

Childcare Sufficiency Assessment 2021 – 2022
Five-year Action Plan

Priority 1: To address potential unmet demand for childcare.					
	Issue	Actions	Who	Timescales	Desired Outcomes
1.1	A reduction in the number of practising childminders, with notable gaps in the CF32, CF34, CF36 and CF39 localities.	<ul style="list-style-type: none"> • Campaign materials produced and circulated to attract new entrants to consider childminding as a career. • Plan, advertise and run briefing session and promotion events in community spaces and careers fairs. • Approach childminders who have de-registered to explore what would tempt them back into the profession. • Ensure a high-quality and accessible programme of professional development is available to registered childminders. • Liaise with partner agencies such as PACEY and Welsh government to further inform recruitment and retention strategy on both a local and national level. 	Childcare Team Manager to lead Childcare Team officers FIS officer	2022 – 2023 2022 - 2023 2022 – 2023 2022 – 2024 2022 – 2023	<ul style="list-style-type: none"> - The decline in childminder numbers is halted. - The overall number of childminders in Bridgend increases by 10%. - Families in all areas have the option of securing the services of a high-quality local childminder. - Improvements in grant availability, funded childcare and workforce development support the recruitment and retention of individuals into the profession.
1.2	Parental feedback indicates a deficit in wrap around / after school care in some areas	<ul style="list-style-type: none"> • Liaise with schools to investigate the extent of any deficits. • Engage with schools and wrap around providers to understand the barriers that currently prevent the development of after-school provision in areas where there is unmet demand. • Engage with school clusters and wrap around providers to explore options for developing sustainable after-school care services. • Review how best to support the sector in partnership with Clybiau Plant Cymru Kids' Clubs. 	Childcare Team Manager to lead Childcare Team officers	2022 – 2023 2022 – 2023 2022 – 2023 2022 – 2023	<ul style="list-style-type: none"> - A clear picture emerges of any geographical locations there is unmet demand for after school care - This intelligence allows for discussion with schools, out of school providers and childminders about the viability of offering this service. - After school clubs are available in the geographical where they are needed - In areas where there is less demand, childminders / nursery pickup are recruited to offer this service.

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		<ul style="list-style-type: none"> Work with Welsh Government representatives to highlight sector challenges and explore possibilities for improved funding and subsidies. 		2022 – on-going	
1.3	Waiting lists and parental feedback indicate that there may be a gap in appropriate childcare options during school holidays, particularly for slightly older children (KS2/KS3) and notably in the CF31 and CF35 areas.	<ul style="list-style-type: none"> Further investigate this by contacting all existing holiday provisions to establish the ages of children that attend. Analyse this information to establish any patterns as to where younger and older children are placed. Carry out an additional parental survey (through schools?) to explore their perception that there aren't sufficient childcare options during the school holidays. Review how best to support the sector in partnership with Clybiau Plant Cymru Kids' Clubs. Engage with schools to explore the possibility of running holiday clubs on site. Engage with specialist providers (eg forest school practitioners, sports clubs, etc with a view to developing holiday care that may appeal more to the parents of older children). 	<p>Childcare Team Manager to lead</p> <p>Childcare Team officers</p> <p>FIS officer</p>	<p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 – on-going</p> <p>2022 – 2024</p> <p>2022 - 2023</p>	<ul style="list-style-type: none"> A clear picture emerges of the age of children accessing childcare in the school holidays. Parental survey provides feedback around the barriers to finding appropriate holiday time childcare that have been experienced in our community. Any unmet demand is identified. Liaison with local partners leads to the development of additional holiday care provision.
1.4	New housing developments could place pressure on existing childcare	<ul style="list-style-type: none"> Regularly liaise with existing childcare provisions in these areas to monitor the impact of housing development on the availability of childcare. 	Childcare Team Manager to lead	<p>2022 – 2023</p> <p>2022 – 2024</p>	<ul style="list-style-type: none"> The Childcare Team remains abreast of housing development plans across the county borough and can communicate up to date information

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	provisions in the following areas: Tondu (CF32) Coity (CF31/35) Maesteg (CF34)	<ul style="list-style-type: none"> Develop improved links with the planning department to highlight the impact on childcare of any future planning decisions and to negotiate the addition of buildings to accommodate childcare where there is particularly strong demand. Support existing providers to expand if there is increased demand. Share childminder recruitment literature through housing associations and sales offices to target new tenants and homeowners. 	Childcare Team officers FIS officers	2022 – 2025 2022 - 2023	on the likely impact of planning decisions. - Positive working relationships with planners and developers supports the expansion of childcare provision in areas where new developments create demand. - There are sufficient childcare places to meet demand in areas where new housing development takes place.
1.5	There are very few childcare provisions in the following areas: CF32 CF39	<ul style="list-style-type: none"> Establish whether there is sufficient demand for childcare provision in the identified areas by carrying out targeted parental and employee surveys. Analyse survey results to ascertain levels of demand and whether this is sufficient to make it sustainable for a childcare provider to operate. Where demand is sufficient, establish the type of providers that are best placed to operate in each area. Take further action as appropriate (eg childminder recruitment, identifying suitable sites for a day nursery, applying for capital grants, etc) 	Childcare Team Manager to lead Childcare Team officers	2022 – 2023 2022 – 2023 2022 – 2024 2022 - 2024	- A clear, up to date picture emerges highlighting current levels of demand for childcare in locations that currently have little or no availability. - A strategy, based on the findings of the investigative work is drawn up for each geographical locality where there is shown to be unmet demand.
1.6	There is a small, but growing need for childcare at atypical hours (ie Before 7am,	<ul style="list-style-type: none"> Carry out a targeted parental survey through local employers that operate outside of typical childcare hours (hospitals, the police force, hospitality, 	Childcare Team Manager to lead	2022 – 2023	- The investigation work establishes the extent of the demand for atypical childcare.

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	after 6pm, overnight and at weekends) to support the working patterns of parents.	<p>factories, etc.) to gather more information on the demand for atypical provision.</p> <ul style="list-style-type: none"> • Encourage new and existing childminders to consider offering additional flexibility. • Support childminders who offer atypical hours with marketing to ensure parents are aware of this service. • In line with likely demand, develop a long-term strategy to maintain an appropriate level of atypical provision. 	<p>Childcare Team officers</p> <p>FIS officer</p>	<p>2022 – 2024</p> <p>2022 – 2024</p> <p>2022 - 2025</p>	<p>- Where there is demand, the childcare team is successful in identifying providers who are willing and able to provide this service.</p>

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Priority 2: To ensure the sector is equipped to meet increased demand for places that the roll out of universal childcare for all two-year-olds will bring.					
	Issue	Actions	Who	Timescales	Desired Outcomes
2.1	A sharp increase in demand for places may mean there is insufficient capacity to offer all eligible children a place.	<ul style="list-style-type: none"> • Use of available information to predict the number of children who will require a place as part of the expansion. • Complete audit on childcare provisions to establish number of vacancies for 2-year-olds. • Early identification of suitable childcare providers and discussions initiated around commissioning possibilities. • If necessary, develop a strategic capital programme plan in partnership with Flying Start to develop new provision / extend current provision to support increased demand. 	<p>Childcare Team Manager to lead</p> <p>In partnership with Flying Start Operational Manager</p> <p>Early Years and Childcare Team Manager to oversee</p>	<p>2022 – 2024</p> <p>2022 – 2023</p> <p>2022 – 2024</p> <p>2022 - 2025</p>	<ul style="list-style-type: none"> - A review of all childcare providers across Bridgend determines which could be suitable to offer places to newly eligible 2-year-olds. - The majority of existing childcare providers sign up to become Flying Start registered and are able to meet the standards required. - Should additional capacity be required, the childcare team make appropriate use of capital funding to support existing providers to expand and new providers to set up. - All 2-year-olds are offered a childcare place within defined timescales.
2.2	Some settings could be reluctant to register as 'Flying Start' settings and may lose children as a result.	<ul style="list-style-type: none"> • Support the choices of childcare settings, whilst promoting the benefits of providing 2-year-old funded childcare. • Reassure and support those with concerns of the benefits of offering funded 2-year-old provision. • For those who choose not to provide 2-year-old childcare, continued support from the team to support sustainability and access to training. 	<p>Childcare Team Manager to lead</p> <p>Childcare Team officers</p>	<p>2022 – 2024</p> <p>2022 – 2024</p> <p>2022 – 2024</p>	<ul style="list-style-type: none"> - Contact is made with all existing providers and a meeting held to highlight the opportunity and allow for providers to ask any questions they have. - The majority of existing childcare providers sign up to become Flying Start registered. - Support given, where appropriate to support the sustainability of providers who are not able to sign up.
2.3	A need to support settings, including the childminding sector to	<ul style="list-style-type: none"> • Literature produced highlighting expectations around quality practice for Flying Start settings. 	Childcare Team	2022 – 2023	<ul style="list-style-type: none"> - Providers feel well supported to make adaptations to their policy, provision

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	adopt 'Flying Start' standards in readiness for the roll out	<ul style="list-style-type: none"> Work with WG to offer a comprehensive training package / grant to raise qualifications where necessary Offer a package of support, both advisory and financial to support settings to make any necessary adaptations. 	Manager to lead Flying Start Operational Manager in partnership Welsh Government to support financial implications	2022 – 2024 2022 - 2025	and practice in readiness to receive funded two-year-olds. - Parity of quality across the Early Years sector achieved. - Available and sustainable childcare for 2-year-olds across Bridgend County Borough Council.
2.4	Decisions around capital expenditure	<ul style="list-style-type: none"> Establish a working group to develop a strategic plan to complement WG's capital programme Ensure the CSA annual reviews are reflected in strategic plans for capital developments 	Early Years and Childcare Team Manager to lead Childcare Team Manager and Flying Start Operational Manager to support	2022 – 2023 and on-going 2022 – 2023 and annually	- Strategic childcare development to support the rollout of funded 2-year-old childcare, and fill the gaps identified in the CSA. - Supporting working families with increased childcare options.
2.5	Recruitment and retention of childcare staff	<ul style="list-style-type: none"> Continue to attend WG Workshops and meetings around the on-going challenges 	Childcare Team Manager	2022 – 2024	- BCBC representation is secured on all relevant national working parties.

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	Issue	Actions	Who	Timescales	Desired Outcomes
		<ul style="list-style-type: none"> • Develop a BCBC workforce development plan that complements the 10-year plan set out by WG • Work closely with local FE and HE partners to promote childcare courses • Work closely with FIS officer in the promotion of childcare as a career • Develop promotional materials relating to childcare as a career • Work with childcare settings to establish specific reasons, if known, for the on-going challenges. 	<p>Early Years and Childcare Team Manager to lead on plan</p> <p>Childcare Team Manager, in partnership with Foundation Phase Support Officers</p> <p>FIS officer</p> <p>Welsh Government to support strategically</p>	<p>2022 – 2024</p> <p>2022 – 2024</p> <p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 - 2023</p>	<ul style="list-style-type: none"> - A comprehensive strategy for growing and developing the local workforce is drawn up, based a combination of local knowledge and national strategy. - Improved opportunities for professional development are developed. - Clearer career progression pathways for the sector are identified. - The numbers of students registering on childcare training courses increases year-on year. - Better retention rates in settings and within the sector itself are achieved.
2.6	Further pressure on setting managers as a result of another income stream to manage	<ul style="list-style-type: none"> • Continue to work with Welsh Government to support the childcare sector in delivering against the variety of childcare support grant streams. • Continue to be the voice of the childcare sector across Bridgend by attending WG meetings 	Childcare Team Manager to lead	<p>2022 – 2023 and on-going</p> <p>2022 – 2023 and on-going</p>	<ul style="list-style-type: none"> - Childcare settings are aware of all grants available to them and their families. - Managers are clear who and where to claim funding from within BCBC and WG and confident in their knowledge of grant streams.

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	Issue	Actions	Who	Timescales	Desired Outcomes
		<ul style="list-style-type: none"> • Childcare Team Development Officers support childcare settings with aspects of grant streams • Feedback to WG when possible 	Childcare Team officers	2022 – 2024 2022 – 2023 and on-going	<ul style="list-style-type: none"> - Managers report feeling informed and well-supported by the childcare team.

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Priority 3: To increase the number of Welsh-medium childcare places.					
	Issue	Actions	Who	Timescales	Desired Outcomes
3.1	There are gaps in provision in the CF31, CF32 and CF35 areas with parental feedback suggesting a level of unmet demand for full daycare and more flexible childcare options.	<ul style="list-style-type: none"> • Identify any expansion opportunities with existing Welsh-Medium provisions in the area. • Explore with successful Welsh-Medium providers from other areas the possibility of opening a new site in areas where there is unmet demand. • Engage with and support any unregistered Welsh-Medium providers in these areas to register with CIW and extend their services to incorporate full daycare. • Identify support packages to encourage registration. • Develop a campaign, with Welsh language partners, to attract Welsh-speakers to consider childminding as a career. • Consider use of the Welsh Government's capital development programme to bring potential sites up to the correct standard for registration. 	<p>Childcare Team Manager to lead</p> <p>Childcare Team officers</p> <p>Work in partnership with Mudiad Meithrin</p> <p>Early Years and Childcare Team Manager, Childcare Team Manager and Flying Start Operational Manager to work across capital programme</p>	<p>2022 – 2024</p> <p>2022 – 2024</p> <p>2022 – 2024</p> <p>2022 – 2023</p> <p>2022 – 2024</p> <p>2022 – 2025</p>	<ul style="list-style-type: none"> - Any unregistered settings become registered with CIW. - Additional Welsh-medium places are secured to sufficiently meet existing demand.

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Priority 3: To increase the number of Welsh-medium childcare places.					
	Issue	Actions	Who	Timescales	Desired Outcomes
3.2	There are gaps in provision in the CF36 and CF39 areas, but demand in these areas is less clear.	<ul style="list-style-type: none"> Consult with parents in these areas to ascertain the demand for Welsh-Medium childcare provision. Partnership working with Mudiad Meithrin to help assess demand. Develop an appropriate response to the findings of the consultation. 	<p>Childcare Team Manager to lead</p> <p>Childcare Team officers</p>	<p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 - 2026</p>	<ul style="list-style-type: none"> A clearer picture of whether there is demand for childcare through the medium of Welsh in these locations emerges. If demand exists, suitable sites and providers are identified and / or childminders recruited. Sufficient places are created to meet demand.
3.3	There are four Welsh-medium childcare capital-build projects in development and providers need to be identified for all.	<ul style="list-style-type: none"> Joint campaign of awareness of these opportunities with WEF partners. Promotional activities and events to showcase the new settings to potential providers. A period of time offered rent-free whilst business establishes Encourage existing Welsh-medium providers to consider expanding to new sites. 	<p>Early Years and Childcare Team Manager and Childcare Team Manager</p> <p>Childcare Team and FIS officers</p>	<p>2022 – 2024</p> <p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 - 2023</p>	<ul style="list-style-type: none"> Recruitment campaign identifies a suitable provider to operate from each of the new Welsh-medium buildings. Additional Welsh-medium childcare places are created, in line with targets set out in the WESP.
3.4	The low number of Welsh-speakers in Bridgend CBC contributes to recruitment and retention issues for Welsh-medium provisions in the childcare sector	<ul style="list-style-type: none"> Strengthen partnership with Bridgend College to support the development of childcare courses through the medium of Welsh. Partnership work with Bridgend College, Ysgol Gyfun Gymraeg Llangynwyd and community groups to promote childcare as a career to Welsh-speakers. 	<p>Childcare Team Manager to lead</p> <p>Childcare Team officers</p>	<p>2022 – 2024</p> <p>2022 – 2024</p>	<ul style="list-style-type: none"> There is sufficient uptake to merit running childcare courses through the medium of Welsh. The Welsh-speaking childcare workforce grows sufficiently to meet the increased demand resulting from the expansion of Welsh-medium childcare places.

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Priority 3: To increase the number of Welsh-medium childcare places.					
	Issue	Actions	Who	Timescales	Desired Outcomes
		<ul style="list-style-type: none">Liaison with Welsh Government to explore recruitment and retention initiatives to attract Welsh-speakers into childcare, and to retain those already in post.		2022 – 2023	

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Priority 4: To ensure the needs of children with Additional Learning Needs (ALN) can be met in childcare settings.					
	Issue	Actions	Who	Timescales	Desired Outcomes
4.1	There is an on-going need to raise awareness across the sector of The ALNET Act, and the responsibilities it places on providers.	<ul style="list-style-type: none"> Continued expectation that all practitioners in Flying Start and funded non-maintained settings access the four core ALN modules. Active promotion of the Early Years ALN Training programme. Further development of the ALN handbook, and an event planned to mark its launch – an opportunity to highlight statutory duties. 	<p>Early Years and Childcare Team Manager, Flying Start Operational Manager, Childcare Team Manager</p> <p>Foundation Phase Support Officers</p>	<p>2022 – 2023</p> <p>2022 – 2023 and on-going</p> <p>2022 – 2023 and on-going</p>	<ul style="list-style-type: none"> All childcare providers understand and meet their statutory duties in regard to The ALNET Act.
4.2	There is an on-going need for training across the sector to ensure that practitioners are equipped to offer high-quality support to children with additional needs.	<ul style="list-style-type: none"> Gather information and analyse the types of needs children are presenting with and consult with settings to ascertain the support and training that would be most helpful. Liaise with Early Years advisory teachers, Educational Psychology team, Speech and Language team and the Early Years ALN team to ensure that the support and training offered matches the requirements of settings. 	<p>Early Years and Childcare Team Manager, Childcare Team Manager in partnership with Inclusion.</p>	<p>2022 – 2023 and on-going on a yearly basis</p> <p>2022 – 2023 and on-going on a yearly basis</p>	<ul style="list-style-type: none"> The training programme aligns with the needs of settings. Practitioners in settings are signposted to appropriate training sessions. Training sessions are well attended.

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Priority 4: To ensure the needs of children with Additional Learning Needs (ALN) can be met in childcare settings.					
	Issue	Actions	Who	Timescales	Desired Outcomes
			Foundation Phase Support Officers		
4.3	Informal feedback suggests that parents of children with ALN and/or disabilities experience difficulty finding suitable childcare during school holidays.	<ul style="list-style-type: none"> Explore the barriers that prevent families accessing holiday club provision for their children with Additional Learning Needs. Consult with providers as to their policy around admitting children with ALN to their service. Explore how the sector can be supported to develop more inclusive practices (eg training opportunities, additional funding). Ensure relevant information is available on the FIS website to parents of children with ALN. 	Childcare Team Manager to lead Childcare Team officers Foundation Phase Support Officers Partnership with Inclusion FIS officer	2022 – 2023 2022 – 2023 2022 – 2024 2022 – 2023 and on-going	<ul style="list-style-type: none"> Appropriate training opportunities are accessed by practitioners from holiday care settings. More inclusive environments and practices support more children with additional learning needs to attend. Financial support enables holiday care settings to operate with enhanced ratios, supporting the attendance of more children with additional learning needs.
4.4	In recent years there has been sharp increase in the number of children in Early Years settings presenting with emerging needs.	<ul style="list-style-type: none"> Through training and support, ensure that all practitioners in all settings have sufficient knowledge and skill to be able to meet the needs of the vast majority of children through universal high-quality practice. 	Early Years and Childcare Team Manager	2022 – 2024 2022 – 2023	<ul style="list-style-type: none"> Practitioners attend training to support their understanding of how best to meet the needs of children in their setting – both through universal and targeted support Outreach work supports settings to ensure their environment is fully

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	Issue	Actions	Who	Timescales	Desired Outcomes
		<ul style="list-style-type: none"> • Carry out a review of the process by which applications for financial support are made to the childcare team. • Carry out a review of the process by which funding decisions are made to ensure that available funding is most appropriately targeted. • Ensure that all funded children receive regular reviews of their progress against targets, so that packages of support can be adapted as necessary. • Maintain awareness of presenting trends and liaise with Welsh Government to secure appropriate levels of funding to meet the ALN needs of Early Years children across Bridgend CBC. 	<p>Childcare Team Manager</p> <p>Foundation Phase Support Officers</p> <p>Childcare Team officers</p>	<p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 - 2023</p>	<p>inclusive and to develop and improve their ALN offer.</p> <ul style="list-style-type: none"> - The needs of children with emerging needs are met. - The most appropriate use is made of available funding to support children with emerging needs.
4.5	Further consideration of the need for specialist childcare provision	<ul style="list-style-type: none"> • Consultation with parents of children with more complex needs as to their experience of securing daycare, after school care and holiday care. • Ascertain the level of need for such services to support parents of children with complex needs to return to work should they wish to. • Carry out an analysis on the cost of providing a place for a child with complex needs. • Where a need is identified, liaise with Welsh Government colleagues with a view to securing sufficient funding to 	Childcare Team Manager to lead	<p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 – 2024 and on-going</p>	<ul style="list-style-type: none"> - A clearer understanding of the extent to which this provision might be required is achieved. - Where there is a requirement a suitable funding stream to subsidise places is identified. - Suitable providers identified. - Parents of children with complex needs are able to return to work if they choose to.

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Priority 4: To ensure the needs of children with Additional Learning Needs (ALN) can be met in childcare settings.					
	Issue	Actions	Who	Timescales	Desired Outcomes
		subsidise the cost of providing places in childcare settings or with childminders.			

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Priority 5: To improve the access to and quality of information available to families.					
	Issue.	Actions	Who	Timescales	Desired Outcomes
5.1	The availability of up-to-date information	<ul style="list-style-type: none"> Recruitment of Family Information Service (FIS) officer to take overall responsibility for this area of work, including improvements to the website, and ensuring all information remains current and up to date. Re-establish expectation for all registered settings to register with FIS and keep their accounts up to date. Re-establish presence at community events where the FIS website can be promoted, and information shared in paper copy for those who prefer to access that way. Ensure the childcare information line is always manned during office hours. 	<p>Childcare Team Manager to lead</p> <p>FIS officer</p> <p>Childcare Team officers</p>	<p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 – 2024</p> <p>2022 - 2023</p>	<ul style="list-style-type: none"> Families are aware of the FIS website page as a first port of call for information. All partner agencies regularly update the FIS Officer as to developments, changes and additions to their service. The FIS officer makes timely changes to the FIS website to ensure that the information it contains remains current. In addition to the website, alternative means of communicating information are well utilised (hard copies, in-person events, telephone helpline). Feedback suggests that the vast majority of users find the information they are looking for on the website.
5.2	The range of childcare options and pathways is complex and many parents report difficulty in understanding existing information.	<ul style="list-style-type: none"> Create a series of user-friendly infographics to illustrate and explain the childcare choices open to families at different times. Test the quality of the information with users in the community and use their feedback to improve the quality of the information. Timetable regular drop-in sessions in community hubs where members of the childcare team are available to answer questions and support families with childcare applications. Ensure practitioners in settings understand the different options so that 	<p>FIS officer</p> <p>Childcare Team officers</p>	<p>2022 – 2024</p> <p>2022 – 2024</p> <p>2022 – 2023</p> <p>2022 - 2024</p>	<ul style="list-style-type: none"> A well-designed set of resources explaining different childcare options and pathways is produced. Users provide feedback that the information is clear, jargon free and has helped them understand their options and make the best choice for their family circumstances.

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Priority 5: To improve the access to and quality of information available to families.					
	Issue.	Actions	Who	Timescales	Desired Outcomes
		they are able to answer any parental queries that arise.			
5.3	A large proportion of families report concerns around the affordability of childcare.	<ul style="list-style-type: none"> • Ensure FIS website and hard copy leaflets highlight the financial benefits of The Childcare Offer. • Encourage and support settings to set up systems to accept childcare vouchers from parents' workplaces. • Ensure information around support with childcare is maintained and up to date on the website. • Timetable regular drop-in sessions in community hubs where members of the childcare team are available to answer queries around the cost of childcare and offer appropriate signposting to sources of support. 	<p>Childcare Team Manager</p> <p>FIS officer</p> <p>Childcare Team officers</p>	<p>2022 – 2023</p> <p>2022 – 2023</p> <p>2022 – 2023 and on-going</p> <p>2022 – 2023 and on-going</p>	<ul style="list-style-type: none"> - A dedicated section of the FIS website clearly presents the different options available to families that can support them with the cost of childcare. - Partner agencies support families in signposting this information and the drop-in information settings. - More settings register to accept childcare vouchers.

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Priority 6: Support for the Sector and workforce development.					
	Issue	Actions	Who	Timescales	Desired Outcomes
6.1	Current uncertainty around national plans for workforce development across the sector	<ul style="list-style-type: none"> • Actively seek opportunities to continue to be part of Welsh Government workforce development working parties that exist to inform future policy and practice. • Present the challenges and needs of Bridgend's settings at national level and offer possible suggestions and solutions. • Devise a local Early Years and Childcare workforce strategy, in a timely manner, informed by discussions had at a national level. 	<p>Early Years and Childcare Team Manager, Childcare Team Manager to lead</p> <p>Foundation Phase Support Officers</p> <p>Childcare Team officers</p>	<p>2022 – 2023</p> <p>2022 – 2023 and on-going</p> <p>2022 – 2024</p>	<ul style="list-style-type: none"> - A robust and coherent local workforce development plan is developed to guide this aspect of the Childcare Team's work in support of the sector.
6.2	The current financial climate is a cause of financial hardship for the childcare sector and has made providers cautious about taking on expansion opportunities.	<ul style="list-style-type: none"> • Support sustainability and extension of childcare settings through available grants, such as Childcare and Play, and RSG • Offer funded and subsidised training across the sector • Support settings who wish to expand via WG's capital programme 	<p>Childcare Team Manager to lead</p> <p>Childcare Team officers</p> <p>FIS officer</p>	<p>2022 – 2024</p> <p>2022 – 2023</p> <p>2022 – 2025</p>	<ul style="list-style-type: none"> - Grants are allocated appropriately to support sustainability, meaning that settings remain operational. - Grants are allocated appropriately to support providers to expand into areas where demand exists.

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Priority 6: Support for the Sector and workforce development.					
	Issue	Actions	Who	Timescales	Desired Outcomes
		<ul style="list-style-type: none"> Ensure accurate information available to parents to remove affordability as a potential barrier to childcare 	Partnership with Flying Start Operational Manager	2022- 2023 and on-going	
6.3	Wide-ranging reform of Early Years and Education policy requires a comprehensive programme of training to support the childcare sector to implement new changes.	<ul style="list-style-type: none"> Liaise with colleagues across the Early Years and Childcare team to produce a yearly training offer. Work closely with advisory teachers to ensure that the training accessed by practitioners impacts positively on their work with children and families. Consult with the sector and use available data to ensure that training offer evolves to meet the emerging needs of the sector. 	<p>Early Years and Childcare Team Manager to lead</p> <p>All Early Years and Childcare Team officers to support</p>	<p>2022 – 2023 and on-going</p> <p>2022 – 2024</p> <p>2022 – 2024</p>	<ul style="list-style-type: none"> The training offer aligns with the needs of settings. Practitioners in settings are signposted to and attend appropriate training sessions. Training and development opportunities impact on the quality of provision in settings and on outcomes for children.
6.4	New entrants into the childcare profession are down locally, at a time when many providers are highlighting recruitment and retention of suitably qualified staff is of significant concern.	<ul style="list-style-type: none"> Strengthen partnership with Bridgend College to support the promotion of childcare courses offered to school leavers. Partnership work with local secondary schools and careers advisers to promote the possibility of childcare to school leavers. Attendance at careers fairs, promoting childcare as a potential career. Liaison with Welsh Government to explore recruitment and retention 	<p>Childcare Team Manager to lead</p> <p>Childcare Team officers</p> <p>FIS officer</p>	<p>2022 – 2024</p> <p>2022 – 2024</p> <p>2022 – 2023 and on-going</p>	<ul style="list-style-type: none"> A comprehensive strategy for growing and developing the local workforce is drawn up, based a combination of local knowledge and national strategy. Improved opportunities for professional development are developed. Clearer career progression pathways for the sector are identified. The numbers of students registering on childcare training courses increases year-on year.

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Priority 6: Support for the Sector and workforce development.					
	Issue	Actions	Who	Timescales	Desired Outcomes
		<ul style="list-style-type: none"> initiatives to attract new entrants into childcare, and to retain those already in post. Liaison with Welsh Government to establish more attractive opportunities for continued professional development and career development in the childcare sector. 		2022 – 2023 and on-going 2022 – 2024	<ul style="list-style-type: none"> Better retention rates in settings and within the sector itself are achieved.
6.5	There is an ongoing need to provide continued COVID recovery support to settings, but funding to support this is likely to reduce significantly.	<ul style="list-style-type: none"> Continue to support the sector with any grants that do remain available. Consult with providers to monitor the on-going impact on COVID-19 on their business, and represent these challenges in meetings with Welsh Government colleagues. Consult with CWLWM partners to establish evolving changes to parental working patterns influencing the childcare market and share this information with providers to help them plan. 	Childcare Team Manager to lead Childcare Team officers FIS officer	2022 – 2023 2022 – 2023 2022 - 2023 and on-going 2022 – 2023 and on-going	<ul style="list-style-type: none"> Any funding available is allocated appropriately to support sustainability, meaning that settings remain operational.