

Haringey Childcare Sufficiency Action Plan 2019 - 2022

Introduction to the action plan

This Childcare Sufficiency Action Plan has been designed using evidence from Haringey's Childcare Sufficiency Assessment (CSA) which was produced in 2019. Based on the findings of the CSA the action plan has been reviewed and updated to assist the local authority in its duty to manage the childcare market. The Childcare Sufficiency Assessment will be fully reviewed every three years, with the next review due to take place in 2022.

The Action Plan is focused on contributing to improvements in outcomes for children, young people and families. It prioritises the local authority's market management role, as commissioners and brokers, and seeks to involve key partners in the implementation of actions.

The Action Plan links to a number of other strategic priorities, including:

1.1 Borough Plan 2019 - 2022 – Priority 2:

Outcome 4: best start in life: the first few years of every child's life will give them the long-term foundations to thrive

Outcome 5: Happy childhood: all children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities

Outcome 6: Every young person, whatever their background, has a pathway to success for the future

1.2 SEND Local Offer

1.3 Pending Early Help Strategy

1.4 Young people at Risk Strategy

Outcome 4: young people thriving in school, with positive aspirations for the future and access to employment and training opportunities

Priority: The Council will continue the Healthy Child Programme and integrate the 2 year old check with Children's Centres and childcare settings, in order to increase early identification of speech and language difficulties, AS, ADD and other SEND, specifically targeting BAME communities.

Priority: The Council will explore extending speech and language therapy into key stage 2, for children with ongoing difficulties, who fall below the threshold for an Educational Health and Care Plan.

The Action Plan has been developed through engagement activities with parents and carers, stakeholders and providers from October 2018 to March 2019. It focuses on key strands of work in supporting continued improvements in the access to and quality of childcare in Haringey:

- Understanding and awareness amongst residents
- Accessibility of childcare
- Sustainability of childcare market
- Access to childcare for children and young people with SEND or disabilities
- Out of school and holiday provision

The implementation of this action plan will be monitored by the Early Help Commissioning Team on an annual basis. This is the Council's third Action Plan and represents our continued steps in reducing the gaps in childcare provision across the borough.

We prioritised the main areas listed above due to the Childcare Sufficiency Assessment survey and the feedback from childcare providers and parents/carers in Haringey. Whilst there are sufficient childcare places across Haringey as a whole, there are a number of specific areas which will need a more targeted approach. We will ensure there are sufficient, affordable adequate childcare providers in areas of regeneration.

Understanding and awareness amongst residents

Outcomes	Actions	Impact	Lead	When
Increase the draw down on the early years pupil premium, disability access and free school meal funding for children attending early years provision	<p>Encourage families to claim funding through providers to support their children's education and learning.</p> <p>Work with all providers to identify families who are eligible for early years pupil premium, Disability Access funding and Free School Meals for children attending school nurseries across lunchtime.</p> <p>Raise awareness and maximise the offer of the entitlements to families through marketing and publicity campaigns.</p>	More disadvantaged and vulnerable children supported within early years education.	Early Help Commissioning	By April 2021
All parents have access to robust information via Family Information Service Directory (FISD)	Redevelopment of FISD online offer	More families, parents/carers able to find and access appropriate childcare provision to meet their needs	Early Help Commissioning	By April 2020
Improve access to, and take up of, the 2Y0 offer supporting children's outcomes and maximising on funding available	<p>Implement and enhance the parent champion volunteer scheme.</p> <p>Embed an enhanced partnership approach with key council services and partner agencies to engage parents in the take up of the 2Y0 offer.</p>	<p>Increased take up of 2Y0 places.</p> <p>Improved awareness of the benefits of the 2Y0 early education offer amongst targeted groups of parents and communities.</p>	Early Help Commissioning	<p>Phase 1 – January 2020</p> <p>Phase 2 – January 2021</p>
Improved employer	Establish employers' attitudes	Increase in employers offering	Early Help Commissioning	By March 2022

<p>understanding and awareness of free entitlements and wider support with childcare costs for working parents</p>	<p>towards providing information regarding childcare to their employees</p> <p>Engage with large employers in the borough and undertake a perception survey of employee childcare needs.</p> <p>Provision of support with childcare information to employers.</p> <p>Work with local employer consortiums and key internal services to establish a profile of childcare for employment needs in the borough.</p>	<p>access to flexible childcare arrangements and providing good quality information to their employees.</p> <p>More Haringey residents are able to access childcare that enables them to work, train or study.</p> <p>A reduction in parents reporting childcare as a barrier to employment and training.</p>		
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Accessibility of childcare market

Outcomes	Actions	Impact	Lead	When
<p>Haringey's childcare market offers more flexible childcare</p>	<p>Work with existing childcare provision with an emphasis on:</p> <ul style="list-style-type: none"> • Flexible Hours/Ad Hoc availability • Affordable childcare <p>Engage with potential new childcare providers to deliver a flexible childcare offer.</p> <p>As part of the business support offer, identify and promote different models of delivery to support parents needs and provider sustainability.</p>	<p>More flexible childcare opportunities available for parents across the borough.</p>	<p>Early Help Commissioning</p>	<p>By January 2021</p>
<p>An Increase in the number of culturally appropriate childcare places for Orthodox Jewish families in Haringey.</p>	<p>Work with the Orthodox Jewish community and providers in Haringey and Hackney to explore the opportunities to increase the availability of registered provision in the borough.</p>	<p>Orthodox Jewish families in Haringey are enabled to take up childcare provision locally.</p>	<p>Early Help Commissioning</p>	<p>By April 2020</p>

	Explore the development of a Childminder Agency model for Orthodox Jewish childminders.			
Sufficient childcare is available to meet housing growth and increased populations	<p>Work with LA colleagues who are involved in the development of new housing projects to assess the numbers of children projected and the scope to create childcare through developers, where required.</p> <p>Monitoring the sufficiency of childcare in wards with increasing populations and housing growth.</p> <p>Where required, encourage new providers and stimulate growth in the market</p>	<p>Parents are able to access appropriate childcare in their locality.</p> <p>Childcare in areas of housing growth enable the economic benefits for local communities to be maximised.</p>	Early Help Commissioning	By January 2021
Families in North Tottenham are able to access more affordable childcare opportunities.	<p>Partnership work between North Tottenham regeneration teams, Early Help Commissioning and local business and enterprise to improve economic regeneration.</p> <p>Pilot flexible models of childcare within the Northumberland Park ward.</p> <p>Gather information on workspace models, parent led childcare, Ad hoc childcare, cooperatives.</p> <p>Contact and visit other Local Authorities who have been successful in delivering models.</p>	An increase in working families improving the local economy.	Early Help Commissioning	By April 2021

Sustainability of childcare market

Outcomes	Actions	Impact	Lead	When
Support childcare providers to deliver sustainable 2Y0 places	<p>Assess the sustainability of providers delivering 2Y0 places</p> <p>Deliver business support to providers to assess sustainability, viability and occupancy</p> <p>Complete a RAG rating to identify providers who are at risk and provide focussed support</p>	Childcare providers are supported to identify their break even cost supporting their longer term viability and business planning	Early Help Commissioning	By March 2020
Provide structured support for childminders in delivering 30 hours	<p>Systematic and coordinated business support. Increased understanding of maximising the free entitlement offers.</p> <p>Raise awareness amongst Childminders of the 30 hour offer and processes</p>	Childminders are better placed to deliver funded places.	Early Help Commissioning	By April 2020
Encourage collaborative approaches in the planning and delivery of the entitlement offers amongst Network Learning Communities (NLCs).	<p>Invite all childcare providers in NLCs to discuss sufficiency.</p> <p>Plan and deliver collaborative workshop for each of the six NLCs through regular structured half termly meetings.</p>	Collaboration amongst childcare providers to deliver early learning and childcare through partnership working.	Early Help Commissioning	By May 2020

Access to childcare for children and young people with SEND or disabilities

Outcomes	Actions	Impact	Lead	When
Childminders are more confident and able to support children with SEND or disabilities.	Work with Childminders to develop their capacity and confidence to offer inclusive childcare for children with SEND or disabilities.	Improved access to support children with SEND or disabilities	Early Help Commissioning	September 2021

	Training Childminders to develop their capacity to meet a wide range of needs including children with SEND or disabilities.			
Incentivise providers to deliver services for children with SEND or disabilities within Haringey, particularly for short breaks	Hold market engagement event to incentivise more providers to deliver in Haringey. Source bid writing support for providers who wish to apply to deliver services.	Increase in childcare/services for children with SEND or disabilities. More short break services delivered in Haringey.	SEND Commissioner	February 2020
Increase Early Support places in areas of need	Monitor take up of places to identify demand within wards Review funding available.	Early Support children are commissioned in areas of demand and need.	Head of Strategic Commissioning SEND Commissioner SEND Team	By November 2020
An integrated brokerage system for children 0 – 14 and up to 18 years for children with SEND and vulnerable groups.	Mapping exercise of all childcare supporting children and young people Hold market engagement event Gather data on childcare supporting children with SEND or disabilities including provider who offer pick up and drop off facilities.	Robust information is available to support children with SEND and vulnerable groups.	SEND Commissioner Childcare Engagement Coordinator Sufficiency Officer	By January 2021

Out of school and holiday provision

Outcomes	Actions	Impact	Lead	When
An increase in Breakfast and After School Clubs, holiday clubs in areas of demand for 5 to 11 age range and children with SEND.	Review waiting lists from CSA feedback. Match existing provision with identified demand reported from parents	Sufficient Breakfast, After School clubs and holiday clubs available to meet demand.	Early Help Commissioning	By May 2021

Outcomes	Actions	Impact	Lead	When
	Where required, encourage new providers and stimulate growth in the market			
An increase in provision for young children 10 to 14 age range	Partnership work between Early Help Commissioning, Active Communities and Leisure and Young people at risk to deliver activities that meet young children's needs.	Young children are better supported in the community with provision that meets their needs and keeps them free from violence.	Early Help Commissioning	By October 2021