

# Childcare Sufficiency Assessment Form

**Name of Local Authority: Flintshire County Council**

**Name of responsible officer: Nerys Affleck**

**Date of Completion:**

Please note that the Childcare Sufficiency Assessment must be received by the Welsh Government by 31<sup>st</sup> March 2017.

## 1. Introduction

### Childcare Sufficiency Assessment

As well as establishing a baseline of provision, the Childcare Sufficiency Assessment will enable Local Authorities to:

- measure the nature and extent of the need for, and supply of, childcare in the area
- identify gaps in the market and plan how to support the market to address them

#### Principal Statement

##### The Law

1.1 The Childcare Act 2006 (the 2006 Act) expands and clarifies in legislation the vital role local authorities play as strategic leaders in the provision of childcare locally. 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 in particular on the provision of:

- sufficient, sustainable and flexible childcare that is responsive to parents’ needs; and
- information, advice and assistance relating to childcare to parents, prospective parents and those with parental responsibility or care of a child,

1.2 The local authority has the responsibility and lead role in coordinating effort across services, enabling different organisations, such as childcare providers from all sectors, Jobcentre Plus, community focused schools, integrated 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.

1.3 Section 22 of the 2006 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
- undertake education or training which could reasonably be expected to assist them to obtain work.

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Annexe 1 to 13 are currently pending translation to Welsh and will be added to the Family Information Service Flintshire website as soon as possible

## **1. Introduction/ Context**

### ***Methodology***

All of the information gathered for the Assessment has been analysed by area to present a picture of childcare supply and demand by post coded area as proscribed by the Act.

**Area 1** – CH4

**Area 2** – CH5

**Area 3** – CH6

**Area 4** – CH7

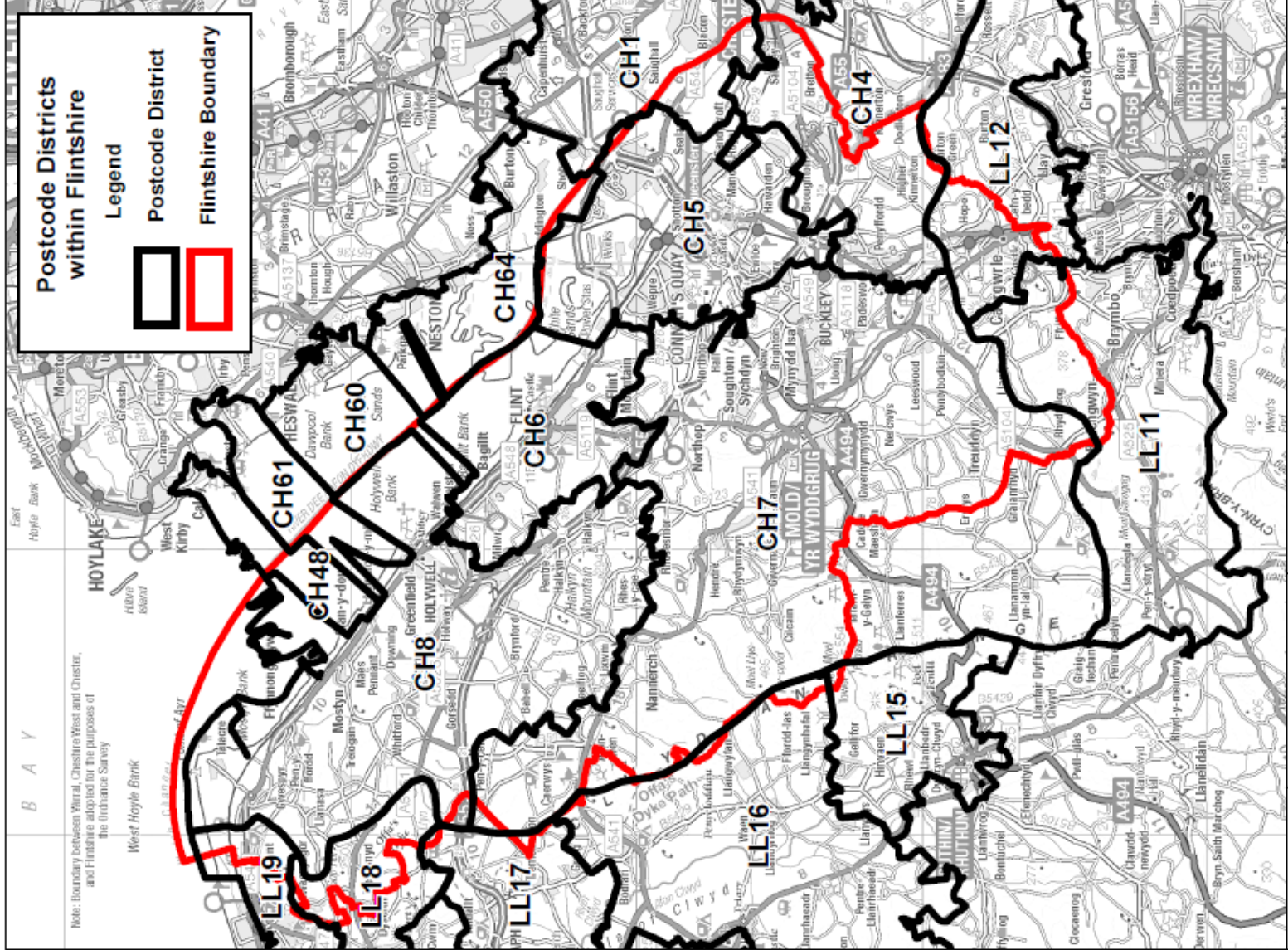
**Area 5** – CH8

**Area 6** – LL12

**Area 7** – LL18

**Area 8** – LL19

Map of post coded areas:





**Postcode Districts within Flintshire**

**Legend**

-  Postcode District
-  Flintshire Boundary

Note: Boundary between Flintshire, Cheshire West and Chester, and Flintshire adopted for the purposes of the Insurance Survey

	<p>The map information on this page is based on Ordnance Survey data. It is not intended to be used for navigation purposes. The Ordnance Survey name is a registered trademark of Ordnance Survey.</p>	<p>Planning &amp; Environment          Flintshire County Council,          County Hall, Mold,          Flintshire, CH7 6NF.          Chief Officer: Mr Andrew Farrow</p>	<p>Scale 1:175,000 @ A4          OS Map: 250K          Produced: 28/02/2017</p> <p style="text-align: center;">  </p>
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From September 2016 and December 2016, a consultation exercise took place to establish the views of parents and carers in Flintshire regarding childcare. Through a mixture of outreach work and structured questionnaires, the views of parents /carers as to the availability and accessibility of childcare were sought.

An electronic survey was publicised to all parents of children in Flintshire via schools, through existing childcare provision, local press, County Council website and Twitter account, a variety of minority group networks, local employers and in a number of other locations where parents meet. 133 responses were received from the on-line Survey Monkey questionnaire.

Face-to-face consultation took place through existing structures such as Family Information Service Flintshire (FISF) Outreach visits to parent and toddler groups; integrated centres; family learning groups in schools; pre-schools and other locations where parents were already meeting. As a result a total of 38 parents completed hard copies of the survey and returned them via post. Parents in more deprived areas and in marginalised groups (such as parents of disabled children) were targeted to provide balance against the possibility that fewer parents in these areas and groups would return surveys.

All Care and Social Services Inspectorate Wales (CSSIW) registered childcare providers were required to complete a Self-Assessment of Service (SASS) form on-line. Settings providing term time care were instructed to complete the form during the week of 11<sup>th</sup> to 15<sup>th</sup> July 2016 and holiday care providers were required to complete the form during the week of 1<sup>st</sup> August to 5<sup>th</sup> August 2016. A total of 77.1% of registered childcare providers in Flintshire completed the on-line application

The key challenge in undertaking this CSA was ensuring the accuracy of the data. Unfortunately the response rate to the parental questionnaire was minimal with feedback commenting on the length and receptiveness of the format. Flintshire's childcare providers' response rate to the SASS 1 on-line survey was 76.1% a vast improvement on previous return rates. Nevertheless, the data included within the annexes is incomplete as many providers failed to answer some of the questions within the SASS return and it is evident that in some instances they have misinterpreted the questions and provided conflicting answers.

The actions identified in the CSA Action Plan will be approved by Flintshire Early Years Development and Childcare Partnership (FEYDCP) and, over the next five years, progress made against these targets will be monitored and reported quarterly at our FEYDCP meetings.

## 2. Partnership Working and Consultation

Under schedule 2 of the Statutory Guidance appropriate stakeholders have been identified and involved in the undertaking of this Assessment and the development of the Action plan. They include:

- **Safeguarding Children Board** - Awaiting email response
- **Umbrella/ Partner Organisations**  
Included on the membership list for The Flintshire Early Years Development and Childcare Partnership (FEYDCP) are:
  - Wales Preschool Playgroups Association (Wales PPA) ,
  - Mudiad Meithrin,
  - National Day Nursery Association (NDNA),
  - Professional Association for Childcare and Early Years (PACEY),
  - Clybiau Plant Cymru Kids Club (CPCCKC)

The *Childcare Act 2006* states that the EYDCP is responsible for “....ensuring the fulfilment of the duty under section 22 and section 26 of the *Childcare Act* 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 FEYDCP will work collaboratively with relevant agencies to achieve the priorities identified in any Action Plans of the statutory *Childcare Sufficiency Assessment* (CSA). (Extract from FEYDCP Terms of Reference).

- **Welsh Medium Education Forum** – The lead officer for the Welsh Medium Education Forum chairs the forum as it regularly discusses issues related to childcare and early years education. These matters are also discussed at the Early Entitlement Partnership meetings which the Childcare Development Officer attends. And conversely the Welsh Medium Education Forum Chair, alongside the Mudiad Meithrin’s Deputy Manager for North and Mid Wales region regularly attend the FEYDCP where there is assured co-ordination of issues related to local childcare in the Welsh medium sector
- **Strategic Play Forum** – The Childcare Development Officer regularly corresponds with Flintshire Play Development Team, has attended the Play Sufficiency seminar 2016 and will be a member of the Strategic Play Forum when it is formed later this year (2017). The Play Development Officer has provided a 100% response to all CSA surveys of open access playschemes, both registered and excepted.
- **Job Centre Plus Offices** – The Job Centre Plus are represented at FEYDCP meetings by PaCE (Parents, Childcare and Employment) – A Welsh Government initiative to assist in overcoming barriers to work when childcare is the main issue.



- **CSSIW** – A CSSIW representative attends FEYDCP quarterly meetings. The Childcare Development Officer receives weekly reports from CSSIW containing the latest registered, cancelled and suspended registrations in the County.
- **Family Information Services** – The Family Information Service has provided integral support in the processing of SASS returns and the parental and employer surveys and this information has been used to inform the supply and demand sections of the CSA. The completed CSA will be published on the FIS website so that it is accessible to parents/carers, childcare workers and other professionals.
- **Neighbouring Local Authorities** – 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 this report (Section 12).
- **Local Employers** – FISF support local employers by providing information to employees, attending jobs fairs, providing outreach support and surveying employers for the Childcare Sufficiency Assessment. Local employers were contacted and several completed a postal survey and this provided an insight into barriers that are faced by parents returning to work and the range of childcare services that are required to meet their needs.
- **Other stakeholders** consulted included schools and other local authority departments such as Planning, Healthy Preschools and the social housing landlord, Clwyd Alyn Housing Association. This consultation took the form of emails and face to face discussions.

### **3. The Childcare Sufficiency Assessment and Local Well Being Needs Assessment**

Welsh Government have developed a 'common data set' to support the assessments of local well-being required under the Well-being of Future Generations (Wales) Act 2015. This data set uses four themes: social; economic; cultural; and environmental well-being of an area and in doing so draws upon a range of statistical research and evidence including:

- National Well-being Indicators
- Public Health Outcomes Framework Wales
- Social Services Improvement Agency (SSIA) Population Assessment Toolkit
- Welsh Government's sustainable development indicators
- Office for National Statistics' Measuring National Well-being
- Natural Resources Policy Statement, Environment Bill
- Planning Act (Wales) 2015

This common data set provides a starting point for Public Service Boards (PSBs) across Wales to begin to assess well-being in the area and the production of the assessment. It is just a part of the evidence base which PSBs will use to support their assessments, which will also include local evidence and intelligence including the views of citizens through assessments such as the Childcare Sufficiency Assessment.

The first Draft Assessment of Well Being for Flintshire is out for consultation until 31<sup>st</sup> March 2017

Any gaps highlighted by the CSA will be fed into the Local Well Being Needs Assessment.

#### 4. Population

Flintshire is a county in North East Wales, bordering the English county of Cheshire to the east, Denbighshire to the west and Wrexham to the south. The coast along the Dee estuary is heavily developed by industry and the north coast much developed for tourism. The Clwydian Mountains occupy much of the west of the county. The Chief towns are Buckley, Connah's Quay, Flint, Hawarden, Holywell, Mold, Queensferry, and Shotton. The main rivers are the Dee (the estuary of which forms much of the coast) and the Clwyd.

Unless, stated otherwise the demographic information within this section is based on data from the Census 2011, along with more recent population estimates produced by Welsh Government. This is the same information used by the local authority to develop the Local well Being Needs Assessment.

##### Population Figures

- The number of children in the population is important in deciding how much childcare is likely to be needed to meet local demand. In Flintshire currently 19% of the population are children. For the purposes of the Childcare Sufficiency Assessment the National Office for Statistics reported in 2015 that there are 28,349 children and young people Flintshire between the ages of 0 and 15 years.
- While the population of Flintshire as a whole has increased from 152,666 in 2011 to 154,074 in 2015, the population of children during this period has fluctuated but is forecast to fall to 26,793 by 2039. Currently there are around 1,700 live births per year in Flintshire. However, the overall trend in birth rates is downwards therefore by 2026 it is expected that there will be between 11% and 17% fewer children and young people living in the region than there were in 2001. Interestingly the largest decrease in children numbers will be amongst the 3 to 7 year olds.
- Children with a Disability  
The rate for children and young people reported as disabled according to Disability Discrimination Act definitions is 7.3% of the 0-18 population. There were 2,337 children with a disability in Flintshire in 2015 and this figure is projected to gradually increase to 2,343 by 2020.

- Poverty

A household is taken to be in poverty if the total annual household income (including any benefits received) is below 60% of the average for Great Britain (GB). Around 30% of households in Flintshire are below this average and this means 5,770 children are living in poverty.

- Family Composition

Flintshire has 18,737 households with dependent children. The number of lone parents is an important factor in childcare demand as they are less likely to be working when their children are younger but have greater need for childcare to support work once their children are in school. In Flintshire there are 4,466 lone parent households. In 35.6% of such households parents are in part-time employment and 29.2% are in full-time employment. 35.1% are not in employment.

- Ethnicity

In the 2011 Census 95.9% of people living in Flintshire identified their ethnic group as 'White British'. This compares with 93.2% across Wales, and 80.5% across England & Wales

- Welsh language profile

Welsh is spoken by 13.2% of people in Flintshire compared to 19% across Wales and 35% in North Wales. Welsh is used across most areas of the county by a significant minority. In five areas of the county, Welsh is spoken by over a fifth of residents.

- Employment

Flintshire is an attractive place to work with an overall strong economy and good comparative performance in jobs growth. A high proportion of Flintshire residents (43%) work outside of the County, but this is balanced by a high number of people who commute into Flintshire for work. Employment in the manufacturing sector is well above the national rate, 30% compared to 8% for GB and 11% for Wales). There is a low reliance on the public sector for employment (19%) against the Wales average (32%).

### Households

- The Flintshire Unitary Development Plan 2000 - 2015 allowed for nearly 500 new houses to be built each year in Flintshire up to 2015. While this scale of house building will probably not result in a significant increase in demand for childcare across Flintshire, where significant developments are taking place of a type likely to attract families with young children, discussions within the local authority are needed to ensure that the impact on the childcare market is assessed. Please see the table below showing forecasted developments.

### Flintshire Unitary Development Plan

<b>AREA</b>	<b>TOTAL UNITS</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Afonwen	19	0	5	7	7	0
Bagillt	57	0	12	0	20	25
Broughton	253	50	55	62	62	0
Buckley	435	37	59	116	107	54
Caerwys	54	0	18	18	18	0
Coed Talon/Pontybodkin	57	0	0	19	19	19
Connah's Quay	339	25	25	50	60	30
Drury and Burntwood	0	0	0	0	0	0
Ewloe	30	3	17	0	0	0
Ffynnongroyw	11	0	4	4	3	0
Flint	632	60	93	94	60	60
Flint Mountain	8	3	2	0	0	0
Garden City	1373	0	92	105	135	150
Gronant	38	0	14	15	9	0

Gwernymynydd	17	4	5	8	0	0
Hawarden	20	6	1	1	1	1
Higher Kinnerton	0	0	0	0	0	0
Holywell	236	0	29	40	32	0
HCAC	35	5	10	10	10	0
Leeswood	55	0	15	0	0	0
Lixwm	1		1	0	0	0
Mancot	4	4	0	0	0	0
Mold	293	50	60	50	50	25
Mostyn	71	1	19	18	18	16
Mynydd Isa	58	0	0	19	20	19
New Brighton	36	3	15	6	6	6
Northop Hall	71	10	10	10	10	7
Penyffordd	17	2	7	8	0	0
Penyffordd/Penymynydd	70	44	0	0	0	0
Rhes y cae	10	0	5	5	0	0
Saltney	43	27	14	0	0	0
Sychdyn	39	0	26	13	0	0
Whitford	41	0	0	0	7	34
<b>Total</b>	<b>4420</b>	<b>334</b>	<b>612</b>	<b>678</b>	<b>54</b>	<b>473</b>

### 5.1 Number of Childcare Providers & Type of Services (Registered and Unregistered/ Approved)

Childcare Type	Registered	Unregistered/ Approved)	Childcare Services Offered	Registered	Unregistered/ Approved
Childminder	94 (70.1%)		Full day care throughout the year	88	0
			Half day care throughout the year	126	0
			Before school	75	0
			After school	79	0
			Wrap Around	51	0
			Holiday Provision	70	0
			Other	6	0
<b>Day Care</b>					
Full Day Care	29 (93.5%)		Full day nursery throughout the year	24	0
			Half day nursery throughout the year	24	0
			Before school	14	0
			Morning Playgroup/ Cylch Meithrin	4	0
			Afternoon Playgroup/ Cylch Meithrin	5	0
			After school	14	0
			Wrap Around	20	0
			Lunch	14	0
			Holiday Provision	14	0
			Crèche	0	0
			Other	1	0
Sessional Day Care	37 (90.2%)		Morning Playgroup/ Cylch Meithrin	28	
			Afternoon Playgroup/ Cylch Meithrin	6	
			Wrap Around	6	
			Lunch	5	
			Other	2	

Crèches	3 (60%)		Operates Full Day		
			Operates Mornings		
			Operates Afternoons		
			Holiday Provision		
			Other		3
Out of School Care	37 (79.6%)		Before School	14	
			After School	24	
			Holiday Provision	10	
			Playscheme sessions		
			Other		
Open Access Play Provision	2	60	Before School		
			After School		
			Holiday Provision		
			Playscheme sessions	2	60
			Other		
Nanny		2 (40%)	Full day care throughout the year		2
			Half day care throughout the year		2
			Before school		1
			After school		1
			Wrap around a part time Early Education placement, e.g. playgroup or school nursery		1
			Holiday provision in the school holidays		1
			Other		
TOTAL	201	63			



Geographical Distribution of Childcare Providers & Services provided (Registered and Excepted/ Approved)

**AREA 1 - CH4**

18 Childminders providing the full range of services

4 Full Day Care providers providing the full range of services

3 Sessional Day Care providers providing Morning playgroup sessions only

There are no Registered crèches in this area

4 Out of School Care providers providing before and after school sessions only

5 Excepted Open Access Play providing Playscheme sessions

There are no Approved nannies in this area

**AREA 2 - CH5**

23 Childminders providing the full range of services

10 Full Day Care providers providing the full range of services

7 Sessional Day Care providers providing the full range of services

2 Creches providing morning and afternoon sessions only

10 Out of School Care providers providing before and after school and holiday child care

8 Excepted Open Access Play providing Playscheme sessions

1 Registered Open Access Play providing Playscheme sessions

1 Approved Nanny providing full day care only

**AREA 3 - CH6**

1 Childminder providing full day care and holiday provision only

4 Full Day Care providers providing the full range of services

3 Sessional Day Care providers providing Morning playgroup sessions only

There are no Registered crèches in this area

3 Out of School Care providers providing after school and holiday child care only

9 Excepted Open Access Play providing Playscheme sessions

There are no Approved nannies in this area

**AREA 4 - CH7**

43 Childminders providing the full range of services

9 Full Day Care providers providing the full range of services

15 Sessional Day Care providers providing the full range of services

1 registered crèche providing other services only

12 Out of School Care providers providing before and after school and holiday child care sessions

21 Excepted Open Access Play providing Playscheme sessions

1 Approved Nanny providing the full range of services

**AREA 5 - CH8**

5 Childminders providing the full range of services

2 Full Day Care providers providing the full range of services

6 Sessional Day Care providers providing Morning playgroup sessions, Lunch and other services

No Registered crèches in this area

8 Out of School Care providers providing before and after school and holiday child care sessions

12 Excepted Open Access Play providing Playscheme sessions

No data collected from this area from Nannies

**AREA 6 - LL12**

2 Childminders providing the full range of services

No registered Full Day Care providers in this area

1 Sessional Day Care provider providing – no services listed

There are no Registered crèches in this area

No data collected from this area for Out of School Care

3 Excepted Open Access Play providing Playscheme sessions

There are no Approved Nannies in this area

**AREA 7 - LL18**

There are no Registered Childminders in this area

There are no registered Full Day Care providers in this area

There are no registered Sessional Day Care providers in this area

There are no Registered crèches in this area

There are no Registered Out of school care providers in this area

2 Excepted Open Access Play providing Playscheme sessions

There are no Approved Nannies in this area

**AREA 8 - LL19**

No data collected for this area from childminders.

There are no registered Full Day Care providers in this area

1 Sessional Day Care provider providing afternoon Playgroup sessions and a wraparound service

There are no Registered crèches in this area

There are no Registered Out of school care providers in this area

1 Registered Open Access Play providing Playscheme sessions

There are no Approved Nannies in this area

## 5.2. Childcare Places – Supply and Demand per Childcare Type

### Registered Provision – Term Time

Childcare Type	Places as per registration	Term Time				
		Maximum Capacity of childcare places available daily	Number of Children using service	Number of Vacancies	Number of children on Waiting List	Number of childcare places required
Childminder	701	1079	755	429	23	16
Day Care	4148					
Full Day Nursery	1572	2,677	2,223	1,747	25	30
Sessional Day Care	898	1,301	1,137	454	37	8
Crèches	83	95	35	68	0	1
Out of School Care	1595	2,257	2,487	1850	20	13
Open Access Play Provision	N/A	N/A	N/A	N/A	N/A	N/A
Nanny	N/A	N/A	N/A	N/A	N/A	N/A

### Excepted and Approved Provision – Term Time

Childcare Type	Term Time				
	Maximum Capacity of childcare places available daily	Number of Children using service	Number of Vacancies	Number of children on Waiting List	Number of childcare places required
Childminder	0	0	0	0	0
Day Care					
Full Day Nursery	0	0	0	0	0

Sessional Day Care	0	0	0	0	0
Crèches	0	0	0	0	0
Out of School Care	0	0	0	0	0
Open Access Play Provision	N/A	N/A	N/A	N/A	N/A
Nanny		7	0	0	0

#### Registered Provision – School Holidays

Childcare Type	Places as per registration	School Holidays				
		Maximum Capacity of childcare places available daily	Number of Children using service	Number of Vacancies	Number of children on Waiting List	Number of childcare places required
Childminder	701	537	2,104	186	5	16
Day Care	4148					
Full Day Nursery	1572	1,008	4,518	151	0	30
Sessional Day Care	898	N/A	N/A	N/A	N/A	N/A
Crèches	83	49	31	-	0	1
Out of School Care	1595	618	2,074	660	0	13
Open Access Play Provision	195	N/A	409	N/A	N/A	6
Nanny	N/A	N/A	N/A	N/A	N/A	N/A

Excepted and Approved Provision – School Holidays

Childcare Type	Term Time				
	Maximum Capacity of childcare places available daily	Number of Children using service	Number of Vacancies	Number of children on Waiting List	Number of childcare places required
Childminder	0	0	0	0	0
Day Care					
Full Day Nursery	0	0	0	0	0
Sessional Day Care	0	0	0	0	0
Crèches	0	0	0	0	0
Out of School Care	0	0	0	0	0
Open Access Play Provision	N/A	3783	N/A	N/A	
Nanny		7	0	0	

Geographical Distribution of Childcare Places per Childcare Type – Supply and Demand – Term Time

The figures below include supply data from the SASS forms completed in July 2016.

**Area 1 - CH4**

Childcare places per Childcare Type –Term Time

Childcare Type	Total Maximum Capacity	Total Number of Children Attending
Childminders	181	150
Full Day Care	270	227
Sessional Day Care	54	120
Creches	0	0
Out Of School Care	224	257
Open Access Play Provision	N/A	N/A
Nanny	N/A	N/A

**Area 2 – CH5**

Childcare places per Childcare Type –Term Time

Childcare Type	Total Maximum Capacity	Total Number of Children Attending
Childminders	302	174
Full Day Care	1,032	689
Sessional Day Care	327	379
Creches	71	35
Out Of School Care	558	1027
Open Access Play Provision	N/A	N/A
Nanny	N/A	N/A

**Area 3 – CH6**

## Childcare places per Childcare Type –Term Time

Childcare Type	Total Maximum Capacity	Total Number of Children Attending
Childminders	5	5
Full Day Care	489	428
Sessional Day Care	105	53
Creches	0	0
Out Of School Care	86	72
Open Access Play Provision	N/A	N/A
Nanny	N/A	N/A

**Area 4 – CH7**

## Childcare places per Childcare Type –Term Time

Childcare Type	Total Maximum Capacity	Total Number of Children Attending
Childminders	464	362
Full Day Care	664	560
Sessional Day Care	466	331
Creches	24	0
Out Of School Care	772	725
Open Access Play Provision	N/A	N/A
Nanny	N/A	N/A



**Area 5 – CH8**

## Childcare places per Childcare Type –Term Time

Childcare Type	Total Maximum Capacity	Total Number of Children Attending
Childminders	104	20
Full Day Care	231	319
Sessional Day Care	297	210
Creches	0	0
Out Of School Care	617	406
Open Access Play Provision	N/A	N/A
Nanny	N/A	N/A

**Area 6 – LL12**

## Childcare places per Childcare Type –Term Time

Childcare Type	Total Maximum Capacity	Total Number of Children Attending
Childminders	23	44
Full Day Care	0	0
Sessional Day Care	25	19
Creches	0	0
Out Of School Care	0	0
Open Access Play Provision	N/A	N/A
Nanny	N/A	N/A

**Area 7 – LL18**

Childcare places per Childcare Type –Term Time

Childcare Type	Total Maximum Capacity	Total Number of Children Attending
Childminders	0	0
Full Day Care	0	0
Sessional Day Care	0	0
Creches	0	0
Out Of School Care	0	0
Open Access Play Provision	N/A	N/A
Nanny	N/A	N/A

**Area 8– LL19**

Childcare places per Childcare Type –Term Time

Childcare Type	Total Maximum Capacity	Total Number of Children Attending
Childminders	0	0
Full Day Care	0	0
Sessional Day Care	27	25
Creches	0	0
Out Of School Care	0	0
Open Access Play Provision	N/A	N/A
Nanny	N/A	N/A

## 6. Supply of Childcare

### 6.1. Childminder

#### 6.1.1. Analysis of Supply of Childcare Provision

*The following summary is based on data from the SASS forms completed on-line during July and August 2016 with 70.01% of registered childminders completing.*

- **Range of services provided**

*The majority of childminders across the County provide the full range of services surveyed. However, within Area 4 (CH7) less than 50% of childminders provided a Wraparound service. It is also noted that, across the county, 32% of childminders choose not to provide Half Day Care (AM or PM), however, perhaps there was no uptake of this service when the data was collected. There are no registered childminders within Area 7 (LL18).*

- **Number and type of child places filled (full time, part time, ad-hoc)**

*During term time across the full range of services offered there are significantly more part time than full time places taken with less than 7% of places taken ad-hoc. This description holds true across all geographical areas. Also, during school holidays almost identical percentages apply to the take up of full time, part time and ad-hoc places across all areas.*

- **Number of places filled by children who have special educational needs or who require specialist care due to a disability**

*The survey asked for all children with statements or awaiting formal assessment and the number of children was 28 which accounted for 4% of all children attending the childminder settings and 3 of them are funded Early education places. A third of these children have speech, language and communication difficulties. A contributing factor to this number being so low could be because the majority of children attending childminder settings are pre-school age and would therefore not have a statement nor would they be awaiting for formal assessment as yet.*

- **Number of Welsh language places filled**

*At this point in time (Spring 2017) Flintshire do not have any registered childminders delivering their service through the medium of Welsh*

- **Vacancies and Waiting lists**

32 of the childminders surveyed recorded no vacancies whatsoever and only 28 had five or less vacancies for the chosen survey weeks in term time and school holidays. The remaining 29 childminders accounted for 490 vacancies and the majority of these vacancies were in the CH5 (Connah's Quay and Shotton) and CH7 (Buckley and New Brighton) areas. Only 9 childminders had waiting lists during term time and that figure falls to 2 during school holidays with 24 children in total waiting for places. However, some childminders with waiting lists also had vacancies so we believe that these childminders have misunderstood the question and included children that are booked in to start at a later date and the place is not yet required.

- **Opening times and range of session lengths**

Childcare providers were not instructed to use a 24 hour clock and therefore it is difficult to provide a thorough analysis from the times provided. Also, 20 respondents did not understand what was required and only included a start time or did not include any hours at all. Most childminders, as instructed, have provided their full time hours which range from 7.00am to 9.00am starts and finish times from 4.00pm to 7.00pm. During term time over 50% started before 8am and this figure fell to just below 50% for school holiday. Settings offering childcare after 6pm accounted for 15% of the respondents during both term time and school holidays. No childminders indicated that they provided overnight care under the 'Childcare Operating Outside of working hours' question however one childminder in Garden City noted under other services offered that they provided overnight care, suggesting that some childminders found the survey format confusing. Only one childminder in Holywell West offered weekend cover with the service available 7am to 7pm seven days a week.

- **Age range of children**

Childminder registration covers caring for children under 12 years old however, of the childminders surveyed 7 accommodated the 12 – 17 year old range. Only 17 respondents offered care for babies under 12 months old, with the majority of childminders caring for the 2 year to 11 year old range. During term time by far the busiest age range using childminders is the 5 – 7 year olds, followed by 8 – 11 year olds, 2 year olds, three olds then 4 year olds. During the school holidays approximately a third fewer children are using childminder services across all age ranges, according to the childminders surveyed, possibly due to parents taking annual leave at this time of year.

- **Range of charges**

This survey question asked for an hourly rate but was entitled 'Childcare Fees – Cost Per Session' and therefore this resulted in one third responding with an hourly rate and the remaining two thirds quoting their session fees. For the purpose of this analysis we have chosen the responses that provided an hourly rate and have assumed that they have used the guidance notes

*to correctly calculate this amount. For full day care those providing an hourly rate ranged from £2.50 to £4.05 per hour. For a half day (AM or PM) during term time or school holidays were being charged from £2.50 to £4.66 per hour. Before school fees ranged from £3.00 to £4.00 per hour with After school exhibiting a wider range from £2.50 to £4.80. Only a fifth of respondents provided a wraparound fee and this ranged from £2.50 to £4.00 per hour. These figures give an average hourly rate of £3.50 per child per hour*

#### 6.1.2. Summary of key strengths and weaknesses

##### **Strengths:**

- There is a good spread of childminders throughout Flintshire and a wide range of services provided by these childminders
- The majority of childcare places are taken on a part-time and ad-hoc basis, so it is flexible enough to meet the changing needs of families.
- Across all areas of Flintshire there are vacancies during term time and school holidays
- Childminders provide a significant amount of after school care for children aged five and over, particularly in Area 4 (CH7).
- Childminders are registered as inclusive practices and are therefore willing and able to provide childcare for children with special educational needs or a disability.
- The majority of childminders in Flintshire provide childcare before 8am.
- The cheapest childcare provision is available in Connah's Quay however these settings tend not to include sibling discounts.

##### **Weaknesses:**

- There are no Welsh medium in Flintshire and only 29% having some bilingual elements to their provision.
- According to the SASS data there is very limited provision for parents seeking atypical hours to cover shift patterns with the earliest start being 7.00am and latest finish at 7.00pm. However, we are aware of some childminders providing care outside of these hours on an ad-hoc basis.
- Of those childminders completing the SASS on-line only one indicated that they provided overnight care.
- Only one childminder in Area 5 (CH8) provided weekend childcare on both a Saturday and Sunday.

- Childminders providing care in the areas bordering Cheshire West are the most expensive at £35.00 per full day, however, none of these setting make any additional charges.

## 6.2 Full Day Care

### 6.2.1. Analysis of Supply of Childcare Provision

*The following summary is based on data from the SASS forms completed on-line during July and August 2016 with 93.5% of registered Full Day Care providers completing*

- **Range of services provided**

*The majority of Full Day Care settings provide Full Day Nursery sessions however less than 50% of respondents deliver Half Day Nursery provision and the same applies to settings providing before and after school, lunch and holiday provision. Also, less than 20% of these Full Day Care settings provide AM or PM Playgroup sessions, however, we can surmise that these are the settings registered as full day care because they deliver both AM and PM sessions. There is no registered Full Day Care provision in Area 6, 7 and 8 (LL12, LL18 and LL19) however these are rural areas bordering neighbouring Counties where Day Care provision is available close by. Only one Full Day Care provider completed the SASS as a setting solely operating as a holiday club, however, the FISF have details of seven settings providing this service with the majority providing Summer holiday cover and only one setting providing Christmas holiday cover in Buckley.*

- **Number and type of child places filled (full time, part time, ad-hoc)**

*During term time 30% of places are taken by full-time children, whilst part-time places account for 67% and ad-hoc bookings only 3%. These figures change significantly during school holidays with full-time places only accounting for 14% and part time places taking 78% of all places and finally ad-hoc taking 8%.*

- **Number of places filled by children who have special educational needs or who require specialist care due to a disability**

*There are 42 places filled by children who have a disability or special educational needs. 5 of whom are funded Early education places. The majority of these children had medical conditions or speech, language and communication difficulties. These children are spread across all areas of Flintshire where full day care is available.*

- **Number of Welsh language places filled**

*Two settings provide morning and afternoon Cylch Meithrin provision, one in Treuddyn and one in Holywell. They both also provide wraparound care and lunch provision. At the time of the survey 75 places were filled. There currently are no Welsh medium registered Day Nurseries in the County.*

- **Vacancies and Waiting lists**

*Three settings, in Mancot, Sealand and Connah's Quay reported no vacancies. The remaining 26 settings recorded 1,898 with the highest number of day care vacancies in Mold, Flint, Connah's Quay and Ewloe. Of the 50% of providers who offered half day sessions the majority of vacancies were for the afternoon sessions, particularly in Flint, Shotton, Northop and Bagillt. Almost 50% of all After School vacancies were in Flint. For those providing Playgroup sessions the afternoon sessions had considerably more vacancies than the morning sessions, which is verification that morning sessions better suit the needs of this younger age range of children. Only one setting in Sealand had a waiting list for the school holidays as well as term time (however, this setting failed to add any numbers to the subsequent boxes of the survey). Another two settings in Penyffordd and Connah's Quay have term time waiting lists only with most vacancies during the Summer and Autumn terms.*

- **Opening times and range of session lengths**

*Four settings failed to provide any times whatsoever and two settings only provided start times. Of the remaining 23 respondents they provided a range of sessions available during term time and school holidays, these mostly operating between 7.30am and 6.00pm or somewhere in between. No settings ticked the Weekend Care box, however, one setting in Buckley provides full day care session from 08.00am to 4.00pm on a Saturday. No settings provide overnight care. 11 of the respondents did not provide Holiday care whilst two settings that did chose not to provide any hours. Of the remaining 18 respondents the majority had hours identical to their term time hours and virtually all provided 13 weeks of childcare during the school holidays.*

- **Age range of children**

*All Full Day care settings in Flintshire care for children under the age of 12 in line with CSSIW registration requirements. There is an even distribution of registered full day care settings who can cover for children in all the age categories. Just under half of the*

*full day care providers can accommodate children from 0- 7 years. Almost all providers are able to accommodate children between 2 and 4 years as this takes into account the full day care registrations providing either two playgroup sessions or wraparound provision over 4 hours. In Area 5 (CH8) there is no full day care provision for 5 – 11 year olds.*

**Range of charges** - According to the SASS data collected the hourly cost of full day care ranges between £3.55 and £4.35 and for a half day or less it ranges from £2.80 to £6.60 per hour, with the cost of lunch care ranging from £1.00 to £6.66. A third of the respondents have given the cost of the full session rather than the hourly cost and in many cases they also not indicated the session length so it is not possible to calculate the hourly rate in these instances. 22 of the settings offer a sibling discount with the majority who did not in Areas 2 and 4 (CH5 and CH7). None of the settings have any additional charges.

#### 6.2.2. Summary of key strengths and weaknesses

##### **Strengths:**

- There is a good range of services provided by full day care settings with just short of half providing wrap around care, after school care, lunch clubs and holiday care.
- Full day care is by far the most commonly used service followed by half day care in the morning and after school provision.
- Children with special educational needs or a disability are noted to be accessing all the settings in all areas where full day care is available.
- There are currently vacancies across all areas in settings providing full day care, half day care, before or after school and playgroup sessions.
- Only two settings out of the 29 have waiting lists.
- There are a wide range of session lengths available in all areas and hours available ranging from 7.30am starts to 6.00pm
- Areas 1 to 8 all have full day care available during at least 13 weeks of the school holidays, with the only exception being Christmas week.
- 75% of the settings provide sibling discounts with none charging for additional items such as food, travel or nappies

##### **Weaknesses:**

- There are no Welsh medium Day Care Nurseries in Flintshire. The only registered full day care providers are two Cylch Meithrins operating in Treuddyn and Holywell.



- *There is no registered Full Day Care provision in Area 6, 7 and 8 (LL12, LL18 and LL19) however these are rural areas bordering neighbouring Counties where Day Care provision is available close by.*
- *Less than 50% of respondents deliver Half Day Nursery provision and the same applies to settings providing before and after school, lunch and holiday provision.*
- Take up of full-time childcare places during school holidays is particularly low and therefore where it is taken it tends to be on a part time basis which could lead to sustainability issues for this sector.
- Both Playgroup sessions and half day nursery sessions running in the afternoon struggled to attract as many children as attended their morning sessions.
- No settings provide overnight care and only one setting in Buckley provided a full day care session on a Saturday.
- There is no full day care provided before 7.30am or after 6.00pm
- In Area 5 (CH8) there is no Full Day Care provision for 5 – 11 year olds

## 6.3 Sessional Day Care

### 6.3.1. Analysis of Supply of Childcare Provision

*The following summary is based on data from the SASS forms completed on-line during July and August 2016 with 90.2% of registered Sessional Day Care providers completing*

- **Range of services provided**

*A number of the sessional care providers are now registered as full day care as they provide two sessions and a lunch service or a wraparound delivery over four hours. There is no sessional care available in Area 7 (LL18 – Trelawnyd and Gwaenysgor). There are no afternoon sessions in Areas 1, 3 and 5 (CH4, CH6 and CH8) and no morning sessions running in Areas 6 and 8 (LL12 and LL19). There are only six settings offering lunch club in Connah’s Quay, Shotton, Mold, Holywell and Treuddyn and of these Shotton, Mold and Treuddyn also offer wraparound care. Other settings providing wraparound care are in Cilcain, Gronant and Shotton. None of the settings deliver sessions during school holidays*

- **Number and type of child places filled (full time, part time, ad-hoc)**

*There is a significantly higher take up of places in morning playgroup / Cylch Meithrin than afternoon sessions. All data collected refers to term time however two settings completed the school holiday section in error, again showing that the SASS layout was confusing. 54% of places are filled on a part time with 45% accounting for full-time places and the remaining 1% are ad-hoc places.*

- **Number of places filled by children who have special educational needs or who require specialist care due to a disability**

*There are 21 children with special educational needs or a disability attending sessional care. 9 of who are funded Early education places. These children are spread across all areas of the county with the majority, with statements or awaiting formal statements, having speech, language and communication difficulties or emotional and behavioural difficulties.*

- **Number of Welsh language places filled**

*There are no Welsh medium playgroups operating in Areas 1, 6,7 and 8 (CH4, LL12, LL18 and LL19). In Area 2 there are two Cylch Meithrins , one in Shotton and one in Garden City offering 88 places and 46 children attending. In Area 3 (Flint) there are two Cylch meithrins but only one completed the SASS and has a capacity for 60 with 31 attending. Area 4 has three Cylch Meithrins in (Mold (x2) and Treuddyn) but only one from Mold completed the SASS with a capacity of 24 and 37 attending. Finally Area 5 has a Cylch Meithrin in Holywell and Picton and the Picton setting completed the SASS and shows a capacity of 56 and attendance of 24.*

- ***Vacancies and Waiting lists***

*Vacancies account for almost a third of the capacity all settings across the county. Assuming that the settings have calculated their vacancies correctly using the guidance provided Area 3 (CH6) and Area 8 (LL19) have vacancies exceeding 50%. There are no waiting lists for Welsh medium provision. Settings delivering through English or English and some bilingual elements reported only 7 on a waiting list for Spring term, 17 for Summer term and 15 for Autumn term. However, we assume that many of these are ineligible children waiting to be old enough to start as there are sufficient vacancies in the area.*

- ***Opening times and range of session lengths***

*Eight settings failed to provide any opening times. Of the remaining 29 respondents 22 provide morning sessions and of those only 10 operated from Monday to Friday with the majority opting for a combination of days ranging from one to four mornings per week. The sessions generally range from 2 to 4 hours in length, starting between 8.30am and 9.30am and finishing between 11.00am and 1.00pm. Of the eight settings providing afternoon sessions, which tend to only open a few days of the week, six of them provided wraparound cover. Afternoon sessions run from 2 to 3.75 hours in length, starting between 11.30am and 12.45pm and finishing between 2.30pm and 3.15pm. Lunch time sessions are 1 hour length.*

- ***Age range of children***

*Of the 978 children cared for by sessional day care providers 28% are 2 year olds, 53% are 3 year olds and 19% are 4 year old. The areas attracting the higher numbers of 2 year olds do so as they include Flying Start providers. In Areas CH4, CH7 and CH8 there are more four year olds which is attributed to the higher number of Early Education Providers in these areas.*

- ***Range of charges***

*According to the SASS data, the hourly rate for morning sessions and afternoon sessions ranges from £1.00 to £10.00. These figures suggest that some settings have misinterpreted the guidelines for calculating an hourly rate and they have in*

*fact include their session rate. From local knowledge we know that the average session cost would be between £5.00 and £6.50. Lunch sessions are recorded as costing between £2.00 and £3.00. Only two settings reported a wraparound session fee at £11.00 in Treuddyn and the other £22.50 in Cilcain. Only seven settings offered sibling discounts ranging from 10% to 50% and one setting offered a twins discount. Only two settings had additional charges, one in Mold and the other in Holywell. They both charged for nappies, meals, transport, snacks and other (which was a registration fee).*

### 6.3.2. Summary of key strengths and weaknesses

#### **Strengths:**

- 15 of our Sessional care providers are Flying Start providers and offer free childcare places for two year olds.
- Provision for children with special educational needs is good with many of these children receiving support funded by the Local Authority.
- There are sufficient vacancies for all sessional care; although there are no sessional day care providers in Area 7 (LL18 – Gwaenysgor and Trelawnyd), there nearest cross border provision will be in Dyserth or Prestatyn.
- There is a range of charges but it tends to be cheaper per hour than other types of childcare, particularly for morning only or afternoon only sessions.
- Waiting lists are minimal and tend to hold details of those waiting to meet the age requirements.
- Some settings offer lunch club and wraparound services to meet the needs of working parents.

#### **Weaknesses:**

- The range of services offered is limited with the majority of settings offering only morning sessions.
- Only 10 settings operated a Monday to Friday service with the remainder open from 1 to 4 days per week
- There are no Cylch Meithrins operating in Areas 1, 6, 7 and 8 (CH4, LL12, LL18 and LL19).
- The majority of places are only filled on a part time basis and take up of afternoon playgroup places in particular is low.

## 6.4 Crèches

### 6.4.1. Analysis of Supply of Childcare Provision

*The following summary is based on data from the SASS forms completed on-line during July and August 2016 with 60% of registered Crèches completing*

- **Range of services provided**

*Of the three settings that provided data via the SASS all recorded that they provided Other services only – a setting in Queensferry offered morning sessions throughout the year and only afternoon sessions during term time. The other two settings in Buckley and Shotton offered ‘Occasional childcare to support training or other parental activities’.*

**Number and type of child places filled (full time, part time, ad-hoc)**

*Due to the nature of crèche provision all attendance is ad-hoc with the Queensferry setting providing care for children when their parents utilise the adjoining leisure facilities and the other two settings running alongside training course as and when required. At the time of completing the SASS attendance was high at the Queensferry setting with 40 children attending however, the other two settings had a negligible attendance number, due probably to only one course running that week with a crèche requirement.*

- **Number of places filled by children who have special educational needs or who require specialist care due to a disability**

*No figures were provided by any of the settings for this section of the SASS, possibly due to the ad-hoc nature of bookings.*

- **Number of Welsh language places filled**

*There is no Welsh medium Crèche facility available in the county with the three settings who completed the SASS delivering their services as ‘English with some bilingual elements’.*

- **Vacancies and Waiting lists**

*All settings listed vacancies which would be expected due to the ad-hoc nature of most bookings. None of the settings held a waiting list.*

- **Opening times and range of services**

*The Queensferry crèche opens Monday to Friday all year from 9.30am to 12.00pm and during term time only, also opens Wednesdays and Fridays from 12.30pm to 2.30pm. The Shotton provision delivers a service term time on a Monday from 9.00am to 12.00pm and on a Friday from 12.00pm to 3.00pm.*

- **Age range of children**

*The Queensferry setting caters for 0 – 12 year olds whilst the Buckley and Shotton settings specifically target the 0 – 5 year olds.*

- **Range of charges**

*The Queensferry setting charges £3.20 per session, morning or afternoon. The Buckley and Shotton crèche services are free of charge as they receive Welsh Government funding.*

#### 6.4.2. Summary of key strengths and weaknesses

**Strengths:**

- Welsh Government funded crèche has places to support parents attending training courses
- Collaboratively working with Leisure Services to provide on-site childcare for parents accessing the leisure facilities.

**Weaknesses:**

- No Crèche services located in Areas 1, 3, 5,6,7, or 8 (CH4, CH6, CH8, LL12, LL18a and LL19)
- A limited range of services especially during school holidays.
- No Welsh medium crèche facilities within the Authority.

## 6.5 Out of School Care

### 6.5.1. Analysis of Supply of Childcare Provision

*The following summary is based on data from the SASS forms completed on-line during July and August 2016 with 79.6% of registered Out of School Childcare providers completing. The vast majority of settings in Flintshire are registered however the few unregistered settings failed to return their 'SASS questionnaires for unregistered settings' therefore the following analysis is only based on the registered providers who completed the SASS returns.*

- **Range of services provided**

*Of the 37 respondents to the SASS form, 24 offer After School care, 14 provide fee paying Breakfast Clubs and 10 provide Holiday Child Care. No provision completed the SASS for the Areas 6,7 and 8 (LL12, LL18 and LL19) however Family Information Service Flintshire (FISF) have details on their database for out of school provision in all of these areas. Three of the breakfast clubs run alongside the free breakfast club initiatives within schools (see Section 9) and another 17 breakfast clubs run independently within schools. Holiday Child Care is only recorded within Area 2, 3, 4 and 5 (CH5, CH6, CH7 and CH8).*

- **Number and type of child places filled (full time, part time, ad-hoc)**

*Almost three times more after school places are taken as compared with breakfast places. Apart from crèche services the Out of school care providers, by far, experience the greatest mix of part time and ad-hoc places being taken on a regular basis and across the Authority. 63% of places are filled on a part time with 21% accounting for full-time places and the remaining 16% are ad-hoc places.*

- **Number of places filled by children who have special educational needs or who require specialist care due to a disability**

*There are 80 children reported to have special educational needs and or a disability attending out of school care and they are spread across all areas of the County. The majority of these children have speech, language and communication difficulties, emotional and behavioural difficulties or specific learning / learning difficulties. A number of these children receive funding from the Local Authority for Extra Hands via the Out of School Childcare grant.*

- **Number of Welsh language places filled**

*None of the Welsh medium out of school care providers completed their SASS forms, however, FISF can confirm there are after school clubs in Flint, Mold, Holywell, Treuddyn and Picton operating within Welsh medium primary schools*

- **Vacancies and Waiting lists**

*According to the data, there are significantly more vacancies available in after school clubs compared to the before school clubs, across all the authority but specifically in Areas 1, 4 and 5 (CH4, CH7 and CH8). All counties have a similar number of vacancies available for Holiday Care places and this is confirmed by the data collected showing no waiting list recorded by any holiday care providers. Only one setting in Buckley reported having a waiting list for before and after school places during all three terms amounting to 20 children in all.*

- **Opening times and range of session lengths**

*Seven settings failed to provide any opening times. Of the remaining 30, eleven provided after school and before school care over a five day week. Another 18 provided after school care only from Monday to Friday and one setting in Mynydd Isa provided a Breakfast club only, over five days. Opening times for Breakfast clubs ranged from 7.30am starts to 9.00am finishes with the majority starting at 8.00am. 10 settings recorded providing breakfast club care before 8.00pm. After school clubs ran from between 3.00pm starts and 6.00pm finishes with the average setting opening for 2.5 hours. For holiday care the hours ranged between a start time of 7.30am and a finish time of 6.00pm. The majority of settings were open for all school holidays apart from Christmas with just four catering for the Christmas period.*

- **Age range of children**

*The majority of settings catered for the 3 to 11 year old range. One setting in Mancot only catered for 5 to 7 year olds with another setting also in Mancot caring for 7- to 11 year olds only.*

**Range of charges**

Assuming the settings did not provide hourly rates, fees for before school sessions range from £2.50 to £4.00 whilst after school care is charging from £2.50 to £7.50 per session. The holiday clubs gave a mixture of hourly rate and session fee responses ranging from £2.00 per hour to £25.00 per full day. Eleven of the settings provided a sibling discount ranging



from 10% to 20% for second child and some sliding scales for fees depending on how many children attend. Only one setting in Connah's Quay had additional charges for nappies, transport, meals, snacks and other services (trips off site).

#### 6.5.2. Summary of key strengths and weaknesses

##### **Strengths:**

- After school care is available in all areas of the local authority
- Every school in Flintshire has a Breakfast club, either, fee paying, free provision or a combination of both.
- Out of school provision provide the highest rate of childcare places on a part-time and ad-hoc basis thereby accommodating parents rotating shift patters.
- Children with special educational needs and or a disability are supported to enable them to access out of school childcare
- All the Welsh medium primary school within the Authority have After school clubs
- Only one setting in Buckley had a waiting list and all settings across the county had vacancies
- 10 settings provided breakfast club provision starting before 8.00am.
- All term time out of school care settings provided their service from Monday to Friday inclusive.
- The cost of out of school care, particularly holiday, is relatively cheap when compared with other childcare types and, in many case, sibling discounts are also available.

##### **Weaknesses:**

- In *Areas 1, 4 and 5 (CH4, CH7 and CH8)* a higher occurrence of vacancies may lead to sustainability concerns for some settings
- Only four holiday clubs cater for the Christmas holidays
- There are no out of school care settings providing a service for over 11 year olds.
- Out of school provision provides the highest rate of childcare places on a part-time and ad-hoc basis, however this could lead to sustainability concerns as setting struggle to manage fluctuating attendance rates

## 6.6 Open Access Play Provision

### 6.6.1. Analysis of Supply of Childcare Provision

*The following summary is based on data from forms completed by excepted provision and registered during the week of 1<sup>st</sup> to 5<sup>th</sup> August 2016. One playscheme is registered with CSSIW and the remaining are excepted provision.*

- **Range of services provided**

*62 Open Access Play sessions were available at 59 locations during the Summer holidays operating in all areas across the Authority.*

- **Number and type of child places filled (full time, part time, ad-hoc)**

*All open access playscheme places are accessed on an ad-hoc basis and 4010 places were filled during the week starting 1<sup>st</sup> August 2016.*

- **Number of places filled by children who have special educational needs or who require specialist care due to a disability**

*During the Summer playschemes of summer 2016 thirty-four children participated in the buddy scheme where funding from Action for Children enabled them to participate in playscheme sessions across the whole Authority. The majority of these children had emotional and behavioural difficulties or specific learning difficulties such as ADHD.*

- **Number of Welsh language places filled**

*There are three Welsh medium playschemes operating in Mild, Flint and Carmel and they are funded / ran in conjunction with the Urdd.*

- **Vacancies and Waiting lists**

*Due to the ad-hoc nature of this type of provision there are no vacancies and no waiting lists.*

- **Opening times and range of session lengths**

*32 sessions operate from 10.30am to 12.30pm and 30 sessions run from 1.30pm to 3.30pm with all playschemes operating from Monday to Friday inclusive. 14 of the playschemes are ran over five weeks of the Summer holidays, 5 operate for four weeks and the all the remaining settings run for three weeks. No playschemes are available during the other school holidays.*

- **Age range of children**

*All excepted settings take children from 5 to 17 years of age, however the registered setting accept children from 5 to 11 years old.*

**Range of charges**

*All playschemes are free of charge as they are funded through Local Town and Community Councils and Action for Children.*

#### 6.6.2. Summary of key strengths and weaknesses

**Strengths:**

- Playschemes are available in all 8 Areas of Flintshire with a mix of morning and afternoon sessions.
- Due to the ad-hoc nature of attendance there are no vacancies and no waiting lists therefore there are opportunities for all children to attend
- Strong, community links and support from local town and community councils; 2
- 1 year history of partnership working with the local authority;
- Well trained staff and experienced management and supervision;
- Continuous professional development for the seasonal team;
- Good links to referral partners for disability and vulnerable groups e.g. Action for Children and Children's Integrated Disability services.

- Community led identification of where local services should be delivered from. There is an annual requirement to record, monitor and evaluate the service resulting in the consistent improvement and development of them in compliance with the Children and Families Measure (2010) Wales.
- 
- The local authority provides a core budget through the employment of a Play Development Officer who coordinates the summer programme and identifies other funding routes to provide for the delivery of the summer playscheme
- Continued and strong advocacy for the service

**Weaknesses:**

- Austerity has impacted on the funding available to deliver open access playschemes.
- Although very much in demand the service has had to be reduced in terms of the weeks and locations for summer playscheme. Budgets are under pressure across the board for both the local authority and funding partners, particularly local town and community councils. There is a reliance on external funding which in itself is under ever increasing pressure.
- Financial assistance and grants previously available i.e. Families First are now focused on those most in need, and not available to support universal services. NB For inclusive settings there needs to be a universal service to attach targeted services to.
- There are limited Welsh medium settings with all other settings listed as English only.

## 6.7 Nanny

### 6.7.1. Analysis of Supply of Childcare Provision

*The following summary is based on data from forms completed by Nannies approved under the Voluntary Approval Scheme during July 2016. Of the five Nannies surveyed two responded giving a 40% response*

- **Range of services provided** – One provided the full range of services and the other provided full day care only
- **Number and type of child places filled (full time, part time, ad-hoc)** – Insufficient data collected
- **Number of places filled by children who have special educational needs or who require specialist care due to a disability** – 1 place
- **Number of Welsh language places filled** – No Welsh provision responded
- **Vacancies and Waiting lists** – No vacancies and no waiting lists
- **Opening times, including the number offering flexible childcare hours** – 1 Nanny started before 8am term-time and school holidays the other Nanny worked after 6pm and offered overnight care
- **Range of session lengths** – Insufficient data collected
- **Age range of children** – Both Nannies covered all age ranges in the assessment
- **Range of charges** – 1 Nanny's hourly rate varied from £9.00 to £10.00 per hour and the other Nanny charged a daily rate of £71.95



#### 6.7.2. Summary of key strengths and weaknesses

Only two Nannies from the Voluntary Approved Scheme completed and returned their Provider Questionnaires and as a result we are unable to provide meaningful analysis with such a small sample of data.

The Family Information Service Flintshire do not hold information on Nannies from the Voluntary Approved Scheme, however, parents enquiring after Nannies will be sent a current contact list of providers within the Local Authority and encouraged to contact those on the Voluntary Approved Scheme.

## 7. Understanding the Needs of Parents/ Carers

### 7.1 Overview of Consultation

Status	Number
Parent/ Carer in work (not expecting a baby)	128
Parent/ Carer in education or training (not expecting a baby)	4
Parent/ Carer seeking work (not expecting a baby)	2
Parent/ Carer seeking education or training (not expecting a baby)	0
Expecting or on maternity/ paternity leave with <u>first</u> child	6
Adopting <u>first</u> child	1
Parent/ Carer expecting or on maternity/ paternity leave with <u>additional children</u>	18
Adopting or on adoption leave with <u>additional children</u>	0
Parent/ Carer not in work	10

Parent/ Carer not in education or training	0
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Respondents by annual household income

Average Annual Household Income	Number
£0-£10,000	7
£10,001-£20,000	14
£20,001-£30,000	11
£30,001-£40,000	20
£40,001-£50,000	18
£50,001-£60,000	11
£60,001-£70,000	13
£70,000+ per annum	4
<u>Prefer not to say</u>	16

Respondents by Ethnic Group

Ethnic Group	Number
White	112
Mixed/ Multiple Ethnic Groups	0
Asian/ Asian British	0
Black/ African/ Caribbean/ Black British	0
Other Ethnic Group	0

Language of Respondents (primary language spoken at home)



Language	Number
Welsh only	1
English only	65
Bilingual	11
Other languages	1

Respondents' children by age group

Age	Number
Under 12 months	22
12-18 months	20
19-23 months	20
2 years	36
3 years	30
4 years	29
5-7 years	47
8-11 years	42
12-14 years	14
15-17 years	12

Respondents with children who have special educational needs or disability

Special Educational Needs/ Disability	Number
Speech and language	31
Specific learning (dyslexia)	31
Hearing difficulties	29
Learning difficulties	29
Visual difficulties	26
Emotional and behavioural difficulties	29
Physical	30

Medical condition	39
Other (specify)	35

## 7.2. Current Use of Childcare

### 7.2.1. Analysis of Current Use of Childcare Provision

*With a response rate of 171 parents / carers and obvious lack of understanding of some questions asked, resulting in respondents not answering some sections, means that the information that can be obtained from this analysis is limited and will not necessarily be representative of the entire childcare market in Flintshire*

- **Range of services being used**

*There were more responses from Area 4 (CH7) than any other area of Flintshire. The most popular types of childcare being used across the county during term time was day care nurseries followed by after school clubs, breakfast clubs and then childminders. There were very few other respondents using sessional care, including Flying Start and Early Years Education places. During the school holidays day care nurseries were again the most popular choice followed by childminders and then holiday clubs. Only six parents responded that they were using playschemes. The responses showed a preference for morning sessions in all types of childcare setting.*

- **Number and type of child places used (full time, part time, ad-hoc)**

*All types of childcare provision across the county reported the majority of their childcare places being taken on a part-time basis. Of all the parents / carers surveyed only 18 children took full-time places with majority of them in full day care settings. Just three parents used friends and family for full-time childcare. Those children accounting for part-time places took significantly more spaces, especially those of school age. Only four children were reported to use childcare on an ad-hoc basis*

- **Number of places required for children who have special educational needs or who require specialist care due to a disability**

25 of respondents had a child with a disability or additional learning and of those at least eight were using childcare places. Parents were asked why they did not use childcare and encouragingly nobody replied under the question 'There is no childcare that can cater for my child's/children'.

- **Number of places used by language category**

During term time 19% of respondents used Welsh medium childcare and the majority of these used after school and breakfast club places. 45% of respondents used English provision with the remaining 36% accessing bilingual provision. During school holidays only 7% of respondents used Welsh medium childcare and these were all in playschemes. Of the remaining of respondents almost 50% accessed bilingual provisions and 43% used English only provision.

- **Age range of children using/ not using childcare**

Out of all the surveys there were 7 children aged 15 – 17 years and none of these accessed any type of childcare. Also, only seven children under 12 months used childcare and these were all with childminders or full day care provision. The age range of children using childminders was fairly evenly spread. All the children attending full day care ranged between under 12 months to 4 years with the vast majority being 2 or 3 years. There was very low number of respondents who reported using sessional care with most being 2 or 3 years. Of the children not taking up childcare the significant majority were 4 to 11 year old. Only one 3 year old did not access childcare and this could be attributed to the excellent take up of Early Years Education places within the authority.

- **Reasons for using/ not using childcare**

The main reason given for using childcare was for employment. 7 respondents chose 'Social or learning benefits for my child/children' as deciding factor for using childcare. 7% of the respondents chose to use childcare in order to take advantage of entitlements through Early Years Education provision or Flying Start settings. By far the most popular reason for not using childcare was 'My partner/family/friends look after my children'. And the next popular response was that 'Childcare is too expensive' across all areas of the county. Other popular reasons given for not using childcare included 'My children are old enough to look after themselves' and one parent is a stay at home parent. In relation to childcare not being available at the times that I need almost 6% said childcare was not available before 8am and a similar number were

*unable to find childcare after 6.00pm. Two respondents said there was no overnight care available and three were unable to find suitable weekend childcare provision.*

- ***Accessibility/ availability and affordability of childcare provision***

*The main reason given in relation to improvements for childcare provision was to make it more affordable both during term time and school holidays. The availability of childcare before 8.00am and after 6.00pm, throughout the year, was another very common response especially in Area 4 (CH7). 26 respondents from all areas reported the need for more before school, 7.30am to 9.00am provision. 20 respondents from across the authority felt a need for more after school provision to be available up until 6pm. Availability of Welsh medium childcare was mainly recorded as an issue in Buckley and Mold both term time and during school holidays. 10 respondents chose availability of bilingual childcare and these were geographically spread across the county. Also, highlighted was the need for more full day care places during the hours of 8am to 6pm with 10% of respondents especially wanting this provision during school holidays.*

- ***Parental views on the childcare on offer***

*Only two parents were not satisfied with the quality of their childcare during term time however, twelve were not satisfied with the quality of their school holiday provision. 55% of respondents agreed that there was a good choice of childcare available however, only 36% felt there was childcare available at the time required. Only 72% of respondents felt childcare was well located. 67% disagreed that there was no childcare available for the age of their child. 85% of respondents agreed childcare met their child's needs. 29% of respondents would like their child/children to attend more registered childcare (increase in hours). 79% believe childcare is too expensive. 36% would prefer to use family/friends for childcare. 14% had problems with childcare arrangements that breakdown or are unreliable. Only 17% said lack of childcare was a barrier to them accessing employments or training. 63% knew where to find information about childcare and just a few percent less knew where to find information about financial assistance for childcare. 30% of respondents believed there was enough Welsh medium childcare and 71% believe there is enough childcare available in the language of their choice. Parental views on the childcare currently available tends to be consistent across all of Flintshire with no obvious issues relating to one geographical area.*

### 7.2.2. Summary of key strengths and weaknesses

#### **Strengths:**

- Of those parents with a child/children with a disability or additional learning need, all who wished to use childcare, were able to access a suitable setting to meet the needs of their child.
- Childcare is well located and meets the needs of the majority of parents.
- Childcare is generally reliable.
- The majority of respondents believed childcare provision is of good quality, particularly during term time.

#### **Weaknesses:**

- The small sample of responses to the parental survey makes it difficult to provide any meaningful analysis
- 36% of the respondents agree that childcare is not available at the times they require and this was stated as a reason for not using childcare. Respondents would like more childcare to be available before 8am (especially breakfast clubs) and after pm and for longer hours during the school holidays. A very small minority required overnight care or weekend care.
- Just less than half of the respondents felt that the choice of childcare available was limited.
- 'Childcare is too expensive' was one of the most popular reasons for parents not using childcare and 79% of those responding to improvements required to childcare agreed.
- A third of respondents do not know where to go to access childcare information and find information about financial assistance for childcare.
- There is not adequate Welsh medium provision available.

### 7.3. Demand for Childcare Provision

#### 7.3.1. Analysis of Demand for Childcare Provision

*With a response rate of 171 parents / carers and obvious lack of understanding of some questions asked, resulting in respondents not answering some sections, means that the information that can be obtained from this analysis is limited and will not necessarily be representative of the entire childcare market in Flintshire*

- **Range of services required**

*74 respondents stated that they had a future demand for childcare places. Across the whole authority the future requirements are for places as follows: 16 Childminders, 30 Full Day Care, 8 Sessional Day Care, 1 Creches, 13 Out of School Care and 6 Open Access Play. The majority of respondents requiring a childminder or Full Day Care wanted Full Day provision; those requesting Sessional Day Care needed morning sessions and those needing Out of School Care wanted an even split of before and after school provision.*

- **Number and type of child places required (full time, part time, ad-hoc)**

*It appeared that only 24 future places were requested as unfortunately parents failed to complete the survey correctly. The majority only provided the number of places needed and did not specifying what type of childcare and whether the place would be full time, part-time or ad-hoc*

- **Number of places required by children who have special educational needs or who require specialist care due to a disability**

*Only one child place was required for a child with a disability or additional learning need*

- **Number of places required by language category**

*Of the 74 respondents requiring additional childcare places no preference was made for Welsh medium provision of any type and only one parent requested an after school club and holiday club place through the medium of another language (not specified). 32 (43%) requested English provision and 40 (54%) requested Welsh & English Medium provision*

- **Childcare times, including the number requiring flexible childcare hours and range of session lengths**

*The vast majority of childcare places were required from 8am to 6pm. There was no requirement for childcare after 6pm, at the weekend or overnight. A small number requested before and after school hours*

- **Age range of children for whom childcare is required**

*Once again the parents / carers did not complete this section correctly so only a small sample of parents completed the age range. A few indicated the age of their child with the majority being under twelve months and the remainder pre-school age.*

- **Important factors when intending to use childcare**

*When choosing childcare 66% of the respondents consider affordability to be an important factor. Other factors taken into consideration by parents are 'Good quality childcare' (59%), 'Close to home' (39%), 'After school/During holidays' (39%), 'Play opportunities' (32%), 'Close to child's school' (30%), 'Flexible hours/Ad-hoc' (24%), 'Flexible payment' (22%), 'Choice of different childcare types' (16%), 'Welsh and English medium' (16%), 'Social opportunities' (16%), 'Welsh medium' (15%), 'Transport/pick up' (15%) and 'Language choice' (13%). Only 3 parents (4%) considered 'Provision for additional learning needs / disability' to be an important factor in their childcare choice.*

### 7.3.2. Summary of key strengths and weaknesses

Taking into account the small sample of parents who completed the survey and the inconsistent way in which they have answered some of the questions, it is difficult to draw any meaningful analysis from the data collected. The majority of parents appear to require either full day care or childminder places with a smaller number requiring Sessional Day Care places or Out of School places. Although, some of the respondents currently using childcare stated that they required childcare at different times of day, this did not seem to be reflected in their future requirements for childcare with no requests for early or late provision times or weekend and overnight provision. There was no requirement for Welsh medium provision.

## 7.4. Barriers to Childcare Provision

### 7.4.1. Accessibility of Childcare Provision

- *The majority of stakeholders were of the opinion that the quality, range, availability, location and suitability of childcare provision in Flintshire is mostly good and in some cases it is excellent. Good practice and collaborative working is recognised across the authority.*
- *Affordability and flexibility of childcare provision is generally considered satisfactory, although both are referred to by parents and employers as barriers to taking up childcare.*
- *PACEY Cymru believe that Flintshire County Council recognises the importance of childminders in supporting the delivery of sufficient, accessible and quality childcare services for families across the county, including providing unsocial hours for working parents.*
- *The overall opinion is that the provision of Welsh medium childcare provision is satisfactory at best.*
- *In a recent survey conducted across Wales by Clybiau Plant Cymru Kids Club, 35% of respondents wished to access more holiday care, 30% claimed that suitable holiday care was not available and 17% identified cost as a barrier to them accessing childcare.*
- *All stakeholders highlighted the importance of continued funding to sustain existing childcare provision and to create new provision where required.*
- *Across Wales the occupancy rates of full day nurseries has dropped from 69% in 2015 to 67% in 2016 and sustainability is an issue with rising costs and limited confidence in running a business.*
- *41% of the local employers stated that they have recruitment and retention issues due to childcare and these employers both employed shift workers and expected staff to work weekends.*



#### 7.4.2. Barriers experienced by specific target groups

##### **(i) Working Parents**

- A small number of childcare settings are not registered with Care and Social Services Inspectorate Wales (CSSIW) so parents are unable to access the childcare element of the working tax credits or use childcare voucher schemes (soon to be replaced with the national Tax Free Childcare scheme). Unregistered settings therefore need sufficient training and support to enable them to register with CSSIW.
- This assessment has highlighted the lack of flexibility and affordability of childcare as the main barriers experienced by working parents, particularly for those working atypical hours such as shift workers and those that work at weekends or overnight
- Working parents requiring full day care provision are unable to access any provision through the medium of Welsh
- Affordability of childcare is a key concern for those parents working and those considering a return to work or education. The Welsh Government's childcare Offer for 3 & 4 year olds will assist many of these working families

##### **(ii) Parents seeking work or training opportunities**

- Parents, Childcare and Employment (PaCE) provide funding for childcare to support parents/guardians who are seeking work or training opportunities, when childcare is the main barrier.

##### **(iii) Unemployed Households**

- No stakeholders referred to this as a barrier as the majority of unemployed households do not use childcare, apart from those entitled to Flying Start childcare or funded Early Years Education.

**(iv) Low income families**

- Affordability is a barrier for low income families and some stakeholders welcomed Flintshire's continued commitment to providing Assisted Places funding
- The administrative process can sometimes delay or exclude some low income families from applying for funding or tax credits. Support with completing these applications should be available to all.

**(v) Lone parent families**

- No stake holders referred to this as a barrier to accessing childcare but we could assume that the majority of lone parents would experience the same barriers as low income families, outlined above.

**(vi) Families from ethnic minority backgrounds**

- The administrative process could delay or exclude some families from ethnic minority backgrounds from applying for funding or tax credits. Support with completing these applications should be available to all.

**(vii) Families with children who have special educational needs, or a disability**

This was not mentioned by any stakeholders as a barrier as provision for children with special educational needs or a disability is very good in Flintshire. Financial support is available via Extra Hands grants to employ additional staff to integrate these children within the setting.

## 8. Early Years Part Time Education (Foundation Phase) and Flying Start Provision

### 8.1. Analysis of Early Years Part Time Education (Foundation Phase)

*The following summary is based on data from SASS forms completed by Early Years Part Time Education providers during the week of 1<sup>st</sup> to 5<sup>th</sup> August 2016.*

- **Number of childcare providers (broken down under Full Day Care/ Nursery, Sessional Day Care, Childminder) funded to provide Early Years Part Time Education**

Flintshire currently has 60 childcare providers funded to provide Early Years education; of these 22 are registered as full day care and 38 are registered as sessional care. We don't currently use childminders to deliver Early Years Education in Flintshire. The Early Years Education Providers are spread throughout all areas of Flintshire. We have 7 providers that operate through the medium of Welsh in Holywell, Picton, Treuddyn, Mold, Flint, Garden City and Shotton.

- **Number of schools funded to provide Early Years Part Time Education**

There are currently 21 maintained settings in LA schools with nursery classes delivering Early Years Education. There are no Welsh medium schools running maintained provision, however, four schools provide Early Education on site through non-maintained provision.

- **Attendance profile of children attending provision (childcare providers and schools)**

The overall take up of places is very good with all children who apply for a place being accommodated. The majority of places are taken in non-maintained settings.

- **Weekly attendance profile of children attending provision funded by childcare providers**

The number of children attending Early Years Education provision is very similar midweek but it is generally lower on a Monday and even lower on a Friday. These start and end of week figures could be attributed to providers operating over a shorter week.

- **Number of childcare places filled, required and available**

In Summer 2016 there were 1105 Early Years Education places available in Flintshire; 985 of these places are in childcare settings, approximately 120 are in LA schools. Take up of these places range from around 45% in the Autumn term to 77% in the Summer term when there are the highest number of eligible children. Take up of places is monitored by geographical area on a termly basis and it has been consistent for a number of years. Additional childcare settings are only approved to provide Early

Years Education when a need has been highlighted in a specific geographical area to ensure there are sufficient spaces, whilst keeping surplus places to a minimum to ensure sustainability of settings and schools.

- **Number of parents not claiming their free entitlement and reasoning**

Just over 5% of respondents to the survey stated they were not claiming their free entitlement to Early Years Education. The main reason given for this was that their child was already in full time education, whilst one parent did not know about the entitlement and two others had children who were not old enough yet to attend.

- **Childcare required by parents to enable them to claim their full entitlement**

Only three parents noted they had additional childcare requirements to enable them to claim their full entitlement. One parent wanted after school provision and two others wanted breakfast club. We are aware that some families are unable to access provision in LA nursery classes unless there is a wraparound provision on site, as they require full day care for longer hours. A number of our childcare providers have extended their hours and some are in the process of registering new after school provision in order to meet this need.

## 8.2 Summary of key strengths and weaknesses

### **Strengths:**

- In Flintshire there is a good range of Early Years Education providers so parents can choose the type that best suits their needs.
- Flintshire has cross border arrangements in place with all four bordering neighbouring authorities (in England and Wales) so parents can access provision across border if this more convenient.
- Provision with childcare providers is very flexible; two would be the minimum number of sessions that must be taken up in order to claim funding and this number is able to increase to meet parental work patterns and the days of the week taken can change to accommodate shift work.
- Take up of Early Years Education places is very good.
- The vast majority of parents had no requirements for additional support to take up their full entitlement

### **Weaknesses:**

- There is no flexibility in LA schools where children must attend for either five morning or five afternoon sessions.
- There is no maintained Early Years Education provision within Welsh primary schools.

### 8.3. Analysis of Flying Start Provision

*The following summary is based on data from SASS forms completed by Flying Start providers during the week of 1<sup>st</sup> to 5<sup>th</sup> August 2016. The programme areas include Higher Shotton, Aston, Sealand, Connah's Quay's Central ward, Bryn Gwalia in Mold, Flint, Holywell's Central ward, Greenfield, Queensferry, Mancot and Connah's Quay's Goflytyn ward.*

- **Number of childcare providers (broken down under Full Day Care/ Nursery, Sessional Day Care, Childminder) funded to provide Flying Start, including Flying Start only provision**

Flintshire does not have any Flying Start only provision. There are currently 42 childcare providers funded to provide Flying Start across in the designated areas. These providers include 14 childminder settings, 12 Day Nurseries, 1 Crèche and 15 Playgroups. . Four of these setting are Welsh medium provisions and are located in Mold, Flint, Holywell and Garden City. Of these 42 Flying Start providers 40 successfully completed the SASS on-line

- **Weekly attendance profile of children attending Flying Start provision**

The majority of full day care providers and the one crèche operated over five days, whilst the sessional day care providers offered a combination of four to five sessions a week. Of the 14 childminders, one childminder in Sealand chose to provide Flying Start provision over five days with the others delivering the service over a two to four day week.

- **Number of places filled and required**

Morning places are more popular than afternoon places across the whole Authority and in all the different types of provision. The SASS data implies that there are currently only vacancies available in five of the settings, however this is contradicted in the data as only two settings indicating they have a waiting list for Flying start places and they are in Connah's Quay and Holywell. Our Flying Start team can confirm that some Flying Start children are on a waiting list with a provider (for example at Flint) because the families will only accept that provider, despite there being vacancies with other approved providers elsewhere.. Flying Start in Flintshire always ask parents for two choices for Flying Start places and they are usually able to offer a place to everyone, although on some occasions they are asked to make a third choice.

- **Number of parents living in a Flying Start area, who are accessing free childcare**

Take up of places, as per the parental survey, is only 69%, however the reasons given for not accessing free childcare suggests that most of these children are not actually eligible.(Only respondent living in the Flying Start area did not know about the entitlement.) According to data supplied to Welsh Government, the actual take up of places in 2015 / 2016 was 82%. From their own data, Flintshire Flying Start have calculated take up as 76% over the last five terms.

- **Number of parents not accessing free childcare and reasoning**

Of the sample of parents surveyed 13 said they did not use Flying Start provision. The main reason given for not accessing free childcare is that they don't know about the entitlement, however, all bar one of these parents lived outside of the Flying Start area. Locally the main reasons for not accessing free childcare have been recorded as the 'child already attending a non Flying Start provider' or 'families who are reluctant to engage with entitlement'.

#### 8.4. Summary of key strengths and weaknesses

##### **Strengths:**

- Take up of Flying Start places is very good and places are usually taken up on a full time basis following a settling in period.
- Parental choice is wide as settings are geographically spaced out well across Flying Start areas, apart from in Garden City and Bagillt.
- Flintshire offer Flying Start provision in Full Day Care, Sessional Day Care and Childminder settings, giving parents a good variety of provision.
- Some settings offer flexibility with the delivery of hours and deliver the 12.5 hours over fewer days.
- From local data we know that there are vacancies available in most settings and virtually no waiting lists.
- Parental awareness of this entitlement is high within the chosen post coded areas for Flying Start

##### **Weaknesses:**

- Welsh medium provision is only available in Mold, Flint, Holywell and Garden City.
- Those Flying Start provisions based in Sessional Day Care settings does not meet the needs of working parents.
- Due to the post coded eligibility criteria for Flying Start places some parents are aggrieved that they are unable to access the entitlement

## 9 Free Breakfast Club Provision

### 9.1. Analysis of Free Breakfast Club Provision

Area	Name of Schools	Places Available
Area 1	PENYFFORDD C.P.	43
	PENTROBIN AIDED SCHOOL	34
	SALTNEY (ST.ANTHONY'S R.C.)	48
	SALTNEY FERRY C.P.	26
	SALTNEY WOOD MEMORIAL C.P.	38
	BROUGHTON C.P.	151
	<b>AREA 1 Total</b>	<b>340</b>
Area 2	CONNAH'S QUAY (BRYN DEVA CP.)	71
	CONNAH'S QUAY (GOLFTYN CP.)	90
	EWLOE GREEN C.P.	Opening fee paying Breakfast Club April 2017
	QUEENSFERRY C.P.	57
	SANDYCROFT C.P.	77
	SEALAND C.P.	48
	SHOTTON (ST. ETHELWOLD'S V.P.)	41
	SHOTTON (VEN. EDWARD MORGAN R.C.)	77
	SHOTTON (TY FYNNON - WELL HOUSE C.P.)	38
<b>AREA 2 Total</b>	<b>499</b>	
Area 3	FLINT (CORNIST CP)	82
	FLINT (YSGOL CROES ATTI)	84
	FLINT GWYNEDD C.P.	136
	FLINT R.C. (ST.MARY'S)	25
	BAGILLT (YSGOL GLAN ABER C.P.)	30
	BAGILLT (MERLLYN C.P.)	69
<b>AREA 3 Total</b>	<b>426</b>	

Area 4	BUCKLEY (WESTWOOD C.P.)	25
	CAERWYS V.P.(YSGOL YR ESGOB)	28
	LIXWM C.P.	14
	CILCAIN (YSGOL Y FOEL C.P.)	15
	TREUDDYN (YSGOL PARC Y LLAN)	44
	GWERNAFFIELD C.P. (YSGOL Y WAEN)	25
	MOLD (YSGOL GLANRAFON CP)	59
	MOLD (BRYN GWALIA C.P.)	72
	MOLD (ST. DAVIDS R.C.)	24
	LEESWOOD C.P.	57
	RHOESMOR (RHOS HELYG C.P.)	48
	NERCWYS V.P.	27
	NORTHOP C.P. (YSGOL OWEN JONES)	28
	NORTHOP HALL C.P.	28
	SYCHDYN C.P.	59
	<b>AREA 4 Total</b>	<b>553</b>
Area 5	GREENFIELD (MAES GLAS)	79
	TRELOGAN C.P.	22
	WHITFORD V.P.	42
	GWESPYR PICTON (YSGOL MORNANT)	18
	FFYNNONGROEW (YSGOL BRYN GARTH)	60
	BRYNFORD C.P.	23
	HOLYWELL RC.(ST.WINEFRIDES R.C.)	35
	HOLYWELL ( MAES Y FELIN)	38



	MOSTYN (BRYN PENNANT)	63
	<b>AREA 5 Total</b>	<b>380</b>
Area 6	HOPE C.P.	58
Area 6	ABERMORDDU CP	45
	<b>AREA 6 Total</b>	<b>103</b>
Area 7		
	<b>AREA 7 Total</b>	<b>0</b>
Area 8	GRONANT C.P.	14
	<b>AREA 8 Total</b>	<b>14</b>
	<b>TOTAL</b>	<b>2,314</b>

Out of the 64 Primary Schools in Flintshire 47 operate the Free Breakfast club provision. Of those 47, three extend their breakfast club hours by providing a fee paying session beforehand. The remaining 17 schools have all chosen to provide before school provision which is delivered by fee paying Breakfast Clubs.

## 10. Working Tax Credit/ Universal Credit and Employer Supported Childcare/ Tax Free Childcare

### 10.1. Analysis of Working Tax Credit/ Universal Credit and Employer Supported Childcare/ Tax Free Childcare

118 respondents answered the question relating to Working Tax Credit or Universal Credit on the parental survey and 116 respondents answered the question relating to Employer Supported Schemes. The analysis below includes both actual numbers and percentages.

- **Number of respondents claiming per childcare provision and number of children attending**

Only 18 respondents stated that they were claiming the childcare element of Working Tax Credit or Universal Credit and this equates to only 15% of those that answered this question on the parental survey. There was a total of 30 children for whom tax credits were being claimed, of these 3 were cared for by childminders (10%), 14 were attending nursery provision (47%), 1 was attending sessional care (3%), 7 in After school club (23%), 3 in Breakfast club (10%) and 1 attending a holiday playscheme (3%). 39 respondents (33% of overall respondents for this question) stated they were claiming tax free childcare through an Employer Supported Scheme for a total of 69 children; of these 12 were cared for by childminders (17%), 36 were attending nurseries (52%), 2 attending sessional care provisions (3%), 12 after school clubs (17%), 6 breakfast clubs (9%) and 2 holiday playschemes (3%).

- **Number of respondents intending to claim in future and childcare requirements**

Only 16 of the 116 respondents intend to claim the childcare element of Working Tax Credit or Universal Credit; this equates to 14% and 25 are unsure if they will claim in the future (21%). Those who intend to claim require a mixture of full day nursery and after school childcare. 33 of the 116 respondents (26%) intend to claim tax free childcare through an Employer Supported Scheme in the future and 27 (23%) are unsure if they will claim. Of those intending to use such a scheme just over half intend to use childminders or nursery provision and the other half would be using out of school provision.

- **Number of respondents not claiming and reasoning**

90 of the 118 respondents (76%) stated that they were not claiming the childcare element of the Working Tax Credit or Universal Credit. The main reasons for not claiming were that they know that they are not eligible (41%), they do not know about these forms of tax credit (12%) and they were unsure whether they were eligible (6%). A minority of applicants gave other reasons for not claiming, including choosing not to (3%) or finding the whole process too complicated (2%) and using

unregistered childcare (e.g. Nannies) (2%) or that their circumstances changed too often to allow them to claim easily (2%). 78 of the 116 respondents (67%) were not claiming tax free childcare through their Employer Supported Scheme. The main reasons for not claiming were that they do not know about these Employer Supported Schemes (20%), they are not whether they are eligible (15%) and they know that they are not eligible (12%). A minority of respondents gave other reasons for not claiming, including not having enough time to claim (4%), not paying for the childcare they use (4%) or using unregistered childcare (3%).

## 10.2. Summary of key strengths and weaknesses

### **Strengths:**

- The availability of tax free childcare reduces the barrier for those wishing to return to work or enter employment

### **Weaknesses:**

- According to the results of this parental survey less than a fifth of parents/guardians are claiming the childcare element of the Working Tax Credit or Universal Credit, whilst only a third are claiming from their Employer Supported Schemes.
- A significant proportion of those not claiming the childcare element of the Working Tax Credit or Universal Credit or using their Employer Supported Scheme were not eligible or they were not available.
- From all respondents to questions relating to these tax free childcare schemes between 6% and 15% were not aware of the schemes or did not know if they were eligible.

## 11. Sustainability

### **Support for providers**

Start-up grants are currently available for out of school childcare clubs through the Welsh Government Out of School Childcare Grant; the Childcare Development Officer is also funded through this grant to provide business support and to assist them with the registration process. Unfortunately, the terms and conditions of this grant do not allow for it to be used for pre-school childcare. Full day care, sessional day care and childminders receive support from the Flintshire childcare grant. This support is provided through an arrangement with Wales PPA to provide a Development Worker who supports all Wales PPA settings and they also are able to support unregistered settings to complete their registration with CSSIW. Childminders are supported by PACEY Cymru with the Childcare Development Officer working closely with PACEY Cymru's North Wales Quality and Training Officer to deliver a tailored package for registered childminders and those going through the registration process. Childminders are also entitled to financial support equating to almost £700 in total; this is made up of the cost of the CYPOP5 course, a PACEY business start-up pack including public liability insurance and a grant of £300 towards health and safety equipment.

Sustainability is becoming more of an issue for childcare settings with increases in the minimum wage, rent costs, utilities and business rates. Sustainability grants are available for all childcare settings; however, they have to be able to evidence how they will use this funding to enable them to become sustainable in the future. Over the past 3 years, an average of twelve settings per year have received a sustainability grant and the majority of these have been playgroup settings.

There is a fair amount of mandatory training that must be completed by childcare workers on a regular basis as well as Continuous Professional Development training; although these courses are often facilitated by the Local Authority, they are not usually funded and this places an additional burden on settings. Providing appropriate support for children with Special Educational Needs or a disability is another issue as, although funding is provided to settings to provide additional support, this is restricted to 2 hours per session for a maximum of 5 sessions a week, so there are generally further costs incurred by the setting.

### **Support for parents / carers**

There is financial support available to parents to assist with the cost of childcare such as the childcare element of Working Tax Credit and tax free childcare through an Employer Supported Scheme. This year also sees the roll out of the universal offer of tax free childcare. Parents will be able to set up an online account where they can bank payments for childcare. For each £8 a parent pays in, the Government will add an additional £2 up to a maximum of £2,000 per year per child. Families of disabled

children receive help with their childcare costs to a maximum of £4,000 per year. Flintshire has been chosen as an early implementer of the Childcare offer which offers working parents of 3 and 4 year olds free childcare on top of the Early Entitlement - to provide a total of 30 hours a week of free early education and childcare, for 48 weeks of the year.

Assisted places schemes are funded through the Flintshire Childcare grant and the Welsh Government Out of School Childcare grant. These grants are available to enable low income families to access free childcare. A limited number of grants are also available for settings to provide one to one support for children with additional needs to access suitable childcare provision across the county. The Out of School Childcare grant jointly funds a Childcare Brokerage Officer post with Wrexham County Borough Council and this officer is able to support families, with children with an additional need, to access childcare provision.

### **CSSIW**

CSSIW de-registration is not a major issue in Flintshire; there is a fairly high turnover of childminders but this is mainly due to the nature of the job rather than sustainability issues. The main reason for the closure of other childcare settings within Flintshire has been a lack of demand for places.

## 12. Cross Border

Within Flintshire there are a number examples of collaboratively working across borders with neighbouring counties. Wrexham County Borough Council (WCBC) and Flintshire County Council (FCC) jointly fund a Childcare Brokerage officer post which supports parents / carers of children with a disability to access suitable childcare and play provision. Another cross border initiative is the Aspire project which funds a Development officer to support young parents (expectant young parents from 29 weeks pregnant) aged 14 to 25 years old across Flintshire and Wrexham.

The Childcare Development Officer attends quarterly meetings for 'All Wales Area Representatives of EYDCPs' (AWARE) which is attended by counterparts from across all local authorities in Wales. This group promote sharing of information, best practice and a link to Welsh Government who regular are represented at these meetings.

During 2016- 2017 the Childcare Development Officer has joined a training consortium across North Wales. This consortium, including Conwy, Gwynedd and Anglesey have provided training opportunities and preregistration support sessions for childminders wishing to register in their respective local authority. This pooling of training resources has enable Flintshire to provide four opportunities, during the year, for potential childminders to access the required training course to become registered. On two occasions places on these courses have been made available for candidates to attend from Wrexham and Denbighshire

We consulted with colleagues in neighbouring local authorities in relation to any contact that they have had with Flintshire residents accessing childcare within their local authority or making enquiries and the responses are as follows:

- Wrexham Family Information Service had recorded two enquiries from parents seeking childcare In Flintshire.
- Denbighshire Family Information Service – no response
- West Cheshire and Chester Family Information Service had no cross border enquiries regarding childcare for this period.
- Flintshire Family Information Service have received the following enquiries 1. A social worker from Liverpool supporting a family moving to Flintshire and looking for mirroring services. 2. A grandmother from Kent calling on behalf of her pregnant daughter who is moving to Flintshire and seeking family support service 3. Various calls relating to parents accessing grants and Early Years Education places from neighbouring local authorities.

Flintshire County Council has cross border arrangements in place for Early Years Education with all three neighbouring authorities, in Wales and England.

The number of Flintshire children that we are aware of that accessed their early Years Education outside of the local authority during the Summer term 2016 was as follows:

Local Authority	Number of Flintshire Children
Wrexham	3
Denbighshire	3
Cheshire West and Chester	0

The breakdown of children from outside the Local Authority that accessed their Early Years Education within Flintshire during the summer term 2016 was as follows:

Local Authority	Number of children attending Flintshire Early Years Education settings
Wrexham	12
Denbighshire	1
Cheshire West and Chester	3

The parental survey didn't provide sufficient information in relation to cross border arrangements for childcare as only two respondents stated that they were using childcare outside of the Local Authority.

The information above regarding the cross border use of Early Years Education provision and levels of enquiries suggests that the vast majority of Flintshire residents are able to access suitable childcare or Early Years Education provision within the local authority.

### 13. Workforce Development

*The following summary is based on data from the SASS forms completed on-line during July and August 2016. The CWLWM Childcare and Early Years Workforce Survey 2016, from a survey sample of 116, concluded that 25% of responses had no qualifications in childcare or playwork.*

- According to the SASS data, just over 5% of childminders have unqualified staff. The minimum requirement for qualifications for a registered childminder is the CYPOP5 course, so this 5% of unqualified childminder staff will be accounted for by Assistants who are currently not required to be qualified to any level. 49% of childminders have a Level 3 qualification and 26% are qualified to Level 4 or higher. 25% of childminders are currently working towards a higher qualification.
- Less than 0.03% of the childcare workers within full day care settings are unqualified with 25% of these currently working towards a Level 3 qualification. 13% of the full day care workforce are qualified to level 2, 62% are qualified to level 3 and 18% are qualified to level 4 or higher. 23% of childcare workers in full day care are working towards a higher level qualification.
- 7% of childcare workers in sessional day care settings are unqualified and 11% of these are currently working towards a level 3 qualification. 9% of sessional care workers are qualified to level 2. 60% are qualified to level 3 and 13% are qualified to level 4 or higher. 22% of childcare workers are currently working towards a higher qualification.
- Only 5% of crèche workers are unqualified. 16% have a level 2 qualification whilst 72% have a level 3 qualification. However, only 7% are qualified to level 4 or higher.
- Only 3% of workers in out of school clubs are unqualified according to the SASS data and 43% of these are working towards a level 3. 16% are qualified to level 2, 52% are qualified to levels and 11% are qualified to level 4 or higher. 31 out of school childcare workers (13%) are currently working towards a higher level.
- Of the two nannies to complete the survey only one had a relevant level 3 qualification and neither were completing any further training at the time of the survey.



- The only registered open access play provision in Flintshire has two registered persons in charge and both have level 3 qualifications and one is working towards a level 5 qualification in playwork. CSSIW's inspection have, to date, allowed the setting to operate outside of the normal qualified staffing ratios for a registered childcare setting due to the seasonal nature of the work (the setting is only open for five weeks a year during the Summer holidays. The play team deliver a comprehensive training programme for a week leading up to the start of the summer holidays in order to cover mandatory training requirements and other areas of continuous professional development.
- The most popular response in relation to additional training was manual handling, closely followed by Foundation phase modules, then Flying Start training, Fire Awareness and First Aid at Work. The majority of other training related to additional / medical needs or health and safety.
- There are approximately 150 childcare workers who will require Basic Paediatric First Aid training in 2017 as their existing certificates will expire during the next 12 months. For those needing a Food Hygiene course the requirement is 130 training places. The figure for Child Protection training is 130 childcare workers. Looking forward to 2018 the requirement for places on First Aid and Food Safety remain similar to those in 2017, however, almost double the amount of places will be required for Child Protection training places.
- Although mandatory training is no longer directly funded by the Local Authority, a subsidised training schedule is available to all childcare workers across Flintshire to ensure that settings are meeting these statutory required training modules. There are also a number of non-mandatory training courses that are being offered free of charge to enable childcare workers to continue their professional development

## 14. Results of Consultation with Stakeholders (as outlined in section 2)

The key findings from consultation undertaken with key stakeholders are summarised below:

### **Umbrella/ Partner Organisations**

**Clybiau Plant Cymru Kids Club (CPCKC)** were unable to provide a response specific to Flintshire but general comments were:

- Continued funding is required to sustain current out of school childcare provision and to create new provision, where required
- In a recent survey conducted across Wales, 35% of respondents wished to access more holiday care, 30% claimed that suitable holiday childcare was not available and 17% identified cost as a barrier to them accessing childcare.
- Sufficient training should be provided to enable settings to register with CSSIW so that parents can access tax credits.
- Assisted places are required to enable low income families to access childcare provision.
- 1:1 support is essential to support children with a disability and to integrate them within the childcare settings.
- A national marketing campaign is needed to promote childcare and inform parents of the benefits.

### **National Day Nurseries Association (NDNA)**

- Quality, range, availability, location and suitability of childcare in Flintshire is good; affordability and flexibility is satisfactory but there is no Welsh provision within the Authority.
- Across Wales, occupancy rates have dropped from 69% in 2015 to 67% in 2016 and sustainability is an issue with rising costs and limited confidence in business.
- The Welsh Government free early years and childcare offer for 3 & 4 year olds would assist working families and low income families.

### **Mudiad Meithrin**

- There are only 7 Cylch Meithrin in Flintshire (Holywell, Mold, Flint, Treuddyn, Picton, Shotton and Garden City at present, with 12 Ti a Fi sessions per week and 1 mobile Ti a Fi am dro session per week in different areas of Flintshire.

- There needs to be a competent Welsh speaking workforce in readiness for the free childcare offer
- Even though Flintshire is on the border with England, this shouldn't prevent access to Welsh medium childcare and education.
- The Eisteddfod had a positive response and it is important to continue to raise awareness of the benefits of bilingualism.

### **Professional Association for Childcare and Early Years (PACEY)**

- PACEY Cymru believe that Flintshire recognises the importance of Childminders in supporting the delivery of sufficient, accessible and quality childcare services for families across Monmouthshire, including providing unsocial hours for working parents and for families in need.
- Support provided for Childminders going through registration includes childminder briefing sessions, funding for Preregistration support workshop; individual advice surgery sessions and telephone and email support, business start-up packs and a £300 start up grant for health & safety equipment
- Flintshire's Childcare Development has participated in partner webinars with counterparts from other Authorities
- Information is shared with Childminders via email or posted newsletters. PACEY recognise and support the promotion of the local authorities childcare Training schedule.
- Changes to criteria have restricted the ability for Childminders to qualify for Sustainability grants.
- PACEY Cymru would welcome the opportunity to explore viable options for childminders to provide funded Foundation phase provision in Flintshire.
- Childminders, as with other childcare providers, are able to include information about their service for parents in the FIS Childcare Directory. There does not appear to be information of approved nannies within the FIS Childcare Directory.
- Flintshire Family Information Services has a website, but does not appear to be on social media such as Twitter and Facebook - a commonly used form of social media by childminders in particular. This could be considered for future to support engagement and promotion of services and indirectly promote the professionalism of childcare providers and sustainability of services.

### **Welsh Medium Education Forum**

The lead officer for the Welsh Medium Education Forum chairs the forum as it regularly discusses issues related to childcare and early years education. These matters are also discussed at the Early Entitlement Partnership meetings which the Childcare Development Officer attends. And conversely the Welsh Medium Education Forum Chair, alongside

the Mudiad Meithrin's Deputy Manager for North and Mid Wales region regularly attend the FEYDCP where there is assured co-ordination of issues related to local childcare in the Welsh medium sector.

### **Family Information Services**

Family Information Service Flintshire (FISF) currently supplies information and advice about childcare, Early Years provision and local services for children and young people. FISF continue to promote new and existing childcare providers and places through the telephone, email, website, and outreach with the majority of enquiries being received through the website.

Feedback is received through monitoring forms issued at the end of every month. The results of these enquiries are as follows:

- 100% of enquirers are satisfied with the information they have received through the FIS.
- 100% of enquirers have been able to make an informed choice about childcare and activities because of the information they have received through the FIS.
- 67% of enquirers opted to access suitable childcare after contacting FISF. N.B. Not all enquirers are searching for childcare

### **Primary Schools**

35 Flintshire Primary schools completed a survey to inform the CSA.

- 31 schools provided an after school club on-site; 8 school provided a wraparound care provision; 11 schools facilitated a playgroup provision on site; 8 schools had a holiday club; 13 schools provided an extended breakfast club via free and fee paying provision; 11 schools provided free breakfast provision only; 6 schools provided a fee paying Breakfast club only; 5 school hosted a Flying Start provision
- 7 schools were unaware of any local childcare providers collecting children from school and the remaining 28 were aware that either childminders or day nurseries or both were providing this service.
- 20 schools felt there was sufficient childcare locally to meet the needs of families attending the school. Ysgol Bryn Garth, Penyffordd, Holywell has extended its playgroup to mornings to add to its afternoon sessions and one survey returned anonymously suggested the need for more childminders with flexible times.

- 5 schools did not feel the local childcare market met the needs of the family, with one school suggesting more childminders should register locally and the other considering extending their nursery provision
- 10 schools were not aware if childcare needs were being met locally
- In 17 of the schools surveyed parents had approached the school enquiring about childcare. The majority of these enquiries were about provision on-site or close at hand. Following a survey of their parents, Wood Memorial School, Saltney is currently registering a playgroup and after school provision, whilst in Ysgol Parc Y Llan, Treuddyn parents have requested more spaces to be made available in the after school club. Also, at Saltney Ferry CP School some parents would like childcare for under 2 years and 4 months to attended courses. Sandycroft CP school has expanded their older care to meet parents' needs.
- 9 schools had space available to provide childcare on-site and of these five are interested in providing a service - Ysgol Y Waun in Gwernaffield would consider opening the school up for a holiday club if a private company wanted to deliver the service, whilst Westwood Primary school, Buckley would consider expanding its current playgroup provision and three other schools in Penyffordd (Holywell), Shotton and Bagillt were able to identify space in school for a new or expanded childcare provision.
- Of the 31 schools currently with childcare services on-site, 50% would anticipate a demand for more spaces and longer hours with the most common concern being the cost of expanding the service.
- According to the survey results four schools currently do not have an after school club. One of these is in Saltney and is currently submitting an application to CSSIW for an after school club and playgroup provision. Another school in Mostyn recently surveyed parents and only 2% expressed an interest in the school opening an after school club.
- The Childcare Development officer continues to support schools in Abermorddu, Whitford, Broughton and Mold as they seek to register out of school childcare provision in term time and school holidays.
- Local Employers – FISF support local employers by providing information to employees, attending jobs fairs, providing outreach support and surveying employers for the Childcare Sufficiency Assessment. Local employers were contacted a

several completed a postal survey and this provided an insight into barriers that are faced by parents returning to work and the range of childcare services that are required to meet their needs.

- Other stakeholders consulted included schools and other local authority departments such as Planning, Healthy Preschools and Clwyd Alyn Housing Association. This consultation took the form of emails and face to face discussions.

### **Relevant Local Authority Departments**

- **Flintshire Planning Department** are currently processing two applications to convert commercial premises for two new Day Nursery provisions, one in Queensferry and the other in Greenfield. Planning permission is generally not required for childminders who mind six children or less, however, they are required to provide proof of this in writing to CSSIW. This usually comes in the form of a letter or email which incurs a charge
- **Clwyd Alyn Housing Association** did not respond to a request for feedback regarding the CSA.
- **Healthy Preschools**

The scheme are currently working with 40 pre-school settings with the majority being Flying Start providers. Healthy preschools have commented that sessional day care settings are struggling to maintain numbers at the start of school year but attendance rates tend to be improving after Christmas. Full Day Care providers and Childminders have also noted an increase in the amount of childcare being covered by friend and family as parents use their provision more so on a part time or ad-hoc basis.

### **Flintshire Employers**

109 employers were posted Employer Surveys for the CSA between August 2016 and October 2016. They ranged from small and medium enterprises to large multinational employers employing in excess of 5,000 staff and they were located across the county. The survey results, based on 46 returned surveys (42% return rate) are as follows:

- Responses received were from employers ranging in size from 10 to 2,500+ employees

- Responses received included businesses categorised as – Construction, Manufacturing, Tourism Related, Distribution, Public Admin, Health and education, transport and Communication.
- 74% of the employers had a workforce of 50% or more female workers and 9% of the employers did not employ any female staff
- 7 of the respondents employed staff with no children and all the remaining employed staff with between 1% and 80% of staff who have parental responsibility for children under the age of 14 years.
- 46% of the employers operated outside the hours of 8.00am and 6.00pm. The majority covered a variety shift patterns with three of the respondents operating over 24 hours.
- 35% of the respondents operated working hours which included shift patterns, overnight, evening or weekend work or 24 hour rolling shifts.
- 61 % of respondents offer a combination of the following flexible arrangements for working – part-time, annualised working, compressed working, job share, flexi-time, phased return to work, voluntary reduced hours, term-time only, homeworking and careers breaks and temporarily reduced hours.
- 41% of the employers reported that having children has been a factor in preventing parents from taking up employment or continuing their employment
- 43% of respondents had incidents of staff absence caused by childcare issues. However, the majority of these were occasional.
- When asked 'What improvements to childcare are needed to improve recruitment and retention of workforce?' the responses were as follows – 15% want childcare available at different times, 10% want more flexible childcare sessions, 39% more affordable childcare, 4% childcare in a different location, 6% childcare that is better at meeting the child's additional needs, 6% better quality childcare provision, 2% more Welsh language / bilingual provision, 9% access to different types of childcare provision and 2% breakfast/after school provision.
- 43% of respondents say they support a form of childcare provision for their workforce.
- 50% of respondents' process childcare vouchers for their workforce whilst 9% offer some form of financial assistance with the cost of childcare.
- 6 employers had on-site nurseries
- Only 39% of the employers were aware that FISF can provide free advice and guidance around childcare and work-life balance

## 15. Gap Analysis & Areas for Improvement

This assessment finds that providers, parents and stakeholders believe that the quality of childcare provision in Flintshire is considered good and there is sufficient provision to meet the needs of most families; however, there are some gaps in provision that have been identified and need to be addressed:

- **Types of childcare available**

Within Area 4 (CH7) less than 50% of childminders provided a Wraparound service. 35% of childminders surveyed choose not to provide Half Day Care (AM or PM). There are no registered childminders within Area 7 (LL18) with a number of small villages across all areas of the county with no registered childminder provision.

Less than 50% of Full Day Care providers deliver half day nursery sessions, before and after school, lunch or holiday care provision.

There are only seven holiday clubs registered within Flintshire with only one setting providing Christmas holiday cover in Buckley. However, childminders and full day care settings, including private nurseries and out of school providers are also providing holiday care.

As is expected with sessional care none of the settings deliver sessions during school holidays, however a significant number of settings provide only morning or only afternoon sessions. Also, only a limited number provide wraparound care or a lunch club and in these situations childminders and full day care providers are meeting some of the demand.

There are only five registered crèche provisions in Flintshire with one providing childcare alongside leisure facilities and the other supporting parents as they access training courses.

Out of school provision is well apportioned across the Authority. There are free breakfast clubs at more than 70% of primary schools with the remaining schools providing a fee paying breakfast club on-site.

Open access play provision is available in every Area (1-8) and all for the summer holidays only. However, only one setting is registered with CSSIW so all remaining settings are limited to operating under two hours.



There are only five nannies registered on the voluntary approval scheme operating in Flintshire.

*Areas for improvement*

- *Recruitment of more childminders, particularly in rural areas*
- *The registration of open access playschemes should be supported.*
- *Improve awareness, amongst agencies and training providers, of the availability of crèche facilities in Flintshire*
- *More information relating to nannies on the voluntary approval scheme to be made available through FISF*

- **Age of children for whom childcare is available**

Childminders are able to accommodate the widest age range of children, however, relatively few look after children under 12 months old or over 12 years old.

Full day care settings in Flintshire offer places across the 0 – 12 age range, however, there is no full day care in Area 5 (CH8) for 5 to 11 year olds.

The majority of crèches in Flintshire cater for 0 – 5 year olds only.

There is virtually no out of school provision for children from 12 to 17 years old.

There are relatively few children under five accessing holiday clubs, however, many within this age range are catered for by childminders and full day care nurseries during the school holidays.

*Areas for Improvement*

- *All childcare providers to be encouraged to widen the age range they cater for in line with the recent amendments to registration regulations from under eights to under twelves.*

- **Affordability of childcare**

Affordability is highlighted by parents as the most important factor in their consideration of childcare choice and employers chose affordable childcare as the most popular improvement to childcare in order to improve recruitment and retention of staff.

A very small minority of settings in Flintshire are unregistered therefore parents are able access tax credits and use childcare vouchers in most childcare settings.

Take up of the childcare element of the Working Tax credit and Employers Supported Schemes is very low in Flintshire. Approximately 48% of respondents to the parent / carer survey didn't know where to go to access information relating to financial assistance for childcare.

#### *Areas for Improvement*

- *The wider promotion of the availability of Working Tax Credits or Universal Credits and Employer Supported Schemes (including the new, nationwide Tax Free Childcare scheme).*
- *Unregistered providers of all types of childcare should be encouraged and supported to register with CSSIW.*

- **Times at which childcare is available**

Many settings offer a range of session lengths in order to meet the needs of families during their typical working day.

There are very few providers offering childcare before 8am or after 6pm and most of these are childminders. There is no childcare available after 7pm. There are only four registered providers offering weekend sessions. We are only aware of two childminders who provide overnight care.

Only 36% of respondents to the childcare survey felt there was enough childcare available at the time required. This low number could be viewed as a barrier to accessing employment opportunities. This is backed up by the employer survey where 15% of respondents wanted childcare available at different times to meet the needs of their workforce.

#### *Areas for Improvement*

- *In order to meet the childcare needs of those working atypical hours more childcare is needed before 8am, after 6pm, overnight and at weekends.*
- *Sessional day care providers and out of school care providers should be encouraged to extend their hours to meet childcare requirements of working families.*
- **Location of childcare**

The geographical distribution of childcare provision in Flintshire is good and is relative to the population, transport links and characteristics of each area; this conclusion is reinforced by the opinions of stakeholders who assessed the location of childcare in Flintshire as good.

Where there are gaps, these tend to be in relation to the type of childcare, as referred to above, rather than the location of the childcare. In some areas there may appear to be a lack of a particular type of childcare, but generally these services are provided in the area by another childcare type so the demand is still being met.

The only exception to this is the lack of holiday care places in a variety of locations but most notably in Mold and Holywell.

#### *Area for Improvement:*

- The development of holiday care provision in Mold and Holywell.

- **Welsh medium childcare provision**

There is clearly unmet demand alongside a limited supply of Welsh medium children in Flintshire and this is backed up by stakeholder feedback. Also, only 30% of parents completing the parental survey believed there was enough Welsh medium childcare available in the county.

At this point in time Flintshire do not have any registered childminders, holiday clubs, creches, nannies or day care nurseries delivering their services through the medium of Welsh. There are no Welsh medium playgroups operating in Areas 1, 6,7 and 8 (CH4, LL12, LL18 and LL19) however, all Welsh medium primary schools in Flintshire have an after school clubs and these operate in Flint, Mold, Holywell, Treuddyn and Picton.

*Areas for Improvement:*

- *More Welsh medium childcare of all types is required in all areas of Flintshire, particularly those providing full day care during term time and school holidays*
- *All childcare settings should be encouraged to provide at least some bilingual elements*
  
- **Childcare provision for different language categories**

Provision of childcare in languages other than English or Welsh is not available in Flintshire and demand for it is very low. Despite targeting a variety of minority networks only one respondent, with another language, completed the parental survey so we are unable to draw any meaningful conclusions from this survey relating to language choice at childcare settings. As a result, it would be difficult to develop sustainable childcare provision in different languages.

*Areas for improvement:*

- *Settings should be supported to encourage families with other languages to use established childcare settings*

This gap analysis will be used to inform future work, to identify priorities and to allocate funding by including key findings within the Action Plan (Section 16)

## **Information Sources**

*The most recent data available has been used throughout this assessment and we acknowledge that this may not be as current as we would wish. However data collected will be revisited and updated annually as appropriate to be included in the annual review and refresh of the Childcare Sufficiency Assessment (2017 - 2021).*

### **Information sources used as primary data references for this report include:**

- Reports and opinions resulting from:
  - Parents Consultation
  - Childcare Provider's Consultation (SASS returns to CSSIW)
  - Employer's Consultation
- Info-Base Flintshire
- Family Information Service Flintshire
- Welsh Index of Multiple Deprivation Child Index 2008
- Census 2011
- North Wales Public Health Directory
- Daffodil ( Institute of Public Care) (IPC)
- Welsh Health Survey
- Office for National Statistics (ONS)
- Local Government Data Unit Wales: Info-base Cymru

- Job Centre Plus
- Care and Social Services Inspectorate for Wales (CSSIW)
- HM Revenue and Customs: Child and Working Tax Credit
- Statistics and data from the Family Information Service Flintshire (FISF)
- Department for Work and Pensions

### **Acknowledgements**

*Flintshire County Council would like to thank the parents, carers, childcare providers and employers who responded to the 2017 consultation process by taking part in various postal, telephone and face to face surveys.*