



Early Years Team

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Early Years Bulletin

Dear Colleagues,

We hope you have been able to enjoy a summer break and taken some time to relax.

We would like to begin the year with some fantastic news about our Early Years conference. This year the event will be hosted at the New Road home of Worcestershire Cricket Club - a lovely venue. We are extremely happy to have been able to attract some of the most eminent figures in the Early Years sector to be our guest speakers.

After the difficult last year or so we have all experienced (for a variety of reasons) we believe that this special event will provide the perfect opportunity to be inspired for the year ahead and to remind us why working in Early Years is so precious to us all. We really hope that you can join us on Friday 14th or Saturday 15th October.

Of course, the recruitment and retention crisis continues to challenge us all and has recently made national headlines. Our bulletin provides information about how you can advertise your posts through our council channels as well as details about our new Traineeships initiative.

We also have all the latest updates from the DfE and Ofsted including important news about the offer of Level 3 SENCO training.

Enjoy your week.

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Early Years Conference 2022

Our Early Years conference this year is entitled 'Reflect and Renew - Translating Theory into Practice' and will take place at Worcester Cricket Club on Friday 14th and Saturday 15th October.

We have brought together an exciting programme of Early Years experts and professionals to cover a wide range of important topics, providing a platform to reflect multiple perspectives to improve early childhood development that enables every child to reach their full potential.

This is the event where we move away from ideology, trend and whim and are brought together by harnessing sound evidence provided by neuroscience, translating this into great, achievable practice. Massive societal changes such as we've experienced over the last three years are a chance to reshape the way we do things as early years practitioners and leaders.

Our nationally renowned speakers this year include Ruth Swales on the importance of 'Building Strong Foundations', Alice Sharp introducing her 'Golden Threads', Catherine Wilks from Jabadeo and The Developmental Movement Approach whilst Debbie Brace will discuss 'Are you receiving me? Developing secure attachments in the EYFS'.

As always, we are committed to bringing you the very best quality guests to ensure that you leave feeling thoroughly inspired and motivated for the year ahead. We feel that this and the high-quality venue will make for a memorable day at just £80 so don't delay, bookings are now being taken and workshops will be allocated on a strictly first-come-first-served basis. (Please see attached flyer)

Early Years Recruitment and Retention

We are very much aware of the difficulties encountered by many Early Years providers in their attempts to recruit new members of staff. To support the sector we are making our social media accounts available to providers to share any vacancies you are struggling to recruit.

If you wish to advertise a post, simply email comms@worcschildrenfirst.org.uk with the following information:

- Job title
- Location
- Hours
- Brief description of role
- Link to your setting for more information and/or details how to apply
- Closing date

Your post will then be advertised on our Facebook and LinkedIn pages.

Worcestershire County Council adds Early Years Traineeships to its offer to help support the recruiting crisis

Are you an early years' provider with challenges in recruiting staff, looking for ways to grow people into your organisation? Traineeships can help...

Worcestershire County Council is proud to announce the new traineeship program. This is a chance for young people to gain experience and broaden their skillset before heading into an apprenticeship or workplace and at the same time supporting our early years sector to a wider pool of young people to recruit from.

What is a Traineeship?

A Traineeship is a course that includes a work experience placement and helps young people prepare for employment or an apprenticeship. They are a great option if young people are hoping to join an apprenticeship but want to gain more confidence and/or skills first. Our Traineeships usually last one year and give young people a great range of practical skills and knowledge in subjects that will help them step into their chosen career. Work Experience is a large part of a Traineeship, and we need supportive employers who want to train young people for their industry to meet recruitment shortages now and in the future.

A Traineeship can also help employers recruiting by accessing young people who wouldn't be eligible for apprenticeships but following a traineeship can then move to working in early years.

How can you help?

Our Traineeships for Early Years Foundation Stage & Childcare cover a range of opportunities to meet your needs and interests. Placements could include options such as:

- Childminding
- Pre-School Settings
- School-Based Nurseries
- Day Nurseries

Do the young people gain any qualifications?

As part of the Traineeship, we offer the City & Guilds Level 2 Award in Support Work in Schools qualification. This is a knowledge-based qualification which prepares young people for working in an early years and school setting giving them a range of career options.

The qualification covers areas such as:

- Child and young person development
- Safeguarding the welfare of children and young people
- Communication and professional relationships with children, young people and adults
- Equality, diversity, and inclusion in work with children and young people
- Schools as organisations

This can lead onto working in an early years' setting and undertaking an apprenticeship and therefore support more young people entering the early years sector.

Can you help? If you are interested in learning more about our Traineeship program and helping young people take first steps into early years, please contact the team for a discussion via email at youngadultlearning@worcestershire.gov.uk or contact Kelly Champion, Young Adult Contract Manager on Kchampion@worcestershire.gov.uk or call 01905 845519.

New Early Years Improvement Adviser Appointed

The Worcestershire Children First Early Years Team are delighted to welcome Zoe Corfield as their new Improvement Adviser. Zoe arrives having spent the last eight years as the manager of a committee-run preschool and has recently completed her early years teacher status. She is a very welcome addition to the team, and we wish her well.

She joins our other Improvement Advisers Sam Barrett and Sharon Jones as well as our NEF Manager Nicky Burford. Please see below for their contacts, they are available every day of the week to offer support and advice over the phone, virtually or face to face.

Sam Barrett
Telephone 01905 846343
Email sbarrett@worcschildrenfirst.org.uk

Sharon Jones
Telephone 01905 845391
Email sjones20@worcschildrenfirst.org.uk

Zoe Corfield
Telephone 01905 643726
Email zcorfield1@worcschildrenfirst.org.uk

Nicky Burford
Telephone 01905 846581
Email nburford@worcschildrenfirst.org.uk

Early Years Stronger Practice Hubs

The National Children’s Bureau (NCB) is the national delivery partner for the Early Years Stronger Practice Hubs programme, working on behalf of the Department for Education (DfE). The programme aims to support early years settings to address the impact of the pandemic on young children, by sharing effective practice and building lasting local networks.

Existing, well-established early years settings can apply to become Stronger Practice Hubs from today and will support other settings in their area to adopt evidence-based practice improvements. Applications will be open to settings until 23 September 2022. NCB welcomes early applications (although these will not be considered any differently) and the recruitment and selection process will begin on first receipt of the first applications. All applications submitted by the deadline will be considered.

Successful settings will be selected by mid-October and those settings will begin operating as Hubs in November.

For any other queries about Stronger Practice Hubs, please email [NCB’s Stronger Practice Hubs team](#). To nominate your local authority contact, please use the Early Years inbox eycc@worcschildrenfirst.org.uk and state FAO EY Improvement Advisers.

DfE Best Practice Network to Deliver Level 3 SENCO Training

The Department for Education is pleased to announce that we have appointed Best Practice Network to deliver training to up to 5,000 early years SENCOs across England over the next two years. Best Practice Network will deliver accredited Level 3 EY SENCO training, nationally available, but with targeting in specific areas based on levels of disadvantage. The first cohort will begin training in October 2022 and with additional regular cohorts beginning training until August 2024. In this timeframe up to 5,000 SENCOs will be trained. The training will be available to early years staff working in group-based settings and working as childminders.

Minister for School Standards, Will Quince said: “It’s great to be working with Best Practice Network on the delivery of Level 3 SENCO training for early years staff.

“This is a crucial programme within our early years’ education recovery package, addressing the impact of the pandemic on the youngest and most disadvantaged children. It’s also a key part of our SEND Green paper commitment to improve outcomes for all children, regardless of need.

“The early years sector has worked incredibly hard to support families over the past few years and we want to continue working with them to support all early years’ children. This upscale in the number of qualified SENCOs will directly help children who have special educational needs.”

Please visit the Best Practice Network [Best Practice Network website](#) for more information and to enrol on the training.

DfE Consultation - Childcare Futures

The Department for Education is seeking views to help reach well-informed and fair decisions on proposed regulatory changes to childcare in England.

[‘Drive to reduce the cost of childcare for parents’](#) - Package of measures will increase childcare support for parents, boost the number of childminders and drive take up of childcare offers, to address rising costs.

Consultation description

This consultation seeks views on proposals to:

- change the current statutory minimum staff:child ratios in England for 2-year-olds from 1:4 to 1:5
- change the early years foundation stage statutory framework (the EYFS) to be explicit that childminders can care for more than the specified maximum of three children under the age of 5 if they are caring for siblings of children they already care for, or if the childminder is caring for their own baby or child
- make the Early Years Foundation Stage statutory framework (EYFS) explicit that ‘adequate supervision’ while children are eating means that children must be in sight and hearing of an adult

To view the consultation visit:

[Childcare: Regulatory changes - Department for Education - Citizen Space](#)

DfE Funding Formulae Consultation

The DfE are currently consulting on the national funding formulae for 2, 3 & 4 year old funding and are seeking views on the data they use to generate the rates passed onto local authorities. The [DfE consultation](#) is looking at how the national early years allocation is distributed between local authorities and not the total spend, which was agreed during the Spending Review 2021. The consultation is open until Friday 16th September.

Ofsted Early Years Inspection Handbook Update

The Ofsted Early Years Inspection Handbook has been updated with effect from 1st September 2022. It includes a section on applying the EIF in different contexts, which may be of particular interest to childminders.

[Early years inspection handbook for Ofsted-registered provision for September 2022 - GOV.UK \(www.gov.uk\)](#)

Ofsted Big Conversation

The next Ofsted Big Conversation will be held at the Childcare Expo in Coventry on Saturday 24th September 2022. It provides an opportunity to hear about all the latest Ofsted updates and news. It will also be live streamed for those who can't make it in person. Please see attached flyer.

The event link is <https://wmobcexpo22.eventbrite.co.uk/>

Hempsall's Online Early Years Conference

EYFS Reform: One year on, lessons learned and future directions.

Thursday 6 October 2022 9.30-12.30

A year after the revised EYFS was implemented, let us all consider:

- What we have we learned?
- How do we consolidate and embed effective and impactful practice as a result?
- What has been the impact on practice and provision?
- Where do we go next? EYFS and shaping a new future

Speakers:

- **Julian Grenier** (Headteacher Sheringham Nursery School & Children's Centre, Director East London Research School)
- **Jan Dubiel** (ECEC adviser, consultant, trainer, writer & thinker)
- **Gill Jones** (Ofsted)
- **Alison Hughes** (Primary Director, Inspiration Trust MAT)
- **Louisa Archer Hill, Lorna Davies** (Warrington Council)
- **Susie Owen**, DfE Early Years and Schools Group

Who is the conference for?

- LA EY and childcare teams
- Schools
- Early years and childcare providers and practitioners of all types
- Stakeholder, partner and membership organisations

Book your FREE place now: <https://www.eventbrite.co.uk/e/eyfs-reform-one-year-on-lessons-learned-and-future-directions-tickets-395781712757>

Providers, partners and stakeholders – all are welcome.

**A recording will also be shared afterwards.*

Worcestershire Childcare Search

When did you last check your details on the [Worcestershire Childcare Search](#)? Are the details still accurate or do they need updating?

If you can't find your setting on a search in your locality, we don't currently have consent to advertise you.

To update your details and to give consent for us to provide them to parents and carers:

- Log onto the [Provider Portal](#)
- Click on *Modules* (top left of the screen) and select *Childcare / Service Provider*
- Click on *Forms* and select *Update your details v.2*
- Check and amend all **three** pages, before clicking *Submit Form*
- Once the changes have been approved, you will receive an email to confirm that your details have been updated.

If you have forgotten your login details for the Provider Portal, please email EYCSystems@worcestershire.gov.uk for support.

Signs of Safety Partnership Training

This course will provide greater detail of the Signs of Safety Practice Model and is relevant for professionals contributing directly to assessments and plans and attending Social Care meetings, including Early Help. The training will give the opportunity to practice some of the Signs of Safety elements/principles, such as mapping, danger statements and safety goals. The training will enable professionals to effectively use the Signs of Safety approach to support children, young people and their families at all levels of need.

Below is the link and instructions to book on.

[Signs of Safety Partnership Training](#)

Do you have an account – No thanks
Course price - click in public circle
Select organisation from dropdown box – Public
Put in your address
Then click book course

Early Years and Childcare Designated Safeguarding Lead (DSL): Introduction to the role

This Introduction to the role of the Early Years & Childcare Designated Safeguarding Lead has been specifically developed to support DSL and Deputy DSL's who are **new to the role** or have stepped up to undertake this responsibility **within the last 12 months**.

This course should be completed before undertaking the full 6 hour DSL course; however we appreciate this may not be possible so should be completed within the first 12 months of stepping up to become the DSL or Deputy DSL. This course only needs to be completed once whereas the 6 hour DSL course is undertaken yearly.

During the three-hour session delegates will gain:

- An overview of the legislation and statutory guidance relating specifically to the role of the DSL, and to safeguarding and child protection more broadly.
- Information on different forms of abuse that may be encountered, and their possible signs and causes.
- An understanding of information sharing, consent and record keeping.
- An introduction to the processes and procedures used within safeguarding and child protection, including the Worcestershire Levels of Need document.

Cost: FREE

- 28 September 2022, 6.30pm to 9.30pm, virtual delivery, course code TBC
- 15 December 2022, 6.30pm to 9.30pm, virtual delivery, course code TBC
- 20 March 2023, 6.30pm to 9.30pm, virtual delivery, course code TBC

How to book

- Due to the transition to the new booking system please email workforcesupport@worcschildrenfirst.org.uk stating which course date and who is to be booked along with their email address.
- Confirmations and pre-course materials will be sent at the point of booking.
- Once the new system is live bookings will be transferred in for certification

Family Front Door Referrals

The Family Front Door have audited the experiences of 30 children who were referred to Family Front Door for support at Level 4 but where the outcome was that needs could be best met at either Level 1 or Level 2. They have produced a poster to help identify what is working well and where improvements can be made.

(Please see attached)

Early Years Mailing List

We would like to remind early years settings that the best way to receive information regarding early years related products for example the Safeguarding Self-assessment, training, conferences, events, launches, offers and updates is to join the Early Years Mailing list. The mailing list is managed in line with current GDPR guidance, and you are fully in control of what information you receive based upon topics you select.

To join the mailing list visit: <https://newzapp.co.uk/clients/forms/wcf/>

Changes to the booking system: Update

Further to communication on 10 August 2022 regarding the unexpected news of WebBased going into liquidation we wanted to provide you with an update before the start of term.

1. A new system has been built and we are in the final stages of testing
2. The expected launch of the new site will be mid-September; however we will confirm an exact timeline during week commencing 5 September 2022
3. **Continue to book training and conferences via CPD as you will have done previously until we advise otherwise, and this will not affect any bookings you have currently made**
4. We have a [dedicated update page on our website](#) which we are ensuring is accurate with any advice / recommendations in relation to the swap of booking system.

Please ensure this message is shared with those who book training / conferences within your early years setting / school / governing board.

Any queries can be raised with the Training team via 01905 844420 or email workforcesupport@worcschildrenfirst.org.uk

Practice

Parent Partnerships

Looking to improve your parent partnerships? Look no further! Our free guide includes expert advice from Sue Cowley and Sue Asquith, and case studies about what really works in settings.

[Free Guide: Parent partnerships | Family](#)

In this guide for you to share with parents, Sue Allingham explains the Characteristics of Effective learning, as well as how families can support and watch out for them at home.

[Parent Guide: Characteristics of Effective Learning | Family](#)

Listening to children

Early Years nurture consultant Sonia Mainstone-Cotton explains how we can support children to feel listened to by tuning in to how they're communicating with their behaviour. And, why it matters so much that we do.

[Listen to children in the Early Years | Family](#)

Building self-regulation skills

Early Years lecturer Wendy Geens gives us an introduction to self-regulation. She covers changing how we understand children's behaviour, how to support the development of self-regulation, and helping parents do the same.

[The Family Interview: Wendy Geens | Family](#)

Foundation Years vodcast on mental health and wellbeing

A new vodcast is available on Foundation Years taking a look at the mental health and wellbeing of the early years' professionals working every day with babies and young children. In this vodcast, Gill Holden, Early Childhood Programme Lead at the National Children's Bureau (NCB), speaks to Sonia Mainstone-Cotton, an independent early years' consultant who specialises in this area.

[Foundation Years vodcast on mental health and wellbeing | From pregnancy to children aged 5](#)

EIF Early Years Library

The Early Intervention Foundation have launched a new resource, the Early Years Library, a compilation of evidence-informed skills and practices to support children's cognitive and social emotional development. The Early Years Library is designed to help early childhood education practitioners support young children's development and essential skills for life. It describes the key skills relating to their cognitive and social-emotional development and provides a comprehensive set of low-burden strategies and activities which can be integrated into everyday practice.

[Early Years Library | Early Intervention Foundation \(eif.org.uk\)](https://www.eif.org.uk/early-years-library)

Starting nursery and reception: wellbeing resources

A range of easy-to-deliver resources from the National Literacy Trust which are designed to help children settle into the nursery and classroom environment, and will allow them to develop their communication, language and literacy skills

[Starting nursery and reception: wellbeing resources](#)

[Countdown to nursery](#)

Best regards,

The Early Years Team

