

Graduate Leader Fund - Examples

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 - £10,000 per year paid in quarterly instalments – guaranteed continued payments up to at least 2011 (although Government committed to fund graduates in EYs 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 £5,000 must be used to boost the EYPs wages Remaining amount to be used implement the EYFS and for professional development of all staff
Can we apply for anything else?	If employ other staff working towards the EYs Foundation Degree settings can apply for the 'Support Strands' of the Graduate Development Incentive , including £500 per year for Study Release, per EYs FD student (up to 3 years). To support the cost of releasing staff for training and study. 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 - £5,000 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 £2,500 must be used to boost the prospective EYPs wages Remaining amount to be used implement the EYFS and for professional development of all staff See example 1 for details on how the EYP Achievement Reward can be spent
Can we apply for anything else?	If employ other staff working towards the EYs Foundation Degree settings can apply for the 'Support Strands' of the Graduate Development Incentive , including £500 per year for Study Release, per EYs FD student (up to 3 years). To support the cost of releasing staff for training and study. The student can also claim course fee and bursary funding.

3. Employ or recruit staff member(s) working towards the EYs FD

What can we apply for?	<p>Apply for Graduate Development Incentive- £1,500 per year up to 3 years. Setting commits to employing an EYP within 2 years of first EYs FD student gaining Level 5. Once EYs FD achieved this funding ceases and EYPS Progression Reward commences (see example 2).</p> <p>Also apply for the 'Support Strands' of the Graduate Development Incentive, including £500 per year for Study Release, per EYs FD student (up to 3 years). To support the cost of releasing staff for training and study.</p>
What is it for?	<p>Graduate Development Incentive</p> <ul style="list-style-type: none">▪ Implementing the EYFS▪ Professional development of all staff▪ Financial incentives for EYs Foundation Degree student(s) <p>+ £500 support strand for costs to release EYs FD student(s) for training</p>
Can we apply for anything else?	<p>No – not until you employ or recruit a Level 5/6 qualified staff member <u>willing</u> and <u>able</u> 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.</p> <p>However, all staff studying for the EYs FD can also apply to Dorset Sure Start for funding for the cost of the EYs FD, payable direct to the Training Provider. £800p/a for 3 year course; £1,200p/a for 2 year course.</p> <p>They may also be eligible for a bursary to help with study costs (£300p/a for 2 year course, £200p/a for 3 year course).</p>

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

What can we apply for?	<p>The staff member must complete a form, explaining why they cannot gain EYPS (Dorset Sure Start will provide this).</p> <p>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)</p> <p>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).</p>
What is it for?	<p>EYP Rewards – see examples 1 and 2</p> <p>Graduate Development Incentive – see example 3</p>
Can we apply for anything else?	<p>See examples relating to other incentives and rewards you apply for.</p>

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 (both documents provided by Dorset Sure Start).

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 st Recruit an EYP	EYP Achievement Reward	1
2 nd Recruit a Level 5/6 staff member	EYP Progression Reward.	2
3 rd Recruit a staff member working towards EYs FD (ideally nearing completion)	Graduate Development Incentive	3
4 th Recruit or develop staff starting 1 st year of EYs FD	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 EYs FD, 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 EYs FD 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 EYs FD 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 EYs FD while on leave, funding will continue. If they put progression on hold we will negotiate with you and the EYs FD 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 (Government have committed to continue investment in early years graduates until at least 2015)

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, 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.

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.