

**\*DRAFT PLAN, PENDING NPTCBC AND SBUHB APPROVAL\***

**Expansion of Early Years Provision: Phase One Only**

Section 1 – Organisation Details		
<b>1.1</b>	<b>Local Authority</b>	Neath Port Talbot (NPT)
<b>1.2</b>	<b>Project Manager (Lead Contact Name for purposes of award letter)</b>	Lisa Clement-Jones
<b>1.3</b>	<b>Address</b>	Ffrwdwyllt House, Commercial Road , Taibach, SA13 1PZ
<b>1.4</b>	<b>Email Address (Project Manager)</b>	l.clement-jones@npt.gov.uk
<b>1.5</b>	<b>Contact Telephone Number (Project Manager)</b>	07816364496
Section 2 – Details of Expansion Plans		
<p><b>2.1. You have received indicative revenue allocations, which are to be ring-fenced for expansion purposes only, and you will be expected to deliver services to an additional number of children based on a revised sum of £2400 per head.</b></p>		
<b>Funding allocation for Phase One</b>		£177,800.00
<b>Number of additional beneficiaries (anticipated) in Phase One</b>		127
<b>Population size – under 4-year olds</b>		<b>7223 (mid 2020 estimate)</b>
<b>Existing CAP</b>		<b>1845</b>
<b>New CAP (post-expansion)</b>		<b>1972</b>
<p><b><u>2.2 Addressing Deprivation:</u></b></p> <p><i>Expanding the footprint of Flying Start to new LSOAs in your local authority is one of the main priorities during the first phase of expansion.</i></p> <p><b>Please provide details of how you will reach your target number of additional children within your new Flying Start areas:</b></p> <p>Subject to NPTCBC formal approval, and the approval of the Chief Operational Officer for Swansea Bay University Health Board, NPT plan to expand into 3 new LSOA's with all elements of the Flying Start (FS) programme to be made available from September, to the newly eligible families within these areas. There will be</p>		

some transitional arrangements phased in for health visiting from September which are clearly detailed within this plan.

Using the dataset provided by WG, ranking LSOA's by the level deprivation of children aged 0-4, using DWP and WIMD data, NPT has clearly identified 3 new LSOA's with high need, that are also equipped with childcare availability to provide the full Flying Start offer from September.

- Margam 1 – estimated 46 children aged 0-4
- Port Talbot 3 - estimated 42 children aged 0-4
- Gwaun Cae Gurwen 2 - estimated 62 children aged 0-4

More detailed work is currently underway to identify the actual number of families with children aged 0-4 within the identified areas from generic HV caseloads. Other data around LA referrals and ALN information was looked at to support the decision for the proposed area. The data suggests that these 3 areas are suitable and will respond to need from the areas.

Some areas not currently within Flying Start eligibility, that appear on the WG data set as more deprived than the proposed new LSOA areas, are either already within plans to increase the NPT current FS coverage footprint, to enable us to raise up to our target CAP of 1845, or have limitations in terms of lack of current accessible childcare provision. This includes areas such as Seven Sisters and Bryn and Cwmavon, who are awaiting Childcare Offer capital new builds that will not be complete until 2024. Through discussions with colleagues and partners, it was felt that expanding into new LSOA areas without accessible funded childcare during phase one would be difficult. Outreach guidance is being looked at to assist targeted support via the referral route for families in these communities as “communities of interest”, so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas.

Following discussions with WG regarding how the CAP number recording could be explored during expansion, allowing monitoring expansion numbers to be broken down flexibly and not solely FS Health Visiting caseload numbers, NPT feel confident that we can clearly show additionality during expansion into new LSOA's clearly in a number of ways, offering FS childcare within new geographical LSOA's and the full FS entitlement being eventually offered.

Below is the initial section of LSOA data provided by WG, that included WIMD and DWP data with the 3 expansion LSOA's highlighted;  
The table shows detail around the current situation for these LSOA's. The order has not been changed.

Proposed phase of expansion	LSOA Name	Est. number of 0-4 Children	Coverage by Flying Start	Date of action	Possible additional children of childcare age (2-3)	Action required
CURRENT/1	Sandfields West 4	69	57.78	2022/23	8	Extend current caseloads to CAP
CURRENT/1	Sandfields East 1	69	24.2	2022/23	12	Extend current caseloads to CAP
CURRENT	Aberavon 4	71	92.28	-	-	No Action
CURRENT	Neath East 3	73	92.86	-	-	No Action
CURRENT	Cymmer (Neath Port Talbot) 2	70	89.65	-	-	No Action
CURRENT/1	Briton Ferry West 2	45	29.82	2022/23	8	Extend current FS area caseloads Open WL Cylch Teulu Tyle'r
2	Ystalyfera 1	80	3.6	2023	19	extend into school - capital needed for CIW/NMS regs
CURRENT	Aberavon 2	82	99.17	-	-	No Action
CURRENT	Neath East 1	63	82.98	-	-	No Action
CURRENT	Glyncorrwg	52	97.67	-	-	No Action
CURRENT	Ystalyfera 2	48	98.87	-	-	No Action
CURRENT	Neath North 3	76	99.04	-	-	No Action
CURRENT	Glynneath 1	72	95.71	-	-	No Action
CURRENT	Briton Ferry East 2	60	99.88	-	-	Add WL offer – YGG TYY
3	Bryn and Cwmavon 4	82	0	2024		CCO Build due/outreach
CURRENT/1	Neath South 1	71	63.46	2022/23		CCO Build due Extend current FS area caseloads
3	Seven Sisters	98	0	2024	25	CCO build due/outreach
CURRENT	Bryn and Cwmavon 3	55	97.83	-	-	CCO build due/relocation of FS in 2024
CURRENT	Tai bach 2	70	94.03	-	-	No Action
CURRENT	Briton Ferry West 1	84	97.65	-	-	Open WL Cylch Teulu Tyle'r
1	Margam 1	46	0	2022	12	Full FS expansion FS HV recruitment 0.5 WTE
1	Port Talbot 3	42	0	2022	11	Full FS expansion FS HV recruitment 0.5 WTE
1	Gwaun-Cae-Gurwen 2	62	0	2022	16	Full FS welsh expansion and capital FS CNN recruitment FTE
CURRENT	Aberavon 3	82	82.24	-	-	No Action
CURRENT	Sandfields East 2	71	83.19	-	-	No Action
CURRENT	Sandfields West 3	96	93.7	-	-	No Action
2	Neath South 2	103	2.98	2023		new WL setting will be open

CURRENT	<del>Cedffranc</del> Central 3	<del>81</del>	99.57	-	add welsh provision 2022/23
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Following WG and NPTCBC agreeing the proposed additional LSOA's of **Margam 1, Port Talbot 3 and Gwaun Cae Gurwen 2**, NPT FS team will:

- Recruit a health visitor and community nursery nurse
- Recruit additional parenting staff, including a Welsh speaker (underway)
- Recruit 2 x additional speech and language assistants
- Notify all FS parenting and speech, language and communication staff of the new areas for programme coverage
- Contact all newly eligible families with welcome packs and information regarding how they will be able to access all the elements of FS on offer.
- Increase purchased spaces within current FS childcare (those with SLA's in place already) with availability in and around the new LSOA areas to accommodate the additional eligible families.
- Support identified childcare settings to expand the available FS places available, in line with expected age 2-3 children becoming eligible for FS offer. This may involve some revenue and capital adaptations for additional toilets, adaptation of outdoor space to accommodate more children or additional resources needed for a higher number of children within the setting.
- Allocate parenting workers to the new LSOA areas, with parenting courses running within those areas also.
- Begin the task of phasing health visitor caseloads over to FS health visitors where possible
- Initially, to support transition into FS services and await recruitment of new staff; skill mix and exploiting the strong working partnership of FS health visitors, generic health visitors and FS community nursery nurses (CNN) will take place to plan a journey FS health visiting pathway that has the FS additional and enhanced support on top of Healthy Child Wales programme, in a way that is appropriate for the families involved. This may involve CNN's providing the FS additionality where possible, generic HV recording and monitoring with support of FS HV and CNNs or shared caseloads in the short term.

**Please provide a list of the LSOAs you intend to bring into the Flying Start programme including a breakdown of estimated numbers of additional children in scope of services in each:**

WG have given us a target of working with an additional 127 children, 95 children within geographical expansion, and 32 children via outreach. The estimated number children within the areas is approx. 150, however we are already aware that the WIMD estimates are slightly over.

Proposed phase of expansion	LSOA Name	Est. number of 0-4 Children	Coverage by Flying Start	Date of action	Possible additional children of childcare age (2-3)	Action required
1	Margam 1	46	0	2022	12	Full FS expansion FS HV recruitment 0.5 WTE
1	Port Talbot 3	42	0	2022	11	Full FS expansion FS HV recruitment 0.5 WTE
1	Gwaun-Cae-Gurwen 2	62	0	2022	16	Full FS welsh expansion and capital FS CNN recruitment FTE

**How confident are you that you will reach your target number of children? Please provide details of any challenges and barriers you may have already identified:**

The targeted number of children will be reached from September by all elements of the Flying Start programme.

**Health Visiting:** This will need to be phased approach, with Flying Start CNN's and HV working alongside generic HV for a transitional period to ensure any caseload movements are suitably supported by staff at all times.

**Childcare:** Additional spaces will be available from September, pending successful recruitment. Flexibility available within the programme means that other vacant spaces in nearby childcare can also be utilised if needed.

**Parenting:** The team has recruitment in place for an additional 2 parenting workers, so caseload capacity and increased numbers of parenting courses will be available from September.

**SLC:** The FS SLC team already cover countywide, and via referrals, so additionality is ready for the additional children, with more capacity planned for within the recruitment plans for 2 x FS SLC staff and pathfinders funded staff. All the additional staff will be within the management structure of the FS SLC team, to allow for ease of further expansion from phase 2 onwards, and parity of processes and governance across the early years services within NPT and SBUHB footprint.

**Early Years Educational Psychology:** the Early years LA wide model will support all ALN children that need it via our newly developed pathway and existing Outreach referrals via

**Midwifery:** continuing to invest in this valuable support for young mum's, contributing to the regional plans for improved pathways for the most vulnerable.

**Outreach:** Outreach guidance is being reviewed to assist targeted support via the referral route for families in some key deprived communities that will not be covered by expansion in phase one, as "communities of interest", so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas. We are confident that the 32 additional spaces will be utilised, with scope to use existing FS childcare settings to accommodate this.

### **2.3 Increasing Welsh Language Provision:**

*The Welsh Government's target is to see the number of people able to speak and enjoy using Welsh reach a million by 2050. Increasing Welsh language early years childcare provision has been set as an overarching aim of the expansion.*

*You will need to demonstrate how you plan to expand Welsh language early years childcare provision in Phase One.*

**Please provide details about how you intend to address the following priorities:**

- **increasing the number of**  
**(i) individual Welsh medium places and**

Gwaun Cae Gurwen will see up to an additional 16 Welsh language childcare spaces used by FS children in phase one from September.

- (ii) the number of Welsh medium settings in the local authority area.**

Building on on-going works, in line with our WESP aims, at least 4 additional Welsh or bilingual settings are due to open near to, or in FS areas during 2022/23. These new settings will be used to offer and encourage Welsh language childcare to FS families.

While we are committed to the increase and development of Welsh language childcare provision, we also recognise that childcare providers are enthusiastic about offering more Welsh language opportunities in their setting. We have staff that are passionate about the Welsh Language, working with the English Medium settings to improve the Welsh they offer through and awards based Welsh Language quality assurance scheme which includes support, access to training and drop-in Welsh language acquisition sessions. The change in categories may mean over time a move from category 1 English language settings to category 2 English / Welsh language settings

#### **Outreach focus**

Additional care will be taken when placing outreach placements, with amendments to outreach policies to include ensuring Bilingual/Welsh childcare is offered, along with benefits of bilingualism messages.

Outreach guidance is being reviewed to assist targeted support via the referral route for families in some key deprived communities that will not be covered by expansion in phase one, as "communities of interest", so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas. We are confident that the 32 additional spaces will be utilised, with scope to use existing FS childcare settings to accommodate this. We hope this offer will have an initial offer of Welsh language provision as a first offer.

## **2.4 Promoting the benefits of multilingualism:**

**Please outline how your plans will promote the benefits of speaking more than one language from an early age<sup>1</sup>:**

Our commitment to promote the benefits of bilingualism and speaking Welsh, can be clearly seen in our WESP, where we aim to:

- Promote partnership work with Midwifery and Health Visitors to assist early messages about the Welsh Language and bilingualism, to be shared though the perinatal and postnatal period. Information booklets providing information on the benefits of bilingualism and addressing common fears will be created and used by the partners from initial perinatal communication with parents.
- Partnership work with Swansea University/ Academi Hywel Teifi will embed the promotion of bilingualism into the midwifery course currently running at the University.
- Revisit the training run by Cefin Campbell with all staff working within EY in NPT, LA and Health (including SALT), childcare sector etc. It is important to regain some of the momentum lost during COVID, revisiting some of the good work that had started to impact how our own team members and our partners used and promoted Welsh and Bilingualism.

Additional Welsh speaking staff are being recruited into the FS parenting team, and our Welsh Language Dev Officer has development a Welsh Award for Childcare settings to promote and improve the use of Welsh within settings.

## **2.5 Outreach:**

*You are expected to deliver 75% of your expansion via the geographical targeting methodology referenced above. As part of your plans for phase one up to 25% of your expansion can be achieved via Flying Start Outreach in order to give you the flexibility to reach families living outside of existing or new Flying Start areas and in order to reach disadvantaged families living in more rural areas.*

**Please provide details of the number of children you intend to bring into the Flying Start programme via Outreach?**

**32 additional children will be support via our outreach process.**

Additional care will be taken when placing outreach placements, with amendments to outreach policies to include ensuring Bilingual/Welsh childcare is offered, along with benefits of bilingualism messages.

<sup>1</sup> Please be aware of the [Race Equality Action Plan for Wales – An Anti-Racist Wales](#)

Outreach guidance is being reviewed to assist targeted support via the referral route for families in some key deprived communities that will not be covered by expansion in phase one, as “communities of interest”, so that those who need the support, are still able to access the services they need, while those communities wait for expansion to reach their areas. We are confident that the 32 additional spaces will be utilised, with scope to use existing FS childcare settings to accommodate this. We hope this offer will have an initial offer of Welsh language provision as a first offer.

## **2.6 Flying Start Services in Expansion Areas**

*In Phase One, all 4 elements of Flying Start are being expanded to new families and communities in Wales. Current programme guidance should be followed and the provision of services in your expansion areas should mirror the services being offered within more established Flying Start areas in your local authorities, as far as this is practicable.*

**If you feel it is not going to be possible to deliver the full Flying Start service in Phase One, please provide details of the service relaxations you propose to adopt (*as described in the guidance*) and the steps you intend to take to move from providing a transitional service to a full service:**

- **Margam 1** – 12 additional places

Childcare will be supported within pram pushing distance wherever possible, however where this is not possible in the initial stages, whilst the child care develops and grows through recruitment and some capital works, families will be offered alternative appropriate an accessible childcare as close to their home as possible.

Health Visiting will be phased into new expansion areas as recruitment is complete for the additional areas.

During transition periods, it is proposed that:

- Caseloads in new areas will remain with generic HV caseloads.
- Generic HV will be supported with Flying Start information/guidance
- Generic HV will be supported with Flying Start monitoring requirements
- Additional Flying Start enhanced visits will be supported by Flying Start CNN's
- Close joint working between FS CNN's and generic HV will be vital

The recruitment needs identified for HV and CNN support in readiness for September phase 1 expansion are:

- Advertise for current wte FS HV vacancy
- Recruit 1 wte x FS HV for additional expansion area coverage
- Recruit 1 x CNN FS support

In all areas initially, to support transition into FS services and await recruitment of new staff; skill mix and exploiting the strong working partnership of FS health visitors, generic health visitors and FS community nursery nurses (CNN) will take place to plan a journey FS health visiting pathway that has the FS additional and enhanced support on top of Healthy Child Wales programme, in a way that is appropriate for the families involved. This may involve CNN's providing the FS additionality where possible, generic HV recording and monitoring with support of FS HV and CNNs or shared caseloads in the short term.

## **2.7 Other Considerations:**

*We appreciate that increasing childcare provision, enhanced health visiting, support with parenting and support for Speech, Language and Communication (SLC) during Phase One will require careful planning. To support your plans for expanding Flying Start it will help you to consider the following questions:*

### **Childcare**

*Please make reference to your local authority's Childcare Sufficiency Assessment where appropriate.*

**Please tell us how many childcare places are required to ensure that all eligible 2-3 year olds (*identified as part of the Phase One expansion*) will receive their 2 ½ hours a day, 5 days a week, 39 weeks a year entitlement:**

We still provide a 42 week a year provision here in NPT, and hope to retain this where possible, as per parental request.

- **Margam 1:** 12 additional places.

Our FS setting Tiddlywinks Taibach will be filled initially, as it is within pram-pushing distance of the LSOA catchment. If and when capacity is reached here, with no scope for increase, nearby settings will be used (3 childcare settings within pram-pushing distance), utilising further afield FS settings as a needed. There are some childminders that may engage in FS also.

Welsh Language provision will be available in our nearby Cylch Aberafan, and Cylch Tir Morfa which is next to the closest Welsh Medium Primary School.

Our FS setting Tiddlywinks has well trained and experienced staff when it comes to ALN. These skills will be nurtured during expansion to enable children with ALN to access high quality childcare.

Cylch Tir Morfa has a lot of experienced staff that have key skills and high quality training for working with children with ALN. Utilising this high quality setting will enable children with ALN to access high quality Welsh Medium childcare provision, close to their destination Welsh Medium Primary School.

- **Port Talbot 3** – 11 additional Places

Our FS setting Tiddlywinks Taibach will be filled initially, as it is almost within pram-pushing distance of the LSOA catchment. If and when capacity is reached

here, with no scope for increase, nearby settings will be used (3 childcare settings within pram-pushing distance), utilising further afield FS settings as a needed. There are some childminders that may engage in FS also. Welsh Language provision will be available in our nearby Cylch Aberafan, and Cylch Tir Morfa which is next to the closest Welsh Medium Primary School. Our FS setting Tiddlywinks has well trained and experienced staff when it comes to ALN. These skills will be nurtured during expansion to enable children with ALN to access high quality childcare. We have an experienced setting within this LSOA that has successfully placed outreach children and children with ALN that will be utilised during expansion.

- **Gwaun Cae Gurwen 2** – 16 additional places

We are fortunate to have 2 bilingual/Welsh childcare settings very close to the LSOA. Both FS settings have capacity, with one needing some capital adaptations to add an additional toilet to allow an increase in capacity. If and when capacity is reached here, with no scope for increase, nearby settings will be used. There are some childminders that may engage in FS also.

Our FS setting Canolfan Maerdy has well trained and experienced staff when it comes to ALN. These skills will be nurtured during expansion to enable children with ALN to access high quality, Welsh Medium childcare.

**Outline the proportions of places in settings in terms of whether they will be Welsh Medium, English Medium, Local Authority, Voluntary, Private or Childminders:**

LSOA	Spaces	WM	EM	Vol	Private	CM
Margam 1	12	2	10	2	9	1
Port Talbot 3	11	4	7	0	11	0
GCG 2	16	16	0	16	0	0

**Health Visiting and Midwifery**

**Please set out your arrangements for working with your Local Health Board to deliver the Flying Start expansion in Phase One:**

NPTCBC continue to have a very strong working relationship with SBUHB. The FS HV Lead and Deputy Lead dedicated to NPT LA area are pivotal to this ongoing strong working relationship, and the strength of the programme in NPT. Together, we are confident that we can grow the programme into phase one with ease, and be ready for phase two, with forward planning and collaboration. The close working relationship of the wider FS team is key to the programme's success, with FS and generic HV teams working seamlessly to address family's needs. We are passionate about partnership working, and this will see our joint working grow during expansion.

With an additional 127 added to our CAP, we will need additional HV staff to make sure caseloads keep within 110.

**Recruit:**

1 x WTE Flying Start Health Visitor (HV) for new area Port Talbot 3/Margam 1  
1 x Community Nursery Nurse (CNN) to support transitional period within Gwaun Cae Gurwen and wider Flying Start footprint as needed.  
1 x band 6 midwife to back fill hours lost by a staff auctioning "retire and return"

In terms of Midwifery, we hope to continue to invest in this valuable support for young mum's, contributing to the regional plans for improved pathways for the most vulnerable.

**Which additional Health staff do you plan to recruit (please consider skill mix)? When? What additionality will they bring to the services for Flying Start families?**

**Health Visiting**

1 x WTE Flying Start Health Visitor (HV) for new area Port Talbot 3/Margam 1  
1 x Community Nursery Nurse (CNN) to support transitional period within Gwaun Cae Gurwen and wider Flying Start footprint as needed.

**Parenting**

**Please set out your plans for delivering the expanded Parenting entitlement using a co-located, dedicated parenting team:**

Recruitment is underway for an additional 2 parenting workers, one of which is a Welsh language post to enable families to have access to our parenting programme in the medium of Welsh, access support and advice in Welsh if required, and the wider parenting team to be supported to increase their use of Welsh language within their own practice.

The team will continue to be flexible with their approach to access to parenting, taking on non-eligible families as much as they are able, and responding to outreach parenting requests, resulting in additional families being supported on caseloads also. Additional staff will be the wider geographical coverage of Flying Start possible, with opportunities also for further joint working with other parenting support service in readiness for phase 2 expansion.

**SLC**

*Please liaise with your Flying Start Speech and Language Therapist Manager / Team before completing this section.*

**Set out your plans for delivering the expanded SLC entitlement:**

2 x additional SLTA will be recruited into the FS SLC team to enable more SLC support within our current pathways in line with WG Talk to Me programme. This

will allow for expansion areas to be covered by the current team, and also free up some specialised SALT availability, to focus on specific therapy work with FS children.

Pathfinders/EYI funding has also be identified to support a further 2 x SLTA , who will also be recruited into the FS SLC team, but cover the wider NPT area, allowing for both an equitable service to non FS areas, and succession planning for expansion into the wider NPT footprint.

An increase in the number of Flying Start funded therapist hours will be looked at going forward, with an increase actioned for phase 2 if required.

**How will you develop a targeted approach, based on assessment and referral to support children's development where there is evidence of additional need?**

Our current practice will continue. Universal messages are delivered via the Swansea Bay Speech and Language Therapy (SLT) Services Facebook page in the form of videos of activity suggestions and signposting to BBC's Tiny Happy People. Parents access groups virtually or face to face where the Speech and Language Assistant Practitioner delivers the 'Talk with me' messages and tailored advice.

Universal Language screening will continue with the Health Visiting team completing the WellComm screen face to face. This generates requests for targeted support. Additional referrals are generated from the Healthy Child Wales contacts, the Child Care WellComm screening programme and parental referrals. The SLT team provide assessments via telehealth platforms as appropriate, or face to face assessment in a 'clean space' or family home. At a targeted level, children and their families can access Adult Child Interaction Therapy or the Hanen Programme 'It Takes Two to Talk' dependent on presentation. Many individual contacts are made to families, child care settings and nursery school in which targeted advice for each child needing it is provided.

SLT team take part in Flying Start multi-disciplinary team meetings with the Early Years Educational Psychology service, Child Care settings and Health Visitors to holistically support those children identified to be at high risk/vulnerable to developing persistent SLC difficulties or ALN. Children identified are then supported in the transition into a statemented provision within the Local Authority, or transition into the Core NHS service for continued supported. Children can be supported jointly with the Educational Psychologist. These children may then have bespoke transition meetings into their Local Authority Nursery placement.

**Are there plans to, or do you already, recruit speech and language therapists? If so, please provide evidence of local need and impact on outcomes:**

SLT already in place, as per Flying Start Plan

**Section 3 – Authorisation**

**Lead Body: Neath Port Talbot CBC**

**Signature:**

**Name: Lisa Clement-Jones**

**Position: Early Years and Flying Start  
Manager**

**Date:**

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