

Group/Directorate/Business Area	SURE START PARTNERSHIP	Plan Owner:	CARMEL BURTON
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Obj. No.	Objective	Critical Success Factor or Performance Indicator	Responsible Officer	Due Date	Swindon 2010 theme	Related plans, Strategies, projects or initiatives
	Service/process priorities					

	Objectives statement	Approval sign off or PI	By whom	By when?		Links to Local Area Agreement 4, 5, 6, 9 and 11
1.	Early Education				Promise No 45 Applies to all our work	Children and Young People's Plan EA02
1.1	To secure the provision of a free part time early education place for all eligible Swindon children.	<ul style="list-style-type: none"> No parent reports they are unable to access a place in their area. Supply meets 	CB	April 08 and ongoing		

		demand, both across the borough and in localities.				
1.2	To promote take up of places to ensure that parents are aware of their entitlement.	95% of eligible children participate.	WS	March 09		
1.3	To monitor the take up of places by children with SEN and disabilities and black and minority ethnic families	Take up by children with SEN and black and minority ethnic families is in line with the percentage of children with SEN and from black and ethnic minority families in the populations.	DS	March 09		
1.4	To ensure that payments to providers are accurate and timely.	All providers receive correct payment by the end of terms one, three and five.	DS	Ongoing		
1.5	To monitor compliance with the DCSF and local code of practice.	Audit visits to 8 settings carried out by end March 2009 and annually thereafter	DS	March 09		
2	Children's Centres					HO3, HO4, HO5, HO6, HO9

						(CYP Plan) AE07
2.1	To support the Children's Centres to offer high quality integrated provision in accordance with the core offer and to improve outcomes for children	<ul style="list-style-type: none"> • All Centres supported to produce Self Evaluation • Finalised self evaluation agreed at all Centres • No elements of SEF Judges inadequate and 50% judged good or better • 3 monitoring visits to all settings • Links with multi agency teams established • End March 2009 – all Phase 2 Centres offering full core offer 	SS/CB	March 09		
			SS/CB	March 09		
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2.2	To open 4 new Children's Centres across the Borough by end March 2009	<ul style="list-style-type: none"> End March 2010 –all 4 Phase 3 designated 	CB/SS	March 10		
2.3	To identify premises for Children's Centres and develop a capital programme within allocated budget to provide fit for purpose accommodation.	March 2011 all 4 Centres opened and designated.	CB	March 11		
2.4	To support Children's Centres with recruitment	All Centres have Managers. 75% of Family Support Worker posts filled	SS	March 10		
2.5	To co-ordinate delivery of data collection to Centres	All Centres have full data set	SS	Dec. 09		
2.6	To deliver a programme of training	All Centres able to deliver				

	to Children's Centres staff	Working Together with Parents, Phase 1 / 2 Centres have a leader embarked on a Graduate level programme Family Support Worker qualification researched	Sept. 08 Sept. 08 Sept. 08			
3	Development of Childcare Places					CYP Plan AE04, AE07
3.1	To work with providers to enable the delivery of a more flexible offer and longer session in line with DCSF requirements	Parents able to access longer hours at 5 further settings by March 2009	KP/DS/NP	March 09		
3.2	To project manage work in out of school childcare development in partnership with schools to enable them to meet DCSF requirements for access to childcare	Targets: End March 2009 A further 10 childcare settings opened	MM/NP	March 09		
3.3	To identify shortages in childcare and commission high quality, affordable, accessible provision to	<ul style="list-style-type: none"> Projects in place to cover all identified shortages 	KP/NP	March 09		

	meet those shortages.					
3.4	To provide funding and development worker support for applicants in accordance with the development strategy.	<ul style="list-style-type: none"> • Applications to the SSSP are successful and completed within 6 months for new registered settings and 3 months for all other settings • 75% of new applicants have no actions at the point of first inspection. 	MM	April 08 and ongoing		
3.5	To provide targeted recruitment drives for childminders in areas of identified market shortfall	<ul style="list-style-type: none"> • Campaigns launched In response to identified shortfalls 	IDD	March 09		
4	Support for Existing Childcare Provision					CYP Plan AE04, AE07
4.1	To retain childminders and increase their professional development	<ul style="list-style-type: none"> • New contract in place to support childminders 	CB	April 08		

		<ul style="list-style-type: none"> • 70% of all childminders receive a judgement of at least good. • 3% of childminders receive a judgement of outstanding • 99% of childminders judged satisfactory or better • At least 75% of network childminders qualified to Level 3 or above • 20% of Swindon childminders to be qualified to Level 3 or above 	CM Support	<p>March 09</p> <p>March 09</p> <p>March 09</p> <p>March 09</p>		
4.2	To provide business support and advice to childminders to increase	<ul style="list-style-type: none"> • No more than 5% of childminders resign 	CM Support	March 09		

	their sustainability	their registration.				
4.3	To provide childminder grants to support the development of flexible home based childcare in line with identified demand	<ul style="list-style-type: none"> • Process and criteria established • Brokerage system in place • Less than 5 parents' needs aren't met 	NP NP NP	March 09 April 09 March 09		
4.4	To facilitate links between childminders and Children's Centres	<ul style="list-style-type: none"> • March 2009 All 3 phase 1 Centres and 2 phase 2 Centres offer links to childminders • March 2009 A further 3 phase 2 Centres offer links to childminders • March 2009 All 7 phase 2 Centres offer links to childminders 	CB	March 09 March 09 March 09		

4.5	To develop links between childminders and settings to ensure consistency of delivery of Early Years Foundation Stage	Process in place	CB	Jan 09		
4.6	To support the sustainability of existing childcare provision	No group childcare places are lost where there is a sufficient market to support parents accessing work or training Where group childcare places are lost, parents accessing work or training are successfully signposted to alternative provision	NP	March 09		
4.7	To provide a programme of support to all group childcare providers to ensure that the quality of care is developed and maintained	March 2009 – 80% of settings gain a judgement of good or better	BH, KP, LD	March 09		EA02 (CYP Plan)
4.8	To maintain Local Authority	<ul style="list-style-type: none"> 100 childminders on 		Mar 09		

	approved Quality Assured networks	networks				
5	Information Duty					SS01, SS02 (CYP Plan)
5.1	To ensure that the information duty delivered in partnership with Capita and other partners is compliant with The Childcare Act 2006.	<ul style="list-style-type: none"> • Service specification reflects statutory guidance • Monitoring of contract against service specification indicates compliance. • 90% of mystery shopper returns are compliant. 	CB CB/NP NP	June 08 Mar 09 Mar 09		
5.2	To increase awareness of the Family Information Service	80% of parents surveyed are aware of service		March 09		
5.3	To encourage parents to access the childcare element of Working Tax Credit	Take up increases Target 20,000 families	NP	March 09		
5.4	To re-evaluate and implement processes for the delivery of	Evaluation completed	NP	Mar 09		

	Outreach Services to ensure their effectiveness, in particular their impact on priority and excluded groups					
5.5	To provide an effective brokerage service	At least 80% of brokerage requests are resolved successfully.	NP	Mar 09		
5.6	To provide childminder briefing sessions	70% of childminding applicants have no actions at the point of registration	NP	March 09		
6	Inclusion					
	Objectives					
6.1	To ensure that childcare is provided which is accessible to children with SEN and disabilities	Percentage of children with SEN accessing childcare provision is in line with percentage in the population i.e. 2.8%	MM	Mar 09		
6.2	To support inclusion of children with SEN/disabilities in early education	No disabled children unable to access early education	MM	Mar 09		

6.3	To support parents of disabled children to access suitable childcare, to facilitate the parents' engagement in work or training	Less than 5 parents' needs aren't met Target: 12 parents supported	MM	Mar 09 Mar 09		
6.4	To support childcare providers to develop their skills in identifying children's individual needs and to meet those needs.	All setting SENCO's qualified to Level 3 by 2010 with 80% March 2008, 85% by 2009.	ID-D	Mar 09		
6.5	To provide a Quality Assured Opportunity Childminding Network	75% of network members qualified to Level 3 (March 09), 100% of network members are trained to support children with SEN and disabilities.	CM Support	Mar 09		
6.6	To provide Inclusion Incentive Payments to Childminders who care for disabled children	Less than 5 parents' needs for childminding care aren't met.	MM	Mar 09		
6.7	To support inclusion of children with SEN/disabilities in the transition programme (EXTEND)	No child who wishes to attend is unable to do so.	MM	Mar 09		

7	Recruitment of Childcare Workers					
7.1	To promote work in childcare in liaison with the Job Centre Plus Childcare Partnership Manager	Recruitment enquiries target 550 per annum 12% of enquiries go on to work in childcare Settings' vacancy filled	IDD	March 09		
7.2	To review our recruitment strategy in particular job fairs and childminder recruitment	New strategy in place Less than 5% of vacancies unfilled	IDD	Aug. 09 March 09		
7.3	To increase the participation of under represented groups in the childcare workforce	Percentages of black and ethnic minority and disabled workers match the proportion in the population. Percentage of men increases.	IDD	March 2009		
7.4	To recruit childcare workers capable of attaining Graduate Leader status (and progressing to EYP)	To have all Children's Centres with a Graduate Leader by 2010	IDD	Sept 2010		
7.5	To recruit candidates of sufficient	To increase the percentage	IDD	March 09		

	calibre to attain a Level 3 qualification.	of employees with a Level 3 (use base figures from Audit to set agreed attainable and achievable targets).				
8	Training					
8.2	To facilitate and encourage attendance at training	To monitor attendance and to implement more stringent policies regarding non-attendance	IDD	March 09		
8.3	To produce a Training Plan detailing qualification, Foundation Stage and other Courses	Plan produced April 2008	IDD	April 08		
8.4	Plan undergoes full review for next year	Revised plan in place	IDD	Sept 08		
8.5	To administer the Foundation Stage Training Programme and monitor	Take up increase from 2007 baseline	DS	Ongoing		

	attendance					
8.6	To have a more robust system in place for debt recovery for people who cease attendance at Courses	To get baseline figure at end of 2007/8 financial year and set targets for 2008/9	IDD/JT	June 2008 Review		
8.7	To provide training in working with disabled children	No child is refused entry to a scheme	IDD	Mar 09		
8.8	To provide training in outside play for out of school children	No Actions on physical play at Ofsted inspections	IDD	Mar 09		
9	Extended Services					
9.1	To work with clusters of schools to support their delivery of the DCSF Full Core Offer and in keeping with the Extended Services Strategy	The number of schools delivering access to the Full Core Offer increases by 11 by September 2008 and a further 17 by September 2009 making a total of 68 in keeping with the TDA-D trajectory	MM	Sept. 08		
9.2	To work with schools to examine the impact of the availability of extended	Scheme in place	MM	Mar 09		

	services on school improvement					
9.3	To encourage the development of Study Support Programmes in schools and the take up of the Quality in Study Support recognition Scheme (QiSS)	2 additional secondary schools achieve recognition at Emerged Level which equates with 50% of all Swindon secondary schools offering Quality Study Support Programmes. 1 additional school to achieve recognition at Established Level	MM	Mar 09		
9.4	To encourage a cluster approach to delivering Quality Extended Services by supporting the Quality in Extended Services Recognition Process (QiES)	2 clusters are supported in developing QiES	MM	Mar 09		
9.5	To maintain a cluster approach to the delivery of a Transition Programme (EXTEND) for all Year 6	80% of clusters deliver a cluster based programme	MM	Mar 09		

	pupils in Swindon					
9.6	To secure an Extended Services Agreement between schools and childcare providers	60% of eligible schools have Extended Services Agreements with childcare providers	MM	March 09		
9.7	To encourage the development of the 8 – 6 offer in secondary schools	6 additional secondary schools delivering 8 – 6 p.m. offer	MM	Mar 09		
9.8	To implement Parenting Support Advisers programme across Swindon	All clusters have Parenting Support Advisers in place	KS	Mar 09		