

Co-designing Glasgow's All Age Childcare

Executive Summary



Introduction

Co-Designing Glasgow's All Age Childcare was a partnership with Glasgow Council for the Voluntary Sector (GCVS) and Glasgow City Council (GCC) to support citizens to contribute to a future all age childcare system that incorporates childcare, activities and food provision.

The project was conducted across three Early Adopter Communities (EACs): Southside Central (Ward 8), Drumchapel/Anniesland (Ward 14), and East Centre (Ward 18). These areas were identified via the Child Poverty Dashboard as being home to families experiencing poverty.

The project was guided by the [Scottish Approach to Service Design](#), emphasising inclusive, community-driven engagement.

The report explores the co-design process taken to gather feedback and recommendations from the lead partners: [Daisy Chain](#), [3D Drumchapel](#), and [Early Years Scotland](#).

The Executive Summary provides an overview of the report's key points, but we encourage you to read the full version to gain a richer insight into the unique circumstances of the families involved.

Project phases

The initiative unfolded in three phases, and ran from January 2024 to January 2025.



1. Consultation

Engaging over 371 family members through 110 interviews to identify childcare needs, gaps in current services, and community hopes for the future.



2. Service Mapping

Working with providers across public, private, and third sectors to explore existing referral routes, funding challenges, and barriers.



3. Co-Design

Empowering families and organisations to collaboratively design tailored childcare solutions for their communities, supported by interactive training and flexible grants.

Key Findings

Despite area-specific nuances, recurring themes emerged across all three EACs:



Accessibility:

Challenges included transportation, geographical constraints, and a lack of culturally appropriate services.



Availability: Families struggled with limited spaces, especially during weekends, school holidays, and for children with Additional Support Needs (ASN).



Staffing Shortages:

Providers highlighted difficulties with recruitment, retention, and adequate training.



Affordability: High childcare costs were a significant barrier for families.

Community-Driven Solutions

Each EAC identified tailored priorities and solutions:

Ward 8 (Southside Central)

Focused on flexible childcare hours, culturally appropriate services, and holistic family support (e.g., toy libraries, employability programs).

Ward 14 (Drumchapel/Anniesland)

Emphasized affordable, accessible services with consistent staffing and support for children with ASN.

Ward 18 (East Centre)

Highlighted the importance of community-based hubs offering food support, clothing provision, and family-centred learning environments.



Key Successes

The co-design process fostered strong community engagement, trust, and collaboration. Families valued the opportunity to shape services, and lead partners reported a deeper understanding of community needs. Financial and practical support, such as childcare and meal provisions, enabled greater participation.



I would love if we could see a difference in the way our nurseries/provisions are run. It would be amazing knowing we've made a difference.
-Citizen

These kind of sessions are very good and support the future of the community.
-Citizen



Challenges and Opportunities

The project faced challenges such as tight timelines, language barriers, and managing expectations for ongoing engagement. However, it also highlighted opportunities for sustainable improvements, such as developing family hubs, expanding peer-led initiatives, and enhancing partnerships between service providers.

Next Steps

Findings from this report will be shared with decision-makers at both local and national levels, including the Head of Early Learning & Childcare at Glasgow City Council and the Directorate for Children & Families at the Scottish Government. Recommendations advocate for a more equitable, inclusive, and sustainable all-age childcare system that addresses affordability, availability, and accessibility challenges for families in Glasgow.