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Our Ref: EYB193

Date: 17th June 2022

Early Years Bulletin

Dear Colleagues,

This week it feels like summer has truly arrived with the glorious sunshine we have been able to enjoy. Visiting settings around the county is certainly a real treat at this time of the year.

Our bulletin begins this week with the sad news of Deb Carter's retirement. Deb has been a much-respected Area SENCo for many years, making a difference to the lives of countless young children and influencing the practice of so many SENCos during that time. Her presence will be greatly missed by all her colleagues in Early Years. If you would like to say your farewells to Deb in person, then please join us at County Hall in July.

The Early Years Professional Development Programme (PDP) is a project that many of you may have heard about following its launch in 2019. Since that initial launch, participants have had to overcome all manner of challenges (not least a pandemic!) to finally achieve accredited "Communication Friendly" status. This has been a significant achievement and we wish to acknowledge that this week. If you attended last week's Leaders and Managers Update you will have heard about the impact the Programme has had at Evesham Nursery School and I am sure this is reflected in our other successful settings. Congratulations to you all.

We are really excited about our partnership with the University of Worcester and the Early Years Community Hub. Here is an opportunity to network, reflect, share best practice and engage in action-research. Our initial sessions take place next week at the University and are free to attend. We would love to see as many of you as possible engage with this project, it is intended for all members of the Early Years sector.

Finally, if you haven't booked already there is still time to join us at the Early Years Safeguarding Conference next week. With inspirational speakers and practical workshops, it promises to be a memorable couple of evenings.

Enjoy your week.

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Area SENCo, Deb Carter is retiring

It is with a sad heart that the inclusion team announce the retirement of Area SENCO Deb Carter, effective from the end of the Summer term.

Deb started her education career as a Home Economics teacher at the age of 20. After that she worked in roles outside of education and after raising her family, Deb returned to education to train in Primary Education, and worked in a variety of primary schools across the age ranges.

She developed an interest and passion for SEN, which she retains to this day – beginning her SEN career at ICAN Early Years Language Class where she worked for 5 years.

She then moved into the Early Years Inclusion Team as an Area SENCo in 2005, and she has been with us ever since. She has supported early years provisions in South Worcestershire for 17 years and is well known and respected across the sector.

Deb says: "I consider myself very privileged to have worked alongside some wonderfully inspirational colleagues and practitioners. I have made friends for life and learnt so much. I will always be happy to look back across my career and hope I made a little bit of a difference."

The Inclusion team would like to take this opportunity to thank Deb for her many years of service, and her commitment to ensuring children with SEN and their families receive the level and support that they require. The number of children and practitioner she has supported over the years are too numerous to calculate and she has left a significant imprint on the inclusion team and the early years settings that she supports.

She will be greatly missed by the team, and we would like to extend an invitation to all early years' practitioners that know her and would like to take the opportunity to say goodbye in person. We will be holding a Retirement Drop In Evening at County Hall on Thursday 21st July 4pm-7pm in the Great Malvern room and all are welcome.

If you wish to attend, please email Becky on rwhite@worcschildrenfirst.org.uk so we have an idea of numbers and refreshments required.

Early Years Professional Development Programme

The Early Years Professional Development Programme (PDP) was launched in December 2019, and since then PDP training has been delivered to over 1,200 early years practitioners in more than 1,000 PVI settings and school nurseries and is set to benefit around 50,000 children.

Practitioners have become equipped with the skills they need to provide high quality support and teaching on early language, early maths and personal, social, and emotional development (PSED) to children who are most at risk of falling behind at a critical stage of their development due to the COVID-19 pandemic.

In Worcestershire, we are delighted to announce that a number of practitioners have successfully completed the course and in doing so have acquired “Communication Friendly” accredited status for their provisions. As a local authority we wish to acknowledge this tremendous achievement.

The course has run throughout the pandemic meaning adjustments to new ways of working as well as being faced with the challenges of finding cover for staff. That’s without even mentioning the day-to-day difficulties presented by Covid and having to meet strict deadlines.

Everyone that has completed the course deserves our greatest respect and admiration and we hope that their newly acquired status is making a real difference to the children that they work with every day. Well done to you all!

- Dawn Morris and Mary Felici - Wishing Well Day Nursery
- Jenny Rouse - St. Clements Preschool
- Katie Buckley - Sidemoor Preschool
- Nicky Reid - Evesham Nursery School
- Rebecca Withers - Little Seedlings
- Holly Browning - Smileys Creche
- Jayne Such - Little Sneakers
- Sally Bache - Wulstans Lodge
- Lou Gudger - Franche Community Primary School
- Trudi Harley - St. George’s C of E First School
- Emma Charles - Little Folks
- Hannah Coombes - Magic Moments
- Laura Salmon - Banana Moon
- Rachel Cartwright - Clifton Upon Teme
- Theresa Murphy - Childminder
- Christina Wilkes - Windmill Day Nursery
- Laura Whitworth - Raindrops Nursery

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.

Early Years Community Hub

Have you ever wanted to talk to someone informally about Early Years practice and things that affect it?

The Worcestershire Children First Early Years team are working with the Department for Children and Families at the University of Worcester to establish an Early Years Community Hub. The aim is to create a research-based community of best practice.

In doing so, we can develop partnership working, influence the future workforce, support placement opportunities for students and form a collective voice.

We wish to be led by your interests and have scheduled our initial scoping meetings for **Friday 24th and Saturday 25th June 10.30-12.30** at the **University of Worcester, St. John's Campus**. All are welcome and the sessions are free to attend.

To find out more or to express an interest in attending please contact the Early Years team at eycc@worcschildrenfirst.org.uk

Early Years Safeguarding Conference

Early Years Safeguarding Conference on 21st & 23rd June, 18:00pm - 20:00pm

This conference aims to share best practice in relation to safeguarding provision in Early Years Settings. A range of speakers and workshops over two evenings will showcase approaches to improving provision in settings with particular reference to local and national priorities.

Hear our amazing speakers Bill Say and Michael Conroy talk about the challenges arising in Early Help, stereotyping and how to support settings. We will also have an Early Years setting sharing good practice and experience on how to keep a child safe.

ONLY £25 + VAT PER DELEGATE

Book via [CPD Online](#) using event code **CON/22/199** and 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 or call 01905 844 420.

GET SAFE Training

Get Safe training is now multi-agency and as such is not bookable via CPD, to attend this training please following the process below to book your school place(s):

To book, please **click on this link:** [External Agencies \(opens in new window\)](#)

Please be aware that the course title comes up as *Raising Awareness of Exploitation and vulnerability*

Support with the instructions:

- 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**

Please note that the training team cannot provide support with booking this course or obtaining certificates, you will need to speak to the Learning & Development team directly on email: LDAdmin@worcestershires.gov.uk or telephone: 01905 844544.

Safeguarding Training

If you are an Early Years Designated Safeguarding Lead or Deputy and your safeguarding training is due to expire before September 2022, then we have three courses available before the end of the summer term to support you. Each course is delivered virtually via zoom (our trainers preferred platform) and will meet the requirements set by Worcestershire Children's Safeguarding Partnership (WSCP).

- 14 and 21 June 2022, 7pm to 10pm, £45+ VAT, course code: EY/22/067
- 4 and 11 July 2022, 7pm to 10pm, £45+ VAT, course code: EY/22/069
- 9 July 2022, 9am to 3.30pm, £45+ VAT, course code: EY/22/070

As explained previously the recommendation to refresh training is yearly now for DSL and Deputies this fits alongside the wider request of all DSL and Deputy DSLs working with any age children / young person, therefore if your training expires later in 2022 or early 2023 then we have plenty of dates available up until March 2023 on CPD.

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 on 01905 844 420 or email workforcesupport@worcschildrenfirst.org.uk.

Holding a Team Around the Family (TAF)

Friday 15 July 2022 from 11am to midday.

A Team Around the Family (TAF) meeting should take place when a concern identifies the need for a multi-agency response. It provides the opportunity to discuss how additional needs can be met.

Please click the link below and select training and events and click on the chosen course – all free and all virtual.

<https://www.worcestershire.gov.uk/earlyhelp>

Preparing for Inspection

Unfortunately, due to the trainer Gill Owen being ill, the Preparing for Inspection course scheduled for 21st May could not take place. As such the course has been re-arranged to 25th June at 9.30am – 12.30pm in Worcester. For those scheduled to attend on the original date, please contact the training team workforcesupport@worcschildrenfirst.org.uk to confirm your attendance.

For everyone else, Childminders, Managers of Pre-schools / Nurseries / Out of Schools clubs then this is another opportunity for you to book to attend this essential training.

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.

Cost: £35 + VAT

25 June 2022, 9.30 to 12.30pm, Worcester, course code: EY/22/181

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 on 01905 844 420 or email workforcesupport@worcschildrenfirst.org.uk.

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

- 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 on 01905 844 420 or email workforcesupport@worcschildrenfirst.org.uk.

Effective individual provision map (IPM) writing

This course will enable you to deliver the Graduated Response completely. It will provide guidance on the appropriate paperwork required to demonstrate the 'additional and/or different' work you provide for children known to outside specialist agencies. IPM's will provide your team with a way of demonstrating the child's progress as a direct result of your interventions. New SENCO's will find this an essential course; however, it is also relevant for key people who will contribute to the writing of IPM's

Cost: £25 + VAT

Virtual delivery

- 21 June 2022, 5pm to 7pm, course code: EY/22/089
- 8 November 2022, 4pm to 6pm, course code: EY/22/090
- 7 February 2023, 6pm to 8pm, course code: EY/22/091

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 on 01905 844 420 or email workforcesupport@worcschildrenfirst.org.uk.

Inclusion Supplement Applications – Autumn Term

The inclusion team can now accept applications for the Autumn Term 22.

An on-line application form has been created, and we politely request that settings use the new on-line version to apply for the funding. The application can be found on the following link:

[Autumn Term 2022 Inclusion Supplement 'Top Up' Applications - Early Years provisions](#)

If you are unable to access the on-line form, paper applications will still be accepted, however the team intend to move to purely on-line applications in the 22-23 academic year. The new on-line application is much quicker to complete, and also quicker to process – with the aim that settings are informed of the funding they will be awarded at the earliest opportunity.

Monitoring Form for GR4 challenge and Exceptional funding

Please note the deadline for inclusion funding Summer Term monitoring forms is 15 June 2022. If you have not already, please complete and return your monitoring forms to the Early Years Inclusion team via the Children's Services Portal.

The information on the forms aid the team in allocating the correct level of funding, and failure to return the forms will result in the funding being delayed or cancelled. Any queries should be direct to rwhite@worcschildrenfirst.org.uk

NEF Provider Briefing

This is an update session to highlight any changes to NEF in Worcestershire for September. Specifically, for those offering NEF within Worcestershire. Delivered by Nicky Burford, Patrick O'Connor, Hana Malins and Rob Phillips.

Cost: Free

- 14 June 2022, 7.30pm to 9pm, Worcester, course code: EY/22/176
- 15 June 2022, 7.30pm to 9pm, Redditch, course code: EY/22/177
- 17 June 2022, 10am to 11.30am, Worcester, course code: EY/22/179
- 21 June 2022, 7.30pm to 9pm, Wyre Forest, course code: EY/22/178
- 23 June 2022, 7pm to 8.30pm, virtual delivery, course code: EY/22/169

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 on 01905 844 420 or email workforcesupport@worcschildrenfirst.org.uk.

Non-Attendance of Training

The training team have noticed recently that there has been a large number of “non-attendance / no-shows” on courses and that cancellations were not made. This then has a huge impact on the trainer’s delivery style and the engagement from those who were able to join the course.

When a delegate does not attend training the fee of the course will still be charged to the employer.

We recently reminded all Settings / Schools via the Early Years bulletin (bulletin 190 issued 20 May 2022) that our full terms and conditions are back up in effect since covid and are agreed to at the point of booking a course. As such if you find that you cannot attend a training course then please contact the training team to look at transferring to an alternative date or sending an alternative delegate.

Training team’s contact details are: 01905 844 420 or workforcesupport@worcschildrenfirst.org.uk.

The Supervised Toothbrushing Programme - Run by the Smile Squad

The STBP is up and running in 14 nurseries across Worcestershire with potential for up to 30 total nurseries that have been selected by the council.

The programme aims to get children between 2-4 years of age to **brush their own teeth** with fluoride toothpaste, once a day **at nursery**, in order to improve their oral health and help them establish the lifelong habit of brushing.

All the supplies are provided by the Smile Squad and replenished every term, as well as relevant training and ongoing support as required.

Resources provided include:

- Toothbrush Racks and Lids
- Toothbrushes
- Toothpaste
- Paper towels
- Take home pack of toothpaste and toothbrush for each child



Feedback we have had from participating nurseries is great!

“The children are enthusiastic to brush their teeth at nursery and enjoy sitting with their friends to do so. Parents have informed us that children are generally happier and more cooperative at teeth brushing times at home and they prove less challenging. All the children like the toothpaste that is provided and are particularly excited when they get a new tube and toothbrush to take home each term.

*A lot of staff were dreading the whole idea of tooth brushing at nursery, but it has been less laborious than was first anticipated. We feel that it is a positive activity to undertake at nursery as oral health has such an importance in the new EYFS.” **The staff at Holly Trees Nursery in Redditch***

*“We are really pleased how the children have taken to the toothbrushing program . They are now confident to brush their teeth themselves. They have taken ownership of doing it independently after snack time and can select the pictured toothbrush from the tray put on the toothpaste and then brush for 2 minutes as they listen to a toothbrushing song. It's lovely to hear them talk about how they carry on with what they have been taught at home.” **The staff at Oakhill First School Nursery in Redditch***

Georgia Owen (Oral Health Promotion Officer) will be contacting the remaining nurseries on her list this month to get them on board for training for the autumn term.

Baby Bundles

Hannah Gray is a volunteer with Evesham NCT and coordinates the Baby Bundles scheme. They provide free bundles of baby essentials to local (Evesham, Pershore and the surrounding areas) families in need. They use a referral system - referrals are currently made by midwives, health visitors, Evesham Vale Welcomes Refugees and social workers. The referral partner fills in one of their request forms with a list of items the family needs and they source, wash, pack and deliver the bundle to the professional for them to give to the family. The family's identity remains anonymous.

They distribute items for new babies (Moses baskets etc) as well as older babies and toddlers too.

They've been up and running a year now, they know the scheme works well and they've had lovely feedback from families.

Her email for referrals is: BabyBundles.ValeofEvesham@nct.org.uk

Early Years Career Progression Pathways

Career Support & Development Available Now

Employability Skills

Explore Your Employability Skills

NVQ Equivalent Level 3

MS Teams, Birmingham City University

Delivered by our Careers Expert, this session will give you an opportunity to explore exactly what skills are, how they are formed, and how you can use them to your advantage in the workplace.

[Book Here: Friday 24th June | 11:00 - 12:00](#)

CV Writing

NVQ Equivalent Level 1

Online, West Smethwick Enterprise

This online session will support you to create or update your CV specifically for Early Years job roles. The date and time for this session is yet to be confirmed.

[Email us to be added to the waitlist](#)

Leadership & Management Skills

Ethical Leadership in Adverse Circumstances

NVQ Equivalent Level 4

MS Teams, Newman University

Delivered by our Academic Expert, this session will equip you to identify significant personal and institutional circumstances and develop ethical approaches in your leadership to allow for these.

[Book Here: Thursday 23rd June | 11:00 - 12:30](#)

Collaboration in a Competitive Sector

NVQ Equivalent Level 4

MS Teams, Newman University

Delivered by our Academic Expert, this session will introduce you to a framework for identifying and putting into action potential win-win actions with external organisations.

[Book Here: Thursday 30th June | 11:00 - 12:30](#)

Streamlined Organisations: Lessons from the Private Sector

NVQ Equivalent Level 4

MS Teams, Newman University

Delivered by our Academic Expert, this session will introduce you to Lean Management to help you drive down costs, increase efficiency and improve the customer experience.

[Book Here: Thursday 07th July | 11:00 - 12:30](#)

Ofsted Education Inspection Framework Curriculum Roadshows

Ofsted is running a series of Education Inspection Framework (EIF) curriculum roadshows for Early Years settings. These events will be held regionally across the country, between June and July this year. We intend to run a specific roadshow for maintained nurseries later in the year.

These half-day events will offer the opportunity to learn more about how we look at language and communication at inspection and what we have learnt about the impact of the COVID-19 pandemic.

Two representatives from your setting are welcome to attend. Each person attending will need to register separately. Current Ofsted Inspectors (OIs) are asked not to attend this event, as specific training is provided for inspectors separately.

Please note that there is no charge for attending one of these events and spaces are available on a first-come, first-serve basis.

If you are interested in attending one of these events in your region, please find below details of the date, session times and links for registration.

Wednesday 29th June, Birmingham

- 9.30-12.30 <https://www.eventbrite.co.uk/e/339025613737>
- 14.00-17.00 <https://www.eventbrite.co.uk/e/339047418957>

Please do not hesitate to contact us at events@ofsted.gov.uk should you have any questions.

Practice

Music in the Early Years

Music acts as both a foundation for, and a viewing glass of, children's development. It can support early maths, young children's communication and language skills, and their personal and social development. But it can also help you understand the real child.

Find out more about the importance of music in the early years and how you can use it as a practitioner in the latest Foundation Years blog.

[Music in the early years](#)

Approaches to Behaviour in the Early Years

To support young children, we need to move away from seeing behaviour as 'positive' or 'negative', but rather, as a form of communication. So how can we better listen to what children are telling us? This week, we're rethinking approaches to behaviour in the Early Years.

Praise and rewards

Do you use stickers and praise to reward the behaviour you want to see? Sue Cowley explores why this approach to behaviour in the Early Years isn't the best way to go, and what you can do instead.

[Read the article](#)

Rethinking behaviour in the Early Years - a free guide

Early years child behaviour expert Sue Cowley writes about self-regulation, self-reflective practice, and how to support children displaying extreme behaviour. Download it now, for free.

[Download guide](#)

Tamsin Grimmer explains what it means to adopt a Loving Pedagogy in your setting, as well as the importance of being a 'Behaviour Detective'.

[Watch the video](#)

Source: Family

Sensory Food

Sensory food education is a fantastic way of helping children build a positive relationship with food and eating.

One of the three prime areas of learning and development in the EYFS is Personal, Social and Emotional Development (PSED). A key part of this for children in your care is learning how to look after their bodies including through healthy eating.

This brilliant article from TasteEd shows how you can easily incorporate sensory food education into your early years setting.

<https://www.tasteeducation.com/a-teachers-view-sensory-food-education-in-the-early-years/>

Source: *Foundation Years*

Best regards,



Ian Morris
Early Years and Childcare Strategy Manager

