

# Early Years Updates

Summer 2019



# Deposits

- Providers can charge a refundable deposit to parents accessing the free entitlements for 2 year olds and the universal and extended entitlement for 3 and 4 year olds.
- The purpose of the deposit is to give providers certainty that a parent will take up the place.
- The deposit should be returned in full within a month of the child taking up the place
- It should be made clear to parents that if they fail to take up their place, the provider is not obliged to refund the deposit.



## Small Charity Guide

How to improve cyber security within your charity - quickly, easily and at low cost.

<https://www.ncsc.gov.uk/collection/charity>

If your charity has fallen victim to cyber crime, or any other type of fraud, you should report it to Action Fraud by calling 0300 123 2040, or by visiting the [Action Fraud website](#).

Charities should also [report fraud to the Charity Commission as a serious incident](#).

Cyber Security:  
Small Charity Guide



- Education inspection framework 2019
- New judgement proposed around quality of education:
  - Intent
  - Implementation
  - Impact
- Less emphasis on Ofsted looking at assessments, however you will need to be able to evidence the impact of your curriculum and how you identify next steps
- More emphasis on quality of education and care
- More emphasis on ensuring needs of all children are met with an ambitious curriculum

# Employment Law Changes 2019

## Increase in national minimum wage

25 years and over £7.83 -> £8.21

21- 24 years £7.38 -> £7.70

18 – 20 years £5.90 -> £6.15

Under 18's £4.20 -> £4.35

Apprentices £3.70 -> £3.90 (under 19 or first year of their current apprenticeship)



# Employment Law Changes 2019

## **Auto Enrolment Pension Contributions**

Currently employers contribute a minimum of 2% of pre tax salary and the individual 3%

April 2019 the employer will contribute a minimum of 3 % and the individual 5%

# Employment Law Changes 2019

## **Payslip Reminder**

- Everyone is entitled to a written/electronic payslip
- Each payslip has to include the total number of hours worked for those employees whose wages vary depending on how much time they have worked..

## Summer Term Surgery Sessions

Come and meet with the team to discuss any concerns or issues you may have regarding the committee or pre-school.

Venue: Startpoint Sholing  
Wednesday 19<sup>th</sup> June 10am –1pm  
Thursday 11<sup>th</sup> July 2pm –5pm



Book your time slot by emailing [Belinda.cone@southampton.gov.uk](mailto:Belinda.cone@southampton.gov.uk)



# Minds Matter

Southampton Early Years & Childcare Conference 2019  
will focus on staff/child/parent mental health and well being

Saturday 12<sup>th</sup> October 2019

Venue: HighPoint, Thornhill

Cost: £60

For further details and booking forms please visit our website

[https://sid.southampton.gov.uk/kb5/southampton/directory/family.p  
age?familychannel=9-9-2](https://sid.southampton.gov.uk/kb5/southampton/directory/family.page?familychannel=9-9-2)