

## Report of the Cabinet Member - Services for Children & Young People

Cabinet – 18 August 2016

### CHILDCARE SUFFICIENCY ASSESSMENT REFRESH 2016

<b>Purpose:</b>	To provide an update on the findings of the 2016 recent Childcare Sufficiency Assessment refresh and action plan.
<b>Policy Framework:</b>	Childcare Act 2006 Welsh Government Building Brighter Futures Healthy City Strategy/ Early Years Plan. WG Tackling poverty Action plan Marmot – Fair society, healthy lives
<b>Consultation:</b>	Access to Services, Finance, Legal,
<b>Recommendation(s):</b>	It is recommended that the content of the report is noted and supported.
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#### 1. Introduction

- 1.1 Section 26 of the Childcare Act 2006 sets out the statutory duty placed on Local Authorities to undertake Childcare Sufficiency Assessments (CSA). Full Assessments must be undertaken every three years and reviewed as and when new childcare data becomes available – at least every year.
- 1.2 The aim is that the Local Authority's assessment of the local childcare market should generate an overall picture of parents' use of and demand for childcare in the local area. The twin purpose of the Local Authority's Assessment of childcare provision is to cover both demand and supply sides of the market locally. Through this analysis, we are able to identify gaps in childcare provision where parents' needs (as far as is reasonably practicable) are not being met.
- 1.3 The Welsh Government is currently reviewing the duty surrounding CSA's to ensure any future assessments are fit for purpose and meaningful at a local and national level. With this in mind a directive was issued by the Senior Manager of the Welsh Government Childcare and

Play Policy Team during December 2015 instructing Local Authorities “instead of the usual Childcare Sufficiency refresh arrangements, Local Authorities are asked to provide a progress report which provides an update on their current action plans and to highlight any significant changes which may have taken place over the last 12 months”.

- 1.4 Conducting the Childcare Sufficiency Assessment and Refresh documents falls in to the remit of the Family Information Service, part of the Family Resource Team. The collective work of Team in terms of Early Years underpins the development and implementation of the Early Years Strategy “Giving Every Child The Best Start in Life”.
- 1.5 All data for the Assessment is provided by childcare providers on a voluntary basis to the Family Information Service (FIS) with the Local Authority having to work alongside providers to influence the returning of their data.
- 1.6 The March 2016 Childcare Sufficiency Assessment Progress Report was submitted to Welsh Government on the 31<sup>st</sup> March 2016. The full Childcare Sufficiency Audit will be required by 31<sup>st</sup> March 2017.
- 1.7 It is anticipated that there will be a far greater focus on Childcare at a National Level as a result of government pledges. As such both the Refresh and the full Assessment will provide important intelligence for future delivery of childcare.
- 1.8 High quality childcare is known to provide important cognitive and emotional benefits for all children. Studies show that children who receive quality child care enter school with better maths, language, and social skills. These skills give children a good start to succeed in school and in life.
- 1.9 When children have safe, loving, and stimulating child care that parents can count on, they know that their child is getting the kind of care children need to be healthy, happy, and successful.
- 1.10 Society, children, families, employers, communities, and the nation as a whole benefit from high quality child care on many levels.

## **2. Analysis of the Supply data**

- 2.1 Data collection to inform the CSA is focused on childcare provision that is registered by the Care and Social Services Inspectorate Wales (CSSIW). The data “snapshot” is taken at a point in time and is therefore accurate at this point.
- 2.2 Of the 41 updated Actions and outcomes set during the last CSA Refresh, **37 were fully met** (green status), **4 actions/ outcomes were partly met** (amber status), **0 were unmet**.

- 2.3 Swansea has **241** CSSIW registered Childcare providers.
- 2.4 In terms of the number of childcare places, Swansea currently has **4,948**, this increases to **5,417** childcare places if including childcare places in School based After School Clubs. School based provision is included as qualifying parents can claim the childcare element of the working families tax credits.
- 2.5 Table 1 outlines a snapshot at the point of data collection in terms of the number of providers and childcare places per childcare category.

### Overall Childcare Supply Snapshot December 2015

Full Day Care		Childminders		Sessional		Crèche		Out of School		Holiday		Totals	
Settings	Places	Settings	Places	Settings	Places	Settings	Places	Settings	Places	Settings	Places	Settings	Places
<b>38</b>	<b>1911</b>	<b>118</b>	<b>599</b>	<b>39</b>	<b>982</b>	<b>1</b>	<b>11</b>	<b>29</b>	<b>879</b>	<b>17</b>	<b>590</b>	<b>241</b>	4,948
								* 24 School based	*469 School based				----- *5417 inc. School Based ASC's

Table 1

- 2.6 The combined total of childcare places available in Full Day Care provision and Sessional Care provision account for 44% of childcare places available across the City & County of Swansea.
- 2.7 The top 5 wards in terms of the highest number of registered providers are;  
 Llansamlet – 22  
 Morriston – 17  
 Sketty – 15  
 Penderry 14  
 West Cross – 14
- 2.8 The top 4 wards in terms of the greatest number of registered childcare places are;  
 Uplands – 517  
 Llansamlet – 426  
 Sketty – 317  
 Morriston – 330
- 2.9 **Full Day Care** Since the last full CSA the number of Full Day Care providers has increased by 3, resulting in 211 additional childcare places. Provision exists in 19 out of the 36 Swansea wards. The Uplands ward has the greatest number of providers (n=6), followed by Llansamlet (n=4) and Gorseinon (n=4). In terms of the number of

childcare places available, once again the Uplands has the greatest number (n=291) followed by Llansamlet (n=272) and Morriston (n=204).

- 2.10 **Childminders** There has been a 6% decrease in the number of registered Childminders resulting in a 14% reduction in the number of childcare places offered by Childminders. This does not appear to be exclusive to Swansea as similar scenarios are reported on a national basis. Childminding provision is available in all but 4 Swansea wards, namely Landore, Mawr, Pennard and Uplands. The ward with the greatest number of Childminders is Llansamlet (n=14) offering 76 childcare places, Morriston (n=12) offering 60 childcare places and Sketty (n=9) offering 49 childcare places. Several wards have only 1 registered Childminder, these are; Bishopston, Castle, Mayals, Penllergaer and Townhill.
- 2.11 **Sessional Care.** The number of sessional care providers has increased by 6 since the last CSA, resulting in the creation of an additional 208 childcare places. 14 wards have no Sessional Care provision. Significantly 11 of these wards appear in a cluster. The Penderry ward has the most number of providers in this category (n=5), followed by Clydach and West Cross, each having 4.
- 2.12 **Out of School Care.** From statistics obtained from the LEA it is possible to report that with the exception of 1, all Swansea Primary Schools offer free breakfasts, with 27 Schools continuing to offer some form of childcare provision in addition to the funded 30 minute Breakfast Club session.
- 2.13 Numbers relating to **Out of School Childcare** – After School Clubs and Holiday Clubs remains fairly static, although drilling down further, childcare places in Welsh medium After School Clubs has seen a 60% increase since last year's CSA Refresh. 28 wards are serviced by Out of School provision. The greatest number of clubs are in the wards of Penderry (n=4) and West Cross (n=4), followed by Townhill (n=3). When including School run After School Clubs the number of providers in the Penderry ward increases to 7, offering 169 childcare places. Out of School provision in the West Cross ward offers 148 childcare places, followed by Townhill (n=93).
- 2.14 **Holiday provision** is present in less than half (n=13) Swansea wards. When considering CSSIW registered provision, the wards of Morriston, Sketty, Uplands and West Cross each have 2 Holiday Care providers. The greatest number of childcare places is available in West Cross (n=84) followed by Llangyfelach (n=80) and Uplands (n=78). It must be noted that 4 Swansea Leisure Centres also operate some form of Holiday provision.
- 2.15 There appears to be an increase in provider perception of the take up of childcare places, with fewer reporting significant vacancies during the last year. This is especially the case amongst registered Welsh medium



	Year	Time	Time	Time		Holiday			Term	night
Full Day Care	38		38		29	1	4	6	38	
Childminders	110	5	109	4	76	24	23	12	80	1
Sessional		39		4	4					

Table 4

### 3.0 Demand

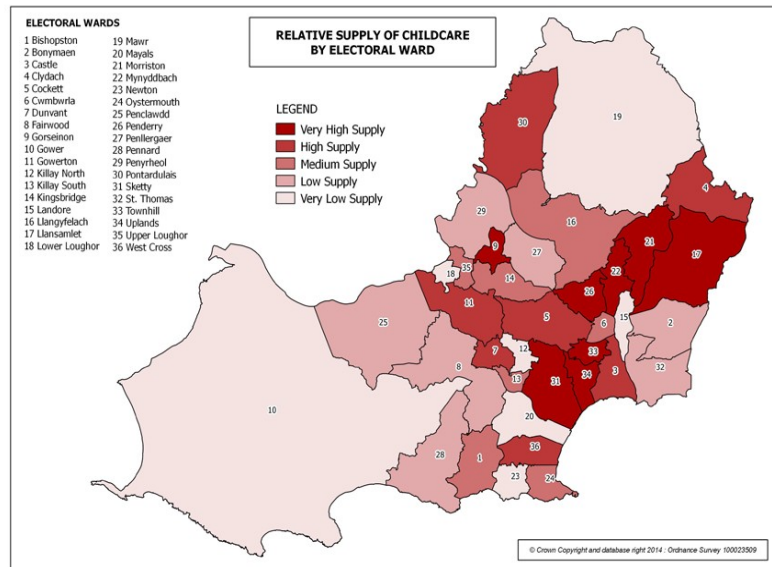
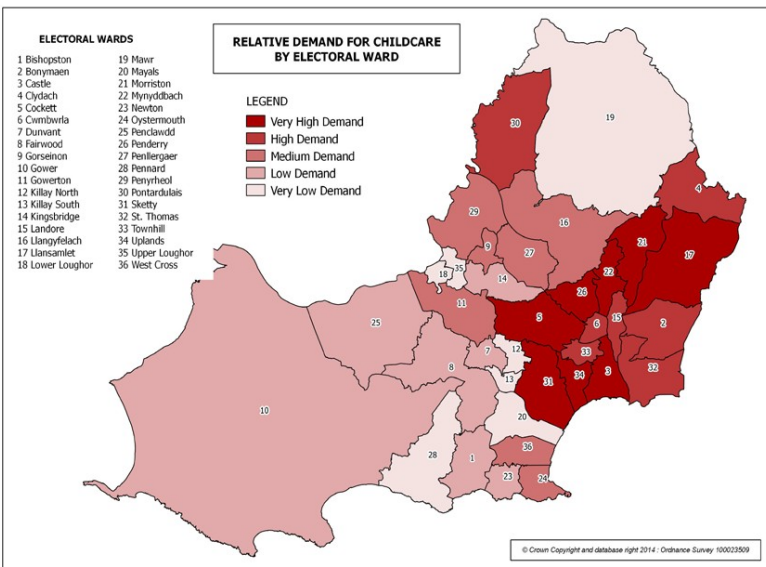
- 3.1 Unlike the full CSA the Childcare Duty does not require Local Authorities to conduct an extensive analysis of demand in order to complete the refresh document. It is however useful to consider information from the Family Information Service (FIS) in terms of the number of childcare enquiries.
- 3.2 During the period January 2015 to February 2016 the Family Information Service (FIS) received 31,006 enquiries, with the website receiving 14,056 hits.
- 3.3 Enquiries per area mirrors that of the last Refresh document, with the highest number of parents (n=25%) requesting childcare in Area 6 (Fforestfach, Ravenhill, Blaenymaes, Portmead, Penlan, Cockett, Townhill, Mayhill, Mount Pleasant, Cadle) followed jointly by requests for childcare in Area 1 (n=15%) (Tycoch, Sketty, Killay, Dunvant, Derwen Fawr, Uplands, Three Crosses) and Area 7 (15%) (Newton, West Cross, Mumbles, Brynmill, Sandfields, Port Tennant, St Thomas). The fewest number of enquiries continues to be in respect of Area 8 (Gower, Rhossili, Reynoldston, Oxwich, Parkmill, Scurlage, Bishopston, Knelston, Llangland, Pennard).
- 3.4 Swansea is currently in the process of adopting the Local Development Plan which over the plan period (2015-2025) aims to provide approximately 21,000 new homes. We are working with the Education Department who are working with the planning teams, to establish the potential changing requirements, including greater demand for Swansea on a number of aspects inclusive of childcare and play requirements.

### 4.0 Key Areas To Address

- 4.1 Via the comparison of data, the Local Authority aims to have an awareness of any significant gaps via the production of a gap analysis.
- 4.2 Types of gaps might include Geographical gaps, i.e a general shortage of supply, Income gaps – a shortage of affordable childcare for the income groups populating an area, Specific Needs Gaps – a shortage of suitable places for disabled children or children with other specific needs or requirements, Time gaps – a shortage of childcare at a time that parents would wish to use childcare, Age gaps – shortage of childcare to meet the needs of a specific age group, Type Gaps – shortage in the type of childcare for which parents may be expressing a preference. These gaps are not necessarily mutually exclusive. A

number of gaps on both the supply and demand can exist at the same time. That is, the Full Assessment did show that there are type, time and age gaps at the same time, for example, a shortage of Holiday provision for children aged 11+. Although it is possible to report that parents don't seem to be highlighting this as a significant current issue.

4.3 It is reassuring to note that there are only subtle changes in the childcare landscape since the last full Childcare Sufficiency Assessment, therefore considerable similarity continues to exist between the two maps below. This would suggest that distribution of existing 'supply' closely mirrors the demand across the wards.



4.4 The ward with the greatest contrast between supply and demand is Landore (high demand and very low supply). However, neighbouring wards have medium to very high supply, and Landore is one of the smallest geographical areas with a population of 6,168 and a large number of industrial areas. Furthermore, analysis of only those questionnaire responses from parents / carers in Landore revealed that all parents using formal childcare were satisfied with their current childcare arrangements, felt that the quality in their area was high, that there was a good choice of formal care for different ages, that childcare was available when they needed it, knew where to obtain information relating to financial assistance and available providers, and stated that their children liked their current provision. These responses were similar for both term-time and holiday provision. Parents / carers in Landore also reported that they had not experienced any issues with childcare that had affected them or their partner in terms of work and / or education.

- 4.5 As referenced in 1.4 the CSA duty falls in to the remit of the multi-faceted Family Information Service which in order to address childcare in the most holistic manner, adopts a scaffolding approach to include a menu of grants and funding opportunities to create, support, maintain, develop and improve practice. The Workforce development aspect encourages new participants to the childcare field, whilst continuing to nurture, incentivise, upskill and inform the existing workforce as the achievement of a quality workforce is the golden thread throughout all our work as this is crucial to nurture and support the development and attainment of our children.
- 4.6 This forward looking action plan can be summarised under the 6 following categories: High quality childcare, Good quality information, Information technology, Grants and funding, Workforce development and Partnership working. The complete forward looking action plan forms part of Appendix 1.

## **5.0 Risks and challenges**

- 5.1 Rising costs of childcare
- 5.2 Ensuring sufficient flexibility on the Local Authority website for the Early Years information on the Family Information Service pages to ensure that it is sufficiently accessible and interactive.
- 5.3 Maintaining funding levels to support sufficiency and quality of childcare provision.

## **6.0. Equality and Engagement Implications**

- 6.1 The Equality Impact Assessment is relevant in respect of children and young people, parents/carers and perspective parents/carers, children with disabilities, Welsh language, poverty/social exclusion, employers, childcare providers.
- 6.2 The EIA was completed and it was felt that sufficient consideration had been given to the needs of identified need groups.
- 6.3 The Tackling Poverty Partnerships Officer noted that accessible, affordable and appropriate Childcare provision remains as important as ever in terms of tackling poverty and supporting people to improve their employability and reducing the number of children living in workless households and in work poverty and that this was appropriately recognised in both the EIA and Assessment itself.
- 6.4 Our EIA process takes into account the United Nations Convention on the Rights of the Child (UNCRC) which the Council has embedded into the Authority's Policy Framework. The Strategy recognises the rights of children aged 0-18 years as defined in the UNCRC and outlines plans to support children to enjoy their rights and have the best start in life. This is



demonstrated locally through the City and County of Swansea's Children and Young People's Rights scheme, and through ABMU's Children's Rights Charter.

- 6.5 The authority's Children's Rights Officer felt that the CSA gave due regard to the rights of children and young people.
- 6.6 All public information in relation to the CSA and childcare in general will be bilingual.
- 6.7 Engagement around the delivery of the CSA Action Plan and conducting the next full CSA will take place as and when necessary with the relevant stakeholders, including young children in early years settings. Materials will be developed in a way that is appropriate to the individual stakeholders.

#### **7.0. Financial Implications**

- 7.1 The continuation of this work is dependent on the continuation of Welsh Government funding and on-going core funding investment.
- 7.2 There are however no current financial issues associated with this Report.

#### **8.0. Legal Implications**

- 8.1 There are no legal implications associated with this report at this stage.

#### **Background Papers:**

None

#### **Appendices:**

**Appendix 1** Childcare Sufficiency Assessment Refresh Action Plan 2016

**Appendix 1**  
**Forward Looking Action Plan April 2016 – 31 March 2017**

**High Quality Childcare**

<b>Action</b>	<b>Timescale</b>	<b>Outcome</b>
<p>Actively promote and support actions and recommendations within Swansea’s Early Years Strategy – giving every child the best start in life, these include:</p> <ul style="list-style-type: none"> <li>• Increase awareness of readiness</li> <li>• Assessment and signposting</li> <li>• Service Re-orientation and Development</li> <li>• Data and Service Quality</li> </ul> <p>Priority Status = High</p>	<p>April 2016</p>	<p>To set out a platform for action to improve school / nursery readiness and reduce inequalities.</p>
<p>Ensure relevant staff &amp; partners have the opportunity to feed in to the Early Years Strategy via representation at Early Years Strategy sub groups.</p> <p>Priority Status = High</p>	<p>April 2016</p>	<p>The relevant Staff / Partners involvement is key to the progression of the Strategy.</p> <ul style="list-style-type: none"> <li>• All partners will work towards a common aim;</li> <li>• Partners have a similar ethos / system of beliefs;</li> <li>• There is an understanding of the value of what each partner can contribute;</li> <li>• There is respect and trust between the different partners.</li> <li>• Partners share creativity, risk, responsibility and resources;</li> <li>• Participants are able to feed off each other’s energy and enthusiasm;</li> <li>• They highlight different issues, problems and solutions;</li> <li>• There is more potential for productivity/efficiency;</li> <li>• Service delivery is often more effective;</li> <li>• They offer support and diversity</li> </ul>

Continuation of collaborative working with Flying Start, Families First, Team Around the Family, Family Partnership, Play, Children & Family Centre and other relevant teams.  Priority Status = High	April 2016	To ensure the work of the service dovetails in to wider priorities to create a holistic, joined up approach.
Support work colleague to maintain Childcare Ambassador role.  Priority Status = High	April 2016	To raise the profile of social care as well as promoting the sector as an enjoyable, rewarding and successful career.  To educate as many people as possible of the opportunities available within the sector including the varied roles for both men and women, the career pathways and career progression.
Ensure any investment in childcare is cross cutting and delivered coherently. Priority Status = High	April 2016	Maximisation of investment to address local needs.
Champion the vital role childcare plays in tackling poverty and inequality ensuring departments within the Local Authority are aware of the statutory duties outlined in the Childcare Act 2006 and the legal obligations to support these. Priority Status = High	April 2016	The nurturing of children and their holistic development and wellbeing is valued and understood with the Local Authority aware of the Act's statutory duties.
Support & progress the Right's Respecting agenda amongst Swansea childcare providers. Priority Status = High	August 2016	Providers are more aware of the need to engage with children, families and Schools – linking in with improvements to School readiness.
To consider provider suggestions in terms of the development of a Christmas Display Award with a view to developing a Swansea specific scheme. Priority Status = Medium	September 2016	Draft produced outlining the potential benefits of such a scheme operational within Swansea. Criteria developed to encompass quality, children's rights, Swansea statement, children's outcomes etc.
Involvement & participation re: the STEW Scale in respect of childcare settings Priority Status = High	September 2016	Building on ECERS-R and ECERS-E/ITERS-R focusing on the pedagogy within the setting, the adult's role in supporting learning and development Consider high quality

		interactions with and between children, including subscales relating to critical thinking, assessment for learning and supporting and extending language and communication.
Grant compliance resulting in the maintenance and further progression of the Healthy & Sustainable Pre-School Scheme Priority Status = High	April 2016	Continuation of support visits to existing settings with the aim of ensuring each setting achieves a minimum of 1 unit per during the year. Engage with new settings in order to increase the baseline number of settings on the scheme by 10. Ensure sufficient training and upskilling opportunities with regards the benefits of good food and nutrition and physical exercise to combat childhood obesity, with the ultimate aim of embedding principles and maintenance of scheme progression, ensuring the holistic wellbeing of pre-school children.

## Good Quality Information

Action	Timescale	Outcome
<b>Family Information Service</b>		
Maintenance of the Family Information Service and its functions. Priority Status = High	April 2016	Parents and carers, existing providers, prospective providers, employers, professionals, students and people looking into childcare as a career option, organisations etc. are well informed and / or signposted to relevant sources dependant on their enquiry.
Complete the Family Information Service Quality Award. Priority Status = High	July 2016	The quality work currently undertaken by Family Information Service will be recognised by the achievement of a formal qualification.
Ensure the Family Information Service has visibility in terms of the Social Services & Wellbeing Act. Priority Status = High	April 2016	Regular communication with relevant lead officers allowing visibility and presence.
Adherence to FIS National Minimum Standards. Priority Status = High	April 2016	Maintenance of the Family Information Service National Minimum Standards.
Expand and maximise outreach opportunities	April 2016	Information widely available and disseminated across all communities in

ensuring that information is available across Swansea communities. Priority Status = High		Swansea.
To celebrate sector specific achievements and success on a regular basis  Priority Status = High	Quarterly	The good work undertaken across the sector will become more visible with the multifaceted aim of attracting people in to the childcare field, informing parents of the quality of local childcare in an attempt to increase attendance, raising the profile of the Information Service ensuring parents know where to source relevant information. The Local Authority's Communications Team will be regularly informed of the work and achievements of the FIS with the aim of celebrating these more widely across the Local Authority area.
To ensure maximum usage of Finlay the FIS mascot. Priority Status=High	May 2016	A regular "engagement" time table drafted to ensure regular use and maximise publicity potential.
Continue to map Swansea wards in terms of the availability of family activities Priority Status = Medium	August 2016	Detailed information on children, young people and family activities developed in respect of the top 10 localities as identified by the number of FIS enquiries

## Childcare Sufficiency

Conduct the next full Childcare Sufficiency Assessment (CSA). Priority Status = High	August 2016	CSA completed and submitted to Welsh Government by 31/3/17.
Use the CSA & refreshes as tools to inform future planning e.g grant allocation, signposting prospective providers with regard to the development of new childcare provision and publicising areas of low supply – promoting as potential business opportunities. Priority Status = High	April 2016	Childcare provision will be targeted within areas of high demand and low supply. Existing provision will be maintained.
Regularly review, monitor and update the CSA Action Plan. Priority Status = High	April 2016	To ensure changing needs and priorities are addressed.

## Dissemination

Regularly engage and maintain rapport with childcare providers via regular meetings, events, conference, production of sector specific information / newsletters ensuring providers are aware that FIS has a library of resources in the form of documents, policies to support practice. Priority Status = High	June 2016	Childcare providers will be up to date and well informed with regards policies, procedures, new developments and are holistic in their approach.  FIS is viewed by providers as the first point of contact with regard to current information needs and future information development & progression
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## Information Technology

Action	Timescale	Outcome
To work with the Local Authority Communications Team in achieving better outcomes in respect of digital technology & social media Priority Status = High	June 2016	Better usage of digital technology to improve communication and information output. Increased usage of Twitter and development of Facebook page.
To work with the Local Authority IT Department with a view to completing the Family Information Service "in house" database.  Priority Status = High	April 2016	Parallel testing of "in house" database with a view to full usage by September 2016.

## Grants & Funding

Action	Timescale	Outcome
Make available, administer and monitor a suitably appropriate grant programme to meet identified need e.g infrastructure development, sustainability etc.  Priority = High	April 2016	Grants programme maintained, monitored and evaluated to meet the identified needs of the childcare landscape.
Support access by disabled children to integrated childcare provision by way of continuing the One to One scheme.	May 2016	Children and young people with additional needs / disabilities will be supported to access and integrate in to mainstream childcare provision.

Priority Status = High		
Ensure that the needs of disabled children, young people and their parents are met through the provision of a Disability Development Officer post.  Priority Status = High	April 2016	Continued support of established parent/carer forums. Views of children, young people and parents are represented at every available opportunity. Raising awareness of grants / funding opportunities / accessibility of childcare.
Maintenance and exploration of expansion with regard to supporting attendance by children/young people at registered provision by means of the successful Assisted Places Scheme.  Priority Status = High	April 2016	Continuation of this very successful scheme currently receiving referrals via TAF and Family Partnership Team. Report developed in terms of possible expansion options and opportunities to benefit a larger proportion of children and families.  Provision of childcare opportunities thus allowing parents/carers to move closer to the labour market.
To support introduction to and development of the childcare workforce. Priority Status = High	April 2016	Positive number of quality applications from individuals with a genuine desire to study towards the achievement of an initial childcare qualification CCLD L 2-3 and those wanting to upskill (CCLD L5).

## Workforce Development

Action	Timescale	Outcome
<b>Improve throughput and quality of childcare students</b>		
Utilise the FIS as a "filter" prior to students accessing placements at Local Authority services e.g Flying Start, Children Centre, Play etc. Support student mentors to provide a quality placement and honest feedback in order to maintain/improve quality.  Priority Status = Medium	September 2016.	Students required to produce personal statements & be subject to an "interview" process prior to acceptance to support and nurture students to complete full job applications and achieve successful outcomes at interview. Provide mentor training and support. Provide a positive link between Gower College Swansea and Flying Start.
<b>Address declining Childminder numbers</b>		
Consider a recruitment drive in respect of Childminders. Priority Status = Medium	July 2016	Initial discussions with Job Centre Plus & Pacey to have a clear vision of the landscape. Should a campaign be viable this will result in an increased number of registered Childminders.

Adequately and holistically resource prospective childminders ensuring they are qualified to set up a robust business model. Priority Status = High	April 2016	All new childminders will be suitably resourced to set up and undertake their business via the delivery of Briefing Sessions, Pre -enrolment Sessions, CYPOP5, Pre-registration courses and other support mechanisms.
Track childminder destinations. Priority Status = High	March 2017	Sample number of childminder destinations tracked in order to follow their journey from learner to self-employment within the childcare field.
<b>Increase the Childcare Workforce</b>		
Maintain contact with colleagues delivering the accredited Babysitting course and ascertain whether young people progress in to the childcare field. Priority Status = Medium	October 2016	To ascertain whether a percentage of attendees make the decision that childcare is a real career option and decide to pursue this.
Develop "pool" of relief Play & Childcare Workers. Priority Status = Medium	July 2016	A number of staff recruited and retained on a zero hours basis to ensure adequate and suitable cover during periods of staff sickness, annual leave and to support holiday activities.
Research the opportunity of utilising volunteers within Play. Priority = Low	November 2016	Draft overview report of the number of volunteer queries received and the steps required recruiting and nurturing to enable them to support local Play providers.
Deliver Childcare Workforce "workshops" across the Authority. Priority Status = Medium	April & October 2016	Plan and deliver engaging activities to introduce individuals to the traditional and non-traditional routes and options available to make childcare a real career choice.
To have an awareness of student intake / completion of childcare qualifications across local learning providers Priority Status = Low	September 2016	Links with learning providers will inform the FIS with regards the need to facilitate / work in partnership in developing the need for any future campaigns in terms of increasing the numbers of students accessing childcare.
<b>Training / CPD</b>		
Conduct an audit of CSSIW registered Childcare providers ascertaining workforce, training and quality needs and requirements. Priority Status = High	June 2016	Up to date knowledge of current sector landscape & futuristic needs



Plan, develop, administer and evaluate an annual training programme of both mandatory and relevant optional courses to maintain, upskill and improve quality within registered provision, paying due regard to provider comments and sector needs. Priority Status = High	April & September 2016	Develop and deliver a holistic annual training programme with a minimum 80% attendance.
Engage with registered childcare providers by means of specific meetings, network events and conferences. Priority Status = Medium	April 2016	Maintenance and development of rapport. Providers will report being more aware of policies, procedures, new initiatives, strengthened networking opportunities between people in the same sector to improve learning and support.

## Partnership Working

Action	Timescale	Outcome
To ensure Partner Organisations are fully aware of their role in supporting the Local Authority's compliance to Childcare Act duties. Priority Status = High	May 2016	Development Officer targets set to reflect duties and local need. Compliance measured on a quarterly basis.
To work innovatively with key stakeholders e.g. Careers Wales, JCP, PaCE, Communities 1 <sup>st</sup> , Swansea College etc to support and promote the holistic childcare landscape. Priority Status = High	May 2016	Key stakeholders will be aware of their roles and responsibility in uniting to afford the maintenance of a quality childcare landscape Swansea wide. Parents/carers aware of & enabled to access avenues to work/training.
Maximise collective opportunities available across childcare and play through co-working and co-planning Priority Status = High	September 2016	To ensure the dovetailing of the work of all teams resulting in positive outcomes for parents, children and families.
Further development of "hubs of good practice" at the City & County of Swansea Children & Family Centre. Priority Status = High	August 2016	Positive outcomes for a cross section of childcare providers, parents/carers, children and young people. Existing and prospective providers will be engaged with to gauge "buy in" and potential interest in participating in an actual or virtual environment where providers share examples of 'best

		practice' with a possible aim of creating a collection of resources that people can use in their day to day jobs.
Continued presence at regional meetings re: future ESF funding with regard to workforce development. Priority Status = Medium	April 2016	Awareness of future developments and how these can benefit local need.
Support Partner Organisation Development Officer targets re: the continuation of Participation and Rights Respecting agenda within pre-school and out of school settings. Priority = High	April 2016	Partner Organisation Development Officers have a point of contact and support in implementing the participation and rights respecting work undertaken by the Local Authority via visits to affiliated groups and settings.