

Early Years and Childcare Workforce Flintshire Newsletter

Summer Edition 2026



Welcome to your Summer 2026 update from the Early Years, Childcare, Capital and Partnerships team

In this edition, we highlight the wide range of support on the topic of anti-racism available to early years, childcare and play settings across Flintshire.

Creating anti-racist early years environments is not an optional extra - it is a fundamental part of giving every child the best possible start. The experiences children have in their earliest years shape their sense of identity, belonging and possibilities, which is why it is vital that they see themselves, their families and their communities positively represented in the spaces where they learn and play. When practitioners embed inclusive, anti-racist practice into everyday routines, resources and interactions, children gain the confidence to be themselves, the wellbeing that comes from feeling safe and valued and the understanding that difference is something to celebrate.

This newsletter brings together practical guidance, training opportunities and reflections to support you in continuing this essential work - developing settings where every child, family and member of staff feels seen, respected and able to thrive.

"I wish that we could look into each other's faces, in each other's eyes, and see our own selves. I hope that the children have not been so scarred by their upbringing that they only think fear when they see someone else who looks separate from them."

Maya Angelou



Why Anti-Racism Starts in the Early Years

Anti-racism is vital in the early years because children's attitudes, beliefs and understanding of the world develop from birth.

Research shows that young children notice differences in appearance, language and culture long before they can articulate what those differences mean.

The belief that children are 'too young' to talk about race or discussions about diversity can wait until their older overlooks the significant role early experiences play in shaping lifelong attitudes. If we do not actively promote inclusion and challenge stereotypes, children may absorb biases from the world around them without the skills to question them.

Some practitioners may question the relevance of anti-racist practice if they perceive their setting to have little or no cultural diversity. However anti-racism is not only for settings with children

from racially diverse backgrounds. Every child will grow up in an increasingly diverse society and will encounter people from different cultures, ethnicities, faiths and experiences throughout their lives. Therefore, early years settings have a responsibility to prepare all children to thrive in that world.

An anti-racist approach embedded into your setting benefits everyone by promoting equality, belonging and respect. Diversity should be recognised, celebrated, and discussed within your setting, regardless of whether children from global majority backgrounds are currently attending.

"It is harder to crack prejudice than an atom"
Albert Einstein



Our Role in Creating an Anti-Racist Wales

The Welsh Government's [Anti-racist Wales Action Plan](#) sets out a vision for Wales to become an anti-racist nation by 2030, recognising that racism is not simply an individual issue but one that is embedded within systems, structures and everyday experiences.

This vision is also reflected in the work of Care Inspectorate Wales, which has aligned its strategic priorities with the Anti-racist Wales Action Plan and is committed to promoting anti-racist practice in all registered childcare settings across Wales.



We all have a crucial role to play in achieving this vision - anti-racism is not an optional addition to good practice; it is an essential part of creating high-quality inclusive environments where every child feels seen and heard. We can achieve this national vision by ensuring that all children see themselves positively reflected in the environment, resources and curriculum.

"We were a good example to the rest of the world, how you can live together regardless of where you come from or the colour of your skin."

**Betty Campbell,
Wales First Black Headteacher**

White Privilege: Recognising the Unseen Advantages in Everyday Life

Understanding white privilege is an important part of anti-racist practice because it encourages us to reflect on whose experiences are valued and represented within your setting.

White privilege can be seen in everyday experiences such as books, toys, media and other resources that reflect identity.

To find out more follow link
[BBC Bite-Size White Privilege](#)



**"What's the matter?
It's the same distance!"**

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences"

Audre Lorde

Exploring 'The World Around Me' Resource Baskets

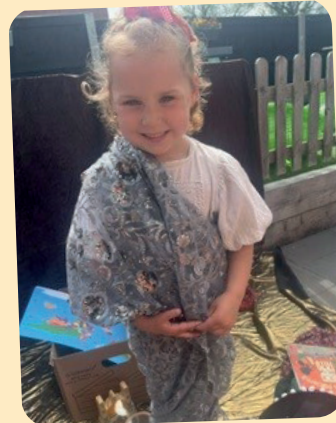
The Childcare Development Team are delighted to share that the first seven 'The World Around Me' resource loan baskets have now been distributed to early years childcare and play settings across Flintshire. These baskets have been developed to support practitioners in building their confidence and competence in embedding multicultural resources within their everyday environments and practice.

Each basket contains a carefully selected range of resources designed to help children explore and appreciate the diverse world around them. Accompanying guidance provides practical suggestions for incorporating the resources into

daily provision, alongside activity ideas, learning opportunities and prompts to encourage meaningful conversations with children.

The aim of these baskets is not to teach religion or focus on differences as barriers, but rather to ignite children's natural curiosity and celebrate the rich diversity of people, families, traditions, languages, foods, clothing, and experiences that make up our communities and wider world.

By introducing children to a broad range of cultures and perspectives from an early age, we help them develop empathy, respect, and an understanding that while we may have differences, we also share many common experiences and emotions.



Sharing Feedback...

Hi, the children in my setting loved exploring the box. It provides a lovely variety of hands-on activities and materials to encourage curiosity, exploration and discussion about the environment, people and the wider world. The younger children enjoyed the different hats and loved the musical instruments and puzzle. The older children enjoyed exploring everything in the box.

Amanda Purdy, Childminder in Flintshire

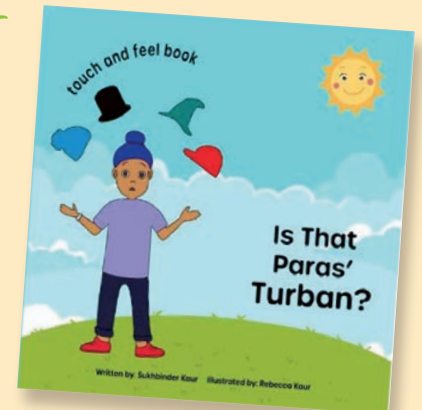
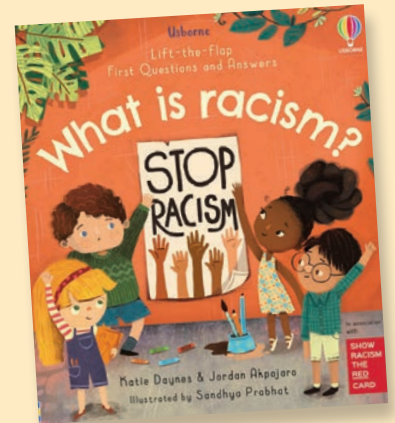
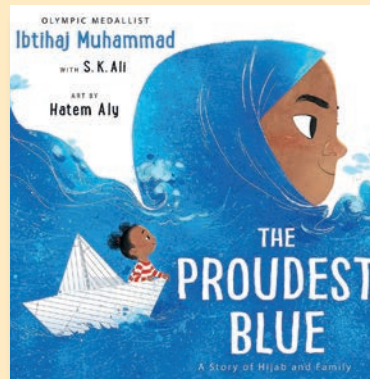


If you'd like to loan one of our 'The World Around Me' baskets for your setting, please get in touch: ccdtraining@flintshire.gov.uk

'Try This Month' – One of the action challenges below:

- Audit your book corner
- Add family photos to displays
- Learn every child's name pronunciation
- Introduce multilingual greetings

Book Recommendations



Meet Katie Hobson, Flintshire Internal Childcare Provision

Hi, I am Katie Hobson, I work for Flintshire Internal Childcare Provision as a childcare and creche assistant. Since September 2025, I became the Anti-Racism and Equity Champion (AREC) for the provision. I was pleased to take on this role as I believe everyone has the right to feel heard, seen, valued and respected, children and adults alike. I advocate strongly for fairness and confidently challenge barriers that may impact people's lives and wellbeing.



My role has many aspects, one of those being to support colleagues in ensuring they and the environment we work in are actively promoting diversity, inclusion and an overall sense of belonging. We want to make sure all children know they are important. We do this by using a wide array of resources from mirrors to jigsaws, family photos, maps, flags, photos of the local community, home corner items, books, musical instruments and fabrics, we also do a lot of dancing. We work with parents and ask if there are specific games, activities or traditional celebrations that we can take part in with the children.

Part of my role involves supporting colleagues on their learning journey through open, honest conversations and reflecting on our practice. I also signpost to training courses that I think may be relevant in promoting an anti-racist environment. I support the review of policies and procedures linked to Anti Racism, and review these regularly.

As a team we believe everyone deserves an environment where they feel they belong, are respected and have the opportunity to thrive. This is an ongoing and ever-changing learning journey for us all and we are happy to be part of it.



Quality Framework Launch – Introducing the new Quality Framework Tool for Early Years Settings

The Early Years Childcare and Childcare Development Teams have been working in partnership to develop a Flintshire Quality Framework intended to be used by all childcare providers registered to offer grant funded places.

This Framework aims to:

- Acknowledge good practice, identify and celebrate strengths.
 - Identify and maintain a level of quality.
 - Demonstrate that providers have reached an agreed standard in all aspects of their provision.
 - Identify areas to be further developed with support from the Early Years Childcare,
- Childcare Development teams and CWLWM partners (Early Years Wales, Mudiad Meithrin, National Day Nurseries Association, Coram Pacey and Clybiau Plant Cymru Kid's Clubs).
- Support providers to continually review and reflect on existing practice and quality.
 - Promote high quality providers to parents and carers.

In the Autumn Term we will be implementing a pilot phase, to gather feedback from providers, before Phase One roll-out begins. We have chosen a cross section of providers to be involved in the pilot and are offering a range of dates and times for training. We are excited to have reached the stage where we are able to share with practitioners and look forward to working with those involved in the pilot to refine and further develop the Framework, which we hope will be of benefit and help to share good practice going forward.

If you have any questions, please email - QualityFramework@flintshire.gov.uk



Updates

The Childcare and Early Years Small Capital Grant in Flintshire has been launched for 2026-2027.

Application packs have been emailed to all CIW registered childcare providers in Flintshire.

If you have any queries, please email: smallgrants@flintshire.gov.uk

Flying Start

If you are not yet a Flying Start provider but are considering registering, please email flyingstartproviders@flintshire.gov.uk to make enquiries.



Please visit [Flying Start](#) to see an up to date list of all areas currently covered by Flying Start 2-year-old expansion.



Childcare Offer for Wales

Applications opened on the 18 June 2026 for parents to apply for [Childcare Offer for Wales](#)

Funding from September 2026

Childcare Offer for Wales helpline
Telephone: 03000 628 628



Gwasanaethau Gwybodaeth i Deuluoedd
Family Information Services

Family Information Team School Holiday Padlet

We try to gather as much information as we can around events that are happening throughout Flintshire - so that parents don't have to. We send this leaflet out to all childcare providers and schools to send to parents.

If there is something going on that you can't find on the Padlet please send it over to the team so we can add it on!



Useful Websites, Training and Guidance

To support settings in developing and embedding anti-racist practice, Flintshire will be offering some Best Practice Training throughout the year.

The training will provide practical guidance, opportunities for reflection, and strategies to help practitioners confidently challenge discrimination and foster a sense of belonging for all. We encourage all childcare and play settings to take advantage of this valuable professional learning opportunity.

Opposite, you will find a range of useful guidance documents, resources and websites to support your anti-racist journey and help strengthen inclusive practice within your setting.

[Anti-racist Wales Action Plan](#)

[Equality Act 2010 Wales](#)

[DARPL](#)

[Show Racism the Red Card](#)

[NDNA Case Study](#)

[Race Council Cymru](#)

[Mudiad Meithrin](#)

[Clybiau Plant](#)

[NDNA](#)

[Diverse Cymru](#)

[Doll test - The effects of racism on children](#)



Updates from CWLWM partners



The Coram PACEY resources around anti-racism can be found here: [Coram PACEY Spotlight: Anti-racist Wales](#). This includes links to training, resources, blogs and factsheets.



Shifting from non-racist to anti-racist practice
Thursday 24th Sept and 1st Oct online
6:30-8pm FREE

Also available to members is our policy guidance [Anti-Racism Policy Guidance](#)

Need Advice or Support?

If you'd like support and guidance on developing anti-racist practice and creating an inclusive environment in your setting, our team is here to help.

Whether you need practical ideas, high-quality resources, training, or tailored advice, we're happy to help. We can work with you to build confidence, embed anti-racist approaches into everyday practice, and create positive, welcoming spaces for all children and families.

Get in touch to discuss your needs, explore training opportunities, or simply have a conversation about how we can support your anti-racism journey - ccdtraining@flintshire.gov.uk



DATBLYGIAD GOFAL PLANT
CHILDCARE DEVELOPMENT
 SIR Y FFLINT • FLINTSHIRE

Anti-racist practice is a journey, not a destination.

It grows through curiosity, compassion and a willingness to learn alongside the children and families we support.

By creating environments where diversity is celebrated, differences are respected and every voice is heard, we help children develop a sense of belonging and the confidence to be themselves.

Have a wonderful summer and thank you for being part of a community that is committed to making every child feel welcome, valued and included.

"One day our descendants will think it incredible that we paid so much attention to things like the amount of melanin in our skin or the shape of our eyes or our gender instead of the unique identities of each of us as complex human beings."
 Franklin Thomas, philanthropist and civil rights activist.

