7:00 AM	6:30 PM
East Lindsey	6:30 AM	7:00 PM
Lincoln	5:15 AM	7:00 PM
North Kesteven	6:00 AM	6:30 PM
South Holland	5:00 AM	7:00 PM
South Kesteven	7:00 AM	7:00 PM
West Lindsey	6:30 AM	7:00 PM
Lincolnshire	5:00 AM	7:00 PM

Base: 292 responses

On average, and across all registered providers, childcare settings are open for an average of 9.07 hours a day:

Average number of hours open by District

District	Average number of hours open
Boston	9:15
East Lindsey	9.08
Lincoln	8:50
North Kesteven	8:49
South Holland	9.22
South Kesteven	9:19
West Lindsey	9.07
Lincolnshire	9.07

Nearly two-thirds of all registered childcare (63%) is full daycare operating between 8am and 6pm.

Percentage of settings offering full daycare and sessional care by district

District	Full day care between 8am-6pm	Full day care between 8am-3pm	Sessional day care am and pm	Sessional day care am only	Holiday full day care	Before school	After school
Boston	57%	10%	43%	14%	38%	38%	38%
East Lindsey	69%	16%	44%	16%	44%	40%	51%
Lincoln	79%	30%	48%	12%	45%	42%	33%
North Kesteven	49%	16%	61%	14%	44%	47%	44%
South Holland	71%	18%	32%	8%	55%	45%	45%
South Kesteven	62%	16%	38%	7%	31%	40%	38%
West Lindsey	63%	19%	53%	12%	42%	58%	49%
Lincolnshire	63%	18%	47%	12%	42%	45%	43%

Base: 292 respondents, multiple responses. Percentages rounded

On average registered provision is available for 45 weeks of the year.

Average number of weeks open by district

District	Average number of weeks open	Minimum number of weeks open	Maximum number of weeks open
Boston	45	13	52
East Lindsey	46	32	52
Lincoln	46	38	51
North Kesteven	44	36	52
South Holland	46	38	52
South Kesteven	46	38	52
West Lindsey	45	38	52
Lincolnshire	45	13	52

Base: 292 responses

There is very little childcare available at weekends, or providing overnight care. Weekend childcare may be an area for development with the introduction of 30-hours childcare from September 2017, depending on parental demand for such provision.

4.6 Quality in Early Years

As at 31st August 2016, 11% of early years provision in Lincolnshire was rated outstanding by Ofsted and 80% was rated as good¹⁷. Quality in early years provision has been increasing. As at August 31st 2012, 73% of early years provision was rated as good or outstanding and this increased to 91% in 2016:

Ofsted quality judgements in early years settings as at August 2016

	% of settings achieving rating as at 31 st August in the relevant year				
	2012	2013	2014	2015	2016
Outstanding	9%	9%	10%	13%	11%
Good	64%	67%	73%	71%	80%
Requires Improvement	27%	23%	16%	15%	6%
Inadequate	1%	1%	2%	1%	2%

Source: Dataview: Ofsted Tableau Public

¹⁷ <https://public.tableau.com/profile/ofsted#!/vizhome/Dataview/Viewregionalperformancevertime>

Quality continues to rise; as at 31st December 2016 93% of early years provision was rated as good or outstanding:

Ofsted quality judgements in early years settings as at December 2016

	% if settings achieving rating as at 31 st December 2016			
	All	Childcare on Non Domestic Premises	Childminders	Childcare on Domestic Premises
Outstanding	12%	10%	15%	50%
Good	81%	82%	80%	50%
Requires Improvement	5%	7%	4%	0%
Inadequate	2%	1%	2%	0%

Source: <https://www.gov.uk/government/statistics/childcare-providers-and-inspections-as-at-31-december-2016>

Nearly a quarter of 2 year-olds receiving funded early education in Lincolnshire (23%) were in settings judged outstanding by Ofsted (Statistical First Release January 2016, where providers matched to an Ofsted inspection judgement). This compares to 17% in the East Midlands region and 18% nationally (England). Over two-thirds of 2 year-olds receiving funded early education in Lincolnshire (69%) were in settings rated as good, compared to 66% in the East Midlands and 65% nationally:

Percentage of 2 year-olds receiving funded early education

	% of 2 year-olds receiving funded education in settings rates as:			
	Outstanding	Good	Satisfactory/requires improvement	Inadequate
Lincolnshire	23%	69%	5%	4%
East Midlands	17%	66%	12%	5%
England	18%	65%	12%	4%

Source: SFR January 2016. Providers matched with an Ofsted inspection judgement

For 3 and 4 year-olds similarly a higher proportion of children receiving funded education in Lincolnshire were doing so in good and outstanding settings compared to the East Midlands region and nationally:

Percentage of 3 and 4 year-olds receiving funded education settings

	% of 3 and 4 year-olds receiving funded education in settings rates as:			
	Outstanding	Good	Satisfactory/requires improvement	Inadequate
Lincolnshire	23%	66%	8%	2%
East Midlands	21%	63%	13%	3%
England	23%	63%	12%	2%

Source: SFR January 2016. Providers matched with an Ofsted inspection judgement

4.7 Delivering the early years entitlements in Lincolnshire

All 3 and 4 year-olds and the most vulnerable 2 year-olds are entitled to 570 hours free early education a year, delivered as a minimum as 15 hours a week over 38 weeks (school term time) but can be taken as a stretched offer with fewer hours a week over more weeks year. From September 2017 eligible 3 and 4 year-olds will be entitled to an additional 570 hours free childcare, taking the entitlement for eligible children to 1,140 hours a year.

The extended entitlement for eligible 3 and 4 year-olds will have a large impact on the early years and childcare market nationally and locally. Eligible parents may already be buying additional childcare, and may look to convert this to funded childcare. Some families may make different life choices based on being able to access an additional 570 hours a year free childcare, including working more hours or returning to work. A small number of local authorities have been delivering some 30-hours childcare since September 2016 and their experience shows demand for the extended entitlement amongst eligible parents will be very high.

4.7.1 Early years funding

The Government has introduced a new Early Years Single Funding Formula (EYSFF) which is aimed at ensuring funding for early years is distributed more fairly across the country. For

the majority of local authorities this results in an uplift to the hourly rate they receive for the early learning entitlements; for some, their hourly funding rate will decrease.

In Lincolnshire the hourly funding rate paid to providers (from April 2017) will be based on:

- A high pass-through of funding to providers (95.16%)
- Total supplement allocation of 7.11%

Early years funding rate for 3 and 4 year-olds

Activities	Spending Plan	Hourly Rate Converted
Local Universal Base Rate	£26.333m	£3.820
Deprivation Funding	£1.070m	£0.155
Inclusion Fund	£0.550m	£0.080
Notification System	£0.100m	£0.015
Fluctuation Contingency Fund	£0.153m	£0.022
Total Spending Plan for passing onto providers	£28.206m	£4.092
Centrally Retained Funding for Direct Early Years Services	£1.436m	£0.208
Total Spending on Early Years Activities	£29.642m	£4.300
<p>. Deprivation Supplements are awarded based on IDACI data related to the postcode of the child. An annual grant of between £150 - £900 is administered to providers based on the children in attendance in October each year.</p> <p>. Inclusion Funding is currently allocated on a child level basis and a banded system is used to award funding on top of the EYE universal base rate. This process is being reviewed in the summer term 2017.</p>		

Early years funding rate for 2 year-olds

Activities	Spending Plan	Hourly Rate Converted
Local Universal Base Rate	£5.508m	£4.850
Fluctuation Contingency Fund	£0.137m	£0.121
Notification System	£0.220m	£0.194
Total Spending Plan for passing onto providers	£5.865m	£5.165
Centrally Retained Funding for Direct Early Years Services	£0.040m	£0.035
Total Spending on Early Years Activities	£5.905m	£5.200
<ul style="list-style-type: none"> . <i>The 2 year old entitlement does not replicate the same participation trends across the terms as the 3 & 4 year old entitlement, therefore the January census count that determines the level of funding is not representative of the allocations made to providers for 2 year old participation.</i> . <i>Lincolnshire's analysis identified an increase in take up in the summer and autumn term, but a lower take up in the spring term. It is therefore necessary to build-in funding for passing onto providers where take-up is higher throughout the year.</i> . <i>Notification system costs refer to the process used for providers to record children who start after the census / part-way through each term and where funding is distributed to providers for these hours in addition to the census.</i> 		

This compares to an average charged by early years and childcare providers of £4.14 for a 3 and 4 year old place and an average £4.29 charged for a 2 year old place (based on provider responses to the 2017 audit).

4.7.2 Children with Special Educational Needs and/or Disabilities (SEND)

In addition to the EYFS statutory requirements and the Equality Act 2010, all early years providers in the maintained, private, voluntary and independent sectors that a local authority funds, are required to have regard to the SEND Code of Practice: 0-25. The Code of Practice states that Early Years settings should adopt a graduated approach to identifying and meeting the needs of all children and that at each stage, parents/carers should be engaged with the setting, contributing to assessment and planning. Working in partnership with Early Years and Childcare Support and the Early Years Locality Teams, inclusion support available for Lincolnshire Early Years providers includes:

- Access to Special Education Needs Coordinator (SENCo) training opportunities through the online training directory and termly SENCo network clusters
- Bespoke support from an Early Years Specialist Teacher
- Promoting inclusion resources on the Early Years and Childcare Support website
- SEN inclusion funding to enable children to access Early Years settings
- Lincolnshire's Local Offer which provides information on services and provision available to families, young people and children with special educational needs and/or disabilities.

4.7.3 Take-up of the early years entitlements in Lincolnshire¹⁸

2 year old early years entitlement

In January 2016, 2,140 eligible 2 year-olds were benefitting from funded early education in Lincolnshire. This equates to 74% of the number of eligible children which shows an increase since 2015 and a higher level of delivery than found across England and the East Midlands region:

The percentage of eligible 2 year-olds benefitting from funded early education

	Lincolnshire	East Midlands	England
2015	68%	56%	58%
2016	74%	64%	68%

Source: Department for Education Statistical First Release, January 2016 published June 2016

The vast majority (95%) of 2 year-olds accessing a funded place in Lincolnshire were in Private, Voluntary and Independent (PVI) settings (day nurseries, childminders and pre-schools). Just less than 4% (3.6%) were accessing their funded place in a maintained nursery or nursery class in primary school.

¹⁸ Early years entitlement take-up rates from Department for Education Statistical First Release January 2016 showing the position for January in each year

Of the 2,140 2 year-olds accessing the early years entitlement in Lincolnshire in January 2016, 80 (3.6%) either had a statement or Education, Health and Care (EHC) Plan, or had SEN support. This compares to 1.3% in East Midlands and 3.0% in England.

At the end of the autumn term 2016 the total number of 2 year-olds accessing a funded early year place in Lincolnshire was 2,382, representing 79.3% of eligible children.

Take-up of the 2 year-old early years entitlement – autumn term 2016

District	DWP number of potentially eligible children	Total number of places taken	% of places taken
Boston	358	262	73%
East Lindsey	591	474	80%
Lincoln	577	440	76%
North Kesteven	256	215	84%
South Holland	376	308	82%
South Kesteven	477	386	81%
West Lindsey	388	297	77%
Out of County		16	
Grand Total	3023	2398	79.3%

Source: Lincolnshire County Council

3 and 4 year-old universal early years entitlement

In January 2016, 16,050 3 and 4 year-olds were benefitting from funded early education in Lincolnshire, equating to 97% of all children in this age range. This percentage take-up is in line with the east midlands region and higher than the average across England:

The percentage of 3 and 4 year-olds benefitting from universal funded early education

	Lincolnshire	East Midlands	England
2015	97%	97%	95%
2016	97%	97%	95%

Source: Department for Education Statistical First Release, January 2016 published June 2016

Half of 3 and 4 year-olds (50%) access their universal entitlement in the PVI sector and 47% in the maintained sector. Of those accessing their universal entitlement in then maintained sector, 29% are in infant classes in primary schools (and therefore on school roll). This pattern of take-up shows a higher proportion if children accessing the universal entitlement in the PVI sector than found in the region or nationally, and correspondingly, a lower proportion in maintained nurseries and nursery classes:

Take-up of universal early years entitlement for 3 and 4 year-olds by setting type

	% of 3 and 4 year-olds benefitting from the universal entitlement in:		
	PVI settings	Maintained nurseries and nursery classes	Infant classes in primary schools
Lincolnshire	50%	14%	33%
East Midlands	42%	23%	33%
England	40%	25%	32%

Source: Department for Education Statistical First Release, January 2016 published June 2016

The following table shows the number of 3 and 4 year-olds accessing the early years entitlement in PVI and schools settings, and excluding 4 year-olds on school roll.

Actual number of 3 and 4 year-olds benefitting from their EYE Funded Entitlement

	Number of Children January 2017	%
PVI settings	8,213	78.3%
School settings	2,272	21.7%

Source: Lincolnshire County Council

Of the 16,050 3 and 4 year-olds accessing the universal early years entitlement for this age range in Lincolnshire in January 2016, 960 (6.0%) either had a statement or Education, Health and Care (EHC) Plan, or had SEN support. This compares to 4.6% in East Midlands and 6.0% in England.

4.7.4 The potential impact of the extended early years entitlement for eligible 3 and 4 year-olds

The extended entitlement for eligible 3 and 4 year-olds is commonly referred to as '30-hours childcare'. Eligibility criteria for 30-hours childcare which will be rolled out nationally in September 2017 are shown in the appendices.

In brief 30-hours childcare is aimed at reducing the cost of childcare for working families and supporting parents to work. Full eligibility criteria are shown in the appendices.

In Lincolnshire the DfE/HMRC estimate 5,010 children will be eligible for 30-hours childcare from 1st September 2017. This equates to 30% of all 3 and 4 year-olds and 44% of those not already on school roll. The actual figure of eligible children could be higher, and there will be differences in the proportion of the 3 and 4 year-old population eligible across and within districts. Parents will apply to HMRC for 30-hours childcare and the application system will start to become available from late April 2017. It will be possible to develop a more robust estimate of the number of eligible children in future, and patterns of take-up will become more apparent as parents start to book their 30-hours place with providers.

A number of different estimates have been developed based on different data sources to support planning.

In the table (estimate 2) below a number of assumptions have been made:

- The % of 3 and 4 year-olds already in school roll has been taken from county SFR data
- The DfE/HMRC estimate of 5,008 eligible children equates to 45% of all 3 and 4 year-olds not currently on school roll (using population estimates) and this 45% has been applied across all districts (but actual numbers will show variance)
- It is assumed 1 x 15 hour place is required for all net 3 and 4 year-olds and an 80% take-up for children eligible for 30-hours

The estimated number of eligible children using this methodology (estimate 2) reflects the DfE/HMRC estimate.

Estimated number of children eligible for 30-hours childcare (estimate 2)

District	3 and 4 year-old population	Adjusted for on school roll (33% blanket)	Estimated number eligible for 30 hours (based on blanket 45%)	Additional 15 hour places for eligible 30-hours	Total number of 15 hours places required
County-wide	16,687	11,180	5,031	4,025	15,205
Boston	1776	1,190	536	429	1,619
East Lindsey	2664	1,785	803	642	2,427
Lincoln	2348	1,573	708	566	2,139
North Kesteven	2529	1,694	762	610	2,304
South Holland	2053	1,376	619	495	1,871
South Kesteven	3273	2,193	987	790	2,983
West Lindsey	2044	1,369	616	493	1,862

Source: population estimates (2015) adjusting for 4 year old children already on school roll and assuming 45% eligibility across all districts and 80% take-up of 30-hours

Provider responding to the February audit were asked to estimate the number of children accessing their setting eligible for 30-hours childcare and this has been represented as a percentage of funded children accessing the setting in the census week. Based on this data (estimate 3), the number of eligible children will be higher than the DfE/HMRC estimates, but not considerably so:

Supply data on page 62 can be read in conjunction with the estimated number of eligible children above.

Estimated number of children eligible for 30-hours (estimate 3)

District	Percentage of 3 and 4 year-olds currently in the setting estimated to be eligible for 30-hours childcare	Estimate based on 3 and 4 year-old population not on school roll
Boston	42%	500
East Lindsey	53%	946
Lincoln	40%	629
North Kesteven	54%	915
South Holland	40%	550
South Kesteven	53%	1163
West Lindsey	52%	712
Lincolnshire	49%	5,478

Source: Provider audit February 2017

Of those children currently in settings believed to be eligible for 30-hours childcare, 5% are receiving inclusion funding.

Eligibility estimates for 30-hours childcare can vary, depending on the data used and assumptions applied.

In the following table (estimate 4), the percentage of working households (in a couple household, both parents working and in a lone parent household, parent working) has been applied to the net 3 and 4 year old population to provide a different (much higher) estimate of eligible numbers:

Estimated number of children eligible for 30-hours (estimate 4)

	Number families working	overall % families working	3 and 4 year-old population	Adjusted (net) 3 and 4 year-old population	Eligibility estimate	Estimated number eligible for 30 hours (based on blanket 45%)
Boston	8,828	68.29%	1,776	1,190	813	536
East Lindsey	15,258	63.62%	2,664	1,785	1,136	803
Lincoln	10,676	63.20%	2,348	1,573	994	708
North Kesteven	16,556	73.20%	2,529	1,694	1,240	762
South Holland	11,700	67.76%	2,053	1,376	932	619
South Kesteven	20,732	72.67%	3,273	2,193	1,593	987
West Lindsey	12,803	71.02%	2,,044	1,369	972	616
LA averages	98,401	68.85%	16687	11,180	7,697	5,031

Source: Census 2011; 2015 population estimates accounting for 4 year-olds already on school roll

Whilst working families data has been taken from the Census 2011 and does not account for income, this does demonstrate the variation in estimates for eligible children, depending on which data is used. Eligibility for, and take-up of, 30-hours childcare will need to be carefully monitored to ensure market management strategies meet emerging patterns of demand and take-up.

It is also important to include assessment of the impact of 30-hours childcare on 2 year-old provision and providers' capacity and engagement to ensure eligible 2 year-olds are not displaced with the introduction of 30-hours childcare.

The February 2017 provider audit asked settings delivering funded early years provision a series of questions about how they currently deliver and the potential impact of 30-hours childcare.

4.7.5 Current and future delivery of funded early education

A number of providers offering funded early education places offer a variety of take-up patterns. This may include 3 hour sessions 5 days a week, or 5 hour sessions 3 days a week as well as flexible sessions and some stretched delivery.

Based on responses, higher proportions of settings offer 3 hours a day (over 5 days) across 38 weeks of the year and/or flexible provision:

Delivery of funded early education

District	Percentage of settings delivering 3 hours per day over 38 weeks per year	Percentage of settings delivering 5 hours per day over 38 weeks per year	Percentage of settings delivering flexible, not fixed sessions	Percentage of settings delivering throughout the year (stretched - more than 38 weeks)
Boston	29%	19%	48%	29%
East Lindsey	38%	22%	58%	40%
Lincoln	48%	27%	30%	42%
North Kesteven	44%	11%	28%	16%
South Holland	55%	24%	47%	24%
South Kesteven	36%	29%	47%	29%
West Lindsey	44%	21%	47%	30%
Lincolnshire	42%	22%	43%	29%

Base: 292 respondents

Of the total 2, 3 and 4 year-olds accessing their early years entitlement in January 2017, 21.3% accessed a stretched offer (Source: Lincolnshire County Council). The local authority intends to work with the sector to encourage extended models of delivery, which will support providers to increase capacity and generate a higher income.

Nearly two-thirds (62%) of settings intend to offer the extended entitlement from September 2017 with a further 30% unsure at the time of the audit. This evidences an extremely encouraging level of provider engagement with the new extended entitlement:

Provider intention to deliver 30-hours childcare as at January 2017

District	Percentage of settings intending to offer the extended entitlement to 3 & 4 year-olds from Sept 2017	Percentage of settings not intending to offer the extended entitlement to 3 & 4 year-olds from Sept 2017	Percentage of settings unsure about offering the extended entitlement to 3 & 4 year-olds from Sept 2017
Boston	59%	18%	24%
East Lindsey	62%	5%	32%
Lincoln	44%	11%	44%
North Kesteven	65%	10%	26%
South Holland	83%	3%	14%
South Kesteven	61%	12%	28%
West Lindsey	51%	5%	43%
Lincolnshire	62%	9%	30%

Base: 255 responses from 292 returns

Providers' intentions to deliver 30-hours childcare will change as we get nearer to, and beyond, the policy introduction in September 2017. Lincolnshire audited providers registered to deliver funded early education places in the county in March 2017 during the interim headcount. In that audit, 72% of providers were intending to offer 30-hours childcare (up from 62% in January 2017) and 20% were unsure.

Provider intention to deliver 30-hours childcare as at March 2017

Intention to deliver 30-hours childcare	Yes %	No %	Unsure %
Overall – all responses	72%	8%	20%
Schools	77%	9%	14%
PVI	71%	9%	20%

Source: Lincolnshire County Council - Base: 577 responses from 648 providers registered to deliver funded early education places Percentages rounded

The Local Authority will monitor areas where providers are not delivering 30 hours, and where there is demand these areas will be targeted for the development of new places.

Providers were asked what they felt the impact of 30-hours childcare would be (note: whilst data is broken down to district level, sample sizes are small and findings should be regarded as indicative only at district level). 79% of respondents (223 settings) expressed a view. Of those, the majority of registered settings (55%, 123 respondents) reported it would have no impact on their setting.

Percentage of respondents reporting no impact from 30-hours childcare

District	No impact
Boston	67%
East Lindsey	64%
Lincoln	63%
North Kesteven	45%
South Holland	49%
South Kesteven	71%
West Lindsey	39%
Lincolnshire	55%

Base: 223, percentages rounded

‘No impact’ may be taken to mean the setting will not be delivering 30-hours, or that 30-hours could be accommodated within the current delivery model.

There is a risk 30-hours childcare might have a negative impact on capacity to deliver the 2 year old early education entitlement. Lincolnshire has worked very hard to maximise take-up of this entitlement amongst eligible families, funding higher percentages of eligible children than national or regional averages. Across all respondents, nearly a third (32%) reported a reduction in 2 year old places as a result of 30-hours childcare, with particularly high levels reporting a reduction in 2 year old places in West Lindsey and to a lesser extent, North Kesteven.

Percentage of respondents reporting a reduction in 2 year old places as a result of 30-hours childcare

District	Reduction in 2 year old places
Boston	25%
East Lindsey	17%
Lincoln	21%
North Kesteven	40%
South Holland	34%
South Kesteven	17%
West Lindsey	61%
Lincolnshire	32%

Base: 223, percentages rounded

The introduction of 30-hours childcare might also impact on the number of places available to deliver the universal early education entitlement for 3 and 4 year-olds. Responses to the provider audit show over a third (36%) reported a reduction in universal places, again with particularly high levels in West Lindsey and North Kesteven.

Percentage of respondents reporting a reduction in 15 hour (universal) places for 3 and 4 year-olds as a result of 30-hours childcare

District	Reduction in universal places for 3 and 4 year-olds
Boston	33%
East Lindsey	36%
Lincoln	21%
North Kesteven	36%
South Holland	40%
South Kesteven	29%
West Lindsey	48%
Lincolnshire	36%

Base: 223, percentages rounded

The provider audit in January 2017 represents a snapshot in time, and there are indications providers are increasingly engaging with 30-hours childcare. It will be important to work with the sector to ensure any impact on capacity to deliver 2 year-old early education

entitlement and universal entitlement for 3 and 4 year-olds is closely monitored and the risk is minimised.

4.7.6 Capacity to meet demand for 30-hours childcare

Provider audit data suggests capacity within the market for all children 0-4 years old. Capacity for 30-hours has been assessed with reference to:

- The number of places offered in registered provision in census week for 3 and 4 year-olds (based on provider responses and grossed up to account for non-respondents)
- Calculated to estimate the number of hours this delivers, divided by 15 to show 15 hours places for this age range
- An estimate of the number of 15 hour places required to meet demand for a) the universal entitlement and b) the extended entitlement (based on 44% eligibility in 3-4 year old population not on school roll and 80% take-up of full 15 hours)

Caution must be used when interpreting this data. It is based on averages and assumptions and is intended as a starting point for gauging capacity once demand data is more accurately available. Whilst the response rate from childcare providers not on domestic premises was reasonably high (61%) the response rate from childminders was low. The data collected from providers was a snap shot of provision which will alter from week to week and term to term.

Not all registered providers will choose to offer 30-hours childcare; at the time of the audit 62% were intending to do so and 30% were unsure. Providers that do engage may not offer all 30-hours places, or the full 30 hours and this will also impact on capacity, reducing it overall.

The table below does not include early years provision offered in schools exempt from registration, which will increase capacity.

Given all of these factors, data can only be regarded as indicative.

Capacity to meet demand for 30-hours childcare

District	Number of places offered in census week for 3-4yr olds	Average hours per week (average by day x 5)	Average hours for 3 and 4 year-olds (places x hours)	15 hours places for 3 and 4 year-olds (hours/15)	Estimated number of places needed+	Difference
Boston	566	45.75	25,895	1,726	1,619	+107
East Lindsey	1,078	45.40	48,941	3,263	2,427	+836
Lincoln	690	42.50	29,325	1,955	2,139	+184
North Kesteven	1,233	42.45	52,341	3,489	2,304	+1,185
South Holland	846	46.10	39,001	2,600	1,871	+729
South Kesteven	1,186	45.95	54,497	3,633	2,983	+650
West Lindsey	765	45.35	34,693	2,313	1,862	+1,451
Lincolnshire	6,364	45.35	288,607	19,240	15,205	+4,035

Traditionally numbers of children accessing early years and childcare provision increase as the year progresses, and by the summer term numbers peak ahead of the autumn school intake, putting pressure on childcare places and sufficiency. There is a need to encourage providers to extend capacity by delivering early education as a stretched offer to spread hours across the year and support areas where there may be pressure on places.

4.8 Maintained schools exempt from registration

Data supplied by Lincolnshire County Council shows a total of 284 maintained schools and nurseries that do not have separate early years and childcare registration (are exempt). All maintained schools and nurseries under this category were sent an audit questionnaire to start to develop a sense of what provision was offered, and how. Data is not grossed up to reflect all exempt maintained schools and nurseries, but reported as returned to give a flavour of how such school-based provision operates.

Of the 284 maintained settings invited to participate, 118 returned a completed audit form (42% of total).

Distribution of nursery and primary schools (not registered as early years settings) and response levels

District	Number of Nursery Schools	Number of Primary Schools	Total	Number of audit returns	% response rate
Boston	1	18	19	5	26%
East Lindsey	0	59	59	24	41%
Lincoln	2	23	25	9	36%
North Kesteven	0	47	47	16	34%
South Holland	0	36	36	17	47%
South Kesteven	1	51	52	29	56%
West Lindsey	1	45	46	18	39%
Lincolnshire	5	279	284	118	42%

Base: 284 Maintained nursery and primary schools/118 returns

Based on returns, the most common type of provision delivered in schools is before school (with 41% of respondents providing) and after school (27% providing). There is very little holiday provision available:

Childcare in schools by district and care type

District	Number of schools offering full day care between 8am-6pm	Number of schools offering full day care between 8am-3pm	Number of schools offering sessional day care am and pm	Number of schools offering sessional day care am only	Number of schools offering holiday full day care	Number of schools offering before school	Number of schools offering after school
Boston	0	0	2	0	0	0	0
East Lindsey	1	3	3	1	0	14	3
Lincoln	1	1	2	0	1	2	2
North Kesteven	1	0	3	0	0	6	5
South Holland	0	1	4	0	1	5	5
South Kesteven	2	0	5	1	1	14	13
West Lindsey	1	0	1	1	1	7	4
Lincolnshire	6	5	20	3	4	48	32

Base: 118 respondents

District	Full day care between 8am-6pm	Full day care between 8am-3pm	Sessional day care am and pm	Sessional day care am only	Holiday full day care	Before school	After school
Boston	0%	0%	40%	0%	0%	0%	0%
East Lindsey	4%	13%	13%	4%	0%	58%	13%
Lincoln	11%	11%	22%	0%	11%	22%	22%
North Kesteven	6%	0%	19%	0%	0%	38%	31%
South Holland	0%	6%	24%	0%	6%	29%	29%
South Kesteven	7%	0%	17%	3%	3%	48%	45%
West Lindsey	6%	0%	6%	6%	6%	39%	22%
Lincolnshire	5%	4%	17%	3%	3%	41%	27%

Base: 118 respondents

Given the distribution of the audit (to schools delivering early years provision exempt from registration) it is not possible to estimate the number of places by age range delivered in the maintained sector. Responses show places available across the age ranges in the

maintained sector, albeit it is likely that places for school-aged children (aged 5 and over) may be in the form of out of school provision, run by the school for pupils of the school and operating below 2.5 hours (and therefore not required to be registered with Ofsted):

Percentage of school-based settings offering care to each age group

District	Ages 0-4 years	Ages 5-10 years	Ages 11+ years
Boston	40%	0%	0%
East Lindsey	54%	50%	50%
Lincoln	56%	33%	33%
North Kesteven	38%	31%	25%
South Holland	47%	35%	29%
South Kesteven	52%	55%	52%
West Lindsey	33%	44%	39%
Lincolnshire	47%	42%	39%

Base: 118, percentages rounded

Opening times

Provision is available in the maintained sector from 7.30am until 6.00pm, albeit not all schools will offer an extended day.

Responses show an average 'day' of 6.46 hours:

Average number of hours school-based settings are open

District	Average number of hours open
Boston	6:45
East Lindsey	4:58
Lincoln	7:54
North Kesteven	7:07
South Holland	6:33
South Kesteven	8:32
West Lindsey	5:45
Lincolnshire	6:46

Base: 118

Based on responses, no school is open at weekends and the average number of weeks open is 39, with the majority of districts showing a 38 week average:

Weeks school-based settings are open

District	Average number of weeks open	Minimum number of weeks open	Maximum number of weeks open
Boston	38	38	38
East Lindsey	38	38	39
Lincoln	38	38	38
North Kesteven	38	38	39
South Holland	39	36	47
South Kesteven	39	33	50
West Lindsey	40	37	48
Lincolnshire	39	33	50

Base: 118

Fees

Schools do charge for childcare and charges are, in general, much lower than charges in settings on the early years and childcare register. Data in the following tables should be treated with caution due to a low respondent base; however, it does give an indication of charges in the maintained sector.

Based on responses, the average hourly rate charged for 2 year-olds in schools is £2.33 compared to an average of £4.29 in registered settings:

Average fees charged by school-based settings for 2 year-olds

District	Average hourly fees £	Average sessional fees £	Average daily fees £
Boston	n/a	12.50	n/a
East Lindsey	n/a	13.00	26.00
Lincoln	n/a	15.00	30.00
North Kesteven	n/a	n/a	n/a
South Holland	2.33	n/a	n/a
South Kesteven	n/a	11.60	25.45
West Lindsey	n/a	n/a	n/a
Lincolnshire	2.33	12.74	26.73

Base: 118 returns where data supplied

For 3 and 4 year-olds the average fee charged by responding schools was £3.42 compared to an hourly average of £4.14 in registered settings:

Average fees charged by school-based settings for 3-4 year-olds

District	Average hourly fees £	Average sessional fees £	Average daily fees £
Boston	n/a	10.50	n/a
East Lindsey	3.20	4.25	13.00
Lincoln	4.00	10.17	27.00
North Kesteven	4.00	7.54	24.00
South Holland	2.83	2.50	n/a
South Kesteven	3.25	11.12	21.63
West Lindsey	3.95	5.00	24.00
Lincolnshire	3.42	7.97	21.69

Base: 118 respondents where data supplied

For school-aged children the charging differential remains, with an average of £2.89 for children aged 5-7 years in the maintained sector compared to £3.85 in registered settings and £2.94 for children aged 8 and older compared to £3.78 in registered settings:

Average fees charged by school-based settings for 5-7 year-olds

District	Average hourly fees £	Average sessional fees £	Average daily fees £
Boston	n/a	n/a	n/a
East Lindsey	2.17	2.46	2.00
Lincoln	1.50	n/a	n/a
North Kesteven	2.50	3.24	n/a
South Holland	2.50	2.50	n/a
South Kesteven	3.50	4.61	16.68
West Lindsey	4.05	3.60	24.00
Lincolnshire	2.89	3.57	16.67

Base: 118 respondents where data supplied

Average fees charged by school-based settings for children aged 8 and over

District	Average hourly fees £	Average sessional fees £	Average daily fees £
Boston	n/a	n/a	n/a
East Lindsey	2.17	2.46	2.00
Lincoln	1.50	n/a	n/a
North Kesteven	3.00	3.32	3.50
South Holland	2.50	2.50	n/a
South Kesteven	3.50	4.75	18.50
West Lindsey	4.05	2.88	24.00
Lincolnshire	2.94	3.49	14.40

Base: 118 respondents where data supplied

Funded early education

The predominant pattern of delivery for the funded early education is for 3 hours a day over 38 weeks a year, with no maintained setting delivering a stretched offer.

Responses indicated over half of schools (22, 55% of those responding) intend to offer the extended entitlement to 3 and 4 year-olds and 25% were unsure. 18% of respondents indicated they do not intend to offer the extended entitlement.

Schools were asked to estimate the number of children accessing their setting eligible for 30-hours childcare and this has been represented as a percentage of funded children accessing the setting in the census week, in the following table:

Percentage of 3 and 4 year-olds currently in the setting estimated to be eligible for 30-hours childcare by district

District	Percentage of 3 and 4 year-olds currently in the setting estimated to be eligible for 30-hours childcare
Boston	59%
East Lindsey	23%
Lincoln	1%
North Kesteven	19%
South Holland	46%
South Kesteven	33%
West Lindsey	11%
Lincolnshire	26%

Base: 118 respondents

Eligibility estimates vary considerably between districts and with estimates provided by PVI settings. This could suggest a need for more information about eligibility for schools and/or a different demographic in the areas in which responding schools are based.

Of those children currently in schools believed to be eligible for 30-hours childcare, 1.6% are receiving inclusion funding.

Schools were asked what they felt the impact of 30-hours childcare would be. The majority of registered settings (73%, 19 respondents) reported it would have no impact on their setting. Just under a quarter of respondents (23%) felt it would result in a reduction in 15

hour (universal) places for 3 and 4 year-olds and a small percentage (8%) reported a reduction in 2 year-old places.

Appendices

Appendix 1 Methodology

Provider audit – methodology and timeline

- Hemsall's worked with Lincolnshire Family Information Service (FIS) to access details of registered provision (Early Years and Childcare Registers), with details of Ofsted registered places, to provide an initial assessment of supply
- All registered providers were emailed on 11th January 2017 by Lincolnshire County Council Early Years team (LCC) to introduce the audit and process and to request provider participation
- The provider audit was emailed by Hemsall's to all registered group settings on 16th January 2017 and to all registered childminders by LCC
- It was agreed a revised version of the audit would be sent to schools that have exempt early years provision, in particular to inform planning for 30-hours childcare
- All completed audit forms were collated by Hemsall's, and responses recorded against the provider database
- LCC issued a reminder email to all providers to complete and return the audit on 20th January 2017
- Additional audit tools were emailed out by Hemsall's to settings reporting they had not received the initial email
- Hemsall's provided telephone and email support to all settings as required throughout the data collection period
- A further reminder was emailed to non-respondents (group settings and schools) by Hemsall's 23rd January 2017
- All returns were checked for accuracy against Ofsted registered places data. Where data appeared anomalous, settings were contacted by telephone to clarify

- From 31st January all group settings not returning completed questionnaire were telephoned as a final prompt
- Data collection closed on 10th February 2017

Response levels

Provider type	Number issued	Number returned	Response rate
Childminder/childcare on domestic premises	534	76	14.2%
Childcare on non-domestic premises (includes maintained settings with separate early years registration)	355	216	60.8%
Maintained nursery (exempt provision)	5	2	40.0%
Maintained primary (exempt provision)	279	116	41.6%
Total	1,173	410	35.0%

A total of 294 responses were from registered early years settings and 116 from schools with exemption from registration.

- Data entry was completed between 13th February and 20th February 2017
- Data from the provider audit was analysed and used to provide an assessment of capacity and delivery models for non-responding providers for registered settings
- For schools with exemption from registration, data has not been grossed up

Desk research

Desk research has been undertaken to inform the CSA, including:

- Identifying and summarising new home delivery across the seven districts
- Population analysis at county, district and ward level, including population forecasts
- An overview of the employment and labour market including economic activity rates, average pay and unemployment levels

- Deprivation indices
- an assessment of the effect of any developments and/or initiatives on future demand for childcare (including policy and legislative changes, e.g. Tax-Free Childcare, 30 hours childcare, new statutory guidance etc.)
- Take-up of the early years entitlements and assessment of priority areas for 30-hours childcare
- An overview of quality in early years

Assessment of places by age range of child

For all Ofsted registered provision (n=889)

Data from viable and valid responses has been used to estimate the number of operating places by setting and the number of places by age range.

Where a setting has not responded or the response is anomalous, the average operating capacity for the district has been used to estimate the operating capacity of that setting (e.g. childcare on non-domestic premises, with an Ofsted registration of 10; average operating capacity for the district, 81%, assume operating capacity of 8 places).

Where a setting has not responded or the response is anomalous, the number of places by age range has been estimated using averages data from responding settings. E.g. if average allocation of places for 3-4 year-olds in childcare on non-domestic premises is 60% of operating capacity, assume the setting has 5 places 3-4 years old (8x60%).

The 'viable capacity' is based on 250 respondents for 0-4 years old (out of 292) and 217 respondents for 5-7 years old (out of 292). Viability has been assessed for each setting by reviewing responses against Ofsted registration and by declared operating capacity and removing data that is clearly anomalous.

All data has been grossed up to represent 889 Ofsted registered settings.

For exempt provision

Data is reported as declared. Data has not been grossed up to estimate county-wide provision.

Appendix 2 Eligibility criteria for 30-hours childcare

Eligible families will be entitled to 30 hours free childcare from September 2017. The 30 hours includes the 15 hours early years entitlement and an additional 15 hours (per week up to a maximum of 38 weeks, or 570 hours stretched across more weeks of the year).

Parents of three and four year olds will need to meet the following criteria in order to be eligible for 30 hours free childcare:

- They earn or expect to earn the equivalent to 16 hours at National Minimum or Living Wage over the coming three months
- The parent (and their partner where applicable) should be seeking the free childcare to enable them to work
- Where one or both parents are on maternity, paternity, shared parental or adoption leave, or if they are on statutory sick leave
- Where one parent meets the income criteria and the other is unable to work because they are disabled, have caring responsibilities or have been assessed as having limited capability to work
- Where a parent is in a 'start-up period' (i.e. they are newly self-employed) they do not need to demonstrate that they meet the income criteria for 12 months
- If a non-EEA national, the parent must have recourse to public funds

Who will not qualify?

A parent will not meet the criteria when:

- •Either parent has an income of more than £100,000
- •Either parent is a non-EEA national and subject to immigration control (and has no recourse to public funds)

Published: March 2017¹⁹

Appendix 3 District economic profiles

Boston

Boston has a slightly lower proportion of economically active residents compared to Lincolnshire as a whole and the East Midlands region. Self-employment and unemployment levels mirror the county position.

Employment and unemployment (October 2015 – September 2016)

	Boston	Lincolnshire	East Midlands
Economically active	76.1%	77.7%	77.8%
In employment	74.1%	74.3%	73.9%
Of whom:			
Employees	64.3%	64.3%	63.2%
Self-employed	9.8%	9.7%	10.4%
Unemployed	4.1%	4.2%	4.9%

ONS annual population survey

Out of work benefits – Total JSA claimants (August 2016)

	Boston	Lincolnshire	East Midlands	GB
All people	1.0%	1.1%	1.1%	1.2%

ONS claimant count (% is of resident population of area aged 16-64 and gender)

Earnings by residence in Boston are lower than as a whole (gross weekly pay is circa 11% below the county average):

¹⁹ Department for Education March 2017:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/600592/30_hours_free_childcare_eligibility.pdf

Earnings by residence (2016)

	Boston	Lincolnshire	East Midlands	GB
Gross weekly pay				
Full time workers	£415.0	£465.9	£501.7	£541.0
Male full time	£464.8	£524.0	£549.1	£581.2
Female full time	£381.4	£395.9	£433.1	£481.1
Hourly pay (excluding overtime)				
Full time workers	£9.41	£11.40	£12.59	£13.66
Male full time	£10.07	12.15	£13.19	£14.25
Female full time	£8.61	10.36	£11.49	£12.84

ONS annual survey of hours and earnings – resident analysis

East Lindsey

East Lindsey has a very high level of self-employment compared to the county as a whole and the region.

Employment and unemployment (October 2015 – September 2016)

	East Lindsey	Lincolnshire	East Midlands
Economically active	73.7%	77.7%	77.8%
In employment	69.6%	74.3%	73.9%
Of whom:			
Employees	52.0%	64.3%	63.2%
Self-employed	17.2%	9.7%	10.4%
Unemployed	4.6%	4.2%	4.9%

ONS population survey

Out of work benefits – Total JSA claimants (August 2016)

	East Lindsey	Lincolnshire	East Midlands	GB
All people	1.2%	1.1%	1.1%	1.2%

ONS claimant count (% is of resident population of area aged 16-64 and gender)

Earnings by residence in East Lindsey are slightly lower than Lincolnshire as a whole (gross weekly pay is circa 1.5% below the county average):

Earnings by residence (2016)

	East Lindsey	Lincolnshire	East Midlands	GB
Gross weekly pay				
Full time workers	£459.1	£465.9	£501.7	£541.0
Male full time	£490.6	£524.0	£549.1	£581.2
Female full time	£408.6	£395.9	£433.1	£481.1
Hourly pay (excluding overtime)				
Full time workers	£10.95	£11.40	£12.59	£13.66
Male full time	£11.14	12.15	£13.19	£14.25
Female full time	£10.35	10.36	£11.49	£12.84

ONS annual survey of hours and earnings – resident analysis

Lincoln

Lincoln has lower economic activity rates and within that, a higher unemployment rate than found across the county:

Employment and unemployment (October 2015 – September 2016)

	Lincoln	Lincolnshire	East Midlands
Economically active	71.1%	77.7%	77.8%
In employment	68.8%	74.3%	73.9%
Of whom:			
Employees	62.5%	64.3%	63.2%
Self-employed	#	9.7%	10.4%
Unemployed	6.4%	4.2%	4.9%

ONS population survey

sample size too small for reliable estimate

Correspondingly, Lincoln has a higher proportion of the resident population claiming JSA:

Out of work benefits – Total JSA claimants (August 2016)

	Lincoln	Lincolnshire	East Midlands	GB
All people	2.3%	1.1%	1.1%	1.2%

ONS claimant count (% is of resident population of area aged 16-64 and gender)

Earnings by residence in Lincoln are lower than Lincolnshire as a whole (gross weekly pay is circa 6% below the county average):

Earnings by residence (2016)

	Lincoln	Lincolnshire	East Midlands	GB
Gross weekly pay				
Full time workers	£437.2	£465.9	£501.7	£541.0
Male full time	£472.7	£524.0	£549.1	£581.2
Female full time	£383.3	£395.9	£433.1	£481.1
Hourly pay (excluding overtime)				
Full time workers	£11.01	£11.40	£12.59	£13.66
Male full time	£11.50	£12.15	£13.19	£14.25
Female full time	£10.06	£10.36	£11.49	£12.84

ONS annual survey of hours and earnings – resident analysis

North Kesteven

Economic activity rates in North Kesteven are slightly below county and regional averages, with lower levels of unemployment and JSA claimants:

Employment and unemployment (October 2015 – September 2016)

	North Kesteven	Lincolnshire	East Midlands
Economically active	76.7%	77.7%	77.8%
In employment	74.8%	74.3%	73.9%
Of whom:			
Employees	65.0%	64.3%	63.2%
Self-employed	8.6%	9.7%	10.4%
Unemployed	3.4%	4.2%	4.9%

ONS population survey

Out of work benefits – Total JSA claimants (August 2016)

	North Kesteven	Lincolnshire	East Midlands	GB
All people	0.7%	1.1%	1.1%	1.2%

ONS claimant count (% is of resident population of area aged 16-64 and gender)

Earnings by residence in are higher in North Kesteven than Lincolnshire as a whole (gross weekly pay is circa 8% above the county average) and comparable to regional averages:

Earnings by residence (2016)

	North Kesteven	Lincolnshire	East Midlands	GB
Gross weekly pay				
Full time workers	£502.0	£465.9	£501.7	£541.0
Male full time	£591.6	£524.0	£549.1	£581.2
Female full time	£425.8	£395.9	£433.1	£481.1
Hourly pay (excluding overtime)				
Full time workers	£12.80	£11.40	£12.59	£13.66
Male full time	£14.11	12.15	£13.19	£14.25
Female full time	£10.81	10.36	£11.49	£12.84

ONS annual survey of hours and earnings – resident analysis

South Holland

Economic activity levels in South Holland are slightly lower than county and regional averages with lower unemployment levels and JSA claimants:

Employment and unemployment (October 2015 – September 2016)

	South Holland	Lincolnshire	East Midlands
Economically active	76.4%	77.7%	77.8%
In employment	74.2%	74.3%	73.9%
Of whom:			
Employees	64.3%	64.3%	63.2%
Self-employed	9.9%	9.7%	10.4%
Unemployed	3.4%	4.2%	4.9%

ONS population survey

Out of work benefits – Total JSA claimants (August 2016)

	South Holland	Lincolnshire	East Midlands	GB
All people	0.8%	1.1%	1.1%	1.2%

ONS claimant count (% is of resident population of area aged 16-64 and gender)

Earnings by residence in South Holland are broadly in line with Lincolnshire as a whole albeit hourly pay is lower:

Earnings by residence (2016)

	South Holland	Lincolnshire	East Midlands	GB
Gross weekly pay				
Full time workers	£464.1	£465.9	£501.7	£541.0
Male full time	£527.8	£524.0	£549.1	£581.2
Female full time	£368.5	£395.9	£433.1	£481.1
Hourly pay (excluding overtime)				
Full time workers	£10.90	£11.40	£12.59	£13.66
Male full time	£11.11	£12.15	£13.19	£14.25
Female full time	£9.22	£10.36	£11.49	£12.84

ONS annual survey of hours and earnings – resident analysis

South Kesteven

South Kesteven has the highest economic activity level amongst the working age population compared to all Lincolnshire districts with a higher proportion employed (as opposed to self-employed). Unemployment levels and JSA claimants are lower than the county and region averages:

Employment and unemployment (October 2015 – September 2016)

	South Kesteven	Lincolnshire	East Midlands
Economically active	82.7%	77.7%	77.8%
In employment	76.3%	74.3%	73.9%
Of whom:			
Employees	66.2%	64.3%	63.2%
Self-employed	10.1%	9.7%	10.4%
Unemployed	3.7%	4.2%	4.9%

ONS population survey

Out of work benefits – Total JSA claimants (August 2016)

	South Kesteven	Lincolnshire	East Midlands	GB
All people	0.8%	1.1%	1.1%	1.2%

ONS claimant count (% is of resident population of area aged 16-64 and gender)

Earnings by residence in South Kesteven are in line with Lincolnshire as a whole and below the county average:

Earnings by residence (2016)

	South Kesteven	Lincolnshire	East Midlands	GB
Gross weekly pay				
Full time workers	£468.3	£465.9	£501.7	£541.0
Male full time	£552.4	£524.0	£549.1	£581.2
Female full time	£386.0	£395.9	£433.1	£481.1
Hourly pay (excluding overtime)				
Full time workers	£12.04	£11.40	£12.59	£13.66
Male full time	£12.96	12.15	£13.19	£14.25
Female full time	£10.92	10.36	£11.49	£12.84

ONS annual survey of hours and earnings – resident analysis

West Lindsey

West Lindsey has a higher level of economic activity level than Lincolnshire and East Midlands with a slightly higher proportion of JSA claimants:

Employment and unemployment (October 2015 – September 2016)

	West Lindsey	Lincolnshire	East Midlands
Economically active	80.3%	77.7%	77.8%
In employment	77.7%	74.3%	73.9%
Of whom:			
Employees	66.0%	64.3%	63.2%
Self-employed	10.1%	9.7%	10.4%
Unemployed	4.1%	4.2%	4.9%

ONS population survey

Out of work benefits – Total JSA claimants (August 2016)

	West Lindsey	Lincolnshire	East Midlands	GB
All people	1.4%	1.1%	1.1%	1.2%

ONS claimant count (% is of resident population of area aged 16-64 and gender)

Earnings by residence in are higher in West Lindsey than Lincolnshire as a whole (gross weekly pay is circa 6% above the county average):

Earnings by residence (2016)

	West Lindsey	Lincolnshire	East Midlands	GB
Gross weekly pay				
Full time workers	£496.0	£465.9	£501.7	£541.0
Male full time	£563.4	£524.0	£549.1	£581.2
Female full time	£426.9	£395.9	£433.1	£481.1
Hourly pay (excluding overtime)				
Full time workers	£12.20	£11.40	£12.59	£13.66
Male full time	£13.50	12.15	£13.19	£14.25
Female full time	£10.97	10.36	£11.49	£12.84

Appendix 4 Places offered by District and broken down by Ward

Row Labels	No. of places offered in census week for 0-1yr olds <i>(Grossed Up based on 250 viable Returns)</i>	No. of places offered in census week for 2yr olds <i>(Grossed Up based on 250 viable Returns)</i>	No. of places offered in census week for 3-4yr olds <i>(Grossed Up based on 250 viable Returns)</i>
Boston	149	323	566
East Lindsey	245	497	1078
Lincoln	245	361	690
North Kesteven	291	563	1233
South Holland	167	388	846
South Kesteven	318	688	1186
West Lindsey	141	373	765
Lincolnshire	1557	3194	6364

District	Ward	No. of places offered in census week for 0-1yr olds (Grossed Up based on 250 viable Returns)	No. of places offered in census week for 2yr olds (Grossed Up based on 250 viable Returns)	No. of places offered in census week for 3-4yr olds (Grossed Up based on 250 viable Returns)
Boston	Coastal	8	10	21
Boston	Fenside	0	0	0
Boston	Fishtoft	9	28	46
Boston	Five Village	16	17	25
Boston	Kirton and Frampton	15	32	57
Boston	Skirbeck	11	13	28
Boston	St. Thomas'	6	15	27
Boston	Staniland	18	48	76
Boston	Station	10	17	29
Boston	Swineshead and Holland Fen	12	33	60
Boston	Trinity	17	44	74
Boston	West	4	17	39
Boston	Witham	4	16	37
Boston	Wyberton	19	32	49
East Lindsey	Alford	18	24	51
East Lindsey	Binbrook	1	1	2
East Lindsey	Burgh le Marsh	9	20	24
East Lindsey	Chapel St. Leonards	1	16	25
East Lindsey	Coningsby & Mareham	40	49	178
East Lindsey	Croft	0	0	2
East Lindsey	Fulstow	3	12	23
East Lindsey	Grimoldby	4	9	20
East Lindsey	Hagworthingham	1	1	1
East Lindsey	Halton Holegate	12	12	31
East Lindsey	Holton-le-Clay & North Thoresby	10	32	64
East Lindsey	Horncastle	16	28	52
East Lindsey	Ingoldmells	12	18	43
East Lindsey	Legbourne	18	16	32
East Lindsey	Mablethorpe	10	25	56
East Lindsey	Marshchapel & Somercotes	9	16	33
East Lindsey	North Holme	2	5	11
East Lindsey	Priory & St. James'	17	45	67
East Lindsey	Roughton	1	2	1
East Lindsey	Scarborough & Seacroft	22	49	109
East Lindsey	Sibsey & Stickney	5	23	62
East Lindsey	Spilsby	5	23	43
East Lindsey	St. Clement's	2	2	2

East Lindsey	St. Margaret's	6	11	18
East Lindsey	St. Mary's	1	1	1
East Lindsey	Sutton on Sea	0	4	18
East Lindsey	Tetford & Donington	4	7	13
East Lindsey	Tetney	2	4	10
East Lindsey	Trinity	1	1	1
East Lindsey	Wainfleet	4	10	21
East Lindsey	Willoughby with Sloothby	0	5	3
East Lindsey	Winthorpe	2	2	2
East Lindsey	Withern & Theddlethorpe	1	2	1
East Lindsey	Woodhall Spa	6	14	31
East Lindsey	Wragby	5	11	29
Lincoln	Abbey	52	76	115
Lincoln	Birchwood	30	37	50
Lincoln	Boultham	32	46	92
Lincoln	Bracebridge	19	26	46
Lincoln	Carholme	17	26	57
Lincoln	Castle	12	19	38
Lincoln	Glebe	5	8	16
Lincoln	Hartsholme	7	7	60
Lincoln	Minster	27	43	72
Lincoln	Moorland	26	36	85
Lincoln	Park	18	36	59
North Kesteven	Ashby de la Launde and Cranwell	21	34	78
North Kesteven	Bassingham and Brant Broughton	10	30	58
North Kesteven	Billingham, Martin and North Kyme	7	19	44
North Kesteven	Bracebridge Heath and Waddington East	22	53	112
North Kesteven	Branston	18	12	51
North Kesteven	Cliff Villages	2	23	65
North Kesteven	Eagle, Swinderby and Witham St. Hughs	10	36	89
North Kesteven	Heckington Rural	3	10	36
North Kesteven	Heighington and Washingborough	26	35	73
North Kesteven	Kirkby la Thorpe and South Kyme	1	1	5
North Kesteven	Leasingham and Rauceby	5	20	15
North Kesteven	Metheringham	20	39	99

North Kesteven	North Hykeham Forum	1	9	19
North Kesteven	North Hykeham Memorial	35	60	90
North Kesteven	North Hykeham Mill	4	6	12
North Kesteven	North Hykeham Moor	3	2	2
North Kesteven	North Hykeham Witham	11	19	42
North Kesteven	Osbournby	12	10	28
North Kesteven	Ruskington	24	39	71
North Kesteven	Skellingthorpe	10	21	46
North Kesteven	Sleaford Castle	3	6	14
North Kesteven	Sleaford Holdingham	7	3	17
North Kesteven	Sleaford Navigation	3	7	16
North Kesteven	Sleaford Quarrington and Mareham	9	20	60
North Kesteven	Sleaford Westholme	16	31	57
North Kesteven	Waddington West	7	15	35
South Holland	Crowland and Deeping St. Nicholas	5	15	35
South Holland	Donington, Quadring and Gosberton	8	27	64
South Holland	Fleet	19	33	69
South Holland	Gedney	2	2	3
South Holland	Holbeach Hurn	1	2	1
South Holland	Holbeach Town	1	27	54
South Holland	Long Sutton	21	35	66
South Holland	Moulton, Weston and Cowbit	11	35	71
South Holland	Pinchbeck and Surfleet	26	33	105
South Holland	Spalding Castle	5	12	29
South Holland	Spalding Monks House	0	0	1
South Holland	Spalding St. John's	19	45	101
South Holland	Spalding St. Mary's	15	26	68
South Holland	Spalding St. Paul's	16	34	77
South Holland	Spalding Wygate	5	13	26
South Holland	Sutton Bridge	1	26	32
South Holland	The Saints	1	4	14
South Holland	Whaplode and Holbeach St. John's	11	18	29
South Kesteven	Belmont	3	5	3

South Kesteven	Belvoir	7	23	50
South Kesteven	Bourne Austerby	31	42	74
South Kesteven	Bourne West	14	22	42
South Kesteven	Casewick	10	25	65
South Kesteven	Castle	6	22	42
South Kesteven	Deeping St. James	10	33	36
South Kesteven	Dole Wood	4	6	14
South Kesteven	Glen	4	11	20
South Kesteven	Grantham Arnoldfield	3	8	16
South Kesteven	Grantham Barrowby Gate	5	20	21
South Kesteven	Grantham Earlesfield	20	53	76
South Kesteven	Grantham Harrowby	6	20	36
South Kesteven	Grantham Springfield	2	2	2
South Kesteven	Grantham St. Vincent's	21	37	75
South Kesteven	Grantham St. Wulfram's	29	41	72
South Kesteven	Isaac Newton	8	24	42
South Kesteven	Lincrest	6	15	28
South Kesteven	Loveden Heath	1	10	15
South Kesteven	Market & West Deeping	17	45	75
South Kesteven	Morton	0	10	16
South Kesteven	Peascliffe & Ridgeway	16	49	107
South Kesteven	Stamford All Saints	1	6	2
South Kesteven	Stamford St. George's	7	27	46
South Kesteven	Stamford St. John's	13	14	25
South Kesteven	Stamford St. Mary's	61	83	131

South Kesteven	Viking	15	34	55
West Lindsey	Bardney	3	8	42
West Lindsey	Caistor and Yarborough	6	21	44
West Lindsey	Cherry Willingham	20	31	64
West Lindsey	Dunholme and Welton	9	38	82
West Lindsey	Gainsborough East	14	29	45
West Lindsey	Gainsborough North	5	14	19
West Lindsey	Gainsborough South-West	19	43	79
West Lindsey	Hemswell	1	6	13
West Lindsey	Kelsey Wold	1	5	13
West Lindsey	Lea	1	4	11
West Lindsey	Market Rasen	14	32	67
West Lindsey	Nettleham	5	16	34
West Lindsey	Saxilby	6	37	58
West Lindsey	Scampton	10	21	34
West Lindsey	Scotter and Blyton	7	29	59
West Lindsey	Stow	2	9	22
West Lindsey	Sudbrooke	15	24	59
West Lindsey	Torksey	2	6	10
West Lindsey	Waddingham and Spital	0	2	9