



Llywodraeth Cymru
Welsh Government

Flintshire Childcare Sufficiency Assessment 2017 – 2022

Update and Progress Report June 2021

Introduction

Following a consultation by Welsh Government in 2015 and the resulting revised Statutory Childcare Guidance published in July 2016, Childcare Sufficiency Assessments are required to be carried out every 5 years. Annual reports are published detailing progress made against the actions, priorities and milestones identified in the action plan. This is the update and progress report for the year from April 2020 to March 2021.

The Local Authority have liaised with the Care Inspectorate Wales (CIW), the Family Information Service Flintshire (FISF) and a range of umbrella organisations and other key stakeholders, to ensure an accurate and up to date picture of the supply of and demand for childcare, which will allow the action plan to be reviewed and updated.

This report is the fourth report since publishing the full assessment and action plan in 2017.

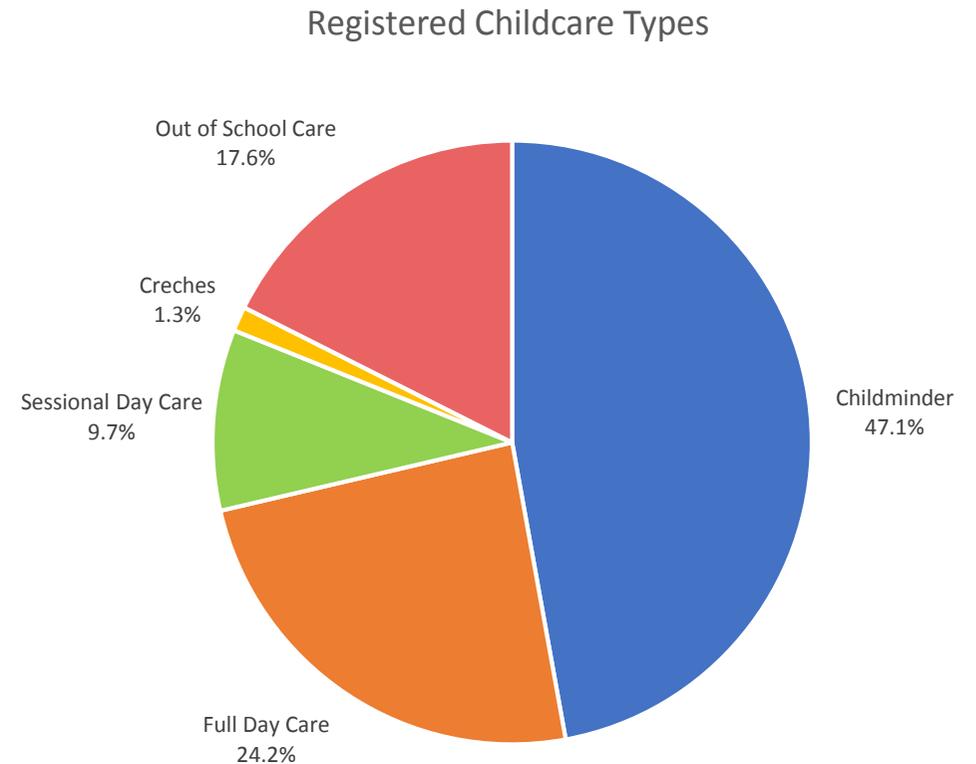
Covid-19 has had a significant impact on services generally with the closure of non-essential business and people working from home. This is likely to have an impact on the childcare market for the foreseeable future. Many childcare providers have closed during the lockdowns and whilst some have remained open to provide care for children of key workers, the reduced numbers will still have an impact on income and costs for those providing services.

Childcare Development Team works closely and collaboratively with CWLWM partners to provide best possible service to support childcare providers in Flintshire. They commission and spot purchase services and support from CWLWM partners to provide support, training and specialised services to childcare providers.

Current Childcare Supply

The current level of supply of childcare in Flintshire is displayed in the table below based on CIW's FIS Weekly Report 29 March 2021 and Voluntary Approval Scheme (VAS) Report 1 February 2021.

Childcare Type	Registered	Suspended	Unregistered or Approved
Childminder	107	5	
Full Day Care	55		
Sessional Day Care	22		
Crèches	3		
Out of School Care	40		9
Nanny			4
Open Access Play provision			55
Total	227	5	68



Despite Covid-19 childcare supply has remained stable over the last 12 months.

CIW Registrations and Cancellations

Type of Childcare Providers	Number of Childcare Providers cancelled and re-registered as a Charitable Incorporated Organisation (CIO)	Number of New CIW registered Childcare Providers	Number of Childcare Providers cancelled their CIW registration
Full Day Care	8	2	
Sessional care	1		
Childminder		4	5

The table above demonstrates the providers who have recently closed and re-opened to become a Charitable Incorporated Organisation (CIO) which has increased the registered number of childcare places by 15.

Broughton Pre-school playgroup and Holiday Club, at the beginning of the year had to move from school grounds due to Covid-19 restrictions, during the summer holiday they were temporarily located in the Scout hut and in September 2020 moved into the community centre. Following negotiations with the school they returned to school premises in January 2021 in time for the Early Entitlement cohort. Unfortunately they have since been given notice until the end of summer term as the school requires the space for education purposes. Broughton Preschool Playgroup committee are currently reviewing their options for September 2021.

Merllyn Childcare (Bagillt) opened at Ysgol Merllyn Bagillt providing 19 newly registered places.

Trelogan Playgroup have temporarily registered in the local community centre whilst maintaining their current CIW registration at the school.

There has been a reduction of 7 registered places following the registration of 4 childminders and the closure of 5 in 2020/21. A number of childminders have closed due to Covid-19 and other issues.

Action Plan and Progress

Assessment of Demand

Target	Why	Action	Progress
<ul style="list-style-type: none"> For the next full Childcare Sufficiency Assessment (CSA) improve promotion of the parents survey as a very small sample of Flintshire parents completed the survey for 2016 Ensure Welsh Government receive recommendations for improvements to the parents survey 	<ul style="list-style-type: none"> Low response rate for survey Changes to survey to improve response rates 	<ul style="list-style-type: none"> Family Information Service Flintshire (FISF) actively promote CWLWM through links to their Facebook and Web pages FISF network requested DEWIS based survey system 	<p><u>FISF</u></p> <ul style="list-style-type: none"> Team routinely share links sourced from CWLWM Facebook page Module development postponed to 2021 due to Data Cymru responding to Covid-19 needs. Draft survey questions have been agreed in advance of development
<p>The services are working together to share links which will enhance the promotion of the next survey on the different platforms to ensure it reaches as many parents as possible to encourage completion of the survey. This together with the feedback previously provided to Welsh Government relating to how the survey can be improved will aim to increase the number of surveys completed in the next full CSA over the next 12 months providing wider feedback from parents.</p>			

Assessment of Supply

Target	Why	Action	Progress
<ul style="list-style-type: none"> Support the completion of the Self-Assessment of Service Statement (SASS) Part 1 To provide technical support wherever possible to support providers as they complete Care Inspectorate Wales (CIW) on-line SASS 1 and 2 	<p>Obtain more valid data as 22.9% of Flintshire childcare providers failed to complete the on-line CIW SASS Part 1 survey</p>	<ul style="list-style-type: none"> Support and advice provided to childcare providers around SASS1 and 2 requirements Provision of technical support to help childcare providers meet SASS1 and 2, Childcare Offer, Early Entitlement and DEWIS website requirement 	<p>Technical support is offered to providers and childminders by the different support organisations to use on line services including completion of the SASS</p> <p><u>Mudiad Meithrin</u> - during Covid-19 increased use of virtual and digital platforms has resulted in Cylchoedd becoming more confident in using IT which will assist when completing the next SASS</p> <p><u>Childcare Development Team</u> Laptops available to loan to providers to support them in completing their SASS and Quality of Care review paperwork, Childcare Offer and Early Entitlement payment claims and to register on the DEWIS website. The Childcare Offer Small Capital Grant application criteria enables settings to apply for IT equipment</p> <p><u>PACEY Cymru</u> offered free Continued Professional Development (CPD) webinars for registered childminders and PACEY members between January and March 2021 which included a webinar on 'Completing your annual Quality of Care Review' on 27th January 2021. Due to popular demand an additional date was offered on 18th February 2021.</p>

			<p><u>Early Entitlement</u> providers were advised on ways their Quality Of Care report could feed into/ become part of the annual self-evaluation report they are required to produce as a registered Early Entitlement provider- this was to help providers avoid the unnecessary duplication of paperwork. Training was offered to all Early Entitlement providers on how to effectively evaluate their provision.</p> <p><u>Early Years Wales</u> will provide support once the SASS date is made available, probably late summer term.</p>
<p>There appears to be sufficient support for all childcare providers from the different umbrella organisations they are affiliated with. The changes that have had to be made from face to face to virtual has been reported to improve the skills of those involved with Cylchoedd and may well be the same for others. Some providers may have difficulty in reporting online due to digital accessibility issues which may impact on their ability to report.</p>			

Analysis of supply and demand of overall childcare provision

Target	Why	Action	Progress
<ul style="list-style-type: none"> Recruitment of more childminders, particularly in rural areas 	<ul style="list-style-type: none"> A limited number of childminders in rural locations 	<ul style="list-style-type: none"> Increase promotional work around childminding – Childcare Development 	<p>Due to Covid-19 restrictions the ability to attend promotional events has been limited. However PACEY have:</p> <ul style="list-style-type: none"> Engaged with Job Centre Plus to raise awareness of childminding as a career Participated in a North Wales virtual jobs fair Published a Journey to childminder registration in Wales Blog

Target	Why	Action	Progress
		<ul style="list-style-type: none"> Team and PACEY 	<ul style="list-style-type: none"> Video of what childminders had to say when asked 'what is the best thing about being a childminder? During pre-registration training Shared links to useful links to support promotion of childcare as a career
<ul style="list-style-type: none"> The registration of open access playschemes should be supported. 	<ul style="list-style-type: none"> Only one open access playscheme is registered with CIW 	<ul style="list-style-type: none"> Play Development Officer reporting on setting numbers 	<p>1,865 children and young people attended Summer Play schemes during 2020 at 55 site locations during the school summer holidays. 30 of these children and young people were supported by the Flintshire Buddy scheme. The Buddy scheme supported children and young people with disabilities to attend their own local playscheme. 80 children were registered to the LA Welsh language play schemes delivered in partnership with Urdd Gobaith Cymru.</p> <p>Newydd provided daily snack packs at 18 sites. This was entirely at the discretion of and funded by local town and community councils receiving much appreciation from those who received it.</p> <p>Flintshire are currently in the process of finalising locations for Summer Play scheme 2021. It is anticipated that there will be the same number of sites as in 2019 which was total of 57 play schemes. No schemes will be registered with CIW.</p> <p>All play schemes are delivered to the national minimum standards.</p>

Target	Why	Action	Progress
<ul style="list-style-type: none"> Improve awareness, amongst agencies and training providers, of the availability of crèche facilities in Flintshire 	<ul style="list-style-type: none"> Under-utilisation of registered crèche facilities 	<ul style="list-style-type: none"> Promotion of Crèche facilities 	<p>Flintshire Crèche Services were unable to deliver any crèches from April 1st 2020 – March 31st 2021 due to the direct impact of Covid-19 which prevented the face to face delivery of all Parenting Programmes planned to be delivered by Flying Start and Empowering Parents Empowering Communities (EPEC) during this past year.</p> <p>In the complete absence of any Crèche delivery the opportunity arose to conduct an Options Appraisal on the future direction and development potential for this service. Meetings were held with potential stakeholders within Early Years and Family Support and potential service users within Children’s Social Services. Gaps were identified and this resulted in an approved Business Case for the redevelopment of the service as Flintshire Crèche and Childcare Service.</p> <p>Meeting a need for childcare in Garden City/Sealand, the Garden City Childcare setting will be opened during 2021. This childcare setting will provide childcare places for Flying Start 2 year olds and Childcare Offer 3-4 year olds in the area.</p> <p>A new fulltime Flintshire Crèche and Childcare Service Lead and term time only Flintshire Crèche and Childcare Supervisor and Assistant have been appointed to coordinate the service and staff the new Garden City Childcare. The Centre also received the investment of Flying Start Capital awarded by Welsh Government.</p> <p>As we return to face to face delivery of services including parenting programmes, an increased need is anticipated for the service and further recruitment of Relief Staff to increase the size of the Crèche Pool will be undertaken. The newly appointed Flintshire Crèche and Childcare Service Lead will</p>

Target	Why	Action	Progress
			<p>implement a plan for the promotion of the Flintshire Crèche and Childcare service going forward, as normal service is permitted to resume.</p> <p>In the interim period the Crèche Staff Relief Staff have met the need for distribution of Lateral Flow Device test kits for identified childcare providers such as domestic childminders and unregistered settings.</p>
<ul style="list-style-type: none"> • More information relating to Nannies on the Voluntary Approval Scheme to be made available through FISF 	<ul style="list-style-type: none"> • A limited number of Nannies on the Voluntary Approval Scheme 	<ul style="list-style-type: none"> • FISF Promoting Nannies as a childcare choice 	<p><u>FISF:</u> At a 2019/20 Dewis Development meeting it was agreed that Nannies could be added to the www.fis.wales website under 'Family Support'. Whilst no Nannies are currently registered in Flintshire within this category, work continue to encourage all childcare services to register on Dewis to promote their business.</p> <p><u>PACEY:</u> PACEY Cymru have raised awareness of the Welsh Government consultation in relation to the Voluntary Approval Scheme for Nannies and submitted a response to the consultation. Also hosted two consultation webinars including an evening session for nannies.</p>
<ul style="list-style-type: none"> • All relevant childcare providers to be encouraged 	<ul style="list-style-type: none"> • There is insufficient after school provision for 12 – 17 year olds. 	<ul style="list-style-type: none"> • Umbrella Organisations supplying examples of childcare 	<p><u>Mudiad Meithrin:</u></p> <ul style="list-style-type: none"> • All cylchoedd meithrin now accept children from the age of 2 years. • Cylch Terrig, Cylch Y Fflint, Cylch Treffynnon all provide full day care.

Target	Why	Action	Progress
<p>to widen the age range they cater for</p> <ul style="list-style-type: none"> In line with the recent amendments to registration regulations, from under eights to under twelves. To meet the requirements of the Childcare Offer 	<ul style="list-style-type: none"> A minimal number of under-fives are catered for by holiday clubs 	<p>providers who have widened their age range</p>	<ul style="list-style-type: none"> Cylch Shotton now provide a clwb cinio for children to stay for longer sessions. <p><u>PACEY</u></p> <ul style="list-style-type: none"> When providing pre-registration support PACEY Cymru encourage pre-registration childminders to consider caring for the wider age-range of 0-12 years, including considering offering a-typical hours, holiday and wrap around provision. <p><u>Early Years Wales</u>–</p> <ul style="list-style-type: none"> Ty Ffynnon Shotton, expanding to include a playgroup facility from April 2021. Leeswood playgroup moved into school to provide wraparound facility Sunshine Club Nursey Plus expanded hours to provide both morning and afternoon wraparound care (intention to provide a holiday facility in near future) within new build on school site Trelogan providing lunch time provision for nursery children to assist the school.
<ul style="list-style-type: none"> The wider promotion of the availability of Working Tax Credits or Universal Credits and Employer Supported Schemes 	<ul style="list-style-type: none"> Affordability is highlighted by parents as the most important factor in their consideration of childcare choice. Take up of the childcare element of the Working Tax 	<ul style="list-style-type: none"> Work carried out by the Umbrella Organisations to promote tax credits / universal credits, employer supported schemes and tax free childcare. 	<p>Umbrella organisations confirm that they provide information to promote tax credits, employer supported schemes and tax free childcare on their websites, through social media and regular bulletins to providers as well as responding to individual enquiries.</p>

Target	Why	Action	Progress
(including the new, nationwide Tax Free Childcare scheme).	<p>credit and Employers Supported Schemes is very low in Flintshire.</p> <ul style="list-style-type: none"> Approximately 48% of respondents to the parent / carer survey didn't know where to go to access information relating to financial assistance for childcare. 		
Unregistered providers of all types of childcare should be encouraged and supported to register with CIW.	A very small minority of settings in Flintshire are unregistered	Support given to unregistered childcare providers to become registered with CIW	<p><u>Early Years Wales</u> Support provided to 3 additional providers to become registered:</p> <ul style="list-style-type: none"> Penyffordd, Ffynnongroyw Garden City <p>9 settings are unregistered and receiving support from CWLWM partners. These settings are:</p> <ul style="list-style-type: none"> Queensferry After School Club (ASC) Whitford ASC Cilcain ASC St Marys (Flint) ASC Northop Hall ASC Gwernymynydd ASC

Target	Why	Action	Progress
			<ul style="list-style-type: none"> • Trelogan ASC • Nercwys ASC • Cornist Park ASC.
<ul style="list-style-type: none"> • In order to meet the childcare needs of those working atypical hours more childcare is needed before 8am, after 6pm, overnight and at weekends. • Sessional day care providers and out of school care providers should be encouraged to extend 	<p>Less than 50% of full day care providers and childminders offer half day care sessions. Sessional care providers tend to deliver morning only or afternoon only sessions and relatively few wraparound care or a lunch club. Very few providers offer childcare before 8.00am or after 6.00pm. There are two childcare providers who provide weekend care and one provider for overnight childcare.</p>	<p>Umbrella organisations providing examples of settings expanding their hours to meet the needs of working.</p>	<p><u>PACEY Cymru</u> Encourage pre-registration childminders to consider offering flexible and atypical opening hours within the briefing session and pre-registration training and support. Newly registered support also includes a discussion on filling vacancies and considering the local market / demand for childcare, including flexibility in childcare hours offered.</p> <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> • Ty Ffynnon Shotton, expanding to include a playgroup facility from April 2021 to provide wraparound care • Leeswood playgroup moved into school to provide wraparound care • Sunshine Club Nursey Plus expanded hours to provide both morning and afternoon wraparound care (intention to provide a holiday facility in near future) within new build on school site • Trelogan providing lunch time provision for nursery children to assist the school

Target	Why	Action	Progress
<p>their hours to meet childcare requirements of working families.</p>			
<p>All childcare providers should be encouraged to work collaboratively to ensure that working parents are able to access suitable provision to meet the Childcare Offer</p>	<p>As above</p>	<p>Examples of collaborative working to provide places for the Childcare Offer</p>	<p><u>Mudiad Meithrin:</u></p> <ul style="list-style-type: none"> • Still looking for possible expansion areas within Flintshire as part of the SAS scheme. The SAS scheme refers to Cynllun SAS - Sefydlu a Symud (set up and Succeed) which is a specific project by Mudiad Meithrin in response to the Welsh Government strategy Cymraeg 2050. Mudiad Meithrin have been given additional funding to establish 40 new cylchoedd Meithrin by the end of 2021 in areas where there is currently no access to a cylch meithrin. • Developments at Ysgol Glanrafon will see the merger of two existing cylchoedd but will see the services offered being expanded. <p><u>PACEY Cymru</u> Share information and promote the Childcare Offer to newly registered and established childminders and have been encouraging participation in the consultation process and planning for the development of a national Childcare Offer digital service.</p> <p><u>Early Years Wales</u> All relevant members are registered to provide the Childcare Offer, including</p>

Target	Why	Action	Progress
			<ul style="list-style-type: none"> • Support given to Broughton Pre-school playgroup to set up holiday provision in summer 2020 to provide Childcare Offer • Leeswood Playgroup providing Childcare Offer with their newly expanded wraparound care • Support given to Flintshire Flying Start for the new provision of childcare in Garden City • Sychdyn Playgroup support to register setting in new build to provide full day care. This includes Childcare Offer and wraparound care etc.
<p>The development of holiday care provision in Mold and Holywell</p>	<p>Lack of holiday care places in a variety of locations but most notably in Mold and Holywell</p>	<p>Extension of Glanrafon School Mold</p>	<p><u>Mudiad Meithrin:</u> Working with Cylch Meithrin Glanrafon and Cylch Meithrin yr Wyddgrug to merge to form a new cylch that will open on the site of Ysgol Glanrafon. The new cylch meithrin will offer full day care for children aged 2-4 providing a full range of services including:</p> <ul style="list-style-type: none"> • wrap around childcare • 30 hour Childcare Offer • Early Education and • Flying Start. <p>Childcare Development Team is in discussion with Ysgol Glanrafon After School Club to extend their registration to provide a holiday club within the above facility.</p> <p>Welsh Government capital has assisted the development.</p> <p><u>Clybiau Plant</u> During the Covid 19 pandemic in 2020 it has been difficult to increase holiday care provision, Clybiau Plant Cymru Kids' Clubs will continue to support unregistered provision in the</p>

Target	Why	Action	Progress
			<p>identified areas to become registered with CIW with a view to expanding to provide holiday provision.</p> <p><u>Early Years Wales</u> A new holiday club was set up in Broughton through the extension of Broughton Pre-School Playgroup's CIW registration.</p>
<p>More Welsh medium childcare of all types is required in all areas of Flintshire, particularly those providing full day care during term time and school holidays All childcare providers should be encouraged to provide at least some bilingual elements</p>	<ul style="list-style-type: none"> • Only 30% of parents completing the parental survey believed there was enough Welsh medium childcare available in the county. • Flintshire do not have any registered childminders, holiday clubs, crèches, nannies or day care nurseries delivering their services through the medium of Welsh 	<p>Umbrella organisations detailing work carried out to encourage development of Welsh medium provision. Also providing details of training courses / resources which encourage childcare providers to be bilingual</p>	<p><u>Mudiad Meithrin:</u> The majority of the sessions provided have moved online and have been well attended, the below is a list of sessions undertaken:</p> <ul style="list-style-type: none"> • Cymraeg I Blant • Clwb Cwtsh – a scheme aimed at introducing Welsh to parents and carers. Sessions resumed in October and will run again in January and March. • Croesi'r Bont – this language scheme is used across all cylchoedd meithrin in Flintshire and is improving the attainment of children. • Ti a Fi - During the pandemic all Ti a Fi activity has had to stop. Since September 2020 Ti a Fi am dro sessions have been running in Flintshire. These sessions have been very well attended with the majority of sessions sold out. Ti a Fi sessions have also taken place on line. • Mudiad Meithrin have been providing weekly clwb cylch sessions on Facebook to ensure that children can still have the opportunity to hear the Welsh. <p><u>Clybiau Plant Cymru</u></p> <ul style="list-style-type: none"> • Have a range of resources available to member settings to encourage them to increase their use of the Welsh

Target	Why	Action	Progress
			<p>language, along with continued engagement in the Camau project through the CWLWM partnership.</p> <ul style="list-style-type: none"> In partnership with Mudiad Meithrin will be undertaking a scoping exercise to identify gaps in Welsh provision and supporting Welsh medium provisions to potentially expand their service to increase Welsh medium childcare. <p><u>PACEY Cymru</u> Continued to expand the support and resources available to encourage childminders to increase their use of Welsh within the setting and to be bilingual. A growing range of resources including themed Welsh language activity ideas with accompanying vocabulary and videos to support pronunciation are available from our Spotlight on Welsh Language Development. PACEY Cymru continue to offer monthly free ½ hour support webinars, along with individual telephone and email support, in addition to promoting Camau Welsh language training for the sector.</p> <p><u>NDNA Cymru</u> Welsh Language Project Coordinator has provided Welsh language support sessions over zoom, supported with translation, providing support with pronunciation and ideas of language patterns to encourage and promote Welsh language within settings.</p> <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> All CWLWM partners are promoting the Camau funding and the National Centre for Learning Welsh, they are due to start May 2021 Welsh Language Co-ordinator has been supporting settings with information on the Active Offer

Target	Why	Action	Progress
<ul style="list-style-type: none"> Support settings to encourage families with other languages to use established childcare providers Improve support to parents completing the on-line parent survey 	<p>FISF data shows demand for provision of childcare in languages other than English or Welsh is low.</p> <p>Provision is not available in Flintshire</p> <p>Only one parent with another language completed the parental survey</p>	<p>Settings should be supported to encourage families with other languages to use established childcare providers</p>	<p><u>Mudiad Meithrin:</u></p> <ul style="list-style-type: none"> Produced a new multi lingual leaflet promoting the benefits of Welsh Medium Childcare/Education. Engaged with Black Asian and minority ethnic (BAME) community to ensure more representation. A member of staff from a Cylch Meithrin in Flintshire will be representing the BAME community on a working group looking at the new curriculum. Support will be provided to all staff and cyloedd relating to the changes coming in with the new ALN act. <p><u>Early Years Wales</u></p> <p>All settings are supported and encouraged to work with families with other languages spoken, they are inclusive regardless of their language and will support families in finding additional resources etc to help them in the setting and at home.</p>
<p>Whilst there have been difficulties in engaging with people generally due to the Covid-19 restrictions there has continued to be some engagement with services to raise awareness of childminding and potential career in this area. As shown above 4 childminders were registered this year, but 5 cancelled registration; of those who are newly registered none are in the rural areas. There are a couple of childminders who offer weekend services according to the CIW information, however these are likely to be insufficient to meet the demand of those who work weekends. There are no childminders appearing to be registered to provide a service beyond 7pm with the majority providing care until 6pm. Welsh language provision is limited and according to the Census information there was a reduction in proportion of Welsh speakers in Flintshire between 2001 14.4% and 2011 13.2%.</p>			

Issues facing specific categories of parents in relation to availability of childcare provision

Target	Why	Action	Progress
<p>Unregistered settings need sufficient training and support to enable them to register with CIW</p>	<p>A small number of childcare providers are not registered with CIW so parents are unable to access the childcare element of the working tax credits or use childcare voucher schemes (soon to be replaced with the national Tax Tree Childcare scheme) and Childcare Offer</p>	<p>Childcare Development Officer and umbrella organisations detailing training and support available to those looking to register with CIW</p>	<p><u>Childcare Development Team</u> The team have provided a limited training schedule due to Covid-19 restrictions which has included Paediatric First Aid courses and virtual Safeguarding Awareness course. A limited number of Makaton courses were completed.</p> <p><u>PACEY Cymru</u> PACEY are funded by the local authority to deliver a range of services to support individuals that are looking to register as a childminder in Flintshire. Due to Covid-19 restrictions these services have been delivered remotely to ensure that this support continues to be available. This has included an offer for candidates in Flintshire to access places on webinar briefing sessions, virtual pre-registration training courses, a series of pre-registration support webinars, along with individually tailored telephone/email support and advice surgery sessions. PACEY Cymru have raised awareness with pre-registration candidates of the CIW adapted registration guidance. PACEY Cymru also share information on the process of applying to the local authority start-up grant along with the forms for completion with individuals when they submit their registration application to CIW.</p>

Target	Why	Action	Progress
			<p><u>NDNA</u> Have a number of resources available to those wishing to start a nursery business on their website and can offer a consultancy service if required.</p> <p><u>Early Years Wales</u> Governance Officer has been supporting 45 voluntary managed provisions through the process of incorporation or updating their legal status, many of which have had to register a new charity, transfer and dissolve the old charity and re-register with CIW.</p>
<p>In order to meet the childcare needs of those working atypical hours more childcare is needed before 8am, after 6pm, overnight and at weekends.</p>	<p>Lack of flexibility and affordability of childcare are the main barriers experienced by working parents, particularly those working atypical hours i.e. shift workers and those working weekends or overnight</p>	<p>Childcare Development Officer and the umbrella orgs are actively encouraging settings to expand their hours / be more flexible</p>	<p><u>PACEY Cymru</u> Encourage pre-registration childminders to consider offering flexible and atypical opening hours within the briefing session and pre-registration training and support. Newly registered support also includes a discussion on filling vacancies and considering the local market / demand for childcare, including flexibility in childcare hours offered.</p> <p><u>Early Years Wales</u> Development Offices are aware of the gaps in provision, these gaps are discussed with various partners working in the sector in Flintshire and then acted upon. Options are discussed with providers and relevant support provided. Support was given to Broughton Pre-school playgroup to set up holiday provision for summer 2020 and increase hours.</p>

Target	Why	Action	Progress
<p>More Welsh medium childcare of all types is required in all areas of Flintshire, particularly those providing full day care during term time and school holidays</p>	<p>Working parents requiring full day care provision are unable to access any provision through the medium of Welsh</p>	<p>Umbrella organisations detailing how they are able to support those interested in providing a Welsh medium childcare service</p>	<p><u>Mudiad Meithrin:</u></p> <ul style="list-style-type: none"> • Have a dedicated Support Officer who works closely with all cylchoedd looking at all aspects of CIW compliance. • All cylchoedd have access to Mudiad Miethrin intranet and the Llyfr Mawr Piws which contains a wealth of information on all CIW issues. • Support Officer working specifically with settings to transfer to Charitable Incorporated Organisation status and re-register with CIW • Support Officer works with settings to ensure that they have a current business plan and that they are adapting the service to meet local demand. <p><u>Clybiau Plant Cymru Kids' Clubs</u> Support all out of school childcare clubs regarding CIW registration. Resources have been developed on 'The benefits of registration', as well as the delivery of webinars on 'Addressing the barrier of inspections'.</p> <p><u>PACEY Cymru</u></p> <ul style="list-style-type: none"> • Has bilingual / Welsh medium resources to promote childminding as a career and offers bilingual / Welsh medium pre-registration training support and information for those looking to register as a childminder in Wales. • Have continued to expand the support and resources available to encourage childminders

Target	Why	Action	Progress
			<p>to increase their use of Welsh within the setting and to be bilingual.</p> <ul style="list-style-type: none"> • A growing range of resources including themed Welsh language activity ideas with accompanying vocabulary and videos to support pronunciation are available from our Spotlight on Welsh Language Development. PACEY Cymru continue to offer monthly free ½ hour support webinars, • Individual telephone and email support, in addition to promoting Camau Welsh language training for the sector. • A document outlining the range of support and resources PACEY Cymru offers is available.
Continued promotion of the PaCE project	Parents, Childcare and Employment (PaCE) provide funding for childcare to support parents/guardians who are seeking work or training opportunities, when childcare is the main barrier	Continued promotion of the PaCE project	<p>The main barrier PaCE see, is accessing affordable childcare for parents on low income/benefits. Parents who wish to gain a qualification or some work experience to move themselves closer to the labour market /job ready are unable to do so because they cannot afford to put their child/children in childcare and funding is not available elsewhere.</p> <p>Another barrier is the availability of childcare, a lot of jobs are shift work these days but childcare providers are generally weekdays between 8am-6pm. Evenings and weekends would be a very useful addition as this would open up retail, cleaning, carer type positions.</p>

Target	Why	Action	Progress
			<p>PaCE offers a solution to the cost of childcare in that PaCE can fund the childcare costs to enable the parent to access training courses etc.</p> <p>PaCE can also help with CV's, job searches and applications, moral support and confidence boosting.</p> <p>PaCE offer a one to one tailored support to identify suitable local childcare and funding where eligible and help with upfront childcare costs when starting work.</p>
<p>Support with completing applications for Childcare and Play funding and Tax Credits should be available to all</p>	<p>The administrative process can sometimes delay or exclude some low income families from applying for funding or Tax Credits.</p> <p>Relates to: Low income families Lone parent families Families from ethnic minority backgrounds</p>	<p>Support with completing applications for Childcare and Play funding and Tax Credits should be available to all</p>	<p><u>Early Years Support</u> The newsletter includes regular updates on benefits, including Tax Credits, Universal credits, Tax free childcare and Childcare vouchers. The Childcare Development team have developed 'E-forms' for the majority of their grant applications and this new system was launched in April 2021.</p> <p><u>FISF</u> The team are able to signpost parents to support for completing a Tax Credit applications.</p> <p><u>Mudiad Meithrin</u> Promote all grants available to settings and parents both locally and nationally. Support is given to complete any forms or applications if requested.</p>

Target	Why	Action	Progress
			<p><u>Clybiau Plant Cymru Kids' Clubs</u> Promote the benefits of Out of School Childcare Clubs registering for Tax Free Childcare to support parents and families with accessing affordable childcare.</p>
<p>Continued promotion of the Additional Funded Support amongst parents and childcare providers</p>	<ul style="list-style-type: none"> • This was not mentioned by any stakeholders as a barrier, as provision for children with special educational needs or a disability is very good in Flintshire. However, still need continuous promotion. • Financial support is available via additional support grants to employ additional staff to integrate these children within the setting. 	<p>Continued promotion of the Additional Funded Support grant amongst parents and childcare providers</p>	<p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> • Custom-built a service from Early Years Wales to provide elements of the Childcare Brokerage Officer role which has included supporting parents and settings with the Additional Funded Support grant applications, observing and monitoring children's additional support needs. • Administering payment of the Additional Support grants for the Childcare Offer and the Funding Flexibility Childcare and Play grant. Both grants funded places for 152 children during 2020/21.
<p>Use of the Additional Support Grant for Childcare Offer</p>		<p>Use of the Additional Support Grant for Childcare Offer.</p>	<p><u>Child Development Team</u> Processes the Childcare Offer Additional Support applications and contribute to decision of awards. During this financial year</p> <ul style="list-style-type: none"> • 43 children have benefitted from Additional Support grant payments

Target	Why	Action	Progress
			<ul style="list-style-type: none"> • 6 childcare providers have received an Equipment / Resources grant to support a Childcare Offer child in their setting • 0 childcare providers have received bespoke training to enable the settings to provide more appropriate support for children with additional needs in their provision
<p>Due to the Covid-19 restrictions it has been a challenge to continue to engage with childcare providers, either because of the ability to connect or due to temporary closures. However, umbrella organisations have worked well to engage with childcare providers using different means such as virtual forums, social media and their web sites. This has ensured that training, advice and support has continued to be provided to ensure childcare providers meet the needs of the communities.</p>			

Other issues to be reflected in action plan

Target	Why	Action	Progress
Sustaining the childcare sector	<ul style="list-style-type: none"> • Increased financial strain on childcare providers, for example the living wage, rent costs, pension requirements, utilities and business rates. • An increased requirement on childcare 	<ul style="list-style-type: none"> • Securing continued funding for the sector. 	<ul style="list-style-type: none"> • The Funding Flexibility Childcare and Play grant awards Sustainability grants to support childcare providers struggling financially. This grant will be available during 2021 – 2022 to support childcare providers across Flintshire but the full grant awarded is limited. <p>The following grants have been administered by the Early Years Support team to support childcare providers during the period of Covid-19:</p>

	<p>providers to digitally complete regulatory required documentation e.g. SASS 1 & 2.</p> <ul style="list-style-type: none"> The large number of childcare providers operating under voluntary management committees, with annual membership changes. 	<ul style="list-style-type: none"> Consistent promotion of the grants available to settings and parents. 	<ul style="list-style-type: none"> (C-CAS) Coronavirus Childcare Assistance Scheme Childcare Providers grant Childcare Provider Covid-19 Support grant Coronavirus Child Development grant Childcare Offer Covid-19 Small Capital grant. The small capital grant processed 40 applications to the value of £246,415.03. This has made a real difference to childcare settings and communities. <p><u>PACEY</u> Financial sustainability has been a particular area of concern for the sector this year, PACEY Cymru (as have all partners) have worked extremely hard to raise awareness of these concerns, and to share information and promote the financial support that was made available.</p> <p><u>Clybiau Plant Cymru</u> Throughout the Covid-19 pandemic Clybiau Plant Cymru Kids' Clubs has continued to lobby Welsh Government to ensure there was funding for the Childcare Sector, while continually supporting Out of School Childcare Clubs to access grants/funding to support their sustainability.</p> <p>Resources have also been developed by the Childcare Business Development Officer, North Wales on writing funding applications. Also promote local and national grants available to out of school childcare clubs through social media and their Y Bont newsletter.</p>
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		<ul style="list-style-type: none"> Continued investment in IT support for settings completing SASS Part 1 and 2 	<p><u>NDNA Cymru</u> Promoted the Small Capital grants and Sustainability grants to all settings through regular updates via e-bulletin and newsletter and through network meetings.</p> <p><u>Childcare Development Team</u></p> <ul style="list-style-type: none"> have six laptops which are free to loan out to childcare providers to assist in completing SASS 1 and 2, DEWIS registration and Childcare Offer administration 6 settings purchased new IT equipment to assist them in administering the Childcare Offer through a successful small capital grant application. <p><u>Mudiad Meithrin:</u></p> <ul style="list-style-type: none"> Support Officer promotes all grants with the cylchoedd meithrin – local and national grants. Support is given by the support officer to complete grant applications. <p><u>Early Years Wales</u></p> <ul style="list-style-type: none"> Provide support to providers with sustainability related issues, business plan templates along with useful grant information. Provide back-up support for member's applications where required to the LA and Partnership panel meetings along with sending a representative as and when needed. 17 Charity run childcare providers in Flintshire received a total of £47,645 direct from the
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			<p>Moondance Foundation as per links shared by the team. As Moondance had supported so many member settings they arranged a meeting to discuss additional support they could offer to Flintshire settings. Funding was provided to sole traders and partnerships, when the fund was spent additional funding was secured to support the new members who had taken advantage of the free membership offer, 58 sole trader members applied and received a small grant the majority of which was for outside equipment and additional Covid-19 cleaning materials.</p>
Effective Cross Border arrangements	No cross border agreements for the processing of Childcare and Play or Additional Support grants	<ul style="list-style-type: none"> Establishing cross border agreements for the processing of Childcare and Play or Additional Support grants. Consistency with other Early Years programmes and schemes 	Childcare Development Team and Early Entitlement are working together to create a clearer pathway for referrals for children with developmental delays/difficulties and working together to confirm at what point it is appropriate to put additional funding in place.
Support and Funding for Workforce Development and Training	<ul style="list-style-type: none"> Reliance on Welsh Government Children and Communities grant to fund mandatory training schedule for childcare workforce 	<ul style="list-style-type: none"> Securing funding for mandatory training schedule and other training opportunities for Continued Professional 	<p><u>PACEY Cymru</u></p> <p>The Children and Communities grant has supported pre-registration training and support from PACEY Cymru for those looking to register as a childminder or join the Voluntary Approval Scheme for nannies in Flintshire. During the current restrictions this has included support for remote online training and support for those looking to move forward with their</p>

	<ul style="list-style-type: none"> Childcare providers are aware of the 'appropriate' qualifications as required in the National Minimum Standards (13.6 and 13.7) 	<p>Development (CPD)</p>	<p>interest. Between September 2020 and February 2021 this has supported:</p> <ul style="list-style-type: none"> 14 individuals to attend a webinar briefing session and explore their interest in becoming a childminder or nanny 9 online pre-registration training places for individuals seeking to register as a childminder 1 introduction to home-based childcare training place for an individual seeking to become a Voluntary Approval Scheme nanny. Additional support is also offered remotely through telephone and email, and webinar sessions. Also offer a range of remote training and CPD opportunities throughout the year as well as offering monthly webinar childminder forum sessions following on from the summer reopening Webinars, which were focussed on Covid-19 and protective measures guidance. This has included webinars focussed on a range of topics which are outlined at Webinars for Wales, with a growing range of these being made available free for all childminders in Wales, along with some webinar events focussed on storytelling with guest author Mike Church. In June 2021 launched EY smart in Wales providing accessible high quality CPD resources with information, knowledge and skills to support them in the development of their practice. A range of new courses continue to be added. <p><u>NDNA Cymru</u> Offer a wide range of training opportunities online. They have also introduced their Live Virtual</p>
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		<p>Classroom (LVC) platform that allows for an interactive learning experience online.</p> <p><u>The Healthy Sustainable Pre-School Scheme (HSPSS)</u> is a national scheme managed by Public Health Wales and coordinated in Flintshire as an extension to the Healthy Schools Scheme. Pre-school childcare providers actively work to promote and protect all aspects of health including: physical activity, nutrition & oral, emotional & social, safety, hygiene and the wellbeing of their staff. Between April 2020 and March 2021, 45 childcare providers participated in the scheme, 1 childcare provider fully completed the Scheme bringing the total to complete to date to 20.</p> <p>In addition to providing support to settings to complete the themes the HSPSS officer works in partnership with Design 2 Smile and the dieticians from Betsi Cadwalder as well as other agencies to offer relevant training and workshops to settings participating in the scheme.</p> <p>Over the last 12 months the Healthy Pre-school officer has worked in partnership with Natural Resource Wales, collaborating and promoting Outdoor learning training for Pre-School Staff. A grant has been secured from BAHW to develop a project to promote Physical Literacy in the Early Years, this includes Healthy Pre-School Officers training as 'Train the Trainers' with GwE PL consultants and providing Physical Literacy awareness sessions to early year providers.</p> <p>Healthy Sustainable Pre-School Scheme was suspended in late March due to Covid-19, staff were</p>
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		<ul style="list-style-type: none"> Promotion of Childcare Level 2 and Level 3 courses amongst all childcare providers 	<p>redeployed to support TTP between May and September. The re-mobilisation phase of the Scheme began in June. This phase means that we have 3 key areas as outlined by Public Health Wales to work with Pre-schools on, should they require our support.</p> <ol style="list-style-type: none"> 1. Infection Prevention and Control 2. Physical Activity 3. Mental and Emotional Health and Wellbeing <p>Public Health Wales, Healthy Sustainable Pre School Scheme/ Welsh Network of Healthy School Schemes working groups and sub groups on priority areas were formed, Healthy Pre-School officers from Flintshire represent the region on these groups.</p> <p><u>Mudiad Meithrin:</u></p> <ul style="list-style-type: none"> Mudiad Meithrin provide regular training for all cylchoedd meithrin. Training has continued on line during the pandemic. Through the childcare grant they commissioned bespoke training for the cylchoedd in Flintshire on business planning, marketing and branding. Regular networking sessions have taken place over zoom. Training has been offered on: Mental health awareness, dealing with vulnerable adults, new curriculum, using the outside space, HR workshops, finance workshops, safeguarding Childcare qualification at level 3 and 5 is also available
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			<p><u>PACEY Cymru</u> Continue to promote the qualifications in Children’s Care, Play, Learning and Development (CCPLD) and encourage practitioners to progress their learning and development. PACEY Cymru delivers the two pre-registration training units from the level 3 CCPLD; Unit 326 Introduction to home-based childcare and unit 327 Preparing for childminder practice. PACEY Cymru also works in close partnership with Social Care Wales and other partners in relation to the childcare qualifications in Wales, including through representation at QSAG.</p> <p><u>Early Years Wales</u> Representatives from Early Years Wales work closely with Social Care Wales, Qualifications Wales, WJEC/City and Guilds as part of QSAC and We Care Campaign.</p> <p><u>Child Development Fund</u> A number of providers were able to attend funded training through the Early Years Pathfinder partnership including: GroBrain; Makaton; Elklan and Millpond, as well as an introduction to speech, language and communication and the pathways in Flintshire.</p>
Continue to support and develop partnership working	Partnership working involving consultation with the Public Service Board Flintshire, North Wales Safeguarding Board, Umbrella / Partner	Collaborative working amongst childcare providers and organisations	The Rural North Flintshire Family Centre was able to partially re-open in September 2020. The After School Club was then able to re-open from 14 th September. The Project Administrator at the centre worked closely with the new ‘All About Kids Childcare’ committee and the school to ensure that

	<p>Organisations, the Welsh Medium Education Forum, the Strategic Play Forum, Jobcentre Plus, Family Information Service Flintshire, AWARE, Healthy Preschools, Neighbouring Local Authorities, Local Employers and other stakeholders</p>	<p>CIW registration would be in place for the Summer term 2021.</p> <p>The Flintshire Crèche and Childcare Service have committed to a service Level Agreement whereby their staff are able to support the Childcare Development team in providing a collection and delivery service for lateral flow devices (LFDs) starting from February 2021 and continuing into the new financial year.</p> <p><u>Childcare Search Facebook Group</u></p> <ul style="list-style-type: none"> • The FISF team have set up a ‘childcare finder’ group on Facebook to help match parents with childcare providers. We encourage settings and parents to post on here if they require, or have, childcare vacancies. • Each week, the FISF team are now routinely emailing contacts in relevant council departments, such as Education, Play, Leisure, etc. to ask if they have any updates or news they want us to promote on their behalf across our platforms. • FISF social media pages now have a following of almost 2,500, with approximately 400 messages being received each quarter from users wanting further information on topics posted. There have been a number of popular posts since we launched our Facebook page in July 2019. <p><u>PACEY Cymru</u></p> <p>Staff supported a group of childminders from across Wales (including Flintshire) to produce a book with Petra publishing, The aim of the project, funded by</p>
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			Welsh Government, was to develop a story book which would showcase quality, registered childcare and promote the role of a childminder within the sector. The book launch took place in September 2021, following this PACEY Cymru has also published a Spotlight on Pirate Puw's Quest which includes activity ideas linked to the story.
The main issue for settings this year will have been the impact of Covid-19 and associated restrictions which has reduced their ability to provide childcare. The impact is likely to be financial and sustaining the sector will be a priority for the near future. This has been identified in relation to the ongoing utilisation of the sustainability grants over the next reporting period to 2022.			

Glossary

AWARE	-	All Wales Area Representatives of EYDCPs
BAWSO	-	Information, Advice and Support for Black & Minority Ethnic people in Wales
CO	-	Childcare Offer
CDT	-	Childcare Development Team (Flintshire County Council)
CIO	-	Charitable Incorporated Organisation
CIW	-	Care Inspectorate Wales
CPCKC	-	Clybiau Plant Cymru Kids Club
CPD	-	Continuous Professional Development
CSA	-	Childcare Sufficiency Assessment
CWLWM	-	Childcare Wales Learning and Working Mutually
CYPOP5	-	Children and Young People Option 5

DASU	-	Domestic Abuse Safety Unit (Flintshire)
EDI	-	Erfyn Diagnostig Iaith (Language Diagnostic Tool)
EYALNLO	-	Early Years Additional Learning Needs Lead Officer
FCC	-	Flintshire County Council
FEYDCP	-	Flintshire Early Years Development and Childcare Partnership
FISF	-	Family Information Service Flintshire
IHC/PCP	-	Introducing Homebased Childcare / Preparing Childcare Practice (previously CYPOP 5)
NDNA	-	National Day Nurseries Association
OOSC	-	Out of School Childcare
OSC	-	Out of School Club
PaCE	-	Parents, Childcare and Employment
PACEY Cymru	-	Professional Association for Childcare and Early Years
SASS	-	Self Assessment of Service Statement
SEN	-	Special Educational Needs
Wales PPA	-	Wales Preschool Providers Association (now Early Years Wales)

For further information please contact

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