

# Childcare Sufficiency Assessment

(Includes Childminding  
Needs Analysis)

## Final report

October 2014





## Contents

### Section 1 – Childcare Sufficiency Assessment

Introduction	Page 5
Methodology	Page 5
Executive Summary	Page 5
Recommendations	Page 8
Action Planning	Page 9
Report - Background	Page 10
Demand for childcare - Context	Page 10-12
Supply – Assessment of Early Years Provision	Page 13-21
Consultation with Parents	Page 21
Improving Outcomes	Page 22
Managing Performance	Page 23
Background Papers	Page 24
Appendix 1 - Take Up of 2 Year Old Funded Entitlement	Page 25
Appendix 2 - 3 and 4 year old funded entitlement take up	Page 26

### Section 2 – Childminder Needs Analysis

Introduction	Page 31
What is Childminding	Page 32
Current National and Statutory Framework Requirements	Page 34
Childminders in Norfolk	Page 36
Ofsted outcomes and LA risk analysis	Page 38
Participation and Take Up	Page 39
Stakeholder Views	Page 43
Recommendations	Page 46
Appendices	Page 47-48



## Section 1

### 1. Introduction

- 1.1 Section 6 of the Childcare Act 2006 places a duty on Local Authorities in England to ensure sufficient childcare for children aged 0-14 (18 years where a child has a disability), so far as is reasonably practical, for working parents or those who are undertaking a programme of training or study towards employment.
- 1.2 Norfolk County Council is required to report annually to its elected council members on how it meets its duty under the Childcare Act 2006 and to make this report available and accessible for parents. Local Authorities have a statutory duty to work with providers from the private, voluntary, independent and maintained sector to create sustainable, accessible, affordable and high quality childcare, sufficient to meet the needs of parents and carers and to say how any gaps in childcare provision will be addressed.
- 1.3 The Childcare Sufficiency Assessment report is in two sections. Section 1 is the main report and Section 2 covers a more detailed analysis of childminding provision as childminders represent such a large sector of the childcare market in Norfolk.

### 2. Methodology

- 2.1 An assessment of sufficiency has been made drawing from a range of data sets, both qualitative and quantitative, including
  - Analysis of existing childcare provision – through take up of funded 2, 3 and 4 year old places, Ofsted registration data and Norfolk County Council in-house data systems and intelligence
  - Analysis of population data
  - Consultation with parents and childminders, undertaken through an on-line questionnaire
  - Consideration of previous sufficiency assessments and trend data.

### 3. Executive Summary

- 3.1. This report outlines how Norfolk County Council can be assured it is meeting the duty to secure sufficient childcare for children 0-14 year olds to enable parents to work or access training. It includes details of the Local Authority role of facilitating the childcare market including funded places for 2, 3 and 4 year olds.
- 3.2. The childcare market is essential to supporting a vibrant economy and to supporting working parents. Gaps in childcare prevent women returning to the labour market after they have children, with the economy losing their skills and taxes. A growing population and large scale housing development will increase demand for childcare in Norfolk over the next few years.
- 3.3. With household incomes in Norfolk lower than the national average, the biggest concern for families is the cost of childcare. Surveys show that costs are continuing to rise, taking a high percentage of family income. Many families use a mixture of formal and informal childcare.

- 3.4. The Government is introducing three measures to support childcare: - 1) a Tax Free Childcare scheme for working families in Autumn 2015, 2) covering 85% of the cost of childcare for all families receiving Universal Credit and 3) introducing an Early Years Pupil Premium. Childcare is high on the political agenda and all three main parties have a childcare policy going into the next election in 2015.
- 3.5. Childcare providers are struggling to cover their costs in the face of rising business rates and service costs and a recent provider consultation in Norfolk highlighted concerns, particularly for childminders about being sustainable.
- 3.6. Local authorities have a duty to offer choice to parents and to balance the market. There is a large Private, Voluntary and Independent (PVI) sector in Norfolk, though the county does not attract the large national chains. Parental preference is a key factor to consider in childcare sufficiency planning. The Childminder Needs Analysis (October 14) shows that there is currently an under use of childminders for funded children despite recent rapid expansion in the numbers of childminders who offer funded places.
- 3.7. Childminding numbers have been declining for over five years, from 859 in 2008 to a current total of 637 in Norfolk. This needs to be balanced with the introduction and rise in Home Childcarers; registered carers who work in parents homes, since 2010. There are 85 Home Childcarers at present.
- 3.8. The Government is keen to develop childcare on school sites. Capital funding for local authorities to develop new provision is currently only available via the schools Devolved Formula Capital and Maintenance funding. Early Years facilities on school sites can, however, be managed by a third party and in Norfolk 100 PVI nurseries are on school sites (27 Private, 73 Voluntary).
- 3.9. The current picture for workforce qualifications in Norfolk is difficult to measure. The DfE Benchmarking tool shows that in 2013 the percentage of PVI providers with staff with graduate level Qualified Teacher or Early Years Professional status was 31% in Norfolk, just below the national average and had dropped from 34% in 2012.
- 3.10. Funding early education for children in their formative years, before they start school is intended to improve Early Years Foundation Stage Profile results, leading to better outcomes for disadvantaged children. By age 5 the youngest children in our schools are assessed against the Early Years Foundation Stage Profile (EYFSP).
- 3.11. In November 2013 a 0-5 Needs Analysis was carried out which found that young children in Norfolk are on average achieving less well than children nationally as measured by outcomes in the Early Years Foundation Stage Profile. As a result the Local Authority has a set of plans to improve provision and outcomes for children and families in Norfolk. Two key plans being: - 'A Good School for Every Norfolk Learner' and the 'Early Help Operational Improvement Plan'. In 2014 the percentage of Norfolk children achieving a 'good level' increased by a further 14% percentage points to 58%, while nationally the figure rose to 60%.
- 3.12. We made good progress on the agreed strategic approach to developing free childcare places for 2 year olds and towards meeting the government target for September 2014 of 3,624 places. In total 4,850 new places were created and

current take up is in line with national averages at 70%. Time is needed to bed in and sustain the two year old developments. The shortage of places in a few small geographical areas is still a problem. Plans to respond to these gaps are in place.

- 3.13. Take up and parental demand for 3 and 4 year olds childcare in Norfolk is above the national average but below that of statistical neighbours. However, figures suggest that approximately 4,000 children are not taking up their place. This has an impact on the Early Years Foundation Stage Profile results and child outcomes. Recent national research has indicated that 35% of non working parents are unaware of the offer.
- 3.14. The quality of childcare provision in Norfolk is good. In August 2014 Benchmarking analysis shows that 86.2 percent of childcare and early years settings are rated good or outstanding by Ofsted. Norfolk compares well with the East of England average and out performs the national average.
- 3.15. Limited information is available regarding Out of School childcare in Norfolk. Providers do not have to register with Ofsted so there is no complete data source on provision for analysis. A parent survey suggests a lack of Holiday Playschemes.

## **Recommendations: -**

1. Address specific geographical gaps for 2 year old places e.g. North City (Norwich) and continue to improve take up with the most vulnerable families through partnership working with Children's Centres and the Family Information Service brokerage.
2. Improve take up of funded 3 and 4 year old early education places through a fresh marketing approach, online information to parents and brokerage by our own Children's Services staff working closely with Children's Centres.
3. Expand the 3 and 4 yr old supply of funded places as part of schools expansion and school reorganisation developments
4. Develop the local authorities approach to supporting childminders and to increase the number of childminders in rural areas to provide greater choice for families.
5. Promote childminding to parents as an early education option for 2, 3 and 4 year old places.
6. Ensure there are sufficient Out of School childcare places for 5 – 14 year olds, and in particular holiday care.
7. Support childcare providers to be sustainable, in particular the small rural pre-schools as these are the bedrock of provision for funded early education places.
8. Improve access to funded childcare for children with a disability by ensuring providers have the knowledge and skills to support children with SEND.



## Action Planning

We will be working with stakeholders and childcare providers to address the following actions: -

- 1. Meeting the government targets for take up of funded childcare for disadvantaged two year olds with Children's Centre support.**  
Plans are in place to address the remaining gaps in provision of places. Continue marketing the scheme to raise awareness amongst parents. More effective use of web and online services to drive 'Channel Shift'(directing parents to online support). Deliver brokerage via Children's Centres and the Family Information Service.
- 2. Undertake further analysis of the supply and demand of 3 and 4 yr old places across the county and in particular the Norwich area where demand currently outstrips supply.**  
Work closely with the Pupil Place Planning team and Early Years staff in Children's Services to share information about local hot spots where there is a shortage of provision and develop a strategy for the commissioning of new places in these areas.
- 3. Working within the Schools Capital programme to develop additional preschool places**  
Develop ways of working to include preschool provision where required within all new school expansion or re-organisational plans.
- 4. Develop and implement a strategy for supporting childminding provision**  
Develop a marketing campaign to promote childminding to parents as an early education option. Encourage recruitment in areas with low numbers of childminders to offer choice. Consider the ongoing sustainability of the development of childminder provision within rural areas.
- 5. Analysis of Need for Out of School Care**  
Focussed work to discover how the current childcare market for 5-14 year olds is meeting children's and parents needs.
- 6. Provide support to existing childcare settings experiencing sustainability problems**  
Focussing on providers, particularly those in rural areas, who can demonstrate that they are in a position to achieve a sustainable and high quality childcare business within a reasonable timescale and where there is an identified need.
- 7. Children with a disability**  
Staff from the Early Years Inclusion strand will continue to provide support for providers who have children with a disability within their provision.

## 2. Background

### 2.1 Childcare Act

The Childcare Act 2006 places a range of duties on local authorities regarding the provision of sufficient, sustainable and flexible childcare that is responsive to parents' needs<sup>1</sup>. Section 7(1) of the Childcare Act 2006 Act places a duty on English local authorities to secure free early years provision for all eligible children in their area. Regulations made under Section 7 set out the type and amount of free provision and the age of children to benefit.

### 2.2 Definition of childcare

Formal childcare is, broadly speaking, any supervised care for children aged up to 14 or 18 with disabilities, except when they are with their parent/carer/family member or at school during the school day in term-time. Examples would be childminders, nurseries, playgroups, breakfast clubs, after school and holiday provision. It would generally need to be registered by Ofsted for children under the age of eight.

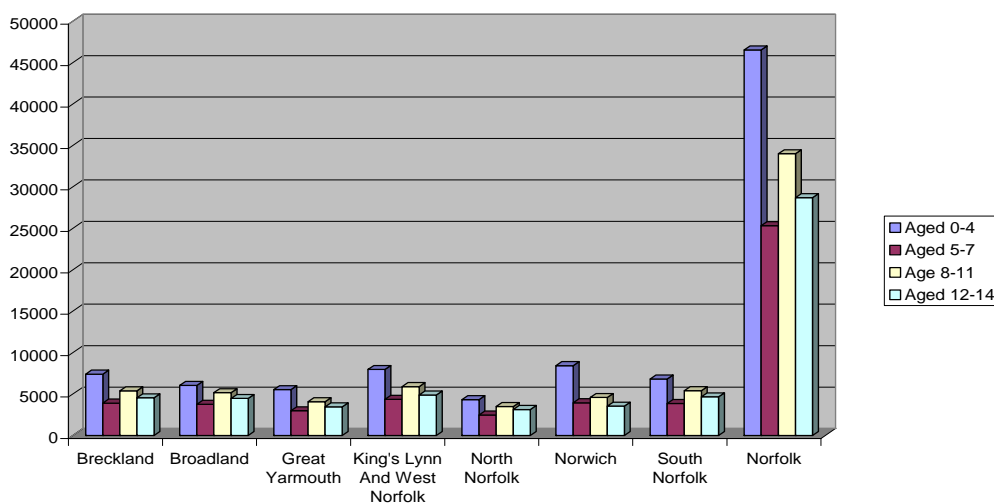
2.3 Informal childcare is unregulated and usually relies on family members and friends. Nationally, over a quarter of families (27 per cent, Sep14), use grandparents to provide childcare during term-time.

## 3 Demand for childcare – Context

### 3.1 Population

There are 136,700 children under the age of 15 living in Norfolk, which equates to 15.93% of the county's population. This is a lower rate of 0 – 14 year olds in the population than in England (17.6%). The highest numbers of very young children are found in Norwich, closely followed by King's Lynn & West Norfolk. Numbers of children aged under 15 are projected to increase by 10.1% by 2022. (Norfolk Story Aug 14)

0-14 Population by Age Range and District (2011 Census)



<sup>1</sup> <http://www.legislation.gov.uk/ukpga/2006/21/contents>

### 3.2 Household Income & working patterns

The mean average annual household income is lower for Norfolk than the national average and the gap is widening. Norfolk has more households in the lower earning brackets (£10-20k and £20-30k) compared with national averages. Norfolk also has a lower proportion of higher earning households (£30-50k) compared with the national average.

**Table 1: Annual gross pay for all employees, 2013**

Area	Gross annual pay (£)	Annual percentage change
Breckland	19,979	-6.1
Broadland	24,535	0.5
Great Yarmouth	21,003	3.3
King's Lynn & West Norfolk	22,229	-3.2
North Norfolk	21,646	4.3
Norwich	23,107	2.4
South Norfolk	26,226	0.4
<b>Norfolk</b>	<b>22,839</b>	<b>-0.1</b>
East of England	28,477	1.4
England	27,737	1.2

Source: Annual Survey of Hours and Earnings (ASHE) 2013, ONS – Table 8.7a

- 3.3 A higher than average number of families in work (60,603 families) are claiming Working Tax Credit (WTC) – 79% (74% nationally). 32% (34% nationally) of those claiming WTC also receive Childcare Tax Credit.
- 3.4 In Norfolk 5.6% of families are Lone parents. This is lower than national average of 7.1%.
- 3.4 A higher percentage of women work part-time in Norfolk than both the national and East of England average.
- 3.5 Of the rural population in Norfolk, around 47,400 people are income deprived, (42.7% of the total across the county). The number of people receiving out of work benefits (JSA and IB) in rural areas is around 19,100, (41.7% of the Norfolk total).
- 3.6 **Children in Out-of-Work Households**  
An Out-of-Work household is a household that contains children dependent on a parent or guardian who is claiming one or a combination of out-of-work benefits.
- The number of Norfolk children aged 0-5 living in Out-of-work households (2013) is 9,410 children
- 3.7 **Child Poverty Rates**
- The England average for children living in poverty is 20.1%
  - The East of England regional average for children living in poverty is 16.2%
  - The Norfolk average for children living in poverty is 17.3% estimated at 29,000 children

The overall child poverty rate for Norfolk masks particular hotspots in the county where child poverty is a more serious issue. Norwich City, Great Yarmouth Borough and King's Lynn & West Norfolk Borough each have higher rates of child poverty than the Norfolk average.

**Table 2: Percentage of children in low-income families**

<b>Children (all dependent children under 20) living in low-income families (estimated), 2011</b>		
	<b>%</b>	<b>Number</b>
Breckland	15.5	4,045
Broadland	9.3	2,265
Great Yarmouth	24.6	5,095
King's Lynn & West Norfolk	17.3	5,075
North Norfolk	16.1	2,720
Norwich	27.9	6,965
South Norfolk	11.4	2,815
<b>Norfolk</b>	<b>17.3</b>	<b>28,980</b>
East of England	16.2	206,280
England	20.1	2,319,450

Source: HMRC Child Poverty 2011 statistics

### 3.8 Traveller Children

Estimates show that between 1,000 and 1,200 traveller children of school age either visit or live in Norfolk per year. This makes them one of the largest ethnic minority groups in Norfolk. Norfolk's non-white population is predominantly urban although migrant workers and travellers are more likely to live in rural areas.

### 3.9 Disabled children

There are approximately, 122 0-4 year old children on the Norfolk Register of Disabled Children and Young People database (August 2014).

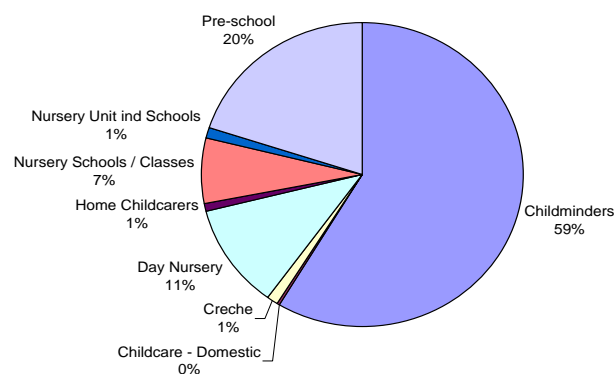
3.10 Children in receipt of Disability Living Allowance (DLA) or who have a statement or Education Health Care Plan (EHCP) can access a free 2 year old childcare place.

3.11 The proportion of children aged under 16 in Norfolk in receipt of Disability Living Allowance (12.82%) is higher than the nation average (11.61%). (November 2013)

## 4. Supply - Assessment of Early Years and Childcare Provision

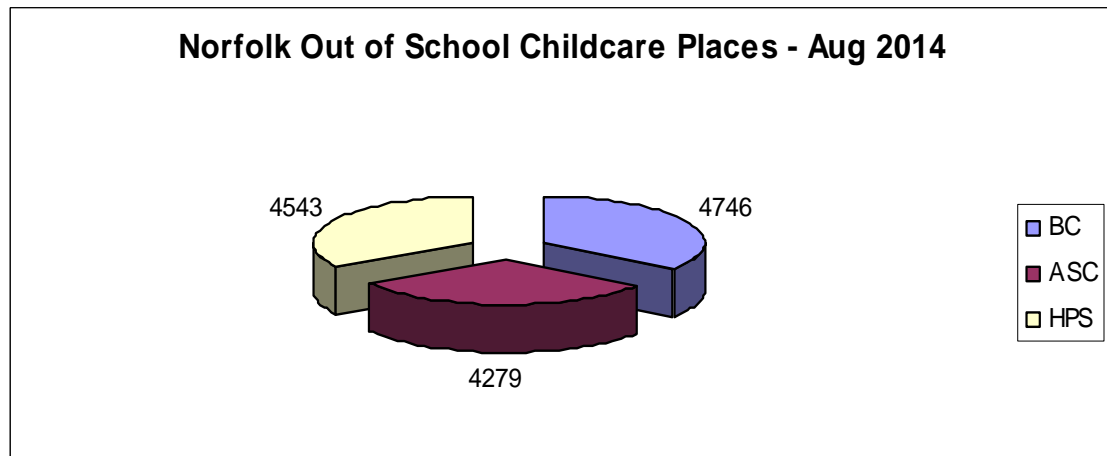
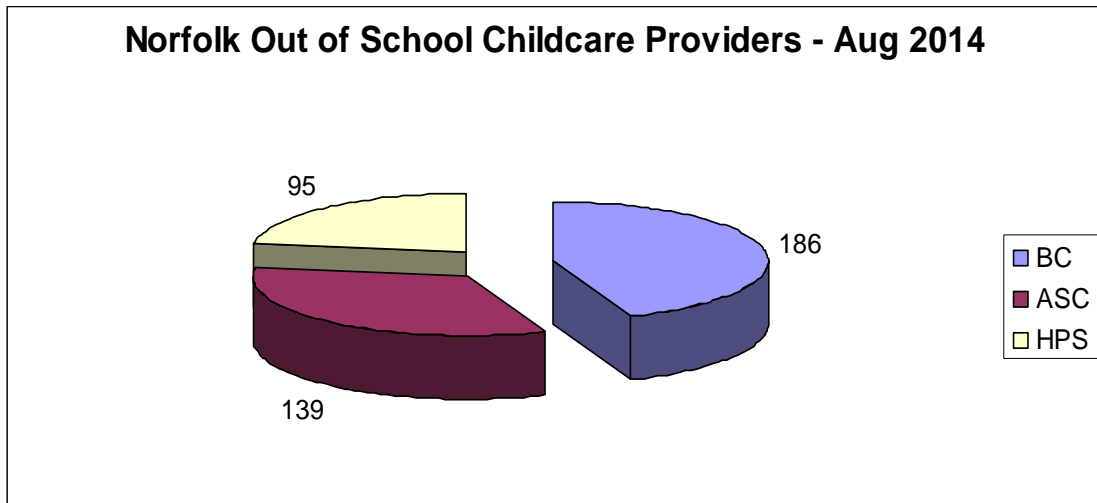
- 4.1 There is a balanced market of childcare provision in Norfolk with all sectors represented. Childminders (59%) represents the majority of providers in Norfolk – but not the majority of places. Pre-schools (20%) are the next biggest groups of providers which are significant in terms of providing funded provision for 2, 3 and 4 year olds. Day Nurseries represents 11% of the market. Over the last few years there has been a reduction in the number of Day Nurseries and an increase in sessional pre-school provision which is indicative of the current economic climate.

Types of Mainstream Registered Childcare Provision in Norfolk - Aug 2014



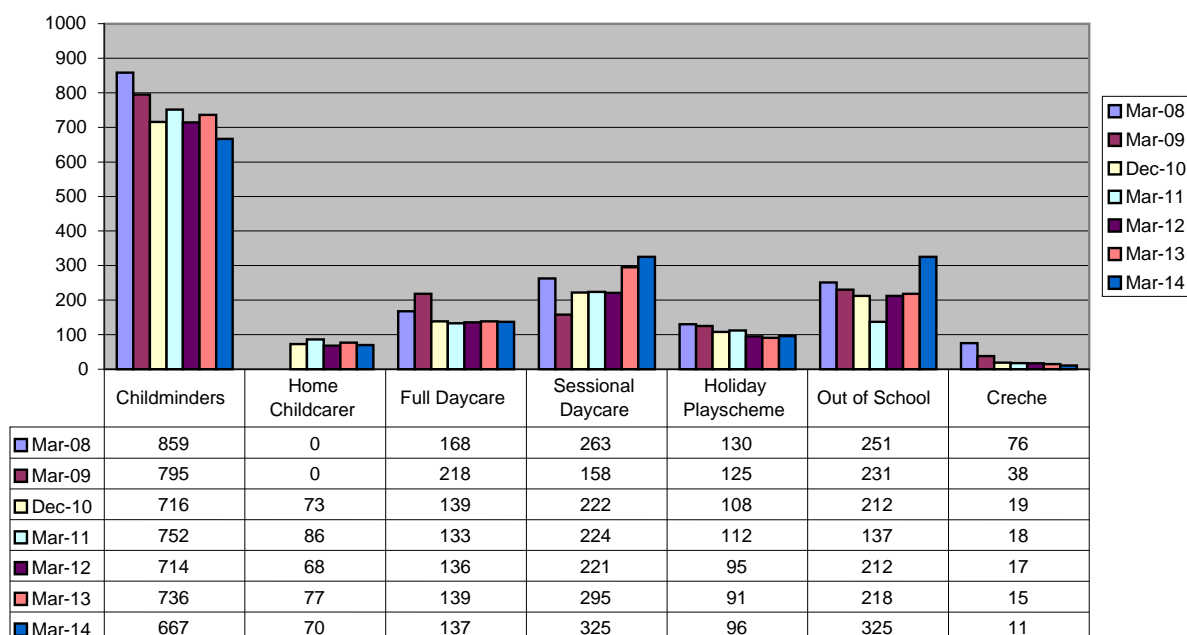
- 4.2 There are a total of 1,044 preschool providers in Norfolk and 20,155 places on the Early Years Register 0-5 year olds (March 2014).
- 331 PVI Group Settings (Day Nurseries & Preschool Playgroups)
  - 637 Childminders, (of whom 8.72% are male), including 128 Non Public Childminders
  - 76 Nursery classes
- 4.3 Funded early learning and childcare supply: -
- 4,566 2 yr old places, which is an overall county surplus (August 2014)
  - However, there is a deficit of 163 2 yr old places across specific areas
  - There are 18,069 3-4 yr old places, with a 3,608 place deficit
  - Of all free early education accessed by 3 and 4 year olds in Norfolk, 48% was with private, voluntary and independent providers. This proportion is higher than the England average of 40%.
- 4.4 Norfolk has 140 after school clubs, 187 breakfast clubs and 95 holiday play-schemes. The majority of Children's Centre Lot areas, offer access to school clubs, breakfast clubs and holiday play-schemes.

## Norfolk Out of School Childcare Provision - Aug 2014



- 4.5 Childminder numbers have declined. In 2013-14, significantly more childminders resigned from Ofsted than registered with Ofsted, resulting in a net loss of places. This reflects a national trend. However, there has been an increase in Out of School and Sessional care providers.

## Childcare Providers March 08 -March 14



- 4.6 Since September 2010, free provision for all 3 and 4 year olds have been available for 570 hours per year, which must be taken over at least 38 weeks - for example, 15 hours per week over 38 weeks of the year. A year commences on the date a child becomes eligible for the free place and subsequent years start on the anniversary of this date. This is a universal offer.
- 4.7 The Government has introduced free early education to 40% of 2 year olds. The 2 year old places are provided based on the child's circumstances or on the family income. From September 2013, around 20% of 2 year olds were able to access a free place. Eligibility for the free places in 2013 was based on the criteria used for free school meals. Children who are looked after by the local authority are also eligible for a place. The entitlement was extended to around 40% of 2 year olds in England from September 2014 when the criteria included households earning under £16,190 and receiving Working Tax Credit and children receiving Disability Living Allowance.
- 4.8 A Children's Centre can offer a wide range of services to support families that include advice and access to local childcare. There is a spread of 53 Children's Centre's across the county. Recent commissioned research showed Norfolk's Children's Centre's have a key role in helping parents and carers find suitable childcare to take up their free places. (Insight Track 2014)
- 4.9 **Take-up of free early education provision among 2, 3 and 4 year-olds**  
 In March 2013 cabinet agreed the strategic approach to developing free childcare places for 2 year olds to meet the government target of 1,686 children accessing a place by September 2013. In the 2012/13 financial year 1,587 children accessed a free 2 year old place and in 2013/14 year this increased to 2,855 children accessing their place.

- 4.10 Norfolk had a target of 3,624 places for September 2014. During the summer term 2014, 2171 children took up a free place and with numbers increasing daily; there are currently 2,536 children for the autumn term, making good progress (70%) towards meeting the September 2014 target. (See Appendix 1)
- 4.11 In Norfolk, internal data sources show that there is 82.5% take up of 3 and 4 year old funding (See Appendix 2), although due to parental choice, not all 3 and 4 year olds will take up the full free entitlement. The State of the Nation Report into Social Mobility and Child Poverty found that one in three couples where neither parent worked, were not aware of the free entitlement and 70 per cent of parents were not even aware of the Family Information Service.
- 4.12 Department for Education benchmarking of Take up trends among 3 and 4 year-olds demonstrate that the percentage of take-up of free provision in Norfolk is above the national average but equal to that of statistical neighbours. Take up of 2 year old childcare provision is intended to increase take up and parental demand for 3 and 4 year olds funded childcare.

### Take up trends among 3 & 4 Year-olds

Figure 1

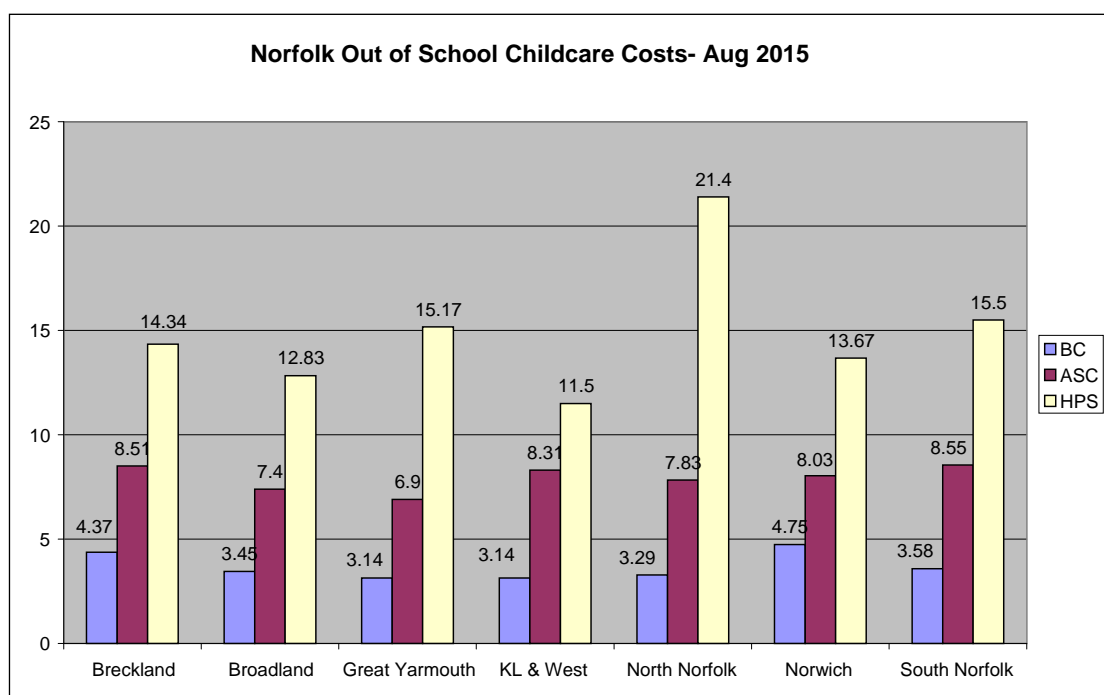
% Take-up of Free Provision among 3 & 4 Year-olds Trend 2011-2013	2011	2012	2013
Norfolk	95%	96%	97%
Statistical neighbour average	95%	96%	96%
England	94%	95%	96%

*DfE Benchmarking Tool 2014*

- 4.13 **Costs and Affordability of Childcare**  
 Childcare costs have typically increased by more than the average wage, placing parents under further financial strain in the face of rising living costs according to the Family and Childcare Trust Childcare Costs Survey (2014). Parents living in the East of England pay more than anywhere else in Britain at an average of £129.78 per week. The most expensive holiday childcare project, at a cost of £530 per week, was also in the East of England.
- 4.14 The average cost of a childminder looking after a child under 2 is now £3.99 per hour across Britain. The average cost of a childminder for Norfolk is £3.61 (May 2014). Childminders who pick up children after school charge on average across Britain £65.08 per week.
- 4.15 The average cost of an after-school club is now £48.19 per week across Britain. A parent with two children in an after-school club for 5 nights per week in Norfolk would have an annual bill of just over £3,000 for term time care.



## Out of School Care Costs



- 4.16 Parents receive financial help directly, through the childcare element of Working Tax Credit and through childcare vouchers. Currently, working parents on low incomes can receive up to 70 per cent of their childcare costs up to a maximum of £175 per week for one child in childcare and £300 per week for two or more children
- In 2011, the percentage of families receiving Working Tax Credits and Childcare Tax credits in Norfolk was 31.76%
- 4.17 Providers of funded places for 2, 3 & 4 year olds receive funding from Norfolk County Council. Local Authority funding for the 2, 3 and 4 year old offer will come from the Early Years Block in the Dedicated Schools Grant (DSG), with the Schools Forum deciding on the level of funding through the single funding formula (SFF) for 3 to 4 year olds.
- 4.18 Revenue funding for 2014-15 of £8,424,353 was awarded to Norfolk for 3,624 full time equivalent places (15 hours per child) for 2 year olds. Funding for the 3 and 4 year old offer, is paid for the number of places filled in the previous financial year. After April 2015, 2 year old funding will follow this pattern. The hourly rate of £4.85 for 2 year olds in Norfolk has been specified by the Government and is calculated to be in line with the average charge for childcare in the county.
- 4.19 **Accessibility - Information Duty**  
The Family Information Service (FIS) in Norfolk fulfils the Local Authorities duty to provide information to parents on childcare under section 12 of the Childcare Act 2006. They offer support to families with children aged 0-19 or up to the age of 25 for children with additional needs. Topics cover everything from what a childminder does, through to where a local Children's Centre is located.
- 4.20 Research commissioned by the Local Authority shows some groups, particularly migrant groups, may require more help to access childcare.

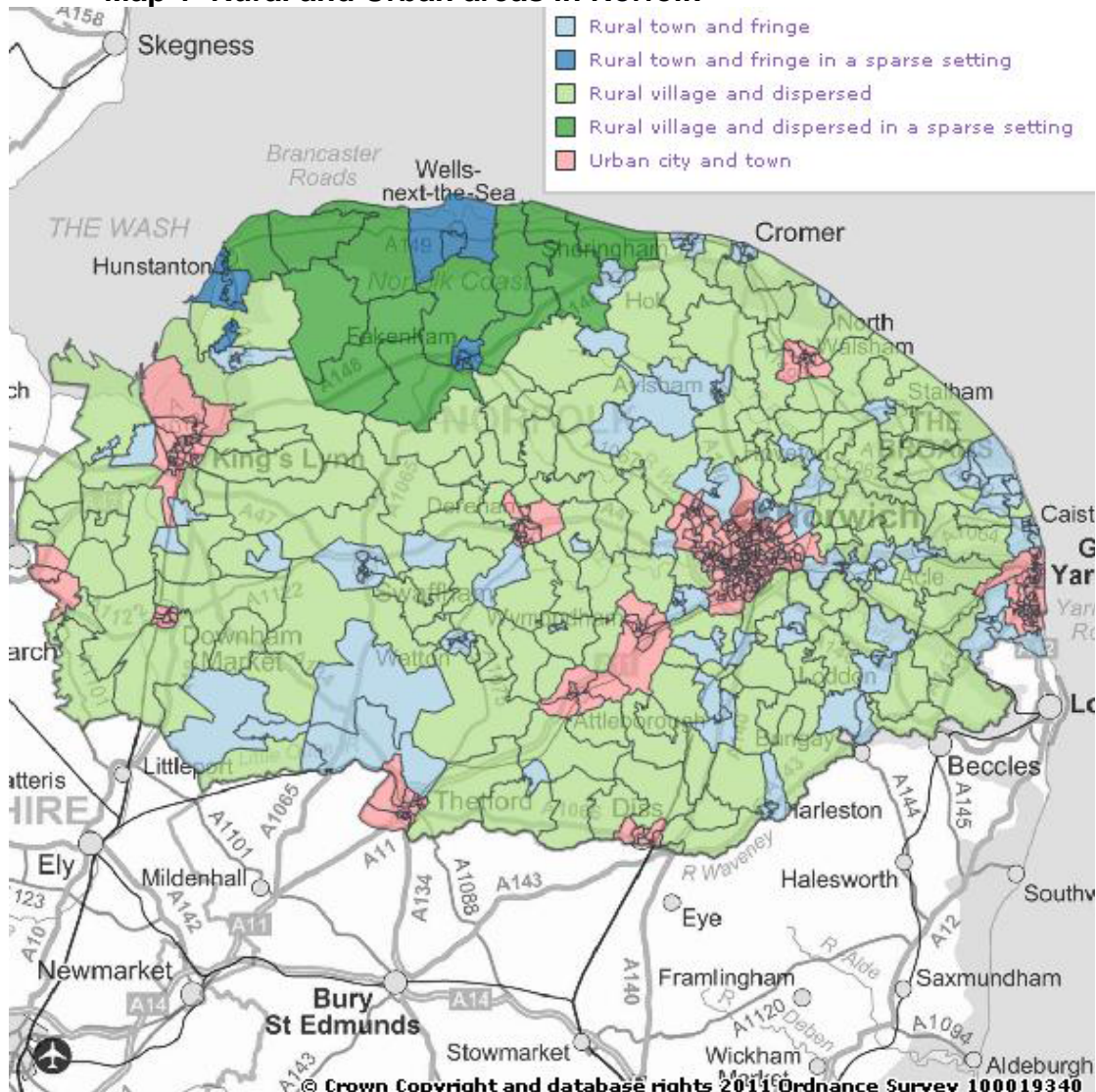
#### 4.21 Flexibility

The 'Flexible Offer' is also a statutory duty. Local authorities need to ensure that childcare is available to meet the needs of working parents, usually 8 am – 6 pm. Analysis of opening hours suggest that overall childcare in Norfolk is flexible enough to meet the needs of working parents. Childminders offer the most flexible childcare.

#### 4.22 Access

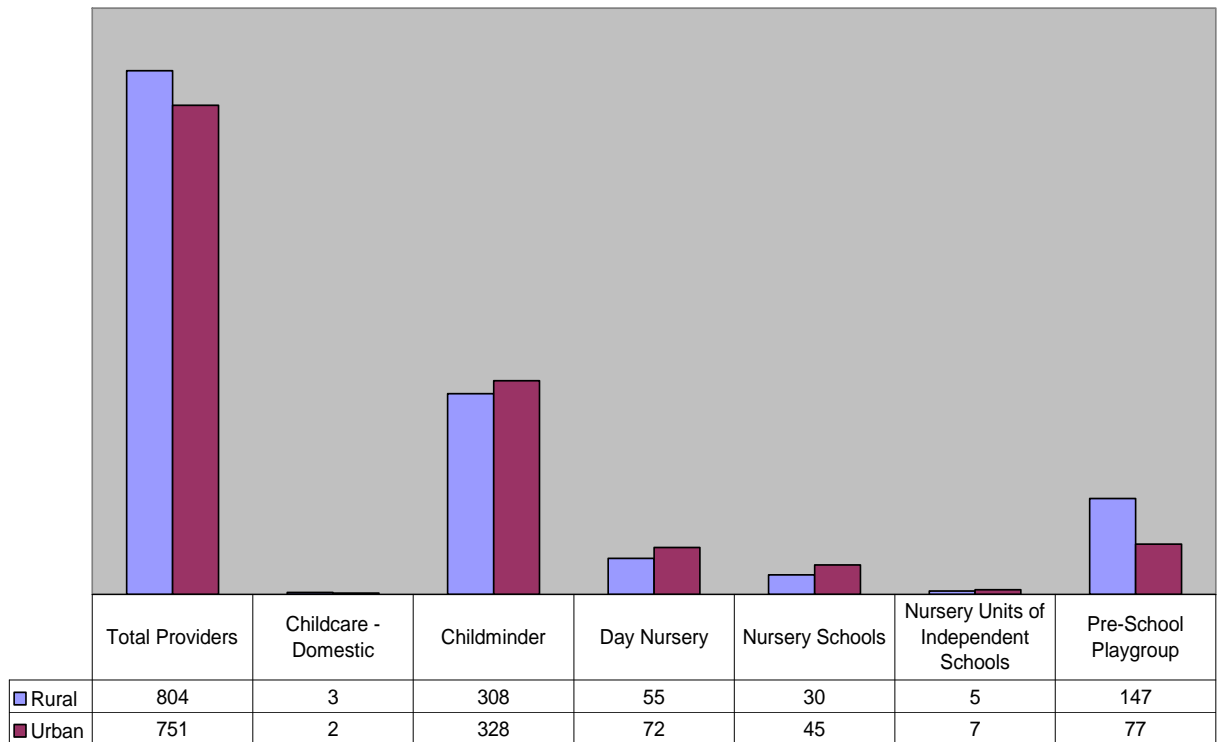
Over 52% of people in Norfolk live in an area defined as rural. (Norfolk Story) Access is often the most highlighted issue for rural communities.

**Map 1 Rural and Urban areas in Norfolk**



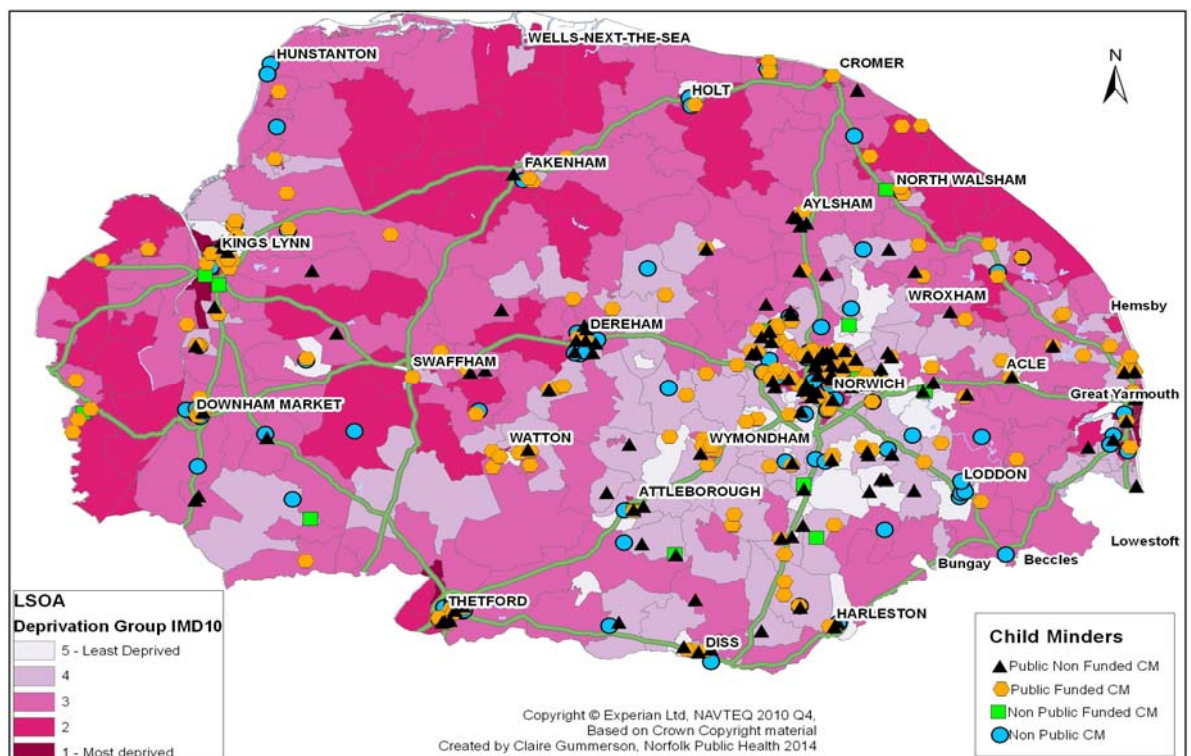
4.23 Rural areas are poorly served by public transport. For those without a car, access to key services can be a key issue. The Census 2011 shows that in Norfolk 18.8% of households are without a car/van. This is lower than the England average of 25.8%. Research from 2010 showed that whilst in rural areas more households have access to a car/van (only 14.4% of rural households are without a car or van) there are some rural hotspots where up to 35.5% of households do not have a car/van, making access to services problematic.

## Childcare Providers located in Urban or Rural areas



- 4.23 In rural areas fewer services are delivered locally as usage is often unsustainable. This is an issue for most of the voluntary committee run preschool provision in Norfolk, which are the main childcare providers in rural areas.
- 4.24 Mapping of childminders in Norfolk against child poverty hot spots has identified a need to recruit more childminders in areas of rural poverty to offer greater choice.

**Map 2 Norfolk Map of Deprivation and access to Childminders Oct 2014**



#### 4.25 Disabled children

The new Children and Families Act 2014 requires the Local Authority is to publicise their SEND *Local Offer* to families with a child with special needs. Details have been sought from providers as to what services they offer for children with a disability and will be publicised by FIS.

4.26 Finding appropriate childcare can be a problematic to families of disabled children. Often cost is an issue as providers may ask for higher fees to be able to offer a higher staffing ratio and provider confidence in caring for the child is also a barrier.

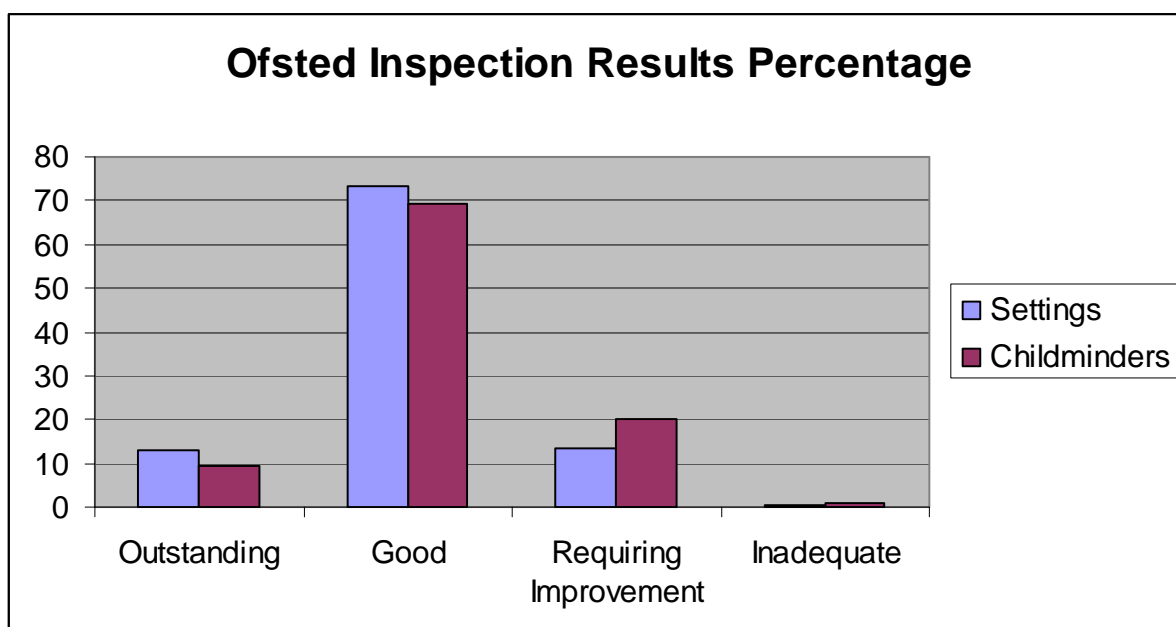
#### 4.27 Quality of Childcare in Norfolk

Ofsted inspected 333 Other Settings – (which is made up by the provider types "Day Nursery", "Nursery Units of Independent Schools" and "Pre-School Playgroup") up to August 2014, 86.2% were good or outstanding.

- 244 (73.3%) are judged to be good
- 43 (12.9%) are judged to be outstanding
- 45 (13.5%) are judged to be requiring improvement
- 1 (0.3%) are judged to be inadequate

Of the 546 Childminders in Norfolk Ofsted inspected up to August 2014, 78.9% were good or outstanding.

- 379 (69.4%) are judged to be good
- 52 (9.5%) are judged to be outstanding
- 111 (20.3%) are judged to be requiring improvement
- 4 (0.7%) are judged to be inadequate



4.28 Benchmarking analysis shows the percentage of childcare and early years settings rated good or outstanding by Ofsted March 2014, indicates that Norfolk at 81.7% compares well with the East of England average (82%) and out performs the national average (78%).

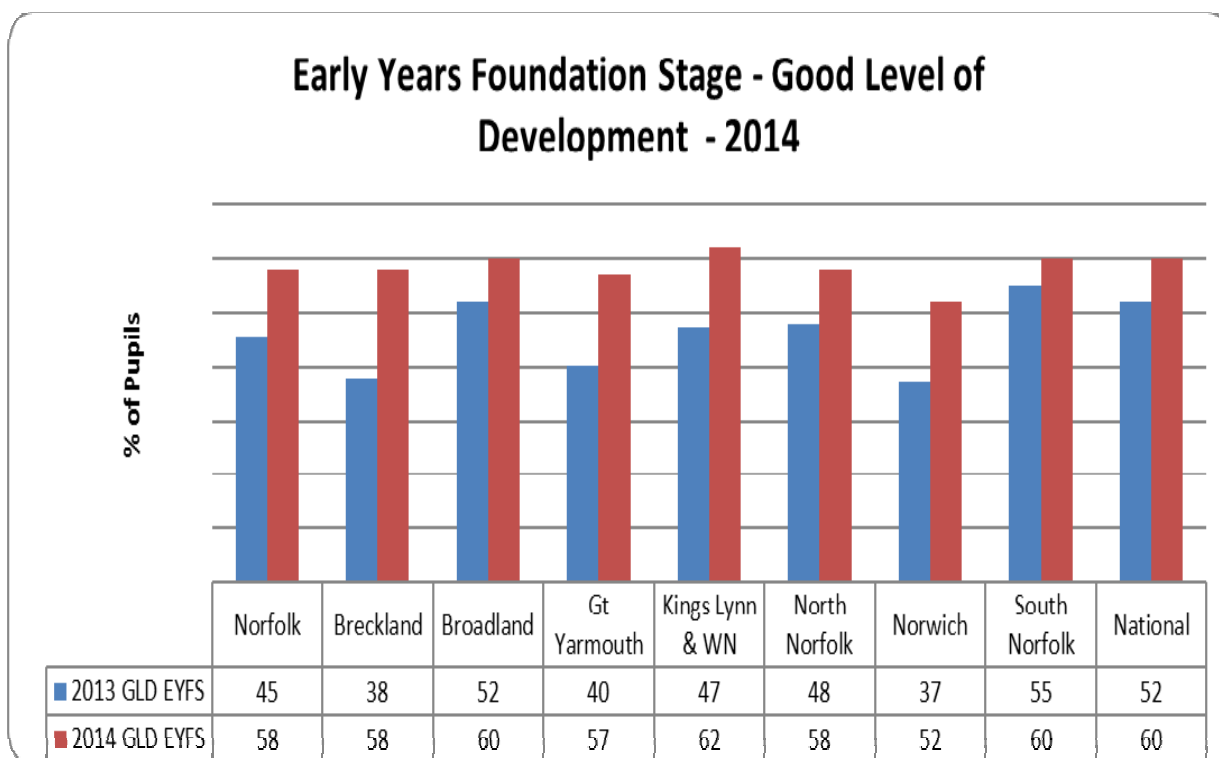
- 4.29 Norfolk County Council maintains and keeps up to date local information about Providers who are in receipt of funding to deliver the free entitlement to eligible children. A Local Agreement sets out the conditions Providers must comply with in order to receive funding to provide free entitlement to early years education and childcare.
- 4.30 Only 'Good' or 'Outstanding' providers can care for funded two year old children, unless there is a sufficiency reason for needing places with providers 'Requiring improvement'. In Norfolk, 86% of 2YO providers are rated 'Good' or 'Outstanding' by Ofsted.

## **5. Consultation with parents**

- 5.1 The Family Information Service consulted with Norfolk County Council employees from August to October 2104 to gain a greater understanding of their childcare requirements. It was felt that as Norfolk County Council employees they would be representative of working families in Norfolk.
- 5.2 In total 244 responses were received. Most of the people (78.6%) who completed the survey were from a two parent household, 14.5% were lone parents, 2.6% were prospective parents and 3.8% other which included grandparents and parents of adult children.
- 5.3 The key findings are as follows:
- 54% of those surveyed worked part time, 44% full time and 2% worked shifts
  - Working hours appear to significantly increase when the child reaches school age
  - Future demand for childcare shows a need for an increase in out of school provision and holiday care.
  - Availability of childcare was a key factor in deciding whether to return to work or not
  - The majority of people (84%) prefer childcare provision closer to home as opposed to where they work (16%).
  - The average number of hours people use is 22 hours per week, at a cost of £84 per child per week.
  - Most people surveyed use childcare vouchers to help with the costs of childcare
  - The majority of people (94%) are happy with the childcare they are currently using – with cost, quality, lack of flexibility and location i.e. too far to travel being the main reason why parents were not happy with their current childcare arrangements.
  - Nearly half of all parents who responded to the survey had to change their working hours to suit their childcare arrangements.
  - Lack of information in relation to funded 2,3 and 4 year old places.
  - Word of mouth is still the way most parents find out about childcare in their area

## 6. Improving outcomes

- 6.1 By the age of five years old the youngest children in our schools are assessed against the Early Years Foundation Stage Profile. The outcomes focus on a range of skills and stages of development. The measures include an overall outcome for children achieving a 'good level of development'. The Norfolk 0-5 Needs Analysis produced in November 2013 year showed that Outcomes by the end of the EYFSP were below the national average for Norfolk children in 2013.
- 6.2 Improvement measures were introduced and in 2014 the percentage of children in Norfolk achieving this 'good level' has increased by a further 14 percentage points from 45% to 58%. However, this is still below the national average of 60% (2014).



## **7. Managing the performance and quality of Norfolk's Strategic Approach to ensuring Childcare sufficiency for 0-14 year olds**

7.1 How the council can be assured it is meeting its duty to secure sufficient childcare:

### **Needs Analysis**

- Understand the implications of the lower household income in Norfolk, and the importance of the affordability and cost of childcare for Norfolk families so that it is within reach and affordable, whilst also sustaining the 0 – 14 childcare market.
- Consider the predicted rise and fall in population figures and in particular the rise in relation to new housing when planning both current and future childcare provision.

### **Performance**

- Monitor Early Years Foundation Stage profile data, to understand how we are performing when children start school compared to statistical neighbours and the national average.
- By receiving progress reports on the strategic approach for the 2 year old childcare places.
- By monitoring take up trends among 2, 3 and 4 year-olds Norfolk can compare performance of the percentage of take-up of free provision in Norfolk.
- Understand and monitor the Early Help and Schools section of the Children Services Improvement Plan to gauge the impact on improved outcomes for children, young people, their families and communities.

### **Quality**

- By monitoring and securitising the quality of childcare in Norfolk we can compare performance against statistical neighbours and national averages.

### **Communication**

- Communicate to parents and carers how they can access free entitlement to childcare, financial support through tax credits and where childcare can be accessed.
- Ensure the benefits of childcare are communicated to parents and carers so that they can make informed decisions about childcare with good quality information

## **Background Papers**

Norfolk 0-5 Needs Analysis November 2013

Insight Track Commissioned Research findings – 2 YO Take Up 2014

Childminder Needs Analysis October 2014

Childcare Cost Survey 2014

RAIS Grandparents Survey for Interflora September 2014

Norfolk's Story August 2014

State of the Nation 2014: Social Mobility and Child Poverty in Great Britain Social mobility and Child poverty Commission

Childcare Demand Survey Norfolk County Council 2014



## Appendix 1 – Take Up of 2 Year old Funded entitlement

### Autumn 2014 Data

### DWP Eligible Children Total Take Up to Date % Take Up

Claim Period: 01/09/14 to 31/12/14  
02-Oct-14

<b>Autumn Target</b>		3624	
Priority Lots	1819	1263	69%
Other Children's Centre Lots	1827	1329	73%
Received - To be processed		30	
<b>TOTAL (per Criteria)</b>	<b>3646</b>	<b>2622</b>	<b>72%</b>
TOTAL plus Local Criteria and Out of County		<b>2700</b>	
Breakdown -			
Priority Lots			
Bowthorpe, West Earlham & Costessey	149	117	79%
CFM	165	110	67%
City & Eaton	120	72	60%
Earlham Early Years	121	86	71%
East City & Framlingham Earl	123	102	83%
North City	148	87	59%
Thorpe Hamlet and Dussindale	136	107	79%
Thetford and Thetford Drake	176	80	45%
Signpost	112	92	82%
Vancouver (incl. Springwood)	119	86	72%
Seagulls and Gorleston & Hopton	187	136	73%
Great Yarmouth and Greenacre	263	188	71%
Other Lots			
Acle Area (Marshes)	51	37	73%
Attleborough	71	54	76%
Caister	72	63	88%
Cromer and Mundesley	70	59	84%
Dereham Central, South and Litcham	151	117	77%
Diss	69	57	83%
Downham Market and Methwold	129	83	64%
Drayton & Taverham and Hellesdon	91	58	64%
Fakenham Gateway	53	41	77%
Harleston and Loddon	82	57	70%
Hunstanton Area	60	33	55%
Long Stratton	35	27	77%
Nar and St Clements	146	84	58%
North Walsham	60	49	82%
Reepham and Aylsham	73	56	77%
Spixworth & Sprowston	72	48	67%
Stalham & Sutton and Broadland	63	46	73%
Swaffham	64	52	81%
Trinity	38	41	108%
Village Green	38	33	87%
Watton	63	43	68%
Wells and Corpusty & Holt and Stibbard	100	66	66%
West Walton and Emneth	78	49	63%
Wymondham and Hethersett	98	76	78%
Children living outside of Norfolk		9	
Local Criteria		69	
Take Up >100% - Children excluded from DWP data			

## Appendix 2 – 3 and 4 year old funded entitlement take up Summer 2014

Children's Centre Area	Not in Receipt		In Receipt		Total
Outside Norfolk or Unknown Postcode	209	44.1%	265	55.9%	474
Outside Norfolk or Unknown Postcode	383	78.0%	108	22.0%	491
Acle Area (Marshes)	48	11.1%	386	88.9%	434
Attleborough	77	13.8%	479	86.2%	556
Aylsham	28	9.3%	272	90.7%	300
Bowthorpe, West Earlham and Costessey Area	127	17.2%	613	82.8%	740
Broadland	11	6.0%	172	94.0%	183
Caister	25	8.9%	257	91.1%	282
Catton Grove, Fiddlewood and Mile Cross (CFM)	81	14.0%	498	86.0%	579
City and Eaton	124	20.3%	487	79.7%	611
Corpusty and Holt Area	20	8.1%	227	91.9%	247
Cromer	23	10.8%	189	89.2%	212
Dereham Central	43	13.4%	277	86.6%	320
Dereham South	14	6.3%	207	93.7%	221
Diss	69	18.8%	298	81.2%	367
Downham Market	88	17.1%	428	82.9%	516
Drayton & Taverham	40	11.8%	300	88.2%	340
Dussindale	21	7.8%	248	92.2%	269
Earlham Early Years Centre	81	17.1%	392	82.9%	473
East City & Framingham Earl Area	121	19.4%	502	80.6%	623
Emneth	108	39.4%	166	60.6%	274
Fakenham Gateway	20	7.5%	248	92.5%	268
Gorleston and Hopton	55	14.1%	335	85.9%	390
Great Yarmouth (Priory)	48	19.3%	201	80.7%	249
Greenacre	108	19.4%	448	80.6%	556
Harleston	46	26.4%	128	73.6%	174
Hellesdon	31	9.3%	304	90.7%	335
Hethersett	35	9.1%	351	90.9%	386
Hunstanton Area	23	9.2%	228	90.8%	251
Litcham	17	11.4%	132	88.6%	149
Loddon	32	15.2%	179	84.8%	211
Long Stratton	35	13.8%	219	86.2%	254
Methwold	71	24.3%	221	75.7%	292
Nar	68	17.0%	333	83.0%	401
North City	129	22.0%	457	78.0%	586
North Walsham	20	6.9%	268	93.1%	288
Poppyland (Mundesley)	8	7.1%	105	92.9%	113

Reepham	22	10.3%	191	89.7%	213
Seagulls	32	9.5%	306	90.5%	338
Signpost	57	11.0%	461	89.0%	518
Spixworth & Sprowston	61	10.4%	523	89.6%	584
St Clements	22	10.4%	189	89.6%	211
Stalham and Sutton	11	5.7%	181	94.3%	192
Stibbard	10	7.2%	129	92.8%	139
Swaffham	94	20.4%	366	79.6%	460
Thetford	86	23.4%	282	76.6%	368
Thetford Drake	88	25.9%	252	74.1%	340
Thorpe Hamlet & Heartsease	87	21.2%	323	78.8%	410
Trinity	25	8.7%	264	91.3%	289
Vancouver	98	15.5%	534	84.5%	632
Village Green Childrens Centre	74	20.8%	281	79.2%	355
Watton	80	19.6%	328	80.4%	408
Wells	12	10.1%	107	89.9%	119
West Walton	21	16.9%	103	83.1%	124
Wymondham	44	10.3%	383	89.7%	427
<b>Total</b>	<b>3411</b>	<b>17.5%</b>	<b>16130</b>	<b>82.5%</b>	<b>19541</b>



**Section 2 :**

# **Childminder Needs Analysis**

**October 2014**



## 1. Introduction

The purpose of this document is to provide an up to date analysis of childminding practices in Norfolk and it will be used to inform the future provision of support to childminders.

The aim is to identify issues for childminders and for the Local authority in its role in supporting childminders. It will also identify strengths and weaknesses in childminding practice both in terms of general provision across the county and within specific geographic areas of Norfolk, to enable the effective targeting of childminding support services in future.

There is a particular focus on the role childminders have in providing funded early education places for 2, 3 and 4 year old children as an alternative to preschool groups and the role childminders play in improving outcomes for children at the end of the Foundation Stage.

The outcomes we're pursuing for childminders in Norfolk are to:

- Increase the numbers of childminders judged 'Good' or 'Outstanding' by Ofsted
- Increase the use take up of funded early education places provided by childminders
- Increase the numbers of childminders, particularly in rural areas to enable parents to work.

## **2. What is childminding?**

### **What a childminder is and how they operate**

Registered childminders are childcare professionals working in their own homes to provide care and education for other people's children in a family setting.

They have to be inspected and registered by [Ofsted](#) (the Office for Standards in Education) in England. Registration means ensuring childminders attain a certain level of skills, knowledge and competency to fulfill their role.

Registered childminders are not employed by parents but are self-employed and take care of their own tax and national insurance contributions. Childminders set their own charges according to the service they provide.

Many registered childminders are flexible and will work to the hours that parents need, some will work around shift patterns and some will even care for children overnight and on Bank Holidays and weekends. Some will have children before and after school and in the school holidays. Others will offer part time care. This makes childminding a valuable childcare option for parents.

Because childminders work in their own home they can offer home from home type care which many parents value in choosing a childminder as opposed to group provision. Childminders can visit local Children's Centres, play parks, toddler groups and some even have their own childminding group where they meet other minders and the children can play together.

Another group of childcarers are Home Childcarers who are also registered with Ofsted, but care for children in the child's own home.

### **How many children a childminder can care for**

Childminders can care for up to six children aged under 8 years old but no more than 3 of them may be under the age of 5 years and a childminder may not care for more than one child under age 1 year (except in the care of twins where Ofsted will give special consideration to allowing this)

The childminder's own children are included in the above numbers. However, a childminder cannot claim funding for their child's early education place.

Childminders may also care for children aged 8 years to 14 years provided that they can show that it does not affect the care of the under 8 year olds.

Some childminders work together or with assistants and those that do can look after more children. However, the size of the home and consideration to how they will manage the children and what qualification the childminder has is taken into account before registration by Ofsted.



## **Legal requirements for childminders**

All childminders in England must comply with the requirements of the EYFS 2014 and Childcare Register 2012, local planning, fire and food hygiene laws, health and safety legislation and the Equality Act 2010. All childminders must have completed an introductory training course and update their paediatric first aid training every three years. They must carry public liability insurance and class 1 business insurance to drive with childminded children in their cars.

## **Evidence base for childminding practice**

Research by the National Children's Bureau (December 2011) found that there is very little substantive research on childminders in England. They have lost their foothold as key providers of full-time day-care for young children. The previous government's national childcare strategy supported the provision of large numbers of new centre-based places, together with subsidies through the tax and benefits system for parents to take up free places. Further, since 2008, childminding has become increasingly regulated as childminders are now mandated to work within the Early Years Foundation Stage (EYFS) framework and are held accountable to the same standards as centre-based providers, which may change the nature of their work. Yet, the evidence to date says very little about childminding practice, notably how childminders use their unique position as home-based providers to help young children achieve appropriate development prior to school entry.

### **3. Current National and Statutory Framework Requirements**

#### **Childcare Act 2006**

The Childcare Act 2006 and subsequent statutory guidance requires local authorities to:

1. improve the outcomes of all children up to five years of age and reduce inequalities between them
2. secure sufficient childcare for working parents
3. provide a parental information service
4. provide information, advice, and training for childcare providers.

In practical terms, this means that with regard to childminding we have a duty to:

1. Ensure that all childminders who are delivering funded 2, 3 and 4 year old places have access to appropriate training to deliver the EYFS to improve outcomes for children at the end of the Foundation Stage and that childminders who receive an inadequate or RI Ofsted judgement have the necessary challenge and support to improve their childminding practice.
2. Ensure that there are sufficient childminding places in Norfolk for working parents and stimulate the market where there is a known lack of childminders in an area. This is particularly relevant for funded early education places, bearing in mind the rural nature of Norfolk and the need for parents to be able to access places close to where they live.
3. Provide information for parents on where their nearest childminder is, the costs, which childminders provide funded 2,3 and 4 year old places in their area and what their Local Offer is to support children with additional needs. This information is provided by the Family Information Service (FIS) and also by Children's Centres which have a brokerage function and can help parents access childcare locally.
4. Provide training for people to become a childminder.

#### **Childminder Agencies**

The Children and Families Act 2014 introduced the concept of Childminder Agencies (CMA's). The aims of CMA's are:

- to attract new childminders to the profession
- to make life easier for childminders by providing a range of services such as marketing, administrative support, and training and development opportunities to help further raise the quality of their provision; and
- to provide parents with matching services to help them find a childminder, access to holiday and sickness cover and regular updates about the quality of their childminder.

In August 2014, the government published their response to the consultation on childminder agencies. CMA's were able to register with Ofsted from September 2014.

Anecdotal evidence from childminders in Norfolk suggests that CMA's would not be valued, mainly due to the costs of joining an agency – although as yet little is known about the costs associated with joining an agency. However, it is very early days and it will be interesting to see how the market responds to CMA's over the coming months both nationally and locally.

### **Local requirements**

Prior to September 2013 it was practice in Norfolk that a childminder was not eligible to provide funded 3 & 4 year places unless they had a level 3 qualification. Consequently we only had 52 out of approximately 750 childminders who provided funded places. In September 2013 the government changed their policy and said that any childminder who has been judged Good or Outstanding is eligible to provide funded places for 2, 3 and 4 year olds. Consequently the number of childminders who have signed up to the Local Agreement to provide early education places has increased significantly. Half of all childminders are now signed up to the Local Agreement.

## 4. Childminders in Norfolk

### a) Numbers of childminders (Public and non Public)

There are 662 childminders in Norfolk (Sept 14) of which 509 are Public and can be accessed by all parents and 153 are Non Public, which means their contact details are withheld from the general public. This is often because non public childminders care for children within their own family or close friends and their details are shared via word of mouth.

### b) Geographical spread of childminders

There is not an even geographical spread of childminders across Norfolk. Fifty percent of all childminders are based in Norwich. There are small clusters of childminders in Thetford, Dereham and King's Lynn but there are very few childminders in North Norfolk and around the whole coast line including Great Yarmouth. There is a direct correlation between where childminders are situated and where the demand for childcare places are i.e. there are no childminders in areas where there are high numbers of children living in out of work households (*See Appendix 1*) and most childminders are situated in the more affluent parts of the county (*See Appendix 2*).

### c) Home Childcarers

There are 83 Registered Home Childcarers who care for children in the child's own home in Norfolk; however, only 10 make their details available to the public.

### d) Costs of childminding places per hour

Childminders' costs are generally a little lower than nursery costs. The average cost per hour in Norfolk is £3.61 (May 2014), with the cheapest average costs of a childminding place being in Broadland at £1.70, ranging to the highest in South Norfolk at £5.10. This compares with a national average of £3.99.

Funded childminders for 3-4 year olds currently receive £5.10 per hour from Norfolk County Council. However, this is under review and out to consultation at present as part of the consultation on the Single Funding Formula.

Childminders receive £4.85 per hour for funded two year old places.

### e) Hours

Childminders work on average between the hours of 7 am to 7 pm weekdays. Some are more flexible about the hours they work, often catering for shift work patterns as they are permitted to provide overnight care under their childminder registration. 7% of Norfolk childminders work on Saturdays.

### f) Qualifications – number with a Level 3 or above

Very few childminders have childcare qualifications but this data has not been routinely collected by the local authority.

### **g) Local Offer**

A new statutory requirement, from the Children and Families Act 2014, is for the Local Authority to publicise their SEND *Local Offer* to families with a child with special needs.

In August 2014, two thirds of childminders had responded to the LA requesting details of what services they offer regarding SEND.

It is a well known documented fact, both locally and nationally that families of children with SEN and disability (SEND) struggle to find appropriate childcare. Parents do have difficulties in finding an appropriate childminder when their child does have SEND. For some families a childminder would be an ideal choice however, accessibility and practitioner confidence often becomes a barrier. The other barriers for parents of children with a disability are cost and finding local care. Even if a parent can find a childminder who is willing to take their child, this can be a problem as they are often asked to pay more. This is also confirmed nationally in the recent parliamentary enquiry July 2014.

### **h) Diversity of childminders**

Data on ethnic origin is not currently collected by the Local Authority. This needs to be collected in future.

In Norfolk 8.7% of registered childminders are male. Many male childminders are partners of female childminders and they work as childminders together. However, male childminders who work on their own do tend to struggle with sustainability and public perception.

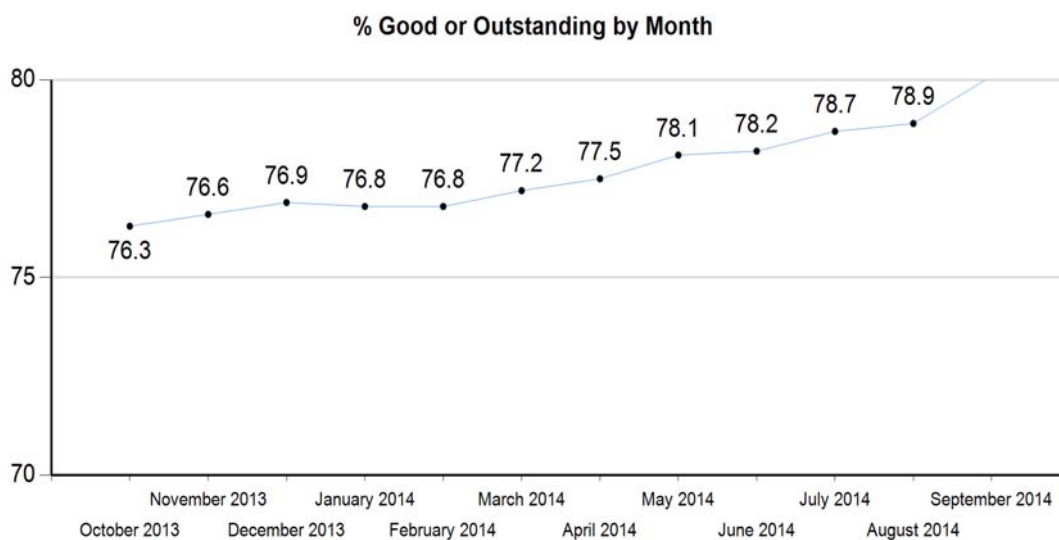
### **g) Safeguarding**

There is an average of 1.5 cases of concern per month involving childminders, which require Local Authority Designated Officer (LADO) for Safeguarding and Early Years involvement. Most cases are completed within 2 to 3 months.

## 5. Ofsted outcomes and LA risk analysis

### Current Ofsted inspection outcomes for childminders (as of 1<sup>st</sup> Sept. 14)

Inadequate	Requiring Improvement	Good	Outstanding	Total	Good / OS %
4	103	382	50	539	80.1%
0.7 %	19.1%	70.9%	9.3%		



These figures do not include non-public childminders.

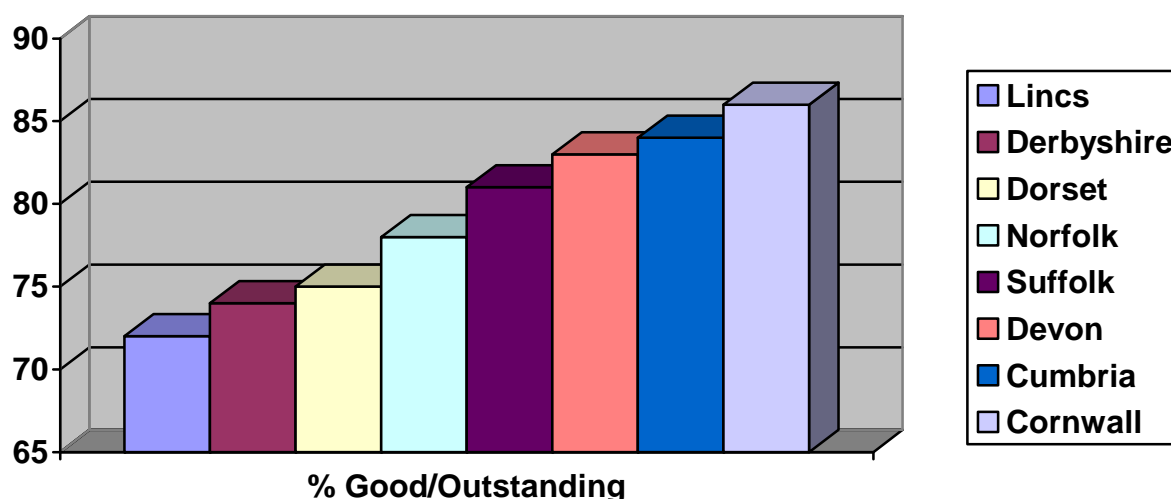
### Norfolk v national Childminder Ofsted Inspections (31.3.14)

Comparison with national figures shows that Norfolk was slightly above the national average as of 31<sup>st</sup> March 14. The percentage of childminders achieving a good or outstanding grade in Norfolk was 78%, compared with the national figure of 76%.

Norfolk has made improvements in the percentage of childminders receiving a good or outstanding grade over the past 4 years. As of 31<sup>st</sup> August 2011, Norfolk had 73% of childminders graded good or outstanding, rising to the current figure of 80.1% as of 1<sup>st</sup> September this year.

Tracking children back to their Early Years provision shows that 69.1% who attended childminding provision achieved a good level of development compared with 61.9 % of children attending a day nursery and 58.4% of children who attended a pre-school (September 2014).

### Statistical Neighbour comparison (31.3.14)



### Norfolk Childminder Risk Assessment as of 28.4.14

A risk assessment of all childminders was undertaken in April 2014. This reviewed the risk of childminders being downgraded to either 'Requiring Improvement' or 'Inadequate' at their next inspection. Only those childminders engaging with Childminding Matters (current provider of support to childminders in Norfolk) were reviewed as part of this process.

District	No. of childminders	Total no of childminders graded RI/ Satisfactory	No @ RI likely to remain at RI	No. of childminders currently at RI, at risk of Inadequate
KL & West	104	24 (23%)	20 (19%)	2 (2%)
Breckland	114	24 (21%)	21 (18%)	3 (2%)
Norwich	109	17 (15%)	13 (12%)	3 (3%)
South	131	16 (12%)	12 (9%)	4 (3%)
Broadland	109	24 (22%)	23 (21%)	0
North	52	4 (7%)	9 (17%)	0
Gt Yarmouth	43	6 (14%)	6 (14%)	0

(Percentages in brackets. Figures are rounded to nearest full percentage point)

## 6. Participation and take up

There are currently 339 childminders who have said they are willing to provide 2, 3 and 4 year old places, but as yet many of these places are to be taken up by families. In the autumn term 2014 there were 146 claims from childminders for 3 and 4 year old places and 104 for 2 year old places.

PVI Sector - Hours claimed SUMMER 2014

2yr

CHILDREN'S CENTRE LOT	PVI	CHILDMINDERS	TOTAL	%
Wymondham	4120.5	311.5	4432	7%
West Walton	2115.5	189	2304.5	8%
Wells	2815	0	2815	0%
Watton	6100.5	1134	7234.5	16%
Village Green	2561	189	2750	7%
Vancouver	6169	422.5	6591.5	6%
Trinity	5560	945	6505	15%
Thorpe Hamlet & Heartsease	9131	165	9296	2%
Thetford Drake	5057.5	1925	6982.5	28%
Thetford	7266	87	7353	1%
Swaffham	12713.5	165	12878.5	1%
Stibbard	1548	110	1658	7%
Stalham & Sutton	3278	0	3278	0%
St Clements	1809	189	1998	9%
Spixworth & Sprowston	3866.5	1312.5	5179	25%
Signpost	13530.5	944	14474.5	7%
Seagulls	7635	0	7635	0%
Reepham	1534.5	530.5	2065	26%
Priory	12036	0	12036	0%
North Walsham	8385.5	484	8869.5	5%
North City	2142.5	2511.5	4654	54%
Nar	7470	639.5	8109.5	8%
Mundesley (Poppyland)	3309	189	3498	5%
Methwold	4164.5	170	4334.5	4%
Long Stratton	2178.5	1041	3219.5	32%
Loddon	4420.5	0	4420.5	0%
Litcham	1986	0	1986	0%
Hunstanton Area	4923	307.5	5230.5	6%
Hoveton & Broadland	1745.5	81	1826.5	4%
Hethersett	2901.5	189	3090.5	6%
Hellesdon	5564	567	6131	9%
Harleston	1410.5	849	2259.5	38%
Greenacre	18847	136	18983	1%
Gorleston & Hopton	13911.5	524	14435.5	4%
Fakenham Gateway	3569	945	4514	21%
Emneth	4070	527	4597	11%
East City & Framingham Earl Areas	11485	1197	12682	9%
Earlham Early Years	12844	0	12844	0%
Dussindale	1557	364	1921	19%
Drayton & Taverham	2311	567	2878	20%
Downham Market	4798.5	457.5	5256	9%
Diss	8097.5	1302	9399.5	14%
Dereham South	3822	474	4296	11%
Dereham Central	9609.5	231	9840.5	2%
Cromer	3527	111	3638	3%
Corpusty & Holt Area	2079	378	2457	15%
City & Eaton (Vauxhall)	8620.5	0	8620.5	0%
CFM	10367	884.5	11251.5	8%
Caister	1955.5	590.5	2546	23%
Bowthorpe, W Earlham & Costessey Area	14014.5	0	14014.5	0%
Aylsham	2068	0	2068	0%
Attleborough	6470	504	6974	7%



## PVI Sector - Hours claimed SUMMER 2014

3&amp;4yr

CHILDREN'S CENTRE LOT	PVI	CHILDMINDERS	TOTAL	%
Wymondham	52249	2772.5	55021.5	5%
West Walton	9925	66	9991	1%
Wells	6808.5	0	6808.5	0%
Watton	33214	4401.5	37615.5	12%
Village Green	31286.5	1287	32573.5	4%
Vancouver	47736	1489.5	49225.5	3%
Trinity	38271.5	2646	40917.5	6%
Thorpe Hamlet & Heartsease	35812	0	35812	0%
Thetford Drake	34851	3269.5	38120.5	9%
Thetford	11344.5	945	12289.5	8%
Swaffham	55406	327	55733	1%
Stibbard	24955.5	532	25487.5	2%
Stalham & Sutton	23783	1239	25022	5%
St Clements	18895	1058	19953	5%
Spixworth & Sprowston	75185	3393.5	78578.5	4%
Signpost	54272	3096	57368	5%
Seagulls	47564.5	0	47564.5	0%
Reepham	19940.5	1683.5	21624	8%
Priory	32754.5	0	32754.5	0%
North Walsham	33080.5	497	33577.5	1%
North City	39121.5	1469	40590.5	4%
Nar	61415.5	1421	62836.5	2%
Mundesley (Poppyland)	14767	851	15618	5%
Methwold	36657.5	1191	37848.5	3%
Long Stratton	21719	4561	26280	17%
Loddon	41349.5	0	41349.5	0%
Litcham	19483	376.5	19859.5	2%
Hunstanton Area	21086	117	21203	1%
Hoveton & Broadland	19548.5	413.5	19962	2%
Hethersett	64860.5	2145	67005.5	3%
Hellesdon	60690	1658	62348	3%
Harleston	9047.5	1253	10300.5	12%
Greenacre	40546.5	0	40546.5	0%
Gorleston & Hopton	35050	1519	36569	4%
Fakenham Gateway	26805.5	377	27182.5	1%
Emneth	7899	786	8685	9%
East City & Framingham Earl Areas	28666	3818.5	32484.5	12%
Earlham Early Years	13458	0	13458	0%
Dussindale	28200	2976	31176	10%
Drayton & Taverham	44363.5	2570	46933.5	5%
Downham Market	64422	2825	67247	4%
Diss	46233	1167	47400	2%
Dereham South	40882	83.5	40965.5	0%
Dereham Central	43819.5	2220	46039.5	5%
Cromer	24118	0	24118	0%
Corpusty & Holt Area	31313	1818	33131	5%
City & Eaton (Vauxhall)	96133.5	788	96921.5	1%
CFM	26978	187.5	27165.5	1%
Caister	12317	1839	14156	13%
Bowthorpe, W Earlham & Costessey Area	64428.5	877	65305.5	1%
Aylsham	16994.5	159	17153.5	1%
Attleborough	76622	1100	77722	1%

Our data shows that only 8% of funded hours for 2 year olds go to childminders, but drops to 4% for funded 3 and 4 year olds places. It is still early days to see whether parents continue to choose a childminder for their child's funded 3 and 4 year old place, over and above sessional pre-school provision or school nursery classes. For example, in the Harleston area the take up of 2 year old places represents 38% of the market, but drops to 12% for 3 and 4 year old places. Over the coming months it will be interesting to see if this is a trend that continues across the county.

The data also shows that in the North City area, where there is still a significant shortage of places, parents are actively choosing to access a funded 2 year old place from a local childminder as they represent 54% of the hours claimed in this area.

More needs to be done to raise awareness amongst parents that childminding is an option available to them for accessing funded early years education.

### 6.3 Out of School provision

Over three quarters of childminders in Norfolk provide before and after school care and 31% are registered as providing holiday care. 93% of Norfolk childminders are opened all year round and they may all be providing care during the school holidays for children they already care for.

District	No. of childminders	No. of childminders providing before school care	No. of childminder providing after school care	No. of childminder providing school holiday care.
Kings Lynn	104	86 (83%)	84 (81%)	28 (27%)
Breckland	114	73 (64%)	72 (63%)	31 (27%)
Norwich	109	66 (61%)	65 (60%)	30 (28%)
South Norfolk	131	100 (76%)	95 (73%)	29 (22%)
Broadland	109	105 (96%)	105 (96%)	50 (46%)
North	52	43 (83%)	43 (83%)	25 (48%)
Gt Yarmouth	43	35 (81%)	34 (78%)	15 (35%)
Norfolk	662	508 (77%)	498 (75%)	208 (31%)

*(Data source ofsted import)*

## **7. Stakeholder views**

### **7.1 Childminder voice**

168 childminders responded to our survey about “Transforming Early Years Services” in October 2013.

The majority of respondents (85%) were self-employed childminders; however 15% worked in an organisation that employed between 1 and 10 people.

#### ***Support Requirements***

When asked how likely they were to need support with a number of issues, the majority indicated that they were likely to need support in all of the areas except ‘Leadership & Management’. The areas were:

- Special educational needs
- Governance
- Safeguarding
- Welfare requirements
- Planning and assessment
- Learning environment

When asked how helpful local authority services had been in supporting them to improve the quality of their provision, most respondents indicated that the services they received had been ‘Very helpful’ or ‘Helpful’.

#### ***Barriers and Challenges***

Childminders indicated that the significant, or very significant barriers, they experience are ‘Business planning’ (44%) and ‘Accessing financial advice’ (45%). Most indicated ‘Marketing’ a slight barrier or challenge or not a barrier at all. ‘Premises’, ‘Having the right staff to offer a flexible service’ and ‘Employing qualified staff’ do not seem to be barriers (probably because most childminders are self employed).

#### ***Improving Take Up***

The majority of respondents (42%) indicated that they had done nothing to improve take up of free early education for 2, 3 and 4 year olds. However, some had ‘Improved marketing’ (19%), ‘Introduced more flexible hours’ (27%), ‘Extended opening times’ (24%), ‘Linked more closely with local school’ (21%), ‘Improved facilities’ (22%), ‘Improved quality/better Ofsted rating’ (19%); and ‘Changed staffing’ (8%). 23% found that demand had increased despite taking no action.

## ***Training***

Childminders indicated that they would be likely or very likely to buy the following training from the local authority:

- Early Years Foundation Stage (66%)
- Health and safety (53%)
- Special educational needs / equality (65%)
- Safeguarding (73%)
- Ofsted (58%)
- Qualifications (55%)
- Bespoke training (44%)

They were not likely to buy the following training from us:

- Playwork
- Parent support
- Business and finance
- Leadership and management
- Governance
- Conferences

Most childminders (80%) had attended between 1 and 5 training courses in the preceding year, with 10% having attended 6+. Most of the training courses cost £20-£35.

### ***Concerns raised by childminders:***

- Amount of paperwork – a large number mentioned an increased amount of paperwork and concerns about completing it all whilst maintaining good standards of care and a personal life, without putting up prices.
- Lack of understanding of paperwork and the requirements under Norfolk's Local Agreement for funding.
- That childminders without qualifications or RAG rating will be able to offer funded places in future.
- Access to useful training, close to home and at suitable times (Saturdays and evenings); and the impact on personal life.
- Loss of advice and support from local authority
- One childminder felt that other childcare professionals should perceive childminders as being on the same level as them, i.e. a childcare professional and not a babysitter.
- Sometimes sharing space within the family home can be an issue.
- Reduction in home visits by Childminding Matters.

## 7.2 Children's Centre voice

Children's Centres have a role in supporting parents/carers to access childcare in their local area, for promoting the take up of 2, 3 & 4 year old places and providing a space for local childminders to get together at the centre.

We carried out a focus group with Children's Centre Leaders from the following centres on 8<sup>th</sup> September 2014 to find out their views on childminding in their local areas;

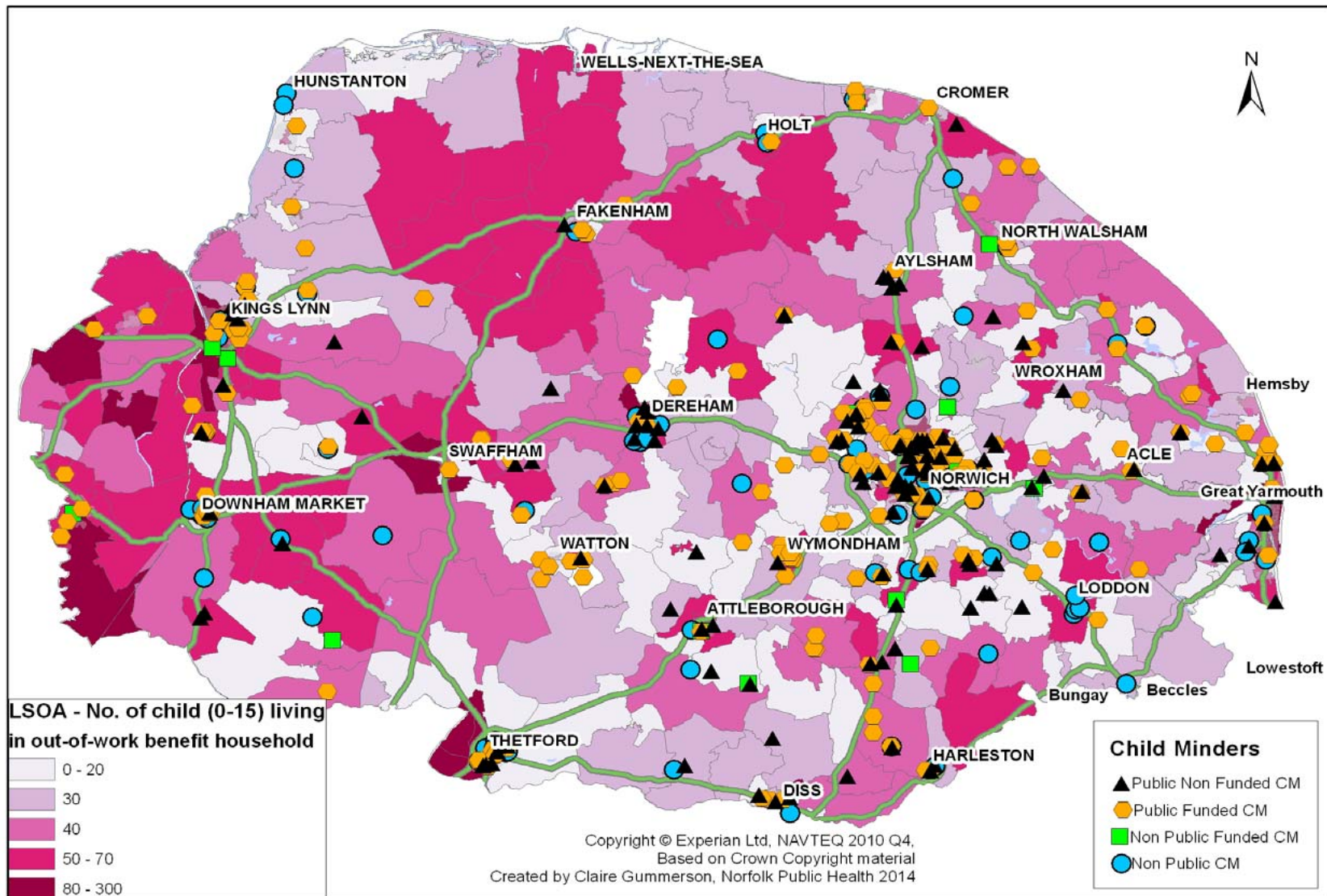
- Downham Market and Methwold Group
- Vancouver (Kings Lynn)
- Drayton
- Trinity (Martham)
- Cromer
- Fakenham

The key findings from this focus group are;

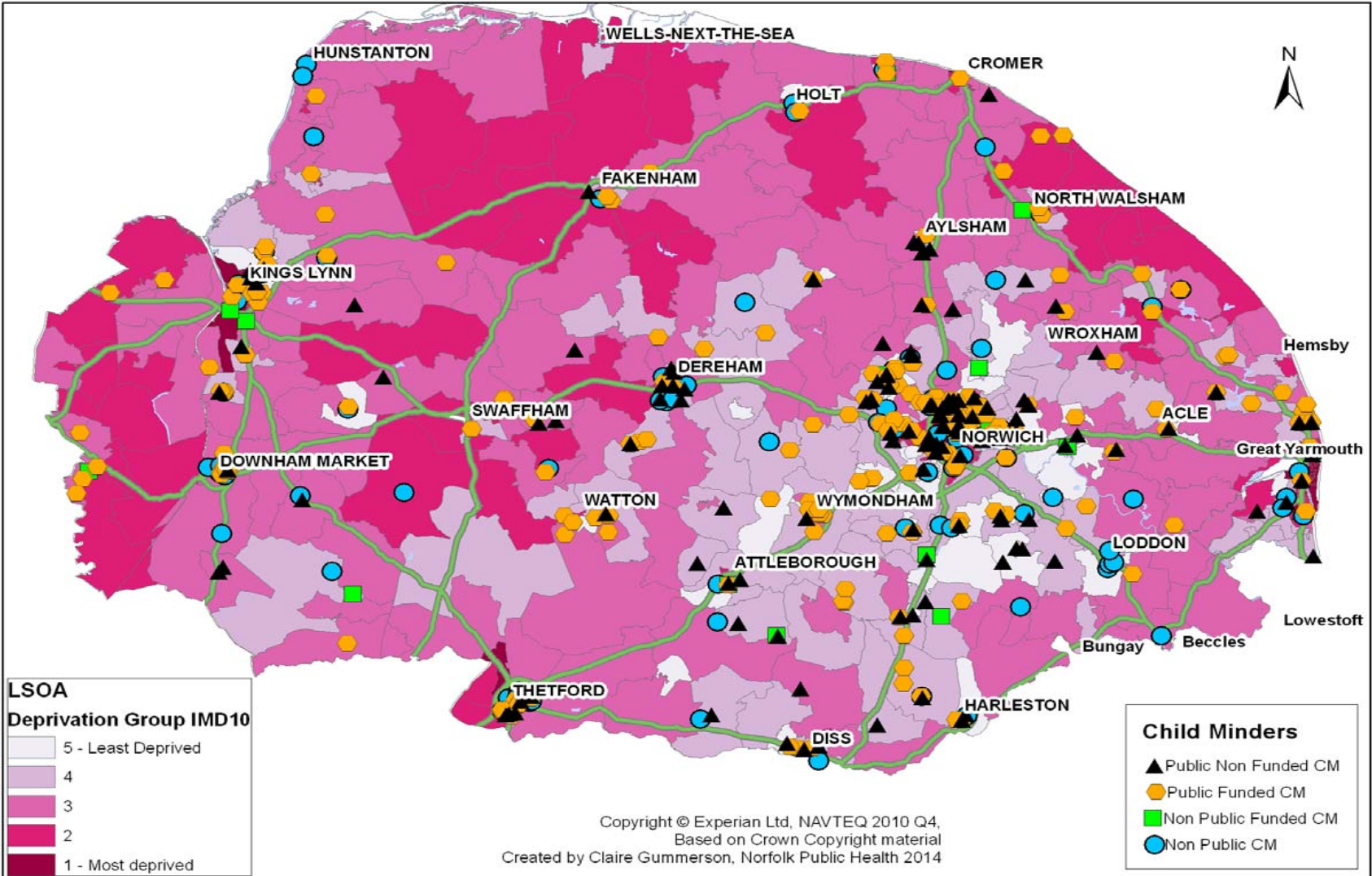
- Children's Centres have a key role to play in supporting childminders in their area through both centre based support and signposting parents.
- More childminders are needed in most areas, particularly rural areas, to offer parents more choice and flexibility.
- Childminders see each other as competition, but this is improved if they attend the children's centres childminding groups.
- Some parents do not value childminders as a place for children to learn.
- It takes too long from the point at which someone expresses an interest in becoming a childminder to getting trained and taking children.
- More information is needed about the 2 year old scheme, especially for newly qualified childminders.
- Childminders need to link with the work of the Home Learning Environment strand.
- Early Years Advisers could do Story Café's for childminders.

## 8. Recommendations

1. Prioritise LA support and challenge for those childminders who provide funded 2, 3 and 4 year old early education places and for those childminders who receive a 'Requiring Improvement' or 'Inadequate' Ofsted judgement.
2. Ensure appropriate Early Years support for LADO team to deal with safeguarding referrals concerning childminders.
3. Promote childminding both as a career and as an option to parents to access 2, 3 and 4 year old funded early education places.
4. Increase the number of childminders who have the relevant skills and knowledge to support children with SEND.
5. In line with statutory requirements, facilitate the childminding market to ensure a sufficient supply of places across the county to meet the needs of working parents and improve access to early education places.
6. Continue to provide information for people thinking of becoming a childminder and initial childminding training, as well as ongoing professional development to enable childminders to improve their practice e.g. Early Years Foundation Stage, supporting children with SEND and Safeguarding
7. Review the childminder journey with the aim of reducing the time it takes to get childminders registered, with an emphasis on more on-line training and support.
8. Develop the Family Information Service (FIS) website to offer more general information and support for all childminders to enable them to be self sufficient in accessing help and guidance
9. Provide information packs (electronically) for all newly registered childminders and signpost them to the FIS website and advice on how they can advertise on the Family Service Directory.
10. FIS to provide information and advice through social media to encourage childminders to develop an online forum to encourage network working and sharing best practice.
11. Children's Centres to continue to support parents/carers to access childminders in their local area and to provide a space for childminders to get together at the centre.



Appendix 1- Numbers of children living in out of work households and location of childminders



Appendix 2 – Location of childminders in areas of Deprivation