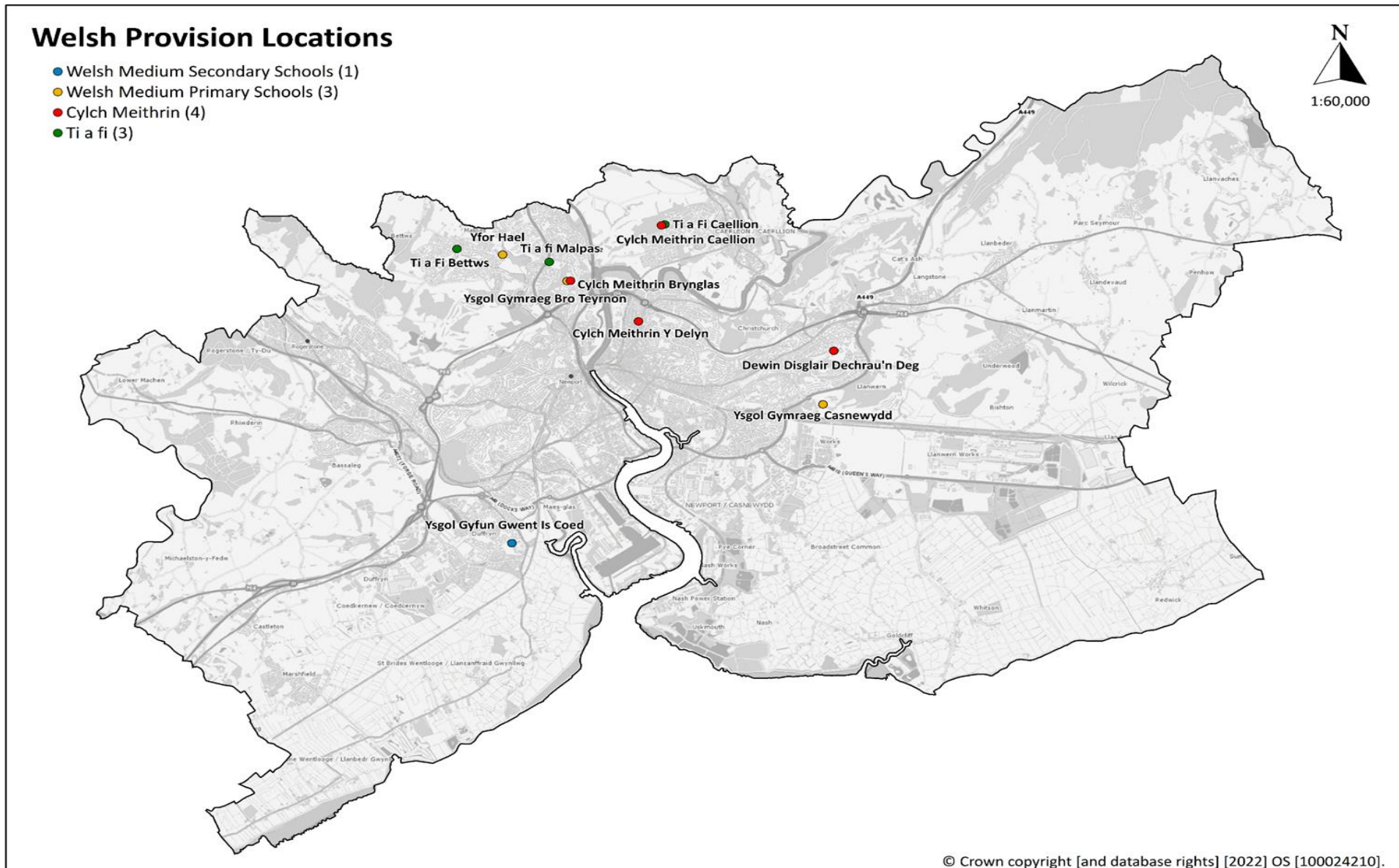


# Section 6

## Early Years, Childcare and Play Services within the Local Authority

## 6.1 Welsh Medium Early Years Provision



## 6.1. WEF

The narrative below has been extracted from the Welsh Education Strategic Plan in relation to Outcome 1 (more nursery children / three year olds receive their education through the medium of Welsh) under the heading “where do we aim to be within the first 5 years of the Plan”. The overall targets for the 10-year period are shown at the end.

### Maintained Nursery Places

In September 2021, Ysgol Gymraeg Nant Gwenlli will open. Provision proposed in relation to the second *Welsh-medium Capital Grant* will include a nursery class to be established within the first 5 years of the plan.

Nursery PAN	2022	2023	2024	2025	2026
YGC	52	52	52	52	52
YGBT	30	30	30	30	30
YGIH	30	30	30	30	30
YGNG	48	48	48	48	48
Grant provision	-	-	-	-	30
<b>Total</b>	160	160	160	160	190

### Non-maintained Nursery Places

Discussions will begin across the Early Years and Flying Start teams on how to increase provision across targeted areas. It has been noted that there is a lack of Welsh-medium rising 3 places across settings in the East of the city. The Early Years and Flying Start teams will begin to look at how we can expand provision in this area through use of community centres.

### Mudiad Meithrin Provisions

Mudiad Meithrin’s ‘Set Up and Succeed’ (SAS) programme has the ability to establish 40 new Cylchoedd Meithrin with a Cylch Ti a Fi by 2021 in specific areas of Wales where there isn’t a Cylch Meithrin at present. As part of this, Mudiad Meithrin is establishing a new meithrin group in Caerleon from September 2021. In recent times, Caerleon is an area that has seen limited demand for Welsh-medium education; however, alongside the establishment of the seedling school it is anticipated that this provision will be well received and that legacy arrangements will continue once the new school moves to its permanent location.

Transition rate from Mudiad Meithrin provision to Maintained Nursery	
<b>Current</b>	59%
<b>National Average</b>	89.9%
<b>5 year target</b>	75%

Cymraeg for kids is a Mudiad Meithrin project which supports prospective and new parents when opting for Welsh medium childcare and education. This includes:

- Welsh rhyme time & sign
- Baby massage and yoga
- Cuppa & Chat Cymraeg (online group)
- Me and my baby sessions explaining in detail the bilingual journey (online group)

The groups are advertised as being open to all, and those attending don't need to be able to speak Welsh. Simple Welsh rhymes and phrases are introduced on a weekly basis to help parents acquire a basic knowledge as well as helping them to increase their confidence in using Welsh at home. The groups are advertised widely and shared with Health Visiting teams, with training provided to outline the advantages of early bilingualism to help them support and signpost parents to local groups. Maternity records are sponsored by Cymraeg i blant and all Midwifery and Health Visitor students across Wales receive a presentation on the advantages of early bilingualism and the role of Cymraeg i blant in promoting key messages with parents. The groups aim to give parents the local knowledge, information, advice and support on;

- The way in which speaking or introducing Welsh can give children more opportunities
- Ways in which to use sign, baby massage and yoga to communicate with babies
- Accessing Welsh and bilingual books, e-books and apps
- Accessing local Learn Welsh courses
- Local Ti a Fi, Cylch Meithrin and Welsh-medium schools.

Mudiad Meithrin employ a part time peripatetic Ti a Fi Officer who works across Newport and Torfaen supporting families by providing Ti a Fi Rhithiol De Ddwyrain (online) and opportunities for Ti a Fi am Dro. Mudiad Meithrin also support Clwb Cwtsh, which is an eight-week taster programme focusing on speaking Welsh with young children aimed at parents to be, parents/carers and extended family members, and Clwb Cylch, a virtual Welsh language activity in the home by providing open sessions for children of nursery age and their parents via digital platforms. Particular emphasis is placed on children from families where Welsh is not spoken at home, and Gwyl Dewin a Doti which is an annual nursery festival which travels around Wales.

### **Flying Start and Childcare**

New Flying Start provisions are already planned for Pillgwenlly, Bettws and Ringland. The Pillgwenlly project is due to open in April 2022 and will likely provide capacity for up to 24 children aged between 2 and 3 years or up to 30 children aged between 3 and 12 years. The Bettws project is due to open in April 2022 and will likely provide capacity for up to 30 children aged between 2 and 3 years or up to 37 children aged between 3 and 12 years. The Ringland project is due to open in April 2022 and will likely provide capacity for up to 40 children aged between 2 and 3 years or up to 48 children aged between 3 and 12 years. These provisions will be registered with CIW, and will form close links with Ysgol Gymraeg Nant Gwenlli, Ysgol Gymraeg Ifor Hael and Ysgol Gymraeg Casnewydd respectively with the aim of increasing the transition of pupils from Welsh-medium pre-school to school settings.

Targets for the numbers and % of 3-year-olds receiving their education through the medium of Welsh:

<b>2022 - 2023</b>		<b>2023 - 2024</b>		<b>2024 - 2025</b>		<b>2025 - 2026</b>		<b>2026 - 2027</b>	
96	6.1%	104	6.6%	120	7.6%	128	8.1%	136	8.6%
<b>2027 – 2028</b>		<b>2028 - 2029</b>		<b>2029 - 2030</b>		<b>2030 - 2031</b>		<b>2031 - 2032</b>	
145	9.2%	154	9.8%	164	10.4%	175	11.1%	175	11.1%

## 6.2 Workforce

Workforce challenges have faced the childcare and play sector for several years. Additionally, the pressure that COVID-19 has placed upon the sector has been complex, making recruitment and managing staffing levels very difficult. Whilst this data has been extracted from the SASS for the period 7th June-4th July 2021, workforce issues are still ongoing with a critical factor being staff sickness and lack of suitably qualified staff to fill vacancies.

STAFFING LEVELS, TURNOVER, VACANCIES BY PROVIDER TYPE						
	Full Day Care	Sessional Day Care	Out of School	Childminders	Open Access Play	Totals
No. of individual staff currently working in the service	562	111	70	51	43	837
No. of staff working less than 16 hours	29	5	12	9	0	55
No. of staff that have left the service in the last 12 months	99	1	21	2	8	131
No. of childcare or play posts currently vacant	32	7	13	16	6	74
No. of childcare or play hours per week these vacancies equate to	2149	171	313	347	210	3190
No. of staff currently employed on zero hour contracts	14	0	35	1	31	81
Do you have difficulty in offering your staff 16 hour or more contracts?	0	0	0	0	0	0
Do you undertake Workforce Planning?	0	0	0	0	0	0
If you undertake Workforce Planning, how many additional staff do you envisage needing in the next 24 months?	55	10	34	1	30	130

The table above illustrates the staffing levels, turnover and vacancies within the sector by provider type of those who responded to the SASS. It represents 90.3% of the total childcare and play sector for CIW registered services. There are currently 837 members of staff within those services, with the majority of workforce currently working within the Full Day Care sector. The data for childminders is not complete. There are 69 childminders registered in Newport at the time of the SASS and 61 of those completed their data input. The table above only show 58 childminders qualified to provide care, however, CIW registration requires individuals to possess Unit 326 Introduction to home-based childcare (IHC) and Unit 327 Preparing for childminder practice (PCP), therefore it can be assumed that all those registered at the time of the SASS possess the aforementioned qualifications.

The number of staff that left the service in the last 12 months totals 131, the number of vacant posts totals 74. It can be assumed that there is a vacancy rate within the childcare and play sector of 56.48%. The data also shows that the number of current vacancies does not always meet the additional staff actually required over the next 24 months (difference of 43% more than the current number of vacancies).

## Newport City Council

Vacant post rates by provider type are as follows:

Full Day Care	32.3%
Sessional Day Care	14.2%
Out of School	61.9%
Open Access Play	75%

There are low numbers of settings overall who utilise zero-hour contracts as part of their workforce, with out of school clubs and open access play employing the largest number of staff on this type of contract. Therefore, it can be assumed from this data that the play sector offer more zero hour contracts due to their seasonal approach to delivery. To note, where Local Authority Open Access provision shows zero hour contracts, this is in actual terms casual contracts of employment that are recruited seasonally.

STAFF TURNOVER BY PROVIDER TYPE			
	No. of individual staff currently working in the service	No. of staff that have left the service in the last 12 months	% staff turnover
Full Day Care	562	99	17.6
Sessional Day	111	1	0.9
Out of School	70	21	30
Childminders	51	2	3.9
Open Access Play	43	8	19
Totals	837	131	15.7

The rate of staff turnover within the sector totals 15.7%. The service types experiencing the highest staff turnover are Open Access Play (19%) and Full Day Care (17.6%). The pressures of running Out of school and open access play provision relates largely to the seasonal nature of out of term time care. This can prove challenging with recruitment as it doesn't offer long term employment options for the service.

**WELSH LANGUAGE ABILITY OF STAFF BY PROVIDER TYPE -  
ENGLISH/BOTH SETTINGS**

<i>English/Both</i>	<b>How many staff are fluent in Welsh?</b>	<b>%</b>	<b>How many staff can speak a fair amount of Welsh?</b>	<b>%</b>	<b>How many staff can speak little or no Welsh?</b>	<b>%</b>
<i>Full Day Care</i>	6	1.07	111	19.75	445	79.18
<i>Sessional Day Care</i>	9	8.11	9	8.11	93	83.78
<i>Out of School</i>	0	0	4	5.71	66	94.29
<i>Childminders</i>	2	3.92	10	19.61	39	76.47
<i>Open Access Play</i>	1	2.33	1	2.33	41	95.34
<b>WELSH LANGUAGE ABILITY OF STAFF BY PROVIDER TYPE - WELSH SETTINGS</b>						
<i>Welsh</i>	<b>How many staff are fluent in Welsh?</b>	<b>%</b>	<b>How many staff can speak a fair amount of Welsh?</b>	<b>%</b>	<b>How many staff can speak little or no Welsh?</b>	<b>%</b>
<i>Full Day Care</i>	0	0	0	0	0	0
<i>Sessional Day Care</i>	4	80	0	0	1	20
<i>Out of School</i>	0	0	0	0	0	0
<i>Childminders</i>	0	0	0	0	0	0
<i>Open Access Play</i>	0	0	0	0	0	0

The SASS information shows that Welsh Language skills of the sector is variable. Staff who are fluent Welsh speakers in English Medium settings total 15.43%, whilst staff in Welsh Medium settings total 80%. Whilst the figure as a % looks good, local knowledge shows that there are more than 4 staff working over the 2 Cylch Meithrin that were open and eligible to take part in the SASS at the time of the data collection. Work needs to be done to increase the level of Welsh Speakers in the sector to ensure that we can increase the amount of Welsh that children are exposed to, but importantly to ensure that those in Early Years Welsh medium settings are fully emersed in the language. Recruitment of Welsh Speakers within the sector has historically been complex. There are multiple

factors that need to be considered when analysing the Welsh Workforce and specifically recruitment of Welsh Speaking childcare and play staff. This has been raised with the Welsh Education Forum and actions within the Welsh Education Strategic Plan have been included.

## Childcare Practitioner Qualifications

Below is an overview of the qualifications within the sector for all service types that relates specifically to Children's Care, Learning and Development (CCLD). The largest proportion of staff hold level 3 CCLD, with level 5 being the next largest. This is encouraging to see that most staff are qualified to above the minimum requirement.

### QUALIFICATIONS ALL SERVICE & CARE TYPES - CHILDCARE PRACTITIONERS

	Number	%
<i>Children's Care, Learning &amp; Development Level 2</i>	58	7.42
<i>Children's Care, Learning &amp; Development Level 3</i>	391	50
<i>Children's Care, Learning &amp; Development Level 5</i>	170	21.74
<i>Qualification relevant to childcare but not listed</i>	65	8.31
<i>No formal Childcare Practitioner qualifications</i>	98	12.53
<b>Total</b>	<b>782</b>	<b>100</b>

It is interesting to note that 47% of the childminders who responded to the SASS hold a CCLD level 3, with 17.5% holding a CCLD level 5. Where no formal qualifications have been noted below, it can be presumed that those childminders did not consider the Childminder qualifications are indeed formal.

### QUALIFICATIONS - CHILDMINDERS - CHILDCARE PRACTITIONERS

	Number	%
<i>Children's Care, Learning &amp; Development Level 2</i>	2	5
<i>Children's Care, Learning &amp; Development Level 3</i>	19	47.5
<i>Children's Care, Learning &amp; Development Level 5</i>	5	12.5
<i>Qualification relevant to childcare but not listed</i>	7	17.5
<i>No formal Childcare Practitioner qualifications</i>	7	17.5
<b>Total</b>	<b>40</b>	<b>100</b>

**QUALIFICATIONS - CHILDREN'S DAY CARE - CHILDCARE  
PRACTITIONERS**

	Full Day Care	%	Sessional Day Care	%	Out of School	%	Open Access Play	%
<i>Children's Care, Learning &amp; Development Level 2</i>	45	8.23	3	2.70	4	9.76	4	9.30
<i>Children's Care, Learning &amp; Development Level 3</i>	291	53.20	56	50.45	18	43.90	7	16.28
<i>Children's Care, Learning &amp; Development Level 5</i>	116	21.21	42	37.84	5	12.20	2	4.65
<i>Qualification relevant to childcare but not listed</i>	34	6.22	2	1.80	5	12.20	17	39.53
<i>No formal Childcare Practitioner qualifications</i>	61	11.15	8	7.21	9	21.95	13	30.23

The table above illustrates the distribution of qualifications across the different service types. Both Out of school and open access play provision require play qualifications, however, a significant proportion of staff within this service type hold CCLD's level 2 – 5. This shows that there are a skills that cut across all sectors that are transferable.

Overall, there is still a proportion of unqualified staff who are working in the sector as part of the qualified / unqualified staff ratio's within the CIW regulation.

## Play Practitioner qualifications

Below is an overview of the qualifications within the sector for all service types that relates specifically to Playwork. The largest proportion of staff hold level 3 Diploma in Playwork, with level 3 transition to playwork from Early Years being the next largest. This is encouraging to see that most staff are qualified to above the minimum requirement.

<b>QUALIFICATIONS ALL SERVICE &amp; CARE TYPES - PLAY PRACTITIONERS</b>		
	<b>Number</b>	<b>%</b>
<b>Level 2 Award in Playwork Practice (L2APP)</b>	12	4.72
<b>Level 2 Diploma in Playwork</b>	26	10.24
<b>Level 2 Diploma in Playwork: Principles into Practice (P3)</b>	1	0.39
<b>Level 3 Award in Managing a Holiday Play Scheme</b>	0	0
<b>Level 3 Award in Transition to Playwork from Early Years</b>	45	17.72
<b>Level 3 Diploma in Playwork</b>	50	19.69
<b>Level 3 Diploma in Playwork: Principles into Practice (P3)</b>	3	1.18
<b>Level 5 Diploma in Playwork</b>	0	0
<b>Qualification relevant to play but not listed</b>	10	3.94
<b>No formal Play Practitioner qualification</b>	107	42.13
<b>Total</b>	254	100

**QUALIFICATIONS - CHILDMINDERS - PLAY  
PRACTITIONERS**

	Number	%
<i>Level 2 Award in Playwork Practice (L2APP)</i>	2	14.29
<i>Level 2 Diploma in Playwork</i>	2	14.29
<i>Level 2 Diploma in Playwork: Principles into Practice (P3)</i>	0	0
<i>Level 3 Award in Managing a Holiday Play Scheme</i>	0	0
<i>Level 3 Award in Transition to Playwork from Early Years</i>	0	0
<i>Level 3 Diploma in Playwork</i>	2	14.29
<i>Level 3 Diploma in Playwork: Principles into Practice (P3)</i>	0	0
<i>Level 5 Diploma in Playwork</i>	0	0
<i>Qualification relevant to play but not listed</i>	2	14.29
<i>No formal Play Practitioner qualification</i>	6	42.86
<b>Total</b>	14	100

Only 8 childminders who completed the SASS hold Play Qualifications (13%).

The table below illustrates the distribution of play qualifications across the different service types. Both Out of school and open access play provision show high proportion of their staff holding play qualifications up to level 5, but full day care shows the highest numbers of Play qualifications. This shows that there are skills that cut across all sectors that are transferable, but also is likely to be as a result of the full day care sector providing a good proportion of the out of school services that are play based principles of practice.

### **QUALIFICATIONS - CHILDREN'S DAY CARE- PLAY PRACTITIONERS**

	<b>Full Day Care</b>	<b>%</b>	<b>Session al Day Care</b>	<b>%</b>	<b>Out of School</b>	<b>%</b>	<b>Open Access Play</b>	<b>%</b>
<b>Level 2 Award in Playwork Practice (L2APP)</b>	6	4.69	0	0	3	5.36	1	3.57
<b>Level 2 Diploma in Playwork</b>	13	10.16	1	3.57	7	12.50	3	10.71
<b>Level 2 Diploma in Playwork: Principles into Practice (P3)</b>	1	0.78	0	0	0	0	0	0
<b>Level 3 Award in Managing a Holiday Play Scheme</b>	0	0	0	0	0	0	0	0
<b>Level 3 Award in Transition to Playwork from Early Years</b>	28	21.88	10	35.71	7	12.50	0	0
<b>Level 3 Diploma in Playwork</b>	9	7.03	12	42.86	17	30.36	10	35.71
<b>Level 3 Diploma in Playwork: Principles into Practice (P3)</b>	2	1.56	0	0	1	1.79	0	0
<b>Level 5 Diploma in Playwork</b>	0	0	0	0	0	0	0	0
<b>Qualification relevant to play but not listed</b>	0	0	5	17.86	0	0	3	10.71
<b>No formal Play Practitioner qualification</b>	69	53.91	0	0	21	37.50	11	39.29

Overall, there is still a proportion of unqualified staff who are working in the sector as part of the qualified / unqualified staff ratios within the CIW regulation. Workforce recruitment within the play sector has been historically challenging and continues to be complex. For example, Playschemes are a successful service run through the Local Authority that provide free access to play opportunities. There is a mixture of CIW registered settings and unregistered sessional services. They generally run through school holidays (see Open Access Play 5.8) but it does require staff to undertake a week of pre summer playscheme training to support delivery and to meet minimum requirements. Staff do come away with a large amount of CPD investment that can be desirable to employers should they seek more permanent positions. Seasonal staff within the sector typically work for a 3 year cycle before they move on to take up more fixed term employment. This is largely due to the age of the playworkers, which is a young workforce, often made up of school leavers and higher education students. This in part explains why there are a high number of the workforce not engaging in obtaining formal play work qualifications.

Within the Local Authority, we have seen more practitioners undertake the transition to playwork qualifications over recent years. This is in part due to the restructure within the Local Authority that aimed to create resilience within the Early Years and Play service. This is a more accessible and transferable way to upskill the sector without losing staff to one service or the other.

## Childminder qualifications

If you want to be paid to look after children under 12 in Wales for more than two hours a day, you must register with CIW. Childminders are required to have a separate qualification that is relevant to working with children in their own homes and includes CYPOP5 (previous qualification prior to 2019) or the new qualifications: Unit 326 Introduction to home-based childcare (IHC), and Unit 327 Preparing for childminder practice (PCP).

### QUALIFICATIONS CHILDMINDERS ONLY

	Yes	%	No	%	Don't Know	%	Ongoing Study	%
<i>CYOP5 Unit or IHC &amp; PCP</i>	35	57.38	21	34.42	5	8.20	0	0
<i>Children's Care, Learning &amp; Development Level 2</i>	10	16.39	47	77.05	3	4.92	1	1.64
<i>Children's Care, Learning &amp; Development Level 3</i>	26	42.62	34	55.74	0	0	1	1.64
<i>Children's Care, Learning &amp; Development Level 5</i>	6	9.84	55	90.16	0	0	0	0
<i>Qualification relevant to childcare not listed</i>	23	37.7	35	57.38	1	1.64	2	3.28
<i>None of these qualifications</i>	12	19.67	43	70.49	4	6.56	2	3.28

The table above shows disparity within the SASS data submitted by childminders. All childminders should have one of the childminding qualifications in order to provide care in their homes, no childminders would be permitted to register and submit the SASS without any of the qualifications listed above. Therefore caution must be used and misinterpretation of the question must be considered particularly with regards to those who responded that they possess none of the qualifications listed.

### CPD training provided by the Local Authority

CPD training has continued to be provided to the settings throughout this period. Staff have attended mandatory training on a termly basis whilst the booking of additional courses has picked up significantly since January 2022. However, Covid is still having a considerable significant impact on the training provided with staff shortages due to shielding, isolation periods and sickness.

The majority of CPD courses have been provided via Teams or Zoom sessions due to the pandemic. On a positive note, this has allowed trainers to increase the number of staff that they are able to include in a session.

Courses that lend themselves to e-Learning have been provided with some courses likely to remain this way in the future e.g. Food Hygiene.

At times there has been a high dropout, at the last minute due to Covid and illness which has impacted staffing within the settings. Reserve lists have been in place, however, setting ratios have usually meant that the reserves have been unable to attend the sessions, especially at short notice periods. Coupled with this the settings have struggled at times to find agency staff to accommodate their needs.

This further impacts the experience of staff within childcare as they have been unable to ensure that their knowledge is enhanced and current.

The fact that staff have not always been able to attend the training also impacts upon the children within the setting, as if staff knowledge is not current or training has not been received, then children are unable to reach their full potential.

Courses that require face to face training have continued throughout the year, albeit at reduced numbers due to social distancing measures. This has impacted cost levels as an increased number of courses have to be booked to cover the required requests.

February 2022 has seen a slight increase in the number of staff being able to attend in person training, but numbers are still not back to pre-Covid levels.

## 6.3 Early Education

Welsh Government has made a commitment to furthering early year's education in Wales (also known as Foundation Phase / Nursery education). Since September 2004, every Local Authority in Wales has had an obligation to offer every three-year-old child a free part time place in an education establishment in the term following their third birthday. These places are offered in Local Authority Schools and Registered Education Provider settings.

Newport Local Authority provides Early Education through both Maintained (School Nursery) and Non-Maintained (Private Childcare) providers. They are inspected by ESTYN, the same body that inspects all Welsh schools and must show detailed and careful planning for children's education. They are expected to provide a very high standard of childcare. The staff will have access to the same training and support that nursery teachers in schools are offered. They are expected to attend training sessions regularly to keep staff up to date with current good practice and extended continuous professional development.

Funding is available from Newport City Council the term after a child's third birthday. There are three terms in a year, and they run from September to July. Therefore, a child who is three years old between September 1st and December 31st can receive funding from January following their birthday. Children who are three years old between January 1st and March 31st will be eligible from the beginning of April, and a child who is three years old between April 1st and August 31st will receive funding as of the September following their birthday. Children who attend both a Newport City Council nursery and private day nursery or playgroup cannot receive education funding in the day nursery or playgroup as the school-based nursery receives the maximum amount of funding (5 sessions per week on different days) for the child and we cannot pay twice for a child.

Newport LA have a cross border funding agreement across South East Wales Consortium (Caerphilly, Torfaen, Blaenau Gwent and Monmouthshire). This means the LA where the child attends their Early Education is the LA that funds the placement.

In 2020/21 we cross border funded 22 children

9 from Torfaen

7 from Caerphilly

5 from Monmouthshire

1 from Blaenau Gwent

In Autumn Term 2021, the Early Years Education team helped us to ask Newport's Non-Maintained settings about their thoughts around offering Early Education and what their views were on the benefits and challenges identified for both themselves and the families that use them. The following pages contain their responses.

## Non-Maintained Education Providers Survey Summary

19 responses were received out of the 23 providers who offer Early Education (Foundation Phase Nursery).

Below are samples of the answers provided within the NME providers survey.

### 1. What do you feel are the benefits to your setting providing nursery education?

- Parent flexibility with sessions.
- Funding, more numbers of children, training
- support from EAS teacher
- It gives parents more choices, they can continue to work
- Support and improvements to the setting and it's staff
- Access to training and support to provide a curriculum to enable the children to reach their full potential.
- We are able to offer more services to working families not only childcare but education too under one roof
- To prepare the children for school, to give the children new experiences
- Brings in more children keeping setting full

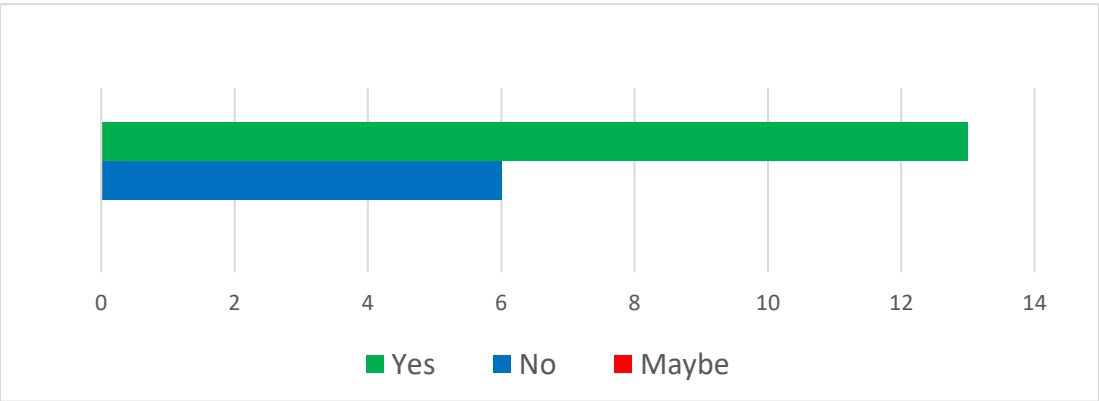
### 2. What barriers do you face when providing nursery education?

- Recruiting staff and retaining staff
- Venue
- Training up new members of staff
- Recruiting/retaining qualified and experienced staff, low funding rates meaning we can't pay staff much above minimum wage
- None
- Sometimes training opportunities clash with staff shortages and we cannot attend due to ratios.
- Parents understanding how it works
- Staff having time to be able to do additional training in order to improve their knowledge
- Having the time to complete paperwork especially ALN
- The funding isn't enough to cover the cost of staff, resources, bills etc, incurred when running a preschool group.

3. What could we do differently to support the non-maintained sector?

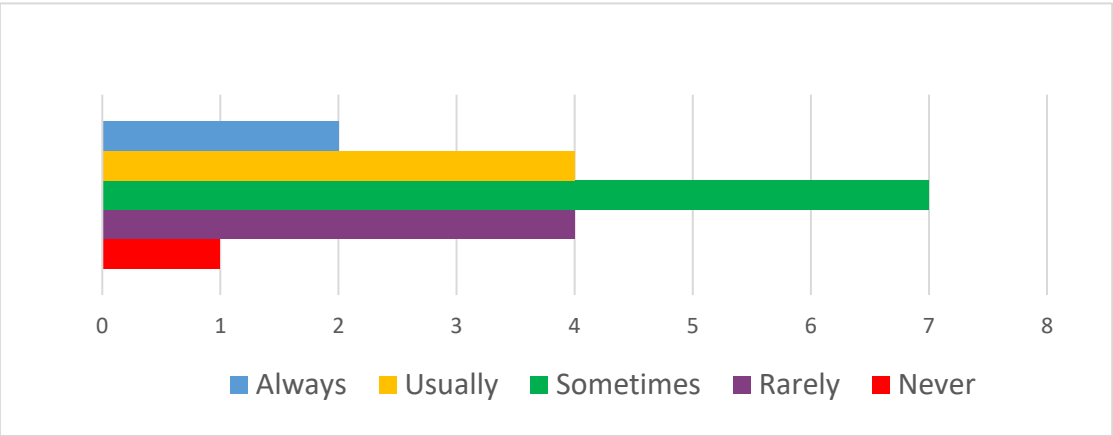
- More training. More guidance.
- would happily attend more sessions that aim to support self-evaluation and improvement plan.
- Repeat virtual training sessions more frequently
- We appreciate the grants that support us but feel there is not enough time to allocate and deliver the activities and paperwork for this comes at an already busy time.
- Explain the choices to the parents as a lot of parents do not realise, they can have their education with us
- Less restrictions on funding (EYPDG) allowing us to purchase what we want/need
- I think the support we get is very good and the range of training is great.
- Welsh language support teacher
- Activity suggestions or examples of other settings
- Pay funding at the start of the term. Allow us to use the bank of supply staff that the schools have access to. Subsidise wages,
- Provide more funding, less paperwork that nobody looks at
- Resume Live Training in venues.
- Have an understanding that the practitioners, managers have many hats to wear - so demands being realistic and manageable - understanding that budget is always tight, and practitioners have very low wages, but expectations are high.
- Keep up to date with more resources

4. Are parents able to access your setting for nursery education only?



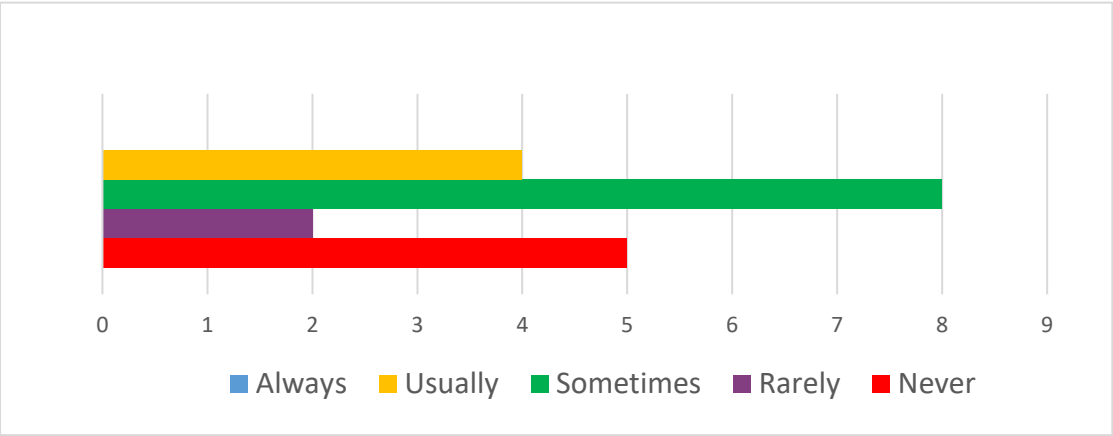
Yes	13
No	6
Maybe in the future	0

5. Do you have difficulty recruiting new/ experienced staff?



Always	2
Usually	4
Sometimes	7
Rarely	4
Never	1

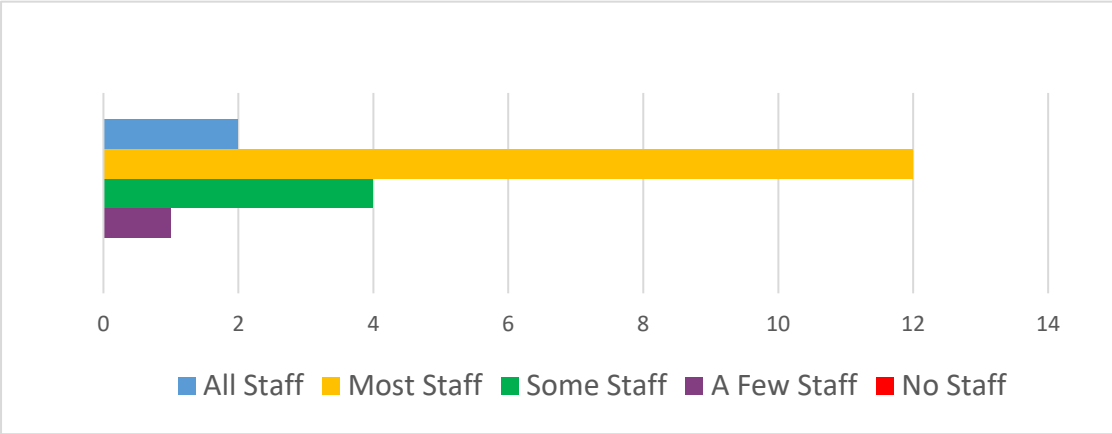
6. Does your setting have a waiting list for children wishing to receive nursery education?



Always	0
Usually	4
Sometimes	8
Rarely	2
Never	5

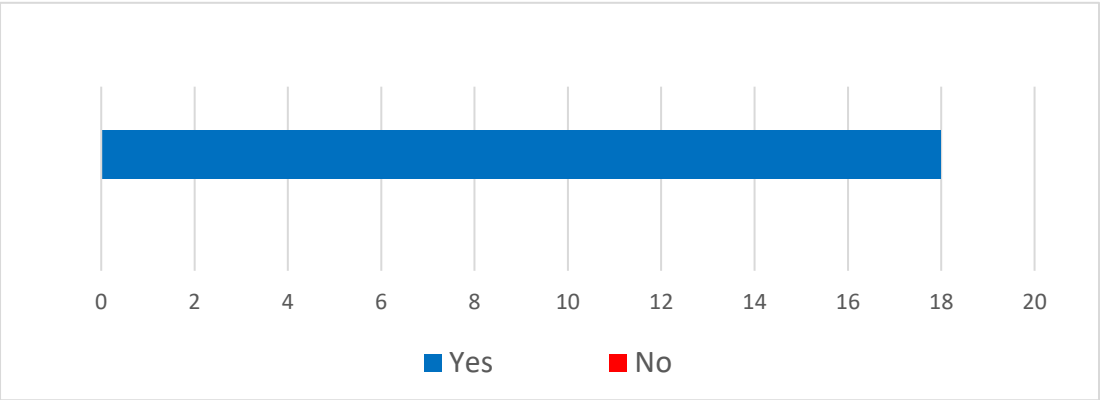
7. Do education staff feel confident to support children with ALN?

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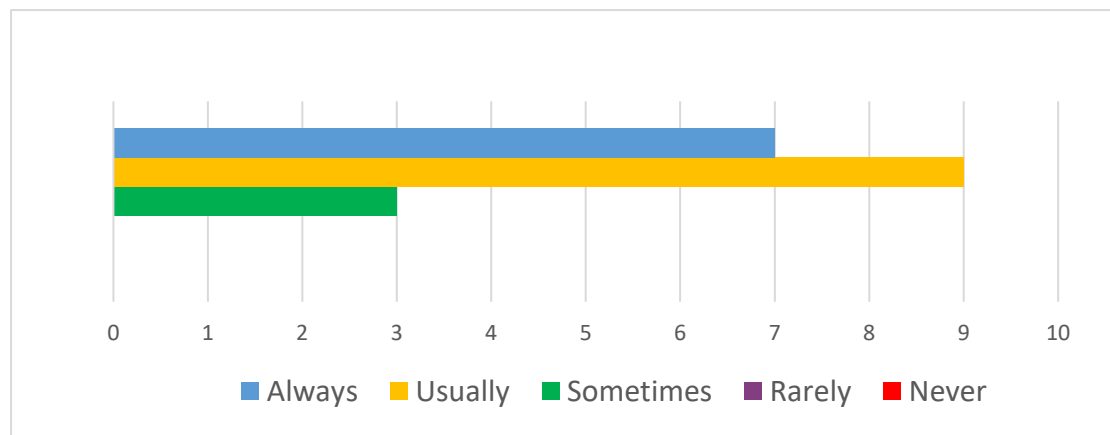
1 person skipped the question

8. Do your staff know where to go for ALN support and advice?



1 person skipped the question

9. Do transitions into schools work well?



Always	7
Usually	9
Sometimes	3
Rarely	0
Never	0

10. Is there any other feedback, suggestions or comments you would like to add?

- We appreciate the support given in the past year,
- We do worry about staff wellbeing & mental health, & that there are not many incentives to stay in the sector.
- Recruitment seems to be a real issue right now and there are not many qualified staff applying for jobs.
- Generally, we feel that support in this sector is good and moving forward with the new curriculum are also confident that training opportunities will ensure continues good practice
- Nothing to add
- Thank you for the continued support you offer us
- Any difficulties this year have been due to extreme circumstances, we feel well supported and benefit from support and training opportunities
- Only that we are very proud to education providers for the Newport authority and the help we receive is greatly appreciated and sufficient.

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## Overview of Non-Maintained Education Providers service provision.

Provider Type	Times of education session in the setting		How many children can you accommodate in your preschool room?					How many children can you provide education for?					Do you have a waiting list of children requiring Nursery education?
	am	pm	Mon	Tues	Wed	Thurs	Fri	Mon	Tues	Wed	Thurs	Fri	
Full Day Care	9.30-11.30	1.00 - 3.00	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	Yes
Sessional Care	9.30-11.30	N/A	am- 26 pm- 0	am- 26 pm- 0	am- 26 pm- 0	am- 26 pm- 0	am- 26 pm- 0	am- 26 pm- 0	am- 26 pm- 0	am- 26 pm- 0	am- 26 pm- 0	am- 26 pm- 0	No
Full Day Care	9.00-11.00	12.30- 2.30	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	No
Full Day Care	9.30-11.30	1.00 - 3.00	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	No
Full Day Care	9.05 - 11.35	12.35- 3.05	am- 15 pm- 12	am- 15 pm- 12	am- 15 pm- 12	am- 15 pm- 12	am- 15 pm- 12	am- 15 pm- 12	am- 15 pm- 12	am- 15 pm- 12	am- 15 pm- 12	am- 15 pm- 12	No
Full Day Care	9.30-11.30	1.00 - 3.00	am- 28 pm- 28	am- 28 pm- 28	am- 28 pm- 28	am- 28 pm- 28	am- 28 pm- 28	am- 28 pm- 28	am- 28 pm- 28	am- 28 pm- 28	am- 28 pm- 28	am- 28 pm- 28	2 waiting for January education space
Full Day Care	9.15 - 11.15	1.00 - 3.00	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	Not currently but do for those wanting spaces in Jan. We are currently fully booked for 4 out of 5 am sessions.
Sessional Care	N/A	12:30- 2:30	am-0 pm-19	am-0 pm-19	am-0 pm-19	am-0 pm-19	am-0 pm-19	Am-0 pm-7	Am-0 pm-8	Am-0 pm-7	Am-0 pm-6	Am-0 pm-9	No
Full Day Care	9.15-11.15	1.00 - 3.00	am- 8 pm-8	am- 8 pm 8	am-8 pm-8	am- 8 pm-8	am- 8 pm 8	am- 8 pm-8	am- 8 pm-8	am- 8 pm-8	am- 8 pm-8	am- 8 pm-8	No
Full Day Care	9.30-11.30	1.30- 3.30	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	am- 20 pm- 20	Not at this time
Full Day Care	9.30-11.30	N/A	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	No
Full Day Care	9.30-11.30	1.00 - 3.00	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	We have a waiting list for Rising 3 in January and April 2022 plus Nursery in Sept 2022
Full Day Care	9.00-11.00	N/A	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	No
Full Day Care	9.00-11.00	1-00- 3.00	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 44 pm- 44	am- 44 pm- 44	am- 44 pm- 44	am- 44 pm- 44	am- 44 pm- 44	No

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Provider Type	Times of education session in the setting		How many children can you accommodate in your preschool room?					How many children can you provide education for?					Do you have a waiting list of children requiring Nursery education?
	am	pm	Mon	Tues	Wed	Thurs	Fri	Mon	Tues	Wed	Thurs	Fri	
Full Day Care	9.00-11.00	1-00- 3.00	am- 30 pm- 30	am- 30 pm- 30	am- 30 pm- 30	am- 30 pm- 30	am- 30 pm- 30	am- 30 pm- 30	am- 30 pm- 30	am- 30 pm- 30	am- 30 pm- 30	am- 30 pm- 30	Not at the moment. We usually do during the Spring / Summer terms
Full Day Care	9.30-11.30	1.30- 3.30	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	am- 32 pm- 32	No
Full Day Care	9.00-11.00	1-00- 3.00	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	Not at present
Full Day Care	9.30-11.30	N/A	am- 8 pm-8	am- 8 pm 8	am-8 pm-8	am- 8 pm-8	am- 8 pm 8	am- 8 pm-8	am- 8 pm-8	am- 8 pm-8	am- 8 pm-8	am- 8 pm-8	Yes
Full Day Care	9.30-11.30	N/A	am- 19 pm- 19	am- 19 pm- 19	am- 19 pm- 19	am- 19 pm- 19	am- 19 pm- 19	am- 19 pm	am- 19 pm	am- 19 pm	am- 19 pm	am- 19 pm	Yes
Full Day Care	9.00-11.00	1-00- 3.00	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	No
Full Day Care	9.15-11.15	12.45-2.45	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	am- 16 pm- 16	No not at the moment
Full Day Care	9.15-11.15	12.45-2.45	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	am- 24 pm- 24	Yes, we currently have a list of children who require space from January 2022.
Full Day Care	9.30-12 Tues, Thurs	12.30-3 Mon, Wed, Fri	am- 25 pm- 25	am- 25 pm- 25	am- 25 pm- 25	am- 25 pm- 25	am- 25 pm- 25	am- 25 pm- 25	am- 25 pm- 25	am- 25 pm- 25	am- 25 pm- 25	am- 25 pm- 25	No not at the moment

## 6.4 Childcare Services for 2 year olds

In a recent joint statement by the Welsh Government and Plaid Cymru to extend free childcare for 2 year olds (details yet to be published), it was considered helpful to look at data specifically related to that of 2 year olds in the context of both childcare data available and population data available.

<i>Ward</i>	Children aged 2 on the books (sessional care)	FS Provision only Children aged 2 on the books	Children aged 2 on the books (full day care)	Children aged 2 on the books (childminders)	Total by ward
<i>Alway</i>	19	19	23	3	64
<i>Allt yr yn</i>	0	0	0	7	7
<i>Beechwood</i>	0	0	0	0	0
<i>Bettws</i>	43	43	42	0	128
<i>Caerleon</i>	0	0	30	0	30
<i>Gaer</i>	10	10	24	8	52
<i>Graig</i>	0	0	22	13	35
<i>Langstone</i>	15	0	29	0	44
<i>Lliswerry</i>	21	21	51	1	94
<i>Llanwern</i>	0	0	33	0	33
<i>Malpas</i>	0	0	15	2	17
<i>Marshfield</i>	0	0	144	8	152
<i>Pillgwenlly</i>	26	26	23	0	75
<i>Ringland</i>	20	20	20	2	62
<i>Rogerstone</i>	0	0	37	9	46

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<i>Shaftesbury</i>	21	15		3	39
<i>St Julians</i>	0	0	102	3	105
<i>Stow Hill</i>	0	0	91	0	91
<i>Tredegar Park</i>	32	32	35	0	99
<i>Victoria</i>	0	0	43	0	43
<b><i>TOTAL</i></b>	<b>207</b>	<b>186</b>	<b>764</b>	<b>59</b>	<b>1216</b>

The above table shows those wards that have provision for children aged 2 years. This include Flying Start (FS), Private Sessional Care and Private Full Day Care (as of SASS data collection). 18 of the 20 Wards in Newport have childcare services that provide care for 2 year olds at the time of the SASS collation. Full Day Care has the largest proportion of 2 year olds within the service type on books. There are 9 wards with no sessional care services, and 1 Ward that has zero 2 year old provision within it.

### *Workforce within wards*

Currently, there are challenges within the childcare in relation to recruitment and retention of suitably qualified staff. This means that whilst there appears to be capacity within the childcare places available under CIW registration, the reality is that childcare services are unable to provide childcare for their maximum number of places largely due to being unable to recruit staff to fill vacancies within their teams. This is a concern for rolling out any childcare initiative that could require more childcare places and increasing capacity of services to account for those children who may not be in childcare currently.

Currently there are 1216 2 year olds on the books of childcare services in Newport. They are broken down as follows:

<i>Children aged 2 on the books (sessional care)</i>	<i>FS Provision only Children aged 2 on the books</i>	<i>Children aged 2 on the books (full day care)</i>	<i>Children aged 2 on the books (childminders)</i>
<b>207</b>	<b>186</b>	<b>764</b>	<b>59</b>

A comparison of 2 year old population and those currently accessing childcare is illustrated below.

	Children who turn 2 between 13/05/2020 13/05/2021	Total 2 year olds currently in childcare
<b>Allt-Yr-Yn</b>	85	64
<b>Alway</b>	127	7
<b>Beechwood</b>	84	0
<b>Bettws</b>	96	128
<b>Caerleon</b>	60	30
<b>Gaer</b>	70	52
<b>Graig</b>	43	35
<b>Langstone</b>	41	44
<b>Liswerry</b>	194	94
<b>Llanwern</b>	67	33
<b>Malpas</b>	88	17
<b>Marshfield</b>	41	152
<b>Pill</b>	153	75
<b>Ringland</b>	84	62
<b>Rogerstone</b>	128	46
<b>St Julians</b>	108	39
<b>Shaftsbury</b>	54	105
<b>Stow Hill</b>	58	91
<b>Tredegar Park</b>	66	99
<b>Victoria</b>	136	43
<b>TOTAL</b>	1783	1216

The data indicates that there may be more children aged 2 (31%) that could require childcare than are currently attending childcare services. Further investigation of whether the 31% are eligible for the extended funded childcare will be required once more detail is obtained.

Below shows the vacancy rates for staff posts at the time of the SASS data collation.

<b>Ward</b>	<b>Staff Vacancies</b>	<b>No of hours per week</b>
<i>Allt-Yr-Yn</i>	2	70
<i>Alway</i>	10	155
<i>Beechwood</i>	0	0
<i>Bettws</i>	5	108
<i>Caerleon</i>	2	16
<i>Gaer</i>	13	331
<i>Graig</i>	2	18
<i>Langstone</i>	1	10
<i>Liswerry</i>	0	0
<i>Llanwern</i>	1	40
<i>Malpas</i>	0	0
<i>Marshfield</i>	8	335
<i>Pillgwenlly</i>	8	259
<i>Ringland</i>	4	120
<i>Rogerstone</i>	0	0
<i>Shaftsbury</i>	2	35
<i>St Julians</i>	6	218
<i>Stow Hill</i>	9	362
<i>Tredegar Park</i>	0	0
<i>Victoria</i>	1	35

Anecdotally through daily conversations with the childcare providers and from trying to place children with additional support needs, there are currently ongoing vacancies that still require recruitment but have not yet been successful.

If the challenges around workforce continue, we will continue to struggle to place children with additional support needs, and the possibility of expanding childcare capacity for 2 year old places will have an impact on the availability of childcare for the general population but specifically for 2 year olds. Further details of the childcare program referred to by Welsh Government and Plaid Cymru is yet to be released, but the Local Authority has representation on all

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stakeholder groups related to childcare, early years and play and they feedback into the Early Years and Childcare Partnership.

Looking more closely at the population data of 2 year olds and those on Free School Meals (FSM) in particular, we begin to understand the number of children aged 2 currently in the city.

<i>Ward</i>	<b>DOB 12/05/2019 - 12/05/2020</b>	<b>% of pupils eligible for FSM 2021</b>	<b>Range of pupils FSM based on previous % rates</b>	<b>Children who turn 2 between 13/05/2020 13/05/2021</b>	
<i>Allt-Yr-Yn</i>	100	14-21%	14-21 pupils	<b>Allt-Yr-Yn</b>	85
<i>Alway</i>	102	27-31%	27-32 pupils	<b>Alway</b>	127
<i>Beechwood</i>	83	14-21%	11-18 pupils	<b>Beechwood</b>	84
<i>Bettws</i>	118	31-36%	36-43 pupils	<b>Bettws</b>	96
<i>Caerleon</i>	69	5-14%	5-10 pupils	<b>Caerleon</b>	60
<i>Gaer</i>	116	21-27%	24-32 pupils	<b>Gaer</b>	70
<i>Graig</i>	63	5-14%	3-9 pupils	<b>Graig</b>	43
<i>Langstone</i>	38	5-14%	1-6 pupils	<b>Langstone</b>	41
<i>Lliswerry</i>	195	27-31%	52-61 pupils	<b>Lliswerry</b>	194
<i>Llanwern</i>	61	21-27%	12-17 pupils	<b>Llanwern</b>	67
<i>Malpas</i>	76	14-21%	10-16 pupils	<b>Malpas</b>	88
<i>Marshfield</i>	47	5-14%	2-7 pupils	<b>Marshfield</b>	41
<i>Pill</i>	134	31-36%	41-49 pupils	<b>Pill</b>	153
<i>Ringland</i>	84	31-36%	26-31 pupils	<b>Ringland</b>	84
<i>Rogerstone</i>	119	5-14%	6-17 pupils	<b>Rogerstone</b>	128
<i>St Julians</i>	115	14-21%	16-25 pupils	<b>St Julians</b>	108
<i>Shaftsbury</i>	65	21-27%	13-18 pupils	<b>Shaftsbury</b>	54
<i>Stow Hill</i>	50	21-27%	10-14 pupils	<b>Stow Hill</b>	58
<i>Tredegar Park</i>	73	27-31%	19-23 pupils	<b>Tredegar Park</b>	66
<i>Victoria</i>	135	21-27%	28-36 pupils	<b>Victoria</b>	136
	<b>1843</b>			<b>TOTAL</b>	<b>1783</b>

Comparatively, the population data only of those who are anticipated to turn 2 between May 2022 and May 2023 is illustrated to the right. There has been a slight decrease in birth rates over the last few years which has contributed to the decrease in numbers of 2 year olds within the city. Beechwood is highlighted as having no childcare provision currently which is a cause for concern should childcare provision be required under the proposed extension of funded childcare for 2 year olds.

### 6.5 Flying Start

Flying Start provides support for families in post coded areas which are selected by Welsh Government under the poverty agenda. This support includes 12.5 hours free quality childcare per week for 2-3 years of age. Enhanced health visiting, parenting support and Early Language support for 0-4 years of age also forms part of the programme. Creche is provided to support these services. The quality childcare is provided for 40 weeks of the year plus 10 days of celebrations would normally be provided prior to COVID 19. The 40 weeks coincide with school term dates and the extra week is at the end of the summer term.

#### Childcare Information

We have 19 playgroups throughout the city, 16 are managed by Newport City Council and are Flying Start only, 2 are commissioned external providers, one of which provides both Flying Start and Private childcare places and finally there is a hybrid setting which is run by Newport City Council to provide Flying Star places but also takes private children and offers the 30-hour Childcare Offer for Wales.

The 16 playgroups that are managed by Newport City Council are split into 4 hubs: East, Central, West, and North. The Early Years & Play Managers are the Responsible Person (RI) and Senior Practitioners are the Person In Charge (PIC).

#### East Hub

The East Hub has 5 playgroups in Somerton, Alway and Ringland. There are 3 full time sites and 2 part-time sites. 3 are run in Community Centres and 2 are based on school sites.

1 setting is a Welsh Medium childcare setting in the morning and an English setting in the afternoon.

#### Central Hub

The Central Hub has 5 playgroups in Pill and Maindee. These are all full-time sites.

2 settings are in a purpose-built building with 2 playgroups and a creche room in Pillgwenlly and Victoria also accommodates Health Visitors. There is 1 setting that is located in a converted old library building.

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### West Hub

The West Hub has 2 playgroups in Maesglas and Duffryn. One is based in a community centre and one on a primary school site. There is one fulltime and one part time.

The West Hub also hosts the Hybrid childcare setting that provides LA, Private and Childcare Offer places.

### North Hub

The North Hub has 4 playgroups in Bettws, Malpas and Shaftesbury. There are 3 fulltime settings and one part time setting.

3 of the playgroups are based on the grounds of Primary Schools and 1 is delivered from Shaftesbury Community Centre.

### Contracted Settings

Newport City Council have contracted out 2 playgroups to Little Acorns based in the East Hub of Newport. They are both fulltime settings. This goes out to tender every 3 years and is overseen by the Early Years & Play Manager of Newport City Council.

Little Acorns has one setting in Moorland Community Centre and one in a purpose build building attached to Carnegie Library but owned by Newport City Council.

All registration, staffing, policies, and delivery are managed by Little Acorns owner who signs an SLA agreeing to follow WG guidelines and the money agreed through tender.

We have one setting which delivers Flying Start, private childcare, the 30 hours Childcare Offer, Breakfast Club, Wrap Around and Afterschool Club.

### Castle Kids Childcare

Castle Kids is a fulltime setting based in Gaer Community Centre, in the West Hub of Newport, which has 16 spaces for Flying Start split in =to 8 in the morning and 8 in the afternoon (ages 2-3 years of age). The rest of the spaces are made up of Private (2 -4 years of age) and 30-hour childcare (ages 3-4 years of age). The staff collect and drop off children to and from Gaer Primary School for 30-hour Childcare, Wraparound (2-4 years of age) and Afterschool Club (3-11 years of age).

There is a system in place for collecting fees electronically.

### Qualifications required

Assistants do not need to be qualified, but they need to have experience of working with children 0-5 years of age. Once recruited Assistants are expected to attain a L 2/3 qualification within 2 years of recruitment. In addition, all new staff are now expected to complete a play qualification.

Deputy Practitioners and Inclusion Coordinators must be willing to work towards their L5 Childcare qualification. Senior Practitioners are required to have a L5 Childcare Qualification prior to recruitment.

All qualifications must meet the requirements from the Social Care Wales Qualification Framework.

### Continuous Professional Development

All staff requiring L2, L3, L4 or L5 Childcare Qualifications or a Play qualification are signed to an approved training provider.

There is a timetable of mandatory training for staff to be booked on termly. This is managed by the Senior Practitioner and Work Force Development Officer.

Training requests are made during supervisions, and these are noted for future training. Childcare Assessments are also used to provide training needs of staff. Training is also highlighted through changes in legislation. Training days are arranged throughout the year for all staff where settings are closed.

### Impact of Covid

Flying Start has continued to deliver a service throughout the pandemic. From March 2020 we provided childcare for Key Workers and vulnerable children. This was carried out on a reduced capacity due to government guidelines.

The opening hours varied between Hubs. Central Hub provided childcare Monday – Sunday 8:00 – 20:00 in Pill, Monday – Friday 8:30 – 15:30 within Victoria ward. East Hub provided childcare in Ringland and Alway wards Monday – Friday 8:30 – 15:30. The West Hub provided Key Worker Childcare in Gaer ward Monday – Friday 8:00 – 18:00 and Maesglas ward Monday – Friday 8:30 – 15:30. The North Hub also delivered childcare for Key Workers and vulnerable families Monday – Friday 8:30 – 15:30 within Bettws and Malpas wards.

Term time staff were requested to work extra hours over and above their contracted hours to support childcare for Key Workers and vulnerable children. Staff were put on a rota to work from home and on site to reduce the number of people on site.

Due to the need to provide childcare for Key Workers and the reduced spaces available, vulnerable families were offered spaces on a rota basis to allow more children to attend.

When delivering through the peak of the pandemic we found attendance of Flying Start children had reduced significantly. These children were provided with activity packs and resources prepared or purchased from Flying Start. Senior Practitioners also kept in touch with these families weekly.

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Due to government guidelines, it was decided to restrict visitors to settings. If contact from parents or professionals was needed, arrangements were made for virtual meetings and observations. Transition visits were carried out through the summer in the gardens. Some transition visits were carried out on the doorstep.

Training initially went on hold however, arrangements were made for it to be delivered virtually practicable. We have now been able to attend limited face to face training with restricted numbers due to guidance.

A number of Flying Start settings took advantage of the relaxation of National Minimum Standards to allow virtual training and reduction in qualifications and staff ratios. This helped to ensure that the services were able to run safely, and our most vulnerable children could still attend playgroup. The majority of relaxation requests were applied for as a last resort measure.

Flying Start Newport has seen an increased number of children with additional support needs either due to developmental delay or Additional Learning Needs. Overall, recruitment is challenging with the levels of staff with positive tests or isolating due to being a vulnerable person. However, with the additional pressure of requiring extra staff to support children who have been impacted by covid-19, placing children with additional needs has become one of the more significant staffing concerns.

### Moving Forward

There will be 3 new Welsh provisions in Bettws, Ringland and Pill planned to be opening in September 2022 to provide childcare for 3-4 year olds. There are also plans to increase the scope of our Welsh settings to include the Childcare Offer for Wales and Early Education places.

## 6.6 Play Services

### Play Development

Play Development provides support for children, young people and their families throughout Newport. This support includes Families First Programmes, Playschemes and Play Clubs.

### Playscheme

Playschemes run during the February and October half-term holidays, at Easter and for four weeks of the school summer holidays. They provide creative Play opportunities run by Playworkers for children aged 5-12 years in a safe and stimulating environment. Playschemes are child-led and give children the opportunity to control their play and challenge themselves to take emotional and physical risks in a safe environment. We currently operate two types of provision; Care Inspectorate Wales - registered with CIW to provide play for children aged 5 to 12 years between 10am and 3pm. There is a maximum number of places which are allocated on a first come, first served basis and Sessional - a maximum two hour session delivered in local communities for children aged 5 to 12 years, city wide depending on need and capacity.

We currently have three sites that are registered with CIW. One open access registered setting in the North Hub, Bettws ALC, registered for 45, 10am-3pm non term times. One open access registered setting in the Central Hub, Pill Flying Start, registered for 46 , 10am-3pm non term times (due to current guidelines, these settings operate on a pre booked basis and restricted intake of 25 per day). The final registered setting is closed access registered setting in the East Hub, Llanwern High, registered for 20, 10am-3pm non term times (complex care facility so professional referral only and due to current guidelines restricted intake of 10 per day).

### Easter

During Easter two CIW provisions were run one in Llanwern high as a Specialist and Pill which was for vulnerable children and operated on a referral basis. We were unable to run additional provisions due to staffing and COVID – 19 regulations.

### May

This year was the first year that we delivered play provisions during May Half Term these provisions were delivered as outreach and 2 provisions were delivered per hub over the four days. The sessions were delivered for 1 hour 59 minutes by a play officer and 2 Playworkers and children had to pre book before attending in order to meet government COVID guidelines.

## **Summer**

During the summer we operated 3 CIW sites in Bettws, Pill and Llanwern (specialist) and some twilight sessions in each hub and the play team also delivered on the SHEP project. All sites had to be pre booked using the CEMP database and number were again restricted under COVID guidelines. The twilight sessions were delivered in each hub across the weeks and the SHEP program were delivered in Alway, Maindee and Bettws and were available to children receiving free school meals.

## **October**

3 provisions registered with CIW including Pill, Bettws and Llanwern (specialist) where delivered long with 2 sessional sites in the East and West hubs.

## **Impact of Covid**

Play Development continued to provide services for children and young people throughout the pandemic. At the beginning of the pandemic, we operated childcare for keyworkers and social services referrals only, virtual staff training via TEAMS if and when possible resulting in fewer trained staff members due to a lack of understanding on how to use it and restrictions on venue hire, community centres and public buildings being closed.

There have been ongoing concerns during the pandemic including;

- Staff shortages due to shielding, isolation periods and sickness
- Restrictions on types of activities that children can participate in
- Outdoor play encouraged during poor weather conditions
- Electronic booking systems introduced to monitor applications and numbers of children attending services
- Restricted numbers of children allowed to access provisions
- Guidelines changing frequently resulting in rescheduling timetables of service delivery
- Changes in CIW guidelines that inform safe working practice (percentage of qualified members of staff required on site)

Risk assessments within partner agencies and services impacting potential partnership work, schools restricting visiting access and continued bubble working groups

## **Qualifications required and Continuous Professional Development**

Playworkers are not required to hold a relevant Level 2 qualification to work within Play Development although we do require 50 % of the workforce to be qualified to meet CIW regulations. The Person in Charge (Family Play Delivery Officer) is required to hold a level 3 Playwork qualification and have 2 years in experience working with children and young people in a relevant field. All qualifications must meet the requirements from the Social Care Wales Qualification

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Framework. All staff requiring L2 or L3 Play qualification are signed to an approved training provider. There is a timetable of mandatory training for staff to be booked on termly. Training is also highlighted through changes in legislation. Training days are arranged throughout the year for all staff where settings are closed.

We currently have two staff who are employed on a 49 week contract to support both Play and Flying Start. We have had to compliment staffed provision with agency staff to ensure that we are meeting National Minimum Standards.

### Play Clubs

#### **The East hub**

On a Monday we provide a play club which held in the community centre which is based in the centre of three large housing areas. The group is known as a Play Club and provides activities for child ages 5 -7. Facilitating this provision is two qualified and one unqualified members of staff. The session is from 4pm until 5.54pm.

On a Tuesday and a Thursday, we provide a junior youth club, and this accommodates children between the ages of 8-12. Two members of the play team and two members of the youth team facilitate this; the groups are in different community centres in the East area. The session runs from 4pm until 5-45pm.

#### **North Hub**

On a Thursday evening the Play Development Team in the North Hub are currently running a Play Club in the Hub in Bettws between 4:00pm – 5:30pm. A member of the Play team is supported by Youth Workers to run the provision for children aged 5 – 12 years.

We are also in the process of having an additional session running in a similar format in Caerleon for the children and young people.

#### **West Hub**

Play Club Maesglas Community Centre – Thursday 1530 – 1730 for ages 5 – 12. This session is provided on the same evening as the youth engagement session targeting 12 – 25 year olds commencing at 1800. By working in partnership with the youth service, we aim to provide an evening of young people's provision, including further partnership work with other agencies including cookery sessions, music, DJs and other well-being developmental opportunities.

Play Club Rivermead – TBC – same model as above

#### **Central Hub**

Afterschool Club – Share Centre, Stow Hill – Monday – 3.30-17,00 – this session is provided in Partnership with the Share Centre and St Woolos Primary School and places are allocated termly to individual year groups to support their social development and provide access to Free Play and structured activities.

Play Club – Pill Millennium Centre – Wednesday 16.30 – 18.00 T.B.C following February half term for ages 5-12. for ages 5 – 12. This session is provided on the same evening as the youth engagement session targeting 12 – 25 year olds commencing at 1800. By working in partnership with the youth service, we aim to provide an evening of young people's provision, including further partnership work with other agencies including cookery sessions, music, DJs and other well-being developmental opportunities.

### 6.7 Cross Border Arrangements

For some parents, childcare located in neighbouring areas can be the most appropriate for their children and the easiest to access. Information services are not expected to hold the full childcare information in respect of each of their neighbouring local authorities. However, Family Information Services (FIS) liaise with each other to ensure that parents can obtain the information they need about provision in other areas without having to travel to neighbouring local authorities. FIS provide the contact details for each of relevant teams across the 22 local authority areas. Where appropriate, parents and carers are directed to the [FIS Wales website](#) developed by Data Unit Wales, to obtain the childcare information in neighbouring Local Authorities. Brokerage is also offer to families who are looking for information on services outside of the Local Authority but who are unable to contact FIS's or look for the information themselves.

For the purposes of this CSA, a group of LA representatives met to discuss the current arrangement for sharing information on those who access childcare outside of the Local Authority they reside in. Collectively it was agreed that current data is obtained via Education and Childcare Offer programs, but parental choice of childcare regarding location outside of the LA is not currently available through DEWIS Cymru enquiries, the FIS database. It was therefore raised by Newport with Data Unit Wales to action this as a development for the future.

#### Cross Border – Education

Reciprocal arrangements exist across the South East Wales Consortium to provide Foundation Phase Nursery education in any education funded Non-maintained setting in either Torfaen, Newport, Blaenau Gwent, Caerphilly or Monmouthshire regardless of a child's home address.

The number of children who have their Early Years Education (Foundation Phase Nursery) outside of Newport's boundaries is relatively low. Most parents decide to place their children in childcare that is located near to where they live rather than where they work.

During the Summer Term 2021, at the time in which the SASS data was collected, Newport had:

4 x Caerphilly

1 x Blaenau Gwent

4 x Torfaen

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Reasons for choosing to use Non-maintained Education providers outside of their Local Authority was not disclosed. Comparatively, Spring term saw slightly higher numbers of out of county placements in Newport settings showing the flexibility within the reciprocal agreements and also delivery models of the three year old Education in the region.

3 x Caerphilly

1 x Blaenau Gwent

5 x Torfaen

4 x Monmouthshire

### Cross Border – Childcare Offer

Parents living in Newport may access their funded childcare at any CIW registered provision.

There are currently 880 children who reside in Newport accessing the Childcare Offer. Of these, 799 children access a provision based in Newport LA, meaning 81 access their childcare within an neighbouring Local Authority (9%).

### Childcare Offer outside of Newport

LA	No.	Childminder	Sessional	Full Day Care
Blaenau Gwent	1	0	0	1
Bristol	1	0	0	1
Caerphilly	7	0	0	7
Cardiff	9	2	2	5
Monmouthshire	25	1	0	24
Torfaen	38	1	0	37
<b>TOTAL</b>	<b>81</b>	<b>4</b>	<b>2</b>	<b>75</b>

Newport also has providers registered for the Childcare Offer based in the following LAs, but they don't currently have any Newport Childcare Offer children on their registers:

Gloucestershire

Vale of Glamorgan

## 6.8 Childcare Offer for Wales

### Background

The Childcare Offer was launched in seven wards of Newport in July 2018 (childcare commenced in September 2018) and was subsequently expanded to be available Citywide from November 2018.

- As at 11th March 2020, 1,561 children have accessed the Offer to date and 169 providers are currently registered to deliver the Offer in Newport.
- As at 28<sup>th</sup> April 2021, 1,288 children have completed their Childcare Offer, with a further 1,004 currently accessing the Offer. 177 providers are currently registered to deliver the Offer in Newport, of which 103 are based in Newport.
- As at 24<sup>th</sup> January 2022, 1,930 children have completed their Childcare Offer with a further 865 currently accessing the Offer. 175 providers are currently registered to deliver the Offer in Newport, of which 101 are based in Newport.

### Coronavirus

In April 2020, as a result of the Coronavirus pandemic, the unprecedented step was taken by the Welsh Government to pause the Childcare Offer to new entrants and focus resources on supporting the childcare needs of critical workers and vulnerable children, through the Coronavirus Childcare Assistance Scheme (CCAS). CCAS offered funded childcare for pre-school age children, age 0-5 years, whose parent/parents were critical workers and also vulnerable children in the same age range. Newport LA was able to create an online application system for CCAS and opened for applications approx. seven days after the scheme had been announced by Welsh Government. Initially the scheme was implemented for three months, but in June 2020 was extended until the end of August 2020. During this time, the Childcare Offer remained closed to new entrants.

A total of 55 Newport-based childcare providers registered to deliver CCAS, plus a further 18 childcare providers based outside of the LA.

Due to the financial uncertainty faced by childcare providers during this time, Newport LA offered weekly CCAS payments which were not subject to the LA's usual 30-day payment terms. From April 2020 to August 2020, Newport LA approved 498 applications for funded childcare through CCAS, made up of 488 children of critical worker/s and 10 vulnerable children.

In August 2020, the Welsh Government announced that the Childcare Offer would reopen to new applicants in the same month, with funded children to commence at the start of the Autumn term. A phased approach was taken, with applications for those children who should have been eligible from April 2020 and had missed a term of funding given priority, closely followed by those children who were due to start their Childcare Offer in the Autumn term.

Additional guidance was in place from September 2020 to March 2021 specifically relating to Covid-19 circumstances and was updated regularly in line with restrictions, for example:

- Applicants who met the earnings requirements prior to Covid-19, who had experienced a temporary increase/decrease in their income due to Covid-19
- Payments to childcare providers during short term closures, due to staff shortages as a result of being ill with Covid-19 or having to self-isolate, or the requirement to carry out a deep clean of the premises.
- Payments to childcare providers during long term closures, for example due to being unable to access premises on school grounds.

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- Long periods of non-attendance or withdrawal of children from childcare due to parental concerns regarding Covid-19.

Demand for the Childcare Offer remained high, although anecdotal evidence showed that some parents were concerned about the spread of Covid-19 and decided to withdraw their children from childcare temporarily. Once older children returned to school however, younger siblings also seemed to return to childcare.

A large number of requests were received to reduce the number of hours that children were booked to attend childcare. Reasons for this included childcare providers reducing numbers in setting and offering shorter session times to allow for increased cleaning throughout the day. This was a short term issue only though, with booked hours returning to normal levels, again in line with older children returning to school.

### **Future Developments**

#### National System

The Welsh Government is currently designing and building a national digital system for all applications for the Childcare Offer. Newport LA has been fully involved in the development process including discussions and user labs; providers were also contacted to offer the opportunity to be involved. The new system has been delayed by one term and is now scheduled to be piloted during Spring 2022, with full rollout in September/October 2022 for applications for Spring term 2022 childcare.

#### Rate Review

The hourly rate has remained at £4.50 since the Childcare Offer was implemented. A rate review was delayed due to the Coronavirus pandemic; however recommendations are being presented to ministers during early 2022 and an announcement regarding the rate is expected imminently and is likely to take effect from April 2022.

#### [Parents in education, training or returning to work](#)

A review has been carried out considering extending the Childcare Offer to provide support for these parents. No decisions have been made regarding this at present, although the review seems to not recommend extending the Childcare Offer eligibility criteria but to review the scope of existing programmes – creating better links between them and addressing gaps.

#### Childcare for 2-year-olds

The programme for government includes a commitment to providing childcare for two-year-olds. No further information is available on how or when this may take place at present, however discussions with LAs commence this month.

## 6.9 Impact of COVID-19

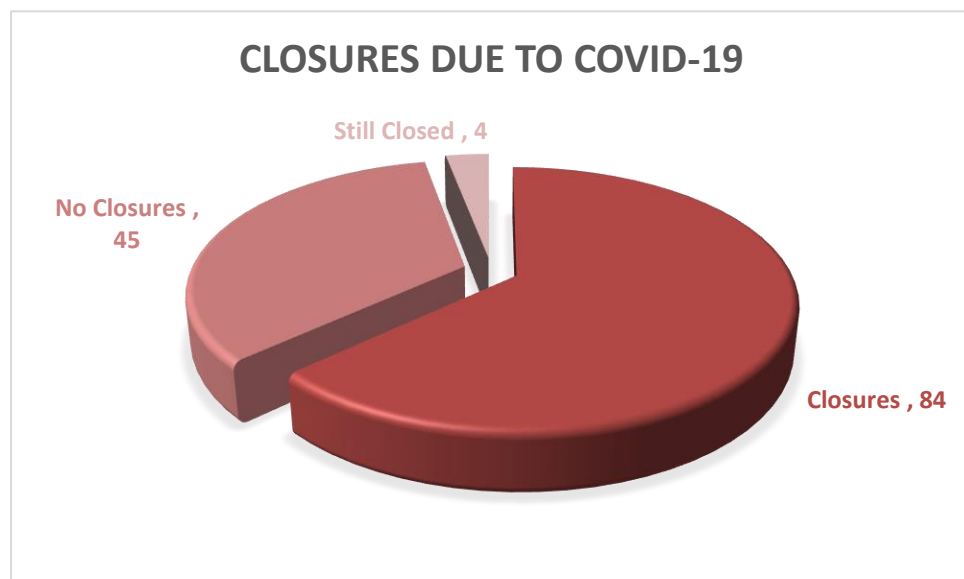
In light of COVID-19 and the impact that has had on the sector, this year we have included a COVID-19 specific section that highlights the challenges the sector faces, and the work carried out either in addition to or in replacement of our planned activities.

### Impact on settings ability to provide services

At the time that the SASS information was collected, settings were asked to record how they were impacted by the pandemic in the following ways:

- Did your service temporarily close at any time due to COVID-19?
- Did you have any confirmed positive Covid-19 cases at your service?
- Did you have access to sufficient PPE throughout the pandemic?
- Has the pandemic impacted staffing ratios at the service?
- Has there been an impact on training due to COVID-19?
- Due to COVID, are you currently operating at full capacity?
- Based on the current situation, are you fairly confident that it would be financially sustainable to continue to run your childcare provision for?

### Did your service temporarily close at any time due to COVID-19?



Most closures occurred during the first phase of the Pandemic between March 2020 and May 2020 (50 of the 129 settings totalling 38.75%).

5 settings had to close 3 or more times due to COVID-19.

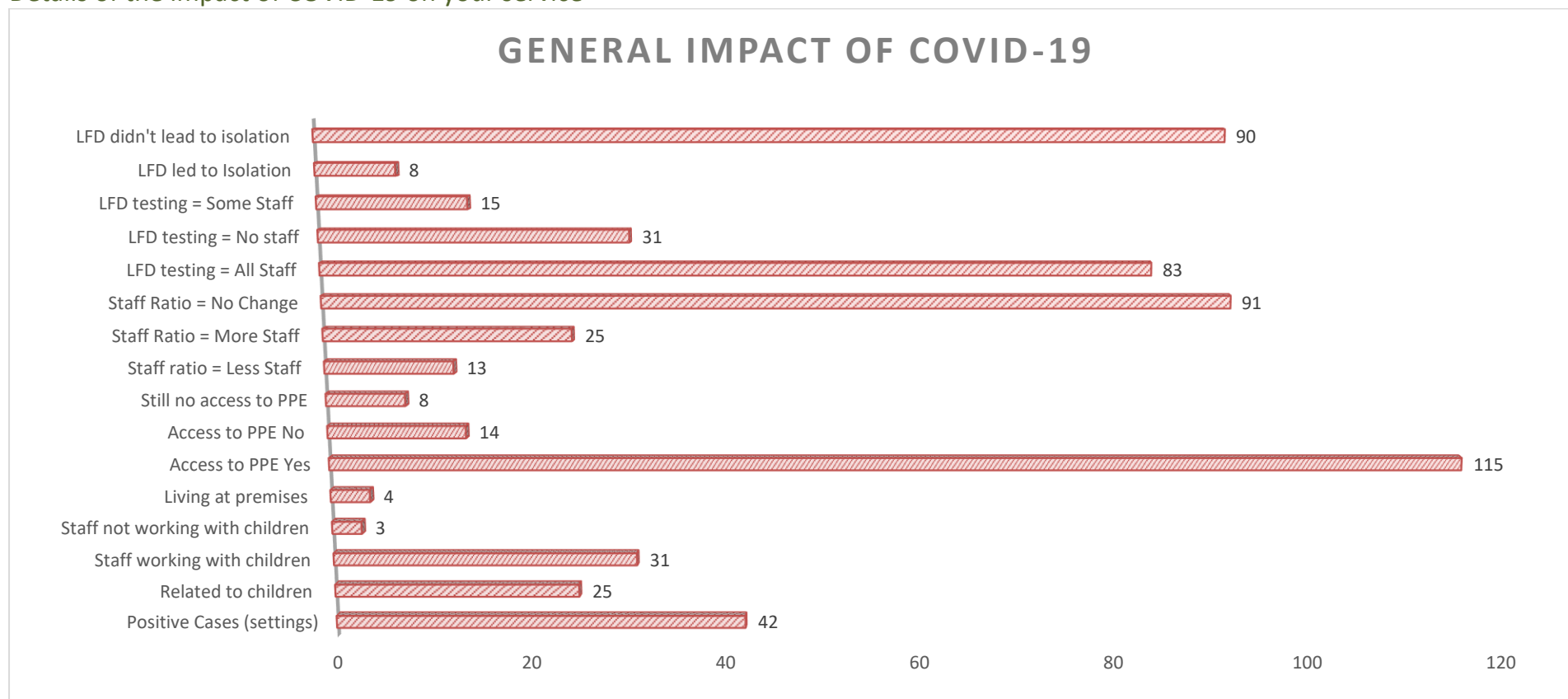
18 settings had to close 2 times due to COVID-19.

61 settings had to close once due to COVID-19.

At the time of the SASS, there were 4 settings that remain closed, 1 Open Access play provision, 3 Out of School Clubs.

45 settings were fortunate enough not to need to close at all, 28 childminders, 11 full day care, 2 Out of school clubs, and 4 sessional care services.

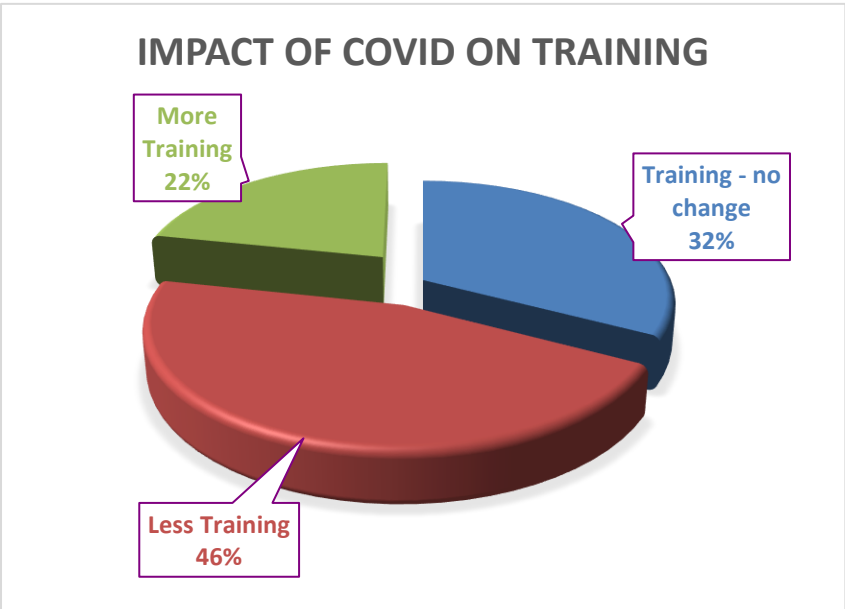
## Details of the impact of COVID-19 on your service



The above graph illustrates some interesting information with regards to the general impact of COVID-19. During March 2020 until June 2021:

- 90 out of the 129 settings who responded to the SASS didn't experience LFD testing leading to Isolation.
- 83 settings indicated that their staff were all using LFD testing procedures
- 91 settings indicated that their staff ratios experienced no change
- 25 settings indicated that their staff ration required more staff as a result of COVID-19, which is likely to be as a result of bubbles
- Only 42 settings at the time of the SASS had experienced Positive COVID-19 cases, of which 25 indicated they were related to children and 1 related to staff.
- 115 out of 129 settings indicated that they had ample access to PPE, 14 indicated that they had no access. All 14 were childminders. This is disappointing to hear as the Local Authority provided all childminders with PPE packs and continue to offer funding for costs related to PPE.

Has there been an impact on training due to COVID-19?



Those who indicated that there was less training on offer included: 28 childminders, 21 Full Day Care, 1 open access play, 6 Out of school and 3 sessional groups.

Reasons for less training are shown in the graph on the right.

The Local Authority provides a large proportion of training for the sector. There was a short period of time in which no training was offer during the beginning of 2020. However, some mandatory training resumed where permitted online (Food Hygiene and Safeguarding) and adjustments to the National Minimum Standards meant that Paediatric First Aid could continue and be accepted without the practical element of the course. This has resumed in person since Autumn 2021.

CPD including ALN training and Child Development related training continued where possible online. It is hoped that more CPD will be offered during 2022.

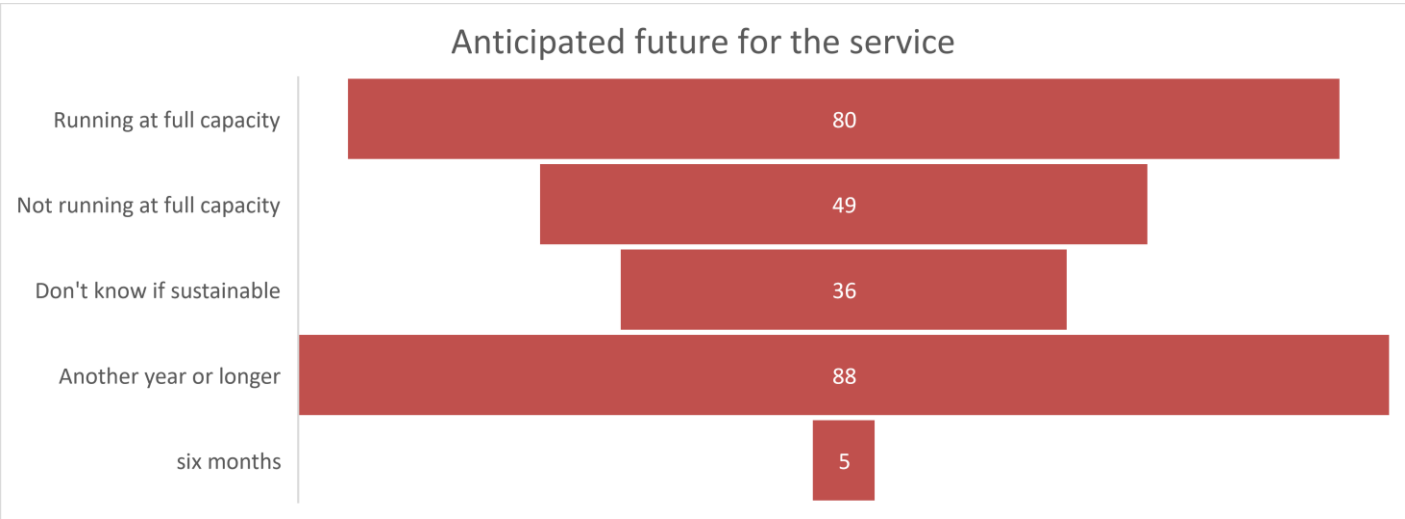
Those who indicated that there was more on offer included: 4 childminders, 9 Full day care, 2 Open Access play, 2 Out of School clubs and 11 Sessional groups.



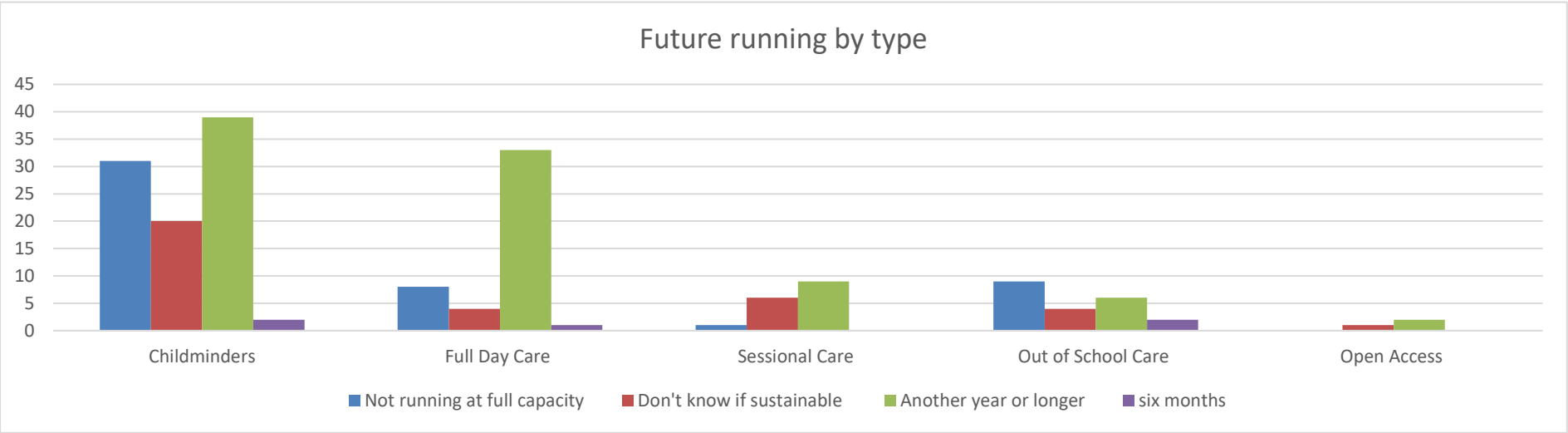
Based on the current situation, are you confident that it would be financially sustainable to continue to run your childcare provision for?

It is concerning to see that 38% of childcare services were not running at full capacity at the time they responded to the SASS. This would need to be asked again to provide a current figure now that the COVID-19 climate has changed. However, 62% indicated that they are running. Local Knowledge suggest that services are still struggling to operate at full capacity due to challenges with staffing.

It is encouraging to see that 68% of childcare services saw themselves running their services in the future for a year or longer whilst 28% were uncertain which is of concern.



Nearly 4% of service indicated that they were only sustainable for the next 6 months. This will be monitored for 2022/23.



### National Minimum Standards relaxation

During 2020 and 2021, the Welsh Government issued Circular Letters (WG 005 20, WG 007 20, WG 009/20 and WG 001 21) providing information and guidance about the temporary relaxation of some of the requirements in the National Minimum Standards for Regulated Childcare. It was considered that the arrangements would help provide an element of flexibility to deliver key services in challenging circumstances (Welsh Government 2022). In view of the Omicron variant and its potential impact, the Welsh Government decided to make temporary relaxations again in respect of some of the requirements in its National Minimum Standards for Regulated Childcare until 1 April 2022. It is hoped that this will help settings manage the workforce and capacity challenges they are facing and will provide some stability in their planning arrangements.

The regulations relaxed included:

- Standard 15.12 – Day Care ratios for those 3-7 and 8-12 years
- Standard 15.7 – Childminders ratios for those 5-7 years subject to max overall limit of 10 children
- Standard 15.13 Supernumerary staffing in day care settings
- Standard 15.3 Two staff on duty in day care settings
- Staff qualifications

It was a requirement of relaxation that services applied to their Local Authority to seek permission to relax the standards that they felt would best support them in keeping their services open to children in their care.

During the first relaxation period, Newport City Council received 14 applications to relax minimum standards. The majority were Full day care, or sessional care. The main type of relaxation in this period was to request relaxation of qualifications, followed by staff ratios for 3 -7 years and supernumerary stepping into numbers.

During the second relaxation period, Newport City Council received 6 applications which again reflected requests to relax by staff ratios for 3 -7 years and supernumerary stepping into numbers.

During the current relaxation period, Newport City Council received 6 applications to date with requests to relax by staff ratios for 3 -7 years and supernumerary stepping into numbers being the prominent reason.

Whilst the vast majority of requests were approved, not all requests were granted due to intelligence from local officers and CIW indicated a preference for them to remain under usual regulations.

## Response to COVID-19

**COVID -19 specific actions: This can include but is not limited to:** Maintaining sustainability of existing settings, including childminders during the 2020 / 22 pandemic that includes, advice and guidance, information sharing, business support and CIW relaxation applications. Support to families during this period.

Grant Schemes	<p>Newport LA has administered the following grants that have been made available to eligible Childcare Businesses via Welsh Government and RSG funding.</p> <ul style="list-style-type: none"> <li>• COVID-19 Sustainability £26136</li> <li>• CCG Sustainability £262,936.55</li> <li>• Childcare Offer Capital Grant Inc. Covid £327,752</li> <li>• FIS and Childcare Grants £3,300</li> <li>• Start-Up Covid -19 Grant £10,000</li> </ul>
Vulnerable Children Scheme	<p>Open access play provision was repurposed to provide childcare for vulnerable children during the October 2020 half term, February 2020 half term and Easter 2021 school holidays. This was available on a referral basis from education and social services professionals, for children aged 5-12 years, and up to 16 years with a statement of ALN.</p> <p>Provision was also arranged for children aged 2-4 years, in conjunction with Clybiau Plant Cymru who secured spaces with private childcare providers.</p>
Remote support for FS ALN children	<p>Flying Start children who are identified as having Additional Needs or Developmental Delay have been supported throughout the pandemic through weekly phone calls, virtual appointments with the Early Support Officers. For some of 2021, Provision of support has had to remain virtual or remotely via telephone check in's or doorstep visits. There were, however, periods throughout the year where restrictions were eased and in person visits to homes were granted, and strategy support to settings in person were provided. Those with more significant needs have been support by the team to provide parents with strategies within the home and to support them with any referrals that needed to be made.</p> <p>Where children have returned to playgroup, virtual observations and staff support were provided through Speech and Language Therapists, Early Support Officers and Educational Psychologist. The Early Support team were able to visit when restrictions allowed.</p> <p>Transition plans continued to be developed with due regard to protective measures by working closely with the childcare settings and families to ensure that children feel supported. This included an introduction to playgroup leaflet, a virtual tour of the setting and keyworker staff, and transition phone calls. In the latter part of 2021 and into 2022, transition visits resumed through the usual means and were conducted in line with social distancing and hygiene measures in place.</p>

Remote Clinics for ALN	Throughout the Covid pandemic, ALN clinics have been held online. This has ensured children's needs are identified early, and appropriate strategies and interventions are in place to support individual children's development. Due to its success, elements of virtual support will remain.
Continued support for Non Maintained Settings (NMS) throughout Covid pandemic	Monitoring and support visits, network events, conference, training and ALN clinics have been undertaken online via Microsoft Teams instead of face to face meetings. Some child observations/setting visits have taken place when Covid restrictions/risk assessments have allowed for this.
WG Funding support for education providers in NMS	A WG grant was allocated to support FPN provision in NMS. The funding was focussed on resources, provisions and staffing which would support a number of key developmental areas such as language development; wellbeing, physical development, ALN and outdoor experiential play.