



Waltham Forest Early Years Recovery Plan (ERP) – Easter 2021-August 2023

Introduction

The Covid-19 pandemic has resulted in unprecedented disruption to Early Years Foundation Stage provision. Early Years Foundation Stage providers were only able to offer limited places from March 2020 to June 2020, with only the children of key workers and those identified as vulnerable being invited to attend. Most children in England were instead expected to learn remotely, with most Early Years Foundation Stage provision providing learning materials for home use and/or digital lessons. Meanwhile, Ofsted inspections and reports were suspended throughout the pandemic.

There has been significant focus on ‘recovering’ the existing system but there is also an opportunity to ‘build back better’. There is a growing sense of urgency about the need to recover early learning among children after the pandemic. But less has been said about the pandemic as an opportunity for us to reimagine our early learning system going forward. Remote learning, for example, has advanced incredibly during the lockdowns. England’s education system undoubtedly has strengths that we must seek to retain in the future. But it also suffers from a number of longstanding challenges that pre-date the pandemic.

The pandemic provides us with an opportunity to stand back and reflect on these challenges. How can we ‘**build back better**’? What do we want the ‘**new normal**’ in Early Years Foundation Stage provision to look like? And what do we ‘**need to do now**’ to achieve that?

A number of activity groups are suggested: Programme Boards; Task and Finish groups; other arrangements. Details of these are contained in the accompanying paper – ‘Free Early Education and Childcare Recovery Plan – Implementation Plan’. The Learning Partnership (LP) will monitor implementation and progress of the Plan.

The council looks forward to working with Early Years settings on implementing this important strategy.

Objective	Intention/Objective	How	When	Costs / Budget	Link to strategic plan
Helping Leaders and Management of EY provision recover	Robust Leadership and Management supporting and challenging the settings through new on-line and onsite (when feasible) leadership and management activities. Transition to a more dynamic and blended role to that pre-Covid.	Refresh of the EYFS 'Musts Audit' in line with new EYFS statutory guidance which is effective from Sept 21 and encouraging EY settings to use this to update their individual service plans and Ofsted inspection preparations Tiered package of support, information and training specifically for Ofsted Nominated Person in PVI settings and EYFS Leads Teaching & Learning Check In Visit Program Childminding Check in Visit	From May 21	EY DSG	Families at the Heart of Our Place Life Chances Early Education & Childcare strategy Sep 19-Aug 2022
EYFS-Children's Learning, Development and Assessment	Partnerships and collaborative working Building family resilience. Empower parents and carers to support their children's learning and development.	Chit Chat Pitter Pat Digital Home learning project Including Summer story time project and All in it Together intergeneration project Learning Together Training Project supporting PVIs and schools to support parental engagement	April 21 Sept 2021	EY DSG	Families at the Heart of Our Place Life Chances Early Education & Childcare strategy Sep 19-Aug 2022
EYFS-Children's Learning, Development and Assessment	High quality provision for 0-2 year olds Support the sustainability of 2 year FEEE places.	Being Two Project Supporting 2-3 year old children during this crucial period of their development Nurture and Thrive Project	Apr 21	EYDSG	Families at the Heart of Our Place

	<p>High quality support for 2 years in receipt of FEEE.</p> <p>Accurate assessment at 2 years old</p>	<p>Exploring how to best support the youngest children to thrive. This project will guide practitioners working with babies and under twos to provide high quality care, positive experiences and high-quality environments for the youngest in the setting Summer term 2021 and available on digital platform</p>			<p>Life Chances</p> <p>Early Education & Childcare strategy Sep 19-Aug 2022</p>
<p>Supporting children with L&D Delay/SEND</p>	<p>Children in an EY setting Inclusive support for children with SEND, learning and developmental delay. Early Identification and Early Intervention.</p>	<p>Support Empower Enrich (SEE) project The Support, Empower, Enrich Package includes information, advice and training to support and empower early years provisions to enrich their practice in meeting the needs of children with special educational needs and disabilities.</p> <p>SEND passport to include training regarding behaviour management and supporting well being</p> <p>All Talk and Support4talk Projects Continuation of funding until June 22. Joint working between Public Health, CCG and LA EY service regarding ongoing commission of SaLT support beyond Jun 22</p> <p>SENIF funding -supporting children with L&D Delay without an EHCP</p>	<p>April 21</p>	<p>EY DSG</p>	<p>Families at the Heart of Our Place</p> <p>Life Chances</p> <p>Early Education & Childcare strategy Sep 19-Aug 2022</p>
<p>Supporting children with L&D Delay/SEND</p>	<p>Children not in a setting Early Intervention, L&D support and smooth transition to an EY setting</p>	<p>SEND support – support pathways for children prior to taking up a place in an EY setting including:</p> <ul style="list-style-type: none"> • the EYs SEND Home Visiting Service • the 2-year-old partnership pathway • 0-5 Health Pathways 	<p>Apr 21</p>	<p>EYs DSG</p>	<p>Families at the Heart of Our Place</p> <p>Life Chances</p>

					Early Education & Childcare strategy Sep 19-Aug 2022
Supporting vulnerable children	<p>Encouraging EYFS providers to identify and work with external partners, and particularly Early Help and CFC services in order to ensure that they meet their responsibility to:</p> <ul style="list-style-type: none"> engage effectively with children, their parents and others in their community, including schools and other local services. Have a culture of safeguarding that facilitates effective arrangements to: identify children who may need early help or are at risk of neglect, abuse, grooming or exploitation; help children to reduce their risk of harm by securing the support they need, or referring in a timely way to those who have the expertise to help. <p>Ensure children and their families receive support around issues such as food,</p>	<p>Early Help Co Ordinator support to all PVI's to develop understanding of the Waltham Forest Thresholds Document and access early help, support and protection as appropriate.</p> <p>Provision of regular information to EY settings regarding the range of services available in Children and Family Centres to support families attending their setting</p>	Apr 21	EY DSG	<p>Families at the Heart of Our Place</p> <p>Life Chances</p> <p>Early Education & Childcare strategy Sep 19-Aug 2022</p>

	utilities, clothing and other essentials.				
Transition	Seamless transition from home to early years education into primary school	<p><u>Starting School project</u> (Starting School Challenges to be provided via CCPP over the summer holidays) COVID response Introduction of partnership groups for reception and Year 1 teachers</p>	Jun 21	EYs DSG 5% LA centrally retained topslice	<p>Families at the Heart of Our Place</p> <p>Life Chances</p> <p>Early Education & Childcare strategy Sep 19-Aug 2022</p>
Early Years workforce development	<p>EYFS Reforms and baseline training (digital offer)</p> <p>Peer to peer support across EY sector</p> <p>Raising the quality of childminding provision</p> <p>Encouraging individuals to consider early years as a career</p> <p>Improving the quality of the EYs workforce in WF</p>	<p><u>EYFS Reforms and baseline training (digital offer)</u> Support, information and training to implement new EYFS and Reception baseline requirements in Sept 21</p> <p><u>Early Years System Leadership Project</u> A range of free peer-to peer support from a range of EY professionals</p> <p><u>Engage and Excel</u> EYFS support to childminders</p> <p>Early Years Enrichment Program in partnership with Adult Learning Service based on the new EYFS and the seven Key Features of effective Practice (Development Matters) – promote the continuous professional development of trainees new to EYs</p>	Apr 21	EY DSG	<p>Families at the Heart of Our Place</p> <p>Life Chances</p> <p>Early Education & Childcare strategy Sep 19-Aug 2022</p>

		<p>Kickstart into Early Years Project in partnership with Waltham Forest Job Brokerage Service offers both the young person and the Early Years setting a full FREE enrichment learning and development training programme. This exciting workforce development initiative will be delivered by specialised Early Years teachers.</p> <p>Working with the EY sector to develop strategies to retain EY professionals in the sector</p>			
Cross sector and partnership working	Sharing knowledge and experience across the EY Sector	<p>Reinstate North East London Early Years (NELEY) meetings between Heads of Early Years to facilitate joint working, sharing of good practice and benchmarking.</p> <p>Work closely with NELFT Health visiting service to support their delivery of the Healthy Child Programme in partnership with the LA's EY Team and EY settings</p> <p>Work closely with NELFT Health visiting service to support their delivery of the new Early Language Identification Measure (ELIM) requirements</p>	<p>Sep 21</p> <p>Autumn Term 21</p> <p>Autumn Term 21</p>	<p>EYDSG</p> <p>Public Health</p> <p>Public Health</p>	<p>Families at the Heart of Our Place</p> <p>Life Chances</p> <p>Early Education & Childcare strategy Sep 19-Aug 2022</p>
Financial Sustainability of the EY sector	develop the strategic plan to support EY providers financial sustainability to ensure quality outcomes for children and support	Overseen by EYCBD, working in partnership with Education Finance and EBE Service. Provision of support to Governors, Heads, Trustees, Managing Directors and finance/ business staff via group and individual on-line and on-site support	May 21	EY DSG	<p>Families at the Heart of Our Place</p> <p>Life Chances</p>

	<p>the LA in delivering its statutory duty to secure sufficient free early education and childcare places for families who require them</p>	<p>through tiered training as well as bespoke support provided based on the needs requested by the settings. across a range of areas such as:</p> <ul style="list-style-type: none"> • Occupancy projection • Planning for delivering free early education places (2, 3 & 4 year olds and working parents) • Fee's and charging structures • Delivering flexible childcare packages • Income and expenditure projections • Budget and long term plans • Cash Flow forecasts • Market research & Marketing plans • Staff deployment/adult to child ratios • Making FEEE funding claims <p>Provide guidance and training to schools to ensure they are maximising their income from the Early Years DSG funding by carrying out eligibility checks for Early Years Pupil Premium (EYPP), 2 year old funding, DAF and any subsequent Government funding streams.</p> <p>Implementation of new on-line EY finance system to simplify processes for claiming FEEE payments, increase accuracy of payments and maximise occupancy.</p> <p>Provision of a range of support, information and training on new EY finance system via a tired support model (on-line resources, pre-recorded webinars and on-line/group training sessions)</p> <p>Continue to lobby the DfE to review EY DSG funding to ensure that it is sufficient to provide high quality</p>			<p>Early Education & Childcare strategy Sep 19- Aug 2022</p>
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		sustainable provision and supports our most vulnerable children			
Safeguarding and Welfare	EY providers are aware of their safeguarding responsibilities and are provided with a range of support to deliver them	<p>Review of Early Years Teams SLA with Safeguarding in Education service to ensure that EY providers are able to access a range of support, information and training via a tired support model (on-line resources, pre-recorded webinars and on-line/group training sessions) regarding:</p> <ul style="list-style-type: none"> • Robust safeguarding policies and procedures • Quality assuring implementation of safeguarding procedures/processes • Identification, early intervention and prevention • Dealing with allegations/complaints 	Summer Term 21	EY DSG	
Sufficiency of high quality FEEE and childcare places/access to local provision	<p>Delivering the LA's statutory duty to secure sufficient free early education and childcare places for families who require them</p> <p>Link to 15-minute neighbourhoods – promotion of local Early Years Foundation Stage provision for local people, promotion of local EY's provider as provider of choice particularly for 2 YO FEEE provision. Ensure that provision of Early years provision is part of corporate Local Area plans</p>	<p>Childcare sufficiency assessment (CSA) to be completed</p> <p>CSA data to be used to review and extend current LA revenue and capital grant application process to fund/incentivise the development of early year's places for the required age ranges in areas were gaps are identified.</p> <p>Work with the LA's Regeneration and Planning Teams to identify opportunities to build new early education or childcare provision or secure funding for premises refurbishments in order to create places in areas of identified need</p> <p>To continue to work in partnership with the LA's Regeneration and Planning Services to highlight the importance of provision of local early education and</p>	<p>End of Summer Term 21</p> <p>Autumn Term 21</p> <p>Apr 21</p> <p>Apr 21</p>		<p>Families at the Heart of Our Place</p> <p>Life Chances</p> <p>Early Education & Childcare strategy Sep 19-Aug 2022</p> <p>Links to planning and 15 minute neighbourhood</p>

	and regeneration programmes.	<p>childcare places in line with the 15 minute neighbourhoods through the following policies:</p> <ul style="list-style-type: none"> • <u>Shaping the Borough - Waltham forest local plan (LP1) – 2020 –2035</u> • <u>Infrastructure Delivery Plan (IDP)</u> • <u>Strategic Asset Management Plan 2019–2024.</u> • <u>Planning Obligations Supplementary Planning Document</u> <p>To continue to work with the LA’s Commercial Estates Team to develop and an process to ensure properties leased for the provision of early education and childcare provision are quality assured by the Early Years Team to maintain quality of provision.</p>	Apr 21		
Increased/maximise take up of FEEE and childcare places/access to local provision.	<p>Provide up to date vacancy information on the new Childcare directory to support parents.</p> <p>Improve signposting of the early education and childcare offer through more frequent communication campaigns via an updated Waltham Forest Directory and e-newsletters to parents/carers</p>	<p>Build on the successful engagement of EY setting to provide regular information to the Early Years Team on take up and vacancies during Covid-19 and encourage them to continue to provide up to date vacancy information on the new childcare directory in order maximise their occupancy.</p> <p>Encouraging EY providers to use the LA childcare directory to market their provision and enable them highlight the quality of their provision and the unique/special aspects of their childcare services to parents.</p> <p>Work with CfC partners to ensure parents/carers are aware of the FEEE offer, they highlight benefits to taking up an FEEE place and support with transition to an EY setting.</p>	Summer term 21		<p>Families at the Heart of Our Place</p> <p>Life Chances</p> <p>Early Education & Childcare strategy Sep 19- Aug 2022</p>

		<p>LA Teams to make contact with parents identified as having children eligible for FEEE placement who have not taken up a place to offer support and identify any barriers. Focussed support to be provided to Children’s Social Care and Early Help professionals to ensure they are aware that family are eligible and encourage them to support family to take up offer (if appropriate).</p> <p>Update FEEE marketing material and communication channels messages to address concerns parents may have post Covid-19 lockdown around children’s social and emotional development, loss of learning opportunities- particularly around speech and language and the lack of socialising their children may have experienced through the past year.</p>			
Premises Health and Safety	Those with legal responsibility for meeting premises health and safety requirements relating to their DfE/Ofsted registration number are aware of and meeting their statutory duties	Provision of a range of support, information and training via a tired support model (on-line resources, pre-recorded webinars and on-line/group training sessions) regarding asbestos, electrical, gas, fire and water safety.	Autumn 21		Early Education & Childcare strategy Sep 19-Aug 2022
Best Start in Life Strategy	Create a borough-wide 5-year strategic plan which covers all elements of early years provision for under 5’s (Free Early Education and Childcare, Public Health and Children and Family Centres to ensure there are clear pathways and support	Life Chances - Best Start in Life Strategic Group to agree workstreams and monitor implementation.	From May 21 to May 26	Planning group costs. External bids applications for specific workstreams as necessary/available.	Families at the Heart of Our Place Life Chances Early Education & Childcare

	across children's development and early learning, health and family support/social issues as well as employment and training and information and advice services.				strategy Sep 19-Aug 2022
Cultural capital	Making Better Use of Local Facilities – audit and publicity campaign to ensure Early Years Foundation Stage provision are aware and making good use of local facilities.		Autumn Term 2021		Council publicity and guides and culture information
Mental health and wellbeing	Relaunch Mental Health Charter. Preventative mental health training and support to children in Early Years Foundation Stage provision along with mental health and wider wellbeing support to staff.	Training and support provided by council staff. Facilitation of resources as part of Council's PH led COVID recovery plan. Thrive App launched to staff in Early Years Foundation Stage provision	Planning complete by end of June 2021	Part of LA duties	Corporate planning on mental health
Mental health and wellbeing	Early Intervention for young children's mental health and wellbeing. Creation of a possible website, co-produced with other early years/Early Help/Health professionals, that contains information and resources to help cope post-pandemic. Parents/carers can contribute blogs of their	Check whether similar provision exists. If it does not, create the website as soon as possible.	Autumn Term 2021		Wellbeing documentation

	experiences and how they have overcome difficulties.				
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