Sheffield City Council

Learning and Achievement Service

Early Years

Jackie Robinson

Judy Thompson

Sheffield *where everyone matters*

Providing support and resources to ensure a happy and successful early years workforce

- New Providers
- Existing Workforce

Pathways to Registration

- Group Care Providers
- Childminders and Home Based Childcarers (nannies)
- Pathway to Registration package of ‘support and challenge’
- ‘Developing Quality Practitioners’ Introductory level course – mapped to Common Core Skills
- Pathways To Registration Team support new providers up to first Ofsted Inspection, transfer to relevant quality improvement support teams
- Pathways Route mirrors principles of Quality Improvement Strategy

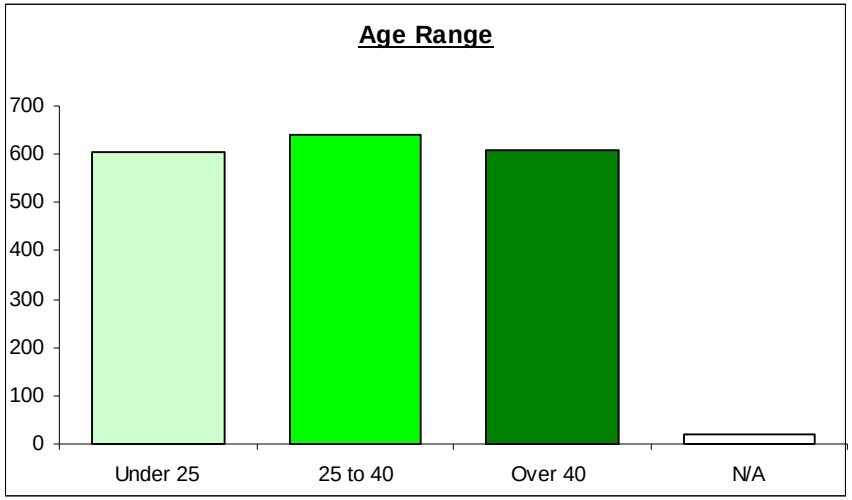
Scope of Workforce Development

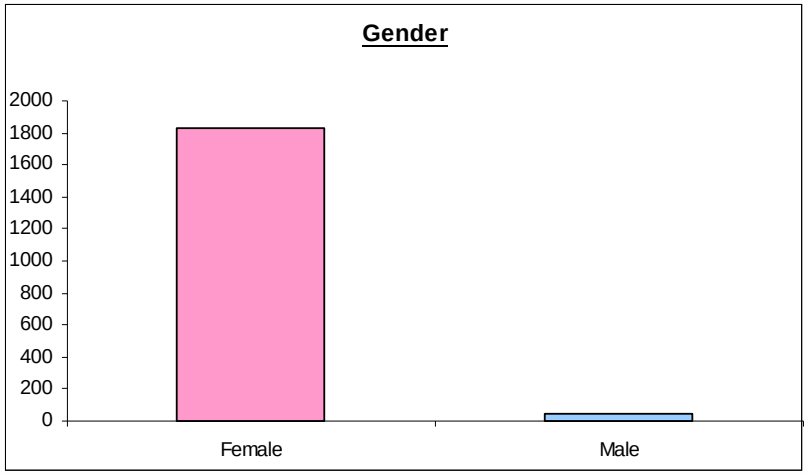
- WFD Team
- Partnership approach
- One Children's Workforce
- Charter for Quality provision in the Early Years
- Continuous Professional Development Culture

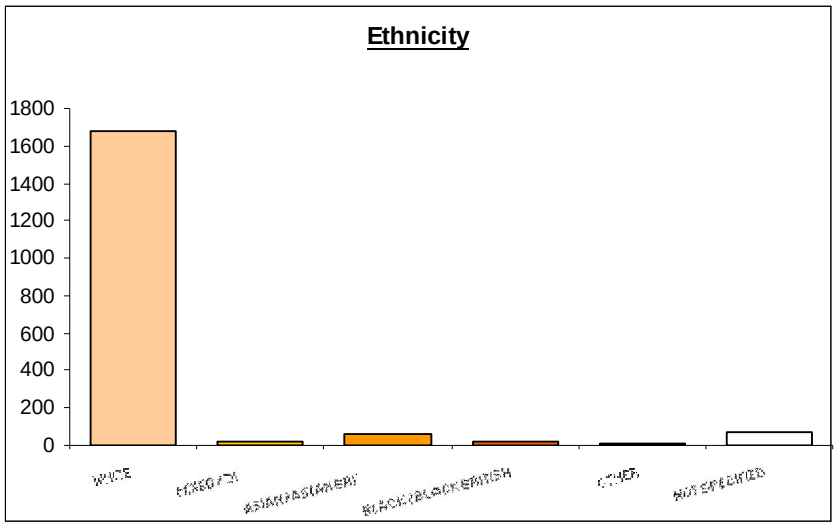
Sheffield Context

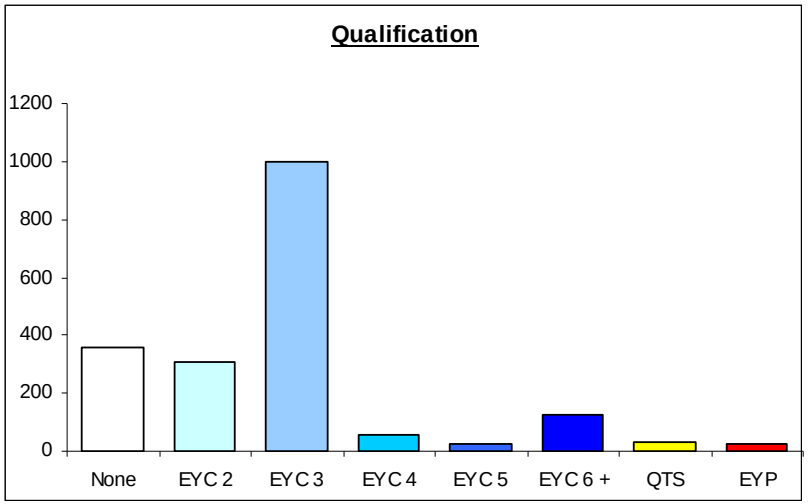
- Children’s Centre’s - 37
- Full Day Care settings - 112
- Sessional day care - 46
- Crèche - 16
- OSC - 75
- Breakfast - 20
- Holiday Play Care - 43
- Childminders - 542
- Home Based Carers - 20
- Number Early Years practitioners - 2189
- Total Number of practitioners – 2746

Workforce Profile







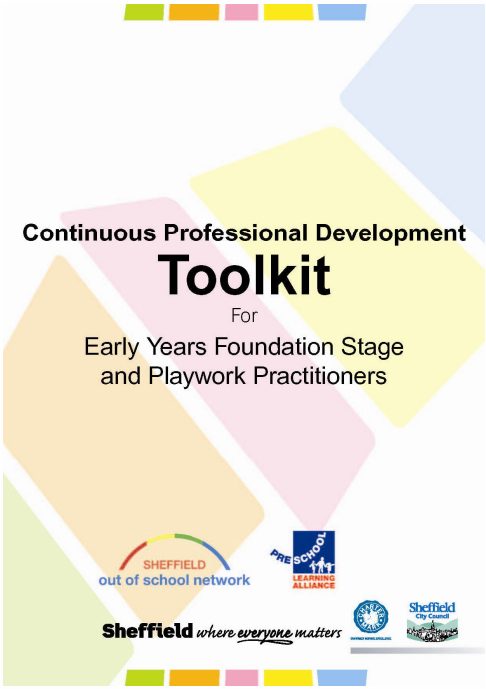


Cross Sector Partnerships

- Pre School Learning alliance (PLA)
- National Day Nurseries association (NDNA)
- Sheffield Community Enterprise Development Unit (SCEDU)
- Out of School Network (OSN)
- Sheffield Information Link (SIL)

Continuous Professional Development Toolkit

- Partnership approach
- Workforce planning
- Appraisals
- Templates
- Examples
- Case Studies



Quality Training Partnership

- Hallam University
- Sheffield Colleges
- Local Authority Training Providers
- Private Training Providers
- Safeguarding Board
- Inclusion Service
- Cultural Mentoring Service
- Local Authority Officers

Sheffield ‘Children Come First’ Childminding and Home Based Childcare Network

Creating an inclusive, progressive and aspirational Childminding workforce.

Community Based Childcare Manager

- Sheffield ‘Children Come First’ Childminding and Home Based Childcare Network
- Manage Quality Improvement to Childminders and providers on the Compulsory and Voluntary parts of the Ofsted Childcare Register
- Pathways to Registration Team
- Contract Manager
- Project Manager for Capital Funding Stream

Offering An Inclusive Membership Approach

- Approved and Accredited
- Approved
- Affiliated

Current Network Data

Approximately 541 Childminders in Sheffield, of these:-

- 243 are currently Network Members
- 153 Approved Network Members
- Of these 153, 23 are currently Accredited Network Members (+ 20 currently going through process)
- 89 Affiliated Network Members

Sheffield Early Years Quality Improvement Strategy for Childminders

- Deploy a ‘tiered, targeted’ approach, that mirrors full day care model
- Every satisfactory Childminder offered an Intensive ‘Support and Challenge’ package.
- ‘Working Together’ Agreement
- Network Co-ordinators undertake MPI
- Childminders with an Ofsted Inspection outcome of Outstanding or Good receive an annual conversation.

‘Aspire to Excellence’

- Planned Programme of Professional Development Seminars
- Network Development Partners
- Career Pathway
- Celebrate Quality and Improvement
- Capital Grant Funding

Critical Factors For Success

- Support for the Sector - Sheffield City Council Early Years Service/Learning and Achievement Service
- High profile within Service Planning
- Joint working with wider Early Years Quality Improvement Teams
- National and Local Guidance
- ‘Working Together’ Agreement

Future plans/challenges

- Further development of our Sheffield ‘Children Come First’ Network Website
- Development of Partnership with Sheffield Hallam University Early Years programmes
- Development of peer mentoring arrangements within the Network to embed ‘Sharing Best Practice’ principles in the long term.
- Further development of ‘baseline data’ collection to evaluate impact/ progress in practice areas within childminder settings
- Development of specialist service areas

Why does it work ?

- Quality Improvement Strategy
- Pathways to Registration
- Strong Partnership Approach
- Robust Data
- Funding to support CPD
- Tools

Case Study

"*In my journey from parent to Early Years Team Manager I have always felt supported often through supervision and appraisal. This process has enabled me to develop my professional skills which has enabled me to reflect on my own personal journey and what the needs of families are. I now feel able to deliver a high quality service within my current role*".

Helen Lomas – Early Years Team Manager

Case Study

"I undertook a wide range of training whilst childminding. I attended regular training regardless of location as I felt it was an extremely valuable way to develop my professional thinking and therefore enhance my practice. The support available for professional development was ongoing, current and valuable".

Michelle Fox – Childminding Network Coordinator