

## Expansion of Early Years Provision: Phase Two A and B

<b>Section 1 – Organisation Details</b>		
<b>1.1</b>	<b>Local Authority</b>	Neath Port Talbot
<b>1.2</b>	<b>Project Manager (Lead Contact Name for purposes of award letter)</b>	Lisa Clement-Jones
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## Section 2 – Details of Expansion Plans

**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 £4,400 per head.**

<b>Funding allocation for Phase 2a</b>	<b>£594,163.00</b>
<b>Number of additional beneficiaries (anticipated) in Phase 2a</b>	<b>135</b>
<b>Funding allocation for Phase 2b</b>	<b>£510,563.03</b>
<b>Number of additional beneficiaries (anticipated) in Phase 2b</b>	<b>116</b>
<b>Population size – 2 year olds (as at mid-year 2020)</b>	<b>1,513</b>
<b>Existing CAP (full Flying Start Programme - including Phase One Expansion)</b>	<b>1,972</b>

### **2.2 Addressing Deprivation:**

*Expanding the footprint of Flying Start to new LSOAs in your local authority is one of the main priorities during the Phase Two of expansion.*

**Please provide details of how you will reach your target number of additional children within your new Flying Start areas (refer to the *Methodology* advice in the guidance):**

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 areas for Phase 2a and 2b expansion, focusing, as directed, on new LSOA's with high need.

#### **Engaging Childcare Providers:**

Due to the larger expansion footprint reflected over phase 2a and 2b plans, a county wide approach will be taken to engage new and additional providers with the Flying Start Programme here in NPT

An Expression of Interest (EOI) is planned, that will be available to the whole NPT childcare sector. ALL CIW registered childcare providers will be invited to complete the EOI should they wish, subject to baseline qualifying conditions.

Information sessions and training programmes are already underway for non-FS providers, enabling further understanding of the FS childcare guidance, requirements, monitoring and quality assurance needed to engage and provide FS childcare.

#### **Robust suite of training**

A mandatory suite of training sessions is being developed by the Flying Start and Early Years Childcare Team in line with requirements, quality expectations, guidance and monitoring, that will mirror the service level agreement detail.

**Service Level Agreements for new Flying Start expansion providers:**

Our existing FS flagship childcare service level agreements (SLA) have been updated to reflect new relaxed FS expansion childcare guidance, with an emphasis on achieving a flagship standard within a 2 year time scale. These SLA will clearly set out the expectations for any childcare settings offering Flying Start funded childcare places. Associated training programmes, training requirements, support visit schedules, and quality monitoring will also be updated to reflect the new guidance.

**Additional LA Childcare Support Staffing:**

Additional capacity is needed for central support staff to enable quality monitoring, childcare placement, data collection and contact with childcare providers

Recruitment of additional childcare support staff, transition staff, and administrator hours will be considered in a wider LA restructure.

A contribution to Early Years ALN support team and panel processes will need to continue to ensure a cohesive consistent approach to systems and pathways for children within the early years in NPT.

**Contacting Families:**

As phase 2a and 2b sees only the childcare element expanding, there are a few options available to explore to contact eligible families:

- Updating our online postcode eligibility checkers, promoting the expansion on social media and our website to include FIS team
- Providing the Health Board with the Flying Start eligible postcodes, so that generic Health Visiting can inform parents of their eligibility and provide paperwork to send back to us to register
- Provide our local councillors and childcare settings with updated postcode lists to inform parents of their eligibility
- Share our updated online postcode eligibility checker to our partners such as additional learning needs support, schools, social services, early intervention and prevention services, Job Centre etc.
- Request that our Flying Start Health administration team mail shot families eligible for phase 2 with a copy of our Flying Start childcare information letter and registration form, so we can request that we have connection with families directly as an LA.
- Door to door Leaflet drops to the additional newly eligible streets

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 Flying Start childcare in each:

<b>Phase 2a LSOA's (target 101 minus outreach)</b>		
<b>LSOA Name</b>	<b>Phase</b>	<b>Estimated 2-3 Year Olds Per Area</b>
Lower Brynamman	new 2a	15
Port Talbot 2	new 2a	15
Sandfields East 4	new 2a	19
Tai-bach 3	new 2a	30
Tai-bach 1	new 2a	17
Coedffranc Central 1	new 2a	12
	<b>Total Estimated 2-3 year olds for Phase 2a</b>	<b>108</b>

<b>Phase 2b LSOA's (target 87 minus outreach)</b>		
<b>LSOA Name</b>	<b>Phase</b>	<b>Estimated 2-3 Year Olds Per Area</b>
Pelenna	new 2b	13
Dyffryn 1	new 2b	17
Bryn-coch South 4	new 2b	11
Resolven 2	new 2b	17
Neath North 2	new 2b	11
Allt-wen	new 2b	28
	<b>Total Estimate 2-3 year olds for Phase 2 b</b>	<b>97</b>

<b>Phase 3 expansion and outreach priorities for Phase 1, 2a and 2b</b>		
<b>LSOA Name</b>	<b>Phase</b>	<b>Notes</b>
Ystalyfera 1	Phase 3 - Outreach priority	Capital adaptations needed in WM school
Bryn and Cwmavon 4	Phase 3 - Outreach priority	Capital build due March 2024
Seven Sisters	Phase 3 - Outreach priority	Capital build due March 2024
Trebanos	Phase 3	Childcare Set Up needed in WM school

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:

We can be confident that the target numbers will be met within the timescales, however due to the complexities of expanding into a larger number of LSOA's for phase 2 (now to be 2a from April 2023 and 2b from Sept 2023), we need to remain realistic that roll out will start slowly whilst settings establish the required baseline quality standards and procurement requirements, whilst also balancing the unknown up-take from families.

**We have identified two potential challenges to reaching our targets, but feel our planning will mitigate both from being realised:**

**1. Potential lag in tack-up**

As we are aware that Phase 2 expansion area families are not as familiar with concept and use of childcare for 2-3 year olds, we remain mindful that the community trust and culture may need time to develop. We anticipated that take-up will lag as a result, so have mitigated this by over-reaching area expansion by 10-15%. In the unlikely event that are expansion areas had 100% take-up, this would be balanced by both the wider budget, and the outreach flexibilities we have both within phase 1 and 2 expansion, and the flagship programme budget.

**2. Lack of childcare in some areas**

We are aware that some LSOA's highlighted for expansion may not have sufficient childcare spaces, may not meet parental needs/expectations or may not yet meet the initial Flying Start quality criteria to start the process of becoming a Flying Start provider. For this reason, we are engaging with the whole NPT Childcare sector to encourage them to express and interest to work with Flying Start to become a FS provider. This approach will provide many advantages:

- Wider parental choice
- Less pressure and waiting lists within individual childcare settings
- Sustains the wider childcare sector
- Supports a drive to increase quality within the wider childcare sector
- Enables wider pathways to be established and developed, allowing for consistence of support with multiagency partners, particularly in line with ALN reform within the early years' sector.
- Ease of roll out for further phases in FS expansion.
- Even playing field for Childminders

**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 Two.*

**Please outline how your plans will address this policy aim, including increasing the number of:**

- (i) individual Welsh medium places;**
- (ii) the number of Welsh medium settings in the local authority area; and**
- (iii) the number of bilingual settings in the local authority area**

Building on on-going works, in line with our WESP aims, along with 1 new Welsh Language setting that opened this financial year, at least 3 additional Welsh or bilingual settings are due to open within the proposed Phase 2a and 2b expansion areas during 2023/24. Plans are ongoing for the following:

- Canolfan Plant Tregales – Coedffranc
- Canolfan Plant Gerddi Victoria – Neath Central
- Relocation and increase in registered numbers for Cylch Blaendulais
- Cylch Trebanws – YGG Trebanws

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 an awards based Welsh Language quality assurance scheme the “Welsh Award for Childcare” 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:

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

- 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 Two 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 Flying Start Childcare via Outreach?**

We aim to support between 30 and 60 outreach spaces during Phase 2a and 3 b. Phase 2a will see between 15 and 30 children supported, and similarly phase 2b will see an additional 15-30 children access childcare.

We will continue to use our Early Years panel to place children in childcare via outreach placement, and will be flexible and respondent to need.

#### **How do you propose to use Outreach to increase Welsh language childcare provision?**

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 were not be covered by expansion in phase one, and may not be covered in phase 2a or 2b, 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 additional spaces will be utilised for outreach, with scope to use existing and new FS childcare settings to accommodate this. We hope this offer will have an initial offer of Welsh language provision as a first offer.

**Please review the plan you submitted for Phase One. If there were areas that you were unable to expand Flying Start into in that Phase, please describe how these may now be reached as part of Phase Two.**

It remains the case that some areas not currently within Flying Start (FS) eligibility, that appear on the WG data set as more deprived than the proposed new LSOA expansion areas, are either already within plans to increase the NPT current FS coverage footprint, to enable us to raise up to our new target CAP of 1972, 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 March 2024. Through discussions during phase 1 with colleagues and partners, it was felt that expanding into new LSOA areas without accessible funded childcare during phase one or two would be difficult. Some of these areas will now be brought into Phase 2 plans as outreach areas of interest, to begin to identify need, and drive a demand for business development within these areas, in readiness of phase 3.

Outreach guidance will be refreshed again for phase 2, to further assist targeted support via the referral routes for families in non-Flying Start expansion 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 roll-out to reach their areas.

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

*In Phase Two, the childcare element of Flying Start is being expanded to new families and communities in Wales. Current programme guidance should be followed and the provision of childcare services in your expansion areas should mirror those 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 additional Flying Start childcare places in Phase Two by April 2023, please provide details of the relaxations you propose to adopt (as described in the guidance) and the steps you intend to take to transition to the requirements of Flying Start childcare:**

During Phase 2a and particularly 2b, children will be accessing some “Flagship” original FS settings and some newly engaged FS settings.



To ensure the “Flagship” original FS settings are recognised for their high quality, and remain motivated to be sectoring leading with their enhanced environments, there are plans to “kite mark” these settings, to allow parents to recognise the high quality kite mark that some settings have achieved.

The Expression of Interest (EOI) planned, that will be available to the whole NPT childcare sector will include baseline qualifying conditions to enable non-FS settings to start their journey towards being “kite marked” FS settings.

The Childcare support staff monitor the quality of all settings, using quality assurance frameworks, whereby settings are assessed as Red, Amber or Green settings, with targets set to ensure progress. This monitoring is built around the FS childcare guidance, requirements, monitoring and SLA.

The robust and mandatory suite of training developed by the Flying Start and Early Years Childcare Team will mirror the service level agreement detail, and ensure continuation of target setting and quality improvement.

Our existing FS flagship childcare service level agreements (SLA) have been updated to reflect new relaxed FS expansion childcare guidance, with an emphasis on achieving a flagship standard within a **2 year** time scale. These SLA’s will clearly set out the expectations for any childcare settings offering Flying Start funded childcare places. Associated training programmes, training requirements, support visit schedules, and quality monitoring will also be updated to reflect the new guidance.

## **2.7 Other Considerations:**

*To support your plans for expanding Flying Start childcare please consider the following questions.*

*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 Two expansion*) will receive their 2 ½ hours a day, 5 days a week, 39 weeks a year entitlement:**

**Phase 2a:** 135 childcare spaces

**Phase 2b:** 116 childcare spaces

**Outline the proportions of places in settings in terms of whether they will be:**

- **Welsh Medium Settings;**
- **Welsh Medium and English Medium Settings;**
- **English Medium Settings with some bilingual elements or**
- **English Medium Settings.**

Due to the planned procurement model being based on a county wide EOI, these proportions will be unknown, as childcare setting choice will be parental choice,

from a select list of suitable providers. However, as a minimum requirement to become a FS provider, there will be an expectation that every setting must be AT LEAST an **English Medium Setting with some bilingual elements**, and willing to engage in the “Welsh Award” to continue striving to increase the use of Welsh within their setting.

**Please also specify the proportions of settings that will be run by Local Authority, Voluntary, Private providers or Childminders.**

Due to the planned procurement model being based on a county wide EOI, these proportions will be unknown, as childcare setting choice will be parental choice, from a select list of suitable providers. However, as NPT does not currently have an LA run childcare providers, none of the settings will be categorised in this way.

### Section 3 – Authorisation

**Lead Body:**

**Signature:**

**Name:**

**Position:**

**Date:**

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