

Childcare Business Support



Your pathway to success!

Welcome to our summer newsletter.

We are welcoming India Morgan to the team - India is working one day a week with us and some of you may have already been in contact with her as she is busy arranging visits to see yourselves.

We are very pleased to say that Jenna Hughes is back off maternity leave - welcome back Jenna - we have missed you!!!

Lots of updates, as usual, in this edition of the newsletter - and lots of exiting workshops at our next train and gain - hope to see you there.

Lynne Jones



Training

The new Integrated Training Brochure is now available to access on the Powys County Council website

[http://pstatic.powys.gov.uk/fileadmin/Docs/Training_DB/Integrated Training Brochure 2016-2017_FINAL .pdf](http://pstatic.powys.gov.uk/fileadmin/Docs/Training_DB/Integrated_Training_Brochure_2016-2017_FINAL.pdf)

Details of training and development opportunities funded by the CYPP can be found in the Integrated Training Brochure. To book a training place please use the online application form or contact the Workforce Development Team - pwbotu@powys.gov.uk - 01597 827331

CSSIW National Minimum Standards

New National Minimum Standards came into force on the 1st April 2016 – you need to have a copy of the new standards in your setting and look at the changes between the old standards and the new ones and ensure you comply.

You can download a copy from - <http://cssiw.org.uk/docs/cssiw/publications/160411regchildcareen.pdf>

We are putting on a workshop at our Train and Gain event in Carno on the 18th June to work through the changes with you – PLEASE BOOK ON.

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What is the Difference between the Registered Person (RP) and the Responsible Individual (RI)?

*The **Registered Person** is ultimately responsible for ensuring compliance with the regulations, having regard to the relevant NMS. The responsibility may be delegated at a day-to-day level to a manager, person in charge or designated member of staff.*

National Minimum Standards for Regulated Childcare for Children up to the age of 12 years. Revised March 2016.

So what does this mean in practice?

Anyone registered as an **RP (Registered Person)** is normally a private provider or someone who intends to make a profit from their provision. These groups cannot be registered charities. The **RP** is responsible for ensuring that they conform to all regulations relating to their provision, ensuring that CSSIW minimum standards are met, providing supervision for their leader whether that is a day-to-day manager, person in charge or a designated member of staff and all financial obligations among many other requirements.

The Responsible Individual

*• Where day care is being provided by an organisation (a body corporate or an unincorporated association), a **responsible individual** who is responsible for day to day supervision of the provision of day care must be appointed by that organisation. It is the responsible individual who will generally be expected to demonstrate ongoing compliance by the day care provision with the various requirements of these regulations, having regard to the relevant statements in the NMS.*

*• A **person in charge** must be appointed if the registered person is an organisation and the responsible individual is not in full day-to-day charge of the child care provision, or if the registered person is an individual who is not in full day-to-day charge. Fuller information regarding this responsibility is given in Part 3, Child Minding and Day Care (Wales) Regulations 2010.*

National Minimum Standards for Regulated Childcare for Children up to the age of 12 years. Revised March 2016.

So what does this mean in practice?

The **Responsible Individual/Individuals** are normally the people who on behalf of the group or association are responsible for ensuring that all regulations, CSSIW minimum standards, financial and other regulatory requirements are met. They must provide supervision for their Person in Charge and be able to report back to the group regularly on the progress of the group and of any problems that arise so that the members are fully informed and can find ways of dealing with them. These groups can be registered charities and are non- profit making organisations.

Powys Family Information Service

Got a Question and not sure who to ask? Then come to us!

Powys Family Information Service (FIS) is here to provide parents, prospective parents, professionals and young people with the information they need about services and childcare available to them in their area. As a statutory service we work closely with CSSIW and Llaw Yn Llaw to ensure we have the most accurate and up-to-date picture of childcare across Powys.

Under the Data Protection Act we are required to have a signature from each setting before we are allowed to advertise them, so we send out a form once a year to every provider and follow this up with a phone call 6 months later to ensure the information we hold is as up-to-date as possible.

Forms went out to Childminders only, on the 1st of April and so far we have had a fantastic response. We are currently planning to send forms to all other providers on the 1st of July, so please keep your eyes out for it! All the information we hold is put into these forms, so all you need to do is check it over, sign it and return in the FREE post envelope provided! PLEASE, PLEASE return these forms as soon as convenient.




From 3 Year Old funded settings, Childcare, Local activities for children and young people, school admissions, to support for parents and young people - we have the information or can signpost to the appropriate service for any query!

Contact us on:

 @FISPowys  /FISPowys

 Powys.gov.uk/FIS

 fis@powys.gov.uk

 01597 827586

P.S. Have you heard about the new Welsh Government Parenting Scheme? Gov.Wales/giveittime has tips for parents from tantrums and bedtime, to mealtimes and potty training, for more information or to order copies of the leaflets contact us on the details above!



Wales **Pre-school
Providers** Association
Cymdeithas **Darparwyr
Cyn-ysgol** Cymru

Powys Healthy Pre-School Scheme.

About the Scheme:

- The Welsh Government is promoting and supporting the extension of the Healthy Schools Scheme into Pre-School settings. The Healthy Pre-School Scheme started in Powys in 2011. We currently have 20 groups working towards the scheme these groups are a mixture settings i.e. Playgroups, Childminders and Nurseries.
- There are 8 themes to review, develop and work towards:
 - Preliminary (leadership and communication)
 - Nutrition & Oral Health
 - Physical Activity/Active Play
 - Environment
 - Safety
 - Hygiene
 - Mental & Emotional Health, Wellbeing & Relationships
 - Staff Wellbeing
- Each indicator is looked at under these headings:
 - Leadership & Communication
 - Planning & Delivery
 - Ethos & Environment
- A setting will be given two indicators to work towards i.e. Nutrition & Oral Health and Physical Play. These two indicators will take at least a year to complete. The setting will then be assessed and put forward for an accreditation visit by a Public Health Wales assessor. If successful, a report and certificate are issued, then the setting will start another two indicators i.e. Safety & Environment. After completion of the overall scheme, the setting will achieve an award. It is anticipated that it will take 3 years for a setting to complete the overall award.

The scheme links in really well with CSSIW, Estyn, Flying Start and Environmental Health standards.

Setting Community:

The scheme is about involving your staff, children, parents, committee, organisations and the local community of the group. It's about giving clear messages about Healthy lifestyle, Safety, Environment etc this scheme gives you the information you need.



To date:

5 Local groups in Powys have now completed the overall scheme

A huge congratulations to:

Canal Playgroup
Forden Playgroup
Trehafren Children's Centre
1st Steps Nursery
Ysgol Ardwyn Playgroup



If you would like to know more about the scheme or Wales PPA please contact us:

**Emma Jones: Wales PPA Regional Manager and Healthy Pre-School
Coordinator**

**Viv Briskham: Wales PPA Development Worker and Healthy Pre-School Support
Worker**

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Llywodraeth Cymru
Welsh Government

Welsh Network of Healthy School Schemes



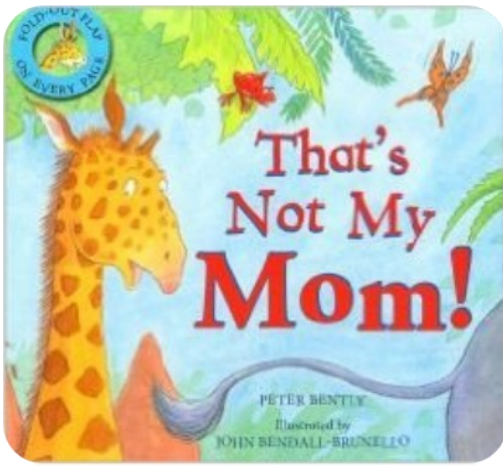
Cynlluniau Ysgolion Iach - Rhwydwaith Cymru



GIG
CYMRU
NHS
WALES

Iechyd Cyhoeddus
Cymru
Public Health
Wales

Book Review



'That's not my Mom!' - Written by Peter Bently. This book is so lovely to read and look at. The vibrant colours capture children's attention, and most can pick up the repetition of 'That's not my mum!' and join in. There are many other books in the series such as 'That's not my Dad!' 'That's not my sister!' and 'That's not my brother!'

The book covers many areas of the Foundation Phase without digging too deeply, for example you can:

- Look at the differences between yourself and others, plants and animals.
 - Describing differences and similarities between yourself and others, plants and animals.
 - Learning about how parents don't have to look like their children- fun examples of this can be found online between different animals e.g. a cat mothering a duckling.
 - Learn about keeping safe, what to do when you are lost, and stranger danger.
 - Learn body parts - singing Head, shoulder, knees and toes in English and/or Welsh.
 - Count the number of animals.
 - Look at patterns on the different animals.
 - Where the animals live that are in the book- compare to what animals live in the UK.
 - Looking at the map of the world and pin pointing where the animals are in relation to where we live.
 - Looking at the different weather and temperatures of where the animals live.
 - Moving like the different animals.
 - Learn about life cycles- the butterfly- you could create a short dance or play.
 - Making masks to become different animals- experimenting with different resources to make these.
 - Making an indoor jungle- choosing a variety of resources for this.
- Speak about colours, animals and weather in welsh.



These are just a few ideas of what you could do, there are many other activities

Feedback from settings

Machynlleth Community Children's Project.



In October 2014 our business had to contact Llaw yn Llaw for support with the financial problems we were experiencing. Llaw yn Llaw came to meet us and worked closely with us to solve some of the problems we were having and also look at changes the business could make to keep us sustainable. These recommendations were put into place and very difficult decisions had to be made. But we are happy to report that now, in 2016, we are still going and the business is continuing to improve.

This on-going support and guidance from Llaw yn Llaw has meant that we are able to continue to offer affordable childcare for children in our area.

Karen Roberts
Manager

Cylch Meithrin Aberhonddu



We have sought guidance from outside agencies namely Llaw yn Llaw who have been invaluable in their continued support as we develop and grow. Their wisdom, understanding and vision have enabled us all to think creatively and extend what we offer.

Jo Bradburn
Registered Person

Little Acorns Crossgates



As a new setting at Little Acorns the support we have had from Llaw yn Llaw has been invaluable from the very first initial meetings to discuss the viability of a committee based setting to the current ongoing running and financing of the setting.

Llaw yn Llaw led the first group of volunteers through the CSSIW registration process, guided us with the writing of policies, the completion of the registration form and the set up of the committee and constitution.

Llaw yn Llaw have continued their support of developing the setting and answer the many queries and questions we have as a new and inexperienced committee. They are always on hand to give pertinent advice and offer training. The collaborative writing of the business plan and insight to business development has helped us gradually grow with confidence in our abilities and vision for the future. As a committee we are becoming more confident in our roles and responsibilities, safe in the knowledge that Llaw yn Llaw offer first class support and direction.

Bev Smith
Responsible Individual

The Social Services Well Being Act for Wales

The Social Services Well Being Act for Wales came into force on the 6th April, 2016.

So what does this mean for Child Care Providers?

Part of the Act that is about 'looked after and accommodated children' (Part 6), this means any child or young person who is under Social Services, this may or may not apply to children that your organisation works with. Safeguarding (Part 7), describes the changes that have been made, making the powers that ensure adults and children are kept safe from abuse or neglect are stronger and there is now a national independent safeguarding board. The Act reinforces existing safeguarding arrangements for children through the introduction of a new duty to report to the local authority any child suspected of being at risk of, or experiencing, abuse or neglect.

The Parts of the Act



However even if you have no children that come under Social Services in your organisation you must ensure that your setting is:

- promoting the well-being of each child, enabling them to develop and enjoy their time in your care
- providing clear information and advice to parents
- following the safeguarding guidelines and reporting process
- ensuring that all your staff are aware of the Act and any changes it brings

For more information please see the Welsh Government website - <http://gov.wales/topics/health/socialcare/act/?lang=en>

An overview of the Social Services Well Being Act for Wales will be given at our next Train and Gain day on Saturday 18th June at Carno. Please contact us for more details.

CSSIW Update

What are the changes from April 2016?

All childcare and play provision, including (child minders, day care services, after school clubs, holiday play schemes and play provision) for children under 12 years old, operating for more than 2 hours a day, will be regulated and inspected by CSSIW.

April 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

The changes bring the systems for registration in Wales in line with other parts of the UK.

From 1 April 2016, CSSIW will accept DBS certificates via the DBS Update Service (regardless of whether your original DBS certificate has been countersigned by Welsh Ministers). However, they may still require you to present your original DBS certificate to them.

CSSIW Registration Forms have changed - CSSIW have said they will not be accepting the old forms for new registrations after the 30th April 2016.

For Child minders

CSSIW has a new online service - it will take you about 5 minutes to apply to make a variation.

By signing up for their new CSSIW online service you can:

- Access your information quicker
- Update some of the information they hold about you
- Respond to them regarding your registration online, rather than via post
- Be ready to access more services online as they become available

For more information on the changes - <http://cssiw.org.uk/about/strategic-plan/changing-the-way-we-inspect/childcare/extension-of-childcare-regulations/?skip=1&lang=en>



Arolygiaeth Gofal a Gwasanaethau Cymdeithasol Cymru
Care and Social Services Inspectorate Wales

Other News

Training Bursaries

Chwarae Teg have opened applications on the 16th May 2016 for 2 bursaries of up to £500.00.

The Achieve bursary is for a woman looking to undertake an educational course to further her career.


Whether the course is formal such as GCSE's, A-Levels, or NVQ's or if it's more specific to your career you can apply for the Achieve bursary.

The winner of the bursary will be provided up to £500 to put towards the course of your choosing.

Applications are now open and will close at 5pm on Friday, June 17th 2016.

<https://www.cteg.org.uk/about-us/chwarae-teg-bursaries/>

UK Wage Rates



	Minimum Wage 21-24	Minimum Wage 25+ (‘national living wage’)	Living Wage
NMW is not ‘calculated’	£6.70	£7.20 from April 2016	£8.25 across the UK and £9.40 in London
Is it the law?	Law	Law	Voluntary
What age group is covered?	21 and older	25 and older	18 and older
How is it set?	Negotiated settlement based on recommendations from businesses and trade unions	A % of median income, currently at 55% it aims to reach 60% of median income by 2020	Calculation made according to the cost of living, based on a basket of household goods and services
Is there a London Weighting?	No London Weighting	No London Weighting	Yes - there is a separate higher rate for London

Welsh Business Directory

Businesses are able to advertise in the Directory of Welsh Businesses to promote their goods, services & credentials to other businesses & to consumers.

Use the Directory to do a quick search for Welsh businesses by name or perform an advanced search using a combination of criteria.

The Directory has only recently been launched & contains a very small proportion of Wales' businesses; coverage & use will grow as they encourage more businesses to join. For more information please go to - <https://businesswales.gov.wales/business-directory>

Welsh Assembly Elections

Following the Welsh Assembly Elections last month and the announcement that Carwyn Jones has been elected First Minister a statement has been released by him setting out the priorities for the coming months.

Carwyn Jones said;

"Childcare: we recognise this is one of the biggest challenges facing families in Wales, and we will prioritise work to deliver 30 hours free childcare for working parents. Key to our work in developing and rolling out this offer will be quality of provision and equity of access - both in terms of geographical reach and language." We will keep you posted on further developments as they are announced.

Questions and Answers

Cashflow – what does this term actually mean?

Cash is the lifeblood of every business. Managing cash badly is one of the main reasons for business failure and one of the main areas we give support to childcare settings with. The time you spend working out your cash needs and monitoring cash flow is time well spent. This is because you can: Find out when you might not have enough cash before you run out. Find out when you might make extra cash and use it efficiently. Make sure you have enough cash for any essential purchases. If you need a hand with a budget or cashflow then please give us a call – we are happy to help.

Staff costs are spiralling out of control – what should we do?

Childcare is notorious for having high childcare costs due to adult to child regulations laid down by CSSIW. If the setting is over staffed compared to the number of children, financial disaster will loom. The following are solutions to managing staff costs. 1. When employing staff issue flexible contracts where there is a minimum amount of hours offered with opportunity for increased hours if child occupancy increases. 2. If staff are not on flexible contracts try to increase occupancy through a targeted marketing campaign. This may include taster sessions and first session discounts. Please be aware always put a deadline on discounts! If you want us to help look at your staffing levels then please give us a call.

I have a new member of staff starting at the setting – should I carry out an induction?

Yes, definitely. A good tool to help you with this is the Early Years and

Childcare Induction Framework. This is a free resource from the Care Council for Wales and looks at a structured start for staff during the first 12 weeks of employment. To access it, use this link - <http://www.ccwales.org.uk/early-years-and-childcare-induction-framework/>





‘Train & Gain with Childcare Business Support’

Saturday 18th June 2016

**To be held at: - Carno Community Centre, Carno,
Caersws, Powys, SY17 5LH**

9.30- 3.30pm (*Lunch to be provided*)

PROGRAMME	
9:30 am	Coffee & Registration
9:45 am	Introduction
10:00 – 11:00am	Overview of the Wellbeing Act
11:00 – 12:00pm	Workshop 1
12:00 – 1:00pm	Lunch & Networking
1:00 – 2:00pm	Workshop 2
2:00 – 3:00pm	Workshop 3
3:15pm	Evaluations, Collection of Certificates

Workshops Include

- * Supervision from the Supervisees view point
- * Planning for the future
- * Importance of quality within your setting
- * Team building
- * Changes to the CSSIW National Minimum Standards & how this affects your policies & procedures
- * Making things with children to make money
- * Applying for grants

***To book your place at the event and into workshops,
Please complete the attached form***

POWYS
Children & Young People's Partnership
Partneriaeth Plant A Phobl Ifanc