Nottinghamshire Early Years (0-5 years) Strategy

2006-2010

Draft No.5

For consideration by the Nottinghamshire Children's Strategic Partnership

Introduction

This Early Years Strategy has been developed according to the emerging overarching Children's Services Plan for Nottinghamshire and is an intrinsic part of the national "Every Child Matters" Change for Children agenda. "Early Years" is used in this context to mean children from birth to five years of age.

The Change for Children agenda recognises that holistic change is required in culture, practice, process and structures to improve outcomes for children and young people across the country. Local Authorities and their partners are co-operating to improve children's wellbeing and to ensure support for the "five outcomes for children" required by the Children Act 2004,

- To be healthy
- To stay safe
- To enjoy and achieve
- To make a positive contribution
- To achieve economic well being

A wide range of stakeholder groups have been actively involved in shaping this Early Years Strategy from the very beginning of the process, through multi-agency and multi-sector workshops in preparation for drafting the strategy and by a wide ranging paper and internet based consultation on the final draft. As a result:

- The strategy aims to be inclusive it is for all children, all parents, all agencies and all sectors
- The strategy aims to be flexible and will need to be regularly reviewed some new issues have arisen since it was first drafted and, inevitably, others will arise as soon as the final version is approved. The strategy has to be, therefore, a framework within which new initiatives and new ideas can be considered and focussed. Things that are "missing" should be found a home within the strategy.
- The strategy aims to be a framework for working together it is not intended to be a detailed action plan for every contributor to early years services because that would make it an enormous and unmanageable document However everyone should be able to reference their work to the strategy's overall framework.
- The strategy aims to link to other service strategies being developed as integrated children's services become a reality.
 Because these developments are happening in parallel there may be rough edges and inconsistencies to be ironed out.
 Through communication and consultation any such inconsistencies will be addressed.

The strategy is a local Nottinghamshire document, written by and to be owned by all local early years stakeholders. Nevertheless it cannot be divorced from over-arching national government priorities for early years health, education and care; particularly since much

of the funding for new initiatives comes from central government one way or another. It cannot be divorced either from the wider Nottinghamshire Children and Young People's Plan which is being developed. However through the process by which this Early Years Strategy has been arrived at we can be sure that we have a strong consensus about how we should locally approach and deliver early years services, and with which we can address the local implementation of government proposals and countywide children's planning. The national government priorities are provided at the end of this strategy as appendix 1. Further background references are provided as appendix 2 and links between this Early Years Strategy and related strategies and performance indicators are given as appendix 3.

The Local Vision for Early Years Services in Nottinghamshire is:

- 1. Services that deliver the **highest quality outcomes** for our children & their families
- 2. Services that are flexible and tailored to meet the needs of all children and families in an inclusive way
- 3. Services that are **inspired by & inspiring for** the ambitions of service users, staff and local communities
- 4. Services that are **based on partnerships** with families and between provider organisations
- 5. Services that are able to adapt to changing needs and circumstances

Principles

To achieve this vision we need to adhere to the following principles:

- 1. For outcomes to be **highest quality**:
 - Children must be at the heart of everything we do
 - We must organise to meet the needs of children rather than expect our children to fit the needs of the organisation
 - Our outcomes must be measurable and regularly measured
 - This will provide us with objective evidence so that our families can be assured of quality services
 - We must identify the core services which are the most critical to success
 - We must deliver services that actually work rather than services that look good
 - We must share best practice effectively
 - In this way we can ensure all children have the best available services

- We must give and receive feedback on how we are doing
 - We must use the data we collect to analyse and develop practice

2. For the **needs of all children** to be met:

- We must listen well to what children and their families identify as their needs
 - This requires our recognition that families have an understanding of their needs that we must respect and value
- We must ensure that families and communities are participants in the planning and delivery of their services
 - This will enable us to design services that anticipate needs and avoid problems
- Communication must be excellent
 - We must share our knowledge and our learning with families and with colleagues so that the fullest depth of understanding is available to all

3. To be inspired & inspiring

- Everything we do must build confidence
 - For children, for families, for staff and for organisations
- We must know what we are trying to achieve
 - We must have clear direction, aims and objectives
- Our teamwork must also be a source of personal strength
 - Supporting our good practice and developing our weaker areas

4. For partnerships to work well:

The principles of partnership must be applied as a standard way of working

- They must be part of a working culture not simply a "one-off" expedient
- The outcomes of the partnerships must be mutually beneficial
 - All parties, including the families, must understand what the partnership adds to the service
- The members of the partnerships must recognise what they all contribute
 - We must acknowledge and appreciate the different skills that are brought to the service. Parents & communities, in particular, must feel that they are shaping services not simply being "recipients".
- We must share ownership as well as skills
 - "Your targets are my targets and my targets are your targets"
- We must value and develop multi-skilled teams
 - We must not be precious about what we do, if certain tasks can be completed by more than one type of staff this
 may bring flexibility and efficiency

5. To be able to **adapt to change**:

- We must approach the future positively
 - Problems are challenges to be worked through
- We must be able to take calculated risks
 - Dare to be different
- We must recognise that every successful journey is made up of many individual steps
 - The journey is as important as the destination

Priorities for Nottinghamshire's Early Years Strategy

Having taken account of Government proposals and local professionals' views about service delivery the following priorities are proposed:

- Empowering parents, carers, children and communities and promoting a positive concept of "Parenthood"
- Integrating Services ensuring effective systems and practice for gathering and sharing information, making early referral and effecting early intervention when necessary
- Ensuring quality, access and inclusion
- Developing the workforce
- Creating and sustaining high quality childcare

These priorities will be underpinned by:

- Rigorous arrangements for safeguarding children
- A clear focus on the five outcomes in "Every Child Matters"

They will achieved by:

- High quality management and leadership
- Taking account of local issues and approaches
- Involving provision from all sectors; statutory, community, voluntary, private and independent
- Wider organisational change across the County Council and the NHS, including Local Area Agreements and Trust status
- Extending services in and around schools

Priority One: Engaging with and empowering parents, carers, children and communities

		How	
1.	Ensuring parents are represented in the planning, delivery and evaluation of services	 Implement the "Every Parent Matters – 'Framework" document Ensure parent representation on Children's Centre local management group Ensure parent representation on other local and countywide reference group Integrate input from existing forums of parent involvement Provide training for parents 	
2.	Raising the status of parenthood	 Celebrate - "Parents Matter" Promote common approaches between agencies to "Parenting courses" – for positive skills not for failing parents Promote greater understanding of the value of play 	
3.	Encouraging volunteering as a step towards training for and working in the early years sector	 Join up resources/opportunities for volunteering etc. Develop recruitment policies which promote local recruitment where appropriate 	
4.	Listening to children and including their views in planning processes	 Provide training in listening to children for all staff Ensure every children's services delivery plan includes "listening to children" participation objective Respect children's need to communicate in different media Incorporate listening to children and communication into parenting courses from birth onwards 	

Priority Two: Integrating Services

		How	
1.	Delivering the "Children's Centre approach" to provision of under 5's Services	 Children's Centre Development team will create 48 centres by March 2008 Agree co-location of the delivery of services – particularly statutory services Examine policy, procedures and practice across different agencies to resolve any inconsistencies Each service to make a priority of re-shaping their service delivery accordingly. 	
2.	Delivering the "Common Assessment Framework" (CAF) across Early Years Services	 Learn from Pilot schemes in Mansfield and Bassetlaw Deliver briefings to all services/agencies Information sharing under ISA (Information Sharing & Assessment) arrangements Ensuring all settings and organisations have clarity about "CAF" definitions and applications. 	
3.	Integrating universal and targeted services	 Listening to local practitioners Localised and countywide mapping/directories of services. Ensure private and voluntary sector providers are included in planning and delivery. 	
4.	Linking Early Years to services for the broader age range	 Welfare Rights. Extended services in and around schools Play Services CAMHS Youth Services Teenage Pregnancy Strategy Regeneration Wider health service 	

Priority Three: Ensuring Quality, Access and Inclusion

		How
1.	Capacity building/ community development	 Involve parents in the planning and management of the delivery of services Include community involvement in each Children's Centre Develop training programmes for parents and communities Work closely with play/community development Support for establishment of local groups
2.	Ensuring equality of access to provision.	 Develop improved ways of sign posting parents to services Encourage optimum take-up of universal services Provide detailed mapping of local provision
3.	Addressing individual and local need	 Identify and provide support to groups that may need specific support Identify and provide support to individuals who may need specific support Agencies to examine how they can better share specialist resources
4.	Ensuring countywide moderation of services	 Using data to analyse differences in outcomes and respond to unmet need across county Share examples of good practice Commitment to constant improvement. Qualitative Data.
5.	Safeguarding Children	 Raise awareness of what "Safeguarding" is Promote a positive concept of the role of parenthood. Raise awareness and status of workforce Ensuring appropriately trained staff

Priority four: Developing the workforce

		How
1.	Expanding multi-agency training	 Develop framework for sharing training opportunities across agencies Map existing joint training Use Local Area Agreements to promote multi-agency training Promote shared induction processes on a local basis across agencies
2.	Securing career development	 Develop opportunities/pathways for local parents and community groups to access training. Develop local arrangements to secure training up to degree level for Nottinghamshire childcare staff.
3.	Increasing the diversity of workforce	Focus on where we need to increase diversity and plan accordingly
4.	Ensuring strong leadership and management	 All agencies to address management needs to serve integrated developments. Develop NPQICL (National Professional Qualification in Integrated Centre Leadership) locally Leadership Teams to develop local programmes

Priority Five: Creating and Sustaining High Quality Childcare

		How	
1.	Focusing on target areas:	 Review the delivery of support to childminders Prioritise resources on ensuring the sustainability of existing childcare provision and developing new provision in the remaining pockets where childcare is scarce Develop a transition planning protocol for children moving between settings Link to the wider regeneration agenda 	
2.	Reflecting learning from research on preferred options for Childcare.	 Support Integrated care and education Accentuate the positives of home-based care for under 2's Accentuate the positives of group care experiences for 2 +'s Increase the availability of staff with teacher/early years degree level qualifications 	
3.	Developing resources to support sustainability of childcare. • Human resources • Material resources	 Ensure availability of qualified and diverse workforce. Review and ensure the availability of professional support to Early Years settings Opportunities for Early Years settings to network and provide mutual support – cross sector "Enjoy and Achieve" type groups at every children's centre Promote access to play resource centres 	
4.	Helping parents to make informed choices about early years childcare services	 Provide information about making choices. Promote parents' enjoyment of their children's experiences and development Explore alternative sources for information Improve input on parenting skills to schools (links to parenting) CIS / services4notts 	
5.	Making link to childcare provision for over 5's through the Extending Services in and around Schools agenda	Ensure continuity of early years provision with before and after school/holiday care	

Appendix 1

Over-arching national government priorities for early years services

Any local strategy has to take account of the national strategies and targets which Government has published in:

"Choice for parents, the best start for children: a ten year strategy for childcare"

"Extended schools: Access to opportunities and services for all – A prospectus"

"Higher Standards, Better Schools for All – More choice for parents and pupils"

"The National Service Framework (NSF) for Children, Young People and Maternity Services – Core Standards"

Within these documents the Government has identified the following targets that have a direct bearing on early years services:

1. Integrating services for young children and families

Delivery of the free entitlement to integrated early years education and childcare

2006 - increase from 33 to 38 weeks a year in all sectors

2007 - begin to increase the hours of entitlement from 12.5 to 15 hours a week, accessible over a minimum of 3 days

2010 – all children have access to 15 hours free entitlement per week, with a long term goal of 20 hours a week

• Delivery of Children's Centres: offering integrated early years education and childcare, family support services, child and family health services, Job Centre Plus and Children's Information Services.

2006 - first round 22 centres

2008 - second round a further 26 centres, bringing the total to 48

2010 - one in every community

• Ensuring that the health and wellbeing of all children and young people is promoted and delivered through a co-ordinated programme of action, including prevention and early intervention wherever possible, to ensure long term gain, led by the NHS in partnership with local authorities (NSF standard 1)

2. Ensuring quality, access and inclusion

- Provision of information and support to enable informed choice. Widening the role of the Children's Information Service
- Meeting the learning and developmental needs of all children though the Birth to Three Framework and the Foundation Stage, which will become the Early Years Foundation Stage (EYFS) for children Birth to Five in 2008
- Enabling parents and carers to receive the information, services and support that will help them to care for their children and equip them with the skills they need to ensure that their children have optimum life chances and are healthy and safe (NSF standard (NSF standard 2)
- Ensuring children and young people and families receive high quality services which are co-ordinated around their individual and family needs and take account of their views (NSF standard 3)

3. Creating and sustaining childcare

- Deliver places as part of extending services in and around schools
 - 2008 50% of primary schools and 30% of secondary schools to have access to childcare places for 48 weeks of the year between 8 am and 6pm
 - 2010 access to childcare places for 48 weeks of the year between 8 am and 6pm available to all schools
- The Local Authority will have a new duty, by 2008, to secure and sustain sufficient childcare places for all families in its area

4. Developing the workforce

- Recruiting and retaining sufficient childcare workers
- Delivering workforce training and development to ensure at least 50% of workers are qualified to a minimum of level 2 and all supervisors to level 3 qualification
- Developing stronger leadership and management, with the aim of having all full day care settings being led by graduate qualified early years professionals
- Strengthening interagency and multi-disciplinary working

 Reforming the workforce through the Children's Workforce Development Council developing new qualifications and career structure

5. Overall integration

- Delivering Local Authority responsibilities through integrated Children's Services arrangements
- Relating all services to the five "Every Child Matters" outcomes
- Being inclusive of all children e.g. children with additional needs and children from minority ethnic backgrounds
- Taking account of local issues e.g. rurality, and existing cross sector childcare provision
- Delivering through a partnership approach with the private and voluntary sectors

Further Background References

- The main legislative and policy framework for this strategy is provided by:
 - Every Child Matters (Government Green Paper Depart for Education and Skills 2003)
 - The Children Act 2004
 - A future Childcare Act, currently in Consultation / **Childcare Bill** stage. This Act will give statutory force to the Government's 10 Year Childcare Strategy. This will include giving Local Authorities a statutory duty to establish a proactive early years service focussed on the under-5s and will give statutory status to guidance on the children's centre delivery model.
 - The **National Service Framework (NSF)** for Children, Young People and Maternity Services Core Standards (Department of Health 2004)
 - **Choosing Health** (Government White Paper Department of Health 2004)
 - United Nations Convention on the Rights of the Child
- Outcomes from this strategy will be measured through the Local Authority's **Annual Performance Assessment**.
- The Nottinghamshire approach to developing parental/carer involvement in children's services is described in the Integrated Children's Services "Every Parent Matters Framework Document"
- An outline of the general demography and current delivery of early years services within Nottinghamshire may be obtained from County Council Websites, in particular:
 - http://www.services4notts.org.uk (A directory of services for children and young people in Nottingham and Nottinghamshire)
 - http://www.childcarelink.gov.uk/notts (This is a national website navigate through to the Nottinghamshire pages provided by the Nottinghamshire Children's Information Service)

Nottinghamshire Early Years Strategy: Linkages between related action plans and performance indicators

Action Set	Plan or other performance target reference	Objective	Outcome Target and relation to Early Years Strategy Priorities
1	DfES PI 7	Reduction of rate of smoking during pregnancy in most disadvantaged areas	Early Years Strategy: Priority Two – Integrating
	NSF Core Standard 1	The health and well-being of all children and young people is promoted and delivered through a co-ordinated programme of action, including prevention and early intervention wherever possible, to ensure long term gain, led by the NHS in partnership with local authorities	Services Outcome Target: Reduce proportion of women smoking in pregnancy by 6% by 2009
	Children & Young People's Plan 2006	1.1 Promote the health of unborn children 1.3 Reduce the negative impact on children and young people of substance abuse	
	LAA Targets Framework	1.4 Reduce the negative impact of drug, alcohol and smoking on children and young people	
	Children's Centres Outcomes Framework	Reduce Nottinghamshire figures of mothers who smoke in pregnancy	
2	DfES PI 9	Increase in number and proportion of mothers breastfeeding their babies at 6 weeks	Early Years Strategy: Priority Two – Integrating
	NSF Core Standard 1	The health and well-being of all children and young people is promoted and delivered through a co-ordinated programme of action, including prevention and early intervention wherever possible, to ensure long term gain, led by the NHS in partnership with local authorities	Services Outcome Target: Number of breastfeeding mothers at 6 weeks and 3 months increased by 6% by
	Children's Centres Outcomes Framework	Increase the number and proportion of mothers breastfeeding	2009
	Children & Young	1.2 Promote emotional wellbeing and mental	

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	People's Plan 2006	health	
		1.5 Promote the physical health of children and	
		young people	
		1.6 Promote healthy eating and physical activity	
	LAA Targets Framework	1.5 Increase number and proportion of mothers	
		breastfeeding at 6 weeks and 3 months	
3	Children & Young People's Plan 2006	3.1 Promote family learning	Early Years Strategy: Priority One Engaging with and empowering parents, carers, children and communities
			Outcome Targets: (i) Increase the numbers reached by the Bookstart scheme to 90% of all 3 year olds by March 2007
			(ii) Develop a map of initiatives to encourage family learning and the provision of basis skills learning to parents, link to early years strategy
4	Children & Young People's Plan 2006	3.2 Increase achievement and enjoyment (play, sport, creative and cultural activities, including uniformed organizations, youth groups, faith based groups)	Outcome Target: Increase the number of early play experiences for children aged 0-5 from x to y
5	DfES PSA1	Improve children's communication; social and emotional development so that by 2008 (to be confirmed by government) of children reach a good level of development at the end of the Foundation Stage, and reduce inequalities between the level of development achieved by	Early Years Strategy: Priority Five – Creating and sustaining high quality childcare Outcome Targets:

		children in the 20% most disadvantaged areas in the rest of England.	(i) Five experiences a week available to all children 0-3 in round one children's centres by 2009 (ii) Foundation stage profile
	Children & Young People's Plan 2006	3.4 Improve children's readiness for school at age 5	scores for communication, language and literacy match the national average by 2008/09
	LAA Targets Framework	3.4 Improve children's readiness to access the foundation stage at age 33.5 Improve children's readiness for school at age 5	(iii) Reduce difference between the performance of children at foundation stage in the 20% most disadvantaged wards compared to national average
	Children's Centres Outcomes Framework	Enjoying and achieving	by 50% by 2009
6	Children & Young People's Plan 2006 DfES PI 6	4.7 Promote parental participation in the planning and delivery of services Parental involvement in the delivery of children's' centre services	Early Years Strategy: Priority One Engaging with and empowering parents, carers, children and
	Children's Centres Outcomes Framework	Making a positive contribution	communities
	LAA Targets Framework NSF Core Standard 3	4.4 Participation of parents in children's centres Children and young people and families receive high quality services which are co-ordinated around their needs and take account of their views	Outcome Target: All children's centres to have parent representatives on the local partnership board by 2009
7	DfES PI1	Growth in the proportion of the poorest children aged 0-4 in England with access to children's centre services	Early Years Strategy: Priority Two – Integrating Services
	LAA Targets Framework	1.6 Increase the number of children's centres in operation	Early Years Strategy:
	NSF Core Standard 1	The health and well-being of all children and	Priority Three – Ensuring

		young people is promoted and delivered through	Quality, Access and Inclusion
		a co-ordinated programme of action, including prevention and early intervention wherever possible, to ensure long term gain, led by the NHS in partnership with local authorities	Outcome Target: 48 children's centres to be designated by Sure Start Unit by march 2008
	NSF Core Standard 2	Parents or carers are enabled to receive the information, services and support that will help them to care for their children and equip them with the skills they need to ensure that their children have optimum life chances and are healthy and safe	
8	LAA Targets Framework	1.7 Percentage of families in children' centre areas with babies visited in first 2 months	Early Years Strategy: Priority Three – Ensuring
	NSF Core Standard 2	Parents or carers are enabled to receive the information, services and support that will help them to care for their children and equip them with the skills they need to ensure that their children have optimum life chances and are healthy and safe	Quality, Access and Inclusion Outcome Target: 100% of families with new babies to be visited by 2008
9	DfES PI 2	Growth in integrated early education and childcare places fro children 0-4	Early Years Strategy: Priority Four – Developing the
	DfES PI 4	Proportion of leaders of integrated early education and childcare settings with a qualification at Level 4 or above	Workforce Outcome Targets:
	DfES PI 5	Increase in proportion of 3 and 4 year olds with SEN and disabilities who are, with appropriate support, attending funded early years settings	(i) Support the delivery of high quality motivational integrated care and education for children
	Children & Young People's Plan 2006	4.1 Enable children and young people to have positive attitudes to learning	under 5

	Children's Centres Outcomes Framework	Enjoying and achieving	(ii) Provide high quality and affordable integrated care and learning experiences in at least 1 setting in each round 1 children's centre area which is supported by a team of skilled early years professionals including a qualified teacher
10	DfES PSA 2	As a contribution to reducing the proportion of children living in households where no-one is working, 2008: a) increase the stock of Ofsted registered childcare by 10% b) increase the take-up of formal childcare by lower income working families by 50%	Early Years Strategy: Priority Five – Creating and sustaining high quality childcare Outcome Targets: (i)Increase the number of
	DfES PI 3	Growth in school-based childcare	sustainable childcare places in the 20% most disadvantaged
	DfES PI 10	Reduction of children aged 0-4 and 5-14 living in houses where no-one is working	wards in the county
	DfES PI 14	Reduction in the gap between disadvantaged areas and the rest of England in the provision of child care places per 100 children	(ii) 75% of primary schools able to access the core offer of 8-6 care 48 weeks per year by 2009
	Children & Young People's Plan 2006	5.1 Ensure high quality accessible childcare provision to allow those parents who want to return to work, to access training or parenting support	(iii) 5% increase in the number of parents with or working towards qualifications at level 2
	LAA Targets Framework	5.3 Increase the stock of childcare care in disadvantaged and other areas (to secure sufficient supply to meet the needs of families and develop a sustainable market)	and above in children's centre areas between 2006-2008
	Children's Centres Outcomes Framework	Achieve Economic well-being	

11	DfES PI 8	Reduction in inequalities in emergency hospital admissions of children 0-4 for gastro enteritis, lower respiratory infections or severe injury	Early Years Strategy: Priority Three – Ensuring Quality, Access and Inclusion
	NSF Core Standard	All agencies work to prevent children suffering harm and to promote their welfare, provide them with the services they require to address their identified needs and safeguard children who are being or who are likely to be harmed	Outcome Targets: (i) 6% reduction in avoidable fatal accidents in Notts for children aged 0-4 by March
	Children's Centres Outcomes Framework	Staying safe	2008
	LAA Targets Framework	2.4 Reduce avoidable injuries by children and young people	(ii) 5% reduction in Notts data for children aged 0-4 admitted
	Children & Young People's Plan 2006	2.1 Ensure continued high standards in safeguarding arrangements across the County Council and its partner agencies	to hospital after avoidable accidents
		2.7 Reduce avoidable injuries for children and young people by promoting safety in the home, on the roads and outside (through safer routes to school, safe environments for physical activity	(iii) 13% reduction in re- registrations to the child protection register by 2008
		and play)	(iv) 4% reduction in the proportion of children deregistered who have been on
			the child protection register continuously for 2 years or more

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John Thorn, Head of Early Years and Childcare Services, NCC Education, 11 April 2006