

Meeting of:	<b>Cabinet</b>
Date of Meeting:	<b>Thursday, 09 June 2022</b>
Relevant Scrutiny Committee:	Learning and Culture
Report Title:	Childcare Sufficiency Assessment (CSA) DRAFT Report 2022
Purpose of Report:	To seek approval by Cabinet to undertake a formal consultation on the DRAFT Childcare Sufficiency Assessment, in line with Welsh Government requirements.
Report Owner:	Cabinet Member for Education, Arts and the Welsh Language
Responsible Officer:	Paula Ham, Director of Learning and Skills
Elected Member and Officer Consultation:	David Davies, Head of Additional Learning Needs and Wellbeing Mark Davies Prevention and Partnership Manager Debbie Maule Children's Partnership Co-ordinator
Policy Framework:	The recommendations of this report are within existing policy framework and budget and is a matter for executive decision by Cabinet
<p>Executive Summary:</p> <ul style="list-style-type: none"> <li>• The purpose of this report is to advise Members of the current position in relation to the DRAFT Childcare Sufficiency Assessment (CSA) 2022. This report can be found at Appendix A. The statutory duties under sections 22, 26 and 27 of the Childcare Act 2006 require Local Authorities to shape and support the development of childcare provision in the local area to make it flexible, sustainable and responsive to the needs of the community.</li> <li>• A Local Authority's CSA must measure the nature and extent of the current need and supply of childcare in an area. Through this analysis local authorities will be able to identify gaps in local childcare provision and where parents' needs are not being met. This will allow local authorities to plan how to support the market to address the gaps identified</li> <li>• The Local Authority must develop and include an Action Plan in response showing how they and their Partners can reduce identified shortcomings in their area. The Action Plan is kept under continuous review and updated on an annual basis.</li> <li>• Prior to formal submission to Welsh Government the DRAFT CSA requires formal public and partner consultation for a minimum period of six weeks. Partners include Public Service Board,</li> </ul>	

Childcare Providers, Childcare organisations, schools, WESP Members, Flying Start, Health partners and Local Authority partners.

## **Recommendations**

1. That Cabinet notes the key findings and recommendations within the DRAFT Childcare Sufficiency Assessment report.
2. That Cabinet notes the information and data collected and support the action plan to address the gaps identified with the CSA.
3. That Cabinet agrees to officers undertaking the statutory six-week public and partner consultation.

## **Reasons for Recommendations**

1. To enable Cabinets to consider recommendations for the review of childcare provision.
2. To ensure Cabinet is kept informed of the progress with developments of the action plan that support childcare provision.
3. To ensure that those with an interest in the CSA are provided with the opportunity to consider the findings and provide formal feedback.

## **1. Background**

- 1.1 All Local Authorities in Wales are required to adhere to the legal duties under sections 22, 26 and 27 of the Childcare Act 2006, this is to undertake a CSA in their area, to use this information to shape and support the development of childcare provision in the local area making it flexible, sustainable and responsive to the needs of the community.
- 1.2 This is the fifth full CSA and Action Plan completed by the Vale of Glamorgan Council. The CSA looks in detail at the demography, make up of families, childcare demand, childcare supply and economic development.
- 1.3 Local Authorities are best placed to understand and respond to local needs, the CSA is designed to aid planning so parents can access childcare locally that meets their needs and enables them to make a real choice about work.
- 1.4 The CSA includes a specific section for the Welsh language and contributes to the Welsh in Education Strategic Plan (WESP). This demonstrates the importance of engaging with all key stakeholders, so that the CSA action plan aligns with and supports the local authority's plans for growth and continuity in Welsh medium education.
- 1.5 An additional heading COVID-19 also features in this CSA. Throughout the pandemic, the childcare sector has faced many challenges to its viability. Despite these challenges, it remained operational for the whole pandemic period, providing childcare support for key working parents, supporting the wellbeing of

both staff and children while endeavouring to remain sustainable throughout. This has had implications on both supply and demand of childcare during this time.

- 1.6** The report highlights a number of concerns raised from both childcare providers and childcare organisations around recruitment and retention within the Childcare Sector, concerns that have already been raised with Welsh Government. The pandemic has exacerbated the issue within the Vale of Glamorgan where there have been a significant number of childcare workers leaving the sector.
- 1.7** Whilst it has been difficult to carry out face to face and/or group discussions due to the pandemic, the DRAFT CSA has been constructed using surveys and telephone contacts with parents, childcare providers, schools, employers and partner organisations in the local community. To ensure children & young people have a voice, child friendly questionnaires were developed by the Play Team asking both children and young people their views, these were distributed via services working with children and via the Family Information Service Facebook page. Some were also completed by children attending the Winter of Wellbeing sessions.
- 1.8** The DRAFT CSA references the financial difficulties that some families find themselves in when looking to access childcare for work purposes or for social development, this is especially the case for parents who have a child with additional learning needs. The local authority already supports a number of initiatives to assist these families. These include the Assisted Places scheme, Flying Start, and the recently introduced Child Development Fund which supports children who have been affected by the pandemic due to not being able to access parent and toddler groups, meeting up with friends in the park and other social gatherings.
- 1.9** The long-term benefit of the CSA is having a working document in the form of an Action Plan for the next 5 years. The Action Plan addresses identified gaps, unmet need, and the barriers to be addressed.
- 1.10** Partners are invited to contribute to discussions on how the actions can be progressed and accomplished. An annual update of the Action Plan along with a progress report is submitted to Welsh Government.
- 1.11** This DRAFT CSA will be made available to the public and partners for a consultation period of six weeks.

## **2. Key Issues for Consideration**

- 2.1** The CSA is a statutory requirement for Local Authorities to complete and contains significant and important recommendations (via the gaps analysis) to meet the needs of childcare providers, parents and children in the Vale of Glamorgan. The DRAFT Action Plan also highlights the areas for further development and will be a working document for related partners.
- 2.2** To ensure that those people who have an interest in the CSA have an opportunity to voice their views and provide formal feedback, a consultation period of six weeks will be required. The document will be distributed by the Family Information Service to those relevant childcare providers and organisations on

their database, via their Facebook page. The internal communications team will also distribute the document via a variety of social media channels and internal Staffnet.

- 2.3** Welsh Government require a final DRAFT of the CSA by 30 June 2022 whereby no further data or reports can be added. A final copy, with only feedback from public and partner consultation being added, by 30 September 2022.

### **3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?**

- 3.1** The DRAFT CSA Plan has direct links to the Council Corporate Plan 2020-25 Well-being Objective 1, Outcome 1 'Promote the Welsh Language', Objective 2 Outcome 1 'Ensure there is appropriate access to early years, nursery and education provision', and Objective 3, Outcome 5 'provide care and support to children and families in need'.
- 3.2** The draft CSA supports the five ways of working by taking a collaborative approach with partners to gain useful and relevant information that ensures a co-operative approach in its development.
- 3.3** The involvement with the local community, parents, employers, schools and colleagues provide the vital background narrative and statistical data helping to create a comprehensive, robust and meaningful report that is tested by formal consultation. Both the CSA report and action plan give a long-term plan to develop provision that is responsive, preventative and integrated with key partners in their development.

### **4. Resources and Legal Considerations**

#### **Financial**

- 4.1** All Local Authorities in Wales are required to adhere to the legal duties under sections 22, 26 and 27 of the Childcare Act 2006, this is to undertake a CSA in their area, to use this information to shape and support the development of childcare provision making it flexible, sustainable, and responsive to the needs of the community
- 4.2** This is supported by the Childcare Strategy funds devolved into the local authority by Welsh Government. Welsh Government also provide a variety of additional grants to underpin childcare providers and sponsor various support initiatives. These include the Childcare & Play Grant (within the Children & Communities grant), the Childcare Offer funding and the Child Development Fund.

## **Employment**

- 4.3** The nature of the CSA attracts funding that impacts on work across many teams and directorates in the local authority. There are various posts that are either partially or fully funded and therefore reliant on the funding that supports the CSA and its Action Plan. For example, posts that are affected by this work in the Learning and Skills Directorate include the Children's Partnership Co-ordinator, Early Years and Childcare Quality and Monitoring Officer and the Childcare Offer Engagement Officer.

## **Legal (Including Equalities)**

- 4.4** The Childcare Act 2006, Section 22 places a duty on Local Authorities to secure, as far as is reasonably practicable, provision of childcare that is sufficient to meet the requirement of working parents; Section 26 requires Local Authorities to undertake childcare sufficiency assessments for their area and Section 27, regarding the provision of prescribed information to parents and prospective parents, on childcare and other services or facilities.
- 4.5** The CSA includes a specific section for the Welsh language and contributes to the Welsh in Education Strategic Plan (WESP). This demonstrates the importance of engaging with all key stakeholders so that the CSA action plan aligns with and supports the local authority's plans for growth and continuity in Welsh medium education.

## **5. Background Papers**

[Childcare: statutory guidance for local authorities \(gov.wales\)](#)

[Childcare Sufficiency Assessment \(CSA\) 2022: supplementary guidance for local authorities | GOV.WALES](#)

[Vale of Glamorgan Council's draft Welsh in Education Strategic Plan \(WESP\) 2022-32.](#)



# THE VALE of GLAMORGAN CHILDCARE SUFFICIENCY ASSESSMENT



2022



Strong  
Communities  
with a Bright  
Future

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## Principal Statement from the Vale of Glamorgan Council

The Vale of Glamorgan is pleased to present their local Childcare Sufficiency Assessment for 2022; following the statutory requirement of Sections 22 and 26 of the Childcare Act 2006 and the Childcare Act 2006 (Local Authority Assessment) (Wales) Regulations 2016, and recent Welsh Government Statutory guidance issued in July 2016.

The assessment details the work undertaken with early years and childcare providers and the private, voluntary, independent, and maintained sectors to support sustainable, accessible, affordable and high-quality childcare sufficient to meet the needs of all parents and carers. It also provides an opportunity to determine the extent to which COVID-19 effects have indeed been a (localised) factor in each of the Vale of Glamorgan's wards – especially from the perspective of a reduction in demand for formal childcare businesses.

The local authority acknowledges the views from local parents and carers on early years and childcare, particularly in relation to (their) future demand and specified need(s) and therefore are committed to ensuring that provision is of high-quality to support children's on-going development and is flexible to meet the needs of children and their families.

Further extensive consultation was carried out with Vale of Glamorgan colleagues, local authority partners, childcare organisations, Public Health Wales partners, youth service representatives, Headteachers, WESP colleagues, employers and children & Young People which has provided an insight into their views and opinions about current childcare provision. This will help shape future supply and demand for childcare for working parents or those in training and education along with Welsh Government's pledge to offer free childcare to all two-year olds within the next three years including plans to boost Welsh medium childcare.

It is with thanks to the overwhelming responses from those listed above, that this assessment has been constructed and an action plan created to respond to gaps identified. The local authority will continue to work with its partners to deliver on the 5-year Action Plan to ensure that the Vale of Glamorgan offers high-quality, affordable childcare that meets the needs of children and their families to ensure children reach their full potential. A report and review of the action plan will be undertaken on an annual basis and will detail progress made and highlight any changes that have been made that takes into consideration the ever-changing needs and priorities of those concerned.

## 1 Introduction and Context

The 2022 CSA was undertaken by an independent research company called Place Group Ltd in partnership with Vale of Glamorgan Council Officers.

Section 22 of the Childcare Act 2006 places a duty on all Welsh local authorities to in partnership with other local (statutory, community and private sector) stakeholders, professionals and providers to: secure sufficient, accessible and high-quality childcare for children aged 0-14 years in their local area, so far as is reasonably practicable for working parents, parents/carers who are studying or training for employment.

Additionally, regulations made by the Welsh Government under section 26 of the Act 2, require local authorities to undertake Childcare Sufficiency Assessments (CSA) for their area. These regulations prescribe the process and planning cycle, the consultation and publication requirements, including details of the information which must be captured in a cyclical (as of 2017, five yearly) assessment.

Therefore, Vale of Glamorgan Council has a statutory duty to work with early years and childcare providers and the private, voluntary, independent and maintained sectors to create sustainable, accessible, affordable and high-quality childcare sufficient to meet the needs of all parents and carers. Essentially, the local authority will compare this 2022 Childcare Sufficiency Assessment of parents' demand for childcare with information about the current and planned availability of such childcare places, plus will reflect back on what has been achieved as outcomes of the 2017 Childcare Sufficiency Assessment. Therefore, this 2022 Childcare Sufficiency Assessment (CSA) follows on from the previous 2017 Vale of Glamorgan Childcare Sufficiency Assessment which can be viewed at: [Childcare Sufficiency Assessment 2017](#)

The 2016 Statutory CSA Guidance outlines that Welsh local authorities are required to complete and submit a copy of three documents to Welsh Government (in June 2022), i.e.: i. Childcare Sufficiency Assessment document; ii. Childcare Sufficiency Action Plan, which must *'detail the actions, priorities and milestones to maintain strengths and address shortcomings identified in the Childcare Sufficiency Assessment'* and; iii. a (subsequent in 2023) annual progress report must detail the progress which has been made against the actions, priorities and milestones in the (2022) Action Plan, including any significant issues or changes which have happened over that year which might have impacted on or have influenced the childcare market in any way - for example a new housing development.

The Guidance further elaborates that: *'In particular, local authorities will need to liaise with their Family Information Services and the Care Standards Inspectorate for Wales (CSSIW) to ensure there is an up-to-date picture of childcare supply and demand'*.

This 2022 Childcare Sufficiency Assessment summarises the judgement of sufficiency using data about the demand for childcare - including now aligned to the ongoing effects of the COVID-19 pandemic - and the amount of childcare available in Vale of Glamorgan in spring 2022 (i.e. the supply of types of formal childcare).

This 2022 Childcare Sufficiency Assessment, aligned to the 2016 Welsh Government Statutory Guidance for local authorities, also sets out how Vale of Glamorgan Council will continue to have regard for:

- (a) the childcare needs of parents in their area
- (b) the provision of childcare in respect of which the childcare element of working tax credit or universal credit is payable
- (c) the provision of childcare in respect of which employer supported childcare or tax free childcare is payable
- (d) the provision of childcare for children who have special educational needs or require specialist care due to disability
- (e) the provision of childcare involving the use of the Welsh language
- (f) the provision of childcare which enables them/parents to access their foundation phase early education entitlement and
- (g) the provision of childcare which enables them/parents to access their entitlement for free childcare places.

Additional to the 2016 Welsh Government Statutory Guidance, in March 2021, the Welsh Government issued supplementary guidance for local authorities for their Childcare Sufficiency Assessment (CSA) 2022 process. This instructed that in their full assessment in 2022, Welsh local authorities would need to report on how the COVID-19 pandemic has affected the supply of childcare, the demand for childcare and the sustainability of existing childcare providers, as well as how these impacts will be addressed.

The supplementary document also states that: *“Welsh Government acknowledges that, given the timing of the full CSA in 2022, parents may remain uncertain, when asked, about their childcare requirements in the future and that local authorities may need to draw some conclusions based on trends in demand and on the basis of the best information available to them at the time. Local Authorities have the opportunity to take stock of their Action Plan every year as part of their annual reporting on progress and it is recognised that it may be necessary to revisit some of the objectives set out in the 2022 Action Plan in light of further information and developments in respect of the virus”.*

This CSA provided an opportunity to determine the extent to which COVID-19 effects have indeed been a (localised) factor in each of the Vale of Glamorgan locality’s 23 wards – especially from the perspective of a reduction in demand for formal childcare businesses. A key question has been: *If this change in parents habits and routines is ongoing, will the Vale of Glamorgan early years and childcare market be able to adjust to this change in demand and still be sustainable?*

This 2022 CSA has also been an opportunity to:

- Establish the views of local parents, carers and guardians on early years and childcare, particularly in relation to (their) future demand and specified need(s). This ambition incorporates: (a) the whole Vale area, taking account of trends of (localised) demand and supply and; (b) an identification of specific gaps for particular groups/families from specific circumstances to ensure that there is sufficient childcare - for all families - across the local authority
- Help ensure that local families are able to access childcare locally that meets their needs and enables them to make a real choice about work and their **employability**
- Establish the future supply and demand in relation to the Vale of Glamorgan Flying Start programme - and therefore **inform relevant future childcare commissioning arrangements**
- Establish *how much, of what types, at what times, and in which Vale of Glamorgan localities* parents, carers and guardians require childcare, and determine any other specific requirements those parents have including access to the three types of funded early education places
- Determine the extent to which the COVID-19 pandemic indeed affected: (a) the *supply* of early years and childcare (aligned to specific localities); (b) the demand for on-site childcare and (therefore); (c) the *sustainability* of existing early years and childcare providers
- Identify and action plan measures to strengthen, enhance and increase Welsh-medium childcare provision
- Establish the extent to which nannies and alternative home childcare providers are actually employed within the Vale of Glamorgan locality
- Provide a further steer for the Vale of Glamorgan Council to *be proactive and innovative* in exploring and securing funding to support local and national initiatives and in ensuring families are encouraged to claim the financial support available

The CSA Action Plan (see page 142) incorporates a vital acknowledgement that:

- Continued communication and partnership working between local Vale of Glamorgan partners and stakeholders will continue to be a way forward that enables community childcare needs to be met
- COVID-19 may continue to effect the local childcare and early years sector, particularly from the perspective of sustainability
- Grant funding will continue to be a factor within the ambition to sustain existing childcare providers
- Settings should continue to be encouraged, where appropriate and achievable, to register with Tax Free Childcare and the Childcare Offer to keep fees as affordable as possible for families resident in the Vale of Glamorgan locality, including its numerous families that are experiencing relative disadvantage

Furthermore in terms of contemporary context, the theme of provision for two year olds is now very much on all Welsh local authorities' agenda; as in November 2021, the Welsh Government pledged to offer free childcare to all two-year-olds within the next three years and plans to boost Welsh-medium childcare <sup>1</sup>. Currently, only two-year-olds in Wales from disadvantaged backgrounds can claim 12.5 hours a week of free childcare under the Flying Start programme, however, the Welsh Government and Plaid Cymru unveiled a plan to expand its 'free childcare' offering to all two-year-olds. The roll out of funded childcare will be a phased approach from September 2022.

Secondly, and with regard to the out of school sector in Wales, in autumn 2021, Clybiau Plant Cymru published a report called: *Demand for Childcare, and the state of the out of school childcare: re-opening?* <sup>2</sup> This report - which evolved as an outcome of 2,050 interviews with parents in Wales and consultation with representatives of the out of school - recommended that:

- There should be more promotion (from Local Authorities, Welsh Government, CWLWM and other professionals) about the benefits of freely chosen play and use of 'regulated' childcare
- There should ideally continue to be accessible funding opportunities for the childcare sector during the road to the 'new normal'
- There needs to be a holistic approach to current and future policies and priorities, ensuring initiatives do not impact the sustainability of the out of school childcare sector
- Continuous enhancements of quality within the childcare sector need to be supported through continued funded training opportunities
- There should ideally be more support for more children and families to access registered childcare through continued (and extended) affordability schemes.

Finally, and as vital context, in January 2022, the Welsh Parliament published the report: *Minding the future: the childcare barrier facing working parents* <sup>3</sup>. Key recommendations of this report were that:

- The Welsh Government sets out a plan to deliver universal wraparound care, including after-school clubs that can accommodate all those who want to benefit from them
- The Welsh Government sets out how it intends to address the eligibility criteria in the Childcare Offer to make it easier for parents employed in atypical hours, such as insecure work, shift work or on zero-hours contracts, to access provision

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<sup>1</sup> <https://gov.wales/sites/default/files/publications/2021-11/cooperation-agreement-2021.pdf> - page 5.

<sup>2</sup> <https://www.clybiauplantcymru.org/uploads/files/%5BENG%5D%20State%20of%20Sector%20Report.pdf>

<sup>3</sup> <https://business.senedd.wales/documents/s122062/Report.pdf>

- The Welsh Government sets out how it intends to work with local authorities and health boards to improve awareness and understanding of the childcare support available to new parents. Potential approaches could include: writing to new parents or promoting the support available when parents register the birth of their child; and providing information to parents in sufficient time ahead of the end of maternity leave to help them to make informed decisions about childcare
- The Welsh Government sets out plans for addressing the gap in childcare between the end of maternity leave and eligibility for the Childcare Offer. This should include indicative timescales, and an evaluation of the financial and practical factors that would need to be taken into account in addressing this gap
- The Welsh Government sets out plans to place more Welsh-medium childcare on school sites, given that progression from Welsh-medium childcare to Welsh-medium primary education is higher when this occurs
- The Welsh Government sets out in its response its plans to work with local authorities to ensure that Family Information Services provide resources in community languages other than, and in addition to, English and Welsh
- In order to address *widespread concerns* around the lack of ethnic diversity in the sector, the Welsh Government sets out plans for their new race disparity unit to build an evidence base around the level of ethnic minority representation in the childcare workforce
- The Welsh Government sets out a plan which requires all childcare providers to undertake cultural and diversity awareness training, such as that being developed by CWLWM, and to ensure that it becomes part of continuous professional development within the sector
- The Welsh Government sets out a plan to develop and strengthen the childcare provision for children with additional learning needs, including increasing the amount of funding available through the Childcare Offer for Wales Additional Support Grant to improve provision for children with disabilities and/or additional or complex needs
- The Welsh Government sets out how it will ensure sufficient funding is available in the expansion of the Childcare Offer under the Co-operation Agreement to allow two year olds with additional or complex needs to fully access provision
- The Welsh Government sets out in its response its plan to deliver a sufficient increase in the hourly payment to providers under the Childcare Offer to enable an increase in staff pay, and a timeframe by which all childcare workers will be paid the Real Living Wage, learning from the Scottish Government's incorporation of this into their childcare expansion
- The Welsh Government sets out a plan to ensure that the upcoming childcare recruitment campaign by Social Care Wales reaches and attracts groups such as ethnic minorities and Welsh speakers who are underrepresented in the childcare workforce.

It is confirmed that the draft CSA was published for a 6-week consultation period before being published on the Vale of Glamorgan Council website, in June 2022.

## 2 Partnership Working and Consultation

As part of the production of the 2022 Vale of Glamorgan Childcare Sufficiency Assessment, structured qualitative and quantitative consultation was undertaken with a broad spectrum of stakeholders, **partners**, professionals and educators. Consultation was also undertaken with children and young people <sup>4</sup>, parents/carers, childcare providers, persons with interest in childcare and their representatives, local employers, and persons representing them and employer organisations, neighbouring local authorities and educational establishments, including the schools located in the Vale. Further details about specific partners that were consulted in order to produce a robust and comprehensive CSA, which gathered a broad spectrum of feedback and viewpoints can be read in Section A of this CSA document. In terms of feedback from the local authority and its relevant officers and professionals, consultation was undertaken with:

- Vale of Glamorgan Family Information Service
- Early Years Development & Childcare Partnership (EYDCP) members
- Local Authority Partners
- Public Health Wales Partners
- Those responsible for implementing Welsh language policy and programmes
- Youth services representatives
- CWLWM partners who include Clybiau Plant Cymru Kids Club's, Early Years Wales, National Day Nursery Association, PACEY Cymru and Mudiad Meithrin
- Welsh in Education Strategic Plan (WESP) representatives
- Those working with adults on the theme of employability and training
- Those who work with and come into contact with families that have children with additional learning needs
- School place planning representatives
- Schools
- Those with a responsibility for the planning of new housing developments
- Those that work with disadvantaged families, in particular in areas of Barry and including on themes such as the Flying Start programme, parenting and social services

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<sup>4</sup> In 2022 Vale of Glamorgan Council were also undertaking a Play Sufficiency Assessment and this project co-produced the majority of consultation with children and young people, including on the theme of out of school childcare and activities.

Essentially, Vale of Glamorgan Council is confident that it has consulted widely and with forethought, with regard to which stakeholders and partners should contribute towards producing a robust 2022 Childcare Sufficiency Assessment - given the relative importance of the 2022-2027 Sufficiency Action Plan, i.e. particularly as the local early years and childcare sector continues to resurrect its presence and standing after the challenges presented by the 2020-2022 COVID-19 pandemic.

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### 3 Welsh in Education Strategic Plans

The 2006 Childcare Act introduced a duty on local authorities in Wales to secure sufficient childcare in their area to enable parents to take up or remain in work or to undertake education and training in order to obtain work. In determining whether the provision of childcare is sufficient to meet these requirements, Welsh local authorities must have regard to: the provision of childcare involving the use of the Welsh language.

This naturally requires that local authorities have a central role in the development of Welsh medium and bilingual childcare provision in their areas, in partnership with relevant organisations.

This assessment is therefore mindful that the Welsh Government published statutory guidance on Welsh in Education Strategic Plans (WESPs) on 27 January 2021<sup>5</sup>. That guidance sets out the Welsh Government's expectations in terms of how local authorities, working with key stakeholders, will plan for continuity of Welsh medium education to support the realisation of the vision of a million Welsh speakers by 2050. Local authorities are expected to set an overarching ten year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh in the local authority's area.

In doing so, local authorities should identify and plan measures to strengthen and expand Welsh-medium childcare provision in the area to ensure a seamless route to Welsh-medium education and ensure that the Family Information Service (among other forums and organisations) provides information on the advantages of raising children bilingually and using Welsh in the family home. To support the planning process, the Welsh Government provides local authorities with relevant data.

Figures published by StatsWales in September 2021 indicated that the Vale of Glamorgan locality has one of the lowest percentages of its population having some knowledge of the Welsh language (19.5%). However, the Vale of Glamorgan Council is **dedicated** to raising awareness of Welsh language issues in its locality. It continues to work hard to ensure that there is indeed sufficient consideration at all levels where decisions are made about Welsh medium and bilingual childcare provision funding.

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<sup>5</sup> The Welsh in Education Strategic Plans (Wales) (Amendment) (Coronavirus) Regulations 2020 (S.I. 2020/1194 (W. 271)) ("the 2020 Regulations") which came into force on 1 December 2020 makes changes to the start date of the next WESP cycle. Local authorities are required to prepare and submit the first ten year WESP Plan to the Welsh Ministers for approval no later than 31 January 2022 and the first ten year Plan will commence on 1 September 2022 and expire on 31 August 2032. Childcare and Play leads within local authorities will want to take note of these changes; to ensure that engagement with local authority WESP leads and key stakeholders takes place at an opportune time in the planning cycle and include objectives in their 2022 CSA which are clearly linked to the local authority's plans for growth and continuity in Welsh medium education and the 10 year target in respect of Year 1 children. There is also a requirement that the WESP take account of the local authority's CSA. There will be opportunities for local authorities to update and resubmit their WESPs to the Welsh Government should any issues or opportunities be identified as part of their annual reviews and related changes can be captured in annual CSA updates.

This intention is referenced in the local authority's Welsh in Education Strategic Plan (WESP) – which can be viewed: <https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Welsh-in-Education-Strategic-Plan-WESP-2022-32.aspx>

The WESP for the Vale of Glamorgan Council focuses on three broad themes:

- increasing the number of Welsh speakers
- increasing the use of Welsh to creating favourable conditions
- infrastructure and context

It also possesses seven outcomes, which – to varying degrees – are associated with the ambition to instill and enhance a progressive mindset with regard to Welsh-medium childcare provision throughout the Vale:

- Outcome 1: More nursery children/ three-year olds receive their education through the medium of Welsh
- Outcome 2: More reception class children/ five-year olds receive their education through the medium of Welsh
- Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
- Outcome 5: More opportunities for learners to use Welsh in different contexts in school
- Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
- Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

Additionally, the WESP Strategic Plan for 2022-2032 outlines how the Vale of Glamorgan Council provides parents and carers with information as to the availability and type of Welsh-medium education provision on offer in the Vale regardless of their linguistic background. The Council works in partnership with a range of organisations promoting the Welsh language to parents and carers including Mudiad Me. Information is available via the Family Information Service (FIS) and Dewis which encourages parents and carers to look at the opportunities of Welsh medium childcare provision and activities regardless of whether they have a Welsh speaking background or not. The Strategy also sets out how the local authority “will look at ways of promoting the Welsh medium option... and this will be a key responsibility for the Vale WESP Marketing and Promotion group. The Family Information Service (FIS) will promote Welsh medium Cylchoedd Meithrin, Cylch Ti a Fi and other preschool Welsh-medium groups to all parents and carers who contact the service. The FIS will signpost parents and carers to the web page ‘Being Bilingual’ and will distribute the reviewed and updated ‘Being Bilingual’ booklet when interacting with them.

This Childcare Sufficiency Assessment has had a necessary focus on the subject of Welsh-medium childcare.

For example, as part of the research that was initiated in order to inform this Childcare Sufficiency Assessment, in autumn 2021, the Vale of Glamorgan Council invited representatives of *setting-based* early childcare providers to state whether they had any plans to expand the number of Welsh-medium places that they offered. Encouragingly, 41% stated that they had either definite plans in place or that this is something that they would maybe consider. The Welsh Government parental survey accounted for responses on the theme of Welsh medium childcare: 8% of responding parents/carers stated that they currently accessed childcare through the medium of Welsh, and 5% stated that this was something they would ideally like to do, with some incidence of barriers being highlighted by such parents including:

*“There are very few Welsh language private nurseries in the Vale of Glamorgan. We have to use childcare Cardiff as there is hardly any availability in the Vale of Glamorgan”.*

*“Our local Welsh-medium nursery only has morning sessions, and I need afternoon sessions”.*

*“I tried to find a Welsh-speaking childminder but there wasn't one available...”.*

Feedback from WESP partners was welcome and their views included, personal opinions that:

*“There could ideally be more choice around Welsh-medium childcare”.*

*“Perhaps there could be more emphasis in the CSA that Welsh language childcare will be supported... to encourage providers to engage with children through medium of Welsh”.*

## 4 Overview – Childcare Types, Services and Places

### 4.1 Fundamental Supply of Registered Childcare in the Vale of Glamorgan

The following section outlines fundamental metrics aligned to the supply of childcare within the Vale of Glamorgan locality – including details focusing on the number of places available/per type and the number of childcare providers situated across the locality.

Table 1 - In February 2022, Care Inspectorate Wales (CIW) reported the following number of childcare providers in the Vale of Glamorgan.

Type of childcare	Number of childcare providers	Number of childcare places
Full day care	40	1,747
Sessional care	16	447
Childminders	103	818
Out of school care	18	785
Creche	2	24
Total	180	3,821

For the purpose of this report the Family Information Service has broken this data down further to reflect the services offered, which gives a more realistic picture of childcare available. For example, a full day care provider may operate an after school club, holiday club and day nursery, all catering for different children. An out of school care provider may operate an after school club, breakfast club and holiday club, all catering for different children, and this is reflected in the table below.

- 4.2 Table 2 below indicates the number of places accessible in each of the locality's 23 wards – aligned to the four main types of registered childcare, i.e.: 1. full day care; 2. sessional care, e.g. playgroups and Cylch Meithrin[s]; 3. registered childminders and; 4. out of school childcare providers. It should be noted that at points within the narrative below: 1. full day care and 2. sessional care is collectively termed: **early years childcare**.

**Table 2 - Fundamental supply of childcare places across the Vale of Glamorgan locality in February 2022**

Source: FIS/Dewis 2022

Ward name	Number of full day care providers	Number of full day care places in the ward	Number of sessional care providers	Number of sessional care places in the ward	Number of Registered Childminders located in ward	Number of Registered Childminder Places in the ward	Number of Out of School Childcare Providers located in ward	Number of Out of School Childcare Places in the ward	Total Childcare Places
Baruc	2	89	1	28	4	36	5	137	<b>290</b>
Buttrills	2	41	3	80	5	26	0	0	<b>167</b>
Cadoc	0	0	0	0	6	43	0	0	<b>43</b>
Castleland	0	0	0	0	2	13	0	0	<b>13</b>
Cornerswell	2	35	0	0	9	80	3	108	<b>223</b>
Court	1	26	1	24	7	54	0	0	<b>104</b>
Cowbridge	5	340	1	47	5	39	4	119	<b>545</b>
Dinas Powys	5	264	1	12	7	62	2	64	<b>402</b>
Dyfan	0	0	0	0	5	37	0	0	<b>37</b>
Gibbonsdown	2	82	1	28	5	33	0	0	<b>143</b>
Illtyd	1	61	1	24	10	72	4	160	<b>317</b>
Llandough	2	63	0	0	1	10	2	60	<b>133</b>
Llandow/Ewenny	1	38	1	20	0	0	1	20	<b>78</b>
Llantwit Major	5	160	0	0	13	103	1	73	<b>336</b>
Peterston-super-Ely	2	44	1	30	2	16	5	275	<b>365</b>
Plymouth	2	186	0	0	0	0	2	115	<b>301</b>
Rhosee	1	85	1	30	3	30	3	50	<b>195</b>
St. Athan	0	0	0	0	3	18	0	0	<b>18</b>
St. Augustine's	3	145	1	16	6	45	2	100	<b>306</b>

Ward name	Number of full day care providers	Number of full day care places in the ward	Number of sessional care providers	Number of sessional care places in the ward	Number of Registered Childminders located in ward	Number of Registered Childminder Places in the ward	Number of Out of School Childcare Providers located in ward	Number of Out of School Childcare Places in the ward	Total Childcare Places
St. Bride's Major	1	30	1	28	1	10	2	80	148
Stanwell	1	49	1	20	2	20	2	84	173
Sully	0	0	1	32	5	60	3	102	194
Total VoG in Feb 2022	<b>39</b>	<b>1,768</b>	<b>16</b>	<b>419</b>	<b>103</b>	<b>818</b>	<b>41</b>	<b>1,547</b>	<b>4,572</b>

It can be noted that there are **two registered creches operating in the Vale**: 1. Located in the Buttrills ward and 2. Located in the Cadoc ward.

4.3 To supplement Table 2 above, it can be reported that:

In terms of childcare provisions/settings that have deregistered in the last 5 years since 2017: 74 settings have closed/concluded, representing a net loss in the Vale of 536 places. Specifically:

- 61 childminders have exited that sector across the Vale
- 1 day nursery and a holiday club - in Barry have closed
- 2 after school clubs: 1 in Llandough and 1 in Barry have closed
- 2 playgroups: 1 in Peterston-Super-Ely ward and 1 in Penarth have closed
- 1 creche: in Barry has also closed

There have been 27 new childcare providers/settings that have registered with CIW since 2017 gaining 684 places:

- 8 childminders
- 8 full day care settings, i.e.:
  - 5 day nurseries: 1/Bijou Day Nursery in Cowbridge; 2/First Steps Day Nursery in Penarth; 3/Fun Foundations at St Illtyd School in Llantwit Major; 4/Roselands Childcare in Barry; 5/Sadie and Franks Nursery in Ogmore,

- 3 day nurseries for children age 2/3+: 1/ Ribbons Preschool in Dinas Powys (age 3+); 2/ Bear Pak Wrap Around Centre in Penarth (age 3+) and; 3/Little Stars Penarth (age 2+).
- 4 sessional daycare settings – i.e.:
  - 3 playgroups: 1/ Colwinston Childcare in Colwinston; 2/Vale Play Limited in Llanfair and; 3/Y Bont Faen Child Care in Cowbridge.
  - 1 Cylch Meithrin: Cylch Meithrin Dinas Powys
- 5 out of school care settings, i.e.:
  - 4 after school clubs: 1/Little Stars in Penarth; 2/Vale Play Limited in Cowbridge; 3/Victoria Out of School Club in Penarth; 4/ Sadie and Franks Out of School in Wick
  - 1 breakfast club: Victoria Out of School Club in Penarth
  - 2 holiday clubs: 1/Families First Holiday Club for children with disabilities in Penarth; 2/Little Starts - Penarth

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## 5 Further Analysis of Occupancy and Supply

### 5.1 Informal Childcare

In terms of informal childcare, there are 8 Approved Home Childcare Providers (nannies), operating across the Vale, with 2 of them published on Dewis. The remaining nannies didn't want their information to be made available to the public as they are already looking after children. 3 nannies were working in Barry and 3 were evidently working in Penarth.

Additionally, there are 20 unregistered childcare/play settings, as set out in Table 3 below.

Table 3 - Unregistered childcare/play settings located across the Vale of Glamorgan

Name of setting	Ward	Type of Provision	When Available
Clwb Y Ddraig - Ysgol Dewi Sant After School Club	Llantwit Major	After School Club	Term time only
Friends After School Club - Albert Primary School	St. Augustine's	After School Club	Term time only
Holton Primary After School Club	Buttrills	After School Club	Term time only
Little Stars After School Club	Llandough	After School Club	Term time only
Simply Out Of School - Colwinston Kids Club	Cowbridge	After School Club	Term time only
Simply Out Of School - Llansannor After School Club	Cowbridge	After School Club	Term time only
Y Clwb Carco - St Curig	Buttrills	After School Club	Term time only
Ysgol Pen Y Garth After School Club	Cornerswell	After School Club	Term time only
Ysgol Y Ddraig - After School Club	Llantwit Major	After School Club	Term time only
Earlybirds Breakfast Club Albert Primary	St. Augustine's	Breakfast Club	Term time only
Bwrlwm!	pan-Vale	Holiday Club	School holiday only
Little Lions Athletics	Stanwell	Holiday Club	School holiday only
Teenscheme	pan-Vale	Holiday Club	School holiday only
Open Access Play Rangers	pan-Vale	Open Access Play	School holiday only
Open Access Playscheme	pan-Vale	Open Access Play	School holiday only

Name of setting	Ward	Type of Provision	When Available
Helping Hands Playgroup	Buttrills	Playgroup	Term time only
Mount Pleasant Playgroup	Cadoc	Playgroup	All year round
St Athan Playgroup	St Athan	Playgroup	Term time only

It can also be noted that a portfolio of open access play provision is run by the local authorities Play Development Team. This consists of playschemes facilitated during the school holidays; play rangers sessions run in parks and open spaces throughout holidays and in term-time; family events; and community consultation sessions:

- Playschemes are run in community buildings such as schools, churches and community centres. They target 4-11 year olds and are usually run for 1 hour and 55 minutes per session. During the session children can choose to participate in activities such as arts and crafts, junk modelling, den building, outdoor games and sports. This provision is free.
- Open Access Play Ranger sessions for children aged 5+ years. (Under 5s are able to attend under adult supervision). Play Rangers sessions take place outdoors in parks and open spaces. Activities include den building, clay modelling, bug shelters and tree climbing. These sessions take place in school holidays, as well as after school during term-time. This provision is free.

Vale Play Development Team are also responsible for Families First Holiday Club, which provides holiday play provision specifically for children with disabilities and additional needs:

- Families First Holiday Club is a registered service, which aims to ensure that children with additional learning needs can access play opportunities during school holidays. During these sessions children will have access to a range of play opportunities to meet their individual needs. The support offered includes one to one support, a registered nurse and personal care assistant where possible

Throughout the COVID-19 lockdowns in Wales, Vale Play Development Team were also responsible for Vale Play Pavilion, which was established to support children known to Children's Services throughout the school holidays:

- Vale Play Pavilion was registered with Care Inspectorate Wales and offered support to families in need during a time of crisis. The service ran from July 2020 – April 2021, whilst restrictions were in place preventing children from accessing suitable alternative provision. Many of the children attending had additional needs or required support with their emotional wellbeing, due to their circumstances. Since restrictions were lifted, Vale Play Development Team continue to work with Children's Services to support these children through open access community provision.

In terms of Playwork Training, Vale Play Development Team work alongside Adult Learning Wales and Play Wales, to deliver a range of training opportunities for the play workforce in the Vale of Glamorgan. This includes bespoke training opportunities delivered to staff teams and community volunteers, as well as accredited training: Introduction to Play (Level One); Level Two Advanced Playwork Practice (L2App); Managing a Holiday Play Scheme (MAHPS); P3: Playwork Policies into Practice (Level Three); Award in Transition to Playwork (Level Three).

## 5.2 Estimated attendance in autumn 2021

Table 4 below indicates the actual number of children who were subsequently accessing/attending a childcare place, aligned to the type(s) of childcare according to the July 2021 SASS responses received.

Table 4 - Number of children attending formal childcare provision(s) across the Vale in autumn 2021

Source: Source: Vale of Glamorgan SASS July 2021

Area	Number of children evidently attending full day care	Number of children evidently attending sessional care	Number of children attending Childminder places <sup>6</sup>	Number of children attending Out of School Childcare places	Number of children attending Creche places
Vale of Glamorgan total	1,800 [est]	305 [est]	770 [est]	700 [est]	24 [est]

## 5.3 Vale of Glamorgan Family Information Service

The **Vale Family Information Service** has a key local role in terms of the provision of information about local childcare options.

The FIS is a one-stop information service for parents and carers of children and young people aged 0-20 years in the Vale of Glamorgan, as well as for professionals working with families. Parents can contact the FIS for information on their childcare options, help with childcare costs, groups and activities for children and families, as well as support services.

<sup>6</sup> In October 2021 there were childminders operating who have since de-registered.

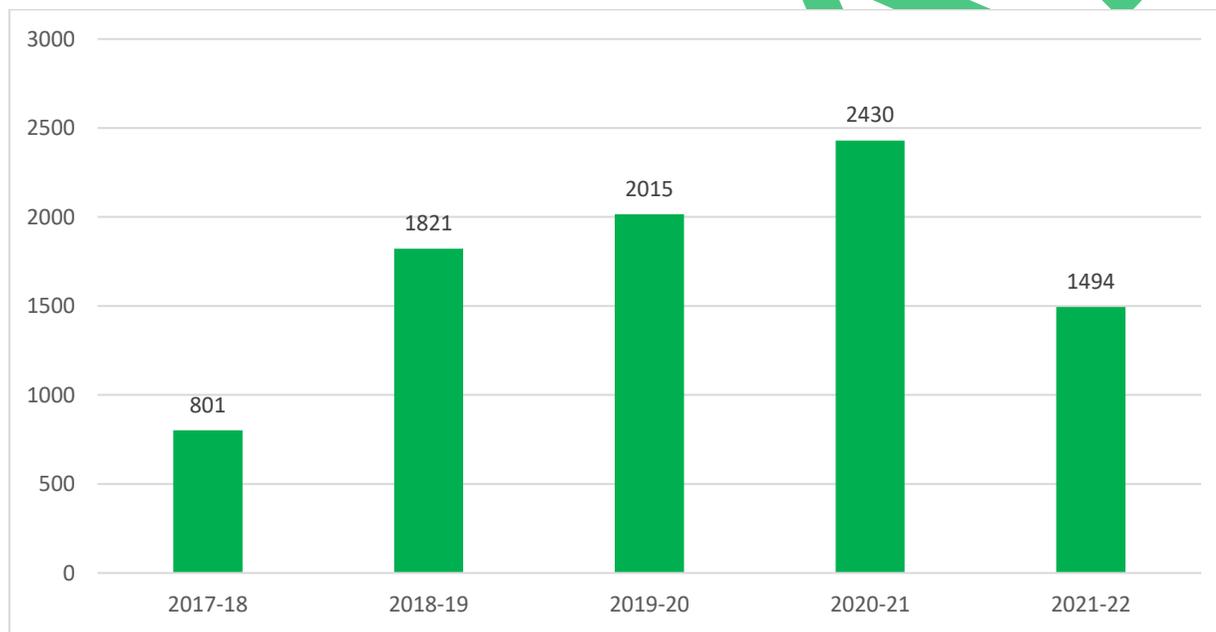
The FIS maintains a database of childcare settings, as well as other activities and services, and use the Dewis Cymru website to host this information, which feeds through to the national FIS Wales website: [www.fis.wales](http://www.fis.wales) .

Parents, providers and professionals can contact the FIS directly by telephone, email, social media and they can find a wealth of information on the FIS web pages, including help with childcare costs, parenting support, starting nursery school. The FIS can be viewed at [www.valeofglamorgan.gov.uk/fis](http://www.valeofglamorgan.gov.uk/fis) .

The FIS Facebook page now has over 3,000 followers and is an essential tool to impart information to parents and carers. Since the 2017 Vale of Glamorgan Childcare Sufficiency Assessment was published the FIS has received over 8,500 enquiries. The highest number of enquiries were received in 2020 – 2021, due to the COVID-19 pandemic, when FIS processed over 400 applications for the Coronavirus Childcare Assistance Scheme (CCAS), sourcing childcare for key workers

**Diagram 1 - Number of Enquiries to the FIS year on year**

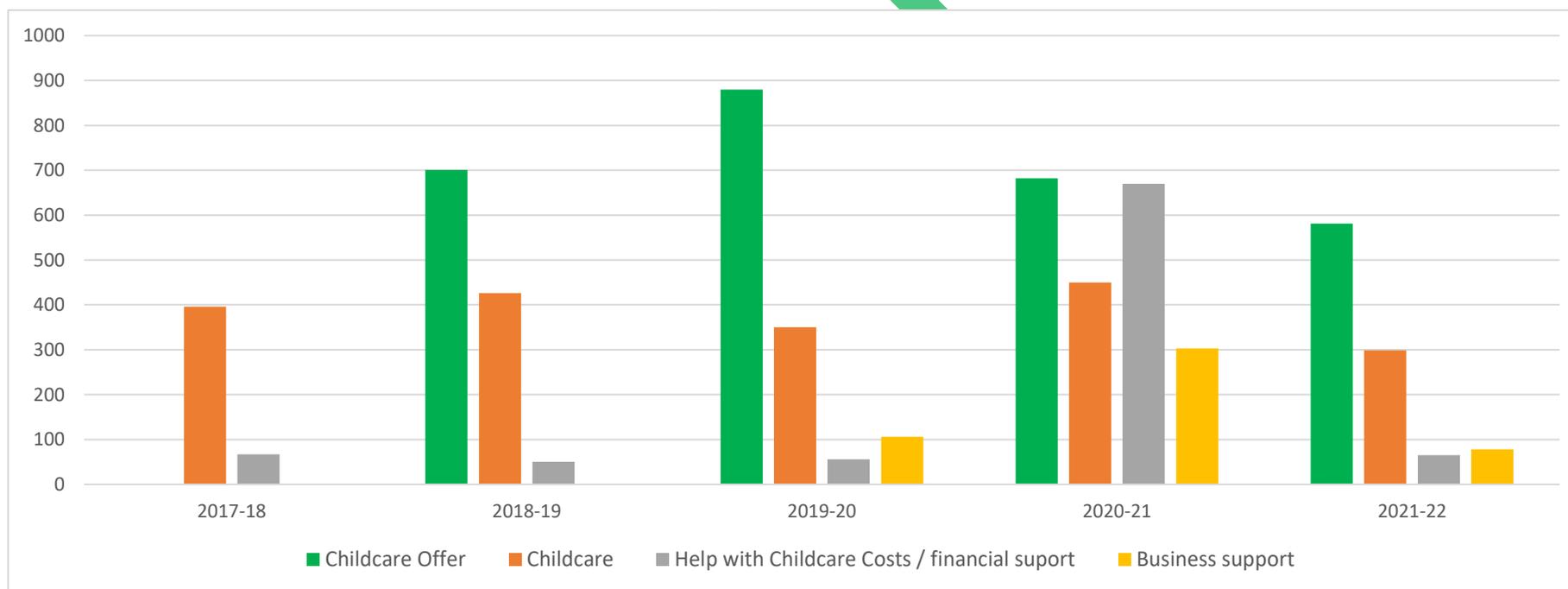
Source: Vale FIS 2022



Every year, the enquiries tend to vary in their nature. However, the majority of enquiries over the last 5 years – since the 2017 vale of Glamorgan Childcare Sufficiency Assessment was published - have been for/about either childcare (23%) or the Childcare Offer (34%). The Table overleaf shows the enquiries relating to childcare, over the past 5 years. The Childcare Offer was implemented in the Vale in 2018, and this accounted for a huge increase in enquiries to FIS and has continued to receive the highest number of enquiries each year. In 2020-21, the number of enquiries for help with childcare costs increased dramatically from the previous year, and this was due to applications for funded childcare for key workers through the CCAS scheme. Enquiries for business support also increased during this year, due to childcare providers contacting FIS for information, support and updating their details as to whether they were open or closed.

**FIS Fig A - Subjects of enquiries to the FIS year on year**

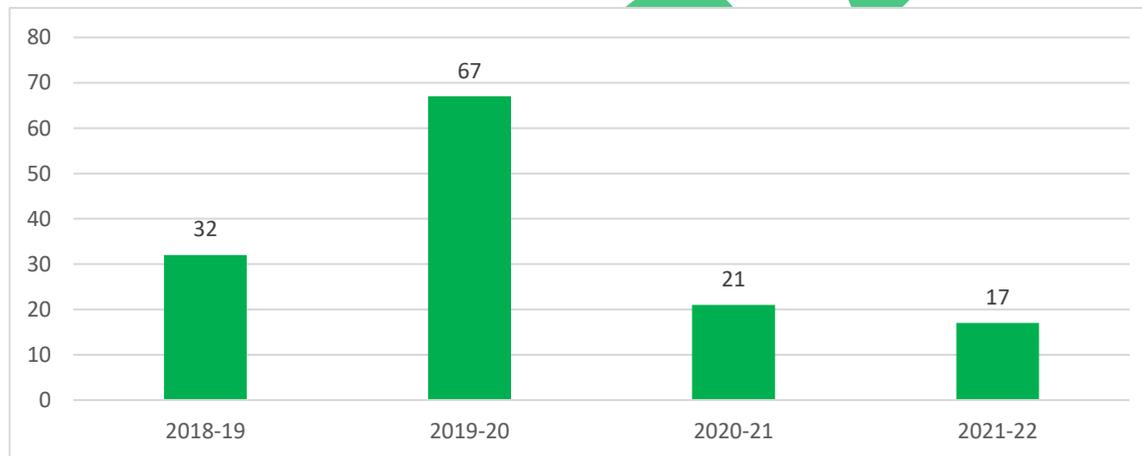
Source: Vale FIS 2022



The FIS helps to source childcare for parents and carers, tailoring their search to take account of their individual needs. This often includes whether a child needs wraparound care to align to a specific school. The majority of the time, FIS is able to provide a wealth of options. However, there have been a limited number of times when childcare could not be sourced, and this information is logged and reported to the Childcare Team to consider. This includes wraparound to a number of schools in Barry, Penarth, Llandough, Wenvoe and Peterston-super-Ely, mainly due to breakfast and after school clubs closing during the pandemic. Hopefully these will reopen in 2022 and FIS will monitor this. Further information can be gained from the FIS.

The FIS also provides regular information to childcare providers on training, grants, schemes, as well as any guidance from Welsh Government. This has been vital over the past two years, to ensure childcare providers are kept up to date with changes in guidance, practice, testing etc. The FIS undertake this by sending regular ebulletins and by updating its website, where there is now a dedicated section for childcare providers. The FIS also facilitates a closed Facebook group for the Vale's childcare providers. FIS also act as the *first port of call* for people interested in becoming a childminder. Since 2018, the FIS have received 137 such enquiries and the following Table below shows how the number of enquiries has fluctuated over those years. However, the Vale has definitely seen a decrease in enquiries over the past 2 years, which is reflected in the decrease in the number of childminders operating.

FIS Fig B. - Number of enquiries about becoming a childminder received since 2018



## Childcare Offer

In terms of the 30 Hour Childcare Offer this has been available in the Vale since March 2018 and the Childcare Offer Engagement Officer sits within the FIS Team. FIS is the first point of contact for enquiries and is responsible for engaging with parents and childcare providers to promote the offer and increase take up.

Recently, FIS have commissioned an animation which helps explain the Childcare Offer and starting nursery education. It can be viewed from the web page: [www.valeofglamorgan.gov.uk/childcareoffer](http://www.valeofglamorgan.gov.uk/childcareoffer) .

In February 2022, 93% of eligible childcare settings in the Vale are signed up to the Childcare Offer (i.e. 159 settings). There are also 48 settings located *outside* the Vale of Glamorgan that are also signed up to the Vale Childcare Offer. Since the Childcare Offer was first implemented in the Vale in 2018, 2,393 children have accessed the programme<sup>7</sup>.

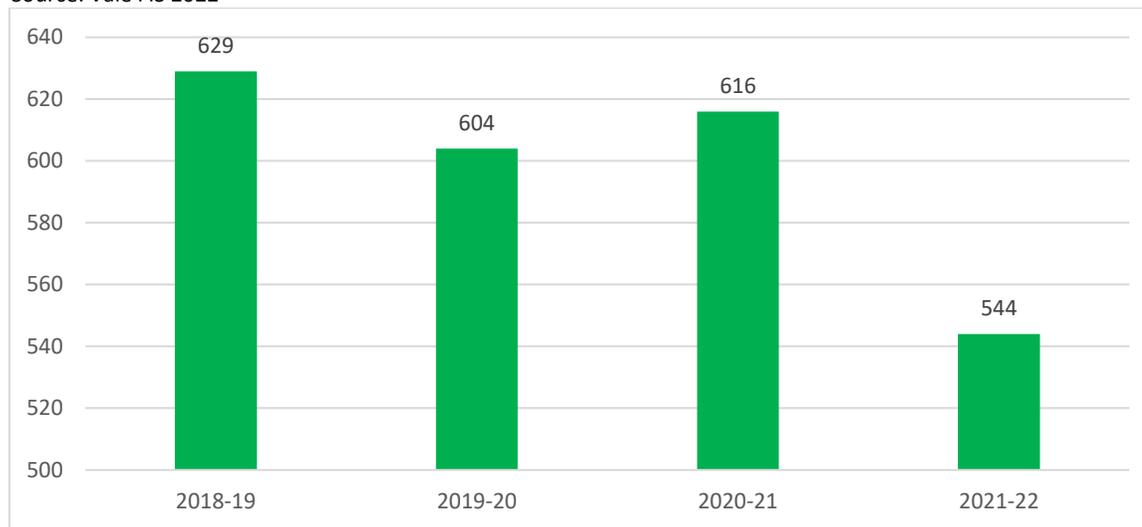
In 2019, the Vale of Glamorgan were successful in their bid to Welsh Government for Capital Funding to develop three new childcare buildings to support children on the Childcare Offer. A total of £1.8m was awarded to develop childcare on Gladstone Primary school site in Barry, Llanfair Primary school site in Cowbridge and Ysgol Gymraeg Dewi Sant school site in Llantwit Major. Unfortunately, due to the pandemic there were long delays in establishing the buildings. However, as of January 2022, two of the three unit are open and operational with the remaining unit due to open in the Summer 2022.

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<sup>7</sup> The reason the number is lower for 2021-2022 is the number of children starting in the summer term are not included as applications are still being processed.

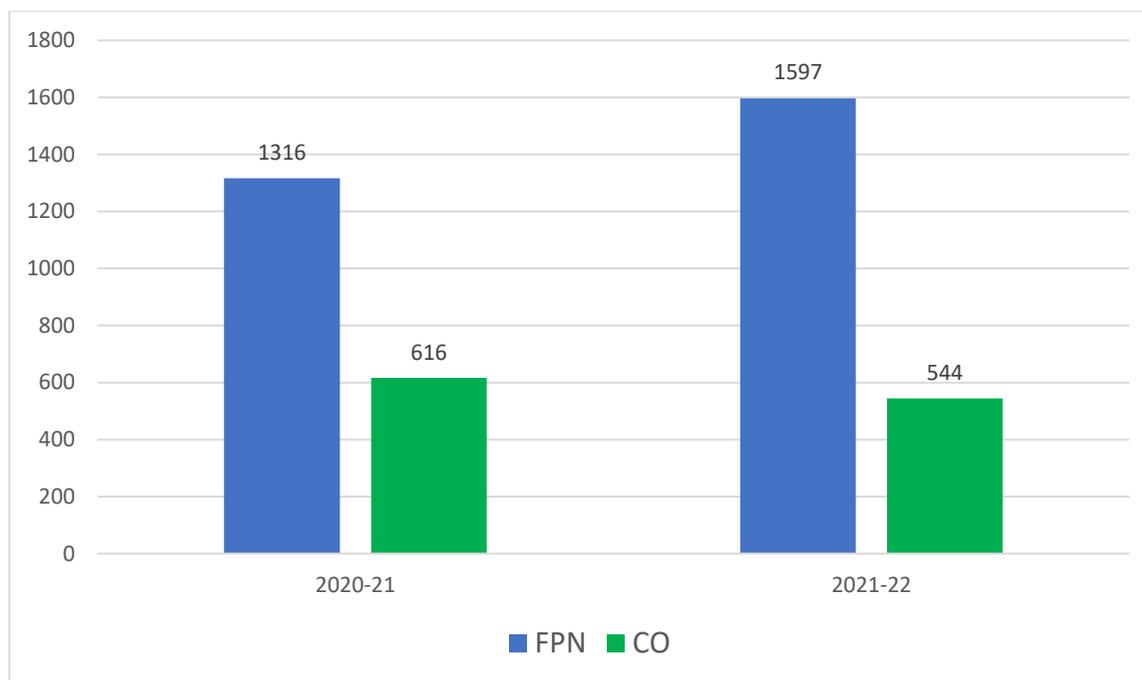
**Diagram 2 - Number of 3 and 4 year olds (starting) accessing a Childcare Offer place in the Vale since 2018**

Source: Vale FIS 2022



When comparing the number of children who access their Foundation Phase Nursery (FPN) place to the number who access the Children Offer funding, the data is only available for the past 2 years. The following Table below indicates that for the period 2020-2021, 47% of the number of children who accessed the FPN place (also) accessed Childcare Offer funding. For the year 2021-22, 34% accessed the Childcare Offer.

Diagram 3 - Number of children accessing their Foundation Phase Nursery (FPN) place in the Vale – in comparison to the number of children starting their Childcare Offer funding



Finally, the FIS is also funded through Welsh Government's Families First Grant to administer The Index, which is a voluntary register of children and young people in the Vale with disabilities or additional needs. A quarterly newsletter and regular ebulletins are produced to keep families informed about services and support available to them. The Index also helps build a picture of the needs of children with disabilities in the Vale and identifies gaps in information, support and services. There are currently 887 children and young people registered on The Index.

#### 5.4 Additional Learning Needs

The July 2021 SASS data indicated that across all of the Vale of Glamorgan childcare providers - **who responded to that survey** - a total of 285 children with **additional learning needs** were attending a childcare provision.

- 74 providers stated that they had at least one child attending their setting that had a cognition and learning disability
- 75 providers stated that they had at least one child attending their setting that had a behaviour, emotional and social development difficulty
- 85 providers stated that they had at least one child attending their setting that had a communication and Interaction difficulty
- 66 providers stated that they had at least one child attending their setting that had a sensory and/or physical disability.
  
- 38% of providers supporting/providing childcare for children with additional learning needs were full day care providers
- 14% of providers supporting/providing childcare for children with additional learning needs were sessional care providers
- 14% of providers supporting/providing childcare for children with additional learning needs were out of school childcare care providers
- 34% of providers supporting/providing childcare for children with additional learning needs were registered childminders.

#### 5.5 Welsh-medium provision

The July 2021 SASS Self Assessment of Service Statement also indicated that six of (the 173 responding) childcare providers delivered childcare through the medium of Welsh, as a *main* language. These six providers were located in the following wards and districts (two in each district):

- Dyfan ward in the Barry district
- Cowbridge ward in the Western Vale district
- Llantwit Major ward in the Western Vale district
- St. Augustine's ward in the Eastern Vale district
- Dinas Powys ward in the Eastern Vale district
- Gibbonsdown ward in the Barry district.

The only two evident languages that childcare was delivered via was indeed English and/or Welsh, with three settings/providers also having team members who spoke an additional language(s) - or being a childminder who spoke an additional language(s). These additional languages were: (a) Polish and; (b) German.

However, on the relevant and important theme of Welsh-medium childcare, the survey undertaken with Vale of Glamorgan-based childcare providers in autumn 2021 highlighted that over the next 18 months (i.e. up to spring 2023), (only) 4% of respondents from settings/group-based childcare had plans in place to expand the number of Welsh-medium places that they offered. A slightly higher percentage of registered childminders, at 7%, stated that they had such an intention.

- 5.6 The **Flying Start childcare programme** is only within the Barry area. However, they offer outreach support within other areas of the Vale of Glamorgan. Essentially, Flying Start is delivered via a multi-agency team in the Barry-located Flying Start.

Flying Start work with a wide range of partners including , FIS, Early Years team, CWLWM partners including Mudiad Meithrin amongst many others.

Flying Start are currently exploring developing a Ti-a-Fi attached to their Welsh medium-setting, Pili-Pala, as part of a transition into Welsh provision, but as the pandemic hit, all groups were closed, and no new services were developed.

**Table 6 - LSOAs that qualify as part of the Vale of Glamorgan's Flying Start programme (2022)**

Source: VoG 2022

Area	LSOA Number	LSOA Name	Coverage	Original Expansion 2012, 2014, 2015?	Childcare figures April 2021 – March 22
Buttrills	W01001064	Buttrills 2	Part	New Expansion Area 2015	22 Children entitled
	W01001065	Buttrills 3	Part	Original	
Cadoc	W01001067	Cadoc 1	<b>Full</b>	Original	78 Children entitled
	W01001068	Cadoc 2	Part	Original	
	W01001069	Cadoc 3	<b>Full</b>	Original	
	W01001070	Cadoc 4	Part	Original	
	W01001071	Cadoc 5	Part	Original	
	W01001072	Cadoc 6	Part	Original	
Castleland	W01001073	Castleland 1	Part	New Expansion Area 2012	69 Children entitled
	W01001910	Castleland 2G	Part	New Expansion Area 2012	
	W01001911	Castleland 2H	Full	New Expansion Area 2012	
Court	W01001079	Court 1	Part	Original	39 Children entitled
	W01001080	Court 2	<b>Full</b>	Original	
	W01001081	Court 3	<b>Full</b>	Original	
Gibbonsdown	W01001094	Gibbonsdown 1	<b>Full</b>	Original	59 Children entitled
	W01001095	Gibbonsdown 2	<b>Full</b>	Original	
	W01001096	Gibbonsdown 3	<b>Full</b>	Original	
	W01001097	Gibbonsdown 4	Part	New Expansion Area 2014	
Illtyd	W01001099	Illtyd 2	Part	New Expansion Area 2015	11 Children entitled

Flying Start is only within the Barry area; however, the Vale offer outreach support for all other elements of Flying Start.

Essentially, Flying Start is delivered via the Early Years team in the Barry-located Flying Start areas and is promoted through that team, FIS and Mudiad Meithrin.

The Barry Waterfront is an outreach area for Flying Start and the Vale will look at opportunities to collaborate to maximise use of any available space in that new school site. The local authority will also look to maximise any specific grants to support Welsh medium growth at Barry Waterfront, including whether there is an opportunity to support Welsh Language pre-school (suitable for children aged 2 years) for Flying Start and outreach support. Opportunities for investment in this area will be considered in line with School Investment Strategy. Any developments with Flying Start and more explicitly childcare would require approval from the Welsh Government Accounts Manager as Flying Start is a grant funded project financially supported and reviewed annually by Welsh Government.

Additionally, Table 7 overleaf shows the take-up metrics for the Flying Start childcare places since 2017. It can be noted that the figures for 2020-2021 were evidently affected by the challenges caused by the COVID-19 virus.

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Table 7 - Flying Start childcare places metrics since 2017 Source: Vale of Glamorgan February 2022

Year	Childcare	1 <sup>st</sup> April – 31 <sup>st</sup> Aug	1 <sup>st</sup> Sep – 31 <sup>st</sup> Dec	1 <sup>st</sup> Jan – 31 <sup>st</sup> Mar	Full Year
2017 - 2018	Full Offer of Childcare	111	96	50	257
	Reduced offer of Childcare	22	3	4	29
	<b>Total</b>	133	99	54	286
	Eligible	159	112	64	335
	<b>%</b>	<b>84%</b>	<b>88%</b>	<b>84%</b>	<b>85%</b>
2018 - 2019	Full Offer of Childcare	126	80	67	273
	Reduced offer of Childcare	3	0	3	6
	<b>Total</b>	129	80	70	279
	Eligible	143	88	83	314
	<b>%</b>	<b>90%</b>	<b>91%</b>	<b>84%</b>	<b>89%</b>
2019 - 2020	Full Offer of Childcare	117	79	54	250
	Reduced offer of Childcare	4	0	4	8
	<b>Total</b>	121	79	58	258
	Eligible	130	95	72	297
	<b>%</b>	<b>93%</b>	<b>83%</b>	<b>81%</b>	<b>87%</b>
2020 - 2021	Full Offer of Childcare	103	110	96	309
	Reduced offer of Childcare	0	0	0	0
	<b>Total</b>	103	110	96	309
	Eligible	170	147	118	435
	<b>%</b>	<b>61%</b>	<b>75%</b>	<b>81%</b>	<b>71%</b>
2021 - 2022	Full Offer of Childcare	89	88	awaiting data	177
	Reduced offer of Childcare	0	0	awaiting data	awaiting data
	<b>Total</b>	89	88	0	177
	Eligible	104	103	awaiting data	207
	<b>%</b>	<b>86%</b>	<b>85%</b>	awaiting data	<b>86%</b>

## 5.7 Tax Free Childcare

From the perspective of another supposed source of support towards access to quality childcare, In response to the consultation that was undertaken with childcare providers in autumn 2021, 79% of early years childcare providers/settings, i.e. full daycare providers and sessional providers stated that they were registered for facilitating parents/carers to access Tax Free Childcare. Those who were not registered repeatedly stated reasons including:

*"I have never been told about it".*

*"I only deliver Flying Start provision".*

*"[Because] We are not registered with CIW, but will be applying in September 2022, when we will have been opened for 2 years".*

In terms of *promoting* Tax Free Childcare, 68% of early years childcare providers/settings (also) stated that they did actively do so.

Additionally, in autumn 2021, 85% of registered childminders, stated that they were registered for facilitating parents/carers to access Tax Free Childcare. Those who were not registered repeatedly stated reasons *including*:

*"At the moment, none of my parents require it".*

*"Because my parents 'get' Working Tax Credit".*

In terms of *promoting* Tax Free Childcare, 73% of registered childminders (also) stated that they did actively do so.

Finally, in autumn 2021, 83% of out of school childcare providers, stated that they were registered for facilitating parents/carers to access Tax Free Childcare. One representative of a provider that was not registered stated *"I have no idea what it is".*

In terms of *promoting* Tax Free Childcare, 83% of out of school childcare providers (also) stated that they did actively do so.

Switching to the feedback from the July 2021 SASS responses, (a healthy - again) 83% of the responding full daycare providers and sessional providers stated that (to the best of their knowledge) the parents of the children that they care for were (in July 2021) receiving tax free childcare or using childcare vouchers.

## 5.8 Part-Time Early Years Education

The 2016 Childcare Sufficiency Assessment guidance directs that local authorities should set out a report on the number of free part-time early years education places filled and available.

Table 8 - Number of part-time free early education places offered in the Vale of Glamorgan Source: Vale of Glamorgan February 2022

School	PAN	Carry Overs	Attended Autumn 2021	Attending Spring 2022	Due to attend Summer 2022
Albert Primary	72	22	19	21	6
Barry Island Primary	56	13	16	9	12
Bute Cottage Nursery	96	28	30	22	16
Cadoxton Primary	100	30	44	18	6
Cogan Nursery	100	22	18	13	15
Colcot Primary	54	11	23	10	1
Dinas Powys Primary	74	13	39	19	3
Fairfield Primary	60	6	14	4	1
Gladstone Primary	90	28	19	12	14
Gwenfo C/W Primary	48	16	15	10	6
High Street Primary	72	11	14	5	7
Holton Primary	64	23	18	6	6
Jenner Park Primary	58	8	11	14	5
Llandough Primary	30	9	9	10	2
Llanfair Primary	20	6	5	6	3
Llangan Primary	24	7	9	5	3

School	PAN	Carry Overs	Attended Aut 2021	Attending Spring 2022	Due to attend Summer 2022
Oakfield Primary	52	10	20	7	2
Palmerston Primary	56	16	19	14	7
Peterston-S-Ely C/W Primary	28	6	10	6	5
Rhws Primary	90	26	30	14	9
Romilly Primary	130	46	37	28	19
South Point (Llancarfan)	48	n/a	7	4	3
St Athan Primary	52	11	13	6	10
St Illtyd Primary	76	15	11	13	14
Sully Primary	64	25	29	7	4
Victoria Primary	90	28	30	19	4
Y Bont Faen Primary	60	17	24	13	6
Ysgol Y Ddraig	62	12	14	8	1
Ysgol Gwaun y Nant	82	10	12	14	7
Ysgol Gymraeg Dewi Sant	56	14	11	9	8
Ysgol Gymraeg Bro Morgannwg	56	19	15	13	7
Ysgol Gymraeg Pen Y Garth	76	20	18	16	5
Ysgol Iolo Morganwg	66	11	14	6	3
Ysgol Sant Baruc	48	16	23	5	4
Ysgol Sant Curig	114	43	21	19	12
<b>Total</b>	<b>2,324</b>	<b>598</b>	<b>661</b>	<b>405</b>	<b>236</b>

Voluntary Aided School	PAN	Children attending for 21/22
St Helens	48	37
St Josephs	48	40
All Saints	30	30
Llansannor	48	43
Pendoylan	30	30
St Andrews	30	30
St Brides	48	46
St Davids	24	24
Wick & Mrcross	22	15
Total	328	295

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5.10 The 2016 Welsh Government Statutory Guidance directs that the Childcare Sufficiency Assessment should summarise the age ranges of children evidently able to attend the range of childcare types – and these metrics are set out in Table 9 below.

Table 9 - Number of **responding** childcare providers that are located in the Vale of Glamorgan locality which were being accessed by specific age groups of children in July 2021

Source: Vale of Glamorgan SASS July 2021

Type of <i>responding</i> childcare provider	Number of settings that can provide formal childcare to 0-12 months and 1 year olds	Number of settings that can provide formal childcare to 2 year olds	Number of settings that can provide formal childcare to 3-4 year olds	Number of settings that can provide formal childcare to 5-11 year olds	Number of settings that can provide formal childcare to 12-14 year olds
Full Day Care providers	40	40	40	0	0
Sessional Care providers	0	16	16	0	0
Registered Childminders	103	103	103	103	103
Registered Out of School Childcare	0	0	15	18	18

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## 5.11 Occupancy

For the survey undertaken in autumn 2021, the Vale of Glamorgan Council invited early years childcare providers to state whether they had a waiting list. 36% of early years childcare providers, i.e. full daycare providers and sessional providers stated that they had a waiting list (with the most frequent locality/district that a relevant provider was located in being Barry) and 32% registered childminders stated that they had a waiting list (with the most frequent locality/district that a relevant provider was located in also being Barry). (Please be aware that this data varies on a regular basis).

In summer 2021, as a response to the SASS process, 10.5% of the responding after school clubs providers, stated that they had a waiting list. Additionally, as part of the autumn 2021 survey, relevant childcare providers were requested to state whether their waiting list size had changed in any way compared with spring 2021?

Table 10 - Extent to which waiting lists had changed during the period March 2021 – October 2021

Source: Vale of Glamorgan CSA 2021-2022 – structured interviews with childcare providers

Classification	Percentage of early years childcare providers/settings stating	Percentage of registered childminders stating
Yes – it has decreased in size	14%	10%
Yes – it has increased size	57%	31%
No – it has more or less stayed the same size	29%	59%

5.12 In autumn 2021, Vale of Glamorgan Council invited each childcare provider to state whether they had vacant places.

- 74% of early years childcare providers, stated that they had vacant places – most frequently in the Barry locality, with the Buttrills ward accounting for three such providers
- (A lower comparable percentage of) 46% of registered childminders stated that they had vacant places – most frequently in the Illtyd ward and with an equal frequency the Llantwit Major ward
- 66% of after school clubs, stated that they had (a non-metrically specified incidence of) vacant places – most frequently in the Barry locality
- 83% of non-school based breakfast clubs, stated that they had (a non-metrically specified incidence of) vacant places

For those early years childcare providers/settings that had vacant places, the average number was 9.5 places. For those registered childminders that had vacant places, the average number was 1.5 places.<sup>8</sup>

Ultimately Table 11 indicates the feedback that the three types of childcare providers provided aligned to their occupancy:

Type of childcare provider	Stated: Our occupancy has increased for autumn term 2021	Stated: Our occupancy has decreased for autumn term 2021	Stated: Our occupancy is back to normal pre-COVID-19 levels	Stated: Hard to classify our occupancy situation	Did not say
Early Years Childcare providers	26%	39.5%	18.5%	10.5%	5.5%
Registered Childminders	15%	35%	33%	10%	7%
Out of School Childcare providers	16%	51%	33%	0	0

### 5.13 Fees for paid childcare

The Vale of Glamorgan Council’s July 2021 SASS responses with childcare providers gave clarification of standard day rates.

For the 50 early years childcare providers/settings who responded – with regard to *fee paying* places:

- the average daily fee for 0-1 year olds was £51.40 and the most frequent daily fee was £47.00
- the average daily fee for 2 year olds was £44.50 and the most frequent daily fee was £47.00
- the average daily fee for 3 and 4 year olds was £44.41 and the most frequent daily fee was £56.00.

For the 102 registered childminders who responded – for fee paying places:

- the average daily fee for 0-1 year olds was £40.00 and the most frequent daily fee was £40.00
- the average daily fee for 2 year olds was £38.81 and the most frequent daily fee was once again £40.00
- the average daily fee for 3 and 4 year olds was £40.30 and the most frequent daily fee was £40.00
- the average hourly fee for 5-7 year olds was £4.74 and the most frequent daily fee was £4.50

<sup>8</sup> Out of School Childcare Providers did not tend to feedback their vacancy metrics.

For the 20 out of school childcare providers/settings who responded – for fee paying places:

- the average daily fee for 3 and 4 year olds was £9.85 and the most frequent daily fee was £11.00.
- the average daily fee for 5-7 year olds was £9.72 and the most frequent daily fee was £11.00
- the average daily fee for 8-11 year olds was also £9.72 and the most frequent daily fee was also £11.00

#### 5.14 **Opening Times and Accessibility**

The Vale of Glamorgan Council's July 2021 SASS responses with childcare providers also ascertained confirmation on opening times.

For the responding full day care providers the most frequent opening time was 7.30am.  
The most frequent finishing time was 18:00pm.

For the responding sessional care providers the most frequent opening time was 9.15am.  
The most frequent finishing time was 15:30pm.

For the 102 responding registered childminders – the average start time was 7:45am and the most frequent start time was 7:30am. The [ir] average finishing time was 17:24pm and the most frequent finishing time was 18:00pm. (0 childminders stated that they concluded beyond 18:00pm).

For the 12 after school clubs the most frequent opening time was 3.30pm. The most frequent finishing time was 18:00pm. (It can be noted that one after school club, located in the Peterston-super-Ely ward, denoted that their opening hours were 16:30pm – 19:00pm).  
For the 4 responding holiday playschemes the most frequent opening time was 7.45am. The most frequent finishing time was, once again, 18:00pm.

- 5.15 In autumn 2021, each childcare provider was invited to state whether they had witnessed or experienced any notable (new) trends in terms of the demand for: (a) types of places that they offered or the; (b) types of hours at their setting.  
24% of all three types of early years childcare providers stated that they had, and in order of frequency the repeated ones were:

- Parents are requesting “longer” or extended hours
- An increase in demand for part-time places
- Parents requesting more flexibility

Correspondingly, there was minimal evidence that childcare providers had responded to this trend, with regard to their business models and times of availability. This is a factor that is highlighted in Section 13 of this document.

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## 6 Needs of Parents/Carers – demand for childcare

The narrative below outlines the results of analysis of the Welsh Government parental survey which had a 5-week response window in October 2021 and early November 2021. This survey was designed by Welsh government, as was its ability to ensure coverage of some the demand-themed factors which the 2016 Welsh Government Statutory Guidance directs should be addressed within a Childcare Sufficiency Assessment.

6.1 The Welsh Government parent survey **500 responses** aligned to Vale of Glamorgan’s 23 wards as follows.

Table 12 - Area of residence of responding parents/carers

Ward name	Number of responding parents/carers	Percentage of Total
Baruc	41	8%
Buttrills	23	4.5%
Cadoc	28	5.5%
Castleland	14	3%
Cornerswell	17	3.5%
Court	11	2%
Cowbridge	27	5.5%
Dinas Powys	27	5.5%
Dyfan	20	4%
Gibbonsdown	9	2%
Illtyd	45	9%
Llandough	14	3%
Llandow/Ewenny	17	3.5%
Llantwit Major	27	5.5%
Peterston-super-Ely	5	1%
Plymouth	8	1.5%
Rhose	22	4.5%

Ward name	Number of responding parents/carers	Percentage of Total
St. Athan	6	1%
St. Augustine's	16	3%
St. Bride's Major	12	2.5%
Stanwell	12	2.5%
Sully	7	1%
Wenvoe	22	4.5%
Postcode was not included	69	14%

- 6.2 In terms of the type of household(s), the most frequent response provided by responding parents/carers was that they: share responsibility for my child(ren) with someone that I live with (81% of respondents), followed in frequency by a parent/carers stating that I have sole responsibility for my child(ren) - 14% were in fact, single parents.
- 6.3 The average number of children evidently being raised by all respondents was 1.8 (0.1 above the UK average which is 1.7) - with the St. Augustine's ward accounting for the highest number of children in each household, followed in frequency by the Baruc ward having the highest number of children in each household.
- 6.4 The age cohort which responding parents/carers were evidently most frequently raising was 5-8 years (47% of parents), followed by 2 years (28%).
- 6.5 8% of responding carers stated that they were caring for/raising at least one child with additional learning needs (ALN) or a long-term illness. Additionally, 10% of such respondents (some of whom were the same parents who stated that they had at least one child with ALN) stated that they had a child who required (even more) additional support with their learning.

6.6 All responding parents/carers to the Welsh Government stated what their employment status currently was.

Table 13 - Employment status of responding parents/carers

Status	Percentage of relevant responding parents/carers
Looking for a job – but not working yet	5.5%
Employed	83%
Self-employed	7.5%
In education or training	7%
Not working and not looking for a job	2%
Unable to work	5%

Note: parents were able to provide multiple responses.

86% of responding parents/carers evidently had a partner and their employment status was described by the respondent as follows:

Table 14 - Employment status of partners

Status	Percentage of relevant responding parents/carers
Looking for a job – but not working yet	1%
Employed	68%
Self-employed	13%
In education or training	1.5%
Not working and not looking for a job	1.5%
Unable to work	1%
Not relevant (as do not have a partner)	14%

6.7 Table 15 indicates the incidence of responding parents/carers stating their gross household income per week (before deductions/tax).

Table 15 - Incidence of gross household income per week (before deductions/tax)

Weekly household income	Percentage of relevant responding parents/carers	Most frequently stated type of formal childcare accessed during term-time
Up to £100	1%	Before School Club
£100 to £149	1%	After School Club (with equal frequency) Before School Club
£150 to £249	2%	Before School Club
£250 to £349	3.5%	Before School Club
£350 to £500	7.5%	Day Nursery
£500 to £580	6%	Day Nursery
£581 to £750	14%	Day Nursery
£750 to £999	17%	Day Nursery
More than £1,000	27.5%	Before School Club
Prefer not to say	20.5%	After School Club

6.8 Table 16 indicates the incidence of responding parents/carers stating specific ethnic backgrounds.

Stated Ethnicity	Percentage of relevant responding parents/carers
White	95%
Mixed/Multiple ethnic groups	3%
Asian/Asian British	1%
Black/African/Caribbean/Black British	<0.5%
Other ethnic group	<0.5%
Did not say	1%

A number of parents when stating 'White' also denoted a country of origin, which included – most frequently, Irish or Polish. The most frequent type of 'Mixed respondent was evidently: Mixed White and Black African (seven responding parents/carers).

6.9 28% of *all* responding parents/carers (who would have had at least one 3 and/or 4 year old) stated that they were accessing a funded early education place at school or nursery or a sessional playgroup.

17.5% of all responding parents/carers (who had at least one 3 and/or 4 year old) stated that they were accessing a Childcare Offer place and 4% of responding parents stated that they intended to access the Childcare Offer in forthcoming years – with these parents/carers most frequently being resident in the Llandow/Ewenny ward.

6.10 Parents who had a 2 and/or 3 year old who were not eligible to access a Flying Start were observed to provide consistent feedback about this factor, which include:

*"I wish it wasn't out of my catchment area".*

*"It is not available to me in my street, despite it being available a few streets away. In my opinion this is very discriminatory".*

*"I am not in the right postcode area... financially we would qualify for I though".*

6.11 Table 17 below indicates the frequency with which responding parents/carers stated that they used specific types of childcare **during term-times**.

Table 17 - Frequency with which responding parents/carers stated that they used specific types of childcare during term-times

Type of childcare registered or non-registered childcare	Percentage of relevant responding parents/carers
Childminder	13%
Before School or Breakfast Club	29%
After School Club	20%
Private Day Nursery	37.5%
School-based Nursery	9%
Sessional Playgroup	7.5%
Cylch Meithrin	3.5%
Drop-Off Creche	0.5%
Nanny	1%
Au-Pair	0
Family/friends (paid)	3.5%
Family/friends (unpaid)	52%
Stated <i>none during term time</i>	10%

6.12 Correspondingly, Table 18 below indicates the frequency with which responding parents/carers stated that they used specific types of childcare **during holiday times**.

Table 18 - Frequency with which responding parents/carers stated that they used specific types of childcare during holiday-times

Type of childcare registered or non-registered childcare	Percentage of relevant responding parents/carers	% difference with term time
Childminder	13%	No change
Holiday Club or Playscheme	17.5%	n/a
Private Day Nursery	33%	-4.5%
Pre-prep Private School	n/a	n/a
Sessional Playgroup	4%	+3.5%
Cylch Meithrin	0.5%	-3%
Drop-Off Creche	0	No change
Nanny/Au-Pair	1%	No change
Playscheme	5%	n/a
Family/friends (paid)	2%	-1.5%
Family/friends (unpaid)	54%	+2%
Stated <i>none during school holidays</i>	8.5%	1.5%

6.13 Each responding parent/carer was invited to state how much they spent on an average week on (paid, non-funded) childcare. Table 19 indicates that the most frequently stated amount was (marginally) £0.00 week, stated by 21% of all responding parents.

Table 19 - Incidence of weekly expenditure on childcare

Amount spent on average/week[days]	Percentage of relevant responding parents/carers
£0	21%
Up to £10	1.5%
£10-£49	12%
£50-£99	19%
£100-£199	20%
£200-£299	8.5%
£300 or over	6.5%
Did not say	11.5%

The wards which accounted for the highest frequency of parents stating: £300.00 or over/week was Dinas Powys ward, followed in frequency by Baruc ward.

It can be noted that each parent/carer was requested to state whether they received any help towards meeting the cost of their childcare and...

- 9% of responding parents/carers stated: (yes, the) childcare element of the Working Tax/Universal Credit
- 33% of responding parents/carers stated: (yes, the) Childcare vouchers<sup>9</sup>/Tax Free Childcare
- 1% responding parents/carers stated: (yes, the) Childcare Grant for Students
- Only four responding parents/carers stated: (yes, a) Employer contribution

<sup>9</sup> As distinct from the Childcare Offer – i.e. these are NOT the same programme.

6.14 Each responding parent/carer was invited to state the numbers of hours they used childcare for, on average, on a typical week. Of those parents who responded to the question:

For term-time:

The average amount of hours stated by Vale of Glamorgan resident parents/carers was 19 hours and 30 minutes/week. The most frequently stated amount of hours was 30 hours/week, followed in frequency by 10 hours/week.

For holiday-time:

The average amount of hours stated by Vale of Glamorgan resident parents/carers was 21 hours and 45 minutes/week. The most frequently stated amount of hours was 40 hours/week, followed in frequency by 30 hours/week.

6.15 Parents/carers were invited to state how satisfied they currently were with their current childcare situation.

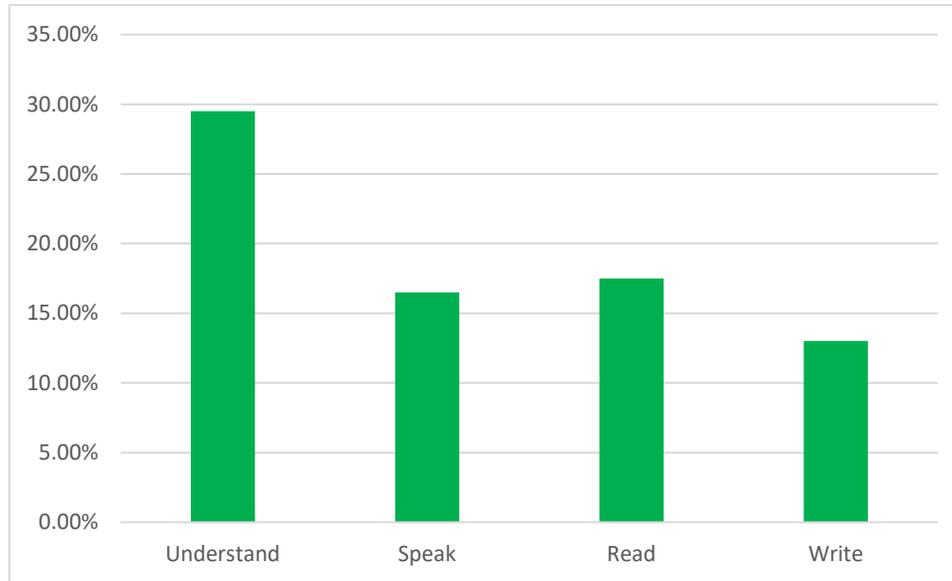
Table 20 - Satisfaction levels

How satisfied a parent/carer was:	Percentage of relevant responding parents/carers
Very Satisfied	46%
Quite Satisfied	27%
Quite Dissatisfied	4.5%
Very Dissatisfied	1.5%
(Said) Not applicable	9%
Did not say	12%

Parents/carers who stated: Quite Dissatisfied or Very Dissatisfied were (proportionally) most frequently resident in the St. Augustine's ward and with an equal frequency the Baruc ward.

6.16 All responding parents/carers were invited to state whether they could speak, read and/or write the Welsh language.

Diagram 4 - Incidence of proficiency in Welsh language



Ultimately, 8% of responding parents/carers stated that they currently accessed childcare through the medium of Welsh. 5% stated that this was something they would ideally like to do, however there were evidently some factors being experienced by a proportion of respondents, with:

- 3.5% stating that distance to a Welsh-medium childcare setting had acted as a barrier to access
- 9% stating that availability to a Welsh-medium place(s) had acted as a barrier to access
- 2% stating that the Welsh-language capability of staff had acted as a barrier to access
- 2.5% stating that the cost of Welsh-medium childcare had acted as a barrier to access and;
- The same percentage stating that they had not been able to locate sufficient hours from a Welsh-medium childcare provider.

6.17 All parents/carers who stated that they were not – in autumn 2021 – using any childcare were invited to state why, including via the incidence of barriers. Further details - including qualitative feedback - on this key dynamic and factor can be read in Section 15 of this CSA.

Table 21 - Incidence of reasons stated as to why a parent/carers was not accessing/receiving support with childcare

Reasons/Barriers	Percentage of relevant responding parents/carers
Child is on a waiting list for a provider & we are waiting for a place to become available	0
I use informal childcare such as a family member or friend	14%
I choose not to access any childcare	2%
I am a stay at home parent and have no need for childcare	4%
My children are old enough to look after themselves	3.5%
There is no childcare with sufficient quality	3.5%
There is no suitable Welsh Language provision	2%
No suitable provision in our language, which is neither Welsh nor English	0
The childcare available is not flexible enough for my needs	7%
The cost of childcare is too expensive	14.5%
Childcare times are unsuitable	5%
There is no childcare available that is suitable for my child's age	5%
There is a problem with transport	1.5%
There is no childcare where I need it to be	4%
There is no childcare that can cater for my child's specific needs	3%
I only use childcare on an ad hoc basis and it is impossible to plan	4%
Other	2%

The Other response was most frequently (words to the effect): *“My childcare has not got back to normal since COVID-19”*. Specific Feedback on this theme included:

*“I am an essential shift worker for Social Services and since COVID-19 there is not one childcare provider that will accommodate my shift pattern”*.

*“Before COVID my local area used to provide holiday club provision for the holidays - This is no longer the case and they only provide a few days here or there which is not enough for my needs as I work full time”.*

*“The breakfast club I was using has still not reopened”.*

**6.18 On a similar theme, parents/carers were invited to state whether in the past year, issues surrounding childcare had affected themselves or a[ny] partner:**

**56% stated that the issue of childcare had: caused problems at work**

**21.5% stated that the issue of childcare had: prevented continuation of work**

**20.5% stated that the issue of childcare had: stopped them from working/getting a job**

**18.5% stated that the issue of childcare had: stopped them from accessing training**

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6.19 All responding parents/carers were invited to state the degree to which they agreed with or (instead) disagreed with a selection of statements about childcare provision.

Table 22 - Parents general thoughts on aspects of childcare in the Vale of Glamorgan locality

Statement	Strongly Agree	Tend to Agree	Tend to Disagree	Strongly Disagree	Not applicable to me
I am satisfied with my childcare in term time	37%	35%	9%	5.5%	13.5%
I am satisfied with my childcare in school holidays	26%	28%	15%	10%	21%
The quality of childcare is high	38%	35%	15%	2%	10%
There is a good choice of childcare in my area	24%	27%	26%	21%	2%
Childcare is well located	21.5%	32%	21%	10%	15.5%
Childcare caters for my children's needs	7%	35%	10%	31%	17%
I would like my child to attend more registered childcare	6%	28%	15%	20%	31%
Childcare is too expensive	<0.5%	22%	6%	61%	10%
I would prefer to use family/friends for childcare	12%	24%	29%	12.5%	22.5%
I have a problem with childcare arrangements that are unreliable	6%	8%	15%	28%	43%
Childcare is a barrier to me accessing employment or training	22%	22%	15%	15%	26%
I know where to find out information about childcare	21.5%	40%	19%	9%	10.5%
I know where to find information on financial assistance	11%	26%	32%	17%	14%

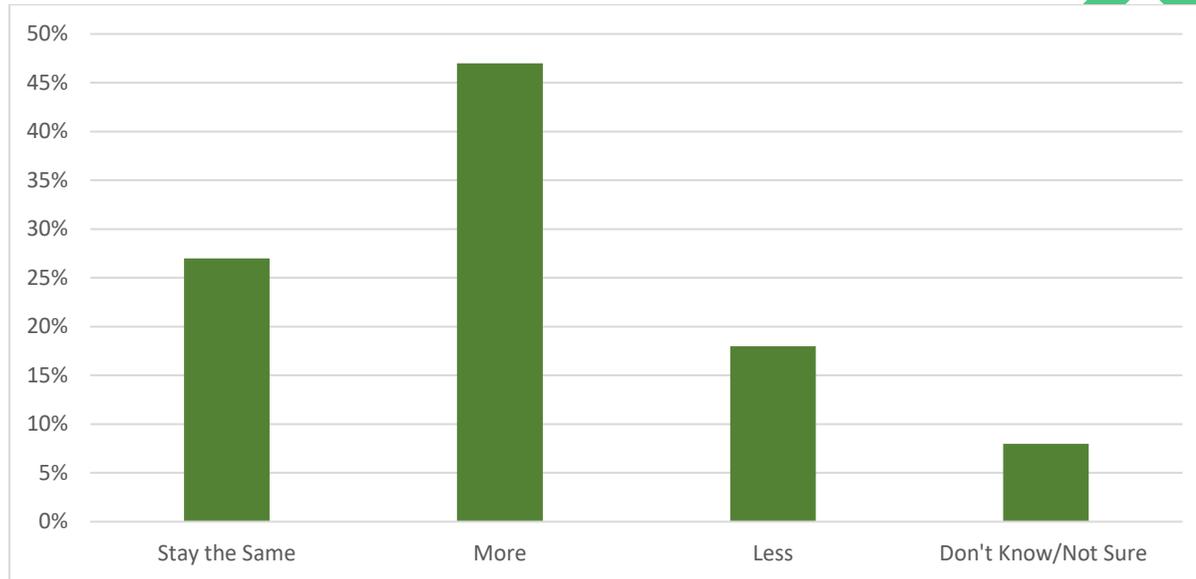
The response *strongly* agree: childcare is too expensive, was most frequently stated by parents/carers who were resident in the Illtyd ward.

The response - agree: childcare is a barrier to me accessing employment or training, was most frequently stated by parents/carers who were resident in the Baruc ward/Barry island vicinity.

The response strongly disagree and tend to disagree with regard to: there is a good choice of childcare in my area was most frequently stated again by parents who resident in the Baruc ward, followed in frequency by the Wenvoe ward (in the North East of the Vale locality).

6.20 An ultimate key response from parents/carers was to the question: Do you anticipate you will need more or less childcare in the next couple of years?

Diagram 5 - Consideration of whether more or less childcare will be accessed in the next 2 years



Those parents/carers who stated: **More**, were most frequently resident in the Illtyd ward, followed in frequency by three wards which displayed a similar frequency of the response 'More' which were: 1. Baruc; 2. Llantwit Major and 3. Rhoose.

Those parents who stated 'More' were also requested to state the types of childcare that they would indeed seek to access through that intention, with the three most frequent being:

- Before School/Breakfast Club – 64% of relevant parents
- After School Club – 58% of relevant parents
- Day Nursery – 47% of relevant parents

6.21 In January 2022, the Vale conducted a target consultation with families who are resident in the Gibbonsdown suburb, with an online survey being distributed via the Flying Start programme team. This was carried out due to a low response to the Welsh Government parent survey in this area (9 responses). The FIS Team had received some enquiries from parents looking for childcare in this area and they had struggled to source suitable childcare. Therefore, a supplementary survey was carried out specifically for parents in this area to boost responses. A total of thirty parents who were resident in the ward provided their feedback which included:

- Approximately 60% of parents relied on friends and family to provide childcare during term-times and holiday-times which was above the percentage that was observed for the Vale as a whole
- Local waiting lists and the cost of childcare were stated as being the most recurrent barrier(s) to parents accessing formal childcare
- All parents/carers were also asked if they had found any specific difficulties *finding childcare* for any of their children. Five parents stated that this had been the case and specific feedback included:

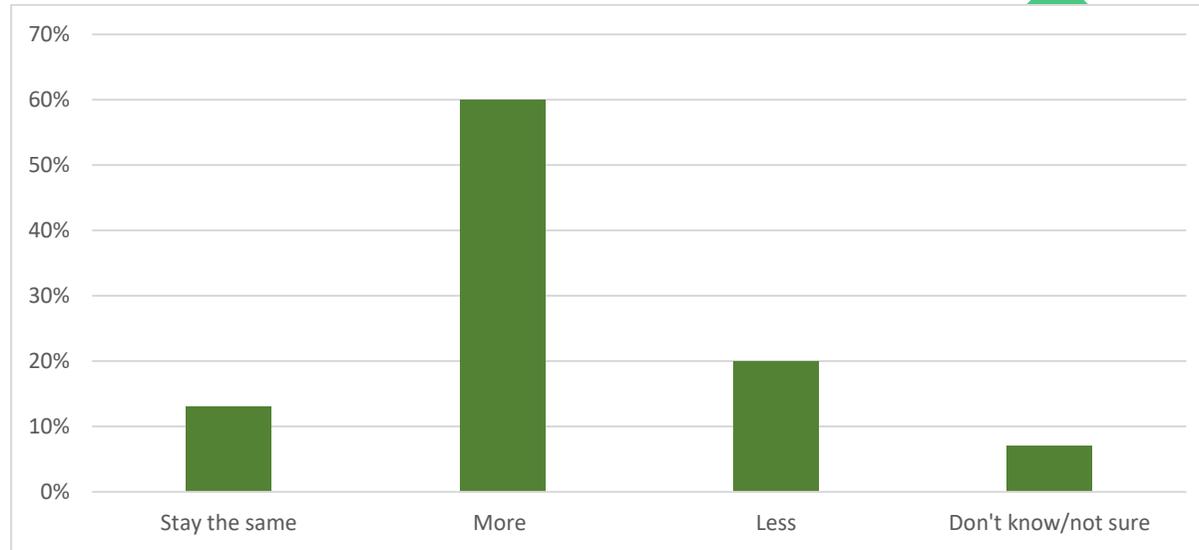
*“There is lack of affordable ‘back-up’ when childminder ill”.*

*“[In my opinion] there is not enough space in (my) local day nursery... and I don’t live close enough to the family for regular help”.*

*“For my older children I really struggle to find something suitable and it is lucky that they have a grandmother”*

- Parent/carers were asked: Do you anticipate you will need more or less childcare in the next couple of years?

Diagram 6 - Consideration of whether more or less childcare will be accessed in the next 2 years



Those parents who stated 'more' were also requested to state the types of childcare that they would indeed seek to access through that intention, with the three most frequent being:

- Before School/Breakfast Club – 67 % of relevant parents
- School Nursery – 67% of relevant parents
- After School Club; Playgroup; Family/Friends (not paid) – 44% of relevant parents

## A Outcomes of Consultation with Stakeholders

The Welsh Government Childcare Sufficiency Assessment Guidance 2016 directs that Local Authorities should consult with local stakeholders and partner organisations to attain their perspective on priorities aligned to securing a sufficiency of childcare provision in their area. These stakeholders should include national umbrella organisation that make a key contribution to assisting the local authority, i.e.: Vale of Glamorgan Council.

Therefore Section A of the 2022 Vale of Glamorgan Childcare Sufficiency Assessment outlines feedback that was received through a series of virtual e-interviews with key stakeholders, partners and professionals during late 2021 and early 2022 including representatives of:

- CWLWM, who provided feedback on behalf of: Mudiad Meithrin; Early Years Wales; Clybiau Plant Cymru Kid's Clubs; National Day Nurseries Association (NDNA Cymru) and PACEY Cymru
- Cardiff and Vale of Glamorgan Safeguarding Board
- Vale of Glamorgan Council Employability representatives
- Vale of Glamorgan Council Additional Learning Needs and Wellbeing Team
- Vale of Glamorgan Council Youth Support Services
- Vale of Glamorgan Council Families Information Service
- Vale of Glamorgan Jobcentre Plus
- Vale of Glamorgan-based employers

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## A.1 Perceived strengths: childcare in the Vale of Glamorgan locality

A.1.1 Two interviewees described the role and remit of the Early Years Forum<sup>10</sup> and believed that this was a particularly “strong” group in the Vale locality. It was believed that the forum had been instrumental in ensuring that Vale of Glamorgan childcare and early years settings had been receptive of the new ALN process in Wales and the introduction of the Early Years Forum (Vale ALN EY processes) and that “different agencies had worked together to meet the needs of all children”.

A.1.2 Indeed, the majority of interviewees believed that partnership working and its systematic delivery was a discernible strength in the Vale in terms of early years and childcare...

A.1.3 The representative of Cardiff and Vale of Glamorgan Safeguarding Board believed that robust mechanisms and systems were in place with regard to the Vale’s safeguarding and child protection protocols and that the working relationship with the local authorities early years team was well established. When communication and joint working did take place it was outlined that this tended to focus, to a higher extent, on out of school childcare.

## A.2 Perceived areas for improvement: childcare in the Vale of Glamorgan locality

A.2.1 Three interviewees proposed that there were improvements/modifications that could be considered in terms of ensuring access to quality childcare provision for children with additional learning needs. These proposals included:

- For all early years non-maintained settings and services “within Flying Start and the non-Flying Start sector” who work with children with additional needs to attend four modules of online training focused around ALN transformation and inclusion for all
- Advisory services to streamline and work more closely to meet the needs of all children with ALN across the Vale
- Holiday playscheme accessibility for children with ALN could be more widely accessible across the county
- For an awareness to be retained that a requirement for more one-to-one support may soon be a priority...

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<sup>10</sup> The Vale’s Early Years Forum is a regular multi-agency meeting where professionals from Health, Education, Social Care and the Third Sector from across the locality work together to plan, support and review children with Additional Learning Needs and Disabilities from birth to five years.

- A.2.2 Three interviewees also highlighted the theme of employability and childcare as an influence on decisions. One interviewee believed that in their experience *“childcare settings are finding it difficult to employ childcare workers to work within their ratios... this has resulted in children not being able to access childcare provision [and] this has had an even greater impact on children with emerging and or complex needs”*. Additionally, on the theme of employability, one interviewee suggested that the local authority and childcare planners/partners needed to be mindful of a possible growing incidence of *“Vale residents trying their hand now at being self-employed and therefore requiring a degree of flexibility”* and this could mean an enhanced requirement for the childminding sector to be at the forefront of offering childcare at times which aligned to a need for such flexibility.
- A.2.3 Two interviewees highlighted their perception that families with older children did not necessarily have access to the same level of support – including financial support towards childcare – than families with 0-4 year olds. One such interviewee believed that Year 4 – Year 8 children were also at risk of being *“forgotten”* when considering their and their families support needs, including in relation to childcare. Specifically, one interviewee stated *“in my experience there is a gap for the Year 7 – Year 8 age group in terms of childcare, maybe more so during the school holidays”*.
- A.2.4 Four interviewees highlighted the factor of rurality in areas of the Vale. There was a recurrent belief that some of the (numerous) rural parts of the Vale may benefit from an increased accessibility to (what was described twice as ‘essential’) *“wraparound”* childcare, with localities that were name including *“Rhoose”* and *“Wick”* and *“Pendoylan”*. Relevant interviewees also outlined how small rural schools should be considered a priority when partners and the local authority continued to strategise about the outcomes of COVID-19, because of the effects it had on the workforce of that sector. One interviewee from a school summarised the views of other schools when stating that *“our private provider has struggled with COVID-19... because of staff sickness and problems with losing staff because of poor pay in the sector”*.
- A.2.5 One interviewee believed that early years funding for childcare placements and additional support to provide early interventions at settings is *“often short-term and inconsistent”*. The interviewee considered that there was not consistency in terms of access to funds *“that are not streamlined or provide equal opportunities for all children... criteria can be complicated resulting in funding being provided and then removed as the child/family do not [subsequently] meet criteria for funding”*.

### A.3 Perceived action/strategic priorities: childcare in the Vale of Glamorgan locality

- A.3.1 Helping to maintain a buoyant workforce was a priority most frequently stated by interviewees – particularly in relation to out of school childcare and its delivery in rural localities. Two interviewees believed that the local authority should prioritise its time on working with the early years and childcare sector on apprenticeships and attracting more young people in to the sector – though it was recognised that the factor of pay would always be an issue in terms of this ambition being realised.
- A.3.2 Two interviewees proposed that a theme that (in their opinion) could be strengthened in the Vale was the PVI childcare sector working “*more closely*” with schools to strengthen the transition processes from childcare setting into maintained nursery and/or school for all children.
- A.3.3 One interviewee believed that the Early Years Forum needed to continue to have a high profile and consistent role and continue to work closely with partners in the childcare and early years sector in order to meet the needs of all children in the Vale - and avoid duplication of work to streamline services more effectively for children with additional needs.
- A.3.4 One interviewee believed that strategies to further involve fathers with childcare and early years-related provisions and associated support could be further prioritised, in particular with regard to the alignment of best start to life projects and the role of early years childcare in enhancing (social mobility) opportunities and early wellbeing.
- A.3.5 In terms of feedback from employers – as background, nationally across Wales there has been an increase in the incidence of employees working from home and *not working* in an office space and environment, for which some may require the provision of formal childcare. This increase in the incidence of (flexible initiative) working from home has meant that some parents/carers have (also) been providing childcare in their home, particularly for pre-school aged children, as opposed to them using a formal childcare providers, such as full daycare nursery or a childminder. In November 2021, Vale of Glamorgan Council focused on attaining feedback from its varied employment sector and widely publicised and promoted an online survey. The employers that responded, including the Vale of Glamorgan Council outlined a number of factors and points including:
- They rated the provision of childcare across the Vale as ‘Good’ and in their perception there was no evident shortfall
  - They consistently implemented working practices outside of 8am-6pm – most frequently: part-time hours; shift working and ; weekend hours
  - A change that had been observed since COVID-19 was an incidence of an increased amount of requests for working from home – one respondent stated: “*We were having to be flexible around staff taking time off due to school class closures and self-isolation issues*”
  - All responding employers consistently informed their employees about programmes such as the Childcare Offer and Flying Start.

## B Outcomes of Consultation and Young People

In early 2022, the Vale of Glamorgan Council undertook both quantitative and qualitative consultation with children and young people that are resident across the county for the Childcare Sufficiency Assessment and for an associated project: the production of a Play Sufficiency Assessment, which similarly to the CSA, all Welsh local authorities are directed to produce. The quantitative consultation incorporated specific questions aligned to the theme of out of school childcare and was called the Big Play Survey for Primary School pupils.

410 primary and secondary cohort pupils responded to an online survey and gave valuable feedback on the theme of out of school childcare. Their feedback is summarised below:

Pupils from the following schools responded:

Table 23 - Schools which responding pupils evidently attended

School	Number of its pupils responding
Albert Primary School	3
All Saints CIW Primary School	1
Barry Island Primary School	1
The Bishop of Llandaff	1
Ysgol Gymraeg Bro Morgannwg	8
Cadoxton Primary School	4
Cardiff High School	1
Cogan Primary School	2
Cowbridge Comprehensive School	4
Ysgol Gymraeg Dewi Sant School	2
Dinas Powys Primary School	4
Evenlode Primary School	1
Fairfield Primary School	24
Elective Home Educated	1

School	Number of its pupils responding
Jenner Park Primary School	2
Llandough Primary School	5
Llangan Primary School	1
Llantwit Major Comprehensive School	248
Oak Field Primary School	1
Palmerston Primary School	1
Pencoedtre High School	1
Pendoylan CIW Primary School	1
Peterston Super Ely C.I.W. Primary	1
Rhws Primary School	18
Romilly Primary School	4
Ysgol Sant Baruc	1
Ysgol Sant Curig	3
South Point Primary School	5
St Athan Primary School	1
St Brides Major Church in Wales	3
St Cyres School	3
St David's CIW Primary School	1
St Helen's Catholic Primary School	2
St Illtyd Primary School	1
St Joseph's RC Primary School	6
St Richard Gwyn Catholic High School	1
St Helen's Catholic Primary School	1
Stanwell School	5
Sully Primary School	8
Victoria Primary School	1
Wells Cathedral School	1
Whitmore High School	1

School	Number of its pupils responding
Y Bont Faen Primary School	1
Ysgol Y Ddraig Primary and Nursery School	1
Ysgol Gymraeg Dewi Sant	2
Ysgol Pen y Garth	3
Ysgol Sant Baruc	1
Ysgol y Deri	7

### B.1 Activities that children and young people like to undertake when they are not at school

**408** young people aged 5 - 16 years, provided feedback on this theme. 'Gaming' (this included video games, Xbox and specific games such as Minecraft and Fortnite etc.) was the activity that the children and young people most frequently stated (17%) as the activity they like to do when they were not in school. Table 24 shows the activities that children and young people most frequently stated:

Table 24 - Most frequent activities that children and young people resident in the Vale like doing when they are not at school

Type of activity	Percentage who stated
Gaming	17%
Playing with/hanging out with my friends	15%
Playing football	10%
Sport	5%
Going to the park	5%

Two other *repeated* responses were:

- Playing/being outside
- Swimming

## B.2 Usage of formal out of school childcare

Table 25 below outlines the frequency with which this cohort of children and young people stated that they accessed a particular type of out of school childcare.

Table 25 - Frequency of usage of types of out of school childcare

Type of out of school childcare	Percentage accessing
After School Club	15%
Breakfast Club	7%
Holiday Club	2%
Childminder	2%
None of the above	77% (317)

## B.3 Types of activities young people would like to attend - *that are not around at the moment*

408 children/young people provided feedback on this theme. 26 children and young people stated that they would like more (local) football clubs. 31% (146) stated there was nothing/no type of club that they wanted. 60% (245) stated at least one type of activity and the most frequently stated activities are shown in Table 26 below:

Table 26 - Out of school activities responding children and young people would like to access

Type of out of school activity	Percentage wishing to access
Football	6%
Tennis	5%
Youth Club	4%
Art	3%
Don't know	4%

Other *repeated* responses were:

- Archery (7 respondents)
- Basketball (6 respondents)
- Outdoor activities (6 respondents)
- Boxing (6 respondents)

Focusing on the summer holidays, the activity that children and young people stated they would most frequently like to attend, that they felt was not around at the moment, was swimming 6%. This was followed in frequency by football (4%).

## **C Outcomes of Consultation with Schools**

The Welsh Government Childcare Sufficiency Assessment Guidance 2016 directs that Local Authorities should consult with their local stakeholders and that this should include local schools.

In the Vale of Glamorgan locality, there are:

- 2 Nursery Schools
- 38 English-medium primary schools
- 6 Welsh-medium primary schools
- 9 English-medium secondary schools
- 1 Welsh Medium School (3 – 19)
- 1 Special School.

In January 2021 all of the schools located in the Vale were invited to complete an online survey that focused on the theme of childcare and views on specific themes associated with the subject. A total of 33 schools (58%) submitted a response to the online survey and their collective feedback is summarised below.

Table 27 - the schools which responded were:

School	Ward
Albert Primary School	St. Augustine's
All Saints CIW Primary School	Illtyd
Barry Island Primary	Castleland
Bute Cottage Nursery School	St Augustine's
Cadoxton Primary School	Cadoc
Cogan Primary School	Cornerswell
Evenlode Primary School	Plymouth
Fairfield Primary School	Penarth
Jenner Park Primary School	Court
Llanfair Primary School	Cowbridge
llangan Primary School	Llandow/Ewenny
Llansannor & Llanharry CiW Primary	Cowbridge
Llantwit Major School	Llantwit Major
Oak Field Primary School	Gibbonsdown
Palmerston Primary School	Cadoc
Pendoylan CiW Primary School	Peterston-super-Ely
Peterston super Ely CIW Primary School	Peterston-super-Ely
St Andrew's Major CiW Primary School	Dinas Powys
St Brides Major School	St. Bride's Major
St David's CIW VA Primary School	Llandow/Ewenny
St Joseph's RC Primary School	Dinas Powys
St Nicholas CIW Primary School	Wenvoe
St Richard Gwyn	Cadoc
St. Helen's Catholic Primary School	Dyfan
Stanwell School	Stanwell
Victoria Primary School	Stanwell

School	Ward
Wick and Marcross C/W Primary School	St Bride's Major
Y Bont Faen Primary School	Cowbridge
Ysgol Gwaun y Nant	Gibbonsdown
Ysgol Gymraeg Bro Morgannwg - Cynradd (Primary)	Illtyd
Ysgol Iolo Morganwg School	Cowbridge
Ysgol y Ddraig Primary School	Llantwit Major
Ysgol Y Deri	Cornerswell
Albert Primary School	St. Augustine's

C.1 All (representatives of) schools were invited to state if they had childcare situated at their site. 94% stated that they did and Table 28 presents the frequency with which specific types of childcare were stated.

Table 28 - Frequency with which specific types of formal childcare were situated at schools

Type of childcare	Percentage of schools with this childcare on site
After School Club (school run)	27%
After School (privately run)	42%
Nursery Wraparound	15%
Playgroup/Cylch Meithrin	3%
Holiday Childcare	6%
Free Breakfast Club	73% <sup>11</sup>
Fee Payable Breakfast Club	27%
Flying Start childcare places	0
Other	21%

<sup>11</sup> It should be noted that 40 out of the VoG's 46 primary schools offer the free breakfast (87%). The remaining schools operate a private fee paying breakfast club. These responses to the 2022 CSA survey include secondary schools – which do not operate breakfast.

Table 28 outlines that a free (of charge) breakfast club is the most frequent type of formal childcare that is situated at a school in the Vale locality. This is followed in frequency by a privately run/contracted after school club.

- C.2 All representatives of (relevant) schools were invited to state whether they believed it was beneficial (for the school) to have childcare on-site: 84% of schools said that this was the case, with only three stating that they *did not* find it beneficial. Other specific feedback on the subject of having childcare on-site *included*:

*“It provides continuity of care for the children and for the families”.*

*“It makes life easier for parents. Children are used to the school environment from an early age which helps with: Welsh Language development; effective transition of pupils and information sharing between childcare setting and school”.*

*“It supports working parents but also gives enrichment opportunities and experiences for young people”.*

*“Children benefit from staying onsite for childcare as it is less disruption for them...It is easier for parents regarding managing childcare as there is no need to transfer from one setting to another. The childcare available can influence parents application to a school”.*

- C.3 Half of the representatives of schools stated that COVID-19 had affected the ability of their childcare to operate, particularly during the time when ‘bubbles’ were part of the COVID-19 risk assessment. This was most frequently due to concerns about: mixing groups and staff. Other specific feedback *included*:

*“We have had provisions running but with slightly reduced numbers due to concerns around contact”.*

*“We have run a private after school club previously. This has been unable to reopen due to staffing issues within their establishment... due to COVID-19”.*

*“There are clearly different priorities for our families no) and also financial constraints”.*

*“Prior to COVID there was a good 'uptake' of the afterschool club. Since COVID, less parents are accessing the facility. This is sometimes impacting on breaking-even, and loss of income for the school as our club still requires sufficient staffing levels”.*

C.4 Table 29 indicates the frequency with which specific childcare providers worked with a school to action school drop-offs and pick-ups.

Table 29 - Frequency with which specific types of formal childcare providers actioned drop-offs and or pick-ups

Type of childcare	Percentage of responding schools that denoted they worked with such a provider to action a drop-off and/or a pick-up
Childminder(s)	70%
Day Nursery(s)	55%
Playgroup/Cylch Meithrin	18%
Cylchoedd Meithrin	3%
Other <sup>12</sup>	6%

C.5 All representatives of schools were invited to state whether – in their personal opinion/experience – whether there was need for more of specific types of childcare places in their local/immediate area. Table 30 presents their collective responses.

Table 30 - Frequency with representatives personally believed that there was a 'need' for more types of childcare in their school's local area

Type of childcare	Percentage of representatives of schools that stated: Yes	Percentage of representatives of schools that stated: No	Percentage of representatives of schools that stated: Don't Know
After School Club	31%	46%	23%
Nursery Wraparound	36%	40%	24%
Playgroup/Cylch Meithrin	25%	33%	42%
Holiday Childcare (No Playscheme)	57%	25%	18%
Free Breakfast Club	21%	75%	4%
Fee payable Breakfast Club	5%	71%	24%
Flying Start childcare places	9%	36%	55%

Table 30 indicates out of school-type provisions are what representatives of schools believed (in their personal) opinion there was a need for further places of.

<sup>12</sup> Both Others were private sector after school clubs.

- C.6 All representatives of schools were invited to state whether – to the best of their knowledge – their school site may have an[y] available space at which a new childcare provision could potentially be established: 32% answered that it did (with three of these schools also being located in the Cadoc ward) and qualification to this response, *included*:

*“We are hoping that we will be able to develop our cafe as a Flying Start setting, giving our young children wraparound care”.*

*“Land adjacent to the Nursery could be developed”.*

*“We have an empty ‘nursery’ every afternoon, and we would love to start up a wraparound provision. However, there are staffing implications stopping us from getting this up and running”.*

All of the respondents that answered in the affirmative – including the representatives of the three schools situated in the **Cadoc ward** – confirmed that they would be pleased to receive advice and support with such a potential development.

- C.7 All representatives of schools were invited to state whether they were aware of the existence of the Family Information Service. 79% stated they were aware of the Vale of Glamorgan Family Information Service - and 21% evidently were not.

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Image 2 – Out of School Childcare provision locations in the Vale

data source – Care Inspectorate Wales CIW



Out of School Care in the Vale of Glamorgan (CIW Categories)

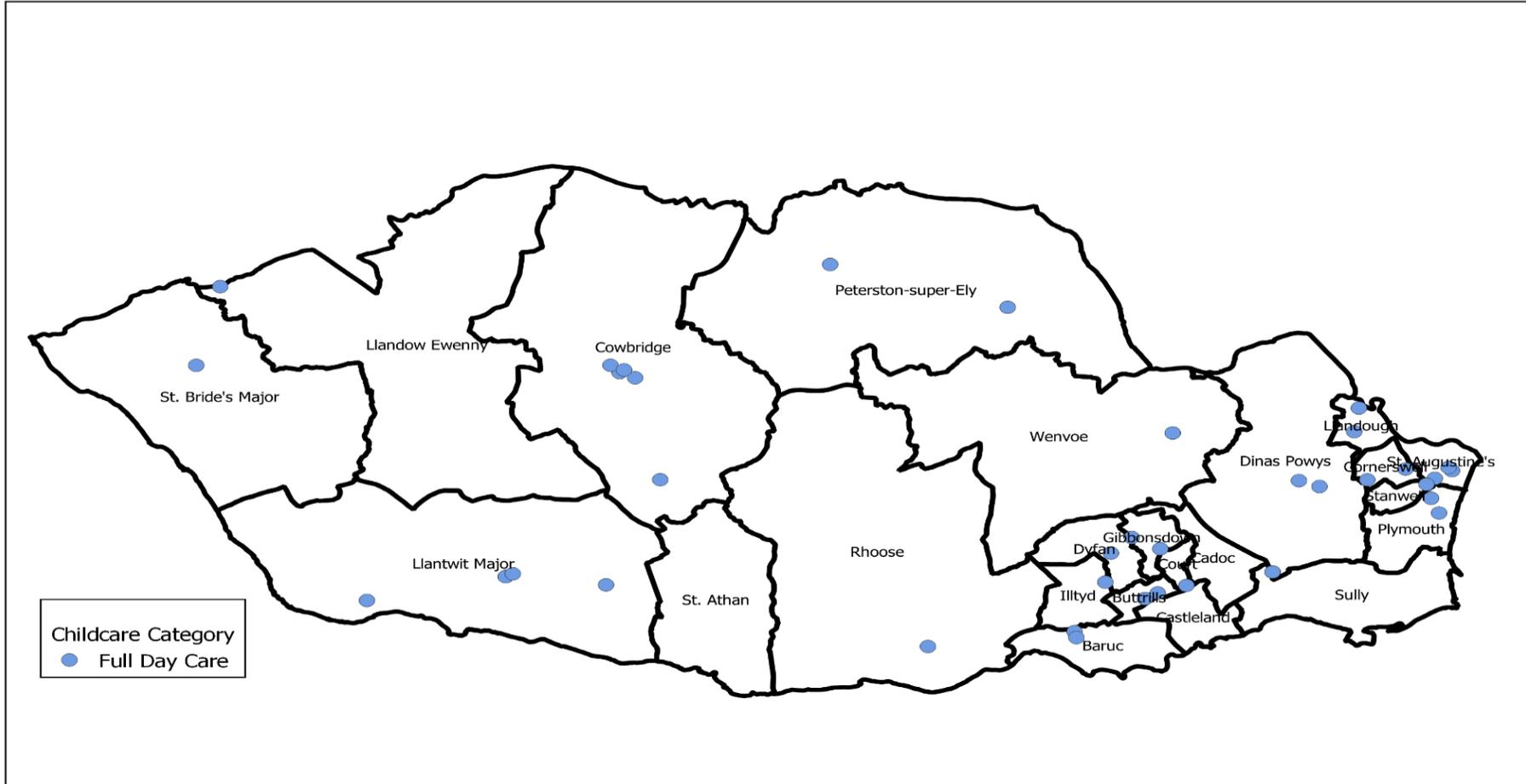


Image 3 – Full daycare provision locations in the Vale

data source – Care Inspectorate Wales CIW



Full Day Care in the Vale of Glamorgan (CIW Categories)



The following maps breakdown the childcare categories that CIW use further into services e.g. breakfast, after school club, playgroup etc

Image 4 – Sessional childcare provision locations in the Vale

data source – Family Information Service



Sessional Childcare in the Vale of Glamorgan

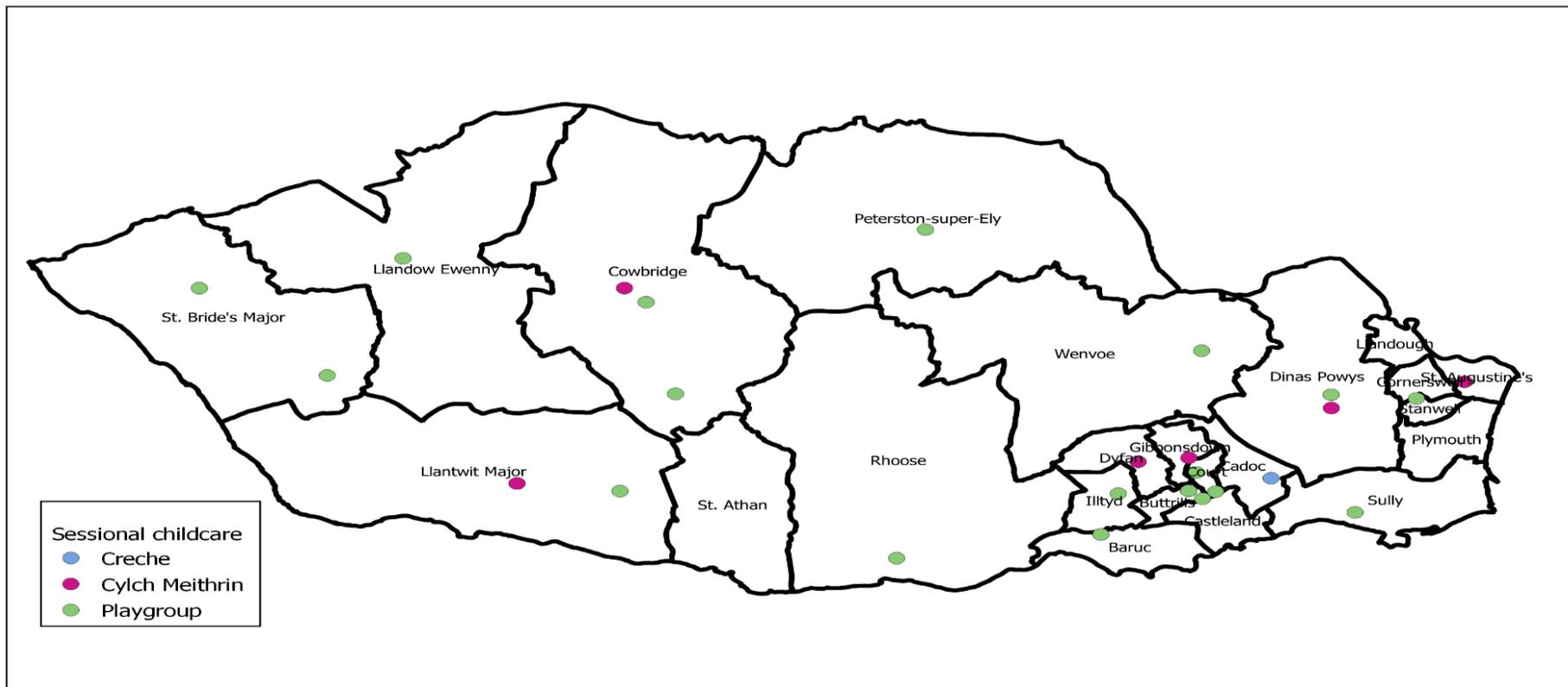


Image 5 – Day Nurseries locations in the Vale

data source – Family Information Service



Day Nurseries in the Vale of Glamorgan

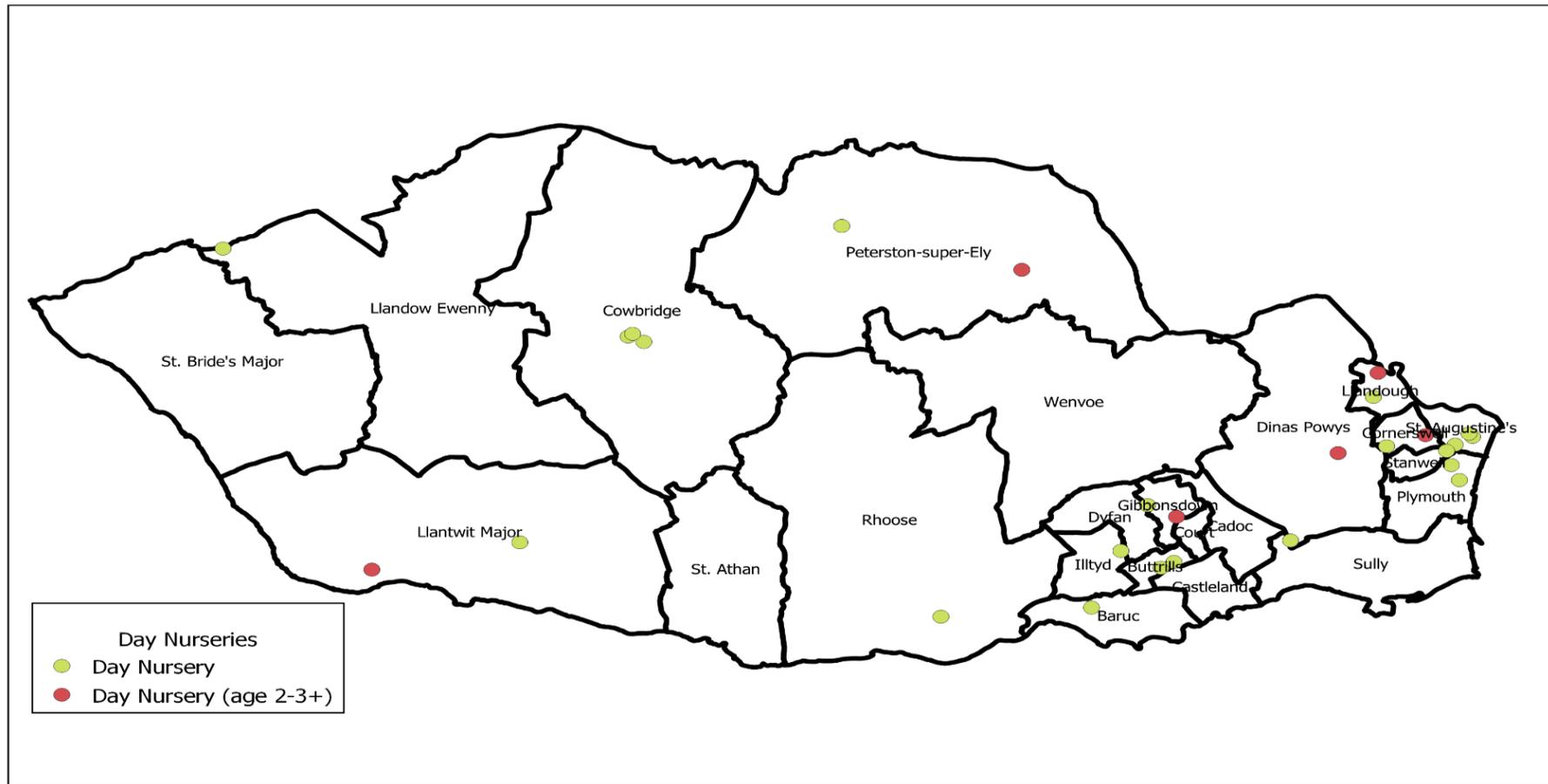


Image 6 – Childminder locations in the Vale

data source – Care Inspectorate Wales CIW



Childminders in the Vale of Glamorgan

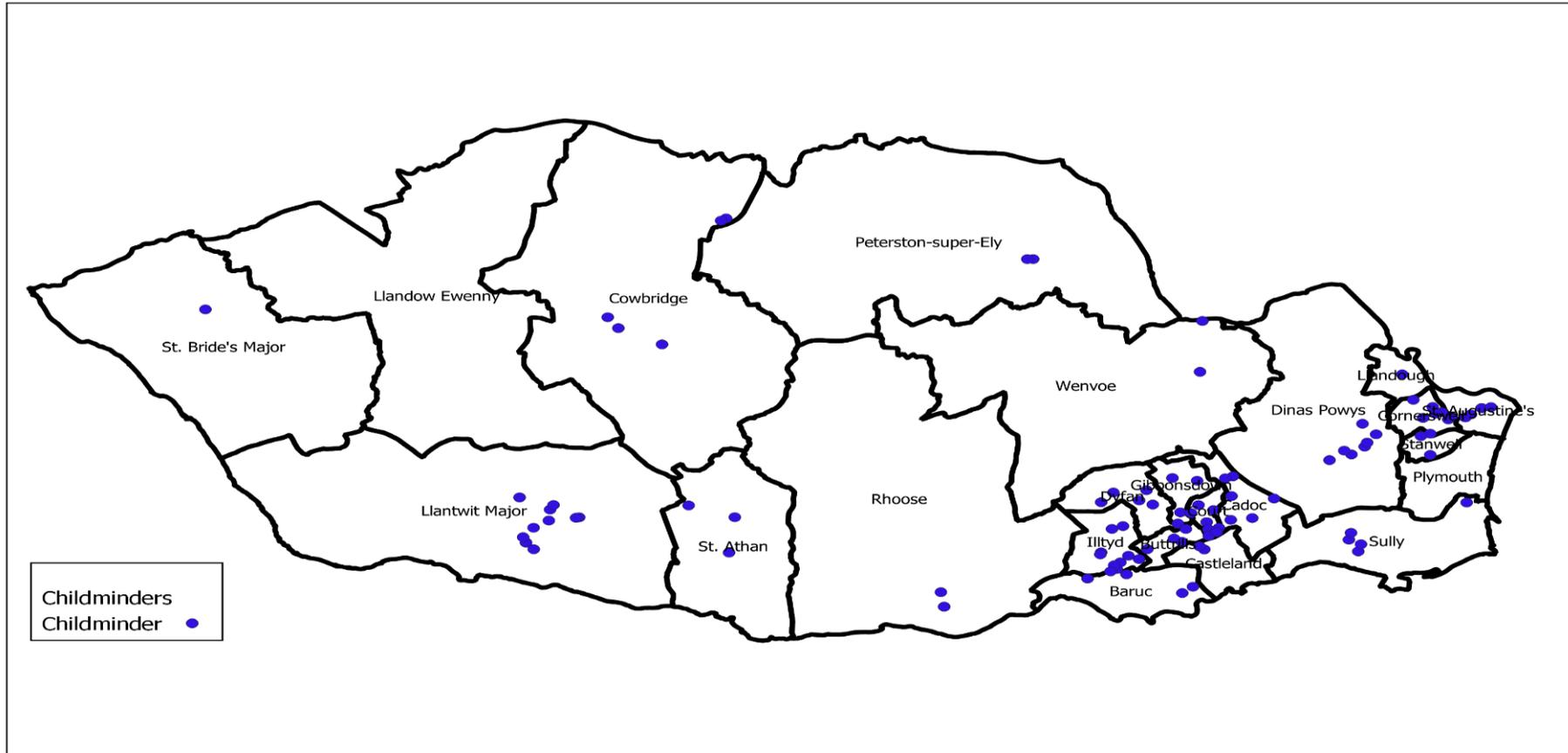


Image 7 – Out of School Childcare locations in the Vale

data source – Family Information Service



Out of School Clubs in the Vale of Glamorgan

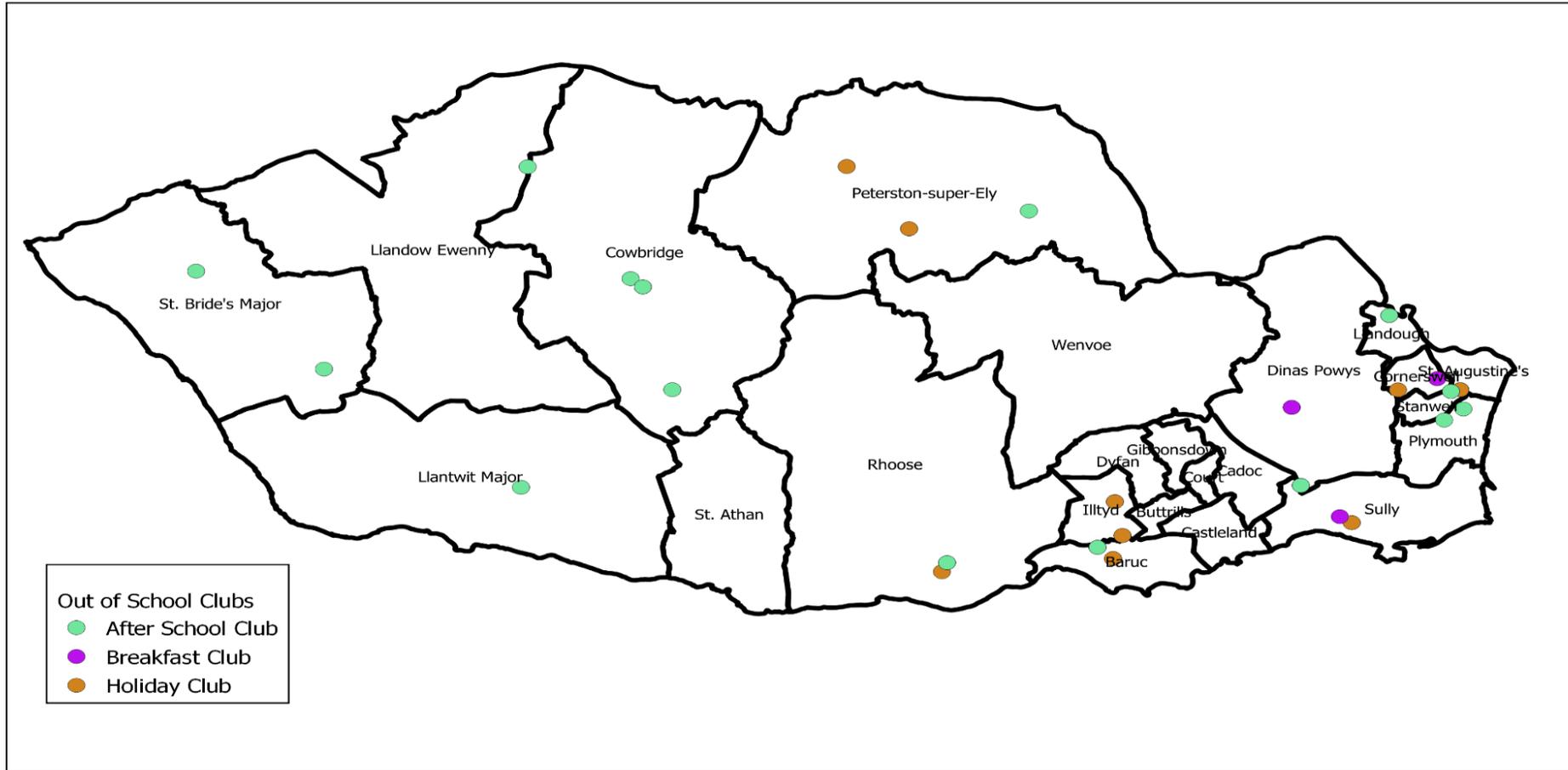
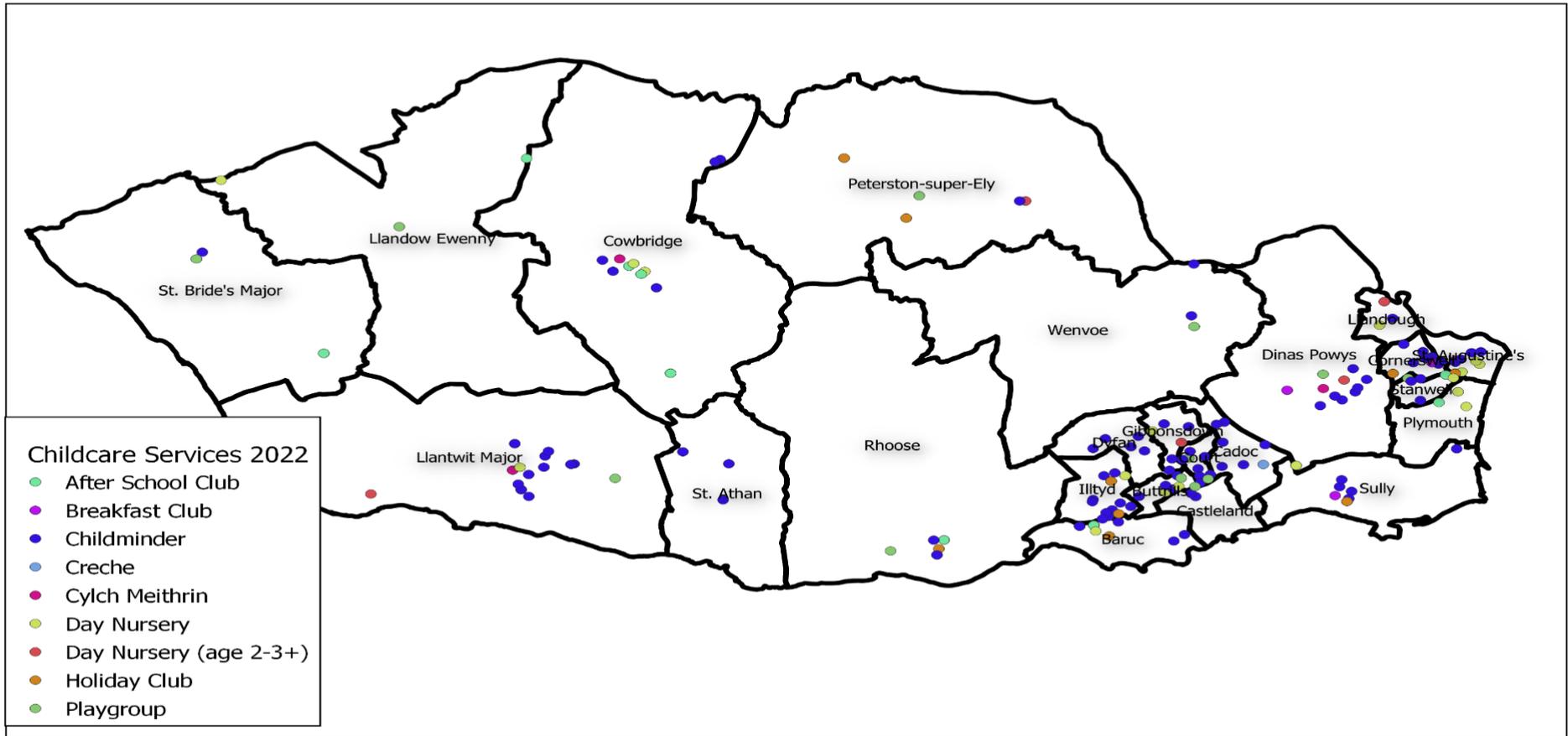


Image 8 – All Childcare locations in the Vale

data source – Family Information Service and Care Inspectorate Wales CIW



Childcare Services in the Vale of Glamorgan



## 8 Sustainability

The narrative and analysis below presents outcomes of the autumn 2021 structured survey with 109 childcare providers across the Vale of Glamorgan locality which focus on the theme of sustainability, including a review of how sustainability funding evidently supported the sector.

8.1 As part of Vale of Glamorgan Council's survey with early years childcare providers/settings in autumn 2021, each setting was invited to state if their business experienced (or continues to experience) issues as an outcome of COVID-19.

Diagram 7 - Incidence of issues being experienced by early years childcare providers/settings as an outcome of COVID-19

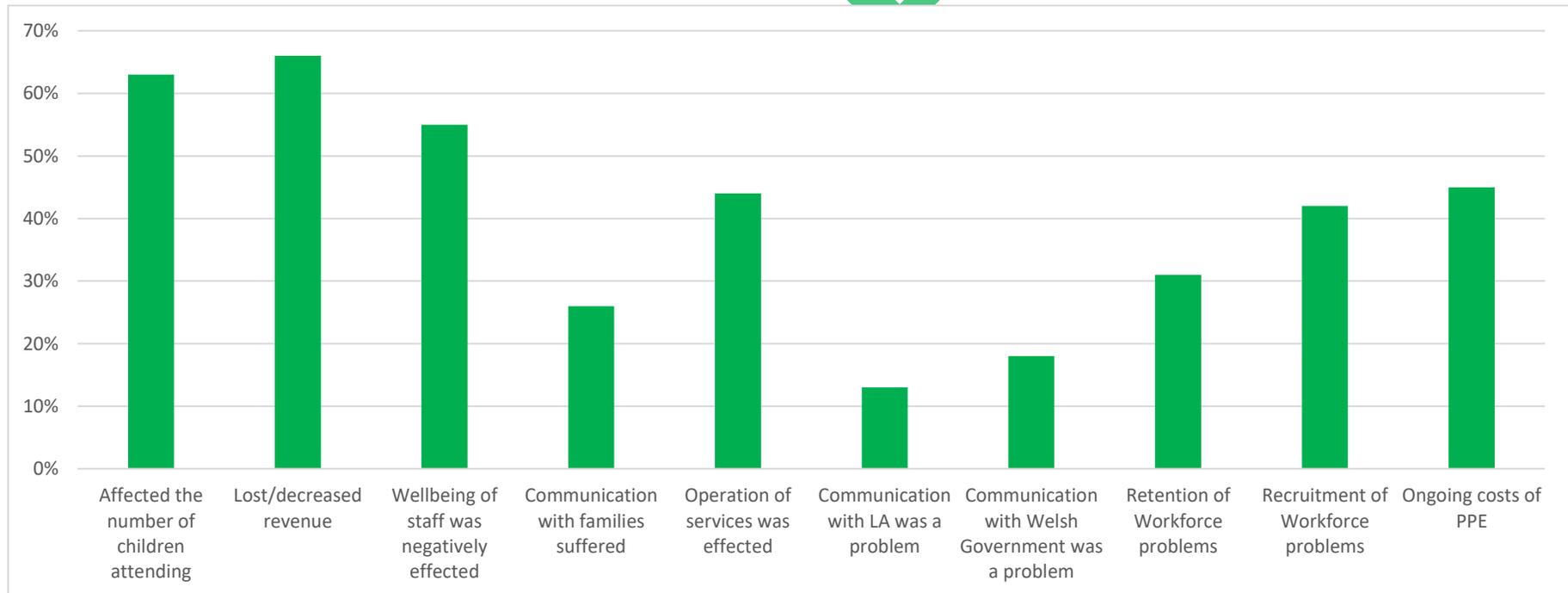


Diagram 7 shows early years childcare providers/settings collective feedback about the incidence of any issues or challenges experienced as an outcome of COVID-19.

The location that accounted for the highest incidence of a provider stating 'lost/decreased revenue' was the Barry locality. The location that accounted for the highest incidence of a provider stating 'affected the number of children' was also the Barry locality.

Diagram 8 - Incidence of issues being experienced by registered childminders as an outcome of COVID-19

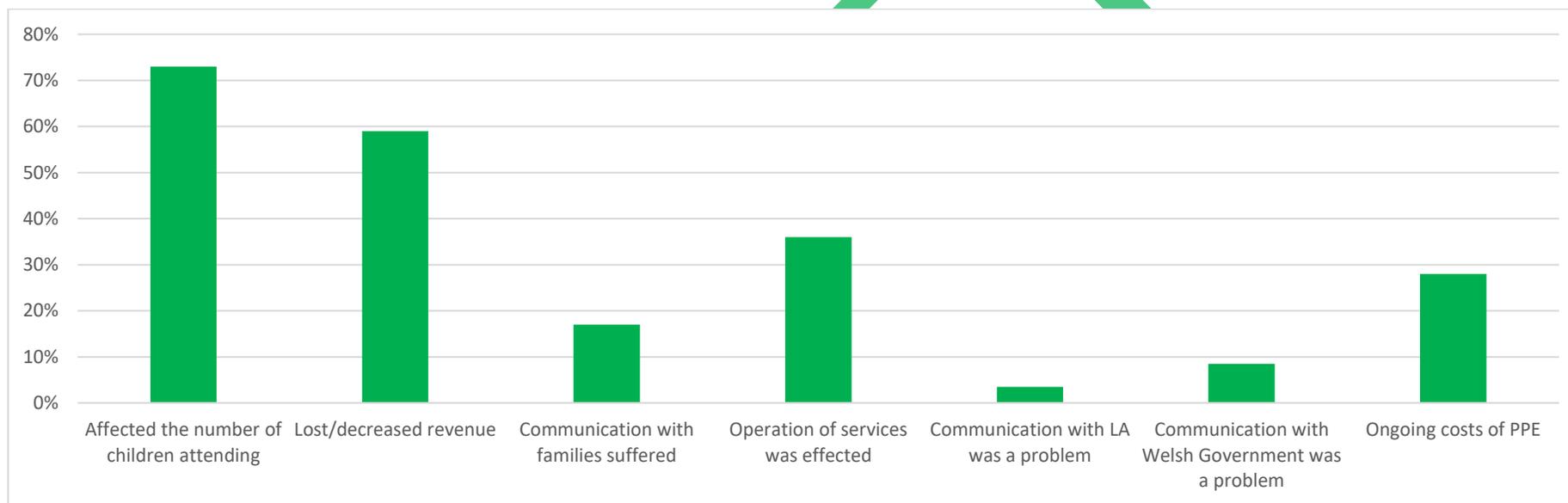


Diagram 8 shows registered childminders most frequently outlined how they had 'lost/decreased revenue' as an outcomes of the COVID-19 pandemic.

8.2 Only 13% of early years childcare providers/settings stated in autumn 2021 that they had to change their business model as an outcome of the COVID-19 pandemic. In majority of cases their adaptation was to *“being more flexible”*. One setting stated: *“providing a holiday club has increased our age range from 3-4 years to 3-7 years”*.

Only one out of school childcare provider stated in autumn 2021 that they had to change their business model as an outcome of the COVID-19 pandemic, and this was specifically that *“prices will need to go up in next 6 months to cover”*.

Finally, 28% of registered childminders stated in autumn 2021 that they had to change their business model as an outcome of the COVID-19 pandemic, with repeated adaptations being:

- Childminder started to take less children
- Childminder introduced greater flexibility aligned to their hours
- Childminder reacted to the fact that there was less ‘after school children’.

All of Vale of Glamorgan’s childcare providers were subsequently invited to state whether they/their setting would benefit from advice, support and/or training with short and/or medium term business modelling. 20% stated that they would and:

- 20% (of all responding childcare providers) stated that they would welcome support, training and advice with business modelling and sustainability strategies
- 10% stated that they would welcome support, training and advice with traditional marketing
- 15% stated that they would welcome support, training and advice with virtual marketing.

8.3 29% (i.e. almost one-third) of Vale of Glamorgan early years childcare providers stated that they had some type of plan(s) to continue to energise income generation - other than via getting back to a pre-COVID-19 occupancy levels. *Repeated* plans were:

- Undertaking more social media targeted marketing
- Undertaking fundraising campaigns
- Facilitating a (new) holiday playscheme
- Build a new website
- Extend session times.

It should be noted that in response **to this question**, three childminders stated (words to the effect) *“I have decided to look for a new job”*.

8.4 Each of the Vale of Glamorgan locality 's formal setting/group-based childcare providers were also asked in autumn 2021 whether they had any plans/intentions to increase their capacity/develop new provision over the forthcoming two years. 22% stated that they did have - and some of the intentions are summarised below:

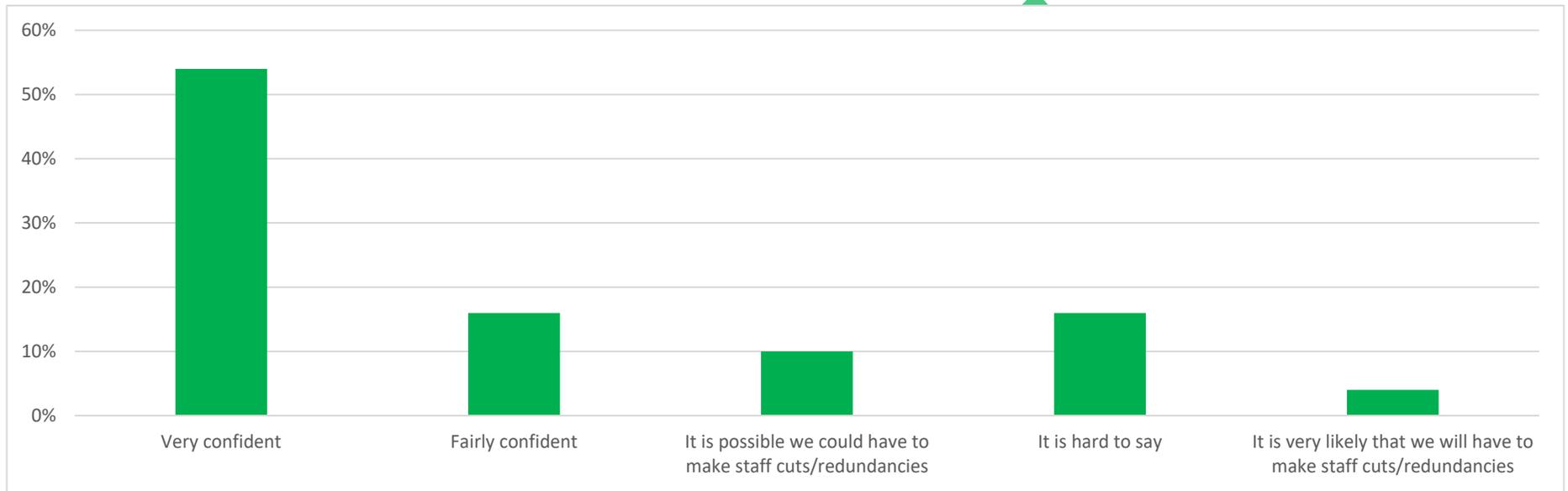
- A day nursery located in the Peterson-super-Ely ward stated that they had plans to expand by another approximately 20 places
- A day nursery located in the Buttrills ward stated that they had plans to extend the physical capacity of their settings
- A sessional care provider located in the Court ward stated that they had plans to "move to a new building"
- A sessional care provider located in the Cadoc ward stated that they were interested in increasing their capacity to c25 places
- A sessional care provider located in the St Athan ward stated that they were considering establishing a breakfast club
- A day nursery located in the Plymouth ward stated that they had plans to extend their capacity by 12 FTE places
- A sessional care provider located in the Illtyd ward stated that they had plans to extend their provision – however via an extension to their hours
- A holiday club located in the Penarth locality stated that they had plans to expand their business in to the Western Vale
- A sessional care provider located in the Llandough ward stated that they were considering establishing a new playgroup.

8.5 In autumn 2021, 14% of Vale of Glamorgan 's formal: (a) early years childcare providers and (b) out of school childcare providers stated that they had accessed the Coronavirus (COVID-19) Business Interruption Loan Scheme.  
24% of Vale of Glamorgan 's formal (a) early years childcare providers and (b) out of school childcare providers also stated that they had accessed the Coronavirus Bounce Back Loan Scheme.

8.6 However (significantly more), 62% of Vale of Glamorgan 's formal: (a) early years childcare providers and (b) out of school childcare providers stated that they had accessed the (pivotal) Coronavirus Job Retention Scheme (CJRS)...

8.7 ...All *relevant* (see 8.6 above): a) early years childcare providers and (b) out of school childcare providers were requested to state how confident they were in autumn 2021 that they would be able to retain their current staff team as an outcome of the conclusion of the Coronavirus Job Retention Scheme.

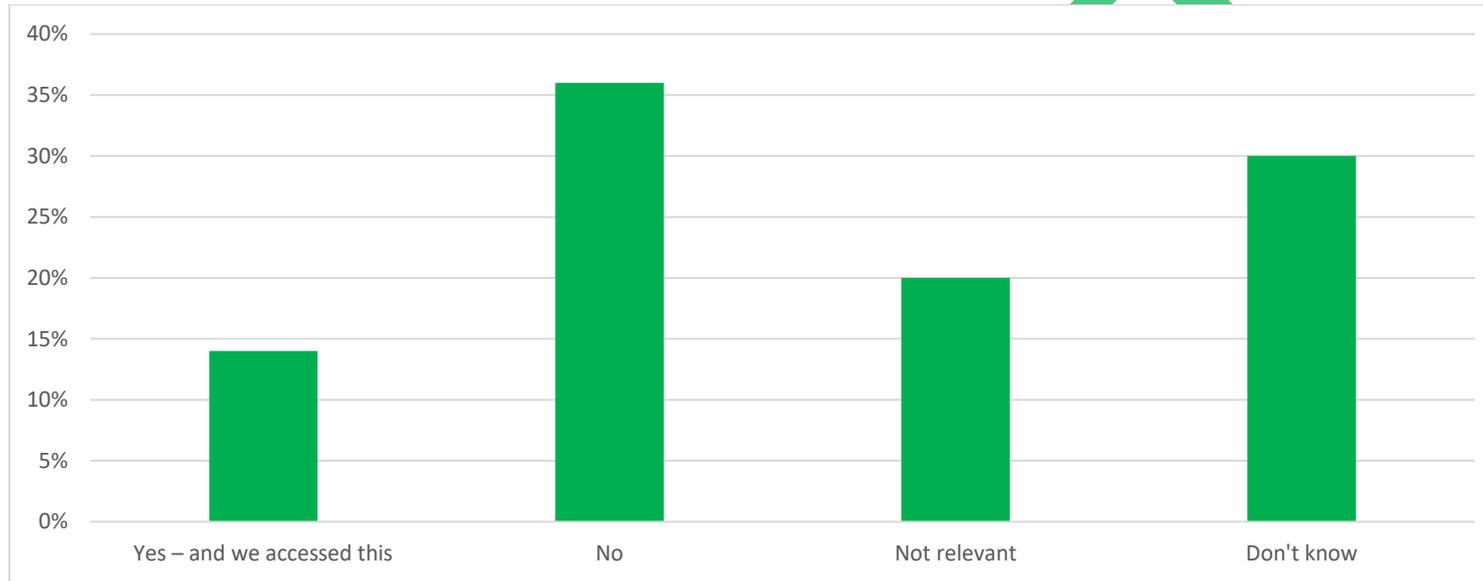
Diagram 9 - Levels of confidence in retaining staff



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8.8 Subsequently, Diagram 10 below indicates responses that were received from: (a) early years childcare providers and (b) out of school childcare providers about (their understanding about) eligibility for the Business Rates Relief/Holiday due to COVID-19.

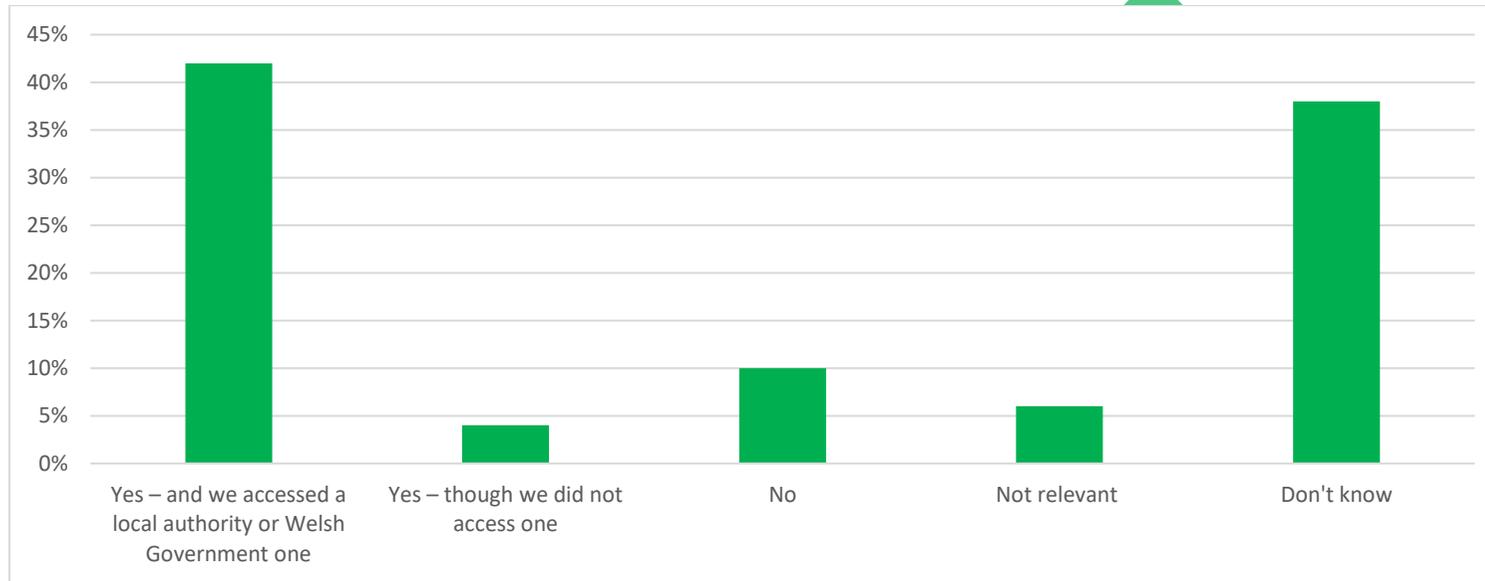
Diagram 10 - Responses from Vale of Glamorgan 's settings and groups about eligibility for the Business Rates Relief



It can also be noted that (only) 28% of responding early years childcare providers and out of school childcare providers stated that they were aware that the Business Rates Relief scheme was extended for 3 years until March 2025. The other 72% stated that they were not aware of this fact.

8.9 Setting-based childcare providers were asked if they had received a sustainability grant.

Diagram 11 - Feedback on sustainability grants



In order of frequency the origins of the grants that were accessed were:

- Vale of Glamorgan Council – Childcare Sustainability Grant
- Childcare Offer Capital Grant
- PPE Grant

Feedback about grants from settings/groups was positive and included:

*“We got the Sustainability Grant which was extremely helpful”.*

*“The grants have been great help towards enhancing the environment and recovering old/worn toys and equipment” – and similarly:  
“Accessing the grants was really straightforward, the money has really helped my setting especially replacing broken and worn toys”*

*“It was a simple process, and we acquired lots of new resources to help us through COVID-19 and the grant gave us a much needed boost covering the cost of long overdue works we were not in a position to fund. It really relieved the financial pressure”.*

8.10 In autumn 2021, all childcare providers were invited to confirm a length of time aligned to how long they expected to continue to be providing childcare:

Diagram 12 - Responses from : (a) early years childcare providers and (b) out of school childcare providers on length of time they expected to continue in business

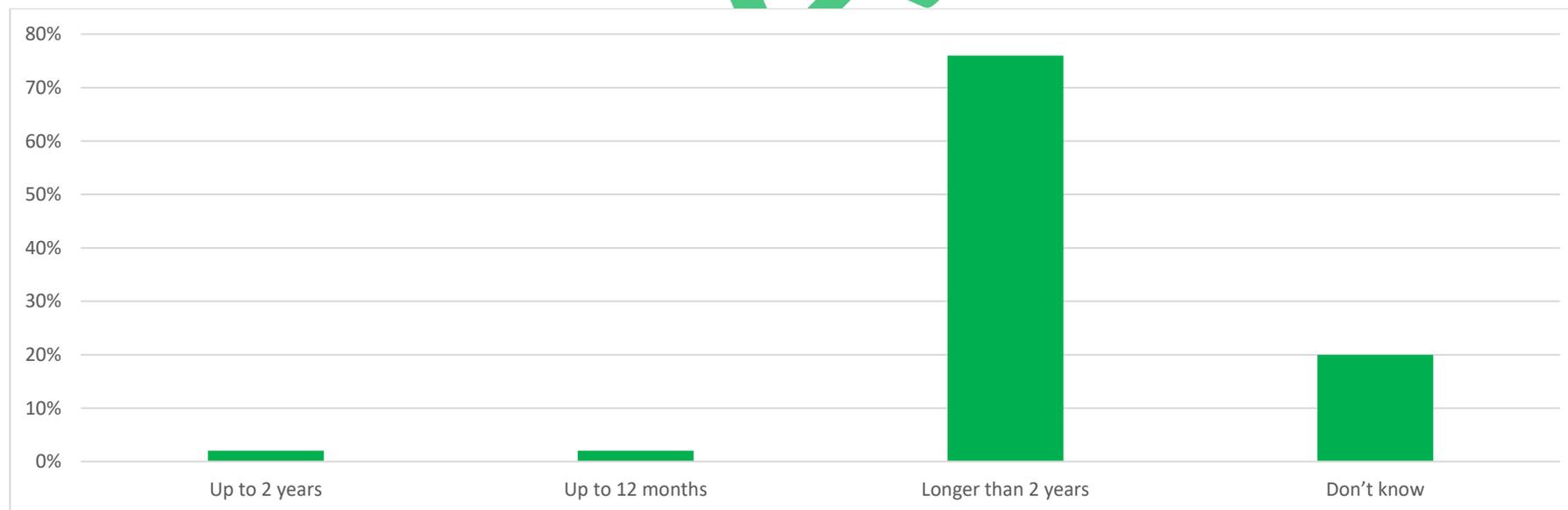
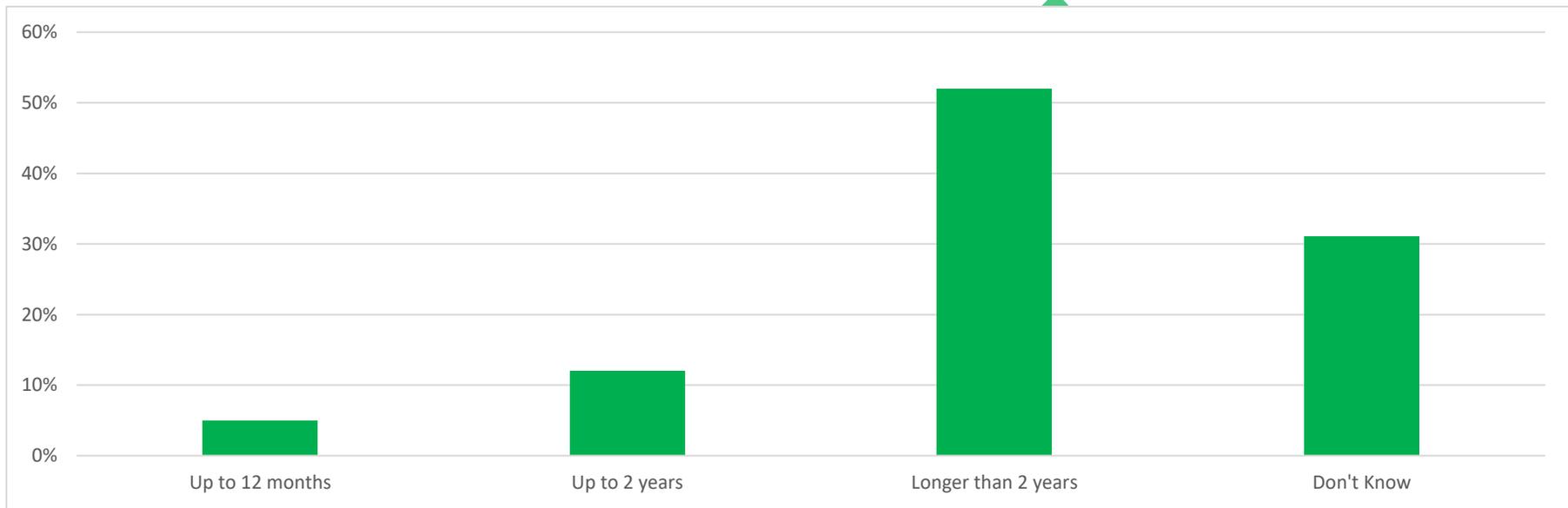


Diagram 13 - Responses from registered childminders on the length of time they expected to continue in business



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8.11 Early years childcare providers and out of school childcare providers were invited to summarise details on plans aligned to **sustainability** over the next 18 months (up to spring 2023).

Table 31 - Incidence of plans aligned to the theme of ongoing sustainability and support to families, up to spring 2023 (early years childcare providers and out of school childcare providers)

Increase your fees for paid places/provision?		
Yes plans in place = 48%	No plans, but maybe = 36%	No plans – will not happen/ No Response = 16%
Further enhance provision for children with additional learning needs?		
Yes plans in place = 34%	No plans, but maybe = 50%	No plans – will not happen/ No Response = 16%
Extend your opening hours?		
Yes plans in place = 6%	No plans, but maybe = 26%	No plans – will not happen/ No Response = 68%
Expand the number of Welsh-medium places that are offered?		
Yes plans in place = 4%	No plans, but maybe = 42%	No plans – will not happen/ No Response = 54%
Help better meet the needs of shift workers/those who work outside typical office hours?		
Yes plans in place = 6%	No plans, but maybe = 32%	No plans – will not happen/ No Response = 62%

Table 32 - Incidence of plans aligned to the theme of ongoing sustainability and support to families, up to spring 2023 (childminders)

Increase your fees for paid places/provision?		
Yes plans in place = 15%	No plans, but maybe = 48%	No plans – will not happen = 37%
Further enhance provision for children with additional learning needs?		
Yes plans in place = 5%	No plans, but maybe = 62%	No plans – will not happen = 33%
Extend your opening hours?		
Yes plans in place = 3.5%	No plans, but maybe = 17%	No plans – will not happen = 79.5%
Expand the number of Welsh-medium places that are offered?		
Yes plans in place = 7%	No plans, but maybe = 27%	No plans – will not happen = 66%
Help better meet the needs of shift workers/those who work outside typical office hours?		
Yes plans in place = 10%	No plans, but maybe = 27%	No plans – will not happen = 63%

8.12 Essentially, all (representatives of) Vale of Glamorgan-based childcare providers were invited to state what their setting would most welcome as **continued** support, advice and guidance from Vale of Glamorgan Council over the forthcoming year 2022. The three repeated types of feedback were (in order of frequency):

1. Keeping providers aware about *financial support* and *sustainability grants*
2. Advice and support aligned to ALN children and relevant training, including for “*managing behaviour*” and “*giving ALN a voice*”
3. Help with staff recruitment – aligned to feedback *including*:  
“*Help with recruiting staff as it is proving to be a real **struggle***” and:

“*We are **struggling** with the recruitment of staff, including as the salary isn't enough; we are personally trying to encourage more men into childcare and to making childcare a more attractive option as a career*”.

8.13 Finally, with regard to theme of sustainability, it can be noted that during the period March 2020 – March 2022:

- In terms of early years childcare provisions, there were five new CIW registrations and three CIW de-registrations within the Vale of Glamorgan locality
- In terms of registered childminders, there were four new CIW registrations and CIW twenty-two de-registrations within the Vale of Glamorgan locality and;
- In terms of out of school childcare provisions, there were three new CIW registrations and two CIW de-registrations within the Vale of Glamorgan locality.

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## 9 Cross Border analysis

9.1 A number of Vale of Glamorgan-based resident children access the Childcare Offer at a setting located outside of the locality:

Table 33 - Incidence of Vale of Glamorgan-resident children accessing a Childcare Offer place outside of the local authority area

Source: VoG 2022

Local Authority	Number of providers	Number of children
Bridgend	9	6
Cardiff	37	68
Carmarthenshire	1	0
Newport	1	2
Rhondda Cynon Taf	7	3
Swansea	1	0
<b>Totals</b>	<b>56</b>	<b>79</b>

Essentially, out of 959 Vale-resident children accessing the Childcare Offer in Spring 2022, 880 accessed the Offer at a childcare provider based in the Vale (with a total of 155 Vale providers registered) and 79 accessed the Offer at a setting located outside of the Vale, most frequently in Cardiff.

Table 34 outlines the number of children that live outside the Vale but are accessing a childcare provider within our local authority area.

Table 34 - Number of children that live outside the Vale but are accessing a childcare provider within the Vale itself

Local Authority	Number of providers	Number of children
Bridgend	4	5
Cardiff	24	19
Rhondda Cynon Taf	5	16
Total	<b>33</b>	<b>40</b>

## 10 COVID-19

The Vale of Glamorgan Council recognises that COVID-19 presented huge challenges for the locality's early years and childcare sector. Those challenges were multi-faceted, sometimes complex, and more often than not were aligned to the inter-related themes of occupancy and sustainability. It is evident that the early years and childcare sector in the Vale has demonstrated impressive resilience and losses of providers have not been significant – however effects of the pandemic have indeed been observed...

- 10.1 National research undertaken during the period 2020 – early 2022 is showing that the mental health and wellbeing of: (a) proprietors and (b) staff at all levels within the childcare businesses is being affected by the challenges created by COVID-19.

As part of the autumn 2021 survey with Vale of Glamorgan locality-based childcare providers, the local authority asked whether respondents had seen any examples of COVID-19 related mental health problems, including aligned to stress and anxiety about (COVID-themed) sustainability?

23% of actual respondents representing childcare providers (typically childminders, proprietors and managers) stated that they had personally experienced mental health challenges and/or anxiety.

30% of relevant respondents stated that there had been examples of team members experiencing mental health challenges and/or anxiety.

Feedback from representatives of early years childcare and out of school childcare providers *included*:

*“The uncertainty of working with very young children that staff couldn't socially distance from caused lots of anxiety particularly at the beginning of the pandemic... We [local authority officers/staff] have our own Council Care First support”.*

*“A free helpline to share with staff would help. Support to recruit more staff would also help with my anxiety over my business”.*

*“Allocated funding for wellbeing that can be used for counselling, would be a welcome idea”.*

Feedback from childminders *included*:

*“During COVID-19 I was not eligible for anything because of my husband's job, but if there was more information about grants that we are eligible for as childminders that would help with my continuing anxiety and financial worry”.*

*“**Specific** playgroups or playschemes for childminders to attend with each other, could act as an added layer of support”.*

*“I am currently [in December 2021] isolating now as my husband has COVID-19. I have applied once for an ‘isolation grant’ and that helped, but will I get it again?”*

- 10.2 All childcare providers were invited to state how they would broadly classify how their parents/families were feeling in terms of their child(ren) (re)attending your setting, aligned to COVID-19.

75% of respondents stated that: The majority seem to be happy now, with the only 6.5% stating: it is a fairly even split between those in favour, and those with continuing concerns.

- 10.3 Additionally, the July 2021 SASS Self Assessment of Service Statement responses highlighted how:

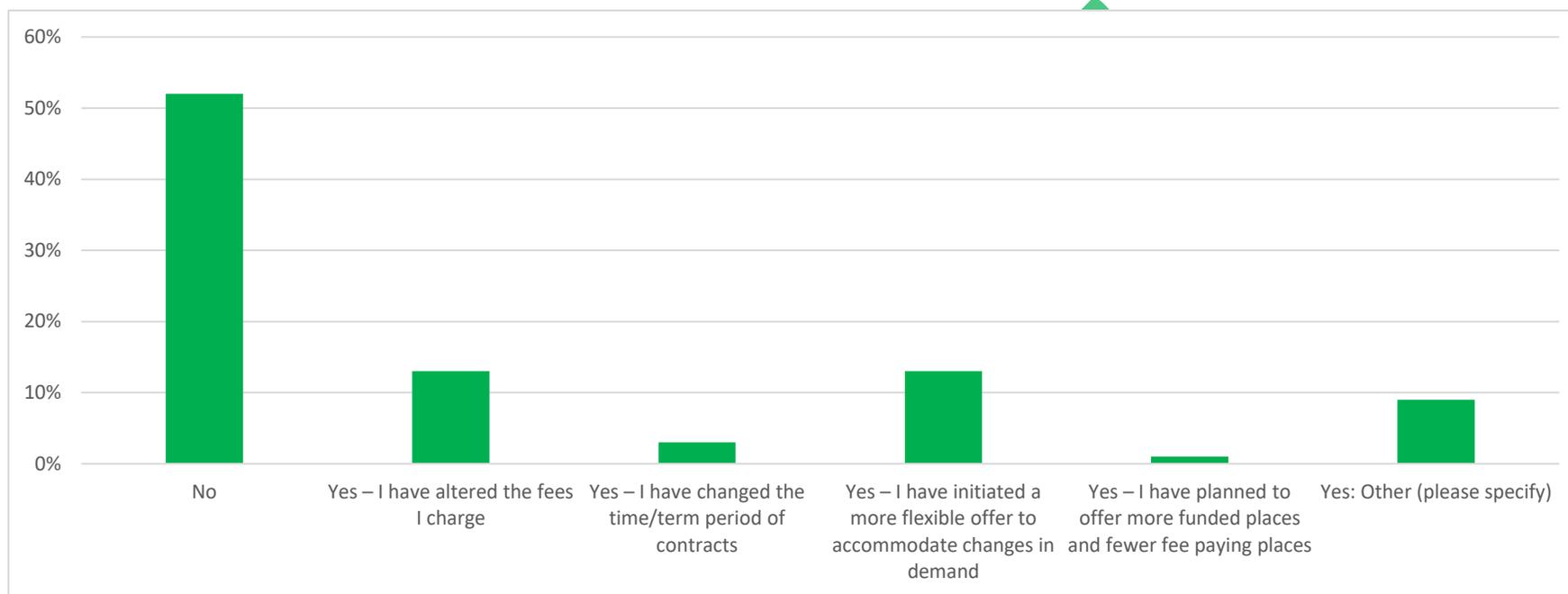
59% of responding childcare providers stated that they had had to close at some point in time – up to that date – as a result of COVID-19.

24% of responding childcare providers stated that they had seen positive case(s) of COVID-19 before July 2021, with 41% of such providers stating that they had had at least one staff member that had contracted COVID-19 (too, as well as the[ir] children).

- 10.4 40% of all childcare providers stated that, in July 2021, they were not operating at full capacity as a result of COVID-19.

- 10.5 All childcare providers that responded to the autumn 2021 survey were requested to state whether they made any contractual changes with any parents/carers as a result of COVID-19?

Diagram 14 - Incidence of contractual changes made by Vale of Glamorgan childcare providers aligned to COVID-19



10.6 All childcare providers that responded to the autumn 2021 survey were requested to state whether they would welcome any further advice or support in terms of a COVID-19 ‘protect your setting’ policy/risk assessment, or a staff and parent policy/protocol. (Only) 13% stated that they would - and the requests from these childcare providers included:

*“Sometimes just a template of good practice or risk assessment to amend would be relevant to me”.*

*At Government level, we were told one thing and parents believed another. I had parents arguing about policy at my front door”.*

## 11 Population, Demographics and Socio-Economic Profile

11.1 Table 35 outlines the population of 0-14 year olds aligned to each ward in the Vale of Glamorgan locality as forecast by the Mid-2020 Population Estimates for 2020 Wards and 2021 LAs in England and Wales by Single Year of Age and Sex.

**Table 35 - Population of 0-14 year olds in Vale of Glamorgan wards and its three districts**

Source: Mid-2020 Population Estimates for 2020 Wards and 2021 LAs in England and Wales by Single Year of Age and Sex

Ward name	Under 2 year olds	2 year olds	3-4 year olds	5-7 year olds	8-11 year olds	12-14 year olds	Totals
<b>Barry district</b>							
Baruc	158	89	164	233	323	242	1,209
Buttrills	149	92	184	269	333	246	1,273
Cadoc	265	136	254	370	535	397	1,957
Castleland	134	85	146	185	267	180	997
Court	141	78	164	263	313	193	1,152
Dyfan	144	79	133	169	257	177	959
Gibbonsdown	158	90	177	279	438	228	1,370
Illtyd	171	100	193	312	447	268	1,491
<b>Eastern Vale</b>							
Cornerswell	122	58	120	193	272	195	960
Dinas Powys	132	98	161	241	340	221	1,193
Llandough	36	11	33	51	85	98	314
Plymouth	65	59	102	153	315	247	941
St. Augustine's	118	57	153	229	314	211	1,082
Stanwell	97	55	123	215	311	225	1,026
Sully	71	30	99	183	209	167	759
<b>Western Vale</b>							
Cowbridge	100	57	132	204	260	224	977
Llandow/Ewenny	48	26	67	100	117	114	472
Llantwit Major	164	93	206	353	494	351	1,661

Ward name	Under 2 year olds	2 year olds	3-4 year olds	5-7 year olds	8-11 year olds	12-14 year olds	Totals
Peterston-super-Ely	30	18	43	67	137	117	412
Rhose	109	58	110	246	358	245	1,126
St. Athan	90	69	123	176	251	201	910
St. Bride's Major	67	38	88	110	131	98	532
Wenvoe	78	31	66	107	131	86	499
<b>Total Vale of Glamorgan</b>	<b>2,647</b>	<b>1,507</b>	<b>3,041</b>	<b>4,708</b>	<b>6,638</b>	<b>4,731</b>	<b>23,272</b>

Table 35 confirms that – in 2020 – the five wards accounting for the highest number of resident 0-14 year olds and residents across all age six categories were:

1. Baruc ward
2. Cadoc ward
3. Llantwit Major ward
4. Illtyd ward
5. Gibbonsdown ward

11.2 Additionally Table 36 below indicates that the *ward* accounting for the highest number of resident 2-3 year olds is the Cadoc ward, followed in frequency by the Illtyd ward.

**Table 36 - Population of (a combination of) 2-3 year olds in Vale of Glamorgan wards**

Source: Mid-2020 Population Estimates for 2020 Wards and 2021 LAs in England and Wales by Single Year of Age and Sex

Ward name	2&3 year olds
<b>Barry District</b>	
Baruc	177
Buttrills	180
Cadoc	250
Castleland	152
Court	119
Dyfan	150
Gibbonsdown	122
Illtyd	175
<b>Eastern Vale</b>	
Cornerswell	147
Dinas Powys	175
Llandough	200
Plymouth	22
St. Augustine's	53
Stanwell	191
Sully	35
<b>Western Vale</b>	
Cowbridge	109
Llandow/Ewenny	122
Llantwit Major	123
Peterston-super-Ely	136
Rhose	84

Ward name	2&3 year olds
St. Athan	116
St. Bride's Major	82
Wenvoe	60
<b>Total Vale of Glamorgan</b>	<b>2,647</b>

Table 37 below shows population levels in 2020 *within the LSOAs* within which resident (and relevant) families can qualify to access the Flying Start programme.

**Table 37 - Population of 2-3 year olds in Vale of Glamorgan LSOAs**

Source: 2020 ONS

LSOA	Population of 2 year olds	Population of 3 years olds	Total
Buttrills 2	17	19	36
Buttrills 3	16	25	41
Cadoc 1	15	22	37
Cadoc 2	25	20	45
Cadoc 3	20	19	39
Cadoc 4	24	16	40
Cadoc 5	10	19	29
Cadoc 6	40	39	79
Castleland 1	25	33	58
Castleland 2G	24	26	50
Castleland 2H	15	16	31
Court 1	26	30	56
Court 2	15	24	39
Court 3	28	25	53
Gibbonsdown 1	14	22	36
Gibbonsdown 2	28	25	53

LSOA	Population of 2 year olds	Population of 3 years olds	Total
Gibbonsdown 3	20	13	33
Gibbonsdown 4	29	29	58
Illtyd 2	13	16	29

- 11.2 **Population projections published by the Welsh Government in 2018<sup>13</sup> reported that the population of the Vale of Glamorgan is forecast to increase by 6% during the period 2018-2028.** Accompanying these forecasts was a narrative that *the largest percentage increases in the population are projected to be in Newport (up 7.2%), the Vale of Glamorgan (up 6%) and Bridgend (up 4.6%).* The same source estimates that from 2019-2039, principal projections estimate that the Vale of Glamorgan's population will grow by 3.9% or 5,501 people. Essentially, this means that by 2028 there could be approximately 365 more 0-4 year olds resident in the Vale and approximately 838 more 5-14 year olds resident in the Vale.

The Vale of Glamorgan overall is divided into three Community Areas - these are 1. Barry, 2. Eastern Vale and 3. Western Vale. These community areas include the four distinct town centres of the Vale of Glamorgan: Barry, Penarth (Eastern Vale), Llantwit Major (Western Vale) and Cowbridge (Western Vale). 41% of the Vales population live in the Barry locality, 31% live in the Western Vale locality and 28% live in the Eastern Vale locality. In terms of the overall population, Barry remains the most populous area of the Vale with 55,070 people estimated to live there in 2020. In 2020 it was estimated that the 0-15 year age cohort for the Vale overall had increased 23,683 in 2015 to 24,917 in 2020 – a growth rate of 5.1%.

- 11.3 In terms of birth rates for the Vale of Glamorgan locality, Table 38 overleaf details metrics in each of the localities wards for the year 2019 – i.e., children who will now be of (or approaching) Flying Start programme age.

<sup>13</sup> <https://gov.wales/sites/default/files/statistics-and-research/2020-08/subnational-population-projections-2018-based-280.pdf>

**Table 38 – Year 2019 birth rates for the Vale of Glamorgan locality**

Source: ONS 2020

Ward name	2019 Birth rate/number
Baruc	88
Buttrills	63
Cadoc	101
Castleland	64
Cornerswell	50
Court	81
Cowbridge	28
Dinas Powys	82
Dyfan	57
Gibbonsdown	67
Illtyd	71
Llandough	18
Llandow/Ewenny	8
Llantwit Major	78
Peterston-super-Ely	11
Plymouth	29
Rhose	47
St. Athan	46
St. Augustine's	52
St. Bride's Major	29
Stanwell	54
Sully	40
Wenvoe	38
<b>Total Vale of Glamorgan</b>	<b>1,202</b>

Table 38 indicates that the ward with the highest number of new births pre-pandemic was Cadoc, followed in frequency by the ward of Baruc.

11.4 Table 39 shows inflow migration and outflow migration aligned to the Vale of Glamorgan locality for the period 2018-2020. The Table indicates that inflow, in particular international inflow was higher than outflow of people. Previous years had shown an identical incidence and the proportion of inflow in comparison to outflow had been increasing year-to-year.

Source: ONS 2019

		Mid 2018 – Mid 2020			
Vale of Glamorgan	Mid-2019 Pop Estimate = 133,587	Long-term International Migration		Internal Migration (within UK)	
		Inflow	Outflow	Inflow	Outflow
		415	205	5,935	4,692
	Mid-2020 Pop Estimate = 135,295	Long-term International Migration		Internal Migration (within UK)	
		Inflow	Outflow	Inflow	Outflow
		409	148	5,506	3,888

11.5 In terms of ethnicity, Table 40 indicates that number of children who were resident in the locality in 2019 from specific backgrounds.

Table 40 - number of children and young people resident in the Vale of Glamorgan locality in 2019 from specific ethnic backgrounds

Source: ONS 2019

Age	White	White British	Mixed	Asian	Black	Other
0	1,173	1,162	35	31	6	4
1	1,314	1,302	40	35	6	4
2	1,416	1,403	42	38	7	5
3	1,384	1,371	41	37	7	4
4	1,473	1,459	44	39	7	5
5	1,428	1,415	42	38	7	5
6	1,441	1,427	42	39	7	5
7	1,555	1,540	46	41	7	5
8	1,511	1,496	45	40	7	5
9	1,584	1,558	60	29	3	2

Age	White	White British	Mixed	Asian	Black	Other
10	1,537	1,522	42	45	7	5
11	1,613	1,586	50	38	8	7
12	1,519	1,494	65	53	4	7
13	1,419	1,397	57	43	0	1
14	1,478	1,464	31	43	3	6

As measured by the Annual Population Survey for the Vale, the percentage of people recording that they are Black, Asian or Minority Ethnic in the locality has been between 2-3% since 2005. In the Year ending December 2020 it was estimated that 2.1% of the Vale of Glamorgan's population were from a Black, Asian or Minority Ethnic background, this compares to 5.5% for Wales as a whole. This differs from the picture at the Welsh national level where the percentage of people recording that they are Black, Asian or Minority Ethnic has been increasing steadily.

11.6 Vale of Glamorgan has a relatively low number of Welsh speakers, with approximately 20% of residents being able to speak Welsh – the fifth lowest percentage in Wales.

In terms of the incidence of Welsh speakers in the Vale of Glamorgan locality the repository StatsWales indicates that in 2019, consequently almost 1:5 of the Vale of Glamorgan population were able to speak Welsh – Table 41:

Source: Stats Wales: <https://statswales.gov.wales/Catalogue>

Area	All aged 3 years or over	Yes, can speak Welsh	No, cannot speak Welsh	Percentage of people who say that they can speak Welsh
Wales	3,025,400	892,500	2,131,600	29.5%
Vale of Glamorgan	124,600	24,300	100,300	19.5%

Indeed, between the 2001 and 2011 Census there was a fall in the percentage of people able to speak Welsh recorded in the Vale of Glamorgan. The percentage of people aged 3 and above able to speak Welsh fell from 11.2% in 2001 to 10.8% in 2011. This fall can be accounted for in a decrease in the proportion of people aged 75 and over able to speak Welsh in the Vale. When broken down to LSOA level, there are no obvious trends in the distribution of people who can speak Welsh across the Vale of Glamorgan. Llandow and Eweny recorded the highest number of Welsh speakers in the Vale of Glamorgan at 14.8%, followed by Baruc 2 LSOA at 14.5% and Wenvoe 1 LSOA at 14.4%.

- 11.7 In 2011, the Vale of Glamorgan had the largest Armed Forces population in Wales with 1,143 people aged 16 and over in the Armed Forces and resident in the Vale of Glamorgan. The number of armed forces population resident in the Vale of Glamorgan is linked to MOD base St Athan in the eponymous ward.
- 11.8 The Vale of Glamorgan Local Development Plan outlines how the locality is regarded as an affluent and attractive area to live and work. Benefiting from its proximity to Cardiff and the wider region, the area boasts a range of businesses and industry and possesses good road and rail links to the rest of Wales and the UK. There are however pockets of poverty and deprivation and the Vale hosts three of the most deprived areas in Wales. However, the Welsh Index of Multiple Deprivation (WIMD) 2019 report identified that the Vale of Glamorgan is one of 12 local Authorities in Wales with no small areas of deep-rooted deprivation. Essentially, the WIMD determinants used by the Welsh Government are Income, Employment, Health, Education, Access to Services, Community Safety, Physical Environment and Housing. Three of the Vale's Lower Super Output Areas (LSOAs) are ranked within the top 10% most deprived LSOAs in Wales. They are all located in the Barry area, and this has been the case since 2008.
- 11.9 In terms of employment and unemployment rates across the Glamorgan locality, in September 2021 79.5% of the adult population were classified as economically active and in employment. This was 3.5% higher than the average across all Welsh local authorities. Data published by NOMIS in autumn 2021 also indicated that the five types of occupation which adults were most frequently employed in were (in order of frequency):
1. Professional occupations (14,800)
  2. Technical occupations (9,800)
  3. Managers and directors (7,100)
  4. Caring, leisure and other service occupations (6,100)
  5. Administrative and secretarial occupations (6,100)

Throughout Wales there has been a growing trend with regard to the incidence of shift working. For example the Wales TUC Cymru published a report in late 2019 that highlighted how:<sup>14</sup>

- There were 17,000 more night workers in Wales than there were in 2014
- There were 165,000 people regularly working nights in Wales - 13% of the workforce

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<sup>14</sup> <https://www.tuc.org.uk/news/17000-more-night-workers-wales-over-last-five-years-tuc-analysis-shows>

- In the UK, care workers (432,000) accounted for the majority of night workers, followed by nurses and midwives (232,000)
- The next most common profession for night workers was road transport drivers (208,000)
- Wales has the third highest share of workers doing night work, compared with the other eleven UK regions.

11.9 Data published by NOMIS in autumn 2021, indicates that the average weekly wage for a full-time employee who is resident in the Vale locality is £593.30 , which (is higher than and) can be contrasted with the average for Wales which £570.60 per week.

11.10 Additionally, the 2018 Welsh Government Statistical Bulletin reported that the Vale locality accounted for the second lowest percentage (compared with other local authorities) of children that were resident in workless households – at 11.2% of all households.

11.11 The 2018 Welsh Government Statistical Bulletin reported that 7.3% of households in the Vale locality (numbering approximately 3,000) were lone parent families. This was only 0.6% lower than the average for Wales.

11.12 Table 42 outlines the incidence of children with additional learning needs (ALN) that were resident across the Vale locality in the period 2020-2021 – with the subsequent Table 43 outlining the incidence of specific types of additional learning needs during that period. The Additional Learning Needs and Education Tribunal Bill (Wales only) 2018 received royal assent in January 2018 and became an Act. The ALNET Act is part of the ALN transformation programme that plans to focus on inclusion, putting children and young people at the centre, and ensuring that they are supported to reach their full potential. The ALN Code was approved in March 2021 by the Senedd, meaning the Code came into force in September 2021, therefore any new children identified as having an ALN will be part of this new system. The code will ensure that the new ALN system has a set of clear, legally enforceable parameters within which LA and schools must act.

**Table 42 - Incidence of children with ALN in the Vale of Glamorgan in 2020-2021 (before the ALN Code came into being in September 2021)**

Source: StatsWales

Location	All Special Educational Needs				All Special Educational Needs/ALN
	Statemented	Total: Special Educational Needs but no Statement of SEN		Total: Special Educational Needs but no Statement of SEN	
		School Action	School Action Plus		
Wales	14,082	46,790	31,816	78,606	92,688
Vale of Glamorgan	439	1,616	1,158	2,744	3,213

**Table 43 - Incidence of pupils in primary, middle and secondary schools with ALN in the Vale in 2020-2021**

Source: VoG One System March 2022

**Key**

P – Primary school

C – Comprehensive (Secondary) school

SS - Special School

Medium	SEN Type	Vale of Glamorgan Total incidence of pupils	Breakdown into Primary, Secondary & Special School (Special school only English medium)
Welsh Medium Schools	Moderate learning difficulties	11	8 P, 3 C
	General learning difficulties	241	150 P, 91 C
	Severe learning difficulties	0	0
	Profound & multiple learning difficulties	0	0
	Dyslexia	107	5 P, 102 C
	Dyscalculia	15	15 C
	Dyspraxia	21	17 P, 4 C
	Attention Deficit Hyperactivity Disorder	14	3 P, 11 C
	Autistic Spectrum Disorders	28	13 P, 15 C,
	Physical and medical difficulties	17	7 P, 10 C
	Hearing impairment	13	0 P, 13 C
	Visual impairment	2	0 P, 2 C
	Multi-sensory impairment	1	1 p, 0 C
	Speech, language communication difficulties	54	29 P, 25 C
	Behavioural, emotional and social difficulties	66	29 P, 37 C
English medium	Moderate learning difficulties	236	94 P, 118 C, 24 SS
	General learning difficulties	885	257 P, 627 C, 1 SS
	Severe learning difficulties	30	13 P, 2 C, 15 SS
	Profound & multiple learning difficulties	18	2 P, 2 C, 14 SS
	Dyslexia	249	65 P, 184 C, 0 SS

SEN Type	Vale of Glamorgan Total incidence of pupils	Breakdown into Primary, Secondary & Special School (Special school only English medium)
Dyscalculia	8	2 P, 6 C, 0 SS
Dyspraxia	8	7 P, 1 C, 0 SS
Attention Deficit Hyperactivity Disorder	107	35 P, 67 C, 5 SS
Autistic Spectrum Disorders (3)	377	99 P, 100 C, 178 SS
Physical and medical difficulties (3)	168	86 P, 59 C, 23 SS
Hearing impairment	61	31 P, 30 C
Visual impairment	31	13 P, 18 C
Multi-sensory impairment	4	1 P, 2 C, 1 SS
Speech, language communication difficulties	796	549 P, 214 C, 33 SS
Behavioural, emotional and social difficulties	750	319 P, 389 C, 42 SS

11.13 The Vale of Glamorgan Council Local Development Plan Draft Review Report November 2021 was informed by the 2011-based 10-year migration variant projection which predicted the Vale of Glamorgan population would be 136,281 people by the end of the plan period in 2026.

It should be noted how the document sets out that, although the 2018-based projections are the most up to date data, the 2021 Census data will be released during the preparation of another Revised LDP. However the Table below sets out the current situation in the Vale in terms of the location of housing developments that have been *recently completed* and those for which the phasing (construction) is due to take place during the period 2022-2026.

It should also be noted that the Council is currently reviewing its LDP and preparing a new LDP, to be called the Replacement Local Development Plan (RLDP). The RLDP will cover the period from 2021 – 2036 and will take 3 ½ years to adopt. It's updated housing yield data will feature in the Vale of Glamorgan Council's annual CSA updates.

For now, Table 44 shows the number of intended new dwellings for the period 2022-2026, as well as recent completes. The most pertinent column for this Childcare Sufficiency Assessment is column 3: Number of Dwellings Approved at April 1<sup>st</sup> 2021. Developments highlighted in bold will require particular attention and focus from sufficiency planners during the lifespan of this Childcare Sufficiency Assessment.

**Table 44 - Proposed new housing developments set to be constructed in the Vale of Glamorgan locality by 2026**

Source: VOG November 2021

Site Allocation Name	Total Dwellings Proposed	Number of Dwellings approved at April 1st 2021  *subject toS106	Status
<b>Phase 2, Barry Waterfront</b>	<b>1,700</b>	<b>1,527</b>	<b>Under Construction- anticipate final phase completion 2024.</b>
<b>Land at Higher End, St. Athan</b>	<b>220</b>	<b>108</b>	<b>Phase 1 Complete 100 dwellings</b>
Land at Church Farm, St. Athan	250	0	Not Started - no current planning permission.
Former Stadium Site / Land adjacent to Burley Place, St. Athan	65	0	Not Started - no current planning permission. Site is currently being marketed on behalf of the owner.
<b>Land to the east of Eglwys Brewis</b>	<b>255</b>	<b>253</b>	<b>Anticipated to start on site in 2022.</b>

Site Allocation Name	Total Dwellings Proposed	Number of Dwellings approved at April 1st 2021 *subject toS106	Status
Land adjacent to Froglands Farm, Llantwit Major	90	100	Anticipated start on site start 2022/23.
Land between new Northern Access Road and Eglwys Brewis Road	375	140	Anticipated start on site start 2022/23.
Barry Island Pleasure Park	25	0	Not Started- no current planning permission.
White Farm	177	177	Complete.
Land to the east of Pencoedtre Lane	67	67	Complete.
Land to the west of Pencoedtre Lane (amended)	137	0	The site is owned by the Council and is within the Councils Housing Development Forward Plan.
Ysgol Maes Dyfan	81	81	Complete.

Site Allocation Name	Total Dwellings Proposed	Number of Dwellings approved at April 1st 2021 *subject toS106	Status
Barry Magistrates Court	52	52	Complete.
Court Road Depot, Barry	50	0	The site is owned by the Council and will be developed for educational use.
Holm View	50	11	Phase 1 complete - anticipate phase 2 completion 2024.
Hayes Wood, The Bendricks	55	0	The site is owned by the Council and is included in the Council's Housing Development Scheme and a planning application is currently being considered.
Cowbridge Comprehensive Lower School	21	21	Complete.

Site Allocation Name	Total Dwellings Proposed	Number of Dwellings approved at April 1st 2021 *subject toS106	Status
Cowbridge Comprehensive 6th Form Block, Aberthin Road	20	0	A planning application is currently under consideration.
Land adjoining St. Athan Road, Cowbridge	130	0	Not started - no current permission. Developer/landowner has engaged in preapplication discussions with the Council.
<b>Land to the north and west of Darren Close, Cowbridge</b>	<b>475</b>	<b>475</b>	<b>Under Construction - anticipated completion in 2025/26.</b>
Plasnewydd Farm, Llantwit Major	149	149	Complete.
Land adjacent to Llantwit Major Bypass	70	89	Complete.
Former Eagleswell Primary School	72	0	The site is owned by the Council and is within the Council's Housing Development Forward Plan.

Site Allocation Name	Total Dwellings Proposed	Number of Dwellings approved at April 1st 2021 *subject toS106	Status
Land at Upper Cosmeston Farm, Lavernock	576	0	A planning application is currently under consideration.
Land adjoining St. Josephs School, Sully Road	74	74	Complete
Headlands School, St. Augustine's Road	65	0	Not Started - no current planning permission.
Land adjacent to Oak Court, Penarth	145	0	The site is included within the Council's Housing Development Forward Plan.
Land at and adjoining St. Cyres School, Murch Road	300	215	Complete.
Land off Caerleon Road, Dinas Powys	70	70	Complete.

Site Allocation Name	Total Dwellings Proposed	Number of Dwellings approved at April 1st 2021 *subject toS106	Status
Land at adjoining Ardwyn, Pen-y-Turnpike	18	18	Complete.
Land at Cross Common Road	50	50	Complete.
Land south of Llandough Hill / Penarth Road	130	0	A planning application is currently under consideration.
Land north of Leckwith Road	8	40	Under Construction - anticipate completion 2022.
Llandough Landings	120	0	Not Started - no current permission.
Land north of the Railway Line, Rhoose	700	347	Phase 1 West Under construction. Phase 2 East- no current planning permission.
Land south of the Railway Line, Rhoose	87	87	Complete.

Site Allocation Name	Total Dwellings Proposed	Number of Dwellings approved at April 1st 2021 *subject toS106	Status
<b>Land West of Swanbridge Road, Sully</b>	<b>500</b>	<b>325</b>	<b>Under construction.</b>
Land to the west of Port Road, Wenvoe	132	132	Complete.
Land adjoining Court Close, Aberthin	20	20	Complete.
<b>Land to the east of Bonvilston</b>	<b>120</b>	<b>120</b>	<b>Under Construction.</b>
Land to rear of St David's Church in Wales Primary School, Colwinston	64	64	Complete.
ITV Wales, Culverhouse Cross	224	224	Complete.

Site Allocation Name	Total Dwellings Proposed	Number of Dwellings approved at April 1st 2021 *subject toS106	Status
The Garden Emporium, Fferm Goch	40	40	Complete.
Ogmore Residential Centre	70	70	Complete.
Ogmore Caravan Park	100	100	Complete.
Land to the East of St Nicholas	117	117	Complete.
Land off St. Brides Road, Wick	124	124	Complete.
Land off Sandy Lane, Ystradowen	85	40	Phase 1 - complete 40 dwellings.  Phase 2 - no current permission. Developer/landowner has engaged in preapplication discussions with the Council.

Utilising the local authorities internal formula for new early years/Reception places per 100 new dwellings, which is 0.04 places/100 dwellings, Table 44 indicates that the locations which will account for the highest forecast new housing yields are (in order of frequency):

The formula for calculating educational need arising from housing developments is contained within the Councils supplementary Planning Guidance. The formula constitutes a yield of 0.1 per dwelling for preschool age children.

As an example, a 500 house development would be anticipated to yield around 50 nursery age children.

Therefore, it can reasonably be considered that:

The **Barry Waterfront development** accounts for 1,527 **approved** new dwellings. Therefore it can be assumed that when these dwellings are completed and occupied, aligned to the Vale of Glamorgan's nursery yield formula, this would develop a requirement for 153 new nursery places.

The **Higher End Athan development** accounts for 108 **approved** new dwellings. Therefore it can be assumed that when these dwellings are completed and occupied, aligned to the Vale of Glamorgan's nursery yield formula, this would develop a requirement for 11 new nursery places.

The **Froglands Farm (in Llantwit Major) development** accounts for 100 **approved** new dwellings. Therefore it can be assumed that when these dwellings are completed and occupied, aligned to the Vale of Glamorgan's nursery yield formula, this would develop a requirement for 10 new nursery places.

The **land North East of Darren Close development, in Cowbridge** accounts for 475 **approved** new dwellings. Therefore it can be assumed that when these dwellings are completed and occupied, aligned to the Vale of Glamorgan's nursery yield formula, this would develop a requirement for 48 new nursery places.

The **Northern Access Road and Eglwys Brewis Road development (again in St Athan)** accounts for 140 **approved** new dwellings. Therefore it can be assumed that when these dwellings are completed and occupied, aligned to the Vale of Glamorgan's nursery yield formula, this would develop a requirement for 14 new nursery places.

The **Upper Cosmeston Farm development near Penarth** accounts for 576 **proposed** new dwellings. Therefore it can be assumed that (if and) when these dwellings are completed and occupied, aligned to the Vale of Glamorgan's nursery yield formula, this would develop a requirement for 58 new nursery places.

The **Land West of Swanbridge Road development in Sully development** accounts for 325 **approved** new dwellings. Therefore it can be assumed that when these dwellings are completed and occupied, aligned to the Vale of Glamorgan's nursery yield formula, this would develop a requirement for 32 new nursery places.

Finally, the **Land to the east of Bonvilston development** accounts for 120 **approved** new dwellings. Therefore it can be assumed that when these dwellings are completed and occupied, aligned to the Vale of Glamorgan's nursery yield formula, this would develop a requirement for 12 new nursery places.

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## 12 Childcare Sufficiency Assessment and Local Wellbeing Plans

12.1 The live Local Wellbeing Plan for the Vale can be viewed at:

<https://www.valepsb.wales/en/Our-Plan.aspx>

The document has clear relevance to the subject of childcare and early years, with one of its key objectives being to: give children the best start in life. Childcare strategy planners within the Vale will therefore continue to align their role and responsibilities to how they can best support the Wellbeing Plan's ongoing objectives.

The Wellbeing Plan itself is clear that early years and childcare is a vital cog in its ambitions. The document states that:

*“experiences at a young age not only affect the life chances of our current future generations but the generations they will go on to bear themselves. Our evidence demonstrates that investing to ensure all children have the best start in life is the best way to prevent the long-term implications of a poor experience in the early years and ensure we build strong and resilient individuals, families and communities.*

*Our Wellbeing Assessment showed that in general young children in the Vale have a good level of well-being across a range of outcomes and is a strength that we can build upon in the Vale”.*

However, the document also outlines how: *“the Vale of Glamorgan level data masks inequalities within the county, and this is true for a range of indicators in relation to young children's health and development. Our second well-being objective – to reduce poverty and tackle inequalities linked to deprivation – seeks to address these issues in the Vale and it is clear that by addressing inequalities we will contribute towards ensuring all children, regardless of where they live, have the best possible start in life and opportunities to thrive. Similarly by working to ensure all children have the best start in life we will address the inequalities that exist within the area”.*

Subsequently the Wellbeing Plan describes again how some of its objectives will involve a requisite and ambitious early years and childcare strategy, which will be driven by the Action Plan incorporated in this Assessment. For example the plan sets out an intention to *“develop a better understanding of Adverse Childhood Experiences (ACEs) to take effective action to ensure people are protected, support systems are in place and the root causes of ACEs are prevented... and review services across partners and work together to identify the contribution that we can make towards **giving all children the best start in life**, recognising the role played by both universal and statutory services”.*

In conclusion, those responsible for childcare and early years strategy at the Vale are committed to working with Wellbeing partners to play a critical part in working together to prevent poor outcomes for future generations - by (again) giving all children the best start in life.

## 13 Gaps Analysis

The following, pivotal, section outlines gaps in childcare provision which the 2022 Vale of Glamorgan Childcare Sufficiency Assessment has evidenced and identified. Each of the gaps that have been included below align to a particular classification – i.e. one of the following:

A Gap aligned to:

- **Times** at which childcare is available, including the need for flexible childcare that caters for irregular patterns of usage across the day, the week and the year
- the **Types** of childcare available
- the **Age** of children for whom childcare is available
- the **Affordability** of childcare
- the specific needs for children with **ALN**
- the specific needs for **Welsh Medium** childcare provision
- **Geographical location** of childcare in relation to population, ward and school catchment

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### Times at which childcare is available

- 1 Approximately 1:5 of all responding parents outlined their wish for accessibility to formal childcare to continue to “*get back to normal/how it was*” in particular aligned to the (earlier) opening times of breakfast clubs and the re-opening of their after school clubs, pre the COVID-19 pandemic. Specific qualitative feedback included:

*“My after school club ceased at our primary school during COVID-19 and it has not re-started”.*

*“Our after school club has not reopened since the pandemic but I have to go back into the office for work, which means I have to rely on friends who are also experiencing difficulties”.*

*"I have big problems when the after school club closed. I now use a childminder but would prefer he was back in the after school club now COVID-19 is 'over'".*

*"There are limited after school options at my child's school... and I've had to turn down jobs as I could not find suitable childcare".*

*"Our school has stopped after school childcare..."*

The local authority therefore should continue its ongoing policy of monitoring the extent to which this is happening in 2022-2023 (particularly in the county's rural areas) – **and representing a sufficiency gap** – now that the restrictions associated with the COVID-19 pandemic continue to be progressively alleviated.

- 2 22% of the parents/carers who responded to the October 2021 Welsh Government parental survey about whether childcare acted as a barrier to them taking up employment or training denoted: *Tend to Agree*. Additionally, (once again) 22% of the responding parents/carers also stated: *Strongly Agree*.

**This indicates that 44% of responding parents/carers believed that – to an extent – childcare had, at some recent point, been acting as a barrier to them accessing employment or training.**

Supplementing this feedback, 21% of responding parents/carers stated that in the last year, issues surrounding childcare had affected themselves being able to 'take on new a job' – and 19% of parents/carers stated that in the last year, issues surrounding childcare had affected themselves or a partner being able to 'access training'.

Therefore, it can be concluded that to an extent, in the Vale, suitable childcare continues to represent a challenge for certain parents when it comes to supporting their employability.

- 3 The most repeated trend experienced in the past two years, reported by setting-based providers and childminders was parents wanting more flexibility. The second most frequent reported (and associated) trend was that there had been an increase in the numbers of parents requesting extended/longer opening hours. However, in response to the autumn 2021 survey, only 4% of responding childcare providers stated that they had plans to extend their opening hours. It is evident that a gap exists in terms of certain working parents ideally requiring earlier opening hours and later closing hours, and being unable to locate and access such provision.

## Types of childcare that are available

- 4 Related to point 3., just 6% of responding early years childcare providers and 10% of responding registered childminder stated that they had plans in place over the next 18 months to 'better meet the needs of shift workers/those who work outside typical office hours'. However, there was a notable quantity of qualitative feedback as an outcome of the Welsh Government parental survey that (possibly as an outcome of COVID-19) that the incidence of a requirement for shift working and working outside of traditional 8am-6pm hours was increasing. It is important to note that the childminding sector (as well as the wider registered childcare sector) will quite possibly be essential to address this need, given its traditional ability to offer more flexibility aligned to opening times - and that in 2022, there are 103 childminders compared to 166 in 2017.
- 5 1 : 4 of all responding settings/groups stated that they had seen members of their workforce exit because of the pandemic, which was indicative of a theme that is becoming evident throughout Wales, that retention and recruitment is proving to be a growing problem. Indeed at the opposite end of the 'pipeline' it can be observed that as outcome of the autumn 2021 consultation with early years childcare providers, the majority, 40% stated that they had no plans, in late 2021 to recruit any apprentices.

(It should also be noted that, with regard to issues effecting the Vale's childcare workforce, approximately 1:4 of all representatives of childcare providers who were consulted in autumn 2021 stated that either themselves (including childminder) or members of their team/workforce had experienced mental health difficulties and problems during the height of the COVID-10 pandemic or may be continuing to do so).

## Age of children for whom childcare is available

- 6 In early 2022 the Welsh Government announced plans in terms of enhancing the ability of parents and families who have two-year olds to access universal funded childcare provision. In order to meet a potential forthcoming demand such provision, the Vale of Glamorgan Council should be mindful that: 1. 36% of early years childcare providers/settings said they had a waiting list in autumn 2021 – most frequently for 2 year old places; 2. a repeated trend stated by relevant childcare providers was an increase in demand for places for 2 year olds.

Therefore, there may be a 2 year old places sufficiency gap that emerges as the universal 2 year olds places programme begins to be rolled out in September 2022.

7 43% of parents who responded to the Welsh Government parental survey stated that they intended to access *more* childcare in the forthcoming years – and this was most frequently a type of out of school childcare. Indeed the two types of childcare that were highlighted with the highest frequency by relevant parents were:

- Before School/Breakfast Club = 49% - of relevant parents
- After School Club = 43% - of relevant parents

However, parents that responded to the October 2021 Welsh Government parental survey consistently and repeatedly stated how they were experiencing challenges and difficulties accessing out of school childcare-themed wraparound care. Therefore, this suggests a sufficiency gap could be evident or may grow in emphasis, particularly as the population in the Vale continues to increase.

### **Specific needs for children with ALN**

8 9% of parents/carers who responded to the October 2021 parental demand survey outlined that they had at least one child with diagnosed and/or undiagnosed additional learning needs. Qualitative feedback from the survey incorporated a repeated incidence of certain parents outlining their challenges to identify and/or secure suitable and affordable formal childcare. For example, feedback included:

*“Finding care for a disabled child is almost impossible, or what there is [in my experience] more expensive. This means we need to rely on the flexibility of employers and family support to enable us both to work. It can be very stressful...”*

*“My seven year old daughter is ‘Autistic’, and I worry about finding appropriate after school care”.*

*“I have an older child with autism and learning difficulties. [In my experience] there is very little childcare around that caters to children like my daughter. There is a desperate need for wraparound care for children in special schools. Parents of disabled children should be allowed to access work like anyone else”.*

*“I have never been able to find a childcare provider to look after my disabled child”.*

Additionally, in response to the autumn 2021 consultation with childcare providers, 71% of early years childcare providers/settings and almost 50% registered childminders stated that COVID-19 had had an impact on the early years development of children attending their provision, with the such respondents frequently stating that children's speech and language had been negatively affected and/or that they had seen issues around some children not socialising with other children/had seen an increased incidence of separation anxiety. Although one-third of early years childcare providers/settings stated that they had plans in place to further enhance provision for children with additional learning needs, only 6% of childminders state that they had such plans. It is therefore concluded that as the incidence of ALN children continues to grow, there needs to be a corresponding frequency of childcare providers having the ability to provide suitable and affordable places for these children, to mitigate a sufficiency gap.

### Specific needs for Welsh Medium childcare provision

- 9 There is a trend that the incidence of Welsh speaking in the Vale locality is continually, year-on-year, increasing and that the number of parents and families that request Welsh-medium childcare continues to increase. In July 2021, (only) six childcare providers – three full daycare providers and three sessional daycare providers – stated that the main language that their service was provided through was Welsh. Encouragingly, 41% of all childcare providers stated in autumn 2021 that they had either definite plans in place to create more Welsh-speaking/medium places or that this is something that they would maybe consider, however the local authority needs to continue to monitor the incidence of accessibility to Welsh-medium childcare places aligned to the ambitions of specific families.

### Affordability of childcare

- 10 The most recurrent barrier to accessing formal childcare that was highlighted by parents/carers who responded to the Welsh Government parental survey was that the cost of childcare had prevented them from accessing a formal provision. The Vale of Glamorgan Family Information Service, therefore needs to **continue to** communicate and disseminate information about existing funded childcare initiatives and forthcoming *new initiatives* such as: (a) the extension of the Childcare Offer to parents in education and training and parents who are on adoption leave and: (b) the offer of free childcare to all two-year-olds within the next three years, given how logical it is that these two initiatives will benefit specific families. The local authority should also be mindful of the fact that 32% of early years childcare providers/settings that responded to the autumn 2021 CSA survey stated that they did not take any actions to market the existence of Tax Free Childcare.

## Location of childcare in relation to population, ward and school catchment

11 Essentially, The population of the Vale is forecast to **increase** by 6% between 2018 – 2028.

If this percentage is applied to the population of 0-4 year olds in 2020, this would result in approximately 430 more resident 0-4 year olds by 2027-2028 and if this percentage is applied to the population of 5-14 year olds in 2020, this would result in approximately 965 more resident 5-14 year olds by 2027-2028. This population increase will be generated by a population inflow being higher than an outflow from the Vale and the construction, completion and occupation of new housing developments at sites such as The Phase 2 development of Barry Waterfront, the Eglwys-Brewis development in the St. Athan ward and the development in Cowbridge.

It can also be noted that when parents/carers were invited (as part of the Welsh Government parental survey) to state what type(s) of childcare they anticipated requiring 'more of' in the next two years, **this was most frequently a breakfast club (64% of relevant parents) or an after school club (58%)** and childcare planners could need to strategise to ensure that the population increase does not account for a gap in access to this type of provision, at schools and with private sector providers.

12 There exists specific geographical areas where there is a relatively high population of cohorts of children – however a relatively low incidence of (a relevant type of) registered childcare provision.

For example:

- The Cadoc ward accounts for (a relatively high – in comparison with other wards) 655 0-4 year olds – however there is in 2022, 0 full day care providers and 0 sessional care providers situated in the ward
- The Cadoc ward also has (a relatively high – in comparison with other wards) 905 resident 5-11 year olds – however there is in 2022, 0 registered out of school childcare situated in the ward<sup>15</sup>
- The Gibbonsdown ward has (a relatively high – in comparison with other wards) 717 resident 5-11 year olds – however there is in 2022, 0 out of school childcare care providers situated in the ward

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<sup>15</sup> It should be noted that as an outcome of the survey with schools (see p67), 3 schools situated in this locality outlined that they were considering how they may be able to establish (further) childcare provision.

- The Baruc ward accounts for (a relatively high – in comparison with other wards) 411 0-4 year olds – however there is in 2022 (only) 153 places accessible with early years registered childcare providers in this ward.
- Similarly the Butrills ward accounts for (a relatively high – in comparison with other wards) 425 0-4 year olds – however there is in 2022 (only) 147 places accessible with early years registered childcare providers in this ward.

For added context, for the above bullets, the Table overleaf indicates the number of **responding** early years childcare providers that indicated they had: (a) a waiting list (numbers) and; (b) vacant places, per ward in autumn 2021...

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Where n/a is denoted this means that either: (a) there is no relevant provider in this ward or: (b) no response from a potential provider located in the ward.

Ward	<b>Responding Full Daycare settings</b>				Net position Waiting Lists versus Vacancies (autumn 2021)
	No. of settings stated had a waiting list	No. of children on a waiting list	No. of settings stated had vacant places	No. of vacant places	
Baruc	n/a	n/a	n/a	n/a	n/a
Buttrills	2	12	2	12	No net position
Cadoc	n/a	n/a	n/a	n/a	n/a
Castleland	n/a	n/a	n/a	n/a	n/a
Cornerswell	n/a	n/a	n/a	n/a	n/a
Court	n/a	n/a	n/a	n/a	n/a
Cowbridge	0	0	2	60	+60 vacant places
Dinas Powys	0	0	3	86	+86 vacant places
Dyfan	n/a	n/a	n/a	n/a	n/a
Gibbonsdown	1	3	2	11	+8 vacant places
Illtyd	0	0	1	20	+20 vacant places
Llandough	2	15	2	15	No net position
Llandow/Ewenny	1	3	1	1	+1 places waiting list
Llantwit Major	0	0	1	n/a	Vacant places number not stated
Peterston-super-Ely	0	0	0	0	No net position
Plymouth	0	0	1	15	+15 vacant places
Rhoose	0	0	1	40	+40 vacant places
St. Athan	n/a	n/a	n/a	n/a	n/a
St. Augustine's	0	0	0	0	No net position
St. Bride's Major	n/a	n/a	n/a	n/a	n/a
Stanwell	1	10	0	0	+10 places waiting list
Sully	n/a	n/a	n/a	n/a	n/a
Wenvoe	n/a	n/a	n/a	n/a	n/a

Ward	<i>Responding</i> Sessional Care settings				Net position Waiting Lists versus Vacancies (autumn 2021)
	No. of settings stated had a waiting list	No. of children on a waiting list	No. of settings stated had vacant places	No. of vacant places	
Baruc	1	61	1	10	+51 places waiting list
Buttrills	0	0	1	5	+5 vacant places
Cadoc	n/a	n/a	n/a	n/a	n/a
Castleland	n/a	n/a	n/a	n/a	n/a
Cornerswell	n/a	n/a	n/a	n/a	n/a
Court	1	10	1	11	+1 vacant places
Cowbridge	n/a	n/a	n/a	n/a	n/a
Dinas Powys	n/a	n/a	n/a	n/a	n/a
Dyfan	1	10	0	0	+10 places waiting list
Gibbonsdown	0	0	1	12	+12 vacant places
Illtyd	0	0	1	12	(as with Gibbonsdown) +12 vacant places
Llandough	n/a	n/a	n/a	n/a	n/a
Llandow/Ewenny	0	0	1	5	+5 vacant places
Llantwit Major	1	5	1	4	+1 place waiting list
Peterston-super-Ely	0	0	0	0	No net position
Plymouth	n/a	n/a	n/a	n/a	n/a
Rhose	0	0	1	12	+12 vacant places
St. Athan	n/a	n/a	n/a	n/a	n/a
St. Augustine's	n/a	n/a	n/a	n/a	n/a
St. Bride's Major	0	0	2	33	+33 vacant places
Stanwell	n/a	n/a	n/a	n/a	n/a
Sully	1	6	1	6	No net position
Wenvoe	1	4	0	0	+4 places waiting list

## 14 Summary of Unmet Need

It is our belief that the 2022 Vale of Glamorgan Childcare Sufficiency Assessment has shown how the locality's early years and childcare sector has itself demonstrated admirable resilience in the face of the challenges created by COVID-19. This has been exemplified in the section which has analysed Sustainability (Section 8).

However, it can be concluded that there is a possible degree of unmet need, which childcare planners within the Vale of Glamorgan Council and their partners could need to address within their Childcare Sufficiency Action Plan.

Firstly a key finding of the research for this 2022 Childcare Sufficiency Assessment has been the evidence that (a lack of suitable) childcare had effected approximately 45% of the parents/carers who responded to the Welsh Government parental survey, in terms of their: (a) employability or; (b) ability to access training or a period of study. This percentage can be evaluated and considered aligned to the fact that when this survey was launched and responses were received, the nation was emerging from a third period of lockdown and the difficulties caused to families by the effects of COVID-19. These challenges may have meant that childcare providers were less able to support with employability than traditionally would have been the case, including in terms of their accessibility and opening times/hours. It has been evident, from feedback provided by certain parents, that the normalisation of the accessibility to childcare provisions has returned at differing extents, particularly in terms of some out of school childcare providers restoring their pre-COVID-19 opening hours. A number of parents have outlined how in 2021 they experienced problems with their work routines due to opening hours of breakfast clubs being later than they were before COVID-19 and at the opposite end of a working day the closing hours of **school-based** after school clubs being at a time that was causing them inconvenience. Therefore it can be considered that there is a discernible (probably short-term) sufficiency gap that still continues as a direct result of COVID-19 when the factor of (opening) time(s) is viewed. This theme is a key factor for the local authority to monitor from the perspective of childcare being accessible at sufficient times.

Aligned to this evident issue, both parents who responded to the October 2021 Welsh Government parental demand survey and childcare providers have synergised feedback aligned to an observation that a greater degree of flexibility is being/has been requested in terms of the accessibility to formal childcare. Parental feedback has demonstrated that this 'flexibility factor' was partly born of COVID-19 when they were working from home to a greater extent and did not maybe require a full/5 day's per week's formal childcare as they had previously. It can be considered that if this trend continues the Vale of Glamorgan's childcare sector may need to become more responsive and attuned to parental demand, again aligned to times. Though it should also be considered that the advent of universal places for 2 year olds may counteract certain parents and carers wish for a flexible type of support.

Focusing again on unmet need, there was a notable quantity of qualitative feedback, as an outcome of the Welsh Government parental survey, that (possibly as an outcome of COVID-19) the incidence of shift working and working outside of traditional 8am-6pm hours was increasing. It is important to note that the childminding sector will be essential to address this need and this type of childcare professional has been (and this is a trend across the country) decreasing, including as a result of some childminder having had challenging experiences (including through their mental health and wellbeing) during the COVID-19 pandemic and thus deciding to exit the sector.

This also connects to an associated problem issue: recruitment and retention within the wider profession and workforce. A relatively high number of setting-based childcare providers, from both the early years sector and the out of school sector stated that staff/team members had left their setting as an outcome of COVID-19, for a variety of reasons. Although occupancy at childcare settings has demonstrated signs of re-energising, the ability of daycare proprietors to 'occupy' vacant positions, and retain staff, has shown signs of decline. This could be a tangible sufficiency problem, especially as the Welsh Government has ambitious plans to extend the accessibility of childcare to more families, including through its forthcoming programme to enable universal funded childcare two year olds. Ultimately, if the Vale's childcare sector continue to experience a widespread problem with recruitment and retention then this naturally will effect a settings ratios and its ability to function at its optimum – and a collective ability for the sector to function to this extent *will* be required in order to effectively achieve the localised aspiration that the Welsh government has.

It was evident that the incidence of children having additional learning needs that are resident in the Vale has – like with other Welsh local authority areas – been increasing, an prevalence which has been typically linked to the outcomes of the COVID-19 pandemic when many children were isolated and their early development was affected. So that this does not escalate in to a more discernible unmet need, the Local Authority should continue to direct its early years and childcare sector to the key elements of the Additional Learning Needs Code and associated transformation agenda.

There is also evidence of a steady - though tangible – growth in the incidence of (a wish to be) Welsh speaking in the Vale and this fact needs to be considered aligned to the current landscape that (only) six childcare providers in the Vale: three sessional care providers and three full day care providers, deliver childcare through the medium of Welsh as a first and focused language.

A final point relates to *potential* unmet need. There are some major housing development that are due to be commenced and constructed in the Vale, especially the Barry Waterfront development. As the phasing of this development continue and new dwellings become occupied it is very realistic that new families will move in and occupy them. Pressure for early years and out of school childcare places in the town could grow discernibly as a result.

## 15 Barriers to Childcare Provision

15.1 The 2021 Welsh Government parental survey invited its target audience to give feedback about any barriers that they had encountered with regard to them accessing childcare *of their choice*. The collective feedback of the parents/carers is summarised in Table 45 below.

Table 45 - frequency of reasons stated as to why a parent/carer was not accessing/receiving support with childcare in autumn 2021

Reasons/Barriers	Percentage of relevant responding parents/carers
Child is on a waiting list for a provider & we are waiting for a place to become available	0
There is no childcare with sufficient quality	3.5%
There is no suitable Welsh Language provision	2%
No suitable provision in our language, which is neither Welsh nor English	0
The childcare available is not flexible enough for my needs	7%
The cost of childcare is too expensive	14.5%
Childcare times are unsuitable	5%
There is no childcare available that is suitable for my child's age	5%
There is a problem with transport	1.5%
There is no childcare where I need it to be	4%
There is no childcare that can cater for my child's specific needs	3%
I only use childcare on an ad hoc basis and it is impossible to plan	4%
Other	2%

A broad analysis of Table 45 was outlined in Section 6 of this CSA, see page 41. It indicated that when a barrier was highlighted it was only ever, at most, stated by approximately 1:6 parents or carers. Further scrutiny of the quantitative data generated by the Welsh Government parental survey indicates that:

The three most frequent barriers that were reported by working parents were (in order of frequency):

1. The cost of childcare is too expensive (stated by 13.5% relevant parents)
2. The childcare available is not flexible enough to meet my needs (5%)
3. Childcare times are unsuitable (5%)

The three most frequent barriers that were reported by parents evidently seeking work or training were:

1. The cost of childcare is too expensive (stated by 29% relevant parents)
2. The childcare available is not flexible enough to meet my needs (22%)
3. There is a problem with transport (15%)

The three most frequent barriers that were reported by parents who were actually studying or training were:

1. The cost of childcare is too expensive (stated by 17% relevant parents)
2. Childcare times are unsuitable (12%)
3. There is no childcare with sufficient quality (9%)

37.5% of respondents who denoted that their weekly earnings was below £150.00 stated too that a key barrier was that: there is no childcare available that is suitable for my child's age

The two repeated barriers that were reported by lone/single parents was: the cost of childcare is too expensive (stated by almost 1:5 of relevant parents), and with an equal frequency: there is no childcare available that is suitable for my child's age.

Finally, the three most frequent barriers that were reported by carers of a child with additional learning needs were:

1. There is no childcare that can cater for my child's specific needs (27% of relevant parents)
2. The cost of childcare is too expensive (stated by 17% relevant parents)
3. There is no childcare with sufficient quality (stated by 15% relevant parents)

- 15.2 The Welsh Government parental survey also invited parents and carers to provide *qualitative* feedback about their childcare experiences, satisfaction levels and any barriers that they had experienced, or that they continued to experience.

In terms of the theme of barriers to accessing formal childcare in October 2021 - the most frequent type of feedback was (words to the effect) *“my out of school childcare has not got back to ‘normal’ after the pandemic”*.

Specific feedback on this theme, in October 2021, *included:*

*“My after school club ceased at our primary school during COVID-19 and it has not re-started”*.

*“Our after school club has not reopened since the pandemic but I have to go back into the office for work, which means I have to rely on friends who are also experiencing difficulties”*.

*“I have big problems when the after school club closed. I now use a childminder but would prefer he was back in the after school club now COVID-19 is ‘over’”*.

*“There are limited after school options at my child’s school... and I’ve had to turn down jobs as I could not find suitable childcare”*.

*“Our school has stopped after school childcare...”*.

*“There is now 0 provision of childcare at our school since COVID-19 and therefore only ‘private care’ is available”*

The second most frequent type of feedback was (words to the effect) *“I have difficulties in finding suitable childcare for my child with additional learning needs”*.

Specific feedback on this theme, in October 2021, *included:*

*“My eldest child has autism, and it makes for finding childcare very difficult because of his specific needs”*.

*"Finding care for a disabled child is almost impossible, or what there is [in my experience] more expensive. This means we need to rely on the flexibility of employers and family support to enable us both to work. It can be very stressful. We do receive 3 hours of childcare per week through the Council, but this took months to arrange and was incredibly stressful".*

*"I have a disabled child who attends a special school and has had numerous childcare providers. He has been settled with the current childcare provider for a number of years but school transport are now refusing to drop my child off to the childcare provider, they will only drop him home. I work full time and cannot get this issue resolved so looks like I will have to give up my job!"*

*"My seven year old daughter is Autistic, and I worry about finding appropriate after-school care".*

*"I have an older child with autism and learning difficulties. [In my experience] there is very little childcare around that caters to children like my daughter. There is a desperate need for wraparound care for children in special schools. Parents of disabled children should be allowed to access work like anyone else".*

*"I have never been able to find a childcare provider to look after my disabled child".*

The third most frequent type of feedback was (words to the effect) *"I am difficulties accessing childcare during the school holidays".*

Specific feedback on this theme, in October 2021, included:

*"As stated previously, before COVID-19 my local Welsh medium school ran a holiday care scheme (Urdd) which ran most days during the holidays, 4 out of 6 weeks of the summer holidays. This meant that I could continue to work during the holidays without any disruption. However, since COVID-19 this provision has not returned and the URDD now just run a few sessions 'here and there' during the holidays, meaning my children have to stay at home whilst I work which is far from ideal as I work for Social Services and am very busy".*

*"Holiday childcare is difficult... there is 0 full day provision available in the area anymore".*

*"I find holiday childcare hard to find during half terms and the summer holidays. It's either too expensive, or [in my experience] not that good".*

*"It's difficult in the holidays to find clubs that will allow a five year old to join the same club as an older sibling. This then means separating them and doing two morning drop-offs and two pick-ups during working days" – and similarly:*

*"My children are not good with change so them both having to go to a different setting in the holidays, especially the summer holidays is very hard for them".*

*The school holidays are a nightmare... holiday clubs are few and far between... and need to start early for our jobs".*

*"In my experience there is very limited choice for school holiday childcare, what we do use is expensive and not flexible enough... Both my children will require holiday childcare soon and I am not sure how it will be possible, financially".*

A fourth repeated type of feedback was (words to the effect) *"I have problems finding childcare due to my shift hours"*.

Specific feedback on this theme, in October 2021, included:

*"Both me and my husband work shifts and we both work weekends. It is extremely difficult to find 'someone' who will cater to this".*

*Finding childcare to accommodate shift work is very hard".*

*"Finding flexible childcare to fit around changing shift times and days was just too challenging".*

*"I called over 45 childcare providers across the vale and Cardiff ranging from private nurseries to childminders. There was not one provider who could accommodate my shift working pattern of 'four [days]-on four [days]-off' despite me being able to tell them months in advance of when I would need them. Nurseries in Bridgend do accommodate my colleagues with their shift patterns, but it's too far for me to travel and collect".*

*"It has been hard to find childcare for children around the times and days we require. Most childcare providers require you to stick to the same days each week, but when you don't work the same days every week it's difficult... there isn't the flexibility for shift workers".*

*"It was difficult to find childcare that was flexible and not extortionately expensive for my shifts with the NHS" – and similarly:*

*“We both work in health care which means long working days for both of us... however the nurseries don’t cater for our long hours. The nursery closes at 6.00pm which means leaving our shifts early to collect the children. We also can’t afford to place our children in nursery full time due to the high cost”.*

*“Me and my partner both work shifts and finding childcare that works around that is difficult”.*

*“Our schedules are unpredictable... we often work during the day and also a lot of weekends and evenings. Working weekends and evenings, the only choice we get is babysitters that charge by the hour, so an evening shift at work will cost upwards of £50... and a whole day on a weekend £80. We have no family nearby and asking friends to take our young children for a whole Saturday or Sunday is out of the question. There is absolutely no help from the government for people like us. There must be options for people that work different hours!”.*

*“My husband works shifts which are hard to work around. There is a lack of childcare facilities and our family live 100 miles away”.*

A fifth repeated type of feedback was (words to the effect) *“I am having challenges finding suitable before-school childcare [aka a breakfast club]”.*

Specific feedback on this theme, in October 2021, included:

*“I have to leave for work by 7.30am and currently all the school offer is a breakfast club from 8am”.*

*“My breakfast club used to help with a ‘broader time’ for children to be dropped off... this allowed my mum to drop my son in on the way to her work and pick him up. This has now changed and although, at present, office visits are infrequent due to the pandemic - but when this changes we will be stuck”.*

*“Drop off slots for breakfast club in particular are really small - only a 5 minute window. Not all employers are/can be flexible!”*

*“I am currently on maternity leave but I’ll need childcare available for my two children from April. I teach and need to leave at 7am. There is however nothing available that starts that early – locally”.*

*"I need childcare to start earlier. As a health professional I start work at 8am and [in my experience] it is very difficult to find childcare from 7.30am".*

*"Our school has stopped its breakfast club since the pandemic and has no after school club. This makes it difficult to work the hours my employer requires" – and similarly:*

*"The school stopped the after school club and breakfast club due to COVID-19 and did not want to re-start the after school club. This meant changing working patterns and finding alternative options and family help".*

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## 16 Workforce Development and Training

The following section presents feedback that was received via the July 2021 SASS Self Assessment of Service Statement responses from childcare providers situated in the Vale of Glamorgan locality and the outcomes of the autumn 2021 survey with the same stakeholders/providers. It focuses on the: (a) Vale of Glamorgan locality childcare and early years workforce and; (b) their perceived training needs, including those that align to the National Minimum Standards for Regulated Childcare (NMS) and which focus on themes including opportunities for play and learning, nurturing and well-being, behaviour, conduct and management of the service, equal opportunities and child protection.

16.1 As part of the autumn 2021 Vale of Glamorgan Council survey with early years childcare and out of school childcare settings, representatives were invited to feedback how many staff were currently employed?

- The average number of full-time currently employed by early years childcare settings was 5.
- The average number of full-time currently employed by out of school childcare settings was 1.5.
- The average number of part-time currently employed by early years childcare settings was 6.5.
- The average number of part-time currently employed by out of school childcare settings was 11.

16.2 The survey with setting-based childcare providers requested feedback on how COVID-19 had affected the recruitment and retention of staff/professionals including (as would be expected) with regard to their own setting.

26% of all early years childcare and out of school childcare providers outlined that they had seen a number of their staff decide to leave their setting in the past 12 months, **as a direct result of COVID-19**.

In total, across all relevant respondents, this totalled 30 members of staff/childcare professionals – with 11 settings reporting that they had *lost 20 members of staff due to COVID-19*.

Respondents feedback on the sectors that they had 'lost staff' too included:

(Most frequently, words to the effect) *"to the best of my knowledge the person is now unemployed"*.

*"One of my staff was a Team Leader, but due to COVID-19 found this too stressful and left to go into another childcare setting but as a **nursing** assistant rather than a Team Leader"*.

*"I had a staff member leave because of COVID-19 because she was very anxious. She is not working now".*

*"The person who left went to [work for] Track and Trace... we seconded 2 staff there when we had less demand, and it suited their home life better and their own childcare needs".*

*"Two 'leavers' went to work in supermarkets and one to work in an ALN school".*

*"Some' were 'poached' by neighbouring nurseries, retail and by local primary schools".*

16.3 The autumn 2021 survey with early years childcare and out of school childcare settings/providers invited respondents to state how well aware and advanced they feel their setting was in terms of the ALN transformation programme and (it helping with) creating a unified system for supporting learners from 0-25 years with additional learning needs?

5% of early years childcare providers stated: that they had made 0 progress in this area

8% of early years childcare providers stated: we have made excellent progress in this area

60% of early years childcare providers stated: we are making progress, but still have work to do

11% of early years childcare providers stated: I do not know what the ALN transformation programme is

16% did not provide a response

25% of out of school childcare providers stated: that they had made 0 progress in this area

0 of out of school childcare providers stated: we have made excellent progress in this area

42% of out of school childcare providers stated: we are making progress, but still have work to do

17% of out of school childcare providers stated: I do not know what the ALN transformation programme is

16% did not provide a response

16.4 The autumn 2021 survey with early years childcare, out of school childcare settings/providers and childminders sought to ascertain where/which providers/organisations that they had accessed and received training from in the past 3 years?

The seven most recurrent sources stated were – in order of frequency:

1. Vale of Glamorgan Council
2. PACEY Cymru
3. National Day Nurseries Association
4. Act training: <https://www.acttraining.org.uk/>
5. FAST online training courses
6. Flying Start
7. High speed training: <https://www.highspeedtraining.co.uk/>

16.5 Also on the theme of training, the July 2021 SASS Self Assessment of Service Statement responses highlighted how:

- 47% of (all type of) childcare providers stated that they had offered/organised less training for their staff as a result of COVID-19 (of these respondents, three stated that this was also affected by a lack of staff cover)
- 0 childcare providers stated that they had offered/organised *more* training for their staff as a result of COVID-19.

Plus the SASS Self Assessment of Service Statement invited childcare providers to respond to the following question: *Do you currently have access to the training that you need?* 94% of responding childcare providers stated: Yes.

Finally, as part of the SASS Self Assessment of Service Statement process, childcare providers were asked: *Have you been able to access specific Infection Prevention Control (IPC) training?* The responses saw 57% of childcare providers stating yes and 43% stating no.

16.6 The autumn 2021 Vale of Glamorgan Council survey with early years childcare and out of school childcare settings ascertained the number of childcare career apprentices that were currently being employed throughout the locality. 32% of responding early years childcare providers/settings and out of school childcare providers/settings stated that they did employ at least one apprentice at their setting - and the average number of apprentices that were employed across all relevant provisions was 1.375.

16% responding early years childcare providers and out of school childcare providers stated that they currently did not employ any childcare apprentices **but were** looking to recruit to such role(s) in the near future and; 52% of responding early years childcare providers and out of school childcare providers stated that they had **no immediate plans to recruit any apprentices**.

- 16.7 Finally, it was noted that the autumn 2021 survey with early years childcare providers/settings and registered childminders resulted in 66% of representatives stating that they were aware that that the Childcare Offer is moving to a different system – in terms of processing parent applications and payments to providers of Childcare Offer places.

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## 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, should 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. The Family Information Service will continue to promote relevant services and support (including financial) on offer for children and their families</p>	<p>Debbie Maule</p> <p>Becky Wickett (FIS)</p> <p>PaCE partners</p> <p>DWP &amp; 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 <b>employability and childcare</b> involving all relevant Vale of Glamorgan local authority officers and external partners to promote these initiatives via their social media platforms/channels.</p> <p>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>The number of FIS enquiries about funded childcare and financial forms of childcare will have increased</p>	<p><b>HIGH</b></p>

**Recommendation 2: Flexible childcare approach**

The Vale of Glamorgan Council should 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 should continue to take a lead on retention and recruitment (including of apprentices) to their local early years and childcare workforce. They should 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: 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>	<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 <b>by 10%</b> by March 2024 – including in priority LSOAs of need (such as Cadoc) and particularly in Barry where there will be a pronounced increase in local housing developments</p>	HIGH

			<p>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 &amp; 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 &amp; 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><b>HIGH</b></p>

### Recommendation 5: Additional Learning Needs

The Vale of Glamorgan Council should 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><b>HIGH</b></p>

### Recommendation 6: Supporting Welsh medium childcare

The Vale of Glamorgan Council should 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>	2022-2026	<p>The number of Welsh language accessible places will increase in the Vale by <b>20%</b> 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>	<b>MEDIUM</b>

**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 should 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 &amp; partners can highlight relevant updates and also where childcare providers have the opportunities to express their concerns and/or share positive outcomes 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 around COVID-19 - including the Guidance for childcare and playwork: Coronavirus</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>

Support, advice and guidance is provided to assist the well-being of staff			Childcare settings are supported to continue to operate safely ensuring staff and children follow good hand and respiratory hygiene practices.  Staff feel valued and respected and able to discuss any concerns with their line manager	
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