



**FLEXIBLE CHILDCARE
SERVICES SCOTLAND**



Caerus

www.fcsc.org.uk
www.caerus.scot



Our **5** year Strategic Plan

2025 - 2030





Solving the problem:

Celebrating the impact of flexibility

Flexible Childcare Services Scotland was created to challenge the inflexibility of current childcare provision across Scotland. We aim to deliver system change to improve parental employment and reduce child poverty.

The Problem:

4.3m children in the UK are in poverty
1 in 4 children in Scotland are in poverty
36% of families find it difficult to secure childcare

Our Solution:

High quality flexible early learning & school age childcare where parents can book by the hour, pay as they go and change their bookings inline with their work, education or other family commitments.

Our Vision:

To create a world where every child and family has access to the services they need to thrive.

Our Values:



People first



Flexible



Nurturing



Education



Accessible



Quality

Our Mission:

Empowering children, families, and communities to work, rest, or learn by creating access to flexible, affordable and responsive childcare, education, children's services and wraparound support.

Creating better childhood experiences through the design and deployment of innovative digital systems.

Tackling child poverty by ensuring all families have access to the services they need to thrive. Supporting sustainability across the childcare sector.



The plan:

Paving the way for increased impact

1

Strengthen our organisation, team and assets to ensure service sustainability and enable us to scale the impact of flexible childcare.

2

Create and deploy tools that will encourage childcare providers and policy makers to embrace and deliver a flexible childcare model.

3

Explore opportunities and create new services in areas of high deprivation using a community co-design model

4

Create partnerships with employers to introduce onsite responsive childcare solutions supporting them to provide flexible working opportunities that empower more parents to work.

5

Become the recognised authority for positive change in the childcare sector in Scotland and beyond!



and then
we'll all have
a nice cup
of tea!



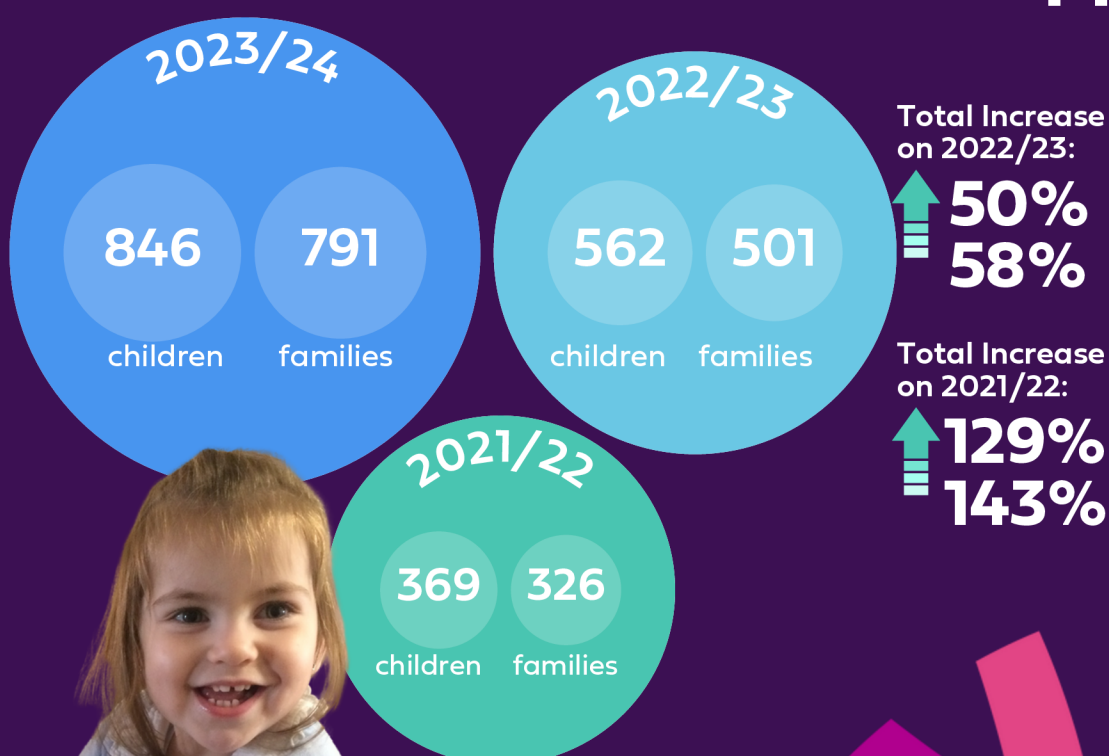


Our impact:

Hours of childcare provided:



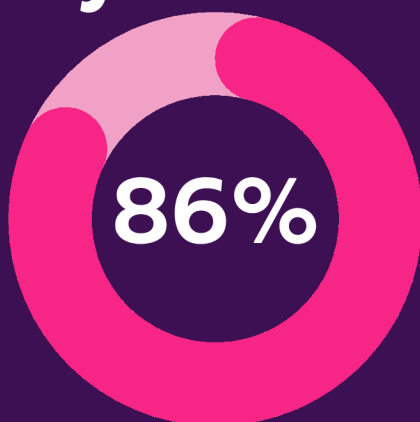
Number of children & families supported:





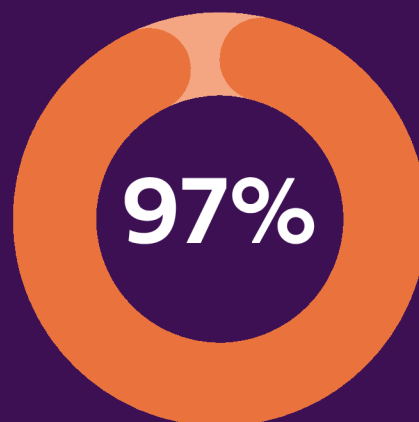
Our impact:

Employment:



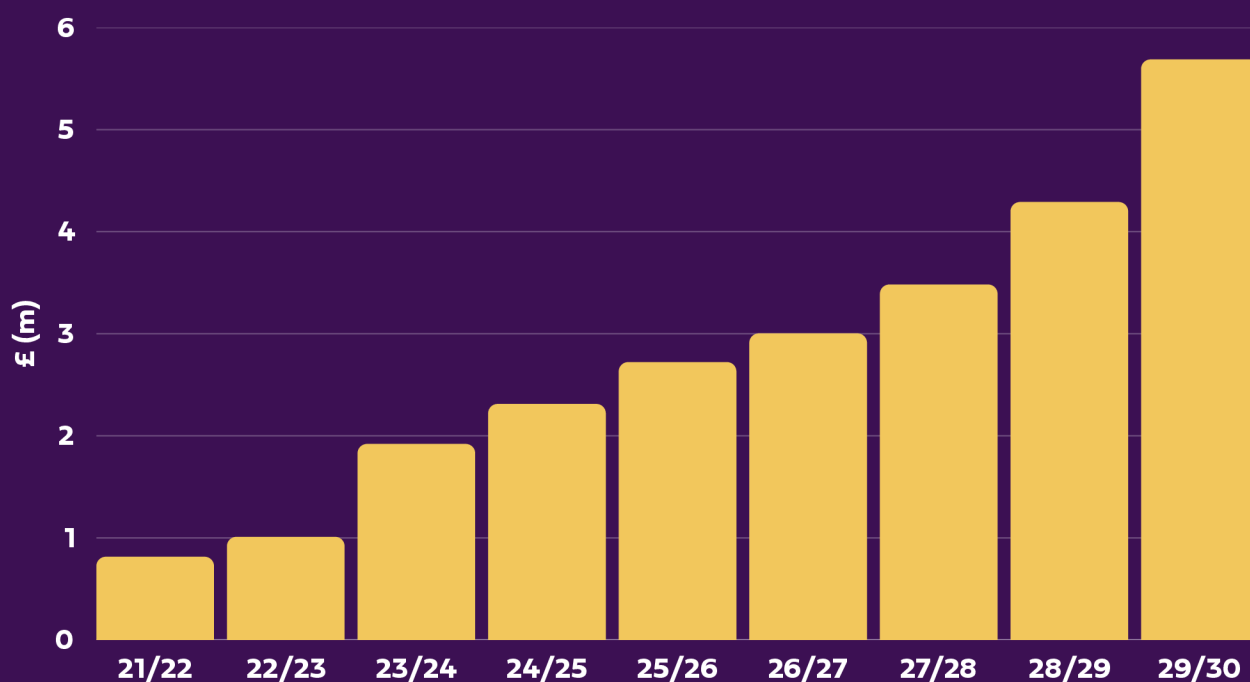
Thanks to our flexible childcare model, 86% of the parents we support are in part time or full time employment.

Income:



97% of the parents we support told us that their household income has increased; 24% said it had increased by more than £5,000 / year.

Direct impact on parental finances:



We estimate that in 2021/22 families who used our flexible ELC services increased their income by more than **£800k** / year.

In 2022/23 this had increased by 24% equating to more than **£1m** / year and in 2023/24 a further increase of 89% resulting in **£1.92m** each year.

Given this trend, we anticipate that our own services will help families to increase their income by more than **£5.6m** / year by 2029/30.



Testimonials:

"Love how flexible it is while still getting the same support/experience as any other setting. So easy to get booked in. It has been a life saver for me getting back into work after having my little girl."

"My husband works shift and I work Mon to Fri. The flexible model allows us to have childcare when we need it."

"The best thing about FCSS is that it's flexible and you can ask for hours that are looking for, very good for people with children to be able to work when the children are at school and they help everyone as much as they possibly can, so basically everything is my favourite thing."

"As I work in healthcare and my shifts change from week to week the flexible delivery at Fintry Mains allows me to put my child in for the hours and days that I require without paying for extra times that I will not be using. This allows me to have some extra money to have fun days out and provide more financially for my children and home."

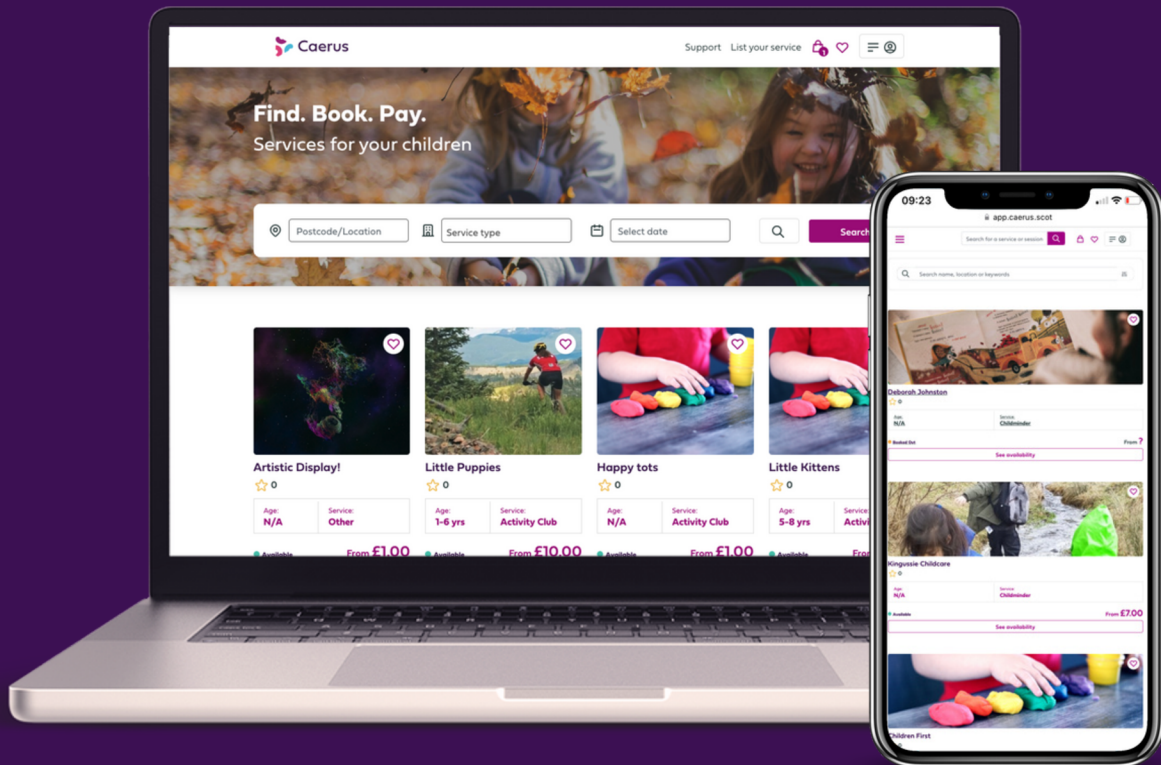
"100% I honestly don't think I'd be able to work without it."

"What your staff have (on top of the skills, experience & qualifications) is a positive & friendly nature. They all look happy to be doing their job which is so lovely to see and can only have a positive effect to the children."

"It's been a huge help returning back to work following maternity leave. I've found it really beneficial when my partner works away as I have a younger child who often has a mid day nap. I've been really fortunate to be able to change my hours easily."

"I love the flexibility and option to pick and choose hours. Able to have another job at the same time. Best of both worlds."

"From learning French to life skills such as hand washing to planting flowers or even just in play each activity has a learning outcome and it's fab to see and then work on them at home."



Innovative Childcare Management Software that gives every child and family access to the services they need to thrive.

Eliminate the need for multiple softwares and subscriptions by using Caerus, a robust childcare management tool available completely free from Flexible Childcare Services Scotland. With a comprehensive feature list Caerus can be your one-stop-shop for managing your service on its journey towards offering flexible childcare.

To find childcare...



To list your service...





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Caerus

www.fcss.org.uk
www.caerus.scot



To join the flexible childcare revolution... ...contact:



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...donate:

JustGiving®



Your support will help families
save money on their childcare,
return to education and
employment and reduce their risk
of falling into poverty.



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Flexible Childcare Services Scotland is
a registered charity in Scotland.
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