

THE VALE of GLAMORGAN CHILDCARE SUFFICIENCY ASSESSMENT



ACTION PLAN
2022

with a Bright
Future

17 Appendix 1 - Action Plan

Recommendation 1: Provide advice, guidance and financial information to parents/carers returning to and/or remaining in employment and those seeking training opportunities:

Vale of Glamorgan Council officers, plus employability professional partners, will continue to work in partnership to address and monitor financial support for local parents and carers,

Action	Responsible Officers	Key Timescale	Target Outcomes	Status (HIGH, MEDIUM, LOW)
<p>The Vale of Glamorgan Council should continue to prioritise working internally and with local employability HUB professionals such as DWP, Jobcentre Plus and PaCE.</p> <p>There would be a joined-up strategic approach, which continued to ensure that parents/carers that want to enter or return to the workplace are aware of how and where they can access support and advice and that they are aware of financial forms of support, including Tax Free Childcare, the (forthcoming extended) Childcare Offer and the autumn 2022 roll-out of universal childcare for 2 year olds.</p>	<p>Debbie Maule</p> <p>Becky Wickett (FIS)</p> <p>PaCE partners</p> <p>DWP & Jobcentre Plus</p>	<p>April 2022- March 2023</p>	<p>Partners such as DWP and employability professionals give structured feedback outlining that any incidence of employability being affected by childcare is decreasing.</p> <p>There is also a tangible partnership approach to employability and childcare involving all relevant Vale of Glamorgan local authority officers and external partners to promote these initiatives via their social media platforms/channels. Parents who are in education and training will now be able to access funded childcare places and this will boost the employability theme.</p>	<p>HIGH</p>

The Family Information Service will continue to promote relevant services and support (including financial) on offer for children and their families			The number of FIS enquiries about funded childcare and financial forms of childcare will have increased	
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Recommendation 2: Flexible childcare approach

The Vale of Glamorgan Council will continue to monitor the incidence of childcare providers' opening and closing times along with opportunities for 'flexibility' that accommodate Vale of Glamorgan families' working patterns, with a priority focus on early morning opening times at all childcare settings.

Action	Responsible Officers	Key Timescale	Target Outcomes	Status (HIGH, MEDIUM, LOW)
<p>Relevant Vale of Glamorgan Council officers and the FIS should continue to monitor the extent to which breakfast club/before school opening times - including school-based settings - are returning to normal as the locality continues to emerge from COVID-19.</p> <p>Officers to continue to monitor the extent to which after school clubs closing times are returning to their pre-COVID times.</p> <p>Officers to liaise with the childcare sector to discuss options to develop a more flexible childcare approach to accommodate ad hoc/atypical working hours</p> <p>Increase childcare places in existing/new settings to support out of school provision</p>	<p>Becky Wickett (FIS)</p> <p>Becka Satherley-Thomas</p> <p>Workforce Dev Officer – new role</p>	<p>2022-2023</p>	<p>There will be a reduced incidence of working parents reporting difficulties with their work routines (i.e. getting to work on time or being able to leave work at suitable and times of their choice) when the 2023 CSA monitoring research and consultation is undertaken.</p> <p>To increase the degree to which local parents - including Vale-resident parents employed hours outside of a traditional 8.00am-6.00pm timeframe and/or parents working from home on a permanent basis - can access childcare at times that align to their revised needs.</p>	<p>HIGH</p>

Recommendation 3: Workforce Development and training

The Vale of Glamorgan Council will continue to take a lead on retention and recruitment (including of apprentices) to their local early years and childcare workforce. They will demonstrate to key partners such as leaders at childcare providers, Cardiff and Vale College and CWLWM partners their commitment to a recruitment and retention drive.

Action	Responsible Officers	Key Timescale	Target Outcomes	Status (HIGH, MEDIUM, LOW)
<p>Working with local stakeholders including FE sector, secondary schools and CWLWM partners, the Vale of Glamorgan Council will prioritise ensuring and progressing a recruitment and retention strategy to support the childcare sector.</p> <p>A recruitment campaign should incorporate an ambition to increase the:</p> <ol style="list-style-type: none"> 1) numbers of childminders to the sector; 2) numbers of suitably qualified staff 3) numbers of work based learning staff 4) numbers of Welsh speaking childcare staff to the sector (links with recommendation 6) 	<p>Childcare Workforce Development Officer and other Local Authority officers with an interest in Workforce and training</p> <p>Local training companies</p> <p>Further Education colleges</p> <p>Local secondary schools</p> <p>CWLWM partners</p>	2022-2026	<p>The strategy will be supported by an action plan that will equip childcare providers with the tools to successfully recruit and retain staff within their setting. It is anticipated that the number of workforce members, qualified and unqualified, exiting the sector will reduce and the numbers entering the sector will correspondingly increase.</p> <p>A new cohort of early years and childcare professionals will enter the sector in the Vale for the initial strategic period 2022-2024.</p> <p>The number of those signed up to become a registered childminder operating in the locality will increase by 10% by March 2024 – including in priority LSOAs of need (such as Cadoc)</p>	HIGH

			<p>and particularly in Barry where there will be a pronounced increase in local housing developments including the Barry Waterfront development.</p> <p>The number of Welsh Speaking childcare staff to support WM provision has increased by 5% by March 2025</p>	
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Recommendation 4: Expansion of Childcare Offer and introduction of universal childcare for 2 year olds

The Vale of Glamorgan Council will prioritise the establishment of additional 3 & 4 year places via the expansion of Childcare Offer funding along with places for the 2 year old cohort within the pre-school sector- in order to help meet a probable increase in demand for such places that will be a national outcome of the Welsh government’s universal childcare for 2 year olds programme, which is due to be initiated in autumn 2022.

Action	Responsible Officers	Key Timescale	Target Outcomes	Status (HIGH, MEDIUM, LOW)
<p>All opportunities for the development of new provisions/places or an extension to existing capacities will be strategically encouraged to consider allocating a cohort of places for 3 & 4yr olds under the Childcare Offer</p> <p>Vale of Glamorgan officers will ensure that its early years childcare sector cohort are fully prepared for and informed about the phased introduction of the universal 2 year olds offer from September 2022 – and will continue to monitor the accessibility to such places.</p>	<p>Debbie Maule</p> <p>Kath King</p> <p>Becka Satherley-Thomas</p> <p>Kath Clarke</p>	<p>April 2022- March 2023</p>	<p>Capital funding available to increase the numbers of new childcare places for the first phased expansion of the 3 & 4 yr olds Offer.</p> <p>The roll-out and initiation of the Welsh Government universal offer for 2-year-olds will roll-out in a phased approached in targeted areas in the Vale so as to ensure that those families identified can access a place at a location and time of their choice. This ability will be monitored via forthcoming CSA updates.</p> <p>The early years childcare sector located in the Vale will continue to be prepared and informed about the initiative</p>	<p>HIGH</p>

Recommendation 5: Additional Learning Needs

The Vale of Glamorgan Council will continue to support its early years, childcare and play sector to implement the ambitions of the ALN Transformation Programme, which was initiated in the country in autumn 2021.

Action	Responsible Officers	Key Timescale	Target Outcomes	Status (HIGH, MEDIUM, LOW)
<p>The Vale of Glamorgan Council should work in strategic partnership with the childcare and play sector, to prioritise ALN-themed and focused training initiatives, and (physical) accessibility themed improvements.</p> <p>As part of the Early Years Forum, early years colleagues will support the local authority and external partners when discussing, reviewing and taking action on referrals received to the forum.</p> <p>Existing good practice will be promoted and quality and business support will continue to focus on how providers can best/even better support children and their families.</p>	<p>Debbie Maule</p> <p>Becka Satherley-Thomas</p> <p>Kirsty Gamlin</p> <p>Katie Barratt</p> <p>Joanne Jones/Julia Sky</p>	<p>April 2022- March 2023</p>	<p>Carers of children with emerging or Additional Learning Needs (including working carers) will have further confidence in their ability to access quality childcare which can effectively support their child.</p> <p>The incidence of COVID-19 creating further challenges in terms of the early development (setbacks) for certain children will be further mitigated and the cohort affected will be further supported – including via a better trained and prepared workforce, that are <i>committed</i> to and knowledgeable about the ALN Transformation Programme</p>	<p>HIGH</p>

Recommendation 6: Supporting Welsh medium childcare

The Vale of Glamorgan Council will retain an awareness that the incidence of parents and children having an interest in Welsh-medium childcare may continue to increase as the profile and outcomes of Cymraeg 2050 Strategy continues to progress, and that although expanding such provision may not be an immediate priority, it should continue to feature in thinking and planning for new provisions/places.

Action	Responsible Officers	Key Timescale	Target Outcomes	Status (HIGH, MEDIUM, LOW)
<p>The Vale of Glamorgan Council should continue its work with WESP partners and other key local partners that promote the Welsh language to ensure that any family that wishes to access Welsh-medium childcare can do so.</p> <p>The establishment of new/existing provisions will be monitored so as to check the ongoing contribution to the accessibility of Welsh-medium childcare places.</p>	<p>Debbie Maule</p> <p>Becky Wickett</p> <p>Mudiad Meithrin</p> <p>Menter Bro Morgannwg</p> <p>WESP partners</p>	<p>2022-2026</p>	<p>The number of Welsh language accessible places will increase in the Vale by 20% by 2026.</p> <p>Welsh-speaking families and/or families that have ambitions to develop a Welsh-language proficiency will be able to access childcare of their choice.</p> <p>The WESP Strategy will continue to be fully integrated into strategic developments and new provisions associated with childcare sufficiency and planning.</p>	<p>MEDIUM</p>

Recommendation 7: Continuation on-going support (including financial) advice and guidance to the Childcare sector to aid COVID recovery and promote sustainability

The Vale of Glamorgan Council will continue to prioritise supporting the childcare sector to aid COVID recovery through grants to support sustainability and/or increase childcare places; share information issued by Welsh Government on changes with COVID-19 advice and guidance. Retain an awareness of the ongoing challenges faced by the sector and offer the opportunity to express concerns through termly forums

Action	Responsible Officers	Key Timescale	Target Outcomes	Status (HIGH, MEDIUM, LOW)
<p>The Vale of Glamorgan Council should continue its work with internal and external colleagues to provide valuable and constructive support to its sector members.</p> <p>Establish termly forums where local authority & partners can highlight relevant updates and also where childcare providers have the opportunities to express their concerns and/or share positive outcomes</p> <p>Ensure childcare providers are armed with grant information to support them with sustainability and/or expansion of childcare places.</p> <p>The childcare sector are kept updated on Welsh Government advice and guidance</p>	<p>Debbie Maule</p> <p>Becky Wickett - FIS</p> <p>Becka Satherley-Thomas</p> <p>CWLWM partners</p>	<p>2022-2026</p>	<p>There is a partnership approach to supporting the childcare sector with COVID-19 recovery</p> <p>The childcare sector will be able to be kept informed of relevant updates via the Family Information Service and at termly forum events.</p> <p>The childcare sector can apply through a range of grant applications to support the short/long term sustainability of their setting.</p>	<p>HIGH</p>

<p>around COVID-19 - including the Guidance for childcare and playwork: Coronavirus</p> <p>Support, advice and guidance is provided to assist the well-being of staff</p>			<p>Childcare settings are supported to continue to operate safely ensuring staff and children follow good hand and respiratory hygiene practices.</p> <p>Staff feel valued and respected and able to discuss any concerns with their line manager</p>	
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