

## Section A: What GLF funding can we apply for?

### 1. Employ or recruit an Early Years Professional (EYP)

What can we apply for?	Apply for EYP Achievement Reward – Up to £6,000 per year paid in six monthly instalments – guaranteed continued payments up to at least March 2011 (although Government committed to fund graduates in EYPs up to at least 2015). EYP Must remain in post (or recruit replacement) and setting must continue to meet the eligibility criteria for funding to continue.
What is it for?	EYPS Achievement Reward Minimum of £2.30 per hour must be used to boost the EYPs wages  £1500 to be used on any or all of the following: - Implementing the EYFS (EYP taking the lead) - Professional development of all staff - Increasing nominated persons salary
Can we apply for anything else?	If employ other staff working towards the EYPs Foundation Degree settings can apply for the 'Support Strands' of the Graduate Development Incentive, including £250 per year for Study Release, per EYPs FD student (up to 3 years). To support the cost of releasing staff for revision & to undertake assignments. The student can also claim course fee and bursary funding.

### 2. Employ or recruit a Level 5/6 qualified staff member willing and able to gain EYPS within 2 years

What can we apply for?	Apply for EYP Progression Reward– Up to £3000 per year for up to 2 years, once EYPS achieved this funding ceases and EYP Achievement Reward commences (see example 1).
What is it for?	EYP Progression Reward Minimum of £1.15 per hour must be used to boost the nominated persons wages.  £750 to be used on any or all of the following: - Implementing the EYFS (EYP taking the lead) - Professional development of all staff - Increasing nominated persons salary
Can we apply for anything else?	If employ other staff working towards the EYPs Foundation Degree settings can apply for the 'Support Strands' of the Graduate Development Incentive, including £250 per year for Study Release, per EYPs FD student (up to 3 years). To support the cost of releasing staff for revision & to undertake assignments. The student can also claim course fee and bursary funding. Funding subject to availability.

### 3. Employ or recruit staff member(s) working towards the EYFD or Level 5 or 6 staff member working towards GSCE Maths and/or English GCSE (grade A-C)

What can we apply for? | Apply for Graduate Development Incentive- Up to £2000 per year up to 3 years. Setting commits to employing an EYP within 2 years of first EYs FD student gaining Level 5. Once qualification achieved & nominated person start EYPS Pathway this funding ceases and EYPS Progression Reward commences (see example 2).

Also apply for the 'Support Strands' of the Graduate Development Incentive, including £250 per year for Study Release, per EYFD/GSCE student (up to 3 years). To support the cost of releasing staff for revision & to undertake assignments.

What is it for? | Graduate Development Incentive  
Minimum of £0.50 per hour must be used to boost the nominated persons wages.

£100 to be used on any or all of the following:

- Implementing the EYFS
- Professional development of all staff
- Increasing nominated persons salary

Can we apply for anything else? | No – not until you employ or recruit a Level 5/6 qualified staff member willing and able to achieve EYPS (see examples 1 and 2), which is likely to be when your first EYs FD degree student completes their Level 5 qualification, unless you recruit at this level beforehand.

However, all staff studying for the EYFD can also apply to Swindon Sure Start for funding for the cost of the EYFD, payable direct to the Training Provider. £645p/a for 3 year course; £3225 p/a for 2 year course. (actual cost only, subject to availability)

They may also be eligible for a bursary of £300 to help with study costs

### 4. Employ one Level 5/6 member of staff, but they are unwilling and/or unable to achieve EYPS

What can we apply for? | The staff member must complete a form, explaining why they cannot gain EYPS (Swindon Sure Start will provide this).

If you recruit someone with Level 5/6 qualifications who are willing and able to achieve EYPS (or even better, they already they have this status), you can apply for the EYP Rewards (see examples 1 and 2)

Or, if you employ/recruit a member of staff working towards the EYs FD, you can apply for the Graduate Development Incentives (see example 3).

What is it for? | EYP Rewards – see examples 1 and 2  
Graduate Development Incentive – see example 3

Can we apply for anything else? | See examples relating to other incentives and rewards you apply for.

## Section B: What happens if...?

### 5. Graduate or EYs FD student leaves setting or they are now unwilling or unable to gain EYPS, and you don't employ another member of staff at that level willing and able to achieve EYPS

What will happen to our funding?

You must complete an Exit Questionnaire with the graduate or student, and submit it with a Contingency Plan detailing how you intend to achieve the EYPS target.

Your funding will be reviewed following the outcome of your Contingency Plan and our discussions. The solution you seek to continue to meet the EYP target will affect which strands of GLF funding you are eligible for. Priority for continued funding is in the following order, and will be decided on a case by case basis:

Settings who...	Funding	Example (Section A)
1 <sup>st</sup> Recruit an EYP	EYP Achievement Reward	1
2 <sup>nd</sup> Recruit a Level 5/6 staff member	EYP Progression Reward.	2
3 <sup>rd</sup> Recruit a staff member working towards EYFD (ideally nearing completion)	Graduate Development Incentive	3
4 <sup>th</sup> Recruit or develop staff starting 1 <sup>st</sup> year of EYFD	Graduate Development Incentive	3

(all above should be willing and able to complete EYPS)

What if we can't do any of these?

We will work with you to try to find a viable solution. Your existing funding will continue up to the end of the current period, as long as you clearly demonstrate your continued commitment to employ or develop an EYP.

If it transpires that you cannot replace the graduate or develop/recruit staff to achieve the EYFD, your funding will cease from the start of the next payment period.

You will be asked to re-pay any unspent funding.

You will not be asked to repay funding you have spent (as per expenditure conditions) as long as your commitment to gain EYPS was deemed genuine, and you demonstrate willingness to continue to seek solutions to achieve the EYPS target in the near future. Re-applications for the Graduate Leader Fund will be considered on a case by case basis, and your previous allocations of funding will be taken into account.

**6. Graduate or EYFD student goes on maternity leave or long term sick, and you don't employ another member of staff at that level willing and able to achieve EYPS**

What will happen to our funding?

EYP Achievement Reward

Funding will continue for max. 1 year, unless the EYP decides not to return to work (see example no. 5).

You should seek maternity or sickness cover at the same level as the staff member they are replacing (ideally with EYPS, Level 6 or 5).

EYP Progression Reward

If your level 5/6 staff continue to progress towards EYPS while on leave, funding will continue. If they put progression on hold we will negotiate with you and the graduate or EYFD student a reasonable period to extend the target to achieve EYPS within. Depending on the outcome of these negotiations, funding may continue, be reduced or cease.

Graduate Development Incentive

If they continue to progress towards EYFD while on leave, funding will continue. If they put progression on hold we will negotiate with you and the EYFD student a reasonable period to extend the target to complete the qualification within. Depending on the outcome of these negotiations, funding may continue, be reduced or cease.

What if we don't return to work or continue towards EYPS?

See example no 5.

## Important Notes

Funding confirmed until March 2011 as long as setting remains eligible and EYP continues in post

EYPS Rewards: 1 payment regardless of number of prospective EYPs or EYPs employed. However some settings may be eligible for further financial support if your setting predominantly cares for children living in the 30% areas of disadvantage (see notes for actual areas), to employ or develop two EYPs in your setting.

Sessional groups can apply for 'Support Strand' of Graduate Development Incentive

All settings to complete Action Plan detailing how they intend to reach the EYPS target within the timescale –action plan can be found at the back of the GLF EYP Pathway Application Form.

If recruiting or employing a level 5/6 staff member who does not hold a relevant degree (i.e. EYs Foundation Degree, BA Childhood Studies), they must be accepted onto an EYPS pathway before funding can be released.