

# KILDARE COUNTY CHILDCARE COMMITTEE LTD

## ANNUAL REPORT 2017

### Year in Review

By Kildare County Childcare Committee

# 2017



#### Childcare Programmes



ECCE – 193  
CETS – 72  
ASCC – 64  
CEC PS – 52  
CEC AS – 62  
CCS – 6  
CCSP – 144

+55%



Children Registered for ECCE

+21.9%

Parents receiving subvention

+72.1%

#### Capital Funding €€€€

Capital Funding - €122,402.33

P & T Grant - €8,963

CMDG - €8,213.10

LF Bursary - €42,000

#### Communication

42 Weekly Bulletins



4534 Readers



#### Events/Training

49 Events/ Training



"Edi workshops were really good, relevant and useful"



#### Participants on KCCC Events



655 Participants

649 Childcare Staff

6 Child-Minders

157 Childcare Services

#### Outreach Support – Quality, Business and Financial

+20% Focus on Quality  
2016 → 2017

84 Visits

"Overall the programme was very helpful and was very well delivered. The site visits were of great support"



108 Visits

+83%  
2016 → 2017

"Thanks so much for helping me out with this. I look forward to your visits and am learning lots."

#### KCCC Collaborations



118 Meetings Attended

74 Local Collaborations

44 National Collaborations

#### 2017 Testimonials

"KCCC offers valuable support on a local level. I hope it will continue to link in with services."

"I can never find any fault in the way KCCC members help the childcare sector & staff. I would be lost if it wasn't for the dedicated team in Clone."

"KCCC you are always supportive and give call back and return e mail queries. Keep up this vital work."



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## Chairperson's Message

I am delighted to report to you this year in my capacity as Chairperson of the Board of Kildare County Childcare Committee having been a Director of KCCC for 10 years. Throughout 2017 KCCC has continued to deliver services based on our guiding principles of collaborative working and the provision of excellent quality services to our stakeholders throughout the County, while always putting children first.

In 2017 KCCC continued to focus on strengthening our Board of Directors with the recruitment of two new Directors in 2017 with an expertise in government, voluntary and community, education and not for profit and Human Resource Management.

Through the execution of our Local Implementation Plan, we continue to make significant progress on our mission statement – “promoting quality and accessible childcare provision for all children from birth to 14 years in Co Kildare in partnership with all stakeholders”. This work is carried out by our CEO and staff team and I want to take this opportunity to acknowledge and thank the team for their enthusiasm, hard work and dedication in progressing the work of KCCC both in the County but also the contribution they make at national level also.

We continue to work closely with Early Childhood Ireland developing Community of Practice hubs in Kildare, identifying centres of best practice in the county and sharing that practice amongst the wider Early Years Community.

The introduction of the affordable childcare scheme was welcomed but caused uncertainty among services and parents as they had expected a means tested scheme to be introduced, instead providers had to provide the administration to roll out this scheme.

The supports provided under AIM (Access and Inclusion Model) have been in place for almost 18 months now. Its goal is to empower service providers to deliver an inclusive pre-school experience, ensuring that every eligible child can fully participate in the ECCE programme and reap the benefits of quality early years care and education.

The CEO and Chairperson attended specialised training for their individual roles and we hope to establish a stronger working relationship going forward.

We enter 2018 stronger and confident that we will continue to provide the high level of service now routinely expected of us.

Through continued development of our programme of supports in combination with a review of our operations and the Boards commitment to good governance we will continue to meet and exceed all our actions in 2018 and beyond

## CEO Statement



Kildare County Childcare Committees (KCCC) mission is to provide quality accessible childcare for all children from birth to fourteen years in County Kildare in partnership with relevant stakeholders. Key priorities for the year have been to

- support the provision of quality Early Years Services through the National Siolta Aistear Initiative,
- support the sustainability of Early years Services through our Better Business Outreach Programme.
- support the Department of Children and Youth Affairs (DCYA) in the implementation of the Access and Inclusion Model (AIM),
- support parents in accessing quality childcare,
- conduct a needs analysis of all stakeholders in the county,
- strengthen our communications strategy,
- implement the governance code for the community and voluntary sector.

KCCC has achieved, and in many instances exceeded, all planned actions for 2017 reaching the end of 2017 on target and within budget. Important drivers behind this are KCCC's strong commitment to operational improvement paired with a firm focus on KCCC's governance.

Due to an increased budget in 2017 through our successful application for Business Case funding, KCCC have been able to offer a higher level of supports to Early Years services in relation to finance, HR and governance. We have been able to develop actions to support parents in accessing quality childcare services and to conduct a needs analysis with all stakeholders in the County.

In 2018 and beyond, we will continue to develop innovative ways of supporting the Early Years services in the County. Our goal is to provide the highest level of supports to Early Years Services so that children in their care have the highest quality Early Childhood

experiences. We focus on actions that give children better opportunities to become competent and confident learners.

In 2017, we worked in collaboration with Early Childhood Ireland through our Community of Practice and in the delivery of the National Siolta Aistear Initiative. We held a series of information sessions for parents with a clinical psychologist and developed a series of blogs to support parents in their role.

KCCC's needs analysis and the report by Kildare Children and Young Peoples Services Committee on the Needs and Concerns of Parents in County Kildare both highlight that the ongoing digitalization of society and its impact on children is a concern for parents and childcare staff. In 2018 we will develop actions in consultation with other local agencies to support parents and childcare staff in this area.

Being a sustainability organization is part of our strategy. In 2017, we strengthened our approach to governance and worked with a governance consultant to focus on our organisation structure with a number of key recommendations to be implemented in 2018.

KCCC the key stakeholder in Kildare, central to the development of Early Childhood Care and Education both at local, regional and national level. In 2017 we commenced an anonymous random weekly feed-back questionnaire for Service Providers. The feed-back has been overwhelmingly positive and I have included a few quotes here.

*"Thank you to for getting us over the line with our grant application".*

*"I always find... courteous, professional and extremely helpful at all times".*

*"The service provided by KCCC is invaluable to me and such a great resource for providers...thank you so much".*

*"Keep up the good work and the weekly bulletin please. Thank you"*

KCCC is well positioned to achieve its mission and I would like to thank our dedicated and committed team of employees who are passionate and dedicated to their work, our board of directors who are committed to good governance.

I would also like to thank the Early Childcare Sector in Kildare for their important contributions throughout the year. I remain continuously inspired by the staff and managers in Early Years Services in Kildare who year in and year out continue to demonstrate their

continued commitment and dedication to the children and families in their care through investing in their own continuous professional development.

I would also like to thank my colleagues in Childcare Committees Ireland, Kildare Young Peoples Children's Services Committee, Pobal, Better Start, DCYA and the National Childcare Voluntary Organisations particularly Early Childhood Ireland who have worked with us collaboratively throughout the year.

Through continued development of our programme of supports in combination with a review of our operations and the Boards commitment to good governance we will continue to meet and exceed all our actions in 2018 and beyond.



Julie McNamara  
**CEO**

## Introduction

Kildare County Childcare Committee was formed in 2001 to promote the cross-agency co-operation and co-ordination of Childcare in County Kildare. Our mission statement is to promote quality, accessible childcare for all children aged 0 – 14 years in County Kildare in partnership with all relevant stake-holders.

Kildare County Childcare Committee is a Company limited by guarantee and a registered Charity. It is currently made up of 8 Board of Directors.

- Kathleen Cash                      Chairperson, Tír Na Nóg Childcare Centre
- Réiltín McCall                      Vice Chairperson, Simply People: HR and Organizational Development
- Dr. Catriona O’Toole              Company Secretary, lecturer in child and adolescent development and educational psychology at NUI Maynooth.
- Anthony Egan                      Representative for the County Kildare Community and Voluntary Forum on the board of Kildare County Childcare Committee.
- Eilis Quinlan                      Registered Accountant and Auditor, Quinlan Accountants
- Breda Cullivan                      Solicitor, Breda Cullivan & Co Solicitors
- Terry Dignan                      CEO of EPIC, an association that works with and for children and young people experiencing or with experience of living in care.
- Albert Perris                      Chief Executive Officer of Respond Support, one of the largest providers of Early Years childcare and education in Ireland.



## Board of Directors Attendance 2017

BOARD OF DIRECTORS 2017 - ATTENDANCE RECORD										
NAME	5 = Quorum									Total
	JAN	Mar	May	AGM	Jun	Se	Oct	Nov		
Kathleen Cash (Chair)	0	1	0	0	1	1	0	0		3
Anthony Egan	1	0	1	1	0	1	1	0		5
Thaddeus Murray (V.C) R	1	1	1	1	0					4
Catriona O'Toole	0	0	1	1	1	0	1	1		5
Eilis Quinlan	1	1	1	1	1	1	0	0		6
Breda Cullivan	1	0	0	0	1	1	0	1		4
Terry Dignan July 2016	0	1	1	1	0	0	0	0		3
Réiltín McCall January 201	1	1	1	1	1	0	1	0		6
Albert Perris March 2017		1	1	1	0	1	1	1		6
	<b>5</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>3</b>		
1 = Attended							NQ	NQ		
0= Apology non-attendance										
Blank space = no apology rcd										
<b>Resigned(R) - Date notified</b>										
<b>NQ = No Quorum</b>										

We are currently seeking Directors with:

- PR/Communications/Media experience to support KCCC in the implementation of our Communications Strategy

Kildare County Childcare Committee is made up of 8 permanent staff as follows:

CEO	Julie McNamara
Administration Officer:	Jackie Ryan
Communications Officer	Jane Beatty (part-time)
Clerical Officer	Ashling Henderson
Development Officers:	Fidelma Martin
	Marianne Casey (part-time)
Programme Administrator:	Emily Moore (part-time)
AIM Information and Training Officer:	Marie Dowdall

## Objectives/Goals

The main object for which KCCC is established is to promote quality and accessible childcare provision for all children from birth to 14 years in Co. Kildare in partnership with all stakeholders.

KCCCs core objectives as per our constitution are as follows:

- a) To implement the childcare funding programmes locally on behalf of the Government;
- b) To develop and implement locally based needs led strategies in line with governmental policies;
- c) To consolidate investment in the sector in order to support the continuing development of a stable, integrated and sustainable childcare infrastructure for all children and families in County Kildare
- d) To continue to develop and deliver supports and continuous professional development in conjunction with key partners that meets the needs of the emerging childcare sector;
- e) To deliver local Practice Framework Quality Supports in County Kildare
- f) To deliver local governance and operational quality supports in County Kildare
- g) To deliver local parent supports in County Kildare
- h) To deliver and implement a Quality Support Plan in County Kildare
- i) To establish, develop and maintain effective links with appropriate County Kildare/regional structures that facilitates the sustained development of services for children in County Kildare
- j) To co-ordinate and collate local information on the childcare sector for County Kildare.

## Key Achievements

The key achievements since the inception of Kildare County Childcare Committee in 2001 include:

## National Programmes

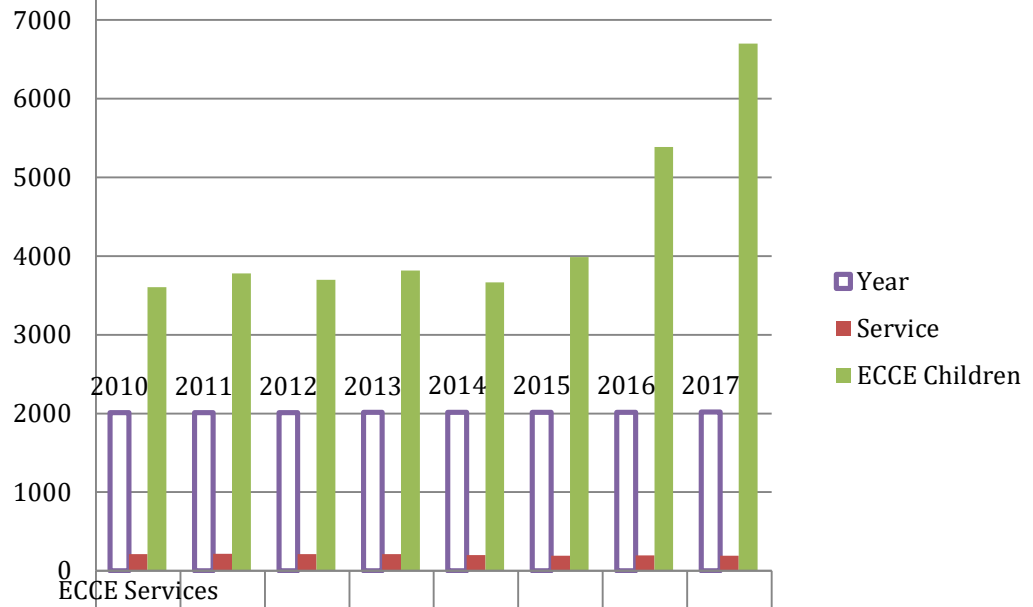
Kildare County Childcare Committee administer the National Programmes on behalf of the Department of Children and Youth Affairs (DCYA) administer The National Programmes are:

## ECCE Programme

Since 2009 children have been able to avail of the ECCE Programme from 3 years 2 months and less than 4 years 7 months on 1<sup>st</sup> September of the year that the child will be starting school. From September 2016, children were able to start ECCE when they reach 3 years of age and continue until they transfer to primary school (provided that they are not older than 5 years and 6 months at the end of the pre-school year). It provides children with their first formal experience of early learning prior to commencing primary school. The programme is provided for three hours per day, five days per week over 38 weeks per year and the programme year runs from September to June. Childcare services taking part in the ECCE scheme must provide an appropriate pre-school educational programme which adheres to the principles of Síolta and Aistear, the national frameworks for early years care and education. Kildare County Childcare Committee supported participating services with assistive visits and advice. ECCE is only available through participating early year's services; Kildare currently has 193 services participating in ECCE Programme with 6701 children registered from last September 2017. There were changes announced for early years care and education in Budget 2017. ECCE will now give all children a full two programme years for all eligible children from September 2018 there is also a 7% increase in capitation rates from September 18.

Since the Programme was introduced in 2009 over 30,000 children have availed of their universal preschool year in Kildare.

## Number of ECCE Children and Services



	2010	2011	2012	2013	2014	2015	2016	2017
Year	2010	2011	2012	2013	2014	2015	2016	2017
Service	213	217	214	212	199	190	196	193
ECCE Children	3606	3781	3697	3816	3666	3989	5385	6701

## Community Childcare Subvention Plus (CCSP) Scheme

The announcement in February 2016 of the CCS expansion to Private services was welcomed by KCCC as Kildare has always had lower (at 21:1) than the national average of Community Childcare services offering the scheme. Those services were spread unevenly across the county which meant a significant number of parents were unable to access the programme. To ensure that there was a good take up of the scheme in Kildare KCCC contacted all eligible services to encourage them to apply and to ensure there was an even spread of CCSP places across the county. 76 services applied, with 61 Services initially going into contract. 263 eligible children in Kildare have availed of the programme in 2016.

This programme does not have an age cut off and is available to all children up to 15 years the programme provides childcare funding support, targeting low income families in private childcare services and community childcare services. The parent must be in receipt of a DSP allowance or hold a valid medical card. CCSP services must offer childcare places from one or more of the following placements. A different payment rate is attributed to each type of placement:

- Full day-care places (more than 5 hours per day)
- Part-time places (between 3 hours 31 minutes and 5 hours per day)
- Sessional places (between 2 hours 16 minutes and 3 hours 30 minutes per day)
- Half-session places (between 1 hour and 2 hours 15 minutes per day)

The original launch of the affordable childcare scheme intended for September 2017 was postponed by the Minister. Therefore, changes were introduced to the rates of subsidy provided under the existing targeted childcare schemes through Community Childcare Subvention Plus (CCSP) Scheme, as well to introduce a new Universal Childcare Subsidy. Kildare has 569 children registered and approved for the various types of places offered under CCSP in 2017.

### **Universal Childcare Subsidy**

The universal subsidy is available for a child from six months of age up until the time that the child qualifies for entry to the ECCE Programme. The child may therefore be slightly older than three years of age. The universal subsidy (at the full time rate attending 5 days) is €20 per week. This equates to €1,040 per year and varying amounts per month dependent on the number of weeks in any given month. KCCC worked with services to promote this to parents and held an information session to advise the services on supporting parents to make their applications, as CCSU is available to all children based on their age there was a good uptake in Kildare with 1970 places registered in Kildare since September 2017.

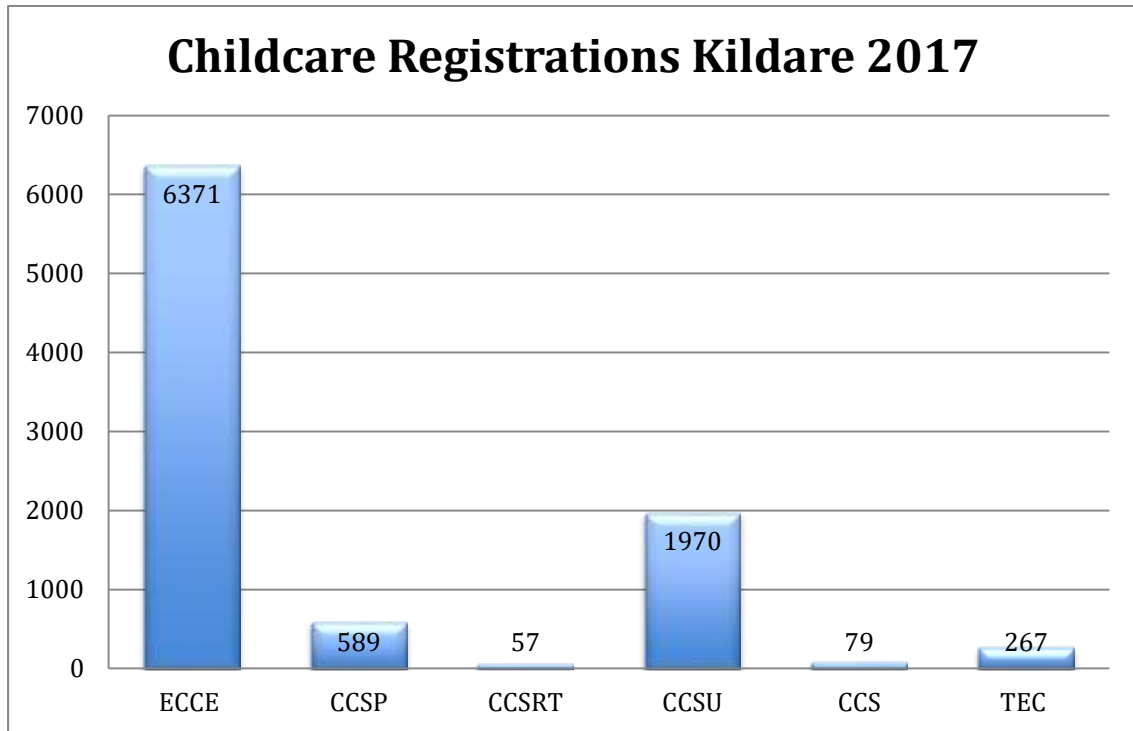
### **Community Childcare Subvention Resettlement (CCSR)**

This programme provides is to support the Programme Refugees (PRs) in their resettlement and integration into Irish society. Childcare funding was incorporated into the existing CCS and CCSP Programmes to enable parents to attend a language and orientation course within their reception centre for eight weeks and then a full year following their move into the community giving 60 weeks of childcare to the families. KCCC staff worked with services that offer this programmes to support the childcare service and families to register and avail of this programme. There have been 57 children registered in this programmes since September 2017.

### **Community Childcare Subvention Resettlement (Transitional) CCSR(T)**

In 2017 the DCYA launched a special provision under the current Community Childcare Subvention Programme (entitled CCSR (Transitional)), which provides access to free childcare for children of families experiencing homelessness. The provision provides subvention for all pre-school children aged 0 to 5 inclusive and 6 to 12 year olds during the school holidays only. The scheme is also designed to help those transitioning from homelessness to permanent accommodation. KCCC have met with Kildare County Council to establish links to support eligible parents to avail of this programme. As the programme is new there is only 1 child presently availing of this programme.

Below is a table which summarizes Childcare Registrations in Kildare in 2017.



## Capital Investment in Early Childhood Care and Education Services

Since 2000, 140 capital grants have been received by service providers in Kildare. In Kildare approximately €9 million had been invested in the Childcare Sector through Capital funding to date. Early Years Capital 2017 aimed to support the sector to increase the number of available places in registered early years' services and to contribute to improving the sustainability and quality of early years' provision. €4m was available for allocation in 2017 across three strands. Kildare providers received a total of €117,428 across the three strands.

The Department gave additional funding to increase the number of **School Aged Childcare (SAC)** places in 2017 and contribute to improving the quality of existing school aged childcare services by providing grants for minor capital works and or equipment.

€3m was available for allocation in 2017 across three strands. Kildare Providers received a total of 128,508 across the three strand.

## Quality Outreach Programme

The Quality Outreach Programme aims to equip childcare providers with suitable information and skills to respond to the unique needs of all children and their families. The purpose of the Quality Outreach Programme is to empower and support providers to develop quality within their childcare services. All support on-site visits, consultation, on-going mentoring and supporting tools have "empowerment and support" as the underlying ethos. All Quality Outreach work is underpinned by the principles of Siolta and Aistear and childcare providers will have increased skills in meeting compliance with Childcare Regulations. Supports are provided to services under a number of strands including: Quality on site consultations based on a system of prioritisation using a base-line assessment tool.

This approach enables KCCC to provide a broad spectrum of support to providers focusing on key areas impacting on the overall quality of the service.

In 2016, KCCC Development Officer trained as an Aistear Siolta mentor which enabled KCCC to officially move the focus of our bespoke Quality Programme of supports under the National Frameworks. This enabled KCCC to use the Siolta tools to support the early childhood workforce at local level to engage with and implement the Aistear framework and Siolta frameworks.



## KCCC Better Business Outreach Programme

KCCC provides support, information and advice to providers to increase overall capacity in financial management, marketing, sustainability, human resources and compliance through the “Better Business” Outreach Programme (BBOP).

This support is provided through the Business support model which includes a business health check baseline assessment, one to one consultations and individualised business action plans for providers.

The baseline assessment tool, accompanying reports and individualised action plans are all linked to Síolta, the National Quality Framework for Early Childhood Education, standards and components. And all support work is underpinned by the principles of Síolta.

### **Aims & Proposed Outcomes of the Programme:**

- KCCC will identify the issues impacting on service sustainability and develop appropriate support structures given the resources available.
- Services will be supported with tools providing contextual information to support facilities in evaluating sustainability in their services.
- Services will have increased understanding of the basics of “sustainability”

## Access and Inclusion Model

The Access and Inclusion Model (AIM) is a model of supports designed to ensure that children with disabilities can access the Early Childhood Care and Education (ECCE) Programme. Its goal is to empower pre-school providers to deliver an inclusive pre-school experience, ensuring that every eligible child can meaningfully participate in the ECCE Programme and reap the benefits of quality early years care and education. AIM is a child-centred model, involving seven levels of progressive support, moving from the universal to the targeted, based on the needs of the child and the pre-school service. KCCC have a responsibility under their AIM 2017 budget to deliver actions under the Universal supports aspect of the model to include the following:

- The provision of information on AIM, including leaflet distribution, mailshot and the provision of information sessions to providers/parent's associations and other local networks where requested.
- The Provision of phone support for parents and providers and support with applying for supports through the PIP system.
- Co-ordination and delivery of the Diversity, Equality and Inclusion Training.
- The provision of support to Pobal, as required, in relation to levels 5 and 7
- Engage with the level 3 training, as required, including the co-ordination of training and the delivery of some training.

## Development of Resources

### Parenting Pack: Helpful tips for parents

Parenting Pack: 'Helpful tips for parents' is a guide to help parents to understand what to expect at different stages of their child's development. Every child is unique in his/her own way however there are a sequence of stages which most children pass through, but not all children pass through these stages at the same age and may still be developing normally. This Guide provides an overview of these stages and an approximate age to expect these developments to occur.

This pack is divided in 4 colour coded sections each relating to a particular age group. Each section provides an overview of the Developmental milestones of Children at different ages from birth to 14 years.

### Step-by-Step Guide for setting up a childcare Service

This Guidebook was developed by Kildare County Childcare Committee in conjunction with Galway City & County Childcare Committee who researched and consulted extensively to make the guidebook as comprehensive as possible. Its aim is to provide a step-by-step guide highlighting the different stages necessary to ensure that a service will provide quality childcare experiences for children and their families. The guidebook is comprehensive and aims to answer the most common questions that KCCC staff have been asked by new and existing childcare providers.

## **Playful World**

A booklet and DVD containing a selection of Games from Around the World was designed and produced with funding obtained from the FAS County Childcare Committee Grant Scheme. Playful World was the result of an innovative project facilitated by KCCC with Athy Travellers Group and Kildare Youth Services, Star Girls Youth Group, in Athy Co. Kildare. It aims to raise awareness of the role that games can play in promoting inclusiveness amongst children in our increasingly diverse society.

## **Children First Training**

Kildare CCC is committed to the full delivery of the Always National Children First Plan as it is imperative to ensure better outcomes for children. It is Kildare CCC's aim to have all Early Years services trained in safeguarding, developing a safeguarding culture and developing robust policies and procedures.

With the introduction of the Always Children First Refresher training in 2017, Early Years Services in Kildare were provided with an opportunity to avail of a 3.5-hour refresher training workshop, specific criteria needed to be met in order for services to avail of this. During 2017 Kildare CCC provided 4 Always Children First Refresher Training Workshops and 84 Early Years Practitioners from 49 Early Years services availed of this training.

Kildare CCC also facilitated Always Children First Policy Workshops to 17 Early Years Practitioners from 14 services.

Full day Always Children First Training was available to Early Years Services who did not meet these criteria. During 2017 Kildare CCC provided 2 Always Children First full day Introductory Training Workshops and 76 Early Years Practitioners from 35 services availed of this training. Since 2014, 37 workshops on Children First Accredited Training has been provided by Kildare CCC to 683 Early Years Practitioners across 258 Services KCCC also delivered 3 workshops on Child Protection Policy development and implementation to 54 Childcare Practitioners from 36 Childcare services.

## **Community of Practice**

KCCC work collaboratively with Early Childhood Ireland to develop a model of Community of Practice for Kildare Childcare Services. The aim is to have a community of practice hub in each of the five Electoral Divisions in Kildare with the pilot commencing in Athy in 2014. The objective is to identify models of best practice in the provision of high quality childcare in County Kildare and for this best practice to be shared with other childcare services in the 5 Electoral Division by practitioners to their peers.

Tír Na Nog Childcare service in Athy was the first service to be identified as demonstrating exemplary best practice this was followed up by Best Beginnings in Maynooth; Busy Beavers in Castledermot; Tiny Tots, Athy and Phil's School Around the Corner in Celbridge.

In 2017, 3 Community of Practice hubs were hosted by Early Childhood Services in Giggles Playgroup in Newbridge; Wigwams Childcare service in Ballysax, The Curragh; and Tír Na Nog Childcare service in Athy. 46 Early Years Practitioners attended from 22 Early Years Services. Since its inception in 2014, 138 participants engaged with the Community of Practice from 42 Childcare Services.

### Key Priorities 2017

For 2017, the Childcare Directorate (DYCA) named the following areas as priorities:

1. To support DCYA in the delivery of the following national childcare programmes including support to services in contracting, managing and compliance with these and any forthcoming extensions to these programmes during 2017 i.e. Early Childhood Care and Education Programme (ECCE), Community Childcare Subvention Programme (CCS), Training and Employment Childcare Programme (TEC), Early Years Capital, Learner Funds
2. To co-ordinate and administer small grants programmes and report to Pobal and DCYA
  - Childminder Development Grant Administration
  - Parent & Toddler Grant Administration
3. To provide support to all childcare service providers (community, private, childminders, parent and toddler groups, after-schools) in accordance with all statutory regulations, national policy and quality standards
  - Governance and board of management training and development
  - Leadership & management support for early years managers
  - Crisis management supports including dedicated one to one supports to services at risk or of concern
  - Signposting in relation to staff qualifications and standards, training and continued professional development
  - Meeting regulations and implementing the National Practice Frameworks

- Delivery of basic Child Protection and Welfare training and follow up policy development workshops
  - Supporting early years services to utilise PIP effectively
  - Undertaking research/consultation and the provision of information/data which will inform policy and or programme development when requested
  - Maintaining an efficient communications strategy for dissemination and promotion of information to childcare services
4. To continue to provide information and support to parents, including referrals and signposting to other services or agencies
- Access to early years services
  - Quality early years provision including compliance with current regulations and funding programme rules
  - Family/parenting support services

#### Key Successes 2017

- **conduct a needs analysis of all stakeholders in the county,**

#### Communication Strategy

In 2017 KCCC implemented a client relationship management system used by a number of Childcare Committees. The system enables KCCC to keep all communications with our childcare services in one central system accessible to all staff. We continued with our weekly bulletins to the Early Years Services with 42 bulletins sent in 2017. KCCC logged 3997 calls and responded to 3575 emails. We conducted 3 surveys with Early Years Services in 2017. KCCC have a following of 1434 on our Facebook page where we posted 131 updates. The average reach for the year was 8351 Facebook users.

## **Governance Code**

KCCC have earnestly commenced working on the implementation of the code. A governance consultant worked with the Board of Directors in 2017 and a number of recommendations will be implemented in 2018.

In January of 2017, KCCC became members of ISME, the Irish Small and Medium Enterprise Association for support in areas of HR and general advice.

In the first quarter of 2017, KCCC moved location from Clane Shopping Centre to Clane Business Park to become part of the Thompson Enterprise Centre.

A review and update of our Employment Policies and Procedures Handbook was conducted by an external company in 2017 to ensure that we are up to date with all areas of legislation and best practice.

KCCC supported our full time Development Officer to complete a Higher Diploma in Arts in Early Childhood Education & Care.

## **Needs Analysis**

In Autumn of 2017, KCCC hired an external researcher to carry out a Needs Analysis of the childcare sector in Kildare. The research encompassed childcare providers, parents and children in order to give the fullest picture of the wants and needs of all concerned with childcare in Kildare.

## Better Business Outreach Programme

In 2016, KCCC launched our Better Business Outreach Programme which aims:

- To identify issues impacting on service sustainability and develop appropriate support structures given the resources available.
- To support services in evaluating sustainability in their services.
- Services will have increased understanding of the basics of “sustainability”.

The “Better Business” Outreach Programme and the tools used cover the business practice areas of human resources, sustainability and compliance. In 2017 four community services have required intensive one to one supports. One of these services received support under the CE dependency scheme and was awarded funding. Another is experiencing general long-term sustainability issues that have been apparent for several years but have now come to a crisis point. A further service has experienced serious Pobal compliance issues with their parent organisation and are now being supported with crisis sustainability issues. The final service is experiencing ongoing people management issues that are effecting sustainability of the service.

Two private services have experienced sustainability issues. One due to potential displacement issues and a second where the service facility was the subject of an extensive fire.

All services have received one to one supports through KCCC’s “Better Business” Outreach programme (BBOP). This has involved completing baseline assessments, on site visits, attendance at board meetings, one to one supports to childcare managers and support in redeveloping models of service delivery that are sustainable long term. A total of 90 outreach visits have been completed under BBOP, 61 to community and 29 to private based services. The majority of these supports during these visits were sustainability and human resource based, with additional compliance and some one to one programme based support provided.

Three community services have accessed HR supports through external consultants and KCCC has supported another service in providing one to one HR supports. KCCC delivered a Support and Supervision Training for Managers through Barnardos and 14 participants completed the 3 day programme from 9 services.



## Access and Inclusion Model

The commencement of the **Access and Inclusion Model** nationally was a welcome development in supporting Early Years Service's to include children with a disability in their services. In 2017 KCCC promoted the model through our website, emails, Facebook and 2 information sessions. A total of 277 calls were recorded by KCCC in relation to the model. KCCC delivered 11 Equality and Diversity Courses in 2017 to 70 services and 135 practitioners.

## Quality Outreach Programme and National Siolta Aistear Initiative

Our Quality Outreach programme is made up of two of support consisted of 2 phases. Phase 1 was designed to provide onsite mentoring support to services on an occasional basis often with only 1 onsite visit to the service. During 2017, 13 Early Years services participated in this type of mentoring support which culminated in 16 onsite visits.

Phase 2 is a more intensive programme of support for services and included a series of 4 workshops and at least 5 onsite visits. During 2017, 4 services participated in this type of support and attended the 4 workshops provided, these services also received 21 onsite mentoring support visits. Both of these programmes of support were grounded by both of the National Frameworks and the Aistear Siolta Practice Guide.

In 2017 with our Development Office a trained Siolta mentor, the Programme of supports offered by Kildare CCC included participation in the National Siolta Aistear Initiative. This encompassed the delivery of Aistear Siolta and the Practice Guide Introductory Workshops and the delivery of the National Siolta Aistear Initiative Pilot.

Kildare CCC and Early Childhood Ireland delivered Aistear Siolta and the Practice Guide Introductory Workshops to 22 Early Years Practitioners from 10 services.

Kildare CCC worked collaboratively with Early Childhood Ireland to deliver the National Siolta Aistear Initiative Pilot, this consisted of 5 workshops and 4 onsite mentoring visits for each participant. Throughout the duration of this pilot programme of support Kildare CCC supported 5 services with 22 onsite mentoring visits.

## Support Parents in accessing Quality Childcare

In 2017 with funding received through the Business Case funding, KCCC facilitated a series of talks for parents, across 3 locations in the county, with a child psychotherapist and an attachment specialist. We also published a number of blogs related to parenting. We developed a dedicated parents' page on our website with a section dedicated to choosing Childcare.

## Financial Report

In 2017, KCCC managed total funds of €598, 769.60.

The total allocation from central Government funds in 2017 for the Early Childhood Programme amounted to €385,000. In addition, we received €213,769.60 in other funds which were spread across Learner Funds (incl. Bursary), Child Minding Development Grant, Parent & Toddler Grants, Business Case funding and the Access and Inclusion Model (AIM).

In 2017, KCCC's administrator retired and was replaced by the then Assistant Administrator. The new administrator completed courses in Finance for Charities, Company Law and the Company Secretary, Board Roles and Responsibilities, Board Meetings and Minutes and GDPR.

Both sets of financial returns (mid-year and end of year) were submitted to Pobal within the designated time frame.

A comprehensive analysis of KCCC's funding is available in the company's audited financial statements. These statements are available from KCCC and are also on our website [www.kildarechildcare.ie](http://www.kildarechildcare.ie).

## Board Meetings

The Board of Directors held five meetings and our AGM. Two new Directors were recruited and one long standing Director and Vice Chairperson retired.

The General Purposes Sub Committee met periodically during the year as was needed and it was decided that there would be a second sub-committee established in 2018 to deal with financial matters as is considered best practice under the Governance Code. This will be the Audit, Risk and Finance Sub Committee.

The CEO and Chairperson attended specialised training for their individual roles and the new Vice Chairperson attended a Governance Code Bootcamp.

## Challenges

KCCCs core budget reduced from 551,663 (2008) to 385,000 (2013/4/15/16/17). No budget was allocated to actions in 2017. However, with additional Business Case funding successfully obtained in August 2017 KCCC recruited 2 additional staff.

The significant work involved in the roll out of EDI training has been a challenge due to the high targets and short timeframe and due to our EDI trainer going on maternity leave.

Kildare houses an Emergency Reception Orientation Centre and KCCC are the lead agency in ensuring childcare provision for the families. This has involved a significant amount of work with no additional budget strand.

The recruitment and retention of directors to the Board remains a challenge. KCCC are working closely with Board match Ireland and our current directors to develop actions to attract additional board members to share out their increasing and significant responsibilities.

The introduction of the affordable childcare scheme caused uncertainty among services and parents as they had expected a means tested scheme to be introduced. We received a lot of queries (306 from services and 384 from parents) and did not have sufficient information in advance of the introduction of the scheme to assist them.

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**AGM 10/05/2018**