

# CCBC - Childcare Sufficiency Assessment

2017 - 2022

## Action Plan

<b>Assessment of Demand</b>			
<b>Strengths</b>	<b>Weaknesses</b>	<b>Actions</b>	<b>Priorities</b>
Parental survey undertaken and the value of the comments received	Limited response due to the length and complexity of questionnaire	Utilise the information gathered in the CSA to inform future service delivery.	Ongoing consultation and development of the action plan.
The 30 hour free childcare for 3 year olds offer will be available to some parents.	Not all families will qualify for the 30 hour offer	Assess how many children will qualify within CCBC	CCBC to keep informed regarding developments in pilot areas

<b>Assessment of Supply</b>			
<b>Strengths</b>	<b>Weaknesses</b>	<b>Actions</b>	<b>Priorities</b>
SASS used to inform the CSA and all annexes from WG used in order to show clear audit trail of information.	Not all providers were able to complete the SASS 1 return. Those who did not could not be identified in the timescales of the CSA due to anonymised data supplied to Local Authorities.	Identify the gaps of those who failed to complete the SASS 1 return.	Utilise the additional information to the SASS return to inform future actions
30 hour childcare offer for 3 year olds will widen the childcare supply options for some working parents	Sufficient supply may not exist at the current time. Uncertainty over how much supply will be required.	Early Years Team to support the introduction of the 30 hour childcare offer to 3 year olds Prepare and support settings to be able to provide the 30 hour free childcare offer in line with HMRC eligibility criteria	Work with EYDCP partners to inform, support and advise settings on the introduction of the 30 hour for 3 year old childcare offer. Investigate systems to support settings in implementing the 30 hour offer
More opportunities for new and existing childcare providers with respective new housing developments	Potential childcare gaps	Work with local planning department on the implementation of Local Placement Plans	To keep up to date with local planning developments and raise awareness of potential childcare needs

## Analysis of supply and demand of overall childcare provision

Category	Strengths	Weaknesses	Actions	Priorities
(1) Type of available childcare e.g. full day care, sessional care, after school care, childminder	<ul style="list-style-type: none"> <li>A range of childcare types allows for parental choice</li> </ul>	<ul style="list-style-type: none"> <li>Lack of choice of childcare in particular areas</li> </ul>	<ul style="list-style-type: none"> <li>Review findings of the CSA 2017 to identify gaps in types</li> </ul>	<ul style="list-style-type: none"> <li>Identify geographical areas of particular types – see No. 5.</li> </ul>
	<ul style="list-style-type: none"> <li>Childminders provide a home from home experience</li> </ul>	<ul style="list-style-type: none"> <li>Families, parents and carers tend to consider Day Nurseries rather than childminders</li> </ul>	<ul style="list-style-type: none"> <li>Conwy Early Years Development &amp; Childcare Partnership (EYDCP) to promote all childcare options</li> <li>Investigate why childminders leave the profession.</li> </ul>	<ul style="list-style-type: none"> <li>Raise the profile of childminding amongst families via Conwy Early Years Team, FIS and other partner organisations</li> <li>Review why prospective childminders do not complete the registration process</li> <li>Utilise information from the Pacey Cymru report on childminder de-registrations in Wales</li> </ul>
	<ul style="list-style-type: none"> <li>Some secondary schools have activities after school</li> </ul>	<ul style="list-style-type: none"> <li>No registered childcare provision for older children</li> </ul>	<ul style="list-style-type: none"> <li>Review the need for childcare provision for older children</li> </ul>	<ul style="list-style-type: none"> <li>Consult with stakeholders and families</li> </ul>
(2) Childcare catering for children of a specific age, e.g. from birth, from 2 years or over 8 years	<ul style="list-style-type: none"> <li>Wrap around care provides continuity and flexibility to enable parents to work</li> </ul>	<ul style="list-style-type: none"> <li>Wrap around services may not be best for young children</li> <li>A child may attend several settings in one day</li> </ul>	<ul style="list-style-type: none"> <li>To investigate the supply of wrap around care in Conwy, identify gaps in wrap around care</li> <li>Consider how to embed the Welsh Government 30 hour offer in Conwy County</li> </ul>	<ul style="list-style-type: none"> <li>Consult and liaise with existing providers</li> <li>Keep up to date and review developments on 30 hour pilot in neighbouring authorities</li> </ul>
	<ul style="list-style-type: none"> <li>Older age group are considered by some providers</li> </ul>	<ul style="list-style-type: none"> <li>Lack of any type of care for older children other than a few providers</li> </ul>	<ul style="list-style-type: none"> <li>Review the need for childcare provision for older children</li> </ul>	<ul style="list-style-type: none"> <li>Consult with stakeholders and families</li> </ul>
(3) Affordable childcare	<ul style="list-style-type: none"> <li>Childcare is available within the County</li> </ul>	<ul style="list-style-type: none"> <li>The cost of childcare can be expensive for some parents</li> <li>Flexibility of childcare costs e.g. parents only requiring parts of the session / day</li> </ul>	<ul style="list-style-type: none"> <li>Provide information for parents on help with paying for childcare (childcare tax credits)</li> <li>Consider affordability of childcare options</li> </ul>	<ul style="list-style-type: none"> <li>Ensure parents are aware of their entitlements</li> <li>Review the CSA in comparison to relative childcare cost / options</li> </ul>

		<ul style="list-style-type: none"> <li>Parents can't always afford to pay the upfront costs</li> </ul>	<ul style="list-style-type: none"> <li>Recognising the barriers that parents face, and explore available options</li> </ul>	<ul style="list-style-type: none"> <li>Signpost to relevant agencies that may be able to help</li> </ul>
	<ul style="list-style-type: none"> <li>Working Tax Credit (WTC) helps working parents</li> </ul>	<ul style="list-style-type: none"> <li>Working tax Credit system is complicated and difficult to predict the eligibility</li> </ul>	<ul style="list-style-type: none"> <li>Increase knowledge and awareness of WTC systems</li> </ul>	<ul style="list-style-type: none"> <li>Promote WTC to parents via Early Years Team and FIS</li> </ul>
	<ul style="list-style-type: none"> <li>Tax free childcare – national initiative</li> </ul>	<ul style="list-style-type: none"> <li>New system will take time to embed</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of the tax free childcare system</li> <li>Informing parents of the new system</li> <li>Supporting childcare providers through the process of tax free childcare</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring information is available on FIS database and webpages</li> <li>Advertising in the CCBC household bulletin, Facebook, parent network and through outreach opportunities</li> <li>Share information on HMRC webinars with current providers – EYDCP / FIS and Early Years Team.</li> <li>Develop links with Jobcentre Plus / EYDCP</li> </ul>
	<ul style="list-style-type: none"> <li>Early education is available in the County in non-maintained settings</li> </ul>	<ul style="list-style-type: none"> <li>Confusion around the Foundation Phase as free childcare and the requirement to pay top up fees at most settings</li> <li>Parents of Children who transition from Flying Start to Foundation Phase have to pay a top up fee</li> </ul>	<ul style="list-style-type: none"> <li>Review the application form and guidance for 3 year old education funding</li> <li>Foundation Phase to explore how other Local Authorities administer the scheme</li> </ul>	<ul style="list-style-type: none"> <li>Provide clear information for parents on the Conwy website and on the application form</li> <li>Inform parents of the scheme</li> </ul>
	<ul style="list-style-type: none"> <li>Nannies approval scheme helps parents wishing to access the childcare element of working tax credit</li> </ul>	<ul style="list-style-type: none"> <li>Nannies under the approval scheme can be expensive due to being employed by one family</li> </ul>	<ul style="list-style-type: none"> <li>FIS to investigate the provision provided by those on the home based approval scheme</li> </ul>	<ul style="list-style-type: none"> <li>Contacting individuals on the CSSIW list</li> </ul>

(4) Times at which childcare is available, including the need for flexible childcare catering for irregular patterns of usage across the day, the week and the year;	<ul style="list-style-type: none"> <li>Most provision is available Monday to Friday</li> </ul>	<ul style="list-style-type: none"> <li>Unsociable hours, overnight and weekend care is unavailable</li> </ul>	<ul style="list-style-type: none"> <li>Review and utilise information gathered in the CSA</li> </ul>	<ul style="list-style-type: none"> <li>In depth review the sustainability of provision during unsociable hours.</li> </ul>
	<ul style="list-style-type: none"> <li>Leisure Centre Kids Camps are available for children aged 5 -12</li> </ul>	<ul style="list-style-type: none"> <li>Not available to younger children</li> <li>Staff may not have a childcare qualification</li> </ul>	<ul style="list-style-type: none"> <li>Widen the EYDCP membership to include other organisations that provide activities for children.</li> </ul>	<ul style="list-style-type: none"> <li>Improving stakeholders relationships around holiday activities and play</li> </ul>
(5) Location of childcare	<ul style="list-style-type: none"> <li>Some childcare available in all 5 of Conwy identified wellbeing areas</li> <li>Flying Start is advantageous for those who live in the post coded areas</li> </ul>	<ul style="list-style-type: none"> <li>Area 1 Coastal West has a shortage of childcare in Llanfairfechan, Dwygyfylchi and Penmaenmawr. Area 2 has a shortage of childminders in Llandudno. Area 4 Coastal East and area 5 rural have limited childcare in some wards such as Eglwysbach</li> <li>Glan Conwy out of school club may not have spaces for children from Glan Conwy due to children attending from other areas</li> <li>Transport has also been raised as a weakness in Conwy</li> <li>Flying Start is not County wide</li> </ul>	<ul style="list-style-type: none"> <li>Utilise data from the CSA to address supply and demand in these areas</li> <li>Investigate links with school transport</li> </ul>	<ul style="list-style-type: none"> <li>Work with umbrella organisations to encourage developments of provision in those identified areas</li> <li>Work with EYDCP / FIS and relevant partners to promote childcare as an employment opportunity</li> </ul>
(6) Welsh medium childcare provision	<ul style="list-style-type: none"> <li>Parents expressed that there are some excellent examples of Welsh medium childcare</li> <li>Benefits the child if they are immersed in a bilingual environment</li> </ul>	<ul style="list-style-type: none"> <li>Some areas have no Welsh provision</li> <li>Shortage of appropriate qualified welsh speaking staff</li> <li>The retention of Welsh speaking staff can threaten the sustainability of settings</li> </ul>	<ul style="list-style-type: none"> <li>Review workforce development issues and training needs to encourage confident use of the Welsh Language amongst staff in childcare settings</li> <li>Promote the use of the Welsh language from birth</li> </ul>	<ul style="list-style-type: none"> <li>Work with umbrella organisations and partner agencies to encourage the use of the Welsh language</li> <li>Clarity required around the Welsh Government 'More than Just Words Strategy' (SSWB Act) in relation to Estyn Inspection requirements</li> </ul>

			<ul style="list-style-type: none"> <li>Utilise programmes such as 'Cymraeg i blant' and encourage settings to use the 'More than Just Words' Strategy (Social Services wellbeing Act)</li> </ul>	<ul style="list-style-type: none"> <li>Share information on 'More than just Words' strategy with EYDCP partners.</li> </ul>
(7) Childcare provision for different language categories	<ul style="list-style-type: none"> <li>Informal support may be available around language needs</li> <li>The CSA has shown that in most areas there is provision in the 'Welsh / English' and the 'English with some bilingual elements' language categories</li> </ul>	<ul style="list-style-type: none"> <li>Difficulties for some people who speak other languages other than English or Welsh when accessing services</li> <li>Some areas do not have provision in some of these categories</li> <li>Difficult for the childcare providers to categorise their own service</li> </ul>	<ul style="list-style-type: none"> <li>Raising awareness of the 'Big Word' Service in Conwy</li> </ul>	<ul style="list-style-type: none"> <li>Promote the use of the CCBC 'Big Word' Service via EYDCP / FIS and partner organisations</li> <li>Consider embedding diversity awareness within the EYDCP training programmes</li> </ul>
(8) Provide advice, information and Assistance.  Promote Conwy Family Information Service (FIS) with parents, carers and professionals within Conwy County Borough	<ul style="list-style-type: none"> <li>FIS has a high profile with professionals, and is promoted appropriately</li> <li>Experience and knowledge of FIS staff complements the information held on the FIS database</li> </ul>	<ul style="list-style-type: none"> <li>Information confusing for parents such as the difference between services FIS / Dewis / Team around the Family</li> </ul>	<ul style="list-style-type: none"> <li>Conwy FIS to raise awareness of the service with Local Authorities, Health and Voluntary Organisations</li> <li>Conwy FIS to raise awareness of the service with parents, carers and families</li> <li>Utilise Social Media to promote information held by FIS</li> </ul>	<ul style="list-style-type: none"> <li>Attend Team meetings and partnership groups.</li> <li>Conwy FIS to develop and undertake an outreach programme</li> <li>Investigate the possibilities of a National Campaign via All Wales FIS Contract</li> </ul>
	<ul style="list-style-type: none"> <li>Online database and website fully bilingual, free and comprehensive</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability of webpage and online database is under threat due to lack of funding</li> </ul>	<ul style="list-style-type: none"> <li>Investigate alternative funding streams</li> <li>Investigate alternative systems</li> </ul>	<ul style="list-style-type: none"> <li>Negotiate costs with current provider</li> <li>Contact Welsh Data Unit (Dewis) for update on development of FIS standalone platform</li> </ul>

## Issues facing specific categories of parents in relation to availability of childcare provision

*\*NB - The issues faced by working parents could also be experienced by most other categories of parent. If there are other issue specific to individual parent types they have been added under that parent category. Please see supply and demand and 1 – 8 sections of this action plan for actions and the priorities to the below)*

Category	Strengths	Weaknesses	Actions	Priorities
Working parents	<ul style="list-style-type: none"> <li>▪ Variety of childcare available in most areas.</li> <li>▪ Some financial assistance available via tax credit system, Flying Start, new tax free childcare initiative</li> <li>▪ Reliance on family and friends for childcare particularly during school holiday period.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Some gaps in supply and choice of childcare by type and geographical area</li> <li>▪ Opening times – childcare not available during required working hours – early morning, evenings, weekends and overnight.</li> <li>▪ Cost can be prohibitive leading to reliance on family and friends to supply childcare.</li> <li>▪ Increase costs to families during school holidays.</li> <li>▪ Parents who work full time feel there is little support for them.</li> <li>▪ Reliance on family and friends which prohibits access to the tax credits system.</li> <li>▪ Perceived gap in holiday childcare which parents would wish to use on an ad hoc basis.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Actions identified as shown in the analysis of supply and demand and section 1- 8 of this action plan (see above)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Priorities identified as shown in supply and demand and section 1-8 of this action plan See above</li> </ul>
Parents seeking work or training opportunities	<ul style="list-style-type: none"> <li>▪ Support available for the economically inactive e.g. PaCE, Let's get working</li> </ul>	<ul style="list-style-type: none"> <li>▪ High deposits and upfront fees can be a barrier to some taking on a job once they have successfully secured employment.</li> <li>▪ Lack of short term or ad-hoc childcare to allow for</li> </ul>	<ul style="list-style-type: none"> <li>▪ Work with employment support agencies to ensure parents are seeking appropriate support</li> </ul>	<ul style="list-style-type: none"> <li>▪ Review EYDCP group membership and widen to include representatives that support employment issues e.g. Jobcentre Plus / Let's get Working</li> </ul>

		<p>volunteering or training opportunities.</p> <ul style="list-style-type: none"> <li>▪ Shortfall in FE college childcare grant.</li> <li>▪ Uncertainty as to whether they will be better off in employment due to complications of tax credit system</li> </ul>		
Unemployed households	<ul style="list-style-type: none"> <li>▪ Some free childcare available for 2 year olds living in Flying Start areas.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Flying Start not universally available.</li> <li>▪ Children may not access Early Education due to top up fees charged at non-maintained settings.</li> </ul>	<ul style="list-style-type: none"> <li>▪ N/A – Flying Start Programme unable to change criteria relates to the post coded areas</li> <li>▪ Review the application form and guidance for 3 year old education funding scheme</li> <li>▪ Foundation Phase to explore how other Local Authorities administer the scheme</li> </ul>	<ul style="list-style-type: none"> <li>▪ Keep up to date with developments and share information if changes occur</li> <li>▪ Provide clear information for parents on the Conwy website and on the application form</li> </ul>
Low income families	<ul style="list-style-type: none"> <li>▪ See working families above</li> </ul>	<ul style="list-style-type: none"> <li>▪ See working families above</li> <li>▪ Rely heavily on family and friends.</li> <li>▪ Reliance on open access play opportunities which may not be consistently available.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Promote ‘Summer Activities’ online brochure which includes activities and play opportunities available during the summer holidays</li> </ul>	<ul style="list-style-type: none"> <li>▪ FIS to promote the online information relating to summer activities via their website, parent network, Facebook and within the community</li> </ul>
Families from ethnic minority backgrounds		<ul style="list-style-type: none"> <li>▪ Language may be a barrier to accessing financial support or employment.</li> <li>▪ Cultural differences may not be recognised when accessing childcare.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Refer to section 7 of action plan above</li> </ul>	<ul style="list-style-type: none"> <li>▪ Refer to section 7 of action plan above</li> </ul>
Families with children who have special educational	<ul style="list-style-type: none"> <li>▪ Some settings are able to provide for specific needs</li> <li>▪ Extra Hands and Conwy Preschool Referral Scheme can provide some support</li> </ul>	<ul style="list-style-type: none"> <li>▪ Lack of appropriately trained staff within childcare sector.</li> <li>▪ Feel that childcare is not appropriate for the needs of their child</li> </ul>	<ul style="list-style-type: none"> <li>▪ Investigate training requirements of childcare staff</li> </ul>	<ul style="list-style-type: none"> <li>▪ Review assisted places scheme criteria</li> <li>▪ Investigate / map existing providers from the voluntary sector that provide a service</li> </ul>

needs or a disability	<ul style="list-style-type: none"> <li>Family members can often offer best care due to understanding the needs of the child</li> </ul>	<ul style="list-style-type: none"> <li>Added expense due to requirement for 1:1 support</li> <li>Rely heavily on family members to assist with childcare</li> </ul>		for children with additional needs
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### Other issues to be reflected in action plan

Category	Strengths	Weaknesses	Actions	Priorities
Sustainability of childcare sector	<ul style="list-style-type: none"> <li>Providers are supported by umbrella organisations</li> </ul>	<ul style="list-style-type: none"> <li>Family and friends, free breakfast clubs in schools and free activities are used which affects the sustainability of settings</li> <li>Demographic variances can affect sustainability in rural areas and areas of low employment.</li> <li>Changes to employment laws adds financial burden and increased workload to settings</li> </ul>	<ul style="list-style-type: none"> <li>Maximise parents' ability to pay for registered childcare thereby reducing the reliance on friends and family.</li> <li>Work with childcare umbrella organisations to support members</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring information is available on FIS database and webpages</li> <li>Share information on HMRC webinars with current providers</li> </ul>
	<ul style="list-style-type: none"> <li>Foundation Phase funding is an incentive for parents when choosing settings</li> <li>Flying Start funding is utilised to sustain provision within specific areas</li> </ul>	<ul style="list-style-type: none"> <li>Funding for delivery of foundation phase requires a contribution from parents to ensure settings are sustainable</li> <li>Estyn expectations place additional demands on voluntary non-maintained settings</li> <li>Consider joint approaches for maintained and non-maintained settings working in the early years sector</li> </ul>	<ul style="list-style-type: none"> <li>Explore the possibility of external funding to assist with costs of healthy snacks</li> <li>Foundation Phase to explore how other Local Authorities administer the 3 year old education funding scheme</li> </ul>	<ul style="list-style-type: none"> <li>Work with Conwy Healthy Pre-school Sustainable Scheme to consider options</li> <li>Review the application form and guidance</li> </ul>



		<ul style="list-style-type: none"> <li>School modernisation may impact sustainability in some areas.</li> </ul>		
	<ul style="list-style-type: none"> <li>Subsidised training is available via the EYDCP Group</li> </ul>	<ul style="list-style-type: none"> <li>The Early Years Team are not always able to meet current training demands due to waiting lists for some courses such as Child Protection and First Aid</li> </ul>	<ul style="list-style-type: none"> <li>Establish a training sub-group to the EYDCP</li> <li>Utilise information from the CSA to address future training needs</li> <li>Explore joint training opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Establish an ongoing training programme for the sector</li> <li>Identify cost effective opportunities by working with Conwy Social Services Workforce Development Team, other local authorities, partner organisations and employees in the settings</li> </ul>
	<ul style="list-style-type: none"> <li>30 hour free childcare for 3 year olds will be available to some parents</li> </ul>	<ul style="list-style-type: none"> <li>Prepare and support settings to be able to provide the 30 hour free childcare offer in line with HMRC eligibility criteria</li> </ul>	<ul style="list-style-type: none"> <li>To keep CCBC informed regarding developments of the 30 hour offer in pilot areas</li> </ul>	<ul style="list-style-type: none"> <li>Work with EYDCP partners to inform, support and advise settings on the introduction of the 30 hour for 3 year old childcare offer</li> <li>Investigate systems to support settings in implementing the 30 hour offer e.g. Early Years Module Capita One</li> </ul>
	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Attendance at holiday clubs is sporadic which affects sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Investigate opportunities with Clybiau Plant Cymru Kids Club on how to consolidate after school clubs during holiday times</li> </ul>	<ul style="list-style-type: none"> <li>Consult with clusters of out of school clubs and investigate joint staffing opportunities</li> </ul>
	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Providing care for some children with additional needs may incur additional staffing costs</li> </ul>	<ul style="list-style-type: none"> <li>Investigate additional training requirements of childcare staff</li> </ul>	<ul style="list-style-type: none"> <li>Review assisted places scheme criteria and investigate other support services that is available in the County</li> </ul>
	<ul style="list-style-type: none"> <li>Resources available from Conwy Toy Library for members of the Conwy Early Years Forum</li> </ul>	<ul style="list-style-type: none"> <li>Concerns regarding future funding for Conwy Toy Library</li> </ul>	<ul style="list-style-type: none"> <li>Continue to promote membership of the Conwy Early Years Forum – Toy Library</li> </ul>	<ul style="list-style-type: none"> <li>Conwy FIS / Foundation Phase and EYDCP to promote the service</li> </ul>

Cross Border arrangements	<ul style="list-style-type: none"> <li>Gives parents choice and flexibility to choose childcare close to where they live / work or train</li> </ul>	<ul style="list-style-type: none"> <li>Awareness needed around future planning as child gets older and their needs change e.g. starting school</li> </ul>	<ul style="list-style-type: none"> <li>Make parents aware to plan for their child's future childcare and educational needs</li> </ul>	<ul style="list-style-type: none"> <li>FIS and partner agencies to raise awareness with parents</li> </ul>
	<ul style="list-style-type: none"> <li>Conwy have funded children from neighbouring authorities in relation to 3 year old funding</li> </ul>	<ul style="list-style-type: none"> <li>Uncertainty if other authorities would fund Conwy children via the 3 year old funding scheme</li> </ul>	<ul style="list-style-type: none"> <li>Seek clarity from neighbouring authorities regarding the situation</li> </ul>	<ul style="list-style-type: none"> <li>Discuss with counterparts</li> </ul>
Workforce Development and Training	<ul style="list-style-type: none"> <li>Childminders Quality Mark</li> </ul>	<ul style="list-style-type: none"> <li>Status of Childminding not viewed as a profession.</li> </ul>	<ul style="list-style-type: none"> <li>Conwy Early Years Team / FIS to continue to support childminding as a profession.</li> <li>Support with training, registration processes, and continue to provide childminding start up grants</li> </ul>	<ul style="list-style-type: none"> <li>Raise the profile of childminding amongst families via Conwy Early Years Team, FIS and other partner organisations</li> <li>Promote Childminding start up grants</li> </ul>
	<ul style="list-style-type: none"> <li>Staff within all registered Childcare meet the National Minimum Standards required by CSSIW and many are working towards higher qualifications.</li> </ul>	<ul style="list-style-type: none"> <li>High percentage of required qualifications are due to expire in the next twelve months and twenty four months</li> </ul>	<ul style="list-style-type: none"> <li>Establish a training sub-group to the EYDCP</li> <li>Utilise information from the CSA to address future training needs</li> </ul>	<ul style="list-style-type: none"> <li>Establish an ongoing training programme for the sector</li> <li>Identify cost effective opportunities by working with partner organisations</li> <li>Keep up to date with developments of new Health, Social Care and childcare qualifications</li> </ul>
Partnership Working	<ul style="list-style-type: none"> <li>Conwy has an Early Years Development &amp; Childcare Partnership</li> </ul>	<ul style="list-style-type: none"> <li>There are some gaps in representation on the EYDCP group</li> </ul>	<ul style="list-style-type: none"> <li>Establish clear work streams for the EYDCP Group</li> </ul>	<ul style="list-style-type: none"> <li>Review the EYDCP membership and widen to include relevant representatives from other areas.</li> </ul>

#### Glossary of terms;

**WG** – Welsh Government

**SASS** - Self Assessment of Service Statement

**FIS** – Family information Service

**CPP** – Conwy People's Partnership Board

**COG 1** – Conwy Outcome Group 1

**CSA** – Childcare Sufficiency Assessment

**CSSIW** - Care and Social Services Inspectorate Wales

**EYDCP** – Early Years Development Childcare Partnership

**CCBC** – Conwy County Borough Council

**CYPOP5** – (Introductory training in home-based childcare for childminders in Wales)