

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Report to:</b>	<b>Executive Committee</b>
<b>Date:</b>	<b>18<sup>th</sup> February 2019</b>
<b>Subject:</b>	<b>Childcare Sufficiency Progress Report &amp; Action Plan</b>
<b>Portfolio Holder(s):</b>	<b>Councillor R. Meirion Jones</b>
<b>Head of Service:</b>	<b>Mr Arwyn Williams</b>
<b>Report Author:</b> Tel: E-mail:	<b>Anwen Le Cras, Childcare Development Officer</b> <b>01248 352436</b> <b>anwenlecras@ynysmon.gov.uk</b>
<b>Local Members:</b>	<b>All Elected members</b>

<b>A –Recommendation/s and reason/s</b>
<p>The Childcare Act 2006 places a statutory duty on all Local Authorities in Wales to:</p> <ul style="list-style-type: none"> <li>• to ensure, so far as is reasonably practicable, sufficient childcare to meet local needs of parents, (albeit for working parents or parents undertaking education or training) to assist them to obtain work.</li> <li>• Undertake childcare sufficiency assessments; and</li> <li>• Provide information, advice and assistance relating to childcare to parents, prospective parents and those with parental responsibility or care of a child.</li> </ul> <p>The first full assessment was undertaken and published in April 2017. This is the second update and progress report along with a revised action plan.</p> <p><b>Gaps in provision identified in 2017</b></p> <ol style="list-style-type: none"> <li>1. A lack of childminders in the rural areas of Bro Aberffraw and Bro Rhosyr and in the Talybolion area.</li> <li>2. A lack of Welsh speaking childminders across the county.</li> <li>3. Breakfast clubs for children aged 3 years old in part time education settings.</li> <li>4. Flexible pricing options for parents who work part time during school hours.</li> <li>5. A number of After Schools clubs are currently unregistered. Parents using these settings are not able to access financial support with their childcare costs.</li> <li>6. No Registered After School or Holiday Provision in Llangefni which has a primary school population of 547 pupils.</li> <li>7. Lack of regular and reliable out of school provision for pupils in secondary schools.</li> </ol>

Error! Unknown document property name./Error! Unknown document property name.

## Progress Made 2018

1. Bro Aberffraw area continues to be an area for development. Consideration is being given to childcare services at the new Ysgol Santes Dwynwen scheduled for opening in Spring 2019.
2. Four new Welsh speaking childminders registered in 2018  
Grant available to new childminders to purchase Welsh language resources.
3. Wrap around childcare expanded in some areas. Further research work required as the 30 hour childcare offer expands.
4. Task group created to produce guidance to school governors and head teachers on running childcare services on school sites.
5. No reported demand for this type of provision. Mapping of informal after school activities to take place in 2019 by Teulu Môn to ensure parents have access to information about services available.

The revised action plan takes into account that demand for childcare services and the childcare market is evolving. The 30 hour childcare offer has had an impact on demand mainly in the Day Nurse and Wrap Around services. Few Childminders have reported a change for demand.

The Executive Committee is asked to accept the progress report and agree to the actions in the revised action plan.

## **B – What other options did you consider and why did you reject them and/or opt for this option?**

N/A

## **C – Why is this a decision for the Executive?**

To ensure compliance with statutory duty arising from Sections 22 & 26 of the Childcare Act 2006

## **CH – Is this decision consistent with policy approved by the full Council?**

This is not contrary to council policy.

## **D – Is this decision within the budget approved by the Council?**

No additional budget considerations

Error! Unknown document property name./Error! Unknown document property name.

<b>DD – Who did you consult?</b>		<b>What did they say?</b>
<b>1</b>	<b>Chief Executive / Senior Leadership Team (SLT)</b> (mandatory)	.
<b>2</b>	<b>Finance / Section 151</b> (mandatory)	
<b>3</b>	<b>Legal / Monitoring Officer</b> (mandatory)	
<b>4</b>	<b>Human Resources (HR)</b>	
<b>5</b>	<b>Property</b>	
<b>6</b>	<b>Information Communication Technology (ICT)</b>	
<b>7</b>	<b>Procurement</b>	
<b>8</b>	<b>Scrutiny</b>	
<b>9</b>	<b>Local Members</b>	
<b>10</b>	<b>Any external bodies / other/s</b>	

<b>E – Risks and any mitigation (if relevant)</b>	
<b>1</b>	<b>Economic</b>
<b>2</b>	<b>Anti-poverty</b>
<b>3</b>	<b>Crime and Disorder</b>
<b>4</b>	<b>Environmental</b>
<b>5</b>	<b>Equalities</b>
<b>6</b>	<b>Outcome Agreements</b>
<b>7</b>	<b>Other</b>

<b>F - Appendices:</b>
Ynys Môn Childcare Sufficiency Progress Report 2019

<b>FF - Background papers (please contact the author of the Report for any further information):</b>
Childcare Sufficiency Assessment 2017 - Report Childcare Sufficiency Assessment 2017 – Action Plan 2017 - 2022



CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

## **Isle of Anglesey**

# **Childcare Sufficiency Assessment 2017 – 2022**

## **Update and Progress Report**

**January 2019**

## **Anwen Le Cras 16.01.19**

### **1.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 will be published detailing progress made against the actions, priorities and milestones identified in the action plan. The Local Authority will liaise closely with the Care Inspectorate Wales (CIW) and the Family Information Service (Teulu Môn) to ensure we have 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 when required.

This report is the second review undertaken since publishing the full assessment and action plan in April 2017

The Welsh Government announced its intention in 2016 to introduce The Childcare Offer for Wales, which will provide working parents with 30 hours of government funded childcare and early education for 3 and 4 year olds for up to 48 weeks of the year. From September 2017 the offer has been piloted in 6 areas across Wales. Anglesey and Gwynedd are collaborating as early implementers of the offer. The offer is expected to be available across the whole of Wales by the end of this Assembly term in 2020.

The childcare market, in particular the provision for 3 – 4 year old and families' childcare choices will be closely scrutinised over the next year as the 30 hour childcare offer expands.

While Anglesey's population remains steady, the population is aging and the number of live birth live births decreasing. There were an unusually high number, of live births, 935, in 2012 but numbers have decreased steadily year on year until another slight increase in 2016 (716).

In 2017 there were 659 live births in Anglesey

The number of births in the Llangefni area has been higher in recent years, in comparison with the rest of Anglesey and Wales. Birth data in Appendix 1.

## 2. Current Childcare Supply as at December 2018

Ward	Area	School Catchment	Day Nursery	Number of Places	Child Minder	Number of Places	Cylch Meithrin	Number of Places	Wrap Around	Number of places	Registered After School Club	Number of Places	Un Registered After School club	Number of Places
Aethwy	Llanfairpwll	Llanfairpwll	1	34	3	26	1	44	1	20			2	70
	Penmynydd													
	Menai Bridge	Porthaethwy	2	119	3	26	1	24					1	24
Bro	Aberffraw	Bodorgan												
Aberffraw	Bodorgan	Niwbwrch												
	Rhosyr	Dwyran												
Bro Rhosyr	Llanidan	Brynsiencyn					1	18	1	18				
	Llanfihangel						1	16	1	16	1	24		
	Esceifiog	Esceifiog			1	4								
	Llanddaniel Fab	Parc y Bont	1	70			1	24	1	28	1	32		
	Llangristiolus	Henblas					1	15	1	15				
Caergybi		Llangaffo												
	Holyhead Town	Cybi	1	40	2	17	1	19	1	19				
	Morawelon	Llanfawr	1	52										

	Porthyfelin	St. Mary's					1	19	1	19	1	19		
<b>Canolbarth</b> <b>Môn</b>	Bryngwran	Bryngwran					1	13						
	Bodffordd	Bodffordd	1	37			1	20						
	Llangefni	Y Graig	2	115	3	22	1	24					1	16
	Llangwyllog	Corn Hir					1	26			1 (SCS)	10	1	35
	Tregaeon	Y Ffridd			1	10	1	16			1	16		
	Talwrn	Talwrn			1	9	1	16						
<b>Llifon</b>	Llanfaelog	Pencarnisiog					1	15						
	Llanfair yn Neubwll	Rhosneigr					1	12					1	16
	Valley	Y Tywyn	1	68	1	10							1	16
		Caergeiliog	1	57	4	40	1	26	1	26	1	50		
		Valley			2	8								
<b>Lligwy</b>	Moelfre	Moelfre			2	19								
	Llaneurgad	Goronwy Owen			5	35	1	21	1	21				
	Llanfair M. E.	Pentraeth					1	16					1	16
	Pentraeth	Llanbedrgoch			1	10							1	12
	Llanfihangel Tre'r Beirdd													

<b>Seiriol</b>	Beumaris	Biwmares			1	6	1	24						
	Cwm Cadnant	Llandegfan			2	20	2	46	1	22	1	24		
	Llanddona	Llanddona												
	Llangoed	Llangoed												
<b>Talybolion</b>	Bodedern	Bodedern			2	12	1	16						
	Llanerchymedd	Llanerchymedd										1	16	
	Llanfaethlu	Rhyd Y Llan					1	22						
	Mechell	Llanfechell					1	20						
	Tref Alaw	Cemaes			1	10	1	13						
		Carreglefn					1	12						
<b>Twrcelyn</b>	Amlwch	Amlwch	1	32	7	56	2	44			1	20		
	Llaneilian	Penysarn			3	30	1	20						
	Rhosybol	Rhosybol			2	13	1	15	1	15				
<b>Ynys Gybi</b>	Trearddur													
	Rhoscolyn	Rhoscolyn					1	28	1	28	1	28		
	Maes Hyfryd (Holyhead)	Morswyn					1							
	Kingsland (Holyhead)	Kingsland			3	14	1	24	1	24				



Overview	Year – increase or reduction	Day Nursery	Number of Places	childminder	Number of places	Child Minder	Number of Places	Wrap Around	Number of places	Registered After School Club	Number of Places	Un Registered After School club	Number of Places
reduction /no provision	2018	12	567	44	360	34	666	13	301	8	223	10	221
Stayed the same						34	697	14	282	8	200	11	237
Increased	2017	12	569	47	383								
	2016	12	597	50	363	39	836	Not available		10		10	

The above demonstrates that across the sector, save for private day nurseries, the provision has reduced resulting in the number of spaces available reducing across the total provision from a total of 2,338 in 2018 to compare with 2,368 one year previously. The numbers for 2016 are unfortunately incomplete. Overall a reduction in 30 spaces.

However the demand for places between the ages of 3 -4 years old in order that parents are eligible for the 30 hours free childcare programme operated by the Welsh Government is starting to affect the supply chain. Many providers particularly day nurseries and wrap around services are reporting that they are to capacity. Some school sites are to capacity and have limited availability for expansion either due to premises in the main and also staff recruitment in this field.

## 2.1 Summary of Supply

### 2.1.1 Full day care

Childcare supply in Anglesey has remained relatively stable over the last year in relation to full day care spaces available for children 0 – 12 years. There are however, areas of the county which have little or no childcare. Bro Aberffraw currently has no childcare provision in the ward for any age of children, and there is no Cylch meithrin or pre school provision in the area. Niwbwrch has Flying Start childcare provision for eligible 2 year olds and the Early Years Education is provided by the school. Locally it is known that cylch meithrin provision in Bodorgan, Llanfgaffo and Dwyran have closed owing to a number of factors such as low numbers of children, difficulty recruiting staff and maintaining voluntary Committees.

There are strategic developments in the area in line with the Anglesey Strategy for Education to provide childcare within the new Ysgol Santes Dwynwen which will be developed in line with requirements in that area .

Other areas may have sufficient childcare spaces but lack the choice in the type of childcare. Llangefni is an area of high population and employment with 2 full day care nurseries offering 115 childcare spaces, with another nursery in Bodffordd offering 37 spaces. There are only 3 registered childminders within Llangefni and 1 in Talwrn, which only allows spaces for 9 children under school age. Parental choice in the type of childcare they would like for their children is limited in the area. The day nurseries in the area are operating at close to capacity,

In Amlwch there are 56 childminder spaces compared to 32 in the day nursery. There are sufficient empty spaces in both sectors to afford parents the choice in the type of childcare they wish to use.

Aethwy ward has seen a decline in the number of registered childminders over the last few years. There are 153 day nursery spaces in the ward with a further 70 spaces in Llanedwen which although not in the Aethwy ward is only 2 miles from Llanfairpwll. There are a total of 52 childminder spaces in the ward. The local Cylch meithrin offers a wrap around service for 3 and 4 year old children.

### **2.1.2 Pre School Provision**

Pre school provision for children from 2 ½ , with the Early Years Education for 3 year olds being provided at present only in the Cylchoedd Meithrin and/or Pre School Playgroups across the county.

Four settings have closed during 2018. Sustainability of such settings is dependent on a number of factors including the number of children attending, recruitment and retention of suitably qualified staff, suitable premises and additional grant funding and fundraising activities.

### **2.1.3 After School Provision**

Smaller schools have difficulty sustaining an after school club due to the low numbers of children attending. For many families, having access to after school childcare is essential to enable parents to work. After school childcare may be provided by childminders, nurseries or after school clubs. In areas where there is no day care provision having an after school club on the school site

The majority of after school clubs operating in Anglesey do so as unregistered settings for less than 2 hours per day. Families who use these services are unable to access financial assistance with childcare costs in the form of Tax Credits, Childcare Vouchers or the 30 hour Childcare Offer.

There are examples where schools have full day care settings on the premises which offer pre school, lunch club, wrap around and after school childcare for children from 3years old. Such settings are registered with CIW.

### 3.0 New Provisions and Closures

<u>Type of Setting</u>	<b>Opened in 2018</b>	<b>Closed in 2018</b>	<b>Comments</b>
<b>Cylch Meithrin/PPA</b>	Cylch Meithrin y Tywyn		New Welsh language Cylch Meithrin opened in September 2018. Application has been made to register with Care Inspectorate Wales for 19 children.
		Lilypad Pre School Provision	Lilypad Day Nursery continues to operate as a full day care facility but no longer provide Early Years Education.
		Cylch Meithrin Moelfre	Temporary closure due to lack of qualified staff.
		Cylch Meithrin Llanerchymedd	Temporary closure due to lack of qualified staff
		Cylch Meithrin Bodorgan	Closure due to staff recruitment difficulties.
		Cylch Meithrin Y Fali	Closed. No provision at present.
	Cylch Meithrin Cybi		Newly registered Cylch Meithrin registered following closure of full day care provision by Anglesey Childcare Ltd.

<b>After School Clubs</b>		Clwb Llanfechell	Unregistered setting closed. Unsustainable due to low attendance numbers.
		Clwb Rhosyr, Dwyran	Low attendance numbers made the club unsustainable and forced closure.
<b>Childminders</b>	<p>4 new childminders registered during 2018.</p> <p>2 x Caergeiliog 20 spaces</p> <p>1 x Amlwch 10 spaces</p> <p>1 x Gwalchmai 10 spaces</p>		<p>40 new childcare places created in 2018.</p> <p>Three of the newly registered childminders are first language Welsh speakers. One childminder is first language English and speaks Welsh as a second language and offers a bilingual childcare service.</p>
		<p>4 Childminders ceased to operate</p> <p>2 in Rhosgoch x 12 spaces</p> <p>1 in Benllech x 10 spaces</p> <p>1 in Llangefni x 6 spaces</p>	<p>Three childminders have retired from their childcare careers.</p> <p>One Childminder was not operating on a regular basis but was a back up child carer for his partner who is a full time childminder. His registration was not required.</p> <p>A total of 28 registered childcare spaces lost in 2018. In practical</p>

			terms 18 fewer childminder spaces available.
<b>Full Day Care</b>		Anglesey Childcare – Ysgol Cybi	Full day care provision at Ysgol Cybi has closed. The Cylch Meithrin provision has re-opened under new management.

#### 4.0 Demand for Childcare

The implementation of the Welsh Government’s 30 hour Childcare Offer began in some areas of Anglesey in September 2017. The whole of Anglesey was included by April 2018. To date 350 children and their families have benefited from the offer in Anglesey. The Programme has benefited the local childcare economy and on average childcare settings receive **£107,147.25 (June 2018)** as a sector every month via the Programme. Consequently we have anecdotal evidence from parents that this has enabled them to increase their working hours and/or benefits them financially to be able to afford the essential materials. The Welsh Government are undertaking an evaluation of the programme and consulting with parents to assess the benefits of the Programme for parents and childcare providers.

152 receive their childcare in Welsh language settings, 118 in English language settings and 113 in bilingual provisions, (some children may attend 2 settings).

Many day nurseries and wrap around provisions have reported an increase in demand since the 30 hour offer was introduced in September 2017. Few childminders have reported an increase in demand.

School sites will also be pivotal to increasing demand to meet supply, particularly in rural areas such as the catchment area of Santes Dwynwen, with providers currently expanding to meet demand. The Education Strategy by Anglesey County Council identifies drivers for change as part of the school modernisation programme as :

- Widen communal use of school buildings
- Childcare and Communal facilities for parents and older inhabitants
- Bilingual and Welsh medium provision

- Nursery provision
- Ensure that school buildings are fit for purpose.

### **The use of school buildings by the community**

Research suggests that schools with additional provisions such as breakfast clubs, after-school clubs, childcare provision, summer and weekend activities achieve higher standards and ensure parent and community engagement. Additionally, schools are expected to be a resource for the local community in order to promote community activities that include parents, members of the community and local groups. This kind of activity is important in relation to developing the link between schools and the local community. The strategy identifies that Anglesey Council will continue to consult, engage and work with partners, particularly in relation to developing places in schools side by side with the sufficiency of childcare provision through the medium of Welsh with the Mudiad Meithrin, Welsh Pre-Schools Playschool Association and partners in the private childcare sector for those children between 0 and 3 years old.

The strategy further identifies that Childcare and Community facilities for parents and older inhabitants are important to community cohesion. It stipulates that the Anglesey Family Support Unit is responsible for ensuring adequate childcare places on Anglesey, and it participates in the national pilot offering 30 hours of free childcare. The Unit works closely with the school modernisation programme and contributes to the work of developing associated business cases, particularly in calculating future pupil forecasts.

The Authority's strategy also acknowledges that there is an opportunity to promote the vision of wraparound childcare on one site for all pupils younger than 11 years old, including siblings that are infants on some sites. It is foreseen that ensuring nursery provision for 0-3 year olds on the site of new schools or those that are being adapted, (to be managed with a partner from the local childcare sector) in order to provide care between 7.30am and 6.00pm for families, along with nursery education, 'wraparound' care and after school/holiday care clubs, is a key aspect.

The new language policy refers to the objective of increasing the portion of pupils that achieve Welsh language targets as a First Language in the foundation phase up to the end of their period in secondary school. It is also intended to use the above childcare models to increase the capacity of Welsh-medium childcare on Anglesey. The childcare partnership model has the potential to be a key contributor towards the Welsh Government's ambition to achieve a million Welsh speakers by 2050.

## 5.0 Action Plan & Progress

Target	Why	Action	Progress
<p>Adequate After School provision in the secondary school sector.</p>	<p>There is currently no formal out of school childcare available to pupils of secondary school age.</p> <p>A range of after school activities are offered on and off school premises after school hours</p>	<p>Review available childcare and monitor demand through Teulu Môn.</p> <p>Mapping of available activities for 11 – 16 year old after school</p>	<p>No evidence of demand for formal after school childcare for the secondary school sector.</p> <p>Teulu Môn which is Ynys Môn's Information, Advice and Assistance hub are continuing with the work of transferring data to the Dewis database and website. Once this work is completed it will be easier to collate information about the various schemes and activities which fall outside CIW registered childcare provision.</p>
<p>Registration of Out of School Clubs</p>	<p>A number of out of school clubs currently operate under 2 hours without CIW registration.</p> <p>Registration would ensure families who are entitled to tax free childcare/ The Childcare Offer for Wales/Universal Credit are able to access the funding support.</p>	<p>Business Support Officer employed to support Out of School Clubs with business planning,</p> <p>Encourage all Out of School Clubs to become CIW registered which would allow access to additional funding.</p>	<p>Business Support Officer in post until October 2018.</p> <p>Post Currently under review.</p> <p>There has been very little development in the after school sector over the past 5 years. Clubs have either been closing or cancelling registration with CIW and operating under 2 hours per day.</p> <p>Work is in progress to develop a strategy that enables governing bodies and head teachers to develop childcare on school sites in line with demand/supply in that area and the Education Department Strategy.</p>



<p>Welsh Language provision is improved and supported across the childcare sector.</p>	<p>To support the Welsh Government target of 1million Welsh speakers by 2050.</p>	<p>Promote the use of Welsh in non Welsh settings.</p> <p>Recruit Welsh speaking childminders.</p> <p>Support non Welsh settings to use the welsh language regularly and build confidence among staff members.</p>	<p>Mudiad Meithrin run the Cymraeg i Blant project which works with parents and young babies.</p> <p>CWLWM partners have been using Gwiriwr to assess their staff's knowledge of the Welsh language. Training and support packages are being trialled ready for full roll out in April 2019.</p> <p>Support Officers encouraging all childcare staff members to log in and use the Gwiriwr tool.</p> <p>Mudiad Meithrin have received Government funding to open two new Cylchoedd Meithrin in designated areas for the next 2 financial years. Cylch Meithrin Tywyn opened September 2018 and is awaiting CIW registration.</p> <p>Childminders receive an additional start up grant to help towards buying Welsh language resources.</p> <p>Of the 4 Childminders recruited in 2018 3 are first language Welsh and one is first language English but is able to speak Welsh.</p> <p>We will work with the Education Strategy to ensure there is Welsh medium provision across the sector.</p>
--	---	--	---

<p>Increase the number of available childcare places in rural areas.</p>	<p>The number of registered childminders decreasing. This is not unique to Ynys Môn but happening across the country.</p> <p>Currently little or no childcare provision in specific rural areas, particularly the south west of the Island along the B4080 Brynsiencyn to Rhosneigr area.</p>	<p>Promote childminding as a career.</p> <p>Work in partnership with external agencies such as Job Centre Plus, Communities 4 Work and PaCE to recruit potential childminders.</p> <p>Secure wrap around provision in schools for 3 and 4 year old.</p> <p>Taking into consideration future demand and sustainability.</p>	<p>Childcare as a career promoted at events throughout the year:</p> <ul style="list-style-type: none"> <li>• Gwyl Dewin a Doti</li> <li>• Job Centre Plus Jobs Fairs x 2</li> <li>• Anglesey County Show</li> </ul> <p>Also promoted through:</p> <ul style="list-style-type: none"> <li>• Posters sent to all Town and Community Councils to display on their notice boards/websites</li> <li>• Weekly sharing of flyer on Local Authority twitter and facebook accounts.</li> <li>• Mudiad Meithrin Support Officers shared flyers in their Ti a Fi groups.</li> </ul> <p>1 prospective childminder in the Ty Croes are currently working towards registration with CIW.</p> <p>Strategic planning around the new school Ysgol Santes Dwynwen which opens in spring 2019 to consider the childcare provision in this area.</p> <p>To further develop childcare across school sites Anglesey County Council have made a bid in excess of 3 million for capital resources to develop provision where there is none/lack of provision/ further development. Decision expected by Welsh Government early January 2019.</p>
--	---	--	---

<p>Ensure adequate holiday provision for working families.</p>	<p>Traditional holiday clubs have had difficulties with sustainability.</p> <p>Parents aren't always aware of the provision available.</p> <p>Ad hoc provision affects overall sustainability of regular childcare provision.</p> <p>Lack of open access and supervised play schemes on the Island.</p>	<p>Map available holiday provision in terms of registered childcare and play and sporting activities.</p> <p>Monitor use of and demand for the different types of provision during school holidays.</p> <p>Trial supervised play schemes during school holidays.</p>	<p>Teulu Môn continue to work towards uploading data onto the Dewis Cymru database and website.</p> <p>Survey undertaken in the Santes Dwynwen school catchment area in 2018</p> <p>Further surveys to be conducted during Easter and Summer Holidays 2019.</p> <p>As part of the 30 hours free childcare programme and capital investment in this area, holiday provision will be planned across the island in strategic locations.</p>
<p>Increase availability of atypical hours childcare/flexible childcare</p>	<p>Current provision does not lend itself easily to offering flexible childcare arrangements.</p> <p>Some day nurseries and childminders are able to offer limited flexibility to parents who may require childcare on different days or times each week.</p>	<p>Encourage settings to offer flexibility where possible without affecting sustainability. A full costing exercise should be conducted prior to offering such service.</p>	<p>There is no direct evidence of a need for childcare settings to be available before 7am and after 6pm.</p> <p>All prospective and new childminders encouraged to offer flexibility in terms of hours of childcare offered and pricing structure where possible for those parents who work atypical hours or irregular shift patterns.</p> <p>Childminders will work with individual families to best meet their childcare needs.</p>

	<p>Evening and weekend childcare provision is not generally available.</p> <p>1 childminder currently offers weekends and late evenings.</p> <p>Other childminders would be willing to extend hours on a need basis for their customers but would not extend their general opening hours.</p>	<p>Promote the Welsh Government Voluntary Approval Scheme for nannies.</p>	<p>Coleg Llandrillo Menai are members of the Childcare Operational Group and have shared information with their students regarding childcare career options.</p> <p>Pacey Cymru have also visited 2<sup>nd</sup> year CCLD students to promote childcare careers.</p>
<p>Ensure sufficient number of fully qualified staff in the sector.</p>	<p>Sustainability of settings relies on having staff who are qualified for the roles.</p> <p>Staff turnover presents a risk to small settings where reliance is on one key person with a level 3 qualification.</p>	<p>Conduct Training needs Analysis to measure current qualification levels and ascertain future training needs.</p> <p>Implement a subsidised CPD Training Programme for the Childcare Workforce.</p>	<p>A Training Needs Survey was conducted recently. Surveys were sent out to 94 providers. We received 40 returns (42.5%).</p> <p>Respondents reported the following qualification levels:</p> <p>Childcare, Learning &amp; Development (CCLD)</p> <p>Level 2 - 18%</p> <p>Level 3 – 37.5%</p> <p>Level 5 – 17.5%</p> <p>There are an estimated 370 staff employed in the childcare sector. In order to ensure training is available to all staff on a 3 year rolling programme an average of 124 spaces for Paediatric First Aid, which is a compulsory course, therefore the highest attended course is required</p>

		<p>annually. Survey responses indicated that 30% of reported staff would require this course in 2019</p> <p>Safeguarding and Food Safety courses are not compulsory for CIW registration but staff are encouraged to attend to ensure they can evidence knowledge of legislation and current best practice is up to date.</p> <p>Consider raising a fee of £20 per person per course to ensure a comprehensive programme of training is available.</p> <p>52% Respondents to Needs Analysis agreed to raising the fees. No objections were made to raising the fees.</p> <p>Consider charging a non attendance fee of £100 for non attendance without cancellation.</p> <p>27.5% of respondents agreed with charging a non attendance fee.</p> <p>Annual Subsidised Training Programme Implemented in 2018: Course fees £10.00 per person per course</p> <p>9 x Paediatric First Aid – 96 attended</p> <p>6 Safeguarding – 89 attended</p> <p>4 Food Safety – 47 attended</p> <p>1 x Manual Handling – 10 attended</p>
--	--	--

			<p>1 x Health &amp; Safety (including Risk Assessment) - 8 attended</p> <p>1 x L2 Community Food &amp; Nutrition - 9 attended</p> <p>1 x Pre School Nutrition – 9 attended</p> <p>1 L3 transition to playwork Transition to – 12 attended</p>
--	--	--	---

DRAFT

## Appendix 1

### Birth data

