

# Pecyn Dogfen Gyhoeddus

**Gareth Owens LL.B Barrister/Bargyfreithiwr**

Chief Officer (Governance)

Prif Swyddog (Llywodraethu)



Swyddog Cyswllt:

Maureen Potter 01352 702322

maureen.potter@flintshire.gov.uk

At: Cyng Arnold Woolley (Cadeirydd)

Y Cynghorwyr: Marion Bateman, Mel Buckley, Tina Claydon, Jean Davies, Carol Ellis, Gladys Healey, Dennis Hutchinson, Dave Mackie, Hilary McGuill, Debbie Owen a Linda Thomas

Dydd Gwener, 14 Gorffennaf 2023

Annwyl Gynghorydd,

**RHYBUDD O GYFARFOD HYBRID**  
**PWYLLGOR TROSOLWG A CHRAFFU GOFAL CYMDEITHASOL AC IECHYD**  
**DYDD IAU, 20FED GORFFENNAF, 2023 10.00 AM**

Yn gywir

Steven Goodrum

Rheolwr Gwasanaethau Democraidd

Sylwch: Gellir mynychu'r cyfarfod hwn naill ai wyneb yn wyneb yn Siambr Cyngor yr Arglwydd Barry Jones, Cyngor Sir y Fflint, Yr Wyddgrug, Sir y Fflint neu ar-lein.

Bydd y cyfarfod yn cael ei ffrydio'n fyw ar wefan y Cyngor. Bydd y ffrydio byw yn dod i ben pan fydd unrhyw eitemau cyfrinachol yn cael eu hystyried. Bydd recordiad o'r cyfarfod ar gael yn fuan ar ôl y cyfarfod ar <https://flintshire.publici.tv/core/portal/home>

Os oes gennych unrhyw ymholiadau, cysylltwch ag aelod o'r Tîm Gwasanaethau Democraidd ar 01352 702345.

## R H A G L E N

### 1 YMDDIHEURIADAU

**Pwrpas:** I dderbyn unrhyw ymddiheuriadau.

### 2 DATGAN CYSYLLTIAD (GAN GYNNWYS DATGANIADAU CHWIPIO)

**Pwrpas:** I dderbyn unrhyw ddatganiad o gysylltiad a chynghori'r Aelodau yn unol a hynny.

### 3 COFNODION (Tudalennau 5 - 12)

**Pwrpas:** I gadarnhau, fel cofnod cywir gofnodion y cyfarfod ar 8 Mehefin 2023.

### 4 RHAGLEN GWAITH I'R DYFODOL AC OLRHAIN CAMAU GWEITHREDU (Tudalennau 13 - 20)

Adroddiad Hwylusydd Trosolwg a Chraffu yr Amgylchedd a Gofal Cymdeithasol -

Ystyried Rhaglen Gwaith i'r Dyfodol y Pwyllgor Trosolwg & Chraffu Gofal Cymdeithasol ac lechyd a rhoi gwybod i'r Pwyllgor am y cynnydd yn erbyn camau gweithredu o gyfarfodydd blaenorol.

### 5 ASESIAD O DDIGONOLRWYDD GOFAL PLANT 2022–26 DIWEDDARIAD BLYNYDDOL (Tudalennau 21 - 90)

Adroddiad Prif Swyddog (Gwasanaethau Cymdeithasol) - Dirprwy Arweinydd y Cyngor a'r Aelod Cabinet Gwasanaethau Cymdeithasol a Lles

Darparu trosolwg o Adroddiad a Chynllun Gweithredu'r Asesiad o Ddigonolrwydd Gofal Plant (2022-2026), gan amlygu blaenoriaethau a cherrig milltir.

### 6 PERFFORMIAD DIWEDD BLWYDDYN CYNLLUN Y CYNGOR 2022-23 (Tudalennau 91 - 114)

Adroddiad Prif Swyddog (Gwasanaethau Cymdeithasol) - Dirprwy Arweinydd y Cyngor a'r Aelod Cabinet Gwasanaethau Cymdeithasol a Lles

Adolygu'r lefelau cynnydd wrth gyflawni gweithgareddau a lefelau perfformiad fel y nodwyd yng Nghynllun y Cyngor.

**DEDDF LLYWODRAETH LEOL (MYNEDIAD I WYBODAETH) 1985 -  
YSTYRIED GWAHARDD Y WASG A'R CYHOEDD**

Mae'r eitem a ganlyn yn cael ei hystyried yn eitem eithriedig yn rhinwedd Paragraff(au) 14 Rhan 4 Atodiad 12A o Ddeddf Llywodraeth Leol 1972 (fel y cafodd ei diwygio)

**7 TAIR Ffordd a Phrosiect Adleoli Growing Places  
(Datblygiad Maes Gwern) (Tudalennau 115 - 172)**

Adroddiad Prif Swyddog (Gwasanaethau Cymdeithasol) - Dirprwy Arweinydd y Cyngor a'r Aelod Cabinet Gwasanaethau Cymdeithasol a Lles

I roi diweddariad i'r aelodau am gynnydd datblygiad Maes Gwern yn Yr Wyddgrug

***Sylwch, efallai y bydd egwyl o 10 munud os yw'r cyfarfod yn para'n hirach na dwy awr.***

Mae'r dudalen hon yn wag yn bwrpasol

# Eitem ar gyfer y Rhaglen 3

## **SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE** **8 JUNE 2023**

Minutes of the Social & Health Care Overview & Scrutiny Committee of Flintshire County Council held as a hybrid meeting on Thursday, 8 June 2023

### **PRESENT: Councillor Arnold Woolley (Chair)**

Councillors: Mel Buckley, Tina Claydon, Gladys Healey, Dennis Hutchinson, David Mackie, Hilary McGuill, Debbie Owen and Linda Thomas

**APOLOGY:** Councillor Marion Bateman

**ALSO PRESENT:** Councillor Andrew Parkhurst attended as an observer

**CONTRIBUTORS:** Councillor Christine Jones (Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing); Chief Officer (Social Services); Senior Manager for Adults: Service Manager: Operations Manager and OT Manager

**IN ATTENDANCE:** Social Care and Environment Overview & Scrutiny Facilitator and Democratic Services Officer

### **1. APPOINTMENT OF CHAIR**

The Facilitator advised that it had been confirmed at the Annual Meeting of the County Council that the Chair of the Committee should come from the Eagle Group. The Committee was advised that Councillor Arnold Woolley had been appointed to this role for the municipal year.

#### **RESOLVED:**

That the appointment of Councillor Arnold Woolley as Chair of the Committee be noted.

### **2. APPOINTMENT OF VICE-CHAIR**

Councillor Tina Claydon nominated Councillor Hilary McGuill as Vice-Chair of the Committee which was seconded by Councillor Gladys Healey. No other nominations were received.

#### **RESOLVED:**

That Councillor Hilary McGuill be appointed Vice-Chair of the Committee.

### **3. DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)**

None.

#### **4. MINUTES**

The minutes of the meeting held on 20<sup>th</sup> April, 2023 were approved, as moved by Councillor Dave Mackie and seconded by Councillor Hilary McGuill.

The minutes of the meeting held on 27<sup>th</sup> April, 2023 were submitted and subject to the rewording of the first paragraph on page 8 and the typographical error in the first paragraph of item 60 - should read "as" and not "at" - were moved by Councillor McGuill and seconded by Councillor Mackie.

#### **RESOLVED:**

- (a) That the minutes of the meeting held on 20<sup>th</sup> April were approved as a correct record; and
- (b) That subject to the amendment requested by Councillor Mackie, the minutes of the meeting held on 27<sup>th</sup> April, 2023 be approved as a correct record.

#### **5. FORWARD WORK PROGRAMME AND ACTION TRACKING**

The Social Care and Environment Overview & Scrutiny Facilitator presented the current Forward Work Programme and requested that Members should contact her if they had any items to put forward as there were some spaces available. She also confirmed that both Action Tracking items had been completed and where applicable added to the Forward Work Programme.

Councillor Tina Claydon requested that a report on Domestic Abuse be added to the Forward Work Programme which the Facilitator advised that she would report back to the next meeting after she had checked if it came under the remit of this Committee as it could fall under others. She suggested a possibility of a joint Committee meeting to enable other Members to join in.

The recommendations within the report were moved and seconded by Councillors Dave Mackie and Gladys Healey.

#### **RESOLVED:**

- (a) That the Forward Work Programme be approved;
- (b) That the Facilitator, in consultation with the Chair of the Committee be authorised to vary the Forward Work Programme between meetings, as the need arises; and
- (c) That the Committee notes the progress made in completing the outstanding actions.

## **6. NORTH EAST WALES COMMUNITY EQUIPMENT SERVICE (NEWCES)**

The Chief Officer (Social Services) congratulated Councillor Woolley and Councillor McGuill on their appointments of Chair and Vice-Chair respectively and added that he and officers looked forward to working with this Committee as effectively as they had in the past before passing over to Senior Manager for Adults and the Operations Manager.

The Operations Manager introduced the report stating that the North East Wales Community Equipment Service (NEWCES) was formed in 2009 which was jointly funded by three partners being Wrexham County Borough Council, Betsi Cadwaladr University Health Board and Flintshire County Council and has units in Hawarden and Queensferry. Their purpose was to provide equipment to reduce hospital admissions and increase hospital discharges to enable people to cope independently in their own home. He also advised that 93% of the items that they collected, when they were no longer needed, were refurbished and quality checked before being reused saving an estimated £2.2m per year.

Councillor Hilary McGuill thanked Jamie and his staff for the visit that morning around the Hawarden Unit and requested that the Committee recommend that apprentices be appointed, to avoid using contractors, which would make an even greater saving which was seconded by the Chair.

Councillor Mackie proposed that the Committee thank Jamie and his team for the visit and presentation which was seconded by the Chair and wanted to congratulate them on continuing to improve the facilities they provided in order to keep on saving money.

The Chief Officer (Social Services) thanked Members for their kind comments.

The recommendations within the report were moved by Councillor McGuill and seconded by Councillor Claydon.

### **RESOLVED:**

- (a) To look into the possibility of Apprentices working with the Team;
- (b) That a letter from the Committee be sent to the team congratulating them on their work;
- (c) That Members acknowledge the successful work of the NEWCES in support of hospital avoidance and safe return from hospital settings; and
- (d) That the Committee recognises the significant work undertaken in reusing equipment and cost avoidance savings for partners that supports the regional programme.

## **7. UPDATE ON OCCUPATIONAL THERAPY SERVICES**

The OT Manager introduced the report and explained that Occupational Therapy was focused on what everyday people across every age range did in their everyday lives and supported them to remain as independent as possible. She gave a brief overview of the different teams and services user groups they worked with, as set out in the report:-

- Locality
- Reablement
- Paediatrics
- Intake Team

In response to a question raised by Councillor Mackie, the Senior Manager for Adults advised that from a performance point of view, Flintshire had a superb track record for providing a comprehensive OT Service which was demonstrated by the fact that they had very few staff vacancies unlike in previous years. She explained that people did not wait a long time for OT and advised that referrals were categorised into high, medium or low and dealt with accordingly.

Councillor Gladys Healey asked how long it took for equipment to be collected once it was no longer needed. The Senior Manager for Adults explained that they were only able to collect equipment when they were notified that it was no longer required. She stated that in the case of a bereavement, contacting them would be low down on people's list which could lead to equipment not being collected. She advised Members that a significant amount of NEWCES equipment, which could easily be identified by the barcode, had been returned following an amnesty around charity shops.

The Operations Manager added that Welsh Government had set a standard of a 14 day reaction time to collect equipment from notification which they had met 100%. He also informed Members that if they were contacted after a bereavement and the equipment was causing distress then it was collected within 3 days.

Councillor McGuill asked for an explanation on waiting lists for equipment and how they were reviewed. The Senior Manager for Adults explained that when the Single Point of Access team (SPOA) were contacted for help a thorough assessment was carried out, which she advised could be time consuming as they needed to look at the whole picture which often identified other issues that could be improved upon. She explained that often equipment was not necessary as people just needed to be re-educated on how to do things. She advised that they were working very hard to keep the 3 months waiting list down and that people were regularly contacted in case their circumstances had changed. She stated that she was not concerned at the length of the list as she would rather people receive the correct help and advice. She also pointed out that it would be dangerous to give out equipment that was requested as a short-term measure before people were assessed as it may not be what they really need. The OT Manager added that by doing that under the old system of self-



assessment, 80% of people needed further home visits which duplicated their work.

In response to a further question raise by Councillor McGuill concerning futureproofing Disabilities Facilities Grant (DFG) for pediatrics, the OT Manager explained that they looked to the future as to how the child would progress but advised that they did not want to intervene too quickly as the child may improve with surgery or physio. Sometimes a longer period was taken to ensure that the end result would meet the child's needs when they were between 14 and 18. She advised that they try to futureproof properties, look for new build properties or extend the existing properties to meet the whole family's needs.

The Facilitator advised Members that as DFGs came under the terms of reference for the Community & Housing Overview & Scrutiny Committee, it had been agreed that there would be a joint item at the October meeting.

The Chief Officer (Social Services) informed Members that Occupational Therapy was one of the key professional groups within Social Services and often did not get the profile that they deserved, but he hoped that Members were better informed of the service after this meeting. He stated that they were in a much improved position, as Members had observed, in terms of staffing levels being nearly full, waiting lists being significantly improved and thanked officers for their presentations.

The recommendation was amended at the request of the Chair and this was moved by Councillor McGuill and seconded by Councillor Mackie.

**RESOLVED:**

That Members note, support and approve the content of the report and work carried out by the Occupational Therapy Services.

**8. EARLY HELP AND INTERVENTION IN CHILDREN'S SERVICES**

The Service Manager reported that the Early Help Hub (EHH) was developed in 2017 to bring together agencies to target support for families in need who did not meet statutorily thresholds for children's social care but had clear indicators of need often aligned to Adverse Childhood Experiences (ACE's).

She explained that the demand for this service had increased significantly over the years and that the majority of referrals were from parents of children aged between 10 to 15 seeking information and advice. So in late 2022 a series of workshops were set up which led to the development of the Information, Advice and Assistance (IAA) which became operational in February 2023. The service provided support to families via conversations with a team of skilled workers.

Councillor Debbie Owen sought clarification on how to contact the IAA service and the Service Manager explained that as it was a new service at present, people should contact Children's Services and ask for the IAA Service

but they that they were looking into having a separate number subject to demand of the service.

In response to clarification between the EHH and IAA raised by Councillor Mackie, the Service Manager explained that because of the increase of referrals to the EHH that were taking 4 to 6 weeks, the IAA service filtered out those who only needed information and advice and not a support package.

Councillor McGuill suggested that with the explanation that was given between the EHH and IAA, that the IAA should be the single contact number for parents to seek advice and then they could be referred to other services if needed. She also requested a breakdown of all of the referrals and where they were coming from as the report suggested that they were all coming from Deeside - which the Service Manager agreed to circulate.

Councillor Gladys Healey questioned whether any referrals came from rural areas. The Service Manager pointed out that the report reflected the highest recorded areas and that referrals were received across Flintshire.

As an observer Councillor Parkhurst questioned what steps were being taken with carers having a healthy attachment with their children. In response, the Senior Manager said that she worked closely with Gail Bennett and her team and that her team worked closely with Early Years and Health visitors supporting those families with difficulties with attachment which linked in with adoption services as well. They advised that they also had close links with statutory partners and front door services.

Councillor Mackie gave his support to the initiatives that the Service Manager was looking into and where those may lead as he believed that was the way forward.

The recommendations were moved by Councillor Hilary McGuill and seconded by Councillor Gladys Healey.

**RESOLVED:**

- (a) That the Committee supports the ongoing work and commitment to the Early Help Hub as part of wider programme to support families experiencing trauma aligned to Adverse Childhood Experiences (ACEs) and
- (b) That the Committee supports the newly developed Information, Advice and Assistance Services in providing support to families through skilled conversations which will clarify people's thoughts and explore their circumstances so we can understand "What Matters" most to them and how best to support them.

**9. SOCIAL SERVICES ANNUAL REPORT**

Before introducing the report, the Chief Officer (Social Services) gave credit to Marianne Evans and Dawn Holt for writing the report which he described as an enjoyable, interesting and positive read which was collaborated by the feedback received from Members.

He reminded Members that the report was produced as a statutory requirement as legislated in the Social Services and Wellbeing (Wales) Act 2014. He asked the Committee to support the draft as he intended to take it to Cabinet on 20<sup>th</sup> June rather than 18<sup>th</sup> July to allow time to publish bilingually.

Before opening up to Members for any comments, the Chair stated that he found structure and detail most refreshing.

Councillor Mackie commented that the first ever report that was done 10 years ago was aimed at the regulator as well as the public who both had different requirements but this report, which was really well written, had covered everything and that he was amazed at how many initiatives had come forward in that time.

Councillor McGuill emphasised that when it was time to look at the budget, there was a need for more money than they had now as all of the initiatives were where the money was being spent.

The recommendation within the report was moved and seconded by Councillors Gladys Healey and Mel Buckley.

**RESOLVED:**

That the Committee approves the draft report, which includes the key developments of the past year and our priorities for 2023/24.

**10. MEMBERS OF THE PRESS IN ATTENDANCE**

There were no members of the press in attendance.

(The meeting started at 2.00 pm and ended at 3.45 pm)

.....  
**Chair**

Mae'r dudalen hon yn wag yn bwrpasol

# Eitem ar gyfer y Rhaglen 4



## SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 20 July 2023
<b>Report Subject</b>	Forward Work Programme and Action Tracking
<b>Report Author</b>	Social & Health Care Overview & Scrutiny Facilitator
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

Overview & Scrutiny presents a unique opportunity for Members to determine the Forward Work programme of the Committee of which they are Members. By reviewing and prioritising the Forward Work Programme Members are able to ensure it is Member-led and includes the right issues. A copy of the Forward Work Programme is attached at Appendix 1 for Members' consideration which has been updated following the last meeting.

The Committee is asked to consider, and amend where necessary, the Forward Work Programme for the Social & Health Care Overview & Scrutiny Committee.

The report also shows actions arising from previous meetings of the Social & Health Care Overview & Scrutiny Committee and the progress made in completing them. Any outstanding actions will be continued to be reported to the Committee as shown in Appendix 2.

### RECOMMENDATION

1	That the Committee considers the draft Forward Work Programme and approve/amend as necessary.
2	That the Facilitator, in consultation with the Chair of the Committee be authorised to vary the Forward Work Programme between meetings, as the need arises.
3	That the Committee notes the progress made in completing the outstanding actions.

## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE FORWARD WORK PROGRAMME AND ACTION TRACKING</b>
1.01	Items feed into a Committee's Forward Work Programme from a number of sources. Members can suggest topics for review by Overview & Scrutiny Committees, members of the public can suggest topics, items can be referred by the Cabinet for consultation purposes, or by County Council or Chief Officers. Other possible items are identified from the Cabinet Work Programme and the Improvement Plan.
1.02	<p>In identifying topics for future consideration, it is useful for a 'test of significance' to be applied. This can be achieved by asking a range of questions as follows:</p> <ol style="list-style-type: none"><li>1. Will the review contribute to the Council's priorities and/or objectives?</li><li>2. Is it an area of major change or risk?</li><li>3. Are there issues of concern in performance?</li><li>4. Is there new Government guidance of legislation?</li><li>5. Is it prompted by the work carried out by Regulators/Internal Audit?</li><li>6. Is the issue of public or Member concern?</li></ol>
1.03	In previous meetings, requests for information, reports or actions have been made. These have been summarised as action points. Following a meeting of the Corporate Resources Overview & Scrutiny Committee in July 2018, it was recognised that there was a need to formalise such reporting back to Overview & Scrutiny Committees, as 'Matters Arising' was not an item which can feature on an agenda.
1.04	It was suggested that the 'Action tracking' approach be trialled for the Corporate Resources Overview & Scrutiny Committee. Following a successful trial, it was agreed to extend the approach to all Overview & Scrutiny Committees.
1.05	The Action Tracking details including an update on progress is attached at Appendix 2.

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	None as a result of this report.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	In some cases, action owners have been contacted to provide an update on their actions.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	None as a result of this report.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 – Draft Forward Work Programme  Appendix 2 – Action Tracking for the Social & Health Care OSC.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Minutes of previous meetings of the Committee as identified in Appendix 2.  <b>Contact Officer:</b> Margaret Parry-Jones Overview & Scrutiny Facilitator <b>Telephone:</b> 01352 702427 <b>E-mail:</b> <a href="mailto:Margaret.parry-jones@flintshire.gov.uk">Margaret.parry-jones@flintshire.gov.uk</a>

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<b>Improvement Plan:</b> the document which sets out the annual priorities of the Council. It is a requirement of the Local Government (Wales) Measure 2009 to set Improvement Objectives and publish an Improvement Plan.

Mae'r dudalen hon yn wag yn bwrpasol



**Forward Work Programme**

Tudalen 17

Date of meeting	Subject	Purpose of Report	Scrutiny Focus	Responsible / Contact Officer	Submission Deadline
7 September 23 2pm	<p>Comments, Compliments &amp; Complaints</p> <p>Strategic Capital Plan Prioritisation</p> <p>C2A Update (to include Arosfa additional placements)</p>	<p>To consider the Annual Comments, Compliments &amp; Complaints report</p> <p>To consider the regional list of funding cycle 1 prioritised schemes</p> <p>Purpose - To highlight to elected members of Overview and Scrutiny Committee the work undertaken within the Child to Adult team (C2A)</p>	<p>Assurance</p> <p>Pre-decision scrutiny</p> <p>Assurance</p>	<p>Chief Officer – Social Services</p> <p>Chief Officer – Social Services</p> <p>Chief Officer – Social Services</p>	
26 October 23 2pm	Budget – to be confirmed				
7 December 23 2 pm	<p>Looked After Children Placements - Outcome of the review and impact on the Flintshire County Council local policy</p> <p>Budget – to be confirmed</p>	As agreed on 27 April 2023	Update	Craig Macleod	
18 January 24 2pm					
29 February 24 2pm					
6 June 24					

2pm					
27 June 24	Joint meeting with Education, Youth & Culture OSC				
18 July 24 10.00 am	Council Plan 2022-23 Year End Performance				

**Regular Items**

Month	Item	Purpose of Report	Responsible/Contact Officer
	<b>Safeguarding</b>	To provide Members with statistical information in relation to Safeguarding - & Adults & Children	Chief Officer (Social Services)
<b>May</b>	<b>Educational Attainment of Looked After Children</b>	Education officers offered to share the annual educational attainment report with goes to Education & Youth OSC with this Committee.	Chief Officer (Social Services)
<b>May</b>	<b>Corporate Parenting</b>	Report to Social & Health Care and Education & Youth Overview & Scrutiny.	Chief Officer (Social Services)
<b>Sept</b>	<b>Comments, Compliments and Complaints</b>	To consider the Annual Report	Chief Officer (Social Services)
	<b>Betsi Cadwaladr University Health Board Update</b>	BCUHB are invited to attend on an annual basis – partnership working.	Facilitator

Tudalen 18

### Action tracking from Social & Health Care OSC July 2023

Item/Date	Discussion	Action	By whom	Status
8 June 23 Forward Work Programme	Request for report on Domestic Abuse. Facilitator confirmed this is in the remit of Environment & Economy OSC.	Ask for a report to be brought to the E & E OSC on Domestic Abuse	Facilitator	Completed.  On Forward Work Programme.
8 June 23 NEWCES	A discussion took place regarding the possibility of apprentices being taken on by NEWCES.  That a letter from the Committee be sent to the team congratulating them on their work;	That the team look into the possibility of apprentices working with the Team  Letter to be sent	Jamie Featherstone  Facilitator	Ongoing  Completed

Mae'r dudalen hon yn wag yn bwrpasol

# Eitem ar gyfer y Rhaglen 5



## SOCIAL AND HEALTH CARE OVERVIEW AND SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 20 July 2023
<b>Report Subject</b>	Childcare Sufficiency Assessment
<b>Portfolio Holder</b>	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing
<b>Report Author</b>	Chief Officer (Social Services)
<b>Type of Report</b>	Operational

### **EXECUTIVE SUMMARY**

To provide a progress report on the local authority statutory duty under the Childcare Act (2006) and Guidance to strategically lead on the provision of childcare locally, in partnership with the private, voluntary, independent, community and maintained sector, to provide information on childcare and to undertake a local childcare sufficiency assessment to identify gaps and establish plans to meet childcare needs as best as possible.

The current Childcare Sufficiency Assessment 2022-26 makes an assessment on:

- i) the supply of childcare in Flintshire including type, quantity of provisions, location, costs, places available, choice.
- ii) the gaps in childcare including location choice, barriers to take up provision, places unavailable.

And enables partners to plan and work together on key areas including:

- the planning for future quality childcare provision across the county, and to address gaps and potential issues.
- transition from the Flintshire bespoke system to the new 3–4-year-old Childcare Offer national digital system.
- the phased implementation of the Flying Start 2–3-year-old universal childcare;

recruitment, retention, and training needs of the Sector including the introduction of the new Framework and key messages.

## RECOMMENDATIONS

1	For Members to scrutinise the effectiveness of the Council's strategic response to securing sufficient, sustainable, and high quality, childcare within the county that is responsive to the needs of children and their families.
2	To support the on-going work and commitment to the delivery of the Childcare Sufficiency Assessment every five years and the annual Progress Report.

## REPORT DETAILS

<b>1.00</b>	<b>BACKGROUND</b>
1.01	<p>The Childcare Act 2006 (the 2006 Act) provides a legislative basis for the vital role local authorities' play as strategic leaders in the local provision of childcare. The 2006 Act reinforces the framework within which local authorities already work – in partnership with the private, voluntary, independent, community and maintained sector – to shape and secure children's services and focuses on:</p> <ul style="list-style-type: none"> <li>• Providing sufficient, sustainable, and flexible childcare that is responsive to parents' needs</li> <li>• Providing information, advice and assistance relating to childcare to parents, prospective parents and those with parental responsibility or care of a child.</li> </ul>
1.02	The local authority has the responsibility and lead role in co-ordinating effort across services; enabling different organisations such as childcare providers from all sectors, Jobcentre Plus, community focused schools, integrated family centres and local health services to work together to secure sufficient high quality, sustainable provision that is responsive to the needs of children and their families. This is developed with partners via the Flintshire Early Years Development and Childcare Partnership (EYDCP) group in accordance with its Terms of Reference.
1.03	<i>Section 22</i> of the 2006 Childcare Act places a duty on local authorities to secure, as far as is reasonably practicable, provision of childcare that is

	sufficient to meet the requirements of parents in their area to enable them to take up, or remain, in work; or access education or training which could reasonably be expected to assist them to obtain work. This requires the team to network and work in partnership with various organisations in-house and externally including the Department for Work and Pensions and their work 'coaches' who gain important perspectives and information from parents in relation to childcare and barriers.
	<b>Flintshire's Childcare Sufficiency Assessment (CSA)</b>
1.04	The Childcare Act 2006 requires all Local Authorities in Wales to carry out a Childcare Sufficiency Assessment (CSA) every 5 years. This CSA report (2022-2026) looks at the supply of childcare in Flintshire (including type, quantity of provisions, location, costs, places available, choice) and the gaps in childcare (including location, choice, barriers to take up provision, places unavailable and Welsh language provision).
1.05	The CSA Report (Appendix One) has been completed for 2022-2026 and includes an Action Plan with priorities and milestones to maintain strengths and address areas for development. This report will be reviewed via an Annual Progress Report. This annual progress cycle sustains focus, and activity in supporting and developing childcare provision, and is coordinated by the Childcare Development Officer, Early Years and Family Support.
1.06	To carry out the assessment and gather the information required to achieve and deliver a successful CSA, Action and Progress Report, it is necessary to undertake detailed consultations with individuals, groups, agencies and organisations which are summarised in Section 3.00 of this report. To fill the gaps requires collaboration across service areas and with key stakeholders.
1.07	All the information gathered for the Assessment has been analysed to present a picture of childcare supply and demand by wards or Middle Super Output Areas as prescribed by the 2006 Act. In addition to the collation of this quantitative statistical data, representative umbrella organisations, providers and those accessing the childcare market have been surveyed to provide qualitative information. (See Section 3.00 below). Also, during 2021-23 work was undertaken with Nesta Cymru which has helped to further develop the Action Plan, along with other political, economic, social, and technological considerations.
	<b>Childcare Sufficiency Assessment 2022-2026 – key issues</b>
1.08	There are clear areas of pressure, and gaps, which have been identified through an: <ul style="list-style-type: none"> <li>➤ assessment of demand</li> <li>➤ assessment of supply</li> <li>➤ analysis of supply and demand of overall provision</li> </ul>

<p>1.09</p>	<p>The CSA 2022-2026 identifies the action/milestones necessary to respond to the gaps and areas for development. The Actions include work to:</p> <ul style="list-style-type: none"> <li>• Support childcare providers to promote their services to parents, increase flexibility and support parents to access information about help with cost of childcare.</li> <li>• Ascertain through Welsh Government clear details of the Flying Start universal 2–3-year-old childcare phased expansion and how this will be delivered within the childcare sector in Flintshire (see Appendix two).</li> <li>• Analyse and assess further and investigate the possibility of opening new viable Welsh Medium provisions.</li> <li>• Ensure that childcare providers are supported to recruit staff who are fluent in Welsh and to encourage childcare workforce to improve their Welsh Language skills/levels.</li> <li>• Raise the profile of childcare as a career across Flintshire to increase recruitment and retention.</li> <li>• Provide support to help sustain sufficient childcare provision in Flintshire</li> <li>• Support settings with Covid-19 recovery to maintain sustainability.</li> <li>• Formally assess changes in sufficiency and fully review action plan annually.</li> <li>• Provide support and encourage childcare providers to provide out of hours care, particularly during school holidays, weekends, evenings and overnight where sustainable.</li> <li>• Work with partners as part of the national work across Wales to remove existing barriers to the accessibility of childcare and play provision for parents and families from black, Asian and ethnic minority backgrounds in line with the Anti-Racist Wales action plan.</li> <li>• Support the development and quality of the Sector through advice, information and an aspirational capital programme for both ‘small’ and ‘large capital’ investment.</li> </ul> <p>Many of these themes require sustained action with progress relating to planned improvement milestones.</p>
<p>1.10</p>	<p>The next full CSA is due by 2027. Work is already taking place to improve provider and parental involvement and feedback in the assessment to ensure a deeper understanding of the issues to enhance the assessment of demand, sufficiency, and areas for development. Work will continue throughout 2023/2024 to respond to these challenges with progress reported in the annual review for 2022/2023. This is particularly important with the phased implementation of the Welsh government funded 2-year old childcare to ensure sufficient places, and to limit any impact on childcare for younger and older children, whilst aiming to maintain pathways for children through the ages and programmes Flying Start 2-year old; 3-year old childcare offer; early entitlement.</p>



	<b>Childcare Offer and Capital Investment</b>
1.11	<p>In 2019-2021 the Early Years and Family Support Team secured Welsh Government capital funding of approximately £6 million to enable the development of 10 childcare buildings and room renovation, with 9 having opened and one delayed due to Suitable Approval for Drainage approval. The primary purpose of this capital programme for the 3–4-year-old childcare offer was to facilitate and support the co-location of the childcare provision and Early Entitlement and to create a wraparound childcare provision wherever possible on school sites, providing for seamless services between childcare and education.</p> <p>A further £1m was secured November 2022 and by March 2023 £972,660.78 was 'bid' and spent for small capital grants to support registered providers with the Childcare Offer, Flying Start and Early Learning. These projects have been made possible through partnership working with key stakeholders, including the school modernisation team, head teachers, Early Years Support team, umbrella organisation partners including Early Years Wales, Mudiad Meithrin, PACEY Cymru and National Day Nursery Association.</p>
1.12	<p>The Childcare Offer has been successful in Flintshire, however, the take up has been a 'disruptor' to other programmes including Flying Start and Early Entitlement, and it is essential that all 3 programmes work together to ensure the best outcomes for each child. The partnership continually monitors the childcare sufficiency and work together on any impacts due to a reduction in spaces and impacts on child pathways. The introduction of the Childcare Offer has also seen a significant step towards more integrated childcare services with providers merging their Care Inspectorate Wales registrations to provide a more efficient and sustainable model of delivery.</p> <p>In-house, services meet to share knowledge and information about settings and the needs of children to ensure providers are supported to meet the needs of children with vulnerabilities or additional support needs. This ensures the best outcomes for the child through quality childcare provision.</p>
1.13	<p>During the pandemic childcare workforce staff retention and recruitment has become an issue and continues to be so. This issue requires urgent attention as it is impeding on the ability of the sector to develop and grow to meet the requirements of new Welsh Government childcare initiatives. Business support also needs to be provided for childminders to retain numbers as this year has seen a decrease in the overall numbers of childminders, not only in Flintshire but across Wales. Locally some childminders, wishing to increase their numbers, have been deterred due to incurred costs from Flintshire's planning department or requirements and restrictions imposed when childminders have attempted to increase their numbers. Every effort is being made to reach a solution for all parties.</p>

1.14	Information to parents and settings is available through a variety of mechanisms including Welsh Government booklets, Early Years Support team newsletters to childcare settings, DEWIS information system, Family Information Service Flintshire (FISF) Childcare Choices, FISF 'help with childcare costs' leaflet, universal credit support, social media and the <a href="http://www.fis.wales">www.fis.wales</a> website. Flintshire Early Years and Family Support are launching a new Early Years platform in consultation with parents, and this will further enhance signposting and availability of information. This is due to be launched Summer 2023.
------	--

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	The local Authority is required to carry out a full CSA every five years and produce an annual review of the CSA's Action Plan. The Flintshire County Council Childcare core budget is used to support the expenditure for these processes and the Childcare Development Team salaries are also funded from this budget. The Childcare and Play Grant element of the Children and Communities Grant is under great pressure, and representations have been made for additional funds to support the valuable work in supporting access to childcare for parents/carers who wish to work and train, and to also provide additional support to children in settings that are presenting with Additional Support Needs, an increase in which has been very apparent post Covid.
2.02	<p>The Core Training Schedule is funded from the Childcare and Play Grant within the Children and Communities Grant. This Training Schedule provides Flintshire childcare providers with subsidised training courses in Basic Paediatric First Aid, Safeguarding Awareness, Food Safety etc. Working with the Early Years Pathfinder team a new Training Matrix has been developed to support childcare providers to identify training courses to meet their workforce requirements. It does alert providers of what they should be aspiring to for their job role.</p> <p>There have also been changes in the National Minimum Standards for Childcare and this may impact many settings as these changes relate in part to mandatory training in first aid and safeguarding, something we have always focused on, but only for our 'programme delivery' settings, and the requirements for childminding assistant to have a relevant qualification. We continue to work with Welsh Government and Social Care Wales to influence policy, guidance and implementation and share barriers and learning.</p>

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	<p>In order to gather the information required to achieve and deliver a successful Childcare Sufficiency Assessment and Action Plan, it is crucial to consult with a wide range of stakeholders.</p> <p>Under schedule 2 of the Statutory Guidance appropriate stakeholders have been identified and involved in the undertaking of the Assessment and the development of the Action plan. They include:</p> <ul style="list-style-type: none"> <li>• <b>Umbrella / Professional partner organisations</b> - Included on the membership list for the Early Years Development and Childcare Partnership (EYDCP) are: <ul style="list-style-type: none"> <li>○ Early Years Wales;</li> <li>○ Mudiad Meithrin;</li> <li>○ National Day Nursery Association (NDNA);</li> <li>○ Professional Association for Childcare and Early Years (PACEY Cymru);</li> <li>○ Clybiau Plant Cymru Kids' Clubs (CPCKC)</li> </ul> </li> </ul> <p>The <i>Childcare Act 2006</i> states that the EYDCP is responsible for “...ensuring the fulfilment of the duty under Section 22 and Section 26 of the <i>Childcare Act</i> to secure sufficient childcare provision and to assess, on an annual basis, the sufficiency of childcare in the Local Authority area.” (WG Guidance Circular 013/2008 p6). The Flintshire EYDCP will work collaboratively with relevant agencies to achieve the priorities identified in any Action Plans of the statutory <i>Childcare Sufficiency Assessment (CSA)</i>.</p> <ul style="list-style-type: none"> <li>• <b>Welsh Medium Education Forum</b> – The lead officer for the Welsh Medium Education Forum chairs this forum as it regularly discusses issues related to childcare and Early Years education.</li> <li>• <b>Strategic Play Forum</b> – The Childcare Development Officer regularly corresponds with the Flintshire Play Development Team; attends Play Sufficiency seminars and is a member of the Strategic Play Forum.</li> <li>• <b>Careers Wales</b> – The service is represented at Flintshire EYDCP meetings</li> <li>• <b>Care Inspectorate Wales</b> –The Early Years and Family Support Service Manager / nominated deputy attends a Biannual Engagement meeting with CIW. The Family Information Service team receives weekly reports from CIW containing the latest registered, cancelled and suspended registrations in the County;</li> <li>• <b>Family Information Service</b> – Provides information on childcare and is a confidential and impartial information, advice and guidance service for families with children and young people aged between 0 and 19 years of age (and 25 if the child has a disability). The FIS work with</li> </ul>

	<p>public, private and voluntary sector organisations to ensure our customers know where and how to access information and support.</p> <ul style="list-style-type: none"> <li>• <b>Neighbouring Local Authorities</b> – Regular contact is maintained with neighbouring local Authorities which include Wrexham County Borough Council, Denbighshire County Council and Cheshire West and Chester. Through consultation with cross border colleagues, we have been able to share information regarding Early Years education places and parental enquiries. This information is included within the Cross Border section of the CSA report.</li> <li>• <b>Local Employers</b> – FISF support local employers by providing information to employees and attending jobs fairs; providing outreach support and ensuring the digital system meets need.</li> <li>• <b>Other stakeholders</b> consulted include – schools; local authority departments such as Planning. This consultation took the form of a SmartSurvey.</li> </ul>
--	---

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	<p><b>Staffing</b> - The Childcare Development Team are funded from the Flintshire County Council Childcare core budget. Salary inflation and increased demand on the service is resulting in a clear associated risk of these services being reduced to meet budgetary constraints. Every effort is made to maximise Service grants which can support childcare development to ensure the statutory duty is met, and Welsh Government programmes can have maximum take up by children and families.</p>
4.02	<p><b>Process costs</b> – As above and funded from the Flintshire County Council Childcare core Budget, the CSA requires a staff commitment and a financial commitment to cover surveying, consultation and translation costs. During 2021-2022, Welsh Government provided an uplift to the Childcare and Play grant which included a £10,000 contribution towards the cost of producing the full CSA Report. However, there has been no confirmation of further funding to support the production of the on-going CSA Annual Progress Reports for the following 5 years.</p>
4.03	<p>There is a statutory duty upon all Local Authorities in Wales to produce a CSA; therefore, failure to deliver a robust assessment will result in local scrutiny and scrutiny from Welsh Government, alongside an impact on the strategic planning and direction of the local childcare sector and a likely impact on employment opportunities. All CSA's and Action Plans are submitted to Welsh Government annually and published.</p>

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix One Childcare Sufficiency Assessment Report 2022-2026
5.02	Appendix Two Flying Start Universal 2 Year Old Childcare Roll Out

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
	<p><b>Contact Officer:</b> Gail Bennett, Early Years and Family Support Service Manager</p> <p><b>Telephone:</b> 01352 703953</p> <p><b>E-mail:</b> gail.bennett@flintshire.gov.uk</p>

<b>GLOSSARY OF TERMS</b>
<p><b>Care Inspectorate Wales (CIW)</b> – The inspectorate that has the powers to review Local Authority social services at a local and national level, to inform the public whether services are up to standard, to promote improvement of services and to help safeguard the interests of vulnerable people who use services and their carers. They also provide professional advice to Welsh Ministers and policy makers.</p> <p><b>Childcare Sufficiency Assessments:</b> A report that brings together a range of different data and information to develop a picture of the current childcare market and to identify whether there are any gaps in supply.</p> <p><b>Early Entitlement:</b> A child’s right to universal pre-school education on a part-time basis. Flintshire administers EE and 3-4 year old childcare through one team.</p> <p><b>Family Information Service</b> - A confidential and impartial information, advice and guidance service for families with children and young people aged between 0 and 19 years of age. The FIS work with public, private and voluntary sector organisations to ensure our customers know where and how to access information and support.</p> <p><b>Flying Start</b> - Flying Start is a Welsh Government programme to provide a range of services helping children get the best start in life.</p> <p><b>Early Education:</b> the statutory curriculum for all 3 to 7 year olds in Wales, in both maintained and non-maintained settings.</p>

**The Childcare Offer'**: 30 hours of funded childcare and education for 3 and 4 year olds, in working families for 48 weeks a year.

**Working parents**: both parents are working (or the sole parent is working in a lone parent family), with each parent earning, on average, a weekly minimum equivalent to 16 hours at national minimum wage (NMW) or national living wage (NLW). Some of this is still to be defined as the work develops.



Llywodraeth Cymru  
Welsh Government

# Flintshire Childcare Sufficiency Assessment 2023 – 2026

## Update and Progress Report 2023

Tudalen 31

## **Introduction**

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

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

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

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

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

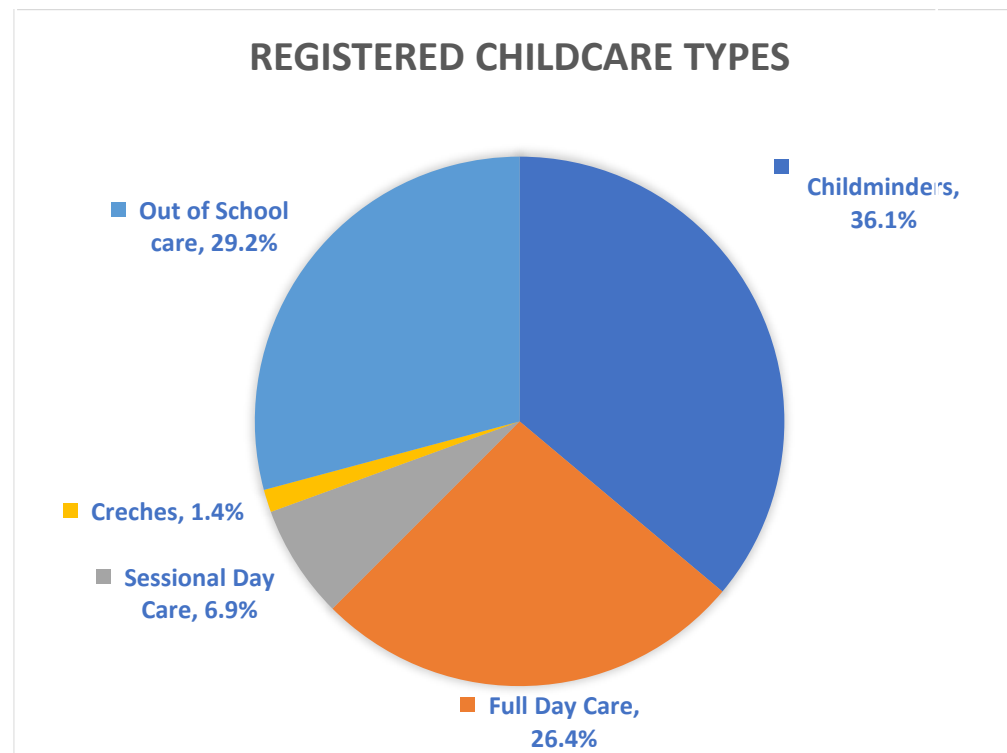


## Current Childcare Supply

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

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

Tudalen 33



### Definitions.

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

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

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

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

**CIW Registrations and Cancellations**

Tudalen 34

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

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

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

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

**Action Plan and Progress**

**1. Accessibility**

Tudalen 35

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

encouraged at childminder briefing sessions and pre-registration training and support and new registration support calls.

- Promote resources such as CWLWM – choosing childcare, and PACEY’s Childcare ready to choose, and information on the Childcare Offer and Tax-Free Childcare. Relevant enquiries are signposted to the local authority / FIS. All new childminders receive copies of the childcare ready to choose booklet to support with promotion and enquiries.

#### **Clybiau Plant Cymru Kids’ Clubs**

- Inform all Out of School Childcare clubs in Flintshire about the benefits of The Childcare Offer and Tax-Free Childcare and how they can promote these to their parents.
- Provide support for out of school providers with their marketing through an online ‘Marketing made Easy’ tool which has customisable templates and information to download, including how to register for Tax Free Childcare with template posters that clubs can give to parents.
- Out of School Childcare clubs are regularly advised to keep Dewis up to date and ensure their information is up to date on the Family Information Service. Supporting Out of School Childcare clubs to look at their flexibility.
- Advice and guidance are provided on cashflow forecasts for them to see whether offering a more flexible service is sustainable which can help them in making the correct business decision.
- Weekly bulletins are sent out to all Out of School Childcare Clubs which provides all clubs with up-to-date information and support. The Childcare Business Development Officer provides advice and guidance on sustainability and affordability for clubs.

#### **Early Years Wales**

- 128 Flintshire members can advertise on the Social Media platforms & Website.
- Support with bilingual advertising flyers.

- Promote DEWIS, inform providers about keeping it up to date.
- Parents Page on our website.
- Choosing Childcare advertised on website (CWLWM & EYW)
- EYW has representation at WG level
- There are 28 new Flintshire members in 2022/23, and 14 individual/parent members.

#### **NDNA Cymru**

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

#### **Mudiad Meithrin**

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

#### **Family Information Service Flintshire**

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

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

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

Responses collected for following consultations:

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

#### **NDNA Cymru**

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

#### **Mudiad Meithrin**

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

#### **Family Information Service Flintshire**

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

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



**Early Years Wales**

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

14 members supported to expand their services:

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

**Family Information Service Flintshire**

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

<p><b>Parents supported to access local childcare and notified of where vacancies exist.</b></p>	<p><b><u>Family Information Service Flintshire</u></b></p> <ul style="list-style-type: none"> <li>Promote the FIS regularly across numerous channels and when enquiries are received from parents these are processed within 3 days maximum, but usually within 1 day. FIS offers a tailored service to answer specific questions and in addition to encouraging providers to maintain their online records, they provide the FIS childcare information website for 24/7 self- service access to childcare provision.</li> </ul>
<p><b>Data gathered by all partners from surveys, reports, statistics and consultations and their analyses are made available to all partners to inform future planning to meet demand and analysis is shared with all partners.</b></p>	<p><b><u>Family Information Service Flintshire</u></b></p> <ul style="list-style-type: none"> <li>The Dewis dashboard contains an analytics module which can be interrogated to produce a range of enquiry and provider data. The FIS provide quarterly data reports to the FEYDCP and internal policy teams. Ad-hoc reports are provided on request. Consultations and surveys are distributed on receipt. The FIS Dewis Enquiry module will be able to generate, record and analyse customer survey data from 1/4/23.</li> </ul> <p><b><u>Early Entitlement</u></b></p> <ul style="list-style-type: none"> <li>Caban Cae'r Nant- became an EE provider following a request from EYW. A need for EE provision within that community had been identified. EYW was also involved in the process whereby St Anthony's School became an EE provider. Again, this was the result of an identified need within that area in relation to faith based education.</li> <li>Broughton School are currently trialling the integration of EE children into their nursery class. This action is the result of an identified need for funded education provision within the area following the closure of the local playgroup in 2021. The funded education places offered by the school will be those places not filled by the nursery cohort in the class.</li> <li>The level of need within Broughton will continue to be monitored. Kinnerton Little Acorns (playgroup) was accepted as a funded education provider in the Kinnerton area in place of the local school who were no longer in a position to offer places.</li> <li>The Early Entitlement Service responds to information e.g., from Early Years Wales and providers within the maintained and non-maintained sector, about a</li> </ul>

new or changing need for funded education places. This has led to 3 new EE providers and 1 replacement EE provision within the 2022-23 academic year.

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

## 2. Flying Start

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

	<p><b>seamless pathways for children. however the majority of parents reported that they were not able to access or not currently accessing Flying Start provision.</b></p>	<ul style="list-style-type: none"> <li>• The FS Childcare team have met with representatives of EYFS grants and monitoring officers to consider the data WG have advised LA to use and to plan areas for expansion.</li> <li>• Plans for 2B expansion were submitted on 1st March. The FS Manager and Childcare Lead attended a meeting with WG on 25th January where queries relating to expansion plans were raised with WG. Indicative budget allocation from WG for Phase 2 is for approximately 200 2-3 year olds to be offered funded childcare. The existing FS childcare model is to be used, including the focus on quality as set out in the WG Childcare guidance.</li> <li>• The FS Childcare Lead was a member of the Working Party chaired by WG, drawing up a new version of the FS Childcare Guidance which sets out the expectations of LA and the childcare sector with regards to expectations of quality.</li> </ul> <p>Approval of plans for Phase 2A expansion, submitted in January was received on 15th March. Approval of Phase 2B plans has not yet been received. The update FS Childcare Guidance was due to be launched by WG on 20th March.</p> <p><b><u>Early Years</u></b></p> <ul style="list-style-type: none"> <li>• EYW Development worker supports all members that provide Flying Start.</li> <li>• EYW met with Flying Start to discuss the expansion.</li> <li>• 27 members provide Flying Start</li> <li>• Agreement for support in place for 2023/24</li> </ul> <p><b><u>Mudiad Meithrin</u></b></p> <ul style="list-style-type: none"> <li>• Are working closely with the Flying Start team to ensure there is a Welsh language Flying Start option in each new area.</li> <li>• Are encouraging and providing support to Cylchoedd in these expansion areas to enable them to offer Flying Start provision.</li> </ul> <p><b><u>NDNA Cymru</u></b></p> <ul style="list-style-type: none"> <li>• Has regular contact with the Flying Start team through 1:1 meetings and are able to keep up to date with the latest phases of the expansion.</li> <li>• Also attended the Engagement evening for Providers.</li> </ul>
--	---	--

		<p><b><u>PACEY Cymru</u></b></p> <ul style="list-style-type: none"> <li>• PACEY Cymru are working to ensure Flying Start expansion includes consideration of the local childcare market and to address any barriers to childminders delivering commissioned services.</li> <li>• PACEY Cymru has worked with partners to ensure a nationally consistent approach to the qualification requirements for registered childminders to deliver Flying Start, this has now been published on the SCW qualification framework.</li> <li>• In Flintshire there is a positive record of engagement with local childcare providers including registered childminder to deliver Flying Start.</li> <li>• PACEY Cymru are happy to provide input to support this to continue, recently this has included promotion of the expansion engagement event in March 2023.</li> </ul>
<b>Task/Milestone for Target</b>		<b>Actions and Progress</b>
<p><b>Support parents in eligible areas on low-income to access the Flying Start scheme.</b></p>	<p><b><u>Flying Start</u></b></p> <ul style="list-style-type: none"> <li>• Each term the Flying Start Monitoring officer emails the Childcare Lead a spreadsheet of all children eligible to start childcare in the following term, using the criteria as set out in the 'Engagement with families pre childcare' document, families are assessed as Universal, Enhanced and Targeted and offered support in choosing childcare accordingly.</li> <li>• Parents who may need targeted support are also offered a joint visit to their preferred childcare setting.</li> <li>• Attempts are made to contact a family on 3 separate occasions, if unsuccessful a letter is sent to their home address. Their Health Visitor will be notified. The reason for a family declining childcare is recorded on the Flying Start database.</li> <li>• Families are routinely contacted in the next term to ask if they have reconsidered. Approximately 38% of all 2-3 year olds in Flintshire reside in a FS area. Since September 2020 856 children have been eligible for FS funded childcare, and the average take up of childcare in this period has been 75.6%.</li> </ul> <p>This has been an on-going process for several years. WG expect the FS childcare team to report on the percentage of uptake each term, including how many of those children are accessing a full 5 session offer, or a part offer (between 3-5 sessions).</p>	

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

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

### 3. Welsh-medium Childcare

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

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



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

<p><b>speakers to the sector, including childminders</b></p>		<ul style="list-style-type: none"> <li>• The Childcare Development Officer has attended career fairs to promote childcare as a career choice and the importance of having Welsh speakers in settings.</li> <li>• Bilingual service is available for enquiries via phone, email or in person. Hopefully with an increased Welsh presence in the office, this will encourage more people to consider the use the Welsh language and have the confidence to speak it.</li> </ul> <p><b><u>Early Years Wales</u></b></p> <ul style="list-style-type: none"> <li>• EYW gave radio presentations promoting childcare as a career, we also discussed Welsh Language and the benefits of children attending Welsh medium childcare</li> </ul> <p>2 radio presentations – 1 supporting Welsh medium</p> <p><b><u>Mudiad Meithrin</u></b></p> <ul style="list-style-type: none"> <li>• Have attended a number of recruitment events e.g. Coleg Cambria, Ysgol Maes Garmon.</li> <li>• All posts are advertised across social media.</li> <li>• Offer level 3 and 5 courses through Cam wrth Gam.</li> <li>• Recently held an event for prospective setting leaders.</li> </ul> <p><b><u>NDNA Cymru</u></b></p> <ul style="list-style-type: none"> <li>• NDNA Cymru have held Webinars promoting the service they can offer to settings in Flintshire. They have met with settings to carry out an assessment and prepare an action plan to support the use of the Welsh language further.</li> </ul> <p><b><u>Clybiau Plant Cymru Kids' Clubs</u></b></p> <ul style="list-style-type: none"> <li>• The service has supported the WeCare Wales Stakeholder group to develop an Early Years, Childcare and Play campaign. The campaign aims to support the childcare sector with the issues in recruiting and retaining staff and focusing on Childcare as a career choice. Promotion of childcare as a career is underway to support recruitment across the sector.</li> </ul> <p><b><u>PACEY Cymru</u></b></p>
--	--	--

		<ul style="list-style-type: none"> <li>• PACEY Cymru sector recruitment campaign and pre-registration support aims to include Welsh medium provision.</li> <li>• Bilingual resources have been developed and shared with partners to promote childcare careers including childminding and nanny. Updated social media toolkit and posts in our Let's talk childminding Facebook has been shared with the local authority childcare team and FIS to support local promotion.</li> </ul>
<p><b>Provide increased support for childcare providers to develop their Welsh language skills/levels</b></p>		<p><b><u>Childcare Development Team</u></b></p> <ul style="list-style-type: none"> <li>• Signposting to local colleges to develop Welsh skills.</li> <li>• We currently have two Welsh speakers in the team who are happy to work with Welsh speakers of all abilities to encourage use of the Welsh language.</li> <li>• All information based emails sent to providers are bilingual.</li> </ul> <p><b><u>Mudiad Meithrin</u></b></p> <ul style="list-style-type: none"> <li>• In partnership with CWLWM members, offer the Camau programme to increase Welsh language ability for staff.</li> <li>• Offer a Welsh Language Immersion programme, Croesi'r Bont which aims to improve the language skills of both staff and children. This programme is partially funded in Flintshire by FCC.</li> <li>• Are piloting a scheme "Camfa Croesi'r Bont" where a Language Officer works closely with an English Medium day nursery to improve their use of Welsh language.</li> <li>• Service can provide, subject to local authority funding, "Clebran", which is a programme to improve the use of incidental Welsh within English medium settings.</li> </ul> <p>To continue with the Camfa Croesi'r Bont pilot, further funding would be needed.</p> <p><b><u>NDNA Cymru</u></b></p> <ul style="list-style-type: none"> <li>• NDNA Cymru have promoted the Camau course through newsletters and ebulletins and has showcased the course to the Flintshire Network.</li> </ul> <p><b><u>Clybiau Plant Cymru Kids' Clubs</u></b></p>

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

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

#### 4. Recruitment and Retention

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

	<p><b>sufficient staff, leading to closures across the county. This has been compounded by school-based childcare not being able to function as usual, placing additional pressures on all childcare providers.</b></p>	<ul style="list-style-type: none"> <li>• Gave 2 local radio presentations promoting childcare as a career.</li> <li>• WeCare Wales campaign promoted on social media and website. EYW has a representative who works with Social Care Wales &amp; provides information to support the WeCare Wales campaign.</li> </ul> <p><b><u>Mudiad Meithrin</u></b></p> <ul style="list-style-type: none"> <li>• Have attended a number of recruitment events e.g. Coleg Cambria, Ysgol Maes Garmon.</li> <li>• All posts are advertised across social media and shared by partners.</li> <li>• Offer level 3 and 5 courses through Cam wrth Gam.</li> <li>• They recently held an event for prospective setting leaders.</li> <li>• In the process of producing a booklet encouraging students to complete work placements within our Cylchoedd Meithrin.</li> </ul> <p><b><u>NDNA Cymru</u></b></p> <p>NDNA Cymru have launched the First Five Years Count Campaigns which promotes childcare as a career and included a social media campaign and video.</p> <p><b><u>Family Information Service Flintshire</u></b></p> <ul style="list-style-type: none"> <li>• We encourage providers, Welsh government, local colleges and CWLWM partners to provide with promotional material which is then circulated throughout networks and across our social media channels. The FIS also attend events and job fairs and maintain a dialogue with local careers advisors to promote childcare as a career.</li> </ul> <p><b><u>Clybiau Plant Cymru Kids' Clubs</u></b></p> <ul style="list-style-type: none"> <li>• Clybiau Plant Cymru Kids' Clubs support the Playwork workforce to have the required qualifications to meet the National Minimum Standards and CIW requirements, through the delivery of our training, supporting the recruitment and retention of staff in Out of School Childcare settings, as well as encouraging</li> </ul>
--	---	---

		<p>new staff to become qualified in Playwork. Clybiau Plant Cymru Kids' Clubs is an approved centre with the Awarding Organisation, CACHE, for the delivery of accredited Playwork and Assessing qualifications. Clybiau Plant Cymru Kids' Clubs advertise vacancies in Out of School Childcare settings on their website, which is free to members.</p> <p><b><u>PACEY Cymru</u></b></p> <ul style="list-style-type: none"> <li>• PACEY Cymru actively promote careers in childcare, including home-based childcare. This includes developing and sharing promotional resources, display stands at events, and delivering information / awareness raising sessions.</li> <li>• PACEY Cymru have added new promotional resources, updated and shared our social media toolkit with partners including FIS and local JCP contacts.</li> <li>• In June 2022 PACEY Cymru established an open Facebook group 'Let's talk childminding' to share promotional resources with partners including the local authority childcare team and FIS. Promotional information includes details of briefing sessions for those looking to become a registered childminder.</li> <li>• Nationally, PACEY Cymru have delivered awareness raising sessions during the SCW Introduction to childcare courses on 22.11.22, 24.01.23, 14.02.23, 14.03.23. Following EYDCP discussions, PACEY Cymru has been in contact with Coleg Cambria to arrange information sessions for the 2023 summer and autumn terms.</li> </ul>
<b>Task/Milestone for Target</b>		<b>Actions and Progress</b>
<p><b>Retention strategy developed to ensure high quality childcare professionals remain in the role.</b></p>		<p><b><u>Childcare Development Team</u></b></p> <ul style="list-style-type: none"> <li>• The CDT receive feedback from providers over the phone and via email, discussing what they would like to see moving forward and what type of support they are looking for.</li> <li>• Flintshire Local Authority have employed a Childcare Development Officer and two Childcare Development Workers to work proactively and reactively in supporting each childcare setting in Flintshire offering a tailored approach to their individual and business needs, including support with advertising, training, grant support, inspection readiness, management and supervision guidance, induction through to Supervision, valuing and motivating staff etc etc.</li> </ul>

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



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

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

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

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

#### **PACEY Cymru**

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

#### **Flintshire Creche and Childcare Service**

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

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

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

## 5. Sustainability

Tudalen 60

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

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

#### **Clybiau Plant Cymru Kids' Clubs**

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

#### **Early Entitlement Service**

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

#### **PACEY Cymru**

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

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

### **Early Years Wales**

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

### **NDNA Cymru**

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

### **Clybiau Plant Cymru Kids' Clubs**

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

### **Early Entitlement Service**

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

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

#### **PACEY Cymru**

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



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

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

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

### **Early Years Wales**

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

### **Clybiau Plant Cymru Kids' Clubs**

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

### **PACEY Cymru**

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

### **Mudiad Meithrin**

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

### **Early Years Pathfinder**

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

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

### **Childcare Development Team**

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

### **Early Years Wales**

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

### **Early Entitlement Service**

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

### **PACEY Cymru**

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

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

#### **PACEY Cymru**

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

#### **Mudiad Meithrin**

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

#### **Nesta Cymru**

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

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

## 6. Out of hours childcare

Tudalen 71

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

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



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

#### **Early Years Wales**

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

#### **Family Information Service**

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

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

#### **Clybiau Plant Cymru Kids' Clubs**

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

#### **PACEY Cymru**

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

#### **Mudiad Meithrin**

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

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

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

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

## 7. Anti-Racism

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

Target	Why	Actions and Progress
--------	-----	----------------------

<p><b>Develop different mechanisms to engage with parents of Black, Asian and Ethnic Minority backgrounds to ensure their experiences and voices are captured, removing barriers to ensure equality of access to services.</b></p>	<p><b>Despite improvements over time, evidence from an Equality, and Human Rights commission study in 2018 suggested that attainment in the early years in Wales continues to differ for children from ethnic backgrounds.</b></p>	<p><b><u>Childcare Development Team</u></b></p> <ul style="list-style-type: none"> <li>• Working closely with all parents and carers that contact the team, providing information and advice relating to childcare and play provision and discussing all funding available.</li> <li>• Signposting to FIFS for childcare and play opportunities in family's local area.</li> </ul> <p><b><u>Early Years Wales</u></b></p> <ul style="list-style-type: none"> <li>• EYW are funding 8 spaces for practitioners across Wales to attend the 'Anti-Racism Coaching Programme', which is a bespoke 10 session coaching course to develop anti-racist practice and learning for Early Years and Primary Educators – 1 setting from Flintshire secured a place, sessions will commence Nov 23.</li> <li>• Supporting the settings with these opportunities is a way to support the families and children they serve</li> </ul> <p><b><u>NDNA Cymru</u></b></p> <ul style="list-style-type: none"> <li>• NDNA Cymru have shared the Anti Racist Wales Action Plan with settings through ebulletins and newsletters. It can also be found on their website. This has resulted in greater awareness of the issues around improving access to childcare and play settings.</li> </ul> <p><b><u>Clybiau Plant Cymru Kids' Clubs</u></b></p> <ul style="list-style-type: none"> <li>• Clybiau Plant Cymru Kids' Clubs are working in partnership with CWLWM partners and DARPL for the delivery of the DARPL training for the early years and childcare workforce.</li> </ul> <p><b><u>Mudiad Meithrin</u></b></p> <ul style="list-style-type: none"> <li>• All settings are supported to ensure they are fully inclusive, in line with Mudiad Meithrin's Inclusion and Equal Opportunity policy.</li> <li>• We have provided specialist Anti-Racism training available to all our Cylchoedd Meithrin.</li> <li>• Mudiad Meithrin and North Wales Racial Equality Network (NWREN) have published a Welsh Language resource called 'Plantos Cwm Perthyn'. The</li> </ul>
--	--	--

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

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

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

#### **Family Information Service**

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

#### **Mudiad Meithrin**

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

#### **Clybiau Plant Cymru Kids' Clubs**

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

available to the sector. We also share cultural celebrations and develop resources for the Out of School childcare clubs to use in their settings. Our Marketing Officer is ensuring all Clybiau Plant Cymru Kids' Clubs promotional material includes anti-racism images etc.

Settings are encouraged to undertake the necessary training and upskill their own staff where necessary to enable them to recognise what the barriers are to families from black, Asian, and ethnic minority backgrounds in accessing childcare and play settings and make every effort to remove them. It is essential that settings are supported to review their Equal Opportunities policy and Inclusion policy in line with the Anti-Racist action plan and that all staff are made aware of any changes.

### **Glossary**

Tudalen 80

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



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

**For further information please contact**

Byra Foulkes – Early Years Support Manager      [byra.foulkes@flintshire.gov.uk](mailto:byra.foulkes@flintshire.gov.uk)      01352 703930/ 07795 122267  
 Victoria Anderson – Childcare Development Officer      [Victoria.anderson@flintshire.gov.uk](mailto:Victoria.anderson@flintshire.gov.uk)      01352 703504/ 07385 396073  
 Gail Bennett – Early Years and Family Support Service Manager      [gail.bennett@flintshire.gov.uk](mailto:gail.bennett@flintshire.gov.uk)

Mae'r dudalen hon yn wag yn bwrpasol

# Flintshire Early Years & Family Support Service



## PROJECT DOCUMENTATION

## PROJECT BRIEF

**Project:** Flying Start Expansion Phase 2  
Flintshire

**Date:** 15/06/23

**Author:** Byra Foulkes, Early Years Support Manager

**Owner:** Byra Foulkes

**Client:** Gail Bennett, Service Manager, Flintshire County  
Council  
EYFSFS/0001

**Document Ref:**

**Version No:** 1



## Background

Flying Start is the Welsh Government targeted Early Years programme for families with children under 4 years of age in some of the most disadvantaged areas of Wales.

The core elements of the programme are drawn from a range of options that have been shown to influence positive outcomes for children and their families. These include:

- Funded quality, part-time childcare for 2–3-year olds.
- An enhanced Health Visiting service, *Midwifery and Safeguarding*
- Access to Parenting Programmes; and support for Early Language Development

In Flintshire approximately 1500 children under 4 are current beneficiaries of the programme with over 300 children aged 2-3 benefitting from funded childcare provision annually. The programme currently operates in the most deprived LSOAs (Lower super output areas) of Flintshire based on the [Wales Index of Multiple Deprivation](#) (WIMD), (as specified by Welsh Government).

## National Expansion Programme

The Welsh Government Programme of Work includes the expansion of 2–3-year-old funded childcare for all children. They have incorporated this into the Flying Start programme and are taking a phased approach. The Flying Start Expansion Programme will significantly extend childcare provision to support long-term, positive impacts on the lives of the most disadvantaged children and families across Wales, until it reaches a universal offer. Welsh Government expansion guidance has encouraged local authorities to target the expansion of Flying Start towards communities, in more deprived areas, that aren't already part of the Flying Start programme. The Expansion Programme is being delivered through a phased approach, with Welsh Government specifying the number of children included in the expansion, for each phase and area within scope. There is focus on ensuring all children have access to quality Welsh Medium childcare provision with the expectation that an equal offer is made to all eligible children.

## Flintshire's Expansion Programme

The programme in Flintshire has been informed through a comprehensive needs analysis and assessment, with analysis conducted with NESTA Cymru. We have used the 2019 WIMD data to ensure we are reaching Flintshire's more deprived children as we enter Phase 2 expansion. We have incorporated a weighting system that also captures data from Children's Services and Free School Meal eligibility to ensure that we are taking on areas with children aged 2-3 who will benefit most from funded childcare sessions. This approach has provided an objective and evidence-based approach on the areas and sequencing of the expansion programme.

Consideration is also being given to the Childcare Sufficiency Assessment Flintshire, and the current capacity and availability of childcare places, and the needs to develop the Sector's availability and accessibility, whilst not impacting Local Authority programme including Flying Start, Flying Start Outreach, 3-4 year old childcare offer and Early Entitlement, and childcare funded through the Children and Communities Childcare and Play Grant.

## Phase 1 expansion

The initial phase (Phase 1) Expansion commenced in September 2022 when 2 LSOAs in Buckley were successfully brought into the full Flying Start service. This has enabled us to expand services in the Buckley area for childcare, health, speech and language and parenting. However, further phases have not included the four Flying Start elements and are only funding childcare expansion.

## Phase 2 expansion areas

Phase 2 commenced in April 2023. It is important to note that this phase (Phase 2) only includes the funded childcare element of the programme. £11.65 million will be invested nationally in 2023/24 and

14.3 million in 2024/25. For 2023/24, Flintshire have been given a target of 191 children to place in childcare with a total budget allocation of £840,648.

The following table sets out the areas for phase 2 expansion at a LSOA level:

	Phase 2a (1) or 2b (2)	FCC LSOA Rank order 2019	SSC Rank	Hub Rank	FSM Uptake Rank	Final Rank	Percentage of children aged under 4 in income deprived households in 2019	Estimated Avg # of Children
Mostyn (Flintshire)	1	5	10	15	12	6	43%	9
Saltney Mold Junction	1	18	14	19	3	13	31%	21
Buckley Bistre East 1	1	10	24	38	22	19	37%	15
Leeswood	1	20	19	22	25	21	30%	16
Ffynnongroyw	1	17	24	28	28	23	33%	14
Bagilt East	1	12	43	20	33	24	35%	21
Sealand 1	1	32	13	17	15	25	24%	16
Flint Coleshill 3	2	22	24	25	35	26	29%	18
Trelawnyd and Gwaenysgor	2	22	19	30	38	27	29%	10
Mold East	2	36	33	14	40	29	22%	19
Aston 1	2	31	29	39	27	30	25%	13
Treuddyn	2	28	33	36	45	31	26%	14
Mold Broncoed 1	2	26	52	32	39	32	27%	10
Mold Broncoed 2	2	16	84	42	47	35	34%	8

Phase 2 Potential further areas for expansion (if anticipated take up is low, the areas below will be considered)

LSOA Code	LSOA Name	FCC LSOA Rank order 2019
W01000305	Holywell East	26
W01000260	Buckley Bistre East 2	28
W01000277	Connah's Quay Golftyn 3	32
W01000283	Connah's Quay Wepre	36
W01000334	Shotton East	36
W01000265	Buckley Mountain 2	36
W01000308	Hope 2	36
W01000299	Gwernaffield	36
W01000281	Connah's Quay South 3	42
W01000255	Broughton North East	42
W01000330	Saltney Stonebridge 1	45
W01000298	Gronant	45

### Staffing & Recruitment

- The existing Flying Start Childcare Advisory Teachers team, with support from colleagues have completed all planning and preparatory work.
- There is an opportunity to build on our current co-production bringing all childcare elements together, and the Early Years Support Team (Childcare Offer, Early Entitlement administration and Childcare Development employees) will implement the expansion with the support of Flying Start team.
- The funding covers a small allocation for staffing and administration – this will be used for new Childcare Placement Officer posts to support the development of the childcare sector and placing

children to appropriate childcare, taking into consideration child and parent needs e.g. vulnerability, development need, additional support need, Welsh language.

- A further bid has been submitted to Welsh Government to request further funding to increase the staffing capacity in Family Information Services, from 2 – 3 FTE (full time equivalent) staff to incorporate Welsh medium outreach development work with families as discussed with colleagues in Education (Vicky Barlow) and to support the WESP and Welsh Language Strategy.
  - Dedicated function to improve access to quality information regarding Welsh medium childcare and early education pathways aligning with Flintshire's 10 year plan as outlined in the WESP.
  - Liaising with the Welsh in Education Team to develop outreach work to raise awareness of the benefits of Welsh medium childcare & education before parents choose a setting.
  - Designated link with Mudiad Meithrin to coordinate informal Welsh Medium groups such as Ti a Fi and dissemination of promotional material.
  - Designated link for settings wishing to improve the Welsh language skills of staff – liaison with Early Entitlement & Childcare development team to signpost to quality training.

### Capital Investment

- Welsh Government have committed to investment over 3 years, nationally of £70 Million. Flintshire Early Years are currently working with the Early Years Childcare Development Partnership and Education colleagues to develop a capital plan to maximise the programme, support areas of need and consider the longer-term impact and sustainability, and a pathway between childcare and education.
- Priority will be given to new areas of Flying Start expansion and gaps in Welsh medium provision.
- Business cases for development can include new or existing provision.
- The Small Capital grant supports the development and improvement of the indoor and outdoor childcare facilities/provisions to accommodate the 2-3 year olds. This will continue to build upon small capital investment over the past few years for the 3-4 year old childcare, and will continue to be panelled through the multi-agency panel consisting of early years, education and health colleagues.

### Benefits

1. **Children:** To improve outcomes for children and improve their skills and potential by receiving funded quality childcare provision. There is growing evidence that the Covid 19 pandemic has negatively impacted young children's development.
2. **Childcare sector:** who will receive guaranteed long-term income for childcare providers, who have been struggling financially due to increased costs.
3. **Childcare sector:** improving setting quality and practitioner skills via the Implementation of Flying Start quality guidance and early years training and support e.g. safeguarding.
4. **Phased rollout:** this ensures the most deprived areas in Flintshire benefit first from the funding and allows time to grow the Sector, including in-house provision and models of operation.
5. **Support for families with young children:** families already or considering paying for childcare will benefit from the added value
6. **Educational outcomes:** Quality childcare for 2–3-year-olds can benefit children most where income deprivation is a factor in parenting skills and a child can increase their readiness for school and learning, influencing their longer term outcomes.
7. **Employment:** roles within growing settings and those required within EYFS to support this programme will provide long term employment opportunities in Flintshire. The longer term aim is to ensure that all children have the best start in life and become adults who reach their potential and contribute to society, proving a return on early investment.
8. **Early Intervention:** Through the opportunity of training and different models of operation there will be significant opportunity to identify needs early and provide proportionate services in the

aim to prevent needs escalating, when this can be prevented through effective identification, and early support.

## Challenges

1. **Flying Start Childcare:** currently provided by existing open market childcare settings, with the exception of Garden City, an inhouse provision – in some area's settings may not be sustainable in the long term due to rising staffing and utility costs, and the expectations required when childcare providers are registered for certain programmes which require more than the National Minimum Standards for Childcare.
2. **Capital Investment:** Timescales are up to 3 years and allocation does not cover all areas required– some children are likely to miss out on funded places.
3. **Capacity:** Although the funding allocation does allow for staffing costs there will be impact on existing Flying Start services due to the requirements for verifying the quality and qualifications of expansion settings on an ongoing basis. The model will need to be reviewed and research shows that it is childcare quality that provides the biggest impact on children, not childcare itself. There is no evidence that children benefit from attending settings that are not of high quality ([EPPSE, 2015](#)).
4. **Quality:** Many settings do not meet the quality standards stipulated within the Flying Start Guidance. Although we are permitted to temporarily relax some expectations of new providers it will require a concerted effort to ensure settings meet targets within timescales, and to develop a model of self-assessment, planning and action that ensure the quality is consistent and sustainable.
5. **Workforce capacity:** Pressure on exiting employees to deliver this scheme on top of business as usual commitments will impact other services.

## Risks

### **Risk 1: Childcare sufficiency**

Some areas have no or limited childcare available for 2-year-olds. Specifically, there is limited provision in rural areas e.g., Mostyn, Fynnongroyw, Trewlawnyd and Gwaenysgor. This is supported in the analysis and report from Nesta Cymru. We are working to promote and develop provision in these areas, but this will require investment, a willingness for providers to establish childcare settings, including potential capital development, and time before we are able to ensure childcare sufficiency in these areas and this may lead to complaints from parents/carers wishing immediate access to provision within their community.

As an interim mitigation, eligible families from these areas will be able to access childcare in other areas whilst the local infrastructure is developed. However, this will need to be closely monitored by the staff to ensure capacity and local impacts in areas of limited places e.g. Flint, Bagillt.

### ***Actions to mitigate risks:***

- To enable parents in rural communities to access childcare, we promote all EY grants/schemes including Flying Start expansion through FCC and FISF media platforms and outreach work.
- We signpost parents/carers to their nearest childcare providers, make available FISF information packs, promote the expansion through volunteer Parents Champions and Family Workers.
- Enable opportunities for childcare providers to obtain a vehicle to transport children from rural areas to the nearest childcare providers to increase access and take up the offer. This can be achieved through a Small Capital Grant.
- Currently, training funding is available to applicants who want to become a childminder (pre-registration cost including accredited training, quality start pack, PACEY (Professional Association for

Childcare and Early Years) membership fee). There may be opportunity to build up childminder networks. This will also support the anti-poverty agenda.

- PACEY is commissioned to provide pre-registration email and telephone support to potential applicants who want to become a childminder in Flintshire. Once registered, childminders are supported by FCC Childcare Development Workers.
- The Small Capital grant supports the development and improvement of the indoor and outdoor childcare facilities/provisions to make it developmentally appropriate for 2–3-year-olds.
- Partnership work with CWLWM to support the expansion and development of childcare provision.
- Early Entitlement and Flying Start will continue to work closely together to support transition for children. The Phase 2 proposed areas offer Early Entitlement provision within non-maintained settings (playgroups and private day nurseries) and schools. Regular meetings will be scheduled to consider each proposed area and future areas as Flying Start childcare expands further. The meetings will consider pathways between Flying Start, Early Entitlement and Schools and how these can be made as easy and accessible as possible.

### **Risk 2: workforce recruitment**

- Given the pace of the prescribed timelines for the expansion, and associated targets for children supported, we will need to proceed with recruitment to the grant funded posts. Corporate support for the processes aligned to the development and recruitment to these new posts will be critical to deliver the expansion at pace.

#### ***Actions to mitigate risks:***

- A review of the current working models is under way, subject to corporate processes e.g. Job Evaluation to implement the expansion across teams, and meet the Purpose of the programme and funding.
- The funding covers a small allocation for staffing and administration – some of this will be used for new Childcare Placement Officer posts which is in early stage of the process.
- Family Information Services officer role to incorporate Welsh medium outreach development work with families as agreed with education (Vicky Barlow), subject to the approval of the recent submission to Welsh Government.

### **Risk 3: Welsh medium targets**

In Flintshire, all eligible children have an offer of Welsh medium setting. Even with a comprehensive active offer fewer than 5% of parents choose Welsh medium childcare. In terms of reporting and potentially published statistics that these targets are unlikely to be met without additional funding, communication, and clear Welsh medium education pathways for all children in Flintshire.

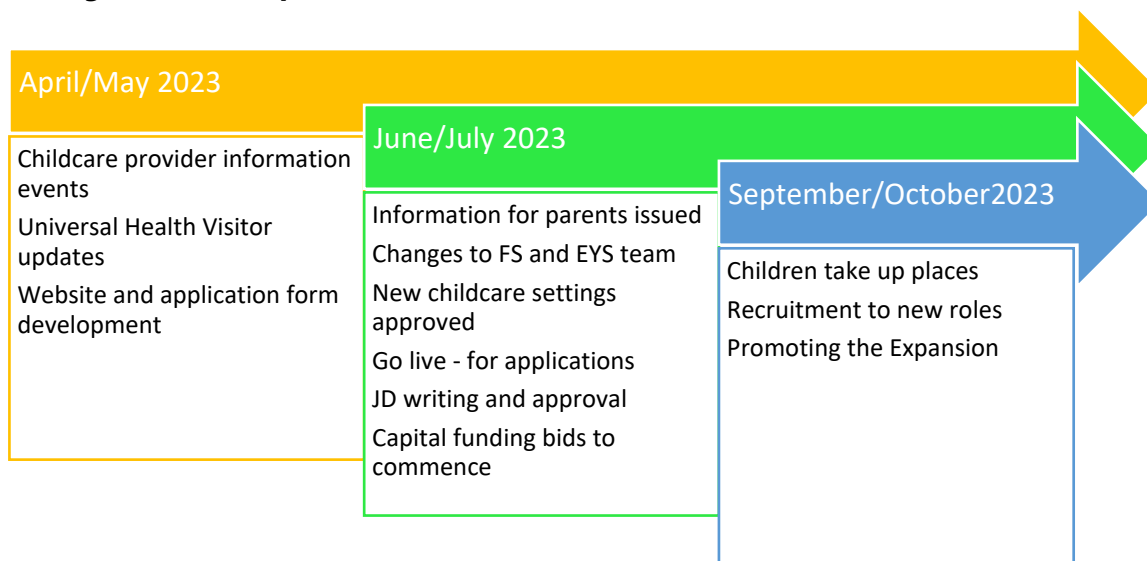
#### ***Actions to mitigate risks:***

- Mudiad Meithrin had advised that all Welsh Medium providers who are supported by them would be expected to become FS registered providers, to meet the phased expansion of 2-3 year old childcare. The 7 Welsh Medium Mudiad Meithrin playgroups within Flintshire already provide Early Entitlement education which makes transition of Flying Start children, 2-3 year old, and Childcare Offer to Early Entitlement in these settings straight forward.
- 6 of the Welsh Medium settings are based within Flintshire Welsh Medium schools or on their grounds which helps their smooth transition through the different phases of their Welsh Medium childcare and education.
- 2 Welsh Medium schools are due to be considered within the next phase of WG Early Years Large Capital Grant offer. This grant will be used to develop childcare provision at both school sites which will support the smooth transition of children from childcare to education in line with wider WESP objectives. It is recommended that all school expansions and improvements and childcare capital are aligned to ensure needs are met across the childcare/education.



- We continue to work together with Mudiad Meithrin to support WESP objectives by commissioning the organisation to support Welsh Medium settings in Flintshire. Early Years are a member of the WESP Partnership.

- **Planning and next steps**



### Recommendations

- i) Members endorse and support the approved Phase 2 expansion plan (previously presented to COT) and feel informed about expansion areas and the multi-agency planning and delivery processes with childcare partners, universal health colleagues and education colleagues to enable effective multi-agency planning and responses.
- ii) Members agree to provide oversight of the expansion programme.

### Contacts:

- Gail Bennett – Early Years and Family Support Service Manager [gail.benett@flintshire.gov.uk](mailto:gail.benett@flintshire.gov.uk)
- Byra Foulkes – Early Years Support Manager [byra.foulkes@flintshire.gov.uk](mailto:byra.foulkes@flintshire.gov.uk)
- Hayley Wilkes – Flying Start manager [Hayley.wilkes@flintshire.gov.uk](mailto:Hayley.wilkes@flintshire.gov.uk)
- Maree Morgan – Senior Flying Start Advisory teacher [Maree.Morgan@flintshire.gov.uk](mailto:Maree.Morgan@flintshire.gov.uk)

Mae'r dudalen hon yn wag yn bwrpasol

# Eitem ar gyfer y Rhaglen 6



## SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 20 <sup>th</sup> July, 2023
<b>Report Subject</b>	End of Year Performance Monitoring Report
<b>Cabinet Member</b>	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing
<b>Report Author</b>	Chief Officer (Social Services)
<b>Type of Report</b>	Strategic

### EXECUTIVE SUMMARY

The Council Plan 2022/23 was adopted by the Council in July 2022. This report presents a summary of performance of progress against the Council Plan priorities identified for 2022-23 at year end (Q4) position relevant to the Social & Health Care Overview & Scrutiny Committee.

This out-turn report for the Council Plan 2022/23 shows 77% of activities are making good progress and 62% of the performance indicators have met or exceeded their targets for the year.

This report is an exception-based report and concentrates on those areas of performance which are not currently achieving their target.

### RECOMMENDATIONS

1.	To support the levels of progress and confidence in the achievement of priorities as detailed within the Council Plan 2022/23.
2.	To support overall performance against Council Plan 2022/23 performance indicators/measures.
3.	To be assured by explanations given for those areas of underperformance.

## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE PERFORMANCE AT YEAR END 2022/2023</b>
1.01	The Council Plan End of Year Performance Report provides an explanation of the progress made towards the delivery of the priorities set out in the 2022/23 Council Plan. The narrative is supported by information on performance indicators and/or milestones.
1.02	This report is an exception-based report and concentrates on those areas of performance which are not currently achieving their target.
1.03	<p><b>Monitoring Activities</b></p> <p>Each of the sub-priorities under each theme within the Plan have high level activities which are monitored over time. 'Progress' shows action against scheduled activity and is categorised as:</p> <ul style="list-style-type: none"> <li>• <b>RED:</b> Limited Progress – delay in scheduled activity and not on track</li> <li>• <b>AMBER:</b> Satisfactory Progress – some delay in scheduled activity, but broadly on track</li> <li>• <b>GREEN:</b> Good Progress – activities completed on schedule and on track</li> </ul>
1.04	<p>In summary our overall progress against activities at year end was:</p> <p><b>Progress RAG</b></p> <ul style="list-style-type: none"> <li>• Good (green) progress was achieved in 77% (123) of activities</li> <li>• Satisfactory (amber) progress was achieved in 19% (31) of activities</li> <li>• Limited (red) progress was made in 4% (6) of activities</li> </ul>
1.05	<p>The activity which showed a red RAG status for current performance against target relevant to the Social &amp; Health Care Overview &amp; Scrutiny Committee is as follows:-</p> <p><b>PRIORITY: PERSONAL AND COMMUNITY WELL-BEING</b>  <b><u>Sub Priority: A well connected, safe and clean environment</u></b>  <b><i>Working with two local communities to inform a long-term vision and delivery plan for using the Flexible Funding Grant programme to achieve positive outcomes for people</i></b></p> <p>The Friends of the Holway have opened their own 'Warm Hub' where residents can attend to meet with others and receive free refreshments, supporting the Croeso Cynnes/Warm Welcome Project which has been a great success. We will continue to work with Friends of the Holway to arrange and hold future events for the residents. This is part of a wider Holywell Plan and is currently in the early development stages.</p>
1.06	<p><b>Monitoring our Performance</b></p> <p>Analysis of performance against the performance indicators is undertaken using the RAG status. This is defined as:</p>

	<ul style="list-style-type: none"> <li>• <b>RED</b> - under-performance against target.</li> <li>• <b>AMBER</b> - where improvement may have been made but performance has missed the target.</li> <li>• <b>GREEN</b> - positive performance against target.</li> </ul>
1.07	<p>Analysis of the end of year performance against the targets set for 2022/23 shows the following:</p> <ul style="list-style-type: none"> <li>• 69 (62%) measures have a green RAG status</li> <li>• 14 (13%) measures have an amber RAG status</li> <li>• 25 (23%) measures have a red RAG status</li> <li>• 3 (3%) measures have not been fully updated for End of Year (Q4)</li> </ul>
1.08	<p>There are no performance indicators (PIs) /measures which show a red RAG status for performance against the target set for 2022/23 relevant to the Social &amp; Health Care OSC.</p>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	There are no specific resource implications for this report.

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>														
3.01	<p><b>Ways of Working (Sustainable Development) Principles Impact</b></p> <table border="1"> <tr> <td>Long-term</td> <td rowspan="5">Throughout the End of Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2022/23.</td> </tr> <tr> <td>Prevention</td> </tr> <tr> <td>Integration</td> </tr> <tr> <td>Collaboration</td> </tr> <tr> <td>Involvement</td> </tr> </table> <p><b>Well-being Goals Impact</b></p> <table border="1"> <tr> <td>Prosperous Wales</td> <td rowspan="7">Throughout the End of Year Monitoring Report there is evidence of alignment with the Well-being Goals. Specific strategic and policy reports include impact and risk assessments.</td> </tr> <tr> <td>Resilient Wales</td> </tr> <tr> <td>Healthier Wales</td> </tr> <tr> <td>More equal Wales</td> </tr> <tr> <td>Cohesive Wales</td> </tr> <tr> <td>Vibrant Wales</td> </tr> <tr> <td>Globally responsible Wales</td> </tr> </table> <p><b>Council's Well-being Objectives</b> The Council undertook a review of its Well-being Objectives during the development of the Council Plan. The updated set of Well-being Objectives</p>	Long-term	Throughout the End of Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2022/23.	Prevention	Integration	Collaboration	Involvement	Prosperous Wales	Throughout the End of Year Monitoring Report there is evidence of alignment with the Well-being Goals. Specific strategic and policy reports include impact and risk assessments.	Resilient Wales	Healthier Wales	More equal Wales	Cohesive Wales	Vibrant Wales	Globally responsible Wales
Long-term	Throughout the End of Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2022/23.														
Prevention															
Integration															
Collaboration															
Involvement															
Prosperous Wales	Throughout the End of Year Monitoring Report there is evidence of alignment with the Well-being Goals. Specific strategic and policy reports include impact and risk assessments.														
Resilient Wales															
Healthier Wales															
More equal Wales															
Cohesive Wales															
Vibrant Wales															
Globally responsible Wales															

are a more focused set of six. The Well-being Objectives identified have associated priorities for which they resonate. See the full list below.

<b>Priority</b>	<b>Well-being Objective</b>
Poverty	Protecting people from poverty by supporting them to meet their basic needs
Affordable and Accessible Housing	Housing in Flintshire meeting the needs of our residents and supporting safer communities
Green Society and Environment	Limiting the impact of the Council's services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint
Economy	Enabling a sustainable economic recovery and growth
Personal and Community Well-being	Supporting people in need to live as well as they can
Education and Skills	Enabling and Supporting Learning Communities

#### **4.00 CONSULTATIONS REQUIRED / CARRIED OUT**

4.01	The actions/measures detailed within the Council Plan are monitored by the respective Overview and Scrutiny Committees according to the priority area of interest.
4.02	Chief Officers and Senior Managers have contributed towards reporting of relevant information.

#### **5.00 APPENDICES**

5.01	Appendix 1 - Council Plan 2022-23 End of Year Performance Monitoring Report.
------	--

#### **6.00 LIST OF ACCESSIBLE BACKGROUND DOCUMENTS**

6.01	Council Plan 2022/23.
------	-----------------------

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Margaret Parry-Jones, Overview &amp; Scrutiny Facilitator  <b>Telephone:</b> 01352 702427  <b>E-mail:</b> <a href="mailto:Margaret.parry-jones@flintshire.gov.uk">Margaret.parry-jones@flintshire.gov.uk</a></p>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<p><b>Council Plan:</b> the document which sets out the annual priorities of the Council. It is a requirement of the Local Government and Elections (Wales) Act 2021 for organisations to ‘set out any actions to increase the extent to which the council is meeting the performance requirements.’ Plans for organisations should be robust; be clear on where it wants to go; and how it will get there.</p> <p><b><u>An explanation of the report headings</u></b></p> <p><b>Measures (Key Performance Indicators - KPIs)</b></p> <p><b>Actual (YTD)</b> – the year-to-date performance identified i.e. by numbers, percentages, etc</p> <p><b>Target (YTD)</b> – The target for the year to date which is set at the beginning of the year.</p> <p><b>Current RAG Rating</b> – This measures performance for the year against the target. It is automatically generated according to the data.</p> <ul style="list-style-type: none"> <li>• <b>Red</b> = a position of under performance against target</li> <li>• <b>Amber</b> = a mid-position where improvement may have been made but performance has missed the target; and</li> <li>• <b>Green</b> = a position of positive performance against the target.</li> </ul>

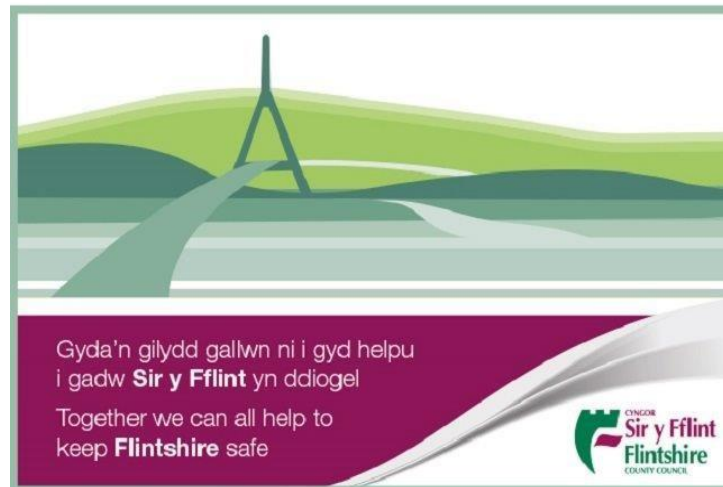
Mae'r dudalen hon yn wag yn bwrpasol





# Council Plan End of Year Performance Monitoring Report 2022/23

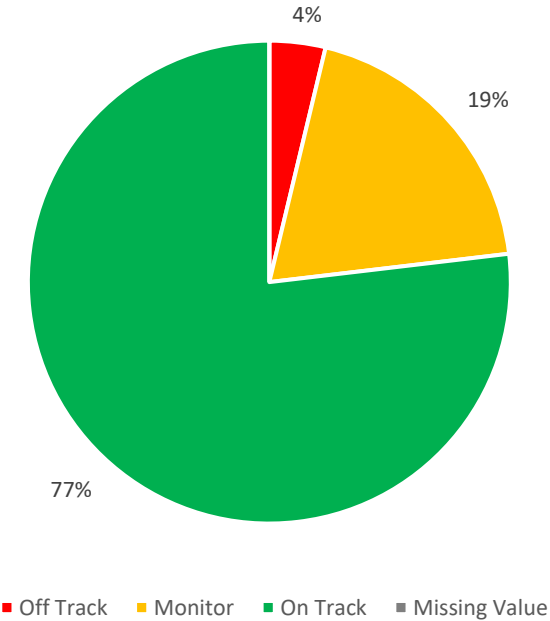
Tudalen 97



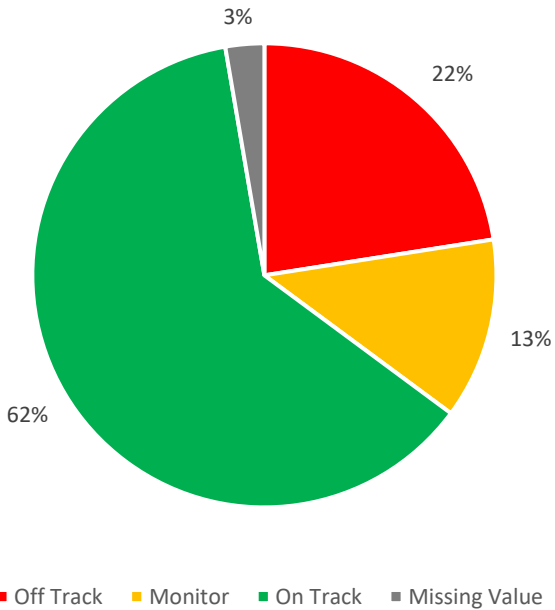
# Analysis

Tudalen 98

Council Plan - Action RAG Status



Council Plan - Measure RAG Status



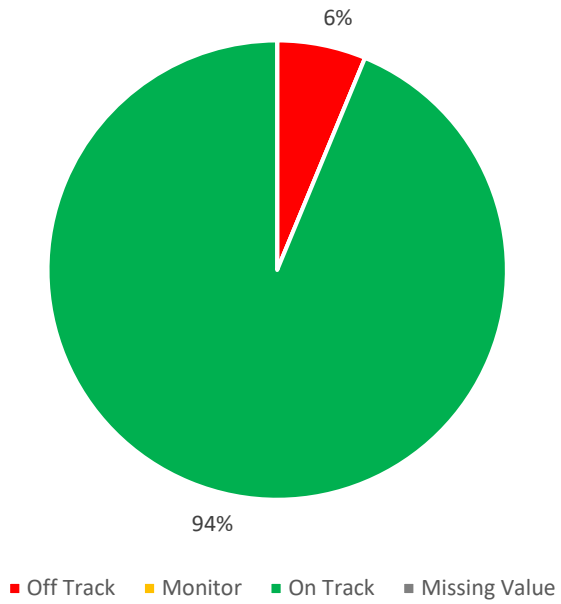
- Key**
- ▲ Red: Limited Progress – delay in scheduled activity and, not on track.
  - Amber: Satisfactory Progress – some delay in scheduled activity, but broadly on track.
  - ★ Green: Good Progress – activities completed on schedule and on track.
  - ◆ Grey: Not Reported / Part Reported

# Personal and Community Wellbeing

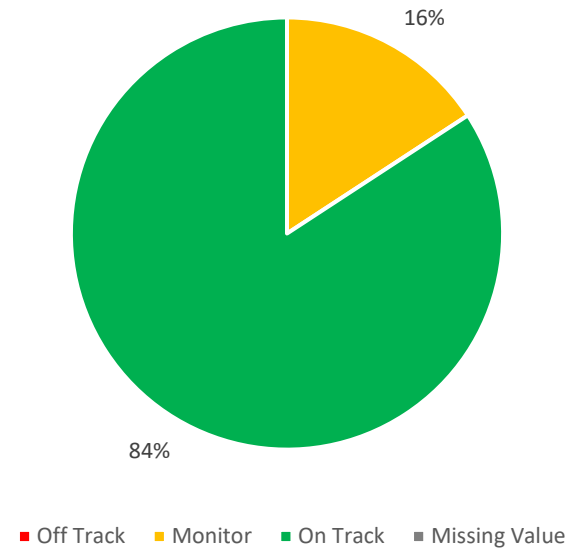
# Personal and Community Wellbeing Overall Performance

Tudalen 100







### Personal and Community Wellbeing - Action RAG Status



### Personal and Community Wellbeing - Measure RAG Status



# Independent Living 2022/23

Action	Percentage Complete	RAG	Comment
Working in Partnership with the Community Mental Health Support Service to develop clear pathways for individuals needing access to Mental Health Services	100%		Social Services and Housing are working closely to create a small team who can improve access to housing support for people with mental health problems. This will be grant funded and will give people the support they need to find and maintain tenancies. We are in the recruitment phase and have agreed the pathways the team will adopt. These are likely to be operational half way through the forthcoming year.
Continuing to grow the Microcare market, utilizing one Development Officer post	100%		We have expanded the Micro-Care market by a further 9 providers. This includes 2 Micro-Carers who are directly commissioned by the council, which is a ground-breaking development for the use of Micro-Carers across Wales. There has been the first development of a daycare service provided by a Micro-Care enterprise in Flintshire, and other models of care have been established for those with learning disabilities, physical disabilities, dementia and mental health conditions. There are currently 10 people being worked with to become a Micro-Care enterprise in this financial year.
Developing a plan to provide additional placements for step down care within our in-house provision	100%		Marleyfield House is fully operational and plans for the new Croes Atti development in Flint that will provide additional step down capacity is on schedule through the planning and development process.
Developing an Early Years Strategy to ensure that all our children ages 0-7 have the best possible start in life and are able to reach their full potential	95%		Due to long term sickness, the Strategy is due to be presented at the Early Years Board in May 2023 for final comments and sign off. The Strategy will be adopted as of June 2023 and will be a 10 year Plan requiring collaboration and partnership working across the whole Early Years system to ensure effective outcomes for all children.
Plan for the relocation of Tri Ffordd supported employment project to a central site in Mold	100%		The project remains broadly on schedule. A planning application was submitted on 9th December and is yet to be formally approved. The Stage 2 cost plan was submitted in December according to the programme schedule. The Stage 3 cost plan will be completed by end of April and Stage 4 design will commence following this date. There is an element of regarding the financial aspect of the project, pending outstanding application to Welsh Government for grant funding. Construction is scheduled to start in July if the programme remains on schedule.
Supporting people to achieve their mental well-being outcomes by promoting personal and community well-being through open access courses delivered by the Learning Partnership	100%		Some courses are now being delivered as community groups, enabling the participants to engage in their local community and to develop the group. Individuals have been identified who would benefit from support to access community activities in their local community and this support has been provided by the Training Support Worker.

Independent Living 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS001M	Number of Microcare providers	31.00	34.00	24.00		
<p>The overall target was to recruit 10 additional Micro-Carer's this financial year, achieving 9 with another 10 currently going through the process. 2 have left during the year due to personal reasons and alternative career options.</p>						
CSS002M	Number of Microcare customers	188.00	34.00			
<p>Most people who receive services through a Micro-Care service do so via a direct payment from the Council, giving them choice and control over the commissioning of their own care. We have exceeded our target for packages of care delivered through Micro-Care; the data is an estimate based on returns from 22 Micro-Care providers.</p>						
CSS003M	Direct Payments as a % of home-based services	41.00	38.00	39.00		
<p>This measure reflects the percentage of services delivered to support people in their homes which are delivered through a direct payment, giving individuals more choice and control over when and how they receive their support.</p>						

Tudalen 102

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS004M	Percentage of urgent requests for equipment that meet or exceed the national 1 Day response standards	100.00	98.00	100.00	 100.00	
<p>Equipment is managed by the North East Wales Community Equipment Service. The National standard for urgent requests is 90% within one day. 5,807 items of urgent equipment were processed, all within the one day timescale.</p>						
CSS005M	Percentage of requests for equipment that meet or exceed the national 7 Day standard	100.00	80.00	100.00	 100.00	
<p>The North East Wales Community Equipment Service continue to provide 100% of equipment requests within the seven day national standard; 7,650 items of equipment were delivered under the 7 day standard.</p>						
CSS006M	Percentage of equipment that is re-used	93.00	70.00	92.00	 93.00	
<p>The standard of 70% is set nationally by the "National Minimum Standards for Community Equipment Services in Wales". However, the North East Wales Community Equipment Service (NEWCES) consistently achieve better than what is requested, with an average of approximately 90% re-use of equipment rather than throwing it away. By doing this there is a yearly cost avoidance of over £2 million.</p>						
CSS007M	Number of courses delivered by the Learning Partnership	70.00	50.00		 70.00	
<p>Courses are well attended. Some courses are now being delivered as weekly community groups by the Learning Partnership i.e. Mindfulness, needle-felting</p>						

Tudalen 803

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS008M	Number of attendees for courses delivered by the Learning Partnership	300.00	180.00			

The number of attendees for the courses has increased over the year from 71 in the May-August period to 92 in January to March period.

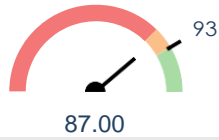
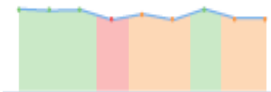
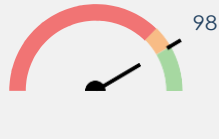
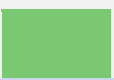
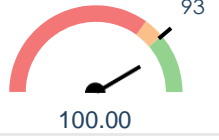

Tudalen 104


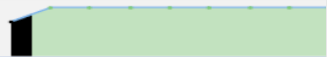


# Safeguarding 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to promote the corporate e-learning package	100%	✓	<p>67% of Social Services staff have completed the e-learning module. This figure has reduced due to the high turnover of staff across social services.</p> <p>87% of Social Services staff have now completed the e Learning training, up from 57% at the mid year point. Corporate Safeguarding e-learning has been added to the Council's mandatory training list for all Council staff, with a refresher date of 3 years. A Task and Finish group has been drawn together to plan for the promotion of safeguarding through National Safeguarding Week.</p>
Preparing for the implementation of the new Liberty Protection Safeguarding procedures	100%	✓	<p>The UK Government recently announced that they do not intend to bring forward the necessary legislation to implement the Liberty Protection Safeguards (the LPS) within this Parliament. This means that Welsh Government cannot bring forward its own regulations to implement the LPS in Wales. Despite this decision, the Welsh Government has confirmed that it remains committed to providing funding to protect the rights of those who lack mental capacity under the current Deprivation of Liberty Safeguards (DoLS) system to ensure that that these rights are protected ahead of any future implementation of the LPS. Flintshire County Council will submit its bid for the next instalment of this funding in May 2023.</p>

Tudalen 105

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS009M	The percentage of adult safeguarding enquiries that met the 7 day timescale	87.00	93.00	92.00	 87.00	
<p>895 safeguarding reports for adults have been received in the year; 140 more than in the previous year, an increase of 18%. Referrals are also more complex than previously. Of the reports that resulted in Section 126 investigation (Social Services and Well-being (Wales) 2014 Act) being undertaken, 87% of these enquiries met the national timescale. The Safeguarding Unit continue to prioritise safeguarding reports on a case by case basis to ensure people are safeguarded.</p>						
CSS010M	The percentage of reviews of children on the Child Protection Register due in the year that were carried out within the statutory timescales	98.00	98.00		 98.00	
<p>The Children's Safeguarding Unit continue to maintain consistency in holding case conferences within statutory timescales, working with increasing numbers on the child protection register. The main theme in the few reviews which have fallen out of timescale for Q4 is linked to tracking of younger family members, and ensuring their reviews are completed relative to the time of their birth rather than in collaboration with other older siblings.</p>						
CSS011M	The percentage of Pre-birth assessments completed within timescales	100.00	93.00		 100.00	
<p>Since October we have an external agency team at the front door which has increased our capacity and support to enable us to complete assessments within timescales.</p>						

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS012M	The percentage of children who were reported as having run away or gone missing from home who were offered a return interview	100.00	100.00	100.00	 100.00	

All children/young people are offered a 'Return Home Interview' by our Missing Children Coordinator. We do have a small number of young people who decline the service.

# Direct Provision to Support People Closer to Home 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to grow our in-house fostering service to support more looked after children	100%	✓	We have increased our in-house fostering service this year with the recruitment of three new fostering families, and 11 connect person carers, who are caring for children from their own extended family.
Continuing to grow our in-house homecare service to support more people to live at home	100%	✓	Staff recruitment has seen an upturn since the start of the year and as a result the homecare service is able to support an increasing number of people to live in their own homes.
Developing an action plan to recommission our advocacy service for adults	100%	✓	An action plan is in place and pre-tender actions are now completed, although there has been a delay in the process due to the joint purchaser requiring additional resources to match fund. Contract terms now need to be developed in order for the tender to go out.
Setting up a registered Children's Home to help avoid the need for residential placements outside Flintshire	100%	✓	The new Flintshire children's residential facilities (Ty Nyth, Y Derwen, Bromfield Park and Chevrons Road) are all going through the final stages of registration with Care Inspectorate Wales.

Flintshire 108

Direct Provision to Support People Closer to Home 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS013M	Rate of people over 65 helped to live at home per 1,000 population	32.50	34.00	33.00	<p>32.50</p>	
<p>This measure includes individuals who are supported within their community through reablement services, domiciliary care, day services and occupational therapy, and therefore are not requiring a residential care placement.</p>						
CSS014M	Number of new foster carer approvals in the year	14.00	5.00	8.00	<p>14.00</p>	
<p>The general carer recruitment continues to be a challenge which all the other Welsh Local Governments are reporting also, connected persons numbers (11 during year) have increased meaning more children and young people are being placed with family.</p>						
CSS015M	People with a learning disability accessing Project Search to improve their employability skills	16.00	12.00	6.00	<p>16.00</p>	
<p>The two Project SEARCH schemes (18-25 and the scheme for 25+) have progressed through the 22/23 year. The 18-25 scheme has had to find an alternative host business for the third rotation (April 23 onwards) due to the original host business changing the scope of their business operations. Recruitment for the intake for the 23/24 year is currently underway.</p>						

Total 109

# Local Dementia Strategy 2022/23

Action	Percentage Complete	RAG	Comment
Establishing a Dementia Strategy Project Board and increasing engagement from citizens with lived experience of dementia	100%		

Tudalen 110

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CSS016M	Number of people supported through the Dementia Strategy	810.00	810.00	600.00		

The Flintshire Dementia Strategy was implemented in 2021, aligned to the North Wales Regional Strategy. All local authority, health board and third sector service providers are currently working towards the new All Wales Dementia Care Pathway Standards.

# A well-connected, safe and clean local environment 2022/23

Action	Percentage Complete	RAG	Comment
Protecting residents and our environment from pollution and other public health and safety hazards by achieving the Streetscene Standard	100%	✓	The service continues to support communities by delivering on Streetscene Standards with a generic workforce, whilst responding to an increase in demand due to adverse weather conditions.
Working in partnership, actively support and engage with community led groups by developing Local Environmental Quality initiatives	100%	✓	An excellent quarter once again with extremely positive work being carried out in Flintshire. There has been a lot of community engagement, member engagement, and working in partnership with internal and external colleagues. Local schools have been excited to come on board and tackle issues, local members are looking to pave the way forward with hot spot areas and work is being shared internally with colleagues across several service areas which is great in making more people aware of the issues being faced. Many successful campaigns and meetings have taken place again during the last quarter, progress has been made with local landlords regarding Duty of Care issues and this has been very encouraging to move forward in tackling the issues. There continues to be lots of engagement with Local Members, Community Groups and School Children. There has been lots of positive events and feedback from people we have engaged with. Work streams are a result of both pro-active and re-active engagement and both elements are keeping the post holder very busy. A really pleasing and encouraging 3 months work.
Working with two local communities to inform a long term vision and delivery plan for using the Flexible Funding Grant programme to achieve positive outcomes for people	10%	▲	The Friends of the Holway have opened their own Warm Hub where residents can attend to meet with others and received free refreshments, supporting the Croeso Cynnes/Warm Welcome Project which has been and great success. We will continue to work with Friends of the Holway to arrange and hold future events for the residents. This is part of a wider Holywell Plan and is currently in early development stages.



A well-connected, safe and clean local environment 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST010M	Achieve minimum level of agreed Streetscene standards	85.00	85.00	85.00		
<p>The service continues to support communities by delivering on streetscene standards with a generic workforce, whilst responding to increasing in demand due to adverse weather conditions.</p>						
CST011M	Number of targeted environmental educational campaigns	4.00	2.00	3.00		
<p>In early January, a presentation was made to a Flintshire County Council Landlords Forum to educate them about Duty of Care relating to waste disposal. Support was offered in the form of multilingual recycling leaflets and posters to be accessed from a newly developed website. On 20 March 2023, a joint initiative was carried out with a local PCSO and Queensferry CP School. The school children became mini police officers for the day and completed pocket notebooks in relation to fly tipping, dog fouling and littering. The Mini Police group are going to contact Transport for Wales regarding a flytip on their land. The school will also take part in the 'Bag it Bin it' campaign encouraging dog owners to be responsible and clear up after their dogs. On 22 March 2023, we attended an Upcycled Fashion Week at Ysgol Gwenffrwd in Holywell. We were asked to be judges at the event and it was really encouraging to see the enthusiasm and creativity from the children. Litter Picking Kits were awarded as prizes for the winners. On 23 March 2023, we attended Westwood CP School in Buckley, where there is an ongoing issue with fly tipping on an area by the school grounds. A door knocking campaign will take place in the area and a banner is to be created for the school fencing. Working with landlords we will hope to seek a joint resolution.</p>						

Tudor 113

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CST012M	Number of community engagement events to promote improved Local Environmental Quality	5.00	2.00		 5.00	

On 31 January 2023, there was a Walkabout with Cllr and area coordinator for Broughton Cllr Gee, this highlighted issues with dog fouling on the football pitch. The community has been encouraged to adopt the 'Bag it Bin in' campaign to highlight the issues. The campaign will take place alongside the Scouts and Football Club and a date needs to be agreed.

On 27 February 2023, there was a householder visit with the Antisocial Behaviour Team regarding side waste procedure. Education given and designated bags for litter picks. Also, investigated further the bins at local properties as some locations had 2 bins.

On 15 March 2023, along Leyland Drive and Belmont Drive Estate in Saltney Ferry, a walkabout was conducted with housing officers and local Cllrs to develop an Environmental Improvement Plan for the area.

On 21 March 2023, during a visit to Clwyd Alyn Estate in Flint, residents were encouraged to reuse, recycle and repair. The visit was part of the 'Not Up My Street' Campaign, a joint initiative with Benthyc Cymru, Refurbs Flint, Abbey Upcycling HFT. The Chief Executive from Keep Wales Tidy joined us along with Cornist Park Primary School.

A litter picking event took place as part of a 'Spring Clean Cymru'. A similar event took place with Penyffordd Community Litter Pick, we engaged with residents about the 'Not up my Street' and the 'Bag it Bin in' campaigns. Litter picking kits were provided and recycling containers passed on to the residents. Flint litter picking group collected a fantastic bag of litter during the 'Spring Clean' and this proved them to be the top group and worthy winners.

Tudalen 114

# Eitem ar gyfer y Rhaglen 7

Yn rhinwedd paragraff(au) 14 of Part 4 of Schedule 12A  
o Ddeddf Llywodraeth Leol 1972.

Dogfen Gyfyngedig - Ni ddylid ei chyhoeddi

Mae'r dudalen hon yn wag yn bwrpasol

Yn rhinwedd paragraff(au) 14 of Part 4 of Schedule 12A  
o Ddeddf Llywodraeth Leol 1972.

Dogfen Gyfyngedig - Ni ddylid ei chyhoeddi

Mae'r dudalen hon yn wag yn bwrpasol

Yn rhinwedd paragraff(au) 14 of Part 4 of Schedule 12A  
o Ddeddf Llywodraeth Leol 1972.

Dogfen Gyfyngedig - Ni ddylid ei chyhoeddi

Mae'r dudalen hon yn wag yn bwrpasol



Yn rhinwedd paragraff(au) 14 of Part 4 of Schedule 12A  
o Ddeddf Llywodraeth Leol 1972.

Dogfen Gyfyngedig - Ni ddylid ei chyhoeddi

Mae'r dudalen hon yn wag yn bwrpasol

Yn rhinwedd paragraff(au) 14 of Part 4 of Schedule 12A  
o Ddeddf Llywodraeth Leol 1972.

Dogfen Gyfyngedig - Ni ddylid ei chyhoeddi

Mae'r dudalen hon yn wag yn bwrpasol