



First Annual Review of
Eastern Childcare Plan
2002-2005

Foreword

The Eastern Area Childcare Partnership has continued to make real and meaningful progress in 2002/03 in achieving a number of the objectives set out in the 2002/2005 Childcare Plan.

These include the publication of the four Article 20 Review Reports by Health and Social Services Trusts which map out clearly the supply and demand for childcare provision in each Trust. Further investment has been made in training, consultation has been held with parents and further efforts made in promoting positive relationships with Employers for Childcare. The Partnership continues to have concerns about the sustainability of the resources invested in a range of short term projects in the Board's area. The completion by the Partnership of the Sustainability Audit will assist the Partnership in making a case to relevant Government Departments for continued investment in the Early Years sector. The new Sure Start investment allocated in 2003/04 will assist in providing further access to services for children and their carers. Early Years service providers need to continue to implement common quality standards and each agency will be asked to review how they plan to do this in 2003/04 in line with the recent guidance issued by the Department of Health, Social Services and Public Safety (DHSS & PS).

I would like to thank all my colleagues and those in our partner organisations who have been involved and assisted in the delivery of our 2002/03 objectives. I offer my continued and wholehearted commitment to working together to make a difference to the quality of life experience for all our children. I look forward to providing a further progress report on our continued achievements in April 2004.

Theresa Nixon
Chair
Eastern Area Childcare Partnership

Contents

	<i>Page No</i>
Foreword	1
Section 1: Policy Context and How the Partnership Works	5
Section 2: Demography and Provision	11
Section 3: Key Result Areas Achievements 2002/03 Priority Actions 2003/04	16
Section 4: Sure Start and Further Investment 2003/04	35
Section 5: Information Needs	39
Section 6: Issues and Themes 2003/04	41
Appendix 1: Funding and Resources	
Appendix 2: Proposed Training Plan	
Appendix 3: Glossary of Terms	
Appendix 4: Membership	

SECTION 1

Policy Context and How the Partnership Works

Policy Context

In September 1999 the Government launched 'Children First: The Northern Ireland Childcare Strategy' which was a response to the need for an Early Years Strategy by the Department of Health and Social Services and Public Safety (DHSS&PS), the Department of Education for Northern Ireland (DENI) and the Training and Employment Agency (T&EA). One of the central aims of 'Children First' was to combine the social and economic responsibilities of each Department into a coherent 'joined up' Strategy for Early Years i.e. service provision for children aged 0 -14 years and their families.

This Strategy was initiated when the Government recognised that provision was erratic, poorly co-ordinated, expensive and of variable quality, particularly childcare provision for school aged children and children with special needs.

The Government sought to address these issues by integrating Early Years education and care with a wider range of services for children and parents. Areas of common interest for Government Departments included the development of common standards, the establishing of good practice networks, the development of standards of accreditation, the involvement of parents, and the development of a national qualifications framework.

'Children First' set out the agenda for action needed to increase the quantity and improve the quality of affordable childcare for children up to the age of 14 in Northern Ireland. The Strategy gives responsibility for action at local level to the Eastern Childcare Partnership which has a membership of 29 individuals representing 22 organisations.

In terms of sector representation, there are currently 19 members from the statutory sector, 7 members from the voluntary sector, 2 members from the community sector and 1 member from the private sector.

Eastern Area Childcare Partnership Membership



The diagram above outlines the organisations/sectors represented on Eastern Area Childcare Partnership. A full list of members, their roles, their organisations and their localities is contained in Appendix 4.

Underpinning Principles

The Strategy contains the following underpinning principles:

- **Social Inclusion** ensuring equality for all children and targeted to areas of greatest need;
- **Providing high quality** care and educational experiences for children, benefiting their long term development;
- **Affordability** of services to meet the needs of all families;
- **Accessibility** of services to meet the needs of families and their children, which gives parental choice;
- **The promotion of family friendly workplace practices** through the promotion of the work life agenda;
- **The provision of accurate advice and information** about childcare services, including financial support available for parents and funding opportunities;
- **Working in partnership** with local communities, parents and employers. In particular, the voice of these partners needs to be strengthened in the planning processes.

EHSSB Eastern Health and Social Services Board
 DEL Department of Employment and Learning

HSST Health and Social Services Trust
 CSP Childrens Services Planning

In order to deliver the Strategy, the Government developed a range of policy initiatives and programmes including; Sure Start, Pre-School Education and Expansion Programme, New Opportunities Fund, Out of School Provision, Working Families Tax Credit and the development of Family Friendly Employment Practices. These measures have helped to achieve the vision of an integrated response to the needs of children and parents within local communities, and to substantially increase the number of childcare places available in different settings.

Eastern Childcare Partnership

Mission Statement

The Partnership has defined the following mission statement which is consistent with the overall aim of 'Children First' and which is included in its constitution:-

“The Eastern Childcare Partnership will champion the cause of children and childcare throughout the area and will take responsibility for local action to ensure high quality, affordable childcare for **all** children aged 0 - 14 in every neighbourhood.”

To achieve its mission the Partnership has drawn up and agreed a Childcare Plan which is reviewed annually.

Relationship to the Eastern Health and Social Services Board

The EHSSB is charged with providing a range of supports to enable the Partnership to function. These include:

- nominating the Partnership Chair in consultation with the members, and providing a Co-ordinator;
- providing guidance on the operation of relevant procedures;
- liaising with District Early Years Forum;
- providing underpinning information essential to the development of the Childcare Plan;
- facilitating consultation with local people.

The EHSSB Board has the responsibility for ensuring the implementation of the Childcare Plan as a whole, working with and through a variety of other bodies and agencies. The Childcare Plan runs over the same period as the Children's Services Plan. This is over a rolling three year period, and both plans are reviewed and updated each year. The Eastern Area Childcare Plan for 2002/2005 was approved by the Board at their December 2002 meeting and submitted to the DHSS&PS on 31st March 2003.

Funding

The Partnership has responsibility for the allocation of £7.2 million. This figure is the total funding available through the Childhood Fund, the Playcare Initiative, the Sure Start Programme and New Opportunities Fund. The allocation of these funds is determined by the Strategic Funding Panel. This multi sectoral Panel refers all decisions to the Childcare Partnership for endorsement. These are funds additional to Health and Social Services resources, and can only be accessed by working in partnership with other agencies.

In the case of the Childhood Fund, Playcare and New Opportunities Fund, accountability and monitoring of resources are the responsibility of the Intermediary Funding Bodies. The EHSSB is responsible, through the Chair of the Childcare Partnership, for the probity, stewardship and monitoring of Sure Start funding (£2.5 million). Additionally, the DHSS&PS awards resources through the Early Years Development Fund to support the infrastructure of the Partnership. The EHSSB is also accountable for the management of these resources. Details of funding are contained in Appendix 1.

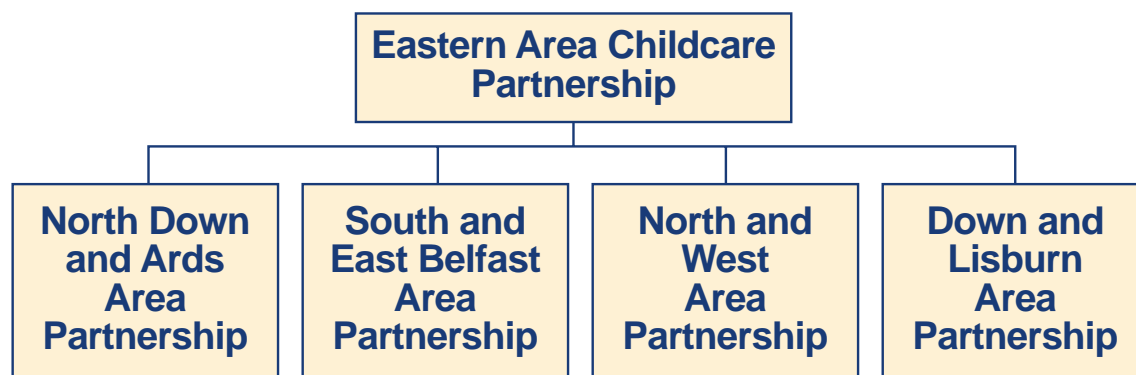
Membership of Eastern Area Childcare Partnership

The Eastern Area Childcare Partnership is made up of representatives from the various Childcare Sectors and geographical areas with the Eastern region.

Structures

Within the Eastern Area, four District Partnerships now exist which are coterminous with Health and Social Services Trust boundaries. Although each District Partnership is unique in structure and membership, they all endeavour to reflect the priorities, issues and good practice within the Early Years sector in their respective locality.

The diagram below shows the structure of the District Partnerships.



Currently, two members from each of the District Partnerships attend the Area Partnership. This representation, which reflects the sectoral mix of the local partnerships, includes community and statutory representatives.

This link between the District Partnerships and the Area Partnership ensures the strategic messages from the Area are implemented at local level and that the Area Partnership hears the local issues which go towards informing strategic development.

The Eastern Area Childcare Partnership provides funding for the four District Childcare Partnership Co-ordinators to support and progress the local agenda.

The Partnership Team

In addition, the Eastern Area Childcare Partnership and the four District Partnerships are supported by a number of Development Officers working within the Early Years sector. These are funded through the Early Years Development Fund monies.

The New Opportunities Fund (NOF), Out of School Hours Childcare Initiative (OOSHCC) and Building Quality Childcare (BQC) is supported by two Development Officers, based at PlayBoard, to take forward the provision of accessible, affordable childcare for school aged children.

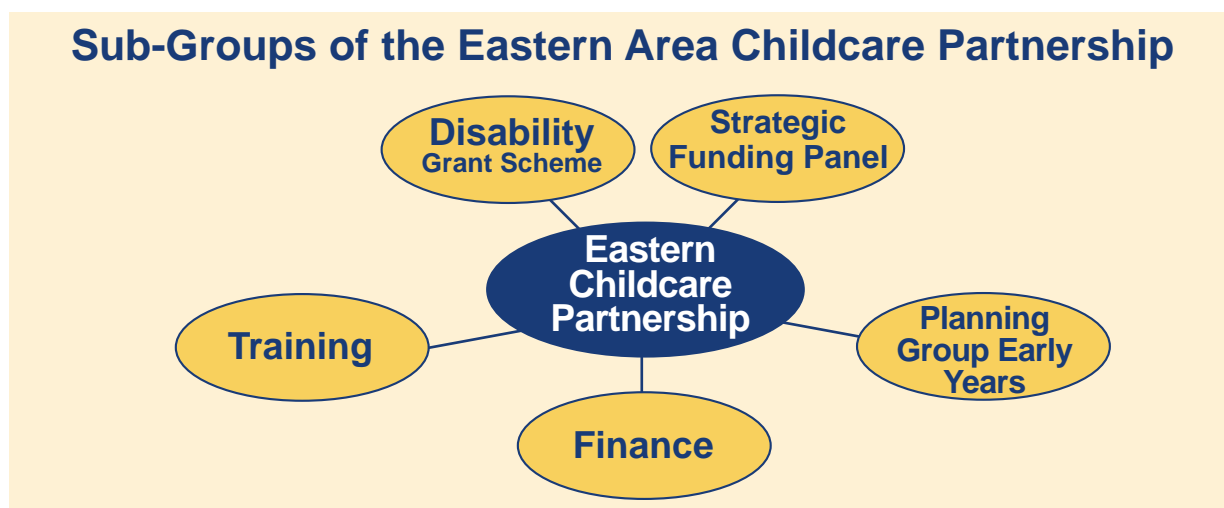
The Partnership also funds two Development Officers, based at the Northern Ireland Childminding Association (NICMA), to promote the uptake of childminding registration within the community sector.

Although not funded by the Eastern Area Childcare Partnership, PlayBoard and NIPPA - the Early Years Organisation, employ Development Officers to promote Playcare and Childhood Fund Initiatives, both of which are intrinsically linked to the Eastern Area Childcare Partnership's objectives.

The collective expertise, skills and strategic understanding of the Development Team are essential to the decision-making processes of the Strategic Funding Panel.

Decision Making

The Eastern Area Childcare Partnership operates as a multi-agency collective where decisions are made in consultation with key stakeholders. Due to the nature of Early Years, specific expertise and guidance is often required to ensure clarity in relation to specific agenda items. In order to facilitate this, the Partnership operates a sub-group structure. Each sub-group is responsible for progressing a specific agenda, in consultation with the Eastern Area Childcare Partnership. Additionally, sub-groups advise the Partnership in relation to strategy and overview.



Each sub-group has Terms of Reference stating its accountable relationship to the Eastern Area Childcare Partnership. Clear expectations exist around the reporting of the sub-groups to the Partnership, ensuring the wider membership is informed of the work undertaken. Additionally, the Partnership may refer particular areas of work to a sub-group for action. Ultimately, the sub-group must ensure decisions, particularly in relation to the allocation of resources, are ratified by the Eastern Area Childcare Partnership.

SECTION 2

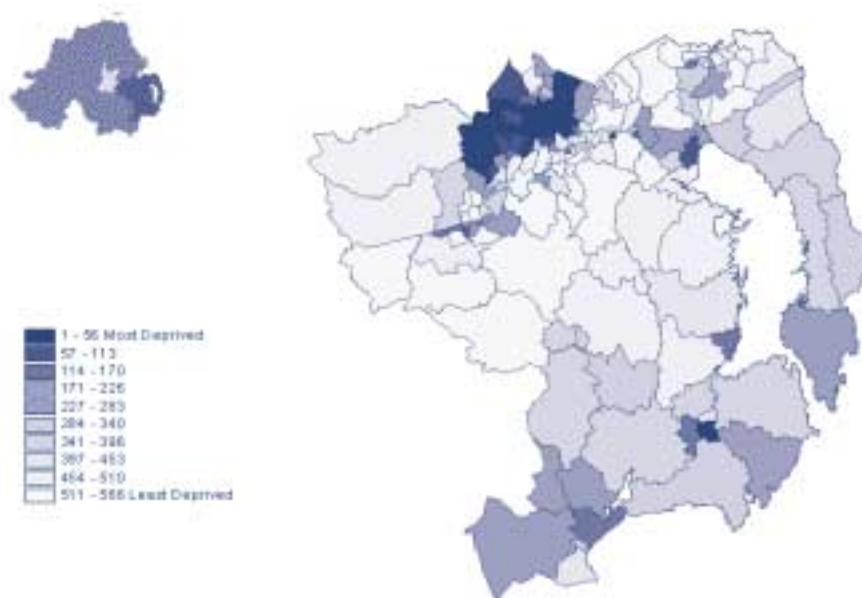
Demography and Provision

The Eastern Area

The Eastern Area has a population of 689,683¹, which accounts for 40% of the total population of Northern Ireland. It covers a geographical spread from Belfast (North) to Newcastle (South) and from Dromara (West) to Portavogie (East) (see Figure one). The area has both urban and rural populations, with 50% of the population living in the Greater Belfast area. The Eastern Area Childcare Partnership is responsible for the total area of Eastern Health and Social Services Board.

A large number of residents in the Eastern Area live in some of the most deprived areas in Northern Ireland. The map² in Figure One identifies, by Electoral Ward, the areas of deprivation using the Noble Index. This multiple deprivation index shows that the areas most deprived in Northern Ireland are located in North Belfast. It is generally accepted that there is a clear link between indicators of deprivation and the need for additional health and social care resources.

Figure One



1 Community Health Index, March 2002

2 Ordnance Survey Map Licence. No. 20218

Child Population (Children Aged 0 -14)

Within the Eastern Area, the Childcare Partnership has a responsibility to deliver services to children from 0 to 14 years of age. There are approximately 136,588 children aged 0 to 14 in the Eastern Area who account for 20% of the total population. Within the child population there are 40,429, that is 6%, of the total population who are of pre-school age, 75,259 (11%) are of primary school age and 20,900 (3%) are in their early teens. Table One gives a breakdown of the child population according to age band.

Table One

Eastern Area CHILD POPULATION (0-14 YEARS) Child Population by Age Band				
Age Band	0-3	4	5-12	13-14
Total	31,599	8,848	75,259	20,900

Table Two gives a breakdown of the age of children and young people and where they are living in the Eastern Area according to the Health and Social Services Trust area. In each of the age bands more than 50% of the children live in the Greater Belfast area, i.e. in North and West Belfast, and South and East Belfast Trust areas. Early indications, however, from the 2001 Census suggests there is a population shift to areas outside Greater Belfast.

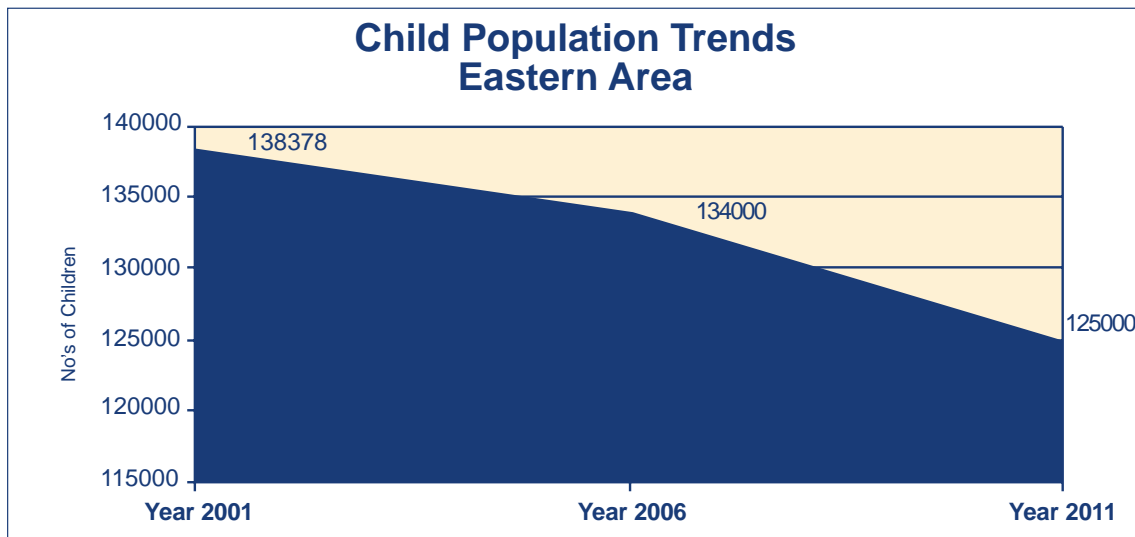
Table Two

Eastern Area CHILD POPULATION (0-14 YEARS) Child Population, by Trust and by Age Band					
TRUST	0-3	4	5-12	13-14	TOTAL
DLT	9,424	2,676	22,000	6,056	40,156
NWBT	7,456	2,041	18,593	5,460	33,550
SEBT	7,981	2,256	19,322	5,197	34,756
UCHT	6,738	1,875	15,344	4,187	28,144
TOTAL	31,599	8,848	75,259	20,900	136,606

Child Population Trends in the Eastern Area

General trends in the child population in the Eastern Area show the number of children has declined. Future estimates (Figure Two) predict this trend is likely to continue with the child population falling by 13,000 (10%) to 125,000 by 2011³. These general population trends will have an impact on the future planning and delivery of services within the childcare sector.

Figure Two



³ Source: Government Actuary Department, London (via Northern Ireland Statistics and Research Agency). Projections are based on the 1999 mid year population estimates. Totals do not equate due to rounding.

Current Range of Provision (Children 0-14)

'Children First: The Northern Ireland Childcare Strategy' placed a responsibility on the Childcare Partnerships to identify the current range of childcare provision in their area and to increase the supply of childcare places to meet the needs of the child population. This section gives a synopsis of the number and type of childcare places that exist within the Eastern Area and highlights some of the issues that affect service provision within this sector.

• Provision by Trust Area

The Eastern Area has the highest childcare provision in Northern Ireland for children under the age of 12, with 163.3 places per 1,000 population. The Northern Ireland average rate for children under the age of 12 is 129.3 places per 1,000 population. Table Three⁴ outlines the type of provision by type and volume within each Health and Social Services Trust Area (up until March 2002).

Table Three

Childcare Provision Eastern Area										
Provision	Down and Lisburn HSST		North and West HSST		South and East HSST		Ulster Community and Hospitals HSST		EHSSB	
	No	Places	No	Places	No	Places	No	Places	No	Places
Childminders	516	3096	522	3132	583	3984	633	3021	2254	13233
Crèche	6	88	33	409	14	236	4	86	57	819
Playgroups	82	1712	47	1485	66	1609	51	1468	246	6274
Day-care	18	528	12	547	30	1375	14	399	74	2849
Out of School	14	279	41	1017	16	470	5	64	76	1830
*Parent/Toddler	27	N/a	24	N/a	81	N/a	50	N/a	182	N/a
Total	663	5703	679	6590	790	7674	757	5038	2889	25005

*These do not require registration under Children (NI) Order 1995

⁴ Source: Early Years Teams (Article 20 Reviews)

- **Pre-School Education**

It is Government policy to make available a free pre-school place to every child in their pre-school year. Implementation of this policy requires close working partnerships between Education and Library Boards, Health and Social Services Agencies and representatives of the voluntary and private sectors.

The Pre-School Education Expansion Programme is part of the Northern Ireland Childcare Strategy and is aimed at providing an integrated and coherent range of care, health and education services to meet the needs of children and their families.

This has required Education and Library Boards to increase pre-school provision. In order to do this they have liaised closely with the Eastern Area Childcare Partnership.

As a consequence, the Pre-School Education Expansion Programme has provided funding for an additional 859 pre-school places in the Belfast Education and Library Board area and 2098 additional places in the South Eastern Education and Library Board area. These places are available in statutory nursery settings, in voluntary and private playgroups, and in day care provision.

The Pre-School Education Advisory Groups are aware the Expansion Programme has considerably increased the demands on professional, advisory and support services within both the voluntary and statutory sectors. Both the Belfast Education and Library Board and the South Eastern Education and Library Board Pre-School Education Expansion Programme would support the creation of a development fund to ensure that the Early Years sector, receives the support required to ensure the key issue of quality provision is addressed on an ongoing basis.

SECTION 3

Key Result Areas

Achievements 2002/03

and

Priority Actions 2003/04

Background

The Joint Strategic Planning Group (JSPG) for Early Years is a Sub-Committee of the Children and Young People's Committee (CYPC). The Early Years JSPG has identified three Key Result Areas. These three areas are:

- **Supporting parents in work and those who wish to return to work, education or training;**
- **The personal, physical, social, emotional, educational and cultural development of children and young people aged 0-14 years;**
- **Social inclusion in respect of communities or individual children and their families.**

The objectives within each of these Result Areas and associated actions create a "joined up" response to the needs of children, parents/carers and the Early Years sector.

This review provides:

- (a) Information on Key Result Areas set out in the Childcare Plan 2002-2005;
- (b) The objectives and progress made in 2002-03;
- (c) The priority action required in 2003-04.

KEY RESULT AREA 1

SUPPORTING PARENTS IN WORK AND THOSE WHO WISH TO RETURN TO WORK, EDUCATION AND TRAINING.

Objective 1	Progress Made
To provide comprehensive information to parents, service providers, and service users.	<ul style="list-style-type: none">● A sub-group has collated, designed and published a parents' information leaflet, outlining types of provision and advice on recognising quality services. Initially, this leaflet will be disseminated to all parents of newborn babies in the area via Health Visitors and Midwives.● Article 20 Review Reports have been completed by each Health & Social Services Trust and an updated database of providers is now available to the Partnership.

Priority Action 2003/04

1. The Partnership will recruit an Information Officer.
2. The existing leaflet will be made available within the Children's Services Website, which is currently under development.
3. The Partnership Team will progress the development of an up to date and accurate database through liaison with all partner organisations.
4. The Partnership will support the progression of a database, which will be accessible to parents, in conjunction with the Regional Strategy.

Objective 2	Progress Made
<p>To promote good practice, e.g. improving staff qualifications and terms and conditions.</p>	<ul style="list-style-type: none"> ● Within the Strategic Funding Panel, applicant groups have engaged with Quality Assurance Schemes, as they are required to review staff terms and conditions as a prerequisite of funding. ● The Partnership has invested in 20 Quality Assurance Packs, designed by PlayBoard, which will be disseminated to groups who require information and support. This is a self audit tool. ● The Training sub-Group is undertaking a Workforce Audit. This initiative will describe the current qualifications and training levels of Early Years staff within the Eastern Area. The Audit will inform the commissioning decisions of the Eastern Area Childcare Partnership in terms of identifying further requirements for investment in training.

Priority Action 2003/04

1. Complete Workforce Audit and share findings and recommendations with all partner agencies.
2. The Partnership will establish priority areas for training and support and continue to promote good practice in relation to terms and conditions of employment for Early Years staff.

Objective 3	Progress Made
<p>Through continued liaison with the Employers for Childcare, promote a positive response from employers to the childcare needs of employees.</p>	<ul style="list-style-type: none"> ● The Partnership has held two 'Employer Consultation' events in partnership with Employers for Childcare. ● Links have also been made with Opportunity Now, which is a Health and Personal Social Services (HPSS) initiative charged with promoting Work Life Balance policies within the HPSS sector. ● Partnership Development Officers have supported applications by Health and Social Services Trusts to the New Opportunities Fund for resources to support summer schemes for the children of Health and Social Services employees within the area.

Priority Action 2003/04

1. The Partnership will continue to participate as a member of Employers for Childcare Advisory Group.
2. A co-working relationship will be developed with Opportunity Now to promote the Work Life Balance agenda.
3. Employers will be encouraged to explore a range of childcare options for their employees.

KEY RESULT AREA 2

PHYSICAL, PERSONAL, SOCIAL, EMOTIONAL, EDUCATIONAL AND CULTURAL DEVELOPMENT OF CHILDREN AND YOUNG PEOPLE.

Objective 1	Progress Made
To develop the Eastern Childcare Partnership Quality Standard.	<ul style="list-style-type: none"><li data-bbox="786 506 1449 696">● A sub-group commenced a scoping exercise, revisiting earlier Partnership work around Quality Standards.<li data-bbox="786 719 1449 1133">● The Partnership has considered the “Common Standards” document, which has recently been disseminated by the DHSS&PS, and has commenced discussions with Health and Social Services Trusts with regard to the rollout of training required to meet the mandatory standards.<li data-bbox="786 1155 1449 1570">● The Partnership has made an application under the Peace and Reconciliation Programme (Priority Measure 2.5; Social Integration, Inclusion and Reconciliation, Investing in Childcare) for additional resources to support the rollout of Quality Assurance Schemes across the Partnership Area.<li data-bbox="786 1592 1449 1783">● In May 2002 a ‘Sure Start Showcase’ event, held at Belfast Castle, profiled Good Practice within the Sure Start Programme.<li data-bbox="786 1805 1449 1995">● Through the Disability Grant Scheme training relating to disability issues was designed and implemented in 2002/03.

- An application to the Peace 2 programme was made, seeking resources to roll out programmes in relation to anti-sectarianism and capacity building for service providers. The outcome of this bid is not yet determined. Both initiatives support the Partnership's Programme of Inclusion.
- Funding to support the rollout of First Aid Training to all Early Years providers has been secured by the Partnership.

Priority Action 2003/04

1. The Eastern Area Childcare Partnership will work alongside the Health and Social Services Trust Early Years Teams to progress policies, procedures and guidance in relation to Common Standards across the sector.
2. Participate in the Review of Play undertaken by the Department of Culture, Media and Sport (DCMS).
3. Create a model for best value play provision linked to the implementation of Common Standards.
4. Support an event to promote policy and strategy in relation to good practice and quality showcases.
5. Monitor and review uptake of Quality Assurance Schemes within the sector.
6. Organise an event which addresses issues within the anti-bias curriculum.

Objective 2

Progress Made

Support Government Strategy in relation to Healthy Communities.

- The 'Play For All' initiative continues into its second year. Barnardos, Belfast City Council, Down Council, PlayBoard, Eastern Health and Social Services Board and the Eastern Area Childcare Partnership fund this initiative. Currently, Belfast City Council, Belfast Institute for Further and Higher Education, Barnardos and PlayBoard are piloting an Open College Network accredited Level 2 'Play for All' training course within the area.
- PlayBoard is presently delivering 'Out 2 Play' and 'TOP Play' and hope to develop a regional 'Fit 4 Play' project. Both initiatives are aimed at promoting outdoor and physical play. 'TOP Play' is funded through resources from the Sports Council.
- Within both the Belfast Education and Library Board and South Eastern Education and Library Board, the 'Enriched Early Curriculum' is being delivered, enhancing early education through play.

Priority Action 2003/04

1. Support and evaluate the 'Play for All' initiative.

Objective 3

Progress Made

To ensure available resources are targeted appropriately at areas of highest need as evidenced by the Eastern Area Childcare Partnership information.

- The Partnership has gathered a range of tools to inform the planning process. Key indicators, such as Robson and Noble, continue to provide baseline evidence of deprivation.
- The Partnership has awarded additional funds to the Eastern Area Childcare District Partnerships to support 'Capacity Building' in under-represented communities in the areas of highest need across the Eastern Area.
- The Partnership Development Team and District Partnerships have provided practical and mentoring support to groups where capacity needed to be improved.
- The Eastern Area Childcare Partnership and four District Childcare Partnerships published and launched a practical 'Childcare Funding Guide' which explains all funding streams and criteria for access. This has been distributed to Early Years providers within the Eastern Area, through the four District Childcare Partnerships.
- A review of the Voluntary Grant Aid Policy and the mainstreaming issues consequent to this have been completed and have highlighted areas and communities in need.

Priority Action 2003/04

1. The maintenance of baseline data systems.
2. Commission research on the needs of under-represented communities, e.g. rural areas.

Objective 4	Progress Made
Supporting District Councils' Cultural Strategies and ensuring that Early Years and Eastern Area Childcare Partnership is represented.	<ul style="list-style-type: none">● Belfast City Council has established a Draft Cultural Strategy to which PlayBoard, on behalf of the Eastern Area Childcare Partnership has responded. Overall, the Partnership has continued to have positive interfaces with District and Borough Councils in 2002-03.

Priority Action 2003/04

1. Create stronger links with local Councils ensuring the Early Years agenda is considered within Cultural Strategies.

Objective 5	Progress Made
<p>Support a holistic approach to community safety, including, child safety and child protection. This also includes encouraging urban regeneration and anti-pollution initiatives.</p>	<ul style="list-style-type: none"> ● Members have contributed locally to a number of initiatives which support child safety and re-order child protection i.e. ‘Keeping Safe’, ‘Home Zone’ and broader Government initiatives such as Health Action Zones. These relationships continue to strengthen child safety as a cross cutting theme. ● The Eastern Area Childcare Partnership participated in ‘Creating a Vision for All Our Children’ Strategy workshop (OFMDFM) in October 2002. ● The ‘Keeping Safe’ programme provides child protection training for community based groups. This is cascaded within playgroups, out of school clubs etc.

Priority Action 2003/04

1. Capture statistical evidence on the impact of these initiatives.
2. Continue to engage with OFMDFM in relation to the development of a Children’s Strategy.

Objective 6

Progress Made

To increase the number of childcare places, particularly those provided by childminders.

- The Eastern Area Childcare Partnership has supported the collation of data for the four Article 20 Review Reports through the Early Years Information Project. Information made available in 2002/2003 through these reports reveals that over the past 3 years there have been an **additional 3,092** Early Years childcare places provided in the Eastern Area. The number of childminding places has increased to **2,900**; **49** crèche places, **157** day-care places, **214** out of school places. The only sector to experience a decrease in the number of places is playgroups (228). This has been due to the increase in PEEP places created over the past number of years.
- The Strategic Funding Panel has allocated the Eastern Area a percentage of the Childhood Fund, the Playcare initiative, Out of School Hours Childcare funding (NOF) and Building Quality Childcare funding (NOF). Details are outlined in Appendix 1.
- The Training sub-Group has submitted an application under Peace 2 Programme (Measure 2.8; Accompanying Infrastructure and Equipment Support) for training resources to support providers.

- The Northern Ireland Childminding Association has continued to provide support and create networks in specific areas which have traditionally had a low level of interest in childminding registration. The two Development Officers, funded by the Partnership, provided support for this task.

Priority Action 2003/04

1. Develop information capacity to support service providers.
2. Continue to engage with relevant Departments in relation to mainstream funding.
3. Support Health and Social Services Trusts to implement the Voluntary Grant Aid Policy.

Objective 7	Progress Made
<p>Address issues of short/long term viability and self sufficiency.</p>	<ul style="list-style-type: none"> ● The Sustainability sub-Group has undertaken a Sustainability Audit to identify the vast array of provision, the financial status of these services and the resources required to maintain services. The Eastern Area Childcare Partnership will submit the findings of the Sustainability Audit to the DHSS&PS, which will inform a Regional perspective on this issue. ● Alongside the other three Area Partnerships, the Eastern Area Childcare Partnership has lobbied to mainstream key services. The Chair of the Partnership has attended the Children First Advisory Forum (CFAF) to ensure the Eastern Area Childcare Partnerships messages are being heard.

Priority Action 2003/04

1. Progress the findings of the Sustainability Audit and engage with DHSS&PS as to requirements of the sector in respect of mainstreaming.

2. Organise and implement a Strategy which will engage the Eastern Area Childcare Partnership, with key Government Departments and begin to profile issues such as the sustainability of the sector.

Objective 8	Progress Made
<p>To identify the barriers which prevent mainstream services being accessed by children with a disability, special needs, and children with challenging behaviour, and progress action to promote Best Practice in relation to Inclusion.</p>	<ul style="list-style-type: none"> ● The Disability Grant Scheme has improved access to services for children with a disability in 2002/03. ● The Scheme has linked with District Childcare Partnerships, Health and Social Services Trusts and key voluntary partners, to maximise the impact of limited resources in areas of greatest need. ● The Scheme has also funded a number of training schemes accessible to the sector. This includes Working with Children who have Special Needs, Meeting the Challenge of Behaviour Management, The Pre-School Child with Autism and The Family View of Disability.

Priority Action 2003/04

1. Ongoing commitment to provide financial support to the Disability Grant Scheme.
2. Ongoing commissioning and review of training requirements.
3. To respond to the outcomes of the Workforce Audit.

KEY RESULT AREA 3

SOCIAL INCLUSION IN RESPECT OF COMMUNITIES OR INDIVIDUAL CHILDREN AND THEIR FAMILIES.

Objective 1	Progress Made
To ensure the recommendations of the research project, <i>Childcare Needs of the Chinese Community</i>, are supported.	<ul style="list-style-type: none">● In May 2002, the Eastern Area Childcare Partnership supported the launch and dissemination of the above research document. Consequently, the Joint Strategic Planning Group for Early Years has established a Social Inclusion sub-group. To date this Group has established key networks and identified relevant organisations with a view to setting out a strategic approach to this task.

Priority Action 2003/04

1. The Social Inclusion sub-group will convene a task group to progress the recommendations of the research project, “*Childcare Needs of the Chinese Community*”. This task group will have multi-agency representation, and report to the Eastern Area Childcare Partnership every six months.

Objective 2	Progress Made
<p>To ensure that Early Years provision meets the needs of minority ethnic communities and takes into account the cultural diversity of Chinese, Irish Traveller, Indian, Philippine communities etc.</p>	<ul style="list-style-type: none"> ● A start has been made by Sure Start services within the Eastern Area to collate information about the ethnicity of the people using services. It is planned the Information Officer will support the progression of this in 2003/04.

Priority Action 2003/04

1. The Information Officer will assist in strengthening existing networking and consultation mechanisms to ensure a clear understanding of need and barriers to accessing services.
2. Identified needs of ethnic minority communities will be addressed by making connections with key Eastern Area Childcare Partnership structures such as the Strategic Funding Panel, Training Sub Committee and District Childcare Partnerships.

Objective 3	Progress Made
<p>To begin to respond to the needs of Refugees and Asylum Seekers, flexibly and creatively.</p>	<ul style="list-style-type: none"> ● The Partnership has made a start by gaining awareness of key research and existing networks.

Priority Action 2003/04

1. Strengthen existing networks and extend Partnership relationships.
2. Establish an overview of existing research and to commission research where none exists.

Objective 4

Progress Made

To ensure that Early Years provision is responsive to the needs of parents.

- The Eastern Area Childcare Partnership commissioned the Parenting Forum, through the Parents' Advice Centre, to undertake a pilot project 'Engaging Parents in the Childcare Partnerships'. This project was activated in the Kircubbin/Portavogie areas and concluded in Spring 2003. The Partnership is reflecting upon the recommendations of the evaluation of this project in an effort to establish a range of effective consultation opportunities with parents.
- Additionally, within the Sure Start Programmes, many of the eight projects within the area have strengthened their relationships with parents; in order to make services more responsive to the needs of parents.

Priority Action 2003/04

1. Build upon the learning and recommendations of the evaluation of the pilot project 'Engaging Parents in the Childcare Partnerships'.
2. Create new opportunities to engage with parents.

Objective 5

Progress Made

Evidence the impact of the Sure Start initiative on young children, their families and communities.

- The Sure Start Programme continues to provide targeted intervention to very young children and their families within local communities of highest need. The Sure Start investment of £2.5 million within the Eastern Area has supported projects for children aged 0-3 years.
- The Eastern Area Childcare Partnership has completed a review of the Sure Start Programme in the Eastern Area and can evidence the effective capacity, activity and interventions of these projects, e.g. Hanen Speech and Language training and methods of engaging and working with fathers and teenage parents.
- In May 2002, the Eastern Area Childcare Partnership hosted a Sure Start Showcase event, profiling Good Practice within the Programme.
- The Eastern Area Childcare Partnership continued to support a Sure Start network, facilitating an effective information-sharing forum for Sure Start Managers and the Partnership.

Priority Action 2003/04

1. To continue the appraisal and evaluation of the Sure Start Programme and support the development of Sure Start Guidance documents in partnership with the DHSS&PS.

2. To ensure the effective impact of further Sure Start resources, within the Social Inclusion agenda.
3. To continue to build upon best practice models within the Sure Start Programme and gather evidence of this for dissemination to the Eastern Area Childcare Partnership.

Section 4

Sure Start - Further Investment 2003/04

Introduction

Sure Start is a Government initiative targeting 0-3 year olds and their families; recognising the importance of supporting parents and carers and the value to very young children of quality experiences.

Purpose

“To work with parents and children to promote the physical, intellectual, social and emotional development of pre-school children - particularly those who are disadvantaged - to ensure they can flourish at home and when they get to school”.

(DHSS&PS Guidance 2000)

Sure Start is committed to the early identification of special needs of children and their parents and to provide specialist support to meet these needs. Sure Start Projects are locally based and operate in areas of highest need; through an holistic range of services and partnerships.

The Sure Start Programme is supported by key **foundation principles** which are:

- To co-ordinate, streamline and add value to existing services for young children and their families in local communities;
- To involve parents;
- To avoid stigma;
- To ensure lasting support;
- To be sensitive to local families' needs; and
- To promote the participation of all local families.

The table below details the Sure Start projects within the Eastern Area and the Ward Areas they cover.

Project Locality	Ward Areas
Inner East Belfast (0-4 years pop. 1,578)	Island The Mount Ballymacarrett Woodstock
Inner South Belfast (0-4 years pop. 1,894)	Shaftsbury Ballynafeigh Botanic Blackstaff Upper Malone
Lower Ards Peninsula (0-4 years pop. 953)	Portaferry Ballywalter Kircubbin Portavogie
Downpatrick (0-4 years pop. 1,804)	Cathedral Ardglass Flying Horse Audley's Acre Quoile Strangford Killough
Kids' n' Kin (0-4 years pop. 1,275)	Ardoyne Cliftonville
Clan Mor (0-4 years pop. 1,063)	Falls Clonard
Shankill (0-4 years pop. 1,684)	Shankill Highfield Glencairn St Anne's Crumlin
Colin Neighbourhood (0-4 years pop. 2,308)	Colin Glen Twinbrook Kilwee

The Sure Start programme, through the development of local projects, must reflect investment that:

- adds value to existing or planned services;
- is based upon evidence of what interventions are successful;
- imaginatively responds to local need;
- is informed by strategic direction.

Within all Sure Start Projects core elements must be evident, ensuring the needs of parents and children are being met and an effective response to Sure Starts' objectives exist.

Core services are:

- Outreach and home visiting services, to make contact as early as possible in the child's life and draw families into using other services;
- Family support, including befriending, social support and parenting information, both group and home based;
- Good quality play, learning and childcare experiences for children, both group and home based;
- Primary and community healthcare and advice;
- Support for children with special needs, both within the Sure Start services offered and through signposting to more specialised services where necessary.

An evaluation of the eight Sure Start Projects was undertaken by the Partnership in 2002/03 which showed that all of the Eastern Area Chilcare projects are meeting their aims and objectives. There is qualitative and quantitative evidence which supports the effectiveness and added value of the Sure Start Projects within these communities. There are however some gaps and shortfalls that remain in respect of early intervention to some specific groups.

The DHSS&PS has announced further investment in the Sure Start Programme. It has been clarified that the Eastern Area will receive 37% of the £1.5 million allocation, a total of £555k. Further to guidance from the DHSS&PS, and the findings of the Equality Impact Assessment

(EQIA), it is clear that some individuals, groups and communities have not had the opportunity to benefit from the Sure Start investment to date.

These are:

Irish Travellers;
Minority Ethnic Communities;
Disabled People (parents & children).

The needs of these individual communities and groups must be addressed through this further investment.

Consideration must be given as to how investment could imaginatively provide core elements of Sure Start to these individuals, groups and communities, whether as stand alone projects, additional complimentary services alongside existing projects, or as local or area wide themed intervention.

A recommendation will be made in respect of the matter by the Eastern Area Childcare Partnership at their meeting on 22 May 2003.

SECTION 5

Information Needs

THE DEVELOPMENT OF PLANNING INFORMATION

Background

The Department of Health and Social Services Children's Services Planning Guidance (1998) states:

“To underpin the development of plans, Health and Social Services Boards should ensure that they have in place sound management information systems.... these systems should embrace effective data collection, processing capacity and analysis.” (DHSS, 1998:18)

Information is clearly a key part of the planning apparatus. Information is needed to:

- (1) Set strategic objectives for Children's Services and;
- (2) Monitor how health, care, education and life chances are improving for vulnerable children and children in need.

The development of information relevant to Early Years must be considered within the context of current Government thinking and policy. Objective, priority and target setting in services for children is a current policy concern of the Government. The Programme for Government (Office of the First Minister and Deputy First Minister) sets out a range of objectives across Government Departments. Each Department is required to set planning guidelines, objectives and targets to meet their responsibilities within the Programme for Government. The DHSS&PS 'Priorities For Action 2002/2003' (DHSS&PS, 2002) is one such example of this. Therefore, the development of Early Years information is an essential component of an agencies response to these Government policy initiatives.

Information Requirements

The Eastern Area Childcare Partnership intends to maximise existing resources and effectively strengthen positive investments within the Early Years sector. It is acknowledged that the landscape of Early Years is

changing and thus to ensure the needs of children and their families within the Eastern Area are met, the Partnership is challenged with creating robust and essential tools which will make certain good decisions are being made. Future action in relation to information lies within the context of the following principles:

- (1) Social inclusion is an overarching principle for Partnership working;
- (2) A coherent strategic planning framework is required to sustain the Early Years sector;
- (3) Strategic planning of promotional and preventative services to ensure the most positive opportunities for all children.

By supporting the progression of information resources, the Eastern Area Childcare Partnership will achieve the necessary tools to create clarity, coherence and connectedness between the various sub-Committees. The Partnership intends to develop a backdrop of evidence to further assist decision making by ensuring the development of information systems and by the appointment of a full-time Information Officer.

SECTION 6

Issues and Themes

In Spring 2002, the Eastern Area Childcare Partnership undertook a series of consultation events in the Eastern Area. These events were in partnership and jointly hosted by each of the four District Childcare Partnerships. The purpose of the events was threefold:

1. To share the contents of the Eastern Childcare Partnership Work Plan 2002/2005;
2. To listen to the views of the consultees in relation to the Plan, the issues affecting Early Years practitioners, parents, children and all interested parties, locally;
3. To create an 'Action Plan,' reflecting immediate priorities within the local area.

One year on, it is useful to reflect on the issues highlighted at the consultation events. These are presented using a number of emerging themes.

Funding and Resources

Early Years practitioners, partner agencies and parents unanimously identified the need for recurrent funding and additional resources for the Early Years sector to support the development of quality services. The nature and uncertainty of short term funding, i.e. European Funding and NOF, has meant that providers cannot plan ahead to develop their services. This has an impact for the recruitment and retention of staff within the sector. It is the intention of the Eastern Area Childcare Partnership to continue to lobby relevant Government Departments to ensure that funding is made available for the long-term sustainability of projects which have proven to be effective.

The availability of financial support for parents was identified as an influencing factor upon the opportunities for families and children to access services. Staff working in Early Years highlighted that additional support from Health and Social Services was required to ensure services were inclusive of children with a disability or special needs.

Quality

As a consequence of the under resourcing of the sector, service providers stated it was difficult to ensure the continuous improvement in the quality of services, despite their commitment to do so. Parents highlighted the need for guidance and support in identifying quality within services. The Eastern Area Childcare Partnership is anxious to work with the Health and Social Services Trusts' Early Years Teams to ensure the progression and implementation of Common Standards across the sector so that parents can have confidence in the service provided for their children. The Partnership is committed to ensuring that childcare is of good quality as there is clear evidence that good quality appropriate care in a child's earliest years in the long term benefits a child's physical, social and intellectual development. The Partnership will continue to support the sector to encourage the use of benchmarking tools, e.g. Quality Assurance Schemes to promote good practice.

Information

Across the range of services within the sector, the need for information in respect of funding, training, quality and planning processes was highlighted. For parents, information needs related to the location, type, cost and quality of services. Information about financial support and education and training opportunities, which could be made available, was also of importance to them. The Eastern Area Childcare Partnership will liaise with the Children First Advisory Committee to agree an approach which will best provide this information.

Training

Inequality exists within the sector as to the financial support available for training. All service providers shared this concern, particularly Private Day Care Providers and Childminders. Services which were able to access some financial support found this inadequate in meeting the overall cost of supporting and releasing staff to attend training. Many services wished to become more accessible to all children, including those with a disability or special needs, but felt unable to do so until staff had the opportunity to undertake training. Many service providers requested access to anti-sectarian training to support the cross community ethos of their service. In the absence of a Regional Training Strategy for Early Years, the Eastern Area Childcare Partnership will

continue to operate an area wide training plan. This includes completing a Workforce Audit and Needs Analysis in 2003/2004.

The implementation of our training plan will ensure that we continue to have a sufficiently skilled and appropriately qualified workforce who are aware of the need for early intervention and who can identify and respond to children who have special needs.

Consultation

Participants broadly welcomed the consultation process, however many noted that communication should be more open. Consistently, participants underlined the need for real and effective consultation with parents and children.

Appendix 1

FUNDING AND RESOURCES 2002/2003

A total of £7.2 million is being managed by the Eastern Area Childcare Partnership to progress the principles and aims of the 'Children First' strategy. A range of funding programmes have been created to support the delivery of quality, affordable and accessible childcare for children (0-14 yrs) within Northern Ireland. Table One gives a breakdown of the available funding allocated to support childcare provision in the Eastern Area.

Table One

Children First Funding Eastern Area Childcare Partnership Awards to March 2002

Childhood Fund	£2,468,455
New Opportunities Fund/Out of School Hours Childcare Initiative	£1,902,208
Playcare	£746,713
Sure Start	£2,082,976
Total	£7,200,352

The Eastern Area Childcare Partnership's priority is to target the above resources to those areas most in need. This priority aim is supported by the Strategic Funding Panel. The following tables outline the funding allocation in relation to the four Trust areas. Further details may be sought from each Health and Social Services Trust's Article 20 Review Reports.

Childhood Fund (Administered by NIPPA):

Priority 2. Social Integration, Inclusion and Reconciliation

Measure 5. Investing in Childcare

Trust Area	Awards
North and West Belfast	£1,230,014
South and East Belfast	£457,114
Ulster Community and Hospitals Trust	£283,916
Down Lisburn	£497,411

New Opportunities Fund : Out of School Hours Childcare Initiative Allocation at March 2003

Trust Area	Awards	Places
North and West Belfast	£1072,068	1071
South and East Belfast	£635,248	1011
Ulster Community and Hospitals Trust	£328,848	563
Down Lisburn	£459,683	746

Playcare Initiative: (Administered by PlayBoard)

Priority 1. Economic Renewal.

Measure 5. Positive Action for Women

Trust Area	Awards
North and West Belfast H&SS Trust	£425,657
South and East Belfast H&SS Trust	£146,206
Ulster Community and Hospitals Trust	£0
Down Lisburn H&SS Trust	£174,850

Sure Start (Rounds 1 and 2)

Round	Project	Trust Area	Award
2	Clan Mor	North and West Belfast	£203,836
2	Colin Neighbourhood	Down and Lisburn	£250,702
2	Shankill	North and West Belfast	£166,000
1	Inner East Belfast	South and East Belfast	£294,957
1	Inner South Belfast	South and East Belfast	£407,130
1	Lower Ards	Ulster Community and Hospitals Trust	£191,730
1	Downpatrick	Down and Lisburn	£322,200
1	Kids 'n' Kin	North and West Belfast	£246,421

Building Quality Childcare (NOF)

The Eastern Childcare Partnership has submitted a capital portfolio bid to the New Opportunities Fund (NOF), Building Quality Childcare Initiative (June 2002), requesting £2.2 million. This additional money is targeted for the improvement of capital projects. It will support facilities within the sector through new build, renovation, refurbishment and supporting the improvement of quality.

The Eastern Area Childcare Partnership has, through a rigorous assessment process, identified twenty Projects to be included as priorities within the portfolio. This has been supported by the expertise of the Partnership Development Officers based in PlayBoard.

Additionally, the Eastern Area Childcare Partnership has selected three Projects to be held on a reserve list should it happen that the allocated resources are extended further.

Building Quality Childcare

Total Allocation	£2,220,000
Value of Priority Projects	£2,193,301
Value of Reserve List	£185,400

Appendix 2

PROPOSED TRAINING PLAN 2003/04

The Training sub-group and Training Co-ordinator have identified key tasks to ensure a strategic approach to addressing the Training needs of the Early Years sector. An outline of the core tasks and the timeline is detailed below.

Key Task	Timeline
Create a database of all provision	Jan - Feb 03
Produce proforma for Training Qualifications Audit of Childcare Workers	Feb 03
Complete and submit PEACE II applications for Themes 2.5 and 2.8	Feb - Mar 03
Compile Training Qualifications Database	Mar - May 03
Arrange partnership working between Early Years Social Workers and Eastern Area Childcare Partnership to keep up-to-date Training and Qualifications Information on Childcare Workforce	May - Dec 03 (on-going)
Compare Training and Qualifications Information with previous work of Training sub-group	May - June 03
Identify training needs within the Area	Apr - June 03 (on-going)
Organise further sessions of 'Family View of Disability' training with Brendan McKeever - in line with Disability Task Group	May 03
Organise First Aid Training throughout Area	June - Dec 03

Key Task	Timeline
Link with ETI's Regional Training Unit for pilot of training within the Area	June - Dec 03
Outcome of PEACE II application - Training Providers Seminar - Anti-Bias Training to include:	June - Dec 03 (on going) - Training the Trainers - Capacity Building Training - Disability Training - Quality Assurance Schemes for groups
Organise Disability Training on behalf of Disability Task Group	June - Dec 03 (on-going)
Link with Women's Aid for Awareness Raising Training in the Area	Sept - Dec 03
Produce a Training Providers Directory	Sept - Dec 03 (on-going)
Organise a Training Providers Forum	Sept - Dec 03 (on-going)

Article 20 Reviews

These are the statutory reviews of Early Years services carried out by Health and Social Services Trusts and Education Boards under the Children (NI) Order (1995).

Pre-School Education Expansion Programme

The Government Strategy to provide universally funded pre-school education.

Children First

The Northern Ireland Childcare Strategy - A Policy Statement.

Sure Start

A Government initiative to support the development of services for children aged 0-3 years and their families.

New Opportunities Fund (NOF)

A National Lotteries Charity Board funded initiative, which has the responsibility for the Out of School Hours Childcare Initiative.

Eastern Area Childcare Partnership

A partnership of those interested in the development of childcare for children aged 0-14 years in the Eastern Area.

Working Families Tax Credit

A benefit that the Inland Revenue give to families who earn less than £22,000.

Children's Services Plan

A multi-agency Children's Services Plan produced by the Eastern Health and Social Services Board Children and Young People's Committee. The current plan, 'For All Our Children' is for 2002-2005.

Joint Strategic Planning Group (JSPG) Early Years

A sub-group for the Early Years of the Children and Young People's Committee, which has responsibility for the strategic planning of Early Years services in line with the Children's Service Planning Process.

District Childcare Partnerships

The four local sub-groups of the Eastern Area Childcare Partnership based in Health and Social Service Trust Areas.

Glossary of Terms

ACPC	Area Child Protection Committee
ACP's	Area Childcare Partnership
AEYC	Area Early Years Committee (Predecessor of the ECP)
BCC	Belfast City Council
BELB	Belfast Education and Library Board
BQC	Building Quality Childcare
BTSG	Belfast Traveller Support Group
CCMS	Catholic Council for Maintained Schools
CCNI	Child Care Northern Ireland
CFAF	Children First Advisory Forum
CHF	Childhood Fund (Peace II)
CSP	Children Services Planning
CWA	Chinese Welfare Association
CYPC	Children and Young People's Committee
DCAL	Department of Culture, Arts and Leisure
DCCP	District Childcare Partnerships
DCMS	Department of Culture, Media and Sport
DEL	Department of Employment and Learning
DENI	Department of Education for Northern Ireland
DHFETE	Department of Higher and Further Education, Training and Employment (now DEL)
ECP	Eastern Area Childcare Partnership
EQIA	Equality Impact Assessment

ETI	Education and Training Inspectorate
HSST	Health and Social Services Trust
JSPG EY	Joint Strategic Planning Group for Early Years (Sub Group of CYPC)
KRA	Key Result Areas
MCRC	Multi Cultural Resource Centre
NCB	National Children's Bureau
NICEM	Northern Ireland Council for Ethnic Minorities
NICIE	Northern Ireland Council for Integrated Education
NICMA	Northern Ireland Childminding Association
NICVA	NI Council for Voluntary Action
NIHE	Northern Ireland Housing Executive
NLCB	National Lotteries Charities Board
NOF	New Opportunities Fund
NTO	National Training Organisation
OFMDFM	Office of the First Minister and Deputy First Minister
OOSHC	Out of School Hours Childcare
PAC	Parents' Advice Centre
PEAG	Pre-school Education Advisory Group
PEEP	Pre-school Education Expansion Program
PF	Parenting Forum
Playcare	Peace II
SEELB	South Eastern Education and Library Board
TMNI	Traveller Movement Northern Ireland
VSB	Voluntary Services Belfast

Appendix 4

Eastern Childcare Partnership Members

Theresa Nixon	EHSSB, Chair ECP
Marguerite Hunter Blair	PlayBoard, Vice Chair ECP
Pauline Leeson	CCNI
Malachy Crudden	CCMS
Peter Elliott	Department of Employment and Learning
Colum Conway	NIPPA
Liam Kinney	Northern Ireland Housing Executive
Anne McDermott	South Eastern Education and Library Board
Colin McKay	Down Lisburn District Childcare Partnership
Maria Maguire	North and West Belfast HSS Trust
Roisin Marshall	NICIE
Patricia Nicholl	North Down and Ards District Childcare Partnership
Bridget Nodder	NI Childminding Association
Sue Pentel	Ionad Uibh Eachach
Seamus McElroy	Private Daycare Representative
Kevin McCormick	Barnardos (Disability Advisor)
Sylvia Moore	Belfast City Council
David Vance	EHSSB (Training)

Carol Diffen	South and East Belfast District Childcare Partnership
Marilyn Warren	Belfast Education & Library Board
Sheila Bailie	North Down and Ards District Childcare Partnership
Siobhan Slavin	Down Lisburn District Childcare Partnership
Joy Poots	South and East Belfast District Childcare Partnership

Development Team

Evelyn Curran	Co-ordinator Eastern Childcare Partnership
Kim Leebody	(Acting) Co-ordinator ECP 06/02 - 03/03
Dolores Wilson	ECP Development Officer
Joan Blain	ECP Training Co-ordinator
Cahal Hynds	NIPPA - Childhood Fund
Anne Maxwell	NICMA - Development Worker
Geraldine Stinton	NICMA - Development Worker

District Childcare Partnership Co-ordinators

Mary Murphy	North and West Belfast District Childcare Partnership
Judith McLaughlin	North Down and Ards District Childcare Partnership
Linda McConnell	Down Lisburn District Childcare Partnership
Lorraine Brennan	South and East Belfast District Childcare Partnership

Previous Eastern Childcare Partnership members 1999 - 2003

Jim McCall	Chair EHSSB
Peter Gibson	Chair EHSSB
Laureen Walker	EHSSB
Alison Kavanagh	NIPPA
Helen Taylor	Barnardos
Kerian Brazier	Department for Employment and Learning
Antoinette McKeown	PlayBoard
Blanche Thompson	Belfast City Council
Declan Carvill	Eastern Childcare Partnership
Alice Lennon	SEELB
Margaret Ryan	CCMS
Catherine Edgar	SEELB
Cecil Worthington	North Down and Ards DCCP
Lorna McAlpine	NICIE
Elizabeth Murphy	NICIE
Rev. Mervyn Gibson	North and West Belfast DCCP
John Richards	Chair EHSSB
Mary Cunningham	CCNI
Catriona Rooney	EHSSB
John Veitch	South and East Belfast DCCP

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On request it will be translated into Urdu, Bengali, Cantonese, Hindi, Punjabi, Irish, Ulster Scots.

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دستیاب ہے۔

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