



The Graduate Leadership Fund

What is the Graduate Leadership Fund?

Raising standards, aspirations and encouraging a culture of continuous growth and professionalism in early years settings is a priority both locally and nationally. The Graduate Leadership Fund (GLF) is a Government funded initiative designed to enable the employment and in house growth of Early Years Professionals in private, voluntary and independent (PVI) full daycare settings. It is part of the Government plan to meet the Childcare Act and improve outcomes for all young children and reduce inequalities between them.

As outlined in the Next Steps for Early Learning and Childcare – Building on the 10-Year Strategy – (download the strategy at <http://publications.dcsf.gov.uk>), the aim is

- ⇒ To have at least one Early Years Professional in every setting by 2015
- ⇒ Ensure that everyone working in the early learning and childcare sector have at least a full and relevant L3 qualification by 2015

The Government has committed GLF funding, in principle, until 2015 to enable settings to attract, develop and retain a high quality workforce. The rate of funding from year to year may vary and is managed locally by Plymouth City Council.

For full details of DCSF guidance please visit

<http://www.dcsf.gov.uk/everychildmatters/strategy/deliveringservices/workforcereform/earlyyearsworkforce/earlyyearsworkforce/>

Why should we apply?

Evidence shows that a supported and better qualified workforce improves morale, raises standards and improves the workplace which in turn impacts positively and directly on children and young people. The GLF will enable your setting to enhance salaries to improve retention of your qualified and quality staff.

Part of the funding can be used to support Continuous Professional Development (CPD) for all staff. Supporting staff in their career aspirations helps to cultivate and embed a culture of professional development.

Who can apply, are we eligible?

Is your setting?

- ⇒ **Full daycare**
- ⇒ **Delivering the EYFS**
- ⇒ **Employing a practitioner working towards a L5 Early Years Foundation Degree (EYFD) - minimum of Level 3 full and relevant qualification**

If the answer to all these questions is yes, then your setting may apply for the Graduate Leadership Fund for at least one of your members of staff. Certain settings in Plymouth can apply for GLF funding for two practitioners. Please contact the Early Years Training team for further information.

Exceptions

Sure Start Children's Centres which receive Sure Start funding are not eligible to apply for GLF funding. If the Children's Centre childcare is provided by the PVI sector then they may apply, however, the setting must not be in receipt of Sure Start funding.

Criteria for application – what are we agreeing to?

There are three stages of funding for the Graduate Leadership Fund

- **Home Grown Graduate Incentive** – Practitioner working towards L5 foundation degree
- **Graduate Premium** - Practitioner who has completed foundation degree and working toward Early Years Professional Status
- **Early Years Professional Premium** – Practitioner has achieved Early Years Professional Status

The Practitioner

- ⇒ The practitioner selected for application **MUST** be leading practice within the setting. This involves work across all areas of the EYFS, not including the management and administration of the setting. We understand that for some settings it is necessary that it is the manager that settings are applying for however, unless they can evidence that they are leading practice for more than 16 hours a week, a full review will be undertaken of their eligibility which may result in funding being withdrawn or refused
- ⇒ GCSE Maths and English grade A to C (or equivalent) is currently an entry requirement for the Early Years Professional Status pathway. If the graduate leader does not currently hold GCSE grade A to C (or equivalent) in Maths and English they must be willing to work towards them in the course of their EYFD.
- ⇒ The Practitioner must commit to completing EYPS training within two years of receipt of their foundation degree

The Setting

- ⇒ The setting must offer full day care (at least four hours per day, 38 weeks per year)
- ⇒ The setting must deliver the Early Years Foundation Stage (EYFS)
- ⇒ The setting must agree to report on how funds are being spent and provide monitoring data as required
- ⇒ That the leader must work towards attaining both Maths and English GCSEs grade A-C before the begin the EYPS top up
- ⇒ To inform PCC when changes to staffing occur, as soon as they happen. Funding will be discussed on an individual basis, your setting may not lose funding if the practitioner leaves the setting

- ⇒ Commit to support the leader towards achieving their Early Years Professional Status (EYPS) within two years of completing the Early Years Foundation Degree (EYFD)
- ⇒ To submit an annual monitoring and reporting form provided by PCC on how the GLF funding has been spent. This is in the form of an annual Actual Spend Declaration which can be found at the above website

Breakdown of funding

DESCRIPTION	NAME OF FUNDING	ANNUAL AMOUNT	FUNDING TO BE USED FOR	TIMEFRAMES
UNDERGRADUATE Practitioner working towards Early Years Foundations Degree (EYFD). Yet to achieve full graduate status	Home Grown Graduate Incentive (HGGI)	£1500	Setting encouraged to offer financial incentive or bonus to practitioner. Remaining funds can be used for supply cover, associated costs and other members of staff Continual Professional Development (CPD)	Practitioner must commit to gaining Early Years Professional Status (EYPs) within three years of completing EYFD
GRADUATE Practitioner gained EYFD/holds a full and relevant degree and is working towards EYPs	Graduate Premium (GP)	£5000	50% must be used to increase the Practitioner salary. 50% to be used for supply cover, associated costs and other staff members CPD	Practitioner must commit to gaining EYPs within two years
PROFESSIONAL Early Years Professional Status	Early Years Professional Premium (EYPP)	£10000	50% must be used to increase the Practitioner salary. 50% to be used for supply cover, associated costs and other staff members CPD	Funding for EYPs committed 'in principle' until 2015

If you would like further information on criteria, eligibility or application for funding, please contact the Early Years and Childcare team on 01752 307 450

How to apply

New and ongoing applications are made in September. Settings apply on behalf of the practitioner via the relevant GLF application forms. You can download these application forms at

<http://www.plymouth.gov.uk/homepage/education/earlyyearsandchildcare/earlyyearscourses.htm> or contact The Early Years Team on 01752 307 450.

- **Applications for Early Years Professional status will only be processed between 1 September 2010 and 18 February 2011**
- **Payments will be made annually**

When will I receive funding?

Funding is paid annually and direct to the setting via a BACS payment following agreement by the Early Years GLF panel that all criteria have been satisfied.

Terms and Conditions

PCC reserve the right to contact settings via telephone, email, and letter or in person to discuss individual applications. PCC reserve to right to deny or withdraw funding for applications which do not meet the agreed criteria as listed on the application forms and in this guidance.