


<b>Children &amp; Young Peoples' Scrutiny Committee recommendations</b>	<b>Actions</b>	<b>Outcomes</b>
1.Consultation on draft CSA	<p>As part of the statutory consultation process, a bilingual online survey was developed in conjunction with Cardiff Research Centre.</p> <p>The survey was promoted via the Council's corporate Facebook, Twitter and Instagram accounts throughout the statutory consultation period.</p> <p>Several face-to-face interviews were conducted during the consultation period in Cardiff libraries, hubs and Flying Start sessions.</p> <p>The online survey was promoted to Council employees via DigiGov, the intranet and Staff Information.</p>	<p>A total of 95 responses to the survey were received and responses were then included in the final submission to the Welsh Government.</p>  <p>Childcare Sufficiency Assessment</p>
2. How it plans to address shortfalls in provision in certain areas of the city to ensure an even spread and avoid a postcode lottery;	<p>Information collated through the CSA has been used in part, to inform the Phase 1 (full Flying Start) and Phase 2 (childcare only) Flying Start expansion plans.</p> <p>Additional Welsh Government funding has been provided to allow Flying Start to increase the numbers of children and families supported.</p> <p>In 2021/22, an additional 409 children aged 0-4 were identified as new target beneficiaries, with a further 380 children to be offered a funded Flying Start childcare place in 2022/23.</p>	<p>The expansion of Flying Start childcare into new geographical areas will provide opportunities for new and existing providers to apply to become Flying Start settings, offering Welsh and/or English language services. This will widen the opportunities for families to access funded childcare across the city.</p> <p>At the same time, this presents prospects for childcare businesses to increase the places they offer, potentially ensuring that they become more financially sustainable.</p>

	<p>The Early Help &amp; Procurement teams have developed tendering approaches that seek in the first instance, to recruit existing local providers to deliver Flying Start places to avoid any displacement.</p>	<p>Settings providing both Flying Start and Childcare Offer for Wales funded places benefit from two Welsh Government flagship schemes. Combined, they provide seamless funded provision for working parents of 2 to 4 year olds.</p>
	<p>In October 2022, the Welsh Government announced a new £70m (for Wales) Early Years and Childcare Capital funding scheme. The purpose of this capital funding is to maintain and improve the existing childcare (including Flying Start) infrastructure.</p> <p>This funding also helps support the Programme for Government commitments to:</p> <ul style="list-style-type: none"> <li>• Fund childcare for more families where parents are in education and training or on the edge of work</li> <li>• Deliver a phased expansion of early years provision, to include all 2 year olds, with a particular emphasis on strengthening Welsh medium provision</li> <li>• Continue to support the flagship Flying Start programme</li> </ul>	<p>Officers have used the CSA, WESP and information about identified gaps to meet Flying Start childcare provision for Phase 1/Phase 2 expansions, to develop bids for Welsh Government capital funds.</p> <p>An initial list of 9 potential major capital projects and 6 smaller projects have been developed by Early Help teams, in conjunction with Education teams. Where possible, schemes are co-located on school sites.</p> <p>These were submitted to the Welsh Government by the end of November 2022 with funding requests totalling £2,3m. Some requests were for initial feasibility studies and exploratory works, so further funding will need to be bid for, if projects are deemed to be suitable to progress.</p> <p>All 9 projects identified are, or are planned to become, sites for Flying Start providers to meet the expansion requirements, and 5 of these projects are Welsh medium settings. CCO?</p> <p>We are currently awaiting feedback from the Welsh Government on the proposals.</p> <p>The Welsh Government have also recently announced – subject to Ministerial approval - an</p>

		<p>additional £1.75m of capital funding towards the Flying Start and Childcare Offer development on the Moorland Primary school site. This will provide early years and primary education, Flying Start and wrap-around childcare from a single location.</p>
	<p>As part of the £70m (for Wales) Early Years and Childcare Capital funding scheme, Cardiff Council has been awarded £517K to re-establish the Capital Small Grants scheme.</p> <p>This scheme will enable childcare providers to apply for a grant of up to £20K to support:</p> <ul style="list-style-type: none"> <li>▪ The Local Authorities Childcare Sufficiency Assessment and associated action plan;</li> <li>▪ Settings delivering Welsh Medium provision and/or with a particular emphasis on strengthening Welsh medium provision;</li> <li>▪ Settings directly supporting the Welsh Government's co-location of services agenda, for example on school sites, at community and health hubs;</li> <li>▪ Settings providing the childcare offer, Flying Start and/or Foundation Learning places in settings;</li> <li>▪ Childcare that can be delivered during the full day, term time and the school holidays in order to maximise provision to families across the year.</li> </ul>	<p>In response to the findings of the CSA, the Childcare Business Support Team have amended and improved the Capital Small Grants application and assessment process.</p> <p>All Care Inspectorate Wales (CIW) registered childcare providers in Cardiff were informed of the availability of the grant on November 9<sup>th</sup> 2022.</p> <p>89 applications were received by 19<sup>th</sup> December 2022. 70 of these were deemed eligible at pre-assessment. Of these, 43 have been approved, and a grant spend commitment of £384,027 made.</p> <p>The grant funding budget for 2023/24 is due to be announced shortly, but early indications are that this will be at 2022/23 levels or slightly higher.</p>

<p>3. What changes (if any) have been agreed at national level in making the (CSA) process easier to understand; any developments in relation to funding; and tackling the challenges public sector bodies face in working with private businesses.</p>	<p>No changes have currently been made at a national level. However, the Welsh Government is in the process of appointing an external consultant to review and provide feedback on the CSAs submitted, and to consider how the process could be improved.</p> <p>To support this, Cardiff's Senior Childcare Business Support Officer drafted a paper that was approved by AWARE (a membership group of all Wales officers responsible for producing CSAs). This was submitted to Welsh Government and their consultants, for consideration.</p>	<p>We are awaiting feedback on the CSA and the suggested approaches for improvements to the CSA data collection and analytical processes.</p>
---	--	---

<p>4. How the Service plans to tackle the recruitment and retention of staff – and address gaps already identified such as Welsh language sector and ALN provision; and</p>	<p>The CYPSC recognised the limits of the contribution that the Childcare Business Support Team, and other relevant Early Help colleagues, can have on the national recruitment and retention challenges faced by the childcare sector.</p> <p>The subsequent cost of living crisis has exacerbated this issue, and the Welsh Government has been made aware of the consequent risks to the sector, and its ability to deliver flagship programmes such as the expansion of Flying Start childcare.</p> <p>These risks have been highlighted in the submission of Cardiff's Flying Start expansion plans and in a recent fact finding visit by Welsh Government Senior civil servants to meet Cardiff's Early Help teams.</p> <p>Notwithstanding this, the following are examples of work across Early Help to seek to support recruitment and retention in the childcare sector:</p> <ul style="list-style-type: none"> <li>• Colleagues from the Childcare Offer, Workforce Development and Cardiff Family Advice and Support teams, working with the Council's Into Work team and external partners such as PACE, have attended public events and jobs fairs in the Central Library, Butetown Pavilion and other community venues to highlight opportunities for employment within the childcare sector</li> <li>• The Childcare Business Support and the Workforce Development team deliver the City &amp; Guilds qualifying training for childminders. There are 9 delegates attending the current course</li> </ul>	<ul style="list-style-type: none"> <li>• The activities covered both promoting the childcare sector as a possible source of employment, and also the role of childcare as an enabler of work, along with the financial assistance available. Although there was some interest in a number of childcare posts within the Council, it appeared potential candidates, many who were refugees from the Ukraine, did not have suitable or transferable qualifications to be able to apply in the short term</li> <li>• Since commencing delivery of the City &amp; Guilds qualifying training in March 2021, a</li> </ul>
---	---	--

	<ul style="list-style-type: none"> <li>• The Workforce Development and Accredited Centre, in partnership with the National Day Nurseries Association and with Welsh Government funding, have provided two <i>Camau Introduction to Welsh Language Support and Training for the Early Years</i> courses since April, with a third planned for January 2023. In addition both the Workforce Development and Childcare Business Support Teams signpost childcare staff to the generic Welsh medium courses provided by Learn Welsh Cymru <a href="#">Croeso - welcome   Learn Welsh</a></li> <li>• Data from the CSA highlighted that a significant number of childcare settings were not accessing training provided by Inclusion around the Additional Learning Needs and Education Tribunal Act (ALNet) and were reporting low levels of confidence in meeting the needs of children requiring additional support.</li> <li>• A project outline was developed to identify barriers faced by childcare settings in accessing the training; to develop delivery methods that reduce or remove these barriers; and to monitor the impact the new delivery methods on attendance/access to the training and the effects on provider confidence. This was submitted as a workstream as part of the Early Years Transformation Pathfinder, and time limited funding has been secured to deliver this.</li> </ul>	<p>total of 12 Cardiff delegates have completed the training and of these, 10 have successfully gained the qualification, with 3 having completed registration with CIW</p> <ul style="list-style-type: none"> <li>• Two courses were delivered April – December, with a third planned for delivery in January 2023</li> <li>• Staff within Inclusion Services have been identified to implement this workstream. They have begun to identify a range of childcare settings who have not previously engaged with ALNet training. These settings will be contacted to help the team identify how ALNet training can be made more accessible. Training resources and approaches will be developed based on feedback and piloted with these settings. Levels of engagement, and the impact on reported confidence around ALNet and meeting the needs of children requiring additional support will be monitored. A lessons learnt report will be produced as the Pathfinder is intended to change the system to support effective practice on a sustainable model.</li> </ul>
--	--	--

<p>5. Address other issues raised by this Scrutiny Committee in this letter such as improving the quality and robustness of data; and improving access to information by families and carers, particularly on affordability.</p>	<p>Although the legislation and regulations relating to the CSA are set by the Welsh Government, a paper has been developed and submitted by the Senior Childcare Business Support Officer suggesting possible improvements. Feedback is awaited.</p>	
<p>6. The Service Area (with partners), develop the following to improve access to information for parents and families and providers</p> <p><b>Parents/Families</b></p> <ul style="list-style-type: none"> <li>• Develop a range of materials, in an easily understandable format, to include:</li> <li>• Range of childcare available, including Welsh medium and ALN</li> <li>• Information on what financial help is available</li> <li>• Guidance on thresholds to help families choose what help best suits their needs</li> </ul>	<p>A new resource has been developed to assist work coaches and other similar professionals, to support families that they are working with, who are looking for childcare to support their employment. The content covers:</p> <ul style="list-style-type: none"> <li>• Information about childcare types, and the importance of CIW registration</li> <li>• How to find childcare</li> <li>• Information regarding the financial assistance available to support with childcare costs</li> <li>• The benefits of Welsh medium education</li> <li>• The role of Cardiff Family Advice &amp; Support (CFAS) as one-stop shop for advice and assistance for families, on a wide range of issues, including childcare</li> </ul> <p>Further work is underway to:</p> <ul style="list-style-type: none"> <li>• Provide this information in 'parent friendly' formats, both in hard copy (leaflet) and online</li> <li>• Develop an online questionnaire to capture parent responses to the additional questions identified by the CYPSC</li> <li>• Provide a suitable privacy notice to allow parents who wish to be involved in future</li> </ul>	<p><b>Please see presentation at Appendix 2.</b></p> <p>More detailed information, for example, on up-front payments for parents receiving Universal Credit has been identified, and will be available on the online version, with sign-posting information included in the hard copy.</p> <p>As part of the Early Years Pathfinder ALNet workstream, early discussions have taken place regarding the development of a web based ALN focused resource for parents/carers and early years providers. Such a site could host useful information regarding children's transition from childcare to school. Inclusion Services also have a Facebook page where they provide information about our Parent One group, and information and links about ALN for Early Years children.</p> <p>Facebook: <a href="#">Grwp 1 Group   Facebook</a></p> <p>There is also an Early Years section within the Cardiff.gov/ALN web page that is currently under</p>

<ul style="list-style-type: none"> <li>Information on any costs that may be required “up front” – for example, for those on Universal Credit</li> <li>Advice on when their child moves from childcare to education – particularly those whose child may have ALN.</li> <li>Publicise CFAS as a one-stop shop for advice and assistance</li> </ul>	<p>childcare-related consultation to be legally retained</p> <ul style="list-style-type: none"> <li>Provide suitable links to the information for parents regarding their child’s transition from childcare to school – particularly those whose child may have ALN.</li> </ul>	<p>construction and will launched in the New Year with information, links to further services etc.</p> <p>Inclusion Services also have a parent section on Cardiff Education Services website, and this will be updated in the new year.  <a href="#">Inclusion in the Early Years (birth to 5 years)   Cardiff Education Services</a></p>
<p><b>Providers</b></p> <ul style="list-style-type: none"> <li>Up to date news on grants, relief and rebates that may be available</li> </ul>	<p>Both the Childcare Business Support and the Childcare Offer Team have established effective methods of communication with childcare providers in Cardiff, and ensure that they are informed of any new grant funding, policy and programme updates that impact on their practice, etc.</p> <p>As well as a monthly bilingual newsletter, childcare settings are made aware of any new funding opportunities or policy changes via direct emails, and updates to the Childcare Business Support webpage:  <a href="#">Cardiff Childcare Business Support - Cardiff Family Advice and Support : Cardiff Family Advice and Support (cardiffamilies.co.uk)</a></p>	<p>Childcare settings were made aware of the Capital Small Grants Scheme on November 9<sup>th</sup> 2022</p> <p>With the roll out of the Digital Service for the delivery of the Childcare Offer all providers who are providing places for funded children are required to register their setting on the Digital Service. Communication from the Welsh Government has been supported by the Cardiff Childcare Offer team through direct contact, routine advice and guidance to all providers.</p> <p>Providers were able to sign up on the digital service from the 3<sup>rd</sup> November, and by 14<sup>th</sup> December, 209 (80%) of the 259 potential Childcare Offer providers in Cardiff had signed up. 208 of these had been approved by the team and 156 had received their PIN and activated their account</p>



<ul style="list-style-type: none"> <li>• Incentives for additional funding, training and development opportunities – for example if providers sign up to CFAS</li> </ul>	<p>The Workforce Development and Accredited Centre provide legal and regulatory and CPD training for childcare providers across Cardiff, including free training for Flying Start settings. An annual Training Needs Assessment is conducted, and two six-monthly training planners are released across the financial year, to maximise opportunities for uptake.</p>	
<ul style="list-style-type: none"> <li>• Peer support and case studies on good practice providers</li> </ul>	<p><b>Provider Case Study Examples:</b></p> <p><b>Case Study 1:</b> A childminder who had not previously accessed any grant funding met with a member of the Childcare Business Support Team (CBST), who explained the purpose of the grants available, and the application process.</p> <p>The childminder submitted a grant application for funds to develop an allotment as an area to support the children’s access to and learning about the natural environment.</p> <p>On a follow up visit, the CBST member of staff filmed a video (with suitable parental consent) which has been developed into this best practice resource.</p> <p><b>Case Study 2:</b></p>	<div data-bbox="1339 805 2033 943" style="border: 1px solid black; padding: 5px;"> <a href="https://www.canva.com/design/DAFMY978SL8/G4mYRQN9UXHsZduvalrgog/watch?utm_content=DAFMY978SL8&amp;utm_campaign=designshare&amp;utm_medium=link2&amp;utm_source=sharebutton">https://www.canva.com/design/DAFMY978SL8/G4mYRQN9UXHsZduvalrgog/watch?utm_content=DAFMY978SL8&amp;utm_campaign=designshare&amp;utm_medium=link2&amp;utm_source=sharebutton</a> </div>

	<p>A childcare provider has applied to the Capital Small Grants Scheme for funding to equip the childcare setting with solar panels, to reduce utilities bill and move towards a lower carbon approach. Once the installation is completed, a visit will be arranged to make a short video, which can then be shared with other settings.</p> <p>Both of the above case studies contribute to the Council's One Planet Strategy to combat climate change and increase biodiversity in Cardiff.</p>	
<p>• Publicise CFAS as a one stop-shop for advice and assistance</p>	<p>Of the 5,877 calls received by the Early Help Family Gateway between April and November 2022, 138 related to childcare generally, and a further 153 to the Childcare Offer.</p>	<p>Parents can also access the Childcare Offer Team directly, or use Dewis <a href="https://www.dewis.wales">https://www.dewis.wales</a> or Childcare Information Wales <a href="#">Gwybodaeth Gofal Plant Cymru - Child Care Information Wales</a> to directly access information about childcare in Cardiff</p>