

Early Years and Childcare Bulletin



July 2016

Issue 13



IN THIS ISSUE

WELCOME

From Alex Gamby
Head of Early Years and Childcare

1

SAFEGUARDING

Kent Safeguarding Newsletter and e-safety blog, Private Fostering

2

IMPROVEMENT AND STANDARDS TEAM

Ofsted updates, DfE news and 'Outstanding Practitioners Make the Difference'

3

OUT OF SCHOOL

KCC's Out of School Childcare Conference, Ofsted updates and Briefing and Networking Sessions

4

SUFFICIENCY AND SUSTAINABILITY TEAM

Compliance update, Committee news and FF2 reminders

5

EQUALITY AND INCLUSION TEAM

Early Years Pupil Premium Funding, message from Portage

6

PARTNERSHIP AND INTEGRATION TEAM

Threads of Success, Emporium Plus, Collaborations and EFICL

7

CHILDREN AND FAMILIES INFORMATION SERVICE

Free, confidential, impartial information to parents and carers

8

HEALTH

Keeping children healthy in the sun, Health Visitor information

9

BRIEFING AND NETWORKING SESSIONS

Details on October Sessions

10

COMING NEXT

11

NEWSLASH

12

CONTACT US

WELCOME FROM



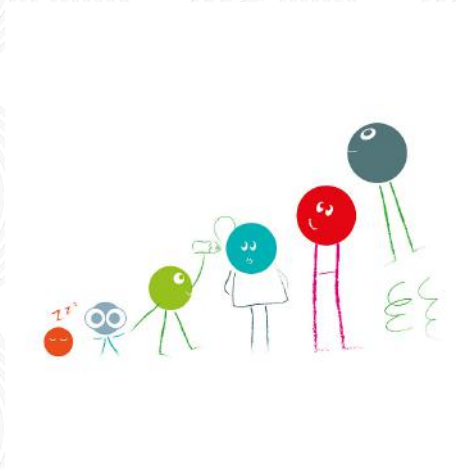
Alex Gamby

HEAD OF EARLY YEARS AND CHILDCARE

Threads of Success

We are delighted that in May we were able to launch Threads of Success, our refreshed and extended offer of services and products to support excellence in Early Years and Childcare provision.

Thank you very much to those of you who were able to attend our launch events – we were pleased to welcome attendees from a wide range of settings, schools and childminders.



For those of you who were not able to attend a launch event, Threads of Success is a comprehensive and flexible framework to support the delivery of excellence for children, young people and their families.

The 'Threads' themselves are:

- **Support for New Providers**
- **Marketing and Promotion for Success**
- **Committee Matters**
- **How to Break-even and Avoid Bad Debt**
- **Early Years Eco Schools**
- **Leadership and Management**
- **Enhancing Learning in the EYFS**
- **Supporting the Holistic Needs of Babies and Under Twos**
- **Supporting and Meeting the Needs of Two Year Olds**
- **Improvement and Achievement Award**
- **Supporting and Meeting the Needs of Out of School Childcare Providers**
- **The Learning Environment**
- **Parent and Family Involvement**
- **Equality of Access and Inclusive Practice**
- **Working in Collaboration with other Providers and Partner Agencies**
- **Safeguarding**
- **Information and Communication**

Threads of Success is differentiated for provider types and comes with a range of delivery options and products and a differentiated charging policy. Some services and products continue to be centrally funded for some providers.

For further information please follow the link to the Threads of Success website www.threadsofsuccess.co.uk

Transition Matters

At the Early Years and Childcare Briefing and Networking Sessions during June we launched our refreshed EYFS 'Transition Matters', providing a framework for supporting transition throughout the EYFS and Out of School Childcare provision.

Transition Matters also includes information and guidance on the role of the Key Person, meeting the needs of each child, guidance for home visits and effective practice examples. Transition Matters packs will be circulated in due course for settings and schools not able to attend a Briefing and Networking Session.

1 Safeguarding

The Education Safeguarding Team publishes a newsletter on KELSI three times a year. Please ensure you read the newsletter as it contains important updates and information. <http://www.kelsi.org.uk/support-for-children-and-young-people/child-protection-and-safeguarding/child-protection-newsletters>

Has your Designated Safeguarding Lead signed up to receive regular emails and updates when new local and national e-safety resources become available? You can do this by visiting <https://kentesafety.wordpress.com/>

Would you be able to identify a child who was being Privately Fostered? To find out more visit <http://www.kent.gov.uk/education-and-children/adoption-and-fostering/private-fostering>

2 Early Years and Childcare Service Improvement and Standards Team

Ofsted News

Ofsted is continuing with its inspection cycle and has begun to inspect new registrations and settings previously judged as satisfactory. Please speak to your allocated Adviser for guidance on additional strategic improvement visits and Threads of Success training packages that will meet your needs.



DfE News

A recent consultation on the changes to the disqualification arrangements for childcare workers closed on 1 July 2016.

To summarise, the consultation sets out three separate options for changing the arrangements in schools and non-domestic registered settings. The DfE is not proposing to make changes to the arrangements where childcare is provided on domestic premises but is looking to address the 'by association' elements of the current arrangements, which mean that a childcare worker can be disqualified because someone who lives or works in their household is disqualified.

<https://consult.education.gov.uk/school-employment-division/childcare-disqualification-arrangements>

Ofsted Update

What are the most frequent areas identified for improvement following recent Ofsted inspections?

Analysis of the most recent Early Years provider reports has identified:

- Observations, planning, assessment, tracking of children and cohort tracking to identify gaps is often not robust
- Self-evaluation, monitoring systems including identifying strengths and areas for development including the environment are not always effective
- Quality of teaching, in particular sustained shared thinking by asking open questions to challenge children's thinking needs to be improved
- Informing Ofsted of changes to manager, committee, including providing information on suitability is not always undertaken
- Involving parents in sharing learning about their children including starting points and self-evaluation is not always effective.

How is your Early Years provision meeting these key requirements? The Early Years and Childcare Service Threads of Success offer has a range of support packages that can assist you in addressing these, including:

- **Leadership and Management** – Supports leaders and managers in their processes to develop a rigorous monitoring, reviewing and evaluating system that drives continuous improvement
- **Observation, Assessment and Planning** – Provides Early Years practitioners with the opportunity to explore the cycle of observation, assessment and planning. To ensure they fully understand how to make accurate and effective observations and assessment, to inform planning that meets the needs of individual children and addresses gaps in learning
- **Are You Ready for Your Inspection?** – This course supports Early Years managers in understanding the current Ofsted inspection framework. Using the Ofsted documentation it explores the main elements of the inspection process and provides practitioners with the opportunity to reflect on their current practice and provision in preparation for inspection
- **Strategic Improvement visits** – Advisers will act as a critical friend through regular structured visits to support you in identifying key areas for improvement
- **Safeguarding and Welfare Requirement Audit** – Advisers will complete a robust and rigorous audit to support you in identifying key areas for improvement in preparation for the Common Inspection Framework.



To discuss your training and support requirements please contact the Threads of Success mailbox threadsofsuccess@kent.gov.uk

Leaders of Learning - Professional Development Leadership Programme **'Outstanding Practitioners make the difference'**

Target audience: Private and Voluntary Early Years sector, middle management: Deputy, Lead Practitioner, Room Leader or experienced practitioners.

Overview: The aim of the programme is to help each practitioner to lead highly effective educational provisions for children, as well as understanding how they can build the capacity of those that work alongside them.

The mediocre teacher tells, the good teacher explains, the superior teacher demonstrates, the great teacher inspires (William A Ward)

Aim: To identify and develop the skills, attributes and attitudes required for outstanding middle leadership competencies and behaviours, to ensure all children reach their full potential.

Session 1: Emotional Intelligence, Resilience and Reflective practice

Session 2: Leading Practice (Characteristics of Effective Learning, Child Development, How Children Learn)

Session 3: Quality of Teaching and Learning (Characteristics of Effective Teaching, Observation, Assessment, Planning, Enabling Environment)

Session 4: Change Process (leading change, models and coaching)

Session 5: Securing Continuous Improvement (action planning, measuring impact, time management)



"It has given me lots to think about in, how I can be a positive role model for staff and encourage good practice"

Early Years Practitioner, Shepway

To express your interest in this course please visit our new Threads of Success website at www.threadsofsuccess.co.uk or contact us via our mailbox threadsofsuccess@kent.gov.uk.

3 Out of School

Kent County Council's Annual Out of School Childcare Conference

Further to the update in the last Bulletin, we are pleased to advise that places at the Out of School Childcare Conference are filling up fast. We are keen to ensure that as many of Kent's practitioners working within standalone Out of School childcare settings, Early Years settings offering wraparound care and school based Out of School childcare are able to attend, so we can share with you:

The Power of Play

"Ask me, respect me, understand me and help me play"

Saturday 16 July 2016, 9.30am to 4.30pm

Oakwood House, Maidstone

Play is integral to children's development and learning. Out of School practitioners have the privilege of creating highly inclusive play spaces, environments and play opportunities for children to express themselves through meaningful play experience. This year KCC's Out of School Conference is offering delegates interactive workshops that link to children's individuality, creativeness and playfulness. Inspiring key note speakers will identify the importance of interaction, communication and the values of creating and supporting effective play provisions in relation to children's well-being and their desire to play:

The speakers include:

- Elizabeth Jarman - leading education professional and sole provider of 'The Communication Friendly Spaces Approach'
- Stuart Lester - Senior Lecturer in play and playwork at the University of Gloucestershire

Practitioners will be able to attend a maximum of two workshops on the day and can choose from:

- Create a Space with Elizabeth Jarman
- Bringing Play to Life and Life to Play with Stuart Lester
- Create with Nature - Naturally!
- Loose Parts
- A Sense of Belonging – supporting children's emotional health and well-being

Practitioners will also have an opportunity to visit a range of market stalls offering advice, support and information to delegates.

To book your place visit http://cpdonline.kentcpdonline.org.uk_EYC 16/128

Ofsted Update

Analysis of the most recent Out of School provider inspection reports has identified some common areas for improvement:

- Self-evaluation and monitoring systems which identify strengths and areas for development including the environment are often not robust
- There is a need to develop the environment including the range of resources on offer, their accessibility and level of challenge
- Planning for activities and learning experiences that are appropriate to the developmental stage of the children are not always purposeful and challenging
- Developing independence including snack-time and making choices from resources needs to be improved.

How is your Out of School provision meeting these key requirements? The Early Years and Childcare Service Threads of Success offer has a range of support packages that can assist you in addressing these, including:

Planning, monitoring and evaluation of play opportunities in Out of School settings -

This course supports Out of School managers and practitioners in understanding the importance of planning for play and the benefits of monitoring, reviewing and evaluating including taking into account the child's voice

Strategic Improvement visits – Advisers will act as a critical friend through regular structured visits to support you in identifying key areas for improvement

SACCERS Audit – Advisers will complete a robust and rigorous audit to support you in identifying key areas for improvement in the environment and interactions.

To discuss your training and support requirements please contact our Threads of Success mailbox.

Out of School Briefing and Networking Sessions

We were delighted with the feedback received following our Out of School Briefing and Networking Sessions which took place in May.

Those attending said they had appreciated the updates provided and the opportunity to share good practice and information with other settings. When asked what could have been better, several attendees wanted the sessions to be longer giving more opportunity to share ideas.

Dates for November sessions are now available to book on CPD Online.



Out of School Collaborations

We are still keen to develop some Out of School collaborations. These are ideal forums for you to share ideas and good practice. Collaborating with other settings could also be a more cost effective way to purchase training.

If you are interested in leading a collaboration please visit KELSI to access our Guide for Collaboration Leaders or visit our Threads of Success website to find out what support is available to start a collaboration. For general enquiries about joining a collaboration please email eycollaborations@kent.gov.uk.

4 Early Years and Childcare Service Sufficiency and Sustainability Team

Free for Two (FF2) Delivery Team

A few important reminders for all FF2 registered childcare providers:

1. Please submit your FF2 New Starter and Continuing Claim Forms promptly. As mentioned in the previous Bulletin, payments in excess of £15,000 would not have been claimed unless the FF2 team had chased missing paperwork. Going forward, there will not always be the capacity to do this and it would be a shame to miss out on money that you are entitled to.
2. If a parent wishes to complete a FF2 application at your setting, please do this with them, preferably online. Never give a parent a printed copy of an application form to complete themselves.

3. Ensure that a child has been confirmed as eligible to receive the funding by the FF2 team before allowing them to start. If you have not seen confirmation, please contact the FF2 team for advice.

4. Regardless of how many weeks there are in a term, KCC can only fund a maximum of 38 weeks non-stretched or 48 weeks stretched as this equates to the 570 hours of funding received from the DfE.

When completing a claim form, funding must only be recorded from the beginning of the week that eligibility has been confirmed and when the child has actually taken up their place. The first funded week is the first week you are open at the beginning of a new term. If a child starts part way through a term, you must deduct the number of funded weeks that have already passed.

Claims cannot be based on the remaining weeks you are open in a term as they may not all be funded weeks.

Here is a reminder of the number of weeks that can be funded per term:

Autumn 2016 = 14 weeks non-stretched
or 16 weeks stretched

Spring 2017 = 11 weeks non-stretched
or 14 weeks stretched

Summer 2017 = 13 weeks non-stretched
or 18 stretched

Provider Payment Schedule - claim forms must be with the FF2 team by 5pm on the cut-off date to be included in that particular payment run.

The FF2 Team is always available to help with any FF2 issues. If you have any questions, please do get in touch at eyfreefor2@kent.gov.uk

Compliance Update

Public Liability and Employers' Liability Insurance

A number of providers have been questioning why Childcare Sufficiency Officers are asking about Insurance Certificates when carrying out compliance visits. In order to comply with the Kent Provider Agreement you are required to *"have the appropriate public liability insurance with a recommended minimum indemnity limit of £5m for each and every claim, which must be prominently displayed at all times in the setting"*. This insurance covers the setting for claims made by members of the public or other businesses. Further details can be found on Page 10 of the Provider Agreement, Section 9 Provider Responsibilities.

In addition, you are required to hold Employers' Liability Insurance to meet the cost of compensation for employees' injuries or illness whether they are caused on or off site. You must be insured for at least £5 million and can be fined if you do not hold a current policy which complies with the law. When you take out or renew a policy, your insurer will give you a certificate of employers' liability insurance. This must state clearly the minimum level of cover provided and the companies covered by the policy. You must display a copy of the certificate where your employers can easily read it. Further details can be found at <http://www.hse.gov.uk/pubns/hse40.pdf>

Funding Patterns

Please remember the funding patterns from September 2016 and make them available to parents in advance. Please ensure that when setting your dates you refer to the PVI Calendar and the Schedule of Payments so that you can claim the correct number of weeks per term. Full details can be found on KELSI :

<http://www.kelsi.org.uk/school-management/data-and-reporting/management-information/early-years-free-entitlement>



Committee News

The Charity Commission for England and Wales and the Office of the Scottish Charity Regulator launch a new Statement of Recommended Practice (SORP) research consultation. Views are sought on:

- the SORP's structure, format and accessibility
- implementation issues that require improvements to the SORP
- SORP Committee members' suggestions for changes to the SORP
- charity regulator themes for making changes to the SORP
- your ideas for items to remove, change or add to improve the SORP

The consultation document can be viewed via the dedicated SORP micro-site at

<http://www.charitysorp.org/>

5 Early Years and Childcare Service Equality and Inclusion Team



Colleagues in Essex enjoying Early Talk Boost

We have been delighted with the interest and take up of the new and revised Threads of Success offer. As well as delivering training and support visits within Kent, Early Years and Childcare Equality and Inclusion Advisers have ventured further afield to venues in Harrow and Colchester to deliver Early Talk Boost and Kent Progress Tracker training.

Are you accessing additional funding in your setting?

Remember that you can use Early Years Pupil Premium (EYPP) funding to buy training that will support the learning and development of the eligible children. For those children who meet the criteria for Severe and Complex Accessibility and Resources Funding (SCARF), training costs can be added to your SCARF request if the training is recommended by multiagency colleagues or suggested at Early Years Local Inclusion Forum Team (EY LIFT).

Pre-EYLIFT and SENCO support

Please note that our visits to support you as part of the KCC Early Years Local Inclusion Team referral process will continue to be centrally funded (free to you) and you can continue to request these visits by completing the revised Request for Support form -- see link below and sending directly to the EYInclusion@kent.gov.uk inbox.

<http://www.kelsi.org.uk/support-for-children-and-young-people/early-years-and-childcare/equality-and-inclusion>

This form is also available on KELSI, on the Threads of Success website or directly from an Equality and Inclusion Adviser.

Portage: A message from Tracy Harvey Portage Manager

Severe and Complex Accessibility and Resources Funding (SCARF) applications

Thank you to those settings who have joined together with Portage for a transition planning visit at a child's home.

Working together has helped settings to complete SCARF requests and by seeing children at home, practitioners have been able to identify what additional support is going to be needed for a successful placement. Portage and parents are able to share information about the child's learning, as well as sharing the Portage checklist, profile and aims achieved.

These visits also give families an opportunity to begin to build relationships with staff in settings and feel confident that the needs of their child will be met.

The Portage checklist links to the EYFS, clearly identifying what the child has achieved while receiving support from Portage. This can be transferred to the setting's aims and help to generalise skills developed at home.

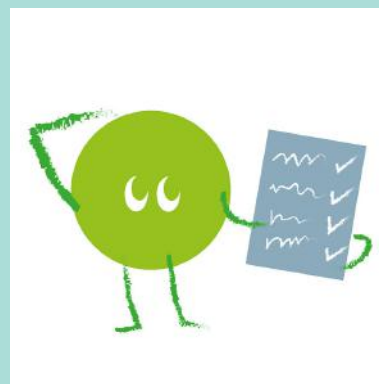
If you have a child starting at your setting and you know that they have Portage, please contact us via email at kentportage@kent.gov.uk so we can put you in contact with the Portage Home Visitor.

6 Early Years and Childcare Service Partnership and Integration Team

Threads of Success

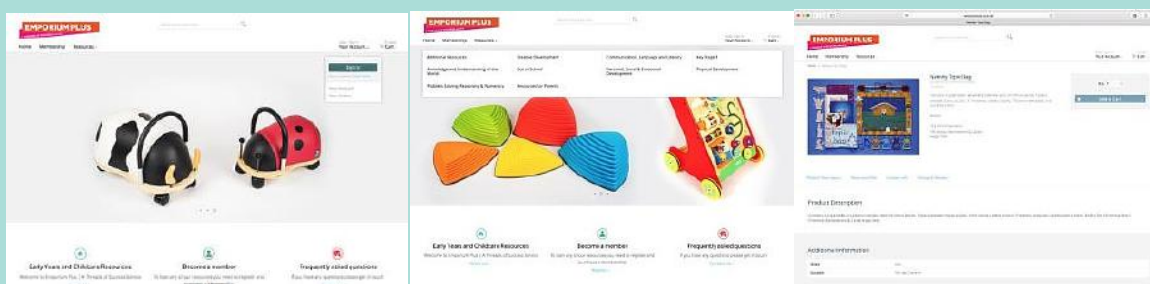
If you missed our Threads of Success launch events and would like more information on how to access the services provided by the Early Years and Childcare Service and receive a brochure please email our Threads Coordinator.

Our new and revised offer includes some centrally funded products and services and details of all other courses and support available to you.



To access the Threads of Success website referenced to in various articles within this Bulletin please visit www.threadsofsuccess.co.uk. To contact the Threads Coordinator or to contact the Threads of Success mailbox to discuss training requirements please email ThreadsofSuccess@kent.gov.uk.

Emporium Plus



Those of you who attended the recent Threads of Success launch events will know that Emporium Plus now has a new website with a smarter ordering and payment system. Additional staff are also helping to ease pressure on stock and service demands.

Emporium Plus has over 3000 high quality resources which give children a variety of learning experiences at little cost.

Find out more about the new membership fees and visit the new website at www.EmporiumPlus.co.uk

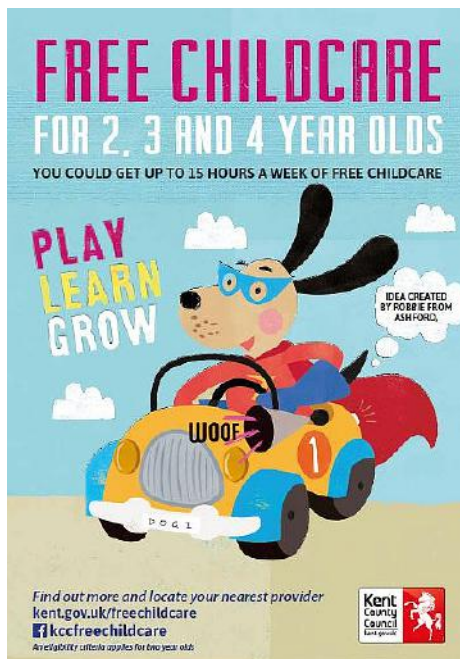
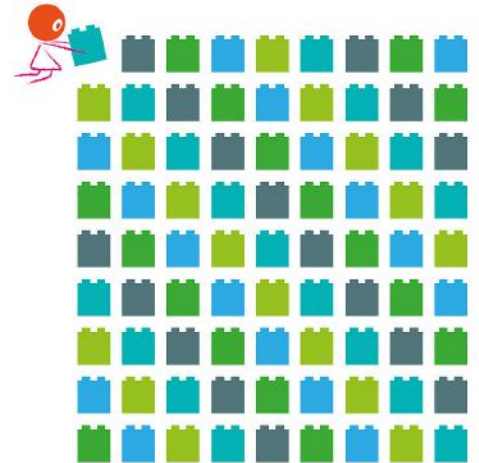
Try before you buy! Why not try a resource from Emporium Plus that you have seen to make sure it is suited to your needs.

Early Years Collaborations

We now have 426 settings in 55 collaborations across the county. We are particularly keen to get new collaborations up and running in the Maidstone, Thanet and Tonbridge and Malling districts.

Joining a collaboration is a great way to share good practice ideas with other settings, help keep each other up to date and provide support for each other. It can also be a more cost effective way of accessing training. Leading a collaboration does not have to be onerous and can be a good professional development opportunity for you or a strong deputy.

If you are interested in leading a collaboration please visit KELSI for our Guide for Collaboration Leaders or visit our Threads of Success website to find out what support is available to start a collaboration. For general enquiries about joining a collaboration please email eycollaborations@kent.gov.uk.



Free Early Education and Childcare

The Early Years and Childcare Service continues to promote the benefits of free childcare and in particular Free for Two. One of the ways in which we do this is via our Facebook page at <https://www.facebook.com/kccfreechildcare?ref=hl>

If you use Facebook within your setting please help us to reach as many families as possible to help increase take up by liking our page.

Settings have begun to receive the new free childcare railings banners. If you have not received yours yet please email eycollaborations@kent.gov.uk and we will make sure you are on our database to receive one.

Enhancing Family Involvement in Children's Learning (EFICL)



KCC's SmarterPlay app is free to download and is available for iOS and Android. The app is ideal for parents with children aged 0 to 5, giving tips on how to support their child's development as well as providing geo locations of childcare and other child-friendly places.

A promotional flyer is available to download on KELSI.

7 Kent Children and Families Information Service (CFIS)

We are here to help

The CFIS provides free, confidential, impartial information and advice to parents, carers and members of the public. We can help families with childcare, early education, parenting, family life and issues that affect children.

If you are a childcare provider we can supply your details to parents and carers. You need to ensure your details are up to date to allow us to keep parents and carers fully informed about your service. We can only advertise the details of your service with your written permission. If you haven't used our service before please get in contact and help us to help you.

For further information please go to <http://www.kent.gov.uk/education-and-children/childcare-and-pre-school>

Contact the Kent CFIS who will be more than happy to signpost you to the correct department or organisation
Kentcfis@kent.gov.uk
03000 41 23 23
www.facebook.com/kcccfis

The CFIS can help you to:

- advertise your setting's details online, via email or through our advice line to families looking for childcare in your area
- advertise an event your childcare setting is holding through our Facebook page
- advertise any childcare job vacancies that you may have through the Kent County Council website
- support all childcare providers no matter what the enquiry and are happy to offer advice, information and assistance whenever needed.

Please remember if you are looking for information about headcount week, estimates, PVI calendar or EYPP this information and more can be found on the KELSI website. If you are unsure on how to complete an application form for the Free for Two funding please contact the Free for Two Team directly eyfreefor2@kent.gov.uk or call them on 03000 413 700.

8 Health

As the weather is getting warmer we need to make sure our children are healthy in the sun and settings are keeping children safe. Settings can gain an award for being a sun safe nursery quite easily and it would contribute to their Ofsted Good and Outstanding grade descriptors. For further information please click on the link below:

<http://www.sunsafenurseries.co.uk/>

For information on how to contact the Health Visiting Service across Kent please visit:

<http://www.kentcht.nhs.uk/service/health-visiting-service/>

9 Briefing and Networking Sessions

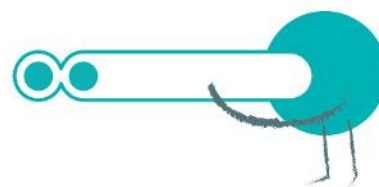
The dates and venues for next term's Briefing and Networking Sessions have been confirmed as follows:

Date	Event Code	Area	Venue
5 October 2016	16/195	North	Inn on the Lake
11 October 2016	16/196	East	The Coniston Hotel
12 October 2016	16/197	South	The Ark Christian Centre
1 November 2016	16/198	West	Salomons

These sessions are a good way to receive updates and share ideas and information with other settings. So if you have never attended one of these sessions why not book yourself a place via CPD Online and meet other providers and colleagues from the Early Years and Childcare Service?

10 Coming Next

Planning for 30 hours of Free Childcare



11 Newsflash

The DfE website Get into Teaching sets out the training options available to become an Early Years teacher. It also explains the funding available for both early years employers and trainees. For further information please visit

<https://getintoteaching.education.gov.uk/explore-my-options/become-an-early-years-teacher>

Wraparound and holiday childcare: parent and childcare provider 'rights to request'. Guidance for local authority maintained schools, academies and free schools can be found at

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/525140/Rights_to_request_gov_consultation_response.pdf



This summer Libraries everywhere are celebrating the 100th anniversary of that most popular of storytellers – Roald Dahl. The annual Summer Reading Challenge for children aged 4-11 encourages you to have fun reading over the summer holidays.

**In All Kent Libraries from 16 July – 17 September
It's FREE and it's FUN!**

By taking part in The Big Friendly Read you get a special folder with extracts from Roald Dahl stories. The challenge is to read at least 6 books over the summer (anything you like) and collect special cards along the way. The cards have amazing artwork by Quentin Blake - some have scratch and sniff smells too! They all fit in your Big Friendly Read folder. When you finish the challenge you get a certificate and a medal too (while stocks last). There are other Roald Dahl-themed incentives and activities as well – check them out at your local library!

Look out for the Summer Reading Challenge app for even more fun and games.

Last year 16,500 Kent children got involved in the Summer Reading Challenge.

"It helped my son continue reading through the school holidays as he finds reading difficult. The stickers were a great incentive – especially the smelly ones!"

"I liked the challenge because for once I wanted to win my own medal, and I have"

Find out more on the website www.bigfriendlyread.org.uk

Contact your local library for information on local events and activities that support the challenge.

The Reading Agency's annual Summer Reading Challenge, delivered by libraries, gets three quarters of a million children into libraries to maintain their reading skills and confidence.



11 Contact Us

Threads of Success	www.ThreadsofSuccess.co.uk ThreadsofSuccess@kent.gov.uk
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Free for 2 (FF2) Team	Eyfreefor2@kent.gov.uk
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Equality and Inclusion	EYInclusion@kent.gov.uk
Collaborations	EYCollaborations@kent.gov.uk
Emporium Plus	Emporiumplus@kent.gov.uk
Workforce Development	Earlyyearsworkforce.ask@kent.gov.uk
Kent Children and Families Information Service	Kentcfis@kent.gov.uk
Management Information	eyfe@kent.gov.uk
KELSI	http://www.kelsi.org.uk/curriculum_and_pupil_earning/early_years_and_childcare/including_all_children.aspx
Schools e-bulletin	http://www.kelsi.org.uk/working_in_education/news.aspx

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