

Training | Research | Consultancy

Working to provide equal chances, challenge disadvantage and achieve best practice in services for children and families

Workforce development and raising quality

Our new three-year development contract in Northamptonshire provides a unique chance to take an innovative approach – to combine quality assurance mentoring support with workforce development.

The project aims to meet two of the key challenges for the future sustainability of the childcare and early years sector in one initiative.

Our Development Team has started building a team of mentors who are currently working in early years and childcare settings across the county.

This team will support early years settings to achieve quality assurance awards which have been endorsed by Investors in Children.

The project provides opportunities for workers to remain in the sector and boost their income. At the same time, mentors will develop skills and experience in supporting other settings, and learn from these wider experiences. By delivering training, supporting business skills, and undertaking initial development work, their options for career development will be supported.

Mentors will be able to work on a self-employed or secondment basis from their main employment, which means that they will bring their developing expertise into their substantive posts for the benefit of that setting. They will access training and be fully supported throughout the project.

For more information about this project, contact **Ros Moseley**, Senior Development Officer.

Children's Workforce Development Council (CWDC)

We became approved consultants for the CWDC in 2005. Our task is to support their work across a wide range of children and young people's services. The early priority has been to support Directors of Children's Services, Children's Trusts and local authorities to develop children's workforce development strategies. Our work has included supporting Hartlepool Council to consider issues in the voluntary and private sectors, and in North Tyneside, we reviewed the draft strategy and provided appraisal feedback and guidance for completion of the strategy.


Hempsall Consultancies is the sponsor for the Children Now Sustainable Extended Schools conference on 24 May

The keynote speaker is Beverley Hughes MP, Minister for Children, Young People and Families. To celebrate this sponsorship we will be launching our *Extended Services Special* publication at our exhibition on the day.

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Connections: new team-building training

Many teams are currently experiencing changes to individual roles and responsibilities; and their work may need to be refocused.

Unmanaged change often leads to uncertainty and unrest, which has an impact on individual and team motivation, performance and effectiveness.

Supporting a number of early years and childcare services, and children's centres through the recent period of change, has led to the development of our new team-building training called *Connections*.

The sessions explore the importance of connections in performing effectively as a team, focusing on communication, knowledge, understanding, and problem-solving by:

- understanding each other as individuals
- understanding each other as team members and
- understanding connections to the wider team.

Connections has been delivered to two teams in Yorkshire.

The fun and informative training provided a structured framework for the teams to explore their identity and areas for development, when addressing the change process.

Both teams were able to identify, acknowledge and plan for change by developing action plans, which focused on the importance of developing individual relationships and allocating time for team activities.

The plans also:

- acknowledged the need to be open and honest
- identified, addressed and solved barriers to effective team work
- initiated renewed team cohesion
- generated information and initial action plans
- identified the teams' priorities.

Connections training is available from £610 per day.

For more information contact
Anne Robertson, Head of Training

“It was easier to be honest with someone impartial facilitating.”

“This is the beginning and we will be able to move on from where we were.”

“Assumed I wouldn't learn much, but I have.”

Comments from recent *Connections* participants

A NEW programme of team training, away days and issue-based training

We have launched a 2006 programme of team training, away days and issue-based training for all organisations working within children's services.

The training programme has seven modules:

- Initial Team Roles Training
- New Team Building
- Refreshing and Remotivating Existing Teams
- Managing Change
- Strategic Planning
- Leadership and Management
- Communication

The programme involves meeting your team to identify your team-building and team training needs. Then, having a clear picture of what your team's needs are, we can carefully plan sessions that support your team to grow and develop.

Training is available for half-days, full-days and we can also develop and deliver individually-tailored, long-term programmes.

For more information contact
James Hemsall, Director

Responding to the commissioning agenda

Our Development Team is growing in response to increasing demand for commissioned development support services.

Having delivered development contracts for the creation of childcare places, recruitment campaigns and quality assurance schemes over the past six years, we have recently extended our contracts into Northamptonshire and Rutland.

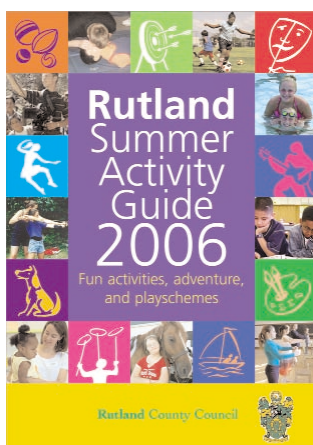
We plan to further extend our capacity as we gain future commissions.

For more information contact
Sue Foreman, Assistant Director



Rutland summer activities programme

We now coordinate the extensive range of local authority funded and supported summer activities and playschemes for children and young people.



Our role, working closely with Rutland's Summer Activities Development Group, is to coordinate the programme, promote the availability of the activities and playschemes, develop a transport strategy for this rural county, administer the bookings, support providers, monitor the uptake and quality of activities and playschemes, and monitor and evaluate the scheme overall.

We have:

- consulted with children and young people in relation to the range and location of the activities on offer, and the design of promotional materials
- offered activity and playscheme providers funding support to deliver their provision
- met the needs of children with additional needs and disabled children and their families by supporting access to mainstream and specialist provision as required.

In delivering the project we work closely with Rutland's Summer Activities Development Group, which includes County Council Officers; activity and playscheme providers in the private, voluntary and independent sectors; special interest groups; community workers, and those from nearby MOD bases.

Northamptonshire voluntary management committee sustainability

In April 2006, the Development Team started to provide support for voluntary management committees providing early years and childcare services across Northamptonshire.

Improving the effectiveness of management committees will help early years and childcare settings become more sustainable. To achieve this, our Development team can visit committees on-site to provide business health checks and guidance with business planning. We will also provide support with marketing strategies, quality development, and recruiting and retaining committee members.

The project provides up-to-date briefings, information, events, and referrals, and takes advantage of our full range of management committee training including:

- committee roles
- committee responsibilities
- leadership and management
- supervising staff
- finance and business
- legal structures.



Leicestershire children's centres stakeholder development days

We are supporting the Leicestershire County Council development of 24 children's centres in phase 2 by facilitating a consultation day in each of these 24 areas.

The day aims to bring together key stakeholders and present the national overview of Sure Start Children's Centres as well as the Leicestershire perspective. Local workers then provide a ward level focus on services for children under five years old and their families already living in the area. The workshops, which involve parents and promote partnership between agencies, explore:

- which elements of the core offer are already being delivered
- where it is being delivered, and by which agency

- plans for the future
- gaps in patterns of provision, and
- the possible location and management of services.

Our report following the day brings together all the information collected, and has recommendations which provide the basis for future work in each area. Participants are invited to join a local working group which will work with the local authority to support the development of the children's centre in each area.



Disability awareness training

Following a commission from Rutland County Council, we have recently added disability awareness training to our training programme. This four-session course aims to raise awareness and understanding of disability issues and legislation, including the Disability Discrimination Act (DDA).

The training builds trainees' confidence in recognising discrimination, prejudice and stereotyping and gives them the practical skills to promote equality of opportunity and inclusion. Importantly, the training provides information about different impairments, what

influences a child's potential, and supports participants to treat children as individuals. This training is available from £610 per day, or £1,300 for a four-session course.

For more information contact
Anne Robertson, Head of Training

Childcare audits

The Childcare Bill places responsibility on local authorities to manage the childcare market and secure sufficient childcare.

Well-structured and efficiently delivered childcare audits are required, to assess the current position and the views of parents, providers and children to inform future strategy.

Having delivered over 20 childcare audits since 1998, we have developed childcare auditing materials to embrace these new demands.

Our recent childcare audits in Northumberland and Rochdale have shown the value of collecting the latest information to support the development of childcare places, and to support extended services and children's centres.

For more information contact
James Hemsall, Director

Contact us

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Involving and consulting children in Derby

In March, we delivered a five-hour training workshop on involving and consulting with children in Derby.

The training highlighted how children can be involved in planning all aspects of the early years and childcare experience by:

- considering the benefits of involving and consulting children
- identifying fun and creative methods of involving and consulting children
- identifying ways of planning, delivering and monitoring ideas.

The training used the UN Convention on the Rights of the Child as a basis for developing practice in this area, before looking at the ladder of participation.

This training is available from £610 per day,

For more information contact
Anne Robertson, Head of Training

Our team

has grown and has been restructured into teams since our last newsletter. Here are our new details:

Development Team	Telephone 0116 233 7205
Sue Foreman	Assistant Director
Ros Moseley	Senior Development Officer
Hannah Comley	Development Officer
Natalie Crispin	Development Officer
Michele Walker	Development Officer
Carol Gorman	Development Consultant

Director/Operations Team	Telephone 0116 233 7205
James Hemsall	Director
Jo Chapman	Business Manager
Diane Resende	Operations Coordinator
Toni-Marie Heather	Operations Officer
John Hemsall	Company Secretary

Research Team	Telephone 0116 233 7205
Barbara Wilson	Research Manager
Jane Paul	Researcher
Alex Sandham	Researcher

Training Team	Telephone 0116 233 7205
Anne Robertson	Head of Training
Sarah Langford	Quality and HR Manager
Alyson Fuller	Senior Training Officer
Ruth Coulson	Training Coordinator
Kate Sparling	Training Officer
Kerry Mattock	Training Officer
Susan George	Training Officer