



# **Recruitment Information Pack**

**Chair of the Commission for Affordable  
Childcare**

## **About the Commission for Affordable Childcare**

The Hackney Mayor's manifesto, sets out a commitment to set up an Affordable Childcare Commission to map provision and access in the borough, support the growth of more public and private affordable child care options – including more social enterprise, third sector and co-op provision, and continue to invest in our network of local childminders.

The commission is precipitated by the current cost of living, increasing childcare cost and sustainability of childcare provision, all of which impact on childcare affordability. There is much local and national debate about the current funding of and costs of childcare and the increasing pressure on providers and families.

Hackney Council delivers a strong and high quality Early Years offer for children and families in the borough, including some childcare provision. Childcare in Hackney is delivered by a range of providers including Council maintained settings, Independent providers, and community and voluntary sector providers. Hackney Council invests more than any other London borough in childcare and early years provision and sees high quality services and good outcomes for children as a result. The Early Years Strategy articulates an aspiration to give all children the best start in life, and the importance of support to families who need extra help to overcome challenges they may face. It is envisaged that the findings and recommendations of the commission will inform service design and delivery to support the realisation of this aspiration.

The primary focus of the commission will be to explore opportunities, and make recommendations, for economical and efficient affordable childcare places in a range of settings to support children in need of early help, children at risk of underachievement or poor outcomes, and children living in low income households earning less than or the London average, to access quality provision to support child outcomes, and enable parents to access, or remain in employment.

## **Membership**

The make-up of the commission is anticipated to be:

- 1 Chair
- 1 Vice-Chair
- 5 Childcare providers
- 6 Parents / Carers
- 3 London Borough of Hackney Officers

## Role Description and Information

<b>Location:</b>	London (Hackney) / Hybrid
<b>Remuneration:</b>	£450 per day, 15 days over 6 months
<b>Duration:</b>	6 to 9 months, Fixed term contract
<b>Closing date for applications:</b>	17 October 2022

Affordable childcare is a growing challenge for parents and carers across the country. Increasingly parents and carers are reporting the pressure on living costs and the proportion allocated to childcare costs. In response to growing concern from Hackney residents, Hackney Council has committed to establishing a Commission for Affordable Childcare.

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## Roles and responsibilities

### The Chair will:

- Lead the commission acting as the main point of contact for approximately 6-9 months, supported by an Officer.
- Set the agenda and chair meetings of the commission. Ensure adequate time for informed discussion and consideration of agenda items and clear, effective decision making by members of the commission.
- Provide briefings to Executive and Senior Officers of the Council including the Deputy Mayor and Cabinet Member for education, young people and children's social care, and the Group Director for Children and Families on progress.
- Ensure that the commission is supported by the Executive and Council officers to ensure they have the information and context needed, whilst respecting their independence.
- Maintain focus, purpose, objective and scope of the commission set out in the terms of reference.
- Demonstrate independence, resilience, judgement and ability to get the best from the commission, whilst working in partnership with Officers and stakeholders.
- Demonstrate knowledge and experience of the subject at a national and local level.
- Oversee the work of the officers who are ensuring coordination and delivery coordination and delivery of the engagement programme within scope and timescale of the Commission.

- Finalise reports with interim findings and a final report with recommendations within the reporting timeline.
- Facilitate effective communication and constructive challenge between commission members and Hackney Council leaders.

## **The Candidate**

### **Essential skills and competencies:**

- An ability to communicate clearly, concisely and persuasively and listen attentively and respectfully to other views.
- An ability to establish professional and productive relationships a wide range of stakeholders;
- An ability to lead strategically in a high-profile environment;
- Has an understanding on the broad childcare offer, the Early Years and childcare sector, and the challenges facing the sector (on a national and local level)
- An ability to assimilate and synthesise complex information quickly
- An ability to analyse complex issues, including financial and economic information, to reach balanced, objective and independent judgements on them.
- A capacity to work in a sensitive area sometimes under the pressure of close public scrutiny.
- An ability to act, think and speak independently with conviction and confidence; and fluency in all forms of communication.
- Skills and beliefs aligned with Hackney Council mission to improve the life chances of every child, young person and learner in Hackney.
- Discretion and understanding of professional ethics with respect to private and confidential matters.

### **Desirable skills:**

- Experience of chairing and leading decision-making bodies that comprise diverse stakeholders in either the public, voluntary or private sector.
- Informed appreciation and awareness of issues that are specific to the Borough and residents' experiences.

## **Time commitment**

The commission is expected to run for a period of 6-9 months. The Chair of the commission should be prepared to and able to dedicate approximately 15 working days over a 6 month period. This commitment may not be uniformly distributed throughout the months. For example, commission meetings or engagement sessions, as well as periods before and after such meetings, may require the Chair to commit a greater amount of time to for several consecutive days. The Chair should also be prepared and able to commit additional time in exceptional circumstances. There may be a need for evening sessions at times.

The Chair should communicate regularly with commission members, the project officer and key stakeholders between formal meetings.

## **Remuneration**

£450 per day. Timesheets will be required during the contract period.

## **Application and appointment**

Please apply online via the link provided in the job advert.

Please include with your application a personal statement, of no more than two sides of A4, which addresses how your skills and experience would enable you to fulfil the responsibilities of the role.

Applications will be assessed against the competencies and experience set out in the Role Description.

Short-listed candidates will be further assessed by the selection panel through an interview. Interviews will likely take place in the weeks commencing 17 October and 24 October 2022.

All usual pre-employment checks will be undertaken prior to appointment.

For further information on the role please contact Donna Thomas, Head of Early Years, Early Help & Wellbeing on [donna.thomas@hackney.gov.uk](mailto:donna.thomas@hackney.gov.uk) or 0208 820 7594.