

Southwark Childcare First: Implementation Plan 2003-4

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FOREWORD

I am writing to introduce the Sure Start, Early Years and Childcare Unit's planning guidance for 2003-04 implementation plans. The early years and childcare sector has made great strides since 1997. The Government's 2002 spending review, which sets strategy and budgets for the period from April 2003 until March 2006, demonstrates that high quality services for children and families remain a key Government priority. We want to see accessible and affordable childcare throughout the country, and bring it together with early education and Sure Start to improve services for children and families.

2003-04 will complete the period 2001-04 for which you already have a strategic plan. It is also the first year covered by the 2002 spending review. The spending review restates our continuing commitment to early years and childcare, providing for further expansion of the sector:

- Our vision for childcare remains one in which every parent can access affordable, good quality provision. The spending review provides resources for at least 250,000 new childcare places by 2006. This will advance our lone parent employment and child poverty objectives, through targeted assistance to providers in areas of market failure.
- In time we aim to establish a children's centre in each of the most disadvantaged wards, building on existing Sure Start facilities, Early Excellence Centres and Neighbourhood Nurseries. By March 2006 an extra 300,000 children will have had access to children's centres offering good quality childcare, early years education, family support, health and training and employment services.
- All four year olds are now guaranteed a free early years education place, and by September 2004 at the latest there will be a free place for all three year olds whose parents want one.

Local authorities and their Early Years Development and Childcare Partnerships - and all providers of early years and childcare services - are vital to achieving our important aims. To help you, we will simplify funding arrangements, streamline targets, and give local authorities an enhanced role in supporting delivery. You will see that for 2003-04 we are reducing substantially the amount of planning information we ask for. This plan calls for information against just 14 targets, fewer than half the number you have reported on previously. We have brought together responsibility within Government for Sure Start, early years education and childcare. The new unit's budget will rise to £1.5 billion by 2005-06. Within this, funding for childcare will more than double in real terms between 2002-03 and 2005-06. We are deciding precisely how our funds should best be deployed, and we shall of course keep local authorities and their Partnerships informed as details emerge. You will wish to ensure that you are well-placed to respond to the new opportunities offered through the spending review period.

2003-04 will be your foundation for further expansion. The next Early Years Development and Childcare strategic plan will run to March 2006. We shall issue planning guidance for this period in 2003, with plans to be submitted by 1 February 2004. It will take full account of the spending review and new underpinning targets for developing early years and childcare.

I would like to take this opportunity to thank all local authority and EYDCP members and officers for their valuable work in supporting our children and their families.

Good wishes

[signature]

INTRODUCTION

Purpose of this guidance

1. This guidance is to help you, the Local Authority with the help of your Early Years Development and Childcare Partnership (EYDCP), to draw up your Early Years Development and Childcare Implementation Plan for 2003–04. The guidance refers only to England. The plan must be submitted by 1 February 2003. It covers the final year of the Strategic Plan 2001–04, and will review progress against targets and milestones set out in your strategic plan and previous implementation plans; set out priorities and actions for the coming year; and review, and usually confirm, targets set out in your previous plans.
2. Early Years Development and Childcare Plans are required under the School Standards and Framework Act 1998, as amended by the Education Act 2002. Section 120 requires a Local Education Authority (LEA) to prepare its plan in conjunction with its EYDCP, in line with regulations and having regard to guidance issued by the Secretary of State. Section 121 requires the LEA to submit the plan and, once it is approved, to publish and implement it. The Education (Nursery Education and Early Years Development) (England) Regulations 1999 prescribe dates by when plans must be submitted to the Secretary of State and how they should be published.

The 2002 Spending Review and the next strategic plan

3. Baroness Ashton's foreword to this guidance explains that 2003-04 is the first year covered by the Government's 2002 spending review. The next Early Years Development and Childcare strategic plan will run from April 2004 to March 2006, so that targets align with those agreed under the 2002 spending review. We shall issue planning guidance for this period in 2003, with plans to be submitted by 1 February 2004. The next strategic plan will take full account of the spending review and new underpinning targets for developing early years and childcare. You may also be asked within it to update on your progress against any or all targets within your Strategic Plan 2001-04.

Main changes from the Implementation Plan 2002-03

4. We have simplified requirements from last year. Main changes are:
 - You are asked to report on 14 of the goals/targets within your 2001-04 strategic plan, rather than the full set of targets. Other targets remain important, and will feature in your underlying operational plans, but you need not report to us on them.
 - For each goal or target within the 2003-04 plan, you are asked to complete at most four narrative boxes, rather than seven last year.
 - All data we require on an annual basis is sought within this plan; you will not be asked to return a separate "Audit" for 2002-03.
 - You must submit your plan by 1 February 2003 – we are not allowing an extension until 1 March. You need not submit a paper copy of the plan.

Plan format

5. As last year, the 2003–04 plan follows a set format. This year, there are data tables for most goals and targets. For each goal or target, there is a narrative template.

6. The 2003-04 format places greater emphasis on data tables than before. The impact of the Government's early years and childcare strategy will largely be measured against the achievement of national numeric targets. In turn, we will assess your plan largely against your progress towards local numeric targets. If you cannot complete any particular item in a data table, please explain within your narrative for the goal or target why this is the case.

7. Some data tables update data provided last year in the 2001-02 Audit rather than the 2002-03 Implementation Plan. We shall not ask you to return a separate 2002-03 audit as you did for 2001-02. However, undertaking a stock take or audit is an essential part of planning and monitoring. For your own management information purposes, you will wish to update your 2001-02 audit data, and you may wish to base the information you collect on that included in the Department's Audit Guidance 2001-02. But we do not require you to collect the information in a particular format, nor to return it to us.

8. Each goal or target has a narrative template. You are asked to state your strategic goal/target and any intermediate milestone targets; progress made; your priorities and actions for 2003-04; and, if applicable, any proposed revised 2004 goal/target and an underpinning explanation. You will have your own operational plans underpinning the overall plan that you send to us. We hope you will be able to keep your narrative responses on most targets to a single side of A4. Should you need more space however, the narrative boxes are expandable.

9. Please note that we shall not issue an illustrative plan this year, as the Weatherfield example for 2002-03.

Plan submission

10. Electronic versions of the data tables and narrative templates are being sent to the designated Lead Officer for each Local Authority/EYDCP. You should submit the plan (both tables and templates) electronically – please do not send a paper version. If you have difficulty in accessing the electronic version, please contact Ian Brydon (020 7273 5761) or Sarah Cooper (020 7273 6271) urgently to discuss how this might be overcome. Please note that the electronic version of the guidance is issued as two files – one of data tables and one of narrative templates. This printed version orders the guidance differently, bringing together the data tables and narrative template for each goal/target. The content of guidance does not differ between the two versions.

11. You should e-mail the completed tables and templates to ian.brydon@dfes.gsi.gov.uk or to sarah.cooper@dfes.gsi.gov.uk. They will also welcome general comments or questions on this year's guidance. Plans must be submitted by 1 February 2003 – there is no "deferred submission" alternative date as for 2002-03. This allows over three months for you to develop your plan, including consulting widely on it, and to gain clearance for it locally. The plan submitted must be final rather than a draft, although we recognise that for some local authorities it may be subject to final clearance by the Council.

12. Our regional Partnership Advisers are available to discuss issues or to comment on draft plans prior to the 1 February 2003 submission date. Partnership Advisers cannot of course prejudice the Secretary of State's likely decision on your plan, but they can give useful suggestions and feedback and we encourage you to make use of them in preparing your plan.

13. We aim to process all 2003-04 plans by or close to 31 March 2003, so that approved plans are in place at the start of the year. We may, as previously, return to local authorities after submission to clarify points or to suggest small changes. In some cases, plans may be approved subject to meeting conditions – local authorities must then submit specific additional or amended information by a specified date for approval to continue.

DfES Strategic Goal/Target 1: To put in place universal nursery education for 3 year olds by September 2004.

Table 1a: Projected numbers of 3 year old places

		(1)	(2)	(3)
		Summer 2003	Autumn 2003	Spring 2004
(a)	Population of 3 year olds in LEA area	3630	3630	3607
	Number of funded 3 year old places in:			
(b)	LEA nursery classes and schools	1886	1886	1885
(c)	LA day nurseries and family centres	150	151	164
(d)	Private, voluntary and independent sector (including nurseries, pre-schools, early years groups, independent schools, non-maintained special schools, and registered childminders in an approved network)	1068	1028	1068
(e)	Total number of funded places (b+c+d)	3104	3065	3087
(f)	Participation rate as a percentage of 3 year old population (100xe/a)	85.5	84.4	85.6

Please state source of population estimates in row a:

GLA 2001 Round-based Ward Projections (v99) 11 June 2002: Central

Table 1b: Universal provision for 3 year olds

		(1)
(a)	If you have achieved universal provision, what is your participation rate (percentage of 3 year old population)?	84.7
	If you have not yet achieved universal provision:	
(b)	When do you expect to do so (term)?	
(c)	What do you expect your participation rate to be once you have (percentage of 3 year old population)?	

Box 1: Local 2001-04 goal/target and any intermediate milestone targets

Please leave this box blank.

Box 2: Progress to date

Please leave this box blank.

Box 3: Key priorities and actions for 2003-04

Please list the actions you will take to achieve universal provision, if you have not already done so, and state what criteria you will use to allocate places for three year olds in 2003-04. If these criteria differ from 2002-03, state how they have changed. In assessing your plan, we will look for evidence of appropriate actions towards your strategic goal/target. This will be particularly important where you are seeking to regain slippage in earlier years, or where you expect to achieve in 2003-04 a large proportion of your 2001-04 strategic goal/target.

Southwark has reached its target for universal provision of Nursery Education for three year olds whose parents wish to take up a place in the borough. We expect to continue to meet this target in 2003-4, on the basis of the same criteria adopted in 2002-3.

The CIS will be expanding its outreach programme to ensure members of 'hard to reach' communities are aware of this entitlement.

Box 4: If applicable, proposed revised strategic goal/target

There will be no revision of the proposed targets.

Please leave this box blank.

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DfES Strategic Goal 2: To create new childcare places for 1.6m children by March 2004 which, taking account of turnover in existing places, should allow around 1m extra children to benefit from childcare in England alone.

The information regarding this strategic goal should relate to new places before taking account of turnover. You are asked for information on closures within strategic target 4.

Table 2a: New places to be created during 2003-04

		(1)	(2)	(3)	(4)	(5)
	2003-04 targets:	Quarter 1 (April- June 2003)	Quarter 2 (July- September 2003)	Quarter 3 (October- December 2003)	Quarter 4 (January- March 2004)	Totals 2003- 04
	Out of School Childcare					
(a)	Voluntary sector	80	90	110	120	400
(b)	Private sector (not including childminding places)	0	0	10	10	20
(c)	Maintained sector	20	20	20	20	80
(d)	Out of school totals: (a+b+c)	100	110	140	150	500
	Pre-School Childcare*					
(e)	Voluntary sector	20	20	50	70	160
(f)	Private sector (not including childminding places)	20	20	24	74	138
(g)	Maintained sector	0	0	0	50	50
(h)	Pre-school totals: (e+f+g)	40	40	74	194	348
	Childminder Places					
(i)	Places via start- up grant (out of school)	4	4	6	6	20
(j)	Places via start- up grant (pre- school)	10	10	15	15	50
(k)	Places not via start-up grant (out of school)	1	1	1	2	5
(l)	Places not via start-up grant (pre-school)	1	1	1	2	5
(m)	Childminder totals: (i+j+k+l)	16	16	23	25	80
(n)	Totals: (d+h+m)	156	166	237	359	928

*0 – 2 year olds, and 3 –4 year olds not attending early education

Table 2b: Childcare places, April 2001 to March 2004

		(1)	(2)	(3)	(4)	(5)	(6)
		Strategic goal, 2001-04	Milestone target, 2002-03	Actual new places created, 2001-02	Expected new places, 2002-03	2003-04 target (from column 5 in Table 2a)	Expected total, 2001-04 (3+4+5)
(a)	Out of school childcare (not including childminding places)	1500	500	516	484	500	1500
(b)	Pre-school childcare (not including childminding places)	639	172	127	164	348	639
(c)	Out of school childminder places (funded via start-up grant)	74	24	27	27	20	74
(d)	Pre-school childminder places (funded via start-up grant)	154	54	46	58	50	154
(e)	Out of school childminder places (not funded via start-up grant)	14	8	1	8	5	14
(f)	Pre-school childminder places (not funded via start-up grant)	11	4	2	4	5	11
(g)	Totals: (a+b+c+d+e+f)	2392	762	719	745	928	2392

Box 1: Local 2001-04 goal and any intermediate milestone targets

Please re-state your strategic goal 2001-04 and your milestone target for 2002-03, both set out in your Implementation Plan 2002-03, by completing columns 1 and 2 of Table 2b - you should take the figures from Table 5 of your Implementation Plan 2002-03. Please leave this box blank unless you wish to add descriptive text.

Box 2: Progress to date

Please complete columns 3 and 4 of Table 2b. Your column 3 figures will have been reported as the cumulative actual new places in your March 2002 quarterly childcare report. If you expect to fall short of your 2002-03 target (column 4 in Table 2b is lower than column 2 in the same table), please identify the main reasons for slippage. You may cross refer to narrative boxes on other childcare targets should they contain the explanation.

Box 3: Key priorities and actions for 2003-04

Please complete Table 2a, and columns 5 and 6 of Table 2b. Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic goal. This will be particularly important where you are seeking to regain slippage in earlier years, or where you expect to achieve in 2003-04 a large proportion of your 2001-04 strategic goal. You may cross refer to narrative boxes on other childcare targets that indicate priorities and actions.

Key priorities and actions are set out in the following targets:

- **out of school childcare, see Target 2, Box 3.**
- **Pre-school childcare: see Target 6, Box 3.**
- **Childminding: see Target 5, Box 3.**

We will use 'Pathways to Registration' to monitor the progress of individuals and organisations from expressing an interest in providing childcare through to registration.

Box 4: If applicable, proposed revised strategic goal.

There will be no revision of the proposed targets.

Only to be completed should you wish to propose a higher or lower 2004 goal than that in your Strategic Plan 2001-04 or Implementation Plan 2002-03, i.e. column 6 of Table 2b differs from column 1 of the same table. A lowering of your goal may not be acceptable unless you have already achieved a high level of childcare places to child population. Please explain the reasons for the proposed change (you may refer us to box 2 if that contains the explanation).

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DfES Strategic Target 2: To have set up at least 360,000 new out-of-school childcare places for 720,000 children by 2003.

The information regarding this strategic target should relate to new places before taking account of turnover. You are asked for information on closures within strategic target 4.

Table 2c: New out of school childcare places

		(1)	(2)	(3)	(4)
		Strategic target, April 2001 to March 2004	Milestone target, April 2001 to March 2003	Expected actual new places, April 2001 to March 2003	If applicable, proposed revised strategic target, April 2001 to March 2004
(a)	New places created through the New Opportunities Fund	1500	1000	1000	
(b)	New places created through other funding, including Childcare Grant	0	0	0	

Box 1: Local 2001-04 target and any intermediate milestone targets

Please complete columns 1 and 2 of the table. Please leave this box blank.

Box 2: Progress to date

Column 3 of the table will indicate whether you expect to meet your March 2003 milestone target. If you do not expect to, please identify the main reasons for slippage.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target. This will be particularly important where you are seeking to regain slippage in earlier years.

The Development Team will support providers to enable them to be included in Consortium applications to NOF in April and June 2003. A Senior Development Officer post is being recruited to lead the Development Team and manage the Development Workers who will support the groups through the development process. Providers are being sought who will to be part of the bid.

A key priority will be to give support to providers who have already received funding from NOF but who face barriers to opening. Successful Round 11 bids in 2002 resulted in 7 providers being funded to provide 468 places; the majority of these have not yet opened. A Round 13 application submitted in October 2002 included 7 providers with plans for 449 places. There was no bid for Round 12.

Barriers to opening new places, once funded, include premises issues, delays in registration and organisational capacity. Training and one to one support will be provided by the Business Development Manager, Senior Development Officer, Childcare Development Officer and New Childcare Provision Adviser (Retained Function).

We will continue to prioritise the development of additional places for children with Special Needs (SEN). Following on from a pilot programme in summer 2002, the Over-5s Special Educational Needs Co-ordinator (SENCO) will be developing holiday playschemes and targetting new developments in the voluntary sector.

The EYDCP is considering the roles of schools in light of the recent changes in legislation with respect to developing more out of school services in local communities. Consideration will also be given to extending existing out of school provision to provide 'wraparound' places.

Box 4: If applicable, proposed revised strategic target.

There will be no revision of the proposed targets.

Only to be completed should you wish to propose a higher or lower 2004 target than that in box 1; if so, please complete column 4 of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation) and whether you propose to make up the reduction elsewhere (ie in pre-school childcare places).

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DfES Strategic Target 4: To ensure that on average, new childcare places created between April 2001 and March 2004 add significantly to the local level of stock for the relevant category: for every 10 new out of school places that open, no more than 1 should close; and for every 10 new childcare places for pre-school age children created, no more 3 than should close. On childminding, from the current position of an average of 10.5 places closing for 10 that open, Partnerships should ensure that there is an improvement to at least a 10% positive turnover, i.e. for every 10 new childminder places created, no more than 9 should close.

Table 4a: Turnover targets (ratio of new to closed places)

Turnover ratios in columns 1, 2 and 5 should be expressed as number of places opening to number of places closing. For example, if you expect 480 new out of school places to open and 30 to close, the ratio will be 480/30 – please do not simplify figures, eg to 16/1.

		(1)	(2)	(3)	(4)	(5)
		Strategic target turnover ratio, April 2001 to March 2004, set in Implementation Plan 2002-03	Milestone target turnover ratio, April 2001 to March 2003, set in Implementation Plan 2002-03	Expected new places, April 2001 to March 2003 (number)	Expected closed places, April 2001 to March 2003 (number)	If applicable, proposed revised strategic target turnover ratio, April 2001 to March 2004
(a)	Out of school childcare places (not including childminders)	1500/150	1000/100	1000	100	
(b)	Pre-school childcare places (not including childminders)	639/191	291/87	291	87	
(c)	Places with childminders	253/227	173/155	173	220	

Box 1: Local 2001-04 target and any intermediate milestone targets

Please complete columns 1 and 2 of the table. You should take the figures from Table 7 of your Implementation Plan 2002-03. Please leave this box blank unless you wish to add descriptive text.

Box 2: Progress to date

Please record your expected position for the period April 2001 to March 2003 in columns 3 and 4 of the table. Expected new places for the period April 2001 to March 2003 (column 3) should match the totals of columns 3 and 4 of table 2b (Strategic Goal 2). Please state whether you believe you will reach your milestone target for March 2003; if not, please identify your main reasons for slippage.

So far, of 807 out of school childcare places, 100 have closed which is on target as expected by March 2003. Of 227 pre-school places 86 so far have closed, again on target for March 2003. Of 133 childminder places, 202 have been lost and which exceeds the projected target of 155 places by March 2003.

Progress against targets will very much depend upon the progress OFSTED make in

inspection and registration. Clearing the backlog in registration is expected to result in a surge in new places across all sectors, provided delays have not resulted in people who have applied for registration not proceeding (e.g. childminders finding other employment). On the other hand clearing the backlog in inspection is likely to identify providers who have in fact been closed for some time, resulting in a disproportionate rate of closures. The balance between these two trends is therefore difficult to predict at this stage.

OFSTED have guaranteed that, for example, 70% of all transition and new childminder registrations will be completed by March 2003.

The Development Team, Business Development Manager and New Childcare Provision Advisor (Retained Function) have been supported by a Kids' Clubs Network Consultant through the DfES FastTrack Programme 2002/3.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target. This will be particularly important where you are seeking to regain slippage in earlier years, or where your strategic target ratio for 2001-04 is significantly higher than your milestone target ratio for 2001-03.

Priorities and actions for creating new places are set out in relation to the relevant targets (out of school childcare: target 2; pre-school childcare: target 6; childminding: target 5).

Understanding changes to the Working Families Tax Credit will be essential for providers to achieve sustainability. We will provide information sessions for providers to explain the changes and Sure Start are working to provide sessions for parents in their catchment area. The Development Officer Team are responsible for running these seminars and they will be fully evaluated and monitored for effectiveness. The CIS staff will also offering outreach sessions to parents e.g. providing 1:1 support with application forms.

Sustainability for the out of school sectors will be promoted by Southwark Play Network and the Business Development Manager, both of which will continue to be funded by the Partnership. They will provide training and one to one business support, as well as advising on other funding opportunities.

The Implementation Plan of the Best Value Review of Early Years services details will impact on mechanisms and levels of funding for pre-schools, community nurseries and Early Years Centres as the authority is moving towards a commissioning model. The EYDCP and the Early Years, Play and After School Services are committed to providing support to smooth the transition for all providers from grant aid to commissioning places.

Small Childcare Grants (£ 10,000.00 for pre-school and £ 10,000.00 for over fives) will be used to promote sustainability for example, creating new places or for supporting providers to implement recommendations arising from OFSTED inspections. The Expanding Childcare Sub-Group have produced criteria for allocating grants and continue to monitor the impact of the grants on providers.

The Childminder Recruitment Campaign has succeeded in generating interest in becoming registered childminders. However childminding will only be a viable option for new childminders if they are able to fill the places that they have to offer. Evidence from our CIS suggests that many parents are reluctant to use childminders, often due to misinformation about what they are able to offer. A publicity campaign will be aimed at parents promoting the benefits of childminding e.g. through targetting schools, parent and toddler groups.

The development of childminding networks and other forms of group support will be central to the retention of childminders. The Partnership will continue to support the Home-based Carers Project in north Southwark, with funding secured from SRB. This will provide

outreach support, drop-ins and an NCMA approved childminding network for childminders in SE1 (and in the SE11 area of Lambeth). Childminding Development Workers will develop programmes for recruitment and retention in at least two Sure Start areas (West Peckham and Rotherhithe). The new Childminding Centre developed with Sure Start Aylesbury Plus will provide a base for group support.

Training will be provided to aid childminders in their professional development. This will include 2 DCP, 6 ICP and 1 ECP courses and a programme of short courses to enable childminders to meet national standards (e.g. first aid, fire safety). The EYDCP will work to develop courses with the National Childminding Association. Workshops will be run for childminders to maintain their interest and while they are awaiting OFSTED Registration.

We will continue to work in partnership with Southwark Childminding Association, which provides information, advice and support for childminders.

Childminders will be able to use the new toy libraries in Southwark at a discounted rate. Four toy libraries are due to open in April 2003 subject to successful staff recruitment.

The CIS will support providers to fill places by informing parents of vacancies and promoting the Childcare Tax Credit.

Box 4: If applicable, proposed revised strategic target.

There will be no revision of the proposed targets apart from the proposed target for childminder places – this has been revised from 155 to 220 by March 2003. The target for closures was already surpassed by the third quarter.

Only to be completed should you wish to propose a higher or lower strategic target than that in box 1; if so, please complete column 5 of the table. If you wish to propose a lower target, please identify the proposed new target and explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation). A lower target is unlikely to be acceptable if it drops your target rate below the national target.

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DfES Strategic Target 5: To have set up, by 2004, a minimum of 120,000 new childcare places with childminders across England in addition to the 25,000 places in areas of disadvantage referred to in target 6.

The information regarding this strategic target should relate to new places before taking account of turnover. You are asked for information on closures within strategic target 4. You should exclude from the data table those places created in disadvantaged wards counted in strategic target 6c (neighbourhood childminding).

Table 5: New childcare places with childminders, excluding neighbourhood childminding.

		(1)	(2)	(3)	(4)
		Strategic target, April 2001 to March 2004	Milestone target, April 2001 to March 2003	Expected number, April 2001 to March 2003	If applicable, proposed revised strategic target, April 2001 to March 2004
(a)	Number of new pre-school childminder places	165	110	110	
(b)	Number of new out-of-school childminder places	88	63	63	
(c)	Total number (a+b)	253	173	173	

Box 1: Local 2001-04 target and any intermediate milestone targets

Please complete columns 1 and 2 of the table. Please leave this box blank.

Box 2: Progress to date

Please complete column 3 of the table. Please leave this box blank unless your expected number at March 2003 (column 3 of the table) is lower than your milestone target for March 2003 (column 2 of the table). If this is the case, please identify the main reasons for the difference.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target. This will be particularly important where you are seeking to regain slippage in earlier years, or where you expect to achieve in 2003-04 a large proportion of your 2001-04 strategic target.

The Partnership will continue to fund a Childminding Development Officer to co-ordinate recruitment and retention of childminders across Southwark.

The Childminding Development Officer will undertake outreach to promote childminding, including visits to schools and baby clinics. She will also link with the CIS Outreach Programme, which be visiting all parent and toddler groups in Southwark over the next year and linking with the local New Deal for Lone Parents advisers.

Regular briefing sessions for individuals interested in childminding will be arranged. Ongoing support will be provided while people are awaiting for registration as childminders, including training workshops on issues such as the Working Families Tax Credit and running a small business. Start up grants will be provided for new childminders.

Six Introduction to Childminding Practice courses will be provided. Two Developing

Childminding Courses will be provided. One ECP Course will be provided.

Networks and other forms of support to retain childminders should also make childminding a more attractive prospect for potential new entrants into this area of work. These are detailed in Target 4, Box 3.

Box 4: If applicable, proposed revised strategic target.

There will be no revision of the proposed targets.

Only to be completed should you wish to propose a higher or lower 2004 target than that in box 1; if so, please complete column 4 of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation) and whether you propose to make up the reduction elsewhere (eg in pre-school or out of school childcare places other than with childminders).

DfES contact: Lorna Ward
020 7273 1135
Email lorna.ward@dfes.gsi.gov.uk

DfES Strategic Goal 3: By 2004, the Government's ambition is that there should be a childcare place in the most disadvantaged areas for every lone parent entering employment. The percentage of lone parents perceiving childcare as a barrier will be monitored nationally to help measure progress.

We are currently working with DWP and Jobcentre Plus to ascertain whether data can be extracted centrally for each area. We will write separately on this in due course.

Box 1: Local 2001-04 goal and any intermediate milestone targets

Please re-state the local goal from your Strategic Plan 2001-04, and any milestones set for intermediate years. Should your strategic goal or any milestone goal have changed, and you reported the change in your Implementation Plan 2002-03, please identify both original and revised goals.

Box 2: Progress to date

Identify how your initiatives to create childcare places have contributed towards the strategic goal. If you have Sure Start programmes in your area, you should indicate in your response how these are contributing to the goal. Please state whether the Jobcentre Plus representative on your Partnership is content with progress made; and if they believe lack of childcare is still preventing some lone parents taking up employment. Add any local information showing how the number of lone parents identifying childcare as a barrier to taking up employment has been reduced. Please also state whether you believe you will reach any milestone target you set for March 2002; if not, please identify the main reasons for slippage.

The CIS has worked closely with Job Centre Plus and lone parent advisers in the last year. It has held monthly surgeries at 6 local employment service centres, and has held a briefing session for Lone Parent advisers to inform them about childcare.

Despite universal nursery education for 3 and 4 year olds and a significant expansion in the after school sector, it is evident that lack of childcare is still preventing some lone parents taking up employment. The biggest area of need remains for affordable childcare for children under two years old.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic goal.

The CIS will undertake a joint outreach programme with the New Deal for Lone Parents, visiting parent and toddler groups and other venues. All lone parents calling the CIS will be provided with information about the New Deal for Lone Parents.

The Neighbourhood Nursery Initiative (NNI) is expected to create 620 new daycare places for children in disadvantaged areas by March 2004. Lone parents are one of the priority groups for NNI in Southwark, and all Neighbourhood Nurseries will monitor how many lone parents are accessing affordable childcare. All seven Sure Start Projects are looking to develop Neighbourhood Nurseries in their areas.

Three Thresholds projects will open in Southwark by March 2004. These provide support and training to help lone parents into employment. Two are already in operation in the Kingswood Estate in South Southwark, and in SE1. A third will be based in the new Jack Hobbes centre in West Walworth, alongside the new Camberwell After School Club project.

Box 4: If applicable, proposed revised strategic goal.

There will be no revision of the proposed targets.

Only to be completed should you wish to propose a different 2004 goal to that in box 1. If so, please identify the proposed new goal and explain the reasons for the change.

DfES Contact: Colin Stiles
020 7273 5855
Email Colin.Stiles@dfes.gsi.gov.uk

DfES Strategic Goal 4: By March 2004 to reduce the difference in the number of formal childcare places available in England for children aged 0-14 between the 20% most disadvantaged wards and other areas to no more than 3.7 places per 100 children.

Please note that the national formulation of this goal has now been agreed. Except for optional rows e and f, the data needed for the table remains as in previous years. However, the calculation to identify the childcare gap has altered from that in your Implementation Plan 2002-03. In that plan the childcare gap was defined as the percentage difference between the percentage penetration rate in disadvantaged areas and the percentage penetration rate in all areas including disadvantaged areas. It is now defined as the difference in childcare places per hundred children between disadvantaged and other (rather than all) areas.

Some local authorities have expressed concern that by developing provision in pockets of deprivation outside the 20% most disadvantaged wards they are widening the childcare gap. Where you are able to identify child population and childcare place data for agreed pockets, you may include these in the calculation of the childcare gap, in rows e and f of the table. Where you are unable to do this you should leave these rows blank.

Table 4b: Childcare gap

Figures in columns 1 and 2, rows a to d, should be taken from Table 8 of your Implementation Plan 2002-03.

		(1)	(2)	(3)	(4)
		Local strategic goal, March 2004, calculated on new definition	Actual position, April 2001, calculated on new definition	Expected position, March 2003	If applicable, proposed revised local strategic goal for March 2004
(a)	Number of children aged 0-14 in LEA	53,420	53,276	53,323	
(b)	Number of childcare places in LEA	12,380	10,313	11,678	
(c)	Number of children aged 0-14 in 20% most disadvantaged wards	42,792	42,059	42,541	
(d)	Number of childcare places in 20% most disadvantaged wards	10,585	8,311	9,883	
(e)	Number of children aged 0-14 in deprived pockets outside 20% most disadvantaged wards			406	
(f)	Number of childcare places in deprived pockets outside 20% most disadvantaged wards				
(g)	Childcare places per hundred children, disadvantaged areas ((d+f) x100/(c+e))	24.7	19.8	23.2	
(h)	Childcare places per hundred children, other areas ((b-d-f) x100/(a-c-e))	17	17.8	16.6	
(i)	Childcare gap (h-g)	-7.7	-2	-6.6	

Box 1: Local 2001-04 goal and any intermediate milestone targets

Please complete columns 1 and 2 of the table. They will convert into the new definition your March 2004 goal set and April 2001 position reported in your Implementation Plan 2002-03. For the Implementation Plan 2002-03 to have been approved, your target gap in March 2004 (column 1) would have been lower than the gap in April 2001 (column 2). Please leave this box blank unless you wish to add descriptive text.

Targets for March 2004 are being considered as part of the broader Children's Centre Strategy and Kingswood Estate in the south of the borough is the only 'pocket' of deprivation.

Box 2: Progress to date

Please complete column 3 of the table, which will indicate your expected position in March 2003. If your childcare gap has widened between April 2001 (column 2) and March 2003, please identify the main reasons.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them.

In Southwark 20 of the 25 wards are in areas of deprivation. The Neighbourhood Renewal Plan has identified targeted areas for development. The Partnership will continue to work in Partnership with the Local Strategic Partnership to ensure that childcare remains high on the list of priorities.

Detail of priorities and actions for increasing childcare provision in disadvantaged areas are set out in the following targets:

- target 6a: neighbourhood nurseries
- target 6b: neighbourhood out of school projects
- target 6c: neighbourhood childminding.

The EYDCP will be developing a strategy for the development of Children's Centres (for children aged 0 – 14/16 years) in areas of disadvantage in the borough by undertaking an audit of potential centres, researching models of good practice, looking at the feasibility of each centre and investigating funding packages. Consideration is being given to develop flagship projects e.g Peckham, that not only provide daycare, early education and family support but also other activities including drop-in, training, and IT centre and arts and leisure facilities for children and young people aged 0 – 14/16 years. The EYDCP will continue to work with the borough e.g. Regeneration and other agencies to consider developing flagship projects in areas as funding is identified.

The EYDCP has been invited to consult on the DfES national guidance for children's centres which will help officers to promote developments in the borough.

Box 4: If applicable, proposed revised strategic goal.

There will be no revision of the revised targets.

Only to be completed should, in the light of new information, you wish to propose a higher or lower local 2004 goal than that in column 1 of the table – if this is the case, please complete column 4 of the table. Any proposed revised goal must still represent a narrowing of the childcare gap between April 2001 and 2004. If you propose a lower 2004 goal (ie a larger childcare gap than in column 1 of the table), please explain your reasons. We may return to you if the proposed narrowing of the gap appears unchallenging set against with proposals by comparable local authorities.

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DfES Strategic Target 6: To have set up, by 2004, a minimum of 70,000 new childcare places for pre-school aged children in areas of disadvantage; this figure to broadly comprise 45,000 group-care based places (equivalent to 900 new 50 place nurseries) and 25,000 childminder based places.

This target covers all aspects of the Neighbourhood Childcare Initiative, and as previously is split into three separate sections – on Neighbourhood Nurseries (target 6a), Neighbourhood Out of School projects (target 6b) and Neighbourhood Childminding (target 6c).

Strategic Target 6a – Neighbourhood Nurseries

Table 6a: Neighbourhood nurseries

		(1)	(2)	(3)	(4)
		Strategic target, March 2004	Milestone target, April 2001-March 2003	Expected position, March 2003	If applicable, proposed revised strategic target for March 2004
(a)	Number of neighbourhood nurseries	N/A	N/A	8	18
(b)	Number of neighbourhood nursery places	520	210	216	620

Box 1: Local 2001-04 target and any intermediate milestone targets

Please re-state your local strategic target for March 2004 and milestone target for March 2003 in columns 1 and 2 of the table. Should your strategic or milestone target have changed, and you reported the change in your 2002-03 Implementation Plan, please use the revised targets. Please leave this box blank unless you wish to add descriptive text.

Box 2: Progress to date

Please record your expected position at March 2003 in column 3 of the table. If you do not expect to meet your milestone target (column 2 of the table), please identify the main reasons for slippage.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target. This will be particularly important where you are seeking to regain slippage in earlier years, or where you expect to achieve in 2003-04 a large proportion of your 2001-04 strategic target. In particular, you should give evidence of planned collaborative working with other programmes and organisations such as Sure Start, Early Excellence Centres, Housing Associations and Health Authorities. You should also set out what development support will be given to providers to help them achieve your target.

Nineteen providers have been identified to deliver up to 620 new places by March 2004. The Project Development Officer and the Business Development Manager will work with these providers to ensure that applications and business plans are prepared to the satisfaction of the Partnership. Plans for new neighbourhood nurseries will be scrutinised by a Panel of Partnership members.

The Partnership will work closely with all seven Sure Start programmes to develop

neighbourhood nurseries in their areas:

- **Sure Start Aylesbury Plus will develop a major new Children and Parents Centre, with a 50 place nursery. Capital funding is expected from New Opportunities Fund Building Neighbourhood Nurseries (NOF BNN), Sure Start and New Deal for Communities**
- **Sure Start East Peckham has secured NOF BNN and Sure Start capital for a 30 place nursery at the Bird in Bush centre;**
- **Sure Start Brunswick will provide capital funding (alongside NOF BNN funding) for the Grove Nursery School to expand to create 48 new childcare places for children under 3, and 30 extended day places for 3 and 4 year olds;**
- **Sure Start West Bermondsey will fund the building of a new day nursery on spare land at Snowfields Primary School, near Guy's Hospital;**
- **Sure Start West Peckham will provide capital funding (alongside NOF BNN funding) for the expansion of Happy Faces Nursery;**
- **Sure Start Rotherhithe and Sure Start Central Bermondsey will invite potential providers to develop proposals for new or expanded nurseries in their area.**

Other major developments will include a new children and families centre in Stamford Street on the South Bank, to be managed by Coram Family with support from Southwark and Lambeth EYDCPs.

The Partnership will explore the potential of new neighbourhood nurseries becoming Children's Centres.

Box 4: If applicable, proposed revised strategic target.

The target has been increased from 520 to 620, in line with the increased allocation of NNI funding by the DfES agreed in 2002/3.

Only to be completed should you wish to propose a higher or lower 2004 target than that in box 1; if this is the case, please complete column 4 of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation); and confirm that you intend to relinquish a proportionate amount of capital and revenue funding allocation, or give reasons for not doing so.

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Strategic Target 6b: Neighbourhood Out of School projects (New Opportunities Fund out-of-school childcare in Disadvantaged Areas)

Table 6b: Neighbourhood Out of School projects

		(1)	(2)	(3)	(4)
		Strategic target, March 2004	Milestone target, April 2001-March 2003	Expected position, March 2003	If applicable, proposed revised strategic target for March 2004
(a)	Number of places	1300	751	900	
(b)	Capital funding secured (£000s)	N/A	N/A	N/A	

Box 1: Local 2001-04 target and any intermediate milestone targets

Please re-state your local strategic target for March 2004 and milestone target for March 2003 in columns 1 and 2 of the table. Should your strategic target or any milestone target have changed, and you reported the change in your 2002-03 Implementation Plan, please use the revised targets. Please leave this box blank unless you wish to add descriptive text.

Box 2: Progress to date

Please record your expected position at March 2003 in column 3 of the table. If you do not expect to meet your milestone target (column 2 of the table), please identify the main reasons for slippage.

Box 3: Key priorities and actions for 2003-04

Please identify your target for places to be created/supported in 2003-04, distinguishing between places to be opened and receiving 3 year funding from NOF and places already opened which will receive continuation funding for years 2 and 3. Please also list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target. This will be particularly important where you are seeking to regain slippage in earlier years, or where you expect to achieve in 2003-04 a large proportion of your 2001-04 strategic target.

Southwark Childcare First's target for 2003-04 is for the creation of 500 new out of school childcare places in Southwark, of which at least 400 will be in deprived wards. The Partnership's Senior Development Manager and Childcare Development Officer will continue to provide support to providers in making applications to NOF and other funders, with a priority focus on deprived areas. Consortium applications will be co-ordinated to submit to NOF in April and June 2003.

The Partnership's Business Development Manager and Southwark Play Network will be providing support to organisations funded through NOF to explore options for long term sustainability. All eligible providers previously funded by NOF have already applied for continuation funding.

Box 4. If applicable, proposed revised strategic target.

There will be no revision of the revised target.

Only to be completed should you wish to propose a higher or lower 2004 target than that in box 1; if this is the case, please complete column 4 of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation), and whether you propose to make up the reduction elsewhere (eg through neighbourhood childminding).

Strategic Target 6c: Neighbourhood Childminding (Childminder Start up grant and Sustainability Grant)

Table 6c: Neighbourhood Childminding

		(1)	(2)	(3)	(4)
		Strategic target, March 2004	Milestone target April 2001- March 2003	Expected position, March 2003	If applicable, proposed revised strategic target for March 2004
(a)	Number of new childminding places	90	60	60	

Box 1: Local 2001-04 target and any intermediate milestone targets

Please re-state your local strategic target for March 2004 and milestone target for March 2003 in columns 1 and 2 of the table. Should your strategic target or any milestone target have changed, and you reported the change in your 2002-03 Implementation Plan, please use the revised targets. Please leave this box blank unless you wish to add descriptive text.

Box 2: Progress to date

Please record your expected position at March 2003 in column 3 of the table. If you do not expect to meet your milestone target (column 2 of the table), please identify the main reasons for slippage.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target. This will be particularly important where you are seeking to regain slippage in earlier years, or where you expect to achieve in 2003-04 a large proportion of your 2001-04 strategic target.

Most of the Partnership's activities to recruit new childminders (as set out in Target 5) will be targeted at disadvantaged areas. These will include:

- outreach by the Childminding Development Officer and CIS;
- briefing sessions for people interested in childminding;
- ICP courses;
- Start up grants.

We will work closely with projects focused on childminder recruitment and retention in particular disadvantaged areas, including the Home-based Carers Project in SE1, the Sure Start Aylesbury Childminding Centre and Childminding Development Officers in other Sure Start areas.

Box 4: If applicable, proposed revised strategic target.

There will be no revision of the proposed target.

Only to be completed should you wish to propose a higher or lower 2004 target than that in box 1; if this is the case, please complete column 4 of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation), and whether you propose to make up the reduction elsewhere (eg in neighbourhood out of school projects).

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 020 7273 1135
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DfES Strategic Target 12: To ensure sufficient training is available so that all childcare providers can meet the national standards for under eights day care and childminding.

This strategic target originally suggested that we would set specific local targets for the level of qualifications to be achieved by 2004. Instead, we have decided to set a flexible target to allow each local authority with its Partnership to take account of local circumstances. You should set local targets for training to contribute to the national targets. As before you are expected to report on progress towards the local targets for training you have set jointly with your Local Learning and Skills Council. The targets should take account of the qualification requirements of the National Childcare Standards for Under Eights Day Care and Childminding and the training and qualification needs of local childcare providers.

Table 12: Training Levels

		(1)	(2)	(3)	(4)
		Strategic target, March 2004	Milestone target, March 2003	Expected position, March 2003	If applicable, proposed revised strategic target, March 2004
(a)	Number of paid leaders in LEA/EYDCP area	486	448	448	
(b)	Paid leaders with a relevant level 3 or higher level qualification	302	264	264	
(c)	Paid leaders with a relevant level 2 or higher level qualification	486	448	448	
(d)	Number of paid staff (excluding leaders) in LEA/EYDCP area	1675	1417	1417	
(e)	Paid staff (excluding leaders) with a relevant level 3 or higher level qualification	594	506	506	
(f)	Paid staff (excluding leaders) with a relevant level 2 or higher level qualification	1010	860	860	
(g)	Percentage of paid leaders and staff with level 3 or higher level qualification: ((b+e)x100/(a+d))	41.5%	41.3%	41.3%	
(h)	Percentage of paid leaders and staff with level 2 or higher level qualification: ((c+f)x100/(a+d))	69.2%	70.1%	70.1%	
(i)	Number of voluntary staff	63	63	63	

	in LEA/EYDCP area				
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(j)	Voluntary staff (excluding leaders) with a relevant level 3 (or higher level) qualification	4	4	4	
(k)	Voluntary staff (excluding leaders) with a relevant level 2 (or higher level) qualification	13	13	13	

Those with level 3 or higher qualifications should also be counted as having level 2 or higher qualifications.

"Leaders" includes the person in charge and supervisors in full day care sessions, and the person in charge in sessional day care, out of school care and crèches.

"Relevant" qualifications means within early years, childcare and playwork.

Level 2 / 3 qualifications include NVQs and other qualifications at broadly these levels, both from the Qualifications Framework and older qualifications.

a) The Framework of nationally accredited qualifications is on QCA's website at http://www.qca.org.uk/nq/subjects/childcare/early_years.asp and <http://www.qca.org.uk/nq/subjects/childcare/playwork.asp>

b) A 3-page list containing both qualifications from the Framework and some common older qualifications was used in the 2001 Childcare Workforce Surveys. For example the survey of nurseries contains this list (page 72-74 of the published version or from page 76 of the pdf version which is available on <http://www.dfes.gov.uk/childcarecareers/workforce.cfm>

c) A more exhaustive (40-page) list of acceptable qualifications is available on <http://www.dfes.gov.uk/daycare/accept.shtml>

For further information on which level 2 or 3 qualifications count for the purposes of the National Standards contact Dearbhala Giffin (0207 273 5689).

Box 1: Local 2001-04 target and any intermediate milestone targets

Please complete columns 1 and 2 of the table. You may leave this box blank; you need not include descriptive text unless you wish to.

Box 2: Progress to date

Please complete column 3 of the table. If you do not have this information from all settings, you may need to estimate progress for all settings on the basis of the sample information available to you – if this is the case, please give an indication of the size of sample on which your estimate is based. If you set milestones for March 2003 which you do not expect to meet, please identify any reasons for slippage.

The EYDCP received an award for Training achievements from the 'Partners In Excellence Awards' in December 2002/3.

The Quality Development Sub-group has been involved in the planning of activities in this area. A new Training Officer for Under Fives was appointed in September 2002 and a Training Officer for Over Fives in October (and will commence in January 2002). A complimentary workplan is being developed for both these posts. A joint Training Directory is being compiled for all childcare and out of school practitioners in the borough (0 – 14/16 years) and a Childminding Training Directory is being developed.

Courses run have included for example: Emergency First Aid, Introduction to Child Protection, Health Matters in Early Years, Early Learning Goals and Promoting Equality, HIV/Aids Conference, Meeting the Emotional Need of Boys and others.

The EYDCP has been unsuccessful in securing funding from the local Learning and Skills Council. The DfES is currently intervening on behalf of the Central London Partnerships to help build a relationship between them and their training providers. Training targets will be agreed once the relationship has been established.

The availability of underspend is being investigated, which can be used before March 2003 to support the Bursary Fund, and which provides funding for practitioners to work towards qualification and attend training.

Funding to Lambeth College has enabled an Assessor Course and NVQ 2 & 3 courses to be run in 2002/3.

The funding Unblocking Barriers Training has been secured and is being used to part-fund two NVQ courses at Southwark College (NVQ 2 & 3) for up to 20 students on each; 2 DCP and 6 ICP courses at Southwark College and the Bursary Scheme, run by Southwark Education and Training Advice for Adults (SETAA). The Bursary Fund has helped over 137 practitioners (92 in 2001/2 and 45 to date in 2002/03) who were mainly Early Years practitioners (90%). For example some have attended the NVQ in Early Years and Education run by Southwark College. The impact of the fund is being evaluated at various stages (in April and July 2003). Four 'Making Choices' courses are also being funded and will be run before March 2003.

All courses receiving ESF funding will be monitored according to the requirements of ESF Guidance and the EYDCP is working with the DfES consultants, Moores Stephens to ensure this.

SCEAC, the Southwark Childcare and Education Assessment Centre, continues to monitor the progress of the development of the Early Years and Playwork Assessment Centres in Southwark and to review the work of the Assessment Centre. Southwark College is also developing an Assessment Centre for Playwork (to be in place by mid-2003) and further NVQ Assessors Courses will be commissioned. Regular advertisements for assessors have been put in local and national press.

The audit (November 2002) will provide information on the current level of qualifications and training in the borough to help the Partnership plan new courses and training opportunities.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target.

The Partnership will monitor the uptake of courses and plan further courses depending on the funding received from the LSC. The Unblocking Barriers to Training funding will be used to support both Early Years and Playwork until March 2004 and further courses including e.g. Assessor Training.

SCEAC will be reviewing the role of all Assessment Centres in the borough and how they may work better together e.g. networking and to increase numbers of assessors and share good practice. All Assessment Centres will be encouraged to network and share good practice.

The under and over fives Training Officers will work together to support the sectors across the age ranges 0 – 14/16 years. Following on from the audit of providers, workforce data

will be analysed and imputed on to the new Foundation Solutions database. This will be used to track individual's progress whether they work in the voluntary or statutory sectors. Training Officers will be able to map training needs e.g. behaviour management and create courses relevant to these needs e.g. men in childcare network. A charging policy will be introduced and local training providers will be encouraged and supported to accredit their childcare courses by QCA.

The Training Officers will run provider meetings where practitioners from the voluntary, private and statutory sectors can come together to discuss career opportunities, training needs and to input into the structure and quality of courses. The Training Officers will be required to monitor courses, evaluate their impact and quality control the training providers e.g. develop a Code of Practice. They will also be encouraged to target particular sectors according to need and be required to report back to the Quality and Development Sub-group.

Methods of course delivery will also be reviewed – colleges versus private sector training providers, weekday versus weekend. A 'Careers Pathway' Conference is planned for Spring Term 2003.

A further 2 DCP and 6 ICP childminding courses will be run. 1 ECP course will be set up. A First Aid and Child Protection Course for the existing group of ICP course childminders will be provided. SCMA and Early Years will provide workshops on a termly basis for childminders that relate to the National Standards. Two hour workshops will be run for childcare providers who registered before the transition to OFSTED (Sept 2001) to ensure that they fully understand the National Standards on e.g. environmental health and to ensure good practice across sectors.

The Bursary Fund is being evaluated and it is expected that it may influence who will be future beneficiaries. The current beneficiaries (90% being from Early Years settings) are being tracked by SETAA.

Box 4: If applicable, proposed revised strategic target.

There will be no revision of the proposed target at this stage, although with the implementation of the training database and the information from the fuller OFSTED Reports planned for 2003/4, more detailed evidence of workforce qualification will be available to help the EYDCP plan and develop strategy.

Only to be completed should you wish to propose a higher or lower 2004 target than that in box 1; if so, please complete column 4 of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation).

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DfES Strategic Target 13: To ensure that all practitioners delivering Foundation Stage education as part of their EYDC Plans have access to an average of 4 days relevant training and development per year, by 2004.

Table 13: Foundation Stage training

This table asks for information collected last year through section E of the 2001-02 audit.

		(1) Strategic target, 2003- 04	(2) Milestone target, 2002- 03	(3) Expected position, 2002-03	(4) If applicable, proposed revised strategic target, 2003-04
(a)	Total number of practitioners in the maintained sector delivering funded early education	455	1112	451	
(b)	Total number of practitioners in the private, voluntary and independent sector delivering funded early education	270	762	267	
(c)	Total number of practitioners (a+b)	725	1874	718	
(d)	(i) Number of places at training days offered to maintained sector staff only	tbc	3120	1314	
	(ii) Number of places at training days offered to non maintained sector staff only	tbc	2168	805	
	(iii) Number of places at training days offered to all staff	0	0	0	
	(iv) Number of places at training days offered in total (i+ii+iii)	2900	5288	2119	
(e)	Average days offered per practitioner (d(iv)÷c)	4	2.82	2.95	
(f)	Total number of practitioners in the maintained sector delivering funded early education attending training	tbc]]]]]]]] 1490	
(g)	Total number of practitioners in the private, voluntary and independent sector delivering funded early education attending training.	tbc]]]]]]]]	

Box 1: Local 2001-04 target and any intermediate milestone targets

Please complete columns 1 and 2 of the table. You may leave this box blank; you need not include descriptive text unless you wish to.

No milestone target was set for 02/03.

Box 2: Progress to date

Please complete column 3 of the table. If you set milestones for 2002-03 which you do not expect to meet, please identify any reasons for slippage.

As there has not been a Qualified Teacher in post since September 2002 the capacity to deliver has been reduced. In 2001/2 1.22 training days were delivered, increasing to 2.82 days per person in 2002/3 (5,288 training days for 1,874 practitioners). 1490 practitioners have attended training across both the maintained and non-maintained settings. A charging policy is being introduced to ensure better attendance. The LEA does not have data on who has attended or not from either sectors although actual figures are being researched now for ESF purposes and will be available from now on. This is being reviewed in light of the installation of Foundation Solutions.

The number of practitioners 1874 was a guestimate last year and this year's expected position is more accurate and based on a more thorough audit of settings.

The target of 4 days per person to 2003/4 stills stands. There has been a review of the Training Directory and courses run and Foundation Solutions software has been installed. From January 2003 there will be 2 Early Years Teachers in post, one full-time and one 0.6.

The courses that have been run by the Advisory Teacher included: Children developing as writers, the importance of high quality interaction, Science in the Early Years, Young children learning through ICT, Early learning goals and promoting equality, Promoting Creativity in the Foundation Stage. The attendance rate was 66%.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities for training. Indicate whether you identified the needs of your practitioners by questionnaires; meetings; feedback from training; or other means (please specify briefly). Please describe the actions you are taking or will take to meet these needs.

KEY PRIORITIES:

The current average number of training days 2.82 will rise to the target 4 days per practitioner by March 2004. The established curriculum training programme will continue to be developed as well as the introduction of other new relevant courses.

With the installation of Foundation Solutions Training database, Early Years staff are now able to input baseline data which will be regularly updated. The annual audit will continue to be undertaken. Individual practitioners will be tracked via the database from year to year and analysis will identify what training has been undertaken by whom and when. This will aid the strategic planning of courses. Training will be evaluated using the system and with feedback from practitioners, courses can be modified and the use of tutors reviewed.

The Training Directory has been designed to aid practitioners who are working towards the Southwark Kitemark and good practice guidelines are being produced. All new courses will be advertised through the Southwark Childcare First's 'Vacancy Bulletin'.

Training for practitioners working with 0 – 3 year olds will be established. This will include risk assessment, curriculum, child development (across the age ranges) and the Early

Learning Goals.

From Inspection Visits, staff from WS Atkins have identified the need to improve the quality of teaching and learning reception classes, the use of assessment to inform planning, and language, literacy and communication. Every Reception Class teacher and Headteacher will be targeted for training in relation to the new National Baseline Assessment scheme (Foundation Stage Profile).

With the development of the new OFSTED Inspection Framework for private and voluntary settings there will be a need to provide a range of courses focussed on leadership and management.

Box 4: If applicable, proposed revised strategic target

There will be no revision of the proposed target.

Only to be completed should you wish to propose a higher or lower 2004 target than that in box 1; if so, please complete column 4 of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation).

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DfES Strategic Target 14: To ensure that, by 2004, all settings that deliver a Foundation Stage curriculum have access to the input and advice from a QTS teacher. The target ratio for involvement is 1 teacher to every 10 non-maintained settings, by 2004.

Table 14: QTS teacher input to non-maintained settings

		(1) Strategic target, March 2004	(2) Milestone target, March 2003	(3) Expected position, March 2003	(4) If applicable, proposed revised strategic target, March 2004
(a)	Number of private, voluntary and independent settings delivering Foundation Stage	100	98	98	
(b)	Number of full-time QTS teachers involved in supporting private, voluntary and independent settings.	10	2	1	
(c)	Number of part-time QTS teachers involved in supporting private, voluntary and independent settings	0	0.5	0.5	
(d)	Number of private,				

voluntary and independent settings per QTS teacher ((b+c)/a)	1:10	1:39	1:65	
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Box 1: Local 2001-04 target and any intermediate milestones/targets

Please complete columns 1 and 2 of the table. You may leave this box blank; you need not include descriptive text unless you wish to.

Box 2: Progress to date

Please complete column 3 of the table. If you set milestones for March 2003 which you do not expect to meet, please identify the main reasons for slippage.

The ratio of 1:10 QTS teacher input to non-maintained settings will not be achieved by March 2003. Progress has been slow in gaining QTS support for non-maintained settings even with partnership working between WS Atkins, Early Years and the EYDCP. There is currently one Early Years Advisory Teacher who works in both maintained and private and voluntary settings. Specialist Teachers to work specifically with the non-maintained sector have not yet been appointed. Adverts were placed in the national press but the response has been poor. Interviews took place in December 2002 an appointment could not be made. A further round of interviews are planned to recruit to these posts in February 2003 and Spring 2003.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target. This will be particularly important where you are seeking to regain slippage in earlier years, or where you expect to achieve in 2003-04 a large proportion of your March 2004 strategic target.

The Partnership has submitted a Growth Bid (Committed Budget) to the Local Education Authority (LEA) which outlines the projected expenditure from SSA required to deliver the Strategic Plan 01/04 targets and particularly in the year 2003/4. This is regarded as 'high priority' by the LEA. The Partnership and Early Years Department are considering what contingency maybe required should the bid be unsuccessful.

Funding is required for a further 7.5 additional qualified teachers. Recruitment to these posts is dependent on the receipt of the Growth Bid. One of these teachers is a Senior Post with management responsibilities. The ratio of 1:10 QTS teacher input to non-maintained settings will only be achieved if the funding is forthcoming and posts are successfully recruited to. Further advertisements will be placed in the national press in Spring Term 2003, with a view to appointment in the Summer Term 2003.

It is proposed to affiliate the specialist teachers to nursery schools. This will use the expertise within them to effectively produce the necessary guidance and support to the teacher. Line management of the specialist teachers will need to be clarified.

The Qualified Teachers will work closely with the Pre-School Learning Alliance's Development Workers and the SENCOs (Early Intervention Officers) in order to develop a consistent approach to support and training.

QTS will focus on:

**Preparation for OFSTED Inspections
Help with OFSTED Action Plans
Curriculum planning using the Early Learning Goals**

Observation, assessment and Record Keeping in the context of Southwark's Progress File and Record of Achievement and Southwark's Pre-School Alliance Progress File. There will also be support for settings with Baseline Assessment using the Foundation Stage Profile.

**Leadership and Management.
Development of Kitemark (Southwark's Quality Assurance Scheme)
Classroom management and organisation
Managing Children's behaviour
Support for children with SEN and EAL
Monitoring the quality of teaching and learning**

Cluster Groups will be used to share resources and provide training for all early years practitioners within each locality. At least one QTS teacher will attend meetings along with an Early Years Advisory Teacher.

The Foundation Stage Improvement Programme identifies settings for support according to the following criteria:

Settings which have been identified as failing an OFSTED Inspection.

Settings that have had 1 – 2 year inspection for the third time.

Settings which are on a 1 – 2 year cycle.

Settings where there is weak leadership and management.

Settings where the leader or manager has left.

Settings are placed on the Foundation Stage Improvement Categories which has been devised by WS Atkins and Early Years. The categories are: Category 1: Self-improving settings, Category 2: Light Touch Settings, Category 3: Settings causing some concern, Category 4: Settings with serious weaknesses identified by OFSTED/LEA and the EYDCP monitoring and Category 5: Settings identified by OFSTED as failing.

Settings are supported in inverse proportion to success. This system mirrors the maintained sector School Improvement Programme.

Adjustments will be made to the criteria in light of the new Combined Inspection categories.

Box 4: If applicable, proposed revised strategic target

There will be no revision of the proposed target although this may have to be revised if the Growth Bid is not allocated to the Partnership by the authority.

Only to be completed should you wish to propose a higher or lower 2004 target than that in box 1; if so, please complete column 4 of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation).

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DfES Strategic Target 16: To ensure that at least 40% of providers nationally have been accredited by a quality assurance scheme by 2004.

Table 16: Accredited providers

		(1)	(2)	(3)	(4)	(5)	(6)
	Type of provision	Strategic target percent to be accredited, March 2004	Milestone target percent to be accredited, March 2003	Estimated number of registered settings, March 2003	Estimated number of settings accredited, March 2003	Estimated number of settings undertaking a QA scheme but not yet accredited, March 2003	If applicable, proposed revised strategic target percent to be accredited, March 2004
(a)	Childminders	40%	5%	400	0	5	
(b)	Full day care			80	0	21	
(c)	Playgroups/ Crèches			57	0	1	
(d)	Out of school clubs			122	0	5	
(e)	All settings (a+b+c+d)			659	0	32	

Other settings involved in the Quality Assurance pilot 02/03 included 1 nursery school and 1 nursery class which gives a total of 34 settings (including 32 childcare settings).

Box 1: Local 2001-04 target and any intermediate milestone targets

Please complete cells 1e and 2e of the table. You may leave this box blank; you need not include descriptive text unless you wish to.

Box 2: Progress to date

Please complete columns 3, 4 and 5 of the table. If you set milestones for 2002-03 which you do not expect to meet, please identify the main reasons for slippage.

In March 2003, there are expected to be: 400 childminders, 80 full daycare, 57 playgroups/creches and 122 out of school clubs, 659 in total.

The Quality Assurance Programme is in place with 32 childcare providers participating in the Year 1 Pilot and an additional two school sites. This includes: 1 nursery school, 1 nursery class, 1 pre-school, 5 out of school clubs, 5 childminders, 17 nurseries and 4 Early Years Centres (21 full daycare settings). Settings on average are taking three months to complete a module.

A Quality Assurance Co-ordinator was recruited in April 2002 to manage the programme. Four staff members have been trained as mentors/verifiers including a staff member from Southwark Childminding Association who is mentoring childminders from the Association.

All settings are working towards their first module of which 5 will be put forward for verification by March 2003. The total number of registered settings is 659. The expected target by March 2003 was 5% (of an original target of 10%) which has been met in essence, in that 32 childcare settings are working towards accreditation in 2002/3.

The expected target to March 2004 is therefore 263 providers which will not be met.

Southwark Childcare First's original target for 2004 was 10% i.e. 65 providers which would have been met. The EYDCP, however was instructed in 2002 by the DfES to change the target to 40%.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities for 2003-04, and the actions you will take to achieve them. In assessing your plan, we will assess how appropriate your proposed actions are likely to be as a means of working towards your strategic target. This will be particularly important where you are seeking to regain slippage from earlier years, or where you expect to achieve a large proportion of your March 2004 strategic target in 2003-04.

KEY PRIORITIES:

The Quality Assurance Programme will be extended to include a further 20 childcare providers across the sectors by March 2004. A further 1.5 mentors/verifiers will be recruited and trained. The Quality Assurance Programme will be put forward for Accreditation under the 'Investors in Children' national programme.

The CIS will advise enquirers on which childcare providers are working towards Quality Assurance in the borough.

Box 4: If applicable, proposed revised strategic target

There will be no revision of the proposed target.

Only to be completed should you wish to propose a higher or lower 2004 target than that in cell 1e; if so, please complete cell 6e of the table. If you wish to propose a lower target, please explain the reasons for the proposed reduction (you may refer us to box 2 if that already contains the explanation).

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DfES Strategic Goal 5/Target 17: To ensure that 94% of early years settings, inspected by Ofsted, are making satisfactory or better progress in delivering the Early Learning Goals, by September 2004.

We shall obtain information direct from OFSTED to ascertain progress on this goal/target. Your plan should focus on action you have taken and will take to help weaker settings and new settings deliver the Early Learning Goals.

Box 1: Local 2001-04 goal/target and any intermediate milestone targets

Please leave this box blank.

Box 2: Progress to date

Please list actions you have taken to support weaker and new settings, and assess the impact of your support.

A Foundation Stage Improvement Programme has been developed in line with the LEA's School Improvement Programme which supports settings according to the level of identified need. All settings have been placed in the appropriate category within the programme.

There are five categories ranging from 1 to 5. Category 1 relates to Self-Improving settings, Category 2 for Light Touch Settings, Category 3 for Settings Causing Some Concern, Category 4 Settings Identified with Serious Weaknesses, identified by OFSTED or LEA/Partnership Monitoring and Category 5 for Settings Identified by OFSTED as Failing.

Criteria for each category is clear and relates to the areas of attainment and progress, curriculum, teaching and learning, ethos and support for pupils and resources, leadership and management. The outcome of level of needs will be fed back to the Quality Development Subgroup. This programme of support was presented at Partnership and was discussed fully with the PSLA.

Pre-school Learning Alliance Development Workers and Early Years Advisory Teachers have been targeting support to weaker and new settings. This is a new programme and has only been in place since September 2002. It is therefore too early to assess the impact of the support.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them, in terms of identifying weaker settings and supporting weaker and new settings. In assessing your plan, we will assess how appropriate your proposed actions are likely to be as a means of working towards the strategic goal/target.

KEY PRIORITIES:

The key priority will be to ensure that by January 2004, 92% of all settings will have had the equivalent of a 2 – 4 year inspection outcome. New settings once they are registered will be visited to undertake an initial assessment of need and weaker settings will continue to receive support in relation to need. There may need to be some adjustment to this target in light of the new Combined Inspections which will have a quality judgement on a four point scale.

Adverts will continue to be placed for a Senior Early Years Specialist Teacher and Specialist Early Years Teachers to support settings. At present one Early Years Advisory Teacher supports settings in both the maintained and private and voluntary sectors. The Early Years Advisor will also undertake monitoring visits and identify settings in most need of support.

Specific training will be targeted to both individual and groups of settings in order to address the identified weaknesses. This will be a mixture of courses and support within settings, cluster group meetings and networks.

The hardest to reach groups for training are Private Day Nurseries where long hours often prohibit staff from attending training. Alternative arrangements will be sought, for example, evening and weekend training with a creche provided.

Box 4: If applicable, proposed revised strategic goal/target.

There will be no revision of the proposed targets.

Please leave this box blank.

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DfES Strategic Target 19: To put in place a network of area SENCOs, with a target ratio of 1 area SENCO to 20 non-maintained settings delivering funded early education, by 2004.

Table 19: Area SENCOs

		(1)	(2)	(3)	(4)	(5)
		Strategic target, March 2004	Milestone target, March 2003	Actual, April 2001	Expected actual, March 2003	If applicable, proposed revised strategic target, March 2004
(a)	Number of non-maintained settings	100	98		98	
(b)	Number of full time equivalent area SENCOs	5	3		3	
(c)	Number of settings per area SENCO (a/b)	1:20	1:33		1:33	

Box 1: Local 2001-04 target and any intermediate milestone targets

Please re-state your local strategic target for March 2004 and milestone target for March 2003 in columns 1 and 2 of the table. Should your strategic or milestone target have changed, and you reported the change in your 2002-03 Implementation Plan, please use the revised targets. Please leave this box blank unless you wish to add descriptive text.

Box 2: Progress to date

Please record your starting point in April 2001 and the progress you anticipate making by March 2003 by completing columns 3 and 4 of the table. If you set milestones for March 2003 which you do not expect to meet please identify any reasons for slippage.

Two Early Intervention Officers (SENCO equivalent) commenced employment in April 2002 and began a programme of work with 98 non-maintained settings. A third appointment was made in September 2002. The current ratio is therefore 1:33. The Early Intervention Officers have supported and advised non-maintained settings with regard to all aspects of working with children with Special Educational Needs. The Social Inclusion Sub-group has received regular reports from the Early Intervention Officers, including an Annual Report 2002 and has commented on planning for 2003/4.

The Partnership is represented on the local authority Special Needs Forum and links have been established with the School Inclusion Team in WS Atkins. The Partnership continues to work with the PSLA, who have an area SENCO to support pre-schools.

The Over Fives SENCO, based in Sports Development Department has worked with the After School Service to promote inclusive services to all children and has set up two specialist summer schemes piloted in the borough for different age groups and needs. These have proved successful.

Box 3: Key priorities and actions for 2003-04

Please list your key priorities and the actions you will take to achieve them. In assessing your plan, we shall look for evidence of appropriate actions towards your strategic target.

The recruitment of a further two Early Intervention Officers (both with QTS) is planned, funded by a Growth Bid 2003/4 (Committed Budget – high priority). One will have a

Behavioural Management speciality and the other will be an Educational Psychologist. The EYDCP will continue to review the needs of providers in terms of other specialist support and seek funding from a Growth Bid 2003/4.

The Nursery Schools' Strategic Plan for 2003/4 outlines their intention to assist in the improvement of the quality of support for children with special educational needs, to improve the quality of teaching and learning, the quality of planning and assessment and record keeping in line with the new Code of Practice. This will be achieved through monitoring visits by Early Intervention Officers in partnership with the Nursery school staff.

The over fives SENCO has identified, among others, the following areas of work for 2003-4:

- **continue to work with and monitor the 5 NOF funded after school clubs in special schools in the borough**
- **continue to run and oversee the Southwark after school services summer playschemes for children with MLD**
- **launch the 'Manager's Guidance for Developing Services for children with Disabilities'**
- **Initiate training sessions with council and voluntary sector Clubs to ensure all services are inclusive and working within the DDA**

This post will continue to be based in the Early Years, After School and Play Service and be part-funded by the Partnership. All SENCOS will continue to report to the Social Inclusion Sub-Group who will monitor their workplans and reports during the year. The Early Intervention Officers will present their Annual Report in 2003.

Box 4: If applicable, proposed revised strategic target

There will be no revision of the proposed targets.

Only to be completed should you wish to propose a higher local 2004 target than the national strategic target of 1 area SENCO to every 20 non-maintained settings; if so, please complete column 5 of the table.

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