

Childcare Sufficiency Assessment Progress Report April 2024

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GENERAL UPDATE

The main priority within childcare for 2023-24 was the expansion of Flying Start. Previously, the majority of Flying Start childcare was provided in one of our four LA maintained Flying Start settings. There weren't sufficient places in these maintained settings to accommodate the expansion and some parents weren't able to take up their entitlement to free childcare as sessional care didn't fit around their working arrangements. In order to meet the needs of all families and to support the existing childcare providers, it was agreed to take on non-maintained settings and childminders to offer Flying Start childcare places, as long as they were able to meet the necessary requirements. By the end of the financial year 2023-24, there were 28 non-maintained settings and 6 childminders registered to offer Flying Start childcare places.

Take up of Early Education and the Childcare Offer remains high in Monmouthshire, hence demand for childcare places has increased. In order to meet this demand, it was necessary to develop additional childcare provision.

More than half of our sessional and day care providers are approved to offer Early Education. The Curriculum for Wales is embedded within the majority of our settings and assessment processes have been adapted based on the assessment guidance that was published in the summer term. Training on the new assessment arrangements has been provided by the Education Achievement Service (EAS). Six joint Estyn and CIW inspections of approved Early Education providers have taken place during this financial year and all settings were rated at least good for Wellbeing, Teaching & Assessment, Learning and Environment.

Changes to the CIW National Minimum Standards for Childcare has resulted in a significant increase in demand for statutory training, particularly Emergency or Paediatric First Aid courses. In addition to statutory training, we have also offered a range of CPD training courses to improve existing practice such as ALN Modules, Early Communication, Attachment, Sign-Along, Froebel, Woodwork, Outdoor Learning, Active Baby & You and Welsh. In total, we have offered 25 different training courses and facilitated 83 training opportunities.

Sustainability doesn't appear to have been a major issue for settings and we have only awarded four sustainability grants during this period. Nevertheless, providers have reported that, if the funding rates for Flying Start, Early Education and Childcare Offer places doesn't increase soon, they will struggle to remain financially viable and may be forced to consider whether or not they can continue to offer funded childcare places.

Small capital grants totalling £380,000 were awarded to 50 childcare settings in 2023-24 to enable them to maintain their premises and make improvements to their learning environment.

PROGRESS MADE AGAINST TARGETS

The table below details the progress that has been made in 2023-24 against the CSA Action Plan that was revised in April 2023.

Target	Why is it Required?	How will it be Achieved?	How will it be Monitored?	Progress 2023-24	Timescale
Register 10 new childminders across Monmouthshire and support existing providers to at least maintain the current level of provision.	There is always a high turnover of childminders due to the transient nature of the job, but this was even more of an issue during the pandemic and the total number of childminders has reduced significantly. Childminders are best placed to provide childcare during atypical hours.	Work in partnership with PACEY Cymru to provide childminder briefing sessions and ongoing support through the registration process and on a campaign to recruit more childminders. Continue to offer financial support for preregistration training and start-up grants.	Number of newly registered childminders and de-registered childminders will be monitored through CIW monthly reports. Monitor take up of pre-registration training and number of childminder start-up grants awarded on a termly basis.	We started the financial year with 35 childminders and we have recruited four new childminders who have successfully registered with CIW. Unfortunately, we have had two childminders deregister during this year and a further five have suspended their registration, resulting in a reduction in the total number of childminders from 35 to 32. There are, however, a further three potential childminders who are currently undertaking childminder pre-registration training.	March 2025
Develop 3 full day care or sessional care providers or extend existing provision to offer more places for two year olds.	Places for children under five years of age are tight in some areas of Monmouthshire and, although there are vacant sessions, it is not always possible to offer a full time place.	Monitor take up of places in full day care and sessional care through take up of Flying Start, Early Education and Childcare Offer, as well as regular communication with providers.	Number of settings will be monitored through CIW monthly reports and take up of places will be monitored termly. Development grants will be monitored	Since April 2023, there have been three new full day care providers registered with CIW, offering an additional 109 places for children under five years of age. Two of these settings have registered with Flying Start and are offering funded places for eligible two	September 2025

	The rollout of free childcare for all two year olds is likely to exacerbate this situation.	Offer advice and support along with financial incentives to develop new provision or increase places.	through CSG quarterly reports.	year olds. Many of our existing settings have also signed up to offer Flying Start childcare places and we currently have 4 maintained settings, 28 nonmaintained settings and 6 childminders approved to offer Flying Start childcare places across Monmouthshire.	
Develop an after school club in the Caldicot and Abergavenny areas or increase the number of after school places offered at existing settings.	Feedback received from parents is that there is a shortage of after school places in some parts of Caldicot and Abergavenny, particularly those that operate until at least 5.30pm to meet the needs of working parents.	Childcare Development Officer will work closely with Clybiau Plant Cymru to develop additional after school provision. Development grants will be provided.	Number of settings will be monitored through CIW monthly reports and take up of places will be monitored termly. Development grants will be monitored through CSG quarterly reports.	An after school club was planned for one of the primary schools in Caldicot but parents were reluctant to pay the fees, so the club didn't go ahead. Another school in Caldicot is also interested in an after school club, hence we are considering alternative venues and the possibility of one club to serve several schools. After school provision is planned for the new 3-19 school in Abergavenny when it opens on the new site, but this has been delayed by a few months and probably won't open until January 2025. An existing childcare setting is extending their opening hours to offer a breakfast club.	September 2024

Encourage and support existing out of school clubs and any new childcare settings that are developed to register with CIW.	Parents and carers are unable to access funding to support with the cost of childcare if settings are not registered with CIW. In unregistered settings, it is difficult to ensure childcare is of a sufficient standard.	Childcare Development Officer to support existing clubs and new settings to take them through the CIW registration process. Training to be funded if this is the barrier preventing settings from registering.	Number of registered settings to be monitored through CIW monthly reports. Take up of training to be monitored through CSG quarterly progress reports. Staff qualifications to be monitored annually.	An after school club in Monmouth and another in Undy have registered with CIW during the autumn term so they are now able to stay open for more than two hours a day and parents are able to access financial support to help with the cost of childcare.	March 2025
Develop an additional 2 holiday clubs in different areas of Monmouthshire.	There is a need to increase the range of childcare available during school holidays to meet the needs of working parents.	Childcare Development Officer will work closely with existing providers to expand their provision. Offer financial incentives such as development and sustainability grants to cover start up costs and a proportion of running costs.	This will be included as a target for the Childcare & Play Grant and monitored through quarterly progress reports.	No progress has been made on this action to date. It is difficult for childcare providers to compete with heavily subsidised play schemes and free provision that is available to families during the school holidays.	July 2024
Increase the opening hours of at least 1 existing childcare provider in each of the 5 areas to include atypical hours such as before 8am, after 6pm, overnight and at weekends.	There is a lack of childcare available to meet the needs of parents who work atypical hours such as shift workers and those that work at weekends.	Offer financial incentives to encourage existing childcare providers to extend their opening hours and to provide childcare during atypical hours.	FIS will send update forms to childcare providers annually and the childcare supply will be updated accordingly and compared with the previous year.	Many of our day nurseries are already open from 7am or 7.30am. One day nursery in Abergavenny offers sessions from 6.30am to 7pm. The only overnight or weekend care is ad hoc arrangements with childminders.	March 2027

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Establish a cylch meithrin in Monmouth, Chepstow and Usk & Raglan, so that each of the five areas of Monmouthshire has Welsh medium preschool provision.	There is currently no Welsh medium preschool provision in Monmouth, Chepstow or Usk & Raglan. Lack of Welsh medium provision and distance from existing provision has been raised by parents as a reason for not accessing Welsh medium childcare.	Monmouthshire Early Years will work closely with Mudiad Meithrin to develop additional Welsh medium pre-school provision. Offer financial incentives such as development and sustainability grants to cover start up costs and a proportion of running costs.	The number of Welsh medium childcare places is included in the Welsh Education Strategic Plan (WESP) and this is reviewed termly.	There has been very little progress with regards to establishing a cylch meithrin in Chepstow, Usk or Raglan due to limited demand and a lack of qualified staff. Unfortunately, there have been delays on the proposed building work for the Welsh medium seedling school in Monmouth, so it won't be possible to open Cylch Meithrin Trefynwy on site until September 2025. We have funded promotional material and attended events to promote Welsh medium provision, the new seedling school in Monmouth and the benefits of being bilingual.	March 2027
Encourage existing Welsh medium providers to extend their hours and to consider providing childcare during school holidays.	There is not sufficient Welsh medium childcare provision, in particular full day care and childcare during school holidays, to meet the needs of working parents.	Monmouthshire Early Years will work closely with Mudiad Meithrin and the existing providers to expand the provision of Welsh medium childcare provision. Development grants will be provided.	The number of Welsh medium childcare places is included in the Welsh Education Strategic Plan (WESP) and this is reviewed termly.	Cylch Meithrin Y Fenni offered holiday provision during the summer holidays 2023.	March 2027

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Provide Welsh training and activities to enable at least 15 providers to change from English only to English with some bilingual elements.	There are a number of providers that describe themselves as English only and don't offer any bilingual elements. We are required to actively promote speaking Welsh.	Identify a suitable Welsh course, cover the cost of the training and promote with childcare providers. Produce a bank of Welsh activities for all ages to share with providers.	Attendance lists will be kept and follow up will be carried out to assess the impact this has had on settings. Annual SASS data will be monitored if it is available to the Local Authority.	Basic Welsh language training was held in the summer term and 7 childminders attended. The course provided them with simple words and phrases they could use with children within their childcare setting, as well as simple activities. Childcare providers have been encouraged to access Welsh courses offered by the umbrella organisations. Clwb Cwtsh has been promoted through social media, which is a Welsh language programme focusing on speaking Welsh to young children.	March 2027
Continue to promote the Family Information Service and advertise the availability of financial support to assist with the cost of childcare (including Flying Start, Childcare Offer, Early Education & Tax-Free Childcare.	According to the parental survey and consultation with stakeholders, affordability is the main barrier to accessing childcare in Monmouthshire There are many schemes available to support with the cost of childcare.	The Family Information Service will continue to promote new and existing childcare and the availability of financial support for childcare through our section of the MCC website and across our social media channels.	The Family Information Officer produces monthly reports including details of promotional activities. Users of the FIS website complete evaluation forms. Take up of Flying Start, Early Education and Childcare Offer are monitored termly.	The FIS has used email and social media to advertise the following: Rebranding of FIS to Early Years & Childcare Hub Childcare Offer Funding towards the cost of childcare Job vacancies & careers in childcare Childcare open days and places available	Ongoing

		 LA nursery & primary school applications Toddler groups Holiday activities Active play opportunities Talk With Me Benefits of being bilingual Cymraeg I Blant baby groups & Welsh rhyme time
		 Miri Mynwy events Welsh language course for beginners Opening of Welsh medium seedling school Parent workshops ABUHB antenatal sessions, well baby clinics & inoculations Breastfeeding peer support Home Start
		We have produced a booklet containing information on financial support that is available to families with young children. We have also funded banners for 19 childcare settings to help them promote their provision.

CHILDCARE SUPPLY

The table below shows the supply of childcare provision in Monmouthshire at the end of March 2024 compared with that at the end of March 2023. These numbers include both registered and unregistered provision, as some of our out of school care clubs run for under two hours and are not registered with CIW.

Type of Childcare	Child- minders	Full Day Care	Sessional Care	Out of School Care	Open Access Play	Crèches	Nannies	Total
March 2023	35	33	9	20	0	0	4	101
March 2024	32	36	8	21	0	0	5	102
Difference	-3	+3	-1	+1	0	0	1	+1

The total number of childcare settings (excluding nannies) has remained constant at 97; nevertheless, we have increased the overall number of childcare places, as we have replaced childminders and sessional care providers with larger full day care settings.

We have recruited four new childminder during this period, however two childminders have cancelled their registration and a further five childminders have suspended their registration. As a result, the total number of registered childminders has reduced to the lowest level it has been for more than 20 years and remains an area of concern, particularly due to the rural nature of parts of Monmouthshire.

There have been three new full day care settings registered during this financial year, offering an additional 109 childcare places. All of these settings are situated in Abergavenny, which is the area we had previously highlighted as needing additional childcare provision. One of these is a completely new provider, another is an existing provider that has expanded and registered a second premises and the third is a former childminder that has re-registered as full day care in order to increase the number of children they are able to accommodate. Unfortunately, one sessional care provider has permanently closed this year due to staffing and committee issues.

We have worked with a primary school to develop an after school club and two of our out of school care clubs have registered with CIW this year, so they are now able to run for over two hours and offer Tax Free Childcare or accept childcare vouchers to help parents and carers with the cost of childcare. There is some open access play provision but it is ad hoc and not registered with CIW.

CHILDCARE DEMAND

Demand for childcare is assessed based on a combination of enquiries to the Family Information Service, take up of places and feedback from childcare providers.

The majority of enquiries to the Family Information Service have been for general information and advice or relate to funding that is available to cover the cost of childcare. Since the expansion of Flying Start childcare, there has been an influx of enquiries from parents wanting to know if they are eligible, when it will be rolled out in their area and how they can access this funding. It is rare for us to receive an enquiry from a parent or carer that is struggling to find any suitable childcare in their area.

There has been an average increase in take up of early education places of approximately 4% compared with the previous financial year. Since the introduction of the Childcare Offer, there has been a reduction in the number of children accessing their early education at a school nursery. For each term of 2023-24, more than 57% of children accessed their early education with a non-maintained provider. According to our records, there was also a significant increase in the take up of the Childcare Offer in 2023-24.

Flying Start has expanded during 2023-24 and we now have 4 maintained settings, 28 non-maintained settings and 6 childminders registered with Flying Start to offer funded childcare places. Our approach to rolling out Flying Start funded childcare for all two year olds is to encourage existing childcare settings including childminders to register with Flying Start, so that parents can choose where they access their funded place. Plans are in place to include childcare provision within the new 3-19 school, so this will give us additional places in Abergavenny, but there has been a delay with this project and it probably won't be available until April 2025.

There has been an increase in demand for Welsh medium early education and childcare provision, but this remains relatively low compared with neighbouring local authorities. We are opening a Welsh medium seedling school in Monmouth in September 2024 and applications for nursery places has exceeded expectations. Once the building work has been completed, we will look to open a cylch meithrin to provide wrap around childcare for those attending the school nursery and Flying Start childcare for eligible two year olds. We are also exploring options to develop a cylch meithrin in the Chepstow area.

The number of children with additional learning needs (ALN) accessing early education and childcare appears to have increased over the last five years. We don't have specialist provision in Monmouthshire for Early Years children, instead we have focussed on equipping all settings to meet the needs of individual children.

SUMMARY

As of 8th April 2024, there were a total of 90 childcare providers registered with CIW; however, some of the day nurseries offer out of school care in addition to day care and some of the out of school clubs offer before school and after school care, so these are counted twice. There are also 4 after school clubs that aren't registered with CIW, giving us a total of 97 childcare provisions in Monmouthshire and 5 approved nannies. This childcare provision is spread throughout the county and the childcare places are spread across different types of childcare, although there is a predominance of full day care providers.

Although there are currently sufficient early years childcare places across Monmouthshire, we are aware that it is getting tight in some areas and demand appears to be increasing. We anticipate that this demand will further increase once the Flying Start childcare has been fully rolled out and is available to all two year olds.

Almost every primary school in Monmouthshire has access to before school care, either run by school staff on the school premises prior to the commencement of the free breakfast club or run by a private provider at a nearby location and the final primary school is due to open their breakfast club in April 2024. Almost two thirds of all primary schools also have an after school club on site or arrangements with a provider in the area to collect from their school. There is limited after school provision in the Caldicot area and some schools in this area have been approached by parents requesting after school care. We are working with two schools in an attempt to develop after school provision on site, we are also exploring the possibility of establishing an after school club in a central location that can serve several primary schools. We have supported two after school clubs to register with CIW during 2023-24 but there are still 4 after school clubs that are not registered with CIW and can only run for under two hours. This is an issue for some working families as this isn't always long enough and they are unable to use childcare vouchers or tax free childcare at unregistered provision.

We have been working closely with Pacey Wales to promote childminding as a career and to offer support to childminders whilst they are going through training and the registration process. As a result, we have seen an increase in the number of individuals registering as a childminder when compared with the previous year. Despite the fact that there have been four new childminders recruited this year, there is still an issue with retention of existing childminders and the number of registered childminders in Monmouthshire has actually reduced by 3 to 32 and is at an all time low. This is an area of concern, particularly as they are the only childcare providers that can realistically offer flexible childcare to meet the needs of shift workers or those who work atypical hours.

We have been unable to make progress in relation to increasing the supply of registered Welsh Medium childcare in Monmouthshire, although take up of Welsh medium early education and childcare at existing settings has increased. There is still a long way to go to meet the target in our Welsh Education Strategic Plan (WESP) of having a cylch meithrin in each of the five main areas of Monmouthshire, as we currently only have two cylch meithrin. We are unable to open a cylch meithrin on the site of the Welsh medium seedling school in Monmouth when it opens in September 2024 due to a lack of space. Once the building work has been completed, it is our intention to establish a cylch meithrin that will open in September 2025, although we are concerned that we will struggle to identify suitably qualified Welsh speaking staff to work in the setting. We are working closely with Mudiad Meithrin and the WESP Promotion Subgroup to raise the profile of Welsh medium education and promote the benefits of being bilingual.

The lack of qualified childcare staff continues to be an issue that prevents us from developing additional childcare places. Some settings aren't working to their full capacity or aren't able to expand, as they can't recruit suitably qualified staff in order to meet the ratios required in order to comply with the CIW National Minimum Standards for Childcare.

The main barrier that prevents families from accessing childcare continues to be the cost of childcare. If a family doesn't live in a Flying Start area and both parents aren't working, the only financial support they can access is 10 hours of early education a week term time only from the term following their 3rd birthday.

Taking all of this into account, priorities for the upcoming year include:

- Increase the number of childcare places available for two year olds;
- Develop out of school provision in the Caldicot and Abergavenny areas;
- Support existing unregistered after school clubs and encourage them to register with CIW;
- Continue to recruit and retain childminders;
- Develop Welsh medium childcare provision in Monmouth and Chepstow;
- Continue to promote the benefits of bilingualism and support Welsh medium childcare providers to extend their provision;
- Produce promotional material on childcare careers to increase the childcare workforce;
- Continue to promote the Family Information Service and financial schemes to help with the cost of childcare including the Childcare Offer, Early Education, Flying Start Childcare and Tax-Free Childcare.

REVISED ACTION PLAN

Target	Why is it Required?	How will it be Achieved?	How will it be Monitored?	Timescale
Develop 3 full day care or	Places for children under 5	Monitor take up of places in full	Number of settings will be	September
sessional care settings or extend	years of age are tight in some	day care and sessional care	monitored through CIW	2025
existing provision to offer more	areas of Monmouthshire and,	through take up of Flying Start,	monthly reports and take up of	
places for two year olds.	although there are vacant	Early Education and Childcare	places will be monitored	
	sessions, it is not always	Offer, as well as regular	termly.	
	possible to offer a full time	communication with providers.	Development grants will be	
	place.	Offer advice and support along	monitored through CSG	
	The rollout of free childcare for	with financial incentives to	quarterly reports.	
	all 2 year olds is likely to	develop new provision or		
	exacerbate this situation.	increase places.		
Develop an after school club in	Feedback received from	Childcare Development Officer	Number of settings will be	September
the Caldicot and Abergavenny	parents is that there is a	will work closely with Clybiau	monitored through CIW	2025
areas or increase the number of	shortage of after school places	Plant Cymru to develop	monthly reports and take up of	
after school places offered at	in some parts of Caldicot and	additional after school	places will be monitored	
existing settings.	Abergavenny, particularly those	provision.	termly.	
	that operate until at least	Development grants will be	Development grants will be	
	5.30pm to meet the needs of	offered as an incentive.	monitored through CSG	
	working parents.		quarterly reports.	
Encourage and support existing	Parents and carers are unable	Childcare Development Officer	Number of registered settings	March 2027
out of school clubs and any new	to access funding to support	to support existing clubs and	to be monitored through CIW	
childcare settings that are	with the cost of childcare if	new settings to take them	monthly reports.	
developed to register with CIW.	settings are not registered with	through the CIW registration	Take up of training to be	
	CIW.	process.	monitored through CSG	
	In unregistered settings, it is	Training to be funded if this is	quarterly progress reports.	
	difficult to ensure childcare is	the barrier preventing settings	Staff qualifications to be	
	of a sufficient standard.	from registering.	monitored annually.	

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Register 10 new childminders	There is always a high turnover	Work in partnership with	Number of newly registered	March 2027
across Monmouthshire and	of childminders due to the	PACEY Cymru to provide	childminders and de-registered	
support existing providers to at	transient nature of the job, but	childminder briefing sessions	childminders will be monitored	
least maintain the current level	this was even more of an issue	and ongoing support through	through CIW monthly reports.	
of provision.	during the pandemic and the	the registration process and on	Monitor take up of pre-	
	total number of childminders	a campaign to recruit more	registration training through	
	has reduced significantly.	childminders.	monthly PACEY support logs	
	Childminders are best placed to	Continue to offer financial	and record number of	
	provide childcare during	support for pre-registration	childminder start-up grants	
	atypical hours.	training and start-up grants.	awarded on a termly basis.	
Establish a cylch meithrin in	There is currently no Welsh	Monmouthshire Early Years will	The number of Welsh medium	September
Monmouth and Chepstow so	medium pre-school provision in	work closely with Mudiad	childcare places is included in	2026
that there is Welsh medium	the Monmouth or Chepstow	Meithrin to develop additional	the Welsh Education Strategic	
childcare provision in each of the	clusters.	Welsh medium pre-school	Plan (WESP) and this is	
four clusters.	Lack of Welsh medium	provision.	reviewed termly.	
	provision and distance from	Offer financial incentives such		
	existing provision has been	as development and		
	raised by parents as a reason	sustainability grants to cover		
	for not accessing Welsh	start up costs and a proportion		
	medium childcare.	of running costs.		
Extend the number of places,	There is not sufficient Welsh	Monmouthshire Early Years will	The number of Welsh medium	March 2027
opening hours or services	medium childcare provision, in	work closely with Mudiad	childcare places is included in	
offered by our existing Welsh	particular full day care and	Meithrin and the existing	the Welsh Education Strategic	
medium childcare settings.	childcare during school	providers to extend Welsh	Plan (WESP), this is reviewed	
	holidays, to meet the needs of	medium childcare provision.	termly.	
	working parents.	Development grants will be		
		offered as an incentive to		
		support settings to extend their		
		provision.		

Provide Welsh training and activities to enable at least 10 providers to change from English only to English with some bilingual elements.	There are a number of providers that describe themselves as English only and don't offer any bilingual elements. We are required to actively promote speaking Welsh.	Identify a suitable Welsh course, cover the cost of the training and promote with childcare providers. Produce a bank of Welsh activities for all ages to share with providers.	Attendance lists will be kept and follow up will be carried out to assess the impact this has had on settings. Annual SASS data will be used to monitor, if it is available to the Local Authority.	March 2027
Attend at least 6 events to promote childcare training opportunities and careers in childcare.	There is a lack of qualified childcare practitioners and this limits the development of additional childcare places, as well as threatening the viability of existing childcare provision. We need to do what we can to encourage more people to take up training in order to increase the childcare workforce.	Produce a Careers in Childcare Booklet and share this widely through the website, social media and face-to-face meetings. Attend Careers Fairs and similar events to promote careers in childcare. Work with the four secondary schools to establish the Level 2 Childcare qualification as part of their post 16 curriculum.	Number of events attended, social media posts and any other forms of promotion will will be recorded. Enquiries regarding childcare training or childcare job opportunities will be logged.	Ongoing
Continue to promote the Family Information Service and advertise the availability of financial support to assist with the cost of childcare (including Flying Start, Childcare Offer, Early Education & Tax-Free Childcare).	According to the parental survey and consultation with stakeholders, affordability is the main barrier to accessing childcare in Monmouthshire. There are many schemes available to support with the cost of childcare.	The Family Information Service will continue to promote new and existing childcare and the availability of financial support for childcare through our section of the MCC website and across our social media channels. Childcare Financial Support Booklet will be shared widely.	The Family Information Officer produces monthly reports including details of promotional activities. Users of the FIS website complete evaluation forms. Take up of Flying Start, Early Education and Childcare Offer are monitored termly.	Ongoing

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