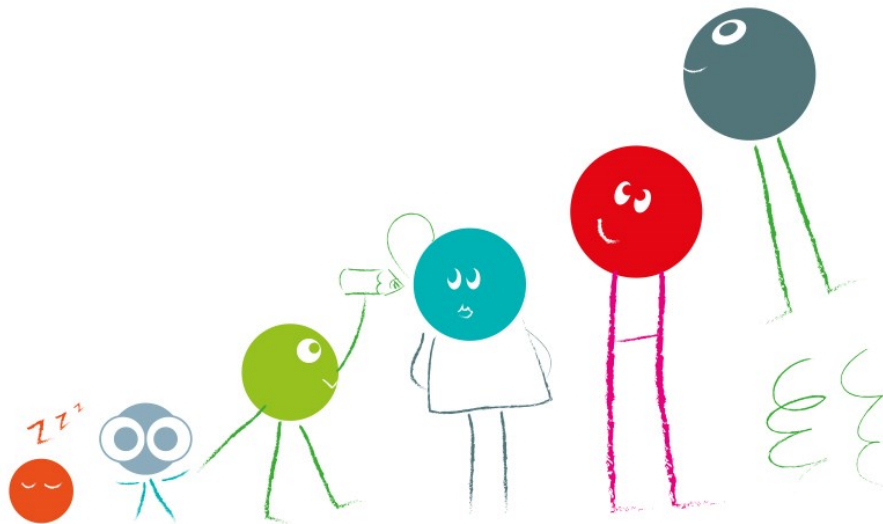




Early Years and Childcare Excellence

# Early Years and Childcare Bulletin

September 2017

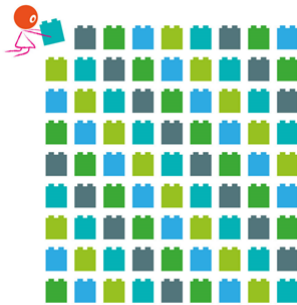


**Kent County Council**

**Early Years and Childcare Service**

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## Welcome and Introduction Alex Gamby, Head of Early Years and Childcare

Welcome to a new term. I hope that you all enjoyed a pleasant summer break.

### Early Years Foundation Stage Profile 2017

Once again this year there were very positive outcomes for children in the Early Years Foundation Stage. Overall, 74.3% of children achieved a Good Level of Development (GLD) which is above the emerging national average. However this represents a 0.5% decrease compared to 2016 which is disappointing.

Girls continue to out-perform boys with 80.8% of girls compared to 68.2% of boys achieving a GLD. This represents an improved position from a gender gap of 14.2% in 2016 to 12.6% in 2017. We need to continue to improve this downward trend, to narrow the gender gap further, which has improved from 15.0% in 2015 and 14.2% in 2016.

Information about district variations and trends and other achievement gap data will be presented at the next round of Early Years and Childcare Briefings and Networking Sessions in October and also in the next edition of this bulletin.

### Education Services Company

Work continues to prepare for the launch of the new Education Services Company. The company Board is now established and will start to meet shortly. The Early Years sector representative Non Executive Director on the company Board will be confirmed shortly. There will be a soft launch at the EduKent Expo on 8 November, and we expect the company to go live in April 2018. Again, more information will be shared at the Briefing and Networking Sessions in October and in subsequent bulletins.

## Early Years and Childcare Provider Association

Some providers have asked recently about the origins and purpose of the Kent Early Years and Childcare Provider Association. At Early Years and Childcare Briefing and Networking Sessions in February 2016, district based volunteer representatives were invited from private, voluntary and independent Early Years providers. Simultaneously, representatives of Early Years school based provision and also Early Years Teaching Schools were sought via the Kent Association of Headteachers. Subsequently the Early Years and Childcare Bulletin May 2016 stated:

'Thank you to those who, at our last Briefing and Networking Sessions, expressed an interest in being part of an Early Years and Childcare Providers Association. We are in the process of contacting everyone who expressed an interest and will publish the final membership once this is confirmed.'

An inaugural meeting of the Association was held on 8th June 2016, further to which the Terms of Reference were shared in October 2016 Bulletin. Please find the link to this [here](#).

The membership was confirmed in the November edition, link [here](#)

An update on the Association was included on the agenda for Early Years and Childcare Briefing and Networking Sessions in June 2017 using these [slides](#).

General information about the Association is in the process of being uploaded to the Early Years and Childcare page on KELSI. Additionally, Association members will usually be available at Early Years and Childcare Briefing and Networking Sessions to talk to providers if required.

A handwritten signature in black ink, appearing to be 'ASa' followed by a flourish.

## News and Updates

### Safeguarding

It has recently come to our attention that some settings are not meeting the basic safeguarding requirements expected of them. This has resulted in Ofsted identifying failures during inspections and, more worryingly, some children being left vulnerable and at risk of harm. This is clearly not acceptable.

We would like to remind you about the statutory guidance, including Working Together to Safeguard Children 2015 and the Early Years Foundation Stage 2017, which clearly sets out the safeguarding children requirements. Everyone who comes into contact with children and their families has a role to play.

By way of a reminder, Ofsted's Common Inspection Framework follows the main principles of the statutory guidance for schools, [Keeping Children Safe in Education 2016](#), with which Early Years settings may not be familiar. This guidance is comprehensive in its requirements, including the roles and responsibilities of the Designated Safeguarding Lead (DSL) and governance of settings, and should also be considered best practice for Early Years settings. For this reason, we recommend you follow the principles of the document, which will also help you evidence that your setting is meeting Ofsted's requirements. This and other helpful safeguarding information can be found on the Education Safeguarding Team's Child Protection and Safeguarding pages on [KELSI](#).

If you have any queries of a safeguarding nature, either in relation to individual children or policies and procedures, please make use of your Area Safeguarding Advisers whose contact details can also be found following the above KELSI link. Please remember to read and cascade the Child Protection newsletter which is emailed on a termly basis to all settings.

[NSPCC Net Aware](#) – Guide for parents to the social networks children use.

## **Message from Kent Police September 2017**

As a result of the terror-related incident at Parsons Green underground station, London, on Friday 15 September 2017, the national threat level was raised to 'Critical'. It has today been reduced back to 'Severe', meaning a terrorist attack is very likely. However, at the current time there continues to be no specific threat to Kent.

On the morning of Saturday 16 September, Kent Police officers in the area of Dover Port made a significant arrest of an 18-year-old man suspected of being involved in the Parsons Green incident. A second arrest was made this morning by Metropolitan Police officers in the Hounslow area of west London. While the investigation remains ongoing, we at Kent Police wish to remind all communities of the need to remain alert but not alarmed by the threat to the UK from international terrorism. As such, I am very much seeking your support in sharing this important message.

We implemented a range of activities from our 'move to critical' plan with the support of partners and stakeholders. This included additional policing activity, both armed and non-armed, to reassure the public. We also had a full command structure in place including a Strategic Coordination Group meeting daily to keep all partners updated.

Kent Police regularly reviews existing security measures, allocates patrols where required and listens to concerns to ensure we respond in a measured way.

We have previously circulated the STAY SAFE principles (**Run, Hide, Tell**) but if you have not seen this then please read the information and watch the video on the Government's Stay Safe guidance, which is available at [www.gov.uk](http://www.gov.uk). The link <https://www.kent.police.uk/advice/terrorism/> takes you to our external website with posters in various languages (English, Hebrew, Hindi, Nepali, Punjabi, Urdu and Arabic) which can be placed in key locations of interest/places of worship.

**Public safety is our priority** so we are using proven operational tactics to ensure the public is well prepared and protected. We are also working closely with other national charities/groups such as Community Security Trust (Protecting Jewish Communities) and Tell MAMA UK (Measuring anti-Muslim attacks). You may still notice heightened activity around significant/religious events and where required there will be visible community policing. This is intended to make all communities, sectors and sites feel safe and protected.

Remember, communities defeat terrorism so **I urge you to remain vigilant and to report any suspicious activity, concerns or local tensions to us**. Language is not a barrier, as we have translators where required. If you have information or any concerns regarding individuals who may be intending to travel to, or who have returned from, Syria and Iraq then please contact our specialist officers in Special Branch in addition to the Anti-Terrorist Hotline on 0800 789 321.

There is always potential for tension between communities in the UK and people must have the confidence to report hate crime. Incidents of hate crime could increase as experience shows protagonists are often unable to differentiate between different communities or faith groups. If you witness a hate crime or believe you are a victim of one, please report it via the details below.

You will find advice on the Kent Police website:

[http://www.kent.police.uk/advice/community\\_safety/terrorism/terrorism\\_prevent.html](http://www.kent.police.uk/advice/community_safety/terrorism/terrorism_prevent.html)

Non-urgent information can be communicated to Kent Police on 101.

Deaf or speech-impaired people can text message the word 'police' then leave a space and write their message and send it to 60066.

Always dial 999 if there is an emergency, crime is in progress or life is in danger.

Please use the link below to access the latest statement issued by Kent Police on our website:

<https://www.kent.police.uk/news/policing-news/0917/national-terror-threat-level-reduced-to-severe/>

**Superintendent Philip Hibben**  
**Gold Commander – Operation Quantity**  
**Kent Police**  
**17<sup>th</sup> September 2017**

## **Parental Complaints**

KCC has seen a marked increase in the number of parental complaints regarding Free Early Education since June.

Providers are reminded that they are required by Statutory Guidance and therefore by implication the Kent Provider Agreement to offer totally free 15 and 30 hour childcare patterns. These patterns **must not** have any conditions attached either monetary or otherwise. Providers can ask parents accessing Free Early Education (including 30 Hours of Free Childcare) to make a voluntary contribution towards the cost of meals and other services but cannot make this a condition of a child taking up their place.

A large number of complaints are about top-ups. Providers cannot charge the difference between the amount of funding received by KCC and their normal hourly rate. Providers must make their charges clear in a Fee Structure and ensure that parents are aware of any charges for additional services before they take up their free place.

Providers should deliver Free Early Education (including 30 Hours of Free Childcare) consistently so that all children accessing any of the free entitlements will receive the same quality and access to provision, regardless of whether they opt to pay additional hours, services, meals or consumables.

KCC expects two year olds who have been receiving FF2 funded places will transition naturally into the Universal Entitlement for three and four year olds. Continuity of care is paramount for these children and KCC would not expect providers to limit the number of three and four year old places being offered to exclude these children or force them onto a chargeable funded pattern.

Where staff training days are taken during a setting's funding pattern, parents must be offered an alternative session for their child and providers must ensure that every child is able to access their full 570 or 1140 hours over their funded year.

## Business Support

### Sustainability and creation of places

- Are you financially sustainable?
- Are the numbers of children attending your setting lower than you expected?
- Are your costs higher than expected, for example your annual rent increase?

### How we can help your business to remain sustainable

Most businesses go through difficult periods where the numbers of children attending are low and the costs are high.

A key focus of the Early Years and Childcare Service is, wherever possible, to support Kent's private, voluntary and independent settings in providing sufficient childcare places.

We have a team of Childcare Sufficiency Officers (CSOs), one for each district who can help you with the following:

1. Business Health Check – Completing this document gives you an overview of your business
2. Cashflow – By plotting your proposed actual income and expenses on a monthly basis any problem months can be identified and appropriate action taken in a timely manner
3. How to Break Even - Highlights whether a business is covering its costs with ideas on reducing costs and increasing income
4. Bad Debts – How to prevent, manage and reduce your bad debts.

Please pass this information to your finance officer, administrator and treasurer.

**Contact us NOW and we can work with you to help manage any future issues.**

[SufficiencyandSustainability@kent.gov.uk](mailto:SufficiencyandSustainability@kent.gov.uk)

### Committee News

#### Have you filed your latest accounts? Are your details up to date?

This year the Charity Commission has opened inquiries with two childcare charities to see if they were in default of statutory obligations. More specifically, they investigated their failings to file annual documents for two or more years in the last five years. Both charities were found to be in default of their legal obligations to file accounting information with the Commission. Accounts received during the inquiry have now been filed and referred for scrutiny by the Commissioner's accountants.

To safeguard yourself against this, please ensure that all your trustee details are up to date and that your annual returns are submitted accurately and on time. Guidance on how this should be done can be found on the Charity Commission [website](#).

Alternatively if you require any support or advice please contact your Childcare Sufficiency Officer direct or at

[SufficiencyandSustainability@kent.gov.uk](mailto:SufficiencyandSustainability@kent.gov.uk)

### Special Educational Needs Co-ordinators (SENCOs)

Setting SENCOs have a very specific and vital role within the Early Years setting. Many of you have asked for support in putting together SENCO information so in addition to the SENCO centrally funded training and range of inclusion training available we have developed a range of products to support your work.

The latest addition to these resources is a SENCO Handbook which will be available to purchase from the Threads website at the end of October. If you would like to see a copy of this resource prior to purchase, please speak to an Equality and Inclusion Adviser at Early Years LIFT or on a visit to your setting.



## Early Years Local Inclusion Forum

The Early Years LIFT meeting is chaired by the District Co-ordinator of the district that the nursery is situated in. The District Co-ordinator is a Teacher and part of the Senior Leadership Team of a local Special school and the Specialist Teaching and Learning Service. Their role is to manage a team of Specialist Teachers who give advice and support to pre-schools in relation to their special educational needs provision. They will work with the setting, childminder and parents, to support the child who has additional learning needs. Any referrals to the Early Years LIFT must have parental consent and the supporting documentation before discussions about individual children can take place.

At the Early Years LIFT meeting the SENCO will share the needs of the child and explain what has already been available to support them. A discussion will take place with advice offered from professionals and Early Years Practitioners who have a wealth of knowledge and understanding and who may have worked with children with similar needs. The outcomes from the meeting will then enable targets to be set for the child and a plan will be prepared with parents. A Specialist Teacher may be allocated to visit the setting or there may be opportunities to visit other settings to share good practice.

As you may be aware we are currently reviewing the district work of the LIFT meetings in parallel with the new arrangements for SENIF. Thank you for completing the questionnaire that was sent out recently. We are looking at the data to identify factors which result in the most effective use of LIFT, to positively impact on the capacity of Early Years providers to meet SEN requirements and enable children with SEN to make good progress.

We have gathered feedback over this past year about the effectiveness of the Early Years LIFT meetings and how we can increase attendance at these meetings. The best comment made recently was "Once you have been you realise what you have been missing, I certainly prioritise these meetings now."

If you haven't tried the LIFT meetings yet, please do prioritise these this academic year. If you just want to gain some advice there is an opportunity to do this at the meetings too. A wealth of information can be gained from attending these meetings as, in addition to EY teachers being present at most meetings, Equality and Inclusion Advisers, Speech Therapists, Early Help Advisers and sometimes Educational Psychologists attend. Some groups offer free training courses and resources so it is worth attending.

We look forward to welcoming you back and welcoming new colleagues this academic year.

### **Egress Secure Email**

A reminder that you can purchase an Egress licence for £30.00 including VAT.

Please email Karen McKinley at [karen.mckinley@kent.gov.uk](mailto:karen.mckinley@kent.gov.uk) or

Natalie Briggs at

[natalie.briggs@kent.gov.uk](mailto:natalie.briggs@kent.gov.uk).

### **Qualifications**

Please be reminded that you can check the validity of Early Years and Childcare qualifications at the following DFE [site](#). It has recently been updated to include the changes to GCSE and paediatric first aid requirements.

## Early Education and Childcare Qualification Supplement

For those settings in receipt of the Qualification Supplement there is an expectation that during the Annual Conversation visit with your allocated adviser, part of the visit and discussions will be undertaken with the Early Years Professional or Qualified Teacher who has responsibility for leading the learning. It will be an opportunity for you to discuss and reflect on what impact your graduate is having on improving outcomes for all children and how their skills and knowledge are utilised to support CPD for the rest of the team.

For those settings who are not in receipt of this supplement but who still employ a graduate who leads the learning, it would also be very valuable for them to be part of the annual conversation visit and share with the adviser the impact of their role on children, families and their colleagues.

## Old Style Railings Banners

Some settings are still displaying the old style railings banners which promote Free Childcare for two, three and four year olds. These banners contain a cartoon type image of a dog in a car.

As we no longer have the right to use the old cartoon style images, we are asking settings who are still displaying these banners to remove them.

We now have new banners as shown below to promote Free Childcare of all types. If you wish to request a new style banner please email [eycollaborations@kent.gov.uk](mailto:eycollaborations@kent.gov.uk).



**KCC FF2 posters** are now available on KELS I for you to download and print. There are 2 sizes – [A4](#) and [A3](#) for you to choose from.

## Foundation Stage Forum

Kent County Council is pleased to announce that we have renewed our local authority membership on the [Foundation Stage Forum](#) for another year. Please take the opportunity to access this. The Forum offers information, advice and support for thousands of practitioners. In addition a new development is underway on the Forum, the All Party Parliamentary Group (APPG) for Childcare and Early Education. This has gained the backing of the National Day Nurseries Association, CACHE and the Foundation Stage Forum as well as the Pre-school Learning Alliance. The cross-party group is being set up following a campaign led by Cheryl Hadland, founder of Tops Day Nurseries. The APPG will work with MPs from across the political spectrum to raise the issues pertinent to our sector. See [here](#) for more details.

For information on accessing the Kent area of the forum please follow this [link](#).



## Kent Children and Families Information Service

### We are here to help

Are the details of your nursery or preschool up to date?  
Do we hold the correct contact details for your service?  
Are you providing before and after school care that CFIS are not aware of?

Register to use our online service where you are able to update your details at a time that is convenient to you.

Don't forget to provide CFIS with permission to advertise your details.

The information is made available via our telephone number which is available Monday-Friday 9am-5pm and through our [website](#).

We support all childcare providers with their enquiries and are happy to offer advice, Information and assistance whenever needed.

If you need to contact us about any of the above please email [kentcfis@kent.gov.uk](mailto:kentcfis@kent.gov.uk) or call us at 03000 41 23 23

## Threads of Success Training and Services

We are delighted to announce that, following analysis of customer feedback, our revised pricing structure went live on 17<sup>th</sup> July, and many of you have been enjoying our new prices. We are delighted that customers are finding the refreshed pricing much more accessible, with 3 for 2 and 40% off offers and we are sure you will find it even easier to purchase our range of training, services and products. To see the new prices, please visit our [Threads of Success pricing page](#) for training, support and visit prices or follow this [link](#) for product prices.



We unveiled these wheels when we attended the Nursery World Expo recently and they were so well-received, we wanted to share them with our valued customers.

The wheels cover an extensive range of Early Years topics such as brain development, speech and language development and outdoor play. They are available at £4.99 each and £11.99 for the larger Development Matters wheels. Visit [Development Wheels](#) page to browse and place your order.

## **Kent Early Years and Childcare Service Workforce Conference**

“Key Issues for Early Years - Building Workforce Capacity and Extending Free Childcare”

In April 2017 the Department for Education published the Early Years Workforce Strategy setting out how it plans to support the Early Years sector to remove barriers to attracting, retaining and developing the Early Years workforce. Building leadership capacity and supporting the development of a highly-skilled and capable workforce is essential in delivering high-quality services and achieving the best outcomes for children.

In this context, Kent Early Years and Childcare Service is holding a workforce conference on the **14th November 2017 at The Mercure Hotel (Maidstone)** [EYC 17/174](#). Delegates will have the opportunity to attend two workshops (morning and afternoon sessions).

### **Objectives:**

- To support the Early Years Workforce Strategy to build an increasingly highly-skilled and capable workforce, which is essential to deliver high-quality services and achieve the best outcomes for children
- To strengthen and develop leadership
- To bring together a range of Early Years providers to debate workforce issues
- To share best practice
- To provide tangible solutions to a number of workforce challenges.

### **Workshops:**

1. **Leadership in a changing landscape**  
*The change being driven by 30 hours of free childcare*
2. **Developing and Sustaining Diversity in the Workplace**  
*How strong leadership can support and encourage a diverse workforce, specifically encouraging and retaining more men into the sector*
3. **The Underpinning Principles of the Special Educational Needs and Disability (SEND) reforms**  
*New guidance from September 2017 for local authorities and providers*
4. **Building and Improving on the Local Offer**  
*Supporting children with SEND and effective ways of using additional funding*
5. **Importance of a robust Performance Management process in Early Years**  
*Gain insight as to how an established performance management process can support staff motivation and the settings quality improvement agenda*
6. **Growing and Developing Your Workforce**  
*Tap into the uniqueness and strengths of your team to build capacity within the workforce*

### **Benefits of attending:**

- Gain an understanding of the changes set out in the Department for Education’s Early Years Workforce Strategy
- Get clarification on delivery of qualifications for Early Years educators
- Benefit from the opportunity to discuss the realities of putting the proposed workforce changes into practice
- Gain insight from best practice, enhancing quality for young children through continual workforce support and professional development.

To book a place please follow this [link](#).

**To benefit from the early bird offer, secure your place by 6<sup>th</sup> October 2017** when charges will be £76.00 for Kent based settings and £96.00 for settings outside of Kent. After 6<sup>th</sup> October 2017 charges will be £95.00 for Kent based settings and £120.00 for settings outside of Kent.

## Ofsted Update: What are the common recommendations following recent Ofsted inspections?

### Early Years Settings

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

- Observations, Planning and Assessment, tracking of children and cohort tracking to identify gaps are not always robust
- Specific areas of learning especially Maths, Literacy and Information Technology require some improvement
- There is a need to review pace and daily routines including reducing waiting and large group times
- There is a need to increase parental involvement in sharing learning about their children including starting points and self-evaluation.

Let us help ..... 'Threads of Success' has a range of support packages that can assist you in addressing these, including:

- **3 Day Leadership and Management Development Programme – October cohort FULL,** spaces available on February cohort - [EYC 18/018](#)
- **Observation, Assessment and Planning –** [EYC 17/150](#) or [EYC 18/029](#)
- **Strategic Improvement visits –** 3 and 6 hour visits available
- **The Magic of Maths –** [EYC 17/148](#) or [EYC 18/027](#)
- **Let's Look at Literacy –** [EYC 18/025](#)
- **Time to Talk Technology –** [EYC 17/163](#)
- **Enhancing Family Involvement in Children's Learning (EFICL) –** [EYC 16/179](#)

Alternatively all of the above can be purchased as an in-house package, visit our [website](#) or contact our team to discuss your training and support requirements: [EYCImprovementServices@kent.gov.uk](mailto:EYCImprovementServices@kent.gov.uk)

### Out of School Settings

Analysis of the most recent Out of School provider inspection reports has identified:

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

Let us help....'Threads of Success' 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 –** [EYC 16/186](#)
- **Strategic Improvement visits –** 3 and 6 hour visits available
- **Creating an Effective Indoor Environment –** [EYC 16/184](#)

Alternatively all of the above can be purchased as an in-house package, visit our [website](#) or contact our team to discuss your training and support requirements: [EYCImprovementServices@kent.gov.uk](mailto:EYCImprovementServices@kent.gov.uk)

## Recruitment Hub

The new Threads of Success Recruitment Hub launched on the 25<sup>th</sup> September and is now live and ready to engage both employers and employees in the Early Years and Childcare sector.

- ⇒ If you are an employer, you can upload your job vacancies and receive information and support about advertising, interviewing, staff retention, apprenticeships and governance around recruitment processes and safer recruitment.
- ⇒ If you are an employee or someone looking for a new role, career change into the sector, or career progression you can review the latest recruitment opportunities and receive advice and support about the whole recruitment journey.

The *Job Opportunity* is ready for you to upload your job adverts now and we plan to update the other advice, support and information sections on an ongoing basis to ensure you are ahead of the curve when it comes to recruitment and attracting high calibre staff, to enable your setting to be the best it can be.

Lucy Ring, Manager at Smarties Nursery, said:

“Having been part of the testing team, I was delighted with how easy the Recruitment Hub is to use!”

Lastly, the first 25 people to upload a job will receive a Recruitment Hub coaster and pen set!

To visit the new Recruitment Hub, please follow the [link](#).

## Learning to Behave: An evening with....Dr Kay Mathieson

23<sup>rd</sup> November (Oakwood House, Maidstone) [EYC 17/181](#) 7pm-9pm and

6<sup>th</sup> December (Best Western, Canterbury) [EYC 17/182](#) 7pm-9pm

Following the success of the ‘An Evening with’ events we are delighted to announce that Dr Kay Mathieson will be our guest speaker in the autumn term.



Kay has worked in Early Years and primary settings since 1981 supporting children with additional needs and their families. She led the Early Years Inclusion Team in Croydon for six years supporting private, voluntary and independent sector settings to develop a more inclusive practice with a particular expertise in behaviour.

The focus of both evenings will be **Learning to Behave** and will include exploring the links between neuroscience and the developmental understanding related to behaviour and what are realistic expectations of behaviour for children in EYFS.

The cost of the evening will be £35 including light refreshments.

For further information and to book your place please visit CPD online or click on course codes above.

We anticipate that these evenings will be very popular so please book early in order to secure your place.

## **Makaton**

The Makaton training delivered in the summer term has been exceptionally well received and with this in mind we have extended the range of courses available. All the courses are delivered by a Makaton Regional trainer and are available across the county.

Further details about the range of courses available can be found on Threads of Success with more in depth general Makaton information on the Makaton website.

## **Leadership and Management Professional Development Programmes**

It is no surprise to any of us that effective leadership is essential to quality practice. Numerous studies and reports highlight the importance of strong leadership as an indicator of quality.

*“Effective leadership was felt to be essential to good practice in early years. Managers and staff reflected that effective leaders in early years were those that had a clear vision for the setting; valued and fostered team working; had good professional knowledge; engaged effectively with the wider early years sector; sought continuous improvement; fostered good relationships with parents; had strong organisational skills and delegated effectively; prioritised staff continuing professional development (CPD) and embedded clear systems and processes.”* Study of Early Education and Development: Good Practice in Early Education (2017)

We offer a range of programmes and training courses aimed at those in a position of leadership and for those looking to strengthen their leadership skills to progress their career. Our programmes explore the personal attributes of those attending, including emotional intelligence and resilience, and address the key strategies for effective leadership.

Our offer includes the following:

- 3 Day Leadership and Management Professional Development Programme
- 5 Day Leaders of Learning: Outstanding Practitioners Make the Difference
- 3 Day Mentor Coaching Programme
- Leading on Learning for Two Year Olds
- Leading on the Emotional Needs of Two Year Olds
- Leading on the Physical Needs of Two Year Olds
- Are You Ready for Your Inspection
- Supporting British Values
- Strategic Improvement Visit

Evaluations of our programmes consistently identify confidence as the key strength gained by those attending, along with organisational strategies to improve management performance such as delegation and time management and managing change.

*“I started very unsure of my abilities and role and have finished much more confident and knowledgeable”*

Leaders of Learning Professional Development Programme July 2017.

*“I now have the skills to be a strong mentor/coach and can empower others to succeed in their roles”*  
3 Day Mentor Coaching Programme June 2017

Full details and booking information for each programme can be found on our [website](#).

## Emporium Plus

### Are you busy preparing your classroom display boards for the new term?

Emporium Plus can save you *hours* of cutting out dies!

Options for use or purchase:

- The A5 Ellison Letter Machine can be hired from us for £8 for 2 weeks – use your own card and cut away!
- A5 die cuts can be purchased from Emporium Plus at 10p per cut – we buy the card and do the work for you!
- A4 die cuts can also be purchased from Emporium Plus at 10p per cut. The A4 machine and die sets are too heavy and large to transport, so there is no option to hire this one
- If we cut the dies for you, you can choose your colour card, or have plain white so the children can colour them in
- The A4 die cuts that make boxes and bags are ideal for gifts for the children's families. Please choose your colour when ordering
- New! You can purchase small card embellishments for £1 for a pack of 10.

Get your **Halloween** and **Christmas** orders in now!

Look on our [home page](#)

*Please note:* your order must be placed by email [emporiumplus@kent.gov.uk](mailto:emporiumplus@kent.gov.uk) and paid for before delivery. Delivery will be made to your school or setting when we are next in your area or we can post them at an additional cost of £1.

## Briefing and Networking Sessions

Our regular Briefing and Networking Sessions provide a good opportunity to keep your setting and staff up to date and to network with colleagues from other settings.

We run sessions for Early Years and Childcare settings and schools and also specifically for settings providing Out of School care including schools.

Delegates attending these sessions tell us that they have found them valuable, so why not book a place via [CPD Online](#) now.

<a href="#">17/165</a>	9th October	Oakwood House	Maidstone	ME16 8AE
<a href="#">17/166</a>	11th October	The Ark Christian Centre	Dover	CT17 0DD
<a href="#">17/167</a>	12th October	St Augustine's	Westgate-on-Sea	CT8 8NL
<a href="#">17/168</a>	17th October	Best Western Manor Hotel	Gravesend	DA12 5UQ

Agenda items will include:

- Updates on the development of the Education Services Company
- Safeguarding
- Key issues from the Integrated District Review
- EYFS Profile Results

## Contact Us

<b>Threads of Success</b>	<a href="http://www.ThreadsofSuccess.co.uk">www.ThreadsofSuccess.co.uk</a> <a href="mailto:ThreadsofSuccess@kent.gov.uk">ThreadsofSuccess@kent.gov.uk</a>
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