

# **YOUNG IN HERTS**

## **EARLY YEARS DEVELOPMENT AND CHILDCARE STRATEGIC PLAN**

**2001-2004**

## **PURPOSE OF THE PARTNERSHIP AND ITS STRATEGIC VISION**

Young in Herts, Hertfordshire's Early Years Development and Childcare Partnership, is a multi-agency Partnership drawn from the whole range of voluntary, private, independent and statutory sectors with an interest in early years services and childcare. Its purpose is to work together to plan and to secure the provision of services.

The vision of Young in Herts is to raise achievement, improve opportunities and life chances for young children and their families through enabling the provision of diverse, good quality, accessible and integrated early education, childcare and family support services.

There are a number of key themes that support this vision:

- Equality of access
- Focus on areas of social disadvantage
- High standards of provision
- Integration of services
- Creation of new places and support of existing provision.
- Good communication with providers, partners, communities parents and children

This Strategic Plan covering the three years 2001 –2004 sets targets, within the framework of the Department for Education and Employment's national plan. that will deliver Young in Herts' vision. The annual Implementation Plans describe in detail how we will get there on a year on year basis.

### **3. STRATEGIC GOALS**

These are required by DfEE to reflect the national Strategic Goals.

To create new childcare places for 24,395 children by March 2004 which, taking account of the turnover in existing places, should allow around 17,388 children to benefit from childcare in Hertfordshire

By 2004, a childcare place in the most disadvantaged areas in the County for every lone parent entering employment

*Target to be set in Spring 2001 to close the gap between disadvantaged areas and others*

To put in place universal nursery education for all 3 year olds by September 2004

To ensure that 94% of early education settings, inspected by OFSTED, are making satisfactory or better progress in delivering the Early Learning Goals by September 2004

### 3. TARGETS

The Strategic Goals and the Young in Herts vision are to be realised through the achievement of a series of targets based on DfEE national targets. These are as follows:

#### Early Education and Childcare Places

1. To provide a free part time early education place for all three year olds whose parents want one by 2004.

2. To have set up at least 6,441 out of school childcare places for 12,882 children by 2003

3. To ensure a minimum of 80% of all NOF sponsored out of school childcare places remain viable and available 5 years after being established.

4. To ensure that, on average, new childcare places created between April 2001 and March 2004 add significantly to the local stock for the relevant category:

- For every 10 new out of school childcare places that open no more than 1 should close
- For every 10 new childcare places for pre school age children no more than 3 should close.
- For every 10 new childminder place created no more than 9 should close.

5. To have set up by 2004 a minimum of 2,232 new childminder places in addition to those in target 6.

6. To have set up, by 2004 a minimum of x childcare places for pre school aged children in areas of disadvantage. An estimated x group care places and 584 childminder places. *Further guidance awaited from DfEE.*

6a. To create 33% of all new childcare places in wards where over 25% of children are living in low income families. In Hertfordshire this amounts to 55 of the 199 wards.

7. To have set up 2004 6 formal childcare networks and to provide 100 school based networks with co-ordinator support.

8. To have aided the conversion by 2004 of at least 960 pre school places to wrap around care.

9. To monitor the take up of Childcare Tax Credit and to improve take up.

10. To boost recruitment over the next three years so as to expand the the workforce for early education childcare and playwork to meet the demand of the expanding service.

11. To increase the recruitment of the following under represented groups to the levels below to contribute to the national target by 2004.

- Men 6%
- People with disabilities-15%
- Ethnic minorities-4%
- People aged 40 and over- 40%

### **Raising Quality: A skilled and competent workforce**

12. To raise the quality of childcare and early education by raising training levels with specific targets for the level of qualification to be achieved to be set by September 2001. *Further guidance awaited from DfEE.*

13. To ensure that all practitioners delivering Foundation Stage education under the EYDCP have access to an average of 4 days relevant training and development per year by 2004.

14. To ensure that all settings that deliver a Foundation Stage curriculum have access to the input and advice from a QT teacher. The ratio for involvement should be 1 teacher to every 10 non- maintained settings.

15. To ensure that by 2004, all qualified teachers delivering the foundation Stage have undertaken appropriate training and development to improve their specialist knowledge of early education.

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

17. To ensure that 94% of all Foundation Stage settings inspected by OFSTED to be satisfactory or better by 2004 and for section 122 inspections 94% will be inspected at 2-4 year intervals by 2004.

18. To ensure that by 2001-2 all settings delivering the Foundation Stage have identified and trained a SEN co-ordinator (SENCO) responsible for establishing and implementing the settings SEN policy, with a target that all settings based SENCO's should have benefited from an average of 3 days relevant training by 2004.

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 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.

20 To ensure all sectors of the community have equal access to childcare and early years services, regardless of their gender, age, special educational needs, disability, background, religion, ethnicity or competence in spoken English.

21. Young in Herts to monitor its equal opportunities strategy annually and to ensure that all settings identify and train someone to take responsibility for establishing and implementing the settings equal opportunities strategy by 2004.

22. By 2004, to significantly increase the amount of support employers give their employees on childcare, working through Partnerships and other organisations

### **Choice and Diversity**

23. To review information for parents on early education places annually and to ensure that parents have the information they need to enable them to express clear preferences for an early education place from amongst the settings available.

24. *Targets to be set for 2004 by September 2001 for the number of early education places for 3 and 4 year olds which have (a) wrap around facilities and (b) fully integrated facilities for 0-4 year olds.*

### **Information Strategy**

25. To ensure Young in Herts CIS meets the 14 minimum service standards, which include accuracy and confidentiality, and are integrated with the national regulatory system set up by OFSTED's Early Years directorate by September 2001.

### **Better Partnership Working**

26. Young in Herts will keep membership, working practices and progress under review so that the Partnership is able to monitor progress to successfully deliver the strategic plan and annual objectives.

27. To ensure Young in Herts works effectively with other strategic partnerships including the local Strategic Partnerships where this is appropriate to ensure consistency, sensible community planning and efficient use of resources and to contribute to other plans such as the Education Development plan, Quality Protects, Health Improvement Plans and Children's Services Plans.

28. Young in Herts will work with the County and District/Borough Councils to derive benefit from Best Value for young children and parents in Hertfordshire and apply the principles of Best Value to their own activities and processes.

29. Young in Herts together with Ofsted's Early Years Directorate, Children's Information Service and appropriate Local Authority Staff will develop a clear

protocol for working together effectively so as to deliver coherent training, advice and information services that build capacity and strengthen the quality choice accessibility and diversity of provision locally.

### 3.1. Early Education and Childcare Places

The Partnership confirms that all eligible four year old children will have access to a free, part time early education place.

<b>Target Number</b>	1
<b>Target</b>	To provide a free part time early education place for all 3 year olds whose parents want one by 2004
<b>Current position</b>	<p>1. Free places in the maintained sector are available for most 'older three-year-olds' whose parents want one.</p> <p>2. Free/funded places in the private/voluntary sector are available for three-year-olds whose families are on benefit. As most eligible children use a place for one term, there are enough of these places for approximately 6% of the cohort</p> <p>3. The County Council funds its own scheme to provide rising threes and 'younger three-year-olds' from families on benefit with a free/funded place in the private/voluntary sector for 3 sessions a week.</p>

*Please see below for definition of 'Older Three-Year-Olds' and 'Younger Three-Year-Olds'*

#### **Steps towards universal provision, targeting families/areas in greatest need**

##### April – September 2001

1. Three-year-olds from families on any of the following benefits to be entitled to a free/funded place in the private/voluntary sector: Income Support, Income based Jobseekers' Allowance, Working Families Tax Credit, Housing Benefit, Disabled Persons' tax Credit, Council Tax benefit (excluding the single adult rebate).
2. County Council's own scheme to be available to all 'rising threes' whose families are on one of these benefits (all participating providers should be registered under the Plan by September 2001 to claim funding under this scheme).

##### September 2001/January 2002

New free places for 'older three-year-olds' in the maintained nursery sector to be created (number equivalent to 20% of the grant)

##### By September 2002 (or earlier if level of grant allows)

All 'older three-year-olds' to have access to a free/funded place in the private/voluntary sector as well as the maintained sector

#### April 2003 – March 2004

'Younger three-year-olds' to become entitled to a free/funded place in the private/voluntary sector as grant level allows. If phasing is necessary, areas of greatest deprivation and lowest attainment at the end of Key Stage One will receive priority.

#### **Date of Universal provision – September 2004**

Indicative funding figures suggest that in 2003/4, nursery grant for three-year-olds will be equivalent to 20% of the cohort. In addition, there will be free places for all 'older three-year-olds' (50% of the cohort) in the maintained nursery sector. It is likely therefore that up to 70% of the full cohort will have access to a free/funded place at any one time.. This is significantly short of the 85% figure need to achieve universal provision. On the basis of the indicative figures therefore, that will only be achieved in September 2004.

Please note that if 'older three-year-olds' do not take up a maintained nursery place and are eligible for nursery grant in the private/voluntary sector, these places will not necessarily be available to 'younger three-year-olds'. The access figure for 2003/4 could therefore be significantly less than 70%.

#### **Definition of 'Older Three-Year-Olds' and 'Younger Three-Year-Olds'**

	<b>Children born in: September – December and March - April</b>	<b>Children born in: January – February and May – August</b>
<i>Just Fours (term after fourth birthday)</i>	<i>Eligible for nursery grant for four-year-olds (except April birthdays)</i>	<i>Eligible for nursery grant for four-year-olds</i>
<b>Rising Fours (term of fourth birthday)</b>	Older Three-Year-Olds	Older Three-Year-Olds
<b>Middle Threes</b>	Younger Three-Year-Olds	Older Three-Year-Olds
<b>Just Threes (term after third birthday)</b>	Younger Three-Year-Olds	Younger Three-Year-Olds
<i>Rising Threes (term of third birthday)</i>	<i>Families on benefit eligible for County Council Scheme (3 sessions)</i>	<i>Families on benefit eligible for County Council Scheme (3 sessions)</i>

#### **Diversity of Provision**

By the end of the plan year 2000/1 around 80% of the available nursery grant for three-year-olds will have been claimed in the private/voluntary sector and a

similar or greater percentage is expected in 2001/4 (see above). This will help the private, voluntary and independent sectors to flourish, therefore providing greater diversity to provision as a whole. The effects of this additional funding will be monitored through surveys of the health of the private/voluntary sector (see the Implementation Plan 2001/2, Choice and Diversity). In future, surveys will include the balance between session-only settings and those providing integrated early years and childcare places, taking into account the targets set under Target 24 (see below).

### Demographic trends

The number of resident three-year-olds in recent years has been as follows:

School year:

1998/9	13,113
1999/2000	13,182
2000/01	13,320

During the lifetime of this Plan, it is expected to be:

2001/2  
2002/3  
2003/4

<b>Target Number</b>	2
<b>Target</b>	To have set up at least 6,441 out of school childcare places for 13,000 children by 2003
<b>Current position</b>	We estimate that in 2000/2001 we will have created 3,000 new childcare places, 1,650 of which will be out of school places

The priorities identified by the Partnership for out of school childcare are wrap around care for 3 to 5 year olds, after school care for 10 to 14 year olds holiday playschemes for all ages and places for children with SEN/ disabilities in mainstream provision and specialist provision for children with severe and complex needs.

Areas of social disadvantage and rural areas will be a focus of development over the next three years and this aim is reflected in further targets.

The table below gives an indication of the percentages by type of place for Target 2.

Percentage proportions by type of place				
Before School	After School	Before and After school	Holiday Places	All Year Round
20%	30%	10%	30%	10%

Hertfordshire has been given an indicative allocation of £2,930,722 from the New Opportunities Fund for 2001-2003. It is based on the creation of at least 6,441 new childcare places at an average cost of £455 per place.

The table below shows how we intend to spend out indicative allocation over the next two years.

<b>Spend of Indicative Fund Allocation</b>	
<b>2001/2</b>	<b>2002/3</b>
£1,365,000	£1,565,655

The lead organisation for the receipt of the Fund's grant will be Hertfordshire County Council.

<b>Target Number</b>	3
<b>Target</b>	To ensure that a minimum of 80% of all NOF sponsored out of school childcare places remain viable and available 5 years after being established
<b>Current position</b>	To date no NOF funded places have closed however the Partnership is aware that viability is an issue.

<b>Target Number</b>	4
<b>Target</b>	To ensure that, on average, new childcare places created between April 2001 and March 2004 add significantly to the local stock for the relevant category: <ul style="list-style-type: none"> <li>• For every 10 new out of school childcare places that open no more than 1 should close</li> <li>• For every 10 new childcare places for pre school age children no more than 3 should close.</li> <li>• For every 10 new childminder place created no more than 9 should close.</li> </ul>
<b>Current position</b>	The following situation applies in Hertfordshire currently: <ul style="list-style-type: none"> <li>• For every 10 out of school childcare places opened 1.7 closed</li> <li>• For every 10 pre school places opening 0.45 closed</li> <li>• For every 10 childminder places opening 18 closed</li> </ul>

It is unlikely that Hertfordshire will benefit from the new NOF funding to become available in Spring 2001 to fund places in disadvantaged areas.

The Partnership will continue to allocate some general Childcare Grant for sustainability and provide business and marketing advice including promotion of Childcare Tax Credit to support existing provision. The strengthening of the Partnership infrastructure in both in the voluntary sector and the County Council, including the new duty on local authorities to provide advice support and training for all providers of childcare, will provide further support.

Hertfordshire has a significant issue with closure of existing childminding places. The Implementation Plan describes how this will be addressed.

<b>Target Number</b>	5
<b>Target</b>	To have set up by 2004 a minimum of 2,232 new childminder places in addition to those in Target 6.
<b>Current position</b>	This year we created 1,000 new childminder places across the County

<b>Target Number</b>	6
<b>Target</b>	To have set up, by 2004 a minimum of x childcare places for pre- school aged children in areas of disadvantage. An estimated x group care places and 584 childminder places. <i>NB Awaiting further guidance from DfEE in January.</i>
<b>Current position</b>	

This target focused on those wards in the County that come within the bottom 20% of disadvantage in the DETR national index. In Hertfordshire we have only one ward Bedwell Plash in Stevenage that meets this criteria on the multiple index of deprivation and three wards that qualify with regard to child poverty Bedwell Plash, Waltham Cross South and Monkswood.

*NB It is not clear at this stage which indicator DfEE will use.*

<b>Target Number</b>	6a
<b>Target</b>	To create 33% of all new childcare places in wards where over 25% of children are in low income families. In Hertfordshire this amounts to 54i of the 199 wards.
<b>Current position</b>	Socially disadvantaged areas of the County have less childcare provision than the more affluent areas.

<b>Target Number</b>	7
<b>Target</b>	To have set up by 2004 6 formal childminder networks and to provide 100 School based networks with co-ordinator support.
<b>Current position</b>	We have no formal NCMA networks but have developed 76 School based childminder networks

The Partnership is keen to continue the development of school based childminder networks as a form of childcare integrated with education. Further work is needed on ongoing support for these networks and quality assurance.

We plan to develop formal NCMA networks to increase diversity of provision including a network linked to the Early Excellence Centre, St Albans Children's Centre.

<b>Target Number</b>	8
<b>Target</b>	To have aided the conversion by 2004 of at least 960 pre school places to move to wrap around care
<b>Current position</b>	In the last 12 months we have created 210 pre school places with wrap around care.

<b>Target Number</b>	9
<b>Target</b>	To monitor the take up of the Childcare Tax Credit and to improve take up.
<b>Current position</b>	We have no clear picture of the take up of the Childcare Tax Credit. Anecdotally the impact seems to have been limited due to higher than average wages.

<b>Target Number</b>	10
<b>Target</b>	To boost recruitment in Hertfordshire over the next 3 years so as to expand the workforce for early education, childcare and playworkers to meet the demand of the expanding service.
<b>Current position</b>	Hertfordshire has a County unemployment rate of 1.6% and 37% of businesses generally report recruitment difficulties. Staff shortages are threatening the viability of existing provision and having an impact on the development of new provision.

<b>Target Number</b>	11
<b>Target</b>	To increase the recruitment of the following under represented groups to levels below to contribute to national targets by 2004 <ul style="list-style-type: none"> <li>• Men 6%</li> <li>• People with disabilities-15%</li> <li>• Ethnic minorities- 4%</li> <li>• People aged 40 and over-40%</li> </ul>
<b>Current position</b>	<i>Baseline information being collected during January. Detailed breakdown of targets required by DfEE 1/6/01</i>

Recruitment and retention of staff is a major issue for providers of early education and childcare in Hertfordshire. Measures include:

- Recruitment co ordinator post
- Regular Partnership advertising of vacancies
- Information and advice from CIS
- Website

- Childcare careers and training signposting booklets
- Orientation courses
- Childcare fairs
- Campaign's focused on under represented groups
- Supply bank

To calculating out targets we have assumed a 30% annual turnover in staff from individual settings, 70% of whom leave the sector. This is a working estimate and we intend to collect data to give us a more accurate picture

Hertfordshire's contribution to the recruitment of ethnic minority groups has been reduced from the national target figure to represent the composition of the County's population.

### 3.2. **Raising Quality: A Skilled and Competent Workforce**

#### 3.2.1. **Training**

Our approach to training is to provide a comprehensive cross sector Young in Herts programme that supports our policy of integrated education and childcare whenever possible and our quality improvement strategy

<b>Target Number</b>	12
<b>Target</b>	To raise the quality of childcare by raising training levels with specific targets for the level of qualification to be achieved to be set by September 2001. <i>Further guidance to be issued in January</i>
<b>Current position</b>	The Partnership has been supporting staff to obtain qualifications through an NVQ programme sponsored by Herts TEC and a bursary scheme through the Standards Fund and Childcare Grant

The Partnership will draw up a Memorandum of Understanding with Hertfordshire Learning Skills Council to set local targets for the volume of training for young people and sector workers to gain qualifications.

<b>Target Number</b>	13
<b>Target</b>	To ensure that all practitioners delivering Foundation Stage education under the EYDP have access to an average of 4 days relevant training and development per year by 2004.
<b>Current position</b>	We estimate that currently we are providing on average at least 2 days training per year per practitioner

We will work towards this target by improving out training through monitoring, evaluation and developing innovative methods of delivery. We will support providers capacity to analyse the training needs of their staff and implement staff development plans.

<b>Target Number</b>	14
<b>Target</b>	To ensure that by 2004 all settings that deliver a Foundation Stage curriculum have access to the input and advice from a qualified teacher (QT). The ratio for involvement should be 1 teacher to every 10 non-maintained settings
<b>Current position</b>	We have developed and supported a range of models of qualified teacher involvement (QTI ). All non-maintained settings receiving nursery grant have QTI. The most common model is a link to a QT in a local nursery or reception class. Few QTs support more than one non-maintained setting. PSLA is funded to co-ordinate and support QTI.

In 1999 the Partnership recommended how QT involvement should be implemented in Hertfordshire. Experience has highlighted other areas for development such as training sessions for QTs involved in non- maintained settings to support their role and delivery to a consistent standard.

<b>Target Number</b>	15
<b>Target</b>	To ensure that by 2004, all qualified teachers involved in delivering the Foundation stage have undertaken appropriate training and development to improve their specialist knowledge of early education.
<b>Current position</b>	Currently we do not know how many QTs in Hertfordshire early education meet this target.

The shortage of qualified teachers generally and especially with early years experience, knowledge and skills will be a constraint on the achievement target 15.

### 3.2.2. Quality Assurance

<b>Target Number</b>	16
<b>Target</b>	To ensure that at least 40% of providers have been accredited by a quality assurance scheme by 2004
<b>Current position</b>	As well as funding settings to achieve national accreditation the Partnership has developed Herts Quality Standards (HQS) as its own quality kitemark. HQS has modules for both maintained and non- maintained settings

	delivering early education and all types of childcare including study support. The pilot this year is developing the accreditation process for HQS, including independent assessment. It will fit with national accreditation schemes, giving providers a choice of routes.
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<b>Target Number</b>	17
<b>Target</b>	To ensure that 94% of all Foundation Stage settings inspected by OFSTED to be satisfactory or better by 2004  For Section 122 inspections, 94% will be inspected at 2-4 year intervals by 2004.
<b>Current position</b>	In the maintained sector in Hertfordshire 93% are satisfactory or better. Nationally, in the private and voluntary sector 86.9% of settings are inspected at 2-4 year intervals. In Hertfordshire the figure is 93.1%

See Implementation Plan for how Young in Herts supports settings that do not achieve a satisfactory or better rating or consistently do not achieve a 2-4 year inspection interval.

### 3.2.3. Special Educational Needs

<b>Target Number</b>	18
<b>Target</b>	To ensure that by 2001-2 all settings delivering the Foundation Stage have identified and trained a SEN co – ordinator (SENCO) responsible for establishing and implementing the settings SEN policy, with a target that all settings based SENCO’s should have benefited from an average of 3 days relevant training by 2004.
<b>Current position</b>	Most settings delivering the Foundation Stage under the EYDCP have staff with SENCO responsibilities but they are not formally identified. The Young in Herts training programme does include courses related to SEN/disabilities. The County has developed the Pre school Pack for achieving progress

<b>Target Number</b>	19
<b>Target</b>	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
<b>Current position</b>	The county has a team of Pre School Advisory Teachers for children with SEN

The Partnership is giving priority to looking in detail about equality of access across the County to support for children with SEN in the private and voluntary sector and continuity as children move on into maintained sector early education. This work and the developments in targets 18 and 19 will need to form part of a comprehensive and cohesive early education SEN strategy.

Issues in the achievement of target 19 will be the shortage of qualified teachers, the identification of funding and the balance between resources to support children with SEN directly and resources to support staff. The models developed for qualified teacher involvement may provide a way forward with area SENCOs.

#### 3.2.4. Equal Opportunities

<b>Target Number</b>	20
<b>Target</b>	To ensure all sectors of the community have equal access to childcare and early years services, regardless of their gender, age, special educational needs, disability, background, religion, ethnicity or competence in spoken English.
<b>Current position</b>	Young in Herts adopted an equal opportunities policy in the 2000/2001 Plan. An equal opportunities sub group has been set up to monitor progress on the equal opportunities implementation plan (See Implementation Plan for details)

<b>Target Number</b>	21
<b>Target</b>	Young in Herts to monitor its equal opportunities strategy annually and to ensure that all settings identify and train someone to take responsibility for establishing and implementing the settings equal opportunities strategy by 2004.
<b>Current position</b>	Young in Herts is currently undertaking a review of the equal opportunities strategy that will be complete in

	Spring 2001. The implementation plan includes a programme of training for all settings.
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<b>Target Number</b>	22
<b>Target</b>	By 2004, to significantly increase the amount of support employers give their employees on childcare, working through Partnerships and other organisations
<b>Current position</b>	In 2000 Herts TEC commissioned a significant piece of research into employers views on childcare issues in the County. In December 2000 the Partnership set up an Employers Advisory Group to engage employers and trades unions more actively.

#### 4. CHOICE AND DIVERSITY

<b>Target Number</b>	23
<b>Target</b>	To review information for parents on early education places annually and to ensure that parents have the information they need to enable them to express clear preferences for an early education place from amongst the settings available.
<b>Current position</b>	Each year, the Partnership reviews and updates its booklet on early years education 'Before Big School'. This is distributed to all parents with three-year-old children, along with LEA nursery admission information. Leaflets about nursery grant for three-year-olds and the County Council's own scheme are circulated in the relevant areas of the County

The Partnership will continue to review, update and enhance 'Before Big School' annually. Particular consideration will be given to the implications of nursery grant for three-year-olds becoming available across the County in 2001/2 and universal for older three-year-olds in 2002/3.

<b>Target Number</b>	24
<b>Target</b>	<i>Targets to be set for 2004 by September 2001 for the number of early education places for 3 and 4 year olds which have (a) wrap around facilities and (b) fully integrated facilities for 0-4 year olds.</i>
<b>Current position</b>	Some nursery schools and pre schools (see target 8) are now providing wrap around care and a few nursery classes. Young in Herts considers the school based childminding networks to be a form of integrated provision

## 5. INFORMATION STRATEGY

<b>Target Number</b>	25
<b>Target</b>	To ensure Young in Herts CIS meets the 14 minimum service standards, which include accuracy and confidentiality, and are integrated with the national regulatory system set up by OFSTED's Early Years directorate by September 2001.
<b>Current position</b>	Hertfordshire's CIS was set up in March 2000 and now meets almost all the 14 minimum standards. It is operated through the County Council's Customer Service Centre and Internet site.

The first priority will be to ensure that work on the remaining standard (membership of the CIS board) is completed by August 2001. Further developments over and above the 14 minimum standards have been identified for 2001/2 and are outlined in the Implementation Plan. Particular consideration will be paid to the implications of the establishment of Ofsted's Early Years Directorate and to ensuring technical compatibility with systems as they come on-line.

Some developments have been identified for 2002/4. The recommendations of the forthcoming DfEE research will be studied carefully before further developments are agreed for 2002/4.

## 6. BETTER PARTNERSHIP WORKING

<b>Target Number</b>	26
<b>Target</b>	Young in Herts will keep membership, working practices and progress under review so that the Partnership is able to monitor progress to successfully deliver the strategic plan and annual objectives.
<b>Current position</b>	This year Young in Herts has reviewed its functioning and made changes including clearer sector representation and tighter monitoring of targets

<b>Target Number</b>	27
<b>Target</b>	To ensure Young in Herts works effectively with other strategic partnerships including the local Strategic Partnerships where this is appropriate to ensure consistency, sensible community planning and efficient use of resources and to contribute to other plans such as the Education Development plan, Quality Protects, Health Improvement Plans and Children's Services Plans
<b>Current position</b>	Young in Herts Plans are already linked to other plans through existing joint planning processes. For example Early Years is a priority in the Education Development Plan. The coming together of education and children's Social Services into a new Children's Schools and Families services within the County Council will assist this process. The County is piloting the development of local community strategies and will be developing a County Community Plan.

<b>Target Number</b>	28
<b>Target</b>	Young in Herts will work with the County and District/Borough Councils to derive benefit from Best Value for young children and parents in Hertfordshire and apply the principles of Best Value to their own activities and processes.
<b>Current position</b>	The Funding Sub Group of the Partnership will be looking at this area of work in Spring 2001. All grant funding is subject to written agreements and SLA's. Contracts above £20,000 are put out to tender

<b>Target Number</b>	29
<b>Target</b>	Young in Herts together with Ofsted's Early Years Directorate, Children's Information Service and appropriate Local Authority Staff will develop a clear protocol for working together effectively so as to deliver coherent training, advice and information services that build capacity and strengthen the quality choice accessibility and diversity of provision locally.
<b>Current position</b>	The Under Eight's Service are represented on the County Partnership and all of its subgroups that are responsible for the planning and delivery of the EYDCP including the CIS, training and quality strategies. They are also

	members of the local district EYDCPs. Regular meetings are held with the Early Childhood Unit who lead the Partnership.
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## 7. RESOURCES

The table below outlines the main funding streams available to resource this three year strategic plan and gives amounts for 2001/2 and for future years where this is known.

<b>Activity</b>	<b>Source of Funding</b>	<b>2001/2002</b>	<b>2002/2003</b>	<b>2003/2004</b>
4 year old early years education (Approx.:j both LEA and private/voluntary provision)	SSA	£15,444,000		
3 year old nursery grant (private/voluntary and some new LEA provision only)	SG	£724,680	£1,071,840	£3,294,720
LEA support scheme for three-year-olds	SSA	£200,000		
Training for the Foundation stage	SF	£227,321		
Capacity building for Childcare Strategy	General CG	£1,130,641		
Childcare services for children with SEN/disabilities	CG SSA	£90,908		
Children's Information Service	CG SSA	£255,328 £63,000		
Training of childcare workers	CG	£150,187		

Pump priming for group based childcare for pre school children in areas of need	CG	N/K		
Childminder start up grants	CG	£150,200		
Childminder networks	CG	£25,000		
<b>Sub Total</b>	<b>CG</b>	<b>£1,802,260</b>		
Creation of new Out of School Childcare Places	The Fund	£1.3m	£1.5m	
Developing and extending maintaining nursery schools services	DfEE	£228,000	nil	nil
Early Excellence Centre	SF	£500,000 capital £35,000 revenue	£35,000	
Residual Budget from Under Eight's Service	SSA	£271,000		
Schools Letting Grant	LEA	£100,000		
Early Years Initiative	HCC	£200,000		

Young in Herts is keen to attract grant funding from the combined Surestart/ Early Excellence programme in socially deprived areas of the County.