

Appendix 1 – Early Years Transformation Work Programme 2023-25

	Transformation Priorities	Update	Status	Next Steps
1	Hold a workshop with our partners to carry out a self-assessment of the Early Years sector in Gwynedd, with support from the Early Intervention Foundation.	The workshop took place with our partners in April 2023. There is a report in place from the Early Intervention Foundation.	Completed	
2	Obtain recommendations from the Early Intervention Foundation and produce an action plan for designing a new Strategy for the Early Years and procedures to collaborate with our partners	As the funding period for regional transformation ended at the end of March 24, we conducted a desktop review of the self-assessment and saw that progress had been made since the workshop. Since then, it has been difficult to progress the work following the transformation officer's departure, and the Unit is going through a restructuring which in itself answers the requirement to reshape the service to meet the aim more efficiently. Regional meetings are continuing and have prioritised Oxford Brain training, the early years workforce structure and sharing good practice. A work programme by the North Wales Regional Partnership Board for Drafting the Early Years Charter and working with the Welsh Government to try to stabilise and reconcile funding for the sector. Focus on children and young people: early years (northwalescollaborative.wales)	Partial progress	Complete the restructure of the service Agree on the Council Early Years action plan Agree on the strategic accountability of the work Draw up an Early Years strategy jointly with our External Partners
3	Review and develop information sharing platforms	The views of families in Gwynedd were gathered through an external consultant, Celyn company. UK Academia was commissioned to advise on establishing a Communication and Marketing plan for the Department, and the team is currently implementing the recommendations such as: <ul style="list-style-type: none"> • Work with the website team to develop the Gwynedd Family Hub. • Produce Welsh-medium podcasts about the field. • Rationalise the Unit's existing information platforms and develop new Facebook pages e.g. a close group for the nursery. 	Progressing well	Work is in the pipeline to establish a Task and Finish Group for developing the Gwynedd Family Hub website. Arrangements have been made to run Welsh-medium podcasts. With the branding work almost in place the work of redesigning the information platforms will be ready soon. The Nursery Team and parents are using Blossoms and there is a lot of work going on to promote the use of the Family App

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		<ul style="list-style-type: none"> The use of Blossoms and Family App (Flying Start) to share information with families. 		(Flying Start).
4	Map the Language, Speech and Communication provision	<p>Three workshops were held to map the provision and commission an evaluation report. We are continuing to implement recommendations from an evaluation report by Dr Ceryl Davies on the Gwynedd and Anglesey Early Years Language, Communication and Speech provision.</p> <p>Discussions have taken place with the Health Board to work together on the recommendations. The Gwynedd and Anglesey Early Years Language, Communication and Speech Forum has been established. There is an obvious shortage of Therapists. A campaign to recruit staff to the Language Therapy service will take place alongside the Government during the next period.</p> <p>We are continuing to act to up-skill staff and implement the principles of Talk with Me strategies and support parents with speech and language difficulties across Gwynedd.</p> <p>Mapping work has happened in terms of group work distribution and some piloting work such as Caffi Babis and 'Live Music Now'.</p> <p>There is a programme underway to make Childcare and Nursery Education settings communication-friendly settings.</p> <p>Discussions to produce a Welsh-medium video/podcast on the subject, jointly with the Language Therapy service.</p>	Progressing well	<p>Recruitment campaign</p> <p>Forum meetings</p> <p>Agree a programme of provision across the county.</p> <p>Jointly agree to staff up-skilling requirements in line with the All Wales Speech, Language and Communication training pathway.</p> <p>Share the messages from Talk with Me with parents e.g. a Podcast</p>
5	Perinatal Mental Health Support	<p>Investment in training for Early Years staff – 'Triple P' including a 'Baby', 'Nurture Links Welcome to the World' and 'Millpond Sleep Management' programme has taken place.</p> <p>Some group work was funded to pilot interventions in the perinatal period in various places throughout Gwynedd.</p>	Progressing well	<p>Map the early years workforce to identify the needs for the Strategy.</p> <p>Continue to fund group work if there will be funding available.</p> <p>The Language Development Team to hold more sessions</p>

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		<p>The 'Live Music Now' Lullaby project in Barmouth has now ended. Eight families had benefited greatly from this project, with very positive feedback, and many had given feedback that it had supported their mental health and created relationships with other parents. We will hold a Caffi Babis session in Barmouth next month. Following positive feedback again from parents who have attended mobile Caffi Babis sessions, a session will be held in Barmouth and Porthmadog during the next period. Caffi Babis has seen the need in areas across Gwynedd following our sessions. Pontio is now applying for a grant to be able to offer more sessions across Gwynedd and more regularly, the Council's Early Years Transformation Project Officer will support them to complete the mapping work so that more areas across Gwynedd are given the opportunity to attend. We will need to work with more partners during the next period to try to extend this support and share good practice.</p>		<p>using good practice from the pilot.</p>
6	Support for Fathers	<p>'Perinatal Mental Health for Fathers' training has been run for Early Years staff across the agencies.</p> <p>Unsuccessful in appointing a Fathers Support Officer. We are freezing the appointment efforts at present because of restructuring within the unit. Refer to 'How's Dad' sessions to offer support through social media and also attend sessions free of charge that are offered in the evenings or on weekends.</p>	Progressing well	<p>Fund sessions for fathers through the providers on the activity's procurement framework.</p>
7	Toileting	<p>The admissions policy for Gwynedd schools will change from September 2025 onwards, stating that children attending Nursery class in schools in Gwynedd will be expected to be toilet-trained before they start. Work has commenced to prepare parents for this. Resources have been shared with all childcare settings to be shared with parents, information has been shared on social media, a Welsh-language video/podcast has been produced by the Early Years Unit to support</p>	Progressing well	<p>Realise the policy in September 2025 Continue to share information about the support available</p>

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		families with the change from nappies to the potty, and toileting packs are also being prepared with toileting resources and cloth nappies, in collaboration with the Libraries and environment service.		
8	Develop a Business Case to bring the entire Flying Start package to one new area to support 25 children under four years old.	<p>New Flying Start area – Deiniolen</p> <p>A Business Case was submitted to the Government to increase the Flying Start Scheme caseload.</p> <p>Work continues in Deiniolen – an area that has joined the Flying Start service to expand the provision and the service that is available to families in the village. Staff have been appointed and the families have been registered.</p> <p>The need clearly exists in the area, and several families are receiving a higher input which proves that the right area was selected for the Flying Start project.</p> <p>Cylch Meithrin Deiniolen is currently providing a childcare service. A new building for the service to include an office for the team and a larger building for the childcare setting will be developed during the year as we have received £590k of capital from the Government. This will facilitate the joint working and locate the services so that they are accessible for the families in Deiniolen.</p>	Progressing well	<p>Complete the capital project by March 2025.</p> <p>Tender for a childcare provider by December 2024.</p> <p>Secure a lease.</p> <p>Set up an operating office for staff from Health and Cyngor Gwynedd, April 2025.</p>
9	Extend the childcare provision for two-year olds to 10 new areas to support the best start for 140 children.	<p>By now we have funded 170 children since the scheme began in September 2023 in the following LSOAs – Barmouth 1, Barmouth 2, Bala, Dewi, Hendre, Hirael and Garth 2, Porthmadog East, Porthmadog – Tremadog, Teigl and Trawsfynydd. To accompany this, we have developed a Procurement Framework of Approved Childcare Providers in Gwynedd, and 83 registered providers have been approved on the list with 21 providing the two-year-olds service through the medium of Welsh or bilingually.</p> <p>Work is continuing to try and get more on the list by working with our</p>	Progressing well	<p>Finish developing the data system for administrating payments.</p> <p>Major capital developments</p> <p>More providers on the approved list.</p> <p>Improve the quality of the provision to meet Flying Start requirements.</p> <p>Continue to market the scheme.</p>

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		<p>partners, Cwlwm who are Mudiad Meithrin and the Cymru Kids' Clubs. The Team of Advisory Teachers and the Childcare Officers are supporting the new settings through visits, support and start-up grants to invest in bespoke resources to ensure they can raise standards to meet Flying Start requirements.</p> <p>To facilitate the work of storing Flying Start data and processing payments promptly, we are working with IT developers in Cyngor Gwynedd and Flintshire to develop a system to administrate the work more efficiently. We have created an online Flying Start registration form, and in the end, we will be able to import this to the data system. The biggest obstacle with the scheme is obtaining the details of the two-year-olds from the Health Board, and the only solution at present is to ask the Health Visitors in the area to promote on our behalf. This is obviously affecting the numbers that take up the scheme because we are unable to target the families directly.</p> <p>The capital investments in the Bangor area – Our Lady and Hiracl will support the extension in due course and offer more places in the city. It is unclear at present if the Government will be expanding the offer</p>		
10	<p>Submit individual Business Cases to create a childcare and nursery education space for four new areas.</p>	<p>The Unit has submitted four business cases to the Government - Our Lady, Deiniolen, Hiracl and Bro Lleu Penygroes have already been approved. The money will need to be invested by March 2025 which is challenging. The Ysgol Treferythyr development has been operating since the beginning of September 2024. The Tywyn project has begun, and the builders are on-site with the aim of locating childcare on the site in the new year.</p> <p>Over £400k of small capital grants were invested in 46 childcare and play settings during 23/24 to improve the providers' buildings and environments, and during 24-25 we will distribute £470k to 52 settings.</p> <p>An expression of interest was submitted to the Government for possible capital offers that will be after the current programme.</p>	Progressing well	<p>Work with and meet with the Education and Property Modernisation team in the various Capital Boards to ensure the projects are implemented, following a project management procedure and communication plans.</p>