

## EARLY YEARS IMPROVEMENT PLAN September 2015 - August 2017

### Priority 1: Ensure that early childhood services are working effectively together to provide early help for children and families to meet identified need

Outcome	Key Tasks	Milestone	Measure of success
Providers are knowledgeable and effective in identifying and assessing needs of the 0-5 population across Nottinghamshire	Contribute to the development of the Joint Strategic Needs Assessment	January 2016	Completion of the Early Childhood Joint Strategic Needs Assessment
	Data analysis workshops for key partners	August 2016 2017	Joint Strategic Needs Assessment, Early Years Foundation Stage Profile and Child Poverty data analysis effectively informs county and local providers and shows demonstrable improvement to outcomes of children  Early Years Foundation Stage Profile results
More vulnerable families and children have their needs met through effective engagement with Children Centre Services	Children Centres effectively support vulnerable children and families with sustained engagement	From April 2016	Successful delivery of children centre outcomes framework
	Children Centres to work with Family Nurse Partnership to encourage teenage parents to access Children Centres services		
	Establish clear Interface between early years sector and the new Family Service and Children's Social Care	From Nov 2015	Feedback from early years practitioner showing Increased confidence in use of early help processes Early Help data set
Children and Families experience seamless interventions and services from Health Visiting and Children Centre services	Review opportunities to identify vulnerable children via an integrated Healthy Child Programme pathway for Health Visitors and Children Centres	April 2016	Successful practice alignment

	Successful commissioning of the Healthy Child Programme	March 2017	Procurement of the Healthy Child Programme includes representation from Children Centre Commissioners. Commissioned contract for HV/SN aligns effectively with Children Centres contract Service specifications for Children Centre and Healthy Child Programme have elements of integration
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<b>Outcome</b>	<b>Key Tasks</b>	<b>Milestone</b>	<b>Measure of success</b>
More children are identified earlier with development delay and are offered appropriate early support.	Implement and monitor the effectiveness of the Integrated Review	April 2016	Successful implementation Parents feedback
	Assess for first language development of all English as an Additional Language (EAL) children on entry	August 2017	All EAL with additional needs are identified and offered support
	Trial new way of working to meet needs of children with language delay	August 2017	Language outcomes as measured by the standardised language use inventory assessment. Parent satisfaction
	Monitor effectiveness of practice alignment between Children Centres Speech and Language Therapist (SLT) and Specialist SLT service	August 2017	Children continue to benefit from seamless SLT services.
More eligible children are identified for early education places	Review, revise and share practice to increase take up, informed by regional learning, through the local leaders for 2 year places	Ongoing	Increased sustained take up of 2 year places
	Health Visitors to promote benefits of early education, and identify children potentially eligible for early education place at 2 years at the two year check	Annual review (August 2016, 2017)	More eligible children are accessing their early education place. Take up rates of early education places by eligible 2 year olds

	Children Centres actively promote and support sustained take up of early education places	August 2017	Increased take up rates of cared to learn grant by teenage parents  Successful delivery of the Children Centres outcomes framework
	Implement and promote the Early Years Pupil Premium	Eligibility checker tool in place by Oct 2015	Increased number of 3 and 4 year old children identified and accessing Pupil Premium funding

**Priority 2: Ensure there are sufficient, sustainable, high quality, inclusive and safe early education and childcare provision**

<b>Outcome</b>	<b>Key Tasks</b>	<b>Milestone</b>	<b>Measure of success</b>
Children and Families in disadvantaged areas have access to sufficient and sustainable early education and childcare places.	Complete capital developments for 2 year olds	Completed on time and in budget by March 2016	Capital developments are completed on time and in budget. Capital developments evidence increased places in localities where childcare sufficiency is poor.
	Work with School Place Planning, to undertake annual Childcare (and Early Education places) Sufficiency Assessment	January 2016	Data is sufficiently robust to inform future planning for early years places.
	Prepare for implementation of extended hours for 3 & 4 year olds	Implementation of pilot 09/2016	Successful application Supply meets demand Parents satisfaction
	Ensure local provision is funded appropriately by keeping abreast of the review of the national Early Years Single Funding formula	March 2017	Sustain levels of provision
	Establish effective audit arrangements re the provider agreement.	August 2017	Majority of providers audited are compliant with the requirements of the Provider Agreement for EEF. Actions identified and monitored to ensure compliance where necessary
	Establish clear working arrangements with the newly established Childminding Agency - @Homechildcare	April 2016	Childminders feedback they are effectively supported Ofsted rating
Children and Families have access to high quality Early Years provision	Review annual conversation process for Children Centres and early years providers	December 2015	Annual Conversation RAG (Red, Amber, Green) ratings Ofsted results
	Implement quality improvement processes through locality based Early Years Quality and Attainment Team	August 2017	More early years provision is Ofsted rated as Good or Outstanding Provider Network referrals
	Prepare and deliver a comprehensive annual workforce development plan that is cost recoverable	April 2016	Annual Plan Sold service offer in place

<b>Outcome</b>	<b>Key Tasks</b>	<b>Milestone</b>	<b>Measure of success</b>
	Provide information, advice and guidance re new Common Inspection Framework	Autumn/Spring terms	Feedback from Early Years providers Ofsted inspection reports
	Develop joint working arrangements with Teaching schools, Early Childhood Services and Education Improvement Service	December 2015	Common understanding of roles and responsibilities  Network established with Teaching schools
	Produce termly newsletters to update the sector on key national/local policy developments	Autumn, Spring, Summer terms	Three newsletters produced. Positive feedback from sector
	Deliver support and guidance through Language Lead Networks.	August 2017	Attendance at Language Lead Networks Numbers of accredited Language Leads
	Maintain number of accredited Language Leads		
	Assessment of complaints to inform action planning for improvement	Quarterly	Reduction of complaints by parents and carers re PVI provision. All complaints have associated improvement plans
Children with additional needs have their needs effectively met through early education support	Support and contribute to the Council's Ofsted inspection of SEND services	August 2017	Successful inspection report
	Deliver support and guidance through SENCo networks and training programmes	August 2017	Needs met, expected outcomes achieved Parental feedback
	Review increased needs/demands for additional support and future resourcing inc DCATCH funding (Disabled Children's Access To Child Care)	August 2017	Extension of provision for two year olds and 30 hours aligned to DCATCH budget
	Provide advice and training on teaching and learning for EAL children	ongoing	Feedback from Providers
Children are effectively safeguarded	Establish local 'Safer Settings' networks to strengthen safeguarding practice	August 2017	Increased confidence and skills of providers.
	Ensure available training and information reflects NSCB (Notts Safeguarding Children's Board) requirements	August 2017	Providers have up to date policies and procedures in place to safeguard children (in line with Ofsted & NSCB requirements)??
	Provide inclusion and equalities training, including British Values and the Prevent Duty	August 2017	Feedback form early years providers Ofsted reports
	Monitor use of EY Safeguarding Tool	August 2017	Providers evidence effective safeguarding practice. Fewer concerns raised by Ofsted

**Priority 3: Improve school readiness, especially those children most vulnerable**

<b>Outcome</b>	<b>Key Tasks (SMART)</b>	<b>Milestone</b>	<b>Measure of success</b>
All stakeholders have a shared understanding of School Readiness	Produce statement to describe readiness for learning for under 4's	April 2016	Shared definition and understanding across Early Childhood Services and parents Leaflet published and used
	Produce NCC pledge of commitments Toolkit devised for county use	February 2016	Pledge produced and promoted to parents and partners
	Develop training on Child development and effective Early Years Pedagogy widely available	August 2017	Clear exemplars of good practice that supports school readiness/use of EYPP available/promoted for use by practitioners
	Dissemination of new e-learning focusing on child development	August 2017	
	Contribute to local initiatives such as Early Years Hubs, Closing the Gap projects	August 2017	Pilot evaluations
More children achieve a good level of development, including those most vulnerable, ie those in receipt of FSM, are LAC, or EAL, SEND, boys and children of teenage parents.	District analysis of EYFSP to effectively target action to meet local need	November 2016	Narrowing the % gap for all identified vulnerable groups to be similar or better than national. in children in households eligible for FSM (free school meals), LAC (Looked After children), EAL, SEND, children of teen parents, achieving a good level of development and/or making good progress from their starting point Successful delivery of localised Attainment plans Successful delivery of children centre outcomes framework
	Delivery of children centre outcomes framework	August 2017	
	Monitor the impact of the Early Years Pupil Premium through early years tracking systems	August 2017	% of children achieving a good level of development at end of EYFS – at least national
	Identify all LAC children in EYFS and ensure information is shared with all relevant partners	August 2017	Successful delivery of the LAC strategy

<b>Outcome</b>	<b>Key Tasks (SMART)</b>	<b>Milestone</b>	<b>Measure of success</b>
	Ensure all identified children have a PEP in place	August 2017	Needs of LAC identified and appropriately addressed through effective multi-agency working. Parents/Carers feedback
	LAC children are supported to take up their early education places where it is appropriate to do so	August 2017	
	Provide training/support to Social workers to work with Early Years providers to complete EYFS Personal Education Plan(PEP)	August 2017	
	Support early education providers through Continuous Professional Development to track and improve progress of LAC children	August 2017	
	Ensure appropriate arrangements are in place to effectively support LAC on transition between settings	August 2017	
	Provide advice and training on working with EAL children including assessment, planning and tracking progress	August 2017	Children with EAL make good progression from their starting point
	Effective delivery of Home Talk and Children's Centre SLT	August 2017	Home Talk goals NCFP SLT outcomes
	Support delivery of Everyone Health	August 2017	Improved attainment levels for boys
	Promote active outdoor education	August 2017	Improved Body Mass Index
	Establish a multiagency response to review and implement the continence and enuresis policy for schools and early years	August 2017	More children are dry on entry to school
	Use local networks to promote and support best practice across the early years sector	ongoing	Increased confidence of Leaders, Managers and Children Centre Coordinators in early Intervention and tracking of cohorts, self-evaluation of teaching and learning in their provision. Shared expertise through district networks and peer to peer focus on "strong visionary leadership"
Children have a good home learning environment	Support early years providers to promote home learning and parents role as prime educators	August 2017	Parents' confidence in creating effective home learning environments

Outcome	Key Tasks (SMART)	Milestone	Measure of success
	Explore/expand best practice such as REAL, Early Words, Home Learning Environment Index tool	August 2017	
	Roll out Let's Play	August 2017	
	Roll out ELKAN		
Children's progress is effectively tracked.	Work in-conjunction with CAPITA to further develop the Early Years tracker.	April 2016	Successful development of a local tracking tool linked to council processes Effective evidence of the impact of the use of EYPP. Schools are better informed about the children who enter the foundation stage
All children, particularly LAC, FSM, and EAL children are effectively supported upon transition	Establish linked teacher by district to Virtual Head-teacher	August 2017	All carers of LAC report, through the PEP, and (%) of parents of two year olds, a positive experience upon transition
	Co-produce good practice guidance on transition to share with parents/partners		Schools report an increase in children ready to learn on entry Parent feedback

<b>Priority 4: Effective Parental Engagement</b>			
<b>Outcome</b>	<b>Key Tasks (SMART)</b>	<b>Milestone</b>	<b>Measure of success</b>
Parents are better informed about services available for them and their child/family	Review commissioning arrangements for Family Information Service	January 2016	Future service is secure with performance management arrangements in place which evidence progress and impact
	Develop consultation plan to gauge levels of parental satisfaction	August 2017	Parental satisfaction levels
	Development of high level communications plan which will include work with the NCC Digital First team to update/maintain NCC Early Years webpages and the Notts Help Yourself website	Annual review (August 2016, 2017)	Website information is updated on a regular basis and reviewed quarterly  Annual review of communications plan
Parents are supported to prepare their child/ren for learning	Develop a NCC Pledge	May 2016	Parents feedback regarding knowledge/confidence Increased take up of early education places
	Home learning environments – inc ELKAN, and Let's Play	May 2016	Results of SLT research study into impact of ELKAN course on home learning environments
	Implement the Family and Parenting Strategy	August 2017	Successful delivery of the strategy
	Implement comprehensive marketing strategy to promote value of early education places for eligible two year olds, including use of social media	August 2017	Increased take up of 2 year old places
Parents are effectively supported as their child moves between settings	Develop good practice guide around transition	August 2017	Feedback from parents
Parents have access to volunteering opportunities that support their child's/own learning.	Promote opportunities available to parents across the early years sector through district Early Years Attainment groups	August 2017	Parents feedback that they are informed and supported to access local volunteering opportunities
Parents have access to opportunities to inform and influence service design and delivery.	Implementation of children centre core offer	August 2017	Successful delivery of the Children Centres outcomes framework
	Develop consultation plan to gauge levels of parental satisfaction.	August 2017	Parental satisfaction