



## Vale of Glamorgan

# Flying Start Childcare Expansion and Workforce Development

2012 - 2015



*Completed in partnership with the Children & Young People's Partnership, Family Information Service and Flying Start*



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# 1

## Flying Start childcare expansion

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Following the Childcare Sufficiency Assessment refresh guidance for 2012 issued by the Welsh Government in December 2011, Local Authorities have been issued with the Flying Start childcare expansion and Workforce Development additional duty to report on.

Although on-going dialogue has taken place between the Children & Young People's Partnership, Family Information Service and Flying Start on assessing the additional childcare and workforce requirements to support the Flying Start expansion, it has been and continues to be a complex and demanding task to complete given the short time span in which to produce the information.

### 1.1 Supply and demand of appropriately qualified childcare workers expected

#### Supply

Cardiff and Vale College have provided information in relation to the academic year 2011-12 which suggests that 20 level 3 practitioners will qualify this year (2011-12) and 40 next, with a further 40 due to complete level 2 (2011-12).

However, data on those students who have trained through the Work-Based Learning programme are unknown.

#### Demand

There is a strong commitment to professional development and all Early Years and Childcare staff are encouraged to increase their knowledge, experience and qualifications.

Appropriately qualified and experienced childcare staff is scarce and as we look to expansion, a number of existing staff may gain promotion into practitioner posts. Regular dialogue is ongoing between Early Years Development & Childcare Partnership and Flying Start to address these gaps, as identified in the CSA refresh.

## **1.2 Qualification and training requirements of the workforce**

Through discussions between the Children's Partnership Co-ordinator and Flying Start Manager, there is confidence that the Vale hold a good mix of quality childcare to meet the needs for some of the expansion of childcare. A couple of settings may require additional support/training but this would be provided by existing Flying Start staff in the main (FS Teacher, Dietician, Speech and Language and Early Years team).

Within Flying Start workforce, there is a strong commitment to professional development and all staff are encouraged to increase their knowledge, experience and qualifications. There is a number of Early Years staff working toward degree qualifications, and others studying level 3, 4 and 5 as appropriate to their role and career pathway

Cardiff and Vale College have provided information in relation to the academic year 2011-12 which suggests that 20 level 3 practitioners will qualify this year and 40 next, with a further 40 due to complete level 2. Further to this, discussions with Cardiff and Vale College have taken place with regards to increasing the number of CCLD Level 3 childcare courses at the Colcot Rd College and progress is being made to look at delivering the CCLD Level 5. Other options are being explored in terms of apprenticeship scheme and similar opportunities.

When looking at the Early Years and Childcare workforce across the Vale, staff are encouraged to further their knowledge, experience and qualifications by taking advantage of the training opportunities made available via the Early Years Development & Childcare Partnership and the local college. At the same time informing us of their CPD needs by completing the annual training needs analysis form so that we can support their training requirements.

## **1.3 Supply and demand of additional CSSIW registered settings required to deliver the childcare**

### **Childcare expansion**

For 2012-13, Flying Start childcare expansion will be for a small number of children in neighboring identified LSOAs within the Barry area and these places will be

accommodated within existing in-house settings or purchasing additional places as necessary from existing third sector providers and the Flying Start childminding network.

In order to plan for childcare expansion for 2013-14, existing and new provision will need to be targeted. Some of the identified Flying Start expansion areas already provide childcare and would therefore be taken into account. These existing provisions would need to have, or be working towards, their Quality Assurance and Gold Standard Healthy Snack Awards, have high quality and professional workforce who are suitable qualified and experienced. However, new provisions, where there is currently no childcare, will need to be established. This will incur set up costs and maybe internal alterations if deemed by CSSIW.

#### **1.4 Where and when these will be required**

For 2012-13, the Welsh Government has identified an additional cap of 32 children – proportionately this would equate to an increase in 8 childcare places. As above, these children will be accommodated into existing Flying Start childcare settings where available. However, it may be necessary to purchase additional places from existing suitable provisions.

Planning in 2012 for 2013-14, will take the form of:

- refurbishment of existing building (being used for Flying Start childcare) including outside area
- Internal alterations to existing building (being used for Flying Start childcare) which is part of a wider Regeneration plan
- Identification of suitable commercial building. Planning consent, refurbish and set up costs
- Barry Island - new provision in existing community venue. Set up costs and minor internal alterations if required by CSSIW (e.g. toilets)
- St Athan – new provision in existing community venue. Set up costs and minor internal alterations if required by CSSIW (e.g. toilets)

For 2013-14, will take the form of:

- Llantwit Major – existing English and Welsh medium but need to raise standards of outside area and refurbish some areas

- Eastbrook – identify appropriate venue
- Cogan – identify appropriate venue
- Stanwell – upgrade/refurbish existing community setting

### **1.5 Requirements for specialist childcare for children with additional needs**

Partnership working with Cyfle Cyntaf enables a ratio of 1:1 for children with additional needs. A number of Childcare staff throughout the Vale of Glamorgan has attended the Early Support key worker and developmental journal training which enables them to support parents of children with additional needs.

However, until families have been identified and visited, there is uncertainty of the specific requirements for specialist childcare for children with additional needs.

### **1.6 Requirements for Welsh medium and bilingual childcare**

There are currently 7 Welsh Medium Settings: 5 Cylchoedd Meithin, 1 childminder and 1 holiday provision registered with CSSIW within the Vale of Glamorgan. One un-registered Cylch is looking to move premises in order to start CSSIW registration.

There are currently 2 bilingual childcare settings: 1 childminder and 1 breakfast club registered with CSSIW within the Vale of Glamorgan.

There are currently 10 registered Welsh medium and English medium settings (providing both): 8 childminders, 1 Cylch Meithrin and 1 Day nursery.

The full CSA report in 2010 reported that the demand for Welsh-medium schools has increased substantially in the past three years to the extent that current demand now exceeds capacity; this is especially the case in Barry and the rural Vale.

In response to the demand, 2 new Welsh seed schools were official opened in September 2011 - Ysgol Dewi Sant in Llantwit Major and Ysgol Nant Talwg in Barry. Cylch Meithrin Llanilltud Fawr was set up in 2011 to support pre-school childcare in Llantwit Major which feeds into the new seed school. The Cylch received a Community Focused Schools

Childcare grant to support the addition of new places and is now looking to increase their numbers for a second time due to the demand for Welsh medium childcare. It was felt at the time, that there was sufficient Cylchoedd Meithin to support Ysgol Nant Talwg in Barry.

However, in order to gauge if there is an increased demand for Welsh medium provision, focus group sessions were carried out with 2 Ti a Fi in the Vale – one in Dinas Powys and one in Llantwit Major.

The results of these sessions can be found in section 7 – Gap Analysis

## Workforce Development

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### **2.1 Qualifications of existing workforce at leader (NVQ level 4/QCF level 5) and support worker level (VNQ/QCF level 3) that could deliver the expansion**

The Early Years Development & Childcare Partnership (EYDCP) is currently undertaking an exercise with registered childcare settings in the Vale of Glamorgan to gather settings contact details, staff's qualifications, number of years experience in childcare, what languages are spoken, written and understood, relevant training undertaken and training needs for the forthcoming year.

Within existing Flying Start settings, there is sufficiently qualified and experienced staff. Regarding the existing workforce (excluding Flying Start staff) to deliver the expansion, Appendix ? attached shows to date staff qualifications from a variety of sectors. This list is by no means exhaustive as responses are still being collated.

During 2012-13, an additional 32 children have been identified for childcare and it is anticipated that these children will be placed within existing Flying Start settings which have sufficiently qualified and experienced staff to cater for them.

### **2.2 Availability of qualified workers able to work with children with special or additional needs**

Within existing Flying Start settings, there are sufficiently qualified and experienced staff, many of which have undertaken further training in Managing behavior, Alert to Asthma, Incredible Years, Meningitis awareness, Introduction to Autistic Spectrum disorder, Attention Deficit Hyperactivity Disorder, Introduction and further training on Makaton and Epilepsy awareness.

Through the EYDCP workforce exercise and training needs analysis, a number of staff has asked for some specific training around special or additional needs. To respond to their requests, a number of courses to support this will be offered. Courses include: SENCO training, Early Support Developmental Journal & Key worker training, play therapy, further Makaton training amongst other opportunities.



Many settings in the Vale of Glamorgan have supported children through the Cyfle Cyntaf scheme in which children with disabilities/SEN are supported by a one-to-one worker. These are pre-school children receive on average 2 – 3 sessions per week for a set number of weeks.

In September 2011, the Vale of Glamorgan put in a proposal to Early Support to deliver a project for children with disabilities aged 0 – 5 years. The proposal was accepted and the 'Sense of Play' project was born. Children and their families were referred to the scheme via the specialist Health Visitor. 6 sessions over 6 weeks of play training were delivered to around 20 families, with evaluations at the end of each session. Having recognised the enormous benefits to children and their families, it was decided to offer the 'Sense of Play' training to early years and childcare staff to put into practice within their setting. Two training sessions have been offered so far with plans to offer further sessions over the next year.

### **2.3 Availability of QCF level 3 or 5 courses in local colleges and other providers**

Discussions with Cardiff and Vale College have taken place with regards to increasing the number of CCLD Level 3 childcare courses at the Colcot Rd College, Barry for September 2012, and progress is being made to look at delivering the CCLD Level 5 also for September 2012. Marketing these courses to the existing workforce and to those wishing to pursue a career in childcare will be key to the success of building a valued and quality childcare sector in the Vale of Glamorgan.

Other options are being explored in terms of apprenticeship work-based training schemes and similar opportunities. City and Guilds offer professional qualifications for those working in formal and informal settings with young children and their families.

### **2.4 Qualified workers coming through local colleges and work based learning providers**

Cardiff and Vale College have provided information in relation to the academic year 2011-12 which suggests that:

- On the CACHE diploma level 3 - two groups of 20 learners year 1 and one group of 20 learners yr 2 will complete their training
- On the CACHE level 2 – two groups of approx 20 learners will complete their training
- CACHE level 1 – two groups of approx 20 learners will complete their training.

It is unsure of those currently undertaking work based learning as this information was not collated on the workforce training/qualification form that was sent to every childcare setting. Information on the Vale of Glamorgan workforce data that was undertaken by Melyn Consultancy has been requested but has not been received in time for this report.

## **2.5 Quality of those new workers coming into the workforce**

When looking at quality, it is usually in the form of the childcare setting through CSSIW inspection, Quality Assurance schemes through umbrella organisations or within Flying Start settings who have their own system around quality.

The question around 'quality' of new workers/existing workers raises many different questions. What quality mark is expected, what does quality 'look like', the interpretation of quality? Etc etc. How can quality be measured?

It could be that settings look at their recruitment process when employing staff, take a close inspection of their references, pose interview questions that would give the interviewee the options to address their qualities. Or is that settings only employ staff as a minimum at Level 3 or equivalent and level 4/5 for leaders?

Another way of addressing quality could be through evaluation or review of the staff member during their probation period through a set criteria and setting targets if necessary.

## **2.6 Additional and ongoing CPD needs of the workforce**

An annual Training Needs Analysis (TNA) is carried out with all providers in the Vale of Glamorgan as to legal and regulatory, CPD and national qualifications required. This forms part of the Early Years workforce Development training programme along with

other more specialised or additional courses deemed appropriate for early years and childcare practitioners.

To date, 71 (23.7%) out of 300 initial forms sent out to settings have been returned. Of which, 51 were from Childminders, 8 from daycare/nurseries, 6 from playgroups, 1 Cylch Meithrin, 5 out of school childcare From the data collated for legal and regulatory, CPD and national qualifications for 2012-13, figure 28 below shows the demand for Legal and Regulatory training

**Figure 28 Legal and Regulatory Training**

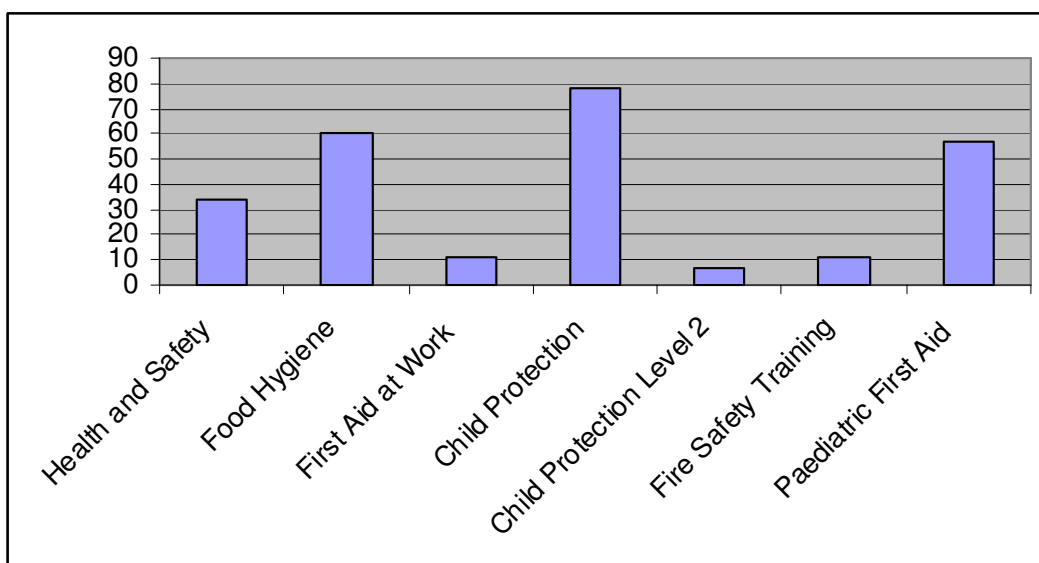


Figure 29 below shows the demand for CPD training needs.

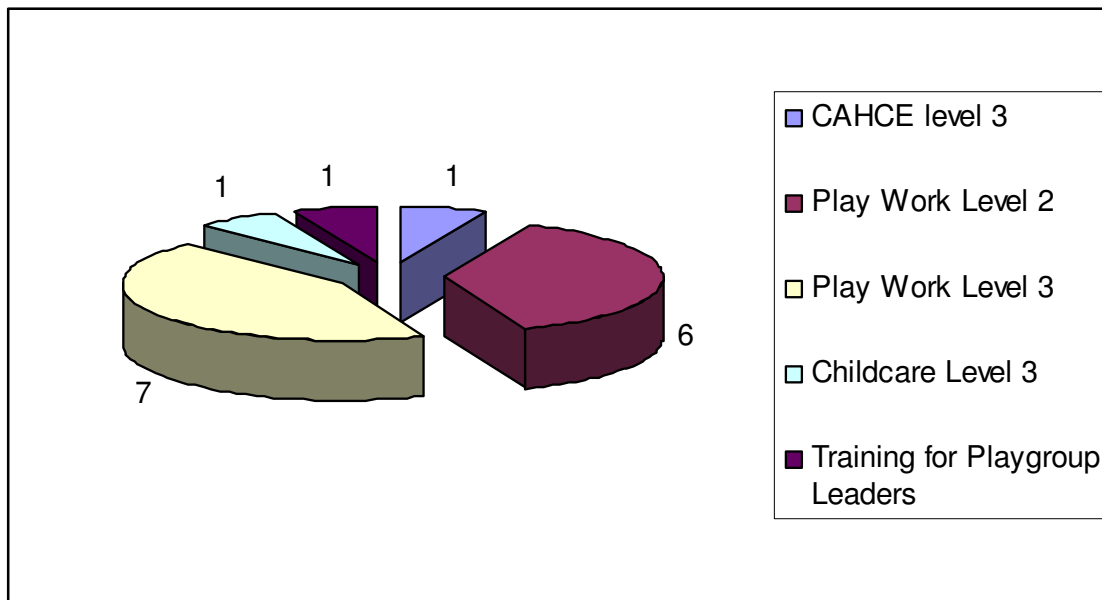
**Figure 29 CPD training requirements**

Name of Course	Number of staff
Behaviour Management	62
Manual Handling	61
Additional / Special Needs	26
Foundation Phase	22
Encouraging Parents / Parental Involvement	16
LAP & NAP	6
Multi Cultural Training	6
Key Worker Training	6
Domestic Violence	6
Ideas for New Activities	6
Outdoor Play	6
Birth to Three	5
Treasure Basket	5

SENCO	5
Story Sacks	5
Epi -Pen	2
Training for Inspections	1
Planning Staff Supervision	1
Planning and Observation	1
Nutrition	1
ADHD/ Autism	1
Welsh for the Family weeks 16 - 30	1
Meningitis	1
Asthma	1

Figure 30 below shows the demand for National Qualifications required.

**Figure 30 Demand for National Qualifications**



The TNA shows us that the demand for legal and regulatory training continues to remain high with settings. CPD requirements for the typical training remain high with the added interest around manual handling, key worker training and domestic violence training.

It is clear to see that the interest within existing settings for National Qualifications is very low. This may be due to not being able to access the right course, employers maybe unable to release them from the workplace for training, the cost could be a barrier or simply that there is no incentive as they may not receive a pay increase for taking a higher qualification.

In order to have an appropriately qualified and experienced early years and childcare workforce to support the expansion of Flying Start childcare, it will be essential to market national childcare qualifications with both existing settings and others in the Vale of Glamorgan wishing to pursue a career in childcare. On-going communication with Cardiff and Vale College continues to take place to address these matters.

## **2.7 Shortfall in qualified workers**

It is not envisaged that there will be a shortfall in qualified workers with level 3 within the Vale of Glamorgan that will support the Flying Start childcare expansion. As mentioned previously, there are approximately 40 learners at level 3 and 20 at level 2 who will be qualified this summer.

The problem may arise with those qualified at NVQ level4/QCF level 5. Within the existing Flying Start settings there is sufficiently qualified staff at this level, however data collected from the settings who have returned their current workforce qualifications and training information tells us that there are 7 staff with a level 4 and 1 member of staff with a level 5. It is reported that 3 staff are working towards their level 5 and due to complete this year. Please refer to 10.3 for further information on promoting level 4 and 5 qualifications.

## **2.8 Consideration for Welsh medium provision**

One setting, who are contracted to take 30 Flying Start children, have increased the amount of Welsh spoken within the setting significantly by one member of staff completing the Cwrs Iaith Meithrin 20 week course, all staff have undertaken the Blas ar Iaith and a Welsh speaker was brought in-house to deliver a number of bespoke sessions. As addressed within the Action Plan, Welsh language courses are offered to all childcare settings but the take up of these are in the main, very low. Again for 2012-13, the Early Years Workforce Development training programme will offer a number of Welsh courses.

It is felt that the biggest hurdle at present will be recruiting sufficient staff with Welsh language skills; however discussions are taking place with Mudiad Meithrin to consider possible solutions.

## Appendix 1 Vale of Glamorgan Flying Start Expansion 2012-15

### Existing Flying Start settings

Cylch Meithrin Pili Pala	Welsh Medium	Buttrills	24
Butterflies Playgroup	English Medium with some use of Welsh	Buttrills	24
Gibbonsdown Children's Centre	English medium with some use of Welsh	Gibbonsdown	<b>Currently 30.</b> Expansion to 45/50 over 3 years
Kidzone Playgroup	English medium with some use of Welsh	Court	
Red Robin Playgroup	English medium setting	Cadoc	<b>Currently 32.</b> Expansion to 50 over 3 years
Childminder 1	English Medium setting	Buttrills	6
Childminder 2	English medium setting	Cadoc	6
Childminder 3	English medium setting	Cadoc	6
Childminder 4	English medium with some use of Welsh	Court	6
Childminder 5	English medium setting	Court	6
Childminder 6	English medium setting	Court	6
Childminder 7	English medium setting	Gibbonsdown	6
Childminder 8	English medium setting	Gibbonsdown	6
Childminder 9	English medium with some use of Welsh	Gibbonsdown	4
Childminder 10	English medium with some use of Welsh	Gibbonsdown	5

## Proposed Expansion as identified by Flying Start

Please note that the numbers in brackets refer to the LSOA location

Name of Setting	Language spoken	Ward	Number of possible places available for F.S. expansion	Opening times	Quality Assured
Childminder 11 (will be Flying Start Network childminder)	English medium setting	Buttrills	6	7:30 – 19:00	Unsure
Childminder 12 (will be Flying Start Network)	English medium with some use of Welsh	Illtyd	6	7:00 – 18:00	Unsure
Childminder 13 (will be Flying Start Network)	English medium with some use of Welsh	Wenvoe	6	7:30 – 18:00	Unsure
Childminder 14 (will be Flying Start Network)	Bilingual	Cadoc	4	8:00 – 18:00	Unsure
Childminder 15 (will be Flying Start Network)	English medium with some use of Welsh	Gibbonsdown	6	7:30 – 18:00	Unsure
6 Childminders	5 are English medium 1 is English with some use of Welsh	<b>Castleland</b>	36	Average hours 8:00 – 18:00	Unsure
Cylch Meithrin Camau Cyntaf	Welsh medium setting	<b>Buttrills</b> (1063/64/66)	24	09:30 – 11:25	No
Kiddiewinkles Playgroup	English with some Welsh	Buttrills (1063/64/66)	30	9:00 – 12:45	Yes
Vale of Glamorgan Open Learning Centre Crèche	English with some Welsh	Buttrills (1063/64/66)	9	10:00 - 12:00 13:00 – 15:00	Unsure

8 childminders	English with some Welsh and English medium setting	Buttrills 1063/64/66)	48	Average hours 8:00 – 18:00	Unsure
Nifty Kids Playgroup	English with some Welsh	<b>Illtyd (1099)</b>	24	12:30 – 15:00	No
3 childminders	English with some Welsh	Illtyd (1102)	18	Average hours 8:00 – 18:00	Unsure
5 childminders	English with some Welsh and English medium setting	Illtyd (1101)	30	Average hours 8:00 – 18:00	Unsure
2 childminders	English medium setting	Illtyd (1099)	12	Average hours 8:00 – 18:00	Unsure
Cylch Meithrin Bethesda	Welsh medium and English medium setting	<b>Dyfan</b>	24	9:00 – 11:45 12:30 – 15:00 (Tues & Fri)	No
4 childminders	English with some Welsh and English medium setting	Dyfan	23	Average hours 8:00 – 18:00	Unsure
Little Rascals Crèche	English medium setting	<b>St Athan (1122)</b>	12	9:15 – 11:45	No
St Athan Playgroup (unregistered)	English with some Welsh	ST Athan (1122)		9:15 – 11:15 (Tues, Wed, Thurs)	No
5 childminders	1 Welsh medium and English medium, 2 English with some Welsh, 2 English medium setting	St Athan (1122)	30	Average hours 8:00 – 18:00	Unsure
Swallow Playgroup	English with some Welsh	St Athan	30	9:00 – 12:15 12:45 – 16:00	yes



Cylch Meithrin Llanilltud Fawr	Welsh Medium Setting	<b>Llantwit Major</b> (near 1111)	24	9:15 – 12:15	No
St Illtyd's Day Nursery	English with some Welsh	Llantwit Major (near 1111)	42	7:45 – 17:45	No
4 childminders	English with some Welsh and English medium setting	Llantwit Major (near 1111)	24	Average hours 8:00 – 18:00	Unsure
5 childminders	4 English medium and 1 Welsh medium setting	<b>Dinas Powys</b> (near 1088)	30	Average hours 8:00 – 18:00	Unsure
Cylch Meithrin Dinas Powys (unregistered)	Welsh medium setting	Dinas Powys	24	9:15 – 11:15 (Tues and Wed)	No
St Peters Playgroup	English with some Welsh	Dinas Powys	30	9:00 – 12:00 (except Wed) 12:00 – 15:00 (Tues & Fri)	No
Penarth Leisure Centre Crèche	English with some Welsh	<b>Cornerswell</b> (1076)	20	9:30 – 13:00	No
3 childminders	1 is Welsh medium and English medium setting, 2 is English with some Welsh	Cornerswell (near 1076)	18	Average hours 8:00 – 18:00	Unsure
Elfed Avenue Playgroup	English with some Welsh	<b>Stanwell</b> (1129)	20	9:15 – 11:45 (Mon, Wed, Fri)	No
4 childminders	English medium and English with some Welsh	Stanwell (1129 & 1131)	24	Average hours 8:00 – 18:00	Unsure
Little Peoples Playgroup	English with some Welsh	<b>Gibbonsdown</b>	26	9:15 – 11:45	No

Little Inspirations Day Nursery	English with some Welsh	<b>Gibbonsdown</b>	16	8:00 – 18:00	Starting new scheme Feb 2012
Llanover Playgroup	English with some Welsh	<b>Cadoc</b>	28	9:00 – 12:00	No
Palmerston Adult Education Crèche	English medium setting	Cadoc	24	9:30 – 12:00 12:30 – 15:00	Unsure
9 childminders not already identified	English medium and English with some Welsh	Cadoc	54	Average hours 8:00 – 18:00	Unsure
3 childminders	English medium with some Welsh	<b>Baruc (Barry Island 1061)</b>	15	Average hours 8:00 – 18:00	Unsure

### Staff Qualifications, training and experience

An exercise is currently being undertaken with registered childcare settings in the Vale of Glamorgan to gather settings contact details, staff's qualifications, number of years experience in childcare, what languages are spoken, relevant training undertaken and training needs for the forthcoming year. (See table below).

This information will form part of the CSA refresh for 31<sup>st</sup> March 2012

Name of Setting	Qualifications & Level	Number of years experience in childcare	Welsh Speakers	Other relevant training for children with disabilities/SEN

## **Information from Cardiff and Vale College – Childcare & Education**

Cardiff and Vale College have provided information in relation to the academic year 2011-12 which suggests that 20 level 3 practitioners will qualify this year and 40 next, with a further 40 due to complete level 2.

Other options will be to become involved with the apprenticeship scheme and similar opportunities. It is felt that the biggest hurdle at present will be recruiting sufficient staff with Welsh language skills; however discussions with Mudiad Meithrin are underway to consider possible solution