

## Progress Report for Flintshire's Childcare Sufficiency Assessment March 2018

### Childcare Sufficiency Assessment – Progress Report 2018

The current level of supply of childcare in Flintshire is displayed in the table below based on CIW's FIS Weekly Report (26.03.18) and VAS Report (18.02.18)

Childcare Type	Registered	Suspended	Unregistered / Approved
Childminder	112	19	-
Full Day Care	34	-	-
Sessional Day Care	34	2	-
Crèches	4	-	-
Out Of School Care	47	-	-
Open Access Play Provision	2	-	-
Nanny	-	-	3
Total	233	21	

This Progress Report follows the Action Plan which details the actions, priorities and milestones to maintain strengths and address shortcomings as identified in the Childcare Sufficiency Assessment 2017 – 2021.

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**Assessment of Demand**

Strengths	Weaknesses	Actioned by	Priorities	Milestones reviewed 31 <sup>st</sup> March 2018
<ul style="list-style-type: none"> <li>• Childcare is well located and meets the needs of the majority of parents.</li> <li>• Childcare is generally reliable.</li> <li>• The majority of respondents believed childcare is of good quality.</li> </ul>		CDO, FISF, AWARE	<ul style="list-style-type: none"> <li>• For the next full CSA improve promotion of the parents survey as a very small sample of Flintshire parents completed the survey for 2016</li> <li>• Ensure Welsh Government receive recommendations for improvements to the parents survey</li> </ul>	<ul style="list-style-type: none"> <li>• CDO to expand distribution list for parent survey in 2021.</li> <li>• AWARE group have fed back to Welsh Government recommendations for improvements to the parent survey (2017).</li> </ul>

**Assessment of Supply**

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Strengths	Weaknesses	Actioned by	Priorities	Milestones reviewed 31 <sup>st</sup> March 2018
<ul style="list-style-type: none"> <li>• All Areas of Flintshire host some type of childcare provision.</li> <li>• 77.1% return of all SASS1 paperwork within Flintshire which was above the national average</li> </ul>	<ul style="list-style-type: none"> <li>• The timing of the SASS1 survey at the end of term and so early into the school holidays.</li> </ul>	<p>CDO, FISF, Wales PPA, Mudiad Meithrin, NDNA, PACEY Cymru</p>	<ul style="list-style-type: none"> <li>• To obtain more valid data we need to support the completion of the SASS Part 1 as 22.9% of Flintshire childcare providers failed to complete the on-line CIW SASS Part 1 survey</li> <li>• To provide technical support wherever possibility to support setting as they complete CSSIW on-line SASS 1 and 2</li> </ul>	<ul style="list-style-type: none"> <li>• Support available from Umbrella organisations to complete SASS1 and 2 -</li> </ul> <p>Mudiad Meithrin arranged workshops to go through both the SASS1 and 2. Additional support was also given by the Support officer for any groups experiencing difficulties. All cylchoedd Meithrin are able to apply for a grant through Mudiad Meithrin to purchase IT equipment.</p> <p>Wales PPA held an information session with laptops available for members to use for SASS1, Development workers helped settings during their routine visits, and all members were invited to attend the Wales PPA office for 1:1 or group support using their technology if needed.</p> <p>PACEY Cymru offered telephone and email support for all registered childminders in Wales on completion of SASS. In Flintshire workshops</p>

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				<p>on the Inspection Framework were delivered in May and June in preparation for SASS part 2 – attended by a total of 23 with 100% rating the course as good or excellent. Feedback included comments on how this will support SASS completion, including <i>"How I'll show evidence that I'm doing a good job and can fill in SASS2" [was most useful]</i>.</p> <p>NDNA Cymru shared information about SASS 1 and 2 with members and provided telephone support on the completion of the SASS.</p> <p>The CDO has supported OSC providers during routine visits to complete SASS1 and 2.</p> <ul style="list-style-type: none"> <li>• FISF have purchased six laptops which are free to loan out to childcare settings to assist in completing SASS 1 and 2</li> </ul> <p>Two Digital Confidence workshops in May 2017 were promoted to all childcare settings and only one childminder attended the first</p>
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				workshop with the second workshop cancelled because no bookings received.
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**Analysis of supply and demand of overall childcare provision**

Category	Strengths	Weaknesses	Actioned by	Priorities	Milestones reviewed 31 <sup>st</sup> March 2018
Type of available childcare e.g. full day care, sessional care, after school care, childminder	<ul style="list-style-type: none"> <li>The full range of services are catered for across the majority of Areas</li> </ul>	<ul style="list-style-type: none"> <li>A limited number of childminders in rural locations</li> <li>Only one open access playscheme is registered with CIW.</li> <li>Underutilisation of registered crèche facilities</li> <li>A limited number of Nannies on the Voluntary Approval Scheme</li> </ul>	PACEY Cymru, Play Development Team, FISF	<ul style="list-style-type: none"> <li><i>Recruitment of more childminders, particularly in rural areas</i></li> <li><i>The registration of open access playschemes should be supported.</i></li> <li><i>Improve awareness, amongst agencies and training providers, of the availability of crèche facilities in Flintshire</i></li> <li><i>More information</i></li> </ul>	<ul style="list-style-type: none"> <li>Details of PACEY and FISF promotional work.</li> </ul> <p>During the period October 2017 – February 2018 a total of 8 x 3 hour blocks of promotional engagement were delivered by PACEY Cymru to raise awareness of becoming a registered childminder in target areas of Mold and Holywell, this included attendance at 9 events or groups, and visiting a range of additional venues and organisations to discuss childminding locally during these hours.</p> <p>The CDO has attended 2 P &amp; T sessions, a Rhyme time session and a DWP Parent Event in Flint from December 2017 to March 2018 raising</p>

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				<p><i>relating to nannies on the voluntary approval scheme to be made available through FISF</i></p>	<p>awareness of childminding as a career option</p> <ul style="list-style-type: none"> <li>• Play Development Officer report on setting numbers</li> </ul> <p>4,107 children and young people attended Summer Playschemes during Summer holidays 2017 with 37 of these children and young people supported by the Buddy system.</p> <p>Flintshire will be running the same number of playschemes this year as last year. With no plans at present to register anymore with CIW but will aspire to in the near future.</p> <ul style="list-style-type: none"> <li>• Promotion of Flintshire Crèche Services during 2017 – 2018</li> </ul> <p>Flintshire Crèche Services have delivered the following crèches from April 1<sup>st</sup> 2017 – March 31<sup>st</sup> 2018</p> <p>One off Crèches = 15          4 week Crèches = 5          5 week Crèches = 6          6 week Crèches = 1          7 week Crèches = 4          8 week Crèches = 7</p>
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					<p>11 week Crèches = 6 12 week Crèches = 1 14 week Crèches = 1</p> <p>During the last six months Flintshire Crèche Services staff have delivered promotional leaflets to schools, hotels, doctors surgeries and placed on FISF website.</p> <ul style="list-style-type: none"> <li>• How FISF promote Nannies.</li> </ul> <p>Currently there are no Nanny details on the FISF website but plans to include them on the new DEWIS website. Parents enquiring for Nannies will be referred to those currently on CIW's Voluntary Approval Scheme</p>
<p>Childcare catering for children of a specific age, e.g. from birth, from 2 years or over 8 years</p>	<ul style="list-style-type: none"> <li>• Childminders and Full Day Care providers catering for children from 0 – 12 years old.</li> <li>• Relatively constant and sufficient supply of childcare for children attending Sessional Day Care provision</li> </ul>	<ul style="list-style-type: none"> <li>• Virtually no after school provision for 12 – 17 year olds.</li> <li>• A minimal number of under fives are catered for by holiday clubs</li> </ul>	<p>MM, PACEY Cymru, NDNA, Wales PPA, CPCKC, CDO, CCO team</p>	<ul style="list-style-type: none"> <li>• <i>All relevant childcare providers to be encouraged to widen the age range they cater for, in line with the recent amendments to registration</i></li> </ul>	<ul style="list-style-type: none"> <li>• Umbrella Orgs supplying examples of settings who have widened their age range.</li> </ul> <p>Since Flintshire has started the CCO pilot we now have 12 out of our 30 Holiday playschemes providing care for children from three years old.</p>

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				<p><i>regulations, from under eights to under twelves.</i></p> <ul style="list-style-type: none"> <li>• <i>All childcare relevant providers to be encouraged to widen the age range they cater for to meet the requirements of the Childcare Offer</i></li> </ul>	<p>Out of the 24 After School clubs registered to care for 3 year olds 8 of them have recently extended their registration to this lower age range.</p> <p>Woodies Wraparound (Saltney) are now catering for before and after school club and therefore cater for the older school age children (8- 11).</p> <p>NDNA member day nurseries in Flintshire cater for children from Birth.</p> <p>Childminders wishing to increase their numbers from 6 under 8 years old to 10 under 12 years old have incurred costs following consultation with FCC planning department. And this has deterred some from expanding their age range</p>
Affordable childcare	<ul style="list-style-type: none"> <li>• A very small minority of settings in Flintshire are unregistered therefore parents are able to access tax credits and use childcare</li> </ul>	<ul style="list-style-type: none"> <li>• Affordability is highlighted by parents as the most important factor in their consideration of childcare choice.</li> </ul>	Wales PPA, CPCKC, CDO, Play Development Team, FISF	<ul style="list-style-type: none"> <li>• <i>The wider promotion of the availability of Working Tax Credits or Universal Credits and Employer Supported</i></li> </ul>	<ul style="list-style-type: none"> <li>• Work carried out by the Umbrella Organisations to promote tax credits / universal credits, employer supported schemes and tax free childcare.</li> </ul>

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	<p>vouchers in most childcare settings.</p>	<ul style="list-style-type: none"> <li>• Take up of the childcare element of the Working Tax credit and Employers Supported Schemes is very low in Flintshire.</li> <li>• Approximately 48% of respondents to the parent / carer survey didn't know where to go to access information relating to financial assistance for childcare.</li> </ul>		<p><i>Schemes (including the new, nationwide Tax Free Childcare scheme).</i></p> <ul style="list-style-type: none"> <li>• <i>Unregistered providers of all types of childcare should be encouraged and supported to register with CIW.</i></li> </ul>	<p>Flintshire are Early Implementers for the 3-4 funded childcare offer – up to 30 hours combined childcare and education. Take up has been good and has widened knowledge of the website 'Childcare Choices'.</p> <p>PACEY has been promoting and discussing the childcare offer through PACEY news, e-news, magazine, also discussed at PACEY local meetings. Also, by answering individual enquiries and signposting to the Childcare Offer team.</p> <p>Mudiad Meithrin nationally promote tax credits / universal credits, employer supported schemes and tax free childcare through their facebook and twitter page. Settings also receive regular updates in a termly newsletter and through the local support officer.</p> <p>Wales PPA &amp; CWLWM advertise and promote tax credits, employer supported schemes and tax free childcare through their social media and on their websites.</p>
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					<p>A new 'Childcare Choices' Welsh Government booklet has been published in 2017 and is available from the FISF.</p> <p>CDO has regularly included articles in the FISF newsletter regarding Working Tax credits, Employers Supported Schemes and the new Tax Free childcare scheme.</p> <p>The FISF 'Help with childcare costs' leaflet has been updated in August and October 2017.</p> <p>Five FISF staff members attended Universal Credit training on 15<sup>th</sup> March 2018 in Wrexham.</p> <p>NDNA Cymru have publicised the child care choices website and shared information about tax free childcare via e-bulletins and on the NDNA website. CWLWM shared information about tax free childcare: <a href="http://www.cwlwm.org.uk/tax-free-childcare-opens-to-all-eligible-families/">http://www.cwlwm.org.uk/tax-free-childcare-opens-to-all-eligible-families/</a></p>
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					<ul style="list-style-type: none"> <li>Support given to unregistered childcare settings to become registered with CIW</li> </ul> <p>The CDO and Wales PPA have supported Whitford school, St. Mary's school, Flint and Abermorddu school as they are moving towards registering their currently unregistered After School Clubs.</p>
<p>Times at which childcare is available, including the need for flexible childcare catering for irregular patterns of usage across the day, the week and the year;</p>		<ul style="list-style-type: none"> <li>Less than 50% of full day care providers and childminders offer half day care sessions.</li> <li>Sessional care providers tend to deliver morning only or afternoon only sessions and relatively few wraparound care or a lunch club.</li> <li>Very few providers offer childcare before 8.00am or after 6.00pm.</li> </ul>	<p>CDO, Wales PPA, NDNA, PACEY Cymru, Mudiad Meithrin</p>	<ul style="list-style-type: none"> <li><i>In order to meet the childcare needs of those working atypical hours more childcare is needed before 8am, after 6pm, overnight and at weekends.</i></li> <li><i>Sessional day care providers and out of school care providers should be encouraged to extend their hours to meet</i></li> </ul>	<ul style="list-style-type: none"> <li>Umbrella orgs providing examples of settings expanding their hours to meet the needs of working families</li> </ul> <p>Squib and Squidge Childminders have extended their daily hours and also now cover Saturdays and overnight care.</p> <p>Emma Williams a newly registered childminder has registered to provide childcare places at the weekend and her weekday sessions extend to as late as 9.00pm.</p> <p>Flexible hours is discussed during the CYPOP5 and pre-registration process to</p>

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		<ul style="list-style-type: none"> <li>• Virtually no weekend or overnight childcare.</li> </ul>		<p><i>childcare requirements of working families.</i></p> <ul style="list-style-type: none"> <li>• <i>All childcare providers should be encouraged to work collaboratively to ensure that working parents are able to access suitable provision to meet the Childcare Offer</i></li> </ul>	<p>encourage thinking of this from the offset.</p> <p>Woodland Imps (Mynydd Isa), Oaktree Playgroup (Buckley), Sandycroft Playgroup, Kelsterton Playgroup (Connah's Quay) and Glan Aber (New) Playgroup (Bagillt) have all expanded their hours to meet the needs of working parents.</p> <p>Wales PPA are also working with new providers setting up provisions with the aim of supporting the CCO in Flintshire e.g. Caerwys, Abermorddu and Whitford</p> <p>The CDO has supported a number of Out of school clubs who have recently reported expanding their hours – including R.A.S.C.A.L.S. (Penyffordd, Chester), Cool Kidz Club (Brynford), LAFS Club (Lixwm) and St, Winefride's (Holywell).</p> <p>Teigrod Terrig (Treuddyn) have expanded their OSC registration to include a bilingual holiday club.</p>
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<p>Location of childcare</p>	<ul style="list-style-type: none"> <li>The geographical distribution of childcare provision in Flintshire is good and is relative to the population, transport links and characteristics of each area</li> </ul>	<ul style="list-style-type: none"> <li>Lack of holiday care places in a variety of locations but most notably in Mold and Holywell</li> </ul>	<p>CDO, CPCKC</p>	<ul style="list-style-type: none"> <li><i>The development of holiday care provision in Mold and Holywell.</i></li> </ul>	<p>A new holiday club has registered in Treuddyn (bilingual provision) and is marketed in Ysgol Glanrafon's newsletter. The CDO has held discussions with the Urdd and Ysgol Glanrafon regarding provision of a Welsh Medium holiday club in Mold.</p>
<p>Welsh medium childcare provision</p>	<ul style="list-style-type: none"> <li>All Welsh medium primary schools in Flintshire have an after school clubs</li> </ul>	<ul style="list-style-type: none"> <li>Only 30% of parents completing the parental survey believed there was enough Welsh medium childcare available in the county.</li> <li>Flintshire do not have any registered childminders, holiday clubs, creches, nannies or day care nurseries delivering their services through the medium of Welsh</li> </ul>	<p>Mudiad Meithrin, NDNA, Wales PPA, PACEY Cymru, CDO, CPCKC</p>	<ul style="list-style-type: none"> <li><i>More Welsh medium childcare of all types is required in all areas of Flintshire, particularly those providing full day care during term time and school holidays</i></li> <li><i>All childcare settings should be encouraged to provide at least some bilingual elements</i></li> </ul>	<ul style="list-style-type: none"> <li>Umbrella orgs detailing work carried out to encourage development of Welsh medium provision. Also providing details of training courses / resources which encourage settings to be bilingual.</li> </ul> <p>CDO has been in discussion with the Urdd and the Governing body of Ysgol Glanrafon with a view to opening a Welsh medium Holiday club in Mold.</p> <p>FISF's Additional training schedule has included two free 'Fun with Welsh' workshops.</p> <p>Mudiad Meithrin as part of the Welsh Government's strategy to create a million Welsh Speakers by 2050 will be</p>

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					<p>opening new settings across Wales. Flintshire has been earmarked for a new setting to be opened within the next 12-18 months.</p> <p>Wales PPA have met all their EDI targets providing contacts for the project from member settings, Un Dau Tri courses have been promoted, a Welsh Language co-ordinator has been visiting those who participated in the Un Dau Tri courses – she provides a Welsh taster session and also provides Welsh resources for settings to use. There are 10 Welsh activities available via a toolkit on the Wales PPA website.</p> <p><a href="https://www.pacey.org.uk/news-and-views/news/archive/2017-news/september-2017/welsh-language-tool/">https://www.pacey.org.uk/news-and-views/news/archive/2017-news/september-2017/welsh-language-tool/</a></p> <p>PACEY Cymru have a range of Welsh Language resources available to support members, including supporting introduction of more Welsh for those less confident. New resources are added each month to this area.</p>
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					<p>Fun with Welsh workshops delivered on FISF’s additional funded training schedule February 2018. 100% rated the course as good/excellent and 100% rated the tutor as excellent. Comments included “really enjoyed this, the resources are very helpful”, “fantastic really enjoyed tonight session”.</p> <p>Childminder development work – has included targeting Welsh Ti a Fi sessions seeking to recruit Welsh speakers to consider childminding.</p> <p>4 day nurseries in Flintshire have attended the Un Dau Tri - hwyl a sbri Welsh Language training funded by the Welsh Government and have received support from NDNA’s Welsh Language support worker within the last year.</p>
<p><i>Childcare provision for different language categories</i></p>	<ul style="list-style-type: none"> <li>• Provision of childcare in languages other than English or Welsh is not available in Flintshire and demand for it is</li> </ul>	<ul style="list-style-type: none"> <li>• Only one parent with another language completed the parental survey</li> </ul>		<ul style="list-style-type: none"> <li>• <i>Settings should be supported to encourage families with other languages to use</i></li> </ul>	<ul style="list-style-type: none"> <li>• The CCO team have reported families of other languages have taken up the childcare offer including Russian and Polish. The FISF team also received a number of Assisted</li> </ul>

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	very low according to FISF data.			<p><i>established childcare settings</i></p> <ul style="list-style-type: none"> <li>• <i>Improve support to parents completing the on-line parent survey</i></li> </ul>	<p>places Grant Applications from families of other languages. FISF staff will support all parents with the parent on-line survey or any FISF grant application forms regardless of their ethnicity, nationality or language.</p> <ul style="list-style-type: none"> <li>• CDO promoted the CSA Parent survey through a number of minority support networks with assistance from Fiona Mocko (FCC)</li> </ul>
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**Issues facing specific categories of parents in relation to availability of childcare provision**

Category	Strengths	Weaknesses	Actioned by	Priorities	Milestones reviewed 31 <sup>st</sup> March 2018
Working parents	<ul style="list-style-type: none"> <li>• Affordability of childcare is a key concern for those parents working and those considering a</li> </ul>	<ul style="list-style-type: none"> <li>• A small number of childcare settings are not registered with CIW so parents are unable to access the childcare element</li> </ul>	Wales PPA, Mudiad Meithrin, NDNA, PACEY Cymru,	<ul style="list-style-type: none"> <li>• <i>Unregistered settings need sufficient training and support to enable them</i></li> </ul>	<ul style="list-style-type: none"> <li>• CDO and umbrella orgs detailing training and support available to those looking to register with CIW</li> </ul>

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	<p>return to work or education. The Welsh Government's Childcare Offer for 3 &amp; 4 year olds will assist many of these working families</p> <ul style="list-style-type: none"> <li>•</li> </ul>	<p>of the working tax credits or use childcare voucher schemes (soon to be replaced with the national Tax Free Childcare scheme).</p> <ul style="list-style-type: none"> <li>• Lack of flexibility and affordability of childcare are the main barriers experienced by working parents, particularly those working atypical hours i.e. shift workers and those working weekends or overnight</li> <li>• Working parents requiring full day care provision are unable to access any provision through the medium of Welsh</li> </ul>		<p><i>to register with CIW.</i></p> <ul style="list-style-type: none"> <li>• <i>In order to meet the childcare needs of those working atypical hours more childcare is needed before 8am, after 6pm, overnight and at weekends.</i></li> <li>• <i>More Welsh medium childcare of all types is required in all areas of Flintshire, particularly those providing full day care during term time and school holidays</i></li> </ul>	<p>Contact is made with Wales PPA who then send the Development worker to visit and assist with the registration forms.</p> <p>Mudiad Meithrin have a dedicated Flintshire Support officer who will work with committees to register with CIW. In particular work is being undertaken to register all settings as CIO and to re- register with CIW with a Responsible individual as opposed to a registered person.</p> <p>PACEY Cymru are funded by the local authority to deliver a range of pre-registration services, including briefing sessions / CYPOP5 courses / pre-registration support workshops, telephone/email support, and individual advice surgery sessions, along with sharing start-up grant information.</p> <p>NDNA provide support and guidance to those enquiring about wanting to start a day nursery.</p> <p>NDNA offer a number of free factsheets providing advice and guidance to parents – e.g. choosing your day nursery, a guide to bilingualism:</p>
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					<p><a href="http://www.ndna.org.uk/NDNA/Shareholders/Parents_resources/Parents_Factsheets.aspx">http://www.ndna.org.uk/NDNA/Shareholders/Parents_resources/Parents_Factsheets.aspx</a></p> <ul style="list-style-type: none"> <li>• How CDO and the umbrella orgs are actively encouraging settings to expand their hours / be more flexible</li> </ul> <p>CDO is working with Urdd and Ysgol Glanrafon regarding a possible Welsh medium holiday club in Mold.</p> <p>All umbrella organisations attend the CCO Advisory group meetings and are aware of the importance of promoting flexible provision for working parents across the County.</p> <ul style="list-style-type: none"> <li>• Umbrella orgs detailing how they are able to support those interested in providing a Welsh medium childcare service</li> </ul> <p>All settings registered with Mudiad Meithrin are supported by a Support officer who offers support and guidance on all aspects of running the Cylch Meithrin. Particular emphasis is put on language development through a</p>
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					<p>language scheme Croesi'r Bont which tracks each child's progress in the Welsh language since starting at Cylch.</p> <p>Wales PPA encourages the use of the Welsh language and provides some useful resources.</p> <p>PACEY Cymru offer bilingual resources and training. Childminder development work has included targeting Welsh activities such as Ti a Fi, also engaged with Menter in Flintshire to help promote childminding as a career.</p>
Parents seeking work or training opportunities	<ul style="list-style-type: none"> <li>Parents, Childcare and Employment (PaCE) provide funding for childcare to support parents/guardians who are seeking work or training opportunities, when childcare is the main barrier</li> </ul>		FISF, PaCE, NDNA	<ul style="list-style-type: none"> <li><i>Continued promotion of the PaCE project</i></li> </ul>	<p>FISF continue to work with PaCE promoting the service to parents when they enquire about childcare if they wish to return to work. We are currently aware that in Flintshire PaCE are actively engaged with / supporting 94 participants across three advisors.</p> <p>NDNA Cymru are running a supported employment project 'Childcare Works' for unemployed individuals aged 50 plus living in Flintshire providing 16 weeks paid supported employment for 16 hours per week to include childcare specific training</p>

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					<p>workshops and placements within childcare settings.</p> <p>ASPIRE is a project funded by the Big Lottery Fund to support young parents or expectant young parents* (*who are at least 29 weeks into their pregnancy) aged 14 to 25 years across Flintshire and Wrexham.</p> <p>During 2017 – 2018 it has supported 116 participants. The project is concerned at the lack of funding for childcare to allow school age parents to return to studying. Also, young parents who receive funding for college based childcare are not allowed to use college transport for their children.</p>
Unemployed households	<ul style="list-style-type: none"> <li>No stakeholders referred to this as a barrier as the majority of unemployed households do not use childcare, apart from those entitled to Flying Start childcare or funded Early</li> </ul>		FISF, PaCE	<ul style="list-style-type: none"> <li><i>Continued promotion of the PaCE project</i></li> </ul>	<p>FISF continue to work with Flying Start, Early Entitlement and PaCE promoting these services to parents when they enquire about childcare.</p> <p>The CDO has attended a number of Jobcentreplus comms meetings across Flintshire to promote the services of FISF, the CCO and childminding as a career option.</p>

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	Years Education				
Low income families	<ul style="list-style-type: none"> <li>Affordability is a barrier for low income families and some stakeholders welcomed Flintshire's continued commitment to providing Assisted places funding</li> </ul>	<ul style="list-style-type: none"> <li>The administrative process can sometimes delay or exclude some low income families from applying for funding or tax credits.</li> </ul>	FISF, Jobcentreplus,	<ul style="list-style-type: none"> <li><i>Support with completing applications for assisted Places funding and tax credits should be available to all</i></li> </ul>	FISF will refer parents to Welfare Rights and Jobcentreplus if they have questions regarding tax credits and other benefits. FISF staff and the CDO support parents over the phone or via email or invite them to Connects, Flint to support them in completing Assisted Places grant forms.
Lone parent families	<ul style="list-style-type: none"> <li>Affordability is a barrier for lone parent families and some stakeholders welcomed Flintshire's continued commitment to providing Assisted places funding</li> </ul>	<ul style="list-style-type: none"> <li>The administrative process can sometimes delay or exclude some lone parent families from applying for funding or tax credits.</li> </ul>	FISF, Jobcentreplus,	<ul style="list-style-type: none"> <li><i>Support with completing applications for assisted Places funding and tax credits should be available to all</i></li> </ul>	FISF will refer lone parents to Welfare Rights and JCP if they have questions regarding tax credits and other benefits. FISF staff and the CDO support parents over the phone or via email or invite them to Connects, Flint to support them in completing Assisted Places grant forms.
Families from ethnic minority backgrounds		<ul style="list-style-type: none"> <li>The administrative process can</li> </ul>	FISF, Jobcentreplus,	<ul style="list-style-type: none"> <li><i>Support with completing applications</i></li> </ul>	FISF work with and make referrals to BAWSO, Save the Family, DASU, Daffodils and other agencies

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		sometimes delay or exclude some families from ethnic minority backgrounds from applying for funding or tax credits.		<i>for assisted Places funding and tax credits should be available to all</i>	
Families with children who have special educational needs or a disability	<ul style="list-style-type: none"> <li>This was not mentioned by any stakeholders as a barrier, as provision for children with special educational needs or a disability is very good in Flintshire.</li> <li>Financial support is available via the Extra Hands grants to employ additional staff to integrate these children within the setting.</li> </ul>		FISF, Wales PPA, Childcare Brokerage Officer	<ul style="list-style-type: none"> <li><i>Continued promotion of the Extra Hands grant amongst parents and childcare settings</i></li> <li><i>Use of the SEN grant for funded childcare offer.</i></li> </ul>	<p>Lynne Mort from FISF and Jackie Dines from Wales PPA support parents and settings to access the Extra Hands grants.</p> <p>37 children have received one to one support from April 2017 to March 2018 with 11 funded from the OOSC grant, 23 funded from the FCC Childcare grant and 3 from the CCO SEN grant.</p> <p>One childminder received an Inclusion Grant, funded by the OOSC grant, to provide a ramp for her setting.</p> <p>PACEY local North East Regional meeting in February 2017 focussed on inclusion with Lynne Mort as guest speaker to raise awareness of the inclusion toolkit and Lynne's support, and to share good practice with peers</p>

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					37 of the 4,107 children and young people attending Summer Playschemes during Summer holidays 2017 were supported by the Buddy system.
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**Other issues to be reflected in action plan**

Category	Strengths	Weaknesses	Actioned by	Priorities	Milestones reviewed 31 <sup>st</sup> March 2018
Sustainability of childcare sector	<ul style="list-style-type: none"> <li>OOSC Grant funds development worker hours, sustainability grants and a training schedule.</li> <li>FCC Childcare grant funding umbrella organisations to support childcare settings</li> <li>Parents can access financial assistance such as tax credits, employer supported schemes and assisted places grants.</li> </ul>	<ul style="list-style-type: none"> <li>Increased financial strain on settings, for example the living wage, rent costs, pension requirements, utilities and business rates.</li> <li>An increased requirement on settings to digitally complete regulatory required documentation</li> </ul>	CDO, FISF, Wales PPA, Mudiad Meithrin, CPCKC NDNA, PACEY Cymru	<ul style="list-style-type: none"> <li><i>Securing continued funding for the sector.</i></li> <li><i>Consistent promotion of the grants available to settings and parents.</i></li> <li><i>Continued investment in IT support for settings completing SASS Part 1 and 2</i></li> </ul>	<p>During 2017 – 2018 the OOSC grant awarded 4 sustainability grants and the FCC Childcare grant awarded 12 sustainability grants to support. Both of these grant streams will be available during 2018 – 2019 to support childcare settings across Flintshire.</p> <p>PACEY Cymru de-registration report Feb 17 identified</p>

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		<p>e.g. SASS 1 &amp; 2.</p> <ul style="list-style-type: none"> <li>The large number of settings operating under voluntary management committees, with annual membership changes.</li> </ul>			<p>that some childminders felt they should have been more business minded. As a result of these finding, PACEY Cymru have established routine calls for newly registered childminders and introduced a short intro to new registration support webinar. Further to this the local authority funds PACEY Cymru to deliver a local 'Newly Registered support workshop' (within FISF additional training programme) to help new childminders with business sustainability through a focus on marketing and running their new business as well as preparing for their first inspection.</p>
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					<p>All umbrella organisations have consistently promoted the sustainability grants and assisted places grants with increased take up of both of these grants during this financial year.</p> <p>NDNA Cymru has worked closely with the Welsh Government on the small business rates relief scheme, which will support the sustainability of private day nurseries.</p> <p>CPCKC have secured funding from the Moonlight foundation to fund a Peripatetic Childcare Business Development Officer to support OSC settings in Flintshire one day per week.</p>
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					FISF have purchased six laptops which are free to loan out to childcare settings to assist in completing SASS 1 and 2
Cross Border arrangements	<ul style="list-style-type: none"> <li>• Early Entitlement cross border agreement.</li> <li>• Cross border funding of the Childcare Brokerage officer and Aspire Information Outreach Officer posts.</li> <li>• Collaborative working across five counties in North Wales to fund childminder preregistration training package.</li> </ul>	<ul style="list-style-type: none"> <li>• No cross border agreements for the processing of Assisted Places or One to One grants.</li> </ul>	CDO	<ul style="list-style-type: none"> <li>• <i>Establishing cross border agreements for the processing of Assisted Places or One to One grants.</i></li> <li>• <i>Consistency with other programmes e.g. Early Entitlement / Foundation Phase</i></li> </ul>	<p>Cross border funding continues for children accessing early entitlement settings.</p> <p>The Childcare Brokerage Officer post and Aspire Information Outreach Officer post continue to be funded by a Flintshire and Wrexham agreement.</p> <p>CDO has not been able to arrange any reciprocate funding arrangements regarding Assisted places funding as neighbouring Local Authorities have different grant</p>

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					<p>processing procedures.</p> <p>The CCO team continue to work with neighbouring authorities to discuss the reciprocation of the offer when it rolls out nationally.</p>
<p>Workforce Development and Training</p>	<ul style="list-style-type: none"> <li>According to the SASS 1 survey results at least 96% of the childcare workforce have relevant qualifications</li> </ul>	<ul style="list-style-type: none"> <li>Reliance on Welsh Government Out of School childcare grant to fund mandatory training schedule.</li> <li>Childcare settings understanding of 'appropriate' qualifications as required in the National Minimum Standards (13.6 and 13.7)</li> </ul>	<p>CDO, Wales PPA, NDNA, PACEY Cymru, Mudiad Meithrin</p>	<ul style="list-style-type: none"> <li><i>Securing funding for mandatory training schedule and other training opportunities for CPD</i></li> <li><i>Promotion of level 2 and Level 3 courses amongst all settings</i></li> </ul>	<ul style="list-style-type: none"> <li>The CDO promotes the training schedule and additional funded training schedule as funded from the OOSC grant. The training schedule refers childcare providers to Coleg Cambria and Plato Training as local providers of Level 2, 3</li> </ul>

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					<p>and 5 courses in Childcare and Play and the Transition Award in Playwork.</p> <ul style="list-style-type: none"> <li>• Umbrella organisations detailing Level 2, 3 or 5 and Transition Award in Playwork qualifications available and any funding.</li> </ul> <p>Mudiad Meithrin are able to offer CPD training through Academi to all staff. Mudiad Meithrin are also able to train staff to level 3 through the national training programme.</p> <p>NDNA Cymru offer a wide range of face to face and online training to support</p>
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				<p>workforce development.</p> <p>The FCC Childcare grant have funded two rounds of CYPOP5 courses for potential new childminders during 2017 – 2018. Some of the workshops and training funded by FCC and delivered by PACEY Cymru have been mentioned above such as newly registered support workshop for childminders and Fun with Welsh in February. PACEY Cymru have also delivered New Inspection Framework in May and June 2017, Digital Inclusion May 2017, Planning for Learning September 2017, Introduction to Food Allergens and Infection Prevention and Control Guidance October</p>
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					2017 and Preparing for your Inspection March 2018.
Partnership Working	<ul style="list-style-type: none"> <li>Partnership working involving consultation with the Public Service Board Flintshire, North Wales Safeguarding Board, Umbrella / Partner Organisations, the Welsh Medium Education Forum, the Strategic Play Forum, Jobcentreplus, Family Information Service Flintshire, AWARE, Healthy Preschools, Neighbouring Local Authorities, Local Employers and other stakeholders</li> </ul>				<p>The Local Authority value the work carried out by a variety of organisations, and especially the members of the FEYDCP, in support of completing the CSA and meeting the requirements of this Action Plan.</p> <p>This collaborative approach is evident in the range of partnership meetings - FEYDCP, Childcare Offer Working Group, Early Education partnership etc.</p>

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### Glossary

AWARE	-	All Wales Area Representatives of EYDCPs
BAWSO	-	Information, Advice and Support for Black & Minority Ethnic people in Wales
CCO	-	Childcare Offer
CDO	-	Childcare Development Officer (Flintshire County Council)
CIO	-	Charitable Incorporated Organisation
CIW	-	Care Inspectorate Wales
CPCKC	-	Clybiau Plant Cymru Kids Club
CPD	-	Continuous Professional Development
CSA	-	Childcare Sufficiency Assessment
CWLWM	-	Childcare Wales Learning and Working Mutually
CYPOP5	-	Children and Young People Option 5
DASU	-	Domestic Abuse Safety Unit (Flintshire)
EDI	-	Erfyn Diagnostig Iaith (Language Diagnostic Tool)
FCC	-	Flintshire County Council
FEYDCP	-	Flintshire Early Years Development and Childcare Partnership

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FISF	-	Family Information Service Flintshire
NDNA	-	National Day Nurseries Association
OOSC	-	Out of School Childcare
OSC	-	Out of School Club
PaCE	-	Parents, Childcare and Employment
PACEY Cymru	-	Professional Association for Childcare and Early Years
SASS	-	Self Assessment of Service Statement
SEN	-	Special Educational Needs
Wales PPA	-	Wales Preschool Providers Association