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## Early Years Bulletin

Dear Colleagues,

With the summer term well underway, it really feels like we are entering the busiest time of the year - although for many of you I know that the challenges presented by COVID, and staff recruitment and retention have made it one of the busiest and most difficult in memory. I cannot emphasise enough how much I am continually in awe of the amazing work you do whenever I am visiting providers.

It's important to keep sight of why you work in the sector and the difference you are making to the lives of thousands of children and their families, difficult as that may be sometimes. We want to help, and that is why we strive to provide a broad range of CPD to cater for all of your needs.

We know that poorly developed speech, language and communication is an issue for many of your children. Hanen are world-renowned experts in this field and their Learning Language and Loving It program is well worth a look.

Our Preparing for Inspection sessions have been extremely well-received and our final session on the 21 May is childminder-specific so if you haven't booked on yet, please don't delay.

The Early Years Inclusion team also have a number of sessions scheduled for the coming weeks, and we have a limited number of links to the Early Excellence webinars still available on a first-come-first-served basis.

Enjoy your week.

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## Learning Language and Loving It - The Hanen Program for Early Childhood Educators

Would you like FREE training for your nursery staff?

- Which supports the Speech, Language and Communication skills of children
- Aligns with the new OFSTED and EYFS framework changes
- And fits alongside many targeted SLC focused interventions like WellComm, ICAN Talk Boost and Elklan.

Nurseries across the North, Midlands and the Humber are being invited to take part in an efficacy trial testing a training programme known as ***Learning Language and Loving It - The Hanen Program® for Early Childhood Educators***. The project is funded by the Education Endowment Foundation (EEF) and Department for Education.

Nurseries who sign up to take part will be randomly allocated to either receive the fully funded Hanen training or carry on business as usual. The Business as usual group will receive £1,000 for taking part in the trial.

Nurseries receiving the training will benefit from:

- **High quality and internationally researched training** that provides guidance for early years practitioners in promoting social, language and literacy learning in early years settings
- **An approach which enhances the everyday language learning environment for every child in the setting**, including children with Speech, Language and Communication Needs, those with or at risk of delay, second-language learners and typically developing children
- **Funded CPD opportunity** for 2/3rds of staff who work with pre-school children in your setting
- **1:1 personalised coaching** from speech and language therapists and early years experts
- Reimbursements for **50% of cover costs for workshop attendance**
- Opportunity to inform practice in a national evaluation of what works in early years

**Further information can be found by:**

- Reading the leaflet attached
- Visiting our website - [Hanen LLLI Trial – Communicate SLT CIC \(communicate-slt.org.uk\)](https://www.communicate-slt.org.uk)
- Visiting the EEF's website - [Learning Language and Loving It \(TM\) - The Hanen Program® for... | EEF \(educationendowmentfoundation.org.uk\)](https://www.educationendowmentfoundation.org.uk)

**Next steps...**

Please complete this short [Online form](#) to register your interest and/or book your place on a virtual information event in May 2022.

## Increase in acute hepatitis (liver inflammation) cases in children

Since January 2022 there has been an increase in the number of children with acute (sudden onset) hepatitis of unknown cause in the UK. Most of these children are aged under 10 years. The UK Health Security Agency is working with the NHS and public health colleagues across the UK to find the cause as soon as possible.

Please share the following new leaflet with parents/carers explaining the current situation and what to look out for.

[Download acute hepatitis leaflet for parents](#)

## Worcestershire SEND Accelerated Progress Plan

Following the publication of our [SEND revisit inspection letter](#) in November 2021, Ofsted and Care Quality Commission (CQC) asked us to produce an action plan (Accelerated Progress Plan) which set out the following for each of the four remaining areas of concern:

- The actions we have taken since the revisit and will take in the next 12 months to address the concerns
- The milestones we are working towards, being clear on the improvements we will have delivered after 3, 6 and 12 months
- The impact measures we will be using to judge our success
- How the experience for children and families will be different as a result of the actions we are taking

The Worcestershire Local Area SEND Accelerated Progress Plan (APP) has now been approved by the DfE and NHS. We are grateful to all parents, carers and professionals who have come together to work with us on the development and delivery of this plan.

A copy of the plan and an additional summary are available to download from the following links:

[Download Worcestershire Local Area SEND APP](#)

[Download Worcestershire Local Area SEND APP Level 1 Plan](#)

## Preparing for Inspection – childminder specific

Overview: Specifically for Childminders, this course is designed to ensure that you are fully prepared for your Ofsted inspection visit. It includes important information about the inspection framework and inspection activities and practical activities to ensure that you achieve the positive outcome you deserve.

Face to face delivery

Cost: £35 + VAT

- 21 May 2022, 9.30am to 12.30pm, Worcester, course code: EY/22/181 (specifically for Childminders)

Book via [CPD Online](#) using your settings CPD leader login details. Confirmations with joining instructions attached will be issued via email, we ask that junk / spam folders are checked. Any problems when booking please contact the training team via email at [workforcesupport@worcschildrenfirst.org.uk](mailto:workforcesupport@worcschildrenfirst.org.uk) or call 01905 844 420.

## Early Years leaders, Managers and Childminders update forum

An opportunity to hear all the latest Early Years news on policy, ofsted, and best practice both nationally and locally.

Delivered virtually by the Early Years team

Cost: Free

- 8 June 2022, 3.45pm to 5.15pm, virtual delivery, course code: EY/22/204
- 9 June 2022, 6.45pm to 8.15pm, virtual delivery, course code: EY/22/205

Book via [CPD Online](#) using your settings CPD leader login details. Confirmations with joining instructions attached will be issued via email, we ask that junk / spam folders are checked. Any problems when booking please contact the training team via email at [workforcesupport@worcschildrenfirst.org.uk](mailto:workforcesupport@worcschildrenfirst.org.uk) or call 01905 844 420.

## SENCo forum / clusters

Don't forget to book your place via [CPD Online](#) on the Summer term SENCo forum / clusters, delivered virtually by our Early Years Inclusion team. We hope that you attend your district one (North / South), however please book onto the date / time to suit you best.

### Summer 2022 Cluster dates:

#### South Clusters (Worcester, Wychavon, Malvern)

- 17 May 2022, 6pm to 7.30pm, course code: EY/22/097

#### North Clusters (Bromsgrove, Redditch, Wyre Forest)

- 7 June 2022, 6.15pm to 7.45pm, course code: EY/22/041
- 9 June 2022, 4pm to 5.30pm, course code: EY/22/094

### Autumn 2022 and Spring 2023 Cluster dates:

#### South Clusters (Worcester, Wychavon, Malvern)

- 18 October 2022, 5pm to 6.30pm, course code: EY/22/098
- 28 February 2023, 5pm to 6.30pm, course code: EY/22/099

#### North Clusters (Bromsgrove, Redditch, Wyre Forest)

- 19 October 2022, 4.15pm to 5.45pm, course code: EY/22/042
- 1 March 2023, 6pm to 7.30pm, course code: EY/22/043

Book via [CPD Online](#) using your settings CPD leader login details. Confirmations with joining instructions attached will be issued via email, we ask that junk / spam folders are checked. Any problems when booking please contact the training team via email at [workforcesupport@worcschildrenfirst.org.uk](mailto:workforcesupport@worcschildrenfirst.org.uk) or call 01905 844 420.

## SEND Childminder Cluster

Specifically for Childminders, the Early Years Inclusion Team will share relevant news and updates from the SEND sector with Worcestershire's childminders, take questions and will speak about a range of subject matter specific to supporting children with SEND within Worcestershire.

Cost: Free

- 27 September 2022, 7pm to 9pm, course code: EY/22/246

Book via [CPD Online](#) using your settings CPD leader login details. Confirmations with joining instructions attached will be issued via email, we ask that junk / spam folders are checked. Any problems when booking please contact the training team via email at [workforcesupport@worcschildrenfirst.org.uk](mailto:workforcesupport@worcschildrenfirst.org.uk) or call 01905 844 420.

## Inclusion Funding workshop

An overview of how to claim inclusion funding for children with additional needs. The one-hour workshop will provide insights into:

- The different levels of funding and the expectation of support and interventions at each stage
- Guidance on when and how to claim the funding
- Explain the funding available for each age group
- How to predict the funding you will receive and plan appropriate spend
- Provide guidance on how to record appropriate spend, and record impact of the funding
- Guidance on discussing the funding with parents/carers

Cost: £12 + VAT

Virtual delivery

- 24 May 2022, 3.30pm to 4.30pm, course code: EY/22/242
- 24 May 2022, 6pm to 7pm, course code: EY/22/243
- 21 June 2022, 3pm to 4pm, course code: EY/22/244
- 21 June 2022, 6pm to 7pm, course code: EY/22/245
- 13 September 2022, 5.30pm to 6.30pm, course code: EY/22/036

Book via [CPD Online](#) using your settings CPD leader login details. Confirmations with joining instructions attached will be issued via email, we ask that junk / spam folders are checked. Any problems when booking please contact the training team via email at [workforcesupport@worcschildrenfirst.org.uk](mailto:workforcesupport@worcschildrenfirst.org.uk) or call 01905 844 420.

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## Early years and childcare designated safeguarding lead (DSL) training

This training is specifically for the Designated Safeguarding Lead, Deputy DSL or those who are looking to become the DSL / Deputy DSL in early years and childcare settings across Worcestershire. The training has been devised to support DSL's who are new to the role, experienced and extremely experienced.

Content is updated regularly and includes a detailed look at signs and symptoms, legislation, guidance and responsibilities, record keeping, making referrals, multi-agency working, child protection meetings, serious case reviews, and exploring barriers to good practice.

The training meets the Worcestershire Safeguarding Children's Partnership requirements for Designated Safeguarding lead training, includes the role of the DSL and additional content relating to the EYFS and inspection.

The DSL and deputy DSL are to refresh this training on a yearly basis from April 2021 onwards.

Virtual delivery via Zoom (trainers preferred platform) with joining instructions being issued via CPD as part of your confirmation, if you have not received them within 5 days of the training please contact the training team on 01905 844 420.

Cost: £45 + VAT

### Childminders specific dates

- 14 and 21 June 2022, 7pm to 10pm, course code: EY/22/067
- 4 and 11 July 2022, 7pm to 10pm, course code: EY/22/069
- 17 September 2022, 9am to 3.30pm, course code: EY/22/71
- 10 and 17 October 2022, 7pm to 10pm, course code: EY/22/74
- 22 and 29 November 2022, 7pm to 10pm, course code: EY/22/77
- 28 January 2023, 9am to 3.30pm, course code: EY/22/082
- 9 and 16 February 2023, 7pm to 10pm, course code: EY/22/083
- 4 and 11 March 2023, 9.30am to 12.30pm, course code: EY/22/085

### Setting specific dates

- 20 and 27 September 2022, 6.30pm to 9.30pm, course code: EY/22/72
- 2 and 09 December 2022, 9.30am to 12.30pm, course code: EY/22/79
- 5 and 12 December 2022, 7pm to 10pm, course code: EY/22/78
- 13 and 20 January 2023, 9.30am to 12.30pm, course code: EY/22/080
- 8 and 15 March 2023, 6.30pm to 9.30pm, course code: EY/22/086
- 17 and 24 March 2023, 9.30am to 12.30pm, course code: EY/22/087



## Mixed Settings & Childminder cohort dates

- 9 and 16 June 2022, 6.30pm to 9.30pm, course code: EY/22/066
- 9 July 2022, 9am to 3.30pm, course code: EY/22/070
- 8 October 2022, 9am to 3.30pm, course code: EY/22/73
- 4 and 11 November 2022, 9.30am to 12.30pm, course code: EY/22/75
- 9 and 16 November 2022, 6.30pm to 9.30pm, course code: EY/22/76
- 24 and 31 January 2023, 6.30pm to 9.30pm, course code: EY/22/081
- 11 February 2023, 9am to 3.30pm, course code: EY/22/084
- 21 and 28 March 2023, 7pm to 10pm, course code: EY/22/088

Book via [CPD Online](#) using your settings CPD leader login details. Confirmations with joining instructions attached will be issued via email, we ask that junk / spam folders are checked. Any problems when booking please contact the training team via email at [workforcesupport@worcschildrenfirst.org.uk](mailto:workforcesupport@worcschildrenfirst.org.uk) or call 01905 844 420.

## Animateys Storytelling Training- Latest Update

Calling all pre-school and reception classes!

We are delighted to announce that Helen from Animateys is now offering a limited number of **live in-person storytelling workshops for pre-schoolers and reception aged children** across the County.

Main themes covered: \*Under the Sea, \*The journey of a salmon, \*Courage, determination.

After your storytelling workshop your school/setting will receive:

- a digital version of Helen and Christine's book: **Samantha Salmon's Incredible Dream**
- Lesson plans of the activities
- Music and song words
- EYFS analysis of the activities
- List of wow words

You will see the techniques from the Active Storytelling training in action ... and the above resources will empower your team to continue to share the story actively with the children after Helen has left.

Please see the attached flier and [click here for a taster video](#).

It is highly recommended that you run the Active Story Telling training in advance if at all possible. Although running it afterwards will also be a good option as the live session will give you a context.

*For more information, price and dates please contact Helen directly on [hello@animateys.com](mailto:hello@animateys.com)*

**Please note: Availability is limited - so get in touch ASAP** for summer and autumn term enquiries

## Early Excellence Webinars

The Early Years Team have secured funding meaning we can offer registered Ofsted PVI settings and Schools the option to **access one** Early Excellence webinar free for their **whole staffing** team.

From 12<sup>th</sup> March 2022:

- There will be a choice of seven webinars for PVI settings and five bitesize webinars for Schools to choose from
- There are 30 licenses available per webinar
- Each setting / school can only access one webinar out of the 12 options available (see table below)
- Each webinar link is valid for 6 months from the date of distribution
- We recommend the training being undertaken during a team meeting

### To request a license:

1. Email [Workforcesupport@worcschildrenfirst.org.uk](mailto:Workforcesupport@worcschildrenfirst.org.uk) with the subject bar as Early Excellence workshops
2. Provide your name / setting name and email for the license to be issued to
3. Provide your preferred three choices (ideally you will be allocated your first choice but due to demand we cannot 100% guarantee this)
4. All requests are on a first come first served basis

We hope that you take advantage of accessing a free webinar and details of your choices are below:

### PVI Settings & Childminders ONLY

Understanding How to Support Children's Well-being & Involvement 0-4	EY/22/113
Let's Talk: Understanding Language & Communication in the EYFS 0-4	EY/22/114
Understanding Outdoor Learning in the EYFS 0-4	EY/22/115
Strengthening Observation & Assessment Practice 0-4	EY/22/116
Building Your Understanding of Child Development 0-4	EY/22/117
All About Developing Work with Two Year Olds	EY/22/118
Understanding Practice & Provision in the EYFS 0-4	EY/22/119

### Schools ONLY

Creating Conversations! Inspire Language through Role Play	EY/22/120
It's a Small World: Inspiring Children's Storytelling Through Small World Play	EY/22/121
Exploring Self-Regulation	EY/22/133
How to Secure Effective Interactions	EY/22/134
Sustained Shared Thinking	EY/22/135

If anything is not clear then please do not hesitate to contact Rachael Oakley, Training Coordinator, 01905 844 420 or email [workforcesupport@worcschildrenfirst.org.uk](mailto:workforcesupport@worcschildrenfirst.org.uk)

[Access further free webinars from Early Excellence](#)

## Guidance on the progress check at age two

The Department for Education (DfE) has published new early years foundation stage (EYFS) [guidance](#) to provide support for early years practitioners when completing the progress check at age two.

This non-statutory guidance will help all early years practitioners working with children between the ages of two and three to make an accurate assessment of a child's development and work closely with parents and other professionals to put in place appropriate support and intervention where it is needed.

The guidance informs, supports and offers suggestions that can help practitioners review children's development across the three prime areas of learning. It does not replace the professional judgement of practitioners but aims to support it. The guidance is clear that you do not need to spend a long time away from the children to complete the progress check or carry out excessive tracking or evidence collection.

The DfE has also published a [vodcast](#) to explain the new guidance to early years practitioners and a [blog](#) that highlights why the progress check is important now, more than ever as we support children to bounce back from the COVID-19 pandemic.

[Read the guidance here](#)

## Early Years Career Progression Pathways

### **Impact of a Leader and a Manager in an Early Years Setting**

*MS Teams, Birmingham City University*

Delivered by our Early Years Academic Team, this session will explore the influence leaders and managers have on their team, children and families.

[Book Here: Monday 16th May | 13:00 - 14:00](#)

## ACAS Update

### Managing a fair disciplinary process

[Free webinar](#): Managing a fair disciplinary process - 25 May

For HR professionals and line managers, this free webinar covers how to manage a fair disciplinary process. It includes; carrying out investigations, disciplinary hearings and appeals. [View more details](#) or [register your place](#)

#### [Related training - Managing discipline and grievance](#)

Ask us about in-company training available covering disciplinary processes and conducting investigations: [Online enquiry form](#)

### Supporting disabled employees

Business owners should do all they reasonably can to create a workplace environment and recruitment process where people feel safe and comfortable to talk about disability.

#### [Supporting disabled employees](#)

[View updated Acas advice on supporting disabled employees.](#)

Acas training is available: [Reasonable adjustments and disability](#)

### Supporting staff through the menopause

[A survey by the Fawcett Society](#) has found 1 in 10 women who worked during the menopause have left a job due to their symptoms. It's important for employers to have a good understanding of the menopause and how they can support colleagues. [Acas advice](#) includes tips for workers on how to raise the issue and good practice guidance for employers to offer support and better manage menopause at work. [View Acas advice](#)

#### [Supporting staff through the menopause](#)

Acas also offers training: [Menopause and the workplace](#)

### A new redundancy survey from Acas

[A new redundancy survey from Acas](#) has found that nearly 1 in 5 employers (18%) are likely to make staff redundancies in the next 12 months. Acas advice for bosses is to exhaust any suitable alternatives to redundancies first but if an employer finds there are no other choices than to make redundancies then they must follow the law in this area.

#### [View Acas advice](#)

[View redundancy training for employers](#)

## External events featuring Acas speakers:

[Public Police Exchange: Mental Health in the Workplace webinar](#) 17 May

[Government Events: The Diversity and Inclusion in Business Conference](#) 19 May

[Westminster Insight: Disability Inclusion in the Workplace Digital Conference](#) 23 May

[The Watercooler Event: Social & Inclusive Wellbeing](#) 25 May

[SME XPO: ESG, CSR and D&I roundtables](#) 26 May

[IGPP: The Second Annual Race Inclusion and Diversity in the Workplace Event](#) 26 May

## Early Years Recruitment and Retention

We all know that recruitment is challenging so local authorities across the Midlands have joined forces to produce a video aimed at promoting the sector as a great career opportunity and also to encourage those who have left to think about returning.

Would you or one, some or all of your team be willing to appear in a short video promoting working in the sector?

We want those who appear in the video to tell us what it is that they love about working with children and how they chose the sector as a career.

We are especially keen to reflect the diversity of local communities including those who have come into this career after having a previous career and those who have left the sector but returned. We also want to include those who have progressed up the career ladder.

Filming will be sometime during the Spring/Summer and we hope to release the video as soon as possible this year. It will be hosted on our corporate website along with being publicised on our social media channels and will be shown and shared across the Midlands and beyond. We will also use it at jobs fairs and when we visit schools promoting working in childcare and early learning.

Please see the related attachment for more details on how to become involved.

If you haven't completed it already, our Recruitment and Retention survey below.

[Complete Recruitment and Retention Short Survey](#)

## Practice

### How co-regulation helps children handle emotional distress

Co-regulation is when adults help children with big emotions, forming the building bricks for children's self-regulation. Mike Huber shares some strategies for co-regulating with a dysregulated child, including how to stay calm yourself.

[Read the article](#)

### A free self-regulation guide for you

How do you help children begin to understand and process their emotions? With expert advice from Dr Mine Conkayir and Ursula Krystek-Walton, our free guide shows you how to support and nurture children's emotional development

[Download it for free](#)

### What Is Self-Regulation?

When children feel calm, and in control of their learning from the start, they become confident life-long learners. Katrina McEvoy talks us through what it means to be a self-regulated learner and how to support children's journey to self-regulation in your setting.

[Read the article](#)

*Source: Family*

### National Week of play to focus on helping children build relationship with the natural world

Early years settings are invited to mark a national week of play in June, which will look at how children can protect the planet.

[National Week of play to focus on helping children build relationship with the natural world | Nursery World](#)

Best regards,



Ian Morris  
Early Years and Childcare Strategy Manager

