

Flintshire Childcare Sufficiency Assessment 2023 – 2026

Update and Progress Report 2023

Introduction

Following a consultation by Welsh Government in 2015 and the resulting revised Statutory Childcare Guidance published in July 2016, Childcare Sufficiency Assessments are required to be carried out every 5 years. Annual reports are published detailing progress made against the actions, priorities and milestones identified in the action plan. This is the update and progress report for the year from April 2022 to March 2023.

The Local Authority have liaised with the Care Inspectorate Wales (CIW), the Family Information Service Flintshire (FISF) and a range of umbrella organisations and other key stakeholders, to ensure an accurate and up to date picture of the supply of and demand for childcare, which will allow the action plan to be reviewed and updated.

This report is the first report since publishing the full assessment and action plan in June 2022.

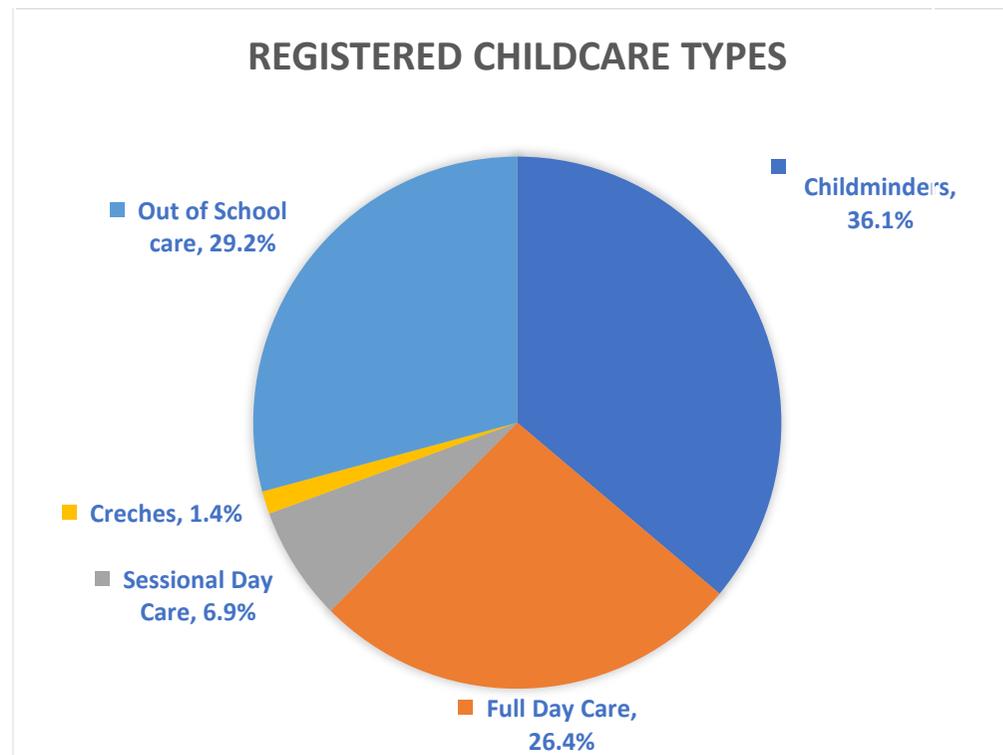
Currently childcare provision in Flintshire is stable, and in some areas developing. Recruitment is slow but is improving, with settings able to recruit both full time and 1-1 staff in some areas. The Childcare Development Team are working with providers to develop an alternative model to supporting children with Additional Support Needs having seen an increase in specific needs post pandemic, including support in managing behaviour, improving speech, language and communication and also support with emotional and social development. An approach to develop Action for Inclusion meetings and provide specific training for staff to meet the needs of the children is a priority and will also go some way in ensuring staff feel equipped and confident in working with the children that come through their doors.

The Childcare Development Team works closely and collaboratively with CWLWM partners to provide best possible service to support childcare providers in Flintshire. They commission and spot purchase services and support from CWLWM partners to provide support, training and specialised services to childcare providers. The following report highlights the collaborative work that is taking place across Flintshire to ensure childcare provision remains accessible and meets the diverse needs of families and in the main, post Covid-19 children. The actions identified in the CSA report 2022 are pertinent to the specific needs of Flintshire and the sustainability and sufficiency of childcare provision. The following report is a clear account of the focused approach partners are taking to ensure priority areas are given the attention required, strategies used and works undertaken.

Current Childcare Supply

The current level of supply of childcare in Flintshire is displayed in the table below based on CIW's FIS Weekly Report 17th April 2023 and Voluntary Approval Scheme (VAS) Report 27th March 2023.

Childcare Type	Registered	Suspended	Unregistered or Approved
Childminder	78	12	
Full Day Care	57	2	
Sessional Day Care	15		
Crèches	3		
Out of School Care	63		9 (unregistered)
Nanny			3 (approved)
Open Access Play provision	55		
Total	271	14	12



Definitions.

Registered - Any person providing a child minding or day care service under the Measure is required to register with Care Inspectorate Wales

Suspended – Either voluntarily by the registered person or enforced closure by CIW for a set period of time.

Unregistered – Where care is provided for under 2 hours in any one day

Approved – Approved by CIW under the Approval of Home Childcare Providers (Wales) Scheme 2021

CIW Registrations and Cancellations

Type of Childcare Providers	Number of Childcare Providers cancelled and re-registered as a Charitable Incorporated Organisation (CIO)	Number of New CIW registered Childcare Providers	Number of Childcare Providers cancelled their CIW registration
Full Day Care	4	2	0
Sessional care	0	0	4
Out of School Care	1	1	0
Childminder		3	6

S4YC recently took over the management of the Rocking Horse Nursery based in Broughton and have also secured a Small Capital Grant from Flintshire. They have made huge improvements to the setting both indoors and out and hope to extend childcare places available.

Trelogan Playgroup had temporarily registered in the local community centre whilst maintaining their current CIW registration at the school. The playgroup is a CIW registered provision offering 28 registered places and is a valuable childcare provider in a remote area of Flintshire. They moved out of the school hall during the Covid pandemic to allow the school to utilise the hall for 'support bubbles'. They have since decided to remain in the community centre, and continue to offer 3 sessions per week of childcare, have close links with the community and often run community events to support and promote their playgroup.

There have been 3 new registered Childminders in Flintshire offering 19 childcare places between them. They are based in Oakenholt, Caergwrle and Garden City. This is an area that has a growing population and demand for childcare provision is on the increase. Future plans and proposals to develop local schools and housing will also impact on the sufficiency on childcare in this area.

Action Plan and Progress

1. Accessibility

Target	Why	Actions and Progress
<p>Support childcare providers to promote their services to parents, increase flexibility and support parents to access information about help with cost of childcare.</p> <p>(Ongoing).</p>	<p>The 2022 CSA found although the majority of parents/carers across Flintshire rated its childcare provision very highly, many parents felt the expense of childcare was proving challenging. Costs for childcare are particularly high in Community Areas 5 and 7.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Distributing promotional items events to promote services to both childcare providers and families. • Updating Flintshire websites with information to ensure they are current, encouraging providers to update their DEWIS accounts to ensure these are up to date including childcare space availability. • Informing partners within Flintshire of the initiatives that are available for families and children. • Engaging with settings and communicating with FISF to pass along new/relevant information from Welsh Government received via the wash up meetings the Early Years Support Team attends. • Contacting parents who have yet to make an agreement with their providers for the new Child Care Offer digital system – although this is time-consuming, this is effective and ensures that parents and providers are claiming the correct funding to help with rising costs. <p>Delays are sometimes experienced when attempting to find information on Objective Connects, due to difficulties in navigating this website (supports the Child Care Offer).</p> <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • Encouragement of pre-registration and those new childminders consider local demand and offering flexibility, including atypical opening hours. This is

		<p>encouraged at childminder briefing sessions and pre-registration training and support and new registration support calls.</p> <ul style="list-style-type: none"> • Promote resources such as CWLWM – choosing childcare, and PACEY’s Childcare ready to choose, and information on the Childcare Offer and Tax-Free Childcare. Relevant enquiries are signposted to the local authority / FIS. All new childminders receive copies of the childcare ready to choose booklet to support with promotion and enquiries. <p><u>Clybiau Plant Cymru Kids’ Clubs</u></p> <ul style="list-style-type: none"> • Inform all Out of School Childcare clubs in Flintshire about the benefits of The Childcare Offer and Tax-Free Childcare and how they can promote these to their parents. • Provide support for out of school providers with their marketing through an online ‘Marketing made Easy’ tool which has customisable templates and information to download, including how to register for Tax Free Childcare with template posters that clubs can give to parents. • Out of School Childcare clubs are regularly advised to keep Dewis up to date and ensure their information is up to date on the Family Information Service. Supporting Out of School Childcare clubs to look at their flexibility. • Advice and guidance are provided on cashflow forecasts for them to see whether offering a more flexible service is sustainable which can help them in making the correct business decision. • Weekly bulletins are sent out to all Out of School Childcare Clubs which provides all clubs with up-to-date information and support. The Childcare Business Development Officer provides advice and guidance on sustainability and affordability for clubs. <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • 128 Flintshire members can advertise on the Social Media platforms & Website. • Support with bilingual advertising flyers.
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- Promote DEWIS, inform providers about keeping it up to date.
- Parents Page on our website.
- Choosing Childcare advertised on website (CWLWM & EYW)
- EYW has representation at WG level
- There are 28 new Flintshire members in 2022/23, and 14 individual/parent members.

NDNA Cymru

- Use regular E-bulletins and network meetings to pass on information that can be shared with parents around the 'Choosing Childcare Booklet', government support for childcare and Tax-Free childcare.
- Information on Choosing Childcare Booklet shared in E-bulletins on 4/8/22 and 24/11/22.
- Info on Tax Free Childcare shared in E-bulletins 18/8/22; 27/10/22.
- A webinar on Tax Free Childcare which involved advice on how parents can sign up was promoted on 17/2/23.

Mudiad Meithrin

- Use social media presence to share message with parents about help that's available towards childcare costs including Flying Start, Early Education, 30 hours. Information is also available on the national Mudiad Meithrin pages and our website.
- Ti a Fi Officers and Cymraeg i Blant Officers also share information directly with parents and families.
- Many Cylchoedd hold regular open days where parents have the opportunity to learn about funding opportunities.
- All of the above continues on an ongoing basis.

Family Information Service Flintshire

- FIS actively, regularly encourage all providers to register on Dewis and to then keep their details updated. This information links to the FIS childcare Information website. Mandatory Dewis updates are required every 6 months or the resource listing is archived.

		<ul style="list-style-type: none"> FIS also use social media and the provider newsletter to encourage promotion of childcare services. The FIS website also carries links to assist with the cost of childcare for parents, which is checked and updated routinely, and social media is used to post messages daily.
Task/Milestone for Target	Actions and Progress	
<p>Feedback from the childcare sector and the local community regularly collected and shared to ensure achievement of CSA Action Plan and service delivery.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> Phone calls and emails from parents and settings are regularly received informing us of their experiences, this gives us an idea of how systems are running. CDT also provide WG with feedback and concerns from the childcare providers and parents. <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> Gather feedback from members to inform their work and understand the needs of the sector. This includes responding to enquiries, check-in calls, and our childminder forum, as well as specific engagement / consultation sessions. Also targeted contact such as calls with newly registered and recently de-registered childminders are completed. In 2022-23 nationally PACEY Cymru have hosted a series of consultation sessions for researchers on the independent review of childminding, as well as consultations on the NMS review, and changes to the disqualification regulations. In August 2022 they shared a report on childminder de-registrations in Wales. Check in calls with childminders commenced in December 2022 and will continue into 23-24. <p><u>Clybiau Plant Cymru Kids' Clubs</u></p> <ul style="list-style-type: none"> Childcare Business Development Officer receives feedback from the sector if there are any changes with their Out of School Childcare clubs, this information will be reported to Flintshire Childcare team on a quarterly basis. <p><u>Early Years Wales</u></p>	

- Conducted consultation with the sector on various subject matters relevant to the Early Years. Information requested from members / staff – responses sent to relevant body Survey results on CWLWM website.

Responses collected for following consultations:

- End Physical Punishment
- NMS
- Safeguarding Standards
- Framework for Welsh in English Medium Education
- Childminding & Day Care (disqualification) (Wales) regulations 2022
- Arad research – Early Years Survey

NDNA Cymru

- NDNA support the Flintshire Network of members who meet regularly to discuss issues, concerns and new developments. Feedback from these meeting is given in FEYDCP Meetings.

Mudiad Meithrin

- Hold termly County network meetings to obtain feedback from providers.
- Complete a comprehensive FEYDCP report which includes feedback from settings.
- Complete a comprehensive quarterly monitoring report which includes feedback from settings.
- Ensure a representative at each FEYDCP meeting is arranged to provide feedback.
- Mudiad Meithrin have a good working relationship with all Welsh Medium schools and partners such as WESP members, Urdd, Menter Iaith.

Family Information Service Flintshire

- A new customer survey feedback facility will become operational for all FIS enquiries from 1/4/23 linked to Dewis. This will ask a series of brief questions and will be sent to all customers – all resource listing providers and community

	<p>members – requesting feedback. An existing manual system captures all comments and compliments received. FIS also share consultations and have the option of conducting polls on social media for particular topics.</p>
<p>Increased advertising of Childcare Offer and other schemes which support the costs of childcare.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Promotional items are shared. • Websites, including FISF and Facebook are updated regularly. • The CDT contact those settings currently not registered on the Childcare Offer to discuss any barriers and the benefits. • The Childcare Development Officer has attended events and promoted the CCO to parents and childcare providers, making use of displays and flyers as visual promotion. <p>Delays with settings not answering calls when CDT are attempting contact. A delay in recruitment of staff in the CDT has led to limited advertising and support attending events to promote some services, as well as there being restrictions during COVID-19.</p>
<p>Childcare providers are supported to understand change in demand and to adapt accordingly.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Childcare providers were offered training to prepare them for transition to the new digital system. • Childcare providers are contacted regularly via email to inform them of any changes in demand. For example, the introduction of the next phase of Flying Start programme. Childcare providers in the relevant LSOAs will be notified of the expansion. • The CDT also attended a Flying Start event discussing the potential change in demand and support available. • Demand may also increase due to funding incentives such as the Childcare Offer. The Childcare Development Team share a quarterly newsletter which updates providers on new settings, training, funding/grant incentives and events.

Early Years Wales

- Childcare Development Worker supports all members to expand their services as and when required.

14 members supported to expand their services:

- Setting A (charity) to set up a new holiday club – registered for 100
- Setting B supported to open full day care – registered for 40
- Setting C Nursery Plus (charity) - registered for 64
- Setting D opened a new playgroup plus (charity) – registered for 25
- Setting E extended to full day care (charity) – registered for 19
- Setting F extended hours (charity) – registered for 25
- Setting G extended their registration to include a Holiday Club (charity) – registered for 19
- Setting H extended their registration to include a Holiday Club (charity) – registered for 19
- Setting I extended hours (charity) – registered for 50
- Setting J extended hours (charity) – registered for 19
- Setting K extended hours (charity) – registered for 150
- Setting L extended hours (charity) to full day care – registered for 40
- Setting M extended hours (charity) – registered for 19
- Setting N extended to offer wrap-around for school nursery (charity) – registered for 30

Family Information Service Flintshire

- Maintain regular, pro-active contact with childcare providers through social media and other online communication channels, sharing information, requests, campaigns and training opportunities.

Parents supported to access local childcare and notified of where vacancies exist.

Family Information Service Flintshire

- Promote the FIS regularly across numerous channels and when enquiries are received from parents these are processed within 3 days maximum, but usually within 1 day. FIS offers a tailored service to answer specific questions and in addition to encouraging providers to maintain their online records, they provide the FIS childcare information website for 24/7 self- service access to childcare provision.

Data gathered by all partners from surveys, reports, statistics and consultations and their analyses are made available to all partners to inform future planning to meet demand and analysis is shared with all partners.

Family Information Service Flintshire

- The Dewis dashboard contains an analytics module which can be interrogated to produce a range of enquiry and provider data. The FIS provide quarterly data reports to the FEYDCP and internal policy teams. Ad-hoc reports are provided on request. Consultations and surveys are distributed on receipt. The FIS Dewis Enquiry module will be able to generate, record and analyse customer survey data from 1/4/23.

Early Entitlement

- Caban Cae'r Nant- became an EE provider following a request from EYW. A need for EE provision within that community had been identified. EYW was also involved in the process whereby St Anthony's School became an EE provider. Again, this was the result of an identified need within that area in relation to faith based education.
- Broughton School are currently trialling the integration of EE children into their nursery class. This action is the result of an identified need for funded education provision within the area following the closure of the local playgroup in 2021. The funded education places offered by the school will be those places not filled by the nursery cohort in the class.
- The level of need within Broughton will continue to be monitored. Kinnerton Little Acorns (playgroup) was accepted as a funded education provider in the Kinnerton area in place of the local school who were no longer in a position to offer places.
- The Early Entitlement Service responds to information e.g., from Early Years Wales and providers within the maintained and non-maintained sector, about a

	new or changing need for funded education places. This has led to 3 new EE providers and 1 replacement EE provision within the 2022-23 academic year.
<p>Services work individually and in collaboration to support all areas of the childcare sector (to also include childminders and out of school providers) to promote their services to parents and improve flexibility whilst considering business sustainability. The sector is supported to provide access to parents about help with childcare costs such as the Childcare Offer and Tax-Free Childcare. Actions have been taken by relevant services to ensure feedback is consistently requested and collected, to inform planning for future support of local childcare services. The target/milestones are being met via information sharing, provision of useful resources and through regular contact with the sector (e.g., weekly bulletins, briefing sessions, webinars).</p>	

2. Flying Start

Target	Why	Actions and Progress
<p>Ascertain through Welsh Government clear details of the proposed Flying Start expansion and how this will be delivered within the childcare sector in Flintshire.</p> <p>(Ongoing).</p>	<p>There are 33 childcare settings in Flintshire (as of time of 2022 CSA) delivering Flying Start places, with one in house provision. It is necessary to understand how the model will work, aligned to other programmes to meet the demands of the expansion and needs of the other programmes to create</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> Working in partnership with Flying Start team discussing proposed expansion, current childcare providers and available childcare places in those areas. Identifying areas that have little or no childcare. Scoping has taken place in areas lacking provision to analysis and develop childcare provision. Initial Large Capital Site Bids have been submitted to Welsh Government which include builds in areas identified as in need of childcare provision CDT are attending training on 18.4.23 to support with the Phase 2 expansion. Further meeting scheduled for 21.4.23. <p><u>Flying Start</u></p> <ul style="list-style-type: none"> Phase One expansion was announced by WG in March 2022, and the offer of funded childcare was made to eligible children and families from September 2022. Phase 2 was announced in November 2022, to commence from April 2023. Plans for Phase 2 expansion were to be submitted by 13th Jan 2023. A further expansion of Phase 2 (2B) was announced on 23rd December 2022.

	<p>seamless pathways for children. however the majority of parents reported that they were not able to access or not currently accessing Flying Start provision.</p>	<ul style="list-style-type: none"> • The FS Childcare team have met with representatives of EYFS grants and monitoring officers to consider the data WG have advised LA to use and to plan areas for expansion. • Plans for 2B expansion were submitted on 1st March. The FS Manager and Childcare Lead attended a meeting with WG on 25th January where queries relating to expansion plans were raised with WG. Indicative budget allocation from WG for Phase 2 is for approximately 200 2-3 year olds to be offered funded childcare. The existing FS childcare model is to be used, including the focus on quality as set out in the WG Childcare guidance. • The FS Childcare Lead was a member of the Working Party chaired by WG, drawing up a new version of the FS Childcare Guidance which sets out the expectations of LA and the childcare sector with regards to expectations of quality. <p>Approval of plans for Phase 2A expansion, submitted in January was received on 15th March. Approval of Phase 2B plans has not yet been received. The update FS Childcare Guidance was due to be launched by WG on 20th March.</p> <p><u>Early Years</u></p> <ul style="list-style-type: none"> • EYW Development worker supports all members that provide Flying Start. • EYW met with Flying Start to discuss the expansion. • 27 members provide Flying Start • Agreement for support in place for 2023/24 <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Are working closely with the Flying Start team to ensure there is a Welsh language Flying Start option in each new area. • Are encouraging and providing support to Cylchoedd in these expansion areas to enable them to offer Flying Start provision. <p><u>NDNA Cymru</u></p> <ul style="list-style-type: none"> • Has regular contact with the Flying Start team through 1:1 meetings and are able to keep up to date with the latest phases of the expansion. • Also attended the Engagement evening for Providers.
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		<p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru are working to ensure Flying Start expansion includes consideration of the local childcare market and to address any barriers to childminders delivering commissioned services. • PACEY Cymru has worked with partners to ensure a nationally consistent approach to the qualification requirements for registered childminders to deliver Flying Start, this has now been published on the SCW qualification framework. • In Flintshire there is a positive record of engagement with local childcare providers including registered childminder to deliver Flying Start. • PACEY Cymru are happy to provide input to support this to continue, recently this has included promotion of the expansion engagement event in March 2023.
Task/Milestone for Target		Actions and Progress
<p>Support parents in eligible areas on low-income to access the Flying Start scheme.</p>		<p><u>Flying Start</u></p> <ul style="list-style-type: none"> • Each term the Flying Start Monitoring officer emails the Childcare Lead a spreadsheet of all children eligible to start childcare in the following term, using the criteria as set out in the ‘Engagement with families pre childcare’ document, families are assessed as Universal, Enhanced and Targeted and offered support in choosing childcare accordingly. • Parents who may need targeted support are also offered a joint visit to their preferred childcare setting. • Attempts are made to contact a family on 3 separate occasions, if unsuccessful a letter is sent to their home address. Their Health Visitor will be notified. The reason for a family declining childcare is recorded on the Flying Start database. • Families are routinely contacted in the next term to ask if they have reconsidered. Approximately 38% of all 2-3 year olds in Flintshire reside in a FS area. Since September 2020 856 children have been eligible for FS funded childcare, and the average take up of childcare in this period has been 75.6%. <p>This has been an on-going process for several years. WG expect the FS childcare team to report on the percentage of uptake each term, including how many of those children are accessing a full 5 session offer, or a part offer (between 3-5 sessions).</p>

	<p>Therefore, they have data which demonstrates eligibility and / or uptake spanning several years.</p> <ul style="list-style-type: none"> • The process for application for parents in Phase 2 areas is yet to be confirmed. These families will retain their universal Health Visitor and their details such as name, home address, child details will not be available to Flying Start pre childcare eligibility. • Data relating to the number of births in each LSOA gives an indicative figure of the number of children potentially eligible. The Flying Start Advisory Childcare Team will be working with the universal Health Teams and other supporting Health professional to identify vulnerable and hard to engage families in expansion areas, so these can be offered enhanced and targeted support.
<p>Ensure parents and providers are aware of the expansion as it rolls out and the implications of this.</p>	<p><u>Flying Start</u></p> <ul style="list-style-type: none"> • To date (March 2023) only plans for Phase 2A of expansion have been approved by WG, and they are awaiting a response to our Phase 2B expansion proposals. • A provider engagement event is being held on 27th March and all childcare providers across Flintshire have been invited, with FISF emailing details to all registered providers. A reminder was also sent. The FS Manager and Childcare Lead have met with CWLWM partners, who have raised awareness with their members. • A follow up event is planned on 19th April for all those unable to attend on 27th, with CWLWM partners ensuring that those providers in areas which will form part of Phase 2 are aware and are encouraged to attend. • The proposal is to raise awareness with parents living in Phase 2A and B areas through their Health Visitor, and through community resources such as Toddler Groups (Ti a Fi), pre-school providers and local schools (where older siblings may attend). It is anticipated that some eligible children may already be accessing childcare provision, so owners / managers / leavers will be encouraged to be aware of areas / postcodes to raise awareness with families. • A meeting with the Universal Health Visitors is planned on 26th April. The FS Monitoring Officer has been developing a portal where parents can check eligibility through postcode.

	<p>The update FS Childcare Guidance was due to be launched by WG on 20th March, but this has not happened. This document sets out the expectations of quality childcare. The length of time taken to approve expansion plans has impacted on raising awareness with parents, as plans also need to be communicated to FCC council members, once approved by WG, before they are made public. The Flying Start Childcare Team are hoping to be in a position to start engaging with families (subject to approval of Phase 2B plans) in the Summer Term, before the end of May.</p> <p><u>Early Years Wales</u> Supporting Flying Start, promoting events and encouraging settings to attend. Support provided by the EYW development worker – encouraging members to attend the event held March 2023.</p>
<p>FS expansions are being proposed with the support of services including CDT and CWLWM partners. Phase One expansion plans have been approved and the service is awaiting approval of plans for Phase 2 and 2B. Promotion of expansion to providers is being actioned by two planned events. Promotion to parents has been affected by the delay of the FS Childcare Guidance, however FS hopes to begin this in May if Phase 2B plans are approved. Efforts are made to inform eligible families about FS to improve accessibility of the scheme.</p>	

3. Welsh-medium Childcare

Target	Why	Actions and Progress
<p>Analyse and assess further and investigate the possibility of opening new viable Welsh Medium provisions.</p>	<p>According to the 2022 CSA, only 3.9% of providers in Flintshire currently provide Welsh language provision, across only 7 wards.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The Childcare Development Officer works closely with CWLWM partners and commission work to enable Mudiad to investigate the possibility of opening new viable Welsh Medium provisions. • We are able to ascertain where demand may be in the future through analysis of the phone call enquires from parents and carers. We currently record all phone calls, including statistical data to enable us to measure this.

	<p>Providers also reported less than 20% of their staff speaking fluent Welsh, and less than 40% of staff speaking some Welsh.</p>	<p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • New pilot project – Cynllyn Plethu (EYW & MM) are working together to support settings to transfer to Welsh Medium. As this is still a pilot, no current settings in Flintshire are on the project. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Also sit on the WESP to streamline any developments with Welsh Language provision. • Have a Set up and Succeed (SAS) programme to open and/or expand Cylchoedd Meithrin. This can only be done with cooperation from the local authority. • Employs dedicated a Ti a Fi Officer to work within an area in order to create demand for new Welsh provision. Unfortunately, Flintshire Childcare withdrew funding for this post, therefore their capacity to work in Flintshire is limited. • Have prioritised making sure there is full provision on site of every Welsh Medium Primary school. • Will work with those settings within the Flying Start expansion areas to ensure a Welsh Language option is available for parents. • Are happy to work in partnership with Flintshire to open new settings but long-term sustainability must be considered. <p><u>Clybiau Plant Cymru Kids' Clubs</u></p> <ul style="list-style-type: none"> • If the need arises, through additional funding from our CYMell project, Clybiau Plant Cymru Kids' Clubs have Welsh Language Childcare Business Development Officers which can support with the expansion of settings or support the setting up of new Welsh medium Out of School Childcare provision. <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru sector recruitment campaign and pre-registration support aims to include Welsh medium provision. PACEY Cymru can offer a range of support for settings who are looking to register or expand to enable them to deliver a bilingual or Welsh medium provision.
<p>Task/Milestone for Target</p>	<p>Actions and Progress</p>	

<p>Liaise with CWLWM partners to ensure Welsh language needs are being met and supported across Flintshire.</p>		<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Work to ensure all calls to the CDT are accessible in both English and Welsh, that all documentation to parents, families and childcare providers is bilingual. • The Childcare Development Officer attends the WESP meetings as required. • Commission Mudiad Methrin to give additional support to the Welsh Medium settings in Flintshire. <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • Has a designated team of Welsh Language Co-ordinators who support staff in member settings with Welsh Language especially Camau Courses. • Number of Flintshire EYW participants on Camau Courses 15 <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Have a good working relationship with all CWLWM partners and ensure there is a representative at each meeting. • Has a seat on the main WESP forum. <p><u>Clybiau Plant Cymru Kids' Clubs</u></p> <ul style="list-style-type: none"> • As part of their CWLWM work, the service promotes and delivers the Welsh Promise to Out of School Childcare clubs to increase the use of the Welsh language, to support settings in working towards the Active Offer. The Welsh Promise is in three levels Bronze, Silver and Gold, a certificate is given once a setting has achieved their level. <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru offer a range of support and promote Camau training for childcare providers to develop their Welsh language skills, including, Camau training, Webinars, Funded support, CWLWM Welsh Promise, and a range of resources.
<p>Target</p>	<p>Why</p>	
<p>To raise the profile of careers in childcare to recruit more Welsh</p>	<p>As above.</p>	<p><u>Childcare Development Team</u></p>

<p>speakers to the sector, including childminders</p>		<ul style="list-style-type: none"> • The Childcare Development Officer has attended career fairs to promote childcare as a career choice and the importance of having Welsh speakers in settings. • Bilingual service is available for enquiries via phone, email or in person. Hopefully with an increased Welsh presence in the office, this will encourage more people to consider the use the Welsh language and have the confidence to speak it. <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • EYW gave radio presentations promoting childcare as a career, we also discussed Welsh Language and the benefits of children attending Welsh medium childcare <p>2 radio presentations – 1 supporting Welsh medium</p> <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Have attended a number of recruitment events e.g. Coleg Cambria, Ysgol Maes Garmon. • All posts are advertised across social media. • Offer level 3 and 5 courses through Cam wrth Gam. • Recently held an event for prospective setting leaders. <p><u>NDNA Cymru</u></p> <ul style="list-style-type: none"> • NDNA Cymru have held Webinars promoting the service they can offer to settings in Flintshire. They have met with settings to carry out an assessment and prepare an action plan to support the use of the Welsh language further. <p><u>Clybiau Plant Cymru Kids' Clubs</u></p> <ul style="list-style-type: none"> • The service has supported the WeCare Wales Stakeholder group to develop an Early Years, Childcare and Play campaign. The campaign aims to support the childcare sector with the issues in recruiting and retaining staff and focusing on Childcare as a career choice. Promotion of childcare as a career is underway to support recruitment across the sector. <p><u>PACEY Cymru</u></p>
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		<ul style="list-style-type: none"> • PACEY Cymru sector recruitment campaign and pre-registration support aims to include Welsh medium provision. • Bilingual resources have been developed and shared with partners to promote childcare careers including childminding and nanny. Updated social media toolkit and posts in our Let's talk childminding Facebook has been shared with the local authority childcare team and FIS to support local promotion.
<p>Provide increased support for childcare providers to develop their Welsh language skills/levels</p>		<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Signposting to local colleges to develop Welsh skills. • We currently have two Welsh speakers in the team who are happy to work with Welsh speakers of all abilities to encourage use of the Welsh language. • All information based emails sent to providers are bilingual. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • In partnership with CWLWM members, offer the Camau programme to increase Welsh language ability for staff. • Offer a Welsh Language Immersion programme, Croesi'r Bont which aims to improve the language skills of both staff and children. This programme is partially funded in Flintshire by FCC. • Are piloting a scheme "Camfa Croesi'r Bont" where a Language Officer works closely with an English Medium day nursery to improve their use of Welsh language. • Service can provide, subject to local authority funding, "Clebran", which is a programme to improve the use of incidental Welsh within English medium settings. <p>To continue with the Camfa Croesi'r Bont pilot, further funding would be needed.</p> <p><u>NDNA Cymru</u></p> <ul style="list-style-type: none"> • NDNA Cymru have promoted the Camau course through newsletters and ebulletins and has showcased the course to the Flintshire Network. <p><u>Clybiau Plant Cymru Kids' Clubs</u></p>

	<ul style="list-style-type: none"> • Through Work Welsh funding Clybiau Plant Cymru Kids Clubs promotes the Welsh Promise to the Out of School Childcare sector to increase/develop their Welsh language skills. In addition to the Welsh Promise Clybiau Plant Cymru Kids' Clubs also promotes the CAMAU Welsh language project to all Out of School Childcare clubs. Camau learn Welsh course is an valuable course as it's an online self-study that allows practitioners to learn Welsh at their own pace. Clybiau Plant Cymru Kids' Clubs Welsh Language Childcare Business Development Officers support practitioners throughout their training on CAMAU courses <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru offer a range of support and promote Camau training for childcare providers to develop their Welsh language skills, further information is available at PACEY Cymru Welsh language support. • In 2022-23 PACEY Cymru have delivered monthly Welsh language support webinars and recruited individuals to enrol onto Camau training. There are currently no childminders in Flintshire accessing these, one expression of interest for Camau training was received but they did not enrol. • Also recently launched the CWLWM Welsh promise and are recruiting childminders to engage with this.
<p>Welsh Government meetings attended to address any issues regarding Welsh-medium training and recruitment</p>	<p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • EYW Welsh Language Project Lead attends all relevant WG, CWLWM, the Welsh Language Commissioner's Office and the National Centre for Learning Welsh etc. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Meet regularly with Welsh Government Officers at a regional and national level. <p><u>PACEY Cymru</u></p>

	<ul style="list-style-type: none"> • PACEY Cymru work closely with CWLWM partners, Welsh Government and other partners to identify and address any issues regarding Welsh medium training and recruitment.
<p>Mudiad Meithrin and Early Years Wales work closely to achieve targets and milestones relating to Welsh Medium settings, such as currently piloting projects and schemes that support settings to transfer to Welsh Medium. MM also pilot a scheme which implements support to an English Medium day nursery to improve Welsh. Further support can be implemented subject to LA funding. Other services including CDT, NDNA, PACEY Cymru and Clybiau Plant Cymru Kids' Clubs work towards the target by signposting information, promoting courses and holding webinars.</p>	

4. Recruitment and Retention

Target	Why	Actions and Progress
<p>Raise the profile of childcare as a career across Flintshire to increase recruitment and retention.</p>	<p>A problem noted in both provider and stakeholder consultation in the 2022 CSA was emerging issues around recruitment and retention of staff. The impact of the pandemic, alongside rising costs, has left many providers struggling to provide</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Distribute Childcare Choice leaflets and other material to promote childcare as a career. They are also able to signpost to the Start-up grant to new and perspective childminders and also offer financial support/sustainability, start package and training. • Work in partnership with PACEY Cymru and use funding to support childminders to complete their training and become registered. • Work with Coleg Cambria to raise the profile of Childcare as a career. <p><u>Flintshire Creche and Childcare Service</u></p> <ul style="list-style-type: none"> • FCCS wrote a Business Case for the recruitment of Childcare Apprentices. <p><u>Early Years Wales</u></p>

	<p>sufficient staff, leading to closures across the county. This has been compounded by school-based childcare not being able to function as usual, placing additional pressures on all childcare providers.</p>	<ul style="list-style-type: none"> • Gave 2 local radio presentations promoting childcare as a career. • WeCare Wales campaign promoted on social media and website. EYW has a representative who works with Social Care Wales & provides information to support the WeCare Wales campaign. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Have attended a number of recruitment events e.g. Coleg Cambria, Ysgol Maes Garmon. • All posts are advertised across social media and shared by partners. • Offer level 3 and 5 courses through Cam wrth Gam. • They recently held an event for prospective setting leaders. • In the process of producing a booklet encouraging students to complete work placements within our Cylchoedd Meithrin. <p><u>NDNA Cymru</u></p> <p>NDNA Cymru have launched the First Five Years Count Campaigns which promotes childcare as a career and included a social media campaign and video.</p> <p><u>Family Information Service Flintshire</u></p> <ul style="list-style-type: none"> • We encourage providers, Welsh government, local colleges and CWLWM partners to provide with promotional material which is then circulated throughout networks and across our social media channels. The FIS also attend events and job fairs and maintain a dialogue with local careers advisors to promote childcare as a career. <p><u>Clybiau Plant Cymru Kids' Clubs</u></p> <ul style="list-style-type: none"> • Clybiau Plant Cymru Kids' Clubs support the Playwork workforce to have the required qualifications to meet the National Minimum Standards and CIW requirements, through the delivery of our training, supporting the recruitment and retention of staff in Out of School Childcare settings, as well as encouraging
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		<p>new staff to become qualified in Playwork. Clybiau Plant Cymru Kids' Clubs is an approved centre with the Awarding Organisation, CACHE, for the delivery of accredited Playwork and Assessing qualifications. Clybiau Plant Cymru Kids' Clubs advertise vacancies in Out of School Childcare settings on their website, which is free to members.</p> <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru actively promote careers in childcare, including home-based childcare. This includes developing and sharing promotional resources, display stands at events, and delivering information / awareness raising sessions. • PACEY Cymru have added new promotional resources, updated and shared our social media toolkit with partners including FIS and local JCP contacts. • In June 2022 PACEY Cymru established an open Facebook group 'Let's talk childminding' to share promotional resources with partners including the local authority childcare team and FIS. Promotional information includes details of briefing sessions for those looking to become a registered childminder. • Nationally, PACEY Cymru have delivered awareness raising sessions during the SCW Introduction to childcare courses on 22.11.22, 24.01.23, 14.02.23, 14.03.23. Following EYDCP discussions, PACEY Cymru has been in contact with Coleg Cambria to arrange information sessions for the 2023 summer and autumn terms.
Task/Milestone for Target		Actions and Progress
<p>Retention strategy developed to ensure high quality childcare professionals remain in the role.</p>		<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The CDT receive feedback from providers over the phone and via email, discussing what they would like to see moving forward and what type of support they are looking for. • Flintshire Local Authority have employed a Childcare Development Officer and two Childcare Development Workers to work proactively and reactively in supporting each childcare setting in Flintshire offering a tailored approach to their individual and business needs, including support with advertising, training, grant support, inspection readiness, management and supervision guidance, induction through to Supervision, valuing and motivating staff etc etc.

	<p><u>Flintshire Creche and Childcare Service</u></p> <ul style="list-style-type: none"> • The stability and enhanced benefits offered by contacted employment to Flintshire County Council are a protective factor in retaining quality staff.
<p>Working group meetings attended with cross-border counties to share best practice and discuss approaches to recruitment.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The Childcare Development Officer attends meetings with cross border colleagues and Social Care Wales partners to discuss best practice and approaches to recruitment. <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • EYW attended Welsh Government’s – ‘Support the Sector Recruitment & Retention’ meetings (2 meetings attended). • 1 recruitment, Retention & Flexible Working meeting attended. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Have a representative on the Outcome 7 panel of the WESP which is focussed on workforce planning. • Ensure there is a representative at all relevant meetings <p><u>Pacey Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru attended Welsh Government’s national recruitment and retention meetings, and the North East Wales regional sector recruitment meetings.
<p>Job fairs attended in support of childcare settings.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The Childcare Development Officer has attended job fairs in support of childcare settings e.g., Jobcentre Plus events. • Staff on hand to discuss and provide information relevant to their situation. • Workforce Development Officer also attends the careers and Job fairs to promote the Early Years and Childcare as career choices. <p><u>Early Years Wales</u> No Flintshire fairs attended, will attend when information becomes available.</p> <p><u>Mudiad Meithrin</u></p>

	<ul style="list-style-type: none"> • have attended a number of recruitment events e.g., Coleg Cambria, Ysgol Maes Garmon. <p><u>Family Information Service</u></p> <ul style="list-style-type: none"> • If the FIS team are unable to attend a careers fair, promotional materials are provided to partner agencies to circulate on their behalf. We always provide promotional materials to colleagues and partner agencies to circulate on our behalf at events. <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru actively promote careers in childcare, including home-based childcare, including display stands at events and job fairs. • In 2022-23 locally PACEY Cymru attended Flintshire jobs fair (28.4.22) resulting in 16 enquiries, we also sent resources for events in Coleg Cambria (Wrexham site), and JCP.
<p>Ongoing recruitment support provided to childcare providers.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The Childcare Officer and the Development Workers support the childcare providers to advertise vacancies through local colleges, Flintshire Local Voluntary Services and Family Information. They are also preparing a toolkit to support with recruitment and retention. <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • Employers Pack available for members to purchase. • We share example job adverts, posters etc we have also written them for settings and have given them example interview questions to support them. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Have attended a number of recruitment events e.g., Coleg Cambria, Ysgol Maes Garmon. • Posts are advertised across social media and shared by partners. • Offer level 3 and 5 courses through Cam wrth Gam. • Recently held an event for prospective setting leaders.

	<ul style="list-style-type: none"> • Have developed a resource pack to be used by colleges and students to promote working within the Welsh medium sector. <p><u>NDNA Cymru</u></p> <ul style="list-style-type: none"> • NDNA Cymru have published an Employers Toolkit to support settings to set up a recruitment plan and NDNA Cymru have published case studies on their website promoting ways of supporting and retaining staff. • https://ndna.org.uk/childcare-and-early-years-workforce-and-careers/ • https://ndna.org.uk/ndna-cymru/cymru-case-studies/ <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • Offer briefing sessions and pre-registration support webinars for individuals that are looking to become a registered childminder (until October these were LA funded and have since been available at no cost). Thanks to local authority funding from the childcare team in Flintshire we also deliver telephone and email support, and the pre-registration training is subsidised. • In 2022-23 There have been 7 Briefing session attendees from Flintshire (4 LA funded), and 5 individuals have been subsidised to enrol onto the childminder pre-registration training 2 of which have completed their learning, a further 2 individuals from 21-22 have also completed their learning. 12 hours of telephone and email support has been funded by the local authority to provide individually tailored support for those going through the process of registering as a childminder in Flintshire. There have been 3 new childminder registration in Flintshire during 2022-23.
<p>Support provided to advertise unfilled posts.</p>	<p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • Jobs advertised on all social media and EYW website. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • All posts are advertised across social media. • We advertise all vacancies on our website, indeed, lleol.net and gofalwn.cymru, Posts are shared widely by partners. <p><u>Family Information Service</u></p>

- The FIS have distributed a 'Jobs List' of vacancies within the sector for many years, and this has proven to be a popular resource with an average in excess of 100 recipients registered. This list is produced fortnightly, and circulated ad-hoc vacancies across our social media channels on request.

The Jobs List is a popular and valued resource, which is shared widely and emailed to a standing list of recipients on average each fortnight, but there is a reliance on partners and providers notifying us of vacancies. FIS staff also research vacancies online, collating these for inclusion. We are not aware of this system being operated anywhere else in Wales.

PACEY Cymru

- PACEY Cymru actively promote careers in childcare, including home-based childcare, this includes maintaining job profiles for the roles of childminder and nanny on the WeCareWales jobs portal.
- In 2022-23 PACEY Cymru have maintained job profiles for the roles of childminder and nanny on the WeCareWales jobs portal.

Flintshire Creche and Childcare Service

- FCC Social Services Employment Services advertise vacancies on the FCC Jobs page as well as sharing with Indeed and LinkedIn. There is a rolling recruitment campaign for the recruitment of Flintshire Crèche Relief Staff Supervisors and Assistants. Coleg Cambria advertise via the college portal. Advertisements of vacancies are also shared via Flintshire Local Voluntary Council platform.

FIS Flintshire work on an ongoing basis towards the target to raise the profile of childcare as a career and existing available jobs, however the availability and accuracy of data is dependent on partners/providers accurately reporting vacancies. The opportunity to become an apprentice in childcare within Flintshire was placed before every secondary school and college student. Unfortunately, there were only 2 applicants and one dropped out at the 2nd panel interview. The successful candidate has been at Garden City Childcare since September 2022 and is working towards her L2 Core CCPLD. It may be useful to have a strategy in place across Wales where regular, professionally produced promotional materials could be developed and circulated. Other services also promote job vacancies via social

media and own websites. Support is offered to providers in the form of materials (interview questions, posters etc.) by EYW. Services meet to discuss recruitment and retention strategies and attend events such as job fairs.

5. Sustainability

Target	Why	Actions and Progress
<p>Provide support to help sustaining sufficient childcare provision in Flintshire.</p>	<p>To ensure gaps do not emerge in areas where provision is currently sufficient.</p> <p>To ensure continued monitoring and addressing of emerging gaps.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Are able to offer and signpost to other internal and external sustainability grants which will help a childcare setting with the payment of wages and rent. • The CDT also manage and monitor the Small Capital grants. This is open to all CIW registered childcare providers across Flintshire offering opportunities to purchase resources and equipment to improve the quality and sustainability of their settings as well as enhancing the experience of the child. <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • Small Grants available for members. • Business Plan templates provided. • Development Worker supports settings with grant applications & business plans. • Supporting statements provided for LA panel meetings. <p>Over the last few years, Early Years Wales has supported 41 Flintshire settings to incorporate, all using EYW's approved model document registered via EYW's CIO fast track system. Staff have also supported settings with registering their CIO with CIW.</p> <p>21 Flintshire providers supported with small grants total - £7,400.00. Flintshire settings supported to secure over £180,000 in funding 22/23.</p> <p><u>NDNA Cymru</u></p> <ul style="list-style-type: none"> • NDNA Cymru have supported the full day care sector to remain sustainable by providing business support through training courses and Early Years Business Zone.

- Have ensured the sector is fully informed about developments such as the expansion of flying start and the digital childcare offer.

Clybiau Plant Cymru Kids' Clubs

- Clybiau Plant Cymru Kids Clubs support Out of School Childcare clubs to help them be sustainable settings by working with them to develop a cash-flow forecast to identify:
 - Their break-even point.
 - Fee charges.
 - Number of children attending.
 - Outgoing/Incoming expenditure.
- Clybiau Plant Cymru Kids' Clubs also support Out of School Childcare clubs to review their Governance structure. If they are managed as a Voluntary Management Committee they may become a Charitable Incorporated Organisation (CIO) which will give them charitable status, protecting their Trustees and access to more grants and funding opportunities, supporting their sustainability.
- Clybiau Plant Cymru Kids' Clubs also have various business resources to support their members with business planning, financial planning and marketing which supports their sustainability and financial management.

Early Entitlement Service

- The Early Entitlement Service responds to information e.g from Early Years Wales and providers within the maintained and non-maintained sector, about a changing need for funded education places.
- Kinnerton Little Acorns (playgroup) was accepted as a funded education provider in the Kinnerton area for January 2023 in place of the local school who were no longer in a position to offer places.
- Little Ted's Academy, were supported to return as funded education providers for January 2023 to help meet demand for provision in the Fflint area of the LA.

PACEY Cymru

		<ul style="list-style-type: none"> • PACEY Cymru provide information, training support and guidance for our members to help them to run a quality and sustainable childcare provision. This includes a range of resources, online training, and information, along with newly registered support calls, responding to individual enquiries, check-in calls, and interactive sessions such as our childminder forum and webinars. • PACEY Cymru childminder forums include a focus on sustainability and support needs, there have been six forums in 2022-23. Individual support has been provided by telephone /email including pre-reg, newly registered support, and check-in calls for existing childminders. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Have produced a new financial spreadsheet to enable Cylchoedd Meithrin to adequately plan financially. • Provide business plan templates, support through Support Officer and weekly newsletters from MM highlight any developments in the sector. • Produce a termly grants newsletter outlining the availability of various grants. • Support Officers provide support and guidance to all Cylchoedd with regards to business and financial planning.
Task/Milestone for Target	Actions and Progress	
<p>Ensure childcare providers receive support to continue to provide quality, viable childcare for the community.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The CDT are developing a toolkit, following feedback from providers. This will include advice on taking payments using electronic devices, advertising, budget management, CIW/ESTYN inspection support, support for parents and families etc. This will continue to develop to meet demand and the trends of the sector. • Training is offered to childcare providers, subsidised to reduce financial loss and meet the needs of the sector both mandatory and non-mandatory training. Training is advertised through CWLWM partners, social media platforms and FISF. 	

- We continue to support childcare providers to apply for small capital grants, visiting settings, supporting applications and helping strengthen applications to the point of submission.

Early Years Wales

- Early Years Wales is updating its Quality for All assurance scheme, this will be available 2023 – old scheme ongoing along with the QfA toolkit.
- LA checklists completed.
- EYW checklists & visit logs completed.

NDNA Cymru

- NDNA Cymru continue to offer support and guidance through regular e-bulletin and updates and through Network Meetings.
- A variety of training is available free of charge to both members and non-members. Including training on the new curriculum, and business courses.
<https://ndna.org.uk/hub/training-resources/>

Clybiau Plant Cymru Kids' Clubs

- Clybiau Plant Cymru Kids' Clubs work to support Out of School Childcare clubs to provide quality childcare in their community. The Childcare Business Development Officer (CBDO) will support them to become CIW registered, undertake our Out of School Childcare Assessment (OSCA) which following this the CBDO will prepare an action plan if there is a need and support the setting in meeting the action plan.
- Clybiau Plant Cymru Kids' Clubs also provide the Out of School Childcare sector with many resources to support them in providing high quality childcare e.g. business planning templates, policies and procedure templates which all meet the CIW requirements.

Early Entitlement Service

- Since the initial Covid lockdown in March 2022 the Early Entitlement Service has adapted the way it works in order to support settings remotely as well as face to face.

- The Early Entitlement Team (EET) supports all 45 non maintained settings through individual setting staff meetings, training courses and network meetings. This support is provided remotely or in person and is responsive to the accessibility challenges faced by many settings e.g settings currently show a preference for online training and for morning rather than afternoon courses which is reflected in the EET's training plan.
- Recruit, Recover and Raise Standards funding for 2022-23 has been used to: 1) fund the delivery of training by external providers 2) fund setting staff's attendance at training 3) fund 'Continuing Professional Development' hours for staff supporting funded education children A large portion of the funding has been given directly to settings to use in ways that meet the terms and conditions of the grant.
- Winter of Wellbeing and additional Education Improvement Grant funding has also been received and spent in ways intended to impact positively on the quality of provision.

PACEY Cymru

- PACEY Cymru provide information, training support and guidance for our members to help them to run a quality and sustainable childcare provision. This includes a range of resources, online training and information, along with newly registered support calls, responding to individual enquiries, check-in calls, and interactive sessions such as our childminder forum and webinars.
- PACEY Cymru Webinars attended by practitioners from Flintshire have included Quality of Care Review (20.06.22, 18.01.23, 01.02.23, 13.02.23), Preparing for Inspection (15.03.23).
- PACEY Cymru have also hosted webinars attended by individuals from Flintshire which were delivered with the following partners: Natural Resources Wales – Health, Well-being and senses in the natural environment 28.4.22 The Learning Partnership – Loose parts play 5-6.7.22, Planning in the moment 24-25.02.23. Alice Sharp masterclasses – provocations and catalysts for play 2.2.23, child-centred approach 7.2.23.
- Thanks to funding from the local authority childcare team all childcare providers in Flintshire that are not funded to deliver early education were invited to attend

		<p>an introduction to the curriculum workshop in March 2023. Three 2 ½ hr workshops were co-delivered on Zoom by PACEY Cymru, NDNA Cymru and Early Years Wales and attended by 27 local practitioners.</p> <ul style="list-style-type: none"> • Thanks to funding from the local authority in Flintshire all local registered childminders can access 12 months practitioner plus membership. This is aimed at supporting them to understand and implement the ethos of the new curriculum, as well as supporting the quality and financial viability of their service. • PACEY Cymru have continued to identify and raise awareness of the recovery and sustainability support needs for the sector. • PACEY Cymru childminder forums were established during Covid to address isolation and support with quality and sustainability, there have been six forums in 2022-23. • In quarter 4, PACEY Cymru published a resource to support practitioners with applying for grants and have been developing a grant application support webinar which will be open to members at no cost in April. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Support Officers visit each setting at least once a month and completes a health check to identify any issues. • Offer staff and committees regular training through our Academi programme.
Target	Why	Actions and Progress
Support settings with Covid-19 recovery to maintain sustainability.	As above.	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The Childcare and Play Grant is managed and monitored by the Early Years Support Team. This offers an opportunity to families and parents to seek financial support, in line with guidance and criteria, to apply for short term childcare funding. This will help towards funding a childcare place at a setting to suit them. There is also funding to support with sustainability through this grant and to support settings with children whose development may have been affected by Covid-19. • During the Covid-19 pandemic the Childcare Development Team monitored and managed the distribution of the C-CAS grants and PPE.

		<p><u>Early Years Wales</u> All members were supported:</p> <ul style="list-style-type: none"> • relevant information shared • small grants given for Covid related resources (PPE/Cleaning etc) • risk assessment template • posters plus much more. <p>All information is still available on our website along with free resources.</p> <p><u>NDNA Cymru</u> NDNA Cymru have shared details of all grants available to support with Covid recovery.</p> <p><u>Clybiau Plant Cymru Kids' Clubs</u> Clybiau Plant Cymru Kids' Clubs continue to provide a large amount of support to the Out of School Childcare sector to recover following the Covid 19 pandemic, this includes support them with accessing grants, to remain a sustainable, viable setting. As well as supporting them to with their marketing and financial planning.</p> <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • Continue to support Cylchoedd Meithrin as part of their core work and as part of the Covid recovery plan.
Task/Milestone for Target		Actions and Progress
	<p>Additional training opportunities provided to support staff to 'catch up' on training that may have been missed as a result of the pandemic.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Childcare Development Training for providers - dates have been extended in line with demand. Covid-19 delayed face to face training and moved to online where possible. • The CDT have worked with CWLWM partners to identify gaps and demand and meet the needs of the sector. • The training schedule for the mandatory training is now available to all childcare providers across Flintshire and is advertised on both DEWIs and local providers social media.

- Have funded Emergency Paediatric First Aid training, Level 2 Award in Food Safety in Catering, Safeguarding Training, Children moving and positioning.

Early Years Wales

- Training schedule available.
- Lunch & Learn sessions held.
- Webinars, face to face & virtual training held.
- Brokerage officers asks and records ALN training needs and feeds back to the LA.
- Members forums held online.

Clybiau Plant Cymru Kids' Clubs

- Clybiau Plant Cymru Kids' Clubs is experienced at developing and delivering workshops and qualifications to support staff, to improve the quality of care, play and learning provided to children in clubs.
- Clybiau Plant Cymru Kids' Clubs is an approved centre with the Awarding Organisation, CACHE, for the delivery of accredited Playwork and Assessing qualifications.

PACEY Cymru

- In addition to the webinars and events mentioned earlier, PACEY members have access to CEY smart free online training courses on a wide variety of topics.

Mudiad Meithrin

- Through their Academi programme offer a full suite of training. A prospectus is shared each term and training is a mixture of online and face to face. This is shared with all partners in the FEYDCP report.

Early Years Pathfinder

- Early Years Brain Science – understanding the developing brain
- Outcome child focused training and the Social Services and Wellbeing Act

Better communication established between Childcare Development Team, childcare providers and funding panel to ensure funding is directed towards the correct places.

Childcare Development Team

- The CDT are working hard to ascertain the best way to deliver and monitor funding that goes to providers. This includes the Childcare Offer funds, Early Entitlement funding and Childcare Development grants. The process of putting Additional Support and Respite applications through Early Years panel has improved consistency in approval of applications and is more streamlined, allowing the funds to reach the setting in a more timely manner, providing opportunity to complete the work etc. The Early Years panel meets every Wednesday morning.
- All Sustainability and Small Capital grant applications go through the Early Years panel. All applications must include CWLWM members supporting statement.
- The CDT manage and maintain the emails and calls that are received from providers, signposting to meet demand and expectations.

Early Years Wales

- Development worker provides supporting statements for childcare grant panel (not capital grant). EYW aren't invited to the capital grants panel unlike other counties.

Early Entitlement Service

- Childcare Development Team, childcare providers and funding panel to ensure funding is directed towards the correct places during the academic year.
- The panel meetings are held weekly and Childcare Partnership (Ongoing) 2021-22 a Funding Delegation Panel was set up chaired by the Early Years Additional Learning Needs Lead Officer. Provides an effective and efficient way to coordinate the work of individual services in meeting the needs of individual children accessing both funded education and /or childcare.
- The panel is a multi-service forum which has a role in providing financial support to settings to meet the needs of children requiring targeted provision and agrees funded additional support for children aged 2-4 years within childcare or funded education provision.

PACEY Cymru

		<ul style="list-style-type: none"> In quarter 4 PACEY Cymru published a resource to support practitioners with applying for grants and have been developing a grant application support webinar which will be open to members at no cost in April. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> Do not have a seat on the funding panel in Flintshire unlike all other local authorities. Input is therefore limited.
Target	Why	Actions and Progress
Formally assess changes in sufficiency and fully review action plan annually.	As above.	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> The Childcare Development Officer has developed Service Level Agreements with CWLWM partners this financial year in line with measures and monitoring of works required to meet the needs of childcare providers. This partnership working allows assessment of provision, identifying gaps and monitoring sustainability and quality. The recruitment of the Childcare Development Workers will also have a positive impact on the childcare provision of Flintshire and allow a more streamlined approach to data collection and collaborative working. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> Attend every FEYDCP meeting and contribute to any discussions and action planning.
Task/Milestone for Target		Actions and Progress
Emerging gaps and trends monitored regularly and addressed where needed.		<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> The CDT work closely with CWLWM partners through commissioning work to ascertain trends and issues arising. Support with training, policies and procedures, staff recruitment and retention, preparing for inspection and sustainability are areas supported where needed. Working closely with partners ensures potential closures of services or emerging gaps are identified and action can be taken. <p><u>Early Years Wales</u></p>

If a gap is identified, the LA is notified in a timely manner.

PACEY Cymru

- PACEY Cymru gather feedback from members to inform our work and understand the needs of the sector. This includes responding to enquiries, check-in calls, and our childminder forum, as well as specific engagement / consultation sessions.
- Also targeted contact such as calls with newly registered and recently de-registered childminders are completed.
- Sector intelligence is shared and discussed at FEYDCP meetings. In August 2022 PACEY Cymru shared a report on childminder de-registrations in Wales.

Mudiad Meithrin

- Attend every FEYDCP meeting and contribute to any discussions and action planning.
- Have a very close working relationship with all our settings to ensure gaps and trends are identified early and acted upon.

Nesta Cymru

- We worked closely with Nesta Cymru to understand the early years population and to understand the needs for childcare provision and lack of. This report, alongside the CSA is helping to drive forward the work. The report has been shared with Nicola Edwards, Welsh Government and the Welsh Government data team.

Actions taken by services reflect the aims of the targets and milestones by increasing efforts into monitoring changes in sufficiency and communicating with each other regularly to ensure funding goes to the places that need it. Where possible, services work with the sector to improve the quality of childcare provision available via online and in-person training which is advertised through multiple mediums. Funding from Flintshire Local Authority was distributed to EYW and PACEY Cymru to disseminate to ‘non funded, non-maintained’ settings to support with self-study time and resources, membership and training in relation to the Curriculum for Wales. This went some way in reducing the financial burden for settings to ensure the children in their care are receiving education in line with the new curriculum.

6. Out of hours childcare

Target	Why	Actions and Progress
<p>Provide support and encourage childcare providers to provide out of hours care, particularly during school holidays, weekends, evenings and overnight, where sustainable.</p>	<p>As of 2022 CSA there were currently over 5,000 childcare vacancies across Flintshire, particularly for full day care and after school club places. However, there are very few providers who are offering childcare before 7:30am or after 6pm, and not enough during school holidays. This lack of holiday and wraparound provision was also noted by parents, who are finding it difficult to continue their usual working patterns of continuing in full-time work because of this.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The CDT are able to see the Legacy System Form D, settings were asked for their opening times/days, and some would state flexible. We are then able to offer support and signpost any enquires to this provision. • The CDT are in office during school holiday weeks to provide support to providers. Having this support encourages the providers to contact the team with any concerns or questions. • Through the large capital and small capital work and sustainability grants we have discussions with childcare providers to identify demand and enable them to share their ideas and the opportunity to offer or open holiday clubs and more flexible childcare provision. <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • Support is provided as and when a member needs to expand. <p><u>NDNA Cymru</u></p> <ul style="list-style-type: none"> • NDNA Cymru have supported providers to look at their business through training courses and the Early Years Business Zone model and see how they can expand into these areas. <p><u>Clybiau Plant Cymru Kids' Clubs</u></p> <ul style="list-style-type: none"> • Clybiau Plant Cymru Kids Clubs' support childcare providers to undertake market research when they are planning to extend their opening hours or develop new provision during the school holidays, weekends, evenings etc., to ensure this is sustainable. • Clybiau Plant Cymru Kids' Clubs can provide resources such as parent questionnaires, developing a cashflow forecast to plan future financial costs, to ensure any new development or expansion is sustainable.

		<p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru encourage pre-registration and new childminders to consider local demand and offering out of hours care, including during school holidays, weekends, evenings, and overnight care. • PACEY Cymru can offer support and guidance for childminders that are looking to register for overnight care. • Consideration for offering out of hours care is encouraged at childminder briefing sessions, in the pre-registration training and during individual pre-registration and new registration support calls. <p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • If a setting has identified there is sufficient demand Mudiad Meithrin will support them to extend their hours. • Cylch Meithrin Terrig currently provide some out of hours and holiday provision.
Task/Milestone for Target		Actions and Progress
<p>Increase advertising of out of school care, through social media, schools, nurseries, Flintshire Council website, leading to increased take up</p>		<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • The CDT work closely with FISF and CWLWM partners to promote, increase and improve out of school care, encouraging nonregistered providers to register with CIW and also become an Independent Charitable Organisation. • The Child Care Offer team have made a yearly calendar which is distributed to settings in August which defines the term time weeks and the school holiday weeks. They have also made templates for settings to state when the school holidays are and when the parents receiving CCO would like to use their funded allocation and when they would like to pay for the remaining 4 holiday weeks themselves. • The above helps with planning for settings on staffing issues and also when to change the parents bills to reflect the change in funding. This was requested by many settings and something that has been developed and improved each year. The yearly calendar was not a requirement by the Welsh Government but something that our settings have found useful.

- The CDT work with technicians to enhance and improve the Flintshire website and accessibility to information pertinent to out of school care.

Early Years Wales

- All members are able to advertise on our website & social media.

Family Information Service

- The FIS team regularly promote the sector and specific elements of the provision available across a range of online channels and via the partners we work alongside. We offer advice and guidance on how providers can best develop their promotional materials for maximum impact and encourage the provision of bilingual materials.

Whilst there are no issues we are dependent on the sector and partners informing us of new provision, maintaining their Dewis records, and providing appropriate material for us to share and promote their settings.

Clybiau Plant Cymru Kids' Clubs

- Clybiau Plant Cymru Kids Clubs' support Out of School Childcare clubs with a resource called 'Marketing made Easy' which supports the clubs to use social media and different resources to promote their clubs.
- Clybiau Plant Cymru Kids' Clubs also remind clubs to keep Dewis up to date and to ensure their information on the Flintshire Family Information Service is up to date.

PACEY Cymru

- To support with the promotion of out of school care PACEY Cymru promote resources such as CWLWM – choosing childcare, and PACEY's Childcare ready to choose.
- All new childminders receive copies of the childcare ready to choose booklet to support with promotion and enquiries.

Mudiad Meithrin

- As and when settings expand all advertising is done through our social media

<p>Advice and support given to providers on how to register or expand their care to meet the needs of working parents.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • CDT work to provide settings with information on registering onto funding systems and meeting the needs of working parents, also signposting to CWLWM partners and Childcare Officer/Workers if necessary. • We commission CWLWM partners to support childcare providers. <p><u>Early Years Wales</u></p> <p>Members are supported to expand their services and/or register new provisions – CIW registration support is given by the local development worker and/or central support.</p> <p><u>Clybiau Plant Cymru Kids’ Clubs</u></p> <ul style="list-style-type: none"> • Clybiau Plant Cymru Kids Clubs provide support and advice to Out of School Childcare clubs on the benefits of CIW registration. • They also promote the benefits of the CO and Tax Free Childcare including how to register to make childcare more affordable for working parents. • If a club wishes to expand their care Clybiau Plant Cymru Kids’ Clubs will work with the settings to ensure any expansion is sustainable through financial planning and forecasting. <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • PACEY Cymru offer a range of advice, support and training for individuals that are looking to register or expand their childcare service. • As reported in workstream 4 (recruitment and retention), in 2022-23 there have been 7 Briefing session attendees from Flintshire (4 LA funded), and 5 individuals have been subsidised to enrol onto the childminder pre-registration training 2 of which have completed their learning, a further 2 individuals from 21-22 have also completed their learning. • 12 hours of telephone and email support has been funded by the local authority to provide individually tailored support for those going through the process of registering as a childminder in Flintshire. There have been 3 new childminder registration in Flintshire during 2022-23.

	<p><u>Mudiad Meithrin</u></p> <ul style="list-style-type: none"> • If a setting has identified there is sufficient demand Mudiad Meithrin will support them to extend their hours. • Each setting has a dedicated support Officer to guide them through any changes.
<p>Colleagues in Education engaged around how schools can be encouraged and supported to provide after school clubs and holiday clubs.</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Grants available to encourage expansion e.g., large capital and small capital grants. • Penguins Childcare setting at Westwood school have trialled a holiday club for one of the Easter holidays. Visually the participation looks good and sustainable. There are many families who are benefitting from the service. They were also able to do this as their building was developed from the Capital grants funding as one of the 9 sites chosen. <p>Lack of qualified childcare staff in the holidays is causing a potential barrier to opening Penguins again during school holidays. Childcare Development workers and CWLWM will be discussing how to reduce these barriers.</p> <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • Work with members in this area to support them to have the right legal status / qualifications etc. <p><u>Clybiau Plant Cymru Kids' Clubs</u></p> <ul style="list-style-type: none"> • Work with schools and Headteachers to support the development of new CIW registered, Out of School Childcare clubs e.g. breakfast, after school and holiday clubs. • Are happy to meet with colleagues in Flintshire Education department to inform them of our work and support available.

<p>Targeted support provided to the specific areas of the county where out of hours care is less available.</p>	<p><u>Childcare Development Team</u> The SASS will identify gaps in areas of the county not offering out of hours care, allowing the Childcare Development Team and CWLWM to work together to develop strategies to improve this situation through further funding, scoping exercises to ascertain available premises and having discussions with local schools on supply and demand. For example there is a large residential area and considering it has a number of childcare providers, still the demand is high. We are therefore working to create more childcare spaces, e.g. the Childcare Development Team working with Little Teds Day nursery based in Flint.</p> <p><u>Clybiau Plant Cymru Kids' Clubs</u> If there is a need to develop Out of School Childcare in specific areas of Flintshire County where there is less care available Clybiau Plant Cymru Kids' Clubs will work with the Flintshire Childcare Development team to ensure any new provision is sustainable.</p>
<p>Providers are encouraged and supported by services to expand their provision into out of hours childcare. This is done by providing information on funding and supporting with market research and financial planning. Providers are reminded to keep DEWIS up to date which aids in market research and helps to identify any gaps in the county where targeted support/provision may be needed.</p>	

7. Anti-Racism

Flintshire local authority have been working with partners as part of the national work across Wales to remove existing barriers to the accessibility of childcare and play provision for parents and families from black, Asian and ethnic minority backgrounds in line with the Anti-Racist Wales action plan.

Target	Why	Actions and Progress
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Develop different mechanisms to engage with parents of Black, Asian and Ethnic Minority backgrounds to ensure their experiences and voices are captured, removing barriers to ensure equality of access to services.

Despite improvements over time, evidence from an Equality, and Human Rights commission study in 2018 suggested that attainment in the early years in Wales continues to differ for children from ethnic backgrounds.

Childcare Development Team

- Working closely with all parents and carers that contact the team, providing information and advice relating to childcare and play provision and discussing all funding available.
- Signposting to FIFS for childcare and play opportunities in family’s local area.

Early Years Wales

- EYW are funding 8 spaces for practitioners across Wales to attend the ‘Anti-Racism Coaching Programme’, which is a bespoke 10 session coaching course to develop anti-racist practice and learning for Early Years and Primary Educators – 1 setting from Flintshire secured a place, sessions will commence Nov 23.
- Supporting the settings with these opportunities is a way to support the families and children they serve

NDNA Cymru

- NDNA Cymru have shared the Anti Racist Wales Action Plan with settings through ebulletins and newsletters. It can also be found on their website. This has resulted in greater awareness of the issues around improving access to childcare and play settings.

Clybiau Plant Cymru Kids’ Clubs

- Clybiau Plant Cymru Kids’ Clubs are working in partnership with CWLWM partners and DARPL for the delivery of the DARPL training for the early years and childcare workforce.

Mudiad Meithrin

- All settings are supported to ensure they are fully inclusive, in line with Mudiad Meithrin’s Inclusion and Equal Opportunity policy.
- We have provided specialist Anti-Racism training available to all our Cylchoedd Meithrin.
- Mudiad Meithrin and North Wales Racial Equality Network (NWREN) have published a Welsh Language resource called ‘Plantos Cwm Perthyn’. The

		<p>resource will be appropriate for children in the early years (0-7 years) with the aim of helping practitioners to discuss diversity with young children. You can view 'Plantos Cwm Perthyn' here: https://youtu.be/sLAyL6rMCAE</p> <ul style="list-style-type: none"> • Mudiad Meithrin has been working with DARPL and CWLWM partners on resources to support the sector, the launch for the resources took place in May which we attended. <p><u>Family Information Service</u></p> <ul style="list-style-type: none"> • New Dewis FIS Enquiry Module capability to capture customer views and experiences – live from 1/4/23. • Broad range of promotional resources available to encourage a diverse range of interactions with customers from minority communities. • FIS attend a wide range of events to ensure minority communities can access information on childcare and other services. • Social media posts are developed and shared to ensure they reach as wide an audience as possible. • Where possible and when the customer agrees, the FIS Enquiry Module can capture data about ethnic and other personal characteristics, informing the accessibility and development of services. <p><u>Corporate Planning Team</u></p> <ul style="list-style-type: none"> • Liaison around the Plan and local compliance, barriers, solutions.
Task/Milestone for Target		Actions and Progress
<p>Identify relevant training and work with partners to deliver accessible anti racism training in line with policy.</p> <p>Support the childcare and play sector to ensure anti-racism is embedded into policy</p>		<p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • Supporting the settings with these opportunities is a way to support the families & children they serve

**and practice, providing and supporting with developing policy templates.
Review and possibly support with design and images of promotional material.**

- EYW has been working with DARPL and CWLWM partners on resources to support the sector, the launch for the resources took place in May which we attended.
- DARPL conference 8th June advertised.
- Working with these various resources will give everyone the tools to support childcare providers to offer opportunities to their families and the children, information and courses will be advertised to all members as and when opportunities arise.
- EYW shared Mudiad's sessions – An Introduction to Anti-Racist Practice in the Early Years & Foundation Learning.
- EYW are working with all Cwlwm partners, Chantelle Haughton (DARPL), Liz Pemberton (The Black Nursery Manager Training & Consultancy) & Rachel Clarke (Apex Educate).
- EYW's Annual Awards & Conference has Laura Henry-Allain MBE as one of the guest speakers. Laura is a storyteller, educationalist, producer and consultant and she will be speaking on - The Role of Books in an Anti-Racist Space.

Family Information Service

- As noted above, FIS routinely develop, share and promote resources, events and other engagement opportunities to ensure inclusivity.
- Best practice and other opportunities for training, policy and practice development are shared across the All Wales and Regional FIS networks.

Mudiad Meithrin

- We provide training and a resource pack "Cylch i Bawb" to help Cylchoedd Meithrin celebrate and explore diversity.
- We also provide training and online resources to our Cylchoedd "Dewch i Ddathlu" which supports Cylchoedd to celebrate various cultural events

Clybiau Plant Cymru Kids' Clubs

- Clybiau Plant Cymru Kids' Clubs are ensuring that anti-racism is embedded into policy and practice by ensuring their own workforce are trained regarding anti-racism practices, as well as including anti-racism within policy templates

	available to the sector. We also share cultural celebrations and develop resources for the Out of School childcare clubs to use in their settings. Our Marketing Officer is ensuring all Clybiau Plant Cymru Kids' Clubs promotional material includes anti-racism images etc.
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Settings are encouraged to undertake the necessary training and upskill their own staff where necessary to enable them to recognise what the barriers are to families from black, Asian, and ethnic minority backgrounds in accessing childcare and play settings and make every effort to remove them. It is essential that settings are supported to review their Equal Opportunities policy and Inclusion policy in line with the Anti-Racist action plan and that all staff are made aware of any changes.
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Glossary

- CDT - Childcare Development Team (is part of Early Years Support team in Flintshire County Council)
- CIW - Care Inspectorate Wales
- CPCCKC - Clybiau Plant Cymru Kids' Clubs
- CPD - Continuous Professional Development
- CSA - Childcare Sufficiency Assessment
- CWLWM - Childcare Wales Learning and Working Mutually
- DARPL - Diversity And Anti-Racism Professional Learning
- EYALNLO - Early Years Additional Learning Needs Lead Officer
- EYW - Early Years Wales
- FCC - Flintshire County Council
- FCCS - Flintshire Creche and Childcare Service
- FEYDCP - Flintshire Early Years Development and Childcare Partnership
- FISF - Family Information Service Flintshire

- FS - Flying Start
- MM - Mudiad Meithrin
- NDNA Cymru - National Day Nurseries Association Cymru
- PACEY Cymru - Professional Association for Childcare and Early Years
- SASS - Self Assessment of Service Statement
- SEN - Special Educational Needs

For further information please contact

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