



The Learning Team  
*Innovation in partnership*

**North Somerset Council**

# **Childcare Sufficiency Delivery Plan 2011**

**March 2011**

## Introduction

The Childcare Act 2006 expands and clarifies in legislation the vital role the local authority plays as a strategic leader in facilitating the childcare market. It focuses on partnership working within the private, voluntary and independent sector of the market to provide sufficient, sustainable and flexible childcare that is responsive to parent's needs.

Section 11 of the 2006 Act gave local authorities a duty to undertake a Childcare Sufficiency Assessment in accordance with regulation every three years. The first Childcare Sufficiency Assessment (CSA) was published in March 2008. Following this North Somerset through its Early years and Childcare service developed an action plan for sufficiency, to help the development of provision of new childcare spaces and also improve quality skills and training.

The intervening period since March 2008 has also seen significant changes in the way the provision is regulated and inspected through the introduction of the Early Years Foundation stage and Ofsted childcare registers in September 2008.

Other significant changes include:

- Universal roll-out of the free entitlement for three and four year olds from 12.5 to 15 hours per week delivered more flexibly (September 2010)
- Introduction of the Early Years single funding formula, for funding the free entitlement for all three and four year olds (April 2010)
- The two year old pilot providing free part time places for the most disadvantaged two year olds (April 2009)

Sufficiency of childcare is defined as childcare that is sufficient to meet the requirements of parents who require childcare in order to enable them to take up or remain in work or to undertake education or training which could reasonably be expected to assist with them to obtain work.

The assessment of the supply of childcare not only assesses the level of provision by each type of childcare setting but also other factors which are relevant to deciding whether childcare is suitable and sustainable. Ofsted inspection results, quality assessments and the skills of the workforce are all examples of likely indicators influencing sustainability.

The Early Years Learning Team work in partnership with a wide range of agencies, organisations and individuals across the statutory, voluntary and private sector in order to deliver the Sufficiency Duty. These will include

Schools	74
Childminders	201
Pre-Schools	51
Day Care Nurseries	41
Maintained Nurseries	8
Out of School Provision	43
Home Child carers	47

Data to support The Early Years Learning Team consists of:

- Ofsted Profile for all registered childcare in North Somerset
- Ofsted National Profile for all registered childcare
- HMRC national statistics
- Nomis official labour market statistics
- Office for National Statistics population projections

The current legal situation is that the Childcare Act 2006 remains in Statute Law but may not reflect this Government's policy direction. However the Next Steps for Early Learning and Childcare – Building on the 10 year Strategy identifies that local authorities have come a long way in delivering this agenda. Parents now have access to more flexible, affordable and better quality early learning and childcare than ever before, and many more families are benefiting from quality and sustainable childcare. This document updates and builds on the 10 Year Strategy and sets out firm proposals.

North Somerset Council's Delivery Plan for Childcare Sufficiency builds on the proposals identified in the Childcare Sufficiency Assessment as well as new proposals identified by HM Government. The Delivery Plan for Childcare Sufficiency will be reviewed on a 6 monthly basis by The Early Years Learning Team Childcare Advisers in order to ensure actions are implemented in order to achieve sufficient childcare.

The Delivery Plan will be shared with North Somerset Council's Lead on Sufficiency - Assistant Director (Learning & Achievement), all members of the Early Years Learning Team, Locality Manager and Early Years Assistant Locality Managers, Schools, Private, Voluntary and Independent Childcare Providers, employers and other key stakeholders.

For a full analysis of Childcare in North Somerset, please see Childcare Sufficiency Assessment 2011 at:-

<http://www.n-somerset.gov.uk/csa2011>

North Somerset Council's Delivery Plan in support of Childcare Sufficiency (March 2011)

Priority Area	Objective to ensure sufficiency	Actions to ensure sufficiency	By whom - Lead person/s	With who - Key partners	Date to be achieved	Milestones & Performance measures	Cost & Funding
<b>Demographics Housing Developments</b>	<i>1. North Somerset Childcare Advisers to liaise closely with the Families Information Service regarding provider vacancies and enquiries from families within a 2 mile radius of Locking Parklands and Weston Gateway. Target this area with information by promoting Childminding training.</i>	Continued quarterly analysis of NSC position re childcare & number of pre-school/ nursery places to number of children per locality. Report to highlight significant changes in provision. To be shared with key stakeholders & be available on NSC website.  Allocate new place creation funding to areas identified as lacking childcare only.	Childcare Advisers & Families Information Service	Weston College  All Childcare Provision within a 2 mile radius of Locking Parklands and Weston Gateway  Schools Organisation Manager  New Place Creation and Sustainability Panel	From May 2011 ongoing	Increase in registered childcare provision  Increase in accredited childminders Review of annual health birth data.	Funding for posts  New Place Creation funding
	<i>2. Link with planning department, housing developments , Schools</i>	Target households within new housing developments of the need for childminders and the availability of childcare in their area, to	Childcare Advisers	Housing developers Children Centres Job Centre Plus	July 2011 ongoing	Increase in registered childcare provision  Increase in	LA EY Management  Funding for posts

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	<p><i>Organisations, Schools Admissions and core strategy plan to plan childcare alongside employment and demographic changes.</i></p> <p>Increase childcare places in Portishead</p>	<p>both encourage new childcare providers and assist people back into work</p> <p>Production of new 'How to become a childminder' booklet to promote working in childcare and share with colleagues in Job Centre Plus and partners helping people back to work</p> <p>Target local community groups to look at setting up pre-school provision, and increase the amount of childminders in the BS20 area</p>	<p>Families Information Service</p> <p>Childcare Advisors Families Information Service</p>	<p>PVI's VANS</p>		<p>accredited childminders</p> <p>Review of annual health birth data.</p> <p>Increase in newly registered childminders, new accredited childminders &amp; OOS clubs in areas lacking childcare</p> <p>Review of Ofsted's Profile</p>	<p>New Place Creation funding</p>
<b>Occupancy Rates</b>	<p><b>3. Business support (including marketing) and monitoring by</b></p>	<p>Continue with high quality support to PVI's re business support &amp; marketing.</p>	<p>Childcare Advisers</p>	<p>Families Information Service, PVI's ACAS</p>	<p>April 2011 ongoing</p>	<p>Reduction in applications for Sustainability Funding</p>	<p>Funding of posts  Sustainability Funding</p>

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	<p><i>North Somerset Childcare Advisers should be made available on a targeted basis for individual providers.</i></p> <p><b>4. North Somerset Childminding Advisers to support Childminders with their marketing, including information relating to their specialist skills and keeping vacancy information up to date. In areas where supply appears to be in excess of demand to</b></p>	<p>Continue with high quality support to Childminders re business support and marketing</p>	<p>Childminding Advisers</p>	<p>Schools Children Centre's</p> <p>Families Information Service, Childminders Business Link ACAS Schools Children Centre's</p>	<p>April 2011 ongoing</p>	<p>Numbers of Childminders to remain static or increase in areas of need</p>	<p>Funding for posts</p>

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	<i>promote the fact that Childminders offer provision outside of normal hours, including overnight care, weekend care and early morning/evening care.</i>						
<b>Expansion of Childcare</b>	<p><b>5.</b> <i>Childcare Advisers to ensure childcare providers are aware of all provision in their area and any proposed shortages, due to the changes in current provision or housing</i></p> <p><b>6.</b> Engage with Home Childcarers to have a two way relationship about places available and</p>	<p>Through promotion of Childcare places, changes in current provision, proposed housing developments and any proposed shortages using Early Years E-newsletter and arranged visits</p> <p>Contact Home Childcarers to offer support through EYFS or by advertising their settings.</p>	<p>Childcare Advisers</p> <p>Families Information Service Childminding Advisors</p>	<p>Families Information Service Schools organisation Manager</p>	<p>May 2011 ongoing</p> <p>May 2011 ongoing</p>	<p>Increase in market knowledge by Childcare Providers which would be proven in results of next Childcare Sufficiency Assessment</p> <p>Decrease in applications for Sustainability Funding</p>	<p>LEA EY Management</p>

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	places needed within the Local Authority						

Priority Area	Objective to ensure sufficiency	Actions to ensure sufficiency	By whom - Lead person/s	With who - Key partners	Completed by	Milestones & Performance measures	Cost & Funding
<b>Sustainability</b>	<i>7. The issue of sustainability should be integral to all plans and strategies for all types of childcare. Access to good quality business and childcare development support is essential to support settings to provide childcare that meets the needs of parents and</i>	As per point 2 and 3	Childcare Advisers Childminding Advisers	Families Information Service New Place Creation and Sustainability Panel	May 2011 ongoing	Applications for sustainability funding decreased	Sustainability Funding

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	<p><i>children, whilst achieving business success.</i></p> <p><b>8. The projected average turnover of childminders is significant and needs to be managed; analysing reasons for closure, supporting the management of change, in particular the introduction of the revised Early Years Foundation Stage in September 2012, building skills and capacity and creating new places in areas</b></p>	<p>Continue to support new and existing providers with the revised Early Years Foundation Stage to be implemented in 2012 through training and support visits</p> <p>To produce an exit questionnaire for childminders to analyse the reasons for closure of childcare setting</p>	<p>Childcare Advisers Childminding Advisers Early Years Consultant</p> <p>Families Information Service</p>	<p>PVIs Childminders Schools Ofsted</p>	<p>May 2011 ongoing</p>	<p>Childminders and Childcare Providers to increase in areas of needs</p>	<p>LEA Early Years Management</p>

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	<i>of need and demand.</i>						
<b>Two Year Old Funding</b>	<b>9.</b> <i>Encourage; proposed, new and existing Childminders to take part in the Approval scheme. Continue support for all providers offering 0-3 places to ensure that they gain the knowledge and skills to meet the needs of these families.</i>	Promotion of Approval scheme through IHC training, Childminding groups and networks, To all providers through Early Years E-newsletter and Cluster Meetings Continue support to increase quality of provision with children 0-3. Monitor training needs of providers and implement appropriate training	Childminding Advisers  Childcare Advisers  Family Information Service	Weston College Childminders PVI's	May 2011 ongoing	Increase in number of settings supporting two year old funded children  Ofsted Quarterly profile  CPD accessed	Funding for posts
	<b>10.</b> <i>Plan for, develop and monitor the number of places for 2 year olds in target areas to meet the</i>	Family Information Service to inform partners of any reported lack of suitable childcare. FIS to offer brokerage to parents/carers who are experiencing difficulty	Early years out reach worker Childminding/2year old funding advisor	Childcare Advisors Families Information Service EYC Consultant Inclusion	May 2011 ongoing	Number of places increased	Funding for posts

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	<i>needs of funding anticipated from 2013</i>	in finding childcare  Regular monitoring of progress		Early Years Assistant Locality Leads			

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<b>Affordability of Childcare</b>	<i>11. Information to be sent promoting childcare benefits such as working tax credits, nursery education funding and salary sacrifice to schools, childcare providers, children's centres and GP surgeries within Worle and Weston Super Mare.</i>	Regular promotion of Tax Credits, Nursery Education Funding and Salary Sacrifice Scheme in all areas of North Somerset but paying particular attention to Weston Super Mare and Worle. Through leaflet drop to Childcare Providers. Children's Centres and GP surgeries, Health Visitors and new housing developments and Job Centre Plus. Promotion of Childcare benefits within Early Years E-Newsletter and North Somerset Life,	Families Information Service	Schools Children's Centres GP Surgeries Childcare Providers Resources team CYPS Corporate Marketing and Communications Team Job Centre Plus Local employers	October 2011	Increase in percentage of families that take up of Childcare Benefits	Funding for post

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		and other corporate marketing.  Work with large local employers to promote availability of childcare and availability childcare benefits					

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<b>Quality Improvement</b>	<i>12. Continue to provide cluster meetings for all childcare providers that focus on continued improvement and improving outcomes for children.</i>	Continue with termly Cluster meetings for all PVI's, Childminder and Out of School Clubs. Continue with termly Inclusion Cluster Meetings.	Early Years Consultants Childminding Advisers Childcare Advisers	Springboard Childcare Provider	April 2011 ongoing	Increase in good and outstanding Ofsted judgements	
<b>Staff Qualifications</b>	<i>13. Continue to support the employment of graduates in</i>		Early Years Consultants Work force development	Childcare Providers Bath Spa UWE	April 2011 ongoing	Increased numbers of graduates employed in	

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	<i>settings through retention (salary) enhancement, foundation degree learners to be supported with supply cover to their settings and through mentoring from the Early Years Learning Team. Funding maybe available for some Level 2/3 Childcare and Play qualifications.</i>		officer			Childcare Settings	
<b>Support for Training</b>	<b>14.</b> <i>Continuing Professional Development to be made available to all registered providers to support with</i>	Training advertised in Training Directory and E newsletter. Training carried out for all settings	Early Years Consultants Childcare Advisers Childminding Advisers Workforce	All Childcare Providers	September 2012	Settings attendance at training	Training Funding

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	<i>identified legislation changes from the review. This should be carried out prior to September 2012 and support continued. The focus will be support to all settings providing the EYFS in inverse proportion to success by the EYFS Learning Team.</i>		Development Officer				
<b>Quality Monitoring</b>	<b>15.</b> <i>To keep North Somerset Ofsted Outcomes above national average continue to Quality Monitor provision with regular follow up visits. This will ensure quality continues and legal requirements are met.</i>	Continue with unannounced Quality Monitoring visits to all registered providers to support with delivery of quality childcare and ensure legal requirements are met or exceeded	Childcare Advisers Childminding Advisers	PVIs Childminders Early Years Consultants	April 2011 ongoing	Increase in number of good or outstanding Ofsted outcomes	Funding for posts

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<b>Children's Centres</b>	<i>16. Raise family's awareness and encourage new users of Children's Centres by marketing</i>	Work closely with Health partners, Corporate Marketing and Communication team, Job Centre plus, and other partners to raise awareness of children centres within the community.	Assistant Locality Leaders Children Centre Staff	FIS Two year old funding advisor. Health Visitors	April 2011 ongoing	More families accessing Children's Centres	Funding for posts
	<i>17. Use the Children Centre as an element in target work with hard to reach families.</i>	Poverty Strategy to reference Early Years Offer, establish specific childcare needs for these families  Work with families with multiple problems and support their childcare needs	Locality Leader (Sheila French) ALL Andrea Sully	FIS Two year old funding advisor. Health Visitors Extended Services Development Manager (Strategy & Improvement) Childcare Advisers Childminding Advisers Early Years Consultant	May 2011 ongoing	Reduction in need for families with multiple problems	Funding for posts

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<b>Levels of Satisfaction</b>	<b>18.</b> To work with existing provision improve the quality of care and look at flexibility of service including numbers and opening hours. The next Introduction to Home based Childcare is to be held in Portishead. Marketing of this to be carried out through Children's Centres, Schools, and Health Centres.	As per 4	Childcare Advisers Childminding Advisers Families Information Services	Weston College Portishead Children's Centres PVI's Childminders	April 2011 ongoing	Increase provision and number of spaces in Portishead. Improved Ofsted outcomes for all providers	Funding for posts
<b>Inclusion</b>	<b>19.</b> To ensure that there are sufficient places for children with additional needs.	To promote inclusion to all childcare providers. Collect information on providers about experience of working with children with additional needs and look into the possibility of using the disability symbol to promote inclusive settings to parents, carers and professionals.	Families Information Service	Early Years Consultant Inclusion Childcare Advisers Childminding Advisers CC ALL representative	May 2011 ongoing	Sufficient places for children with additional needs	Funding for posts.

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<b>Refreshing the Data</b>	<i>19. Monitor Action plan and related data</i>	Establish a steering group to monitor implementation of the sufficiency assessment action plan and secure sufficient childcare.	Childcare advisors	FIS Early years consultants Practitioners Child minding Advisors	July 2011	Sufficient childcare places	Funding for posts
		Monitor and review progress on a quarterly basis.	Childcare Advisors	FIS Practitioners Early years consultants Childminding advisors	Quarterly		
		Review sufficiency data and amend plan if necessary	Childcare advisors				