

**We have worked with a range of local authorities to develop bespoke solution packages to help them meet their local challenges**

## **Peterborough City Council - case study**

Peterborough City Council's early years team had observed the difficulties many nursery managers encountered in being able to attend local training courses. Shortages of qualified staff meant that managers had to miss training courses if cover was needed at their setting. Not only was this having a negative effect on the development of practitioners it was also not a cost effective way of delivering training. Coupled with this, the business support team had noted that many providers were coping with staff shortages by using expensive agency staff for long periods of time. This was having a damaging effect on their long-term sustainability.

### **NDNA solution**

A Service Level Agreement between Peterborough City Council and NDNA was established to appoint a Sustainability Support Officer to set up and manage a local not-for-profit Staff Bank.

#### **staff bank success**

- In 2008 the NDNA Staff bank provided 111 days of training cover to allow a minimum of 111 members of private, voluntary and independent day nursery staff in the Peterborough area to attend Peterborough City Council's Every Child A Talker and Social & Emotional Aspects of Development training
- In 2009 the NDNA Staff Bank provided 606 days of training cover. This represents a 445% increase on the year before
- Because of the NDNA Staff Bank, Peterborough City Council's training is now fully booked until June 2010
- The Staff Bank has saved the council 40% in reimbursed agency fees
- In 2009, the NDNA Staff Bank provided 1193 days of sickness and absence cover. The Staff Bank has solved a major challenge for the council's Childcare Advisors, who are now able to focus completely on their core duties
- The Staff Bank has, on average, saved nurseries more than 40% in agency fees thus having a hugely positive impact on their sustainability
- The Peterborough Staff Bank has 13 Level 3 qualified childcare workers who between 2008 and 2009 provided over 2,315 days of cover to nurseries in the area with a successful fulfilment rate of 91% in 2009.

*"The Staff Bank is excellent in alleviating the problem regarding cover for staff and these figures prove how useful it is."*

Julie Knight, Workforce Development Manager, Peterborough City Council.