

Top tips

**For Out-of-school Groups
and Holiday Clubs**

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Queen at RAF Marham

**To officially open the
RAF Rainbow Centre
on February 4th 2004**

pages 12-13

Letting parents in

**Viewed from the
parents', childrens' and
teachers' perspective**

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partnership news

incorporating Partnership and Early Years News

the hundred languages of children



2004 UK Exhibition

An inspiring and celebratory display of young children's creative potential from the preschools of Reggio Emilia in Northern Italy.

The ideas, feelings, knowledge and understandings of the children are stunningly visualised through photographs, painting, drawing, collage, video and sculpture, with explanatory scripts and panels.



WELCOME

Note



Welcome, to our first issue of the new format. It brings together Partnership News and Early Years News and combines news stories and articles from all the various areas of work we are involved with. We hope you like it!

Each time I write this welcome I can't believe we are already starting a new term, as it seems only a few weeks since I wrote the last piece!

We all seem to be so busy we barely have time to reflect on the challenging and rewarding work we are involved in, whether it be opening childcare places, delivering training, or supporting groups with delivering early education and quality childcare. Whatever you're involved with – a lot of hard work is going on all over the county!

Since last time we can celebrate the opening of 6 new Neighbourhood Nurseries, a huge achievement for all involved. We still have 6 more to go but we are all very pleased to have come this far.

Since this term we begin a new chapter in delivering the Sure Start Agenda and set off on our 2004 – 06 plans we should look back at the successes of the last year. In 2003 – 04 we have opened 910 new pre-school childcare places, 3272 new out of school childcare places and 1492 places with childminders, which gives us grand totals for 2001 – 04 of 2070 new pre-school childcare places, 5278 new out of school childcare places and 3904 new places with childminders. However there is still a long way to go and our priority for 2004 – 06 remains the opening of another 30,000 childcare places as well as developing 10 children's centers. In these new

centers we aim to bring together early education, childcare, health and family support and a base for childminders – a big challenge for all!

We look also to our support teams to help with this proposed new development. Teams such as training, recruitment, business and finance, marketing and care standards. All these teams of individuals have put plans together to support the development of childcare and the delivery of quality care and early education.

Good news is that there is now national recognition that it is often difficult for childcare businesses to become sustainable within the required time-scales. As such there will be funding sources available for 2004 – 06 and we hope that guidance can be sent out soon. Also good news is the introduction of universal education for all 3 & 4 year olds, from April 2004, and we continue to work hard with schools and settings to ensure that children's and families needs are being met.

Of course our work continues alongside Norfolk's commitment to moving the 'Every Child Matters' agenda forward, and we wait with eager anticipation on exactly how that agenda will impact on the work we are involved in doing.

I wish you well with the rest of the term and hope that you enjoy our new style newsletter.

Best Wishes

Marcelle Curtis

Head of Early Years and Childcare Strategy

JOINERS

& Leavers

Welcome to:

Vicki Hall – Recruitment and Marketing Coordinator

Kirsty Woods – Training Coordinator



Hi! My name is Kirsty Woods and I am the new Training Co-ordinator for Norfolk County Council, Early Years and Childcare Team at St Andrews House.

I previously worked as a Team Leader at Sure Start in Thorpe Hamlet where I ran a team working with Children aged 2 – 4yrs. Having been a childcare worker myself I feel I have gained hands on knowledge and experience as to what practitioners

need and want from training.

My role involves co-ordinating the training programme and looking at the quality of training being offered and whether it is meeting the needs of our childcare workforce.

I live in Norwich and enjoy all the normal sociable activities, eating, drinking and going out!

If you would like to speak to me regarding any future training you would like to see offered you can contact me on 01603 598471

Ann Young – Admin team Leader, St Andrews House



Hi! My role involves looking after the day to day running of the office, from helping supervise the administrators to overseeing work by contractors. My baptism of fire was an office move at the end of my second week, this gave me a great insight into how the office worked and also helped me get to know everyone. In the future I'm going to be getting more involved in the individual teams and learn more about the health and safety front.

Before joining NCC, I was a customer service team leader at TSO. I looked after the telephone team, which handled the majority of the calls coming into the centre. I also monitored all the volumes of work coming in to ensure we met our contractual targets.

On finishing university in Hull, where I studied the social sciences, I spent a year in Australia. Nowadays I tend to keep my jaunts to Europe and love visiting new cities. I am a keen hockey player and am interested in Sport in general and like to think I'm up to date with my footy results!

Goodbye to:

Julia Haig – Childcare Information Service Manager

Margaret Dewsbury – NHS Childcare Coordinator

Nicki Bird – NHS Project Administrator

Sue Martin – Development Worker, West Team

Peter Nash – Development Worker, South and East Team

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100 Languages of Children



Dad's Worker



Helping your child at home

On the Cover

The amazing Reggio Emilia Exhibition
'The Hundred Languages of Children'.
See pages 10 & 11 for full details.



Got any News?

We are always interested to hear from you.
If you have any news stories or feedback
please contact:

Catherine Wedge-Clarke on 01603 223994 or
email catherine.wedge-clark@norfolk.gov.uk

LATEST

Over 500 new people viewing childcare vacancies

The partnership working between jobcentreplus (JCP) and the early years and childcare team continues to be working well, and in particular the work around the sharing of provider vacancies. The recruitment team have been sharing vacancies with JCP since December 2003 with the hope that new people will be seeing the opportunities in childcare. To date over 500 people have viewed these jobs and JCP have put forward in excess of 250 people for these posts. We hope following some evaluation to be reporting on some successful appointments. We have instigated a new form for job vacancies and for individuals wanting to receive the job vacancy list. Please ensure that you have the correct form by calling the recruitment team on **01603 62 22 92**.

Get your thinking caps on!

Our Early education contributors would like to set a theme for the next edition – due out at the start of the autumn term. Their suggested topic for next time will be “Stories”. Anyone wishing to contribute or suggest articles for this wide ranging subject please contact Jo Mixer or Rosie Smith at the Professional Development Centre on **01603 433276** or via email.

Early Years and Childcare – changes to your support

If you have tried to ring a Network Adviser this term you will have noticed a change to the answer phone message asking you to ring the office.

This is because the focus of their work is gradually changing. Over a period of time the Link Teachers will pick up the Care Standards work and will support you around the Children Act part of your inspection as they do with the Section 122 (Foundation Stage) inspection.

The Network Office is still there to answer questions about such issues as employment and charitable law and in some circumstances may visit settings. All your calls should go to the office **01603 219300** and not to the individual advisers.

Both the Network and Link Teachers will become involved as mentors for the Norfolk Kitemark so watch this space for more news on that front.

Early education funding

From April 2004 the government introduced universal funding for early education for all 3 & 4 years olds in Norfolk. We celebrate this and are working hard with nursery schools, group settings and childminders in the delivery of this. Please see our main article for more information and guidance.

Wowing all, online

Our website, developed last year by a number of people within the Early Years and Childcare Team, has emerged as one of the most frequently visited sections on the Esinet Site. We are noticing a real increase in the number of visitors and a noticeable shift of enquiries from telephone requests to online requests. Our site can be found at

www.norfolkchildcare.info and our business, finance and marketing site at www.buspack.info. Please continue to use the pages, suggest additions and recommend it to other settings and organisations.



Norfolk Show 2004

This year the Early Years and Childcare Team will be at the Norfolk Show, again as part of the main Norfolk County Council tent. We will be there both days offering information, advice and guidance to all. Please drop in and support us. Remember this year the show is on June 30th and July 1st.

NHS Project ends

We are delighted to be reporting on a successful year of the NHS and Norfolk County Council Childcare Project. Our team of Margaret Dewsbury and Nikki Bird with the CIS, have worked tirelessly helping and supporting NHS workers as they struggle to balance their work and family life. Margaret has teamed up with childcare providers to provide discounted places to NHS staff and worked her way round practically all the NHS hospitals and healthcare sites. We wish them both well as they move on to pastures new and celebrate the success of the project and the NHS staff that have been able to enter work because of the scheme.

Sign up to campaign about pay!

Low pay of pre-school workers was the subject of the first question to Ian Gibson M.P, the afternoon speaker at the SENCO conference. After he had heard details from several delegates Ian felt that this was a 'just case' and one that he and other Norfolk MPs might take up with ministers. He asked Dorothy Wedge, EYDCP chair, to gather information together and he would arrange a meeting.

22 people signed up to be involved, and since then Gill Heaford, Christine Clark and Dorothy Wedge met to work out how to get things moving. Although we have names and telephone numbers we need your addresses so that we can create a mailing list.

Please will you, and anyone else who'd like to join the campaign, contact Gill or Christine. We know it's been tried before, but it's worth another go!

Gill Heaford (NEYN) – 01603 219300

Christine Clark (PLA) – 01603 767525

Sure Start Out of School Funding & Sustainability

Sustainability funding for groups has been awarded to us by Sure Start and we are currently drawing up the Guidance and Application details for this.

We also have our new funding from Sure Start to develop additional out of school services for children aged 3 – 14 years (16 years with additional needs). Full information will be available from your local development team before the end of term, so make a diary note to contact them then.

A4E

A4E training focussing on childcare as a business was delivered in Norfolk in March 2004. Unfortunately this training was limited to 25 settings. Due to its success, plans to offer this again in September are underway. More details to follow in the next edition of Training News.

Every Child Matters – Children Bill

A new way forward has been agreed by Cabinet as to the way “Every Child Matters” will impact on services for children and young people in Norfolk. In Norfolk there will be a new appointment of a Director of Children’s Services who will lead the change and work with others to develop the multi-agency service. Check out the website for more information. www.norfolk.gov.uk

NNI’s update/Celebrating the opening/anniversaries of NNI’s

Congratulations to the following Neighbourhood Nurseries (NNI’s) who opened this term, and to their support teams and organisations who made it happen!

Mr Bees - Kings Lynn

Seagulls - Gorleston

Earlham - Norwich

St Michaels - Kings Lynn

Bowthorpe - Norwich

and Emneth

Small Pilot in the West kicks off!

“Out and about” have been engaged to deliver a small pilot looking specifically at children with Special Needs accessing Out-of-school childcare. This pilot is part of a larger one linking with Social Services, which is looking at how children and young people access leisure facilities in Norfolk. Our funding will help support a development worker to carry out this pilot. More information will follow.

Library Services For Early Years and their carers

Libraries welcome Under 5’s and their carers and provide a range of resources in family friendly areas that encourage enjoyment of books and reading together. All libraries provide a range of resources from board books, to first story and fact books and nursery rhymes and songs on tapes, but in many libraries you will find even more. Contact your local library to see if they offer any of the following:

- Storytimes
- Babies rhyme time
- Storysacks
- Special tickets for playgroups to allow them to borrow extra books
- Childcare collections
- Special promotions in the summer and at other times throughout the year
- Childminder tickets
- Librarian visits to groups to share stories with children or talk to parents and staff
- Input into training courses for carers of under 5’s
- Don’t forget we have a wide range of information for carers either in traditional paper format or on the Internet

We also hold centrally based collections of books for special needs children, including a range of tactile and pop-up books. Playgroups can access books to meet the demands of the foundation curriculum. We will send you out a box of up to 25 books (and maybe a storysack) to meet a range of topics and themes – this is on top of the books you borrow from your local library. If you want to try a storysack or need books in dual language please contact us and we will do our best to help.

For further information please contact *Dorne Fraser 01603 222270*

What’s happening at Sure Start Thorpe Hamlet

“Exhibition to Celebrate our Children’s Creativity and Imagination”

To mark the Nursery’s first Birthday we will be exhibiting work from children in the pre-schools and schools in the Thorpe Hamlet area. Artists will also be on site working with some of the children. Our event is planned for Thursday June 24th and Friday June 25th. We are inspired by the work of the children in the pre schools of Reggio Emilia, Italy. The exhibition will be a celebration of children and their ideas. We would like to celebrate an image of children that is

“...rich in potential, strong, powerful, competent and most of all connected to adults and other children.”

(Loris Malaguzzi). In Reggio Emilia there is a belief that children communicate through a hundred languages – we would like our exhibition to celebrate and explore our children’s many languages.

Nead Catalogue – now available

The new Norfolk Education and Action for Development (NEAD) catalogue is now available. We have received many positive comments from our readers, customers and schools and organisations around Norfolk who regularly order items and equipment from us. If you would like a copy of our new catalogue please call NEAD on **01603 610993**, email us on nead@gn.apc.org or you can view it on our website, www.nead.org.uk, via the Resources Catalogue page.



DIARY DATES

& useful numbers

Contact numbers

Norfolk Childcare Information Service 01603 62 22 92

For information on available childcare, training and recruitment and developing your services.

Area Offices

Kings Lynn 01553 66 76 20
Yarmouth 01493 33 57 40
Norwich 01603 59 84 84

Childminding Matters 01603 61 56 67

Norfolk County Childminding Association. Offering a support service for childminders in the county.

NEYSN 01603 21 93 00

Norfolk Early Years Support Network. Offering help and support for providers of early years education/childcare.

PLA 01603 76 75 25

Pre-school Learning Alliance. The local branch of this national charity offers support for early education and the development of children.

NATLL 020 7387 9592

National Association of Toy and Leisure Libraries.

4 Children 0207 512 2100

4 Children. Offering help and support for 'out of school' childcare providers across the UK.

Ofsted

General enquiries 0845 601 4771
Complaints 0845 601 4772

Job Centre Plus

Childcare Partnership Manager – Louise Gedge 01603 636030

Forums

Norwich Forum is on 19th May at 4pm, at the Sunningdale Nursery, Lakenham.

North Norfolk Forum is on 24th May at 7.30pm, at the Ladybird Preschool, Sheringham.

Eastern Forum is on 15th June at 6pm at St Nicholas Children's Centre, Great Yarmouth.

South Norfolk Forum is on 8th July at 7.30pm at South Norfolk District Council Offices, Long Stratton.

West Norfolk Forum is on Tuesday 22 June at 7.00pm at the West Early Years and Childcare Team Office, Unit 5, North Lynn Business Village, King's Lynn.

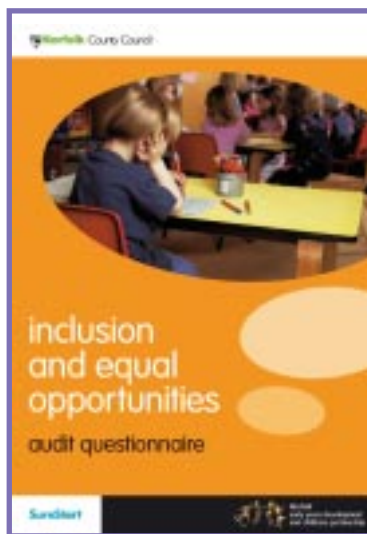
5th October at 7.30pm Venue to be advised.

Childminder Information Sessions

Date	Area	Venue	Times
1-Apr	King's Lynn	Alderman Jackson School	7.30-9.30pm
21-Apr	Norwich	Anna Sewell Room, The Annexe, County Hall	7.30-9.30pm
29-Apr	Gt Yarmouth	St. Nicholas Children's Centre	7.30-9.30pm
5-May	Cromer	Cromer Junior School	7.30-9.30pm
13-May	King's Lynn	Alderman Jackson School	7.30-9.30pm
19-May	Norwich	The Norman Centre	7.30-9.30pm
19-May	Thetford	Queensway Community Junior School	7.30-9.30pm
10-Jun	Gorleston	Seagulls Sure Start Centre	7.30-9.30pm
14-Jun	King's Lynn	Alderman Jackson School	7.30-9.30pm
17-Jun	Norwich	Woodside First and Nursery Community School	7.30-9.30pm
28-Jun	Mundesley	Mundesley First School Norwich, NR11 8LE	7.30-9.30pm
5-Jul	Norwich	Magdalen Gates First School	7.30-9.30pm
6-Jul	Thetford	Queensway Community Junior School	7.30-9.30pm
7-Jul	Sheringham	Sheringham County Primary School	7.30-9.30pm
12-Jul	Norwich	The Edith Cavell Room, The Annexe, County Hall	7.30-9.30pm
15-Jul	Gt Yarmouth	Gordon Road Drop-in	7.30-9.30pm
15-Sep	Norwich	The Edith Cavell Room, The Annexe, County Hall	7.30-9.30pm
16-Sep	Gt Yarmouth	St. Nicholas Children's Centre,	7.30-9.30pm
23-Sep	King's Lynn	Alderman Jackson School	7.30-9.30pm
27-Sep	Dereham	Dereham Neatherd Community High School	7.30-9.30pm

INCLUSION

Update



During 03 – 04, workers across all three area teams developed and delivered an inclusion questionnaire. This questionnaire was designed to inform us about inclusion practices and issues that were facing out-of-school clubs in Norfolk. We were aware that many clubs were searching for specialist information and advice and often needed help identifying what the issues were and how to tackle them. The following article looks at the results and offers practical tips for sourcing information.

Questionnaire Results.

Thank you to everyone in the Out of School groups who completed the questionnaires. We now have some really useful information about inclusion issues in the clubs, concerns that you may have and

where you feel there may still be some training needs. It is encouraging to know that so many people are trying to work pro-actively to develop inclusivity. The following points are a few of the issues that were raised and some statistics that came out of our questioning.

General

- In total 59 groups, which equated to 107 out-of-school childcare provisions were involved in answering the questionnaire
- Over **70%** of clubs reviewed their equal opportunities policies annually
- Nearly half of all groups (**44%**) ran multi-cultural events and festivities

Development Issues

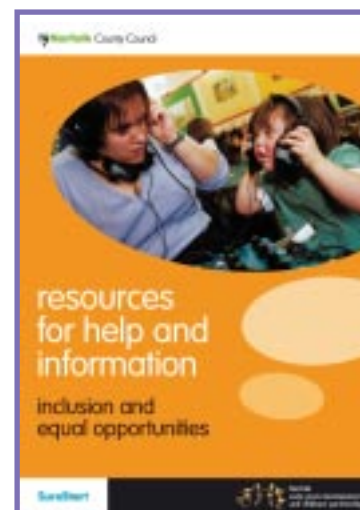
- Over **33%** of groups thought that additional training was of key importance in developing inclusive practices in their settings
- **36%** of groups agreed that the availability of more toys and equipment for children with special needs was important to ensure fully inclusive practices
- **35%** wanted more access to equipment and activity ideas for older children.
- **31%** wanted multi-cultural toys and equipment
- Having recognised that support and advice were key issues, **34%** identified help with behavioural issues was important to ensure inclusive practices

Training

- Groups were asked to identify additional training requirements for their staff
- **35%** needed behavioural management training
- **32%** needed child protection training
- **28%** needed equal opportunities training

Following the questionnaire key suggestions were put forward to assist groups and individuals offering out-of-school care. They included the following:

The development of a Resource Pack.



A Resource Pack is now available. It is full of information for Out of School groups around Inclusion and lists support and contact points for different groups. A copy can be accessed by calling the Childcare Information Service on **01603 62 22 92**, by contacting your local development worker or it is downloadable from the website www.norfolkchildcare.info

Information on the Website

There is some information on Inclusion on the norfolk childcare website.

Along with downloading the Resource Pack you will also be able to find information in Portuguese, Bengali, Hindi, Punjabi and Urdu.

Including Everybody

A good start to training on Inclusion covering many issues for anyone working in childcare and looking at ways of adapting activities to include everybody.

The dates are;

Earlham Early Years Centre 7 June

Healthy Living Centre King's Lynn 16 June

The Priory Gt Yarmouth 24 June

All sessions are from 10.00am – 3.30pm.

Contacts for inclusion issues are;

West Area **01553 667620**

Central & Northern Area **01603 598486**

East and South Area **01493 335740**

NEWS

From the Teams

CIS

Welcome to the spring update from the Childcare Information Service. We have had a busy start to the year with lots of going on and we are eagerly moving forward towards the delivery of the next phase of the Sure Start agenda. There are big plans for CIS's all over the country, which include more specific targeting of information to parents and providers, extended opening hours and enhancing the good work we have started with our outreach and awareness raising programmes.

A key focus of the past few months has been the introduction and operation of the new Foundation Software Solutions Database and we look forward to the future and the benefits of having a fully integrated system that works across the entire Early Years and Childcare team.

We have been focussing attention, as ever on the promotion of registered childcare options and are working hard at the accuracy and relevance of the information we are delivering. We have noticed a definite shift of people accessing information electronically and hope to continue working on our website, the information contained within it and looking to develop more online communication channels.

Did you know....?

- CIS receives over **20,000** calls a year from parents, careers and professionals who require CIS, recruitment and training information
- We have over **1,500** people use our website a month at www.norfolkchildcare.info
- We have **2000** people access childcare information via the national childcare website at www.childcarelink.gov.uk



So if you have a spare couple of minutes you might like to see what your information looks like and if it isn't up to date give us a call and we change it for you.

Finally as Julia Haig (Childcare Information Manager) moves on, we wish her well in her new venture and look forward to a new face at the helm!

News from the Development Teams

During last term we said goodbye to Peter, Sue and Aliona but we are confidently moving ahead with a round of recruitment adverts and interviews. Good news we hope, to follow shortly.

Our focus this term has been on getting groups open and sustainable, and with particular emphasis on long term sustainability at the front end, that is at bidding and opening stage thus avoiding some of the problems later on.

We have been part of a NOF Audit and must pass on our thanks to all who have received NOF funding for their co-operation in making the process as straightforward as possible.

The three teams continue with the development of the proposed 10 children's centres across the County. All staff who are involved are very excited to be working alongside other agencies in the delivery of children's services in a more joined up approach, meeting the needs of children and families locally.

We remain involved in developing support for out of school groups through cluster groups; supporting our newly opened and forthcoming Neighbourhood Nurseries and the Active Club training continues to be well received across the County. If any Out of School clubs haven't yet taken part it is well worth it if only to get the free pack and the chance to do some light hearted yet physical activity with like-minded playworkers for inspiration!

Recruitment of qualified staff remains a challenge for many groups and we are pleased to be working with Jobcentreplus and our own recruitment and marketing team to raise the status of childcare as a career. Our focus is to attract more beginners and to encourage professional development amongst colleagues who may be qualified and left the sector before reaching their potential.

Busy times for us all!

The three Area Development Teams.

Update from the Link Teacher Team

We continue to grow! In January it was good to welcome four new link teachers to the team, Karen Francis, Joy Hermite, Clare Lord and Helena Nwaokolo.

One of our aims this year has been to develop clusters for all practitioners in the maintained and private and voluntary sector. The link teachers have worked enthusiastically to ensure cluster meetings have been a time when practitioners can meet together to have some fun and share good practice. We are trying hard to ensure that as many meetings as possible are accessible to all who wish to attend. This term cluster meetings are focusing on the transition document from the Norfolk Assessment document. Invitations are being sent to all practitioners in the Foundation Stage, so please try and attend as I am sure you will find it very beneficial.

In February a group of five link teachers and advisers were very privileged to travel to Reggio Emilia in Italy to attend the international conference 'Crossing Boundaries' and afterwards join the study group. It was an inspirational experience for us all and we plan to share our reflections with you sometime this term. While in Reggio we were able to visit the wonderful 'Hundred Languages of Children' exhibition. It is an inspiring and celebratory display of young children's creative potential. See p10 – 11 for more details.

We continue to develop our resource library, this year we have purchased a wonderful range of puppets and Personna dolls. If you are not sure what is available for you to borrow please talk to your link teacher.

It is an exciting time for all involved in Early Years and Childcare and very much wish to work with you to improve the quality of provision we offer to children and their families. Please contact us if you have any comments or suggestions.

Constance Tyce

OUT OF SCHOOL Care

"Just starting or recently started your Out of School Group and experiencing low numbers? Or you are full so everyone must be happy?"

In this issue we hear from Kathleen Clark, Development Worker in the Central and North Area Team, who offers helpful tips and ideas for Out-of-school clubs, courtesy of contributions received at cluster meetings.

Whilst Out of School Care is to provide a safe, caring, relaxing environment-offering opportunities for a variety of activities and providing a flexible weekly plan can be more inviting to parents and children. Many clubs already do this and below are some ideas taken from groups and clubs in the County who offer a successful range of schemes.

Breakfast Clubs:

Themed breakfasts always go down well and you could offer both healthy and attractive options.

Fruit Smoochies - using seasonal fruits

Bacon Butties – on a cold winters morning

Fruit & Yoghurt –Make your own from a selection, both fresh and dried fruit can be used

Run competitions where the prize could be free breakfast for a week or a free breakfast for a friend.

After School Club:

Ideas for your after school club could involve some of the following:

Plan a weekly menu consulting with children and parents

Include all the general activities whilst also planning in others such as, coaching in sports, Music making, cooking, icing biscuits, messy art. Invite guests such as a local storyteller, local artist etc.

Organise active challenges or music workshops.

Resources/useful information

- Active Club Training Pack. Have you done the Course yet? It's free. Ring me for details **01603 62 22 92**.
- Music opportunity. (See Training News)



Holiday Clubs:

Many clubs have found adopting a different theme each week useful and attractive to children and parents. Themes could include "Under the Sea" where each day activities could be built around this. Arts and crafts could have a "sea" theme and you could think about including a trip to Sea World or an aquarium as an outing. On wet days it may be an idea to have videos or films to support the theme.

Top Tips

Another good tip is that when making a weekly plan think about rotating this so that children who don't attend every day will have an opportunity at some point to take part in all the activities available.

A big part of running a holiday scheme is to get the plans sorted and published. Market your provision with key activities that appeal to both the children and satisfy the parents. Make attendance forms attractive and informative and leave spaces for the parents to fill in details and indicators when their child might attend. The easier it is the better! All the parent then has to do is return the completed forms with their cheque.

Bad Debts have been a big issue with some clubs over the last few months. Avoidance is obviously the better part of valour so ensure that your policy states that fees must be paid in advance and stick to it. This ensures that your scheme remains viable and that you are able to offer a quality service. If you have a problem with bad debt do contact your Development worker.

Well Being is mentioned in the work place much more these days and the success of Out of School Care is as a result of team effort. Therefore it is essential that whether a Private Provider runs the club or a Voluntary Management group, or it is run under the Extended Schools system, regular consultation between staff and management take place to enable issues on either side to be raised and resolved. Experience shows that there are instances where this does not always happen leading to a build up of resentment and misunderstanding. It's good to talk!

Out of School Report for EYDCP News

Further cluster group meetings were held throughout the County during March building on the feedback received from the Pilot meetings held in November and December last year. The cluster meetings provide an excellent opportunity for Play workers, Management and volunteers to chat and share experiences. Information on various subjects is available and for those who wish to take part new activities are tried and tested. Discussion groups are held and ideas are interchanged between groups. Training needs are highlighted and referred back to our training team. Books, covering a wide range of subjects including Play Theory for the Play workers; cookery, chess and art for children, were available to be borrowed at most of the meetings. Work is continuing on the equipment loan scheme and news regarding this will follow in due course.

If you are a group not funded by NOF and therefore not receiving regular contact from a Development Worker but would like support or you would like to join in the cluster group meetings please contact your local office – see Useful Contact Numbers.

Next Cluster Meetings

Norwich and Central – July 7th
East – TBC
West – June 29th (Fakenham)
June 22 (KL)
June 24th (Thetford)

EARLY YEARS & CHILDCARE

Training Audit

The next edition of Training News will be published in June and will contain information on courses being held between September 2004 and March 2005. Enclosed with it will be a Training Audit, which we would like each setting or individual childcare provider to complete. We are trying to build up a picture of how many people working within childcare settings need to access training over the next two years so we can provide the most appropriate training programme for you. The audit itself is quite extensive and, for group settings, comes in two parts. The

first part needs to be completed by the manager or supervisor on behalf of the whole setting and the second part is made up of individual questionnaires which need to be completed by each member of staff. There will be a separate audit for childminders. Only by asking for this amount of information can we build up a true picture of what the situation is across the county. Please can you take the time to complete this form and send it back to us by the date indicated.

Training Update

There are a few courses that are due to start shortly and still have places available. We have listed them below. If you are interested in booking a place on any of these or want details of other courses available, please contact the training team on **01603 62 22 92**.

Principles of Manual Handling

This is a stand alone level 1 qualification aimed at those who carry out manual handling activities at work and introduces students to the hazards of manual handling, the risks involved and controls available. Successful completion will prepare students to look carefully at their own work activities and contribute to the development of safer methods and tasks.

Content includes

- the process of manual handling in the workplace
- manual handling injuries and the activities that cause them
- responsibilities imposed by the Manual Handling Operations Regulations

In order to gain this award you will need to successfully complete an objective test of 20 questions.

Course code	Venue	Date	Time
0640	Queensway Community School, Thetford	16th June	6.30 – 9.30

Child Protection

The aim of the course is to raise awareness of child protection and the need for S.A.F.E. practice when working with children. It will enable all childcare workers to become familiar with the policies of the Norfolk Area Child Protection Committee and of their role within these, and their own organisation's policies and procedures.

Course code	Venue	Time
0623	Oriel High School, Gorleston	7pm – 9.30 pm

Including Everybody

A five-hour level 2 training is for anyone working with children and young people. The training provides underpinning knowledge for the Playwork NVQ Level 2. The aims of the course are to consider attitudes to disability, explore the significance of inclusive practice, promote disability equality and facilitate the process of inclusion. The course covers many of the issues facing workers and looks into ways of adapting activities to include everybody. A typical agenda would look like this;

- Introduction and ice-breaker
- Sharing our experiences of disability
- Exploring disability issues
- Special needs?
- Disability – an Equal Opportunities issue
- Adapting activities
- Looking at language
- Action planning
- Role play
- Including everybody

Course code	Venue	Date	Time
0658	The Priory, Great Yarmouth	24th June	10am – 3.30 pm

Risk Assessment

This course enables all childcare workers to identify hazards within their setting and understand the steps involved in producing a risk assessment.

Course code	Venue	Date	Time
0636	Nth Walsham High	17 June	6.30 – 9.30

BIRTH TO THREE Matters

Hopefully you have all now received the Birth to three-framework pack in your setting and have had the opportunity to look at it.



Purpose of the Framework

The purpose of the framework is to provide support, information, guidance and challenge for all those with responsibility for the care and education of babies and children from birth to three years.

Who is the Framework for?

The Framework is for all those who work with, and care for children aged birth to three, including those children with SEN and/or disability. It is intended to be used flexibly by practitioners, individually and in groups.

The process of offering training around the pack has begun, with a series of awareness raising briefing sessions already taken place around the county, which hopefully some of you were able to attend.

We are currently planning the next stage of training around Birth to three matters and a conference is being planned for the autumn term followed by the delivery of more in-depth training in 2005.

Look out for the next Training News, which will feature information and details on the Birth to three matters Conference.

For further information on the Framework contact **Kirsty Woods** on **01603 598471**.

If you have not received a copy of the Framework you can order one by contacting the distribution centre on **0845 6022260**, quoting reference **"Birth"**.

Great News for training!

For some time now training that is being offered for Early Years and Childcare has appeared in a number of different publications. May of you have commented on how confusing this is!



In an effort to improve the service that we are offering, the next issue of Training News will incorporate all the courses (which still have availability) from the "Foundation Stage Programme" We hope that this will offer all a wider perspective on the courses that are available for Early educational practitioners and childcare workers right across the County. This issue should be due out towards the

end of June so that courses that start in September can be booked and confirmed before you break for the summer holidays.

We hope then to be able to produce a year programme from April 2005.

Much work has also taken place to improve the look of training news and to make it more user friendly. We have looked to include information about other training providers and the courses that they offer. This allows individuals and managers the opportunity to plan entire training programmes for themselves and their staff. We hope that this is working.

If there is anything you can't find or you would like to see included please contact the training team on **01603 62 22 92**.

100 LANGUAGES Of Children

June 24th – July 25th 2004

Reggio Emilia is a town in Northern Italy and its nurseries have been for many years a source of inspiration for Early Years Educators. An exhibition called "the hundred languages of Children" is an example of the work that the children, parents and educators have produced. This year East Anglia is delighted to be hosting the exhibition, which will be at the Kaetsu Educational and Cultural Centre in Cambridge during June and July. A full program of conferences, study days and workshops will also accompany the exhibition for children, artists, educators and parents.

Norfolk County Council are supporting this exhibition to allow practitioners working with children in Norfolk to benefit from the



inspirational work that is being produced in Reggio. We have reserved a limited number of places on these workshops and would like to be able to offer these to the people working with children in Norfolk. In addition on a number of

days we have also arranged transport to the exhibition and this will be available on a first-come, first-served basis. If you are interested in attending, either the conference or the exhibition please contact the training team who will deal with your application. Please see the list opposite for information on the number of places available at each session



The Philosophy of Reggio Emilia

'Children have many languages for expressing and communicating, and they want to use all of them. They seek an alliance with the adults in their life to protect their right to creative freedom which is also a space of trust, solidarity and joy.'

Loris Malaguzzi, a key founder of the philosophy

Il bambino
é fatto di cento.
Il bambino ha
cento lingue
cento mani
cento pensieri
cento modi di pensare
di giocare e di parlare
cento sempre cento
modi di ascoltare
di stupire di amare
cento allegrie
per cantare e capire
cento mondi
da scoprire
cento mondi
da inventare
cento mondi
da sognare.
Il bambino ha
cento lingue
(e poi cento cento
cento)
ma gliene rubano
novantanove.
La scuola e la cultura
gli separano la testa dal
corpo.
Gli dicono:
di pensare senza mani
di fare senza testa
di ascoltare e di non
parlare
di capire senza allegrie
di amare e di stupirsi
solo a Pasqua e a
Natale.
Gli dicono:
di scoprire il mondo che
già c'è
e di cento
gliene rubano
novantanove
Gli dicono:
che il gioco e il lavoro
la realtà e la fantasia
la scienza e
l'immaginazione
il cielo e la terra
la ragione e il sogno
sono cose
che non stanno
insieme.
Gli dicono insomma
che il cento non c'è.
Il bambino dice:
Invece il cento c'è.
LORIS MALAGUZZI

The child
is made of one hundred.
The child has
a hundred languages
a hundred hands
a hundred thoughts
a hundred ways of thinking
of playing, of speaking.
A hundred always a hundred
ways of listening
of marvelling of loving
a hundred joys
for singing and
understanding
a hundred worlds
to discover
a hundred worlds
to invent
a hundred worlds
to dream.
The child has
a hundred languages
(and a hundred hundred hundred
more)
but they steal ninety-nine.
The school and the culture separate
the head from
the body.
They tell the child:
to think without hands
to do without head
to listen and not to speak
to understand without joy
to love and to marvel only
at Easter and
at Christmas.
They tell the child:
to discover the world
already there
and of the hundred
they steal ninety-nine.
They tell the child:
that work and play
reality and fantasy
science and imagination
sky and earth
reason and dream
are things
that do not belong together.
And thus they tell the child
that the hundred is
not there.
The child says:
No way. The hundred
is there.

LORIS MALAGUZZI
(translated by
Lella Gandini)

June 25th Study morning/afternoon seminar and exhibition
10 places (1/2 maintained, 1/2 non maintained)

June 26th Study afternoon (Birth to 3) and exhibition
15 places (1/2 maintained, 1/2 non-maintained)

July 1st Workshops for childminders and exhibition
5 places

July 3rd Conference (Listening to Children's voices)
20 places (1/2 maintained, 1/2 non-maintained)

July 5th Twilight seminar and exhibition
10 places for Link Teachers

July 10th Study afternoon (Great Outdoors)
15 places (5 maintained, 10 non-maintained)

July 14th Workshops for childminders and exhibition
5 places

July 16th Study morning/afternoon seminar and exhibition
10 places (1/2 maintained, 1/2 non-maintained)

July 17th Conference (Environments fit for Creativity)
20 places (1/2 maintained, 1/2 non-maintained)

The Hundred Languages of Children exhibition came from Reggio Emilia to England in 1997. It inspired a wide range of people, but for every individual who saw it, there were probably ten more who were not able to make the journey to London or Newcastle. It is thus a great pleasure to write these words in the knowledge that the exhibition will be shown across the UK during the coming year.

The children's work is powerful witness to the effectiveness of a child-centred approach to early education. The accompanying documentation recorded by the adults, who are learners too, illustrates the vital importance of the processes involved in their shared search for insight and understanding.

The wider context of the work shows what can be achieved when parents, practitioners and politicians collaborate, respecting the next generation and seeking to enable the youngest children within the community to represent their feelings and ideas.

Wendy Scott, Past Chief Executive, The British Association for Early Childhood Education

Our experience ... confirms that children need a great deal of freedom: the freedom to investigate and to try, to make mistakes and to correct mistakes, to choose where and with whom to invest their curiosity, intelligence and emotions.

Children need the freedom to appreciate the infinite resources of their hands, their eyes and their ears, the resources of forms, materials, sounds and colours. They need the freedom to realise how reason, thought, and imagination can create continuous interweavings of things, and can move and shake the world.

Loris Malaguzzi

In Introduction to the exhibit Reason and imagination

Further Information

About the preschools of Reggio Emilia, the exhibit and Reggio Children:
www.Zerosei.comune.re.it

A review by Reggio Children of the exhibition and its history:
www.zerosei.comune.re.it/pdfs/rechild05.pdf

About the UK interest in Reggio Emilia and about SightLines Initiative:
www.sightlines-initiative.com

A report on the UK2000 Hundred Languages tour is at:
www.sightlines-initiative.com/docs/uktour.pdf

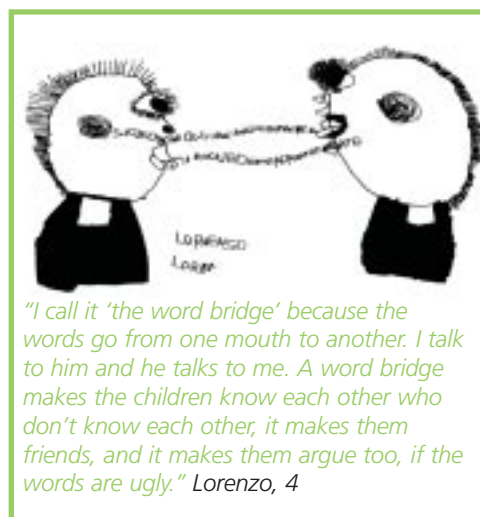
A Times Educational Supplement review of the exhibition shown in Newcastle, 1997:
www.tes.co.uk (search for 'the italian job')

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NE2 4PS
Tel: 0191 261 7666
info@sightlines-initiative.com



ROYAL VISIT

Queen at Marham

Last term Norfolk entertained a royal visitor who came to visit RAF Marham and to officially open a new childcare facility. Karen Johnson, development worker in the West Team dusted down her suit and posh hat and went along. We hear from her and from Dee Gent, the Manager at the Rainbow Centre.

After many rehearsals and formal instruction, we were ready! Her Majesty the Queen came to officially open the RAF Rainbow Centre on February 4th 2004, and we were there along with all the press to welcome her. Unfortunately what made the biggest news was the fact that two of the children attending the Centre tried to present the bouquet of flowers to their Nursery Manager, as that's what they had practised time and time again!

The Rainbow Centre is an excellent facility with the majority of funding from the RAF Benevolent Fund, with additional funding from New Opportunities Fund (NOF) supported by Norfolk County Council Early Years and Childcare Team. It offers Full Daycare and Out of School Childcare for children 0 to 11 years old, within this it offers integrated care and education in a "happy-learning-through-play" environment.

The care and education is delivered by highly trained adults, experienced in childcare and who are focused on meeting the needs of the children. My involvement has been in a supportive role, helping and advising with the NOF bid, its subsequent award and how the money was spent. I was delighted to see the doors open and the children in the centre.

Karen Johnson –

Development Worker, West Team





The Rainbow Centre that was presented to the Queen was a result of a lot of hard work, planning and dedication by a number of people and organisations. Of course we were delighted to welcome her Majesty to view the Centre and were overwhelmed by the media interest, of course the children weren't! The Centre's mission statement is that, "we believe that children who begin their education in a learning environment that is vibrant, purposeful, challenging and supportive stand the best chance of developing into confident and successful learners". Although we have a waiting list we would be happy to talk to anyone who is interested in the work we have and are doing here.

Dee Gent – Centre Manager

The Rainbow Centre is open Monday – Friday from 7am to 6pm.

Mothers and toddler sessions are on Mondays and Wednesdays from 9.30am – 11.30 am

Childcare clinics are on Wednesday mornings.

For more information about the Rainbow Centre please contact Dee Gent on **012760 337261**.

PARTNER

Focus



"Children Come First" Approval for Norfolk Childminding Network

Congratulations are due to the childminders and Co-ordinators of the Norfolk Childminding Network, who have achieved "Children Come First" approval. The National Childminding Association assessor passed the network with flying colours! In her report, she records that the network "has given consideration in their aims to the needs of children and families within their respective areas" and "each network within the cluster is targeting the diverse needs of the families and children within its geographical area through consultation with stakeholders and employers". Childminding Matters is pleased that she feels "there is an excellent management structure in place which provides valuable support for the Co-ordinators". The next step is accreditation of childminders to provide early education.

Network Opportunities for Childminders

Childminding Matters is setting up childminding networks in several areas of the county. New networks are being formed in Gorleston and Thetford areas and we are currently recruiting a Network Co-ordinator for the Catton Grove, Fiddlewood and Mile Cross areas. The STEM Childminding Network has expanded into Bowthorpe and joined the Norfolk Childminding Network.

If childminders are interested in joining and so benefiting from the extra support, vacancy matching, toy and equipment libraries and training; please contact the Network Co-ordinator for the area, who will give more details:

Great Yarmouth & Gorleston, Sarah Capell,
01493 445556

North Norfolk & Poppyland, Sue Farrow,
01263 821997

Emneth, Sarah Vick, 01945 587990

King's Lynn, Steph Copeland, 01406 350756

Thetford Keystone, Jane Tipple, 01842 754162

Norwich STEM, Debbie Dawson, 01603 881423

Support for Young Parents

Young parents in Great Yarmouth and surrounding villages are offered up to 16 hours per week free childminding care and 2 hours per week mentoring support by childminders in the Great Yarmouth Childminding Network.

The scheme offers teenage parents and their children support through quality, community based childcare to help teenage parents to have opportunities for study, work and fun with their friends. Childminders will also help out with tips on e.g. cooking on a budget and parenting skills. Teenage parents can join the scheme by contacting the Network Co-ordinator. Referrals are also accepted from families and local agencies. Childcare is offered for a maximum of 16 hours per week for 36 weeks per year and mentoring of 2 hours per week for 36 weeks per year. The amount of childcare/mentoring time young parents will want to access varies, so the scheme is flexible. Young parents who go on to study on recognised courses are able to access "Care to Learn" funding to pay for their childcare.

When working in the Young Parent Support Scheme, the Network Childminders aim to provide quality childcare for children of all ages, including those with additional needs or disabilities. Network Childminders offer childcare for babies and pre-school children and for school-aged children, before and after school and in the school holidays. The scheme offers equality of opportunity and anti-discriminatory practice to all children and families. All childminders working in this scheme have completed a "Community Childminding" training course.

Working with the Youth and Community Service, Childminding Matters plans to extend this scheme to young parents attending a support group in Thetford, by providing childcare for their children while they enjoy attending the group.

Annual Childminding Conference

Childminding Matters is organising a conference for childminders for Saturday 19th June at South Green Enterprise Centre, Mattishall, near Dereham.

The theme for the keynote speech is special needs and there will be a wide variety of workshops available on the day. Delegates will be able to attend two workshops each during the day, choosing from:

Behaviour Management – Jo Gell is back by popular request!

Tiny Talk – babysigning and songs to encourage communication.

Autistic Spectrum Disorder

Child Protection Awareness – to achieve your certificate you will need to attend both sessions during the day.

Sustaining Your Childminding Business

"Clutter's Last Stand!" – de-clutter your life!

Card making – glass painting style.

There will also be stalls offering information and resources and a crèche is available.

Don't miss this opportunity to meet, share ideas and find out more about childminding issues.

Booking forms will be sent out to all registered childminders in the Childminding Matters newsletter, "Between You & Me". Childminders are welcome to photocopy the booking form for parents of the children they mind.

For more details contact Sue Reeve on 01263 735343. If transport is a problem please contact Sue, as we may be able to arrange a lift for you.

Grants for Childminders

If you are starting out as a childminder ring Childminding Matters' County Liaison Officers for advice on Start-Up Grants. They will talk you through your application and, if you would like, they can visit you to help you with your application for a Start-Up Grant.

Glynis Hannant	01692 404904
Linda Wright	01263 722744
Sarah Mutch	01953 499912
Nikki Bird	01986 872181
Hazel Auckland	01263 721734
Tricia Davies	01508 491776

WEETU, Working with Childminding Matters to Support Childminders

WEETU (Women's Employment Enterprise and Training Unit) is working in partnership with Childminding Matters through a new strand to their Full Circle programme specifically for childminders as part of a national ESF funded project called "Accelerating Women's Enterprise". As businesswomen in their own right and as providers of an essential service for other women in business and employment, it is important that childminders are supported in every possible way.

WEETU can offer childminders two types of loan to help them set up or develop their business.

An interest free mini-loan of £60 is available to new childminders to help meet registration costs, repayable when the Start-up Grant is received. Application forms can be obtained from WEETU and the loan cheques could be released within two weeks of form completion.

A loan of up to £1000 is available via WEETU's Full Circle programme. Full Circle works through establishing small support groups called "lending circles", that help childminders through the development of their business and application for a Full Circle loan, and the programme provides additional business support e.g. for writing a business plan.

More information will be available at the next Childminding Matters Conference on 19th June, or you can contact Tricia Davies on **01508 491776**, or by email at tricia.davies@childmindingmatters.org.uk

Contact Us On-line

Don't forget to look at our website! It contains loads of information about childminding in Norfolk and details of all our training courses and events as well as the latest job vacancies in Childminding Matters. The address is www.childmindingmatters.org.uk

Sustainability Advice for Childminders

Childminding Matters has recruited a Childminding Business Advisor to provide one-to-one advice and support to childminders who have unfilled vacancies and are looking for fresh ideas to market their business. Barbara Hoy is based at our office in Norwich, tel. **01603 615667**, and willing to visit childminders anywhere in the county to talk through ideas. Just give her a call!

Pre-school Learning Alliance

2004 has started off very well for us. All three bids for funding have been successful!!

In March two Parent and Toddler Development Officers started 12 month projects. Sharon Bradfield in the Breckland area (funders - the Local Network Fund) and Diane Stead in the Broads area (funders - The Lloyds TSB Foundation)

The third bid was for a three year Community Fund project in West and North Norfolk. We are at present recruiting three Parent and Development Officers, a Project Manager, and an Administrator.

All posts are part time and will concentrate on giving a service to Parent and Toddler groups. This will include safety checks and family learning workshops. *There is quite a high turnover of these groups – please let us know if you have heard of any closures or new groups starting up.*

This extra funding is very good news as we are now able to keep the Resource Centre open with the usual advice and support services available to all our members. There is storage for publications and loan equipment as well as training resources and it also gives us a base for meetings (with a car park!). There is a photocopier and laminator available to use at very reasonable rates.



Dates for your diaries



- Summer Fun Day at the Dinosaur Park – **Friday June 18th 2004**

- AGM and Seminar on Behaviour Management
Focusing on very young children – speaker Anita Bagg Nursing Officer for children and families

Saturday June 12th 9.30am – 1 pm

This is open to members and non members – staff, committee, parents and carers. There will be a small charge for non members

For any advice or information or to book for either of the above events please phone **01603 767525** or E mail: norfolkpla@pre-school.freemove.co.uk

CHILDCARE Vouchers

"The changes represent a huge benefit to working parents and will be of similar benefit to childcare providers. It is giving them the ability to make their provision more affordable to users."

John Woodward, Director of Busy Bees Nursery Chain



"It is crucial that employers are able to access clear and consistent information on how to implement it."

Stephen Burke, Daycare Trust Director

What are Childcare Vouchers, what do they mean in terms of the tax I pay and could they really save me money to put towards my childcare costs?

Stacey Beddows Wilkinson, Norfolk County Council's Business and Finance Manager looks at the implications of the Government's 2004 budget statement and what it means for working parents and providers.

What are the tax benefits?

From April 2005 Employees can receive up to £50 per week of childcare, free of National Insurance and tax, when their employer contracts with a bona fide childcare provider or provides a childcare voucher scheme.

So what's new?

Currently when an employee receives a childcare or childcare vouchers as a benefit-in-kind, they are taxed on that benefit. From April 2005 the first £50 a week will be exempt from national insurance and tax. Currently the only exception is when an employer is providing a nursery "on site".

What are the limitations?

The employer must make the scheme available to all their staff and the vouchers must be used with registered childcare providers.

Can both parents apply?

Basically yes! Both parents could apply to receive the National Insurance and tax relief on their childcare costs, regardless of whether they are paying for one childcare place or more. The scheme is designed also to include step-parents where they are one of or the sole carer of the child.

How long does it last?

Parents are entitled to claim a relief on their childcare costs until the September after the child is 15 years old (16 yrs for children with special needs)

Childcare includes any supervised activity not provided by the child's compulsory education. Therefore costs incurred for activities at after-school clubs, holiday playschemes, etc. can all be included.

Will it affect other benefits that I am receiving?

In terms of income, any tax relief received in this way will be disregarded when assessing working tax credit entitlements. However it has yet to be decided whether some deduction will need to be made from the total weekly childcare bill. More details are due out later this year and a useful website is www.inlandrevenue.gov.uk

If you join the scheme what happens next?

Most employers will have details and information packs available for staff about their particular childcare voucher provider and this may well answer your queries. Employees will need to consult with their childcare provider to ensure that vouchers can be exchanged and the exact details of when and how many.

So what's the benefit for childcare providers?

Many working parents see "cost" as a barrier to using registered childcare and are forced to use unregistered provision whilst they are working. This scheme can offer another incentive to use registered care by saving parents money in their pay packets. The tax implications are widely publicised to working parents by the government and employers.

Registered care, that is regulated also offers a better choice for parents and their children.

www.inlandrevenue.gov.uk

www.daycaretrust.org.uk

www.busybees.com

ADVENTURES

in Learning!

Following the successful role play workshops in the last three years, this term we are again organising workshops for children, parents and any adults who work with young children entitled 'Adventures in Learning'.

The workshops consist of a range of role-play scenarios and small world play to promote children's learning. The intended outcomes of the workshops are to share ideas and enjoyment and promote children's learning in all six areas of learning in the Foundation Stage, through successful role play scenarios with parents and all adults who work with young children.

The workshops will take place at the Forum, Norwich on Friday 18th June and Saturday 19th June and at the Ecotech Centre, Swaffham on Friday 11th June and Saturday 12th June 2004.

Friday's workshop is available to all pre-school settings, nursery and reception classes and childminders. Places will need to be booked for an hourly session between 10 am and 3.30 p.m. and will be allocated on a first come first served basis.

Saturday's workshop will be available between 10am and 3pm for any parents with their children and any other adults who work with young children.

Do come along and visit the baby clinic, the dogs' home or the bears' cave. You will be able to be a firefighter or even experience working on the construction site. There will be time to visit an authentic travellers' trailer, the hat shop and the train station. We are offering the opportunity to explore the world of 'Handra's Surprise' and be part of other stories. The children's library is also offering 'Story Telling' sessions on Friday 18th June at the Millennium Library.

Some of the comments from visitors last summer were;

"We had a fantastic time and all the children wanted to come back the next day"

"Super afternoon – all the children and adults thoroughly enjoyed the experience"

"I think it was a great experience for the playgroup – we loved it!"

BRILLIANT – EXCELLENT – FANTASIC

Do try and organise a visit with your children on the Friday or come and make a visit on the Saturday. Information has been sent to you with a booking form, however if you plan to visit the Saturday workshops you do not need to book. If you would like any further information please contact either **Rebecca Ward** or **Constance Tyce** at the Norwich Professional Development Centre, telephone number **01603 433276**.

We look forward to seeing you at one of the events and can guarantee that both you and your children will have a fantastic time!!!



Come and see us at the Norfolk Show this year!

LETTING PARENTS In!!

Inviting and welcoming parents into the setting is one way of beginning to develop a positive partnership. Here we have a parent's, teacher's, child's and childminder's perspective.

Parent perspective

"I want to be helpful and involved in my child's education".

"Coming into school gives me insight into the education that I can continue at home".



As a working mother, who rarely has the opportunity to take my child to school or collect her, I really appreciate the open access policy the school has adopted.

Whenever I am able to visit the school, or have to collect my child for an appointment I am able to look at her on going work or share recent activities she has been engaged in.

This gives me an insight into her 'life at school' that I would otherwise not have.

Mother of a Y3 child.

Teachers Perspective

"What it means to me to be able to help in my child's class"

We have an open door policy in our Reception class. Parents are actively encouraged to be a part of their child's learning in school and in turn are invited into school to see just what we get up to!

As a teacher, I value the relationships I have with parents as I feel that working together enhances the children's overall development and indeed makes many aspects of school life easier for all involved. Exciting moments or concerns are much easier for all to share when a friendly welcoming atmosphere is already established in the classroom. When I chatted to parents who come into my class, it was clear that they are eager to know and understand what happens in school and what our expectations are of the children. I was glad that they too valued the parent-teacher relationship and felt it made it easier for both parties to approach each other.

They also felt that it was important for their children to feel that they, as parents, wanted to be involved in school life too.

The parents I spoke to were very aware that an extra adult in the classroom often allows smaller group work to happen, or allows a group of children to benefit more from an activity than perhaps they would have if working independently.

To say that parents 'help' in my class seems too inadequate a word. In actual fact, having a parent assisting in the activities of the classroom benefits all involved, the teaching staff, the parents and most importantly the children.

Reception Teacher

Acle St Edmunds Primary School



Childs perspective

Children from Freethorpe C.P. School were asked what it was they like about their parents bringing them into class and this is what they came up with:

"I like my mum to come in to change my Home Reader with me." Brendon Ollett

"My mum comes in so I can show her our special frog carpet." Jordan-Lee Castle

"My mum pays for my dinner in my classroom and talks to Mrs.Howard." Emma French

"I like my mum to come in so I don't get lost."

Tabitha Hogg

"I like my mum to see my Stain glass window that I made." Suzannah Hall

"I bring my mum in so I can show her the puppets we use in Literacy hour, Walt, Wilf, and Platypus."

Tyler Thacker

"I like my mum coming in because she's nice and gives me a kiss and a cuddle in the classroom before she goes." Hannah Morris

"I show my mum where we play shops in the role-play shoe-shop." Hollie Brister

"I like to read a book to my mum in the morning before she goes."

Bevan Mills

"I show my mum my work on the wall." Dylan Wilcox

"My mum looks at the fish hanging from the ceiling." Matthew Willimott

"I like my mum and granddad to come in with me and say hello to my friends." Danny Trop



Childminders perspective

Developing a good working relationship with the parents underpins all good childminding practice and is the key to good partnership working. This is critical in a childminder-parent relationship.

During the initial meeting, a childminder works with the parents to find out about their child – after all they know their child's individual needs better than anyone. Developing this close working partnership from the outset enables the child to feel more secure and provides greater continuity of care between their home and the childminder's home. Identifying the needs of the children in their care, childminders can plan to meet them from the start and thereby make settling for both the child, the existing minded children, and the childminder much easier.

A childminder allows time to discuss the events of the day with the parents before and after every

session, so they each have a picture of what the child has been doing – enabling further extensions of learning and discussions, as well as enabling the parent to feel involved in the setting.

There are many examples of parents becoming involved with activities or topics and collecting items for the children to take in from home; extending the topics when the children go home with trips or activities or stories and discussions. The more parents are involved with the childminding setting the greater the continuity of care and so the greater the opportunities for building on their child's learning.

Many childminders become firm friends with the parents of the minded children, involving the parents in day trips out or activity days they organise in their childminding groups. The parents are welcomed as an integral part of the whole setting. Having happy and reassured parents confident in your ability as a childminder to provide a high level of quality childcare in a homely environment enables childminders to feel valued and respected, as well as contributing to happy, secure, confident children.

Cultivating a professional positive relationship between childminders and parents is absolute key to a successful, sustainable and happy career.

PARENT partnerships



Parent partnerships is something that has had a high profile during the last few years, and has been part of most schools development and improvement plans, but this is not a new initiative. It is something that successful schools have always relied upon, as one of the backbones for improvement. Creating a successful parent partnership is not as easy for some schools as others, and at Catton Grove First and Nursery School this has been the case. However, we have gradually been improving our involvement with parents over the past seven years.

We acknowledge that an immense amount of learning occurs, before the child actually comes to school and as parents are the child's first educators, we must harness the contributions that the parents have made. It is a unique blend of learning experiences and we must positively build on the skills and interests that have come directly from the home. The home has been and will continue to be, a very powerful learning environment, but it is one that is very different from school. Therefore, right from the beginning when a child starts school, parental participation and support should be encouraged.

We strongly believe that to give children a love of learning and to raise achievement, we have to gain parental support by:-

- Building stronger links and partnerships with parents, by gaining co-operation, understanding and support
- Aiding and supporting their own parenting skills
- Raising self esteem of both the parent and the child
- Raising the level of parental expectation of their own and their child's, academic ability and achievement

Through learning workshops with the Family Learning team, adult education and school based parent days, we have enabled parents to understand the work their children are doing in school and therefore, they are better able to help them. We actively seek adult volunteers to help in the classrooms and have a strong nucleus of parents, grandparents and friends who regularly support children through our reading recovery and reading partner's programmes. We have others who help with artwork, cookery, information and technology and as extra support for children in the Foundation Stage.

Some parents such as Christine Larke, Lisa Lewis and Amanda Neave have enhanced their own skills and have been employed within the school community. Chris as the Community Education worker and Lisa and Amanda as nursery day care, assistant supervisor and nursery day care, play worker, respectively.

Chris says,:

"I have never achieved much in the past and I left school with no qualifications and very low self esteem. During the last four years, I have been involved with Catton Grove First and Nursery School and started by supporting children's reading. Since then, I have attended family workshops and adult education classes. The school supported me and two other parents to make a successful bid for a Reading Families Millennium grant. We ran a project called "The Wizard of Words" which involved parents to improve their own education and to involve families in fun "learning days" and a production, which toured local schools. Our project won Norwich Learning City community learning project 2003. My own experience is helping me to help other people. By being actively involved with the school, I have had the support to believe in myself. My motto is:-



"Believe in yourself! Take small steps! We can all achieve something more!"

Parents are a very vital and valuable part of our school team. We believe that they are an essential part of our school community who not only successfully contribute to the children's skills, but raise their own levels of achievement too.

Wendy Alcock

Headteacher

Catton Grove First and Nursery School, Norwich

WORKING WITH Traveller parents

Links With The Traveller Parents

On my regular afternoons on the Playbus at the Saddlebow Site last term, I gradually built up a good working relationship with the families who use the bus. Many of the children began to attend on a more regular basis, and the parents told me that the children were 'bullying' them into taking them to the bus every Wednesday! Even if the family had been away from the site earlier in the day, the children insisted on coming on board for the latter part of the session.

As a result of the closer relationship with these parents. I was able to help some of them complete a questionnaire about the Playbus services. It is important that the Travellers' views should be known, but often the opportunity is missed. However on this occasion they were able to express their positive appreciation, mentoring the benefits of the chance for their children to have access to more equipment and to work with professional staff who were helping them with their learning.

Many of the parents are not confident with bureaucracy and form filling, and as a result, miss out on opportunities for their children. Working with the local primary school, I was able to support the parents in getting their children's names registered for the reception class. Four of the children are due to start in September, and I have arranged to accompany the parents on 'registration day' later this term to ensure they get a clear understanding of the process, and to help with the form filling. In September I hope to support the children as they settle in.

Despite an initial lack of confidence with literacy skills, some of the parents have begun to borrow books to share with their children at home. This enables them to enjoy stories with their children, and to feel more confident about their skills as they read with them.

I was probably as shy and reserved as the parents at the beginning of the Spring Term, and I think we have learned a lot about each other, and formed the basis of a good partnership.

Peggy Webster

Link Teacher



CELEBRATING Successes

Hemblington Cluster Group Open Evening.

The Hemblington Early Years Cluster Group wanted to share their good practice with parents, to let them experience for themselves how children learn through play.

Adults and children alike experienced a wealth of activities including painting pictures, constructing models from bricks, investigating coloured ice cubes...and practitioners were on hand to explain to parents how the children were learning through the activities.

An Early Years Co-ordinator from the Norfolk Education Advisory Service delivered talks to parents to offer more details concerning the Foundation Stage curriculum and to answer any questions.

A parent commented that 'the evening was very successful in explaining that all Pre-Schools work within a common foundation programme which is continued in the first year in school. I was also amazed at the variety of activities offered to support this framework.' She also commented 'my child and his friend chatted all the way home about what they had seen, what they had done, what they liked best and wanted to know when he could go again!!'

Great team work!

Buckenham Pre-School Group and Nursery.

Parents are thrilled with the Learning Stories which have been introduced for their children – they are becoming very detailed with parental contributions as well as practitioner observations.

Well done!

Watlington Pre-School

Fun activities at this setting include a fund raising treasure hunt and a pyjama party to which parents and children were all invited.

Shipdham Playgroup

The Keyworker system has successfully introduced the Learning Story into this group. Each child has a scrapbook that has photos and stories which have been contributed from home.

Brilliant!

St Helens Pre-School, Costessey

Children within this setting have the opportunity to care for the setting Teddy at home! A book is sent for the family to record Teddys adventures with a camera – children are encouraged to take 4 photos.

What a way to involve the whole family!

Frettenham Under 5's

A joint talk for parents was held at this setting to promote the Foundation Stage Curriculum, Learning through play and the Learning Story. The practitioners set up some practical activities to illustrate how children learn through play.

This is something that all settings could try to do

The Barn Club, West Green Farm, Poringland

A successful coffee and open morning was held on a sunny Saturday. A video celebrating play was played throughout the morning for parents to view.

Key workers spoke to parents confidently about children in their groups and introduced the Learning Story. The Area Link Teacher was available to offer advice. Sonjia Swift is the supervisor of this privately run setting, Lynn the owner came to support and Sonjia's husband made the coffee! This was important for the setting to maintain close links with working parents. It was appreciated by the parents – a lovely warm day – parents played with children outside and often children were reluctant to go home!

Brilliant!

Lodge Cottage

Practitioners have been making treasure boxes with their key worker groups. Children and parents are keen to bring in special things for the boxes – the boxes are decorated to look exciting with bows and glitter! The collections go home when the child leaves.

What a wonderful reminder of a child's time spent in this setting.

Sprowston Nursery Playgroup

This setting received positive feedback from their well attended parents meetings which were held over 2 morning sessions. They had a creche, face painting and tea and cakes. Opportunities were available to talk to their child's keyworker and share their child's folder. The local Link Teacher and Daycare Advisor were available to support and chat to parents.

Great way to inform parents!

DAD'S Worker

As part of a promotion to highlight Men working in Childcare, this issue we interview Steve Young, The Dad's Development Worker at Thorpe Hamlet Sure Start Centre in Norwich.



Steve, Can you tell us what exactly does your job involve?

I aim to provide services specifically for dads that will enable them to develop their parenting skills. I am available to listen to individuals and offer support and guidance in areas such as benefits and careers advice. I hope to promote the importance of Dads as carers and to maintain this as a priority within the Surestart team

What attracted you to this role?

First and foremost I am a Dad myself and therefore have a lot of personal experience. I have 3 children who are 7, 4 and 1 years old. I know how hard a Dad's role is and therefore felt it important to be able to offer support and advice to other Dad's. Many of the people I meet have other life stresses to cope with as well. My background is in counselling and has included child development. On top of that I have been working in the voluntary sector in Norfolk for 20 years.



How do you ensure that the services you are offering meet the needs of the Dads?

Initially I sent out a survey to identify areas where dads wanted input. It's no good offering good advice if that's not an issue for the Dads in our area. The results showed that lots of dads wanted us to provide activities where they could spend time with their children as well as have opportunities to socialise with other dads. In fact very similar to the type of support available informally and formally to Mums. They wanted information to support their parenting. A key issue was that as many as three quarters of fathers surveyed were not available during "normal Sure Start hours". Therefore I have tried to ensure their needs have been met together by planning opportunities and events at weekends and in the evenings.

What sort of activities have you organised?

I offer a range of informal drop in sessions. Just as with Mums getting yourself out and at an appointment can be stressful and sometimes daunting. An opportunity to pop in for a chat and a drink is much less threatening.

I also offer more formal Fatherhood courses – discussing topical issues. For example, the next one coming up is 'About relationships' – the number of relationships a Dad will have throughout his life. We start with looking at how a man feels about himself; we include sessions on relationships with their children and their partners and finish with what happens when a relationship ends.'



What aspect of your job do you enjoy the most?

I like working in a multi disciplinary team with professionals such as health visitors, play workers, speech therapists and others. Our team is very supportive towards each other and I think we have all benefited from learning about each other's role and how we all fit into the bigger picture. Most of all I enjoy establishing new projects – having the opportunity to start from scratch and set up and run the services for dads. I enjoy meeting parents, particularly dads, and having the opportunity to talk and laugh with them. It's not all serious stuff!

What are your aims for the future?

I hope that the Dads I have worked with here at Thorpe Hamlet have benefited from the advice and support I have given them and that they become positive role models for their children. More importantly that they enjoy being Dads as it is a wonderful experience. I want Dads feel comfortable about coming into our Sure Start centre and recognise that it is here to support them just as much as their partners.

On a more professional level, this is a new area of work, and I hope that the information packs we have developed can then be shared and used elsewhere. I meet with other dad's workers in the County and we are talking regularly and co-ordinating activities.

EARLY Education

Guidance for parents on funding for free early education

When can my child have a free early education place?

All three and four-year-olds are entitled to a free, part-time early education place from the beginning of the term following their third birthday until they start school.

A child born between:	Will be eligible for a free place from:
1st April and 31st August (inclusive)	The start of the autumn term following their 3rd birthday until statutory school age
1st September and 31st December inclusive	The start of the spring term following their 3rd birthday until statutory school age
1st January and 31st March (inclusive)	The start of the summer term following their 3rd birthday until statutory school age

For the purpose of determining eligibility for a free place, the following dates will apply:

Spring Term	1st January to 31st March
Summer Term	1st April to 31st August
Autumn Term	1st September to 31st December

What is a free early education place?

Children are entitled to a minimum of fifty-five sessions of 2 1/2 hours per term for 3 terms each year (usually divided into 3 eleven-week terms of five sessions). Parents may choose for their child to take up less than their minimum entitlement.

Where can I find an early education place?

Early Education may be provided in a range of settings including private day nurseries, playgroups, nursery classes and schools, Children's Centres and Childminders who are part of a Childminder network accredited to provide early education. All providers of free early education places are expected to follow the Foundation Stage Curriculum, working towards the Early Learning Goals.

You can find out who provides early education in your area by telephoning: Childcare Information Service **01603 622292**.

Who pays for my child's place?

The government provides funding for all three and four year olds to the Local Authority (LA) through the Education Formula Funding Share.

How much is my child's place worth?

The Local Authority pays providers of early education who satisfy the conditions for payment. £1,248 for each eligible child each year is paid to providers. £416 per child is paid in two instalments each term. Pro-rata payment is made for children attending fewer than 5 sessions.

No payments are made to parents.

Do I have to pay for my child's place?

Parents should not be required to **pay any fee** for their child's free early education place, nor can they be expected to take up or pay for any additional services as a condition of a child attending a free early education place. If a child attends a provider that would normally charge fees, the fees charged should be reduced accordingly so that the basic entitlement is free at the point of access.

Parents may be charged for any additional services, such as childcare beyond their free entitlement to part-time early education, which they choose to take up. Where providers extend sessions by 1/2 hour or more or provide other services for parents a charge may be made but it should not be a requirement that parents access these sessions to be eligible for the early education place.

Where payment is charged for services outside of the funded early education place, the invoice should clearly indicate the time spent in the setting provided as the child's free entitlement and what other services are being charged for.

Parents may not be charged an administration fee in return for the child receiving the basic education entitlement of 2 1/2 hours.

Parents should be made aware; prior to their taking up a free place, of any charges that will be payable in respect of additional services provided.

Parents may be able to receive help with childcare costs through the childcare element of the **Working Tax Credit** (WTC), but cannot claim this tax credit for the time their child is in receipt of free early education. The responsibility for claiming Working Tax Credit rests with parents. For further information, parents should call the WTC Helpline on **0845 606 6668**.

Can my child have more free sessions?

Providers have to ensure that no more than fifty-five sessions of funding are claimed in respect of any one child in any period of at least eleven weeks, and that the child is registered on the headcount date. Where a provider is notified by the parents, or otherwise discovers, that a child is attending another provider which is also claiming funding, they are required to immediately inform Norfolk LA in order that the funding may be paid correctly in respect of that child. The LA will also conduct its own checks to ensure no child receives payment for more than fifty-five sessions in any period of at least eleven weeks.

What is the headcount date?

Each term, providers are required to send a 'list of eligible children' for whom they are claiming early education funding to the Local Authority. The 'Headcount date' is the date on which this list must be compiled and is usually about two weeks after the beginning of the school term. The provider will only receive funding in respect of children who are present on Headcount date.

If a child is registered with the provider and would normally be attending on the Headcount date, but is absent for some reason (e.g. illness, holiday, attending less than 5 sessions), their name can be entered on the list of eligible pupils.

Can I change the number of sessions my child attends during the term?

It is best to make changes to sessions attended at the beginning of term, although some providers may allow changes mid-term.

If a child increases or decreases the number of sessions they are attending before the headcount date, then an adjustment to funding can be made by the LA. If a child alters the number of sessions they are attending after the headcount date (e.g. child does three sessions to half term, increasing to five sessions after half term) then the child will be funded for the number of sessions they were registered for on the headcount date.

Cut out and keep



What can I do at home to support my child?

Play is hugely important for young children as it provides many of the experiences necessary for their healthy intellectual, physical, social and emotional development.

“Home” is where children feel secure, and look forward to returning to after going to the childminder, playgroup, nursery or school.

Play can help children to make sense of their developing world, and Home is the ideal place to begin.

As a parent, grandparent or other family member there are lots of different ways that you can help to stimulate your child’s play.

Here are just a few ideas – the possibilities are endless!

Join in whenever you can with your child’s play, this will help to extend their learning, and its great fun too!

GARDEN



Child size watering cans and gardening tools are a great way of encouraging children to help in the garden.

Planting seeds/growing cress can all be part of the fun.



Picnics

Have an indoor or outdoor picnic for your child's dolls and teddies, allow your child to be in charge of the guests.

Sand pits

Vary the usual buckets and spades by adding some different resources, try adding shells and pebbles, sticks and feathers, pinecones etc.



Build bridges or dig tunnels and then add water, add playpeople, and animals, or diggers and trucks, ask what your children would like to try.

Make tents/dens.

Children love to hide in secret places, make dens inside or outside and give them a safe place to hide where they can let their imaginations run wild.



BEDROOM

Let your child use different sized boxes and towels to make beds for their toys, or let them use a real bed. Sing 10 in a Bed and use toys to make it more fun.



Share stories throughout the day, don't save them only for bedtime, snuggle up together, and enjoy, look at the pictures and encourage your child to help to turn the pages.

BATHROOM

Encourage them to develop pouring skills by providing different sized plastic bottles and containers, let them play with different toys and find out whether they float or sink.



Let your child bath their dolls using real flannels, sponges, soap, towels etc.



KITCHEN

Washing Up – Fill the sink with water and bubbles and let your child have a go at washing up using unbreakable crockery, make it fun by adding food colouring to the water!



Vary this activity by encouraging children to wash their dolls clothes (or their own clothes). Let them then hang out the clothes to dry.

Add different coloured ice-cubes to the water and let them play with them as they melt.

Help your child to lay the table, talk about how many people there will be and the different cutlery they will need.



Children love to imitate, and housework is a favourite, give them a spare duster, or let them have a go with a dustpan and brush!



Bake a cake, or some biscuits, talk about the ingredients and how the mixture changes in appearance.



Let your child play with pots and pans and wooden spoons, these can be used for imaginative play, or musical instruments!

GOING TO THE SHOPS?

Help your child to make a shopping list, save labels from tin cans, let your child cut out the pictures and stick them onto a piece of card, to make their own shopping list.



Talk about what you think you will buy on your way to the shops, let your child pay the shopkeeper, and then help to put the shopping away when you are back at home!

**Norfolk Childcare
Information Service**

01603 62 22 92

www.norfolkchildcare.info

www.buspack.info