

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO CABINET

16 APRIL 2019

### REPORT BY THE CORPORATE DIRECTOR OF EDUCATION AND FAMILY SUPPORT

#### THE 2018-2019 CHILDCARE SUFFICIENCY REVIEW FOR WELSH GOVERNMENT

#### 1. Purpose of report

1.1 The purpose of this report is to seek Cabinet approval to submit the local authority's 2018-2019 Childcare Sufficiency Assessment review to Welsh Government by 30 April 2019.

#### 2. Connection to Corporate Improvement Objectives/other corporate priorities

1.2 The report links to the following improvement priorities in the Corporate Plan:

- **Supporting a successful economy** - we will take steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
- **Helping people to be more self-reliant** - we will take early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
- **Smarter use of resources** - ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

#### 3. Background

1.3 A Childcare Sufficiency Assessment was completed in 2017. This fulfils the statutory duty outlined in section 26 (duty on local authorities to assess childcare provision) of the 2006 Childcare Act. The duty indicates that local authorities 'must secure, as far as reasonably practicable provision of childcare that is sufficient to meet the requirements of parents in their area to enable them to: take up, or remain, in work; or undertake education or training which could reasonably be expected to assist them to obtain work.'

3.2 Section 26 of the 2006 Childcare Act requires local authorities to prepare assessments of the sufficiency of childcare provision in their area and to keep these under review.

3.3 This year the duty requires local authorities to provide a 'review' of the Childcare Sufficiency Assessment in relation to the Childcare Sufficiency Assessment action plan (refer to Appendix A).

#### **4. Current situation**

1.4 Bridgend County Borough Council is meeting its statutory duty of providing sufficient childcare to working families, as detailed in the Childcare Sufficiency Assessment action plan.

4.2 As part of the statutory duty, an action plan was developed from the information collated in the full Childcare Sufficiency Assessment undertaken in 2017. The action plan details the work and priorities that have been undertaken and/or identified in order for the local authority's childcare team to meet its statutory duty.

4.3 A new Childcare Sufficiency Assessment will need to be completed in 2022 and until that date an annual CSA action plan must be submitted to Welsh Government.

#### **5. Effect upon policy framework and procedure rules**

5.1 The completion of a Childcare Sufficiency Assessment is stipulated in section 26 of the 2006 Childcare Act and is therefore a statutory duty on all local authorities.

#### **6. Equality Impact Assessment**

6.1 There are no equalities issues related to this report. The Childcare Sufficiency Assessment review includes all Care Inspectorate Wales-registered childcare settings across the County Borough, including Welsh-medium and the capacity within the sector for children with additional learning needs.

#### **7. Well-being of Future Generations (Wales) Act 2015 Assessment**

7.1 A Well-being of Future Generations (Wales) Act 2015 assessment has been completed and is detailed at Appendix B.

Long-term	Sustaining childcare across the County Borough will ensure the local authority meets its statutory duty.
Prevention	This review ensures that there is sufficient childcare across the county borough.
Integration	The review ensures childcare is sufficient (as is reasonably practicable) in the medium of Welsh and for those children with additional needs.
Collaboration	The local authority works effectively with external partners, particularly the childcare umbrella organisations. The team has excellent working relationships with all childcare settings across the county borough.
Involvement	The stakeholders are the parents, children and childcare providers and external partners. The local authority's childcare

team ensure that an 'open door' policy is consistently available to all.

## **8. Financial implications**

- 8.1 The childcare team receives core funding from the Council's budget. A proportion of this is allocated to grants in order to support new developments to meet the gaps identified within the Childcare Sufficiency Assessment and to sustain provision already established. The childcare and play grant is also used to support provisions to remain sustainable and to support new provisions developing in gap areas.

Revenue Support Grant support:	£25,720
Childcare and play grant support:	£17,700

## **9. Recommendation**

- 9.1 Cabinet is recommended to approve Bridgend County Borough Council's childcare sufficiency review/action plan, for submission to Welsh Government by 30 April 2019.

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## Bridgend County Borough Council Childcare Sufficiency Assessment (CSA) review 2018-2019

Planned actions for 2018-2019	Progress 2018-2019	Intended outcome(s)	Planned actions for 2019-2020
<p>Promote and improve the quality and availability of childcare provision across the county borough</p>	<p>All childcare team officers have continued with their positive development work alongside supporting settings (Care Inspectorate Wales) applications and through promoting initiatives to raise the quality and standard of the provisions. This is evidenced through:</p> <ul style="list-style-type: none"> <li>• regular visits to all settings</li> <li>• the continuation of Infant Toddler Environment Rating Scales (ITERS) observations. Additional work has been undertaken on the analysis of the results and scores. Work has been planned on supporting settings to improve on specific ITERS areas for improvement in each setting.</li> <li>• All 23 non-maintained settings trained and delivering WellComm</li> <li>• An additional 20 childcare settings have also been trained in WellComm</li> <li>• All data on Wellcomm assessments is collected and analysed</li> <li>• The delivery of the Abertawe Bro Morgannwg Local Health Board Gold Healthy Snack Award across all sectors</li> <li>• Delivery of Healthy Sustainable Pre-School Scheme (HSPSS) across 31 settings which exceeds the minimum set by Public Health Wales of 20.</li> </ul>	<p>Improved quality and provision of childcare</p>	<p>Continue to promote and improve the quality of childcare across the county borough</p>

Planned actions for 2018-2019	Progress 2018-2019	Intended outcome(s)	Planned actions for 2019-2020
<p>Support the quality of childminding provision and promote childminding as a career option</p>	<p>The number of childminders has broadly been sustained this year. There were 75 registered childminders in August 2018 and 74 in March 2019. There were 5 new childminders registered in 2018-19 and other potential childminders are in the process of becoming registered.</p> <p>The childcare team fund unit 79 of the Early Years and Childcare Childminding qualification training course. This support focuses on those potential childminders who live and serve areas that have been identified as a gap ie requiring childcare development in order to meet the statutory duty of providing sufficient childcare for working parents.</p> <p>The childcare team manager continues to review the start-up funding process. This year the focus has been on recruiting childminders to support in the delivery of the Childcare Offer. This includes childminders extending their hours to suit the needs of eligible parents.</p>	<p>Increase in the number and quality of registered childminders</p>	<p>Continue to support the quality of childminding provision and promote childminding (in partnership with the Professional Association of Childcare and Early Years (PACEY) Cymru) with a particular focus on the delivery of the Childcare Offer</p>

Planned actions for 2018-2019	Progress 2018-2019	Intended outcome(s)	Planned actions for 2019-2020
<p>Preparation for implementation of the Childcare Offer</p>	<p>The Childcare Offer was a primary focus in 2018-2019, in particular across the childcare development in Bridgend.</p> <p>The CSA gaps identify where the local authority needs childcare in order to meet the demand of the Childcare Offer, alongside the local knowledge and expertise of the childcare team.</p> <p>Recruitment to childcare coordinator role. The post holder subsequently completed the following engagement events since taking up the role in November 2018:</p> <ul style="list-style-type: none"> <li>• Childcare settings visited to discuss/promote the offer - 23</li> <li>• Engagement events for providers -3</li> <li>• Parent engagement events -6</li> </ul> <p>10 presentations of which:</p> <ul style="list-style-type: none"> <li>• Governors - 2</li> <li>• Parents at settings - 7</li> <li>• All Bridgend early years transition - 1</li> <li>• Parent and toddler groups engaged -14</li> <li>• General community engagement - 3</li> <li>• Businesses/employers engaged – 4</li> </ul>	<p>Deliver Childcare Offer</p>	<p>Implement the Childcare Offer through promotion and engagement activities with key stakeholders.</p>

Planned actions for 2018-2019	Progress 2018-2019	Intended outcome(s)	Planned actions for 2019-2020
<p>Increase the number of Care Inspectorate Wales (CIW) registered of out of school clubs</p>	<p>The childcare team has funded two transition to play work courses to support an increase in the number of clubs registered with CIW. This has increased the number of CIW registered clubs from 13 in March 2018 to 17 in March 2019.</p> <p>The out of school network has continued this year and the numbers of those school clubs attending has increased.</p>	<p>Increase number of CIW registered settings</p>	<p>Further increase the number of Care Inspectorate Wales (CIW) registered of out of school clubs</p>
Planned actions for 2018-2019	Progress 2018-2019	Intended outcome(s)	Planned actions for 2019-2020
<p>Support children with additional learning needs (ALN) to access childcare provision</p>	<p>The Families First childcare programme was agreed for a further year.</p> <p>25 children with ALN under 3 years were supported as part of this programme through targeted interventions.</p> <p>The Childcare and Play Extra Hands programme support children over 3 years of age with additional learning needs (ALN) to attend their local after school club or holiday club. A total of 26 children have been supported this year.</p>	<p>Children with ALN to access childcare provision with appropriate support</p>	<p>Continue to support children with additional learning needs (ALN) to access childcare provision</p>

Planned actions for 2018-2019	Progress 2018-2019	Intended outcome(s)	Planned actions for 2019-2020
Develop a comprehensive training plan to support registration and quality of childcare settings	<p>The childcare team training programme has trained the following number of childcare workers:</p> <ul style="list-style-type: none"> <li>• Paediatric first aid: 141</li> <li>• Health &amp; safety: 18</li> <li>• Food hygiene: 31</li> <li>• Safeguarding: 134</li> <li>• Bereavement : 11</li> <li>• Attachment: 29</li> <li>• Messy play: 11</li> <li>• General Data Protection Regulation training: 37</li> </ul>	Childcare workforce to attend mandatory training and other professional development opportunities.	Continue to offer a supportive and inclusive training programme for the childcare sector.
Planned actions for 2018-2019	Progress 2018-2019	Intended outcome(s)	Planned actions for 2019-2200
Increase the number of Welsh language childcare settings	<p>As part of the Cymraeg 2050 pledge, Bridgend has been awarded £2.6m capital funding to build four Welsh-medium childcare provisions across the county:</p> <ul style="list-style-type: none"> <li>• Bettws</li> <li>• Bridgend Town</li> <li>• Porthcawl</li> <li>• Ogmore Valley</li> </ul> <p>The childcare team are leading on the childcare</p>	Increased number of Welsh language childcare settings	Work on the engagement and consultation aspect of Bridgend's Welsh-medium capital bid



	<p>aspect of this and has become a primary focus of the childcare team manager's role. This includes working on business plans, attending engagement events and working with the building teams to assess site suitability. This positive development will support the childcare team in meeting demand for Welsh childcare throughout the county, especially in relation to the demands of the Childcare Offer.</p> <p>The new primary school in Betws and the subsequent move of the Cylch Meithrin has now taken place and the Cylch is currently running unregistered within the school. It is the intention of the Cylch to become registered as soon as possible, with the support of Mudiad Meithrin.</p> <p>Mudiad Meithrin remain important partners of the childcare team, where joint visits are often made in order to holistically support the cylchoedd.</p> <p>A member of the childcare team continues to be a representative at the Welsh in Education Strategic Plan (WESP) and the promotion of the Welsh language continues to be a priority throughout the childcare team.</p>		
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Planned actions for 2018-2019	Progress 2018-2019	Intended outcome(s)	Planned actions for 2019-2020
<p>Deliver a statutory Family Information Service (FIS)</p>	<p>Through the early help arrangements in Bridgend the family development officers provide information to families about services and events across the county borough.</p> <p>BCBC have updated their website and the childcare team manager has met with communications team to ensure the information of the webpage meets the Welsh Government guidance for FIS.</p> <p>A link for Childcare Offer has been added to the webpage.</p> <p>DEWIS is continually updated by the childcare development officers, with some settings taking ownership of their information.</p> <p>Regular meetings with customer service centre are held and new pathways have been shared with customer service staff.</p>	<p>The local authority has a statutory duty to delivery activities around FIS, and therefore must ensure that the service is promoted with regard to information about services.</p>	<p>Improve the range and availability of information to families</p>

## Appendix B

### WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 ASSESSMENT

#### Project Description (key aims):

Completion of the Childcare Sufficiency Review 2019, ensuring sufficient childcare for working parents.

#### Section 1

Complete the table below to assess how well you have applied the 5 ways of working.

#### Long-term

(The importance of balancing short term needs with the need to safeguard the ability to also meet long term needs)

#### 1. How does your project / activity balance short-term need with the long-term and planning for the future?

Sustainable childcare, along with developing new childcare places to meet the demand of working parents, will, in the long-term, ensure the local authority meet its statutory duty of providing sufficient childcare across the county for working parents and those parents training with the intention of returning to work.

#### Prevention

(How acting to prevent problems occurring or getting worse may help public bodies meet their objectives)

#### 2. How does your project / activity put resources into preventing problems occurring or getting worse?

The completion of this review supports the development of childcare in the county borough, thus supporting the local authority in meeting the statutory duty of providing sufficient childcare for working parents.

Assessing this annually ensures that the needs of working parents in relation to childcare are considered and planned for.

**Integration**

(Considering how the public body's well-being objectives may impact upon each of the wellbeing goals, on their objectives, or on the objectives of other public bodies)

**3. How does your project / activity deliver economic, social, environmental & cultural outcomes together?**

**Economic**

The Childcare Sufficiency Assessment (CSA) ensures that working parents are supported in their ability to work, with accessible childcare available wherever possible.

**Social**

Ensures that children are able to access local childcare that meets their and their family's needs. The availability of childcare is vital to the social outcomes for parents and children.

**Environmental**

Offering childcare provision locally, or close to a workplace, will help support the environment by reducing the carbon footprint of families travelling additional miles to a childcare provision. The focus of the Childcare Team is to try and secure such childcare for every eligible family in the county who are seeking it, whilst providing support and information for those parents who may need to access provision in other counties.

**Cultural**

The Childcare Team places a focus on ensuring sufficient childcare places for those who wish to access provision in the medium of Welsh. The delivery of this scheme will allow these families a more accessible route into Welsh-medium childcare.

<p><b>Collaboration</b></p> <p>(Acting in collaboration with any other person (or different parts of the body itself) that could help the body meet its well-being objectives)</p>	<p><b>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</b></p> <p>The Childcare Team works very effectively with external partners, particularly the childcare umbrella organisations. The team has excellent working relationships with all childcare settings across the county borough.</p>
<p><b>Involvement</b></p> <p>(The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves)</p>	<p><b>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</b></p> <p>The stakeholders are the parents, children and childcare providers and external partners. The Childcare Team ensure that an 'open door' policy is consistently available to all.</p> <p>Well-being of the target audience/users is a strong focus and the journey of the child is of the utmost importance to the local authority. However, it is the choice of the parents as to what childcare they opt to utilise for their child. It is the duty of the local authority to ensure that a range of childcare is accessible while supporting the quality and sustainability of the range of providers.</p>

**Section 2 Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals (use Appendix 1 to help you).**

Description of the Well-being goals	How will your project / activity deliver benefits to our communities under the national well-being goals?	Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?
<p><b>A prosperous Wales</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Sufficient childcare for working parents ensure parents feel confident in their ability to access local childcare, thus reducing any potential barriers to working or returning to work.</p>	<p>Ensuring that childcare is sufficient in all identified areas is key to maximise the positive benefits available to parents.</p> <p>Supporting childcare settings with their sustainability is vital to enabling parents to continue in employment, whilst recognising that there must be sufficient demand.</p>
<p><b>A resilient Wales</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Childcare settings offer a diverse range of activities including a focus on the national environment and the impact of climate change.</p>	<p>Continue to promote the benefits to settings and provide up-to-date information.</p>
<p><b>A healthier Wales</b> A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Providing working parents the opportunity to access childcare to remain in work can, in many cases, benefit the health and well-being of the household, both mentally and</p>	<p>As the Childcare Team delivers on the statutory duty of the Family Information Service, it is hoped that parents accessing childcare will feel able to approach the</p>

	<p>physically.</p> <p>Children that may not have accessed childcare formal provision before may discover environments that they have not had experienced before, broadening their horizons and benefitting their well-being.</p>	<p>team with both positive and negative feedback regarding the provision of childcare in the county.</p>
<p><b>A more equal Wales</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>	<p>This review incorporates childcare that is available for all, including those with additional learning needs, thus allowing children to access childcare irrespective of their circumstances.</p>	<p>There are a range of grants managed by the Childcare Team that may be able to support some children in non-working families to access formal childcare.</p>
<p><b>A Wales of cohesive communities</b> Attractive, viable, safe and well-connected communities.</p>	<p>Childcare provision is often at the centre of a community, particularly if it is attached, or in a close vicinity to, a school building. Communities with a range of childcare provisions are often thriving and childcare development will be a focus of this scheme over the next four years.</p>	<p>Sufficient childcare is a statutory duty of the local authority. The Childcare Team ensures this duty is met by focusing childcare development in areas of need identified as 'gaps' in the Childcare Sufficiency Assessment.</p> <p>The Childcare Team is well established and has comprehensive experience and expertise in this area, allowing the required development to be supported effectively.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people</p>	<p>The CSA ensures that there is sufficient access to childcare provision in the medium of Welsh. It is a priority of the Childcare Team to ensure that enough</p>	<p>Promotion and engagement are in progress regarding the Welsh-medium provisions, ensuring that communities have an input into the additional services</p>

<p>to participate in the arts, and sports and recreation.</p>	<p>places are secured to meet this demand.</p> <p>This includes the development of four Welsh-medium childcare provisions strategically placed across the county.</p> <p>These will ensure that parents will be able to access the childcare in the Welsh language and encourage those who have not yet made a decision to consider a Welsh-medium education for their child.</p>	<p>on offer in the Welsh language.</p>
<p><b>A globally responsible Wales</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>Sufficient childcare contributes to positive outcomes to the people of Bridgend, Wales and the UK. Having a thriving, successful and resourceful Bridgend, Wales and UK will make a positive contribution to global well-being.</p>	



**Section 3 Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts**

Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
Age:	Yes	No	Childcare continues to promote inclusivity throughout sector.
Gender reassignment:	Yes	No	
Marriage or civil partnership:	Yes	No	
Pregnancy or maternity:	Yes	No	
Race:	Yes	No	
Religion or Belief:	Yes	No	
Race:	Yes	No	
Sex:	Yes	No	
Welsh Language:	Yes	No	

**Section 4 Identify decision meeting for Project/activity e.g. Cabinet, Council or delegated decision taken by Executive Members and/or Chief Officers**

Cabinet

**Compiling Officers Name:**

Bethan Davies

**Compiling Officers Job Title:**

Childcare Team Manager

**Date completed:**

20 March 2019