CHILDCARE STRATEGY

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Revision History

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<th>Revision date</th>
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<tr>
<td>October 2003</td>
<td></td>
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Approvals

This document requires the following approvals.

Signed approval forms are filed in the Management section of the project files.

<table>
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<th>Name</th>
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<tr>
<td>Wendy Swift</td>
<td></td>
<td>Chief Executive</td>
<td>October 2003</td>
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<td>Management Executive Team / Heads of Service</td>
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“The NHS Childcare Strategy centres around providing good quality, affordable and accessible childcare to support parents working in the NHS.”

(Department of Health, April 2001)

The Primary Care Trust strategy will aim to address the needs of an occupationally diverse and geographically dispersed workforce across the whole of the Blackpool Fylde and Wyre health economy.

**AIM**

The aim of the Childcare Strategy is to assist recruitment, return and retention of staff, whilst forming an integral part of the Improving Working Lives strategy by helping staff to balance work and family commitments.

Sandy Bell Childcare Co-ordinator April 2003.
<table>
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<tr>
<th>OBJECTIVE</th>
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<tr>
<td>1. Set up a childcare steering group.</td>
<td>• A steering group was established in January 2002. All 11 North West Lancashire Health economy Trusts are represented on the group. • Staff Organisations / Trade Unions are represented. • Recruitment, return and retention are represented.</td>
<td>• Medical staff needs to be represented. • Look to involve a parent representative.</td>
<td>• April 2003</td>
<td>• Departmental on costs</td>
</tr>
<tr>
<td>2. All staff and managers to be aware of the role of the Childcare Coordinator, Childcare Advisor and the services offered. The service is offered to 11 organisations and funding is shared by 8 Trusts.</td>
<td>• Induction leaflets. • Updates via Trust publications, flyers, focus groups and seminars. • Maternity pack available to staff. • Pay slip insert. • Team briefs. • Intranet.</td>
<td>• Continue to promote the service. • Identify and promote new services/initiatives. • Review dissemination process of information to dispersed/rural staff groups. • Set up intranet site.</td>
<td>Ongoing</td>
<td>• The childcare team will deliver this objective. • Current funding comes from the WDC, from 2004 this will have to be costed into local delivery plans. • Top up funding for operational costs of service per PCT £1,500 • From 1.4.04 (at 03/04 rates) the cost to each PCT will be £6,500 plus £1,500 operational costs to top up central funding.</td>
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| 3. Identify and monitor the childcare needs of staff. | • Staff opinion surveys.  
• Recruitment and retention statistics.  
• Feedback from seminars.  
• Questionnaires.  
• Evaluation of current provision.  
• Telephone enquiries. | • Data base to log enquiries.  
• Surveys.  
• Analyse results of surveys. | Ongoing with annual reviews | As above objective |
| 4. Identify priorities for staff. | • Staff survey. | • Results of survey. | Autumn 2003 | Estimated cost to 3 PCT’s £1,000. |
| 5. Maintain and Develop childcare that will meet the needs of the staff. | • On-site nursery at BVH.  
• NHS Easter and Summer play schemes in Blackpool, Kirkham and Thornton. Also access to Preston and Chorley NHS schemes.  
• Network of childminders covering NHS shift workers and emergency and overnight cover.  
• Publicise external provision. | • Continue input into nursery and play scheme management to ensure service meets the needs of staff – regular review.  
• Ensure equality of access and cost of play scheme provision across | Ongoing with annual review | Currently 10 PCT staff use the on-site BVH nursery at a cost of £15,600. Until 1st April 2004 this is funded by the WDC.  
Currently PCT’s each have 25 reserved subsidised places in the Easter and summer holiday play schemes at a cost of £6,937.50 to each PCT. Until 1st April 2004 this is funded by the WDC. |
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<td>5. (Continued)</td>
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<td></td>
<td></td>
<td>the PCT’s.</td>
<td></td>
<td>Foresee future funding derived from both internal and external sources. (NHS childcare plan, Early Years Partnerships).</td>
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<td></td>
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<td>• Ensure subsidy levels are fair and transparent.</td>
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<td>6. Equality and Diversity.</td>
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<td></td>
<td>Ongoing</td>
<td>Delivered by childcare team in partnership with Blackpool EYCDP.</td>
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<td></td>
<td>• All in-house provision caters for children with special needs.</td>
<td>Working with Blackpool EYCDP to deliver information in various languages.</td>
<td>Ongoing</td>
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<td></td>
<td>• Ethnic cultures are also catered for.</td>
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<td>• Close links with 3 R’s locally and regionally.</td>
<td>• Continue close links with recruitment and retention personnel.</td>
<td>Ongoing</td>
<td>Future funding identified as in objective 2.</td>
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<td>• Information provided to potential staff.</td>
<td>• Promote the PCT’s commitment to childcare to all new, existing and returning staff.</td>
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| 8. Establish links with external multi-agency networks to develop childcare provision with a partnership approach. | Current links with:  
- Representation on both Blackpool and Lancashire Early Years Development and Childcare Partnerships.  
- National Childminding Association.  
- Children’s Information Service.  
- Children First Networks.  
- Private Providers.  
- Sure Start.  
- Voluntary Sector.  
- Kids Club Network.  
- Daycare Trust. | Continue participation with external agencies; promote the ethos of both the National and PCT’s NHS Childcare Strategy. | Ongoing                                                          | Included in the remit of the childcare team.                                   |
| 9. Addressing the issues surrounding the cost of childcare. |  
- Promotion of Tax Credits via displays, leaflets, inclusion in maternity packs, Open days.  
- Information available related local Education grants.  
- High profile promotion for new tax credit changes.  
- Review and evaluate cost of in-house provision |                                                                                                           | Ongoing                                                          | Funding to be generated annually current childcare funding from WDC for the 3 PCT’s provision is £36,412.50 (nursery and play scheme subsidies) £12,137.50 each PCT. |
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- In-house schemes are currently offered at a subsidised rate.
- Contact private and voluntary sector providers to secure benefits for PCT staff.
- Access funding as appropriate from external sources.


- Development, planning and implementation are linked to legislative requirements.
- Ensure long term commitment to childcare strategy.
- Regular feedback with specific focus on childcare from staff and managers e.g. Annual staff survey.

- Shared salary and operational costs £8,000 each PCT.
- Total funding cost of £20,137.50 each PCT.
CHILDCARE STRATEGY

This Strategy document has been considered and approved by the Representatives
of Staff and Management on the Shared Joint Negotiating and Consultative
Committee.

It is open to continual review and agreed change on the giving and receiving of at
least six months notice in writing where matters of principle are concerned. If both
parties are agreed the six month period may be reduced to suit the circumstances.
Administrative amendments may be made on an ongoing basis.

Signatories:

For the Blackpool Primary Care Trust

Chief Executive

For the Staff

Representatives Group/Staff

Chairman / Secretary

Date: ___________________________  Date: ___________________________