



# Early Years Education, Childcare and Parental Leave

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## RESEARCH PAPER

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## 1. Introduction

The Isle of Man Government has recognised that formal early years education positively influences the cognitive, socio-emotional and communication skills of children attending.<sup>1</sup> This time is crucial in the development of a child. Whether through providers of nurseries, pre-schools, or childminders, access to regulated forms of childcare and education work alongside parents to enrich and develop skills required in later life.

Issues within the current early years education system on the Isle of Man were highlighted by a [2017 survey](#) conducted by the Department of Education, Sport and Culture (DESC), where it was found that only 16% of parents found Early Years Childcare and Education easily accessible. Excessive costs, troubles placing children under the age of two, and lack of nursery places were found to be the main sources of issues for difficulties in children under five years old entering childcare.

In a 2019 report to Tynwald [[GD 2019/0041](#)], it was estimated that seven hundred additional places were needed to amend current shortages of nursery provision and accommodate every child on the Island. Specifically in the 0-2 age bracket, there was found to be insufficient places within childcare settings, with three-quarters of childminders and childcare centres 'feeling as though there was a lack of spaces within their constituency'.

The [Island Plan](#) recognises the need for improvements to existing childcare and early years education. Under its strategies for creating 'outstanding lifelong learning' and development opportunities, equal access to excellent childcare facilities was highlighted, with the intention of giving children the best start to their lives. Furthermore, the Plan lists a goal of improving the affordability of childcare to invest in those who can work but may have children.

Parental leave—when parents are able to take time off work to look after their children in a family environment—complements early years education. It has been acknowledged for many years that lower rates of infant mortality, increased breastfeeding rates, benefits to the health of the mother, and higher female labour force participation are all positive impacts caused by improved parental leave provision.<sup>2</sup>

The introduction of extended paternity leave and shared parental leave has been a topic of debate in Tynwald for many years. With [consultation](#) around family leave rights being undertaken in June to August 2022 by the Department for Enterprise, legislation to introduced shared parental leave may be introduced in the future.

### Terminology

**Adoption Leave** – Leave given to individuals when they are placed with a child or adopt.<sup>3</sup>

**Child care services** – Those provided by a nursery day care centre or by a child minder [[SD 2020/0198](#)].

**Early years education** – Non-compulsory education and childcare encompassing children from birth to 5 years old (pre-school age), carried out by preschools, nurseries and childminders.<sup>4</sup>

**Maternity Leave** – Time given off work to mothers following a pregnancy of at least 24 weeks and subsequent childbirth.<sup>5</sup>

<sup>1</sup> [Draft Childcare Strategy, 15th March 2022](#)

<sup>2</sup> National Bureau of Economic Research, 'The Economic Consequences of Parental Leave Mandates: Lessons from Europe' (July 1996), [https://www.nber.org/system/files/working\\_papers/w5688/w5688.pdf](https://www.nber.org/system/files/working_papers/w5688/w5688.pdf)

<sup>3</sup> [Department for Enterprise, Adoption Rights- A Guide, April 2019](#)

<sup>4</sup> Gov.uk, 'Early years foundation stage', <https://www.gov.uk/early-years-foundation-stage> (accessed July 2022)

<sup>5</sup> [Department for Enterprise, Maternity Rights- A Guide, June 2019](#)

**Non-birthing parent** – The parent who has not given birth, i.e. the father or a female partner in a same-sex couple.<sup>6</sup>

**Parental Leave** – The legal right to take a break from employment in order to look after a child or arrange for this to occur.<sup>7</sup>

**Paternity Leave** – Time given off work for non-birthing parents following the birth of their child.<sup>8</sup>

## 2. Parental Leave and Allowance

Type of Parental Leave	Time off Work	Payment
<a href="#">Ordinary Maternity Leave</a> (Under the Employment Act 2006)	All pregnant employees entitled to take up to 26 weeks leave.  There is a right to return for women who have left their jobs to have a child. <sup>9</sup>	There is no statutory right to maternity pay.  <a href="#">Maternity allowance</a> is available to most from The Treasury. This is at £179.85 per week for up to 39 weeks (until work recommences).
Additional Maternity Leave	26 weeks of additional maternity leave is available to women who have served 26 weeks in their job before the 14 <sup>th</sup> week before expected birth.	
<a href="#">Paternity Leave</a>	With certain notice and qualification requirements, one or two weeks leave are available within 56 days of birth.	There is no requirement for paternity pay.  <a href="#">Paternity allowance</a> stands at £179.85 per week.
<a href="#">Adoption Leave</a>	Leave matches that of birth mothers.	There is no requirement for paid adoption leave.  <a href="#">Adoption allowance</a> is available for up to 39 weeks.
<a href="#">Parental Leave for Parents of Disabled Children</a>	18 weeks leave per disabled child in total is allowed. This is to a maximum of four weeks per year.	n/a

### Legislation

Under [Part 2 of the Equality Act 2017](#), pregnancy and maternity are protected characteristics, meaning that women cannot be discriminated against due to their pregnancy. The Act applies not only to work-based environments but also protects expectant and new mothers from discriminatory practices in wider society.

<sup>6</sup> [Department for Enterprise, Paternity Rights - A Brief Guide, March 2019.](#)

<sup>7</sup> UNISON, 'Parental leave', <https://www.unison.org.uk/get-help/knowledge/leave/parental-leave/> (accessed July 2022)

<sup>8</sup> [Department for Enterprise, Paternity Rights - A Brief Guide, March 2019.](#)

<sup>9</sup> Gov.im, 'Maternity and Related Rights', <https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/maternity-and-related-rights/> (Accessed July 2022)

The [Employment Act 2006](#) protects workers from being dismissed or facing any detriment from their employer for [exercising their rights](#) to parental leave. Under s.65, the following acts are protected from dismissal from employment:

- Pregnancy
- Childbirth
- Suspension on maternity grounds
- Claims for maternity leave
- Parental leave and time off
- Paternity leave
- Adoption leave

The Maternity Leave Regulations 2007 [[SD No 76/07](#)] provide for 26 weeks of ordinary maternity leave. An additional 26 weeks of unpaid maternity leave is also available to suitable candidates. When moving the Employment Bill in 2005, the Minister explained this was a contentious issue, but ultimately was [agreed upon by the DHSS](#) to be included in the Bill, after UK statistics showed only one in four women took the additional time off as it was unpaid.

Provisions for maternity allowance is made under the [Social Security \(Maternity Allowance\) Regulations 1987](#) and the [Social Security Contributions and Benefits Act 1992](#).

Non-birthing parents are not extended these rights to the same degree. Under the Paternity Leave (Birth) Regulations 2007 [[SD 78/07](#)] they are given the opportunity to take unpaid leave for up to two weeks whilst [being protected](#) by the Employment Act from dismissal. They can, however, claim paternity allowance.

Within Tynwald, the issue of paternity leave has been raised many times, including during the later stages of [Legislative Council readings](#) of the Employment Act in 2006, but it has never been agreed upon for introduction.

### Why does the Island not have statutory maternity pay?

During the [Second Reading in the House of Keys](#) of the Employment Bill 2005, the Member in charge Mrs Craine MHK explained that the decision not to introduce statutory leave as part of the Bill was largely a 'technical' one, as the Department would have to provide for a system similar to the one already in place for maternity and paternity allowance.

Other arguments put forward against introducing statutory maternity pay have focused on the costs to business.

On [13<sup>th</sup> November 2012](#), the Minister for Social Care, Mr Robertshaw, was questioned on the possibility of implementing statutory maternity on the same basis as in UK. He explained that this system had never existed on the Island, and that there were no plans to introduce it as the current maternity and paternity benefits system was more effective for businesses.

In a [6<sup>th</sup> February 2018](#) House of Keys Sitting, the Minister for Policy and Reform was asked about plans to align maternity and paternity leave, introduce statutory maternity/paternity pay, or implement shared leave. Minister Thomas explained that employers could choose to supplement the current provisions with their own schemes if they so wished; statutory maternity and paternity pay had, however, previously been thought to have 'detrimental effects and costs' for employers.

## Are the current provisions for maternity and paternity allowance sufficient?

With the living wage standing at £10.87 per hour on the Island in 2021 (£411.97 per week based on a 37.9 hour average),<sup>10</sup> a total of £179.85 per week in maternity/paternity allowance does not cover the cost of living on the Isle of Man.<sup>11</sup>

Evidence heard by the [Social Affairs Policy Review Committee](#) suggests that the current system of maternity and paternity leave does not adequately take into account the circumstances of different families. Witness Fiona Moore explained that she and her husband had to save for three years to be able to afford six months of maternity leave on the maternity allowance available, as her salary was double that of her husband's. Their preference would have been to share a period of parental leave.

Evidence suggests that low allowances for parental leave can lead to reduced uptake. In other jurisdictions where allocated paternity allowance is lower than normal income, fewer men take the option as it is viewed as a 'luxury'.<sup>12</sup> Research conducted in 2022 found that 37% of people would be more likely to apply for a job if they knew the employer has good parental leave policies.<sup>13</sup>

In the [Budget 2022-23](#), maternity allowance is allocated £3,800,000 whilst paternity allowance is allocated £100,000.<sup>14</sup>

## 3. Childcare and Early Years Education

### Childcare places

According to the Isle of Man Government's [Draft Childcare Strategy 2022](#), there are currently 2,029 places available for children within early years childcare and education settings.

According to data collected in the [2021 census](#), 3,483 residents of the Island fell between the age of birth and four years, making up 4.1% of the population. Comparing this to the 2,029 childcare places available on the Island shows a large deficiency in provision and evidences the difficulties faced by parents in accessing services.

In relation to population size, the West of the island has the lowest percentage of nursery places available at 34.6% coverage, compared to that of the East, which covers 79.6%. However, not all of these children will necessarily require such services if cared for by families or internal childcare facilities in workplaces.

The 2021 Chamber of Commerce [survey](#) found that 29.17% of employers agreed that a lack of available childcare had caused them difficulties in hiring staff members. Furthermore, 56.25% of respondents had workers unable to work their desired hours or the company's desired hours, or in an area of business they wished to work.

At the beginning of 2022, an [online petition](#) was launched by a member of the public for the attention of Tynwald, calling for increased under 2s nursery provision on the Island.<sup>15</sup> The petition has been signed by 65 people to date.

<sup>10</sup> [Cabinet Office, Isle of Man Earnings Survey Report 2019, April 2020](#)

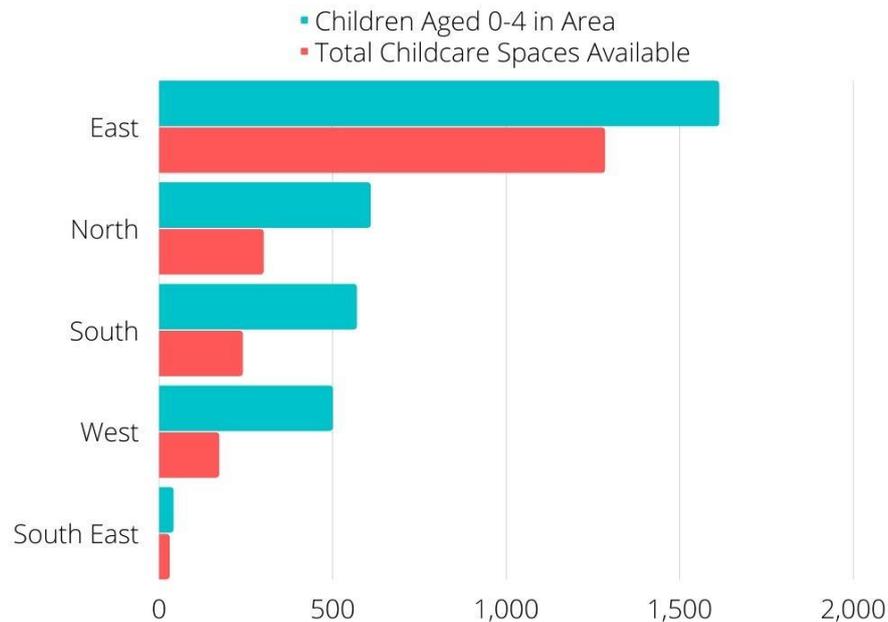
<sup>11</sup> [Cabinet Office, Isle of Man Living Wage 2021, May 2021](#)

<sup>12</sup> People Management, 'Uptake of paternity leave drops to 10-year low, report finds', (23<sup>rd</sup> August 2021), <https://www.peoplemanagement.co.uk/article/1747262/uptake-of-paternity-leave-drops-to-ten-year-low>

<sup>13</sup> House of Commons Library, 'Parental leave and pay', (21<sup>st</sup> March 2022), <https://researchbriefings.files.parliament.uk/documents/CDP-2022-0064/CDP-2022-0064.pdf>

<sup>14</sup> [GD 2022/0006, Page 51](#).

<sup>15</sup> Change.org, 'More Under 2s Baby Units in Nurseries on the Isle of Man', <https://www.change.org/p/mhks-of-the-isle-of-man-more-under-2s-baby-units-in-nurseries-on-the-isle-of-man> (accessed 14 Jul 2022).



Data compiled from 2021 census and DESC Report 2019. The Childcare Strategy does not define which towns fall under each category of each sector, so census data may not align perfectly.

## THE UNDER TWOS

According to the 2019 [DESC report](#) on progress towards developing a Childcare Strategy, around 700 additional places are required for this age group.

48% of all respondents to the [2021 Chamber of Commerce survey](#) indicated a level of difficulty finding a childcare place, rising to 66% for those with children aged under two.

As highlighted in the [2018 report by the Social Affairs Policy Review Committee](#), the Minimum Standards for Child Day Care Centres require a staffing ratio of 1 carer to 3 children (or 2 children if facilities are above ground floor level), leading to high staffing costs for providers (paras. 71-78). The Committee did not recommend any changes to the staffing ratios required, but did conclude that the financial cost of compliance for providers should be recognised.

## Financing Childcare

Currently a universal payment of £3,420 in [pre-school vouchers](#) is granted per year for children of three and four years old.<sup>16</sup> This is estimated to cover 15-20 hours of provision per week. However, with nursery costs per day ranging from £34 to £49.50 per child per day according to figures [obtained by the DESC](#), many families are still struggling to afford to work alongside paying for a full week of childcare.

At the [22<sup>nd</sup> July 2021](#) Tynwald sitting, while presenting the First Report of the Select Committee on Poverty [[PP 2021/0105](#)], Mr Speaker highlighted that one of the Committee recommendations aimed at linking the value of social security payments to the living wage and 'realistic housing and childcare costs'. The Minister of Policy and Reform, Mr Harmer, responded that:

*The Council of Ministers believes that it would be inappropriate and potentially very costly to link non-income-related benefits to the living wage.*

<sup>16</sup> 'Pre-school credit scheme', <https://www.gov.im/categories/education-training-and-careers/pre-school/pre-school-credit-scheme/> (accessed 15 Jul 2022).

In the context of childcare providers, those offering spaces for infants under the age of two years have received increased financial support under the Department for Enterprise's [Micro Business Scheme](#), which offers a £15,000 support grant. Similarly, the [Financial Assistance Scheme](#) offers 100% rent support for up to 24 months. Within the [2019 DESC report](#) on childcare, it was reported that three childcare businesses were in the process of receiving assistance in order to provide six early years spaces for under-twos.

## 4. Proposals for Reform

In a [March 2018 sitting of the House of Keys](#), the issue of gender inequality and parental leave was questioned by Dr Allinson MHK, in relation to the 'Meeting our Population Challenges' paper [[GD 2018/0014](#), not laid before Tynwald]. The paper recommended considering the introduction of shared parental leave. The Minister for Policy and Reform, Mr Thomas said the option for shared parental leave may be considered under future revisions of the Equality Act. On [17<sup>th</sup> April 2018](#), Mr Thomas confirmed that the DfE had decided not to pursue this further.

### Social Affairs Policy Review Committee Report (2018)

In April 2018, following a referral from Tynwald in [January 2017](#), the Social Affairs Policy Review Committee (SAPRC) published a report on the adequacy of nursery place provision [[PP 2018/005](#)]. The report made several recommendations, including that:

- There should be a review of the legislation, policy and practice on parental leave.
- A strategic approach towards childcare was needed.
- A Minister should be appointed to lead the development of a strategy for working families with very young children.

The report, which was debated in [June 2018](#), received broad support in Tynwald, with financial assistance and creation of incentives for private sector nursery providers added to the list of things to consider when developing the strategy. The following principles were approved:

1. Parents have the opportunity to choose the form of childcare they want for their child.
2. Treasury to review legislation, policy and practice on parental leave and report back to Tynwald with conclusions.
3. Childcare to be discussed in pre-natal sessions with expectant parents.
4. Strategy for working families with young children to be developed by relevant departments in an inter-departmental approach.
5. Need for a joint strategic needs analysis considering, amongst other things, parental leave for working families of children below the age of five years.
6. Appointment of a Minister for the development of a working families' strategy.

Following the report and recommendations, the Department of Education, Sport and Culture (DESC) explored the issues raised by the Social Affairs Policy Review Committee (SAPRC) in a 2019 report (see section 4.2).

### 2019 DESC Report (July 2019)

In 2019, Minister for Education, Sport and Culture, Graham Cregeen MHK, presented a report [[GD 2019/0041](#)] written by an interdepartmental group (including the Department for Enterprise, the Treasury and the Department of Health and Social Care) on 'progress towards developing a Childcare Strategy for the Isle of Man'. Working alongside a [Childcare Strategy Working Group](#) (CSWG), consisting of Chamber of Commerce and Childcare Sector representatives, the report investigates the adequacy of nursery place provision with focus on children under the age of two years.

In July 2019, Tynwald [carried a motion](#) surrounding the report and its recommendations. Minister Allinson, on behalf of DESC, [argued in Tynwald](#) that “there is evidence that interventions in the early years bring benefits that far exceed their costs”, and that therefore a suitable and well researched Childcare Strategy was crucial to the Island’s children. There was broad agreement with the report, but some criticisms were made including:

- Certain forms of childcare costs were much lower than that of early years education facilities.
- Gaps between maternity pay up to nine months old and childcare support from two years old put parents in an uncertain position.
- Shared leave and paternity leave were not given enough importance.
- A need for employment law modernisation in conjunction with the recommendations.
- A need to create more public childcare facilities with drives to employ in the sector.

Based on changes brought to the court, the amended recommendations that received approval were as follows:

1. Extension of pre-school credit to childminders, with consideration given to further childcare providers.
2. Reviews of employment legislation, with aim to suggest enhancements to be more welcoming to families.
3. Work to be undertaken in the incentivising of childcare, specifically for children under two years old; reducing excessive bureaucracy and creating pathways to extend pre-school credit to 2-3 year olds.
4. Investigate workplace cultures and ways in which increased flexibility can be introduced to support young children’s families; wraparound care and out of school holiday provision to be reviewed (out of Douglas as key focus).
5. Development of a Childcare Strategy (as arising from the Second Report of the Social Affairs Policy Review Committee [\[PP 2018/0050\]](#)) to improve early years childcare provision; the report to include a financial support strategy for childcare providers and users, a cross-department management strategy, and development of an early years pathway for children with special educational needs and disability.

The updated recommendations from the report were then used to develop a draft [Childcare Strategy](#).

### Chamber of Commerce survey (March 2022)

In March 2022, the Chamber of Commerce [published its findings from surveys](#) conducted on behalf of the Child Care Strategy Working Group (CSWG) in July and August 2021.<sup>17</sup> Covering topics such as shared parental leave, formal childcare services, and informal childcare, findings included the following:

- 42% of respondents said that if a portion of statutory maternity leave/adoption leave and statutory pay could be shared with the child’s father (or other parent), they would share the leave between them;
- 48% of all respondents indicated a level of difficulty finding a childcare place, rising to 66% for those with children aged under two;
- The highest barrier to using formal childcare was reported as cost, followed by a lack of availability of places;
- The most common length of leave taken by respondents with children aged 0-1 was 6-12 months;
- Currently 63.77% of respondent’s children used formal childcare for 10 or more hours a week;
- 40% of employers provide an employer’s scheme to enhance statutory maternity/paternity/adoption leave and/or pay to their staff. However, employers also raised

<sup>17</sup> IOM Chamber of Commerce, ‘Childcare problems affecting families & economy, Chamber research reveals’ (15 Mar 2022), <https://www.iomchamber.org.im/chamber-news/childcare-problems-affecting-families-economy-chamber-research-reveals-march-2022/>.

concerns around funding maternity pay, especially for small businesses, so requested financial assistance from the government in this area.

## The Childcare Strategy

Following the 2021 general election, the Council of Ministers reiterated its commitment to the reform of early years education and childcare services. In a [March 2022 Tynwald statement](#) by Dr Alex Allinson, the Minister for Enterprise, he reaffirmed the [Island Plan's](#) promise for a new and improved Childcare Strategy. Within the 2022 Island Plan, surrounding early years education and childcare, there are two specific goals:

1. *Implement a Childcare Strategy and any necessary changes to employment law so that parents can access childcare at various stages and balance home and work commitments.*
2. *Consider the potential role, benefit and remit of a Children's Commissioner and Child First policy approach across Government.*

Following this statement, a [draft Childcare Strategy](#) was submitted to Tynwald on 15<sup>th</sup> March 2022 by Dr Allinson and Julie Edge, Minister for Education, Sport and Culture, as part of the Island Plan. This details the Manx early years education system currently, how this compares to other jurisdictions, and a framework through which to assess current challenges in services. Within this framework, the needs of the child are prioritised, but with parents having choices in the way childcare is organised around their lives and families. After being out for consultation, the [amended strategy](#) will be debated in Tynwald at the [July 2022 sitting](#), and a quality assurance plan will be in place by September 2022 if approved.

The report also considers parental leave, explaining that Manx legislation does not currently allow for mandatory shared parental leave or provide for statutory maternity pay as in the UK. The report states that:

*This can contribute to gender-based inequalities as it often requires one parent to take time out of their career, limiting their progression opportunities, or restricting parental choice around the provision of childcare.*

The final version of the Childcare Strategy [[GD 2022/0050](#)] is to be moved by the Minister for Education, Sport and Culture, Julie Edge, at the [July 2022 sitting](#) of Tynwald Court. The motion asks for the report to be received by Tynwald and the proposed programme of work approved. The report outlines a three year plan to implement various actions, including consulting with Treasury on options to make childcare more affordable and consulting with Treasury on options to encourage parents to return to work. A number of other actions focus on improving provision for children with additional and complex needs. The strategy is based on the principles of 'putting the child first' and 'ensuring every parent has a choice'.

## Review of family leave rights (2022)

Dr Allinson, as Minister for Enterprise, was questioned on parental leave during a [March 2022 oral evidence hearing](#) with the Economic Policy Review Committee. He explained that within his term, the Department was looking to bring employment law reform with small-scale changes to legislation, which could be done efficiently. One issue addressed was reform of parental leave. In August 2019, the former Minister, Mr Skelly, had explained that the [DfE was already reviewing employment legislation](#), to modernise areas such as parental leave and to make flexible working practices.

On [17<sup>th</sup> May 2022](#) Dr Allinson moved the Department for Enterprise Department Plan for 2022-23 [[GD 2022/0037](#)], which was approved by Tynwald. One key priority within the plan was a major review into employment legislation, including parental leave.

On 30<sup>th</sup> June 2022, the DfE launched a [Public Consultation](#) on 'Family leave rights'.<sup>18</sup> This asked for opinions on a number of subjects including:

- Introduction of shared parental leave
- Introduction of parental bereavement leave
- Provision for 'keeping in touch' days for maternity and paternity leave
- Extension of rights to time off for ante natal care
- Introduction of time off for adoption appointments
- Time off for dependants

## 5. Provisions in the UK

### Parental leave and pay

Type of Parental Leave	Time off Work	Payment
<a href="#">Ordinary Maternity Leave</a>	All pregnant employees entitled to take up to 26 weeks leave.  Two weeks' leave is mandatory after birth (or four when working in a factory)	<a href="#">Statutory Maternity Pay</a> of up to 39 weeks is available.  The first six weeks is equivalent to 90% of average earnings.  The following up to 33 weeks are at £156.66 per week or 90% of average earnings (whichever is lower).
Additional Maternity Leave	26 weeks of additional maternity leave is available to women who have served 26 weeks in their job before the 14 <sup>th</sup> week before expected birth.	
<a href="#">Paternity Leave</a>	With certain notice and qualification requirements, one or two weeks' leave are available within 56 days of birth.	<a href="#">Paternity pay</a> covers £156.66 per week or 90% of average earnings (whichever is lower).
<a href="#">Adoption Leave</a>	26 weeks of ordinary adoption leave. 26 weeks of additional leave. Only to be taken by one parent (the other parent is to apply for paternity leave).	<a href="#">Adoption pay</a> matches that of birth mothers.
<a href="#">Parental Leave</a>	18 weeks in total per child before their 18 <sup>th</sup> birthday, to be taken at a maximum of four weeks per year.	Unpaid.

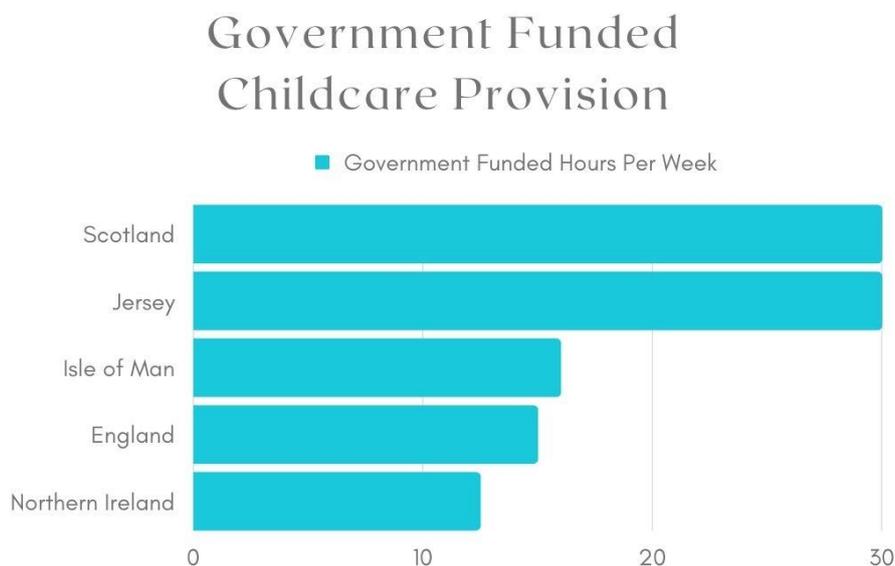
### Childcare

Under the UK Parliament's [Childcare Act 2016](#), up to 30 hours of free early years childcare per week over a 38-week period are legislated to be provided for families with working parents and children of three or four years old. This is the case in [Scotland](#),<sup>19</sup> where 1,140 hours a year of childcare is provided. The Act

<sup>18</sup> Department for Enterprise consultation, 'Family leave rights' (30<sup>th</sup> June 2022), <https://consult.gov.im/economic-development/family-leave-rights/>.

<sup>19</sup> 'Funded early learning and childcare' (last updated 13 Jul 2022), <https://www.mygov.scot/childcare-costs-help/funded-early-learning-and-childcare>.

is also mirrored in [Jersey](#),<sup>20</sup> with children turning four within the school year receiving free funded nursery education for the same quantity of time. However, [England](#) remains lower than legislated at 15 government-funded hours of childcare per week for three- and four-year-olds.<sup>21</sup> This is more similar to the scheme in [Northern Ireland](#), which funds 12.5 hours of free childcare per week, or 2.5 hours per day.<sup>22</sup>



<sup>20</sup> 'Free early learning for your child (Nursery Education Fund)', <https://www.gov.je/Education/Preschool/Pages/NurseryEducation.aspx> (accessed 15 Jul 2022).

<sup>21</sup> 'Find free early education and childcare', <https://www.gov.uk/find-free-early-education> (accessed 15 Jul 2022).

<sup>22</sup> 'A guide to free childcare in Northern Ireland for 2, 3 and 4-year-olds', <https://www.daynurseries.co.uk/advice/a-guide-to-free-childcare-in-northern-ireland-for-2-3-and-4-year-olds> (accessed 15 Jul 2022).

## 6. Further Reading

House of Commons Library, *Parental leave and pay* (21 Mar 2022),  
<https://commonslibrary.parliament.uk/research-briefings/cdp-2022-0064/>

House of Commons Library, *Family-related leave* (9 Jun 2017),  
<https://commonslibrary.parliament.uk/research-briefings/cbp-7984/>

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