



Haringey Council

NOTICE OF MEETING

Scrutiny Review of Children's Centres

TUESDAY, 26TH FEBRUARY, 2008 at 15:00 HRS - TRIANGLE CHILDREN'S CENTRE, ST ANN'S ROAD N15.

MEMBERS: Councillors Newton (Chair), Engert, and Peacock

AGENDA

1. APOLOGIES FOR ABSENCE (IF ANY)

2. URGENT BUSINESS

The Chair will consider the admission of any late items of business. Where an item is already included on the agenda, it will appear under that item, but new items of urgent business will be dealt with at item 6.

3. DECLARATION OF INTEREST

A member with a personal interest in a matter who attends a meeting of the authority at which the matter is considered must disclose to that meeting the existence and nature of that interest at the commencement of that consideration, or when the interest becomes apparent.

A member with a personal interest in a matter also has a prejudicial interest in that matter if the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice the member's judgment of the public interest **and** if this interest affects their financial position or the financial position of a person or body as described in paragraph 8 of the Code of Conduct **and/or** if it relates to the determining of any approval, consent, licence, permission or registration in relation to them or any person or body described in paragraph 8 of the Code of Conduct

4. TERMS OF REFERENCE (PAGES 1 - 2)

To confirm the scope and terms of reference for the Scrutiny Review of Children's Centres.

5. SCRUTINY REVIEW OF CHILDREN'S CENTRES (PAGES 3 - 34)

To inform Members about the purpose of the Children's centre programme.

6. NEW ITEMS OF URGENT BUSINESS

To consider any new items of business admitted at item 2 above.

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19 February 2008

Agenda item:

Scrutiny Review Panel Children's Centres
on 26 February 2008
Report Title: Scrutiny Review of Children's Centres
Report of: Chair of the Review Panel
Wards(s) affected: ALL
1. Purpose

1.1 To confirm the scope and terms of reference for the Scrutiny Review of Children Centres

2. Recommendations

2.1 That the scope and terms of reference for the review as set out in this report be confirmed

Contact Officer: Carolyn Banks Principal Scrutiny Support Officer, Tel 0208 489 2965

3. Reasons for any change in policy or for new policy development (if applicable)

3.1 N/A

4. Local Government (Access to Information) Act 1985

5.1 There are no background papers relating to this report.

5. The members of this review are Councillors Martin Newton (Chair), Gail Engert and Sheila Peacock.

6. Purpose of the review

The provision of childcare is not just a statutory duty but is one of the key strategies for improving services for all children and young people, their families and communities. One of the priorities in the Council Plan is to, "encourage lifetime, well-being, at home, work, play and learning. A key action for achieving this is by "developing high quality early childhood provision across the borough,

opening 18 Children's Centres by April 2008". It is essential, therefore, to ensure that the Borough is doing all it can to secure sufficient, high quality, sustainable provision which is responsive to the needs of children and their families.

7. Terms of Reference

These were circulated to members and it was informally agreed that this scrutiny exercise be concerned with:-

1. The range and quality of the provision provided at the Council's Children Centres including ancillary issues such as family support, health services etc and the contributions made by users. In particular whether this provision will enable "early intervention" and specific action to be taken to narrow the gap in achievement between the lowest achieving children and the rest
2. The manner in which children's centres work with other local providers of childcare
3. The processes for measuring performance including self evaluation.
4. The processes for identifying best practice and ensuring its disseminated elsewhere.

8. The Scrutiny Process

Informal Meeting – to be held at Pembury

Councillors to hold an Open House surgery session for users to talk in confidence about the service.

Meeting 1 to be held at The Triangle

Meeting to consider

a) full report from Children service on the issues referred to in 8 above, the Councils future plans and what is being done to involve disadvantaged families, vulnerable children, people with special needs and hard to reach groups.

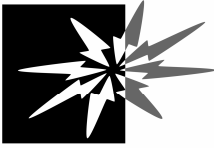
b) views of providers, outreach workers and users.

Head of Park Lane to be invited

Meeting 2 to be held at Campsbourne

Councillors to hold an Open House surgery session for users to talk in confidence about the service.

Meeting with Sharon Shoemith and Department civil servant



Haringey Council
Agenda item:

[No.]

Overview and Scrutiny Committee

On

Report Title: Scrutiny Review of Haringey Children's Centres

Forward Plan reference number (if applicable):

Report of: **Sharon Shoesmith, Director, The Children and Young People's Service,**

Wards(s) affected: **All**

Report for: **Non Key Decision**

1. Purpose

- 1.1 To inform members about how the Children's Centre programme supports the Council's strategy for the development of sufficient, high quality, sustainable early childhood provision which is responsive to the needs of children and their families across the Borough in order to encourage lifetime well being and independent living.

2. Introduction by Cabinet Member

3. Recommendations

Report Authorised by:

Sharon Shoesmith
Director of The Children and Young People's Service

4. Chief Financial Officer Comments

The Director of Finance has been consulted on the contents of this report and has no specific comments to make.

5. Head of Legal Services Comments

6. Local Government (Access to Information) Act 1985

7. Strategic Implications

The Head of Legal Services has been consulted on the content of this report and has not specific comment to make

8. Summary of the Report

Range and quality of provision

- 8.1 Phase One Children's Centres (10 Centres already providing services within the 20% most deprived areas) have been created from our existing childcare and early education provision linked with Local Sure Start programmes: 3 nursery schools (designated as Early Excellence Centres), 4 Under 5's Council run Day Care Centres, 1 private Day Care Nursery and 2 within Primary School sites.
- 8.2 The majority of Phase 2 Centres are being developed within the 30% most deprived wards and all are on Primary School sites. Phase 3 has yet to be decided but is intended to deliver Children's Centre services to all children and families.
- 8.3 The quality of education and childcare services is monitored through Ofsted inspections and LA School Improvement Partner (SIP) visits. The overall quality of these services is judged to be at least satisfactory with the majority being good with various outstanding features. [Appendix 1 Ofsted data base.](#)
- 8.4 The Early Years Quality and Inclusion (EYQ&I) Team work closely with the Centres and their linked settings to support the continuing development of high quality childcare and early education.
- 8.5 The core offer for Children's Centres also includes health, family support and outreach, parental involvement, links with Job Centre Plus and support into training. New processes for monitoring and judging these services are being developed with our colleagues from the Primary Care Trust and Children and Families.
- 8.6 Within Haringey we have undertaken and lead a national training programme for integrated centre leaders (The National Professional Qualification for Integrated Centre Leadership) which is supporting the development of high quality leaders in Children's Centres. So far six Heads of Centre are on the course or have already achieved the qualification.
- 8.7 A structure has been created to enable the Centres to provide universal education and health services plus childcare. Outreach and family support is targeted towards those identified as needing it. The range and focus of much of the Children's Centre services, currently on offer, are intended to provide the means for early identification of need, providing improved access to targeted support and intervention. Work on identifying and reaching those families who do not access our services is on going. An example of this is national Parents as Partners in Early Learning initiative, which was closely aligned with Children's

Centres and intended to work creatively to develop parental understanding of early learning, improve parental confidence and engagement. Work has begun to develop an Outreach strategy that would encompass the work of others within the Children & Young People's directorate.

- 8.8 The involvement of parents and the community has been part of the Sure Start Local programmes and Early Excellence Centres and is now being further developed as part of the consultation process within in each Children's Centre cluster or network.
- 8.9 Partnership working with the Job Centre Plus is proving beneficial in encouraging parents into training and employment. [See Appendix 1 for Strategy document](#)
- 8.10 Early intervention is a key part of the work and sits within developed and developing structures. Places for children with special educational needs and those for children in need are allocated and managed through the Early Childhood Network Panel (ECNP), which is a multi professional panel of all key partners such as education, health and children and families. Children are placed in the Phase 1 Children's Centres or Private, Voluntary and Independent (PVI) settings as appropriate. The Early Years Quality and Inclusion team or Family Support Workers support the settings, children and families linking with other key services as necessary. Support is provided for those children with special educational needs, identified through the ECNP, as they move into school.
- 8.11 The outcomes of the Early Years Foundation Stage assessment process for all children (the Foundation Stage Profile) carried out during children's Reception Year in school are analysed and will be used with Centres to track achievement. Programmes are in place to improve out comes for all children but especially those with the lowest 20% results. A comprehensive action plan has been created for the Early Years Outcomes Duty (EYOD) of improving outcomes for all and narrowing the gap in achievement, which is regularly reviewed with the Regional Advisor for the Foundation Stage. The results for 2007 showed improvement for all children at the end of the Foundation stage and a narrowing of the gap in achievement. Our national set local targets were exceeded. [See Appendix 1 for EYOD Action plan and targets.](#)

Work with other local providers

- 8.12 All Children's Centres have a duty to link with other providers of childcare. Within each Children's Centre cluster PVI settings are identified. However the quality of those settings varies. Work to collaborate with and support those settings needing to improve is co-ordinated through a structured process lead by the Early Years Quality and Inclusion Team. Network meetings are held once a term when all providers can meet to share information, good practice and issues that affect them.
- 8.13 Support and training for settings to improve provision is provided through a structure outlined in part 3 below.

- 8.14 Representatives from the Children's Centres attend the Early Childhood Forum which is made up of providers across the sector.

The processes for measuring performance

- 8.15 Children's Centres have to meet nationally and locally set performance indicators. A process for annual self-evaluation is being created based upon those already used for schools and Private, Voluntary and Independent providers within Haringey. The national Children's Centre pro-forma self evaluation document is being adapted for use in Haringey with the addition of local performance indicators and a summary sheet that Centres can use to check they have fully completed the process.
- 8.16 All stakeholders are consulted about the quality and accessibility of the services provided and what should be added. Data is collected on the numbers of families reached by those working within and from the Centre, which is analysed to show who accesses services and who is not being reached.
- 8.17 Early discussions are underway to incorporate Children's Centres within an overall strategy for Performance management across the directorate.
- 8.18 The quality of teaching and the progress of children is assessed and judged. The SIP has been supporting Centres to analyse this data in order to identify those groups or individuals who are likely to make less or better progress than their peers, particularly in those Centres which have been schools. Children's Centre Improvement Partners are being created and trained to develop the role across all Centres.
- 8.19 Information for different self evaluation forms required by Ofsted and The Children's Centre national programme is being collated and work is being carried out to review how duplication can be avoided.
- 8.20 Setting Review Group (SRG) Meetings are held by the EYQ&I team once a term to identify the needs of all settings and prioritise and target support and training. All officers working within a network are expected to attend including representatives from the Children's Centres.

Processes for identifying and disseminating best practice.

- 8.21 Best practice is shared and disseminated through the regular Network, SRG and Children's Centre Manager's meetings and also the Early Childhood Network Forum
- 8.22 The Haringey Early Years annual conference is planned to ensure that both local and national best practice can be disseminated. The Conference for 2008 (March 28th in the Haringey Professional Development Centre) is focussed on involving parents with early learning.
- 8.23 Best practice from within Haringey is shared at national level through the NPQICL training programme and at national conferences and events where we have been asked to present evaluations of programmes run within Haringey, such as 'Parents as Partners in Early Learning' (PPEL). Regular meetings with the

Regional Advisor for the Early Years Foundation Stage and the Regional Co-ordinator for the Children's Centre programme provides the DCSF with information about our work in Haringey, which can influence national developments.

9. Equalities Implications

9.1 The attainment of all groups is monitored in the Children and Young People's Service and information provided at school level ensures that the progress of all pupils is monitored closely. The Haringey data includes detailed analysis of the performance of all ethnic groups, the largest groups being African, African Caribbean, Turkish, Kurdish and White British.

9.2 The report also provides a detailed analysis at each key stage by gender, looked after children, free school meals, as well as high attaining and low attaining pupils. The data that underpins the analysis is included in the tables at the end of the report.

10 Consultation

11 Background

12 Conclusion

13 Use of Appendices

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Employment Strategy for Children & Young People Service – Childrens Centres

1. Introduction

Living in a household where nobody is working is a significant indicator of poor outcomes for children. Research shows that they are less likely to achieve their potential. Employment helps lift families from poverty. It also has a positive effect on children's mental health, behaviour, social integration and educational performance.

Children's Centres are well placed to contribute to the employability agenda and achieving the Every Child Matters outcome of achieving economic well-being by helping to reach key government agendas such as

- a) increasing the take up of formal childcare by lower income families by 50%
- b) helping 70% of lone parents back to work and halving child poverty by 2010
- c) improving the literacy, numeracy and language skills of 1.5 million adults by 2007 and a further 750,000 by 2010

The percentage of children living in workless households is also likely to be an indicator in the new performance management framework for children's outcomes.

2. Children's Centres – the core offer

There are a wide range of employment related services that children's centres will be able to provide to parents. These will include opportunities to promote parents interest in improving work related skills – essential skills such as literacy, language, numeracy and IT which are vital to securing sustainable, well paid employment.

Once parents have found work, they may continue to struggle to manage their finances, their children may continue to live in poverty – children's centres should consider providing financial education to parents as part of their support services.

3. Partnership work with other agencies

The success of children's centres employability provision will depend on the quality of their collaboration with local agencies and partners, such as Jobcentre Plus, Welfare to Work Employment Zone providers, local education & training providers, Learning & Skills Council and the local Authority's Adult Education Service.

All children's centres should have effective links with Jobcentre Plus to encourage and support parents & carers wishing to consider training or employment. Haringey is currently piloting a JC+ programme specifically focused towards supporting lone parents into employment or training

Broadwater Farm Children's Centre is the first to pilot a "Job Point" in partnership with Jobcentre Plus. This service was officially launched on November 1st 2006 as yet it is not being monitored it is therefore impossible to prove the success or otherwise. Other Boroughs have placed the "Job Points" and "Warm Phones" within CIS offices rather than children's centres – this is to be researched.

In Haringey we are fortunate to have extra support through the Welfare to Work Employment Zone providers such as Reed in Partnership, Working Links and Work Directions. These agencies are specifically commissioned to work with hard to help groups such as Lone Parents, BME and those on incapacity benefits

Discovery is a programme funded by Job centre specifically to engage and support Lone Parents living in Haringey who are not accessing (or have not accessed for the last 26 weeks) any of the mainstream programmes i.e. JCP and the Employment Zone provision. The programme provides workshops, support and advice with the objective of helping parents eventually find employment. Childrens centres are a source of outreach for this programme and can be used for the delivery.

In work benefit advice surgeries, "better off calculations" and specialist advice on work for people looking for employment are all areas that should be provided within the children's centres. Job fairs, recruitment events, local employment initiatives can all be promoted and held in the centres.

4. Local projects

Each children's centre is unique in its delivery status. Those centres that have been integrated in with a Sure Start programme may already have an employment strategy in place. Whilst some are starting from scratch and need extensive support. Centres such as Park Lane are already working with local residents and are working in partnership with Neighbourhood Management & JUNP.

However, centres such as Stroud Green and Noel Park are at the starting blocks and need to implement programmes depending on the requirements of the community.

A survey / questionnaire has been distributed throughout Noel Park asking the residents to identify what support they require before they can start looking for training or employment. The results of this piece of work will be released in December 2006 at which time Neighbourhood Management & Noel Park Children's Centre will source provision to match the requirements.

Local Job Clubs have been set up at Noel Park Childrens Centre, Woodlands Childrens Centre & Stroud Green Childrens Centre. These are informal drop in's allowing parents to talk confidentially to professionals about benefits, training opportunities, employment routes etc.

Putting Parents First is a local programme written by Work Directions, the focus is to engage with unemployed parents, confidence building, self esteem and motivation. Preparing the parents to start their career or training options. This has been run in two centres to date Broadwater Farm & Woodlands

5. Links with Employers

There are mutual benefits in developing links with local employers. Children's centres can help employers fill vacancies by hosting or arranging courses which develop job related skills, arranging interviews and hosting recruitment fairs.

A Recruitment Fair was recently run at West Green Learning centre, the employer was London Borough of Haringey Children Services it attracted 176 people attended

6. Neighbourhood Management

The Council Neighbourhood Management team provides a local focus on renewal initiatives in the priority neighbourhoods identified in the Neighbourhood Renewal Strategy - Wood Green Town Centre, Central Tottenham & Seven Sisters, Northumberland Park, White Hart Lane, Bruce Grove / Tottenham Hale.

Locally we are able to work in partnership, linking centres with the economic regeneration projects and programmes. Noel Park and Park Lane are prime examples of how we are working successfully together. A recent coffee morning held in partnership with Neighbourhood management, JC+ and Park Lane Childrens Centre attracted over 100 Lone Parents.

7. Haringey Employment Partnership

The Haringey Employment Partnership (HEP) is part of the Haringey Strategic Partnership. It ensures that the growing population within Haringey has the skills and training necessary to secure employment in the wider London economy combined with the transport infrastructure to access those jobs. Members of the HEP include – Haringey Council, JC+, Urban Futures, Haringey Teaching PCT, London Development Agency, Learning & Skills Council

HEP also actively promote Haringey as a borough with a lot to offer employers, residents and visitors

8. Regeneration

Urban Futures is the regeneration agency used for North London. It is not part of the Council but is used by Haringey Council, other local authorities and the London Development Agency to manage the delivery of specific regeneration programmes. Their remit includes promoting economic and social regeneration to help people within the most deprived areas of the Upper Lea Valley Region

The “Employ ULV” project aims to provide a flexible, innovative, co-ordinated approach to the labour market intervention in the Upper Lea Valley (ULV) which encompasses the boroughs of Enfield, Haringey and Waltham Forest.

Broadwater Farm Childrens Centre recently hosted a Stansted Airport recruitment day in partnership with Urban Futures. The event offered opportunities to work at the airport complete with benefits package and full training. We attracted over 70 local residents.

Urban Futures is responsible for bringing together key players to deliver the service, acting as the interface between training organisations, government agencies and departments, employers and unemployed residents.

9. Overcoming barriers to work

Workless people face a number of barriers to work. These can cause problems even where job opportunities are there and the individuals themselves would have a good chance of getting a job. They include:

- Responsibilities for caring for children or other family members.
- The cost of transport or difficulty in getting to where a job might be available.
- The cost of travelling to interviews or of the right sort of clothing for interviews.
- Paying for equipment or clothing needed for particular types of work.
- The cost of training or education courses.

Ideas on how children’s centres can offer help to parents overcome some of these barriers include:

- Job clubs for parents to meet other people in the same situation whilst gaining advice from professionals
- Introducing parents to providers who can provide funding for travelling to work, suitable interview clothes, training in CV writing and interview techniques
- Provide advice on suitable, affordable childcare in the Borough
- Offer benefit advice, showing examples of how parents would be financially better off in work than living on benefits

10. Children's Information Service

Whilst we can work with the parents encouraging them to seek employment, we need to be able to support any childcare barriers and concerns they may have

The CIS provide:

- A database for parents accessing childcare & related issues.
- Recruitment of new childminders through regular info' sessions
- Registration applications, national standard guidance, training info.
- Start up grant for new childminders
- Offer good quality, on going administrative advice for new and established childminders to enable their continued registration
- Links to other support organisations

The CIS database allows the public to access info' on childminding vacancies. There is no differentiation between those childminders with inadequate inspection outcomes and those judged satisfactory.

11. To summarise

The Children's Centres are an effective source for providing information and support for workless families and lone parents. Through good working relationships with Jobcentre Plus, Welfare To Work agencies and local programmes the centres can offer a range of excellent services matching the core offer required.

Schools and Community Centres are also a source of engagement and outreach, even if these are not a satellite to a children centre they should still be included in the offer to ensure we are engaging with attracting maximum groups of parents.

Although the main "hard to help" group we meet are Lone Parents, There are numerous other groups of people living in Haringey. Local knowledge of programmes is essential to ensure we are able to support all unemployed parents off of benefits into employment,

The next government "target group" are those on incapacity benefit, there will be new initiatives and programmes launched within the borough to inform people about this.

The Working Families Information Officer is a key point of information and linking with local partners. The service offers advice on implementing Job Clubs / Surgeries, information sessions, benefits, local programmes etc. As time progresses and the Phase 11 Childrens Centres are launched, the role will increase and may require further resources to ensure we cover the borough effectively.

Provision	Responsibility	Who is accountable for the link	Risk Areas
Childrens Centre	Each centre is responsible for achieving the CC core offer.	The centres can access support through WFIO	Once all centres are open, we may need more than 1 WFIO
Welfare to Work	Reed in Partnership Working Links Work Directions	WFIO will co-ordinate employment support with cc's	The 3 providers work in competition
Benefits / In work support	JC+	WFIO will co-ordinate links with JC+	JC+ are often unable to attend events due to staff shortages
Training Providers	Each cc should determine what training provision is required	Cc's are responsible for sourcing relevant training information for parents	The centres may not be aware of what is available in Haringey
Childrens Information Service	CIS are responsible for holding current data on childcare available	CIS	The data may not be up to date and places are not filled
Neighbourhood Management	WFIO responsible for initial links	WFIO will co-ordinate links with Neighbourhood Management	The employment funding will come to an end and may not be extended
Haringey Employment Partnership HEP	WFIO to link with HEP and attend relevant meetings		
Urban Futures	WFIO to link with Urban Futures & relevant programmes	WFIO	
Learning Skills Council	Training & Workforce dev Team to continue working with LSC	Training & workforce Development Team	Funding issues

Action Plan for raising attainment across the Foundation Stage

Improvement target

1. Supporting self evaluation processes in schools and settings
2. Prioritising LA support to setting and schools
3. Improving CLL development in all schools and settings
4. Developing transition from early years setting/nursery/cc to reception
5. Improving assessment for learning
6. Improving CLLD in identified group of schools through the PNS CLLD programme
7. Developing quality of teaching and learning in FS in targeted schools and developing work within the Make a Big Difference Programme
QUILT programme.

Equality target

1. Training and support to improve outcomes in relation to specific groups identified as achieving less well through FSP data improve
2. Transition programme for children with SEN from EY setting to mainstream to schools
3. Work in targeted specific schools and settings in disadvantaged areas
4. Supporting boys development through conditions for learning (including better outdoor play provision)
5. Improving teaching re EAL children and specific ethnic groups
6. Support for children with SEN
7. Linking with successful strategies already used in primary?? ISP, BPAP, EALP, gypsy Roma Traveller... (or at least information strategies on what works well – I expect these are going on in some of the same schools FS colleagues will be targeting too!)
8. PPEL programme used to develop stronger working partnerships with parents of particular groups who under achieve and improve involvement of parents in their children's early learning generally.

Action	Timeline	Responsibility	Resources	Expected outcome	Evidence of progress (tracked termly)
<p>Improvement target</p> <ul style="list-style-type: none"> Supporting self evaluation processes in schools and settings Prioritising LA support to setting and schools QUILT programme. Support opportunities for the development of management skills and leadership across the sector Provide further opportunities for staff to develop deeper understanding and higher qualifications in early years to improve the quality of the overall workforce Developing transition from early years setting/nursery/cc to reception Improving assessment for learning Improving CLLD in identified group of schools through the PNS CLLD programme 					
<p>1. Haringey self evaluation programme supports settings and schools to evaluate their own practice and develop focused improvement plans</p>	<p>Training sessions Spring 2006 SEF visits start Autumn 2006 Information collected for SR meetings Summer 07</p>	<p>SJ lead for development of materials & training SJ, SAX & JP make SEF visits EYQ&I team all collect & feedback information</p>	<p>Printing costs (GSSG) PVI cover costs for training sessions (GSSG) Team time</p>	<p>Settings are able to accurately self evaluate and create action plans for improvement LA has an accurate view of quality and can plan training to fit needs</p>	<p>Sept 07 All settings have Received training and been visited. Initial action plans have been created Jan 08 Rolling programme of visits continues, will be reviewed in</p>

<p>2. The Haringey self evaluation programme contributes to the on going collection of information including Ofsted inspection outcomes which is used to prioritise LA support and training according to need</p>	<p>Ofsted data bases are up dated termly SEF evaluations are collected NOVAS are shared Annual collection and collation of information summer term 07</p>	<p>EP for PVI's JP for schools Area Advisory teachers All team members including SENCOs RC & AATs</p>	<p>Team time</p>	<p>An accurate picture of the quality of provision across all settings is built up that reflects providers' self evaluation and feeds into the annual training and support programme</p>	<p>summer 08 Termly meetings collect and collate information which feeds into prioritising support to settings Jan 08 review of process will take place in summer term</p>
<p>3. The new protocol for NEG funded providers will ensure that all settings are clear about their responsibilities and what constitutes high quality provision</p>	<p>Draft protocol is shared with all providers and agreed Summer 2006 Protocol is in place alongside new NEG contract 2007</p>	<p>SJ & EP DS</p>	<p>Team time</p>	<p>New protocol and NEG contract ensure that all parties are clear about responsibilities and procedures which supports improvement in quality of provision</p>	<p>September 07 EP and LR have met with new providers alongside Area Advisory Teachers. EP left team, new appointment to be made Jan 08 new appointment made but not in post until Mid Feb. Backlog of new providers</p>

<p>beginning to build. Alternative temporary arrangements being created to fill gap.</p>					<p>4. Run new QA (QUILT) scheme as a pilot to build on SEF process</p>
<p>Nov 07 1st cohort has completed 2 sections of programme. Impressive improvements have led to a 2nd cohort being identified to join the programme Jan 08 QA meeting due to take place at end of Jan</p>	<p>Specific improvements to practice and provision in targeted settings and schools</p>	<p>£50,000 GSSG for resources Team time</p>	<p>EQ&I Team SJ</p>	<p>Train EYQ&I team Spring 07 Start QUILT Autumn 07 Review termly</p>	<p>4. Run new QA (QUILT) scheme as a pilot to build on SEF process</p>
<p>Sept 07 Course not yet started 3rd cohort underway. Heads and Deputies taking part. Haringey leads programme with Greenwich</p>	<p>Development of skills of Managers of PVI's improves quality of provision All Heads of CCs in Haringey have national qualification and are supported in leadership role Development of next</p>	<p>£? Graduate Leader Fund GSSG funding for fees for Heads of Children's Centres</p>	<p>Workforce Development Team Lead Children's Centre Rowland Hill (JV)</p>	<p>NVQ level 4 April 08 NPQICL 1st cohort 05 06, 2nd cohort 06-07, 3rd 07-08 ICIL 1st cohort 06-07</p>	<p>5. a To improve leadership and management across the sector through NVQ Level 4 training for PVI settings and NPQICL for Heads of CC plus ICIL for middle managers</p>

in CCs	2 nd cohort 07-08	Lead Children's Centre Rowland Hill (JV)	GSSG funding for 9 Deputies and senior staff from CCs	group of leaders for CCs	9 practitioners supported to take part in second cohort Jan 08 Haringey selected as one of only two providers to carry the programme over the next 3 years
6.MA in early childhood through midwheb	2007-2008	EYQ&I Team Senior Advisory Teacher JP	£4000 fees to MidWeb for participating teachers	Development of group of highly qualified and skilled staff plus a clear qualification development pathway for teachers	July 2007 1 st cohort started course. Jan 08 funding identified for further cohort in 2008-9
7.Provide support and training in observation and record keeping Develop local Haringey Profile to support assessment	On-going within overall CPD offer Publication summer 07 Roll out Autumn 07 Review Summer 08	EQ&I Team SJ with cross sector working party	£12,000 GSSG for publication Meeting and planning time	Haringey EY Profile created within the structure of the EYFS rolled out to schools and settings within training sessions to ensure proper use.	Sept 07 HEYP published Nov 07 roll out aligned within EYFS training Jan 08 roll out of training on track, further programme being planned
8. Provide training	EQ&I Team training	EQ&I Team	£8000 Standards	All practitioners are	Sept 07 EQ&I team

<p>for all practitioners and briefings for interested in new EYFS</p>	<p>Spring/summer 07 Roll out of training Autumn 07/Spring 08</p>		<p>Fund</p>	<p>trained and ready to use EYFS by Sept 2008 Headteachers, Assessment Co-ordinators, Governors, SIPs, Partners received briefing sessions</p>	<p>received training and planned full training and briefing programme. Nov 07 50% practitioners have received training sessions Briefings provided to Early Childhood Forum, CC Strategy group. Jan 08 training programme on track. National Director EYFS booked to brief Headteachers in March</p>
<p>9. The Foundation Stage Profile is accurately supported, moderated and analysed enabling support and training to be targeted at those</p>	<p>June 30th collection of FSP data July-September data shared with schools August analysis of data by LA September visits to schools with</p>	<p>JP leads programme SJ, SAX plus AG (EMA) and 2 teacher moderators</p>	<p>£9000 cover money to release 2 school moderators and 50% reception teachers for moderation meeting</p>	<p>Year on year moderation will become more consistent and accurate Staff in different key stages will be aware of FSP judgements Analysis of data will</p>	<p>Sept 2007 Results show improvement from last year. Targets met and exceeded Further support to be provided by NAA to improve moderation programme</p>

groups who do not achieve as well as their peers	<p>unexpected or poor results</p> <p>September-October moderators meet to plan for FSP programme and consider implications of data</p> <p>Data shared with Headteachers & SIPs</p> <p>Spring 07 moderation visits 50% schools</p> <p>Moderation meeting 50% schools</p> <p>June FSP data returned to LA</p> <p>Autumn/spring inter LA meetings and visits</p>			enable LA support to be accurately focused on the lowest achieving groups	<p>Jan 08</p> <p>Moderation programme started, visits being made and meeting booked.</p>
10. CLLD programme and	1 st cohort Sept 06 2 nd cohort Sept 07	Resources used to appoint CLLD co-	£50,000 National Strategy	Improved teaching Improved CLL	<p>Sept 07 FSP results in CLL up from last year</p>

<p>CLL training improves teaching in the FS.</p>	<p>Phonic training planned within overall CPD offer for schools and provided for PVI's</p>	<p>ordinator from Literacy team who is experienced in Early Years CH</p>		<p>outcomes at FSP in target schools</p>	<p>in all but 2 target schools 2nd cohort of schools started programme Jan 08 programme on track</p>
<p>1.1. Communicating matters will be run for practitioners in PVI settings linked to schools taking part in the CLLD programme</p>	<p>Autumn term settings identified & contacted & invited to meeting with schools to learn about the CLLD programme and Communicating Matters Spring – summer term 07 1st run of Communicating matters Summer Summer – autumn 2nd run</p>	<p>JP with members of the SLT team</p>	<p>6 days cover for practitioners from Transformation fund</p>	<p>Practitioners become skilled in listening to children and supporting their language development</p>	<p>Sept 2007. Positive feedback from previous cohorts Further training to be provided from the Communicating Matters programme Jan 08 Good take up by practitioners on shortened course further sessions planned</p>

<p>Equality Target</p> <ul style="list-style-type: none"> • Training and support to improve outcomes in relation to specific groups identified as achieving less well through FSP data improve • Developing quality of teaching and learning in FS in targeted schools and developing work within the Make a Big Difference Programme • Transition programme for children with SEN from EY setting to mainstream to schools • Work in targeted specific schools and settings in disadvantaged areas • Improving teaching re EAL children and specific ethnic groups • Support for children with SEN • PPEL programme used to develop stronger working partnerships with parents of particular groups who under achieve and improve involvement of parents in their children's early learning generally. 					
<p>1. A full training programme is in place to develop the understanding and skills of Early Years practitioners based on identified need from the analysis of SEF data, FSP and Ofsted outcomes</p>	<p>Summer term collection of evidence regarding quality of provision Autumn term planning for training programme for following financial year Spring term publish training</p>	<p>SR, SJ, JP, SAX, BJ (Workforce Development Team) plus all members of team plus EMA, ICT, CLL & Numeracy Consultants & Children's Centres</p>	<p>GSSG Standards Fund Transformation Fund LA Core funding</p>	<p>SEF & FSP moderation visits and Ofsted outcomes show improved provision</p>	<p>September 2007. EYFS training and briefing sessions started Analysis of FSP data providing information to plan where to provide training and support for identified schools in MBD programme Jan 08 Outline training</p>

	programme for year				programme put together for 08-09 brochure. New capital funding (2008-11) will need to be underpinned by further training programme and QA
2.Design and deliver a programme of training and support targeted on those schools where achievement measured by the FSP is poor through the MBD programme	Autumn 07 – Spring 08	EQ&I Team with Regional Advisor for the FS	£8000 from Standards Fund	Improved outcomes for children measured by the FSP June 08	<p>Nov 07 1st training session delivered to all 10 identified schools. 50% headteachers attended 1st hour of session 9/10 evaluations positive 1 evaluation being followed up to find out reasons for negative response</p> <p>Jan 08 Training sessions provided and evaluated alongside visits to schools. Further training</p>

	<p>3. Continue the Haringey transition support programme for children with SEN between settings and into reception classes</p>	<p>On-going across the academic year</p>	<p>Inclusion Team SR</p>	<p>SEN funding for 2 team members</p>	<p>Parents are empowered to make positive choices for their children's future schooling. Children with complex SEN are successfully supported into school</p>	<p>planned across the year.</p>
<p>4. A post is developed to lead</p>	<p>Autumn 07 advertising and</p>	<p>Head of EY EQ&I Team</p>	<p>£40,000 GSSG</p>	<p>Improved provision in specific settings</p>	<p>Sept 07 Previous pilot programme has successfully supported children into school where most are able to settle in and achieve. The few who would find a special school placement more suitable are then supported to move there. Jan 08 New children are being identified for support with initial meetings for parents and children in spring term. Gradual withdrawal of support from team from previous cohort</p> <p>Nov 07 Post advertised</p>	

<p>targeted intervention in settings where provision is poor.</p>	<p>recruitment Spring 08 post appointed to and Early Years development Officer is able to co-ordinate and lead interventions Summer 07 Improvements in practice are evident in specific settings</p>	<p>CC</p>		<p>All PVI's judged by Ofsted as at least satisfactory</p>	<p>Jan 08 post appointed to commencing mid Feb 08. Interim arrangements being made to hold work load and address back log.</p>
<p>5, Training and support for EAL and children from ethnic minority groups is embedded within overall CPD offer to all EY practitioners</p>	<p>On going development within annual CPD offer</p>	<p>EQ&I Team with Haringey EAL Team</p>	<p>Standards Fund and GSSG provides cover money for training</p>	<p>All settings are able to address the needs of children with EAL or from ethnic minority groups with improved outcomes at the FSP</p>	<p>Nov 07 Training sessions provided by the EQ&I team with the EAL Advisory Teacher are well attended and have positive evaluations Better links with the Gypsy Roma team EAL Advisory Team work closely with EY Team attending a range of training sessions and National</p>

<p>6. Parents as Partners Programme run in Haringey</p>	<p>Summer 07 – Spring 08</p>	<p>Head of Early Years PPEL Programme Co-ordinator</p>	<p>£250,000 National Funding</p>	<p>Improved involvement of parents in their children's learning Improved outcomes at the FSP for specific groups Improvement sustained by improved understanding and skills of practitioners in working with parents</p>	<p>Conferences EAL Advisory Teacher works as FSP moderator PPEL in place</p>
<p>Sept 07 Co-ordinator in place. Contact made with a range of schools, settings, community groups and parents from identified groups. Training sessions held for practitioners and parents Links made with other community outreach teams Very successful delivery of story telling training for parents and practitioners which will be repeated Jan 08 Story telling sessions so successful that</p>					

					<p>extra ones are being held. Fathers day at Triangle Centre 9th Feb to include a range of workshops and participation events National and local dissemination events booked</p>
<p>7. Haringey develops free places for two year olds from families facing disadvantage.</p>	<p>Spring 06 80 places agreed Providers identified and agreed to take part in scheme Easter 06 1st places allocated September 06 children placed</p>	<p>SR</p>	<p>DfES/Sure Start funding for 80 places once allocated to individual children</p>	<p>Two Year Old Pilot criteria met</p>	<p>1st cohort of two year olds move into NEG places for three year olds Parents provide positive feedback to national conference Further DCFS funding to extend programme from April 08 agreed</p>
<p>8. Pathfinders pilot is developed in Haringey to provide more flexible day-care</p>	<p>Autumn 06 staff identified programme set up All settings contacted and</p>	<p>SAX & MW</p>	<p>DfES funding</p>	<p>Parents are able to access more flexible childcare that suits their needs and enables them to</p>	<p>Sept 07 1st settings providing mostly longer sessions a few provide more flexible</p>

<p>to suit parents' needs</p>	<p>invited to information sessions Jan 07 settings agree to take part in pilot April 07 1st flexible places available Sept 07 schools join pilot</p>			<p>return to work.</p>	<p>sessions. Schools join programme Further advertising created to extend programme 2 PVI providers leave NEG scheme</p>
<p>9. Phase 2 Children's Centres are developed</p>	<p>Summer/autumn new CCs are identified, mostly on school sites Meetings are held with governing bodies Spring 07 Community mapping takes place and local planning groups set up. Plans are developed with Headteachers and governing bodies Easter 07 Plans are submitted to the DfES and agreed</p>	<p>RC, NA plus staff from other departments</p>	<p>Dfes CC capital and revenue funding</p>	<p>CC provide at least a core offer of services to support families to raise the achievement of the least advantaged children as measured by the FSP at the end of the Key Stage</p>	<p>Sept 07 Phase 2 CC programme on track. Nov 07 planning for Phase 3 CCs beginning Jan 08 A fair funding formula for Children's Centres has been created and consultation with the Centres has started. Positive feedback from the Heads of Centre about the process despite some issues that may</p>

<p>10. Family support workers are appointed to all the CCs</p>	<p>Autumn 07 building work takes place Spring 08 9 new CCs are opened</p>	<p>Head of EYFS with Head of Network South, Children and Families and PCT partners FSW Coordinator with Head of Network South</p> <p>Head of EYFS</p>	<p>GSSG – CC funding</p>	<p>Early support is provided to families in need linking children to CCs</p>	<p>require a re-working of the formula. Commissioning process for centrally held posts started.</p> <p>Sept 07 FSWs are in place organised through Networks and able to work from CCs Training provided Vacancies identified but not yet appointed to</p> <p>Jan 08 Funding identified that will support FSWs in all CCs plus a manager etc. Vacancies advertised.</p> <p>Funding identified for 18 FSWs Consideration and discussion re SEN FSWs</p>
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<p>11. Develop better links with local Ofsted team in order to challenge and support PVIs appropriately</p>	<p>Meet with local Ofsted team to discuss issues Spring 07 Termly meetings held</p>	<p>RC/BJ</p>		<p>Consistent Ofsted judgements are in line with LA's and support LA work to improve quality in the poorest settings Very poor settings are de-registered and loose NEG funding</p>	<p>Local Ofsted no longer able to hold area meetings Jan 08 RC identified as Ofsted 'Responsible Person' for All CCs</p>

Barriers to raising achievement;

- Difficult to raise the quality of provision in a few privately owned settings where the owners are resistant to change or do not understand what high quality provision looks like
- Slow uptake of Transformation fund due to concern over longer term sustainability for private providers
- Possible withdrawal from NEG scheme by a few settings due to concern over cross funding NEG places
- Slow uptake of Pathfinders through concern over ability to provide greater flexibility and cover costs
- Issues with QA for Ofsted impacts on LA's ability to challenge poor quality in a few settings

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