

Action Plan 2022 – 2027

	Target	The Need	Action Points	Monitoring	Timescale
1	Register new childminders across Gwynedd and support existing providers to maintain at least the existing level of provision.	There is always a high turnover of childminders because of the temporary nature of the work, but this has become more evident during the pandemic and the total number of child carers has decreased significantly.	<p>Work together with PACEY Cymru on a wide-ranging recruitment and promotion campaign.</p> <p>Provide briefing sessions and continuous support sessions through the registration process.</p> <p>Continue to offer financial support for the initial CYPOP5 training course.</p> <p>Review terms and sum of initial grants</p>	<p>5 childminders registering annually.</p> <p>Assess those deregistering and the reasons why.</p> <p>Number of Welsh speaking childminders registering for the first time.</p> <p>Number enrolling on initial CYPOP5 course.</p>	<p>Ongoing</p> <p>(There will be a need to keep an eye on numbers and review the target annually)</p>
2	Support settings to recruit and retain childcare staff	Many settings face significant challenges in recruiting and retaining their staff. This is a national problem.	<p>Collaborate with Gwynedd Council Human Resources to investigate combining jobs in Education, Childcare and Youth Work so that hours / salary are more attractive for staff to apply.</p> <p>Recruit childcare apprenticeships from the Council.</p>	<p>Recruit 2 new members of staff annually for the Council Nursery.</p> <p>No. of providers promoting vacancies on the WeCare.wales website.</p> <p>No. of settings having to close because of lack of staff.</p>	<p>Ongoing</p>

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			<p>Investigate the option of establishing a bank of casual staff working with Cwlwm partners?</p> <p>Develop a tile on Hwb Gwynedd to promote websites where childcare vacancies are advertised such as WeCare</p> <p>Work together with our Cwlwm Partners and Wecare to promote childcare as a career.</p> <p>Review the Council's salary formulae for childcare and education to encourage or lead to an increase in salary levels.</p>		
3	Accessible childcare available to children with ALN or disabilities	Some parents have noted a lack of suitable childcare for their child's needs.	<p>Relevant training for the County's childcare providers.</p> <p>Promote the ALN system and the information available on the Gwynedd Families HUB</p>	<p>Number of staff attending training.</p> <p>Number of children not able to attend provision.</p>	Ongoing
4	Establish new childcare, play and nursery education provisions	<p>Gaps in provision at Pen Llyn (Western) and other urban / rural areas</p> <p>Provision gaps Flying Start childcare, Nursery</p>	<p>Work with Cwlwm Partners to identify models of delivery in rural areas.</p> <p>Submit Capital bid to Government</p>	Number of new places registered with CIW	Ongoing

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		Education and the Childcare Offer	<p>Undertake a tender process</p> <p>Identifying start-up grants e.g. SAS (Set Up & Succeed) etc</p> <p>Annually assess birth</p> <p>Conduct area specific consultations</p>		
5	Holiday Provision / Play Schemes	<p>Success of the Summer of Fun activity and families seeing continuity.</p> <p>Need for provision in underprivileged areas and for vulnerable children during the holidays.</p>	<p>Implement the recommendations of the Play Assessment alongside the Childcare Assessment.</p> <p>Continue to develop and have more providers on the Gwynedd Council Play Providers Framework.</p> <p>Offer grants for provision</p> <p>Ensure a programme of relevant training for childcare and play workforce during the holidays.</p>	<p>Number of Play Schemes / Holiday clubs registering for the first time.</p> <p>Number of vulnerable children having access to activities during the holidays.</p>	Ongoing
6	Business continuity	<p>Size and suitability of buildings</p> <p>Changeable committees</p>	<p>Continue to apply for capital funding from Welsh Government to improve buildings and environments of childcare</p>	<p>Number of settings applying for sustainability grant funding</p>	Ongoing.

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			<p>providers to ensure they are fit for purpose, as opportunities arise.</p> <p>Work with CWLWM organisations to ensure that settings run by voluntary committees achieve Charitable Corporate Organisation as soon as possible.</p> <p>Review the Council's salary formulae for childcare and education to encourage or lead to an increase in salary levels.</p> <p>Regional Collaboration across Shaping the Early Years.</p> <p>Offer fair leases to providers on Council sites.</p>	<p>Number of settings with a robust Business Plan in place.</p> <p>Number of settings having to close because of lack of adequate budget.</p>	
7	Promote the Family Information Service (FIS) and advertise the financial help available to help	<p>Affordability is the main reason noted by parents as a barrier to childcare</p> <p>There are many schemes available to help with childcare costs.</p>	<p>FIS has created a factsheet summarising the schemes to help with childcare costs.</p> <p>Need to act on the recommendations of the recent consultation report to promote the information available.</p>	<p>FIS to report quarterly on promotion activities.</p> <p>Number using the 'Family Hub'</p> <p>Number of followers on social media.</p>	Ongoing

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	with childcare costs.	Need to ensure that every childcare setting registers to provide the Childcare Offer and to have Tax Free Childcare status	Promote the schemes available with childcare providers and encourage them to register. Set up more accessible registration systems for families.	Number of families registering for childcare Number of inquiries for help	
8	Need to start planning strategically to introduce the part-time childcare offer funded for every 2 year old as part of expanding Flying Start (Summer 2002).	Extending the Flying Start offer will increase demand for childcare for 2 year old children. Suitability of existing childcare to provide for 2 year old children as well e.g. Cylchoedd Meithrin	Review the available childcare settings to meet the projected increased demand. Work with Cwlwm Partners to identify provision models in rural areas. Identify areas that will need capital support for new provisions, or to extend present provision to meet the need. Discussions with Education – possibilities of childcare on school sites Set up a payment system for providers. Tender for childcare services.	Number of childcare settings available to meet the need. Successful tender processes. Number of successful new buildings/adaptations	Depends on the Government's timescale for extension

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9	Monitor availability and supply of childcare settings for 3 and 4 years old across the County to enable extending the Childcare Offer to parents on adoption leave and in further education and training	Childcare Offer extended to additional parents from September 2022, need to ensure there is adequate provision to address the additional demand	Review the childcare settings available to meet the projected increased demand.	Number of Childcare Offer applications, from parents on adoption leave or in further education and training, that are approved. Number of parents noting that there is no availability for their child.	April 2022 – March 2023
10	Support childcare settings to move over to the new digital system for the Childcare Offer.	Welsh Government developing a new national digital system for the Childcare Offer. Gwynedd Council one of the 2 delivering authorities doing a live test of the news system	Ensure comprehensive feedback from the live test. Train providers to register and use the new system. Support parents with the application process. Family Information Team to promote the new system and what support is available. Offer on IT grant for settings without appropriate equipment.	Number of providers registering. Number of enquires for support.	June – November 2002 to resgister providers. Ongoing for support Ongoing for support for parents.

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11	Arranging a training programme for the childcare workforce that is easily available with regard to booking places and the times the courses are held.	<p>Numbers low unless the trainer can offer evening and weekend sessions.</p> <p>Easy access to register on training courses.</p> <p>Need to reach statutory requirements.</p> <p>New requirements of the Curriculum for Wales</p>	<p>Hold virtual recorded training, where necessary.</p> <p>Need to create an accessible system for setting to book a place on training. Need to work with the Council's IT Unit to develop a new online system.</p> <p>Offer grants to order IT equipment for any new provision.</p> <p>Keep a register of staff training and hold enough training sessions to met demand in order to reach CIW requirements.</p>	<p>Online system to book training sessions in place.</p> <p>Number of IT grants approved.</p> <p>Number registering and attending courses.</p>	Ongoing
12	Flying Start Adequate staffing levels to address the required qualifications for level 3 assistants and leaders on level 4/5	Ensure that new officers have the opportunity of having relevant training.	Work together with Mudiad Meithrin and settings committees to ensure that offers are given support to follow courses.	FS teachers and the scheme's Monitoring officer will monitor progress termly, identifying any barriers.	Ongoing
13	Increase attendance of children funded in childcare settings	Increase in % of children attending using their childcare entitlements,	Childcare Development Officer programme of work – developing how information about the childcare provision will be shared	Work closely with the central Team – monitor progress of developments,	Ongoing

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	by the Council. (Nursery Education / Flying Start / Childcare Offer	so that they can take full advantage of provision.	– virtual developments, developing a system to register children. Further work to increase % of children's attendance in settings showing continuous low attendance levels.	discuss and identify any barriers. Increase % children's attendance in childcare settings and Nursery Education	
14	Need to keep monitoring number of instances of new housing developments completed	With lack of childcare in some areas and lack of adequate places in some populous towns, any new developments will have a possible effect on the number of childcare places needed.	Access to up to date information on housing developments Feed information into annual action plans.	Annual meetings with Officers of Council and National Park Planning Departments	Annual
15	Ensure a Welsh language / Bilingual provision to all children in the County	Continue to keep Welsh medium settings despite the challenge of recruiting fluent staff. Encourage childcare settings, that have been designated English only, to address the requirements of the 'Active Offer'	Offer initial grants to new setting providing in Welsh / Bilingually Encourage Cwlwm Partners to ensure they appoint fluent Welsh staff Promote Camau training courses Camau Learn Welsh Act on the recommendations of the CYSGA	Number of Welsh / Bilingual childcare staff Number of Welsh / Bilingual provisions Number of setting noted by CIW as providing the Active Offer on their Inspection Reports	Ongoing

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			Commission Welsh language provision for 2 year old children.		
16	Ensure childcare provision of the highest quality for all children in the County	<p>Lack of visits during the lockdown period from Cwlwm Partners, CIW, Estyn and Gwynedd Council officers</p> <p>Nearly 10% of responses to parents' questionnaire disagreeing that the standard of childcare provision is high</p>	<p>Hold ITERS / SSTEW assessments</p> <p>RAG score for childcare settings</p> <p>Follow action points from CIW or Estyn inspection</p> <p>Offer training and relevant support to raise standards</p> <p>Encourage settings to go for quality accreditation</p> <p>Offer support to visit high quality provision, mentor provision that needs improvement</p>	<p>Scores of 5 or higher</p> <p>% settings with green status</p> <p>CIW / Estyn quality scores</p>	Ongoing
17	Implement the Curriculum for Wales	Curriculum becomes active from September 2022	<p>Training and support non-maintained settings to address the curriculum.</p> <p>Training for non-funded settings, to share the ethos of the Curriculum.</p>	Every Education setting has received training and is implementing it	September 2022 -ongoing.