

Training | Research | Consultancy

Working to provide equal chances, challenge disadvantage and achieve best practice in services for children and families

Women, leadership and the childcare strategy

We will be launching a new project for 2005 – 2007 which aims to work with women working in early years and childcare who face barriers to career progression to achieve management and leadership roles in the sector. The project aims to offer support and guidance to develop and extend skills to achieve management and leadership qualifications at levels 3, 4 and 5.

Whilst workforce development strategies have always aimed to support this need, there was an identified requirement for investment in time and resources to work in partnership with individual workers in a number of creative ways.

The project aims to provide 30 women with:

- training needs analysis and individual learning programmes
- motivation, self esteem and confidence building sessions
- orientation sessions including qualifications and training information
- enhanced information on the local childcare strategy

- access to basic skills training and support
- supported recruitment onto training and qualification courses
- mentoring support throughout study
- peer support groups

All support will be offered at flexible times including evenings and weekends, with resources available for course fees, childcare expenses, transport costs, interpretation/ access, and to provide staff cover.

Co-financed by Leicestershire Learning and Skills Council and Objective 3 of the European Social Fund, the project will be available to workers throughout Leicestershire until March 2007.

The project aims to further support EYDCP recruitment and retention strategies, quality assurance, sustainability and the management of change within the demands and needs of the 10 year childcare strategy, workforce reform and the Children Act 2004, in particular working towards graduate level leaders in full daycare settings.

Read about how Hempsall Consultancies is supporting local authorities in 2005 – 2006 to implement the 10 Year Childcare Strategy on page 5.

For further information about our workforce development programmes contact Anne Robertson, Training and Development Manager
Email annero@hempsallconsultancies.com

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Forward thinking:
The 10 Year Childcare Strategy
Timeline

December 2004
10 Year Childcare Strategy

Choice for parents: the best start for children published.

April 2005
Children's Workforce Strategy

Consultation opens following publication of proposals to reform the early years and childcare workforce.

April 2005
Sustaining Childcare Places

Sure Start funding allocations refocused from creating to supporting sustainable childcare businesses.

Training for 2005

We specialise in providing bespoke continuous professional development training for early years and childcare workers. Training is developed and delivered to meet the needs of individuals and groups and delivered by our team of experienced and qualified childcare and early years trainers. In this issue we have chosen to showcase some of our training programmes.

Introduction to Equal Opportunities

An essential part of a continuous programme of professional development training, this introduction to equal opportunities training is provided for early years and childcare workers who are either new to the sector or wish to receive introductory level training.

It aims to raise awareness and understanding of current and new legislation (Children Act 2004) and the importance and value of providing equal opportunities in a childcare setting.

prejudice and stereotyping

- to learn how to promote equality of opportunity
- to understand the importance of working within an anti-discriminatory framework.

The session's objectives are:

- to raise awareness of equal opportunities
- to build confidence in recognising discrimination,

Further Equal Opportunities – the next stage from introductory for more experienced workers or to refresh learning.

Training bookings

For further information about our training programmes contact Anne Robertson, Training and Development Manager
Email annero@hempallconsultancies.com.

Our daily rate includes preparation, training materials and information sheets, delivery, reserve trainers, administration, travel time and costs and evaluation analysis and report. Training is charged at £590 per day, pro rata, plus VAT.

Children Act (2004) Roadshows

The Children Act (2004) sets out the legal framework to address the failings in protecting children exposed by the Victoria Climbié Inquiry.

The act requires a more efficient coordination of services to:

- safeguard children
- support children to reach their potential
- increase the quality of accessibility and coherence of services
- and to create basic records of children and sharing information.

Our Children Act (2004) Roadshows are provided for anyone coming into contact

with children as part of their professional role.

The roadshow aims to:

- provide background information to place current and future changes into context by reflecting on the past 150 years of childhood
- outline the key issues in Every Child Matters and The Children Act (2004)
- and to offer time to discuss relevant issues and what changes we can expect in children's services.

Business support for childminders

This training session aims to enable childminders to understand the business of being self-employed and to work within legal requirements, supporting childminders to recognise their strengths and areas for development, to manage effective businesses and to know who to contact locally for support.

At the end of the session childminders are able to:

- understand the importance of operating as a business
- describe procedures to keep records which meet legal requirements
- identify how to access local and national business support
- develop policies and procedures within a quality framework.

Let's get ready for Playschemes

A combination of training to support quality practice and practical ideas for appropriate activities is available on a bespoke basis.

April 2005

Working Tax Credit

More financial support for parents through an increase in the limits of the childcare element of Working Tax Credit to £300 a week (£175 for one child)

Autumn 2005

Sure Start Guidance 2006 – 2008 published

Supporting local authorities to plan and coordinate early years and childcare services linked to the work of Children's Trusts.

Autumn 2005

Guidance on the Transformation Fund issued

£125m to support the development of the workforce 'without compromising affordability'.

March 2006

Directors of Children's Services

Most local authorities to have Directors of Children's Services and Children's Trusts in place.

Using storytelling to consult children in Sunderland

Working with the City of Sunderland Extended Schools team we have recently undertaken consultation with the local community using storytelling amongst a range of other methods. The information generated was used to support a funding application to the Big Lottery to develop extended schools.

A storyteller was commissioned to write a story which would inspire creativity in children to consider what they would like to do when they were not at school. This was then used as a platform for the collection of ideas from children using the following strategies:

Discussion groups: Nursery children

Discussions facilitated by the storyteller were undertaken following a storytelling assembly. This discussion focused on the key question:

What do you think you and other children would like to do outside of the school day?

Teacher directed discussions: Infant school children

The story was used as a platform to stimulate discussion of two key questions:

- What do you think you and other children would like to do outside of the school day?
 - What difference do you think this would make?
- Ideas generated by the children were recorded on pro formas.

Focus group

A cross section of pupils from the school was brought together in a focus group format. This included eighteen children, two representatives from each class.

They were asked:

- What did you like about the story?
- What was the story about?

After some discussion around these questions the children were divided into four groups with an adult facilitator.

The children's task was to think about and discuss what they would like to do when not in school.

Drama based activities with discussion

Facilitated by the storyteller, children were engaged in drama activities and discussions to identify what activities they would like to do when not in school.



Photo by Craig Bloxham

This was a very interactive approach which stimulated many ideas.

School staff consultation

Teaching and support staff in school have a key role in expanding ideas for development as they are in constant contact with children and parents.

A presentation on the consultation project was made at a staff meeting. A pro forma was developed and staff requested to complete and return any ideas.

In addition, consultation was undertaken with a number of key groups including:

- young people aged 11 years to 25 years
- parents and carers
- school staff, local organisations and agencies.

For further information about our consultation programmes contact James Hemsall, Director
Email jamesh@hemsallconsultancies.com
or Barbara Wilson, Research Manager.

March 2006 Children's Centre Reach

Centres initially developed to reach 65% of children in the 20% most disadvantaged areas in England.

April 2006 Early Education Entitlement

Increase in free early years education entitlement from 12½ hours for 33 weeks to 38 weeks per year

April 2006 Children and Young People's Plan

All local authorities to have a Children and Young People's Plan in place (except 'excellent councils').

April 2006 Transformation Fund

£125m now available to support the development of the workforce.

Current issues: why consult?

In order to provide meaningful and effective joined up services for local communities, it is vital that on-going consultation is undertaken.

Consultation and involvement is a central tenet of the Sure Start local programmes approach and needs to be retained and protected during the transition to the Children's Centre model.

Importantly, local authority early years and childcare services are also required this year to use consultation to develop:

- a clear vision for early years and childcare, integrated services, extended services and outreach
- a review of the supply and demand for childcare
- local plans and programmes
- plans that reflect the need of disabled children and all communities.

Eight levels of participation* need to be understood to ensure that children and families are included in the process of developing joined up services to meet the specific needs of the local community:

1 Manipulation

The lowest level of participation. Children do what adults wish them to do, with no real understanding of the issues. Adults ask them what they think and use some of their ideas, and do not give feedback.

2 Decoration

Children are asked to take part in an event and are not given any explanation of the issues or the reasons for their involvement.

3 Tokenism

Children are apparently given a voice although have little choice about the subject or any say in the organisation.

4 Assigned but informed participation

Children understand the intentions of the project and know who made the decisions concerning their involvement. They therefore have a more meaningful role. They are also given the opportunity to volunteer to participate after the purpose of the project is made clear to them.

5 Consulted and informed

A project is designed and run by adults and children understand the process and their opinions are taken seriously.

6 Adult initiated projects, sharing decisions with children

Seeking to involve children fully in the decision making process.

7 Child-initiated and directed

The original idea and its implementation derive from children themselves.

8 Child-initiated projects, when there are shared decisions with adults

Children identify and conceive the initial idea and then work with adults as equal partners.

Effective consultation is vital, supported by participative decision making, on-going information and two-way communication on decisions and developments following the initial and further phases.

In practice, perceived levels of consultation depend on an individual's or group's starting position, and it is all too easy to assume that consultations are accessible and have real value.

This framework is useful for organisations who are consulting, to undergo a process of self-assessment and in further evaluative consultation by collecting the views of children, young people, families and providers who have been consulted, measuring against the 8 levels.

**developed from Roger Hart's 'Levels of Participation'*

Join our mailing list

This newsletter is published three times each year and aims to provide information about our activities, training and projects.

If you would like to join our mailing list please contact us.

For further information about our research and evaluation programme contact James Hemsall, Director
 Email jamesh@hemsallconsultancies.com
 or Barbara Wilson, Research Manager.

2007 Extending Early Years Education

The start of the extension of early years education entitlement to 15 hours for 38 weeks per year. The longer term aim to achieve 20 weeks.

April 2007 Maternity Leave

Extension of the maternity leave entitlement to nine months paid leave from April 2007, with a goal of a full year by the end of the next Parliament.

March 2008 Sure Start Children's Centres

2,500 Sure Start Children's Centres open.

March 2008 School Based Childcare

Half of all parents to have access to school based care for 5 to 11 year olds.

Launching Hemsall Consultancies 10 Year Childcare Strategy Support Programme

Our experience in supporting local authorities to deliver the National Childcare Strategy began in 1998 with James Hemsall delivering consultancy support and DfES funded workshops which explored the first guidance and identified staffing infrastructure and planning requirements.

Throughout the subsequent years our team worked with a number of authorities to:

- facilitate early partnership development
- develop EYDCP Plans
- and to undertake Childcare Audits.

Since then our involvement has changed and developed in partnership with the authorities with whom we continue to work, and has included:

- out of school childcare places development and NOF/Sure Start Out of School fund management
- development and delivery of a wide range of continuous professional development training
- delivery of recruitment campaigns and orientation/ Making Choices programmes
- planning, research, consultations, evaluations and service/partnership/CIS reviews.

Our 10 Year Childcare Strategy Support Programme

'Choice for parents: the best start for children' sets out the Government's ten year strategy to create a sustainable framework for high quality integrated early years and childcare services for all children and families.

Its aim is to make early years and childcare provision a permanent, mainstream part of the welfare state.

One of the key underlying principles of *Every Child Matters* is the active involvement of parents and the local community in the planning and delivery of services.

Some Sure Start local programmes and EYDCPs have a good track record of involving parents, and local authorities will wish to build on this work when developing and delivering the ten year childcare strategy.

Our support programme for local authorities includes:

- consultancy to develop clear and shared vision and common understanding
- revisiting or building partnerships with the private, voluntary and independent sectors
- auditing supply, needs and demand for childcare and other services
- facilitating, coordinating and drafting Children and Young People's Plans 2006–2008
- planning workforce reform and reviewing training/orientation programmes
- strategic and operational support/training/mentoring to develop integrated services such as extended schools and Children's Centres
- service/partnership/CIS reviews
- training and information for schools on developing childcare services.

For further information about our *10 Year Childcare Strategy Support Programme* contact James Hemsall, Director
Email jamesh@hemsallconsultancies.com

March 2008 Extended Secondary Schools

One third of all secondary schools to open from 8am to 6pm offering extended services either directly or in partnership with the private, voluntary and community sector.

March 2008 Regulation and Inspection

Reformed regulation and inspection system for early years and childcare to be in place, supported by new birth-to-five quality framework

March 2008 Directors of Children's Services

All local authorities to have Directors of Children's Services and Children's Trusts in place.

2010 8am to 6pm for 3 and 4 year olds

All parents of 3 and 4 year olds offered early years and childcare services all year round during weekdays.

Our recently published reports

Southampton evaluation of breastfeeding

The 3 Southampton Sure Start Local Programmes and the mainstreaming pilot project commissioned us to undertake an external evaluation of breastfeeding.

Specifically the evaluation sought to:

- establish and evaluate the effectiveness of the current methods of providing information, guidance and support on breastfeeding
- identify barriers to initiating breastfeeding
- identify barriers to continuing sustained breastfeeding.

In addition, the evaluation sought to:

- map existing provision of breastfeeding facilities

- evaluate the understanding and dissemination of advice provided by the Midwifery Service

- assess the extent to which information and advice has impacted on breastfeeding behaviours

- explore a range of issues concerning knowledge, attitudes, perceptions and behaviours relating to breastfeeding

- consider cross cutting themes of partnership working
- parental and community involvement.

Parents' childcare needs consultation

Sure Start Beaumont Leys and Stocking Farm commissioned us to undertake a consultation with parents and carers of children aged up to 14 years old living in the Stocking Farm area to identify what childcare services are required locally.

Specifically, the consultation aimed to:

- establish levels of need for pre-school provision
- establish levels of need for full daycare

- establish levels of need for before school childcare, after school childcare and holiday out of school care

- and establish the demand for training in childcare amongst the local population.

Hartlepool smoking cessation

Sure Start Hartlepool North and Sure Start Hartlepool South commissioned us to evaluate the Sure Start smoking cessation services established in each area.

Specifically the project aimed to:

- explore service users experiences of accessing the service, and their opinions regarding its effectiveness
- explore the perceived impact and benefits of stopping smoking to users and their children

- consider sustainability rates of users in terms of continuing not to smoke
- investigate opportunities for the continuation/extension of the service
- and investigate smoking cessation rates.

Contact us



INVESTOR IN PEOPLE

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2010

8am to 6pm for 5 to 11 year olds

All parents of children aged 5 to 11 years to have access to childcare all year round during weekdays, in or linked to school.

2010

Extended Secondary Schools

All secondary schools open from 8am to 6pm weekdays providing extended services.

2010

3,500 Sure Start Children's Centres

3,500 centres open – "one for every community".

Source:

10 Year Childcare Strategy Guidance to Local Authorities 2005