

## Early Years Bulletin

Dear Colleagues,

It was fabulous to see so many people at the Early Years Update Meetings this week. As promised, copies of the slides are available below. If you were unable to attend the meetings, the slides provide an overview of the new Ofsted Inspection Framework, which will come into effect in November 2025. As we mentioned at the Update Meetings, if you have specific questions regarding the new inspection process, please email them to the Early Years Team and we will endeavour to get answers for you.

If you have topics you would like to see included on the agenda for the next Early Years Update Meetings, which will take place in February 2026, please let us know.

If you need any advice or support, please email the team on [EYCC@worcestershire.gov.uk](mailto:EYCC@worcestershire.gov.uk) or submit a request via the [website](#).

Regards,

The Early Years Team

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## Early Years Bulletin: Worcestershire News and Reminders

### Nursery Education Funding

#### Autumn Term Adjustment Claims

The Provider Portal opens for Adjustment Claims on **Monday 3<sup>rd</sup> November**. Adjustment Claims that are submitted by Friday 28<sup>th</sup> November will be included on the Actual Payment at the beginning of December, claims made later will be paid at the end of December/early January.

Please remember that Working Family Codes must have a start date on or before 31<sup>st</sup> August to be valid for the Autumn Term.

#### Preparing for the Spring Term

As we move through the Autumn Term, please remember to keep an eye on your existing Working Family Codes, particularly for those children who are in their Grace Period. There are currently more than 700 children accessing funding whilst in their Grace Periods, which will end on 31<sup>st</sup> December.

### Early Years Update Meetings

As promised at the recent Early Years Update meetings, please find attached copies of the slides from each:

- [Early Years Update Meeting – Out of School Settings](#)
- [Early Years Update Meeting – Childminders](#)
- [Early Years Update Meeting – Group Based Settings](#)

### Enhanced Early Years Provision

Following the Market Engagement sessions that took place at the beginning of November, a copy of the presentation is available on the website for anyone who is interested in delivering Enhanced Early Years Provision but was unable to attend one of the sessions. Alongside the slides, there are Frequently Asked Questions as well as a survey for interested providers.

[Enhanced Early Years Provisions | Worcestershire County Council](#)

### District Based Early Years Sufficiency Maps

We have recently updated the Early Years Sufficiency Maps, based on the take-up of funded provision during the Summer Term 2025. The maps are broken down into districts and age-cohorts to give clear information about the areas of the county where Early Years sufficiency risks have been identified. To view the maps, please visit the [Childcare Sufficiency pages](#) on the Early Years website.

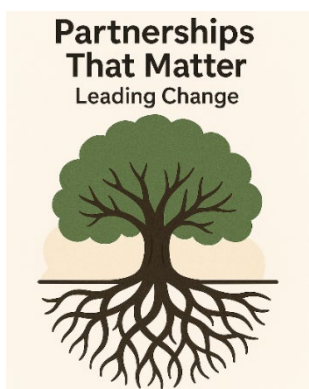
## New fostering film, 'The Run'

Worcestershire Fostering has released its new short film, 'The Run'. The film following Tom's story of how his foster carers helped him stop running away from danger and start running for joy, knowing someone was there for him. Sometimes in fostering, it's the everyday things that make the biggest difference: a stable home, a new pair of trainers, or someone supporting him from the sidelines.

This film is created with the voices of young people who have lived in care. Though the actors tell the story, the experiences are real. We urgently need more foster carers in Worcestershire so please take some time to have a watch and share on social media.

You can watch the full video here: [Worcestershire Fostering The Run](#).

## Worcester University – Call for Contributors



The Department for Children and Families and the Department for Education and Inclusion are delighted to invite you to this year's conference, which will explore the theme of 'Partnerships That Matter: Leading Change' within the children and families workforce. The event will celebrate the power of collaboration, whether that is working alongside other professionals and communities, partnership with parents, carers and children, or leading change through effective leadership.

We warmly welcome presentation proposals from professionals across sectors, as well as contributions from our teaching staff and alumni. This is a fantastic Continuing Professional Development (CPD) opportunity to share research, reflect on practice, or discuss insights from a book chapter, all within a friendly and supportive environment.

The conference will take place on Saturday 31st January 2026 and will feature inspiring keynote presentations followed by interactive workshops where attendees can engage in meaningful discussions around current research and practice. There will also be opportunities to network with invited guests, including representatives from the NSPCC, Early Years Alliance, and The Letterpress Project.

We look forward to welcoming you to a day of learning, sharing, and connection.

If you are interested in presenting your research and/or practice in a workshop on Saturday 31<sup>st</sup> January, please contact Liv Storey ([o.storey@worc.ac.uk](mailto:o.storey@worc.ac.uk)) with your name, job role/ field and a 200 word (approx.) overview of your workshop.

**The deadline for expressions of interest is 5<sup>th</sup> December 2025.**

## Public Health 0-5 Workforce Survey

Following the launch of the national Best Start strategy, we are committed to working collaboratively across the system to advance a series of work programmes aimed at achieving the best possible outcomes for families during pregnancy and the early years.

Our local workforce plays a vital role in supporting families during this formative period. Their expertise is essential in identifying and addressing the health, wellbeing, and developmental needs of both parents and young children.

To help us better understand current levels of confidence and identify areas where further support may be beneficial, we kindly invite all professionals working with families—across any setting—to complete a brief survey. This will enable us to build a clearer picture of where staff feel equipped to support and signpost families, and where there may be gaps in knowledge or confidence.

The survey should take no more than five minutes to complete and will be open until Friday 31st October. Your input is greatly appreciated and will directly inform local workforce development initiatives. Please find link below.

<https://forms.office.com/e/uhNYDTivpX>

## West Midlands Ofsted Big Conversation

The West Midlands Ofsted Big Conversation is taking place on Friday 7<sup>th</sup> November at Birmingham City Football Club, Cattell Road, Birmingham, B9 4RL. Doors open from 9:15am with a 10am start.

Please download the [Ofsted Big Conversation flyer](#) for further information, including booking details.

## Recruitment Reminder

Don't forget, we can include any staff vacancies you are currently advertising on the WCC Facebook and LinkedIn pages. Ensure the information is written in a way that is suitable for social media – we can't use PDF attachments or include long lists of information. If you wish to make use of this service, please email [ChSComms@worcestershire.gov.uk](mailto:ChSComms@worcestershire.gov.uk) with the following information:

- **Job title**
- **Location**
- **Hours**
- **Brief description of role**
- **Link to your setting for more information and/or details of how to apply**
- **Closing date**

## Early Years Bulletin: National News and Reminders

### Climate Sustainability Action Plan

Over 30 years ago, a key achievement of the 1992 conference was the establishment of the United Nations Framework Convention on Climate Change (UNFCCC). It recognised climate change as "an inevitable and urgent challenge with long-term implications." Updated in December 2023, the Department for Education (DfE) released a policy paper titled '[Sustainability and Climate Change: A Strategy for the Education and Children's Services Systems](#)'. This strategy recognises the vital role education plays in all aspects of sustainability. However, the area requiring the most attention is reducing our environmental footprint, particularly in the drive to achieve net zero.

#### The Journey

Nominating a Sustainability Lead is a key first step in building your setting's capacity to tackle climate action. **The DfE's strategy requires every education setting to have a designated Sustainability Lead by the end of 2025.**

Developing a policy and action plan to support steps in reducing your environmental footprint is essential. Begin as a team and consider what is achievable. Start with quick wins and build a comprehensive policy that includes the following areas:

- Adaptations and Resilience – how we identify and take action to adapt our practice to support climate change.
- Climate Education & Environment – how sustainability is threaded through your curriculum to help children understand their role in caring for the planet.
- Biodiversity & Environment – how we teach children to connect with nature and make a difference in caring for their environment.
- Decarbonisation – switching from fossil fuels such as coal, natural gas, or oil to carbon-free and renewable energy sources.

The Early Years Team has developed templates for a [Sustainability Policy](#) and an [Action Plan](#), along with a [Guidance Sheet](#) to support this initiative. Additional resources are currently being developed to further support climate sustainability and will be available on the Early Years website shortly.

### HEART Midlands Stronger Practice Hub



Have you signed up to receive updates, news and information about professional development opportunities delivered by HEART Midlands Stronger Practice Hub? The Hub offers a range of network meetings, training and resources, all of which are available for Worcestershire settings to access for FREE. [Join our Hub | Stronger Practice Hubs](#)

## Early Years Alliance: Moving On Up!

The Early Years Alliance are delivering free sessions for Early Years Practitioners to support families to transition to school. Settings attending the sessions will be provided with a PowerPoint presentation, tutor notes and handouts for families to support the transition process through a family learning programme.

To book onto a session, please use the links below:

[Wednesday 13th November, 10am – 11am](#)

[Monday 12th January, 1pm – 2pm](#)

[Thursday 5th February, 1pm – 2pm](#)

[Wednesday 11th March, 6:30pm – 7:30pm](#)

## Early Years Workforce Report

The [Early Years Workforce in England 2025](#) report by the National Foundation for Educational Research (NFER) provides a comprehensive overview of the early years workforce in England, highlighting persistent challenges and opportunities for improvement.

The report recognises the strengths present within the Early Years sector, including the flexibility, commitment and professional pride of practitioners. However, the report also identifies opportunities for growth and improvement, making the following recommendations:

1. The Government should continue increasing funding rates so that early years providers can offer competitive wages to recruit and retain staff, with a pay structure that rewards higher qualification levels and career progression.
2. The Government should implement its policy proposals on the early years professional development offer and career pathway swiftly to upskill and retain the current workforce.
3. The Government and providers should emphasise the high sense of worthwhileness, fulfilment and positive working environments in early years in recruitment.

The full report is available to [download](#).

## Workforce Recruitment and Retention

Recognising the challenge that recruitment and retention brings to the Early Years sector, Childcare Works have produced '[Childcare Workforce Recruitment and Retention: Advice for early years and childcare providers](#)', September 2025. The resource provides actions you can take to support recruitment and retention, including practitioners' views and experiences.

[Childcare Workforce Recruitment and Retention - Advice for early years and childcare providers - childcareworks.org.uk](#)

## Capital Funding for School Based Nurseries – Phase 2

State-funded primary-phase schools, as well as Maintained Nursery Schools, can apply for up to £150,000 of capital funding to create or expand on-site Early Years provision, in areas where there is local demand. Guidance on the scheme is available [here](#).



**To apply for the funding, schools must have LA support and a completed Local Authority Approval Form.** If you are intending to apply to the DfE for the School-Based Nursery Capital Grant 2025, firstly please complete the Local Authority [Expression of Interest form](#) to enable the local authority to assess:

- If there is a sufficiency need for additional early years provision in your local area; and
- If there are any accommodation, site or lease considerations.

**The LA Expression of Interest form must be submitted by Friday 14<sup>th</sup> November: [Expression of Interest](#) to provide us with sufficient time to respond.**

The Application to the DfE must be made via the DfE's [Online Application Service](#), however a copy of the application form is available to [download](#) in advance. The deadline for applications is **Thursday 11<sup>th</sup> December**.

Successful applications for Phase 2 are expected to be open from September 2026. Schools that are interested in opening provision at a later date are able to register their interest in Phase 3 via the same Online Application Service.

### School-Based Nurseries: Case Studies

[Childcare Works](#) have produced a collection of case studies exploring how schools have embedded nursery provision on their school sites. Examples include a school that offers provision for children from 6 months, as well as a PVI registered setting operating on school sites.

[School-based Nurseries: Five Case Studies - childcareworks.org.uk](#)

### Research: Early Years Pupil Premium

The [Education Endowment Foundation](#) (EEF) are asking Early Years settings to take part in a short survey about Early Years Pupil Premium (EYPP). The survey takes around 10 minutes to complete and responses are anonymous.

[IFF Research - EYPP Survey](#)

## Free Training: Improve Vaccination Update in Early Years Settings

The Improving Immunisation Uptake (IIU) Team is thrilled to announce that we have been commissioned by NHSE to deliver training to Early Years Settings. Our team, which works directly with selected GP practices, is part of NHS SCW Child Health Information Services (CHIS) and remains committed to making a positive impact on the health and wellbeing of young children in our communities and improving vaccination uptake in children aged 0-5 years.

This training has been developed on behalf of NHS England, with sessions available to book across six different dates and times to offer maximum flexibility for attendance. The 1-hour sessions will be virtual via MS Teams, and individuals will only need to attend one of the free sessions available.

The training will be delivered between November 2025 and February 2026 by experienced clinicians specialised in childhood immunisations. The training session is aimed at Early Years providers, including nurseries, family and children's centers, childminders, and preschools and will highlight the importance of routine childhood immunisations and the significant role Early Years providers play in supporting the UK's routine vaccination programmes.

We recommend attendance by individuals interested in becoming immunisation champions alongside staff who regularly communicate with parents/carers, and those handling new child registrations. We would recommend that it may be beneficial for larger settings if a minimum of 2 staff members attend.

Your participation will play a crucial role in safeguarding the health and wellbeing of children and maintaining a safe environment in Early Years settings. This is a timely opportunity to support the NHS England national campaign to increase the uptake of childhood vaccinations, with a particular focus on the MMR vaccine.

We have attached an introductory presentation and the Early Years Managers Information Sheet that provides a summary of the project. Participants will also receive a free information guide and other complimentary useful resources to further support the training.

Kindly see below a table of available dates and times – Click on the link to book your training session place at your earliest convenience – [please book](#)

Thursday 6<sup>th</sup> November, 10am – 11am

Tuesday 11<sup>th</sup> November, 6:30pm – 7:30pm

Monday 17<sup>th</sup> November, 1pm – 2pm

Thursday 22<sup>nd</sup> January, 10am – 11am

Tuesday 27<sup>th</sup> January, 6:30pm – 7:30pm

Thursday 5<sup>th</sup> February, 1pm – 2pm

For more details, please see the [PowerPoint presentation](#).

## Early Years Bulletin: Out of School Provision

### Reminder: Wraparound Funding

If you would like to expand your wraparound provision or open wraparound care in an area where there isn't any, there is funding to support your costs. Provision needs to be open **at least** 8am – 5:30pm to qualify, for a minimum of 3 days per week, with the intention of increasing to 10 hours per day, 5 days per week, as demand grows. The funding enables you to expand or create provision without financial risk.

To apply for funding: <https://forms.office.com/e/6BmKiNF4BW>

To request support or further information, please email Sharon Jones or Nicky Burford via [wraparound@worcestershire.gov.uk](mailto:wraparound@worcestershire.gov.uk).

### Pathway to Playwork Bootcamp \*NEW\*

Worcestershire County Council Children's Services in collaboration with Adult Learning Worcestershire are excited to launch a new opportunity with our **Pathway to Playwork Bootcamp** starting November 2025 **even if you previously thought you weren't eligible**.

Our new non-accredited Pathway to Playwork offers the same insights and practical tools to support your personal or professional development but does not require you to have a formal Level 3 in Education or Childcare to be eligible.

We are now able to offer a non-accredited pathway which doesn't give you the formal qualification at the end however, you'll:

- Access all course materials and resources
- Participate in live sessions and group discussions
- Receive support from tutors and peers
- Gain practical knowledge and insights
- Gain feedback on marked work to create a reflective portfolio to share with current and future employers.
- Be awarded a CPD letter outlining the content covered and the skills developed to share with current or future employers.
- A certificate of completion from WCC Children's Services

#### Format

- 16 weekly sessions starting 05 November 2025 and ending 18 March 2026, avoiding half terms and holidays
- Each session is 4 hours, and session times are 10am to 2pm
- All sessions are delivered virtually via MS Teams

Register your interest via [CPD](#) and use course code **10643**.

## Early Years Bulletin: Early Help

### Early Years Update Meetings – Family Hubs

As promised at the recent Early Years Update Meetings, please find below the presentation delivered by the Family Hubs Team:



#### [Early Years Update Meetings – Family Hubs](#)

As discussed at the Update Meetings, the Family Hub website has a wealth of information about the support available at each Family Hub: [Local Family Hubs | Worcestershire County Council](#)

## Early Years Bulletin: Safeguarding

### Reminder: Early Years DSL Forums

The Early Years DSL Forums are taking place on the 4<sup>th</sup> and 7<sup>th</sup> November 2025. If you haven't yet booked your place, please see the Training section below for booking information.

### Early Years Safeguarding Guidance

Following changes to the Early Years Statutory Framework 2025, and Keeping Children Safe in Education 2025, the Early Years team have reviewed the Worcestershire Safeguarding guidance and policies and updated them in line to reflect changes. These documents are available on the [Early Years website](#) for you to use and adapt to meet your settings needs:

[Safeguarding and Child Protection Guidance 2025](#)

[Group Settings Sample Safeguarding and Child Protection Policy](#)

[Childminder Sample Safeguarding and Child Protection Policy](#)

### Worcestershire Safeguarding Children Partnership Newsletter

Do you receive the Worcestershire Safeguarding Children Partnership (WSCP) Newsletter? To sign-up to receive it automatically, email [WSCP@worcestershire.gov.uk](mailto:WSCP@worcestershire.gov.uk) and ask to be added to the mailing list.

[WSCP Newsletter - October 2025](#)

## Early Years Bulletin: Inclusion

### Early Years Inclusion Team Updates

#### Early Years Inclusion Funding

We have new criteria for Challenge & Exceptional Funding now in effect: [Local Inclusion Fund – Inclusion Supplement Criteria](#)

The holiday and out of school club funding application process is no longer available as the grant that originally sourced it has ended. Families can access support through the [Holiday Activities and Food programme \(HAF\)](#). Additionally, families may be able to access provision from the [Short Breaks Service](#). Activities available can be searched for based on district, please go to: [Short break groups and activities \(SEND\) | Worcestershire County Council](#).

#### Inclusion Funding Deadlines

- Spring Term 2026 (known children): 21 November 2025
- Spring Term 2026 (new joiners): 20 January 2026
- Monitoring Form Returns: 1–15 November 2025

Apply online: [Funding application process | Worcestershire County Council](#)

#### Early Years Support Tracking

The revised tracking tools have been launched — these are now simpler and more parent-friendly: [EYFS Early Support tracking documents | Worcestershire County Council](#)

There are no more month-based statements.

There are clear steps of progression, and it is written in a user-friendly portrait format.

#### Area SENCo Inclusion Surgeries

These are half-termly 30-minute phone sessions to discuss complex inclusion cases.

Booking link: [Area SENCo Inclusion Surgery List - Google Docs](#)

#### Inclusion Helpline

Phone: 01905 843099

Email: [eyinclusion@worcestershire.gov.uk](mailto:eyinclusion@worcestershire.gov.uk)

Facebook: <https://www.facebook.com/WorcsEarlyYears/>

## CAMHS Under-Fives' Clinic

Part of the [Child and Adolescent Mental Health Services](#) (CAMHS), the Under-Fives Clinic service is provided for babies and children of up to and including 4 years old with social, emotional or behavioural difficulties that have not responded to the ordinary strategies used by the parent or to specific advice and suggestions from other professionals.

CAHMS do not provide a diagnosis but aim to work alongside parents in thinking about their child, working together to understand the emotional meaning behind the puzzling or difficult behaviour. This could include difficulties around sleeping or eating, or problems in relationships with parents or siblings. They may have experienced trauma around the time of gestation or birth and difficulties in bonding with their parent/carer, or they could have been very ill as a baby or toddler. For some children their troubles are linked to parental conflict or separation.

CAHMS also work with children who are fostered or adopted, for whom early life will have had particular stresses and strains.

[Support for under 5's | Herefordshire and Worcestershire CAMHS](#)

## Educational Psychology Group Supervision Sessions for Early Years

An online session to collaborate and problem-solve together (max 8 per group).

Online session dates:

Thursday 6<sup>th</sup> November, 3:30pm – 5pm

Wednesday 12<sup>th</sup> November, 10 – 11:30am

Tuesday 18<sup>th</sup> November, 1:30pm – 3pm.

Please register your interest by 20<sup>th</sup> October: <https://forms.office.com/e/8ySDuruUuS>

## SENDIASS – Useful Resources

The SEND Information, Advice and Support Service (SENDIASS) provides FREE, impartial information, advice and support on matters relating to children and young people (0-25) who have or may have Special Educational Needs/Disabilities.



**Information, Advice  
and Support Service**  
**Herefordshire &  
Worcestershire**

Are you looking to support your families to navigate the process of choosing a school for their next phase of education? The SENDIASS webpage [Choosing a school for a child with Special Educational Needs/Disabilities- SENDIASS](#) has useful tips and questions for families to ask potential settings to help them make an informed decision. Feel free to share this link with your families.

They also have a brand new [Early Years Frequently Asked Questions](#) webpage which provides the answers to questions that they are commonly asked on their helpline. This covers topics such as needs assessments for an EHCP and annual reviews.

## Early Years Bulletin: Training

If you encounter any issues when booking courses via CPD, please contact the Training & Conference Team directly via 01905 844420/844030 or [workforcesupport@worcestershire.gov.uk](mailto:workforcesupport@worcestershire.gov.uk).

### Early Years DSL Forums: Autumn 2025

An opportunity to share good practice and to keep DSL's up to date with national and local statutory requirements.

**Audience:** Early years settings including childminders, nurseries, pre-schools and out of school providers.

- 4 November 2025, 6:15pm to 7.30pm, virtual delivery, course code: EY 10400
- 7 November 2025, 9:30am to 10:45pm, virtual delivery, course code: EY 10400

**Cost:** Free

Book via [CPD](#) using your setting CPD leader login details and course code. Confirmations will go to the delegate email provided and include the relevant MS teams joining information.

### Play Matters: The 8 Principles of Playwork

During the course delegates will explore what Wraparound Care is, understand the value of play, unpick and dissect the 8 Principles of Playwork and how to implement them into their setting to ensure play matters.

**Audience:** Specifically for practitioners working with primary school age children in wraparound provision. Open to both schools and settings, including childminders, who offer wrap around provision (before/after school or holiday clubs)

**Cost:** Free - the training is fully funded via the National Wraparound Programme.

**Non-attendance charge:** *When delegates do not attend, do not cancel in line with terms & conditions, and / or do not contact the training team on the day to explain their non-attendance, a charge of £30 + VAT per delegate will be applied.*

**Dates:** Various, virtual delivery, course code: 10583

Book via [CPD](#) using your setting CPD leader login details and course code. Confirmations will go to the delegate email provided and include the relevant MS teams joining information.

## Communication Champion Training - Stammering

Delivered by Worcestershire NHS Speech and Language Therapy Team, this training aims to help you understand the difficulties children in your setting may present with, and practical strategies and activities that can be delivered in your setting to support them. Please download the [training flyer](#) for further information.

**Audience:** All early years' settings

**Date:** 10<sup>th</sup> November 2025, 4pm – 5pm, virtual delivery

**Cost:** Free

Book via email: [WHCNHS.SLTBromsgrove@nhs.net](mailto:WHCNHS.SLTBromsgrove@nhs.net) to register.

## Paediatric First Aid and 'Spare' Places

Have you planned a Paediatric First Aid course? Do you have available spaces that you are struggling to fill? Are you aware the Training & Conference Team can promote on your behalf, via the Early Years Facebook page (@WorcsEarlyYears)?

To promote the spare spaces on your Paediatric First Aid course please email the Training team via [workforcesupport@worcestershire.gov.uk](mailto:workforcesupport@worcestershire.gov.uk) with the following information:

- Setting name
- Name, email address and telephone number of who to contact for further information
- When the course is taking place, including times and the delivery method
- Cost per delegate
- If the setting has a Facebook page, then please include your Facebook handle so the post can be tagged

Alternatively, if you have posted the information onto your setting's Facebook page, simply share the Facebook post link to Rachael Oakley who will share it to our page.