

Appendix 2

Action Plan - Bridgend Childcare Team 2017-2018

Planned actions	Outcomes	Method/measurement	Resources/challenges
<p>All Childcare Team officers engaged in the action-planning process, ensuring that the team's strategic action promotes childcare development win areas of identified need.</p> <p>Planned actions:</p> <p>Childminding</p>	<p>All members of the Childcare Team continue to be aware of the identified gaps and their priorities with regards to development and sustaining childcare provision.</p> <p>The number of childminders in Bridgend has significantly reduced over the past few years. A report issued to the local authority from PACEY Cymru confirms this to be the case across the authorities. New processes around the referral for childminding support with Network childminders to support a cleaner process.</p> <p>The Childcare Offer</p>	<p>All Childcare Team development officers are aware of identified gaps, are engaged in the action planning process and take an active role in addressing these through supporting new developments and existing provision.</p> <p>Development officers to link with PACEY's report and look at some partnership work in promoting childminding as a career.</p> <p>Continue to work with training providers to offer the Unit 79 to potential childminders. Look and support them with sustainability and offering atypical hours to meet needs of the Childcare Offer.</p> <p>A mapping event to look at what is available in Bridgend using CSSIW information and local knowledge. Work with</p>	<p>All Childcare Team officers to continue with positive development work of new providers and supporting through CSSIW application and through promoting initiatives to raise the quality and standard of the provisions.</p> <p>Development officers within the Childcare Team to support, along with possible use of PACEY workshops and support sessions for registrations and policies.</p> <p>Staff within the Childcare Team and wider Early Years and Childcare Team. Four staff, only one of which is full time. Capacity issues. Looking to recruit an additional person to support this resource heavy task.</p> <p>Staff from school modernisation programme and data analyst.</p> <p>Development officer time. Complexities around staff</p>

<p>Sustain settings who require sustainability support</p>	<p>are struggling to remain sustainable.</p> <p>With the Childcare Offer pending; holiday provision will be a key development needed in Bridgend. While the current holiday services report vacancies and no waiting lists- the implementation of the childcare offer will require additional holiday places to be developed.</p>	<p>happen. Look at the building space and support with grants if needed.</p> <p>Development officers will continue to support settings to address sustainability-business plans, fundraising ideas, marketing, extending their provision. Possible use of grant funding to support those settings.</p> <p>Mapping event to highlight where there is registered and unregistered holiday provision throughout the borough.</p>	<p>continue working in partnership with MM.</p> <p>Childcare Team representation at the WESP meetings and investigative work on the transition of children from Welsh-medium Early Years settings to Welsh-medium primary schools to be undertaken on a term-by-term basis.</p>
<p>Increase holiday provision</p>	<p>To support settings to continue to be inclusive and support with financial support for 1:1 funding for under three years.</p> <p>Provide training for staff to be equipped to deal with a range of differing needs.</p> <p>With the revised NMS and qualifications there is a concern about the</p>	<p>Work with existing providers (both term-time providers and holiday providers) to look at extension of provision opportunities.</p> <p>Look at buildings and work with schools.</p> <p>Gap analysis identifies a particular need for this in CF32/CF39 areas.</p> <p>Continue to source grant funding for support for staffing</p>	<p>Time management of officers. Staff being released to attend training/ and or giving up their own time often unpaid.</p> <p>Training, many out-of-school provisions are unregistered and therefore sourcing training and funding training can be somewhat tricky. Alongside the hours, hours eligibility due to the hours of club operation.</p> <p>Development officers' capacity in rolling out of the healthy snack and undertaking of the observations.</p> <p>Development officers' time to undertake the ITERS.</p>

<p>ALN Childcare Support</p> <p>Workforce development - Progress for Success</p> <p>Welsh language development</p>	<p>workforce development and ensuring that staff are sufficiently trained. Play being one of the key areas for staff. We also have an aging workforce and planning to ensure we have qualified staff</p> <p>As a local authority, we are continuously looking at ways to promote and increase Welsh language provision in the Early Years. The SASS indicates that there is capacity within the current Cylchoedd Meithrin.</p> <p>The build of a new Welsh-medium primary school and subsequent relocation of a well-established Cylchoedd Meithrin will continue to be the focus of the next two to three years.</p> <p>Childcare Team Manager to submit a</p>	<p>for 1:1s as the need is rising and the benefits of early intervention is being evidenced.</p> <p>Work with local training providers to offer the correct qualifications to the workforce. In particular, signpost childcare workforce to the Progress for Success opportunity.</p> <p>Link with colleges and schools where child development courses are offered in order to raise the profile of the childcare career. Continue to liaise with CC Wales in supporting the ambassador scheme.</p> <p>Close links have remained with Mudiad Meithrin (MM) and support is being offered to the Welsh-medium provisions in terms of grants and development officer support to improve the service. MM and the childcare are actively working together to support the quality of Welsh medium provision to</p>	<p>Development officers' time, reluctance of change from the Childcare workforce, budgets for training as budgets are being cut.</p>
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<p>Out of School Grant</p>	<p>proposal for the 2017-2018 Out of School Grant, which will build on the developments of previous years and address further identified gaps in childcare provision. This will be particularly focused on the Childcare Offer.</p> <p>Other priorities for 2017-2018</p> <p>Gold Healthy Snack Scheme to be rolled out to all childcare settings. Particularly those who have received grant funding.</p> <p>Partnership working to continue with Flying Starts teams to undertake ITERS observations in childcare settings across the sector and borough. ITERS is being revised and the implementation of the</p>	<p>compliment the mm new quality assurance awards. The Childcare Team will continue to look for premises and support potential new providers of Welsh-medium childcare, working in partnership with MM. In particular, in the CF32 area.</p> <p>The Childcare Manager will report quarterly and monitor the effective use of the grant. Focusing on development officer's time in supporting new and existing out of school provision. Implementation and monitoring of the Extra Hands And Assisted Places Scheme. Supporting the workforce with sourcing and signposting staff to Play Work Training to ensure compliance by 2018 as indicated by CSSIW new regulations.</p> <p>Healthy eating and, in particular, childhood obesity is a major focus, to support this drive we must ensure that children have healthy snacks in clubs.</p>	
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	<p>SSTEWS will be the focus.</p> <p>The Childcare Team, in partnership with Flying Start, will continue developing the transition between settings and schools. Looking at where children are transitioning, particularly from the Welsh-medium HSPSS - Childcare Team to develop the proposal for the HSPSS budget in Bridgend. Focussing on accreditations and anti-obesity funding.</p> <p>Training - Childcare Team will continue to ensure that mandatory courses are offered and look at more innovative ways to provide CPD training (eg training being delivered with the children in session).</p>	<p>Development officer to deliver the healthy snack to all sectors and monitor its successful implementation.</p> <p>Quality of childcare is even more in the forefront with the ratings systems and with the childcare offer. High-quality childcare makes a difference. Observing settings using ITERS and SSTEWS will assist in driving up standards that will impact on child development. Yearly observations, feedback of scores, action plans devised and that action plan to be monitored and supported.</p> <p>Training programme booked and attendance monitored. Undertake a training needs analysis and consult with the sector on CPD opportunities and in-house training events. Look to develop network meetings for different sector areas.</p>	
Family Information Service (FIS)	The Childcare Team holds the statutory duty	Development officers to support this process, and	Development officers' capacity to undertake outreach. Will utilise

	<p>of FIS, and therefore must ensure that the service is promoted of where to access information about services. BCBC has adopted DEWIS Cymru, and the childcare provider's information has been updated onto this system.</p> <p>Tax-free childcare to be promoted to both families and childcare settings.</p>	<p>support the childcare provider to manage their information on this system.</p> <p>Promotion of tax-free childcare through development officer visits to settings and emailing information from HMRC.</p> <p>Use of Facebook and outreach work to promote tax-free childcare to parents. Use of promotional material from HMRC - information on tax-free childcare/childcare vouchers.</p>	<p>staff in the wider Early Years and Childcare teams to promote this. IT issues and capacity for people to upload this onto Facebook/websites may be a challenge.</p>
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