

Childcare Sufficiency Assessment – Progress Report 2020

The current level of supply of childcare in Flintshire is displayed in the table below based on CIW's FIS Weekly Report (30.03.20) and VAS Report (10.12.19)

Childcare Type	Registered	Suspended	Unregistered or Approved
Childminder	109	4	-
Full Day Care	51	-	-
Sessional Day Care	22	-	-
Crèches	3	-	-
Out Of School Care	39	-	10
Open Access Play Provision	-	-	57
Nanny	-	-	3
Total	224	4	70

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.

This report was delayed for submission until 31st August 2020 due to Covid-19.

Assessment of Demand

Strengths	Weaknesses	Actioned by	Priorities
<ul style="list-style-type: none"> • Childcare is well located and meets the needs of the majority of parents. • Childcare is generally reliable. • The majority of respondents believed childcare is of good quality. 		CDO, FISF, AWARE	<ul style="list-style-type: none"> • For the next full CSA improve promotion of the parents survey as a very small sample of Flintshire parents completed the survey for 2016 • Ensure Welsh Government receive recommendations for improvements to the parents survey

Milestones reviewed 31st March 2018

- CDO to expand distribution list for parent survey in 2021.
- AWARE group have fed back to Welsh Government recommendations for improvements to the parent survey (2017).

Milestones reviewed 31st March 2019

- As above
- FISF have launched the FISF Facebook this January 2019 and this can be utilised to promote surveys (such as the CSA), consultations and announcements amongst parents across Flintshire. The Family Information Service Manager has put in a development request via the FIS network March 2019 to develop a DEWIS based survey system.

Milestones reviewed 31st March 2020

- Suggested that links be made between CWLWM Facebook Pages or Web pages and actively promoted through FISF
- The Family Information Service Manager has put in a development request via the FIS network to develop a DEWIS based survey system. This is hopefully going to be available during the latter part of 2020 (delayed due to Covid-19).

Assessment of Supply

Strengths	Weaknesses	Actioned by	Priorities
<ul style="list-style-type: none"> • All Areas of Flintshire host some type of childcare provision. • 77.1% return of all SASS1 paperwork within Flintshire which was above the national average 	<ul style="list-style-type: none"> • The timing of the SASS1 survey at the end of term and so early into the school holidays. 	<p>CDO, FISF, Early Years Wales (previously Wales PPA), Mudiad Meithrin, NDNA, PACEY Cymru</p>	<ul style="list-style-type: none"> • 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 • To provide technical support wherever possible to support settings as they complete CIW on-line SASS 1 and 2

Milestones reviewed 31st March 2018

- Support available from Umbrella organisations to complete SASS1 and 2 -

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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.

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.

PACEY Cymru offered telephone and email support for all registered childminders in Wales on completion of SASS. In Flintshire workshops 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 *"How I'll show evidence that I'm doing a good job and can fill in SASS2" [was most useful]*.

NDNA Cymru shared information about SASS 1 and 2 with members and provided telephone support on the completion of the SASS.

The CDO has supported OSC providers during routine visits to complete SASS1 and 2.

- **FISF have purchased six laptops which are free to loan out to childcare settings to assist in completing SASS 1 and 2**

All cylchoedd Meithrin are able to apply for a grant through Mudiad Meithrin to purchase IT equipment.

Two Digital Confidence workshops in May 2017 were promoted to all childcare settings and only one childminder attended the first workshop with the second workshop cancelled because no bookings received.

Milestones reviewed 31st March 2019

- **Support and advice provided to childcare providers around SASS1 and 2 requirements**

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On 7th September 2018 CIW announced 'Childcare and play providers: Not required to complete a Self-Assessment of Service (SASS) for 2018-19'. CIW plan to issue a SASS in the latter part of 2019 meanwhile childcare providers are instructed to update their Quality of Care Review and for it to be available should it be requested by CIW.

Quality of Care report workshop included on FIS Additional Training Schedule (February 2019 – 14 candidates attended).

The CDO and all umbrella organisations continues to provide support to OSC providers during routine visits around producing a Quality of Care Review and working to its Action Plan.

- **Provision of technical support to help childcare providers meet SASS1 and 2, Childcare Offer, Early Entitlement and DEWIS website requirements.**

FISF have laptops available to loan to settings to support them in completing their SASS and Quality of Care review paperwork, Childcare Offer and Early Entitlement claims and to register on the DEWIS website.

All umbrella organisations supporting settings to have combined document (Quality of Care Review & SEfl) in line with Joint Inspection. Also encouraging settings to purchase their own laptop/tablets and internet package.

Milestones reviewed 31st March 2020

- **Support and advice provided to childcare providers around SASS1 and 2 requirements**

In November 2019 CIW wrote to all registered childcare and play providers requesting they register or re-register on-line with CIW in preparation for early 2020, when childcare and play providers will be required, by CIW, to submit a Self-Assessment of Service Statement (SASS) online.

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Quality of Care Review workshop included on FIS Additional Training Schedule (2nd December 2019 – 12 candidates). Some feedback from this session included how this will support changes and improvements to the review of quality and help prepare for the Self-Assessment of Service in January 2020.

Information and support provided by CWLWM partners in the lead up to and during the SASS included local and remote support. PACEY Cymru support included funded places on 4 SASS webinars along with telephone and email support.

Early Years Wales & CWLWM sent constant reminders to all providers highlighting the importance of completing the SASS, some settings received telephone support, development workers reminded providers of the importance of registering with CIW for the pin number required for completing the SASS in Jan/Feb during their visits and also assisted them with completing it.

Clybiau Plant Cymru Kids' Clubs offered telephone, email and Childcare Business Development Officers provided one to one support during their visits as well as in their office for all registered members on completion of the SASS. Telephone support was also provided during the evenings on a rota basis.

NDNA Cymru shared information and sent reminders to childcare providers regarding registering online with CIW on the NDNA website and through e-bulletins

Mudiad Meithrin hosted a SASS support evening at the Westwood Centre on 15th January 2020. Mudiad Meithrin informed all setting via social media leading up to workshops. Some settings attended Mudiad Meithrin workshops in other counties.

Mudiad Meithrin provided all settings with a template to support them to complete their quality of care / self-evaluation report and their Support officer also offered support via email and visits.

- **Provision of technical support to help childcare providers meet SASS1 and 2, Childcare Offer, Early Entitlement and DEWIS website requirement**

FISF have laptops available to loan to settings to support them in completing their SASS and Quality of Care review paperwork, Childcare Offer and Early Entitlement claims and to register on the DEWIS website.

The Childcare Offer Small Capital Grant application criteria enables settings to apply for 'IT equipment provided it can be clearly shown that there is a need in order to deliver/administer Childcare Offer places, this could include laptops, printers etc.'

Information and support provided by CWLWM partners in the lead up to and during the SASS included local and remote support. PACEY Cymru support included funded places on 4 SASS webinars along with telephone and email support.

NDNA Cymru hosted a series of events to support childcare and play providers with their SASS including short drop in sessions, full workshops and 1:1 support sessions available by appointment. Childcare and play providers (not just NDNA members) were able to call the NDNA Cymru for further support.

Early Years Wales held Drop-in sessions in the St Asaph office every Thursday throughout January and a full day session was held in the St David's Hotel, Ewloe where providers came for 1:1 help in completing the SASS.

Analysis of supply and demand of overall childcare provision

Category	Strengths	Weaknesses	Actioned by	Priorities
Type of available childcare e.g. full day care, sessional care, after school care, childminder	<ul style="list-style-type: none"> The full range of services are catered for across the majority of areas 	<ul style="list-style-type: none"> A limited number of childminders in rural locations Only one open access playscheme is registered with CIW. Underutilisation of registered crèche facilities 	PACEY Cymru, Play Development Team, FISF	<ul style="list-style-type: none"> <i>Recruitment of more childminders, particularly in rural areas</i> <i>The registration of open access playschemes should be supported.</i> <i>Improve awareness, amongst agencies and training</i>

		<ul style="list-style-type: none"> A limited number of Nannies on the Voluntary Approval Scheme 		<p><i>providers, of the availability of crèche facilities in Flintshire</i></p> <ul style="list-style-type: none"> <i>More information relating to nannies on the voluntary approval scheme to be made available through FISF</i>
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Milestones reviewed 31st March 2018

- Details of PACEY and FISF promotional work.**

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.

The CDO has attended 2 P & T sessions, a Rhyme time session and a DWP Parent Event in Flint from December 2017 to March 2018 raising awareness of childminding as a career option

- Play Development Officer report on setting numbers**

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.

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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.

- **Promotion of Flintshire Crèche Services during 2017 – 2018**

Flintshire Crèche Services have delivered the following crèches from April 1st 2017 – March 31st 2018

One off Crèches = 15	6 week Crèches = 1	11 week Crèches = 6
4 week Crèches = 5	7 week Crèches = 4	12 week Crèches = 1
5 week Crèches = 6	8 week Crèches = 7	14 week Crèches = 1

During the last six months Flintshire Crèche Services staff have delivered promotional leaflets to schools, hotels, doctors surgeries and placed on FISF website.

- **How FISF promote Nannies**

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

Milestones reviewed 31st March 2019

- **Details of PACEY and FISF promotional work**

During the period May to September 2018, a total of 8 x 3 hour blocks of promotional engagement were delivered to raise awareness of becoming a registered childminder. This included display stands at 2 large community events, attendance at 10 parent and toddler groups, 2 library story time sessions and other community facilities and activities. In total at least 95 individuals were at the group sessions that were attended in this period, which resulted in more detailed discussions with 27 individuals showing sufficient level of interest in childminding to either share their contact details or take away additional information and another 3 took flyers for friends or colleagues. Individuals from the target areas have completed the October CYPOP5 pre-registration training course; including 3 from Mold, 1 from Northop Hall, and 1 from Holywell.

During the period January – February 2019, a total of 4 x 3 hour blocks of promotional engagement were delivered in the target areas of Mold and Holywell to raise awareness of becoming a registered childminder. This included attendance at 6 parent and toddler group sessions (including 1 health visitor led parent and baby session), 1 library story/rhyme time session, along with other community facilities and activities. In total at least 66 individuals were in attendance at the sessions visited, which resulted in more detailed discussions with some, of these 9 took additional information. The March CYPOP5 course candidates include 1 person from Mold, 1 person from this round of engagement work is currently awaiting the next local briefing session.

The CDO has attended Mold Jobcentreplus for a Lone Parent event in July 2018 and three Lone Parent pathway Sessions in November 2018 to promote FISF, DEWIS, childcare options and funding and to promote childminding as a career option. FISF outreach work has improved and expanded in this field following the recruitment of two new Information Officers this year.

- **Play Development Officer report on setting numbers**

3,906 children and young people aged 5 to 12 years (5 to 15 for children with disabilities) attended Summer Playschemes during summer holidays 2018 with 41 of these children and young people supported by the Flintshire Buddy scheme.

These were held at 58 site locations in partnership with local town and community councils. The local authority worked in partnership with Urdd Gobaith Cymru to deliver 4 Welsh medium summer playschemes. For 2018, the Local Authority Benefits Service, also worked in partnership to deliver hot lunches to all children in identified hotspots for food poverty, via the local playschemes –The food went to where children were and all children were welcome.

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FISF are working with the Play Development Team to look at developing an open play areas in Flintshire booklet. The play Development Team will be funding the booklet and developing it with Education. FISF will be involved in its promotion to encourage take up of free open play opportunities in the county.

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. Early indications are that a number of town and community councils have identified additional funding to support extra weeks in their communities. With 10 town and communities to date opting for the entire 6 weeks.

- **Promotion of Flintshire Crèche Services during 2018 – 2019**

Flintshire Crèche Services have delivered the following crèches from April 1st 2018 – March 31st 2019

One off Crèches = 8	2 week Crèches = 2	3 week Crèche = 1	4 week Crèche = 1
5 week Crèches = 2	6 week Crèche = 1	7 week Crèches = 3	8 week Crèches = 4
10 week Crèches = 2	11 week Crèches = 6	12 week Crèches = 7	14 week Crèches = 1
35 week Crèche = 1			

During the last year Flintshire Crèche staff have continued to promote use of the service. Demand has decreased this year due to a reduction in programmes offered under grant funding although the actual number of sessions provided seems to be at the same level as last year. The team will continue to work to promote and raise the profile of the service during the coming year.

- **How FISF promote Nannies**

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The FCC Childcare budget subsidises training and start up support for Nannies that are looking to join the voluntary approval scheme. However, there have been no new nannies registering on the Voluntary Approval scheme this year. This could be attributed to the changes in registering requirements as Nannies must now have a Level 3 Childcare qualification or the CYPOP5 qualification in order to register on the scheme.

In May 2018 the FISF website was replaced by DEWIS the website where parents can look for Childcare providers in the county. DEWIS do not provide a facility to register Nannies at present however, they have been requested to add this to the choice of childcare providers and this should be actioned in the near future. On 25th February 2019 a change in legislation has meant that nannies are currently unable to register on the Voluntary Approval Scheme therefore going forward this will impact on numbers of nannies able to enter their details on the DEWIS website.

Milestones reviewed 31st March 2020

- **Details of PACEY and FISF promotional work.**

The CDO has attended a Communities for Work course 'Pathway to Childcare' in October 2019 to promote childcare career options and funding available.

During the period June – September 2019 a total of 8 x 3 hour blocks of childminder development were delivered to raise awareness of becoming a registered childminder in Flintshire. This included visiting a range of Ti a Fi and parent and toddler group sessions, library sessions, and Cymraeg i Blant sessions in Flintshire. The childminder promotion took place in Holywell and the surrounding area, and in Mold and the surrounding area. During the period June – September a total of 21 sessions were visited. In total, 182 individuals were at the sessions which a PACEY Cymru Associate attended to promote childminding. The promotional work resulted in more detailed discussions with at least 29 individuals that showed a sufficient level of interest in childminding to either share their contact details (21) or take away additional information (21).

During the period June – September 2019 there were a total of 12 candidates booked onto the briefing session, of these at least 1 was as a result of this childminder promotional work. Although the briefing was attended by 8, there were 2 individuals that

missed the session who went on to have a briefing by telephone / email support, which included 1 candidate that was recruited through the childminder development work.

A further Briefing session was held on 12th February 2020 with eight candidates attending. Subsequently a IHC course started on 7th March 2020 with seven candidates, six choosing to register as childminders and one as a nanny. Unfortunately the second classroom day which was planned for 21st March was cancelled (due to COVID restrictions) and replaced with a webinar session that morning along with the online training course, a further webinar and additional support (if needed) was also arranged with the candidates.

PACEY Cymru have also been working in partnership with Job Centre Plus to promote childminding as a career, this has included attendance at JCP and PaCE staff meetings working in Flintshire to raise awareness of the role and route to becoming a registered childminder. This also included a display stand at the Flintshire Jobs, Skills & Careers Event in Deeside on 11 April 2019

- **Play Development Officer report on setting numbers**

4,008 children and young people attended Summer Playschemes during summer holidays 2019 with 47 of these children and young people supported by the Buddy system and 135 children via the medium of welsh language via attendance at our welsh language schemes delivered in partnership with Urdd Gobaith Cymru. 2615 were delivered hot meals at 27 of our 57 local playschemes via the share your lunch scheme in areas identified via the local authority benefits section. All children attending were able to participate to allow dignity for families and no stigma.

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. All playschemes are however delivered to the standards.

The delivery of play services is in compliance with the Local Authority's Play Sufficiency action plans delivered in accordance with the legislation within the Children and Families Measure (Wales) 2010. Play services are preventative services delivered to contribute to reducing child poverty. This includes a poverty of experience.

- **How FISF promote Nannies.**

Unfortunately for a few months Flintshire had no nannies on DEWIS or the FISF website following the Welsh Government announcement in March 2019 as follows -

Owing to a change made to the governing legislation by the Department of Work and Pensions (DWP), we have been made aware of a problem in relation to the legal basis for the Voluntary Approval Scheme. We are looking into the matter urgently so that we can understand the full implication of these changes for the scheme but we are not able to accept applications for approval or annual renewal at this time. As soon as the position is clear we will contact you to explain the matter.'

However in September 2019 the decision was reversed to accept Nannies as they review the legislation underpinning the initial decision.

Flintshire’s Childcare Development Team support nannies with access to the training needed to join the Voluntary Approval Scheme (VAS) – in 2019/2020 the LA funded 1 individual for the IHC unit looking to join the VAS for nannies

<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"> • Childminders and Full Day Care providers catering for children from 0 – 12 years old. • Relatively constant and sufficient supply of childcare for children 	<ul style="list-style-type: none"> • Virtually no after school provision for 12 – 17 year olds. • A minimal number of under fives are 	<p>MM, PACEY Cymru, NDNA, Early Years Wales (previously Wales PPA), CPCKC, CDO, CO team</p>	<ul style="list-style-type: none"> • <i>All relevant childcare providers to be encouraged to widen the age range they cater for, in line with the recent amendments to registration regulations, from under eights to under twelves.</i> • <i>All childcare relevant providers to be encouraged to widen the</i>
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	attending Sessional Day Care provision	catered for by holiday clubs		<i>age range they cater for to meet the requirements of the Childcare Offer</i>
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Milestones reviewed 31st March 2018

- **Umbrella Orgs supplying examples of settings who have widened their age range.**

Since Flintshire has started delivering the CO we now have 12 out of our 30 Holiday playschemes providing care for children from three years old.

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.

Woodies Wraparound (Saltney) are now catering for before and after school club and therefore cater for the older school age children (8- 11).

NDNA member day nurseries in Flintshire cater for children from Birth.

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

Milestones reviewed 31st March 2019

- **Umbrella Orgs supplying examples of settings who have widened their age range.**

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New After School club set up at Northop Hall Primary school catering for children from 4 – 11. They are in the process of registering with CIW

Caban Cae'r Nant have opened a new playgroup plus to support parents of children accessing school at Ysgol Cae'r Nant.

NEW Full Day Care (under registration) Clwb Bwthyn Bach, Caerwys. Planning to open April 2019

NEW Sessional Care (under registration) Kinnerton Little Acorns.

NEW Full Day Care (under registration) Abermorddu School through collaborative working with a local Day Nursery.

Following on from the SHEP programme being delivered at school during the summer holidays 2018 St. Davids High School, Saltney have started a Breakfast club to encourage healthy eating options.

Milestones reviewed 31st March 2020

- **Umbrella Orgs supplying examples of settings who have widened their age range.**

Unregistered After School clubs in the process of registering with CIW include Whitford ASC and Trelogan ASC.

St. Anthony's RC School are in the process of forming a committee to register a brand new After school club

New childcare provision registered during this period include – Clwb Bwthyn Bach Playgroup and After school club (Caerwys); Cylch Meithrin Bwcle and Sunshine Club Nursery Plus (Buckley)

Cylch Terrig have extended their registration at Ysgol Terrig, Treuddyn to include Breakfast club and After school club

Settings supported to expand by Early Years Wales- Whitford Playgroup added an additional session, Oaktree Childcare set up holiday care, Penguin Playgroup to include after school club, Venerable Edward Morgan expanded to full day care, Nannerch

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Under Fives increased sessions to accommodate CCO and wraparound, Saltney Small Steps to include holiday club and Hawkesbury PG to include wraparound

Settings new to Early Years Wales (already have childcare but new to Early Years Wales, support given) Sealand CP (considering wraparound) Southdown Sunshine Nursery wraparound, Kinnerton Little Acorns, Merilyn CP Bagillt, Penarlarg CP Hawarden, Beechtree Buckley, Ty Ffynnon Shotton, Glan Aber Bagillt, Gwernaffield CP (not proceeded but helped with policies etc..) Cornist CP ASC, Westwood CP and Ysgol Trelawnyd.

CPCKC have been successful with a People and Places Lottery grant for 3 years. They have appointed a Childcare Business Development Officer, North Wales whose role is to work with Staff and Managers of Out of School Childcare settings to strengthen their business. The project will support:

Better quality play opportunities and care provision within Out of School Childcare Clubs through upskilling Playworkers and Managers.

Better access to care and play provision, with Clubs registered with Care Inspectorate Wales, supporting Government initiatives that improve affordability for families.

More sustainable, well governed childcare that will provide continuity of care for children.

CPCKC Childcare Business Development Officer, North Wales is working closely with the CDO for Flintshire complementing the work of the local authority.

Supported by PACEY Cymru 10 new childminders registered with CIW during this financial year and all pre-registration childminders are encouraged to consider caring for the wider age-range of 0 – 12 years – including holiday and wrap around provision

Affordable childcare	<ul style="list-style-type: none"> A very small minority of settings 	<ul style="list-style-type: none"> Affordability is highlighted by 	Early Years Wales	<ul style="list-style-type: none"> <i>The wider promotion of the availability of Working Tax</i>
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	<p>in Flintshire are unregistered therefore parents are able to access tax credits and use childcare vouchers in most childcare settings.</p>	<p>parents as the most important factor in their consideration of childcare choice.</p> <ul style="list-style-type: none"> • Take up of the childcare element of the Working Tax credit and Employers Supported Schemes is very low in Flintshire. • Approximately 48% of respondents to the parent / carer survey didn’t know where to go to access information relating to financial assistance for childcare. 	<p>(previously Wales PPA), CPCKC, CDO, Play Development Team, FISF</p>	<p><i>Credits or Universal Credits and Employer Supported Schemes (including the new, nationwide Tax Free Childcare scheme).</i></p> <ul style="list-style-type: none"> • <i>Unregistered providers of all types of childcare should be encouraged and supported to register with CIW.</i>
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Milestones reviewed 31st March 2018

- **Work carried out by the Umbrella Organisations to promote tax credits / universal credits, employer supported schemes and tax free childcare.**

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’.

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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.

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.

Wales PPA & CWLWM advertise and promote tax credits, employer supported schemes and tax free childcare through their social media and on their websites.

A new 'Childcare Choices' Welsh Government booklet has been published in 2017 and is available from the FISF.

CDO has regularly included articles in the FISF newsletter regarding Working Tax credits, Employers Supported Schemes and the new Tax Free childcare scheme.

The FISF 'Help with childcare costs' leaflet has been updated in August and October 2017.

Five FISF staff members attended Universal Credit training on 15th March 2018 in Wrexham.

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: <http://www.cwlwm.org.uk/tax-free-childcare-opens-to-all-eligible-families/>

- **Support given to unregistered childcare settings to become registered with CIW**

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.

Milestones reviewed 31st March 2019

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- **Work carried out by the Umbrella Organisations to promote tax credits / universal credits, employer supported schemes and tax free childcare.**

CWLWM advertise and promote tax credits, employer supported schemes and tax free childcare through their social media and on their websites.

Both Early Years Wales and Mudiad Meithrin advertise and promote tax credits, employer supported schemes and tax free childcare through their respective social media and on their websites.

Flintshire's Childcare Offer team support parents who receive the CO and tax credits for those hours outside of funded hours.

FISF staff have attended a variety of training regarding childcare benefits and payment schemes for example in-house training on Direct Payments. Two new FISF Information Officers have been recruited this year with experience of working in FIS, Flying Start and Family first teams.

CDO has included articles in the FISF newsletter regarding Working Tax credits, Employers Supported Schemes, the Tax Free childcare scheme and developments around the delivery of the Childcare Offer in Flintshire and the surrounding counties.

Flintshire's Anti-poverty Group through the Citizens Advice Bureau are keen to work with FISF on local briefings looking at the theme of childcare costs and affordability.

- **Support given to unregistered childcare settings to become registered with CIW**

The CDO and Early Years Wales staff are supporting a number of settings to become registered with CIW – including Whitford ASC, Northop Hall ASC, Trelogan ASC, Queensferry ASC, St. Mary's ASC (Flint) and Gronant ASC.

Milestones reviewed 31st March 2020

- **Work carried out by the Umbrella Organisations to promote tax credits / universal credits, employer supported schemes and tax free childcare.**

CDO attended Welfare Benefits and universal Credit training on 1st May 2019.

FISF staff attended 'Welfare Benefit' training on 27th June 2019

The FISF newsletter includes regular updates on benefits, including tax credits, universal credits, tax free childcare and childcare vouchers.

NDNA Cymru have publicised updates and FAQs regarding the Childcare Offer for Wales via e-bulletins, on the NDNA website and via all social media platforms.

CWLWM, Early Years Wales and PACEY Cymru all advertise and promote tax credits, employer supported schemes and tax free childcare through their respective social media and on their websites.

- **Support given to unregistered childcare settings to become registered with CIW**

St. Anthony's RC School are in the process of forming a committee to register a brand new After school club in Saltney.

New childcare provision registered during this period include – Clwb Bwthyn Bach Playgroup and After school club (Caerwys); Cylch Meithrin Bwcle and Sunshine Club Nursery Plus (Buckley)

Unregistered settings receiving support to consider registration with CIW include – Queensferry Fun Club; Cornist Park ASC, Cilcain ASC, Trelogan ASC, Nercwys ASC, Gronant ASC, St. Mary's ASC (Flint), Northop Hall ASC; Whitford ASC, Gwernymynydd ASC and Nercwys ASC

CPCKC Childcare Business Development Officer, North Wales is currently working with clubs as part of their People & Places project to become Charitable Incorporated Organisations (CIOs) and support clubs with registering with Care Inspectorate Wales

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New Settings supported with registration by Early Years Wales – Ysgol Merllyn CP School – Wraparound, Cilfan support given but not successful for playgroup, Cornist After School Club, Caerwys Clwb Bwthyn Bach, Flint Little Teds, Kinnerton Little Acorns

All Mudiad Meithrin settings have to be registered with CIW therefore Mudiad Meithrin regularly update all policies and introduce new policies to ensure compliance with current legislation and initiatives. Support available via the Support Officer or through Mudiad Meithrin intranet / Llyfr Mawr Piws. All settings receive a termly newsletter from Mudiad Meithrin and the termly bulletin from CWLWM.

<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"> • Less than 50% of full day care providers and childminders offer half day care sessions. • Sessional care providers tend to deliver morning only or afternoon only sessions and relatively few wraparound care or a lunch club. • Very few providers offer childcare before 8.00am or after 6.00pm. • Virtually no weekend or overnight childcare. 	<p>CDO, Early Years Wales (previously Wales PPA), NDNA, PACEY Cymru, Mudiad Meithrin</p>	<ul style="list-style-type: none"> • <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> • <i>Sessional day care providers and out of school care providers should be encouraged to extend their hours to meet childcare requirements of working families.</i> • <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>
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Milestones reviewed 31st March 2018

- **Umbrella orgs providing examples of settings expanding their hours to meet the needs of working families**

Squib and Squidge Childminders have extended their daily hours and also now cover Saturdays and overnight care.

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.

Flexible hours is discussed during the CYPOP5 and pre-registration process to encourage thinking of this from the offset.

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.

Wales PPA are also working with new providers setting up provisions with the aim of supporting the CO in Flintshire e.g. Caerwys, Abermorddu and Whitford

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).

Teigrod Terrig (Treuddyn) have expanded their OSC registration to include a bilingual holiday club.

Milestones reviewed 31st March 2019

- **Umbrella orgs providing examples of settings expanding their hours to meet the needs of working.**

New After School club set up at Northop Hall Primary school catering for children from 4 – 11. They are in the process of registering with CIW.

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Saltney Small Steps extended their registration to include a Holiday Club to meet the needs of working parents.

Woody Wraparound have extended their registration to include a Holiday Club to meet the needs of working parents.

Caban Cae'r Nant have opened a new playgroup plus to support parents of children accessing school at Ysgol Cae'r Nant.

Cylch Terrig expanded hours to earlier start time of 8am

Hawkesbury Playgroup extended hours to meet the needs of working parents

Treuddyn under 5s extended hours to meet the needs of working parents

NEW Full Day Care (under registration) Clwb Bwthyn Bach, Caerwys. Planning to open April 2019

NEW Sessional Care (under registration) Kinnerton Little Acorns.

NEW Full Day Care (under registration) Abermorddu School through collaborative work with a local Day Nursery

Bryn Coch Childcare Club (formally Playmates Playgroup) - have extended hours

Oaktree Playgroup have extended hours to meet the needs of working parents

Gwernaffield Playgroup have extended hours to accommodate CO

Sandycroft have extended to offer wrap around for school nursery

Active Kids Club after prior consultation with parents during autumn term will open up Holiday Club over Christmas holidays

As part of childminder start up support all childminders are encouraged to provide flexible hours

FCC Direct Care team have reported that when recruiting domiciliary care workers they are finding potential staff are struggling to access childcare for early starts. The CDO has recommended that such applicants are referred to the FISF who will be able to provide a list of local childcare providers who offer flexible hours or who may be willing to extend their hours if they receive sufficient requests to do so.

- **Examples of collaborative working to provide places for the Childcare Offer**

Flintshire have been successful in receiving £4.8 m to support some gaps in the childcare sector for 3-4 year olds through the CO and support from partners including School Improvement Team.

Collaborative working has seen a Day Nursery from WCBC take over the After School Club at Ysgol Estyn Hope and also start delivering a holiday club at the same site. The same day nursery is in negotiation with Abermorddu school to provide a similar wraparound service.

Ysgol Sychdyn is working with Sychdyn playgroup to integrate the playgroup on school grounds so that they are able to provide wraparound care in a safe environment.

Treuddyn Under Fives have moved onto school premises and they have expanded their hours to support parents wishing to access the Childcare Offer.

Holywell Childcare pick-up children from local schools to bridge the gap in Bagillt.

There a number of are examples of childminders and sessional settings working together to support parents with the CO and EE.

Milestones reviewed 31st March 2020

- **Umbrella orgs providing examples of settings expanding their hours to meet the needs of working.**

New settings including Abermorddu Kids Club; Sunshine Club Nursery Plus; Clwb Bwthyn Bach playgroup and ASc (Caerwys) and Cylch Meithrin helping meet the needs of working parents and allowing many to access the Childcare Offer funding.

Cylch Garden City has closed but transferred all services to Cylch Shotton. As a result Cylch Shotton now open all day from 9.00am to 3.00pm offering a full range of services for Flying Start, Early Entitlement and the Childcare Offer. Shotton Cylch has been successful in the Childcare Offer Capital Grant bid which could see the Cylch extending the opening hours to 8.00am to 6.00pm

Cylch Terrig now offering full day care and are very busy.

Cylch yr Wyddgrug – successful capital bid will see the Cylch move on to the school site and be able to extend their hours to offer full day care

The new Cylch Bwcle has been open almost a year and numbers are increasing.

Mudiad Meithrin continuously looking for opportunities to expand provision within the county. Possibility of new settings under the SAS scheme

During PACEY Cymru briefing sessions and pre-registration training and support those looking to register as a childminder are encouraged to consider offering flexible and atypical opening hours. Newly registered support also provides an opportunity to discuss this as a unique selling point for those with vacancies.

With the closure of Cylch Garden City Flying Start no longer have a presence in this area. Discussions are underway with Sealand Primary School with regards to opening a new wraparound setting within the school.

Earlier this year the sudden closure of Daisy Chains Day Nursery in Flint has left the area with insufficient places for all Flying Start families. However, the building has been occupied by new management and plans are in place to reregister the setting with Flying Start. The new setting name is Little Teds Nursery and Academy.

The 30 Hour Childcare offer has also had a significant and detrimental impact on the availability and sustainability of Flying Start Childcare places. Flying Start have a number of children for whom they haven't been able to fulfil the offer of childcare and predictions for 2019/20 show unprecedented demand for FS childcare places. Areas particularly impacted include Flint, Garden City and Queensferry.

Settings supported to expand by Early Years Wales - Whitford added an additional session, Oaktree Childcare set up holiday care, Penguin Playgroup to include after school club, Venerable Edward Morgan expanded to full day care, Nannerch Under Fives increased sessions to accommodate CCO and wraparound, Saltney Small Steps to include holiday club and Hawkesbury PG to include wraparound

- **Examples of collaborative working to provide places for the Childcare Offer**

Ysgol Sychdyn is working with Sychdyn playgroup to integrate the playgroup on school grounds so that they are able to provide wraparound care in a safe environment.

Rascals ASC (Penyffordd), following a soft tendering process, transferred management of the club to S4YC.

A Wrexham Day Nursery has set up wraparound and after school care at Abermorddu school and Ysgol Estyn, Hope.

CPCKC has been promoting the Childcare Offer through their Y Bont newsletter, e-news, Network events and social media e.g. Facebook. CPCKC has also included the Childcare Offer in their Benefits to Registration flier for out of school childcare clubs and parents.

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Location of childcare	<ul style="list-style-type: none"> The geographical distribution of childcare provision in Flintshire is good and is relative to the population, transport links and characteristics of each area 	<ul style="list-style-type: none"> Lack of holiday care places in a variety of locations but most notably in Mold and Holywell 	CDO, CPCKC	<ul style="list-style-type: none"> <i>The development of holiday care provision in Mold and Holywell.</i>
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Milestones reviewed 31st March 2018

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.

Milestones reviewed 31st March 2019

Saltney Small Steps extended their registration to include a Holiday Club to meet the needs of working parents

Woody Wraparound have extended their registration to include a Holiday Club to meet the needs of working parents

The new childcare registration at Ysgol Estyn, Hope includes a Holiday club which is managed by a local Day Nursery

Ysgol Glanrafon have confirmed that they will be including a holiday club as part of their new build as funded through the Welsh Government Capital grant fund. The Management structure of the holiday club is under discussion.

Milestones reviewed 31st March 2020

Childminder development work to promote childminding as a career focussed on Mold and Holywell including the surrounding areas, childminders are most often open during school holidays

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Ysgol Glanrafon will be including a holiday club as part of their new build as funded through the Welsh Government Capital grant fund. Mudiad Meithrin proposal introduced to Welsh Government. The Management structure of the holiday club is still under discussion.

Oaktree Childcare set up holiday care and *Saltney* Small Steps also expanded to include holiday club

Welsh medium childcare provision	<ul style="list-style-type: none"> All Welsh medium primary schools in Flintshire have an after school clubs 	<ul style="list-style-type: none"> Only 30% of parents completing the parental survey believed there was enough Welsh medium childcare available in the county. Flintshire do not have any registered childminders, holiday clubs, crèches, nannies or day care nurseries delivering their services through the medium of Welsh 	Mudiad Meithrin, NDNA, Early Years Wales (previously Wales PPA), PACEY Cymru, CDO, CPCKC	<ul style="list-style-type: none"> <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> <i>All childcare settings should be encouraged to provide at least some bilingual elements</i>
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Milestones reviewed 31st March 2018

- 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.**

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.

FISF’s Additional training schedule has included two free ‘Fun with Welsh’ workshops.

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Mudiad Meithrin as part of the Welsh Government's strategy to create a million Welsh Speakers by 2050 will be opening new settings across Wales. Flintshire has been earmarked for a new setting to be opened within the next 12-18 months.

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.

<https://www.pacey.org.uk/news-and-views/news/archive/2017-news/september-2017/welsh-language-tool/>

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.

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".

Childminder development work – has included targeting Welsh Ti a Fi sessions seeking to recruit Welsh speakers to consider childminding.

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.

Milestones reviewed 31st March 2019

- **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**

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GWIRIWR – Early Years Wales providing support for those settings completing GWIRIWR the target for Flintshire was 12 members of staff to complete all 4 sections, this was exceeded with 17 completing. Early Years Wales along with NDNA provided support and guidance on the pilot training courses in preparation for the new Welsh Language suite of training courses to be made available in 2019. There are various Welsh resources available on Early Years Wales website.

Mudiad Meithrin receive funding from FISF & Early Education to provide and promote Welsh medium childcare across the County.

- New developments include a new Ti a Fi in Halkyn
- Plans are in place for a new Cylch Meithrin to open in Buckley after Easter 2019 joining Ti a Fi Buckley who have recently moved to the same site.
- A capital bid has been successful for an extension to Ysgol Glanrafon which will include a new building to accommodate childcare and early years.
- A capital bid has also been successful to extend/improve the provision at Shotton
- Cylch Meithrin Terrig have extended their hours and are now open from 8.00am to 3.00pm each day and they are currently researching the feasibility of even longer hours.

PACEY Cymru support -

- PACEY Cymru held an event on the 17th November at Porth Eirias with funding from Welsh Government which was open to all childcare providers. The aim of the event was to look for ideas on how to introduce more Welsh vocabulary throughout practices to support children's learning. The training was suitable for individuals who have a little Welsh language skills, a Welsh learner or a fluent Welsh speaker and was designed to enable attendees to utilise the learning within their settings.
- PACEY Cymru along with CWLWM partners continue to promote and recruit participants for Gwiriwr, the learn welsh level checker which is a diagnostic tool specifically designed to help the Childcare, Early Years and Playwork workforce to help accurately identify their current level of welsh competency. Based on completing activities on reading, writing, listening, and speaking. There is some information at <http://www.cwlwm.org.uk/wheres-your-welsh-at/>

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- PACEY Cymru are hosting webinars to support Gwiriwr participant childminders, which has been well received including by participants from Flintshire.
- Cymraeg Gwaith – The aim of this scheme is that CWLWM partners work together and make individual use (according to their expertise) to further develop the Welsh language skills of the workforce. The scheme is funded by the Welsh Government through the National Welsh Learning Centre. The main aim of the plan is to ensure that the workforce receives diverse opportunities to learn and develop their ability in Welsh, in order to be able to use the language confidently in the workplace and beyond. Pilot courses included a 10 week course held in Flintshire, which was attended by a local registered childminder (alongside other settings).
- PACEY Cymru have further developed online resources to support childminders with Welsh Language Development, these have been brought together into a Spotlight on Welsh Language Development at <https://www.pacey.org.uk/welsh-language-development/>

Milestones reviewed 31st March 2020

- **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**

Camau is a specific Learn Welsh scheme for the Early Years Education and Childcare Workforce, which offers 20 hours of free flexible language training covering a multitude of topics commonly used in the early years, incidental Welsh as well as language patterns and rules. Camau has been developed to meet the needs of the entire workforce and as such, 4 different levels are offered; Entry, Foundation, Intermediate and Advanced. The NCLW recognises the diverse needs of workforce and such will give practitioners a choice of 4 delivery methods. NDNA Cymru shared information with members regarding the CAMAU Dysgu Cymraeg / Learn Welsh Welsh Language online course through e-bulletins, social media and the NDNA website.

NDNA Cymru's Welsh Language Project Coordinator, has supported members to register interest and subsequently enrol for the CAMAU Welsh Language training courses. The Welsh Language Project Coordinator also supports members through 1:1 setting visits, resource sharing, simple translation and good practice modelling. The CAMAU Welsh Language Courses also include follow

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up 'aftercare' from the Welsh Language Project Coordinator to ensure successful application of the skills acquired by the childcare staff.

PACEY Cymru are continuing to offer webinars to support with Welsh language development and follow-up with those that have accessed the Camau training. PACEY Cymru work closely with Cwlwm partners to promote and encourage take up of the Camau training that has been developed for the sector.

Resources and information to support Welsh Language Development is available within the open access area of the PACEY website and is updated with new resources and information frequently.

Childminder development work to raise awareness of childminding as a career included targeted promotion within a number a Welsh medium activities and groups to encourage Welsh speakers and those with an interest in providing opportunities for children to hear the Welsh language to consider registering as a childminder.

Clwb Cwtsh is a Mudiad Meithrin project to introduce parents and carers to Welsh. The sessions are free to anyone who wishes to attend. The sessions will begin again in the Autumn term on a virtual platform until such time as face to face meetings are allowed.

The Mudiad Meithrin Croesi'r Bont scheme is in all cylchoedd Meithrin in Flintshire. Also, sessions on Trochi Iaith " language immersion" offered as part of Academy training

Early Years Wales' Welsh Language co-ordinator has been visiting all settings/practitioners in Flintshire that took part in the Un, Dau, Tri Hwyl a Sbri training, additional resources have been provided to support them, this was to provide continued support whilst we waited for the new Camau courses.

All Early Years Wales settings have been contacted and provided with information and support in accessing the new Welsh on-line awareness course along with information on the NEW Camau courses available, there are 4 levels and 4 models available. Courses started September 2019 and will continue until March 2020

Children's Welsh books have been distributed for Early Years Wales settings to use and share with their families.

Early Years Wales continue to promote the Active Offer, shared information on the benefits of nominating a Welsh speaker to wear the lanyard and badge so as to be recognised should anyone want to speak Welsh

<p><i>Childcare provision for different language categories</i></p>	<ul style="list-style-type: none"> • Provision of childcare in languages other than English or Welsh is not available in Flintshire and demand for it is very low according to FISF data. 	<ul style="list-style-type: none"> • Only one parent with another language completed the parental survey 		<ul style="list-style-type: none"> • <i>Settings should be supported to encourage families with other languages to use established childcare settings</i> • <i>Improve support to parents completing the on-line parent survey</i>
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Milestones reviewed 31st March 2018

- The CO 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 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.
- CDO promoted the CSA Parent survey through a number of minority support networks with assistance from Fiona Mocko, (FCC Policy Development Officer - Equalities)

Milestones reviewed 31st March 2019

- **Settings should be supported to encourage families with other languages to use established childcare settings**

The CO team and FISF team continue to support families with other languages to enable them to access their services.

Milestones reviewed 31st March 2020

- **Settings should be supported to encourage families with other languages to use established childcare settings**

Families with other languages continue to be supported by CO and FISF staff when applying for funding or making enquiries.

Mudaid Meithrin support all settings to be inclusive. The Support Officer will be supporting settings with the roll out of the new ALN bill

Mudiad Meithrin also have promotional leaflet in 8 language to explain the benefits of Welsh medium childcare and education.

NDNA have produced factsheets for ‘Support with EAL’

Issues facing specific categories of parents in relation to availability of childcare provision

Category	Strengths	Weaknesses	Actioned by	Priorities
Working parents	<ul style="list-style-type: none"> • Affordability of childcare is a key concern for those parents working and those considering a return to work or education. The Welsh Government’s Childcare Offer for 3 & 4 	<ul style="list-style-type: none"> • A small number of childcare settings are not registered with CIW so parents are unable to access the childcare element of the working tax credits or use childcare voucher schemes (soon to 	Early Years Wales (previously Wales PPA), Mudiad Meithrin, NDNA, PACEY Cymru,	<ul style="list-style-type: none"> • <i>Unregistered settings need sufficient training and support to enable them to register with CIW.</i> • <i>In order to meet the childcare needs of those working</i>

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	<p>year olds will assist many of these working families</p>	<p>be replaced with the national Tax Free Childcare scheme).</p> <ul style="list-style-type: none"> • 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 • Working parents requiring full day care provision are unable to access any provision through the medium of Welsh 		<p><i>atypical hours more childcare is needed before 8am, after 6pm, overnight and at weekends.</i></p> <ul style="list-style-type: none"> • <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>
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Milestones reviewed 31st March 2018

- **CDO and umbrella orgs detailing training and support available to those looking to register with CIW**

Contact is made with Wales PPA who then send the Development worker to visit and assist with the registration forms.

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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.

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.

NDNA provide support and guidance to those enquiring about wanting to start a day nursery.

NDNA offer a number of free factsheets providing advice and guidance to parents – e.g. choosing your day nursery, a guide to bilingualism: http://www.ndna.org.uk/NDNA/Stakeholders/Parents_resources/Parents_Factsheets.aspx

- **How CDO and the umbrella orgs are actively encouraging settings to expand their hours / be more flexible**

CDO is working with Urdd and Ysgol Glanrafon regarding a possible Welsh medium holiday club in Mold.

All umbrella organisations attend the CO Advisory group meetings and are aware of the importance of promoting flexible provision for working parents across the County.

- **Umbrella orgs detailing how they are able to support those interested in providing a Welsh medium childcare service**

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 language scheme Croesi'r Bont which tracks each child's progress in the Welsh language since starting at Cylch.

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Wales PPA encourages the use of the Welsh language and provides some useful resources.

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.

Milestones reviewed 31st March 2019

- **CDO and umbrella orgs detailing training and support available to those looking to register with CIW**

PACEY Cymru deliver childminder development work and pre-registration support in order to encourage new childminders. Two CYPOP5 course ran during this year – one in October 2018 and the other in March 2019

Early Years Wales provides support to settings with CIW registration either with a visit from the development officer or office support. Due to the setting up of new provision and changes providers are making to their legal status **14** providers have had support with CIW registration. Currently support is being provided to Abermorddu School and Ysgol Yr Esgob, Caerwys who are opening new provision shortly.

The CDO is currently supporting St. Anthony's RC School, Saltney to become registered with CIW

- **How CDO and the umbrella orgs are actively encouraging settings to expand their hours / be more flexible**

At the Briefing session and throughout the registration process PACEY Cymru encourage new childminders to look at offering flexible working hours to meet the needs of parents working atypical hours.

Across the board all childcare umbrella organisations are supporting settings to consider expanding their hours in a sustainable manner

- **Umbrella orgs detailing how they are able to support those interested in providing a Welsh medium childcare service**

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PACEY Cymru offer bilingual resources and training. Childminder development work in 2018-19 has continued to target Welsh activities such as Ti a Fi to encourage Welsh speakers and learners to consider a childminding career.

Early Years Wales

Early Years Wales visited settings that had completed the Un, Dau Tri courses to provide additional support with reading Welsh confidently, Welsh play activities and provided them with additional Welsh resources

Promoted the Active Offer, shared information on the benefits of nominating a Welsh speaker to wear the lanyard and badge so as to be recognised should anyone want to speak Welsh

Shared Bookstart's bilingual books for settings to use with their families

Visited settings to support them to complete the Gwiriwr language checker (17 completed)

Mudiad Meithrin have a local Support Officer who will advise and assist in all aspects of running a Cylch by providing regular telephone, email and support visits. Mudiad Meithrin also employ a support officer for the Ti a Fi groups and another Croesi'r Bont Officer through educational funding. This year sees the launch of their new updated management guidelines – Llyfr Mawr Piws – a hands on guide to help staff and committees in the day to day running of the cylch.

Milestones reviewed 31st March 2020

- **CDO and umbrella orgs detailing training and support available to those looking to register with CIW**

NDNA Cymru provide support and guidance to those enquiring about wanting to start a day nursery. NDNA Cymru offer advice on their website including a page on 'Starting a nursery business - top tips' (https://www.ndna.org.uk/NDNA/Community/myNDNA/blog/2018/starting_a_nursery_top_tips?WebsiteKey=5e278c52-0dec-4482-ad81-d06b25949f8b), with access to a free factsheet on starting your own nursery.

https://www.ndna.org.uk/NDNA/Shop/Item_Detail?WebsiteKey=5e278c52-0dec-4482-ad81-d06b25949f8b&iProductCode=FACTSYN&Category=FACT.aspx

NDNA Cymru can also provide expert advice and support to people starting a day nursery with a consultancy service (cost incurred).

PACEY Cymru are funded by the local authority to deliver childminder development and promotional work, briefing sessions, pre-registration training and support for those looking to register as a childminder. In 2019 – 2020 this has included promotional work during summer 2019 leading to a September briefing session. Following the launch of new qualifications in 2019, the first pre-registration course for the new units was delivered in November 2019. A further briefing session was delivered in February 2020, followed by the pre-registration training course in March 2020.

Early Years Wales has been supporting new Flintshire settings (see above) with CIW registration and are now promoting the NEW CIW on-line service. 30 settings have been supported with reregistering with CIW due to becoming a registered body, others are still at earlier stages of this.

Early Years Wales - See information noted previously in relation to expansion of provision support given.

Mudiad Meithrin Support Officer works closely with settings with any CIW issues. Training is planned on the new CIW on-line services

- **How CDO and the umbrella orgs are actively encouraging settings to expand their hours / be more flexible**

During **PACEY Cymru** briefing sessions and pre-registration training and support those looking to register as a childminder are encouraged to consider offering flexible and atypical opening hours. Newly registered support also provides an opportunity to discuss this as a unique selling point for those with vacancies.

Mudiad Meithrin continuously promote the Childcare Offer and flexible approaches of delivery.

- **Umbrella orgs detailing how they are able to support those interested in providing a Welsh medium childcare service**

CPCKC through their successful People and Places Lottery project are working with unregistered out of school childcare clubs supporting them with CIW registration. The CPCKC Childcare Business Development Officer, North Wales is working closely with CDO Flintshire local authority.

NDNA Cymru have a Welsh Language Project Coordinator who will advise and support childcare settings in moving towards developing a Welsh medium childcare service through telephone, email and support visits.

Childminder development work to raise awareness of childminding as a career included targeted promotion within a number a Welsh medium activities and groups to encourage Welsh speakers and those with an interest in providing opportunities for children to hear the Welsh language to consider registering as a childminder. **PACEY Cymru** also support existing childminders with Welsh Language skills – including promotion of Camau training as well as delivering webinars and developing resources to support practitioners.

Parents seeking work or training opportunities	<ul style="list-style-type: none"> • 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 		FISF, PaCE, NDNA	<ul style="list-style-type: none"> • <i>Continued promotion of the PaCE project</i>
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Milestones reviewed 31st March 2018

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.

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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 workshops and placements within childcare settings.

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.

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.

Milestones reviewed 31st March 2019

- **Continued promotion of the PaCE project**

The Aspire project finished earlier this year in line with its' funding schedule.

The FISF Manager has met with PaCE in February 219 to look at revamping the programme by identifying a number of areas for improvement, specifically around promotion and feedback. One suggestion is for FISF Information Officers to carry out outreach work, especially around rural North Flintshire and the outlying villages of Mold, to complement the work carried out by the PaCE team. Also, PaCE are aware of the CSA and that they are able to feed back to us any observations they may have on childcare provision to build up evidence.

Milestones reviewed 31st March 2020

- **Continued promotion of the PaCE project**

FISF attended a JCP Recruitment Event on 11th April 2019

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CDO spoke about ‘Childcare as a Career’ at a ‘Pathway to Childcare’ course (Communities to Work) in October 2019.

During 2019-2020 PACEY Cymru have been working in partnership with Job Centre Plus to promote childminding as a career and raise awareness with JCP and PaCE staff on the route to becoming a registered childminder. This has included attendance at staff meetings in Flintshire, as well as a promotional stand at the Flintshire jobs fair on 11th April 2019. The FISF manager has met the newly appointed PaCE North Wales Lead at Welsh Government early in 2020 on several occasions to establish stronger links and wider promotion of the service.

Unemployed households	<ul style="list-style-type: none"> 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 Years Education 	FISF, PaCE	<ul style="list-style-type: none"> <i>Continued promotion of the PaCE project</i>
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Milestones reviewed 31st March 2018

FISF continue to work with Flying Start, Early Entitlement and PaCE promoting these services to parents when they enquire about childcare.

The CDO has attended a number of Jobcentreplus comms meetings across Flintshire to promote the services of FISF, the CO and childminding as a career option.

Milestones reviewed 31st March 2019

- Continued promotion of the PaCE project**

FISF continue to work with PaCE, Flying Start and Early Entitlement promoting these services to parents when they enquire about childcare.

The CDO has attended four Lone Parent sessions at Mold Jobcentreplus promoting FISF, DEWIS, the Childcare Offer and careers in childcare.

Milestones reviewed 31st March 2020

• Continued promotion of the PaCE project

New flyer has been circulated across networks and via social media. Good working links established with the new Welsh Government PaCE North Wales lead.

See promotion work notes above

<p>Low income families</p>	<ul style="list-style-type: none"> Affordability is a barrier for low income families and some stakeholders welcomed Flintshire’s continued commitment to providing Assisted places funding 	<ul style="list-style-type: none"> The administrative process can sometimes delay or exclude some low income families from applying for funding or tax credits. 	<p>FISF, Jobcentreplus,</p>	<ul style="list-style-type: none"> <i>Support with completing applications for assisted Places funding and tax credits should be available to all</i>
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Milestones reviewed 31st March 2018

FISF will refer parents to Welfare Rights and Jobcentreplus if they have questions regarding tax credits and other benefits.

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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.

Milestones reviewed 31st March 2019

- **Support with completing applications for assisted Places funding and tax credits should be available to all**

FISF attend training related to benefits and funding for low income families and are able to signpost and support them to apply for funding.

The CDO administers payment of the Assisted Places grant from the FCC Childcare budget and the Welsh Government Out of School Childcare grant with both grants funding places for 125 children during term time and 40 children during school holidays for 2018 /19.

Early Years Wales continues to support the administration of the Assisted Places Scheme in Flintshire with 63 children in receipt of support for 2018/19

Milestones reviewed 31st March 2020

- **Support with completing applications for assisted Places funding and tax credits should be available to all**

CDO attended Welfare Benefits and universal Credit training on 1st May 2019.

FISF staff attended 'Welfare Benefit' training on 27th June 2019

The FISF newsletter includes regular updates on benefits, including tax credits, universal credits, tax free childcare and childcare vouchers

Early Years Wales continues to support the administration of the Assisted Places Scheme in Flintshire with **64** children in receipt of support for 2019/2020

Lone parent families	<ul style="list-style-type: none"> Affordability is a barrier for lone parent families and some stakeholders welcomed Flintshire’s continued commitment to providing Assisted places funding 	<ul style="list-style-type: none"> The administrative process can sometimes delay or exclude some lone parent families from applying for funding or tax credits. 	FISF, Jobcentreplus,	<ul style="list-style-type: none"> <i>Support with completing applications for assisted Places funding and tax credits should be available to all</i>
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Milestones reviewed 31st March 2018

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.

Milestones reviewed 31st March 2019

- Support with completing applications for assisted Places funding and tax credits should be available to all**

FISF attend training related to benefits and funding for low income families and are able to signpost and support them to apply for funding.

The CDO administers payment of the Assisted Places grant from the FCC Childcare budget and the Welsh Government Out of School Childcare grant with both grants funding places for 106 children during term time and 37 children during school holidays for 2018. In January 2019 there were no more funds available from the Out of School grant fund for assisted places grant and the CDO asked Welsh Government if there was a possibility to apply for additional funding. We wish to thank Welsh Government for their

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prompt response as they were able to release an additional £5,000 grant funding which enabled the CDO to support an additional 19 children in attending term time childcare and a further 7 children to access holiday care during the Spring term.

The CDO has attended four Lone Parent sessions at Mold Jobcentreplus promoting FISF, DEWIS, the Childcare Offer and careers in childcare

Early Years Wales continues to support the administration of the Assisted Places Scheme in Flintshire with 63 children in receipt of support for 2018/19

Milestones reviewed 31st March 2020

- **Support with completing applications for assisted Places funding and tax credits should be available to all**

CDO attended Welfare Benefits and universal Credit training on 1st May 2019.

FISF staff attended 'Welfare Benefit' training on 27th June 2019

The FISF newsletter includes regular updates on benefits, including tax credits, universal credits, tax free childcare and childcare vouchers.

Families from ethnic minority backgrounds	<ul style="list-style-type: none">• The administrative process can sometimes delay or exclude some families from ethnic minority backgrounds from applying for funding or tax credits.	FISF, Jobcentreplus,	<ul style="list-style-type: none">• <i>Support with completing applications for assisted Places funding and tax credits should be available to all</i>
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Milestones reviewed 31st March 2018

FISF work with and make referrals to BAWSO, Save the Family, DASU, Daffodils and other agencies

Milestones reviewed 31st March 2019

- **Support with completing applications for assisted Places funding and tax credits should be available to all**

FISF continue to work with a variety of agencies across Flintshire to ensure that families from ethnic minority groups receive support with applying for Assisted Places funding and other family benefits.

Milestones reviewed 31st March 2020

- **Support with completing applications for assisted Places funding and tax credits should be available to all**

FISF are able to provide access to all grant paperwork and information on tax credits to share with all enquirers

<p>Families with children who have special educational needs or a disability</p>	<ul style="list-style-type: none"> • 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. • Financial support is available via the Extra Hands grants to employ additional staff to integrate these children within the setting. 	<p>FISF, Early Years Wales (previously Wales PPA), Childcare Brokerage Officer</p>	<ul style="list-style-type: none"> • <i>Continued promotion of the Extra Hands grant amongst parents and childcare settings</i> • <i>Use of the SEN grant for funded childcare offer.</i>
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Milestones reviewed 31st March 2018

Lynne Mort from FISF and Jackie Dines from Wales PPA support parents and settings to access the Extra Hands grants.

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 CO SEN grant.

One childminder received an Inclusion Grant, funded by the OOSC grant, to provide a ramp for her setting.

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

37 of the 4,107 children and young people attending Summer Playschemes during summer holidays 2017 were supported by the Buddy system.

Milestones reviewed 31st March 2019

- **Continued promotion of the Extra Hands grant amongst parents and childcare settings**

Lynne Mort from FISF and Jackie Dines from Early Years Wales have continued to support parents and settings to access the Extra Hands grants up until the end of December 2018 when Lynne Mort left her position with FCC as Childcare Brokerage Officer. From January to March 2019 Jackie Dines has been commissioned through Early Years Wales to provide elements of the Childcare Brokerage Officer role which has included supporting parents and settings with Extra Hands grant applications.

The CDO administers payment of the Extra Hands grant from the FCC Childcare budget for non-Early Years Wales members and the Welsh Government Out of School Childcare grant with both grants funding places for 19 children during 2018 /19. Additional support from Welsh Government towards the end of the funding period enabled the CDO to process a further 3 grants to support

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children during the Spring term. Once again many thanks, on behalf of these Flintshire families, to Welsh Government for this additional financial support.

THE CDO also processes the CO SEN payments. During this financial year 14 families have benefitted from Extra Hands grant payments and two settings have received an Equipment / resources grant to support a CO child in their setting.

Early Years Wales supported 11 children with one to one support from April 2018 to March 2019 funded from the FCC Childcare grant.

- **Use of the SEN grant for funded childcare offer**

There has been joint working between agencies (EE and FISF) to encourage consistent approach to allocation of ALN support funding between schemes, particularly as the same children may be accessing funding from two sources. EE and FISF have reviewed their funding application forms for the ALN grants in order to strengthen consistency and meet best needs of the child.

Milestones reviewed 31st March 2020

- **Continued promotion of the Extra Hands grant amongst parents and childcare settings**

Jackie Dines has been commissioned through Early Years Wales to provide elements of the Childcare Brokerage Officer role which has included supporting parents and settings with Extra Hands grant applications and assessing children's additional support needs

The CDO administers payment of the Extra Hands grant from the FCC Childcare budget for non-Early Years Wales members and the Welsh Government Childcare and play grant with both grants funding places for 22 children during 2019 /20. As part of the Flexible funding the Childcare and Play grant received an additional £15,000.00 in January 2020 to meet the needs of parents / carers.

The CDO also processes the Childcare Offer SEN payments. During this financial year **19** children have benefitted from Extra Hands grant payments and **6** settings have received an Equipment / resources grant to support a CO child in their setting. **8** settings have received bespoke training to enable the settings to provide more appropriate support for children with additional needs in their setting

Early Years Wales supported **20** children with one to one support from April 2019 to March 2020 funded from the FCC Childcare grant.

- **Use of the SEN grant for funded childcare offer.**

EE and CDO have continued to work together to improve and streamline the processing of Extra Hands grant for those children attending non-maintained settings.

The Early Years Additional Learning Needs Steering Group have been meeting to plan for the introduction of the new ALN Bill 2021

NDNA Cymru have shared information and resources to support learners with ALN and transitions.

Other issues to be reflected in action plan

Category	Strengths	Weaknesses	Actioned by	Priorities
Sustainability of childcare sector	<ul style="list-style-type: none"> • OOSC Grant funds development worker hours, sustainability grants and a training schedule. • FCC Childcare grant funding umbrella organisations to 	<ul style="list-style-type: none"> • Increased financial strain on settings, for example the living wage, rent costs, pension requirements, utilities and business rates. • An increased requirement on settings 	CDO, FISF, Early Years Wales (previously Wales PPA), Mudiad Meithrin, CPCKC NDNA, PACEY Cymru	<ul style="list-style-type: none"> • <i>Securing continued funding for the sector.</i> • <i>Consistent promotion of the grants available</i>

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	<p>support childcare settings</p> <ul style="list-style-type: none"> • Parents can access financial assistance such as tax credits, employer supported schemes and assisted places grants. 	<p>to digitally complete regulatory required documentation e.g. SASS 1 & 2.</p> <ul style="list-style-type: none"> • The large number of settings operating under voluntary management committees, with annual membership changes. 		<p><i>to settings and parents.</i></p> <ul style="list-style-type: none"> • <i>Continued investment in IT support for settings completing SASS Part 1 and 2</i>
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Milestones reviewed 31st March 2018

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.

PACEY Cymru de-registration report Feb 17 identified 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 and 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.

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.

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.

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.

FISF have purchased six laptops which are free to loan out to childcare settings to assist in completing SASS 1 and 2

Milestones reviewed 31st March 2019

- **Securing continued funding for the sector.**

During 2018 – 2019 the OOSC grant awarded 8 sustainability grants and the FCC Childcare grant awarded 9 sustainability grants to support. Both of these grant streams will be available during 2019 – 2020 to support childcare settings across Flintshire.

PACEY Cymru published an update to the childminder de-registration report which shows the work undertaken to against the recommendations to the 2017 childminder de-registration report. As a result of these finding, PACEY Cymru have established routine calls for newly registered childminders and introduced and a short intro to new registration support webinar. Further to this the local authority funds PACEY Cymru to deliver local Newly Registered support for childminders, which has moved to an advice surgery model as opposed to workshop in order to offer tailored business sustainability support, which includes marketing and running their new business, as well as preparing for their first inspection.

CPCCKC secured funding from the Moonlight foundation to fund a Peripatetic Childcare Business Development Officer to support OSC settings in Flintshire one day per week up until 31st December 2018.

Sustainability continues to remain a concern as we find we have some small playgroups who cannot open more than they currently do and because of this they could now be at a disadvantage in terms of being sustainable because they can't compete with the settings which open extended hours to take the CO children.

NDNA report that business rates in Wales have now been waived for all nurseries (for three years initially). This is in response to calls from the NDNA to the Government to help nurseries to meet rising wages pension auto enrolment and sick pay costs. The request for the rate for early entitlement to rise £4.50 an hour in line with the 30 hour offer was also met .Flintshire are now piloting the scheme. This has been welcomed and will also help nurseries to continue to deliver the Foundation Phase as the rate paid beforehand was £2.91 an hour.

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- **Consistent promotion of the grants available to settings and parents.**

Early Years Wales supports providers with sustainability related issues, providing business plan templates and useful grant information, we also send a representative to sustainability panel meetings.

The FISF newsletter continually promotes the availability of grants to all settings

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 yet again.

- **Continued investment in IT support for settings completing SASS Part 1 and 2**

FISF have six laptops which are free to loan out to childcare settings to assist in completing SASS 1 and 2, DEWIS registration and Childcare Offer administration

Milestones reviewed 31st March 2020

- **Securing continued funding for the sector.**

During 2019 – 2020 the Childcare and Play grant awarded **7** sustainability grants and the FCC Childcare grant awarded **8** sustainability grants to support settings struggling financially. Both of these grant streams will be available during 2020 – 2021 to support childcare settings across Flintshire.

Childcare Offer small capital grants funding has been made available to childcare settings in Flintshire including registered childminders.

The support given to Cylchoedd Meithrin through the Support officer means that all but 3 settings are now registered CIO's and the remaining 3 are working on their status. Full business support is available through the Support officer to ensure high Quality sustainable settings in Flintshire. As CIOs these settings are better placed to access grants due to their charitable status

- **Consistent promotion of the grants available to settings and parents.**

The FISF newsletter continually promotes the availability of grants to all settings

Early Years Wales supports providers with sustainability related issues, providing business plan templates along with useful grant information. We also send back-up support for member’s applications where required to the LA and Partnership panel meetings along with sending a representative as and when needed.

NDNA Cymru have continuously promoted grant funding available to childcare settings, including the Small Capital Grant Scheme and the Business Wales New Employees Grant. The grant aims to encourage the creation of new jobs across the childcare sector. The grant will offer finances to support salaries and overheads whilst additional childcare spaces are filled.

PACEY Cymru have promoted local authority grants and support as well as the new grants that are being administered by Business Wales.

- **Continued investment in IT support for settings completing SASS Part 1 and 2**

FISF have six laptops which are free to loan out to childcare settings to assist in completing SASS 1 and 2, DEWIS registration and Childcare Offer administration

12 settings purchased new IT equipment to assist them in administering the Childcare Offer through a successful small capital grant application.

Cross Border arrangements	<ul style="list-style-type: none"> • Early Entitlement cross border agreement. • Cross border funding of the Childcare Brokerage officer and Aspire Information Outreach Officer posts. 	<ul style="list-style-type: none"> • No cross border agreements for the processing of Assisted Places or One to One grants. 	CDO	<ul style="list-style-type: none"> • <i>Establishing cross border agreements for the processing of Assisted Places or One to One grants.</i>
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	<ul style="list-style-type: none"> • Collaborative working across five counties in North Wales to fund childminder preregistration training package. 		<ul style="list-style-type: none"> • <i>Consistency with other programmes e.g. Early Entitlement / Foundation Phase</i>
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Milestones reviewed 31st March 2018

Cross border funding continues for children accessing early entitlement settings.

The Childcare Brokerage Officer post and Aspire Information Outreach Officer post continue to be funded by a Flintshire and Wrexham agreement.

CDO has not been able to arrange any reciprocate funding arrangements regarding assisted places funding as neighbouring Local Authorities have different grant processing procedures.

The CO team continue to work with neighbouring authorities to discuss the reciprocation of the offer when it rolls out nationally.

Milestones reviewed 31st March 2019

- **Establishing cross border agreements for the processing of Assisted Places or One to One grants.**

The Childcare Brokerage Officer post was funded by a Flintshire and Wrexham agreement up until 31st December 2018

The Childcare Offer Extra Hands Grant can be processed for Flintshire children attending settings in other Local Authorities.

- **Consistency with other programmes e.g. Early Entitlement / Foundation Phase**

The CO team continue to work with neighbouring authorities to discuss the reciprocation of the offer as it rolls out nationally. For example cross border arrangements between Cheshire East Council and Cheshire West & Chester Council were formalised in November 2018.

EE and FISF have met to facilitate the streamlining of the Extra Hands grant application process as much as possible. However, as the funding is sourced separately it is not possible to use duplicate paperwork.

Milestones reviewed 31st March 2020

- **Establishing cross border agreements for the processing of Assisted Places or One to One grants.**

The Childcare Offer continue to operate as the Delivery Authority for the Childcare Offer on behalf of the two neighbouring Engagement Authorities of Wrexham and Denbighshire. This enables the Childcare Offer team and Childcare Development team to process Extra Hands Grants for Flintshire children attending settings in other Local Authorities.

The Childcare Development Team continue to process Childcare and Play Assisted funded grants for Flintshire children attending settings in other Local Authorities.

- **Consistency with other programmes e.g. Early Entitlement / Foundation Phase**

The Childcare Development Team is now included within the Early Years Support Team and this has enabled greater collaborative working around the development of a more streamline grant application process with fewer forms and with plans for these to all go on-line in the near future. The Childcare Development Team work closely with all other FCC teams e.g. Early Entitlement, Flying Start, Teulu Cyfan, Flintshire Crèche Services etc. to support and sustain childcare provision across the county.

	<ul style="list-style-type: none"> • According to the SASS 1 survey results at least 96% 	<ul style="list-style-type: none"> • Reliance on Welsh Government Out of School childcare grant 	CDO, Early Years Wales (previously Wales PPA),	<ul style="list-style-type: none"> • <i>Securing funding for mandatory training schedule</i>
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Workforce Development and Training	of the childcare workforce have relevant qualifications	to fund mandatory training schedule. <ul style="list-style-type: none"> Childcare settings understanding of ‘appropriate’ qualifications as required in the National Minimum Standards (13.6 and 13.7) 	NDNA, PACEY Cymru, Mudiad Meithrin	<i>and other training opportunities for CPD</i> <ul style="list-style-type: none"> <i>Promotion of level 2 and Level 3 courses amongst all settings</i>
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Milestones reviewed 31st March 2018

- **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 and 5 courses in Childcare and Play and the Transition Award in Playwork.**
- **Umbrella organisations detailing Level 2, 3 or 5 and Transition Award in Playwork qualifications available and any funding.**

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.

NDNA Cymru offer a wide range of face to face and online training to support workforce development.

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 2017 and Preparing for your Inspection March 2018.

Milestones reviewed 31st March 2019

- **Securing funding for mandatory training schedule and other training opportunities for CPD**

The CDO continues to provide a Training Schedule and Additional Training Schedule funded through the OOSC grant. Income generated by the training schedule enables settings to benefit from a range of training opportunities through the Additional Training Schedule

PACEY Cymru - The FCC Childcare Grant has funded two rounds of childminder pre-registration training and support (October 2018 and March 2019). FCC funded training delivered by PACEY Cymru included a Completing your Quality of Care Report workshop in February 2019 (mentioned earlier). PACEY Cymru has also offered some regional training events which have been open to childminders from Flintshire, which include 'using Welsh in your setting' in Colwyn Bay (November 2018), a Foundation Phase event in Llandudno (March 2019), and a storytelling session in Wepre Park (March 2019).

The **Healthy Sustainable Pre-School Scheme (HSPSS)** is a national scheme managed by Public Health Wales and coordinated in Flintshire as an extension to the Healthy Schools Scheme. Pre-school settings actively work to promote and protect all aspects of health including: physical activity, nutrition & oral, emotional & social, safety, hygiene and the wellbeing of their staff. Between April 2018 and March 2019 4 settings joined the scheme including 1 playgroup, 2 Childminder's, 1 Cylch Meithrin, 3 settings have fully completed the Scheme bringing the total to complete the scheme to date to 15.

A further X 5 settings have been reassessed this year.

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In addition to providing support to settings to complete the themes the HSPSS officer works in partnership with Design 2 Smile and the dieticians from Betsicadwalder as well as other agencies to offer relevant training and workshops to settings participating in the scheme.

Early Entitlement workforce development 2018 – 2019 has included: Foundation Phase 2-day training; Physical Literacy; Improving Outcomes; Safeguarding (Aftathought); Solihull Approach update; Communication Friendly Spaces. A number of these course were funded through the Early Years Pupil Development Grant.

Mudiad Meithrin have delivered training on Behaviour management, Using mathematics in the outdoor environment, 5 steps to healthy living, GDPR and Language immersion.

- **Promotion of level 2 and Level 3 courses amongst all settings**

Early Years Wales has been working closely with Social Care Wales, Qualifications Wales, WJEC/City and Guilds in developing and promoting qualifications for the childcare sector.

Income from the FISF Training schedule 2017 – 2018 has been used to fund 19 candidates on the Transition to Playwork Award through Coleg Cambria.

Milestones reviewed 31st March 2020

- **Securing funding for mandatory training schedule and other training opportunities for CPD**

The CDO continues to provide a Training Schedule and Additional Training Schedule funded through the OOSC grant. Income generated by the training schedule enables settings to benefit from a range of training opportunities through the Additional Training Schedule.

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The Progress for Success funding package has been promoted amongst all Flintshire childcare settings to enable settings to meet the new Playwork qualifications coming to force from September 2021.

PACEY Cymru – The FCC Childcare Grant has funded two rounds of childminder pre-registration training and support November 2019 and another course for March 2020. FCC funded training delivered by PACEY Cymru included a Completing your Quality of Care Review workshop in December 2019 and individual advice surgeries to provide tailored support for pre-registration and newly registered childminders. PACEY Cymru has also offered some regional training events which have been open to childminders from Flintshire.

Teddy bears picnic events were held across Wales during August for childminders to attend with the children in their care, local sessions included Wepre park and Eirias park (Colwyn Bay). **PACEY Cymru** has also developed a SSTEW training day in Cardiff and in Llandrindod Wells for 29th February (Flintshire Flying Start settings have been supported by FS to access this). Webinars to support Welsh language development and provide follow-up support for those accessing Camau training are open to and accessed by childminders in Flintshire.

NDNA Cymru offer a wide range of face-to-face and online training to support workforce development.

Observation, Assessment and Planning training was delivered to participants of the **NDNA Cymru** Foundation Phase Excellence Network (FPEN) project within Flintshire. Additional spaces were also offered to those outside of the project.

Mudiad Meithrin regularly provide training for settings including a termly committee where voluntary committee members are able to network and seek advice, share best practice. Mudiad Meithrin through Academi provide a full suite of training including language training. Academi ensures that Cylch Meithrin Staff have access to high quality training through the medium of Welsh. Some training is also available to complete on line. Training for staff has included woodwork in the setting, using science in the setting, Defnyddio Dewin a Doti and Yoga. Croesi'r Bont offers bespoke language training, advice and guidance to settings through a dedicated Croesi'r Bont Officer.

The **Healthy Sustainable Pre-School Scheme (HSPSS)** is a national scheme managed by Public Health Wales and coordinated in Flintshire as an extension to the Healthy Schools Scheme. Pre-school settings actively work to promote and protect all aspects of health including: physical activity, nutrition & oral, emotional & social, safety, hygiene and the wellbeing of their staff. Between

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April 2019 and March 2020 4 settings joined the scheme including 1 playgroup, 2 Childminder's, 1 Day Nursery bringing the number of settings participating on the scheme to 46, 4 settings have fully completed the Scheme bringing the total to complete the scheme to date to 19. A further X 4 settings have been reassessed this year.

In addition to providing support to settings to complete the themes the **HSPSS** officer works in partnership with Design 2 Smile and the dieticians from Betsicadwalder as well as other agencies to offer relevant training and workshops to settings participating in the scheme.

- **Promotion of level 2 and Level 3 courses amongst all settings**

Level 2 and Level 3 CCPLD and Playwork courses are promoted to all settings via the Childcare Development Team's Training Schedule.

Early Years Wales continues to work closely with Social Care Wales, Qualifications Wales, WJEC/City and Guilds in developing and promoting qualifications for the childcare sector with representation on QSAC and the WE CARE campaign.

Mudiad Meithrin through the Academi provide Welsh Medium Level 2 and 3 courses.

Partnership Working	<ul style="list-style-type: none">• 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			
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Milestones reviewed 31st March 2018

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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.

This collaborative approach is evident in the range of partnership meetings - FEYDCP, Childcare Offer Working Group, Early Education partnership etc.

Milestones reviewed 31st March 2019

The Local Authority continue to value the work carried out by a variety of organisations, and particularly those represented at EYDCP, in support of meeting the requirements of the Action Plan and producing the annual CSA Progress report.

Milestones reviewed 31st March 2020

- **Collaborative working amongst childcare providers and organisations**

The Local Authority wish to thank the many organisations involved in supporting childcare providers across Flintshire and for their support in following the CSA Action Plan and their contribution to this CSA Progress Report.

NDNA Cymru support and develop partnership working across settings in the Foundation Phase through the FPEN project. The project is aimed at developing partnership working across settings and includes; Support visits between settings to share good practice, Delivery of training session to support settings, Follow up from training session and visits with a further partnership meeting, Regular contact with Early Years Education Officer to support partnership working. The project also included a small amount of funds in order to support settings to take part by

- a. Offering small bursaries to release staff members for meetings, training and partnership meetings.
- b. Offer mileage costs for staff attending training, visits and partnership meetings.
- c. NDNA Cymru have built up a network of providers in Flintshire to pass on relevant information quickly and to act as a link between the Local Authority and childcare providers.

Squib and Squidge using SEN Childcare offer grant for bespoke training for a child who attends their setting who also attends local Flying Start – inviting the appropriate Flying Start worker to attend the training at the childminder’s setting

Glossary

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

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PaCE Employment	-	Parents, Childcare and	SEN	-	Special Educational Needs
PACEY Cymru	-	Professional Association for Childcare and Early Years	Wales PPA Years Wales)	-	Wales Preschool Providers Association (now Early
SASS Statement	-	Self Assessment of Service			