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Foreword

Every child deserves the best start in life. The quality of early years experiences lay the foundation for future success and happiness.

We already know that children do better if they receive a high quality early education, one which gives them the opportunity to play, learn and make friends. It helps parents too. Happy children means happy, more relaxed parents. Parents that are more likely to think about their own opportunities such as training or jobs and careers. And that’s exactly what’s needed for London’s economy to thrive and for business to access talent.

But high quality should not come with a high price tag. Every family should be able to access quality, affordable early years provision that suits their needs.

That’s why the Mayor and I are working with partners across London to explore ways of supporting such provision - including funding activities. The Mayor’s three Early Years Hubs have been working for over a year now, bringing together early years providers, local authorities, schools and colleges to increase the number of children able to access free and high quality early education. Each hub has a specific focus informed by local needs, but they all have a common aim – to support local families and improve children’s lives.

We are aware that the existing early years and childcare offer is complex and difficult to navigate, especially for less advantaged families and those without a support network to fall back on. The Mayor’s London Early Years Campaign seeks to raise awareness about how early education can help children in their development. From February to October 2019, eleven organisations across London are running creative activities to engage local families with pre-school children. This work is supported by our marketing campaign, which encourages parents of two-year-olds to help their children play, learn and make friends through early education.
Ultimately, it’s high quality provision that makes the real difference. And any organisation is only as good as the people who work for it. Supporting the early years workforce remains one of our key priority areas. Over the next two years, the Mayor’s Early Years Leaders Programme will help practitioners improve their leadership and business skills, and in turn, improve outcomes for children.

Early years education also encourages greater social integration. It gives both families and children a chance to mix with others, make friends and extend their social network – a vital part of everyone’s life. The Mayor’s London Family Fund is already supporting families across the capital to improve social networks, reduce isolation and bring children and families together.

Since our Early Years in London: Baseline and Consultation report last year, both the quality and access to early years in London has improved. More London mothers are in paid employment and more 2-year-olds are accessing their early years entitlement. But there is more work that needs to be done.

This report provides an overview of the responses we have received to our consultation, and an update on the data and the activities the Mayor has undertaken to support the sector and London families.

Joanne McCartney
Deputy Mayor, Education and Childcare
Improving early years in London

WHAT WE WANT TO ACHIEVE IN LONDON

Although the Mayor has no statutory powers related to early years, he recognises the impact of early childhood experiences and the importance of this area of work.

In his manifesto, the Mayor pledged to ‘make childcare more affordable and accessible with a strategy that delivers for business and workers’. This means we want:

Children to have better outcomes
• Children to learn well in the early years so they are ready for school

Childcare to not be a barrier to work
• Families to have higher incomes because parents are able to work
• Employers to be able to find skilled and reliable staff, because parents are not locked out of the labour market by childcare needs

The GLA works with partners across London to help deliver the Mayor’s ambitions for early years and childcare. Together we are working to:

• Improve the quality of early years provision for all children, particularly less advantaged
• Improve access so all families can find and pay for childcare that meets their needs

We have established and lead London Early Years Stakeholder Group comprising of representatives from Department for Education, Ofsted, London Councils, providers and GLA officers. The group meets regularly to debate issues affecting early years in London and work together to develop effective polices.
OUR THEORY OF CHANGE

The impact of high quality early education is two-fold: it improves children’s outcomes, and it makes it easier for parents to work and improve their family’s financial situation.

Our theory of change includes measurements which we are using to assess whether London parents have better access to quality early years education.

Access to high quality early education and childcare supports the Mayor’s wider priorities to reduce economic inequality and health inequality, and to increase social integration. Economic inequality is reduced in the short term when parents are able to work in ways that suit them and their families, and in the longer term through improvements in children’s outcomes. Health inequalities are reduced directly through education that influences healthy ways of living, and indirectly through reductions in poverty and the negative health impacts of poverty.

When children, parents and carers from different backgrounds come together in early years settings there are more opportunities for shared experiences; building trust, belonging and connection between groups, improving social integration.
Our theory of change

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**KEY INDICATORS**
- Ofsted outstanding or good
- EYFSP good
- FEEE 2-year old uptake
- Mothers’ employment rate

**WHAT NEEDS TO HAPPEN**
- Improve quality
- Improve access

**WHAT WE WANT TO ACHIEVE IN LONDON**
- Children have better outcomes
- Childcare is not a barrier to work

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EYFSP Early Years Foundation Stage Profile
FEEE Free Early Education Entitlement
People are less vulnerable to effects of poverty.

Children learn healthy behaviours.

Low income families increase their earnings.

Childcare is not a barrier to work.

Diverse families access early years provision.

Improved social integration.

Families face fewer barriers to mixing.

All children have what they need to succeed in life.

Children get higher paid jobs when they grow up.

Children have better outcomes.

Children learn healthy behaviours.

Reduced health inequality.

Reduced economic inequality.

People are less vulnerable to effects of poverty.

How early years relates to our other areas of work.
WHAT WE MEASURE

We are using a series of measures to help us find out whether access to and quality of early years provision is improving in London.

Our indicators were selected based on research by the Family and Childcare Trust, with input from local authorities and Ofsted. This was then subject to public consultation. The indicators need to be based on publicly available data, which is available in a reasonable timescale from collection, is likely to continue to be available, and is based either on full populations through administrative data or on a reliable sample. This ruled out some potential indicators which were based on survey data, either because the sample size was not big enough to give outcomes specific to London, or because it was not clear whether they would continue to be collected.

Where possible, indicators are available at local authority level and breakdowns are available for different demographic groups (ethnicity, gender, and socio-economic status).

Our four key outcomes indicators for London are:

1. **Ofsted outstanding or good:** Ofsted inspection ratings for early education providers, by number of children and places

2. **Early Years Foundation Stage Profile (EYFSP) good:** the proportion of children in London who have a ‘good level of development’ at age five, as measured by the Early Years Foundation Stage Profile

3. **Free Early Education Entitlement (FEEE) 2-year-old uptake:** the proportion of two-year-olds who are entitled to fifteen hours of free early education (the most disadvantaged) a week who take up this entitlement

4. **Mothers’ employment rate:** the proportion of mothers who are in paid employment (either full time or part time)

For some of these outcomes, we are particularly interested in specific groups, or in the differences between groups. Where data is available, we are also interested in the differences between London boroughs, and how our indicators relate to each other at a borough level.
Consultation results

Our Early Years in London: baseline and consultation document, published in March 2018, proposed 4 indicators to measure whether both the quality and access to early years education in London is improving.

The proposed indicators were based on research by the Family and Childcare Trust and include input from local authorities and Ofsted:

1. Ofsted outstanding or good
2. Early Years Foundation Stage Profile (EYFSP) good
3. Free Early Education Entitlement (FEEE) 2-year-old uptake
4. Mothers’ employment rate

Our consultation asked:

1. Whether we had chosen the right indicators to measure progress on early years and childcare in London
2. What you or your organisation were doing to improve access to high quality childcare in London
3. What you thought were the key challenges in improving access to high quality childcare in London
4. Whether you were aware of any successful examples from other organisations or places to improve access to childcare? And if so, what they were

We received responses from a wide range of early years organisations, parents and others.
RESPONDENTS TO Q1 agreed that we had chosen the right indicators. Many respondents provided comments and suggestions to expand on the range of proposed indicators, including, amongst others: obesity levels; take up of 30 hours free childcare and the 15 hours of universal offer for 3 and 4-year-olds, and measuring the employment rates of the whole family. Some respondents suggested that an Ofsted rating does not necessarily represent a reliable measure of quality of early years experiences, due to the frequency of inspections and lack of reference to a proportion of qualified staff.

Based on the consultation responses, we have added a comparison on the Early Years Foundation Stage Profile (EYFSP) good indicator:

- between children eligible for Free School Meals (FSM) and their peers; and
- an attainment gap between all children and those in the lowest 20 per cent.

The Department for Education is currently reviewing the Early Learning Goals and Areas of Learning in the Early Years Foundation Stage. The outcome of the review may impact on the comparability of this indicator in future years. We will keep this indicator under review as more information on the review emerges.

RESPONDENTS TO Q2 provided a host of examples of how they support access and quality of early years provision, including how they deliver a flexible childcare offer for working parents, train early years professionals and teachers, and offer workshops to parents.

RESPONSES TO Q3 identified a number of challenges in improving access to high quality childcare. These were mainly linked to funding rates, difficulties in meeting the cost associated with delivering early years provision, insufficiency of supply and workforce skills. A low profile of childminders was also cited as one of the issues for London.

RESPONDENTS TO Q4 provided examples of both home-grown and international good practice. We are keen to build on these good practice examples.
Indicators and data

1. OFSTED OUTSTANDING OR GOOD

Ofsted inspection ratings for early education providers, by number of children and places.

About this indicator

Ofsted grades are an indicator of the quality of early education provision. There are four possible grades: Outstanding, Good, Requires Improvement, and Inadequate. Data at child and place level is used because providers vary considerably in size.

Some children receive their early education in a school nursery class or a maintained nursery school, and some from a private or voluntary provider, including a childminder (known as ‘EY registered providers’). Outcomes are not directly comparable because data for schools is based on the actual number of children in attendance, whereas EY register data is based on maximum setting capacity – actual occupancy may be significantly different. For example, some providers may not operate to their full capacity and some may offer part-time places, effectively having more than one child per registered full-time place. There are no Ofsted grades for children attending an independent school.

Data on inspection results for providers registered on the Early Years Register is published by Ofsted at: https://www.gov.uk/government/collections/early-years-and-childcare-statistics

Data on inspection results for maintained schools and academies is published by Ofsted at: https://www.gov.uk/government/collections/maintained-schools-and-academies-inspections-and-outcomes-official-statistics

To calculate the number of children in early years provision in schools by Ofsted grade, we combined this data at a provider level with data on class sizes from the National Schools Census, which is available at https://www.gov.uk/government/statistics/schools-pupils-and-their-characteristics-january-2018
Headline data: Ofsted outstanding or good

**Overall indicator for London**

- **96 per cent** of early years children in schools attend a setting which is ‘good’ or ‘outstanding’
- **93 per cent** of places offered at EY register provider are in ‘good’ or ‘outstanding’ settings

**How London compares to the rest of the UK**

Children in London schools are **more likely** to be attending a good or outstanding setting than in the rest of England

Places with London EY register providers are **slightly less likely** to be in a good or outstanding setting than in the rest of England

**How this indicator has changed over time**

Since 2017 both, the number of children in a school and the number of places at a provider, which is ‘good’ or ‘outstanding’ has decreased by one per cent
Differences between London boroughs

There is a gap of 16 percentage points between the local authorities with the highest and lowest proportion of children in schools which are rated good or outstanding.

There is a gap of 18 percentage points between the local authorities with the highest and lowest proportion of children in private and voluntary provision that is rated as good or outstanding.

Since 2017, a gap between the local authorities with the highest and lowest proportion of children in schools which are rated good or outstanding has reduced by two per cent. The gap in private and voluntary provision has increased by seven per cent.

Differences between groups of children in London

There is no regularly-updated administrative data available on different groups of children within London.
Borough level data: % of early years children and places at provision rated by Ofsted as 'Good' or 'Outstanding', for schools and private and voluntary providers

There is significant variation in the number of children using different types of early years provision between the boroughs. In particular, some boroughs have a small number of schools with early years provision, and some of these schools have a large number of early years children. This means a few providers with a low grade can have a substantial effect. Similarly, private and voluntary providers vary in size, and a large provider with a low grade can make a large difference to the overall figure for a borough.
Further detail on this indicator

• Where schools have a separate early years inspection grade, this is used, and where they do not, the overall school grade is used. For maintained nursery schools we have used the overall school grade. This is consistent with Ofsted’s approach in its own reporting.

• School early years grades include both nursery classes and reception classes, but our child-level data only counts children in nursery classes.

• In the schools data, children are counted whether they attend full time or part time

• The EY Register shows maximum capacity (at any one time) not actual capacity, which may be considerably different

• Two or more children attending part time may use one ‘place’ on the EY Register

• Some places from providers on the EY Register may also be available for older children

• Providers are not included until they have had their first full Ofsted inspection (‘met’ or ‘not met’ outcomes, where providers have been inspected before they have children on the premises, are excluded)
2. EARLY YEARS FOUNDATION STAGE PROFILE (EYFSP)

The proportion of children in London who have a ‘good level of development’ at age five, as measured by the Early Years Foundation Stage Profile

About this indicator
The Early Years Foundation Stage Profile (EYFSP) is an assessment of a child’s level of development at the age of five. It is conducted by teachers in school based on their observations of the child – there are no tests. Data is available for all children in state schools in England.

Children are said to have a good level of development if they reach at least the expected level in five key areas: communication and language; physical development; personal, social and emotional development; literacy; and mathematics.

Headline data: Early Years Foundation Stage Profile (EYFSP)

Overall indicator for London

74 per cent of children have a good level of development at age 5

How London compares to the rest of England

London has better outcomes than the national average. The average for England is 72 per cent

How this indicator has changed over time

The proportion of children achieving a good level of development in London increased by 6 percentage points between 2015 and 2018

The proportion of children achieving a good level of development in London increased by one percentage point between 2017 and 2018

The percentage of children achieving a good level of development at a national level increased by two per cent between 2017 and 2018
Differences between London boroughs

There is a gap of 12 percentage points between the local authorities with the highest and lowest proportion of children achieving a good level of development.

The gap between the local authorities with the highest and lowest proportion of children achieving a good level of development has increased by one percentage point between 2017 and 2018.
Differences between groups of children in London

There is a gap of **12 percentage points** between girls and boys.

There is a gap of **12 percentage points** between children living in the most and least deprived areas of London.

There is a gap of **12 percentage points** between the highest achieving ethnic group (Chinese) and the lowest achieving ethnic group (Black/Black British).

Since 2017 the gap between children living in the most and the least deprived areas of London has **narrowed by one per cent**. The gap between girls and boys has remained the same.

There is a gap of **11 percentage points** between children eligible for free schools meals and those that are not.

There is a **31 per cent attainment gap** between all children and those in the lowest 20 per cent, this is slightly lower than the national average of 32 per cent.
Borough level data: % of children with a good level of development at age 5 and child deprivation (IDACI)

Index of deprivation affecting children

- Area of low child deprivation
- Area of medium child deprivation
- Area of high child deprivation

EYFSP - good level of development

- 69%
- 70% - 72%
- 73% - 74%
- 75% - 76%
- 77% and more
### Child level data: % of children with a good level of development at age 5

<table>
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<tr>
<th>Deprivation Decile (IDACI)</th>
<th>Boys</th>
<th>Girls</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10% most deprived</td>
<td>68%</td>
<td>80%</td>
</tr>
<tr>
<td>10-20%</td>
<td>72%</td>
<td>80%</td>
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<td>20-30%</td>
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<tr>
<td>90-100% least deprived</td>
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<table>
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<tr>
<th>Ethnicity</th>
<th>Boys</th>
<th>Girls</th>
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<tr>
<td>White</td>
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<tr>
<td>All</td>
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<td>80%</td>
</tr>
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</table>

Numbers have been rounded up to the nearest 100.

Please note that the deciles shown here are national IDACI deciles. In London the number of children in each decile is not evenly dispersed.

There are also substantial differences in the number of children in different ethnic groups – less than 1 per cent of children assessed are Chinese, compared to 41 per cent who are white.
3. FREE EARLY EDUCATION ENTITLEMENT (FEEE) 2-YEAR-OLD UPTAKE

The proportion of two-year-olds who are entitled to fifteen hours of free early education a week who take up this entitlement.

About this indicator
This indicator shows the percentage of eligible children who use at least part of their free early education entitlement for two-year-olds. Children are eligible for 15 hours a week of early education, 38 weeks a year in the school term following their 2nd birthday if:

• Their parents receive certain income-related benefits
• They have a current statement of Special Educational Needs, an Education Health and Care plan, or they receive Disability Living Allowance
• They are looked after by the local authority, or have been looked after in the past

This data is collected annually by the Department for Education, based on information sent from providers every January. The most recent available data is from January 2018. Headline data and detailed breakdowns are available from https://www.gov.uk/government/statistics/education-provision-children-under-5-years-of-age-january-2018. Data on the proportion of all 2-year-olds entitled to free early education is based on GLA population projections for 2018 https://data.london.gov.uk/dataset/projections
Headline data: Free Early Education Entitlement (FEEE) two-year-olds

Overall indicator for London

61 per cent
of eligible two-year-olds in London use their free early education entitlement

How London compares to the rest of England

72 per cent
of eligible two-year-olds in England use their free early education entitlement. London is below the rest of England

How this indicator has changed over time

Uptake of the free early education entitlement for two-year-olds in London has risen by 15 percentage points since 2015

Since 2017 London uptake has risen by three percentage points, compared with one percentage point increase at a national level.
Differences between London boroughs

There is a gap of 64 percentage points between the local authorities with the highest and lowest uptake of free early education for two-year-olds.

There is a considerable difference in the proportion of children eligible for the free entitlement in different local authorities – it varies between 12 per cent and 55 per cent.

In general, local authorities with a lower proportion of eligible children have a higher uptake rate.

Since 2017 the gap between the local authorities with the highest and the lowest uptake has increased by 13 percentage points.

Differences between groups of children in London

There is no centrally-held data available on uptake of the FEEE by different groups.
Borough level data: eligibility and uptake for the two-year-old free early education entitlement

% 2yr olds eligible for free entitlement
- low eligibility
- medium eligibility
- high eligibility

Uptake of 2yr olds free entitlement
- 0% - 49%
- 50% - 59%
- 60% - 69%
- 70% - 79%
- 80% and more
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<th>Borough</th>
<th>Number of 2-year-olds</th>
<th>Number eligible for free entitlement</th>
<th>Uptake of free entitlement</th>
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<td>Uptake of free entitlement</td>
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<tr>
<td></td>
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</table>

NB. Population figures are rounded to the nearest 100. Uptake figures are rounded to the nearest 10. This means that percentages calculated from the rounded figures do not exactly match the percentages in the table.
4. MOTHERS’ EMPLOYMENT RATE
The proportion of mothers who are in paid employment (either full time or part time)

About this indicator
The maternal employment rate measures the proportion of women with dependent children who are in paid employment, either full time or part time. The availability and affordability of childcare is one factor which may influence whether women with children are in paid employment.

London has a low proportion of mothers in work compared to the rest of the UK.

We know that some fathers leave the workforce in order to look after their children, and the Mayor believes that both men and women should have a real choice about balancing their work and family lives. We present data about maternal employment rather than paternal employment because there are currently more non-working mothers than non-working fathers in London, making this a more robust impact measurement.

This data is collected by the Office for National Statistics as part of the Labour Force Survey. Regional breakdowns are not routinely available but a user-requested dataset is available at https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/economicinactivity/adhocs/007823employmentinlondonandukbyparentalstatussexandethnicity2012to2017

Data in this report is from 2018.
Headline data: Mothers' employment rate

Overall indicator for London

68 per cent of mothers with dependent children in London are in paid work

How London compares to the rest of the UK

 Mothers in London are less likely to be in paid work than mothers elsewhere in the UK. The UK figure is 74 per cent

How this indicator has changed over time

The proportion of mothers in paid work has risen by eleven percentage points since 2012

The proportion of mothers in paid work has risen by three percentage points since 2017

The gap between the proportion of mothers in paid work in London and the rest of the UK has closed from ten per cent in 2017 to seven per cent in 2018
Differences between London boroughs

Borough-level data is not available, due to small sample sizes at local level in Labour Force Survey data.

Differences between groups of children in London

There is a gap of 20 percentage points between the employment rate for white mothers and for Asian mothers.\(^1\)

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\(^1\) the two groups with the biggest disparity
Early Years in London: Report

Summary of indicators at borough level

Our indicators were chosen to track change across London rather than as a means of comparison between boroughs, but we believe that understanding borough-level differences can help identify and share areas of good practice.

We have borough-level data for the proportion of children achieving a good level of development on the EYFSP, the proportion of children attending schools with ‘good’ or ‘outstanding’ Ofsted grades, the proportion of places at ‘good’ or ‘outstanding’ EY register providers, and the proportion of two-year-olds using their free early education entitlement. We have contextual data on deprivation – as measured by the Income Deprivation Affecting Children Index – and on the proportion of two-year-olds entitled to free early education. We do not have borough level data on mothers’ employment rate as sample sizes are too small.
## Summary of indicators at borough level

<table>
<thead>
<tr>
<th>Borough</th>
<th>EYFSP good</th>
<th>2-year-old FEEE uptake</th>
<th>Ofsted outstanding or good</th>
<th>IDACI deprivation rank in London</th>
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</table>
What the Mayor is doing

While the Mayor has no statutory role regarding early years provision, he uses his influence to facilitate and support activity across the capital. Local authorities do have statutory responsibilities for many aspects of early years and childcare, and some of our activities are designed to support them with these duties.

Childcare Sufficiency Assessments
Together with London boroughs, we have developed a standard template for Childcare Sufficiency Assessments (CSA). The template aims to support boroughs with providing local information on the availability of childcare that is comparable across London. We will continue working with London boroughs to ensure the template remains current and meets their needs.

We have also created a London Early Years Datastore to support London boroughs with completing their Childcare Sufficiency Assessments (CSA). Our Datastore brings together publicly available data required to complete CSAs, such as Ofsted ratings, take up of free early education and the number of available childcare places. It also allows boroughs to compare their performance against London average and with other boroughs.

Early Years Hubs
Providing London families with the support they need to access high quality early education and childcare is a top priority. The Mayor’s Early Years Hubs, launched in January 2018, bring together early years providers, schools and wider partners, with the aim of improving access to high quality early education and childcare - particularly for families from less advantaged backgrounds – as well as promoting early years as a career choice. Each Hub has a specific focus, informed by the local needs.

Wandle Early Years Hub
Led by Chesterton Primary School as part of their Teaching School Alliance, the Wandle Early Years Hub (WEYH) works with early years providers and local families across both Wandsworth and Merton. WEYH has a particular focus on improving early intervention for children with special educational needs and disabilities (SEND). The hub has developed accredited SENCO training for staff working in childcare settings which will give them the skills, knowledge and confidence to identify early children with additional needs and provide adequate support.
Early Years in London: Report

Working Together Hub, Newham
Led by Sheringham Nursery School, this hub is based in Newham and builds on the work of the Learning Without Limits programme. This programme, dedicated to improving high quality nursery provision in the borough, developed seven ‘networks’ to take a collaborative approach to the problem. The hub is working borough-wide, with local providers, families and the local authority, to identify the barriers to take-up and to devise strategies for intervention – including increasing the numbers of places for disadvantaged two-year-olds in high quality settings.

BEYA Early Years Hub
Led by Barnet Early Years Alliance (BEYA), this hub aims to improve the quality and take-up of free early education in the borough’s East Central locality. The hub works with Barnet’s 0-19 Family Hub to improve the community’s knowledge of what’s available in the way of early education. It will engage Family Support Workers to help promote free early education and support the Private, Voluntary and Independent (PVI) sector in identifying any additional needs early on, ensuring timely referrals to relevant services. The hub also promotes free early education for funded 2-year-olds amongst parents attending stay and play sessions run by the community and voluntary organisations.

Early Years Leaders
Launching in March 2019, our new innovative Early Years Leaders programme, based on a coaching model, will support early years practitioners to improve their leadership, management and business skills. By developing the confidence and quality of the early years workforce, this two-year pan-London programme will improve the quality and sustainability of the capital’s early years sector and, in turn, outcomes for children.

London Early Years Campaign
We have launched a London Early Years Campaign to raise awareness about early education entitlements and how they benefit children. This year, eleven organisations across London are running activities for local families with eligible children. We’ll be supporting this work with a marketing campaign which encourages parents of two-year-olds to help their children play, learn and make friends through early education.
Healthy Early Years London
Following a successful pilot, the Mayor launched Healthy Early Years London (HEYL) across London in October 2018. HEYL is an awards scheme funded by the Mayor which supports and recognises achievements in child health, wellbeing and development in early years settings. Building on the success of Healthy Schools London, HEYL aims to reduce health inequalities by supporting a healthy start to life. That means promoting the benefits of healthy eating, oral and physical health and early cognitive development. HEYL complements and enhances the statutory Early Years Foundation Stage framework, adding to the focus on children, families, staff health and wellbeing. 32 London boroughs are committing investment to provide support for HEYL, with over 900 settings registered on the programme to date.

London Family Fund
Despite being a diverse city, many families don’t form networks with families from different backgrounds. Children growing up in deprived areas, from certain BAME groups, and disabled children, too often lack ways to meet and develop meaningful and lasting relationships with others. This unintended lack of integration can have an adverse effect on London families. We have developed the London Family Fund to help relieve any isolation experienced by some families during the crucial period of early parenthood. This year, nine organisations have been funded to deliver innovative activities across London to bring families together. The learning from these pilots will give us greater understanding of what works in bringing people together.

Nurseries Air Quality Audit
We know that breathing in dirty air affects children’s health and wellbeing. That’s why the Mayor’s Nurseries Air Quality Audit Programme will see 20 nurseries in the most polluted areas receive an air quality audit as well as starter grant funding to put in place the audit’s recommendations. This programme builds on the success of the Mayor’s air quality audits in 50 primary schools in London.

Childcare Deposit Loan Scheme
We have produced a practical guide on how to implement a Childcare Deposit Loan Scheme – an interest-free childcare deposit loan to support families with the upfront costs of childcare. The Mayor has already introduced this scheme to employees across the GLA family group (including Transport for London, the Metropolitan Police and the London Fire Brigade) and now wants to support and encourage other London leaders, organisations and businesses to do the same.
Good Work Standard
The Childcare Deposit Loan Scheme has been included in the Mayor’s Good Work Standard (GWS) - developed in collaboration with London’s employers, professional bodies and experts. The GWS sets out best employment practices and provides employers with information and resources to help achieve them, including family-friendly working practices. The Mayor wants all London employers to achieve the benchmark set by the GWS.

London Plan
The Mayor is using his statutory powers to ensure more childcare places are available across London. His draft London Plan is strengthening the requirement for developers and local authorities to consider childcare provision within new developments and for nursery provision to be considered in new primary schools.

European Social Fund
The Mayor’s European Social Fund 2019-23 programme will support adults and young people to gain relevant skills and find work or progress in their employment. The Parental Employment project will support parents who are out of work and parents in low paid work (earning below the hourly London Living Wage). It will offer personalised support to identify and overcome barriers to employment or progression, including accessing full entitlements to childcare support. The Sector Skills project will support adults and young people to gain relevant skills and find work in the early years sector.

We will set out London’s needs to central government to make sure early years provision is properly reflected in government policy and funding.

We have also established and led a regular early years stakeholder group to ensure childcare early years provision has strong policy and funding support. This comprises representatives from the Department of Education, Ofsted, London Councils, providers and GLA officers. Together they debate issues affecting early years support and London’s families, and work together to develop and advocate for effective policies.

For more information: london.gov.uk/early-years
Theory of change: How the Mayor can contribute to improving early years outcomes

**WHAT THE MAYOR IS DOING**
- Support EY leaders
- Healthy EY London
- London Family Fund
- Nursery AQP
- Early Years Hubs
- London EY Campaign
- Good Work Standard
- CC in London Plan
- CSA support
- Childcare Deposit Loans

**KEY INDICATORS**
- Ofsted outstanding or good
- EYFSP good
- FEEE 2-year-old uptake

**WHAT NEEDS TO HAPPEN**
- Improve quality
- Improve access

**WHAT WE WANT TO ACHIEVE IN LONDON**
- Children have better outcomes
- Childcare is not a barrier to work

We will also work to influence government early years policy as it relates to London

CC  Childcare
CSA  Childcare Sufficiency Assessment
EY  Early Years
EYFSP  EY Foundation Stage Profile
FEEE  Free Early Education Entitlement
AQP  Air Quality Programme
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