



# Birth to Five Service

## Newsletter

*Summer 2009*

**Welcome** to the latest edition of the Birth to Five Service newsletter. Firstly, I would just like to say a very big thank you to all those who attended the first ever Lincolnshire Early Years Conference. The event was a resounding success, and I'm sure that by now Jan Dubeil's 'African elephant' story has been told in many homes and settings across the county! We are immensely grateful to Jan for opening the Conference in such an inspirational, and amusing manner. We hope you enjoy the Conference double page spread in this newsletter.

Also included in this issue is key information about the Extension to the free Early Years Education Entitlement offer and the Two-Year-old Pilot in Lincolnshire. Both are important initiatives for children and their families across the county. I know that some of you are understandably concerned that your business viability is being threatened by the two key changes affecting nursery education – the increase in the core offer from 12.5 to 15 hours per week and the review of how places are funded, known as the Single Formula Funding review, again to be implemented by authorities in 2010. If you are a provider of nursery education and are listed in the Council's Directory of Providers, Anita Pacey is now your representative on the School's Forum. Please note that consultation sessions for you on the Single Funding Formula will be held in the Autumn term.

This term sees Angela Fleming (Lead Advisor, North Team) leave us to take on the challenge of a Headship in Devon. I am sure those who know and have worked with Angela, would want to join me in thanking her for her hard work and valuable contribution to Early Years Education in Lincolnshire over the last seven years. We are delighted to welcome Lyn Challender, who comes to us from her post as Children's Services Team Manager at Lincolnshire County Council.

*Stephaine Douglas.*



### Development Team becomes The Welfare Team

The Development team has now changed its name to The Welfare team and the officers have changed their titles to Early Years Welfare Consultants (EYWC). We feel this more accurately describes the role of the team and hope you all agree. You can find information about the role of the Welfare team and support that can be offered, on the Birth to Five website, [www.birthtofive.org.uk](http://www.birthtofive.org.uk)

The Welfare team will once again be conducting an audit this year; however we are hoping to start a little earlier which will allow us more time to visit. The Audit will help us to identify areas of support and also be able to inform the service of any potential funding requirements.

You will receive details of when we will start very shortly, followed by one of the consultants contacting you for a convenient appointment.

You can also find details of the ISA Vetting and Barring scheme and links to the ISA website, on the welfare section of the Birth to Five website.

Don't forget if you need help or support from your Early Years Welfare Consultant, please call the office on 01522 587570 and they will put you in touch with one of the team.

PVI

This Edition:

Page 1:

**Welcome letter;  
Development  
Team name  
change**

Pages 2 and 3:

**Early Years  
Conference**

Page 4:

**Free Places for 2  
Year Olds**

Page 5:

**Funding  
initiatives and  
projects**

Page 6

**Ofsted News;  
Training News;  
ARK**

Page 7

**Discipline and  
Grievance  
Procedures;  
PVI Early Years  
Consultative  
Group**

Page 8

**Montessori;  
Do you need a  
licence to play  
DVD's?;  
Contacts**



Birth to Five Service

# Birth to Five Service Newsletter

## Safeguarding Children - CAF

There is now an out of hours contact telephone number for the customer service centre - 01522 782333 Please make sure that it is included in your safeguarding policy along with the day time number.

## 'Celebrating Together' Early Years in Lincolnshire



An African Elephant, Puddle Potential, Songs on a 'Lybra' Theme and 'An Attachment to Eggs' are a strange assortment of themes but not so for those of us who attended our own Early Years Conference at Bishop Grosseteste College over the weekend.

The Conference created that special environment which we all know, has the potential to create quality learning experiences which are real, appropriate, exciting and engaging for the very young.

Led by our own Birth to Five Staff and Children's Services Representatives; Childminders, Nursery Workers, Teachers, and Play Leaders, soon got involved with a diversity of experiences and professional development opportunities on offer. Enjoyment and a sense of fun featured prominently creating strong evidence that we certainly practice what we preach!



As did Keynote speaker Jan Dubiel, QCA Programme Manager EYFS who delivered hard evidence about the progress of EYFS in a fun and engaging presentation punctuated by his own real experiences of working with very young children.



Jan referred to 'The Early Years Landscape of Today.' How different it looks compared with 10 years ago! All delegates and colleagues nationwide had been working hard to implement the Principles and Practice of EYFS and were able to listen to Jan's evidence base on how successful the changes had been. Clearly there had been remarkable progress but in some areas, there was still work to do. He reported using findings from focus groups from all disciplines of Early Years Professionals nationwide and encouraged conference delegates and their setting colleagues to air their views too within the ongoing QCA survey.

Jan delivered his 'inside' information with the integrity of an Early Years Practitioner of many and varied roles. He emphasised unreservedly, areas of challenge and uncertainty within the findings to date. These were then put in context by underlining and reaffirming and celebrating the skills experience and knowledge of all the early years' professionals in the room who would go on to develop early years education even further. Within these comments he strongly emphasised the need for renewed respect and acknowledgement of professional expertise within this area of work we all share.





Birth to Five Service

## Birth to Five Service Newsletter

The next EYP cluster meeting is on the 9th July at the Skegness CC from 1pm-3pm.

Inputs from Sue Otter regarding funding and BFS on creativity

Contact the Birth to Five Office on 01522 587570



Jan clearly defined his perception of 'An Early Years Expert.' He felt that being a parent did not automatically generate this title 'Parents are experts on their own child', whereas professionals have the knowledge of thousands of children to enrich their own expertise and practice for the good of all children. He felt it was also absurd that people from the world of celebrity, once they had become parents, believed themselves to be experts in

early education and used their celebrity status to communicate and expound their theories to the very wide audience at their disposal!

He illustrated how this was true of individuals from The Secondary Education Sector who were given and tasked to drive, direct and make significant decisions about early years education in the past. Jan proclaimed that as such these people had no early year's expertise whatsoever, a situation which he felt was 'beyond belief'. 'This situation was totally unacceptable,' he said and to this end strongly emphasised 'Practitioner Empowerment.'

He called on us all to be proud of being Early Years Professionals and to speak up and challenge the outside agencies who bring their own agendas and criteria to our early years settings. It was this part of the message,..... The child as the focus of our work, which proved to be highly significant for delegates who said afterwards how they felt supported by what they had heard in the conference hall, from this very gifted and knowledgeable speaker.



Jan, himself, a very experienced Early Years Practitioner, transmitted and supported his strong message with illustrations of incidents within his work with children. There was engaging humour in the delivery but his total respect for how children see the world and respond to it, shone through for us all. His messages were, therefore, very powerful, very well informed and inspiring.

Jan provided an excellent launch for a conference which went on to deliver a wealth of opportunities to support and expand our practitioner skills. In so doing it reflected the capacity for true enjoyment and celebration of the work of skilful and committed professionals within Early Years Education in Lincolnshire.

Delegates left the conference taking with them strong, unwavering messages about quality and fun within education for all our children and absolute commitment to the principles and practice of The Early Years Foundation Stage. The underlying message was summed up expertly by Justine Hyde of Wellies Horncastle, who said,

'This has been brilliant. Everyone who has come must feel inspired.'  
'Roll on second conference!'



### Birth to Five New Key Initiatives

The Birth to Five Service is involved in the following two key initiatives, which will have an impact on early years services across Lincolnshire.



### Free Places for Two Year Olds

Lincolnshire County Council has agreed to take part in the Government's Two Year Old Pilot Scheme. In principle the Government has made a long term commitment to extend the free entitlement to all two year olds.

The pilot will only offer free childcare to a very small number of two year olds living in disadvantaged areas across Lincolnshire. There are approximately 6,700 two year olds living in Lincolnshire and the number of children who can be involved in the pilot for this coming year is very small.



Only 171 places will be available in 2009/10 and the same in 2010/11. Children will be offered a place based on very specific government criteria around individual family's economic circumstances.

The aims of this pilot are:

- To improve learning outcomes and raise attainment
- To improve outcomes for parents, by supporting them to take up training or to go to work.

Evidence suggests that elements of 'home learning support' can bring strong benefits to children and their families. This pilot will encourage parent/toddler time at home and actively support parents to devise appropriate activities that will support their child's development.

Providers will be supported to signpost families to services such as health, training, counselling and employment to ensure all participating families know how to access the support they need to provide family stability and a positive environment for their child.

The DCSF have deliberately set quality standards for settings involved in this pilot in order to deliver the best possible outcomes for these children.

The settings involved in this scheme have been chosen based on specific criteria and they will be supporting the families and children eligible to participate. Parents/carers of eligible children will be contacted directly by the setting and invited to express an interest in the pilot. There will not be an open application process for parents across the County.

**Please note:**

*This article is for information only. Providers who are involved in the Two Year Old Pilot have already been contacted directly by the Birth to Five Service.*



Birth to Five Service

## Birth to Five Service Newsletter



### The Extension to the free Early Education Entitlement offer

As most of you will already be aware, the Government is increasing the free entitlement to early education. The current entitlement is 12.5 hours a week over 38 weeks of the year. From September 2010 this will increase and all eligible three and four year olds will be offered 15 hours free early years provision each week. However, the extended offer is being introduced in two stages:

From September 2009, 25% of three and four year olds living in the more disadvantaged areas of Lincolnshire will be offered 15 hours a week of flexible provision. The Project Team has already contacted settings involved in the extension from September 2009.

Then, from September 2010, all three and four year olds will be offered the full 15 hours over 38 weeks of the year. By then, the 15 hours must be able to be offered flexibly so that a parent can use their new 15 hour entitlement in any reasonable combination of hours.

The extension of the offer is based on clear evidence, which shows that involvement in high quality early years education can lead to better educational and social outcomes for all children. There are particular benefits for children from disadvantaged backgrounds.

Early Years provision can also act as an enabler for parents, allowing them time to return to work, enter training or achieve a better balance in their work and family life. This can lead to considerable benefits to the children within families taking up early years provision.

The extension to the offer seeks to balance these benefits - extending the offer so that there are additional benefits to children and making the offer more flexible to better meet the needs of parents.

Following the Briefings held on 25/26 June, further information about how this will work across Lincolnshire will follow in September. An information pack for schools and early years settings is currently being developed. This will take account of any learning from pathfinder authorities, which have been piloting the flexible extension to the free entitlement for the past two years, and from Lincolnshire schools and settings which will offer 15 hours from September 2009. Regular meetings with settings will be held during the Autumn and Spring terms.

A Project Team has been put in place led by Stephanie Douglas, and including Geraldine O'Neill (Project Manager for the Two Year Old Pilot) and Zoe Menday (Project Manager for the Birth to Five Service). Please do not hesitate to contact the Project Team should you require any further information.






Birth to Five Service

# Birth to Five Service

## Newsletter



### Assessment and Record Keeping

The Birth to Five Service would like to take this opportunity to thank the settings who have been holding visits focusing on Observation and Assessment throughout the year.

Branston Community Day Nursery, Branston  
 Little Learners Nursery and Early Years School, Skegness  
 Glebe Farm Day Nursery, Lincoln  
 Swan Street Day Nursery, Spalding  
 The Village Kindergarten, Brant Broughton  
 See- Saw Day Nursery, Boston  
 Busy Bees Day Nursery, Lincoln  
 Long Bennington Pre-school, Long Bennington  
 Wragby Pre-school, Wragby  
 Heckington Pre-school, Heckington  
 Sleaford New Life Pre-school, Sleaford  
 Ladybirds Pre-school, Spalding  
 ABC Day Nursery, Tallington Stamford  
 Sunshine Children's Centre, Burgh Le Marsh  
 Hawthorn Tree Community Children's Centre, Boston  
 Acorn Pre-school, Whaplode

The feedback from the visits has been extremely positive and practitioners throughout Lincolnshire have benefitted and enjoyed the opportunity to share practice and exchange ideas.

The Assessment and Record Keeping group are continuing to develop further materials which will be shared with settings throughout the next academic year.

**Please ensure that your setting has staff with a current and relevant Paediatric First Aid Qualification. A lack of staff with this has been cited as a reason for an inadequate judgement! Contact us on 01522 587576 or see the Training Directory to find a course.**



Ofsted are making some changes to the way in which complaints are reported. This is because Ofsted want to ensure that parents and carers have the most up to date information about childcare providers and childminders. These changes will take effect from May 2009.

Ofsted intend to:

- publish new complaints information on their website, separate from inspection reports as soon as a complaint investigation has been completed
- continue to publish information relating to complaints made against childminders or childcare providers, only in circumstances where Ofsted, or the provider, take action to meet the legal requirements of registration
- publish historic information about complaints received since a provider's last inspection where Ofsted, or the provider, took action to meet legal requirements
- remove complaints information from their website five years after the closure of the complaint investigation.



***Please ensure that you phone the BFS office as soon as an Inspector calls! We will find a member of the BFS team who can attend your feedback session. Please note: many inspections are now shorter, with feedback following straight on from the inspection, rather than the Inspector coming back on another day for the feedback. We therefore need to know as soon as possible in order to support you.***

Information about complaints received prior to a provider's last inspection will remain accessible in the last inspection report. This is to ensure that parents and carers can access a full history of complaint information. Ofsted will make complaints information available on request to people who are unable to access their website either in writing or over the telephone. Information about these changes will be published on the Ofsted website. If you have any further queries regarding this information please contact the Ofsted helpline on 08456 404040.



Birth to Five Service

# Birth to Five Service

## Newsletter



### Changes to Discipline and Grievance procedures

The employment act 2008 covers aspects of UK employment law, including dealing with discipline and grievance issues. The legislation governing how employers and employees deal with discipline, dismissal and grievance issues at work changed in April 2009.

The new simpler and more flexible system has the potential to save employers' time, money and stress. As a result of the changes, employers will benefit from greater opportunities to resolve disputes in the workplace before they escalate to the point where they end up in an employment tribunal. The new dispute resolution system places increased emphasis on alternative dispute resolution mechanisms, including mediation, to encourage earlier resolution.

More information can be found in the leaflet: Mediation guide for employers which informs employers about the changes in dealing with workplace disputes. The leaflet is available from the ACAS website.

You can also access sample disciplinary and grievance procedures on the welfare section of the birth to five service website.



### The PVI Early Years Consultative Group

The first meeting of the PVI Early Years Consultative Group took place on 8<sup>th</sup> July in Lincoln. The group's purpose is to consider matters of relevance to the funding and delivery of Early Years Education Entitlement in the PVI sector and provide advice to areas of the County Council such as the Birth to Five Service and Extended Provision.

The representatives sitting on this consultation group are listed below for your reference. Thank you to these kind volunteers from Single Funding Formula consultations last term. It is expected that they will be in contact with settings in their district council areas over the autumn term to arrange opportunities for all settings to provide targeted feedback for them to share at future meetings.

The group elected Anita Pacey as the PVI representative for the Schools Forum.

PVI Early Years Consultative Group			
Setting Name	Contact Name	District Council	Telephone
Mon Ami Boston	Samantha Lunnemann	Boston	01507 462228
Unitarian Preschool	Dawn Owen	Boston	07818 888825
Seasiders Skegness	Vicki Parkin	East Lindsey	01754 766440
Wragby Preschool	Julie Swift	East Lindsey	01673 858594
Busy Bees Day Nursery	Anna Patten	Lincoln	01522 575640
Bailgate Preschool	Sandra Cooper	Lincoln	01522 538313 / 01522 792407
Glebe Farm Day Nursery	Sarah Owen Jones	North Kesteven	01522 575055
Swinderby Preschool	Sharon Marshall	North Kesteven	01522 869362
Busy Bees Gosberton	Brenda Kitchen	South Holland	07850464103
Acorn Preschool, Whaplode	Jackie Berrie	South Holland	01406 373400
Manor Farm	Angela Flint	South Kesteven	01778 560887
Edenham Preschool	Julie Marshall	South Kesteven	01778 591368
Scampton Playmates	Tracey Dickinson	West Lindsey	01522 731581
Middle Rasen Preschool	Jean Pettifor	West Lindsey	01673 844111
Lincolnshire Montessori	Nathan Archer	Caistor	01472 859589
St Marys Prep, Lincoln	Anne Ogley	Lincoln	01522 524622
NCMA	Anita Pacey		01775 769003



# Birth to Five Service

## Newsletter

### ELKLAN Speech and Language Support for Under 5's

A few spaces are still available for this ten (x3hr) session course running Autumn Term in Horncastle College or Spring Term, Sleaford New Life Centre.

(NB: There is an error in the training directory page 120: delete 15/2/09 (half term) add in 22/3/09.

Please book through Speech & Language Therapy Service Tel: 01476 577368



### Do we need a license for playing DVD's?

Our welfare consultants are often asked this question, under the copyright, designs and patents Act 1988, videos and DVDs shown outside of one's home, qualify as public performance and are illegal unless correctly licensed. However there is an exemption, when a film is being shown for educational purposes within a school / college facility. In the context of early year's settings, only maintained school are defined as "educational establishments" and are therefore afforded this exemption. Therefore if you show videos or DVDs within your setting you are legally required to hold a valid licence.

A Licence can be obtained from either [www.mplcuk.com](http://www.mplcuk.com) or [www.filmbank.co.uk](http://www.filmbank.co.uk)



### Montessori

Lincolnshire Montessori is based in Caistor and offers care and learning for children from birth to eleven. Building on provision in Stallingborough, the newly opened centre is based in converted farm buildings and follows the principles of Maria Montessori. Extended Services include out of school and holiday care, Treasure Basket Parent & Toddler Group and Family Learning. The centre also houses a training centre offering Montessori Early Years Levels 2 & 4 and Primary Diploma. We welcome early years professionals to visit. Contact Jo Robinson Tel: 01472 859589 or e-mail [jo@lincolnshiremontessori.co.uk](mailto:jo@lincolnshiremontessori.co.uk)



### Contacts

<b>Office Switchboard</b>	01522 587570
<b>Principal School Improvement Adviser</b>	Muriel George
<b>Head of Service, Birth to Five</b>	Stephanie Douglas
<b>Lead Adviser (North) East &amp; West Lindsey</b>	Angela Fleming
<b>Lead Adviser (Central) Boston, Lincoln &amp; North Kesteven</b>	Claire Logan
<b>Lead Adviser (South) South Holland &amp; South Kesteven</b>	Zoë Cox
<b>Early Years Workforce Development Manager</b>	Sue Otter
<b>Lead Early Years Welfare Consultant</b>	Jill Brewster



Managed Service on behalf of



Birth to Five Service, The Old School, Lamb Gardens, St Giles, Lincoln. LN2 4EG  
01522 587570 Telephone Contact Times; Mon-Thurs:8:30am—5pm & Friday  
08:30am—4:45pm.

An answer machine is in use for calls outside office hours