**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**MUNICIPAL YEAR 2014-2015**

**CABINET**

**23rd June 2014**

**REPORT OF:  Group Director Children and Community Services**

**Author: Carol Daniel Head of Early Years & Family Support Services**

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# Childcare Sufficiency Audit 2014 - 2017

## 1.    PURPOSE OF THE REPORT

1.1.    To agree the Childcare Sufficiency Audit 2014-2017 (the 'CSA') for Rhondda Cynon Taf and the proposed Childcare Development Delivery Plan for implementation.

## 2.    RECOMMENDATIONS

It is recommended that Cabinet: -

2.1.    Note the contents of this report;

2.2.    Agree the Childcare Sufficiency Audit 2014-2017, as attached at Appendix 1 to this report; and

2.3.    Agree the implementation of the Childcare Development Delivery Plan attached at Appendix 2 to this report, within available resources.

## 3.    LEGISLATIVE FRAMEWORK AND BACKGROUND

3.1.    Local Authorities have a lead role in facilitating the childcare market, to ensure it meets the needs of working parents, especially those on low incomes, those with disabled children and those requiring childcare through the medium of Welsh.

3.2.    Section 22(1) of the Childcare Act 2006 sets out the Council's duty to secure as far as is reasonably practicable that the provision of childcare (whether or not by it) is sufficient to meet the requirements of parents in its area who require childcare in order to enable them to work, remain in work or enter training.

3.3.    When considering the sufficiency of childcare, Cabinet must have specific regard to the matters set out in section 22(2)(a) of the 2006 Act (i.e. childcare in respect of which the childcare element of working tax credit is payable; the provision of childcare in respect of which an amount in respect of childcare costs may be included under section 12 of the Welfare Reform Act 2012 in the calculation of Universal Credit; the provision of childcare which is suitable for disabled children and the provision of childcare involving the use of the Welsh language).

3.4.    This Council is also required by regulations made under the 2006 Act to prepare assessments of the sufficiency of the provision of childcare in its area and to review any such assessments prepared by it. The current regulations are The Childcare Act 2006 (Local Authority Assessment) (Wales) Regulations 2013.

3.5.    The Council is also under a duty to have regard to Welsh Government guidance on how it discharges the duties set out above. The current applicable guidance is the 2008 guidance (WAGC 013/2008, Guidance to Local Authorities – Childcare Act 2006). That guidance stipulates that the intention of the duties is to ensure parents are able to access childcare locally which meets their needs and enables them to make a choice about work.

3.6.    Paragraph 2.7 of that guidance states that:-

"To fulfil its Childcare Act duty, the Local Authority will need to assess the local childcare market to develop a realistic and robust picture of parents' current and future need for childcare. The Local Authority will compare this assessment of parents' demand for childcare with information about the current and planned availability of childcare places."

3.7.    Childcare for an area cannot be judged as sufficient unless it meets the needs of the community in general, and the three groups set out in section 22(1) in particular. Paragraph 2.14 of the guidance goes on to state that: -

"Local Authorities are required to secure childcare of sufficient duration and reliability to enable parents to make a real choice about work. Local Authorities are required to act to secure sufficient childcare that is registered by the Care and Social Services Inspectorate Wales."

3.8.    As part of these duties a Childcare Sufficiency Audit must be completed on a triennial basis, complemented by an annual refresh.  The CSA, attached at Appendix 1 to this report, is the third full childcare sufficiency audit produced by Rhondda Cynon Taf and the outcomes are critical for the forward planning of childcare, workforce development and Flying Start Services. It is the triennial plan applicable for the period 2014-2017.

3.9.    Welsh Government provide, an annual Out of School Childcare Grant to support the work required for the CSA and to support the development and sustainability of local childcare. The annual grant is worth £165K per annum and is used for training, commissioned support, assisted places and grants to providers. Over the past few years, the grant has been used

to develop play care services during school holiday periods, which provides very affordable childcare for working parents as well as open access play for children.

4. **SUMMARY OF THE 2014-2017 CSA**

4.1. The number of childcare vacancies in Rhondda Cynon Taf continues to grow, with more and more families using part time childcare augmented with family support.

4.2. Although two day nurseries (including a Welsh medium nursery) have closed since the last childcare sufficiency audit, two new nurseries have opened in recent weeks, within close proximity of existing nurseries. Officers of the Early Years department are looking to work as consultees with the Council's Planning Department on applications for new nurseries to ensure the appropriate development of childcare facilities in response to fluctuating demand within the County Borough.

4.3. Council funded services for holiday care and play provision for disabled children are in high demand throughout the authority. Although demand is great we can usually meet the needs of most children/families albeit on a restricted basis but it is difficult to determine whether this support is required to enable parents to work, to provide respite during school holiday periods or in many cases, to prevent family breakdown. Irrespective of the purpose these are popular services with families, children and social workers.

4.4. Holiday care for all children is in demand and we strive to develop more play care services, which is open access play wrapped in childcare. As the open access play is free to all children over the age of five, and those parents wanting full childcare pay for the wrap around element only, this provides an affordable form of holiday childcare for working parents.

4.5. Wherever possible third sector organisations are encouraged to tender for Flying Start ('FS') childcare contracts and in the main this is how we deliver the children's entitlement to free FS childcare. FS has therefore made a significant contribution to the sustainability of childcare providers although some have struggled to meet the exacting standards required for FS. In some areas – especially in deprived areas - no tenders were submitted, so existing local authority nurseries are being maximised to meet the FS needs on a full cost recovery basis.

4.6. In some areas particularly in the south of the authority, the demand for nursery education places exceeds the places available in local schools. To meet this need, Welsh Government funding is used to fund part time nursery education places with registered education providers who have been approved by the RCT Registered Education Provider Approval Panel (REPAP). This service provides approximately 400 additional nursery education places per annum from the term following the child's 3rd birthday. Currently there are 19 registered education providers with a further 5 currently going through the registration process. This service helps the sustainability of third sector providers but requires a lot more

from providers especially as once registered, the setting is subject to ESTYN Inspection at the same level as provision in schools.

4.7.     Overall, the favoured providers of childcare locally continue to be friends and family with many parents choosing to return to work on reduced hours rather than full time. This restricts the demand for full time childcare and the CSA supports our assertion that in most areas there is a surplus of day care places but more holiday care is required. There are a few electoral divisions mainly in the South of the authority where additional childcare services are required but several providers are currently going through the registration process with CSSIW in order to deliver FS childcare. This will be delivered via a mixed economy and therefore additional fee paying childcare will be available for working parents who may not be entitled to FS.

4.8.     The 2014-15 CSA Childcare Development Delivery Plan, attached at Appendix 2 to this report, identifies eleven key priorities that will drive our partnership work over the next three years to ensure that there is even more childcare available in areas of identified need and the sustainability of existing childcare businesses is supported more effectively:

- Childcare Sufficiency Audit 3 year full audit to be carried out and submitted to WG.

- To ensure there is sufficient, affordable childcare available to meet the needs of working / training parents and those wishing to return to work including those in minority and ethnic groups.

- Ensure there is sufficient Welsh medium childcare in areas where there is an evidenced unmet need.

- To liaise with the Planning Department as consultees in respect of planning applications for provision of childcare facilities where supply and demand in any particular area of the County Borough may be at issue.

- Work collaboratively with Job Centre Plus to ensure lack of childcare is not a barrier to employment.

- Increase the number of childcare settings registered with CSSIW

- Improve the quality of information held on the FIS database about available childcare

- Ensure there is sufficient integrated childcare for disabled children, or those with additional emotional / learning needs.

- Children have their needs met within high quality childcare provision

- Children entitled to Flying Start are able to access the childcare component within their local community

- Pre-school childcare providers are engaged in and delivering the Healthy Pre-Schools Initiative

4.9 In addition to these priorities, the Early Years and Family Support Service is in the process of carrying out a detailed study and analysis of the childcare needs of families who could be affected by any future change to nursery school admissions and/or the duration of the nursery class day. This will include a comprehensive mapping exercise on a school by school basis.

## 5. CONCLUSION

5.1. Currently Rhondda Cynon Taf is well placed with its existing childcare provision to meet the needs of most working parents but there are several challenges to be considered and if practicable to be addressed:

- Increase in holiday care places required.

- Identify means of further supporting working parents of disabled children with affordable childcare.

- Communicate with potential Childcare providers who may wish to establish day nurseries in a particular area of the County Borough where there may be issues of supply and demand.

- How do we encourage and support more providers to deliver services which are delivered across atypical hours?

- How can we best support providers who are facing serious sustainability issues?

5.2 It is considered that these challenges could be most appropriately addressed through implementation of the Childcare Development Delivery Plan, within available resources.

**LOCAL GOVERNMENT ACT 1972**

**as amended by**

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

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**LIST OF BACKGROUND PAPERS**

**CABINET**

**23rd  JUNE  2014**

**REPORT OF THE GROUP DIRECTOR, CHILDREN AND COMMUNITY SERVICES**

**REPORT**

**Childcare Sufficiency Audit (CSA) 2014 - 2017**

Background Papers

Legislative Framework

Childcare Act 2006
Childcare Act 2006 (Local Authority Assessment) (Wales) Regulations 2013
WAGC 013/2008, Guidance to Local Authorities – Childcare Act 2006

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5. Consultation with employers

6. Consultation with children and young people

7. Consultation with other agencies

# 1 The CSA Summary Document

The Childcare Act 2006 underpins the Welsh Assembly Government's Childcare Strategy "Childcare is for Children" published in November 2005 and enshrines in law:

- Parents' legitimate expectations of accessible high quality childcare for children and their families

- Local Authorities responsibilities for providing information to parents and prospective parents to support their parenting role *(Childcare Act 2006, Section 22 and 26 consultation document 2007 p.2)*

The Childcare Act sets out the statutory duty of Local Authorities and in Wales this is:

- Local Authorities have the lead role in facilitating the childcare market to ensure it meets the needs of working parents; in particular, those on low incomes, those with disabled children, or those who wish their child to attend Welsh medium provision.

- To ensure people have access to the full range of information they need as a parent/carer.

The vision set for local Authorities by the Childcare Act 2006 Section 22 is to secure, as far as is reasonably practicable, sufficient childcare to meet the requirements of parents in their area who require childcare in order to work, or to undertake training or education or to prepare for work.

Childcare sufficiency assessments should have a section or standalone document which summarises the key findings of the childcare sufficiency assessment.

## Executive Summary

This is the third full Childcare Sufficiency Assessment that has been carried out by Rhondda-Cynon-Taf.  The outcomes of the three yearly Assessment and annual reviews are regarded critical to the effective planning and delivery of the diverse range of childcare services in Rhondda-Cynon-Taf.  The information gathered provides the evidence base for the forward planning of childcare but also provides valuable information to inform the Families First agenda.

**2**

The CSA for Rhondda Cynon Taf identifies a continuing growth in the demand for one to one support for disabled children to attend out of school childcare, i.e. afterschool provision or holiday care.  Without this support the children are unable to access out of school care due to their high level needs.  This provision was funded in part by the Out of School Childcare grant during 2013 and we plan to use the 2014/2015 OOSCG to support disabled children's holiday care needs in the year ahead.

 We know there are many out of school providers who are not registered with CSSIW as they operate under two hours but we will continue to actively encourage providers to register and this will be a priority for the coming year. Proposed changes to the nursery education provision in RCT has led to a growth in demand for sessional and wrap around care and the authority is currently funding a childcare and schools support officer for a year, to ensure all schools are supported to meet the childcare needs of families. Officers from The Early Years and Family Support Services Department are working with the Education Department, Head Teachers and third sector organisations in order to meet the increase in the demand for childcare created by the potential reduction in nursery hours. This is likely to lead to an increase during the year ahead in the number of sessional childcare places available in RCT.

The development of holiday care is slow due to provider's uncertainty about longer term sustainability. This concern could be alleviated if WG allocated the Out of School Childcare grant for a period of three years. There would undoubtedly be an increase in interest from potential service providers to establish these much needed services. The first two to three years are the most difficult and financial support is needed until the settings become established.

In the last report we said that many childcare provisions faced financial hardship. This continues to be the case with Mudiad Meithrin reporting that the Welsh Medium groups, even in more affluent areas, are struggling with rising costs and trying to keep childcare costs to a minimum.

The Family Information Service (FIS) is going through a period of change.  It is acknowledged that having Outreach Officers has proved beneficial to the service however, the staff are not permanent and this could be a challenge in the future. Accessing accurate up to date information from providers continues to prove difficult in spite of reminders and follow up telephone calls from the Outreach Officers.  The FIS has purchased a new database system and the software is in the process of being adapted which will lead to much greater accuracy in the data available.

Providers who responded to the request for information identified an increase in the number of vacancies again this year.  Parents continue to use family/friends to meet their childcare needs.  The increase in childcare costs and an increase in the number of full

**3**

day care provisions that are being established when there is clearly no identified need for new provision in most areas contributes to the challenges. We are also aware that there is an over concentration of day nurseries in some areas causing an oversupply of places and a subsequent financial risk to new and existing child care providers.
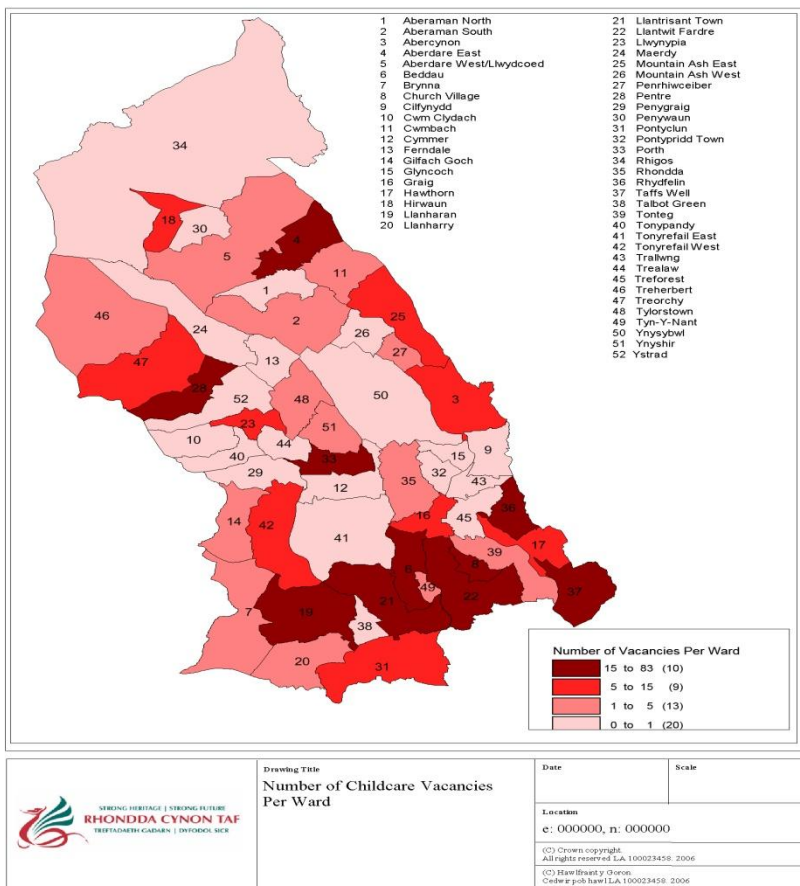
The category titles now used by the regulatory body Care and Social Services Inspectorate Wales (CSSIW) to register settings do not allow easy transition of the information for the purpose of the CSA as the categories are too broad. The registration for Out of School Childcare for the purpose of the CSA needs to identify whether it is breakfast care, afterschool care and or holiday care, when the information is received from CSSIW. The term Out of School childcare provision broadly covers breakfast care, afterschool care, holiday care and open access play. Identifying which element within the category approved for registration would enable the Authority to gather specific information regarding the number of services and childcare places available.

The Childcare Act 2006 stipulates that local authorities "Will need to map the supply of childcare, so that they can identify any gaps. We endeavor to measure accurately the supply of all types of formal childcare, including unregistered provision but the new system will improve the assessment of the current level of provision of each type of care, in terms of hours of opening, the number of places offered by each provider, the age group it caters for and the cost per hour, day and week." *2.43 P 16 The Childcare Act 2006.* There are still significant gaps in the data received from CSSIW and we have been informed that this is a generic problem not only one that is being experienced by RCT. Therefore there is an element of data that is missing and unless this becomes a regulatory requirement, providers are not and will not volunteer the information. Data therefore, has identified gaps and provider response rate is poor.

An appropriate level of affordable childcare is critical to support parents into employment and in turn this will lead to a reduction in the number of children living in poverty. However given the local shortage of full time paid employment, any increase in demand for childcare is likely to be for part time places which may create additional sustainability challenges for providers.

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## 1.1 Gap analysis

### Number of Childcare Vacancies per Ward Identified from Provider Responses.



| | |
|---|---|
| 1 Aberaman North | 21 Llantrisant Town |
| 2 Aberaman South | 22 Llantwit Fardre |
| 3 Abercynon | 23 Llwynypia |
| 4 Aberdare East | 24 Maerdy |
| 5 Aberdare West/Llwydcoed | 25 Mountain Ash East |
| 6 Beddau | 26 Mountain Ash West |
| 7 Brynna | 27 Penrhiwceiber |
| 8 Church Village | 28 Pentre |
| 9 Cilfynydd | 29 Penygraig |
| 10 Cwm Clydach | 30 Penywaun |
| 11 Cwmbach | 31 Pontyclun |
| 12 Cymmer | 32 Pontypridd Town |
| 13 Ferndale | 33 Porth |
| 14 Gilfach Goch | 34 Rhigos |
| 15 Glyncoch | 35 Rhondda |
| 16 Graig | 36 Rhydfelin |
| 17 Hawthorn | 37 Taffs Well |
| 18 Hirwaun | 38 Talbot Green |
| 19 Llanharan | 39 Tonteg |
| 20 Llanharry | 40 Tonypandy |
| | 41 Tonyrefail East |
| | 42 Tonyrefail West |
| | 43 Trallwng |
| | 44 Trealaw |
| | 45 Treforest |
| | 46 Treherbert |
| | 47 Treorchy |
| | 48 Tylorstown |
| | 49 Tyn-Y-Nant |
| | 50 Ynysybwl |
| | 51 Ynyshir |
| | 52 Ystrad |

**Number of Vacancies Per Ward**

| | |
|---|---|
| 15 to 83 | (10) |
| 5 to 15 | (9) |
| 1 to 5 | (13) |
| 0 to 1 | (20) |

**Drawing Title**
Number of Childcare Vacancies Per Ward

**Date**

**Scale**

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

**Location**
e: 000000, n: 000000

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As can be seen above the thematic map highlighting childcare vacancies shows that most vacancies are located within the Taf valley in the south of RCT. Specifically the wards of Llanharan, Llantrisant Town, Beddau, Llantwit Fardre and Church Village. It is worth noting that of the 20 wards with 0 vacancies, there were 9 wards which had no completed provider surveys returned.

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## 1.1.2 Provider Distribution



| | | | |
|---|---|---|---|
| 1 | Aberaman North | 21 | Llantrisant Town |
| 2 | Aberaman South | 22 | Llantwit Fardre |
| 3 | Abercynon | 23 | Llwynypia |
| 4 | Aberdare East | 24 | Maerdy |
| 5 | Aberdare West/Llwydcoed | 25 | Mountain Ash East |
| 6 | Beddau | 26 | Mountain Ash West |
| 7 | Brynna | 27 | Penrhiwceiber |
| 8 | Church Village | 28 | Pentre |
| 9 | Cilfynydd | 29 | Penygraig |
| 10 | Cwm Clydach | 30 | Penywaun |
| 11 | Cwmbach | 31 | Pontyclun |
| 12 | Cymmer | 32 | Pontypridd Town |
| 13 | Ferndale | 33 | Porth |
| 14 | Gilfach Goch | 34 | Rhigos |
| 15 | Glyncoch | 35 | Rhondda |
| 16 | Graig | 36 | Rhydfelin |
| 17 | Hawthorn | 37 | Taffs Well |
| 18 | Hirwaun | 38 | Talbot Green |
| 19 | Llanharan | 39 | Tonteg |
| 20 | Llanharry | 40 | Tonypandy |
| | | 41 | Tonyrefail East |
| | | 42 | Tonyrefail West |
| | | 43 | Trallwng |
| | | 44 | Trealaw |
| | | 45 | Treforest |
| | | 46 | Treherbert |
| | | 47 | Treorchy |
| | | 48 | Tylorstown |
| | | 49 | Tyn-Y-Nant |
| | | 50 | Ynysybwl |
| | | 51 | Ynyshir |
| | | 52 | Ystrad |

| Drawing Title | Date | Scale |
|---|---|---|
| Provider Distribution | 23/10/2013 | |

Location
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Analysis of the data from the returned questionnaires shows that *Penrhiwceiber* has 32 children within the ward but only 6 registered childcare places exist.  However, there is currently a provider in the process of registering with CSSIW to provide 20

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Flying Start childcare places.  The allocation will be for 10 children in the morning and 10 children in the afternoon session.  The Analysis shows that this was the largest differentiation in the number of children in comparison to childcare places of all the wards. It also had the 6$^{th}$ highest number of births during the 2011-12 academic year.

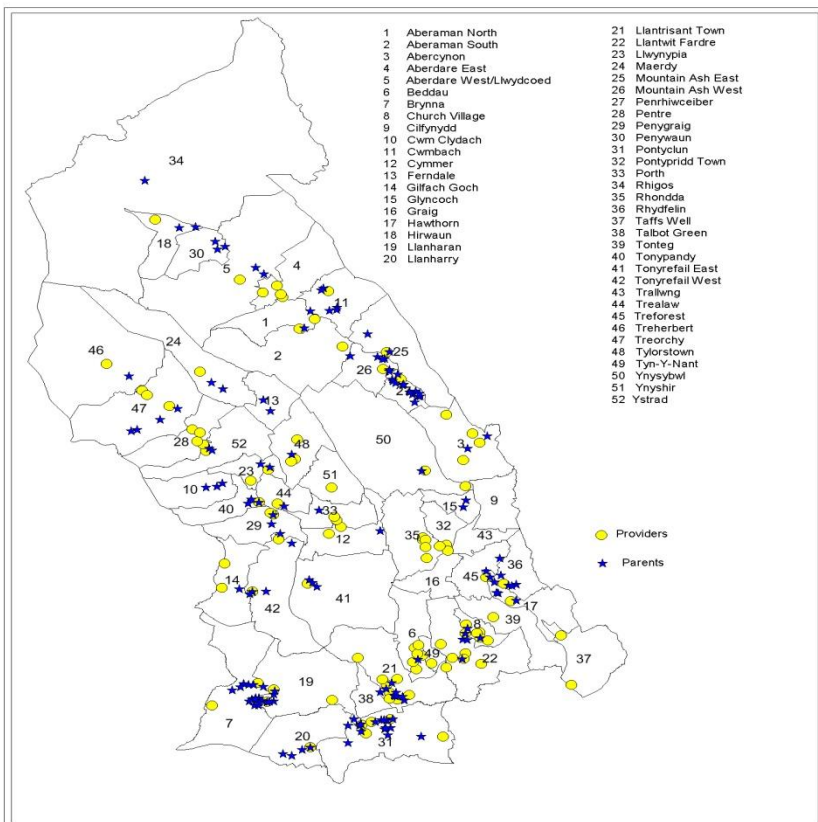The Provider data submitted for the CSA was low in comparison to previous years

Other data sources identify that there are registered childcare places available in addition to the providers who responded in some of these areas.

- Aberdare West/Llwydcoed
- Brynna
- Cwm Clydach*
- Cwmbach
- Cymmer
- Ferndale*
- Glyncoch*
- Hirwaun

- Mountain Ash West
- Penrhiwceiber
- Penygraig
- Penywaun*
- Rhigos*
- Talbot Green*
- Treforest*
- Treherbert
- Tonypandy

- Llanharry

*zero childcare providers recorded within these wards according to respondents.

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## 1.1.3 Provider and Parent Analysis



| | |
|---|---|
| 1 Aberaman North | 21 Llantrisant Town |
| 2 Aberaman South | 22 Llantwit Fardre |
| 3 Abercynon | 23 Llwynypia |
| 4 Aberdare East | 24 Maerdy |
| 5 Aberdare West/Llwydcoed | 25 Mountain Ash East |
| 6 Beddau | 26 Mountain Ash West |
| 7 Brynna | 27 Penrhiwceiber |
| 8 Church Village | 28 Pentre |
| 9 Cilfynydd | 29 Penygraig |
| 10 Cwm Clydach | 30 Penywaun |
| 11 Cwmbach | 31 Pontyclun |
| 12 Cymmer | 32 Pontypridd Town |
| 13 Ferndale | 33 Porth |
| 14 Gilfach Goch | 34 Rhigos |
| 15 Glyncoch | 35 Rhondda |
| 16 Graig | 36 Rhydfelin |
| 17 Hawthorn | 37 Taffs Well |
| 18 Hirwaun | 38 Talbot Green |
| 19 Llanharan | 39 Tonteg |
| 20 Llanharry | 40 Tonypandy |
| | 41 Tonyrefail East |
| | 42 Tonyrefail West |
| | 43 Trallwng |
| | 44 Trealaw |
| | 45 Treforest |
| | 46 Treherbert |
| | 47 Treorchy |
| | 48 Tylorstown |
| | 49 Tyn-Y-Nant |
| | 50 Ynysybwl |
| | 51 Ynyshir |
| | 52 Ystrad |

Providers
Parents

Drawing Title: Provider and Parent Comparison

Date: 23/10/2013

Scale

Location: e: 000000, n: 000000

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

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Analysis of the *'Provider and Parent Comparison'* (Illustration 3) we see that the wards to the central south of RCT have several providers. The thematic map shows high levels of childcare vacancies in these areas.

However, wards in the far south west of the authority (7 Brynna and 20 Llanharry) demonstrate good rate of response from parents. Analysis demonstrates vacancies in the mid-ranges.

Only a small sample of parents and providers returned, completed surveys, so the maps may not be illustrative of the true ratio of children to childcare providers in each ward.

The data evidenced that the Rhondda ward has the third largest number of registered places and the second highest number of providers. The parent survey returned zero children within Rhondda but despite this the 7 providers only identified 4 vacancies.

## 1.2    Ethnicity of parents (parent respondents)

The questionnaire asked parents to identify their ethnic group and also if their child accessed free childcare through Flying Start. 13 Respondents stated that their ethnic group was English/Welsh/Scottish and their child attended a Flying Start Setting, with 24 stating that their ethnic group was English/Welsh/Scottish stated that their child did not access Flying Start Childcare

## 1.3    Income Gaps

## 1.3.1 Financial Support

Only **21** parents stated they claim the childcare element of the Working Tax Credit/Universal credit. **109** said they do not claim and **10** said they did not know. The most common reason given for not claiming the childcare element was '*I know that I am not eligible'* with **68** (63%) parents giving this reason. The joint second most common reasons given were '*I am unsure whether I am eligible'* **18** (16.7%) and '*I do not pay for the childcare that I use'* **18** (16.7%). It is worth noting that more than one parent said they did not claim due to children in foster care via the optional text box.

Other financial help given to parents include *'Childcare vouchers'* received by **16** parents. **3** were given *'Employer contribution'* while the majority (**83**) stated *'No financial help received'*.

Parents were consulted about their use of childcare and their reasons for using it or not using it. 48% of respondents stated that they used family, partner or friends to look after their children and 32% gave the reason that childcare was too expensive.

## 1.4    Specific Needs Gap

Of 121 valid responses there were **11** (**9.1%**) providers who did not offer places to children with a disability.
Only **1** provider did not offer places to children with additional needs. Questions did not allow for analysis of gaps in provision for particular faiths or community groups.

**16** (**10.7%**) parents said they had a child / children with a disability or life limiting illness.
We know from experience that most childcare providers have the facilities to meet the needs of disabled children but many disabled children need additional support through a one to one worker and the extra cost to parents is prohibitive. Full time childcare for a disabled child could amount to as much as £400 per week.

We know from analysis of statistics collated for other purposes within RCT that there are just over 8000 children/young people with additional needs in RCT. Of these, over 600 meet the threshold of need that qualifies them for support from the Disabled Children's Team.

The LSOA with the highest number of children with additional needs is Penrhiwceiber 1 with 80 children aged **0 – 17 years** having additional needs.

The top four LSOA's with the highest number of children registered disabled *are Brynna 2, Hawthorn 2, Mountain Ash West 2, Pentre 4*

*(PSA 2012/2013 Appendix 1).*

## 1.5    Time Gaps

This section indicates where there is a shortage of childcare at a time that parents wish to use it.

**92** providers stated they offer childcare during school holidays. Of these 92, **50%** stated they offer childcare during the Christmas period. Whereas **85% or above** offered childcare during the other school holiday periods.

**11**

**7** providers stated they offer weekend care.

When asked if they are able to meet the needs of parents requiring irregular childcare hours the majority (**59.2%**) said no. **27** were able to offer childcare on weekday evenings, **9** on Saturday day and **7** on Sunday day , reducing to **4** providers during weekend evenings. **24** gave a text response, some examples are listed below:

"I try to provide as flexible as possible service"
"Will consider subject to demand"
"Some parents work different hours every week so they inform me the week before"

We can conclude from the responses that childminders are as flexible as possible in order to meet the childcare needs of parents particularly those who work shifts.  This is more challenging however with day nursery provision because of the higher number of children and staff required.

 '*There is no childcare available at the times I need it'* was selected by **6%** of parents. The time periods identified were *7.30am to 9am* and *3.30pm to 6pm*.

70% of parent respondents stated that they would be looking for part time provision, with 30% of respondents stating they would look for full time childcare.

## 1.6   Age Gaps

There were **101** valid responses for the question; *Can you meet local demand for places in your setting for the following age groups?* As seen below most providers offer childcare for children aged 3-4 years old and fewest for children aged 2 years or below.

| Age | Yes | No | N/A |
|---|---|---|---|
| Birth – 1 | 71 | 18 | 16 |
| 1 – 2 years old | 72 | 18 | 16 |

| | | | |
|---|---|---|---|
| 2 – 3 years old | 89 | 8 | 10 |
| 3 – 4 years old | 99 | 3 | 4 |
| 4 – 5 years old | 92 | 8 | 6 |
| 5 – 8 years old | 84 | 9 | 9 |
| Over 8 years old | 75 | 10 | 16 |

70% of the valid responses indicated that they could offer places for children 2 years old or below.  However the above table illustrates that the greatest number of places are available for children between the ages of 2 – 8 years.  This could be due to the fact that the highest number of provider respondents were childminders and quite possibly offer before and after school provision for this age group of children.

The analysis evidenced that parents who were expecting children, therefore on maternity leave, **11** (64.7%) said they would be looking to use childcare when their child is '*24-36 months'*. This would indicate that there would be little if any demand for childcare for babies under the age of 1 year.  However, this is not what the providers are evidencing.  In recent months there has been an increase in the number of young babies being placed in childcare settings.

The number of children and the number of providers both drop above the age of 8 years old. While both peak between 3 and 7 years old.

## 1.7   Type gaps

This section indicates where there is a shortage in the type of childcare for which parents may be expressing a preference

On comparison of the language preference and language capacity, by setting suggests there is no gap.   Fewest parents preferred Welsh medium (**6.7%**) and fewest provider respondents were Welsh medium (**4.9%**). Most parents stated they would use an English medium setting (**48.9%**) and most providers offer services in the English medium (**33.3%** are English medium while **50.4%** are predominantly English with some use of Welsh, a total of **83.7%**).   In the last 12 months a Welsh Medium Day nursery has closed despite the Council's efforts to support two different providers to make the setting viable.  Even though there is a demand for Welsh Medium Education parents are not choosing to place their children in Welsh Medium Childcare, further research is needed in to the reasons behind these decisions.

Next year will need further childcare development to meet the needs of Flying Start childcare.  It has been identified that with the expansion of Flying Start there is insufficient childcare providers or places in certain areas.  The Local Authority continue to monitor this situation and tenders are out for interested providers to apply.

**Term-time**
Parents were asked what type of childcare they used during term time. The main type of childcare used is '*Family or friends'* (**28.9%**) with '*Free Breakfast Club'* (**18.5%**) second with the third preference being '*Day Nursery'* (**16.8%**). Only **1** child had a '*Nanny/Au pair'* suggesting that this form of childcare is least popular.

**School Holidays**
Parents were asked what type of childcare they used during school holiday periods, which in the past Assessments and Refreshes have been more challenging for them.  The main type of childcare used is '*Family or friends'* (**53.5%**) followed by *Playscheme* (**13%**) and *Day Nursery'* (**11.2%**). Similarly to term-time only **1** child had a '*Nanny/Au pair'.*

**74.2%** (92) providers are open during school holidays

| Holiday Period | No. of Providers | % of Providers |
|---|---|---|
| Easter Holidays | 84 | 91.3% |
| Spring Break (Whitsun) | 78 | 84.8% |
| Summer Holidays | 90 | 97.8% |
| Autumn Half Term | 82 | 89.1% |
| Christmas | 46 | 50.0% |
| February Half Term | 80 | 87.0% |

 **7** (5.6%) of the 124 providers offer weekend care.  It was noted that in the CSA Refresh 2013, the figure was 10%.
The majority of the provider responses were received from childminders, however, parents report using childminders 303 fewer hours altogether per week during term-time than using day nurseries. Parents with a total of 30 children surveyed use childminders during term-time. The data would suggest that there are at least 2 childminders for each child, signifying a surplus in supply. However the surveys' audiences and distribution must be kept in mind.

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Providers were asked if they opened during school holiday periods.  Obviously breakfast and afterschool provisions close as do a small number of childminders. Day nursery and some sessional care groups remain open.

The Local Authority works with third sector organisations supporting them in the development of holiday care schemes which, has increased the availability of holiday provision to parents over the last two years.  Development of further provision is needed and this work will continue in the coming year.

## 1.8   Conclusions / Next steps

The responses have identified that in the main parents would prefer to use their partner/family or friend to look after their children rather than formal childcare, and the cost being too expensive.  This could possibly be the reason for the increase in vacancy levels evidenced by providers.  109 respondents stated that they knew they were not entitled to claim Working Tax Credit as they were not eligible. It is clear that many find the cost of childcare too expensive;   however, with the rising cost of living it is difficult for providers to keep costs low.  When the average cost for a 10 hour day of childcare provision is £2.81 - £3.28 per hour.   The third reason for not using formal childcare was that there was no service available when needed.  Parent responses identified these areas as being Beddau, Hirwaun and Pontyclun.

Zero contract hours are presenting challenges to parents in relation to finding childcare.  Parents cannot afford to pay a retainer fee to keep the child's place in the childcare setting open.

The conclusion is therefore that parents would prefer to use family/friends over formal, paid for childcare.  Parents feel that childcare is too expensive.

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## 2     Factors affecting demand and ability to pay

### 2.1     Population of children (by Welsh Assembly Government age ranges)

| Area code | Area name | All categories: Age | Age under 1 | Age 1 | Age 2 | Age 3 | Age 4 | Age 5 | Age 6 |
|---|---|---|---|---|---|---|---|---|---|
| **W92000004** | **WALES** | 3,063,456 | 36,464 | 35,493 | 35,658 | 35,825 | 34,861 | 34,230 | 32,768 |
| W06000016 | Rhondda Cynon Taf | 234,410 | 3,048 | 2,859 | 2,948 | 2,815 | 2,779 | 2,869 | 2,632 |

| Area code | Area name | Age 7 | Age 8 | Age 9 | Age 10 | Age 11 | Age 12 | Age 13 | Age 14 |
|---|---|---|---|---|---|---|---|---|---|
| **W92000004** | **WALES** | 32,431 | 31,518 | 32,132 | 33,392 | 34,590 | 35,667 | 36,366 | 37,733 |
| W06000016 | Rhondda Cynon Taf | 2,633 | 2,528 | 2,478 | 2,541 | 2,721 | 2,824 | 2,857 | 2,942 |

### 2.2     Projected changes in the child and young people population

The table below (Appendix 5 ) taken from the 2011 Census identifies that the projected population for 2013 for Rhondda Cynon Taf is slightly higher than the actual recorded live births for the same period.

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APPENDIX 1

|  | Age | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
|---|---|---|---|---|---|---|---|
| **Rhondda Cynon Taf** | **All below 18** | **53,103** | **53,033** | **53,014** | **53,081** | **53,169** | **53,041** |
|  | **All below 16** | **47,158** | **47,243** | **47,343** | **47,233** | **47,349** | **47,419** |
|  | **0** | 3,037 | 2,985 | 2,976 | 2,969 | 2,962 | 2,946 |
|  | **1** | 2,865 | 3,032 | 2,981 | 2,971 | 2,964 | 2,958 |
|  | **2** | 2,978 | 2,847 | 3,013 | 2,962 | 2,953 | 2,946 |
|  | **3** | 2,869 | 2,983 | 2,852 | 3,018 | 2,967 | 2,958 |
|  | **4** | 2,755 | 2,868 | 2,983 | 2,851 | 3,018 | 2,967 |
|  | **5** | 2,837 | 2,751 | 2,864 | 2,978 | 2,847 | 3,014 |
|  | **6** | 2,727 | 2,830 | 2,744 | 2,857 | 2,971 | 2,840 |
|  | **7** | 2,612 | 2,715 | 2,818 | 2,732 | 2,845 | 2,959 |
|  | **8** | 2,578 | 2,610 | 2,713 | 2,815 | 2,730 | 2,843 |
|  | **9** | 2,477 | 2,582 | 2,613 | 2,717 | 2,819 | 2,734 |
|  | **10** | 2,545 | 2,475 | 2,580 | 2,611 | 2,715 | 2,817 |
|  | **11** | 2,615 | 2,542 | 2,472 | 2,576 | 2,608 | 2,711 |
|  | **12** | 2,825 | 2,607 | 2,534 | 2,464 | 2,568 | 2,599 |
|  | **13** | 2,788 | 2,819 | 2,601 | 2,528 | 2,458 | 2,562 |
|  | **14** | 3,012 | 2,783 | 2,814 | 2,597 | 2,523 | 2,454 |

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## 2.3   Live Birth Rates for Rhondda-Cynon-Taf   (*Source Health Board Statistics*)

| Ward | Births 2012 - 13 | Ward | Births 2012 - 13 |
|---|---|---|---|
| Aberaman North | 67 | Penrhiwceiber | 58 |
| Aberaman South | 53 | Pentre | 51 |
| Abercynon | 94 | Penygraig | 67 |
| Aberdare East | 64 | Penywaun | 38 |
| Aberdare West/Llwydcoed | 91 | Pontyclun | 68 |
| Beddau | 64 | Pontypridd Town | 26 |
| Brynna | 62 | Porth | 54 |
| Church Village | 84 | Rhigos | 17 |
| Cilfynydd | 39 | Rhondda | 68 |
| Cwm Clydach | 42 | Rhydfelin | 74 |
| Cwmbach | 50 | Taffs Well | 51 |
| Cymmer | 65 | Talbot Green | 21 |
| Ferndale | 56 | Tonteg | 32 |
| Gilfach Goch | 38 | Tonypandy | 51 |
| Glyncoch | 34 | Tonyrefail East | 73 |
| Graig | 30 | Tonyrefail West | 70 |
| Hawthorn | 56 | Trallwng | 40 |
| Hirwaun | 47 | Trealaw | 65 |
| Llanharan | 56 | Treforest | 33 |
| Llanharry | 65 | Treherbert | 50 |
| Llantrisant Town | 54 | Treorchy | 64 |
| Llantwit Fardre | 66 | Tylorstown | 68 |
| Llwynypia | 27 | Tyn-y-Nant | 46 |
| Maerdy | 49 | Ynysbwl | 54 |
| Mountain Ash East | 25 | Ynyshir | 36 |
| Mountain Ash West | 51 | Ystrad | 63 |

| Totals / Averages | 2767 | | |
|---|---|---|---|

**Live Birth Rates for Rhondda-Cynon-Taf**  (Source:  Cwm Taf UHB)
**Live Births for RCT January 2013 – December 2013 = 2.544**

## 2.4   Number of vulnerable children in RCT

As at the 31st January 2014 there were -  640 looked after children,
                                                          477 children on the Child Protection Register.
As at 31st December 2013 there were     1579 children in need in Rhondda Cynon Taf.

## 2.5   Number of disabled children

The total number of disabled children supported by the disabled children team are, 612 but the overall figure exceeds 8000
The number of cases and the ages of the children are stated below:

132    -       under 5years
223    -       5 to 11 years inclusive
213    -       12 to 16 years inclusive
 44    –       17 and 18 yr olds

## 2.6   Demographic Data

### 2.6.1  Review of Local Development Plan (LDP)

*The Planning and Compulsory Purchase Act 2004 requires Rhondda Cynon Taf County Borough Council to prepare a Local Development Plan (LDP) for the County Borough outside the Brecon Beacon National Park. The LDP will provide the development strategy and spatial policy framework for the LDP area over a fifteen-year period to 2021. The Plan will be used by the Council to guide and control*

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*development, providing a basis for consistent and appropriate decision-making. The northern most part of the County Borough lies within the Brecon Beacons National Park. This area is subject to a separate development plan that is the responsibility of the National Park Authority.*

*The Local Development Plan is an extremely important document for Rhondda Cynon Taf and provides the framework for decisions to be made up until 2021on how land is used in the County Borough, for example what type of development is appropriate or desirable and how best to protect the environment. It is the culmination of a major piece of work that has included engaging with the community, stakeholders, and councillors over a number of years and its completion and adoption by the Council is a big milestone for Rhondda Cynon Taf. It is believed that the LDP provides a focus for sustainable regeneration and high quality development that will make Rhondda Cynon Taf a better place to live, work and play. Having the right planning policy in place is a key part of how the Council are trying to move the County Borough forward. It means that everyone can have a sense of confidence and reliability in terms of what it will look like in the future and will enable this policy and framework to be applied consistently to planning decisions that can affect everyone, depending on the development in question. The next ten years promise to be a very exciting period for Rhondda Cynon Taf and the LDP will contribute to achieving further progress and benefits for the residents and County Borough.*

*The Northern Strategy Area has suffered significant decline since the widespread closure of the collieries in the South Wales Coalfield in the mid 1980's. The Strategy Area has suffered from high indices of deprivation, unemployment, dereliction, loss of services and inevitably depopulation.  A poor internal road network, low house building rates and a lack of meaningful inward investment have exacerbated the situation.*

*The Strategy Area does however, have a strong sense of community pride, many towns and villages with fine architectural history and a spectacular landscape that rivals that of the adjoining Brecon Beacons National Park.*

*The LDP will provide a policy framework that seeks to secure regeneration and create sustainable communities in the Northern Strategy Area.   Through the provision of new housing, employment opportunities, improvements in accessibility and the implementation of large-scale regeneration proposals the Council will seek to halt depopulation and the process of decline.*

*The Southern Strategy Area has experienced considerable growth in recent years. The Strategy Area has seen significant new house building and inward investment that has transformed the economy of the area. The ability of the Southern Strategy Area to absorb further growth at existing rates, without social and environmental degradation, is being tested.*

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*The key location of the Southern Strategy area means that it has a vital role to play in ensuring the future economic prosperity of Rhondda Cynon Taf. Economic growth however, must be carefully managed in order to ensure that the social and environmental needs of the Strategy Area are fully addressed.*

*The LDP will seek to manage residential and commercial growth in the Southern Strategy Area in a manner that seeks to balance the economic potential of the area with environmental capacity.*

### *Policy CS 3 - Strategic Sites*

*In order to promote sustainable growth within Rhondda Cynon Taf  the following sites are allocated for the development of a mixture of  large-scale residential, employment, retail and recreational purposes:*

*1. Former Maerdy Colliery Site, Rhondda Fach (Policy NSA4);*
*2. Former Fernhill Colliery Site, Blaenrhondda (Policy NSA5);*
*3. Former Phurnacite Plant, Abercwmboi (Policy NSA6);*
*4. Land at Robertstown / Abernant, Aberdare (Policy NSA7);*
*5. Land South of Hirwaun (Policy NSA8);*
*6. Cwm Colliery and Coking Works / Tyn-y-Nant (Policy SSA7);*
*7. Mwyndy / Talbot Green Area (Policy SSA8), and*
*8. Former OCC Site Llanilid, Llanharan (Policy SSA9).*
*Proposals for the development of the Strategic Sites must have regard to the indicative concept plans identified on the proposals map.*
*(Not included in this Audit for further information refer to reference source)*

| | | |
|---|---|---|
| 1. | *Former Maerdy Colliery Site, Rhondda Fach* | *Employment (1 hectare) Informal Recreation Space* |
| 2. | *Former Fernhill Colliery Site, Blaenrhondda* | *350 – 400 Dwellings* |
| 3. | *Phurnacite Plant Site, Abercwmboi* | *500 Dwellings Employment (5.9 hectares) Informal Recreation Space* |

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4.  *Land at Robertstown /*
    *Abernant*                        *500 - 600 Dwellings*
                                      *Employment / Leisure (3.7 hectares)*

5 . *Land South of Hirwaun*          *400 Dwellings*
                                      *Employment (36 hectares)*

6   *Former Cwm Colliery and*
    *Coking Works, Tyn-y-Nant*       *800-950 Dwellings*
                                      *Employment (1.9 hectares)*

7 . *Mwyndy /*
    *Talbot Green Area*              *500 Dwellings*
                                      *Employment (15 hectares)*
                                      *Retail (23,400 m2 net)*
                                      *Leisure (10,000 m2 net)*

8.  *Former OCC Site Llanilid,*
    *Llanharan*                      *1950-2100 Dwellings*

    *(RCT Local Development Plan up to 202.  p32,p33.)*

## 2.7   Lone Parent Households with dependent children

### 2.7.1 KS107EW - Lone parent households with dependent children

ONS Crown Copyright Reserved [from Nomis on 14 April 2014]

geography                        Rhondda, Cynon, Taff
time                             2011

| Family Type | Rural Urban Total | |
|---|---|---|
| | value | percent |
| All lone parent households with dependent | 8,907 | 100.0 |

children

| | | |
|---|---|---|
| Lone parent in part-time employment: Total | 2,696 | 30.3 |
| Lone parent in full-time employment: Total | 2,065 | 23.2 |
| Lone parent not in employment: Total | 4,146 | 46.5 |
| Male lone parent: Total | 799 | 9.0 |
| Male lone parent: In part-time employment | 83 | 0.9 |
| Male lone parent: In full-time employment | 400 | 4.5 |
| Male lone parent: Not in employment | 316 | 3.5 |
| Female lone parent: Total | 8,108 | 91.0 |
| Female lone parent: In part-time employment | 2,613 | 29.3 |
| Female lone parent: In full-time employment | 1,665 | 18.7 |
| Female lone parent: Not in employment | 3,830 | 43.0 |

*(Source:* **nomis** official labour market statistic http://www.nomisweb.co.uk/census/2011)

## 2.8   Index of multiple deprivation

## 2.8.1 Local authority analysis

*The table below shows, for WIMD 2011, the percentage of small areas (LSOAs) in each local authority which are in the most deprived 10% (ranks 1 – 190), 20% (ranks 1 – 380), 30% (ranks 1 – 570) and 50% (ranks 1 – 950) LSOAs in Wales.*

*In this analysis, the most deprived local authority is defined as the authority with greatest fraction of its LSOAs in the most deprived 10% of all LSOAs in Wales.  This method can be seen as identifying the concentration of the most deprived areas in a local authority, rather than an average level of deprivation.*

*The most deprived local authority is Merthyr Tydfil, with 25.0% of its LSOAs in the most deprived 10% in Wales, followed by Blaenau Gwent (23.4%) and Rhondda Cynon Taff (17.8%).*
*Blaenau Gwent has 87.2%, Merthyr Tydfil 77.8% and Rhondda Cynon Taf 73.7% of their LSOAs in the most deprived 50% in Wales.*

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*The least deprived local authorities are Ceredigion and Monmouthshire, with no LSOAs in the most deprived 10% in Wales.*
*In general, the Valleys and urban local authorities tend to be more deprived than those which are largely rural.*

**(Statistical Publication Unit, Welsh Government. Welsh Index of Multiple Deprivation 2011 p15, 2011)**

## ☐2.9 Worklessness

Meetings held with Lone Parent Advisors from Job Centre Plus indicated that their clients are experiencing difficulty finding childcare because they are being offered zero hour contracts.  This means that they can be called to work at any time on short notice.  The hours of work will not be set or regular, and in some cases after 6.00pm.

The challenge for providers with this type of contract is that the providers are unable to keep the vacancy for the child open on the possibility that the parent will be offered work.  The parent is unable to pay a retainer fee to keep the placement open as they would not be in receipt of a wage unless they are working.  Understandably the providers are unable to guarantee a place and therefore finding childcare at short notice is challenging if not impossible.  This type of arrangement also raises concerns regarding continuity of care for the children if parents have to use different child care providers.

## 3    Analysis of supply

### 3.1.1    Introduction

CSA Questionnaires sent to Providers:  **991** .  The questionnaires were distributed in the following ways:
(30 x Schools (10x Rhondda, 10x Cynon, 10x Taf), 21x FS Settings, 600 to Team Around

CSA Questionnaires returned by Providers: **124** [131 responses in 2012]

### Providers

A total of **991** questionnaires were distributed to childcare providers within RCT. Schools within Rhondda, Cynon and Taf were sent 10 per district, 21 were sent to Flying Start settings. They were sent to the Team Around the Family (TAF) coordinators to

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distribute and well as various Play Providers. A total of **124** completed questionnaires were returned; approximately 13% of those sent out.

The distribution of childcare provider types is similar to the previous year. The majority of providers were childminders. Over 90% of the providers were CSSIW registered.
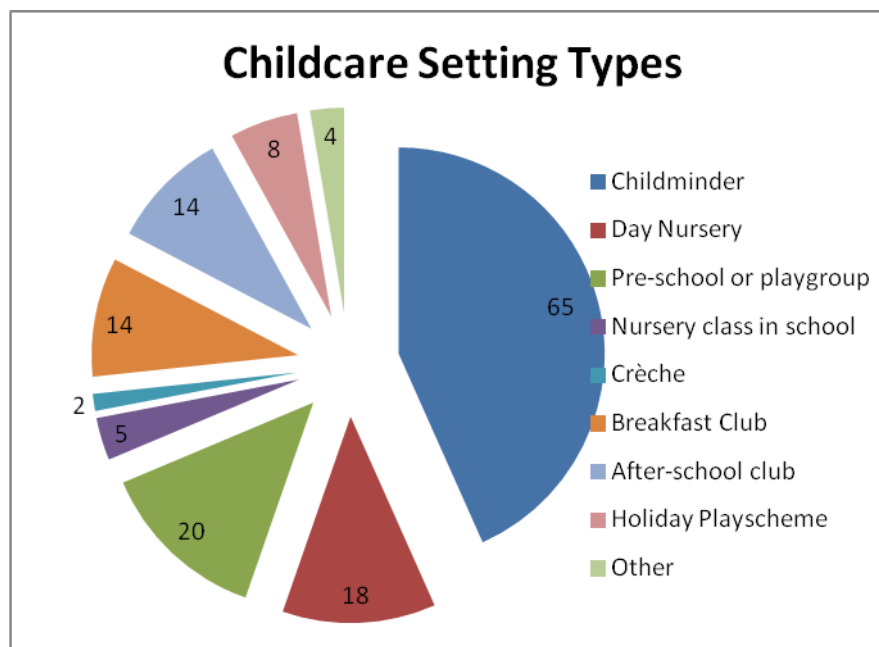


Responses identified that there were many more providers who said that they were part of the local authority this year compared to last year . However this is not the case and it can only be assumed that the question was misunderstood.
**7** (5.6%) of the 124 providers offer weekend care compared to 10% of those identified the previous year.

## 3.2    CSA 2013 - Provider Summary

## 3.2.1 Type of Provider

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Providers were asked to identify what type of childcare provision they operate.  The majority of childcare providers were Childminders (**65**, 52.4%) In addition 20 playgroup and 18 day nursery responses were received.  The graph below demonstrates the number of providers who responded to the Assessment and the type of childcare provision they operate.

Of those who responded **92.4%** (110) were CSSIW registered, there were **7.6%** (9) non-registered schemes offering between them **1954** places.

No questionnaires were returned from the following wards; Cilfynydd, Cwm Clydach, Ferndale, Glyncoch, Penywaun, Rhigos, Talbot Green, Trallwng or Treforest.



**Economic Distribution**

- Local authority
- Private
- Voluntary
- Don't Know

30% — 52% — 9% — 9%
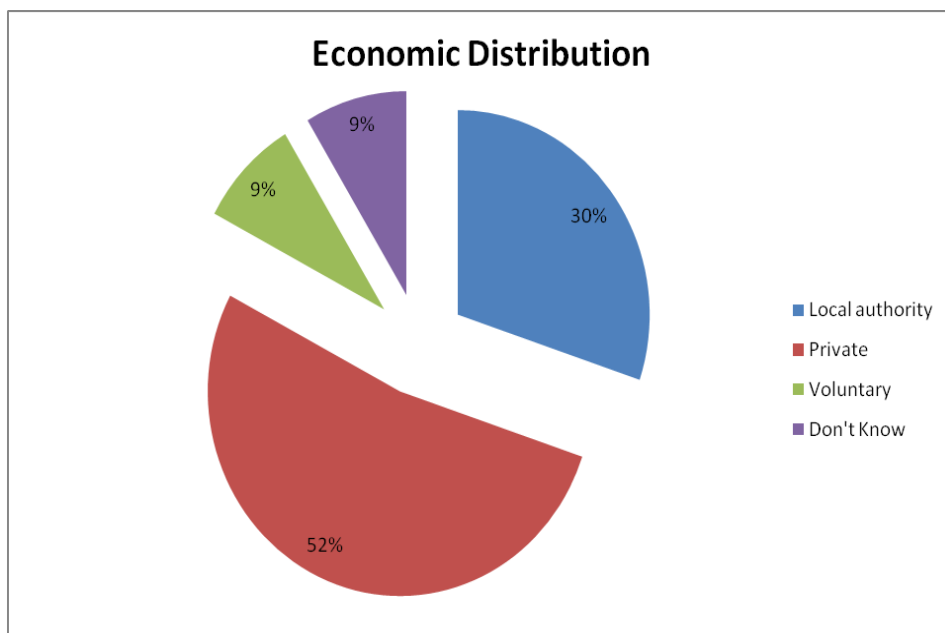
### 3.2.2 Language of the setting

Of the providers who returned a questionnaire **33.3%** were *'English'* medium while **50.4%** were *'Predominantly English with some use of Welsh'*. **4.9%** stated they provide childcare through the medium of Welsh.

**What language childcare do you provide?**



- Welsh
- English
- Welsh and English
- Bilingual
- Predominantly English with some use of Welsh
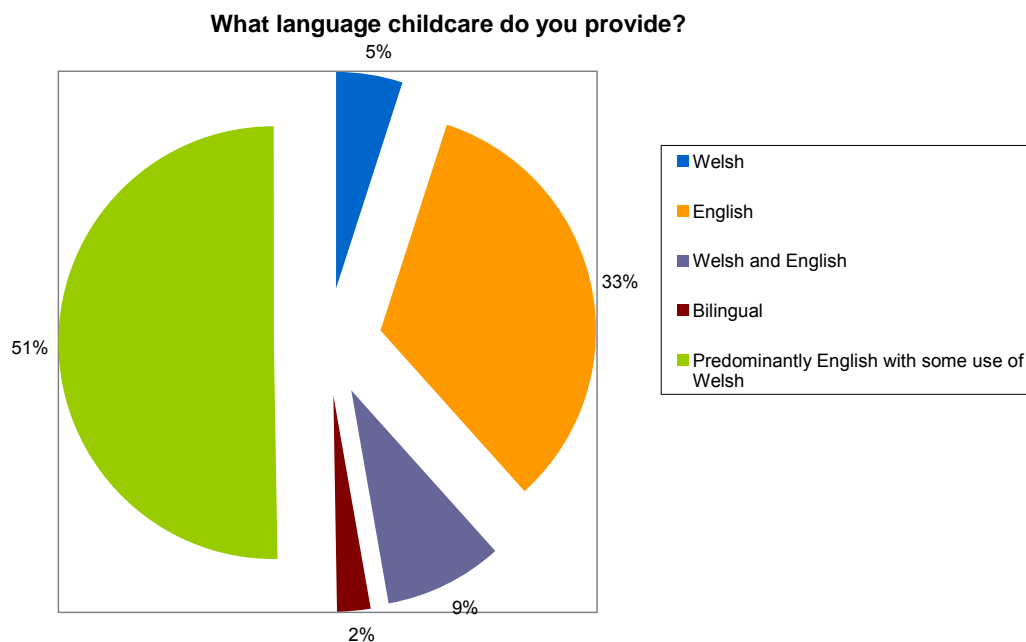
### 3.2.3 Sector

**49.2%** of respondents were within the *'Private'* sector, **28.2%** in *'Local authority'* and **8.1%** in the *'Voluntary'* sector.  **8.1%** did not know which sector they were in. It would appear that there has been a significant shift from the private sector to local authority providers this is not the case however, and it can only be assumed that providers have misunderstood the question.

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| Sector | 2012 | 2013 | % Pt. Change |
|---|---|---|---|
| Private | 73.8% (93) | 52.6% (61) | - 21.2 |
| Local Authority | 11.1% (14) | 30.2% (35) | 19.1 |
| Voluntary | 9.5% (12) | 8.6% (10) | -0.9 |
| Don't Know | 5.6% (7) | 8.6% (10) | 3 |
| | | | |

**3.2.4** The data collected evidenced that the number of vacancies providers had was a total of **572** vacancies with an average of **6** vacancies per provider. Anecdotal evidence from providers throughout RCT has identified that there are vacancies in the majority of settings as parents are not choosing to place their children in childcare full time.  Some Text responses from providers who have evidenced increased vacancy rates are listed below:

"Parents change of circumstance, no longer required day care"
"2 other settings in the area offering free places"
"lack of money"
"change in child's family circumstances.  Kept on as occasional care."
"Local extended family"

**31.5%** of providers reported *'More vacancies'* compared to the previous year. **24.2%** of providers reported *'Fewer vacancies'* whereas **40.3%** reported little change in vacancies.

| Reason for more vacancies | No. of Providers | % of Providers |
|---|---|---|
| Parents unemployed | 21 | 42.0% |
| Other | 16 | 32.0% |
| Family members unemployed | 12 | 24.0% |

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| | | |
|---|---|---|
| Increase in childcare settings in the area | 10 | 20.0% |
| Don't Know | 8 | 16.0% |
| Increase in childcare costs | 4 | 8.0% |
| Opening hours not suitable | 1 | 2.0% |

One Parent response for not using formal childcare was that breakfast and afterschool provision was not available on an informal basis.  The cost is too expensive and would prefer a pay as you use afterschool club.

### 3.2.5 Cost of Childcare

The averages of the cost of childcare given by providers are detailed in the table below.

| | Min Charge | Max Charge | 2012 Avg |
|---|---|---|---|
| Full Day | £28.13 | £32.38 | £33.30 |
| Full Week | £140.21 | £158.96 | £155.50 |
| Half Day | £15.95 | £18.35 | - |
| Hourly Rate | £4.39 | £4.98 | £4.35 |

Compared to data collected for the 2012 CSA we can see that the cost of childcare has changed very little.

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**36** providers (30% compared to 18% in 201) require a deposit. The average cost of deposits was **£49.32** while the minimum was **£10** and the maximum was **£160**.

Providers were asked if they would accept payment through Childcare Vouchers and 93 confirmed that they did.  Providers were asked if any parents were in receipt of certain benefits. Results were as follows: **60.7%** '*Childcare Vouchers'*, **56.3%** *'Child Tax Credit'*, **55.4%** *'Working Tax Credit'*, **33%** *'Working Tax Credit Childcare Element'*.

**90.9%** (110) of provider respondents said they offer places to children with a disability.

**99.2%** (122) of provider respondents said they offer places to children with additional needs.

**40.8%** (49) of providers said they are able to provide to parents requiring irregular childcare hours.

When asked if they are able to meet the needs of parents requiring irregular childcare hours 40.8% stated that they did.**27** were able to offer childcare on weekday evenings, **9** on Saturday and **7** on Sunday both reducing to **4** providers during weekend evenings. **24** gave a text response with the majority of responses being that they already provide childcare outside  typical office hours and that they offer flexible childcare.  One provider stated that if a parent has the need for childcare outside of the hours provided that the request will be considered.

The conclusion is that the majority of childminders are flexible with the hours they provide childcare and for this reason the Local Authority have been supporting the development of childminding provision in areas where there is identified need.  This will continue for the year ahead.

## 3.3  The Local Childcare Market

Providers were asked their opinion regarding the local childcare market the chart below highlights that they felt the quality of provision to be good to excellent.  The opinion regarding the range of or the choice of childcare was good.  The best rated was *'Quality of provision'*.

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| | Very Poor | Poor | Satisfactory | Good | Excellent | Don't Know |
|---|---|---|---|---|---|---|
| Quality of provision | 1 | 2 | 18 | 51 | 26 | 17 |
| Range of, or choice in, providers | 3 | 10 | 21 | 51 | 18 | 14 |
| Number of places | 4 | 7 | 20 | 44 | 11 | 29 |
| Affordability | 3 | 10 | 25 | 34 | 18 | 24 |
| Flexibility of provision and sessions | 2 | 4 | 37 | 32 | 14 | 23 |
| Suitability of opening times | 1 | 3 | 29 | 42 | 16 | 23 |
| Location and accessibility of childcare | 1 | 5 | 24 | 43 | 22 | 20 |
| Bilingual/Welsh provision | 2 | 6 | 32 | 31 | 10 | 34 |

There were **101** valid responses to the question; *'Can you meet local demand for places in your setting for the following age groups?'* As seen below most providers offer childcare for children aged 3-4 years old and fewest for children aged 2 years or below.

| Age | Yes | No | N/A |
|---|---|---|---|
| Birth – 1 | 71 | 18 | 16 |
| 1 – 2 years old | 72 | 18 | 16 |
| 2 – 3 years old | 89 | 8 | 10 |
| 3 – 4 years old | 99 | 3 | 4 |
| 4 – 5 years old | 92 | 8 | 6 |
| 5 – 8 years old | 84 | 9 | 9 |
| Over 8 years old | 75 | 10 | 16 |

**70%** of the valid responses indicate they can offer places for children 2 years old or below.

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The childcare provision for *'Working families'* was rated the highest overall with a total of **56** providers rating it either '*Good'* or '*Excellent'*. The lowest rated provision was for '*Disabled children'* however this also had **43** providers ticking the *'Don't know'* option.

| | Very Poor | Poor | Satisfactory | Good | Excellent | Don't Know |
|---|---|---|---|---|---|---|
| Low income families | 3 | 12 | 26 | 26 | 9 | 39 |
| Disabled children | 4 | 12 | 22 | 27 | 7 | 43 |
| Working families | 1 | 4 | 28 | 42 | 14 | 27 |
| Families seeking work | 2 | 9 | 21 | 33 | 9 | 41 |
| Those who require bilingual/Welsh childcare | 2 | 5 | 30 | 26 | 8 | 43 |

Providers were asked what improvements they thought could be put in place for working families.  Help with costs, funding opportunities, extra childcare grant, childcare element payments made to families should go to the nursery not the families.  Help with running costs of the setting was also identified together with the cost of childcare is too high for many families and this can prevent them working.

## 3.4   Your Future Plans

**100** providers expected to continue to provide childcare for more than 5 years. **3** expected to discontinue within the next 12 months.

The following figures indicate how many providers said they have plans in place for the next 18 months:

- Expand number of places: **16**
- Significantly increase fees: **9**
- Improve provision for disabled children: **13**
- Extend opening hours: **13**
- Meet the needs of shift workers or those who work outside typical office hours: **7**
- Expand number of Welsh medium places / change linguistic nature of support: **5**

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- Expanding to different geographical areas: **9** (25 chose *'Yes, maybe'*)

Analysis the support needed by providers shows that '*Staff Training'* is the area most commonly requiring support.

Only **2** providers indicated they require a lot of support in '*Staff recruitment and retention'*.

Below, each area has been ranked by how many stated they require '*A lot of support'*.

| | None | A little | A lot |
|---|---|---|---|
| **C9b Staff training** | 45 | 32 | 18 |
| **C9e Building alterations** | 66 | 19 | 12 |
| **C9h Working with the local authority** | 47 | 38 | 11 |
| **C9i More involvement in local planning of childcare provision** | 56 | 29 | 11 |
| **C9c Marketing support / advice** | 56 | 33 | 10 |
| **C9j Welsh language support** | 52 | 34 | 9 |
| **C9k Advice on needs of specific groups of children** | 61 | 20 | 9 |
| **C9f Inspection / registration support / advice** | 61 | 26 | 5 |
| **C9g Support to network with other providers** | 60 | 29 | 5 |
| **C9d Business support / advice** | 57 | 34 | 4 |
| **C9a Staff recruitment and retention** | 78 | 11 | 2 |
| **C9l Other** | 43 | | 2 |

### 3.4.1  Work Force Development

The Early Years Training Centre is committed to ensuring all early years practitioners within the authority have access to subsidised, high quality training opportunities to support their ongoing professional development. We continue to commission training from a wide range of organisations in order for practitioners to meet their statutory training requirements in addition to ensuring they are kept up to speed with the latest research, best practices and standards so the quality of early years services provided continually improves. Regular evaluation and consultation with practitioners ensures that individuals have opportunities

for learning, which provides them with the skills and confidence to progress with their careers. Further information is available at www.rctcbc.gov.uk/eyfsstrainingcentre

The Early Years Training Centre is a City and Guilds Approved Centre who offer a range of professional qualifications in order to meet the local early years and childcare workforce demands. Our award winning centre offers a range of Qualifications and Credit Framework (QCF) qualifications from Level 1 – Level 5 which helps individuals choose a qualification at an achievable at a level for them. Every learner is offered flexible, high quality training provision with bespoke assessor support to overcome any barriers to learning and ensure qualification success. Further information on the QCF is available at www.cityandguilds.com/qcf.html

## 3.5   Early Years Entitlement

Providers were asked a question regarding Early Years Education and asked to identify if they were registered education providers.  From the responses received it appears that providers have no or little information about the Early Years education entitlement. Whereas we know that there are 17 registered education providers amongst third sector providers in RCT, who between them support an average 400 children per year to access Foundation Phase nursery education. A further 5 settings are progressing through the registration process currently.

## 3.6  Analysis of supply

### 3.6.1 Numbers of Registered Childcare Places in Rhondda-Cynon-Taf, taken from the Family Information Service Data Base.

Rhondda:  -   Full Day Care                    285 places
                   Sessional Care                  232
                   Childminding                    152  from  28 providers
                   Out of School Care           84
                   Open Access play            30

**Total number of registered places in Rhondda - 783**

Cynon: -

| | |
|---|---|
| Full Day Care | 262 places |
| Sessional Care | 110 |
| Childminding | 128 from 24 providers |
| Out of School | 9 |
| Open Access play | 101 |
| Creche | 9 |

**Total number of registered places in Cynon - 619**

Taf: -

| | |
|---|---|
| Full Day Care | 574 |
| Sessional Care | 520 |
| Childminding | 577 from 101 providers |
| Out of School | 233 |
| Open Access Play | 279 |
| Creche | 9 |

**Total number of registered places in Taf -  2203**

**Total number of registered childcare places in RCT - 3,605**
**Decrease since the 2013 Refresh of 434 places.**

**Total number of unregistered Breakfast Clubs - places not known as these are not collated but we do know the number of providers in each area:**

**Rhondda  -  41 providers**
**Cynon     - 24  providers**
**Taf         - 31  providers**

The number of registered childcare provision has decreased since the 2013 Childcare Sufficiency Refresh. There is a loss of 30 registered childminders and three day nurseries, namely the Welsh Medium provision in Abercynon and English medium day

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nurseries in Ferndale and Aberdare.  However, data is showing an increase of 6 childminders in Beddau, one new day nursery in Aberdare and one in Mountain Ash.

Previous discussions with childminders have suggested that there is not enough demand for them to remain operational and they can earn higher salaries working in their local supermarkets.  Day nurseries are experiencing sustainability challenges with the continuing reduction in the demand for full time places.

The table below is a record of the childcare providers in RCT taken from the Family Information Service (FIS) data base.  It identifies the areas where there is childcare provision.  It can be seen that the Provider, Registration and Review forms (P & R forms) which have been returned by the provider differ from the registered CSSIW settings.  There are a number of reasons for this 1.  The setting has de-registered,   therefore, is not on the CSSIW list but the provider has not informed FIS.  2.  The settings do not meet registration requirements as they operate under two hours in one day.  Therefore FIS rely solely on the provider to inform them that the provision is operational.   3.  New provision has opened but the updated CSSIW list has not been received and input on to the system.

It is also noted that the number of provisions on the data base far exceeds the number of provider questionnaires received for the Audit.  This unfortunately leaves gaps in the information related to the number of childcare places available and the number of vacancies each provider is currently evidencing.  Each provider has a choice of providing the information to FIS, it is not a statutory requirement.

Therefore,   vacancies and places available are based on provider responses to this Assessment and CSSIW data.  The number of childcare places in RCT will therefore be greater than those recorded due to the fact that unregistered provision has not been included.  However as stated in previous Assessments unregistered provision does meet the childcare needs of some parents even though they would not be able to claim any tax credits.

Discussions have taken place with the FIS Manager in order for the data to be collected as far as reasonably practical from unregistered and registered providers for the next Assessment, which will portray more accurately the current childcare status

## 3.6.2 Table from FIS data base of Provider information and CSSIW data

| 2013 / 2014 | After School Club P & R Forms | After School Club CSSIW | Breakfast Club P & R Forms | Breakfast Club CSSIW | Childminder P & R Forms | Childminder CSSIW | Day Nursery P & R Forms | Day Nursery CSSIW | Holiday Care P & R Forms | Holiday Care CSSIW | Cylch Meithrin P & R Forms | Cylch Meithrin CSSIW | Playgroup P & R Forms | Playgroup CSSIW | Playgroup F.S. P & R Forms | Playgroup F.S. CSSIW | Open Access Play P & R Forms | Play CSSIW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Aberaman North | | | 2 | | 2 | 3 | 1 | 1 | | | | | | | 1 | | | |
| Aberaman South | | | 2 | | | 3 | | | | | | | | | | | | |
| Abercynon | | | 1 | | | 4 | | | | | | | 2 | 1 | | | | |
| Aberdare East | 1 | | 4 | | | 1 | | 2 | | | 1 | 1 | | | | | | |
| Aberdare West | | | 2 | | 3 | 3 | 2 | 2 | | | | | 1 | | | | | |
| Cwmbach | 1 | | 2 | | | 2 | 1 | 1 | 1 | | | | 1 | | | | | |
| Hirwaun | | | 1 | | 1 | 4 | | | 1 | | 1 | 1 | | | | | 1 | 1 |
| Mountain Ash East | 1 | | 1 | | | | 1 | | 1 | | | | | | | | | |
| Mountain Ash West | 1 | | 3 | | | | | | | | 1 | 1 | 1 | 1 | 1 | | | |
| Penrhiwceiber | 2 | | 5 | | | 2 | 1 | | | | 1 | 1 | 1 | 1 | 1 | | | |
| Penywaun | | 1 | | | | 2 | | 1 | | | | | | | 1 | | | 2 |
| Rhigos | | | 1 | | | | | | | | | | | | | | | 1 |
| Totals | 6 | 1 | 24 | 0 | 6 | 24 | 6 | 7 | 3 | 0 | 4 | 4 | 6 | 3 | 4 | 0 | 1 | 4 |

| | After School Club P & R Forms | After School Club CSSIW | Breakfast Club P & R Forms | Breakfast Club CSSIW | Childminder P & R Forms | Childminder CSSIW | Day Nursery P & R Forms | Day Nursery CSSIW | Holiday Care P & R Forms | Holiday Care CSSIW | Cylch Meithrin P & R Forms | Cylch Meithrin CSSIW | Playgroup P & R Forms | Playgroup CSSIW | Playgroup F.S. P & R Forms | Playgroup F.S. CSSIW | Open Access Play P & R Forms | Play CSSIW |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Beddau | | 1 | 1 | | 2 | 9 | 1 | 1 | 1 | | | 1 | 1 | 1 | | | | |

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| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Brynna | | | 1 | | 1 | 8 | | | | | | | | | | | | 1 |
| Church Village | | 1 | 2 | | 5 | 14 | | | 2 | | | 1 | | 1 | | | | 1 |
| Cilfynydd | | | | | | 1 | | | | | | | | | | | | |
| Gilfach Goch | | | 1 | | | 3 | | 1 | | | | | 1 | 1 | 1 | | | 1 |
| Glyncoch | | | 1 | | 1 | 1 | | | | | | | | | 1 | | | |
| Graig | | | | | | 1 | | | | | | | 1 | 1 | | | | 1 |
| Hawthorn | | | 1 | | | 1 | | | | | | | | | | | | |
| Llanharan | | | 2 | | 4 | 5 | | 2 | 1 | 1 | | | 1 | | | 1 | | 1 |
| Llanharry | 1 | 1 | 1 | | 4 | 6 | | | | | | 1 | | | | | | |
| Llantrisant | 1 | 1 | 2 | | 1 | 4 | 1 | 3 | 1 | | | | | | | | | |
| Llantwit Fardre | | | 1 | | 4 | 10 | | | 2 | | 1 | 2 | | 1 | | | | |
| Pontyclun | | | 1 | | 2 | 10 | 1 | | | | 1 | 1 | | 1 | | | | |
| Pontypridd | 4 | | 3 | | 4 | 10 | 1 | 1 | 5 | | 1 | 1 | 2 | | | | | |
| Rhydyfelin | 4 | | 3 | | | 1 | 1 | 1 | 2 | | 1 | 1 | 1 | 1 | 1 | | | |
| Taffs Well | | | 1 | | | 1 | | | | | | 1 | | | | | | |
| Talbot Green | 1 | | 1 | | 1 | 1 | 1 | 2 | | | | | 1 | 1 | | | | |
| Tonteg | 1 | | 1 | | 1 | 3 | | | | | | | | | | | | |
| Tonyrefail East | 2 | 1 | 2 | | 1 | 2 | 1 | 1 | 1 | | | | 1 | 1 | 1 | | | |
| Tonyrefail West | | | | | 2 | 4 | | | | | 1 | 1 | | | | | | |
| Trallwng | 1 | 1 | 2 | | | 1 | | | | | | | 1 | | | | | |
| Treforest | 1 | | 1 | | | | 2 | 3 | 1 | | | | | | | | | |
| Tyn-y-nant | | | 1 | | | 3 | | | | | | | | | | | | |
| Ynysybwl | | | 2 | | 2 | 2 | 1 | | | | 1 | 1 | | | | | | |
| Totals | 16 | 6 | 31 | 0 | 35 | 101 | 10 | 15 | 16 | 1 | 6 | 11 | 10 | 9 | 4 | 1 | 0 | 5 |

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Cwm Clydach | 1 | | 1 | | | | 1 | 2 | | | | | 1 | | 1 | | | |
| Cymmer | 1 | | 2 | | | | | 1 | 1 | | | | | | 1 | | | |
| Ferndale | 2 | | 3 | | | | | | 1 | | 1 | | 1 | | | | | 1 |
| Llwynypia | 2 | 1 | 3 | | | | 2 | 2 | 2 | | | | 1 | | 1 | 1 | | |
| Maerdy | 1 | | 1 | | 1 | 2 | | | | | | | | 1 | 1 | | | |

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Pentre** | 2 | | 4 | | 2 | 6 | 1 | 1 | 1 | | | | 3 | 1 | | | | |
| **Penygraig** | 2 | | 4 | | 2 | 2 | | | | | 1 | | 4 | | | | | |
| **Porth** | 1 | | 6 | | 2 | 7 | | 1 | 1 | | 1 | 1 | | | | | | |
| **Rhondda** | | 1 | | | | 2 | | | | | | | | | | | | |
| **Tonypandy** | 1 | | 2 | | 1 | 1 | | | | | | | | | | | | |
| **Trealaw** | 1 | | 2 | | 1 | 2 | | | 1 | | | | 1 | | 1 | 1 | | |
| **Treherbert** | 1 | | 2 | | 2 | 2 | | | 1 | | 1 | 1 | 1 | | 1 | | | |
| **Treorchy** | 2 | 1 | 3 | | 1 | 1 | 1 | 1 | 2 | | 2 | 2 | 2 | 1 | | | 1 | |
| **Tylorstown** | | | 2 | | 2 | 2 | 1 | 1 | | | | | 1 | 1 | 2 | 1 | | |
| **Ynyshir** | 2 | | 2 | | | 1 | | | 2 | | 1 | 1 | 1 | | 1 | | | |
| **Ystrad** | 1 | | 4 | | | | 1 | | | | 1 | 1 | 2 | | | | | |
| *Totals* | 20 | 3 | 41 | 0 | 14 | 28 | 7 | 9 | 12 | 0 | 8 | 6 | 18 | 3 | 9 | 4 | 1 | 1 |

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### 3.6.3 Information provided from FIS (provider responses to the questionnaire)

| Ward | Providers | No. of places | Places / Provider | Vacancies |
|---|---|---|---|---|
| Aberaman North | 1 | 32 | 32 | 0 |
| Aberaman South | 2 | 12 | 6 | 4 |
| Abercynon | 4 | 41 | 10 | 6 |
| Aberdare East | 5 | 86 | 17 | 44 |
| Aberdare West/Llwydcoed | 1 | 4 | 4 | 2 |
| Beddau | 7 | 180 | 26 | 35 |
| Brynna | 4 | 18 | 5 | 4 |
| Church Village | 6 | 94 | 16 | 22 |
| Cilfynydd | 0 | 0 | | 0 |
| Cwm Clydach | 0 | 0 | | 0 |
| Cwmbach | 1 | 5 | 5 | 1 |
| Cymmer | 1 | 0 | | 0 |
| Ferndale | 0 | 0 | | 0 |
| Gilfach Goch | 3 | 12 | 4 | 2 |
| Glyncoch | 0 | 0 | | 0 |
| Graig | 1 | 26 | 26 | 10 |
| Hawthorn | 2 | 34 | 17 | 13 |
| Hirwaun | 1 | 6 | 6 | 5 |
| Llanharan | 3 | 97 | 32 | 17 |
| Llanharry | 1 | 4 | 4 | 1 |
| Llantrisant Town | 8 | 182 | 23 | 67 |
| Llantwit Fardre | 7 | 62 | 9 | 25 |
| Llwynypia | 2 | 80 | 40 | 11 |
| Maerdy | 1 | 6 | 6 | 0 |
| Mountain Ash East | 1 | 24 | 24 | 10 |
| Mountain Ash West | 1 | 0 | | 0 |

| Ward | Providers | No. of places | Places / Provider | Vacancies |
|---|---|---|---|---|
| Penrhiwceiber | 1 | 6 | 6 | 1 |
| Pentre | 6 | 99 | 17 | 44 |
| Penygraig | 2 | 6 | 3 | 0 |
| Penywaun | 0 | 0 | | 0 |
| Pontyclun | 5 | 56 | 11 | 5 |
| Pontypridd Town | 2 | 12 | 6 | 0 |
| Porth | 5 | 72 | 14 | 20 |
| Rhigos | 0 | 0 | | 0 |
| Rhondda | 7 | 176 | 25 | 4 |
| Rhydfelin | 5 | 162 | 32 | 83 |
| Taffs Well | 2 | 84 | 42 | 40 |
| Talbot Green | 0 | 0 | | 0 |
| Tonteg | 1 | 5 | 5 | 2 |
| Tonypandy | 1 | 4 | 4 | 0 |
| Tonyrefail East | 1 | 16 | 16 | 0 |
| Tonyrefail West | 2 | 10 | 5 | 5 |
| Trallwng | 0 | 0 | | 0 |
| Trealaw | 1 | 6 | 6 | 0 |
| Treforest | 0 | 0 | | 0 |
| Treherbert | 1 | 0 | | 4 |
| Treorchy | 4 | 27 | 7 | 8 |
| Tylorstown | 3 | 37 | 12 | 4 |
| Tyn-y-Nant | 1 | 4 | 4 | 1 |
| Ynysbwl | 2 | 30 | 15 | 0 |
| Ynyshir | 1 | 5 | 5 | 2 |
| Ystrad | 1 | 24 | 24 | 0 |
| **Totals / Averages** | **117** | **1846** | **16** | **502** |

## 3.7    Number of providers

**From Summary – Provider Responses (breakdown of provision by age ranges)**

| Age | Yes | No | N/A |
|---|---|---|---|
| Birth – 1 | 71 | 18 | 16 |
| 1 – 2 years old | 72 | 18 | 16 |
| 3 – 4 years old | 99 | 3 | 4 |
| 4 – 5 years old | 92 | 8 | 6 |
| 5 – 8 years old | 84 | 9 | 9 |
| Over 8 years old | 75 | 10 | 16 |

## 3.8   Free part time education places for 3- 4 year olds

### 3.8.1      Description of data used

The information below was provided by Early Years Advisory Teacher colleagues in our team.

| Playgroup Name | Number of three year olds | Welsh/English Medium |
|---|---|---|
| Little Folk Playgroup, Church Village | 14 | English |
| Little Stars Playgroup, Llantwit Fardre | 28 | English |
| St. Paul's Church, Pontyclun | 30 | English |
| University of Glamorgan, Treforest | 0 | English |
| Cylch Meithrin Porth, Porth | 11 | Welsh |
| Cylch Meithrin, Ynyshir/Wattstown | 7 | Welsh |
| Cylch Meithrin, Ty newydd | 7 | Welsh |
| Cylch Meithrin Nant Dyrys, Ynyswen | 9 | Welsh |

| | | |
|---|---|---|
| Talbot Green Playgroup | 16 | English |
| Little Inspirations Day Nursery Llantrisant | 16 | English |
| Cylch Meithrin Aberdar, Aberdare | 36 | Welsh |
| Giggles Playgroup, Beddau | 14 | English |
| Genesis Day Nursery, Tonyrefail | 0 | English |
| Meithrinfa Garth Olwg, Pontypridd | 12 | Welsh |
| Cylch Meithrin Thomastown, Thomastown | 7 | Welsh |
| Cylch Meithrin Ynysybwl, Ynysybwl | 13 | Welsh |
| Cylch Meithrin Efail Isaf, Efail Isaf | 8 | Welsh |

### 3.8.2  Registered Education Providers in the Non-Maintained Sector

The table identifies settings in the non-maintained sector that are registered education providers. The number of three year olds, are the children currently receiving funding for the Spring Term 2014.

Parents were asked if they take up their entitlement to 10 hours free Early Years education per week.  They were also asked if their child had a disability or long-term limiting illness.  The responses recorded were as follows:   11 stated they did with one parent having a child with a disability; 27 stated that they did of which 2 stated that they had a child with a disability.  There were 45 responses to this question in total.

### 3.8.3  Location

The areas where the non maintained settings are situated are:

Welsh Medium:  Porth, Ynyshir/Wattstown, Ty Newydd, Ynyswen -  Rhondda .
Welsh Medium:  Aberdare, Ynysybwl  -  Cynon
Welsh Medium:  Pontyupridd, Thomastown, Efail Isaf  -  Taf

English Medium:  Church Village, Treforest,   Llantwit Fardref, Pontyclun, Talbot Green, Llantrisant, Beddau, Tonyrefail  -  Taf

## 3.9  Flying Start

### 3.9.1    Description of data used

The data below is taken from the *Flying Start Term 1 and Term 2 Submission to Welsh Government 2013-14.*

### 3.9.2  Profile of children taking up a place

|  | New Offers made | Sessions attended |
|---|---|---|
| Girls | 223 | 22,492 |
| Boys | 234 | 22,471 |
| children from ethnic minority families Minority | 7 | 695 |
| children from families where Welsh is the first language | 1 | 192 |
| children from families where English or Welsh is not the first language | 2 | 190 |
| children with a disabled parent/carer | 17 | 1749 |
| children with a disability | 10 | 724 |

### 3.9.3  Flying Start Places by Type of Setting

The type of childcare provision supplying Flying Start childcare is as follows:

- 3 Local Authority Providers, all of which are day nurseries

- 4 Private Providers, 1 of which is a day nursery and 3 childminders

- 15 Voluntary Providers, which are a mixture of day nurseries and playgroups, including 4 Welsh Medium settings.

### 3.10  Location of Flying Start places

|  | Childcare Places |
| --- | --- |
| Aberaman | 23 |
| Aberllechau | 16 |
| Cwm Clydach | 20 |
| Cymmer/Rhiwgarn | 32 |
| Gilfach Goch | 40 |
| Glenboi | 12 |
| Glyncoch | 36 |
| Hirwaun | 4 |
| Maerdy | 32 |
| Penrhys | 12 |
| Penywaun | 40 |
| Perthcelyn | 12 |
| Pontrhondda | 24 |
| Rhydyfelin | 20 Welsh<br>20 Bilingual<br>12 English |
| Tonyrefail | 24 |
| Trealaw | 24 |
| Treherbert | 12 English<br>16 Welsh |
| Tylorstown | 40 |
| Ynysboeth | 28 |

### 3.10.1 Where children take up their places

The majority of children who take up their Flying Start Childcare entitlement, do so at the setting closest to them.  16 of the children who took up their childcare entitlement did so at an alternative setting, some of the reasons being:

- Requested Welsh Medium Setting
- Parental preference
- They were due to move into the area.
- There was no childcare in the Flying Start area in which they lived
- Grandparents who cared for the child while parents lived in that area.

There is limited request for Welsh Medium provision.
Parents were asked if their child had a disability or life limiting illness and also if their child accessed the free Flying Start childcare.  Two parents replied yes to both questions.

### 3.10.2 The Table below identifies the Flying Start areas and the number of places for FS Childcare.

#### Period 2014 - 2015

**Flying Start Settings**

| Rhondda | Commissioned |
|---|---|
| Aberllechau Flying Start | 12 |
| Cylch Meithrin Ynyshir & Wattstown | 8 |
| Cylch Meithrin Nant Dyrys | 12 |
| Genesis Community Day Nursery Tylorstown | 16 |
| Growing Together Maerdy | 32 |
| Growing Together Penrhys | 12 |
| Growing Together Tylorstown | 24 |
| Penpych | 12 |
| Sunshine Corner Day Nursery | 20 |
| Trealaw Flying Start | 32 |

| | |
|---|---|
| Ynyscynon Early Years Centre | 24 |
| **Cynon** | |
| Genesis Community Day Nursery Aberaman | 18 |
| Growing Together Bryncynon | 28 |
| Growing Together Glenboi | 20 |
| Growing Together Perthcelyn | 12 |
| Penywaun Flying Start | 32 |
| Penrhiwceiber | 20 |
| Hirwaun | *covered by childminders* |
| Ynysboeth | 28 |
| **Taff** | |
| Cylch Meithrin Rhydyfelin | 40 |
| Cylch Meithrin Ynysybwl | 12 |
| Genesis Community Day Nursery Tonyrefail | 16 |
| Glyncoch Playzone | 24 |
| High Street | 24 |
| Little Inspirations | 12 |
| Messy Monsters | 32 |
| Rhiwgarn Flying Start | 32 |
| Giggles Playgroup Ty Nant | 12 |
| Cylch Meithrin Llanharry | 16 |
| Cylch Meithrin Pentre Eglwys | 20 |
| Genesis Day Nursery Pontypridd | 20 |

Rhondda  -  204
Cynon   -  158
Taf   -  260

**Total of 622 Flying Start childcare places**.

## 4       Understanding the needs of parents/carers

## 4.1   Your Children

The children of the parents who returned a survey have an age distribution as follows:

*Birth – 36 months:*        **67**
*3 – 4 years old:*  **77**
*5 – 7 years old:*  **81**
*8 – 10 years old:*         **41**
*11 – 14 years old:*        **22**
*14 – 18 years old:*        **23**
*Total:*                    **311**

**How many children do you have in the following age ranges?**
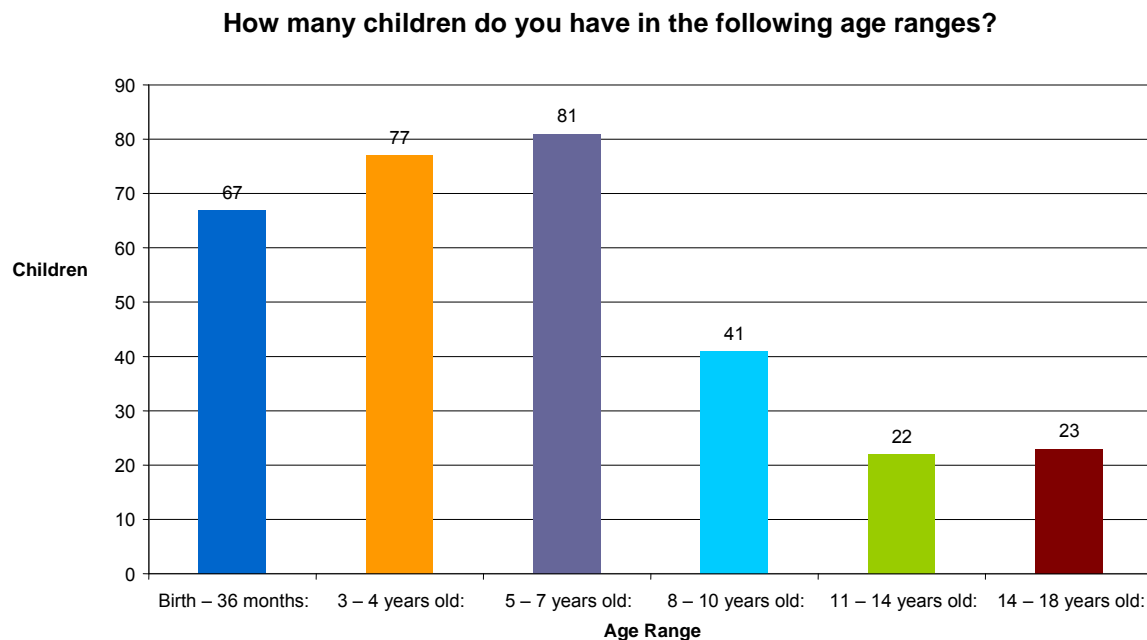


The distribution of the children peaks at '*5 and 7 years old'* before sharply falling. This figure almost halves for the age range above this (*8-10 yrs old*) and then almost halves again for then next age range, *11-14 years old*.

Of the parents who completed the question, **10.7%** (16) said they have a child with a disability or life limiting illness. **11** of these had *'Learning difficulties'*, **6** *'Speech Impaired'*, **4** *'Hearing Impaired'*, and **3** *'Visually Impaired'* and **3** *'Mobility Impaired'*. Further detail has been given within the text responses (1c – Text Responses - Parent) which include ADHD and deafness amongst others.
When asked if they use formal childcare for any of their children **49** replied *'No'*, **34** *'Yes, for some of my children'* and **66** *'Yes, for all my children'*.

## 4.2    Summary

### 4.2.1    Parents

There were a total of **2056** questionnaires sent out to parents within RCT. The bulk of these were distributed to schools; 500 in each of the districts, Rhondda, Cynon and Taf. Others were sent to Flying Start settings, the Disabled Children's Team and Clwbiau Plant Cymru. A total of **152** completed questionnaires were returned; approximately 7% of those sent out.

The children of the parents who returned a questionnaire are mostly aged 7 years old or below. There are almost three times as many children aged from birth to 7 than from 8 to 18 years old. The ages of the children of parents matches with the number of providers for each age group. The number of children and the number of providers both drop above the age of 8 years old. While both peak between 3 and 7 years old.

The three main reasons stated for not using childcare are '*My partner/family/friend look after my children*' (**27.3%**), '*Myself or my partner are a stay at home parent and I have no need for childcare*' (**22.7%**) and '*Childcare is too expensive*' (**18.2%**).

From this we can see that parents are likely to look after their children themselves, ask family members or friends to look after. This may or may not be linked with the third most common reason of childcare being too expensive.

In contrast reasons for using childcare mainly include '*I go to work*' and '*Social or learning benefits for my child*'.

Over **70%** of parents agree that childcare is of a high quality, caters for their needs and that they are satisfied with provision during term time. Over **70%** also agree that childcare is too expensive.

Although **75%** of parents are satisfied with childcare during term time, this falls to **54%** of parents for childcare during school holidays. Further responses also suggest that school holiday provision is not as established as childcare during term-time.

Due to the lack of responses to the sections on the entitlement to Early Years education and Flying Start childcare suggested that parents have limited knowledge about either of these. This is backed-up by the answers and text responses given.

Comparison of data from term-time and school holidays show that childcare is used for more hours in an average week during the school holidays than during term-time. Further to this, childcare during term-time is more varied where parents utilise breakfast

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clubs, after school clubs, etc. Hence one possible conclusion is that during term-time, children are in different types of childcare throughout the week for shorter periods of time.

### 4.2.2    Profile of respondents

The children of the parents who returned a survey have an age distribution as follows:

| | |
|---|---|
| *Birth – 36 months:* | **67** |
| *3 – 4 years old:* | **77** |
| *5 – 7 years old:* | **81** |
| *8 – 10 years old:* | **41** |
| *11 – 14 years old:* | **22** |
| *14 – 18 years old:* | **23** |
| *Total:* | **311** |

Half (**45**) of the parents who answered and who work usually *'Work office hours 9-5'*. There were **32** parents who chose the *'Other'* option for the time of day they usually work. Upon analysis of the text responses given, parents either work shifts, shorter or different hours than 9-5 or work school hours.

The majority of parents - 140 (95.2%) stated they were *'English/Welsh/Scottish/Northern Irish/British'*. There was **1** parent in each of these following categories: *'Irish', 'White and Black African', 'White and Asian', 'Pakistani', 'Bangladeshi'* and **2** in *'Any other White background'*.

The religious beliefs of parents were split into two main categories; *'No religion or belief'* (**59.5%**) and *'Christian (all denominations)'* (**37.8%**). **1** parent was *'Jewish'* and **2** were *'Muslim'*.

**95.2%** of parents' main language were *'English'* while only **3.4%** were *'Welsh'*. Other main languages stated include *'Portuguese'* and *'Hebrew'*.

**50**

While only **5** parents chose Welsh as their main language more than this use or can use Welsh to some extent. The number of parents and their ability of Welsh are broken down as follows:

| | | |
|---|---|---|
| *Understand spoken Welsh* | **36** | 24.8% |
| *Speak Welsh* | **25** | 17.2% |
| *Read Welsh* | **32** | 22.1% |
| *Write Welsh* | **22** | 15.2% |
| *None of these* | **102** | 70.3% |

Parents were asked to describe their households; **110** chose the option, *'I share responsibility for my children with someone I live with'* (73.3%), **31** chose *'I have sole responsibility for my children'* (20.7%) and **8** chose *'I share responsibility for my children with someone I do not live with'* (5.3%). None of the parents chose the option, *'I am a parent to be'*.

A total of **25** parents stated that either they or their partner have a long term illness or health problem. **14** said they or their partner has a disability.

**51**

### 4.2.3 Current use of childcare

**Term-time**

| | English | | | Welsh | | | Bilingual | | | | Total | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Children | Hours | Hours / Child | Children | Hours | Hours / Child | Children | Hours | Hours / Child | Overall % | Children | Hours | Hours / Child |
| **Childminder** | 28 | 214 | 7.64 | 0 | 0 | | 2 | 20 | 10.00 | 8.7% | 30 | 234 | 7.80 |
| **Day Nursery** | 53 | 448 | 8.45 | 2 | 46 | 23 | 3 | 43 | 14.33 | 16.8% | 58 | 537 | 9.26 |
| **Breakfast Club** | 12 | 34 | 2.83 | 3 | 19.5 | 6.5 | 1 | 4.5 | 4.50 | 4.6% | 16 | 58 | 3.63 |
| **Free Breakfast Club** | 53 | 168.9 | 3.19 | 7 | 24.3 | 3.47 | 4 | 19 | 4.75 | 18.5% | 64 | 212 | 3.32 |
| **Wrap Around** | 2 | 4.5 | 2.25 | 1 | 32.3 | 32.30 | 2 | 2 | 1.00 | 1.4% | 5 | 39 | 7.76 |
| **After School Club** | 34 | 160.5 | 4.72 | 6 | 15.5 | 2.58 | 1 | 10 | 10.00 | 11.8% | 41 | 186 | 4.54 |
| **Nanny/Au pair** | 1 | 0 | 0.00 | 0 | 0 | | 0 | 0 | | 0.3% | 1 | 0 | 0.00 |
| **Playgroup** | 12 | 109.25 | 9.10 | 1 | 2 | 2.00 | 3 | 21 | 7.00 | 4.6% | 16 | 132 | 8.27 |
| **Clylch Meithrin** | 3 | 23 | 7.67 | 3 | 32.5 | 10.83 | 2 | 15.5 | 7.75 | 2.3% | 8 | 71 | 8.88 |
| **Family or friends** | 96 | 810 | 8.44 | 2 | 28 | 14 | 2 | 18 | 9.00 | 28.9% | 100 | 856 | 8.56 |
| **Other** | 7 | 55 | 7.86 | 0 | 0 | | 0 | 0 | | 2.0% | 7 | 55 | 7.86 |
| **Totals** | 301 | 2027.15 | 6.73 | 25 | 200.10 | 8.00 | 20 | 153.00 | 7.65 | | 346 | 2380 | 6.88 |
| **Percentage** | 87.0% | | | 7.2% | | | 5.8% | | | | | | |

| **School Holidays** | English | | | Welsh | | | Bilingual | | | | Total | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Children | Hours | Hours / Child | Children | Hours | Hours / Child | Children | Hours | Hours / Child | Overall % | Children | Hours | Hours / Child |
| **Childminder** | 13 | 203.5 | 15.65 | 0 | 0 | | 2 | 30 | 15 | 7.0% | 15 | 234 | 15.57 |
| **Day Nursery** | 21 | 486 | 23.14 | 2 | 46 | 23 | 1 | 4 | 4 | 11.2% | 24 | 536 | 22.33 |
| **Holiday childcare club** | 23 | 465.5 | 20.24 | 0 | 0 | | 0 | 0 | | 10.7% | 23 | 466 | 20.24 |
| **Playscheme** | 23 | 385.5 | 16.76 | 0 | 0 | | 5 | 60.5 | 12.1 | 13.0% | 28 | 446 | 15.93 |
| **Nanny/Aupair** | 1 | 0 | 0.00 | 0 | 0 | | 0 | 0 | | 0.5% | 1 | 0 | 0.00 |
| **Family or friends** | 91 | 1461.5 | 16.06 | 18 | 16 | 0.89 | 6 | 173 | 28.83 | 53.5% | 115 | 1651 | 14.35 |
| **Other** | 8 | 38.5 | 4.81 | 0 | 0 | | 1 | 7.5 | 7.5 | 4.2% | 9 | 46 | 5.11 |
| **Totals** | 180 | 3040.50 | 16.89 | 20 | 62.00 | 3.10 | 15 | 275.00 | 18.33 | | 215 | 3378 | 15.71 |

**52**

| | Percentage | 83.7% | | 9.3% | | 7.0% | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|

### 4.2.4  Types of childcare used

The main type of childcare used is '*Family or friends*' (**28.9%**) with '*Free Breakfast Club*' (**18.5%**) and '*Day Nursery*' (**16.8%**). Only **1** child had a 'Nanny/Au pair'.
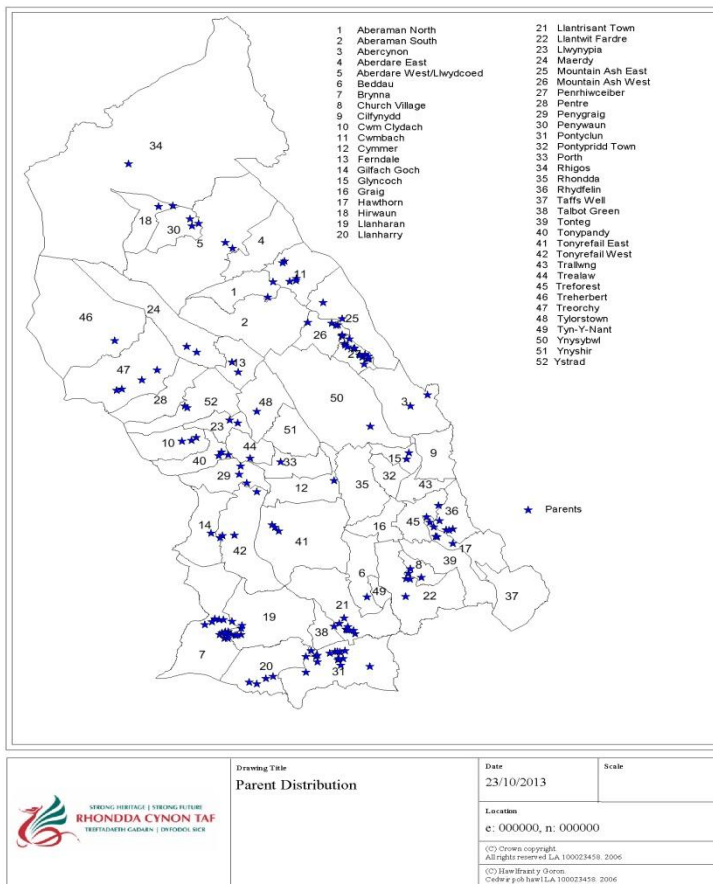
### 4.2.5  Hours per week of childcare used

During term-time children of the respondents are in;
* **English** medium childcare for a total of **2027** hours per week;
* **Welsh** medium childcare for a total of **200** hours per week;
* **Bilingual** medium childcare for a total of **153** hours per week;
* A total of **2380** hours per week; an average of almost **7** hours at each type of childcare per week per child.

### 4.2.6  Location of childcare used

**87%** of children use English medium childcare (of the providers who returned a questionnaire 33.3% are English medium while 50.4% are predominantly English with some use of Welsh.**7.2%** Welsh, **5.8%** Bilingual.

**53**

## 4.2.7 Parent Distribution Map



| 1 | Aberaman North | 21 | Llantrisant Town |
|---|---|---|---|
| 2 | Aberaman South | 22 | Llantwit Fardre |
| 3 | Abercynon | 23 | Llwynypia |
| 4 | Aberdare East | 24 | Maerdy |
| 5 | Aberdare West/Llwydcoed | 25 | Mountain Ash East |
| 6 | Beddau | 26 | Mountain Ash West |
| 7 | Brynna | 27 | Penrhiwceiber |
| 8 | Church Village | 28 | Pentre |
| 9 | Cilfynydd | 29 | Penygraig |
| 10 | Cwm Clydach | 30 | Penywaun |
| 11 | Cwmbach | 31 | Pontyclun |
| 12 | Cymmer | 32 | Pontypridd Town |
| 13 | Ferndale | 33 | Porth |
| 14 | Gilfach Goch | 34 | Rhigos |
| 15 | Glyncoch | 35 | Rhondda |
| 16 | Graig | 36 | Rhydfelin |
| 17 | Hawthorn | 37 | Taffs Well |
| 18 | Hirwaun | 38 | Talbot Green |
| 19 | Llanharan | 39 | Tonteg |
| 20 | Llanharry | 40 | Tonypandy |
| | | 41 | Tonyrefail East |
| | | 42 | Tonyrefail West |
| | | 43 | Trallwng |
| | | 44 | Trealaw |
| | | 45 | Treforest |
| | | 46 | Treherbert |
| | | 47 | Treorchy |
| | | 48 | Tylorstown |
| | | 49 | Tyn-Y-Nant |
| | | 50 | Ynysybwl |
| | | 51 | Ynyshir |
| | | 52 | Ystrad |

★ Parents

| Drawing Title | Date | Scale |
|---|---|---|
| Parent Distribution | 23/10/2013 | |

**Location**

e: 000000, n: 000000

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

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## 4.3    Meeting the needs of parents / carers

### 4.3.1  Do childcare arrangements meet need?

During term-time **83** (72.8% of 114 valid responses) parents said that childcare arrangements fully meet their needs. This reduces to **51** (50% of 102 valid responses) parents for childcare arrangements during school holidays.

Only **3** parents said that term-time childcare arrangements did not meet their needs at all. This rises to **14** parents for school holiday arrangements.

Parents were asked if childcare had been a barrier to accessing employment or training?  The responses identified that (**49.1%**) disagreed that childcare was a barrier to accessing employment or training. There were **21.6%** who agreed it was a barrier. Discussions have taken place with Job Centre Plus Lone Parent advisers and they stated that due to zero contract hours finding childcare was challenging.

**Uptake of, and barriers to accessing financial support (including childcare element of working tax credit)**

Only **21** parents stated they claim the childcare element of the Working Tax Credit/Universal credit. **109** said they do not claim it and **10** said they did not know if they claim it or not.

The most common reason given for not claiming the childcare element was '*I know that I am not eligible'* with **68** (63%) parents giving this reason. The joint second most common reasons given were '*I am unsure whether I am eligible'* **18** (16.7%) and '*I do not pay for the childcare that I use'* **18** (16.7%).

Providers of childcare were asked if any parents were in receipt of certain benefits. Results were as follows: **60.7%** Childcare Vouchers, **56.3%** Child Tax Credit, **55.4%** Working Tax Credit, **33%** Working Tax Credit Childcare Element.

**55**

### 4.3.2  Views on the childcare market

The following shows what percentage of parents agree or disagree with each of the statements. Where percentages do not total 100% the gap indicates those parents who either did not know or felt it was not applicable.

| | Agree % | Disagree % |
|---|---|---|
| I am satisfied with my childcare in term time | 75.4 | 4.9 |
| Childcare caters for my children's needs | 73 | 6.1 |
| The quality of childcare is high | 72.9 | 3.4 |
| Childcare is too expensive | 70.3 | 16.1 |
| Childcare is well located | 58.1 | 12.8 |
| I am satisfied with my childcare in school holidays | 54.2 | 15.8 |
| I know where to find out information about childcare | 44.9 | 30.5 |
| I would prefer to use family/friends for childcare | 41 | 37.6 |
| There is a good choice of childcare in RCT | 32.5 | 23.3 |
| I know where to find out information on financial assistance for childcare | 30.5 | 42.4 |
| I would like my child to attend more registered childcare | 25.2 | 29.6 |
| Childcare is a barrier to me accessing employment or training | 21.6 | 49.1 |
| I have a problem with childcare arrangements that breakdown | 18.1 | 40.5 |
| There is enough Welsh language childcare | 14.4 | 21.2 |

As can be seen above, over **70%** of parents agree that childcare is of a high quality, caters for their needs and that they are satisfied with provision during term time. Over **70%** also agree that childcare is too expensive.

Although **75%** of parents are satisfied with childcare during term time, this falls to **54%** of parents for childcare during school holidays. The percentage of parents disagreeing rises by **10.9** percentage points.

Parents views on childcare identified that 14% felt that there was enough Welsh medium childcare, 21% disagreed and 47% stated that they didn't know a further 18% evidenced that the question was not applicable to them.

The highest percentage of parents (**49.1%**) disagreed that childcare is a barrier to accessing employment or training. There were **21.6%** who agreed it was a barrier.

### 4.3.3  Improvements

There were 5 out of the 14 text responses mentioned the lowering of costs to help improve childcare arrangements to meet the needs of parents

The top two improvements suggested by parents for childcare during term-time are *Available before school 7.30-9.00* (**46.2%**) and *After school 3.30-6.00* (**34.6%**).  Further research in to this has identified that parents want cheaper costs.  Lower costs – some schools provide afterschool and breakfast clubs free.  Parent would like to see Clwb Haf open for every day of every school holiday and after school club to be open Fridays

## 4.4  Analysis of focus groups with parents / carers

### 4.4.1 Reasons for using (and not using) childcare

#### Fathers, Work and Childcare

The following section has taken the fathers view point in relation to childcare. The Early Years and Family Support Services Department  Flying Start Dad Matters Parent Worker stated that from the point of view of the men can find it difficult to strike a balance between work and home life.

Regarding individuals in employment; although maternity/paternity can now be shared between parents, stereotypically it will still be the mother who acts as primary care giver to a child. This often leaves fathers chasing time to see their children outside of work hours and in between their sleep routines. Insecurities surrounding strong mother-child bonds, lack of contact with their child and resentment towards their employer can often arise from this. On a positive note some parents find employment a welcome respite from home life, gaining social distraction before returning to their role as a parent feeling recharged. However if both parents are unemployed this can alleviate some of the pressures mentioned above.

**57**

If both parents return to work then often either childcare or appropriate family support needs to be sourced. Due to the obvious financial constraints of accessing professional childcare, more and more parents are opting to utilise family support or a blend of both in an effort to cut costs. Therefore childcare is still widely accessed by those in employment but whereas with family a relationship and mutual trust already exists, parental engagement with a nursery or childminder can prove problematic for some.

The flexibility and understanding of an employer is vital for parents trying to forge relationships with their childcare provider and who need to be available for their child should arrangements change last minute. Unfortunately, evidence has indicated that the employers of mothers are far more likely to be sympathetic to flexible working around childcare than that of fathers. This can leave a lot of the responsibility for accessing childcare and emergency arrangements with the mother. Such circumstance can lead to tension in their partnership, leave dad with little or no relationship with the childcare provider and throw up further barriers between father and child contact/relationships.

It is worth noting the difference between flexibility and time off in this situation. Often fathers are offered unpaid or annual leave to deal with these occurrences which can add to already existing financial and emotional stress. Flexibility on the other hand offers the ability to make time up elsewhere or to possibly work from home. There are employers who already offer such support, in the form of 'flexi-time' etc, however these can be few and far between.

## 5    Consultation With Employers

### 5.1    Employers

A total of **100** questionnaires were sent to a range of employers around RCT. Employers included Flying Start settings, Play providers, out of schools clubs and various large chain stores. A total of **12** completed questionnaires were returned; 12% of those sent out.

The low number of respondents may not give an accurate representation of the full population of employers within RCT. Hence caution must be taken when reading the results.

Employers' views on how childcare can be improved are mainly focussed on more affordable childcare and childcare that is available at different times. This matches the views expressed in the responses to the parent questionnaire.

**58**

Comments about childcare within RCT were given at the end of the employer questionnaire. In general the comments portray a need for further information and financial assistance for both parents and providers of childcare.

## 5.2  Introduction

Consultation with employers is an important factor in this Assessment.  In order for the Authority to understand the demand for childcare information regarding possible barriers to employees taking up employment, employees not attending work due to childcare issues are required.  However for the past 6 years it has been difficult to engage with employers.  Raising employers awareness regarding childcare provision, demand and employees childcare needs will be a targeted action for the year ahead.

## 5.3 Methodology

Questionnaires were sent to 100 identified employers throughout Rhondda Cynon Taf.   There was a low response rate 12 employers replied.  Follow on telephone calls were made by the Family Information Service to engage with employers but to no avail.

## 5.4 Employers characteristics

The largest employer to return a survey had a total of **285** employees.  The remaining 11 employers had an average of **6** employees between them. For this reason the analysis has been split to avoid any possible distortion of figures.

**99%** of employees were female
**58%** of employees were parents
Most employers offer *'Part-time'* and *'Term-time/school hours'* to their employees (**10/12** and **9/12** respectively). **1** employer offered *'Voluntary reduced working time'* and **1** offered a *'Career break'*.

## 5.5 Childcare benefits offered to staff

This section asked about the childcare benefits offered by the employer and the take-up of these by staff.

Half of the employers (**6**) stated they offer an *'On-site nursery'*. This was the most common benefit to be offered. Of these, **3** employers said there was a *'High'* level of take-up for the on-site nursery.

The second most common benefit was *'Childcare vouchers'* which were offered by **4** of the 12 employers, Childcare vouchers used to be offered by **1** of the respondents and **1** employer is *'Thinking about providing'*. The take-up of these vouchers was reported to be *'Low'* by **4** employers.

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Similarly, there were **4** employers that offered *'Information about working tax credits'*. The level of take-up had a mixed response with **2** employers reporting *'Low'*, **1** *'Medium'* and **3** said *'High'*.

There were **0** employers that stated they offer *'Financial assistance towards childcare'*.

Text responses were given for factors that may affect the take-up of benefits. These include; cost, not enough funding, parents not entitled to the benefits and family members used for childcare.

Further comments about childcare within RCT were given. In general the comments portray a need for further information and financial assistance for both parents and providers of childcare.

## 5.6    Recruitment & Retention

**4** of the 12 employers experience slight problems with employees taking up employment or continuing to work with their organisation. The remaining employers either thought they had not experienced any problems (**6**) or felt it was not applicable to themselves (**2**).

*'To what extent has childcare been a factor in preventing an employee taking-up employment with you or continuing to work in your organisation?* **6** employers found this statement to be *Slightly* true and **1**, a *lot*.

## 5.7 Improvements

Employers were asked for their opinion on what improvements to childcare they thought would help with recruitment and retention of staff. The majority of employers (**8**) chose '*More affordable'* to be the main improvement needed. The second top improvement was *'Available at different times'* said by **5** of the 12 employers. This matches the responses from the parent survey concerning improvements.

## 6    Consultation with children & young people

### 6.1    Introduction

Clybiau Plant Cymru Development Officers carried out the consultation with Children and Young People in four different after school provisions.

## 6.2    Methodology

Consultation was carried out at four different settings.  The officers adapted the process according to the age and ability of the children attending.  Some of the children did not answer all of the questions and some were a little too young to answer.  The consultation process gave children the option of placing stickers on a sheet or to write.  It was found to be an enjoyable exercise and the children participated freely.   Below are the findings from the consultation.

## 6.3  Frequency of attending this and other provision

|  | YES | NO | UNSURE |
|---|---|---|---|
|  | 33 |  |  |
| Do you go to After School Club? | 73 |  |  |
| Do you go to Holiday Club? | 50 |  |  |
| Do you attend club 1 day a week? | 5 |  |  |
| Do you attend club 2 days a week? | 3 |  |  |
| Do you attend club 3 days a week? | 36 |  |  |
| Do you attend club 4 days a week? | 4 |  |  |
| Do you attend club 5 days a week? | 23 |  | 2 |
| Do you attend because your parent works? | 50 |  | QUESTION |
| Do you attend to be with friends? | 11 |  | Do you go to breakfast club? |
| Do you attend because your parent is at college? | 1 |  |  |
| Do you attend for any other reason? | 3 |  |  |
| Do you enjoy the snacks you have in club and are they healthy? | 64 | 1 |  |
| Would you play outside if you were not in club | 20 | 24 | 6 |
| Would you be at home if not in club | 11 |  | 20 |
| Would you be at a family member's house  or friend if not in club | 17 |  | 15 |
| Do you play outside at club | 37 | 11 |  |
| Do you choose what you want to do in club | 64 |  |  |

| | | | |
|---|---|---|---|
| Do you attend club 1 day a week? | 5 | | |
| Do you attend club 2 days a week? | 3 | | |
| Do you attend club 3 days a week? | 36 | | |
| Do you attend club 4 days a week? | 4 | | |
| Do you attend club 5 days a week? | 23 | | 2 |

## 6.4    Reasons for attending provision

| | | | |
|---|---|---|---|
| Do you attend because your parent works? | 50 | | |
| Do you attend to be with friends? | 11 | | |
| Do you attend because your parent is at college? | 1 | | |
| Do you attend for any other reason? | 3 | | |

## 6.5    Conclusions

The majority of providers consult with children via observations and use the observations to influence the planning for the setting and also for  the individual children in order to both meet the child's needs and to provide a stimulating environment for the children.

# 7   Consultation with other agencies

## 7.1    Armed Forces

There are no Armed Forces bases in RCT.  The nearest identified Barracks is in Maindy, Cardiff. If there were any families living in RCT that have a partner in the Armed Forces and they have completed a questionnaire, their childcare needs have been included in the Parent consultation results.

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### 7.2    Jobcentre Plus barriers to take-up of employment

### Analysis of barriers to take-up of employment

### Childcare as a barrier

Jobcentre Plus Lone Parent  Advisors discuss the barriers to employment with their clients and there are a range of misconceptions as well as genuine reasons given:

- No childcare in my area
- Flying Start is not available to everybody (restricted to certain postcodes/ deprived areas)
- Childcare during school periods is not available nurseries and crèches will deal with pre-school age, 3yrs plus not accepted.
- The reliance on childminders who may ask for  retainers to secure places.

Further discussion led to Advisors querying whether or not anything could be done to utilise vacant (during school holidays) school premises. They had identified that there are some play schemes during holiday period but most only last 2 hrs.
RCT continues to promote the development of play/care schemes which reduces the cost of holiday care considerably.

They also stated that childcare did not always start early enough to encourage parents to consider working in, e.g. Cardiff. Crèches are available for younger children, but limited cover for the older children before school.  Further detail on areas and the ages of children is needed to address this query.

Child care providers in some cases charge parents a full session when occasionally parents only require childcare for an hour or two.  Advisors stated that they found inconsistencies in the delivery, eligibility and availability of Breakfast clubs and After School provision but this is reflective of a very mixed range of provision – some of which was not intended as childcare provision.

They reported that the majority of the Lone Parent customers tend to work in the care or retail sector, which could cause childcare issues if required to work shifts/etc. They continued to say that the loss of the Genesis project has resulted in less provision within the borough for help with Childcare costs/ loss of flexible programme.

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**7.3**    Meetings with Lone Parent Advisors from Job Centre Plus have indicated that their clients are experiencing difficulty finding childcare because they are being offered zero hour contracts.  This means that they can be called to work at any time on short notice.  The hours of work will not be set or regular, and in some cases after 6.00pm.

**7.4**    **Gypsy and Travelling Families.**

The RCT Liaison Officer regularly consults with the Gypsy and Travelling families.  Discussions with people on the site identified that there remains no unmet childcare needs with the families.  They are fully aware of the childcare provision that is available in the area.

The Draft Gypsy and Travellers Study (2007) indicate that much of the need for additional accommodation is located in the Southern Strategy Area.  In order to meet this need Policy SSA 27 of the plan allocates land at Beddau Caravan Park for the development of an 8 – pitch Gypsy and Travellers site.  The Council considers that the Beddau Caravan Park site would meet the needs identified in the Draft Gypsies and Travellers Study.  However, the Council intends to keep the requirement for the provision of Gypsies and Travellers sites in Rhondda Cynon Taf under review.  An assessment of the needs of this group will be looked at in more detail as part of review of the Housing Market Assessment.  This criteria-based policy will allow for the provision of needs, which cannot reasonably be accommodated at the Beddau Caravan Park site.

**64**

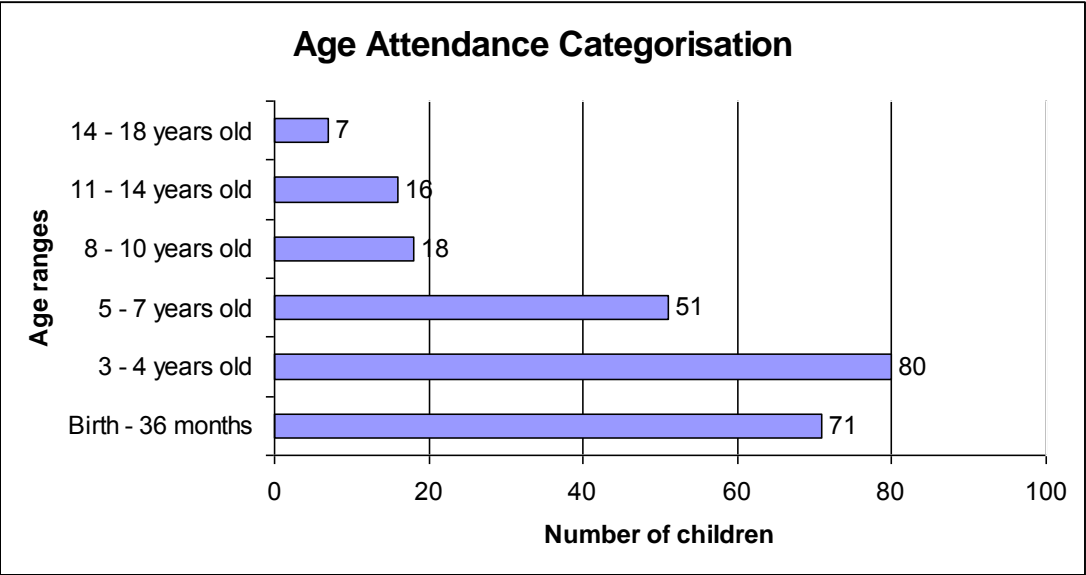## 7.5    Consultation with parents/carers at the Teddy Bears Picnic 2013

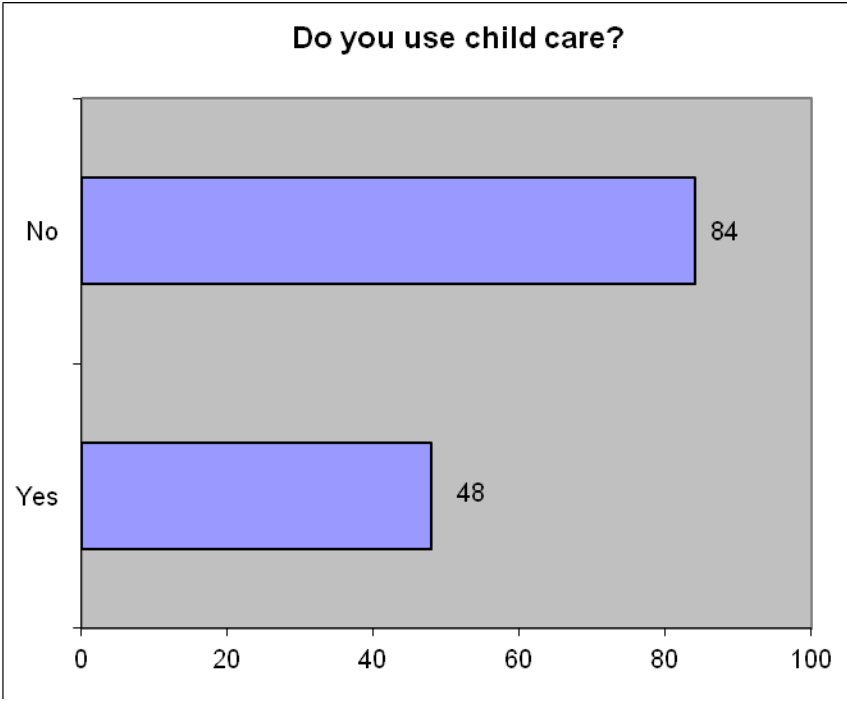142 people responded to the survey

### Section A - Childcare
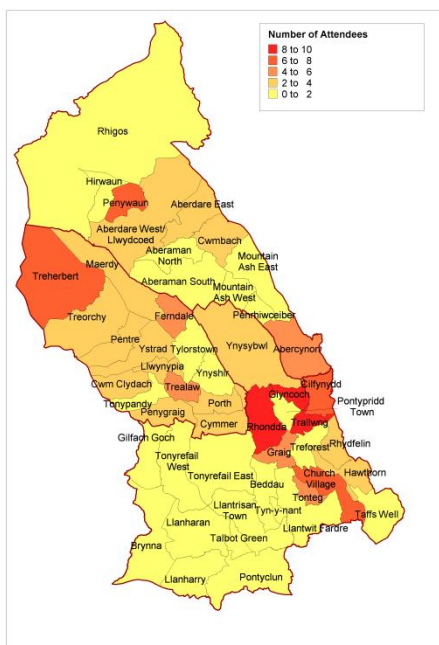


- The map shows the areas in RCT from which responses were received.

# Age Attendance Categorisation

**Age Attendance Categorisation**



- The majority of people responding to the survey at the Teddy Bears Picnic Event had children aged 3 – 4 years.
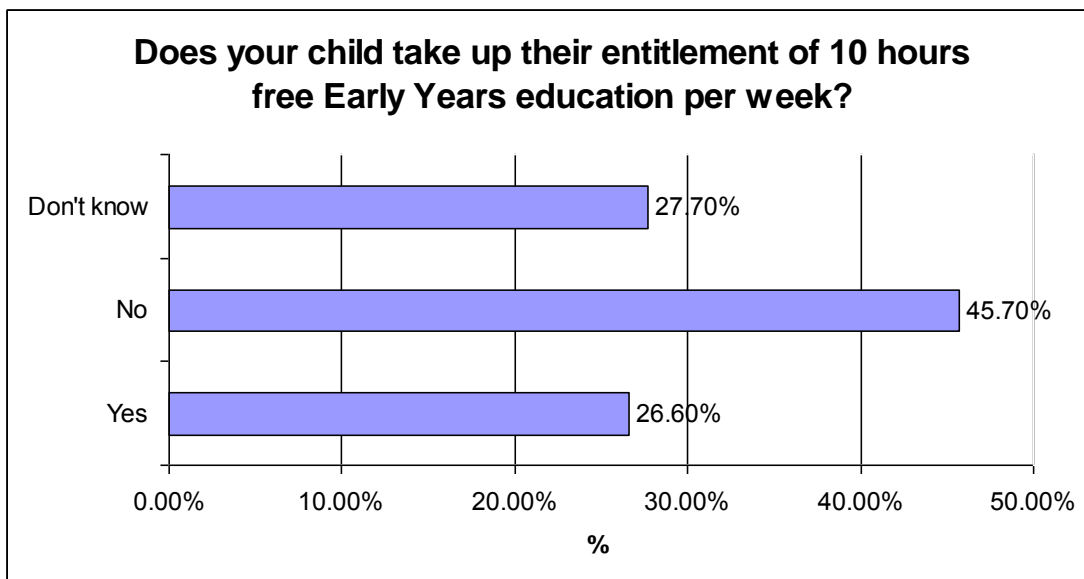
**Childcare Usage**

**Do you use child care?**

| | |
|---|---|
| No | 84 |
| Yes | 48 |

(Bar chart with x-axis from 0 to 100 in increments of 20)

- 48 people (36.4%) surveyed said they do use formal childcare such as playgroup, day nursery, Cylch Meithrin, wrap around, child minder, breakfast club, after school club, holiday club, holiday play schemes, nanny or au pair)

**67**

# Reasons for Childcare usage



**What are your main reasons for using childcare?**
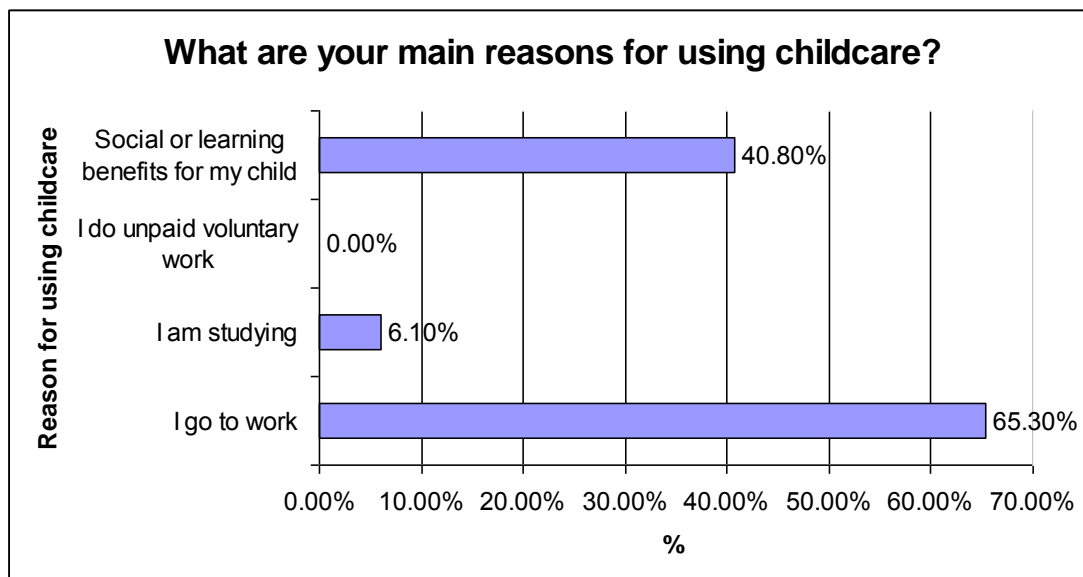
- The majority of respondents said that they use childcare because they go to work 65.3%, 40.8% said that the main reason they use childcare was so their child could benefit from the social and learning opportunities.

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**Does your child take up their entitlement of 10 hours free Early Years education per week?**



- 26.60% of respondents reported that their child takes up their entitlement of 10 hours free Early Years education per week.
- 27.70% admitted they didn't know or were unaware of what the 10 hours of free early years education was

| Do you live in a Flying Start area? | |
|---|---|
| 48 (37.5%) | Yes |
| 34 (26.6%) | No |
| 46 (35.9%) | Don't know |

- 37.5% of respondents said they lived in a flying start area
- 35.9% of respondents didn't know whether or not they lived in a Flying Start area

**69**

| If yes, does your child access free childcare through Flying Start? | |
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| 22 (28.6%) | Yes |
| 33 (42.9%) | No |
| 22 (28.6%) | Don't know |

- Of those who said they lived in a Flying Start area, 42.9% of respondents said that their child did not access free childcare through Flying Start
- 28.6% of respondents said that they did access the free childcare through Flying Start
- 22.3% of respondents said that they would like to take part in the full childcare questionnaire that was on offer by the Family Information Service Team
- 51.2% said they'd like to receive the questionnaire via the post and 48.8% said they'd like to receive the questionnaire online

## Conclusion

In order to obtain as much information as possible for the CSA it was decided that the parent questionnaire be condensed in order for the Early Years Team to be able to target as many parents as possible on this successful annual event. The responses identified that over 65% of the parents used childcare in order for them to go to work. 51% stated that they would like to receive the questionnaire via the post or on line and this needs to be considered in preparation for the next full CSA. However, face to face interviews are more productive and this also needs to be taken forward.

**70**

# Childcare Sufficiency Assessment
## Childcare Development Delivery Plan
### April 2014 – March 2015

| Priority | Actions Required | By Whom | P.I.'s | Timescales | Outcomes | Progress against action |
|---|---|---|---|---|---|---|
| 1. Childcare Sufficiency Audit 3 year full audit to be carried out and submitted to WG. | Meet with PMI Unit to set and agree timescales for completing the Full Childcare Sufficiency Audit | Childcare Manager to lead PMI Unit staff | Time scales and actions agreed Questionnaire format set. Distribution dates set, input of data dates set, date set for analysis and report | March 2014 | Draft CSA completed and awaiting Cabinet approval. | Action completed |
| | | | Number of available childcare places unregistered and registered in RCT | Ongoing monitoring to inform service development. | | |
| | Training Manager to collect data specific to work force development and FIS information | FIS, RCT Training Centre and Childcare Manager | Number of early years practitioners accessing and completing qualifications and CPD training | Whole workforce Training needs are assessed every two years. | Workforce training is planned and meets the identified needs of the childcare sector. | Annual Training Programme was distributed in March and training courses are underway |

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| 2. To ensure there is sufficient, affordable childcare available to meet the needs of working / training parents and those wishing to return to work including those in minority and ethnic groups. | Early Childhood and Play Partnership (ECAPP) review CSA and support the development of additional childcare services in accordance with the results of the CSA and within available resources, taking account also of the issues of over -supply. | The ECAPP and the Early Years & Family Support Service.<br><br>Childcare Manager to lead | Agreed set of new priorities in place.<br><br>Number of new childcare places created.<br><br>Number of grant applications received and processed to aid sustainability and new development. | April 2014<br><br>March 2015<br><br>September 2014 | Existing childcare is sustainable and additional childcare is created in areas where it is needed only. | On target<br><br><br>On Target |
| | Grant criteria reviewed and agreed<br><br>All childcare settings receive information about the new grant criteria. | ECAPP grants group<br><br>EYFSS and Family Information Service | Zero complaints received about lack of available childcare; | | All parents are able to access high quality and affordable childcare to meet their needs. | On Target |
| 3. Ensure there is sufficient Welsh medium childcare in areas where there is an expressed and unmet need. | Work with Mudiad Ysgolion Meithrin and Menter Iaith to ensure demand for Welsh medium provision is met. | Childcare Development Team | Number of Welsh Medium childcare places available by type. | Ongoing | Equality of provision | Working relationship established |

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| | Establish network group for Childcare Providers | Childcare team, FIS and 3rd sector organisations | Bi monthly meetings established. | Ongoing work | Strong working relationship with third sector providers. | Network group established and meet ½ termly. Childcare providers from all sectors attend. Childcare providers actively contributing to CSA and service development |
| 4. To improve collaboration with the Planning Department as to the development of childcare facilities in the County Borough. | EYFSS to be included as a consultee by the Planning Department regarding applications for new nurseries to ensure the appropriate development of childcare facilities in response to fluctuating demand within the County Borough | ECAPP and EYFSS | The sustainability of sufficient childcare provision across the County Borough | Ongoing | | |
| 5. Work collaboratively with Job Centre Plus to ensure lack of childcare is not a barrier to employment. | Establish bi monthly meetings with JCP officer<br><br>FIS to collect enquiry data and | Childcare Manager, FIS manager and Officers | | | Up to date information on the perceived barriers to | |

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| | direct to the necessary childcare provider | | | | childcare in preventing people returning to work are shared and addressed | |
| 6. Increase the number of childcare settings registered with CSSIW | Provide support to the non-registered sector to help them through the registration process | Childcare Team and ECAPP | Existing non registered providers become registered with CSSIW. | Ongoing | Plenty of choice available to meet the needs of working and training parents and the childcare needs of the unemployed as far as we are able More childcare provision is registered with CSSIW thus enabling families to claim working family tax credits. | Access to grants is only available to those who are CSSIW registered. |
| 7. Improve the quality of information held on the FIS database about | Discuss and agree mechanisms to improve the | ECAPP and | | | Information | |

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| available childcare | submission and collation of relevant data.<br><br>FIS system kept up to date in order to provide information for CSA Refresh | EYFSS in partnership with CSSIW | Increase in settings registered on FIS database.<br><br><br><br>Information available is more detailed, accurate and comprehensive. | | for 2014-2015 Refresh is available in more detail | Temporary FIS outreach workers have significantly improved the quality and quantity of information held on database. |
| 8. Ensure there is sufficient integrated childcare for disabled children, or those with additional emotional learning needs. | Provide additional training to the early years sector about anti – discriminatory practice and integration in community based childcare settings. | ECAPP and EYFSS. | Number of children with additional needs supported in childcare settings.<br><br>Number of disabled children and children 'in need', accessing integrated holiday care schemes. | Training will be rolled out throughout 2014 with ongoing refresher training thereafter. | All forms of childcare are fully accessible to all children who require it. | Training organised for autumn 2014. |

| 9. Children have their needs met within high quality childcare provision | Work collaboratively with training team to identify childcare training required by providers. | Training Unit | | | Improved quality childcare throughout RCT | July 2014 |
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| | Develop and introduce Quality Assurance scheme for RCT to drive up standards beyond minimum requirements.<br><br>Half termly meetings in place. | Childcare Manager to lead EY and CC Quality and Grant Group | 6 settings completed and awarded the RCT QA within the first year 2013 pilot year. | Pilots completed by Oct 2013<br><br>Roll out from July 2014 | 6 RCT Quality Assurance awards completed<br><br>Quality of provision is monitored and maintained | On target |

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| 10. Children entitled to Flying Start are able to access the childcare component within their local community | Work collaboratively with Flying start colleagues to assess projected needs over the three next years to ensure there is adequate supply of high quality childcare to meet the demand | Childcare staff in Early Years and Family Support and Flying Start | Adequate levels of childcare available to meet growth in Flying Start. | Ongoing | Sufficient childcare to meet the roll out of Flying start | October 2014 |
| 11. Pre-school childcare providers are engaged in and delivering the Healthy Pre-Schools Initiative | Work collaboratively with Public Health to ensure the Healthy Pre-school scheme is embedded in childcare provisions | Flying Start Coordinator and ECAPP | Number of pre-school settings working towards achieving the Healthy Schools award. | June 2013 ongoing | Improved quality of childcare settings. Improved health and well – being of children accessing the service. | Additional resources secured via Flying Start grant so that all FS settings can be supported to achieve the award. |