



# Dismantling the barriers

Developing childcare in schools

Funded by  
  
Department  
for Education



## Acknowledgements

This *Dismantling the Barriers* guide and accompanying case studies have been produced by staff from Family Action's Childcare in Schools Team, and funded by the Department for Education (DfE).

Family Action would like to thank the schools taking part in the Childcare in Schools project for allowing us to develop case studies that record their journey to setting up school-based childcare for older children. You can find these case studies, as well as a wide range of other resources to support schools to set up childcare, at: [www.learning-exchange.org.uk](http://www.learning-exchange.org.uk).

- **London:** Redriff Primary School; Rye Oak Primary School; Fenstanton Primary School; Crawford Primary School; Paxton Primary School; Kingswood Primary School; Elm Wood Primary School.
- **North West:** Atherton Community School; Castle Hill St Philip's C of E Primary School; The Ferns Primary Academy; Oakfield High School and College; Park Lee Community Primary School.

Additional thanks go to other school-based childcare providers for: allowing us to visit; sharing their experiences of developing school-based childcare; and helping us to develop a set of case studies demonstrating how they have overcome barriers to set up flexible and affordable childcare provision on a school site. Extracts from some of these case studies are included in this guide. For the full range of case studies, visit [www.learning-exchange.org.uk](http://www.learning-exchange.org.uk).

We would also like to thank: Paul Mephram (cover design); Kirsty Cummons, Schoolcomms.

Unless otherwise indicated, photos included are © Photos.com ([www.photos.com](http://www.photos.com))

### V5.1 (last updated March 2016)

#### Disclaimer:

The *Dismantling the Barriers* resources contain examples of school-based provision across England. These are provided as illustrations of points made. The guide and case studies also refer to products and services that are used by childcare providers that contributed to our case studies. The DfE and Family Action do not endorse or recommend any of these products, services or companies. You are advised to undertake due diligence by checking out all the products, services and companies yourself before using them or acting on information supplied.

We recommend that you visit the DfE website for up-to-date guidance and policies relating to childcare in schools.

Funded by



Department  
for Education



Building  
stronger  
families



# Contents

Introduction

- 1 Choosing a model
- 2 Affordability
- 3 Flexibility
- 4 Transport
- 5 Marketing
- 6 Administration
- 7 Access to premises
- 8 Staffing

Conclusion



*Pupils with Debra Murphy, Principal,  
The Ferns Academy, Bolton, NW*

# Introduction

## School-based childcare for older pupils

**Setting up and running a successful and sustainable childcare business anywhere means finding a balance between offering families the high-quality, flexible and affordable childcare service they require, while also ensuring you operate your business efficiently too.**

**This includes recruiting and keeping skilled staff, communicating effectively with parents, offering age-appropriate and varied activities for children, dealing efficiently with a wide range of administration tasks, and ensuring that the childcare provision generates sufficient income to cover its costs.**

**Setting up a full-year childcare provision on a school site (8am to 6pm, 50 weeks a year) brings its own challenges – dealing with multiple stakeholders (eg governors, local authority, families, staff), gaining access to premises during the school holidays, and making transport arrangements to name but a few.**

**Schools working with children with special needs and disabilities (SEND) will have additional barriers to overcome, such as finding suitably trained staff to work with children with SEND and ensuring the provision will meet recent SEND reforms and requirements.**

**Setting up school-based childcare for older pupils (eg aged 8 to 14) can also be different from working with younger children – not just in terms of how to register the provision, but also in terms of countering perceptions that older children do not need childcare, and of providing engaging activities for this particular age group, so that they want to attend sessions.**

### About this guide

*Dismantling the Barriers* provides guidance for schools and other childcare providers on how to develop affordable and flexible childcare provision on a school site (8am to 6pm, 50 weeks a year).

Both the guide and the accompanying set of case studies offer tips on how schools can dismantle a range of barriers to offering childcare outside normal school hours and during the holidays.

All the *Dismantling the Barriers* resources draw on the learning gained by Family Action's Childcare in Schools team, which supported selected schools in England to develop childcare on the school site (see below and overleaf).

As well as showing how schools supported by the charity have overcome challenges to set up school-based childcare provision, this guide highlights the positive impact that 8am to 6pm childcare provision can have – both on families, in terms of supporting parents to access work and training, and on the schools themselves, by improving their reputation in the local community.

### About the Childcare in Schools programme

With funding from the Department for Education (DfE), Family Action offered selected schools in the North West (Wigan/Bolton) and London (Southwark/Lambeth) free bespoke support to plan and deliver sustainable school-based childcare (8am to 6pm, 50 weeks a year).

The charity worked with a wide range of schools (primary, secondary, maintained, free, academy, special, cluster, federation etc).



## Bespoke support

Project Leaders and Project Workers from Family Action's Childcare in Schools team provided dedicated support to participating schools in both areas of the country for two years (April 2013–March 2015).

The team's work during the first year of the programme involved supporting schools to:

- carry out a mapping exercise with families to establish their childcare needs
- audit existing local provision
- establish a steering group
- explore appropriate models of working (eg commissioning an external provider to deliver the school-based childcare)
- devise a full programme of childcare
- put in place any staffing requirements
- overcome any identified challenges (eg site access, transport).

During the second year of the programme, Family Action's Childcare in Schools team continued to support participating schools to:

- market and launch their new school-based childcare service for older children
- commence the delivery of their childcare provision
- assist with operational problems and offer advocacy and brokerage
- assess and evaluate the provision
- manage a mapping exercise to establish ongoing future needs

- explore funding opportunities to help make the provision sustainable beyond the initial two years of the programme
- share the learning with other schools wanting to set up school-based childcare provision for older pupils, through a series of free training sessions.

## Universal support

Further free support was provided to schools across England wishing to develop school-based childcare, through e-newsletters and via the Learning Exchange:

[www.learning-exchange.org.uk](http://www.learning-exchange.org.uk).

## Further information

- Family Action was funded 2013-15 by the Department for Education (DfE) to support schools to develop wraparound and childcare provision. Find out more about the project, and download a wide range of free resources from: [www.learning-exchange.org.uk](http://www.learning-exchange.org.uk)
- Our Learning Exchange Facebook page gives links to events, suppliers, equipment, training and venues that might be of interest to school-based childcare providers: [www.facebook.com/pages/Learning-Exchange/904749822892733?sk=timeline](https://www.facebook.com/pages/Learning-Exchange/904749822892733?sk=timeline)

Produced by Family Action: Unit 24 Angel Gate, City Road, Islington, London EC1V 2PT  
[www.family-action.org.uk](http://www.family-action.org.uk)

Registered charity in England and Wales no: 264713

Registered company limited by guarantee in England and Wales no: 01068186

Read our disclaimer: [www.family-action.org.uk/disclaimer](http://www.family-action.org.uk/disclaimer)

*Last updated: 4.3.16*

