

STATES OF JERSEY



JERSEY CHILD CARE TRUST: THE STRATEGY ONE YEAR ON – OCTOBER 2001 – OCTOBER 2002

**Presented to the States on 13th May 2003
by the Education, Sport and Culture Committee**

STATES GREFFE

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REPORT

Preface

Chairman's Statement

The Jersey Child Care Trust 5-year strategy was approved by the States in October 2001. The report details the Trust's activities and achievements in implementing the Strategy one year on.

The Jersey Child Care Trust continues to provide Core Activities such as the –

- ◆ Staff Bank;
- ◆ continuous professional development courses;
- ◆ administration of the School Age Discount Scheme;
- ◆ information service;
- ◆ special needs project;
- ◆ administration of grants for the child care and play work sector.

The Trust has also needed to develop some foundation stones to support some of the targets identified in the 5-year Strategy.

We have achieved much in the past year and the following is a list of just some of the achievements.

- ◆ Supported the development of 65 holiday and after-school places.
- ◆ Supported 11 children with special needs in mainstream child care provision.
- ◆ Completed extensive research into the structure and needs of the child care workforce.
- ◆ Held an extremely successful Children's Festival Week.
- ◆ Provided 350 parents with 550 children access to J.E.L.L.Y clubs.
- ◆ Launched the Nanny and Parent Guidelines.
- ◆ Supported 14 child care and play work staff to achieve management qualifications.
- ◆ Developed good working relationships with other sectors in the community.
- ◆ Provided 1260 places for staff from child care and play work settings to access continuous professional development.

The report also details some of the activities for the forthcoming months. This includes the exciting development of the peripatetic teacher post to support private child care settings in the delivery of the foundation stage of children's education.

This in conjunction with a pilot for the nanny accreditation scheme are important further developments for the child care industry which will support the Trust's key objectives of improving accessibility, affordability and quality of child care on the Island.

Colin Powell O.B.E.
Chair

(1) **Introduction**

The development of child care supported by the many initiatives in the Jersey Child Care Trust's Strategy, which was approved by the States in October 2001, continues to benefit the whole of the Island of Jersey. In the days of greater economic uncertainty that now prevail, it is more important than ever to continue to invest in those areas, which are proven to be –

1. Good value for money.
2. Cost saving in their impact on all areas of the Island's Economy.
3. An investment in the Island's future.
4. A major contribution to the Island's labour market.

The Jersey Child Care Trust (referred to as JCCT) has the key role in facilitating the implementation of the strategy.

Its main roles being –

- ◆ **to co-ordinate, promote and facilitate the provision of accessible and affordable quality child care;**
- ◆ **to implement the strategy by working together with those already involved in the child care industry;**
- ◆ **to enhance the services already being provided;**
- ◆ **to engage with partners in relevant states departments and other public and private agencies to support further developments.**

The **Jersey Child Care Trust (JCCT)** continues to develop and succeed in the provision of child care services. Following the previous years' successes with its business plans, the ratification of the 5-year Strategy by the States of Jersey in October 2001 enabled the developments within child care and peripheral services to continue. One year on is considered a good time to set out for all to see what is being achieved.

For the purposes of this report the work of the JCCT is divided into 5 distinct areas.

1. The continued benefits of a child care strategy as an Island-wide support.
2. The core business of the JCCT, this being the activities the Trust adopted in the previous years business plans and continues to provide as a vital part of the development of child care services.
3. The laying of the foundation stones for success in the delivery of the strategy, these being activities necessary to ensure the success of the targets detailed in the JCCT's 5-year Strategy.
4. The successes of the Strategy to date.
5. The future programme.

(2) **The benefits to the Island of the Child Care Strategy**

The impact on the Island as a whole if the Child Care Strategy is implemented is far reaching.

- ◆ A good child care policy has benefits for all employers and in turn the Island's economy.
- ◆ It will have a favourable cost-saving impact on many areas of the public sector.
- ◆ It is a key to the recruitment and retention of staff.
- ◆ It facilitates people who were previously unable to work because of lack of child care, to take up employment.
- ◆ It helps people to undertake training, resulting in a better-trained workforce.
- ◆ The provision, for example of an out-of-school club (Play care) allows primary carers to take up employment.
- ◆ A 100-place provision would potentially unleash 106,000 man-hours, equivalent to approximately 54 full-time posts.
- ◆ It will reduce the burden on welfare services.
- ◆ It will be seen that it is a cross committee strategy, impacting on, and needing the support of, all the States departments and requiring investment from each.

In addition to the benefits of having more people available to take employment there are other benefits for many other aspects of Island life.

- ◆ There are many studies, which cite pre-school years as being the years of formation, and how the care received in these years has an impact on life's achievements – hence the contribution to a quality well-trained workforce.
- ◆ A child who is well cared for in the early years is more likely to achieve well in later life and is less likely to demonstrate delinquent behaviour in the teenage years. This has the knock-on effect of reducing the strain on youth services, public services, and health services, especially relating to drug and alcohol abuse. There is also often a significant decrease in vandalism and graffiti.
- ◆ Research shows that latch-key children are at double the risk of having difficulties around drugs, sex, alcohol, smoking and vandalism. Provision of services for this group will thus reduce the impact on and the cost of providing many public services.
- ◆ Long-term investment in the future workforce. It is generally thought that for every £1 invested in early years the economic return is £4 (Day-care trust and the 1996 Working Party report).
- ◆ The provision of breakfast clubs for children who may not have had breakfast is shown to increase educational achievement and improve concentration.

The child care strategy will have a cost-saving impact on the majority of service areas throughout the Island.

- ◆ Less delinquency means less work for the Public Services, the Police, Health and Social Services and care organisations.
- ◆ Children in a safe environment will have less need for child health services, in particular Accident and Emergency Services.
- ◆ Less stress on staff, therefore less sickness, and again less demand on the health services.

- ◆ It has been well-researched that a child care policy including arrangements for flexible working or family-friendly shift patterns greatly reduces absenteeism, e.g. the change of shift patterns for an area police department resulted in a reduction by 47% in sickness rates.
- ◆ There are long-term and short-term effects of a child care policy, not just the immediate effects of retention and recruitment.
- ◆ The longer-term effects of reduction of crime, reduction in accidents and higher levels of achievement academically.

Having more of the population in work places less strain on the welfare services and benefits, in particular.

This leads to –

- ◆ A better quality of life overall.
- ◆ A healthier population.
- ◆ A happier and well-trained workforce for the future.
- ◆ The provision of child care unleashes an untapped workforce and allows career progression by the provision of training; thereby adding to the availability of trained employees.
- ◆ A robust and well-developed child care strategy has an impact on the whole Island economy, not only in the provision of more of the population being available for employment but also less stress on public spending in many areas.
- ◆ In the longer term its effects are the provision of a better-trained workforce to support the Island's future.
- ◆ Last but by no means least, the provision of high quality child care gives children a better start in life and the children of today are the Island's future.

All this is achieved with limited call on the States budget. The Jersey Child Care Trust's core services to which the next section refers, cost the taxpayer £150,000. To administer the initiatives in the 5-year strategy calls for an additional £208,000 on average per annum. A core staff of 4.4 full-time equivalent staff is handling the core services and the new initiatives. The annual average amount needed in total over the strategy period is £ 358,000.

In 2002 the allocation of additional funds of £83,000 gave the JCCT £233,000 with which it achieved all the successes detailed in the following pages.

If the cost of the school-age discount scheme is included, the total cost in 2002 will be £560,000. The benefits obtained make this a good value for money investment in the Island's future.

(3) The core business of the Jersey Child Care Trust

Whilst some of the areas of core business are cited in the strategy as areas for development, the administration and provision of the activities are still a part of the daily business of the trust. For a glossary of terms and services please see Appendix 3.

- ◆ There are 22 registered with the staff bank. The quality of staff bank members is being improved

by members attending the Developing Skills course at Highlands plus receiving training in First Aid, Child Protection and HIV/Aids and Hepatitis. 12 members of the staff bank have gone to permanent positions within child care since the start of the staff bank.

- ◆ The provision of training for the child care workforce in the form of continuous professional development. Some of the topics covered facilitate the staff to be able to meet the requirements of registration whilst others are of special interest or as requested by the sector. In the year from August 2001 to August 2002 we had **1260 attendees on courses**, with a further **560** places being offered in this term. Attached is a résumé of the courses offered. Many of the courses are 2-3 hours in duration so a great deal of continuous professional development has been gained by the child care sector. A recent survey identified that the JCCT is the main provider of continuous professional development to the child care sector on the Island. We send a training flyer out to 1200 people each term.
- ◆ The JCCT continues to administer the school-age discount scheme for after school and holiday clubs. Parents have claimed £327,000 in the form of school age discounts. This has facilitated many people back into the workforce and provided children with a safe and stimulating environment.
- ◆ The Jersey Child Care Trust continues to provide an information service for parents and providers and the topics raised have led to the development of literature for public use. The Nanny and Parent guidelines were exceptionally well received by both parents and nannies.
- ◆ The special needs project is part of the core service offered by the JCCT. This has been further developed as will be seen in the successes in the later section.
- ◆ We have continued to provide and administer grants for the child care sector. The grants awarded in the past annual scheme have been monitored and evaluated and it has been a great success. This has led to the development of a rolling programme of grants currently being offered.
- ◆ We offer support for PAHCC (the Professional Association of Home Child Carers).
- ◆ The production of 3 newsletters per year with a distribution to over 1,500 people has been well received and the feedback from this is very positive.
- ◆ Publicity and recruitment drives are an ongoing part of the JCCT work.
- ◆ Raising the status of issues for children.
- ◆ Both the Executive Director and Deputy Director are heavily involved with not only the provision of training but also the delivery when requested.

(4) **The foundation stones for future success**

The approval of the strategy by the States was only the starting point for developments. The following activities were identified as necessary to ensure the future success of the strategy.

1. The completion of a **'training needs analysis survey'**. 546 questionnaires were sent to all providers of child care and their staff were encouraged to complete the form. A response rate of 46% was recorded. The completion of these questionnaires ensured that whatever developments there are to be in the future there would be a capable and skilled workforce available to deliver the services. The information gleaned from this exercise has been extremely instrumental in the development of training. It has fed the business plans of the Health and Social Care department at Highlands and Training and Employment Partnership (TEP). A copy of the report can be obtained from Jersey Child Care Trust.

2. The development of a working group to work alongside the providers of child care. This group was developed in response to requests from the providers and the Professional Association of Nursery Nurses. The purpose of the group is to –
 - ◆ raise the status of the workforce;
 - ◆ look at the pay and conditions of the workforce;
 - ◆ develop a career structure;
 - ◆ look at options for the financing of change.

The work of this group has been the cornerstone of other developments within child care and training.

3. It has been necessary to gather information on the Island with regard to the child care available, where it is sited and where new developments need to be. This is an ongoing process and will continually need to be updated. It gives a base line from which to grow and develop. This has included the level of qualifications within the workforce and has helped to develop the relevant training for the child care sector. The census has also been helpful in this area. A survey form was sent out to all providers of child care and the research compliments the information held within Day Care Services, Department of Education.
4. We have been involved in the review of early years provision with a group from the Treasury.
5. There has been a need to develop internal systems to manage the future developments including finance systems and a database.

(5) Strategy successes

The main successes from the strategy can be seen as listed below. A more detailed progress report is attached as Appendix 1.

- ◆ Launched the Nanny and Parent guidelines, pilot of accreditation ready to be launched in January 2003.
- ◆ Supported the development of a further 65 Holiday and After-School Places.
- ◆ The introduction of a foundation stage practitioner's role for qualified child care staff. The potential for all children to receive foundation stage education when in child care. This initiative includes some supported places for children.
- ◆ 11 children with special needs supported in mainstream child care provision.
- ◆ 1260 places filled for child care staff to attend CPD plus 560 places available this term alone. See Appendix 2.
- ◆ The development of a joint 5-year training strategy for the child care sector in association with Highlands, day care services, TEP and the child care sector.
- ◆ The completion of a detailed training needs analysis.
- ◆ The completion of a detailed survey of child care providers.

- ◆ The staff bank has increased by 5 members in the last 12 months. Since the start of the staff bank 12 members have taken up permanent work in child care.
- ◆ The further development of PAHCC.
- ◆ **£327,000** paid to parents in allowances for play care and holiday schemes.
- ◆ 37 grants given to child care providers in 2001 and 12 in 2002 which assisted in improving quality, or development of new places and prevented places from closing.
- ◆ To gain support from the NSPCC to develop the child-friendly Island initiatives.
- ◆ Held an extremely successful Children's Festival week with over 3,000 people attending the fun day and exhibition at Springfield Stadium.
- ◆ Supported the continuing development of J.E.L.L.Y. clubs. 350 parents/carers attended with 550 children.
- ◆ Supported and assisted the opening of a new parent and toddler group.
- ◆ Supported and facilitated 6 people to achieve NVQ level 4 in management and 8 to achieve the NVQ level 3 in management.
- ◆ Completed 3 recruitment drives for the Staff Bank.
- ◆ Held a Careers and Training Fayre in association with Highlands, TEP, Jersey Business School and Day Care Services.
- ◆ Development of a resources room for child care and Play work staff containing literature on particularly special needs and foundation stage.

(6) The future programme for the next 6 months

1. The launch of the pilot for the Nanny Accreditation scheme.
2. The joint venture with the NSPCC looking at the Child-Friendly Island initiative.
3. The pilot of the foundation stage practitioners within private child care settings.
4. The employment of a peripatetic teacher to work with the child care sector in introducing and supporting the foundation stage within child care.
5. The start of the review of the allowances in relation to child care.
6. The development of the apprenticeship scheme within child care and play care settings.
7. The development of a pack for starting up a parent and toddler group.
8. The production of a report on the child-friendly hospital.
9. The development of a strategy for the "Pathways" project – the joint NSPCC, JCCT, Education and Health and Social Services initiative.

10. The continuation of the previous successes.
11. The continuation of the core business of the trust.
12. The allocation of more grants.
13. The start of the play work diploma at Highlands.
14. The 2nd advanced Special Needs module at Highlands.
15. Further development of the resources centre.

(7) Appendix 1 – Details of the Strategy activity

<i>Target</i>	<i>Progress/Planned Activity</i>	<i>Obstacles</i>	<i>Timescale</i>
1.2 100 accredited nannies	The guidelines launched. A task group have developed the criteria for accreditation it is intended that this be piloted throughout 2003 with the introduction of tax relief and allowances in 2004 if the accreditation process is successful. To work with Tax department and E&SS throughout 2003.	Those without qualifications may be dissatisfied with the proposals.	Pilot Scheme ready to start 2003. Hopefully allowances available 2004.
1.3 50 Family day carers	There has been little in the way of development in this year, it was felt that the audit information needed to feed this development as some Family Day Carers (previously childminders) were reporting vacancies and it may be that we need to target the developments in conjunction with demographic information.	This year the obstacles have been the lack of demographic information. This should be rectified in 2003.	More work will be done in this area in 2003.
1.4 Nursery class in a private child care establish- ment	The Education Committee discussed this target and a new target was developed which will allow all children to have access to the foundation stage wherever they are during the day. There will be trained foundation stage practitioners in every child care provision by 2006. 35 by the end of 2003. There will be a peripatetic teacher available for the child care sector. There will be supported places available for each provider involved in the scheme. Initially the scheme will	The steering group will overcome any obstacles.	Teacher in post January 2003. 35 foundation stage practitioners trained by December 2003. Pilot evaluated in January 2004.

	run in 15 settings with further developments throughout the strategy period.		
1.5 Wrap-around care for 40 children	No activity at present target for 2003.		
<i>Target</i>	<i>Progress/Planned Activity</i>	<i>Obstacles</i>	<i>Timescale</i>
1.6 To develop a further 100 Out of school places	New provision open in 2002 creating 65 new places. To help raise standards within provision. To support with Grants where appropriate.	Lack of suitably trained staff. This should be rectified in 2003 with the start of the Play Work Diploma at Highlands.	To aim for a further 35 places in 2003 whilst also looking at issues of sustainability.
1.7 Latch key children's project	This initiative is being led by the Health and Social Services Department		
1.8 Re-provide child care facilities for 150 children	Now the Island Plan is available, this will be a priority for 2003 and onwards.	Finding suitable, affordable facilities.	Approaches made to States Departments for support in 2003.
1.9 Support for Special needs	The Child Care Trust has already supported 11 children this year. With the redevelopment of the project and the introduction of special needs co-ordinators within the child care sector, it is envisaged that it will continue to develop and support children throughout the coming years.	Potentially may need more funding. BBC children in need appeal to be approached.	The new arrangements will be evaluated august 2003. Network of co-ordinators running from December 2002.
1.10 Regulation of crèches	To regulate crèches requires a trained workforce of which there is only just enough to cover the present provision. It is felt that this target needs to be developed once there are more trained workers to fulfil the requirements.	Lack of trained staff available. The present review of the registration requirements has meant that other priorities have emerged for the present workforce. The development of a training strategy will help to feed this target.	A.S.A.P. Research and plan available in 2003.

<i>Target</i>	<i>Progress/Planned Activity</i>	<i>Obstacles</i>	<i>Timescale</i>
1.11 Parish action plans	The staff of the JCCT met with the constables and are going to meet individually in 2003 to look at parish developments. The gathering of data will support the development of the parish plans. The JCCT staff will in 2003 work with the constables to meet this target.	Priorities within each Parish are not always seen as child care. Long-term view needs to be encouraged.	More definite plans available by October 2003.
2.1 10 hours Continuous Professional Development per annum for child care and playwork staff	1260 places on training course filled from August 2001-2002 with a further 560 places available from September to December 2002.	It has been difficult to complete the core competencies required for registration and we have had huge waiting lists for Child Protection training and Aids & HIV. These are now nearly cleared.	Part of core business.
2.2 20 play workers to achieve qualification	13 staff obtained level 2 qualification in July 2002 this was in addition to 36 play workers who upgraded their training to the Certificate in Play Work. Training strategy now developed. There are now more trainers available. Highlands have agreed to have the Diploma running this year commencing in 2003. (This is a level 3 qualification). Training strategy includes long-term plans for this sector, including an assessment centre and management training.	The target could not be achieved earlier this year as there was a dearth of suitable trainers and it would have been too expensive to run a course with all off Island trainers.	15 in 2003 to achieve level 3 qualification.
2.3 Scholarship and training bonuses	Training and Employment Partnership in discussion with JCCT at present. The Status of the Workforce group to look at viability of this target and a small group to take the target forward in 2003. It is envisaged that this target will need to look carefully as to how the funds are spent.	Training bonuses are discriminatory giving more to those who are more able. This needs to part of the considerations when further developing this target.	The training group is going to re-evaluate this target in spring 2003.
<i>Target</i>	<i>Progress/Planned Activity</i>	<i>Obstacles</i>	<i>Timescale</i>

2.4 Expand staff Bank	The JCCT continue to develop the staff bank. There has been an increase of 5 from 17 to 23 active members. We have processed many more. Some take up permanent positions within the child care sector. 12 have done so since the inception of the bank.	To increase the numbers has been difficult and whilst we are processing more people than ever we find they are taking up permanent positions within the child care industry it would appear that it is a very good tool for recruitment.	In 2003 we are going to target staff bank members who will be available to work in school holidays, whilst maintaining the previous activity.
2.5 Expand PAHHC	Continue to support PAHCC with their development. They are currently producing their own newsletter. Membership has remained stable	The aim is for PAHCC to become more self-sufficient	2003 PAHCC will become more independent whilst still supported by the JCCT.
2.6 Appren- ticeship scheme	Discussions are in progress with TEP. To involve the Status of the Workforce Group It is likely that this will be ready to be launched in 2003.	None at present.	Apprenticeships to be launched 2003. 2 in Early Years and 2 in Play Care.
3.1 Review of allow-ances	Continue discussions with E&SS, look at all allowances in 2003 re child care allowance as well as School Age Discount.	The budgetary cuts have meant that we are unable to improve the allowances at this time.	2003 review of all allowances and tax breaks.
3.2 Highlands crèche	The Spring Trust is in negotiations with Highlands at present to develop this target with support from the JCCT.	It is hoped that developments could take place at D'Hautrée site this will be dependant on support from the relevant authorities.	2003 will hopefully bring definite plans to fruition.
<i>Target</i>	<i>Progress/Planned Activity</i>	<i>Obstacles</i>	<i>Timescale</i>
3.3 Un- sociable hours child care	Research has been completed within the States Departments. The JCCT will collate these results and offer some solutions within the next 6 months.	There is often a conflict in this area with the needs of the parents and the rights of the child. This must be considered with developments.	To look at babysitting courses. In the summer of 2003.
3.4 Quality Grants	37 Grants were given in 2001. Under the reviewed scheme, which offers a rolling		Grants programme is now a part of the core business.

	<p>programme of grants and definite categories, we have given 12 grants so far in 2002. The grants have been targeted to cover start up costs, the requirements of registration and new initiatives. Each is assessed individually, so that those most in need of financial support receive the limited funds available.</p>		
3.5 Invest-ment in the child care industry	<p>Further research needed. Ideas need to be developed.</p>	<p>In times of economic difficulty it is difficult to engage industry.</p>	<p>Opportunities to be taken as and when they arise.</p>
4.1 Impact statement	<p>Develop tool to monitor this area of work. To continue to work with States to make this a reality. We have agreement from planning to look at including criteria for play surfaces.</p>	<p>It appears to be difficult to raise this to the status it needs. It is difficult to engage, then often left.</p>	<p>Through the child-friendly island initiative post in association with the NSPCC this target will be further developed towards the end of 2003.</p>
4.2 Child- friendly hospital	<p>Following some difficulties within the hospital the benchmarking exercise has been completed by the JCCT. This will be followed by a report with recommendations by January 2003.</p>	<p>Potentially when the report is published it may not receive the priority it requires in comparison to the acute services.</p>	<p>A report with recommendations will be available January 2003.</p>
4.3 Minimal housing standards	<p>The Eradication of Poverty Group has done extensive consultation and is in the process of compiling a report.</p>	<p>Lack of definitions of hardship/poverty. Lack of statistical information to feed the report.</p>	<p>2003/2004 to look at collection of statistical data.</p>

<i>Target</i>	<i>Progress/Planned Activity</i>	<i>Obstacles</i>	<i>Timescale</i>
4.4 En-courage new play facilities to be de-veloped	The JCCT are to embark on a joint venture with the NSPCC to look at this area of development. It is envisaged that a development worker will be in place by January 2003.	Potentially the role of the NSPCC.	Current targets.
4.5 Review of states flexible working practises	A report has been completed by States Human Resources Department and is being circulated with chief officers at present.	With cut backs imminent it is possible that whilst this would improve and retain staff giving cost savings it is a long-term initiative with wins later rather than sooner. It is imperative that it be seen as a long-term solution to budgetary management.	Report by September 2002.
4.6 Award for family-friendly places	Nominations to this were received but appeared to lack consistency with regard to what could be expected. The criteria required very subjective decisions, which it was felt needed further work. The joint venture with the NSPCC will look at further developing this scheme with more objective criteria. In conjunction with this we are evaluating and further developing the Parents Group.	The Parents Group had previously run this target but the group has ceased to be as involved. The criterion for awards is very subjective and needs to be evaluated.	Review of awards being done currently with this being part of the JCCT/NSPCC initiative for 2003.
4.7 Child-ren's festival week	An extremely successful week, which culminated in an exhibition at Springfield stadium attended by over 3000 people. All those who were involved have deemed it a success.	Engaging partners in this venture.	Annual event

<i>Target</i>	<i>Progress/Planned Activity</i>	<i>Obstacles</i>	<i>Timescale</i>
5.1 Expand the information service	To expand the service it has required that the JCCT look at its current systems for storing and recording information. This has encompassed a review of the database and the implementation of a new one including the development in house for managing and developing the web site.		In 2003 to work with day care services to look at the development of the service preventing overlap.
5.2 Support to parents in the first year of life	A monitoring role, in 2003 a review of the allowances to be done in association with Employment and Social Services.		Will be part of the financial review of benefits and tax relief. Promotion of the work life balance.
5.3 Parenting programmes and Jelly clubs	The present programme continues to develop with an additional 140 parents and 175 children able to access Jelly clubs in the first year of the strategy. This target is managed by Trisha Tumelty and supported by the JCCT.		Each year throughout the strategy period the Jelly Clubs will be offered and supported.
5.4 Develop parent and toddler.	One Parent and toddler group has been started this year. This highlighted the need to develop a pack for potential providers. These will be available by January 2003.		Packs available January 2003. New group to open in targeted area as defined by the audit in 2003.
5.5 Support relatives as carers	This target needs further development including the redevelopment of the Parents Group and developing closer links with the Health Visitors. Support has been provided for speech and language therapists who have provided workshops for parent on language development. As part of children's week, play care providers held a workshop on play, which over 50 parents attended with their children.	Wider consultation is needed on the types of workshops to be provided.	Once the parents group is redefined then there will be a more definite idea by summer 2003 of the work needed.

<i>Target</i>	<i>Progress/Planned Activity</i>	<i>Obstacles</i>	<i>Timescale</i>
5.6 Portu-guese parent outreach project	This target is for action in 2003.		To commence 2003.
5.7 Pathways Project	The initial research is now complete and the steering group are in the process of developing strategic targets and an implementation plan. It is envisaged that staff will be in post by January 2003 to take forward a pilot with Le Squez school focussing on community development.		2003 pilot to begin in Le Squez area.

(8) **Appendix 2 – Training summary**

Courses offered	Number of people trained
<i>Core courses</i>	
◆ AIDS and HIV	208
◆ Bereavement	96
◆ Child Protection Training	272
◆ CPD	96
◆ Common Disabilities	52
◆ Disability Awareness	83
◆ Autism	64
◆ Inclusion of SN children in mainstream setting	103
◆ Inclusion of SN children – policies and practice	18
Total of core courses	992
<i>Other courses</i>	
◆ Recruitment and Induction	9
◆ Epilepsy	32
◆ Active Listening and Effective Talking	16
◆ Behaviour Management	30
◆ Silk Card painting	16
◆ Supervision and Appraisal	16
◆ Working with parents	48
◆ Speech and Language	16
◆ Art and Creativity (Night before Xmas)	30
◆ Good to work for	7
◆ Effective Teamwork	48
Total of other courses	268
<i>Total number of people trained Oct 2001 – 2002</i>	<i>1260</i>

We have also supported basic foundation stage training in conjunction with Yasmine Thebault in the Education department. The training involved 3 three-day sessions.

(9) Glossary of terms

- ◆ Staff Bank – The staff bank is a bank of child care workers who are available to the providers of child care. They can be used to cover for sickness, maternity cover, holidays and to allow staff to be released for training. All staff bank members are police checked, provide references and are interviewed. We encourage them to undertake basic training if not already qualified. We provide support for them to attend first aid training. They have access to all the JCCT workshops.
- ◆ School Age Discount Scheme – This scheme is administered on behalf of Employment and Social Security to providers of play care and holiday schemes. The providers must be registered with the Education Department. The providers collect the data from parents to facilitate them being able to receive the benefit. This is a benefit for working parents whose children are attending child care and is for children aged 5-12.
- ◆ PAHCC (Professional Association of Home Child carers) – This is an association for nannies who work within the family home, either residential or who attend daily.
- ◆ Jelly Club – Jersey Early Learning Literacy Years – This project aims to reach families in danger of isolation and social exclusion. The project promotes early development of language, literacy and personal and social development.
- ◆ Parenting Programmes – run under a variety of formats led by Trisha Tumelty in the Education department.
- ◆ Parent and Toddler Group – a group usually organised by parents where they can go and meet other parents whilst providing their child with a safe and stimulating place to play. The parents will stay here with their children.
- ◆ Nanny Accreditation Scheme – The aim of this is to provide qualified, police and reference-checked nannies to families who in turn receive a quality service as well as tax breaks when employing an accredited nanny. There will be an annual renewal requiring the nanny to demonstrate a level of Continuous Professional Development.
- ◆ Pathways Project – This is a joint initiative between the NSPCC, JCCT, Children’s Service and Education funded by the NSPCC Full-Stop Campaign Jersey Appeal. Originally this project looked at the reasons why some children start school with lower base line scores than others, The research phase is completed and the project is about to enter a phase of piloting a community development scheme in conjunction with home visiting for children prior to school entry to facilitate early identification of difficulties.
- ◆ Foundation Stage – This is the stage of a children’s education prior to school entry currently provided if a child attends an education nursery. It provides the essential building blocks for future educational achievement.
- ◆ Foundation Stage Practitioners – These will be child care staff working within the private child care sector. They are qualified early years practitioners who will have undertaken extra training in the delivery of the foundation stage.
- ◆ Early Years Practitioners – Were called nursery nurses. They are qualified with either a NNEB or equivalent.
- ◆ Child-Friendly Island Initiative – This is a joint venture between the JCCT and the NSPCC and is to work on some of the targets in section 4 of the child care strategy.
- ◆ Family Day Carers – formerly known as childminders, the home is registered and the carer will look after

someone else's child in their own home for remuneration.

(10) List of Trustees

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