

# Caerphilly Childcare Sufficiency Action Plan 2022

## Key Priority 1:

**Taking into consideration local demographics, and the gaps identified within the CSA, increase the amount and flexibility of different types of Welsh medium childcare in-line with the Welsh in Education Strategic Plan.**

## Responsible Officer:

Fiona Santos

## Reason for selection:

The CSA Gap Analysis and WESP has identified the need for increased Welsh medium provision in certain community planning areas to meet the growing demand of Welsh medium childcare provision. The 10year Welsh in Education Strategic Plan identifies the need to develop 26-30% childcare places supporting Welsh language development by 2032 in order to meet the target of 26% children in year 1 in Welsh medium Education. There is a need to develop additional provision across the borough, as well as support current provision to move along the linguistic continuum to meet this ambitious target.

## Predicted overall performance impact:

Meet the Welsh Government's legal requirements in Care Standards Act 2011, The Regulation of Childminding and Day Care (Wales) Order 2016, Social Services and Wellbeing Act 2015, and Future Generations and Wellbeing Act 2015. Provision of sufficient childcare for working

parents to meet the additional requirements of Welsh Government childcare pledge by 2021. Provision of sufficient childcare to meet the growing demand for Welsh medium childcare provision as per the WESP.

#### Current position:

According to the SASS data, there is currently a sufficient supply of Welsh medium childcare places throughout the county borough and Welsh medium schools are well supported. However, analysis of supply against demand shows there are pockets of areas throughout the county borough where further need for Welsh medium childcare has been identified, and this will increase with on-going adherence and due regard to actions within the WESP and development of on-going Welsh policy.

#### Links to National and Local Plans:

- Welsh Government - Building Brighter Futures - [Building a Brighter Future: Early Years and Childcare Plan \(ioe.ac.uk\)](https://www.ioe.ac.uk/building-a-brighter-future-early-years-and-childcare-plan/)
- Welsh Government - Poverty action plan - [Child poverty strategy: assessment of progress 2019 e \(senedd.wales\)](https://www.senedd.wales/child-poverty-strategy-assessment-of-progress-2019-e/)
- CCBC Flying Start delivery plan - [Flying Start - Caerphilly Early Years Caerphilly Early Years](#)
- CCBC WBFG assessment and plan - [Wellbeing-Plan-2018-2023 1.pdf \(caerphillypsb.co.uk\)](https://www.caerphillypsb.co.uk/Wellbeing-Plan-2018-2023-1.pdf)
- CCBC Welsh in Education Strategic Plan (WESP) [Caerphilly - Caerphilly County Borough](#) (Please note this is a link to the consultation – link to be updated following publication)

#### Improvement Actions:

- Increase the number and type of Welsh medium childcare provision throughout the county borough to work towards meeting the WESP 2035 26% target. This should include Childminders, Full Day Nurseries, and include providers who deliver Flying Start Childcare, Childcare Offer Wales, Wraparound Care, After School Care, Sessional Care, Mixed Sessional Care and EYE.

### Success Criteria and Timescales:

Increased registered childcare places for families who opt for Welsh medium childcare, Flying Start places and EYE provision. This will be in response to the growing demand for Welsh medium services and our legal duty to offer increased Welsh medium places over time, as per the WESP; to be reviewed annually.

### Key Priority 2:

**Taking into consideration local demographics, increase the number of childcare places and types of childcare places as identified within the Gaps Analysis, taking into consideration the existing Childcare Offer and its subsequent expansions as well as the expansion of the Flying Start Programme.**

### Responsible Officer:

Fiona Santos

### Reason for selection:

The CSA Gaps Analysis identified a number of geographic areas within the borough where there are currently both sufficient and insufficient childcare places to meet current demand, however, further demand data analysis will be required with subsequent expansions in mind to ensure sufficiency of childcare places and provision. This is particularly important in relation to the expansion of the Welsh Government's universal childcare pledge for 3- and 4-year-olds to include parents who are in education and training and also for parents who require specific types of childcare for children of all ages to enable them to attend training and remain in work, and with consideration to Welsh Governments most recent commitment to offer funded childcare places to all 2 year olds.

### Predicted overall performance impact:

Meet the WG legal requirements in Care Standards Act 2011, The Regulation of Childminding and Day care (Wales) Order 2016, Social Services and Wellbeing Act 2015, and Future Generations and Wellbeing Act 2015. Provision of sufficient childcare for working parents to meet the additional requirements of Welsh Government childcare pledge. Programme for Government 2021.

### Current position:

We are in a good position to develop this work further during the coming year with a baseline of childcare across the borough, specific gaps identified through the CSA, and a committed Early Years Team. We currently have sufficient Flying Start places although we are monitoring demand for Welsh medium and the impact of increasing childcare to deliver the expansion of funded childcare for 2-year-olds, and parents into work and training with regards to the current Childcare Offer.

### Links to National and Local Plans:

- WG Building Brighter Futures
- WG Poverty action plan
- CCBC Flying Start delivery plan
- CCBC Anti-poverty action plan
- CCBC Single Integrated plan
- Childcare Offer for Wales – EILA guidance.

### Improvement Actions:

- Follow up accuracy of data from SASS returns by geographic area and language to ensure complete picture of childcare is available for development of new programmes.

- Develop plans for increasing settings registered to deliver Childcare Offer.
- Develop a detailed and robust action plan to deliver on the WG policy of expansion of universal Flying Start places.
- Continuation of collaborative work and consultation with cross-border colleagues.

#### Success Criteria and Timescales:

A complete picture of childcare available locally will allow for a more accurate gaps analysis to be made; to be reviewed annually. To share data relating to cross border childcare arrangements, Childcare Offer contracts, EYE contracts etc and to understand why parents/carers opted to utilise out of county childcare provision; to be reviewed annually.

#### Key Priority 3:

**Increase the variety of services offered by Childcare Providers across the borough.**

#### Responsible Officer:

Fiona Santos

#### Reason for selection:

The CSA Gap Analysis identified a variety of services that childcare providers could offer to increase the range of services on offer to children and families. This is particularly important in relation to parents who require specific types of childcare to support their child's needs and to support Local Authority and community priorities relating to other programmes including Flying Start, Families First, and the Wellbeing of Future Generations, as well as the Childcare Offer and any subsequent expansions.

### Predicted overall performance impact:

Meet the WG legal requirements in Care Standards Act 2011, The Regulation of Childminding and Day care (Wales) Order 2016, Social Services and Wellbeing Act 2015, and Future Generations and Wellbeing Act 2015. Provision of sufficient childcare for working parents to meet the additional requirements of Welsh Government childcare pledge by 2021.

### Current position:

We are in a good position to develop this work further during the coming year with a baseline of childcare across the borough, specific gaps identified through the CSA, and a committed Early Years Team. We currently have sufficient Flying Start places although we are monitoring demand for Welsh medium and the impact of increasing childcare to deliver the expansion of funded childcare for 2-year-olds, and parents into work and training with regards to the current Childcare Offer.

### Links to National and Local Plans:

- WG Building Brighter Futures
- WG Poverty action plan
- CCBC Flying Start delivery plan
- CCBC Anti-poverty action plan
- CCBC Single Integrated plan
- Future Generations and Well Being – Needs Assessment
- Childcare Offer for Wales – EILA Guidance

### Improvement Actions:

- Increase the number of providers offering Early Years Education by opening-up the Framework and working closely with partners to encourage settings to apply; focus on the Caerphilly Basin and Lower Sirhowy Valleys areas.
- Increase the number of providers offering Flying Start Places by opening-up the Framework and working closely with partners to encourage settings to apply.
- Increase the number of providers offering Childcare Offer by working closely with partners to encourage settings to sign up and commence delivery and support settings to embrace the digital project developments.
- Explore the flexibility of childcare providers to meet the needs of children with disabilities through the offer of a comprehensive training programme and promotion of newly evolving processes and programmes of delivery.
- This will include the development of a new 'Framework' for providers to offer childcare places for children with emerging needs.
- Explore the flexibility of childcare providers to meet the needs of children with Additional Needs.

### Success Criteria and Timescales:

Provide parents/carers with greater choice in terms of EYE and FS providers to ensure greater flexibility and promoting sustainability and quality throughout the sector; to be reviewed annually. Childcare providers have increased competence and confidence to offer appropriate provision for children with a variety of Additional Needs; to be reviewed annually. Childcare providers are confident and competent to provide childcare services to children with Additional Needs, ensuring legal compliance with ALN Act; to be reviewed annually.

### Key Priority 4:

**Sustaining the sector – information and affordability.**

Responsible Officer:

Fiona Santos

Reason for selection:

The CSA identified that many parents and carers find the cost of childcare unaffordable and that many parents do not claim financial assistance that is available to them to support childcare costs. Affordability of childcare is one of the many barriers facing parents accessing the childcare sector and has a direct impact on the sustainability of the sector. Supporting parents to access information about the financial assistance that is available to them and working with the sector to support childcare settings to register with the appropriate bodies so that parents can access the financial support is vital if the sector is to remain strong and vibrant.

Predicted overall performance impact:

Meet the WG legal requirements in Care Standards Act 2011, The Regulation of Childminding and Day care (Wales) Order 2016, Social Services and Wellbeing Act 2015, and Future Generations and Wellbeing Act 2015. Provision of sufficient childcare for working parents to meet the additional requirements of Welsh Government childcare pledge.

Current position:

We are in a good position to develop this work further during the coming year with a baseline of childcare across the borough, specific gaps identified through the CSA, and a committed Early Years Team. We currently have sufficient Flying Start places although we are monitoring demand for Welsh medium and the impact of increasing childcare to deliver the expansion of funded childcare for 2-year-olds, and parents into work and training with regards to the current Childcare Offer. We also have a comprehensive programme of business support for the sector.



#### Links to National and Local Plans:

- WG Building Brighter Futures
- WG Poverty action plan
- CCBC Flying Start delivery plan
- CCBC Anti-poverty action plan
- CCBC Single Integrated plan
- Future Generations and Well Being – Needs Assessment.

#### Improvement Actions:

- Support all childcare settings to register with CIW.
- Support all childcare settings to register with HMRC.
- Support all settings to have a robust and functioning legal structure.
- Encourage families and settings to access information regarding all financial help available and support understanding in terms of how to access financial assistance.
- Support all settings to access grant funding available and support settings with robust financial planning.
- Support all settings to increase their digital literacy.
- Support all settings to offer a high-quality provision through engagement in Quality Assurance Schemes and upskilling staff via training.

#### Success Criteria and Timescales:

All childcare provision within the borough is registered with CIW allowing parents/carers to access tax free childcare schemes and childcare element of tax credits; to be reviewed annually. Parents/carers able to access the universal Tax-Free Childcare scheme; to be reviewed annually.

A strong and sustainable childcare sector that is robust enough to take on the challenges presented to them; to be reviewed annually.

Settings become more sustainable, and families find childcare more affordable; to be reviewed annually. To ensure that providers are maximising their revenue potential/filling vacancies with robust promotional works; to be reviewed annually.

## Key Priority 5:

### **Workforce Development.**

#### Responsible Officer:

Fiona Santos

#### Reason for selection:

The CSA identified that whilst the childcare workforce is highly skilled and well-trained, SASS data indicates that engagement in CPD is an on-going need, in the context of the expansion of the Flying Start Childcare Programme and funded childcare places for 2-year-olds. A comprehensive training programme must be available and is vital if the sector is to remain strong and vibrant.

#### Predicted overall performance impact:

Meet the WG legal requirements in Care Standards Act 2011, The Regulation of Childminding and Day care (Wales) Order 2016, Social Services and Wellbeing Act 2015, and Future Generations and Wellbeing Act 2015. Provision of sufficient childcare for working parents to meet the additional requirements of Welsh Government childcare pledge.

### Current position:

We are in a good position to develop this work further during the coming year with a baseline of childcare across the borough, specific gaps identified through the CSA, and a committed Early Years Team. Our Workforce development Officer continues to plan a comprehensive suite of both regulatory and CPD training for the sector determined by the audits of the sector and relevant training required.

### Links to National and Local Plans:

- WG Building Brighter Futures
- WG Poverty action plan
- CCBC Flying Start delivery plan
- CCBC Anti-poverty action plan
- CCBC Single Integrated plan
- Future Generations and Well Being – Needs Assessment.

### Improvement Actions:

- Continue to work with schools, colleges, and the wider sector to promote childcare as a career option.
- Continue delivery of Childminder Information Sessions, and Childminder qualifications schemes within the locality to sustain the sector.
- Evaluation of the RRRS Grant and corresponding training programme.
- Address recruitment and retention issues within the childcare workforce.
- Deliver ALN Act training.

### Success Criteria and Timescales:

An expansion on the existing qualified childcare sector workforce; to be reviewed annually. Retention and subsequent increase in number of Childminders operating throughout the county borough; to be reviewed annually. To evaluate success in the context of impact on sufficient staffing

levels over long-term period, increased quality of childcare provision as a direct result of staff who have been upskilled due to CPD/workforce development, and sufficient means to release existing staff in settings to attend training; to be reviewed annually. To ensure there is sufficiency of staffing in place to meet the demand of childcare places throughout the county borough. To ensure the sustainability of settings; to be reviewed annually. Further corroborate the ALN Act and all legal objectives and determinates to support the sector and workforce to understand their respective obligations; to be reviewed annually.