

RCTCBC CSA Action Plan Update 2023

Priority	Action	By whom	Key issues	Desired outcome	Timescale	Progress	
1 – Potential unmet demand – childcare types, location, ages							
1.1	Encourage existing Out of school care providers to offer holiday care	Conduct targeted consultation with parents to determine exact demand Engage with existing OOS providers to identify possible barriers to extending services and support to overcome these where possible	Childcare development team EYCPDP	Lack of parent/carer responses to consultations Parent/carer stating service is required at the time of survey completion. when service is provided not taking it up Expansion grants limited to offer financial support for sustainability Lack of suitably qualified staff/ low staffing in workforce Providers not wishing to	Sufficient holiday care provision to meet demand Holiday clubs utilised and sustainable Increase in children accessing holiday care Providers engaging with the Childcare Team to consider expanding their services collaboratively	Consultation in first two identified areas by October 2022 Local actions from consultation identified by December 2022	Completed in North and South Cynon October 2022 and December 2022. March 23-June23 – North Rhondda under consultation. No demand or limited responses received from parents and no viable options for service providers to offer this service. Further areas of RCT will be consulted and an update will be provided in the next action plan update.

				expand their service			
1.2	Explore demand for ad hoc, flexible care and/or crèche facilities	<p>Targeted consultations with parent/carers particularly those who require atypical hours</p> <p>Engage with providers to discuss issues, barriers, implementation</p>	<p>Childcare development team</p> <p>Childcare providers</p> <p>EYCPDP</p>	<p>Unreliable usage may cause sustainability issues for providers.</p> <p>Due to unreliable hours, there may be issues with retaining staff</p>	Sufficient ad hoc / flexible provision to meet demand	<p>Consultation with parents by March 2023</p> <p>Engage with providers by June 2023</p>	<p>This action has been pushed back to September 2023.</p> <p>Due to the need to target all local employers in RCT to assess demand of staff working atypical hours the process of collating and identifying employer lists has taken longer than first anticipated.</p> <p>An update will be provided in the next action plan update.</p>
1.3	Investigate demand for additional childminders in all areas of RCT, but particularly: <ul style="list-style-type: none"> North Cynon (Hirwaun and Rhigos) 	Engage with existing childminders to see where additional places may be needed i.e. where the highest waiting lists are	<p>Childcare development team</p> <p>EYCPDP</p>	<p>Childminders may not be able to offer hours needed for families in the area</p> <p>Lack of interest in becoming a childminder</p>	<p>Sufficient number of childminders in all areas of RCT to cater for identified needs</p> <p>Registration and CIW applications completed in a timely manner in</p>	<p>Promotion events / briefing sessions in 1st identified area in Autumn 2022</p> <p>2nd identified area in Spring 2023</p>	<p>Childminding promotion events have been held in 3 different areas across RCT</p> <p>2 events held in North Cynon schools, parents' and carers were invited to attend.</p>

	<ul style="list-style-type: none"> South Cynon (Abercynon and Mountain Ash West) North Rhondda (Ferndale and Treorchy) South Rhondda (all wards) North East Taf Ely (Treforest) South East Taf Ely (Rhydyfelin/Central Ilan) South West Taf Ely (Gilfach Goch, Llanharan and Tonyrefail East) 	Promotion events / briefing sessions in areas of identified need to attract potential new childminders		<p>Concerns for potential new childminders around sustainability of their business</p> <p>Timescales for completing pre-registration and CIW application is lengthy. May deter some from progressing</p>	<p>readiness for commencement of childminding business</p> <p>More queries received by the childcare team for those wishing to become a childminder and accessing funding</p>		<p>Limited numbers attended the events and no enquiries ensued as a result.</p> <p>A further event was run in a south Cynon school and some interested received at the event.</p> <p>Further events will be taking place in 4 schools across the North Rhondda area over the coming month where there is a significant need for childminders.</p>
1.4	Investigate demand for additional out of school care services (after	Parent/Carer consultation to determine exact demand	Childcare development team EYCPDP	Parents/carers working patterns have changed and may no	Sufficient OOS provision to meet need and demand	Consultation in first two identified areas by end October 2022	Three areas within RCT have been consulted in terms of demand for OOS and holiday care.

	<p>school and holiday) in all areas of RCT</p>	<p>Consult with existing OOS providers to see if they have identified a need</p> <p>Engage with existing OOS providers to expand their service where demand is identified</p>		<p>longer need OOS services</p> <p>Lack of suitably qualified staff</p> <p>Issues with staff retainment</p> <p>Lack of parent/carer responses to consultation</p>		<p>Local actions identified by end December 2022</p>	<ul style="list-style-type: none"> • North Cynon-18 schools contacted, limited responses from some schools, with a 66.6% response rate. Several schools reported no demand for OOS or holiday care provision has been identified or had existing OOS childcare services provided by childminders or local childcare providers. one school took part in distributing a OOS demand survey to parents. Results from the survey highlighted one school may benefit from OOS care. An onsite childcare provider was consulted with however, on further consultation it was apparent that this option was not viable and other
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							<p>childcare options are being explored.</p> <ul style="list-style-type: none">• South Cynon <p>South Cynon followed a similar pattern, some schools did not engage or respond despite emails and calls. 11 schools were consulted with a 54.4% response rate.</p> <p>Out of the 6 schools that responded 5 of them reported no demand for OOS or holiday care. 1 school sent out the OOS demand survey but responses showed the service was not required would not be viable.</p> <ul style="list-style-type: none">• North Rhondda <p>This is a live action June 2023. So far 16 schools have been contacted with a 68.7% response rate.</p>
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							<p>3 schools have sent out demand surveys to parents and we are awaiting results which will be included in next action plan update.</p> <p>Further areas will be targeted across RCT over the next 4 years to assess demand.</p>
1.5	Investigate demand for additional full day care in North East Taf Ely	<p>Consult with parents / carers in identified area to determine need</p> <p>Consult with local full day care provision to assess their current occupancy and determine if expansion would be a possibility</p> <p>Identify new providers/venue in the area if need for this</p>	<p>Childcare development team</p> <p>EYCPDP</p> <p>FIS</p>	<p>Lack of parent/carer responses to consultations</p> <p>Parent/carer stating service is required at the time of survey completion. when service is provided not taking it up</p> <p>Expansion grants limited to offer financial support for sustainability</p>	<p>New provider and provision identified in the area to offer full day care and meet demand</p> <p>Availability of suitably qualified staff</p> <p>Expansion of current services to meet identified demand</p>	By March 2023	<p>Due to a restructure with Flying Start service within the Local Authority all Local Authority owned and run setting across RCT have been tendered out to private childcare companies. One of the settings included Pontypridd day Nursery (previous FS setting). This will be taken on by a private childcare company from September 2023. This will become full day care provision</p>

		provision is confirmed		<p>Lack of suitably qualified staff/ low staffing in workforce</p> <p>Current providers not wishing to expand their service</p>			<p>and mixed economy. This will meet the demands and need for childcare in North Taf Ely.</p> <p>In addition to this another private childcare setting is opening its full day care provision in the YMa building in Pontypridd, which will provide additional childcare spaces to meet demand. The unofficial opening date is September 2023.</p> <p>Meetings have also taken place between RCT Childcare Team a Mudiad Meithrin to assess demand for Welsh childcare services in the Pontypridd area and discussions are ongoing.</p>
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1.6	<p>Monitor impact of housing developments on childcare needs, particularly in:</p> <ul style="list-style-type: none"> ○ Llanilid (Brynna) ○ Llantwit Fardre ○ Penygraig 	<p>Work in consultation with Planning Department</p> <p>Support current childcare provision in the area with expansion</p>	<p>Childcare development team</p> <p>Planning Department</p> <p>EYCPDP</p>	<p>Growth may exceed the places available</p> <p>May be unable to get enough childcare spaces registered to meet demand</p>	<p>Sufficient childcare spaces to meet demand in current childcare establishments</p> <p>Expansion of current childcare provision in identified areas of need</p> <p>Support available to set up new provisions in areas of demand</p> <p>Positive working relationships with planning to identify childcare needs i.e., working groups</p>	<p>Ongoing – review every 6 months. 1st review December 2022</p>	<p>This action is being addressed and worked on currently.</p> <p>Further updates will be available in the next action plan report update.</p>
1.7	<p>Support unregistered Sessional care providers to register with CIW and investigate demand for additional</p>	<p>Engage with unregistered settings to gauge their interest in becoming registered</p>	<p>Childcare development team</p> <p>FIS</p> <p>EYCPDP</p>	<p>Unregistered settings may not be able to register due to issues with the venue.</p>	<p>Existing unregistered settings become registered with CIW.</p> <p>Unregistered settings</p>	<p>Mapping of unregistered settings by October 2022</p> <p>Individual contacts</p>	<p>There continues to be limited engagement from unregistered settings.</p> <p>A flyer was devised to advertise to</p>

	<p>Sessional care services in:</p> <ul style="list-style-type: none"> ○ North Cynon ○ South Cynon ○ North Rhondda ○ South Rhondda 	<p>Liaise with FIS to gather unregistered setting details</p> <p>Complete parent/carer consultations to establish demand for sessional care</p>		<p>Settings may not be able to register due to access restrictions if they are in a shared venue.</p> <p>Settings unwilling to engage with the team and to register.</p> <p>Due to the unregistered nature the LA may not be aware of all unregistered settings.</p>	<p>engaging co-operatively with RCT Childcare Team to discuss barriers to registration</p>	<p>made by January 2023</p> <p>Support plans put in place for those who wish to register by March 2022</p> <p>Ongoing communication with those who do not wish to register</p>	<p>unregistered settings the benefits of becoming CIW registered, this was sent out via FIS and advertised on our Facebook group. Via email and mail shot.</p> <p>There have been no responses. We have also developed a support package with financial support to help meet demands of registration however, only 1 unregistered setting have recently become CIW registered. Work is ongoing to target unregistered settings and offer support for registration. Further updated will be provided in next action plan update.</p>
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2 – Welsh medium childcare provision

2.1	Engage with, and support, unregistered Welsh medium Out of school care providers to register with CIW and extend services to provide holiday care in areas of identified demand	<p>Make contact with unregistered Welsh Medium settings to become CIW registered</p> <p>Work with partners to identify needs</p> <p>Identify support packages to enable registration</p>	<p>Childcare development team</p> <p>Menter Iaith</p> <p>EYCPDP</p> <p>FIS</p>	<p>Welsh settings wishing to remain unregistered provision</p> <p>Staff qualifications or venue limitations prevent registration</p>	<p>Welsh medium settings become registered with CIW</p> <p>Welsh settings offering holiday care in areas of identified demand</p>	<p>Individual contacts made by January 2023</p> <p>Support plans put in place for those who wish to register by March 2023</p> <p>Ongoing communication with those who do not wish to register</p>	<p>Meetings with local Welsh Out of School providers have been identified.</p> <p>More work is needed with organisation such as Menter Iaith to address barriers to CIW registration and how we as a Local Authority can support.</p> <p>Further updates to be provided on next action plan update.</p>
2.2	Explore the demand for new Cylchoedd Meithrin in geographical areas identified via the mapping exercise	<p>Consult with parents/carers in areas identified via the mapping exercise</p> <p>Work in partnership with Mudiad Meithrin to assess demand</p>	<p>Childcare development team</p> <p>Mudiad Meithrin</p> <p>EYCPDP</p> <p>FIS</p>	<p>Lack of providers willing to open new settings</p> <p>Lack of suitable venues in areas of demand</p> <p>Lack of responses to parent/carer surveys</p>	<p>New Cylchoedd Meithrin opened in areas of identified need</p> <p>Suitable venues identified in areas of need via the mapping exercise</p>	<p>Consultation in first identified area by March 2023</p> <p>Local actions from consultation identified by May 2023</p>	<p>Work is ongoing with Mudiad Meithrin to address the demand for new Cylchoedd Meithrin in identified areas of need.</p> <p>Mapping exercise is complete and gaps in geographical areas highlighted. Pontypridd has been highlighted as a potential area for</p>

							development and work is ongoing to identify suitable venues. Further updates to be provided in next action plan update.
2.3	Investigate possible gaps in Welsh medium Sessional and Full day care in South Rhondda	Consult with parents / carers in identified areas to assess demand Engage with current Welsh Medium settings in area Identify opportunities for expansion	Childcare development team Mudiad Meithrin EYCPDP FIS	Lack of responses to parent/carer surveys Limited demand for Welsh medium day care in the area Limited uptake on providers wishing to set up provision	Sufficient Welsh medium childcare in the area to meet demand Provider in agreement to set up a new Welsh medium provision in the area Positive working relationships with Mudiad Meithrin to fill gaps in provision	Ongoing	Initial meetings have taken place with Mudiad Meithrin to identify gaps in provision in geographical areas of RCT. Discussions are being held around sustainability of new full day care provisions through the medium of Welsh and further updates will be provided in next action plan update.
2.4	Offer support and training to non-confident Welsh speakers to encourage use of the Welsh language in their	Offer training to providers at hours convenient to the learners Signpost learners to	Childcare development team EYCPDP	Lack of take up on training offered Due to staffing issues settings	Settings taking up Welsh language training and utilising this in their settings	Ongoing – initial mapping of existing available training Autumn 2022	The childcare Team promotes umbrella organisations training in the Welsh language to all childcare providers across RCT via

	settings and to promote themselves as Welsh medium or bilingual settings.	existing Welsh language training Commission in house training via childcare team training programme Engage with sector to identify barriers to using more Welsh in settings	Training providers Social Care Wales	not having time to attend training Availability of courses at suitable times for childcare workforce Lack of suitable training to commission in house	Staff are more confident in their ability to speak Welsh and promote themselves as Welsh Medium or bilingual settings		emails and Facebook group. Signposting to courses such as Camau, the Pacey Welsh promise and other available schemes is regularly promoted to the sector alongside the benefit to children of settings offering bilingual services. This remains and ongoing action.
2.5	Promote the Active Offer to settings and encourage participation	Offer support and advice to settings to encourage them to participate in Welsh language Active Offer Link providers to available Welsh language training	Childcare development team Mudiad Meithrin EYCPDP Social Care Wales	Childcare providers not engaging in training to administer the active offer Training in Welsh language not suitable for the workload of the childcare sector	Settings offering the Welsh language active offer Settings engaging in training to upskill their Welsh language competency	Ongoing	The Childcare Team continues to work with umbrella organisations to promote the Active Offer and encouraging settings to participate.
2.6	Promotion campaign to	Work in partnership with	Childcare development	Concerns for potential new	More childminders	Ongoing	RCT Childcare team regularly meets with

	attract more Welsh speaking childminders	<p>Welsh language partners to promote childminding as a career</p> <p>Work in partnership with PACEY Cymru to identify if schemes are already in place to attract Welsh speaking childminders and build into a local promotion campaign</p> <p>Engage with childminders to identify any that are able to speak Welsh but do not promote themselves as Welsh speaking</p>	<p>team</p> <p>Mudiad Meithrin</p> <p>PACEY Cymru</p> <p>FIS</p>	<p>childminders around sustainability of their business</p> <p>Timescales for completing pre-registration and CIW application is lengthy. May deter some from progressing.</p> <p>Lack of interest in becoming a Childminder</p>	become registered as offering their service bilingually or in Welsh		<p>Pacey to discuss ongoing support for childminders. Pacey offers support to childminders who wish to offer services through the medium of Welsh and bilingually. RCT childminders are signposted to Pacey for support.</p> <p>Limited uptake currently.</p>
2.7	Support the aims of the WESP to increase transition rates from Welsh medium	Collate data on transition rates into Welsh medium nursery classes	<p>Childcare team</p> <p>WM settings / schools</p> <p>WESP group</p>	Numbers entering Welsh medium education do not increase in line	Transition rates from Welsh medium childcare to Welsh Medium	<p>Data analysis by December 2022</p> <p>Engagement with settings /</p>	<p>The Childcare team continue to support the actions identified in the WESP plan.</p>

	childcare to Welsh medium education	Engage with Welsh medium settings to discuss transition information / barriers / issues Engage with schools to improve links with feeder childcare settings	EYCPDP	with WESP targets Not able to overcome any identified barriers	education increase	schools Ongoing	Work is being undertaken with Mudiad Meithrin and RCT schools to increase transition rates from Welsh medium Childcare to Welsh medium education. Further updates can be found in the WESP plan.
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3 – Affordability of childcare

3.1	Continue to promote the financial benefits of the Childcare Offer, particularly emphasising the holiday entitlement	Promote Childcare Offer to parents / cares during public events such as teddy bears picnic, library, leisure centre and Parent and Toddler visits Ensure information on website is accurate, kept up to date and promoted	Childcare development team Childcare Offer Team FIS Childcare providers	Providers passing on inaccurate information to parents Parents continue to be unclear about eligibility and benefits of the Childcare Offer No increase in numbers applying for the Offer	More Childcare Offer spaces available for parents/carers More provider selection for parents/carers Holiday entitlement is accessed and utilised effectively Promotion events target parents with	Initial promotion Autumn 2022 in line with roll out of new national system Review every 3 months thereafter	The Childcare and Childcare Offer team continue to promote the financial benefits of the Childcare Offer this is undertaken in the following ways: <ul style="list-style-type: none"> • Parent and Toddler group visits across RCT on a weekly basis as an ongoing rota. • Local library drop in sessions
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		<p>Encourage childcare provisions to advertise and promote Childcare Offer</p> <p>Engagement with local schools in RCT to promote Childcare Offer holiday entitlement for nursery children</p>			<p>eligible 3-4 year olds and an increase in children accessing the Offer</p>		<p>offered to parents and providers by the Childcare Offer Team.</p> <ul style="list-style-type: none"> • Attending careers fayres and promoting to parents/cares / employers. • Promotional advertising on Facebook, council websites and through childcare settings. • Advertising in menus across soft play centres in RCT. • Attending nursery intake meetings in RCT. • Regular social media posts and flyers left at local Leisure
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							centres and Libraries.
3.2	Support childcare providers to accept payment via the Tax Free Childcare scheme or employer based childcare vouchers	<p>Promotion of the benefits of becoming registered to offer the Tax Free Childcare scheme or employer based childcare vouchers</p> <p>Support sessions for providers to offer advice on registration to offer the identified schemes</p> <p>Work in partnership with FIS to advertise the schemes and promote to settings and parents</p>	<p>Childcare development team</p> <p>FIS</p> <p>Childcare providers</p> <p>EYCPDP</p>	<p>Settings not offering schemes such as Tax Free Childcare</p> <p>Settings unsure how to sign up to the schemes / unable to sign up</p>	<p>Increase in settings accepting payments via Tax Free Childcare or employer based childcare vouchers</p> <p>Settings accessing support and advice sessions on registration to the identified schemes</p>	<p>Initial promotion Spring 2023</p> <p>Review every 3 months thereafter</p>	<p>The RCT Childcare team have been chosen to undertake a piece of work with Hemsalls to promote the Tax Free Childcare to parents, carers and Childcare providers in the area to increase uptake.</p> <p>This consists of devising an individual action plan only relevant to RCT to promote the TFC service and promote its benefits.</p> <p>Regular meetings take place (once every 6 weeks) between Hemsalls and RCT to actively promote the service, feedback on progress and provide data updates.</p>

							This is ongoing and further statistical information will be provided in the next action plan update.
3.3	Work in partnership with FIS to promote childcare options and financial support to parents	<p>Ensure information on financial support is up to date on websites and social media</p> <p>Re-establish links with Jobcentre Plus Lone Parent Advisors to ensure information is passed onto clients</p> <p>FIS and childcare development/Childcare Offer teams attend events to disseminate information to families</p>	<p>Childcare development team</p> <p>Childcare Offer team</p> <p>EYCPDP</p> <p>FIS</p> <p>Jobcentre Plus / Lone Parent Advisors</p>	<p>Up to date information not uploaded onto FIS website or disseminated to childcare providers</p> <p>Links with Jobcentre Plus Lone Parent Advisors not maintained</p>	<p>Families aware of financial support available for childcare costs and know how to access it</p> <p>Parents/carers supported to enter employment and/or training</p> <p>Increase in quantity and type of information held on FIS website</p>	Review every 6 months	<p>The Childcare and Childcare Offer Team regularly sends out information to FIS to disseminate out to parents/carers and childcare providers across RCT.</p> <p>FIS is now part of wider team (children and youth) and service information is offered to parents, carers are via a family website. Parents and carers still have the facility to email or call the service.</p> <p>Information on financial support to parents is normally passed to our team from FIS so more work needs to be</p>

		Provide information to childcare providers to disseminate to families					done internally to ensure FIS is a one stop shop for advice for families.
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4 – Children with special educational needs or disability

4.1	Explore demand for holiday care for children with additional needs or a disability	<p>Consult with parents / carers of children with additional learning needs / disability to identify need for holiday care / barriers to accessing it</p> <p>Engage with providers to extend holiday services</p> <p>Promote support available to families to access holiday childcare</p>	<p>Childcare development team</p> <p>ALN EY Lead Officer</p> <p>EYCPDP</p> <p>Flying Start</p> <p>Play team</p>	<p>Barriers to accessing holiday care not addressed</p> <p>Families not aware of options available to them</p> <p>Identified funding streams not sustainable / not aligned to each other</p>	Children able to access holiday care that meets their needs	<p>Initial scoping exercise by December 2022</p> <p>Actions identified by Spring 2023</p>	<p>The Care2Play service operates in RCT. It allows children and young people to overcome the barriers they may be facing to allow them to access open access play.</p> <p>Open access play is commissioned in several areas across RCT (17 provisions 2023-24) for children and young people aged 5-14. Referrals are accepted from RFS and DCT and if a child becomes a C2P child, this means that they have a space reserved for them</p>
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							<p>during a play session once a week term time and twice a week during holidays. The majority of sessions are 2 hours long, although some Play providers are registered with CIW offering longer sessions over fewer days. Sessions are offered on a 1:1, 1:2 or 1:3 ratio dependant on child's needs.</p> <p>The programme is under review currently so may change by next action plan update.</p>
4.2	Identify opportunities to improve access to childcare and early years provision for children with additional learning and physical needs	<p>Support childcare providers to access suitable, specialist training</p> <p>Explore barriers that prevent families from accessing</p>	<p>Childcare development team</p> <p>Childcare providers</p> <p>EYCPDP</p> <p>FIS</p>	<p>Cost of enhanced support inhibitive to settings / families</p> <p>Lack of suitably trained staff</p>	<p>Families able to access childcare that meets the needs of their children</p> <p>Childcare settings are fully accessible to all children</p>	<p>Initial scoping exercise by December 2022</p> <p>Actions identified by Spring 2023</p>	<p>RCT have limited budgets to offer tailored specialist training to childcare providers. There appears to be a gap for funding to be provided to universal settings</p>

		<p>childcare and early years provision</p> <p>Ensure relevant information is available to families of children with additional needs</p>	Flying Start training team	Lack of suitable provision within proximity of child's home	Staff have suitable training to meet the needs of the child		<p>that are not REP, FS or CO.</p> <p>RCT has an Early Years and ALN Lead Officer who works with the team to offer advice and training modules to childcare settings on a rolling basis throughout the academic year.</p> <p>Sessions for advice and support have been offered to childcare settings where applicable and there are advisory panels for in depth support.</p> <p>The childcare Team offered Makaton and Autism Awareness training to universal childcare settings but these were poorly attended and not utilised. Further courses will remain funding dependant.</p>
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4.3	Increases awareness of ALNET and setting responsibilities to children and their families	<p>Promote ALN training programme to settings</p> <p>Disseminate EY Forum leaflet to all settings</p> <p>Include information in childcare termly newsletter</p> <p>Signpost settings to additional information and support</p>	<p>Childcare development team</p> <p>EY ALN Lead Officer</p> <p>Flying Start</p> <p>EY Advisory Teachers</p> <p>FIS</p>	<p>Settings not aware of their responsibilities and therefore not offering correct level of support</p> <p>Settings do not access training available</p>	<p>All settings able to access training at times convenient to them</p> <p>All childcare staff fully aware of ALNET and their responsibilities</p> <p>Children supported and individual needs are met within childcare settings</p>	<p>Promotion of training schedule ongoing</p> <p>Awareness campaign / briefing sessions Autumn 2022</p>	<p>The Childcare Team regular sends out information to Childcare providers in RCT via email or closed Facebook group around the ALN training schedule.</p> <p>The Childcare team are currently working with the Family Liaison and Complex Case Team in Access and Inclusion to promote transitions between children with additional needs from childcare settings into schools. A workshop for childcare providers is due to take place in September 2023.</p>
4.4	Offer diversity training to childcare providers to improve	Identify suitable training and commission identified courses	<p>Childcare development team</p> <p>EY ALN Lead</p>	Settings do not access training available	All settings able to access training at times convenient to them	Training identified and promoted by December 2022	The Childcare Team offered diversity training to childcare settings in December 2022.

	inclusivity within settings	Promote training to sector / evaluate impact Signpost settings to additional information and support	Officer Flying Start EY Advisory Teachers FIS	Issues still being reported	Children supported and individual needs are met within childcare settings		Sessions were not well attended 8/12 spaces were booked and only 4 participants attended. Further courses will be commissioned dependant on budgets later in the financial year 2023/2024.
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5 – Support for the childcare sector

5.1	Continue to offer grants to support new provision or expansion of existing provision, and to support settings experiencing severe financial hardship	Support new developments and promote available grants to providers Promote financial hardship grant to settings	Childcare development team EYCPDP FIS	Funding streams limited and cannot support all applications Settings experiencing financial hardship may not want to engage with LA Despite offering financial hardship support some settings	All settings that apply for funding are supported Sustainability of settings safeguarded	Ongoing	The childcare Team continues to offer new and expansion of childcare provision grants and financial assistance grants to childcare settings on a financial year basis. In 2022/23- 3 new provision grants and 2 expansion grants were given to childcare providers to start up or extend
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				remaining unsustainable			<p>their childcare services.</p> <p>3 financial assistance grants were awarded to settings at risk of imminent closure to support them in remaining sustainable and operational.</p> <p>A cost of living grant of £200 per setting was offered to CIW registered childcare settings as a one off payment towards staff costs, heating, electric, rent or other sustainability costs. 174 CIW registered childcare settings accessed this grant across RCT.</p> <p>New/ Expansion and financial assistance grants continue to remain open for Childcare Providers to access</p>
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							throughout 2023-24 further updates will be provided in next action plan update.
5.2	Encourage all settings to register with FIS and keep their accounts up to date	Reminders to update details with FIS included in all engagement events/literature with sector Benefits of registering with FIS promoted to new providers Make it a condition of funding/support that FIS accounts must be kept up to date	Childcare development team FIS EYCPDP	Settings do not update their details and their accounts become dormant Settings do not register with FIS	All settings are registered and up to date with FIS Childcare search facility in FIS is accurate and up to date	Review every 6 months in partnership with FIS	Ongoing promotion continues via our closed Facebook group, emails and childcare engagement events to set up and maintain Dewis accounts and email changes with FIS. Benefits of using the Dewis website are regularly promoted for free advertising. Grant terms and conditions state that all providers must be registered with FIS and Dewis to access grants or must do so within 3 months.
5.3	Improve engagement with nannies already on the Home	Contact all nannies in RCT that are currently on the register	Childcare development team FIS	Nannies may be unwilling to engage with the team	Nannies are engaged and supported by the Team	Initial contact by October 2022	The Childcare team has made contact with 4 nannies operating within RCT. Two of which

	Childcare Provider scheme	Offer funded training opportunities and levels of support to nannies on register	EYCPDP		Nannies on the register accessing funded training opportunities and improving their CPD	Support ongoing	<p>have informed us they are no longer working as nannies.</p> <p>The two other nannies have been offered support and access to our funded training and events but have yet to take us up on this offer.</p> <p>Regular contact is maintained.</p>
5.4	Promote childminding as a career, clearly highlighting the support package on offer to prospective childminders	<p>Plan timetable of engagement events/briefing sessions to promote childminding and the support package available</p> <p>Promotion campaign via social media and council website</p> <p>Work in partnership with PACEY Cymru</p>	<p>Childcare development team</p> <p>FIS</p> <p>EYCPDP</p>	<p>Concerns for potential new childminders around sustainability of their business</p> <p>Timescales for completing pre-registration and CIW application is lengthy. May deter some from progressing</p> <p>Lack of interest in becoming a childminder</p>	<p>New childminders are attracted and take up the offer of support</p> <p>PACEY signposting potential learners residing in RCT to the Childcare Team for information and support</p> <p>More queries received from</p>	<p>Ongoing</p> <p>Aim for individuals to complete CIW registration within 8 months of initial briefing session</p> <p>Aim for 80% of those funded to achieve CIW registration</p>	<p>The Childcare Team continue to promote childminding as a career on an ongoing basis.</p> <p>The team do so by:</p> <ul style="list-style-type: none"> Promoting childminding as a carer posters / leaflet on social media and email. Attending P&T groups on a weekly basis to

		<p>to promote childminding and benefits/support on offer</p> <p>Maintain regular contact with individuals funded via the support package</p> <p>Identify reasons for drop out from the support package</p>		<p>Failure of funded individuals to complete CIW registration</p>	<p>new potential childminders</p>		<p>promote Childminding as a career to parents and carers.</p> <ul style="list-style-type: none"> • Attending Childminding information sessions at schools across RCT to speak with parents and carers • Promotional stands and flyers left at community venues weekly such as libraries and leisure centres across RCT • Promotion to settings to promote to parents. • Targeted work in areas to recruit where there is high
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							<p>demand for childminders.</p> <ul style="list-style-type: none"> • Attending careers fayres, Teddy Bears picnic and other local events with high public presence to promote childminding as a career.
5.5	Promote the benefits of accessing regulated childcare to a child's wellbeing and development	<p>Promote the 'Choosing Childcare' booklet and make available electronically and in paper format</p> <p>Develop promotion campaign via social media, website, flyers</p>	<p>Childcare development team</p> <p>FIS</p> <p>EYCPDP</p>	<p>Parents/carers unaware of differences between registered and unregistered childcare</p> <p>Unregistered settings may be more attractive to parents/carers due to lower fees</p> <p>Registered settings may be at capacity and unable to accept new children</p>	<p>All children have access to registered childcare</p> <p>Parents have information to better inform their childcare choices</p> <p>Parents understand benefits of using regulated childcare</p>	<p>Promotion of booklet ongoing</p> <p>Promotion campaign by March 2023</p>	<p>The childcare Team continues to promote the "choosing childcare booklets" and links to parents via FIS and events attended with parents.</p> <p>This is also shared via social media channels.</p> <p>Promoting the benefits of CIW registered settings to parents/carers remains ongoing.</p>

				CIW registered settings may not be available in areas of demand			
5.6	Promote the Home Childcare Provider scheme to parents; promote the benefits of registration to them, and to existing nannies not on the scheme	<p>Develop promotion campaign via social media, website, flyers</p> <p>Aim to identify nannies in the LA not on the voluntary register</p> <p>Engage with them and the parents they work for to promote the benefits of registration</p> <p>Identify training/support for those that don't meet the criteria</p>	<p>Childcare development team</p> <p>EYCPDP</p> <p>FIS</p>	<p>Parents/carers unaware of the register and the benefit/safeguards it gives</p> <p>Existing nannies unaware of the register / don't meet the requirements</p>	<p>Parents have information to better inform their childcare choices</p> <p>Nannies able to access support to meet criteria for register</p> <p>All nannies in RCT registered and engaging with childcare development team</p>	<p>Promotion campaign by June 2023</p> <p>Individual engagement and support ongoing thereafter</p>	<p>Pushed back to September 2023. Due to other CSA actions taking precedence.</p> <p>This action is to be explored in September 2023.</p>

5.7	Support sector to prepare for, and engage with, the rollout of Flying Start to all two year olds	<p>Suitable childcare providers identified and commissioned to deliver FS provision</p> <p>FS providers supported to achieve desired level of quality</p> <p>FS providers supported to adapt settings to ensure compliance with FS criteria</p> <p>Offer tailored support to settings to expand services/spaces</p>	<p>Childcare development team</p> <p>Flying Start</p> <p>EYCPDP</p>	<p>Lack of suitable childcare provision available to meet the needs of the FS programme in designated areas</p> <p>Commissioning process deter potential providers from tendering for contracts</p>	<p>Adequate levels of childcare available to meet growth in the number of FS areas</p> <p>High quality FS provision to support development of eligible children</p>	<p>Initial expansion by September 2022</p> <p>Support ongoing as programme is extended</p>	<p>The Childcare Team continue to work with the Flying Start (FS) Team to identify gaps in provision for Flying Start childcare places.</p> <p>We continue to promote becoming an FS registered provider to all childcare settings and childminders.</p> <p>Flying Start team are offering financial incentives to encourage providers to become Flying start approved.</p> <p>Workshop and information sessions have been promoted to settings to encourage FS registration.</p>
5.8	Support settings to market their services effectively, particularly	Encourage all settings to register with FIS and keep their details up to date	<p>Childcare development team</p> <p>FIS</p>	Settings do not register with FIS or keep their details up to date	Settings are aware of their USP's and market them effectively	Initial campaign by March 2023	This action has been pushed back to September 2023. Due other CSA

	unique selling points (USP's), such as additional languages, or flexible, ad hoc or atypical services.	Develop campaign to highlight benefits of marketing their services effectively Commission marketing, social media and website training for sector	EYCPDP	Settings do not engage with training or offers of support	Settings regularly update their profiles via FIS to make the most of the free advertising this allows Settings are confident to use a variety of marketing tools to promote their businesses	Review every six months	actions taking precedence. Further work will be ongoing to speak with our internal marketing teams for advice and support to help settings market their services effectively using their USP's.
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6 – Quality and governance

6.1	Engage with unregistered Out of school care and Sessional care providers; encourage and support them to register with CIW	Detailed mapping of unregistered settings in RCT Offer 1:1 support and guidance to non-registered settings Source and commission workshops to support registration	Childcare development team EYCPDP	Reluctance of unregistered settings to go through CIW registration process Lack of suitably qualified staff to satisfy registration requirements Premises unsuitable for registration	10% per year of remaining unregistered settings started, or achieved, CIW registration Number of registered childcare places increases	March 2023	Please see action update 1.7
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		Offer financial support and funded training to comply with registration requirements		requirements			
6.2	Improve the quality of childcare settings beyond the National Minimum Standards	<p>Promote suitable QA schemes and encourage settings to participate where possible</p> <p>Offer ongoing support to Flying Start and REP settings to implement relevant QA schemes and recommended actions</p> <p>Offer ongoing funded CPD training opportunities</p> <p>Promote training and resources for the new curriculum for non-maintained settings</p>	<p>Childcare development team</p> <p>EYCPDP</p> <p>EY Advisory Teachers</p> <p>FS QA Officers</p>	<p>No funding available to support settings participate in external QA schemes</p> <p>Staff capacity to support FS and REP settings</p> <p>Settings commitment to improving quality</p>	<p>Settings achieve recognised QA schemes and raise standards in their practice</p> <p>FS & REP settings raise quality of practice</p>	Ongoing	<p>The Childcare team in RCT does not offer an in house quality assurance scheme. Due to the volume of childcare settings across RCT and a small team of 1 development officer and two assistants we would be unable to support a scheme.</p> <p>The Childcare Team promotes umbrella organisations QA schemes to providers and encourages continuing professional development of childcare practitioners through offering funded training opportunities.</p>

							Flying Start operate a QA tool and as more settings become FS providers we would expect more settings to meet the enhanced standards required by FS.
6.3	Promote financial benefits to parents of using CIW registered childcare services	<p>Promotional campaign to highlight benefits of registered provision and implications of using unregistered</p> <p>Link with umbrella organisations to promote the benefits of CIW registered provision</p> <p>Link with FIS to promote benefits of using CIW registered childcare on their website and</p>	<p>Childcare development team</p> <p>EYCPDP</p> <p>FIS</p>	<p>Parents choosing lower cost unregistered provisions over CIW registered provisions</p> <p>Lack of understanding from parents of the difference in registered and unregistered provisions</p>	<p>Parents understand benefits and safeguards of using CIW registered provision</p> <p>More parents choosing CIW registered provisions</p>	Ongoing	<p>The Childcare Team regularly promote the benefits of using CIW registered childcare provision to access schemes such as Childcare Offer, Tax free childcare and FS entitlement through regular marketing via social media.</p> <p>The childcare Team continues to promote the “choosing childcare booklets” and links to parents via FIS and events attended with parents.</p>

		social media pages					This is also shared via social media channels.
7 – Atypical hours / ad hoc demand							
7.1	Explore usage of ad hoc places and encourage settings to offer more flexible contracts	<p>Consultation with parents/carers to determine demand for ad hoc/flexible childcare</p> <p>Liaise with settings to understand barriers/issues related to offering parents flexible contracts</p>	<p>Childcare development team</p> <p>FIS</p> <p>EYCPDP</p>	<p>Unreliable usage may cause sustainability issues for providers</p> <p>Due to unreliable hours, there may be issues with retaining staff</p> <p>Lack of parent/carer responses</p> <p>Parent/carer stating service is required at the time of survey completion. when service is provided not taking it up</p> <p>Spaces being unavailable</p>	<p>Settings can offer more flexible care for those working atypical hours</p> <p>Sufficient childcare available to cater for ad hoc or flexible usage</p>	<p>Initial consultation Spring 2023</p> <p>Engagement with settings ongoing thereafter</p>	<p>This action has been pushed back to Autumn 2023 due to other actions taking precedence.</p> <p>Further updates to be provided in next action plan update.</p>

				during times of need			
7.2	Undertake further consultation to establish demand for childcare in atypical hours, notably before 8am or after 6pm weekday, weekends and overnight care	<p>Consultation with parents/carers to determine demand</p> <p>Liaise with settings to understand barriers/issues related to offering atypical opening hours</p> <p>Work with individual settings in areas where parent survey has indicated a demand for atypical hours</p>	<p>Childcare development team</p> <p>EYCPDP</p> <p>FIS</p>	<p>Insufficient responses by parents/carers to establish demand</p> <p>Parent/carer stating service is required at the time of survey completion but not accessing it if available</p> <p>Settings unable to staff atypical hours</p>	<p>Parents/carers able to access sufficient childcare during atypical hours</p> <p>Childcare providers open to discussions around providing care during atypical hours</p>	<p>Initial consultation Spring 2023</p> <p>Engagement with settings ongoing thereafter</p>	<p>This action has been pushed back to Autumn 2023 due to other actions taking precedence.</p> <p>Further updates to be provided in next action plan update.</p>

8 – Workforce development

8.1	Ensure practitioners have access to relevant statutory and CPD training opportunities	<p>Existing training programmes promoted to sector</p> <p>Work in partnership with other teams to</p>	<p>Childcare development team</p> <p>Flying Start</p> <p>EY Advisory Teachers</p>	<p>Learners unable to attend due to course times</p> <p>Learners not attending designated</p>	<p>All practitioners have access to relevant subsidised training</p> <p>All practitioners remain up to</p>	Ongoing	<p>The Childcare Team offers a yearly training prospectus to all childcare providers in RCT. Courses are fully funded and offered</p>
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		<p>avoid duplication of training</p> <p>Signpost settings to training restricted to FS/REP's</p> <p>Commission external training to offer CPD courses identified through consultation with sector</p>	<p>EY ALN Lead Officer</p> <p>EYCPDP</p>	<p>mandatory training</p> <p>CPD training unsuitable or not accessed by learners</p> <p>Insufficient funding to offer required CPD courses</p>	<p>date with statutory training</p> <p>Statutory training made available to the sector via a rolling programme to ensure sufficient availability</p>		<p>on a first come first served basis.</p> <p>Mandatory courses include:</p> <ul style="list-style-type: none"> • Level 3 Paediatric First Aid • Level 3 Safeguarding • Food Hygiene • Manual handling • Managing challenging behaviour <p>Further CPD courses are advertised on an ad hoc basis when in demand or when budgets allow.</p> <p>FS and REP offers a further range of CPD or specific training to childcare practitioners' that are FS/REP.</p>
8.2	Promote ALN and inclusion	Continue to promote rolling	Childcare development	Alternative training times not	All practitioners access able to	Ongoing	The Childcare Team regularly sends out

	training; improve access to training, particularly for childminders	<p>programme of ALN to settings</p> <p>Work with training providers to offer training at different times to reduce barriers for some providers, e.g. on weekends or after 6pm</p>	<p>team</p> <p>Flying Start / RFS</p> <p>EY Advisory Teachers</p> <p>EY ALN Lead Officer</p>	<p>possible leading to exclusion of some providers</p> <p>Availability of ongoing ALN training limited or restricted on capacity</p>	<p>ALN/Inclusion training</p> <p>Sufficient availability of ALN training to meet demand of the childcare sector</p>		<p>information to Childcare providers in RCT via email or closed Facebook group around the ALN training schedule.</p> <p>RCT has an Early Years and ALN Lead Officer who works with the team to offer advice and training modules to childcare settings on a rolling basis throughout the academic year.</p> <p>Courses are offered over a variety of times and dates to support those childcare providers that work adhoc hours.</p>
8.3	Work in partnership with schools and colleges to offer transition routes into the childcare	Make contact with careers advisors in schools/colleges, agree local actions	<p>Childcare development team</p> <p>Regional Workforce team</p>	<p>Schools/Colleges unwilling to engage</p> <p>Lack of uptake from current</p>	Successful partnership working with schools/colleges and partners	Engagement with partners by March 2023	The Childcare Team will be working with the Regional Workforce Engagement Officer from September

	sector for school leavers, particularly Welsh medium students	<p>Strengthen links with RCT regional workforce team, Careers Wales and Social Care Wales to promote childcare as a career and promote recruitment campaigns</p> <p>Support current childcare providers to become ambassadors in their sector to promote to schools and colleges</p> <p>Collate baseline data for exit routes of childcare students from schools/colleges to monitor progress</p>	<p>Careers Wales</p> <p>Social Care Wales</p> <p>School/college career advisors</p>	<p>childcare providers to become ambassadors</p> <p>Lack of Welsh medium students wishing to take up childcare as a career option</p> <p>No increase in numbers of school/college leavers entering childcare workforce</p>	<p>Strong cohort of childcare ambassadors to promote childcare as a career to students</p> <p>Increase in number of Welsh speaking students progressing to jobs in childcare sector</p>	<p>Baseline data collated by September 2023</p> <p>Actions identified by December 2023</p>	<p>2023 to visit schools and colleges to promote Childminding and childcare as a career with particular focus on Welsh medium students.</p> <p>Initial meetings between the engagement officer and Childcare Team have taken place.</p> <p>A Childcare choices course for the public is also in the planning stages for mid-September 2023 to promote childcare as a career.</p>
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