

KILDARE COUNTY CHILDCARE COMMITTEE LTD

ANNUAL REPORT 2015



# Year in Review 2015

By Kildare County Childcare Committee



**DCYA Contracts**



**Community**  
3 childcare services hosted  
Community of Practice workshops

*KCCC Quality Supports*



**86** Childminders  
**40** Parent and Toddler Groups

**68** visits completed under the KCCC Quality Outreach Programme

**437** participants on KCCC training and events in 2015

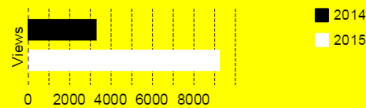


*"It was wonderful, informative and affirming"*  
HR Leadership Programme



**279** new likes  
**99** new followers

**KCCC Website**



**4** E-newsletter produced and Disseminated

**398** Readers of the KCCC Newsletter



**+1** KCCC Staff Members



Phone Calls  
**3380**

Emails  
**5000+**



*"Keep up the good work and thanks for all your support."*

**8** Board meetings  
with 8 KCCC Board of Directors

**20** meetings in 2015  
8 Planning Days  
12 Staff Meetings

Promoting quality and accessible childcare provision for all children from birth to 14 years in Co. Kildare in partnership with all stakeholders.

*"I am most grateful for all the help and assistance we are receiving from all the staff of Kildare County Childcare Committee with our childcare service. One to One assistance is very helpful in dealing with specific problem, many thanks "*

## Chairperson's Message

I am delighted to report to you again this year in my capacity as Chairperson of a Board that throughout 2015 KCCC has continued to deliver services based on our guiding principles of collaborative working and provision of excellent quality services to our stakeholders throughout the County, while always putting children first.

The Code of Governance for the Community and Voluntary Sector was published in March 2012. KCCC have commenced working on that code and it is estimated that the Document will be completed in 2017.

KCCC continued to focus on strengthening our Board of Directors. We are in the process of recruiting extra members.

We completed the registration process with The Charities Regulatory Authority (CRA) and uploaded our Annual Report including our Financial Report to the Authority's website. The reports for 2015 will be uploaded both to the CRA website and our own website subsequent to the AGM scheduled for Thursday 21<sup>st</sup> April 2016.

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 centers of best practice in the county and sharing that practice amongst the wider Early Years community. We also linked with our City and County Childcare Committee colleagues through the work of the CCI, Childcare Committees Ireland, to promote cohesion and clarity nationwide.

We enter 2016 stronger and confident that we will continue to provide the high level of service now routinely expected of us. We are aware that our most important asset is our reputation among the stakeholders we work alongside, the services, groups and parents we support and we will endeavor to keep secure our current commitment to them.

**Patricia Garland-Moloney**

**Chairperson**

**Kildare County Childcare Committee**

## CEO Statement

I am pleased to present the Kildare County Childcare Committee (KCCC) Annual Report for 2015. The report provides an overview of the work carried out by KCCC to date and in the year 2015 highlighting our objectives/goals and achievements. KCCC has achieved, and in many instances exceeded, all planned objectives for 2015 with regard to actions and operational goals. The organisation reached the end of 2015 on target and within budget.

The timely administration of childcare funding programmes on behalf of the Department of Children and Youth Affairs continued to be the mainstay of KCCC's work in 2015. Our responsibility for the administration of childcare funding schemes was expanded by the introduction of Programmes Implementation Platform and the Learner Fund.

A range of objectives were successfully achieved including data management, communications, sustainability and HR supports, parent and toddler supports, as well as KCCC's ongoing commitment to raise quality practice standards through continuing professional development.

I would like to pay tribute to a capable and professional staff team, who despite the ongoing challenge of increased workloads, succeeded in delivering our planned programme of activities and responsibilities for 2015.

I would also like to acknowledge all those who contribute to the overall success of KCCC as an organisation. In particular, I would like to thank our Chairperson, Patricia Garland-Maloney and the Board of Directors for their commitment to KCCC.

I would also like to acknowledge the hard working early childhood sector in County Kildare especially those who engage in KCCC's initiatives and professional development opportunities. As we go into 2016, we await the impact of a number of changes for the early childhood sector in Kildare. This includes the new education focused inspection system, the new model to support access to Free Pre-School (ECCE) for Children with a Disability, the expansion of the ECCE year and hopefully 2016 will see the long awaited launch of a national early year's strategy.

## 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.

- Mary Waters: Irish Farmers Association
- Ted Murray: Clane Project Centre
- Anthony Egan Community and Voluntary Forum
- Patricia Garland-Moloney Chairperson,
- Kathleen Cash Vice Chairperson, Tír Na Nóg Childcare Centre
- Eilis Quinlan Quinlan Accountants
- Dr Catriona O’Toole NUI Maynooth
- Breda Cullivan Breda Cullivan & Co Solicitors

### BOARD OF DIRECTORS 2015

#### ATTENDANCE RECORD

NAME	JAN	MARCH	APRIL	SEPT	OCT	NOV	DEC	TOTAL
Patricia Garland-Moloney (Chairperson)	1	1	1	1	0	1	1	6
Kathleen Cash (Vice Chairperson)	0	1	0	1	1	1	0	4
Anthony Egan	0		1	1		1		3
Thaddeus Murray	1	1	1	1	1	0	1	6
Catriona O'Toole	1	1	1	1	1	1	1	7
Eilish Quinlan	1	1	1	0	1	1	0	5
Mary Waters	1	1	1	1	0	0	1	5
Breda Cullivan ( March 2015)		1	1	0	1	1		4

1 = Attended

0= Apology non-attendance

Blank space = no apology rcd

We are currently seeking Directors with:

- PR/Communications/Media experience to support KCCC in the implementation of our Communications Strategy.
- Experience in the Provision of Family Support to provide direction in supporting Early Years Service to provide childcare to disadvantaged or at risk families.
- Experience in influencing the development of policy to enable KCCC to adequately represent the needs of childcare services and the children and families access them.

Kildare County Childcare Committee is made up of 6 permanent staff as follows:

CEO	Julie McNamara
Administration Officer:	Michael P Quirke
Development Officers:	Fidelma Martin
	Marianne Casey
Programme Administrator:	Emily Moore
Information Officer:	Marie Dowdall

### Objectives/Goals

- To develop comprehensive childcare supports, infrastructure and services where the holistic well-being, needs and rights of children and families are fundamental
- To enhance quality early childhood education and care and school-age provision
- To consolidate investment in the sector in order to support the continuing development of a stable, integrated and sustainable infrastructure
- Through on-going professional development, build on the capacity of the ECCE sector to enhance and develop quality ECCE services for children and their families
- To ensure effective and transparent collaboration, communication and consultation by all stakeholders involved in childhood care and education; optimising resources to support the implementation of the early childhood care and education strategy.

### Key Achievements

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

## National Programmes

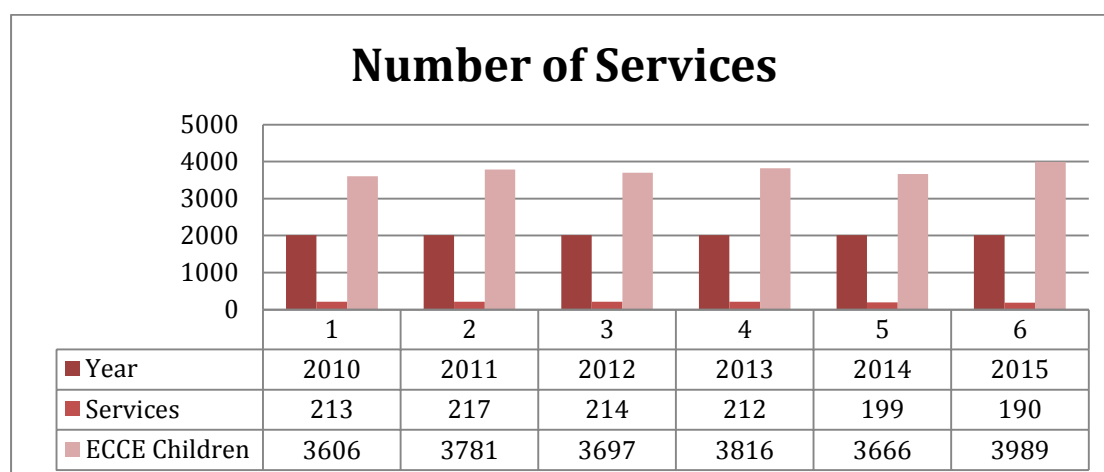
On behalf of the Childcare Directorate of the Department of Children and Youth Affairs (DCYA) Kildare County Childcare Committee administer the National Programmes. The National Programmes are:

### ECCE Programme

Budget 2016 announced the Increase

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 will be 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). This increases the number of weeks available on the ECCE scheme. Children will be able to enrol in pre-school at 3 different points in the year (September, January and April) in order to access the scheme.

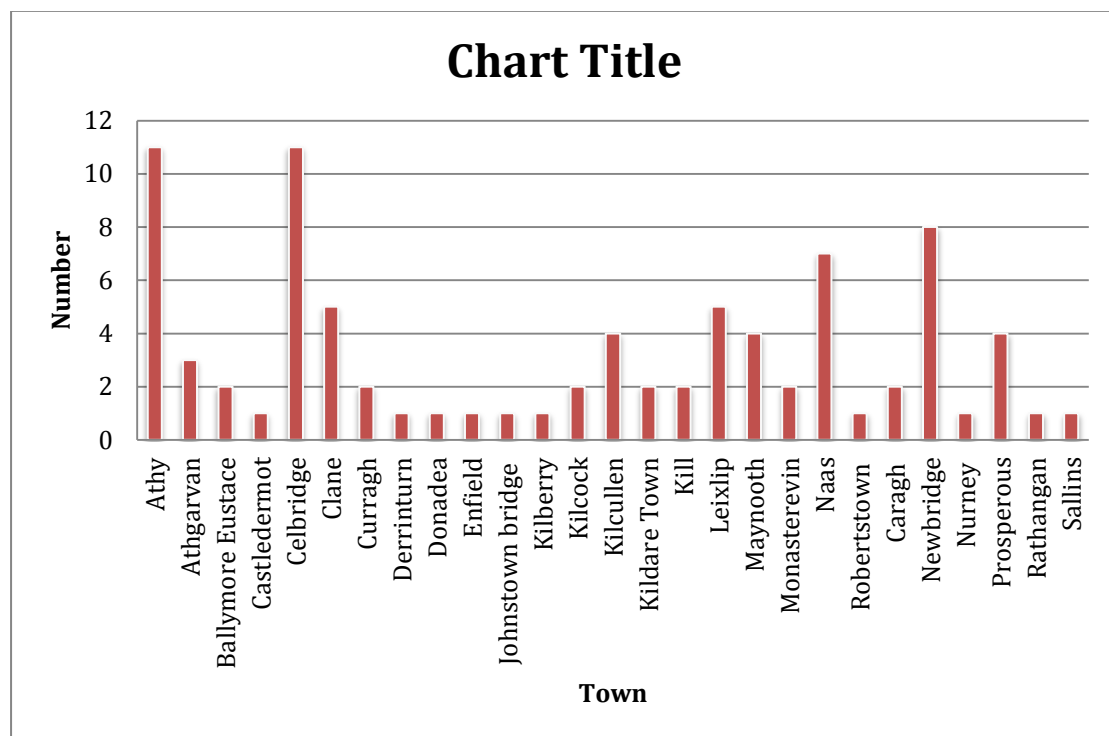
Kildare currently has 190 services participating in ECCE Programme with 3989 children registered from the September 2015 cohort. This is likely to double in the coming years with the expanded age-range eligibility. Since the Programme was introduced in 2009 over 22,000 children have availed of their universal preschool year in Kildare.



### Community Childcare Subvention Programme

Traditionally the Community Childcare Subvention (CCS) Programme supports disadvantaged parents by providing support for parents in low paid employment and training or education by enabling eligible parents to avail of reduced childcare costs at participating community childcare services. There are 6 community/not-for-profit childcare services participating in the CCS Programme in Kildare located in Newbridge, Athy, Maynooth and Allenwood, catering for up to 217 children. Since the Scheme's introduction in 2008, over 2,200 families have benefited from the scheme in Kildare. Two additional community/not-for-profit childcare services will be in contract to offer CCS to disadvantaged parents from September 2016 in Kilcullen and Kildare town.

In Budget 2016 the expansion of the CCS Programme to private providers (CCSP) was announced. All private providers were invited to participate in the programme. Kildare has 86 private services going into contract to provide the CCSP programme across the county which will ensure that parents who are eligible for the programme will now be able to avail of it within their local community.

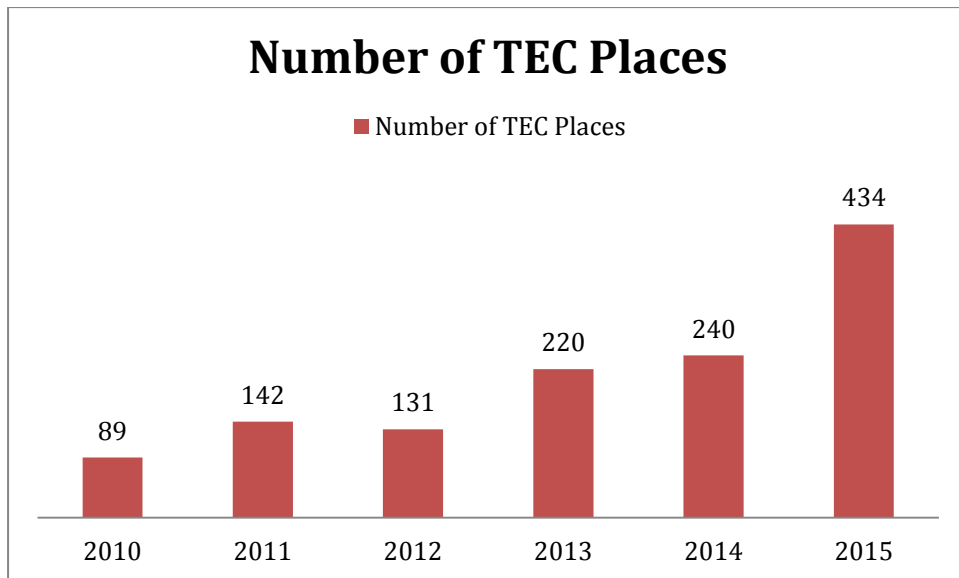


**Childcare Education and Training Support Programme**

The Childcare Education and Training Support (CETS) Programme was introduced in September 2010. The objective of the Programme is to support parents on eligible training



courses and eligible categories of parents returning to work, by providing subsidized childcare places. The TEC Programmes consist of 3 strands: the Childcare Education and Training Support Programme (CETS), the After-school Childcare Programme (ASCC) and the Community Employment Childcare Programme (CEC). The allocation of childcare places under the Programme is managed by the DCYA, via the City and County Childcare Committees (CCCs) and local childcare service providers. Kildare has up to 400 child places registered for the 3 strands.



### Capital investment in Early Childhood Care and Education Services

Since 2000, 104 capital grants have been received by service providers in Kildare. In Kildare over €8.5million had been invested in the Childcare Sector through Capital funding to date.

### 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 and National Schemes. 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.
- Sustainability supports based on a system of prioritisation using evidence based took-kits.
- Guidance on the implementation of the Governance Code to Boards of Community Services
- Leadership/Coaching to Managers of Community Services in relation to Planning, Staff Support and Supervision, Monitoring and Reporting.
- Development of a HR/Leadership/Mentoring training programme

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. It enables a number of KCCC staff members to engage with services imparting their own expertise therefore building key relationships and trust.

### **Development of Resources**

### **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

KCCC have delivered 23 workshops on Children First Accredited Training to 370 from Early Years Practitioners across 162 Services have been trained by KCCC Children First Accredited Trainers since 2014.

### Community of Practice

KCCC worked 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, followed by Best Beginnings, Maynooth, Busy Beavers, Castledermot and Tiny Tots, Athy. 50 participants engaged with the Community of Practice since 2014 from 20 Childcare Services.

### Key Priorities 2015

For 2015, the Childcare Directorate (DYCA) named the following areas as priorities:

On-going/core work	<ul style="list-style-type: none"> <li>Supporting the delivery of the three national programmes (ECCE, CCS, CETS)</li> <li>Supporting sustainability throughout the sector</li> <li>Supporting childcare providers</li> </ul>
Quality	<ul style="list-style-type: none"> <li>Actions planned at a local level must be submitted to a Collaborative Quality group that will be the Clearing House for all proposed quality initiatives</li> <li>A separate but aligned Collaborative group will develop a baseline model</li> </ul>
Child Protection	<ul style="list-style-type: none"> <li>Child Protection Early Years Committee</li> <li>Rollout of Children First Training</li> </ul>

Training	<ul style="list-style-type: none"> <li>• Actions can be planned at a local level to up skill staff to Level 5 and Level 6 as appropriate</li> <li>• A Training Standards Collaborative group to be formed to look at and agree common understanding of training aptitudes</li> </ul>
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**Key Successes 2015**

**Learner Fund 1 & 2**

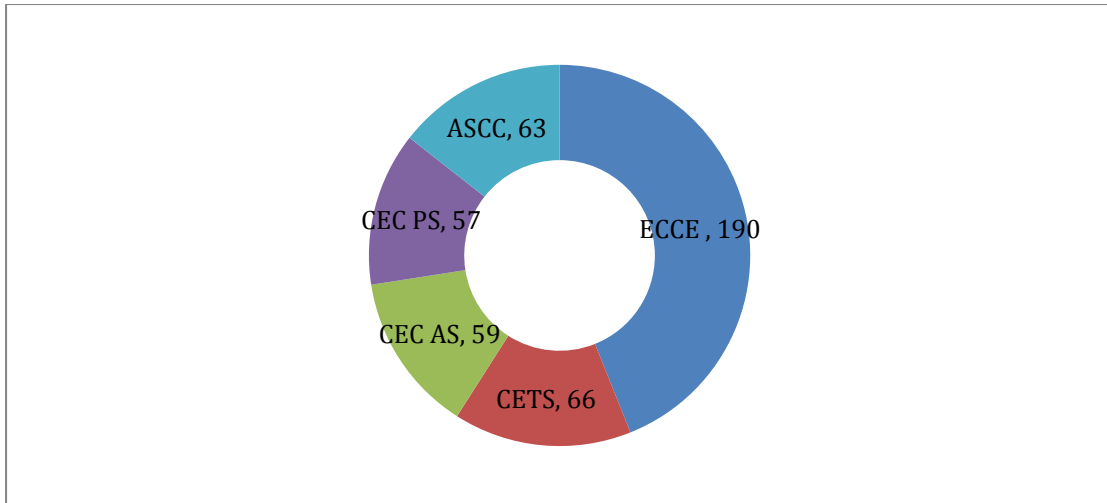
Learner Fund Round 1 resulted in 106 approved applicants with 43 of these on Level 5 programmes and 63 on Level 6 programmes with funding approved totaling €91,200.00

Learner Fund Round 2 has resulted in 94 approved applicants with 18 of these on Level 5 programmes and 76 on Level 6 programmes. Funding approved for Level 2 €89,742.70 KCCC is working with 10 training providers in rolling out these programmes.

Learner Fund 3 has resulted in 7 approved applications with funding approved of €6510.

**National Programmes**

In 2015 KCCC continued to manage the 2 national programmes ECCE and TEC by assigning lead responsibility to our programme administrator. This involved leading the implementation of PIP, service registrations and amendments, contracts, compliance, updates to the programmes and the overall general queries for all existing services and new entrants.



## Quality Outreach Programme

In 2015 KCCC developed Phase 2 Quality Outreach Programme to further support and empower providers who have participated in KCCC Quality Outreach Programme and are in need of a broader suite of supports. The focus of phase two is to assist services to develop quality within their childcare services through on-site consultative visits and cluster group workshops.

The consultative visit includes an opportunity through observation and dialogue to identify areas of support, using a tool designed by KCCC. An implementation plan is agreed that draws on the Aistear/Siolta practice guide.

The workshops focus on specific areas which have been identified during the consultative visits and are specifically designed to provide hands on experiential involvement with the participants.

Some examples of testimonials received by KCCC in 2015 include

*"In general I found the visit very helpful to all management and staff, the staff are more confident in their work as we haven't been assessed in three years. I welcome any support network to our service. Thanks for doing a great job much appreciated".*

*"Extremely helpful"*

*"We found the Quality Outreach Programme great helped us a lot"*

*"Staff who attended workshops found that they...look at things differently...the way that children see things...we learn something new and this all adds up to improving how we value children's ability and their learning experience"*

### **Parent and Toddler Group Supports**

Through KCCCs involvement with the Children and Young Peoples Services Committee, a steering group has been established to identify what parent and toddler groups were currently being supported and the types of support that were available and where the gaps in support lay. As a result of this, an information flyer was developed and disseminated which includes a wide range of supports available to parent and toddler groups in Kildare from 8 organisations. In 2015, as part of the steering group KCCC in collaboration with Kildare Wicklow Education Training Board, County Kildare Leadership Partnership and Kildare library services offered outreach visits to support parent and toddler groups in identifying supports that they may need to ensure the sustainability and effectiveness of the group. KCCC also facilitated a hands- on series of workshops on "learning thro play". Evaluations undertaken by groups who participated in the "Learning thro Play" were very positive and KCCC intend to continue this level of support in 2016.

*"I really enjoyed it and the children really enjoyed it also"*

*"We really enjoyed the sessions. We'd love if the Learning thro Play was available every week"*

*"My children enjoyed painting and reading. Thanks very much"*

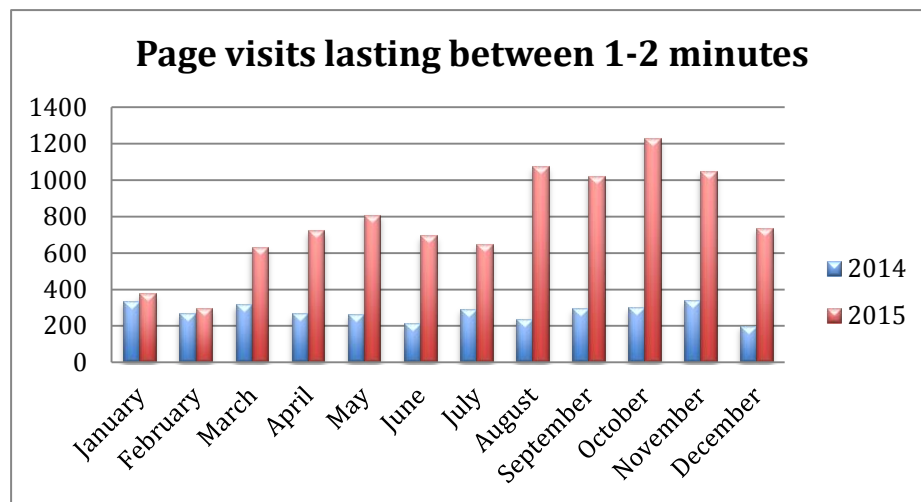
### **Early Years Capital**

All childcare providers were contacted by email and telephone to encourage them to apply for a capital grant. 98% of grant applications submitted were approved. 2 community services received Strand 2 approval amounting to €42,794. 143 providers received approval for Stand 4 amounting to €70,216.

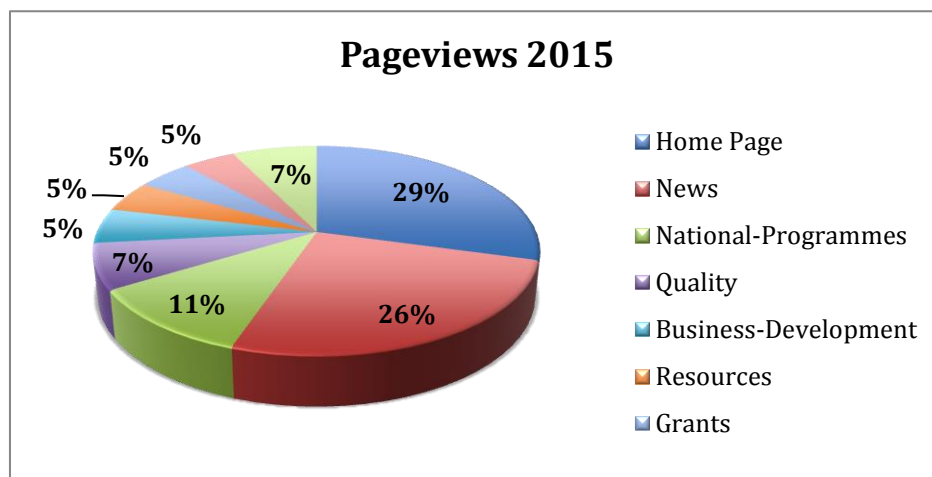
## Website Development

In March 2015 KCCC launched our new website to support the ECCE Sector in Kildare with dedicated sections for the National Programmes, Business Development, Grants, Training, Child Protection and Quality.

KCCC's website now provides a more efficient way of monitoring traffic and behaviour on the site with the use of Google Analytics. The chart below shows the number of sites visit the KCCC website has had per month in 2015 in comparison to 2014.



The chart below provides information on the pages on the KCCC site that received the most visits in 2015.



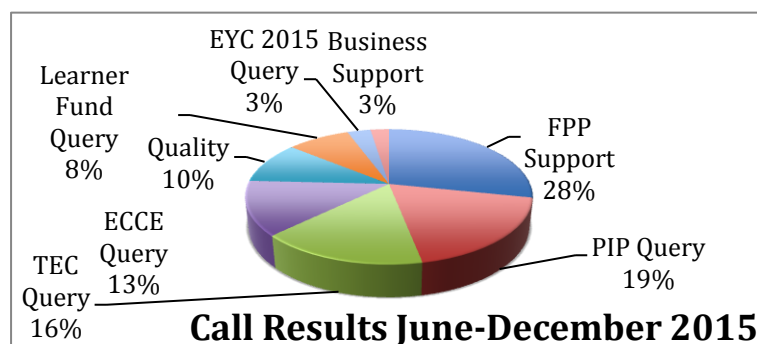
In 2015 KCCC added an Events and Training Calendar to our website. This is updated with all relevant training and events available for childcare providers, child-minders and parent and toddler groups in Kildare and the surrounding areas.

## Research

In 2015 KCCC presented at Children Research Network for Ireland and Northern Ireland on the topic of Local Collaborative initiatives/Case-studies from Waterford and Kilkenny Childcare Committees.

## Data Management

A positive impact on the work of KCCC has been our Client Relationship Management system. In June 2015 KCCC began to use onepagecrm.com that enables staff members to log phone calls, emails and notes in relevant to individual childcare services. This enables KCCC to keep all communications with a service provider in one place, enhancing our internal and external communications. It also gives us the information to plan for busy periods. It supports KCCC to document the type and number of queries that Childcare providers have which informs policy and planning. For example, on the day of the budget 2016, KCCC received 108 phone calls from childcare providers and parents in relation to the expansion to the ECCE Programme. A summary of the types of supports provided by KCCC in the latter half of 2015 are detailed below.



## Governance

KCCC are committed to the highest standard of governance. A comprehensive analysis of KCCCs 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).



## Financial Report

The total allocation from Central Government funds in 2015 for Early Childhood Programme amounted to €385,000. In addition, we received other funding:

Parent ad Toddler - €10,337

Learner Funds - €138,689

Child-minding Development Grant - €9,597

## Board Meetings

The Board of Directors held seven meetings and our AGM.

## The Governance Code

The Code of Governance for the Community and Voluntary Sector was published by the Working Group of the sector in March 2012. Organisations in the Community, Voluntary and Charitable Sector are now asked to schedule time to adopt the Code and work towards complying with the implementation actions that underpin each of the five (5) principle's. KCCC have commenced working on the code and it is estimated that the document should be completed in 2017.

## Charities Regulatory Authority (CRA) - CHARITIES ACT 2009

The CRA was established on the 16th of October 2014 under the terms of the Charities Act 2009. The Charities Regulatory Authority (CRA) is Ireland's national statutory regulatory agency for charitable organisations and is an independent agency of the Department of Justice and Equality. Each Charity is required to register with the CRA and create an individual "online account". KCCC registered with the Authority in 2015.

## Challenges

The main challenge for KCCC has been the increased demands placed on KCCC in relation to the administration of the National Programmes through PIP, the administration of the

Learning Funds whilst continuing to prioritize, support to Childcare Services in relation to quality, continuous professional development, sustainability and HR.

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**AGM 21/04/2016**