

## AGENDA ITEM 5

### RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

#### CABINET

17<sup>th</sup> MARCH 2016.

#### CHILDCARE SUFFICIENCY ASSESSMENT UPDATE 2016

REPORT OF THE DIRECTOR OF EDUCATION AND LIFELONG LEARNING IN DISCUSSION WITH THE DEPUTY LEADER, COUNCILLOR K MONTAGUE.

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#### 1. PURPOSE OF THE REPORT

- 1.1 To provide Members with the draft Childcare Sufficiency Assessment 2016 Update (the 'CSA 2016 Update') for Rhondda Cynon Taf for consideration.

#### 2. RECOMMENDATIONS

It is recommended that Cabinet: -

- 2.1 Note the contents of this report;
- 2.2 Agree the CSA 2016 Update as attached at Appendix 1 to this report;

#### 3 REASONS FOR RECOMMENDATIONS

- 3.1 To enable officers to continue to develop and support childcare provision in RCT, as identified in the key priorities listed in the CSA 2016 Update.

#### 4. BACKGROUND

- 4.1 The Cabinet report of 23<sup>rd</sup> July 2015 informed members of the Council's statutory duty to conduct a Childcare Sufficiency Assessment every 3 years, along with annual update reports. The action plan contained within this document (Appendix 1) is an update of the 2014-17 plan and details ongoing priorities for 2016-17.

- 4.2 Members were also informed of the Council's duty to secure '*as far as is reasonably practicable*' sufficient childcare to meet the requirements of parents in its area who require childcare in order to enable them to take up, or remain in, work, or to undertake education or training which could reasonably be expected to assist them to obtain work.
- 4.3 In 2014, Welsh Government undertook a review of the Childcare Sufficiency Assessment Duty on Local Authorities and consulted with interested parties on the proposed changes.
- 4.4 The main proposal was to increase the CSA planning cycle from a 3 year to a 5 year period. In the Welsh Government response to the consultation there was general agreement for this change.
- 4.5 Welsh Government is finalising the new requirements. Officers expect new regulations concerning the duties on Local Authorities to be published later in 2016 in time for the next full CSA report due in 2017.
- 4.6 In light of this, Welsh Government have informed Local Authorities that they only require an update of the action plan and identified priorities to be submitted in March 2016.

## **5 SUMMARY OF CSA 2016 UPDATE**

- 5.1 The most significant development for childcare requirements in Rhondda Cynon Taf during 2015 has been concerned with the provision of wraparound childcare for nursery aged children affected by the changes in funding to nursery education.
- 5.2 'Wraparound' childcare can be defined as childcare offered immediately before or after the part time nursery session in school, but during the hours of the normal school day.
- 5.3 Four new wraparound childcare provisions have been established, along with one childcare provider who has extended its current service on school site. Four additional providers have offered pickup services, where they collect the children from the schools and transport them to their childcare settings.
- 5.4 The governing bodies of all affected schools have been asked to confirm their nursery provision for September 2016. Forty three schools have indicated that they intend to offer 15 hours of nursery education whilst 38 intend to continue to offer 30 hours, if budgets allow. Nineteen schools have yet to respond.

- 5.5 Officers are currently working with schools and childcare providers to identify where possible new developments will be required in September 2016.
- 5.6 Encouraging unregistered childcare provision to register with Care and Social Services Inspectorate Wales (CSSIW) continues to be a priority for the Council. To support this, during 2015 we commissioned a series of workshops to support providers to go through the registration process. To date, three childcare settings have achieved CSSIW registration with four additional settings currently completing their application paperwork. Officers plan to commission another series of workshops during 2016-17 to continue this support. These will take place in the Taf area of RCT, as it has been identified that there is a relatively high number of unregistered settings in this area.
- 5.7 Sustainability of settings continues to be a challenge for the Early Years and Childcare sector. A grant scheme is in place to support the sustainability of childcare providers and the development of new provision in areas of identified need. During 2015-16, we received 34 grant applications, of which 32 were fully or partly funded. Subject to continued funds, this scheme will continue during 2016-17.
- 5.8 The delivery of nursery education in non-maintained Registered Education Providers (REP's) continues to be an important element of the delivery of nursery education in Rhondda Cynon Taf. During 2015, REP's increased the number of hours of provision from 10 hours to 15 to ensure parity with nursery education delivered in maintained school settings. There are currently 23 REP's throughout RCT. Four settings achieved REP status during 2015-16 in areas that had been identified as having additional demand. The Advisory Teachers are currently working with a further three settings with the aim that they will achieve REP status in the 2016-17 academic year.
- 5.9 The full CSA 2014-17 identified a continuing demand for one to one support for children with additional learning and physical needs to access holiday childcare and play provision, and this continues to be the case. In the period from April-December 2015, 760 children received 2880 sessions of provision in 64 childcare and play settings through the Holiday Fun Time scheme. Subject to continued funding, this support will continue to be available to children and families during 2016-17.
- 5.10 The Family Information Service (FIS) continues to be a valuable source of information to families, childcare providers and professionals. Outreach Workers ensure that data collected from childcare providers is as up to date as possible. They also attend a number of family events as well jobcentre and Communities First events in order to offer advice on a range of job related and childcare issues.

- 5.11 Flying Start (FS) provision continues to offer free childcare to eligible 2-3 year olds for 2.5 hours per day, 5 days a week for 42 weeks of the year. Wherever possible third sector organisations are encouraged to tender for FS childcare contracts and the majority of this entitlement in Rhondda Cynon Taf is delivered in this manner. A new FS Approved Supplier list was introduced in November 2015. This will help to ensure the quality of FS approved providers and encourage new providers to tender to deliver FS provision.
- 5.12 The CSA Action Plan for 2016-17 carries on the 16 key priorities identified in the 2015 Update Report. These will continue to drive our partnership work over the next year to support the development, and sustainability, of childcare provision in areas of identified need and for children with specific requirements:
1. CSA published every three years, with an annual update report, in accordance with Section 26 of the Childcare Act 2006;
  2. Increase parental awareness of financial support for childcare costs, particularly for those wishing to enter employment and/or training;
  3. Increase the number of CSSIW registered out of school clubs by 10% per year;
  4. Develop childcare provision in areas of identified need;
  5. Support the development of wraparound care for 3 year olds nursery pupils in areas of identified need;
  6. Administer a grant scheme to support sustainability of childcare settings and the development of new provision in areas of identified need;
  7. Develop closer links with the admission team to improve the co-ordination and delivery of nursery education for 3 year olds in Registered Education Provision (REP);
  8. Support the development of Welsh medium childcare in areas of identified need;
  9. Identify opportunities to improve access to childcare and early years provision for children with additional learning and physical needs;
  10. Support 75% of eligible children to access Flying Start childcare provision;

11. Identify and support the training and workforce development needs of childcare providers;
12. Improve the quality of childcare settings beyond the National Minimum Standards;
13. Pre-school childcare providers are engaged in and delivering the Healthy Pre-Schools initiative;
14. Develop closer links with employers in RCT and Business Support agencies to better support the needs of working parents;
15. Investigate the childcare needs of children and young people aged 8-14 years;
16. Improve collaboration with the Planning department regarding childcare related planning applications.

## **6 EQUALITY AND DIVERSITY IMPLICATIONS**

- 6.1 An Equality Impact Assessment is not needed because the contents of the report are for information purposes only.

## **7 CONSULTATION**

- 7.1 A small consultation was undertaken with parents, childcare providers and employers in Autumn 2015. 266 parents responded to the consultation, 46 childcare providers and 8 employers.
- 7.2 An online link of the parent questionnaire was sent to schools to upload onto their Moodle sites, as well as paper versions sent out via childcare providers and on request. Provider questionnaires were sent by email via the FIS database and employer questionnaires were sent by email via the Chwarae Teg and RCT Business Club list of contacts.
- 7.3 A more comprehensive consultation exercise will be undertaken in Autumn 2016 in anticipation for the next full CSA report due in 2017.

## **8 FINANCIAL IMPLICATION(S)**

- 8.1 Local Authorities have been notified by Welsh Government that the 'Out of School Childcare Grant' is likely to be awarded in the 2016-17 financial year.

- 8.2 However, the exact amount of funding has not yet been officially confirmed. If received as expected, this will aid Officers to continue to implement the priorities identified in the CSA Action Plan.

## **9 LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

- 9.1 The Council has duties under section 22(1) of the Childcare Act 2006 ('the 2006 Act') to "secure, so far as is reasonably practicable, that the provision of childcare (whether or not by it) is sufficient to meet the requirements of parents in their area who require childcare in order to enable them (a) to take up, or remain in work; or (b) to undertake education or training which could reasonably be expected to assist them to obtain work."
- 9.2 The Council also has a statutory duty, under section 26(1) of the 2006 Act to prepare assessments of the sufficiency of the provision of childcare in its area at prescribed intervals (currently every 3 years) and to review any such assessments prepared by it.
- 9.3 The CSA 2014-17 triennial plan was approved by Cabinet on 23<sup>rd</sup> June 2014. The 2015 CSA Update Report was agreed by Cabinet on 23<sup>rd</sup> July 2015.
- 9.4 The next full CSA is due to be undertaken and published in March 2017. Following consultation with the sector and other interested parties, it is anticipated that Welsh Government will change the regulations concerning the duties placed on Local Authorities to come into force by this date.
- 9.5 At this present time, Officers have not been officially informed of the new requirements.

## **10 LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES / SIP**

- 10.1 This report supports the priorities set out in the Rhondda Cynon Taf Single Integrated Plan by supporting people to access childcare provision so that they are able to enter employment, training or volunteer opportunities.

## **11 CONCLUSION**

- 11.1 Rhondda Cynon Taf continues to be well placed with its existing childcare provision to meet the current needs of most working parents. This will continue to be monitored for changes in demand, especially with regards to wraparound childcare.

- 11.2 Development work continues to be undertaken in response to parental demand and in areas where there is an identified need.
- 11.3 It is considered that continued implementation of the CSA Action Plan 2016-17 will continue to address the identified priorities, subject to available resources.

**Other Information:-**

***Relevant Scrutiny Committee***

Children and Young People

***Background Papers***

Childcare Sufficiency Assessment (CSA) Update 2016

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**LOCAL GOVERNMENT ACT 1972**

**AS AMENDED BY**

**THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CABINET**

**17<sup>TH</sup> MARCH 2016**

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DISCUSSION WITH THE DEPUTY LEADER, COUNCILLOR K MONTAGUE.**

Item: CHILDCARE SUFFICIENCY ASSESSMENT UPDATE 2016

**Background Papers**

The background paper included as an appendix to this report is:

- Childcare Sufficiency Assessment (CSA) Update 2016

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Appendix One

**Rhondda Cynon Taf  
County Borough Council  
Childcare Sufficiency  
Assessment Update  
2016**



STRONG HERITAGE | STRONG FUTURE  
**RHONDDA CYNON TAF**  
TREFTADAETH GADARN | DYFODOL SICR

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# 1. Introduction

All Local Authorities in Wales have a responsibility (Section 22, Childcare Act 2006) to secure, as far as is reasonably practicable, sufficient childcare to meet the requirements of parents/carers who require childcare in order to work, undertake training/education or to prepare for work. Local Authorities have the lead role in facilitating the childcare market to ensure it meets the needs of parents/carers, particularly those on low incomes, those with children with disabilities or those who wish their children to attend Welsh medium provision.

Section 26 of the Childcare Act 2006 currently requires Local Authorities to prepare Childcare Sufficiency Assessments (CSA's) every three years in order to have a clear understanding of the childcare provision in their area, the needs of parents/carers and to develop an action plan to address any gaps identified. In Rhondda Cynon Taf (RCT), the full CSA Report 2014-17 carried on the work of previous CSA's.

In 2014, Welsh Government consulted on proposed changes to the CSA requirements. The main proposal is to increase the CSA timeframe from the current three years (with annual updates) to five years (with annual updates). Welsh Government are currently finalising the new requirements. Officers expect these to be published during 2016 in time for the next full CSA report which is due in 2017.

Due to these imminent changes, Welsh Government have indicated that they do not require a full update report in 2016, but rather a brief update of the action plan and identified priorities. This report, therefore, does not include an update of the gap analysis nor updated ward analysis.

**Priority 1:**

CSA published every three years, with an annual update report, in accordance with Section 26 of the Childcare Act 2006

## 2. Executive Summary

This 2016 CSA Update Report provides an overview of the findings of the full CSA 2014-17 report and reports on significant developments during 2015-16. It also reports progress on actions within the three year action plan.

Unless stated otherwise all data used within this report is correct as at 31 December 2015.

### **2.1 Update since 2015**

Childcare development in RCT during 2015 has largely been concerned with the provision of wraparound childcare for nursery aged children affected by the changes in funding to nursery education. Whilst there was some demand for new provision to be established, the majority of demand has been filled by existing childcare providers extending their services. This is discussed in more detail in **2.1.3** below.

From 1 April 2016, the age range for registration of childcare and play provision in Wales will be extended from 8 to 12 years. All childcare and play provision, for children under 12 years old, operating for more than 2 hours a day, will have to be regulated by Care and Social Services Inspectorate Wales (CSSIW). These changes are being introduced to bring registration processes in Wales in line with other parts of the UK, and align with the new Tax Free Childcare scheme to be introduced in 2017.

This change is likely to impact more on open access playschemes than on childcare settings, as these tend to be used more often by children over 8 years of age. However, in RCT, there is currently one Out of School club specifically for children and young people over 8 years that will now need to register with CSSIW. Support will be offered to this setting if required.

#### **2.1.1 Unregistered settings**

It was identified in the 2015 CSA Update Report that there are a number of Out of School and Sessional care providers in RCT who are operating for less than two hours, and therefore are not required to register with CSSIW. Current data shows that there are currently 19 Out of School care providers and 19 Sessional care providers who are unregistered. This is an increase in unregistered settings from 2015 (15 Out of School providers and 17 Sessional care providers). However, this is due to a number of new

settings opening during 2015 and not yet achieving their registration, rather than a failure to support current settings to register.

The number of unregistered settings continues to be a concern. When using unregistered childcare providers, parents cannot be sure that they are complying with National Minimum Standards (NMS) or that the staff are suitably qualified and experienced. Parents are also unable to apply for childcare vouchers via their employer or financial support through the tax credit system (if eligible).

During 2015, the Council again ran a series of workshops to support providers to go through the registration process. At the time of writing, these workshops had supported six settings to complete their registration packs, with three achieving CSSIW registration. Four settings are currently finishing their applications ready to submit in the near future. Using the Welsh Government Out of School Hours Childcare Grant, we plan to commission another series of workshops during 2016-17 to continue to support the registration of childcare settings.

**Priority 3:**

Increase the number of CSSIW registered out of school childcare clubs

**2.1.2 Sustainability of settings**

For the 2016 CSA Update Report, officers have consulted with parents, childcare providers and employers. 30% of providers who responded to the consultation reported an increase in vacancy rates during 2015. The main reasons for this were a change in the parents' circumstances and family members providing the care (18% and 15% respectively). This again suggests that sustainability continues to be a challenge for childcare settings.

The introduction of the National Living Wage in April 2016 may also have an adverse impact on the sustainability of childcare settings. A minimum hourly rate of £7.20 per hour for staff 25 years old and over will mean that many childcare settings will have to increase the rates at which they pay staff. Unless childcare settings can absorb this increase in staffing costs, they will have no choice but to increase the fees charged to parents. This may possibly lead to an increase in vacancy rates as parents look to alternative forms of

childcare provision.

EYFSS operates a grant scheme to support childcare providers. For 2015-16, the scheme offered support to settings in financial hardship and at risk of closure due to sustainability issues. The Out of School Childcare Grant also offered funding to new settings or those who extended their service to provide wraparound services for nursery aged children. During 2015-16, a total of 34 grant applications were received from early years and childcare providers. Of these, 32 were fully or partly successful in achieving financial support. Subject to continued funds, this grant scheme will continue to offer financial support to childcare settings in 2016-17.

**Priority 6:**

Administer a grant scheme to support sustainability of childcare settings and the development of new provision in areas of identified need

**2.1.3 Changes to nursery education**

The change to funding for nursery education in RCT that came into force from September 2015 has created some demand for wraparound childcare services.<sup>1</sup>

The developments that have taken place during 2015-16 are detailed in the CSA Action Plan Update (**section 3**). It is envisaged that, during 2016-17, any further increases in demand will be accommodated via current childcare provision. Where this is not possible, officers will continue to work with schools and childcare providers to agree the most suitable solutions.

Although funding for nursery education is for 15 hours provision per week, school governing bodies can continue to offer 30 hours provision per week if their existing school budgets allow. In September 2015, 33 schools offered 15 hours of nursery education in line with the revised funding, with the remainder continuing to offer 30 hours.

Schools have been asked to confirm their intentions for September 2016. To date, 43 schools have indicated that they intend to offer 15 hours of nursery education. Thirty eight

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<sup>1</sup> For the purposes of this report, wraparound care is defined as childcare offered immediately before or after the part time nursery session in school, but during the hours of the normal school day

have indicated that they hope to offer 30 hours, although the majority have indicated that the final decision will not be made until they receive their 2016-17 budgets. Nineteen schools have yet to respond.

Officers will continue to offer support and advice to any schools who would like to explore wraparound childcare options.

To support possible future developments, officers have commissioned Level Two and Level Three courses in Children's Care Learning & Development (CCLD). Participants were recruited from school and childcare settings in areas of potential demand. This is the qualification recommended for this type of childcare provision in the Care Council for Wales '*List of Required Qualifications to work within the Early Years and Childcare Sector in Wales*'. In this cohort, 6 participants are undertaking the Level Two qualification and 13 are undertaking the Level Three qualification. Participants are due to complete these courses by the end of 2016.

**Priority 5:**

Support the development of wraparound care for 3 year olds nursery pupils in areas of identified need

**2.1.4 Registered Education Providers**

The majority of nursery aged children are able to access nursery education in their local infant or primary school. Where this is not possible, limited places are available within private or voluntary, non-maintained registered education settings.

There are currently 23 Registered Education Providers (REP's) within the Local Authority, an increase of four on the previous year. These REP's follow the Foundation Phase curriculum and are inspected by Estyn in the same way as nursery education in the maintained sector.<sup>2</sup> Early Years Advisory Teachers (EYAT) support these settings to ensure that the principles of the Foundation Phase are implemented to meet Estyn standards. They also offer advice and support on maintaining high standards and training needs.

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<sup>2</sup> Estyn is the office of Her Majesty's Chief Inspector of Education and Training in Wales and is responsible for inspecting the quality and standards of education and training providers

From the 2015-16 academic year, REP's have offered 15 hours of free nursery education, to ensure parity with nursery education offered in maintained schools settings. Work has been ongoing during 2015 to forge closer links with the School Admissions team, so that the application process is more integrated. The funding procedures are also currently being reviewed to ensure closer alignment with the statutory admissions process.

The Advisory Teachers are currently working with three additional settings in areas where there is an identified need for increased nursery education provision. These will hopefully be approved REP's in time for the 2016-17 academic year.

**Priority 7:**

Develop closer links with Admissions team to improve the co-ordination and delivery of nursery education for 3 year olds in non-maintained settings (Registered Education Providers)

**2.1.5 One to One Support**

Previous CSA's have identified continuing demand for one to one support to enable children with additional learning and physical needs to access out of school childcare and play settings. Without this support, many children would be unable to access this provision due to the high costs associated with the specialist support they require.

The Council offers a Holiday Fun Time scheme to support children to attend holiday play and childcare settings. Referrals are made to the scheme for children requiring one to one support, specialist equipment, or those deemed vulnerable by Social Services (for example, those in need of respite care). In the period from April to December 2015, 760 children received 2880 sessions of provision in 64 childcare and play settings.

Subject to continued funding, this scheme will continue in 2016-17.

**Priority 9:**

Identify opportunities to improve access to childcare and early years provision for children with additional learning and physical needs



### **2.1.6 Family Information Service**

The Family Information Service (FIS) now employs Outreach Workers to raise the profile of FIS and create links with childcare providers, other Council departments and voluntary/community organisations. They attend family centred events, as well as jobcentre and Communities First events, to offer advice on a range of job related and childcare issues.

A priority for FIS is to ensure that the online database of childcare providers is as up to date as possible. Online searches are becoming an increasingly popular way for families to obtain information about childcare availability.

However, obtaining up to date information from providers continues to be a challenge, but has improved considerably as the FIS Outreach Workers now visit providers to complete the database forms. Follow up telephone calls also ensure that the information on the FIS database is accurate.

### **2.1.7 Flying Start**

Flying Start is the Welsh Government's targeted early years programme aimed at families with children below four years of age in some of the most deprived areas in Wales. It offers eligible parents/carers funded quality childcare for 2-3 year olds, parenting support, an enhanced health visitor service and help for early language development. The funded quality childcare consists of 2.5 hours a day for all eligible 2-3 year olds, 5 days a week for 42 weeks.

The majority of Flying Start settings are currently engaged with the Welsh Government's Healthy and Sustainable Pre-Schools Scheme (HSPSS). This scheme supports the basic principles and learning framework of Flying Start by contributing to the social, emotional and physical development of children. This will continue to be an ongoing priority for Flying Start settings during 2016-17.

It is the policy of RCT that, wherever possible, Flying Start settings will be 'mixed economy' (the settings can accept fee paying children alongside Flying Start funded children). This can aid the sustainability of settings by utilising surplus places. It also ensures that there is still provision available for fee paying parents/carers so that the Flying Start provision does not have a negative impact on childcare availability locally.

A Flying Start Approved Supplier list was introduced in November 2015. This is to ensure the quality of approved providers and to attract potential new providers to apply through the framework to deliver Flying Start provision. To date, three potential new providers are currently going through the application process.

**Priorities 10 & 13:**

Support eligible children to access Flying Start childcare provision  
Pre-school childcare providers are engaged in and delivering the Healthy and Sustainable Pre-Schools Scheme (HSPSS)

**2.1.8 Assisted Places**

The Council commissions Clybiau Plant Cymru Kids Club (CPCKC) to administer an Assisted Places grant scheme to allow low income families access to out of school childcare places. This scheme is funded via the Welsh Government Out of School Childcare Grant. It has proved to be a valuable financial support for parents/carers. To date during 2015-16, a total of 30 children have received funding to access 1790 out of school childcare sessions. Officers are currently evaluating this scheme and looking at how the support offered to parents can be maximised. Subject to available resources, the Council will look to continue this scheme in 2016-17, albeit with likely changes to the funding criteria.

**2.1.9 Free Breakfast Clubs**

Although not defined as childcare, the Welsh Government Free Breakfast Initiative offers a vital support to parents/carers at the start of the school day. In RCT, there are currently 107 free breakfast clubs in infant, primary and special schools (40 in Rhondda, 30 in Cynon and 37 in Taf).

There remain a few fee paying breakfast clubs in RCT, the majority of which are within external childcare settings. These provide a valuable service to parents/carers, as the opening times tend to be longer than those for the free breakfast clubs. Fee paying clubs are typically open from 7.30am to the start of school, whereas free breakfast clubs do not open until 8am-8.15am.

### 2.1.10 School Holiday Childcare

In the recent parental consultation, holiday care was again highlighted as a need for working parents. The lack of choice and cost were stated as issues for families. More use of school grounds during holiday periods and activity clubs, such as sports camps, were listed by parents as possible solutions.

In the provider consultation, 90% indicated that they do offer holiday care, of which 88% of these offer care during the summer holidays, which is often the most challenging time for families. However, the majority of respondents who indicated this were childminders, which isn't always the preferred childcare choice for older children and young people.

In previous CSA reports, a lack of holiday care for 8-14 year olds had been identified as a gap. Aberdare West/Llwydcoed and Pontyclun wards were identified in the 2015 Update Report as areas to explore.

During 2015, an Out of School club has opened in the Beddau ward specifically for this older age range. The club is in its own setting and has been designed in consultation with the young people so that they have a sense of ownership and it contains activities and equipment they have requested. They offer holiday care as well and officers expect the demand for this provision to increase over the coming year. Although not in Pontyclun ward, this club is within a short driving distance and attracts families from a wide geographical area.

Alternative, cost effective holiday care options, especially for older children have also been explored during 2015. Possible solutions include 'Playcare' provision.<sup>3</sup> Although this can reduce costs for families, it is dependent on funding for open access playscheme provision and on the individual providers' ability to employ suitably qualified staff to run the childcare element of the day. Working more closely with other Council departments has also been ongoing through 2015 in order to signpost families to suitable sports and creative activities that may offer suitable 'childcare' to this older age range.

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<sup>3</sup> 'Playcare' is where fee paying childcare is 'wrapped' around free, open access playschemes, i.e. typically parents/carers will pay for the periods 8am-10am, 12pm-2pm and 4pm-6pm, whilst the periods 10am-12pm and 2pm-4pm are free of charge

**Priority 15:**

Investigate the childcare needs of children and young people aged 8-14 years

**2.1.11 Housing / Employment Developments**

Positive links have been made with Planning Officers during 2015. Officers receive a weekly list of all planning applications submitted. Relevant officers are now also consulted regarding all childcare related applications so that they may comment if required. In the period April-December 2015, three notifications were received concerning childcare related planning applications. Responses were sent to the Planning Department for all three.

During 2015, 13 planning applications were approved for housing developments of 10 units or more. As in previous years, the Taf area of RCT has received the highest number of housing development applications. Those approved include developments in Church Village, Beddau, Rhydyfelin, Llanharry and Llanharan, for a total of approximately 390 units.

No applications for 10 or more units were approved for the Cynon area, whilst there were four applications in the Rhondda area for approximately 39 units in total.

This update report does not consider housing developments that received full planning permission prior to 2015 and are currently in the building phase. Previous CSA reports will continue to be consulted to monitor the childcare demands of these developments. Using E&LL analysis of where there will be increases in the number of required school places (due to housing developments) officers will monitor where there may be increased demand for childcare provision. It must also be remembered that developers have a period of five years from the date of permission in order to implement the consent, and so those applications approved in 2015 have until 2020 to be built and so therefore may not impact on childcare demand immediately.

**Priority 16:**

Improve collaboration with the Planning department regarding childcare related planning applications

The employment market has remained fairly static in RCT over the last year. There has been steady, small scale growth across the Borough, with employers creating 1-2 at a time. The most significant job creation during 2015 was the opening of a new Dunelm store in Upper Boat, Pontypridd. This created approximately 70 jobs, both part time and full time.

There have been no major redundancy situations in RCT during 2015. The announcement of 700 job losses at Tata Steel Plant in Port Talbot may impact on employees living in RCT, but this will not be known until the 2017 CSA report.

The RCTCBC Business Support Grant records the number of jobs created in businesses that have received grant support. From April 2015, a total of 41 jobs were created in 23 wards as a result of this business support. Pontyclun ward saw the highest number, with 3.5 jobs created, followed by Abercynon, Hawthorn, Hirwaun and Talbot Green wards with 3 jobs each created.

There is no data to suggest that this job creation, or the opening of Dunelm, has led to an increase in childcare demand that cannot be met by current provision.

The introduction of the National Living Wage in April 2016 may have an impact on the number of parents in employment. The roll-out of Universal Credit may also help encourage parents into work. As entitlement to benefits will be altered automatically as earnings go up or down, there will be no need to reapply for benefits if working hours change. This will especially help those on zero hour contracts or agency workers.

Closer links have been made with Jobcentre Plus and Regeneration & Planning officials during 2015. This has helped to ensure that officers are aware of government changes to benefits so that support can be offered to parents. It also means that major job creation opportunities or losses are raised at an early stage so that appropriate support and information can be offered to the childcare sector.

**Priority 14:**

Develop closer links with employers in RCT and Business Support agencies in order to better support the needs of working parents/carers

## **2.2 Priorities for 2016-17**

The following areas will be the main focus for development work during 2016-17. These actions are included in the CSA Action Plan Update 2016-17 (see **page 19**).

### **2.2.1 Financial support and advice for families and childcare providers**

A range of support and advice will continue to be offered to childcare providers and families during 2016-17. The Family Information Service will continue to signpost families to possible financial support for childcare costs. This will be via their website and email/telephone enquiries, but also through attendance at a variety of childcare settings and community events. FIS Outreach Officers will also continue to attend lone parent advice sessions to give advice on available childcare provision and possible financial support for childcare fees.

Subject to continued funding, the EYFSS childcare provider grant scheme will continue to offer financial support to new and existing childcare settings. Likewise, subject to continued funding and evaluation of current criteria, the Assisted Places grant scheme will also continue in 2016-17.

### **2.2.2 CSSIW registration**

A continuing priority for 2016-17 will be to encourage and support unregistered Out of School and Sessional care providers to register with CSSIW. Using the Welsh Government Out of School Hours Childcare Grant, we plan to commission another series of workshops to support the registration of out of school childcare settings. These are likely to take place in the Taf area of RCT.

### **2.2.3 Childcare development**

Officers will continue to monitor the childcare needs of the wards specifically identified in the 2015 CSA Update Report (see **Table 1**). A new wraparound childcare provision has been established in Tonteg to meet parental demand. Officers have offered advice to a potential new full day care provider in Penywaun ward, although to date, this has not progressed. During 2015, officers were unable to ascertain further if there were any particular demands in the other wards highlighted.

**Table 1** – *Wards identified in 2015 report for further investigation into childcare needs*

Rhondda	Cynon	Taf
Cwm Clydach	Hirwaun	Cilfynydd
Penygraig	Aberaman South	Tonyrefail West
Ystrad	Penywaun	Glyncoch
		Tonteg
		Trallwng

The parental consultation that was conducted in December 2015 will help focus this work further in 2016. This consultation indicated that childcare for those who work shift patterns or have other requirements outside of normal working hours was an issue. From the wards featured in **Table 1**, families in the Ystrad, Tonteg and Hirwaun wards indicated that this was a problem. Officers will aim to recruit additional childminders in these areas who may be able to accommodate these requirements. 32% of providers who responded to the consultation stated that they could accommodate irregular childcare hours, all of which (bar one) were childminders, although none from the wards stated above.

Families in the Trallwng and Treorchy wards reported that lack of childcare that meets the additional physical or learning needs of their children was a barrier. Officers will continue to work with the Early Years training team and other agencies to support childcare settings to make their settings more inclusive.

#### Wraparound care

Officers will continue to monitor demand for wraparound childcare provision. Officers are working closely with the schools identified in the 2015 CSA Update Report to establish if there is actual demand from parents for this service. **Table 2** shows an update for the schools that were identified in 2015.

**Table 2** – Update on priority schools identified in 2015 for wraparound care

School	Ward	Update
Williamstown Primary School	Tonyrefail West	Currently continuing to offer 30 hours of nursery education. Funding has been provided for two members of staff to attend the Level 3 CCLD course in case wraparound childcare is required in the future

Cwmlai Primary School	Tonyrefail East	There is already an established playgroup on school site. The school are working closely with the playgroup to offer wraparound care in the mornings if required, with the children accessing their nursery education place in the afternoon
Dolau Primary School	Brynna	Currently continuing to offer 30 hours of nursery education. Officers are exploring possible options with the school if this changes in the future
Gwauncelyn Primary School	Tonteg	The school currently offers 15 hours of nursery education. Officers have worked with the school to establish a new wraparound service on school site. This opened in September 2015. This service offers two wraparound sessions per day for nursery aged children
Hirwaun Primary School	Hirwaun	Currently continuing to offer 30 hours of nursery education. Officers will continue to monitor possible options if this changes in the future
Penygraig Infants School	Penygraig	Currently continuing to offer 30 hours of nursery education. Officers will continue to monitor possible options if this changes in the future
Pontyclun Primary School	Pontyclun	The school currently offers 15 hours of nursery education. Officers have worked with the school and local childcare providers to try to establish a wraparound childcare provision. To date, this has not been successful due to lack of suitable space in the school and being unable to identify a suitable venue in the surrounding area. Officers continue to work in this area to find a suitable solution. A pickup service was offered to a childcare provider in Llanharry in 2015 but no parents expressed an interest
Tonyrefail Primary School	Tonyrefail East	Currently continuing to offer 30 hours of nursery education. Officers will continue to monitor possible options if this changes in the future
YGG Evan James	Rhondda	Officers are currently working with the school and Mudiad Meithrin to explore possible wraparound childcare options if the school decides to offer 15 hours of nursery education from September 2016
YGG Pont Sion Norton	Cilfynydd	Currently continuing to offer 30 hours of nursery education. Officers will continue to monitor possible options if this changes in the future



Support will continue to be offered to all schools who request it or who can demonstrate a clear parental demand for wraparound services.

### Holiday care

Aberdare West/Llwydcoed and Pontyclun wards were identified in the 2015 Update Report as needing further consultation to determine if there was a demand for holiday care for 8-14 year olds. The newly developed Out of School club in Beddau ward will be able to accommodate demand from the Pontyclun area.

During 2016-17 officers will continue to work with childcare providers and other Council departments to explore possible, cost effective solutions in the Aberdare West/Llwydcoed ward and to determine if there is an actual demand there.

Work will also continue to identify suitable open access playscheme providers who may be able to offer 'Playcare' provision. Officers will also continue to improve collaboration with other Council departments in order to signpost parents to alternative activities that may fill the 'childcare' need.

### **2.2.4 1:1 support**

One to one support for children with additional physical and learning needs is well developed within RCT for school holiday periods. Term time support is available to support pre-school children to attend sessional care childcare via the Law yn Llaw scheme. Officers will continue to explore what support can be offered to school aged children with additional learning or physical needs to access Out of School provision. The Welsh Government Out of School Hours Childcare Grant will be used to support this.

### **2.2.5 Welsh medium provision/ethnic minority groups**

Ensuring parents/carers have access to childcare provision delivered through the medium of Welsh will continue to be a priority for 2016-17.

Currently, there is no evidence to suggest that families from minority groups (such as BME, those whose first language is not English or for gypsy/traveller families) are not able to access current childcare provision. However, this will continue to be monitored during 2016-17 and action taken if the situation should change.

### 2.2.6 Training

The training centre within EYFSS is now a Flying Start training centre, ensuring that the Flying Start workforce receive suitable training and qualifications to deliver this programme effectively. A key priority for 2016-17 will be to signpost practitioners to appropriate training and qualifications to support the continuing professional development of childcare and early year's professionals.

In 2015, the Welsh Government Out of School Hours Childcare Grant was used to commission a Level 2 and Level 3 Children's Care, Development and Learning (CCLD) course. Nineteen learners are currently enrolled on these courses, recruited from school and childcare settings. Once completed, they will be qualified to deliver wraparound childcare and out of school care in areas of identified need.

**Priority 11:**

Identify and support the training and workforce development needs of childcare providers

### 2.2.7 Quality of Settings

EYFSS will continue to support childcare and early year's providers to improve the quality of their service. This will include support and advice from officers, signposting settings to relevant external agencies, promoting the RCT Quality Assurance Scheme for Early Years, Childcare and Play Provision and the Healthy Schools Initiative.

The Flying Start team use an observational and assessment tool on all Flying Start settings that have been operating for more than one year. This is used to develop individual quality plans for each setting. This will be ongoing through 2016-17 with the more recent Flying Start settings being assessed for the first time.

**Priority 12:**

Improve the quality of childcare settings beyond the National Minimum Standards

### 3. CSA Action Plan Update 2015-16 (Feb 2016)

SECTION 1 CSA summary document						
Priority	Actions	By Whom	Key Issues	Outcomes	Timescale	Progress against action
1	<p>CSA published every three years, with an annual update report, in accordance with Section 26 of the Childcare Act 2006</p>	<p>Agree timescales and actions with relevant partners</p> <p>Agree submission dates to senior managers, RCT Cabinet and Welsh Government</p> <p>Final CSA and annual update reports published</p>	<p>Childcare Officer</p> <p>EYFSS</p> <p>FIS</p> <p>MIS team</p>	<p>Lack of questionnaire returns by parents/carers, providers and employers</p> <p>Difficulties obtaining up to date data</p>	<p>CSA and annual update report completed and published within timescales</p>	<p>March 2016</p> <ul style="list-style-type: none"> <li>• CSA 2016 Update Report due to be submitted to Welsh Government by 31 March 2016</li> <li>• A working group has been established to oversee the development of the CSA</li> <li>• Representatives from EYFSS, Leisure, E&amp;LL, Children's Services and Planning, as well as external umbrella organisations and welsh language groups have been invited to sit on the group</li> <li>• The working group will be instrumental in supporting officers to implement the changes to CSA requirements, expected in 2017</li> </ul>

SECTION 2 Factors affecting demand and ability to pay							
Priority	Actions	By Whom	Key Issues	Outcomes	Timescale	Progress against action	
2	Increase parental awareness of financial support for childcare costs, particularly for those wishing to enter employment and/or training	<p>Provide up to date information via the FIS website</p> <p>Establish links with Jobcentre Plus Lone Parent Advisors</p> <p>FIS Outreach Officers attend events to disseminate information to families</p> <p>Provide information to childcare providers to disseminate to families</p> <p>Promote the Assisted Places scheme to low income families</p>	<p>Childcare Officer</p> <p>CPCKC Development Officer</p> <p>ECAPP</p> <p>EYFSS</p> <p>FIS</p> <p>Jobcentre Plus / Lone Parent Advisors</p>	<p>Up to date information not uploaded onto FIS website or disseminated to childcare providers</p> <p>Criteria for Assisted Places scheme not met by families</p> <p>Links with Jobcentre Plus Lone Parent Advisors not maintained</p>	<p>Families aware of financial support available for childcare costs</p> <p>Parents/carers able to access work and/or training</p> <p>Increase in quantity and type of information held on FIS website</p>	Ongoing	<ul style="list-style-type: none"> <li>Family Information Service (FIS) Outreach Officers continue to work with providers to ensure all information held on the FIS database is current and relevant</li> <li>FIS Officers attend Jobcentre Plus events to ensure that jobseekers are aware of childcare provision available and potential financial support for childcare costs</li> <li>Assisted Places scheme offers financial support to eligible families. From April 2015 to December 2015, 30 children have been supported to attend 1790 childcare sessions</li> </ul>

<b>3</b>	<p>Increase the number of CSSIW registered out of school childcare clubs by <b>10%</b> per year</p>	<p>Offer support and guidance to non-registered settings to apply for CSSIW registration</p> <p>Deliver workshops and offer 1:1 support</p>	<p>Childcare Officer</p> <p>CPCKC Development Officer</p> <p>ECAPP</p> <p>Out of school childcare providers</p>	<p>Reluctance of non-registered settings to go through CSSIW registration process</p> <p>Lack of suitably qualified staff to satisfy registration requirements</p> <p>Premises unsuitable for registration requirements</p>	<p>Number of registered childcare places increased</p> <p>Parents/carers using registered clubs able to claim financial support via employer childcare vouchers or childcare element of working tax credits</p> <p>Parents/carers confident that out of school childcare is high quality and operating at or above National Minimum Standards</p>	<p>March 2017</p>	<ul style="list-style-type: none"> <li>• Three clubs were supported to achieve CSSIW registration during 2015 (10% of the 30 clubs listed in the 2015 CSA update)</li> <li>• Currently 19 unregistered out of school clubs in RCT. Although an increase on 2015 figures, this is due to new clubs opening that have yet to achieve registration</li> <li>• A series of CSSIW workshops was commissioned in 2015; six clubs attended, 3 have registered, with the other 3 currently completing paperwork</li> <li>• Another series of workshops is planned for 2016-17 in the Taf area of RCT</li> </ul>
<b>SECTION 3 Analysis of supply</b>							
<b>Priority</b>	<b>Actions</b>	<b>By Whom</b>	<b>Key Issues</b>	<b>Outcomes</b>	<b>Timescale</b>	<b>Progress against action</b>	

4	Develop childcare provision in areas of identified need	Further analysis of actual demand in wards identified in 2015 update report	Childcare Officer Childcare providers	Not enough demand in areas of identified need to make new provision sustainable	Childcare provision is available where and when families need it	March 2017	<ul style="list-style-type: none"> <li>• Consultation with parents, childcare providers and employers carried out in December 2015</li> <li>• Feedback suggests childcare to cover atypical hours and for those with additional learning and physical needs required. Work is ongoing to recruit additional childminders to cover atypical hours</li> <li>• Wards identified in 2015 CSA update been examined further: <ul style="list-style-type: none"> <li>▪ New wraparound provision established in Tonteg ward</li> <li>▪ Advice given to potential full day care provider in Penywaun ward</li> <li>▪ Results of parent consultation to inform recruitment of childminders in Ystrad, Tonteg and Hirwaun wards</li> <li>▪ Other identified wards to continue to</li> </ul> </li> </ul>
		Support current and new childcare providers to develop new provision where demand has been identified	Childcare umbrella organisations ECAPP EYFSS	Lack of suitable childcare for minority and ethnic groups  Lack of childcare catering for parents/carers working atypical hours	Existing childcare is sustainable  New provision is only created in areas of identified need	Ongoing	

							be monitored for childcare needs
5	Support the development of wraparound care for 3 year olds nursery pupils in areas of identified need	<p>Support schools to signpost families to existing provision or to develop their own provision if there is sufficient demand</p> <p>Work with current childcare providers or support new providers to develop suitable wraparound solutions</p>	<p>Childcare Officer</p> <p>Childcare providers</p> <p>Childcare umbrella organisations</p> <p>Primary/Infant Schools</p> <p>School Admissions</p>	<p>Parents/carers unable to afford additional childcare fees</p> <p>CSSIW registration issues, particularly due to suitably qualified staff and venues</p> <p>Availability of suitable space within school</p> <p>Sustainability of wraparound provision</p>	<p>Parents/carers will have a choice of high quality childcare options for nursery aged children</p>	<p>March 2016</p> <p>Ongoing</p>	<ul style="list-style-type: none"> <li>• New wraparound provision established in Gwauncelyn Primary School, YGGG Llantrisant, Ysgol Llanhari and Ton Infants</li> <li>• Current childcare provision in Penygawsi Primary School extended to offer wraparound</li> <li>• Current childcare provision in Treorchy Primary School already in place to offer wraparound</li> <li>• Pick up/drop off services offered by childcare providers nearby for children in Cymmer Infants, Coedpenmaen Primary School, Maesybryn Primary School and Pontyclun Primary School</li> <li>• Work is ongoing for possible new</li> </ul>

Priority	Actions	By Whom	Key Issues	Outcomes	Timescale	Progress against action	
6	Administer a grant scheme to support sustainability of childcare settings and the development of new provision in areas of identified need	Grant criteria and Terms of Reference for group reviewed and agreed  Grant scheme promoted to childcare providers  Priority for new developments given to areas of identified need	Childcare Officer  Childcare umbrella organisations  EYFSS grant and quality assurance group  FIS	Insufficient funding to support all applications  Providers fail to complete and submit all necessary information  Applications for new developments not in areas of identified need	All parents/carers are able to access high quality and affordable childcare to meet their needs  Sustainability and development of childcare provision to ensure sufficient choice for parents/carers	June 2015  June 2015  Ongoing	<p>developments in September 2016</p> <ul style="list-style-type: none"> <li>• Since April 2015, the out of school childcare grant has supported: <ul style="list-style-type: none"> <li>▪ Start up costs for 4 new wraparound provisions</li> <li>▪ Start up costs for 1 wraparound pick up service</li> <li>▪ Start up costs for 6 new childminders</li> <li>▪ Start up costs for 1 new out of school childcare club</li> </ul> </li> <li>• 7 grants were awarded for extension of current services (new equipment, support with registration costs, marketing costs etc)</li> <li>• EYFSS grant funding has awarded 19 grants for sustainability and new equipment</li> </ul>
<b>SECTION 4 Understanding the needs of parents/carers</b>							
Priority	Actions	By Whom	Key Issues	Outcomes	Timescale	Progress against action	



7	<p>Develop closer links with Admissions team to improve the co-ordination and delivery of nursery education for 3 year olds in Registered Education Provision (REP)</p>	<p>Work with Admissions team to explore an online admissions process for pre nursery and REP places</p>	<p>Admissions team Childcare Officer</p>	<p>Lack of REP's in areas where additional places are required</p>	<p>Nursery admissions for pre nursery and REP places aligned with RCT Admissions team processes</p>	<p>March 2016</p>	<ul style="list-style-type: none"> <li>• REP's now obliged to offer 15 hours a week of free nursery education (increased from 10 hours per week)</li> <li>• Funding per child increased to reflect the increase in delivery hours</li> <li>• Four providers became REP's in December 2015</li> <li>• Three more providers are currently working with the Advisory Teachers to achieve REP status during 2016-17</li> <li>• Closer links have been developed with the School Admissions team to ensure that parents/carers are signposted to REP's if no places available in a school setting</li> <li>• The funding processes for REP's currently being reviewed</li> </ul>
		<p>Identify wards that have an increased demand for REP</p> <p>Work with Early Years Advisory Teachers and childcare providers to develop new REP in areas of identified need</p>	<p>Childcare providers Early Years Advisory Teachers Registered Education Providers</p>	<p>Lack of available funding to develop new REP's in areas of identified need</p> <p>Lack of suitable childcare providers to become REP's in areas of identified need</p>		<p>One point of contact for families</p> <p>REP's in areas where additional places are required</p>	

8	Support the development of Welsh medium childcare in areas of identified need	<p>Identify demand for Welsh medium childcare provision</p> <p>Support development of new provision in areas of identified need</p> <p>Improve information held on FIS database regarding the number of childcare settings able to offer a Welsh medium service</p>	<p>Childcare Officer</p> <p>Childminding Development &amp; Network Coordinator</p> <p>EYFSS</p> <p>FIS</p> <p>Menter Iaith Mudiad</p> <p>Ysgolion Meithrin</p>	Sustainability of welsh medium settings	<p>Parents/carers able to make informed choice regarding language of childcare provision</p> <p>Number of Welsh medium childcare places available by type</p>	Ongoing	<ul style="list-style-type: none"> <li>• Support given to Menter Iaith to register their out of school clubs with CSSIW – three are now nearly ready to submit their application packs</li> <li>• Liaison with Menter Iaith and Mudiad Meithrin is ongoing to explore wraparound childcare demand amongst Welsh medium schools</li> <li>• Flying Start Approved Supplier List was introduced in November 2015. Applicants are invited to apply to become Flying Start Approved Settings</li> <li>• This will be actively promoted amongst Welsh medium childcare providers to help meet demand for Welsh medium Flying Start provision</li> </ul>
9	Identify	Continue the	Childcare Officer	Cost of 1:1	Childcare settings	Ongoing	<ul style="list-style-type: none"> <li>• 760 children have</li> </ul>

	opportunities to improve access to childcare and early years provision for children with additional learning and physical needs	<p>Holiday Fun Time scheme</p> <p>Support childcare providers to access suitable, specialist training</p> <p>Explore barriers that prevent families from accessing childcare and early years provision</p> <p>Ensure relevant information is available to families of children with additional needs</p>	<p>Childcare Providers</p> <p>Childminding Development &amp; Network Coordinator</p> <p>Early Years Training team</p> <p>ECAPP</p> <p>EYFSS</p> <p>FIS</p> <p>Holiday Fun Time Coordinator</p> <p>Law yn Llaw</p>	<p>support inhibitive to families without financial support</p> <p>Lack of suitably trained staff in childcare settings to deal with individual needs</p> <p>Lack of suitable provision within close proximity of child's home</p>	<p>are fully accessible to all children</p> <p>Number of children with additional needs supported in pre-school childcare settings</p> <p>Number of children with additional needs accessing Holiday Fun Time scheme and term time out of school childcare</p>	<p>accessed 2880 HFT sessions from April-December 2015</p> <ul style="list-style-type: none"> <li>• Playspace assessments completed for all Holiday Fun Time (HFT) scheme approved providers</li> <li>• Flying Start staff training April-September 2015 includes: <ul style="list-style-type: none"> <li>▪ 7 x Makaton training</li> <li>▪ 9 x communication training</li> <li>▪ 17 x SENCO training</li> </ul> </li> <li>• Children supported Spring term 2016: <ul style="list-style-type: none"> <li>▪ 38 Flying Start children with additional needs received 1:1 support</li> <li>▪ 18 children received support by Law yn Llaw to attend childcare in their community</li> <li>▪ 13 children attended Sure Steps specialist provision</li> </ul> </li> </ul>	
10	Support 75% of	Suitable childcare	EYFSS	Lack of suitable	Adequate levels of	Ongoing	<ul style="list-style-type: none"> <li>• Four new Flying Start</li> </ul>

	eligible children to access Flying Start childcare provision	<p>providers identified and commissioned to deliver FS provision</p> <p>FS providers supported to achieve desired level of quality</p> <p>FS providers supported to adapt settings to ensure compliance with FS criteria</p>	<p>Flying Start childcare providers</p> <p>Flying Start team</p>	<p>childcare provision available to meet the needs of the FS programme in designated areas</p> <p>Commissioning process deter potential providers from tendering for contracts</p>	<p>childcare available to meet growth in the number of FS areas</p> <p>High quality FS provision to support development of eligible children</p>	<p>areas in 2015/16</p> <ul style="list-style-type: none"> <li>• Two additional Flying Start childcare providers commissioned to provide an additional 40 Flying Start places</li> <li>• One Flying Start contract extended to include an additional area and 12 additional places</li> <li>• 85% of eligible children offered Flying Start childcare in Autumn 2015 term</li> <li>• 89% take up rate against offers made (18 parents declined, 12 moved out of area)</li> </ul>
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### SECTION 5 Consultation with childcare providers

	Priority	Actions	By Whom	Key Issues	Outcomes	Timescale	Progress against action
11	Identify and support the training and workforce development needs of childcare	Collect data and training needs specific to workforce development	<p>Childcare Officer</p> <p>Childcare umbrella organisations</p>	<p>Lack of available funding</p> <p>Low attendance and/or high dropout rate on</p>	Number of childcare and early years practitioners accessing and completing qualifications and	Ongoing	<ul style="list-style-type: none"> <li>• Early Years training programme for 2016-17 currently being developed</li> <li>• Workforce audit carried</li> </ul>

	providers	<p>Work collaboratively with training team to deliver training required by providers</p> <p>Fund Level 3 Children's Care, Learning &amp; Development (CCLD) course and Level 3 Transition to Playwork course</p>	<p>Childminding Development &amp; Network Coordinator</p> <p>Early Years Training team</p>	<p>courses</p> <p>Training team unable to deliver specialist courses</p> <p>Lack of feedback from providers about training needs</p>	<p>CPD training</p> <p>Workforce training is planned and meets the needs of the childcare sector and children and young people</p> <p>Improved quality workforce</p> <p>Target of 12 learners achieving Level 3 CCLD and 12 achieving Level 3 Transition to Playwork</p>		<p>out in Flying Start settings each term to identify training needs and CPD requirements</p> <ul style="list-style-type: none"> <li>18 training courses provided for Flying Start staff during Summer 2015 term; 254 staff attended</li> <li>Level 2 and Level 3 Children's Care Learning &amp; Development courses commissioned to support school and childcare staff to work in wraparound childcare settings. 19 learners currently enrolled. Due to complete courses by Autumn 2016</li> </ul>
12	Improve the quality of childcare settings beyond the National Minimum Standards	<p>Promote and support childcare providers to take part in the RCT Quality Assurance Scheme for Early Years, Childcare and Play Provision</p> <p>Monitor the quality</p>	<p>Childcare Officer</p> <p>Childcare umbrella organisations</p> <p>EYFSS grant and quality assurance group</p>	<p>Providers find QA scheme time consuming and fail to complete the toolkit</p> <p>Designated officer needed to promote and co-ordinate the</p>	<p>Providers achieve the QA scheme, raising the quality of Childcare, Early Years and Play provision in RCT</p> <p>Quality of provision is monitored and maintained</p>	Ongoing	<ul style="list-style-type: none"> <li>To date, 10 RCT QA toolkits have been distributed to childcare settings; one setting has successfully achieved the scheme and 3 are currently completing the toolkit</li> <li>Flying Start settings</li> </ul>

		and undertake follow up visits  Within Flying Start, an annual observational and assessment tool is carried out on all FS settings that have been operating for more than 1 year	Training team  Flying Start Childcare Manager  Flying Start Quality Assurance team	scheme  Reduced capacity of team impact on timely monitoring visits taking place along with appropriate levels of support offered to individual settings	85% of childcare settings demonstrate improvements from previous scores	Ongoing	<p>participate in the RCT Flying Start Observational Tool. For 2015, 84% of settings demonstrated improvements on previous scores</p> <ul style="list-style-type: none"> <li>2016 monitoring visits have yet to take place</li> </ul>
13	Pre-school childcare providers are engaged in and delivering the Healthy and Sustainable Pre-Schools Scheme (HSPSS)	<p>Collaborative working with Public Health to promote HSPSS</p> <p>Ensure HSPSS is embedded in childcare provisions</p> <p>Support settings to work through the 3 phases of scheme:</p> <p><b>Phase 1 –</b> Preliminary, Nutrition and Oral Health and Physical Activity</p> <p><b>Phase 2 –</b></p>	ECAPP  Flying Start team  Public Health team	Childcare settings not achieving required criteria	<p>Improved health and well being of children</p> <p>Number of pre-school settings working towards achieving the Healthy Schools award</p>	Ongoing	<ul style="list-style-type: none"> <li>27 Flying Start settings currently participating in scheme</li> <li>In April 2016, an additional FS setting will commence the scheme</li> <li>9 non Flying Start settings currently participating in scheme</li> </ul>

		Emotional Health and Wellbeing  <b>Phase 3 – Environment, Safety and Hygiene</b>					
<b>SECTION 6 Consultation with employers</b>							
Priority	Actions	By Whom	Key Issues	Outcomes	Timescale	Progress against action	
14	Develop closer links with employers in RCT and Business Support agencies in order to better support the needs of working parents/carers	Attend RCT Business Club events  Establish links with RCT Regeneration & Planning department regarding job creation  Disseminate information to employers about available support for working parents/carers	Childcare Officer FIS  RCT Business Club  RCT Regeneration & Planning department	Lack of engagement by employers  Childcare market cannot meet the increased childcare demands created by major employment developments	Parents/carers offered supportive work environments by employers via family friendly work patterns and/or employer support towards childcare costs  More parents/carers able to take up employment opportunities  Mutual exchange of information between RCTCBC departments  Positive	Ongoing	<ul style="list-style-type: none"> <li>• Links made with Jobcentre Plus and Chwarae Teg</li> <li>• Representatives invited to attend the CSA working group</li> <li>• Questionnaires distributed to employers throughout RCT in November 2015 via Chwarae Teg and RCT Business Club distribution lists</li> </ul>

					consultation with targeted employers		
					Childcare market able to accommodate increased childcare demands		
<b>SECTION 7 Consultation with children and young people</b>							
Priority	Actions	By Whom	Key Issues	Outcomes	Timescale	Progress against action	
15	Investigate the childcare needs of children and young people aged 8-14 years	Consult with Open Access Playscheme providers to explore possible Playcare model in holiday periods  Work with YEPS to explore possible collaboration with their Extended Provision programme  Signpost parents/carers to suitable sporting and recreational activities that may provide informal	Childcare Officer  Childcare providers  CPCKC Development Officer  FIS  YEPS team	Funding  Lack of suitably qualified staff  Vulnerability of Playcare settings if play funding is reduced  Reluctance of 8-14 year olds to access 'childcare'	Development of provision for 8-14 year olds offering safe, stimulating environments that appeals to young people and cater for the childcare needs of parents/carers	March 2017	<ul style="list-style-type: none"> <li>• Holiday club specifically for young people over 8 years of age opened September 2015 in Beddau</li> <li>• Meeting held with representatives from YEP's, sport, play, Menter Iaith and Urdd to discuss holiday childcare solutions for 8-14 year olds</li> <li>• Current YEP and play consultation exercises to help inform way forward</li> </ul>



	childcare for 8-14 year olds						
	Work with existing childcare providers to develop holiday clubs specifically for 8-14 year olds						

**SECTION 8 Consultation with other agencies**

Priority	Actions	By Whom	Key Issues	Outcomes	Timescale	Progress against action
16	<p>Improve collaboration with the Planning department regarding childcare related planning applications</p> <p>Submit comments / support / objections on childcare related planning applications</p>	<p>Childcare Officer</p> <p>ECAPP</p> <p>EYFSS</p> <p>Planning department</p>	<p>Limited influence on childcare related planning applications, despite opportunity to support / object</p>	<p>EYFSS made aware of, and able to submit comments concerning planning applications</p> <p>Improved opportunity to limit new developments in areas with sufficient childcare, thus helping to support the sustainability of current provision</p>	Ongoing	<ul style="list-style-type: none"> <li>• Planning department now send weekly planning lists and notify Officers of childcare related planning applications</li> <li>• Notified of 3 childcare related planning applications April-December 2015; responses sent</li> <li>• Representative invited to sit on CSA working group</li> </ul>

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