



Hampshire
County Council

Early Years and Childcare preparing for opening

- Welcome
- We have asked you undertake a poll on how you feel at the start and at the end.
- It is Mental Health Awareness Week
<https://www.mentalhealth.org.uk/campaigns/mental-health-awareness-week>
- We will be shortly uploading some resources on our website to help you and your teams.

Early Years and Childcare preparing for opening Agenda

- Welcome and Introductions
 - Use the Question function to raise a question.
- Outline of the Government guidance for reopening childcare
 - Recovery Plan
 - Plan for Education and Childcare
- Practical session from Hopscotch Day Nurseries
- Questions from the audience via Chat function.

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- Government Recovery Plan
 - The five tests have to be met before implementation
 - 1. able to provide sufficient critical care and specialist treatment right across the UK.*
 - 2. sustained and consistent fall in the daily death rates from COVID-19*
 - 3. the rate of infection is decreasing to manageable levels across the board.*
 - 4. the range of operational challenges, including testing capacity and PPE, are in hand, with supply able to meet future demand.*
 - 5. any adjustments to the current measures will not risk a second peak of infections that overwhelms the NHS.*
 - First expected date 1 June
 - All children for Early Years: YR R,1 and 6 for Schools

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Priority suggested by Government for places:

- Critical Workers and Vulnerable children
- 3 and 4 year olds
- Younger ages

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Set aside time to read the guidance

Review and Risk Assess your Setting's Recovery

- Premises – does your environment need to change?
- Staff – who can work; how many do you need?
- Parents – what do they need?
- Policies/Procedures - what needs to change?
- Communication staff/parents/social media – how will you do this?

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- Poll:
- Pick your top three areas of greatest concern for re-opening:
 - Staff returning to work
 - Children attending and parent expectations
 - Social Distancing and infection control
 - Risk assessment and policy change
 - Business viability

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Freya Derrick and team of Hopscotch Nurseries have supplied places during the early Covid 19 response and will share with us their approach and also some of their resources that helped in them formulating their delivery.

Covid 19

Hopscotch Day Nursery Group

Botley – 120 reg, opened 2010

Fareham – 80 reg, opened 2019

Gosport – 88 reg, opened 2005

Lee on the Solent – 83 reg, opened 2010

Titchfield – 75 reg, opened 2007

Hopscotch Lockdown Lowdown

- Monday 2nd March no staff moved between sites, no external contractors permitted onsite, maintenance staff restricted to working single locations.
- 50% of centralised services staff all working from home from Monday 16th March
- Closed on Friday 20th March for all non keyworker family children
- All 5 settings remained open for week commencing Monday 23rd March working to our Covid19 Policy of which we are now on Revision 5.
- Friday 28th March, Gosport, Titchfield and Lee settings closed and we provided a central hub at Fareham for those settings
- Parents from those 3 settings have never stepped inside Fareham nursery and nor where they permitted as drop off and pick up was from outside of the nursery.
- Children settled remarkably well, to the point that staff did not know they had not been within the setting.
- Mixed setting staff all working together at Fareham to meet needs of children attending.
- Botley remained open due to geographical constraints and working requirements of parents
- Quietest day we only had 11 in Botley Nursery at the outset/
- Now have 42 on a Thursday in our Fareham setting
- Busiest day in Botley is now at 39
- Currently showing 79% of parents wish to return on 1st June 2020 onto normal sessions which shows Botley as having 101 children in on that Monday.

Covid19

Make a simple workable PLAN that works for YOUR setting!

- Mitigate Infection – *policy, practice and procedure includes social distancing, at HDN we social distance parents not children, ref policy.*
- Scenario Planning and Action Plans – *suspected and/or confirmed infection*
- Communication Strategy – *how, when, who – early failures*
- Control Expectations – *parents, staff and children*
- EYFS – *revised practice and delivery*
- Stop Start Continue – *staff involvement and policy change*

Keep regularly informed on Covid19 Advice and GOVERNANCE

- World Health Organisation - *initially before government took the lead*
- Central Government Policy – *learnt to be patient and wait for detail*
- Public Health England – *subscribe to updates*
- Department of Education – *print, mark up, step way, read again*
- Hampshire County Council – *blog, email updates*

Supporting Parents, Carers and families

- Communicate the plan – *work to the plan, whatever works for you, text, email, if you speak on the phone try and confirm in writing, not formally but as a record for you both. Be consistent with when you send updates – think HCC.*
- Keep parents involved but not leading – *control expectations and explain that the situation is fluid, that updates change and we have to adapt accordingly. What is relevant today is likely not to be tomorrow. Ie PPE.*
- Empathy and patience – *we are trusted with their most precious children, understand their confusion particularly given social media horror stories about social distancing. Be pragmatic in your response. Send links to DfE policy to support.*
- Policy updates – *highlighted updates for them so clear and easy to see, saves them time and you questions.*
- Confidence – *if you are confident that you have followed all guidance then be confident in the delivery of your service. E.g. temp checks. policy update*
- Signposting – *supporting parents that need additional help ie mental health, send them appropriate links.*

Supporting Staff through lockdown working

- **Communicate the plan** – *staff need to know expectations of the new policies, procedures and practices in place and should have the opportunity to discuss – prior to re opening, organise online training via Zoom or similar.*
 - **Keep staff involved but not leading** – *control expectations and explain that the situation is fluid, that updates change and we have to adapt accordingly. What is relevant today is likely not to be tomorrow. Ie PPE*
 - **Empathy and patience** – *the staff are worried not only for themselves but for the children and families. Critical to our success is the quality of our staff, taking the time to talk, listen and empathise is key*
 - **Policy updates** – *exactly as we did for parents we highlighted updates for them so clear and easy to see, saves them time and you questions.*
 - **Confidence** – *staff have challenged our knowledge and as necessary we have checked our communications for them and always clarified as needed.*
 - **Wellbeing** – *some staff have found working with the worry about Covid19 very difficult and we have encouraged them to seek support from their peers and management teams as required.*
- <https://www.surveymonkey.com/stories/SM-MH6SJNZ9/>

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Please raise questions using the Question
function?

We will theme and cover the questions in an
our FAQs to help all providers.

Supporting Staff through furlough and back to work

- **Furlough** – *staff that have been furloughed feel very disoriented from the settings and the process was very new to us all and as such we have been patient with the staff that have found this process more complicated.*
- **Communication** – *all staff on furlough have had contact every 4 weeks via phone calls, emails and most recently a survey of which we can share the results. <https://www.surveymonkey.com/stories/SM-MH6SJNIZ9/>*
- **Returning to work** – *isolation bubble is real and our staff are generally more social media familiar than we are and the influences on there are not a true reflection of practice. It is important to communicate with staff and support them through this period of readjustment.*
- **Policy Updates** – *as we are not going to know until 28th May if we are opening on 1st June we are using Zoom to update our staff that are not currently working next week. They will all attend training. This will be followed by a welfare call and one to one prior to returning that will be conducted by the Nursery Managers.*
- **Staff Welfare** – *this looks different for each member of staff as identified in our questionnaire. The complexity is managing parents, children and staff in equal measure.*

Social Distancing

ref Covid19 policy

What does childcare look like at Hopscotch today? Very much like it did BC and we have told our parents that.

- We have been clear with parents that we simply cannot social distance children but we can do our utmost to adhere to guidance external to the nursery.
- Parents drop off and pick up from outside the nursery and if they feel this is unacceptable we explain exactly why this measure is in place.
- Staff take every measure to adhere to 2m distancing outside of their age group rooms ie not passing on stairs.
- We are considering staggered drop off and pick up times to ensure social distancing between adults external to the nursery but will make a final decision when numbers are confirmed.
- Staff stay with a particular age group and remain with them all day and do not mix rooms.
- Children do not share facilities at anytime and outdoor space is either divided or accessed at separate times.
- Staff room facilities have been expanded where possible and staff do not mix at break times
- The nursery manager does move between age groups in order to oversee the setting but is mindful of enhanced hygiene measures.
- Children from babies to pre school still have cuddles when wanted, noses are wiped, bumps and scrapes tenderly dealt with. Care is the same as the day before we locked down.
- Yes there are other changes, but we as childcare practitioners and you as parents will work together to ensure these go almost unnoticed when they come back to see their friends just as we have been doing since the lockdown started.

Stop Start Continue

Every fortnight or as practical as a senior management team we conducted a review of all our childcare practices and we engaged staff in the process.

- We use the stop, start, review process across much of what we do, it gives us a very simple way of reviewing processes, policies and practice and is a simple way for staff to engage.
 - What do we want to stop doing? And why?
 - What do we want to start doing? And why?
 - What do we want to continue doing? And why?
- We use this process to support our ongoing development across the nurseries as an immediate way of reflecting in a more specific manner given the challenges we are facing.
- We also use it to support changes we communicate to parents.
- One of the challenges Covid has presented us with particularly operating throughout lockdown is the need to adapt and change as more scientific research shaped government policy and stop, start continue focusses our minds.

Challenges

Lack of understanding – ours, parents, staff.

System failures

Supplies

5pm daily briefings – the lack of detail to support the headline eg what is a keyworker?

Furlough scheme

Social Media

Ongoing PPE discussions

Reluctance to leave the isolation bubble – staff

Resources we are happy to share

- *Covid Policy*
- *Opening up checklist*
- *Risk Assessments templates*
- *Staff Survey Questions*
- *Unfurlough letter template*

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You will not be returning to *normal*.

- Apply government guidance to your context/situation.
- Children's, Staff and Parents experiences during lockdown will have varied massively, what impact may this have on your team.
- Social distancing is difficult but how can you limit the chances of close contact such as adjusting key person groups and snack times.
- Engage your staff and parents in the planning to make it successful.
- Remember things will continue to change so any single plan unlikely to be the finished article.
- Settings and their community need to be agile and flexible and adjust as they go through the period of recovery.
- Asking the *what if?* questions is a useful process.
- There needs to be an opportunity to celebrate contributions during the childcare phase – and the opportunity for staff and children to share and reflect.
- Government indicates Vaccine unlikely for 18 months or more –build a strategy to manage the risk over an extended period.

Early Years and Childcare

Thank you

“Thank you to all the Childminders, Nurseries, and Preschools who have responded and supported critical workers and vulnerable children over these challenging times. Your contributions have been making a real difference to parents and children as well as being part of the national Covid 19 response. Your continued resilience and flexibility in these constantly changing times is most appreciated. Thank you.”

From Steve Crocker, Director of Childrens Services

Task	Date issued	Deadline for submission	Payment by (Providing we have received a complete and correct claim)
1st adjustment period	Monday 15 June 2020	Midnight on Friday 19 June 2020	Friday 17 July 2020
2nd adjustment period	Monday 3 August 2020	Midnight on Friday 7 August 2020	Tuesday 28 August 2020

Links to government guidance from 11 May

- All relevant DfE guidance can be found here as one collection:
<https://www.gov.uk/government/collections/coronavirus-covid-19-guidance-for-schools-and-other-educational-settings>
- Sign up to GOV.UK to get all updates.
- **DfE coronavirus helpline**
- Telephone 0800 046 8687
- If you have a query about coronavirus (COVID-19) relating to schools and other educational establishments, and children's social care, in England contact our helpline.

Lines are open Monday to Friday from 8am to 6pm and weekends 10am to 4pm.

If you work in a school, please have your unique reference number (URN or UK PRN) available when calling the helpline.

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- If you have any further questions or need to support then please contact

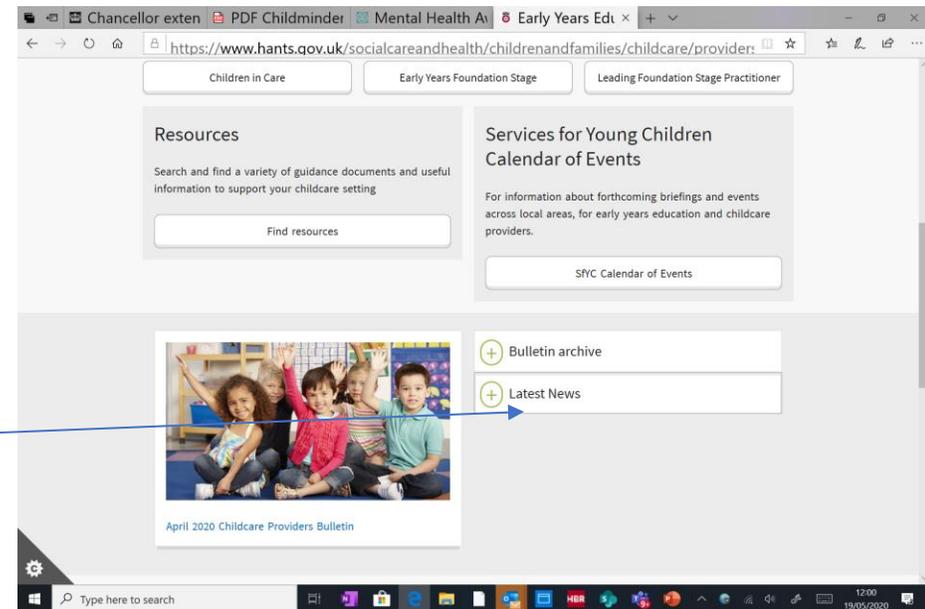
childcare@hants.gov.uk

or

review our FAQs

In latest news

<https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/childcare/providers>



SFYC MOODLE

<https://sfyctraining.hants.gov.uk/>



Being ready for re-opening on the 1 June 2020 Edit

Below are all of the resources and presentations that were shared at the recent webinar sessions. We would encourage you to download and share these documents with other childminders and group settings in Hampshire.

- Discussion tool: Strategic planning to support the recovery of early years and childcare – COVID-19 pandemic Edit

This is a tool for you to use with yourself if a childminder and childcare teams and governance leads to help you formulate your plans for reopening.

At this time the government is indicating 1 June and this will be confirmed around 28 May when the Government confirm if the 5 tests they require to be achieved have been.

The document is comprehensive but is not exhaustive and it will be for you to use to help you with your own thinking in how you plan for the next stage. It does not replace the government's guidance which is what you need to read to ensure you are developing your strategy to meet the ever changing requirements.

We hope you find this a helpful and useful tool at these unprecedented times.
- Group Session presentation slides- May 2020 Edit
- Childcare templates and resources for childminders Edit
- Childcare templates and resources for group settings Edit

[+ Add an activity or resource](#)

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Vacancy	New Forest			
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Vacancy	Winchester & Eastleigh			
Vacancy	Hart & Rushmoor		https://www.facebook.com/groups/343938606055468/	
Vacancy	Hart & Rushmoor			

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- Please, if you would like to tell us how you are feeling at the end of this session using the Poll.
- Then you are free to leave.
- Thank you for attending.