

### Childcare Sufficiency Assessment – Action Plan

The Action Plan must detail the actions, priorities and milestones to maintain strengths and address shortcomings identified in the Childcare Sufficiency Assessment.

The tables below identify those areas which must inform the assessment as per the statutory guidance.

#### Assessment of demand

Strengths	Weaknesses	Actions	Milestones
72% of respondents claimed that there was enough childcare available in the language of their choice and most were happy with the quality and location of their childcare, particularly in relation to term time childcare.	77% of respondents felt that childcare was too expensive and take up of the childcare element of Working Tax Credit was minimal.  There was a small unmet demand for childcare during atypical working hours.	Continue to promote the Family Information Service and advertise the availability of financial support to assist with the cost of childcare.  Increase the opening hours of existing childcare providers to include atypical hours.	FIS complete monthly reports with details of any advertising carried out. FIS will also send update forms to childcare providers and the childcare supply will be updated accordingly and compared with the previous year.

#### Assessment of supply

Strengths	Weaknesses	Actions	Milestones
There is sufficient supply of childminders, full day care and sessional care settings throughout Monmouthshire.  Most settings offer a range of services and session lengths and are usually flexible to meet the needs of families.	39% of out of school childcare settings are not registered with CSSIW.  There is a shortage of holiday childcare in some areas.  There is a lack of crèche facilities.	Register 3 out of school clubs with CSSIW.  Develop an additional 3 holiday childcare settings.  Develop 2 registered crèches with new or existing providers.	These will be included as targets for the Out of School Childcare Grant and the Service Improvement Plan and monitored quarterly.

**Issues Facing Specific Categories of Parents in Relation to Availability of Childcare Provision**

Category	Strengths	Weaknesses	Actions	Monitoring
Working parents	Range of services and session lengths available with most childcare providers during the normal working day (i.e. 9am – 5pm).	Affordability and take up of the childcare element of Working Tax Credits is an issue.  Lack of childcare during atypical working hours.	Promote the availability of financial support for childcare.  Provide incentives to encourage existing providers to extend their opening times.	FIS will send update forms to childcare providers and the childcare supply will be updated accordingly and compared with the previous year.
Parents seeking work or training opportunities	PACE are able to fund childcare for parents seeking work or training.	No crèche facilities available in most areas of Monmouthshire.	Develop 2 registered crèches or encourage existing providers to offer crèche facilities.	This will be included as a target in our Service Improvement Plan (SIP) and monitored quarterly.
Unemployed households	Unemployed households only tend to use free childcare such as Flying Start childcare and Early Years Education; provision of this is generally very good in Monmouthshire.	There is no Welsh medium Flying Start provision in the south of the county.	Develop a Welsh medium childcare setting in the south of the county that can provide Flying Start childcare.	Welsh Education Strategic Plan (WESP) contains details of Welsh medium childcare and this target will be included and reviewed termly.
Low income families		There are no assisted places in Monmouthshire so	Promote the existence of Working Tax	FIS Officer produces monthly reports including

Annex 14 – Action Plan

		affordability is an issue for these families.	Credits and other financial support available to assist with the cost of childcare through the FIS and social media.	details of any advertising that has taken place.
Lone parent families		There were no specific issues or concerns in relation to this group.	No specific action required.	
Families from ethnic minority backgrounds	There are very few families from ethnic backgrounds in Monmouthshire and no demand for specific childcare.	There were no specific issues or concerns in relation to this group.	No specific action required.	
Families with children who have special educational needs or a disability	Provision for children with special educational needs or a disability is very good in Monmouthshire and financial support is available to employ additional staff to integrate these children within the setting	There is a cost to childcare providers as support is limited to two hours per session.	Continue to provide support for children with special educational needs or a disability to ensure they are able to access childcare provision.	Number of children supported is reported through the Out of School Childcare Grant and the Service Improvement Plan (SIP).

**Other Issues to be Reflected in the Action Plan**

Category	Strengths	Weaknesses	Actions	Monitoring
Sustainability of childcare sector	<p>Development grants and sustainability grants can be accessed by childcare providers.</p> <p>Over recent years, very few settings have de-registered due to sustainability issues.</p>	<p>Sustainability is becoming more of an issue for childcare settings with increases in the minimum wage, rent costs, utilities and business rates.</p> <p>There tends to be a high turnover of childminders.</p>	<p>Continue to provide business support and grants to childcare providers.</p> <p>Recruit 5 new childminders each year to at least maintain current level of provision.</p>	<p>Number of grants provided is reported through the Out of School Childcare Grant and the Service Improvement Plan (SIP). CSSIW data will be used to monitor the number of childminders.</p>
Cross Border arrangements	<p>Cross border arrangements are in place with all neighbouring Local Authorities and parents are free to choose where they access their provision.</p>		<p>No specific action required.</p>	
Workforce Development and Training	<p>The childcare workforce in Monmouthshire is very well qualified and there are only a small number of workers with no qualification that are not currently undertaking training.</p>	<p>Mandatory training is facilitated by the Local Authority but it is not always funded.</p> <p>The rurality of some settings can cause a problem for accessing training.</p>	<p>Put together a yearly training booklet to enable childcare settings to forward plan and ensure their staff are suitable trained.</p>	<p>Attendance registers will be kept for all training courses facilitated by the Local Authority. Monitoring will be carried out to ensure settings</p>

Annex 14 – Action Plan

				meet the minimum standards in relation to staff qualifications.
Partnership Working	Partnership working in general is strong in Monmouthshire. We have good relationships with the umbrella organisations and many have representatives on our EYDCP.	Some partners such as Job Centre Plus didn't respond to the consultation so their views are not included within the CSA.	Maintain existing relationships with partners and look to develop working relationships with other partners, where required.	Membership and attendance of EYDCP meetings will be monitored.