



## Annual Report 2022



An Roim Leanaí, Comhionannais,  
Míchumais, Lánpháirtíochta agus Óige  
Department of Children, Equality,  
Disability, Integration and Youth



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government supporting communities

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## Glossary of Terms

AIM	<b>Access and Inclusion Model;</b> AIM is a model of supports designed to ensure that children with disabilities can access the ECCE Programme in mainstream pre-school settings
Better Start	<b>Better Start</b> National Early Years Quality Development is a national initiative established by the Department of Children, Equality, Disability, Integration and Youth and hosted by Pobal. Better Start promotes quality and inclusion in Early Learning and Care (ELC) settings for children from birth to six years of age in Ireland
CAPA	<b>Corrective Actions and Preventive Actions;</b> are the defined actions necessary for a Registered Provider to take in order to address the non-compliances, identified in their Inspection Report, and prevent the non-compliances reoccurring in order to meet the regulatory requirements defined by The Child Care Act 1991 (Early Years Services) Regulations 2016
CCSP	<b>Community Childcare Subvention Plus Programme;</b> under CCSP disadvantaged parents and parents in training, education or low-paid employment can avail of childcare at reduced rates. The subvention is available to children going to a participating Tusla registered community childcare service. Disadvantaged parents and parents in training, education or low-paid employment can avail of childcare at reduced rates
CHICK	<b>Child Identifier Code Key;</b> a unique code received when an application for the NCS is approved
Core Funding	Recommended by an Expert Group and approved by Government, Core Funding introduces a strategic way of funding the sector and begins the transformation of the sector to one that is increasingly publicly funded and publicly managed, delivering a service for the public good, through a partnership between the State and providers, to the benefit of children, parents, educators and practitioners, and society overall
DCEDIY	<b>Department of Children, Equality, Disability, Integration and Youth</b> (formerly DCYA); its mission is to lead the effort to improve the outcomes for children and young people in Ireland
Early Years Hive	The dedicated early years programme portal for service providers
EYSP	<b>Early Years Sector Profile;</b> a report produced by Pobal on behalf of the DCEDIY and it provides a detailed overview of the ELC and SAC sector in Ireland. The report is a very important monitoring instrument, assessing the impact of programme and policy change in the sector
AEYSPS	<b>Annual Early Years Sector Profile Survey;</b> a comprehensive survey of all ELC and SAC settings in the country and is the primary data source on this sector. It is developed and published by Pobal on behalf of the DCEDIY

ECCE	<b>Early Childhood Care and Education Scheme;</b> the ECCE scheme provides early childhood care and education for children of pre-school age. Children can start ECCE when they are 2 years and 8 months 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). The normal pattern for the free pre-school year is 3 hours a day, 5 days a week, over the school year. The State pays a capitation fee to participating playschools and day care services that provide a pre-school service free of charge to all children within the qualifying age range
ELC	<b>Early Learning and Care;</b> a setting providing early learning and care to children aged from birth to six years
EYPC	<b>The Early Years Provider Centre;</b> the designated point of contact for service providers to direct queries regarding existing Department of Children, Equality, Disability, Integration and Youth funded childcare programmes
KCCC	<b>Kildare County Childcare Committee;</b> one of 30 City and County Childcare Committees (CCCs) who operate as local agents of the DCEDIY and support the delivery of early education and childcare programmes at a local level
LINC	<b>Leadership for Inclusion in the Early Years;</b> LINC is a free higher education programme designed for early childhood teachers working in early learning and care, to promote the inclusion of all children. After completing the programme, graduates will carry out the role of Inclusion Coordinator
NAPC	<b>National Action Plan for Childminding (2021 - 2028);</b> a pathway to be developed over the next 8 years that sets out steps towards regulation, support and subsidies, for all paid, non-relative childminders. The Action Plan will involve change and significant benefits for childminders, children and the families using their services. The aim of the Action Plan is to provide greater recognition for childminding and to support childminders in their work of providing high quality early learning and care and school age childcare, thus supporting child development and learning outcomes and helping families
NCS	<b>National Childcare Scheme;</b> the first ever statutory entitlement to financial support for childcare. It establishes an equitable and progressive system of universal and income-related subsidies for children up to the age of 15. It also provides an innovative and user-friendly online application process to access those subsidies
PIP Portal	<b>Programmes Implementation Platform (PIP) Portal;</b> an online administration system for the national DCEDIY Childcare Funding Programmes
Pobal	<b>Pobal</b> works on behalf of Government, and in conjunction with communities and local agencies, to support social inclusion and local and community development. It undertakes an oversight and financial management role with the CCCs and works collaboratively with these organisations to deliver on the DCEDIYs annual priorities
PSP	<b>Programme Support Payment;</b> a payment to services offering state supported childcare in recognition of the time required for the administrative work associated with the scheme

SAC	<b>School Age Childcare;</b> a centre-based service for school going children aged 4-15 years
TEC	A childcare programme funded by the DCYA and is specifically designed to support parents/guardians on eligible Education and Training Board training courses, as well as certain categories of parents/guardians returning to work, by providing subsidised childcare places.
Tusla	<b>The Child and Family Agency;</b> the dedicated State agency responsible for improving wellbeing and outcomes for children.
CYPSC	<b>Child and Young Person Services Committee;</b> are county-level committees that bring together the main statutory, community and voluntary providers of services to children and young people.

## Company Information

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<b>Company Registration Number:</b>	355991	
<b>Charitable Status Number:</b>	15585	
<b>Registered Charity Number:</b>	20054175	
<b>Revenue Employers Number:</b>	6375991Q	
<b>Directors: (*date resigned)</b>	Kathryn Brennan Edel Smyth David McCarthy Aisling Mulligan	Yvonne Darragh Anthony Egan *30.06.2022 Kathleen Cash*30.06.2022
<b>Auditors:</b>	<b>Keith Traynor Accountants</b> Pinewood Lodge Courtown Little Kilcock Co. Kildare  Web: <a href="https://ktaccountants.ie">https://ktaccountants.ie</a> Email: <a href="mailto:info@ktaccountants.ie">info@ktaccountants.ie</a> Tel: 01 6303048	
<b>Solicitor:</b>	<b>Eugene Smartt Solicitors</b> Newlands Retail Centre Newlands Cross Dublin 22 D22 K590  Web: <a href="https://smarttlaw.com">https://smarttlaw.com</a> Email: <a href="mailto:info@smarttlaw.com">info@smarttlaw.com</a> Tel: 01 4037340	
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## A Foreword from our Chairperson



My name is Ed Drew and I was appointed Chairperson of The Kildare County Childcare Committee (KCCC) in December 2022. It is a pleasure for me to welcome you to the 2022 annual report.

During 2022, KCCC continued to demonstrate that we are a resilient, adaptable and flexible organisation that has met all its objectives within its remit contained within the Statement of Work.

Without doubt, the two biggest non-Covid obstacles that have impacted on the work of KCCC in 2022, was the humanitarian crisis and the introduction of Core Funding.

We adapted quickly to the additional workload required by the DCEDIY's response to the Ukrainian Crisis, carrying out data collection and supporting services and local agencies to support families seeking childcare and running or co-ordinating events throughout the year. The introduction of Core funding to support the regulation of fees nationally in was a large undertaking for the sector and resulted in an unprecedented demand for supports by KCCC. The key issues impacting on childcare services in the county recruitment and retention of staff. KCCC have made links with relevant agencies in the county to support childcare services in recruitment and retention.

Five new Directors were recruited in June 2022, and I was elected Chair in December 2022. An Independent Board evaluation was completed and a Governance Working group was established to implement its recommendations. Governance responsibility has been added to the remit of the Finance, Audit and Risk Sub-Committee which is now the Finance, Audit, Risk and Governance Sub-Committee.

Four Directors left us in 2022 and on behalf of the KCCC I'd like to take this opportunity to thank them for their hard work and commitment. We would not be in the excellent position we are in today without you. Thanks to Patricia O Connor (2 years), Réitlín McCall (5 years), Kathleen Cash (16 years) and Anthony Egan (13 years).

Finally, I'd like to extend my thanks and gratitude to all the staff in KCCC who work tirelessly to promote the highest standard of childcare in this county. As Chair and as a father of three young children, I cannot thank you all enough.



I look forward to working with all in 2023 and continuing to provide a wonderful, child centred, inclusive, respectful, collaborative, accountable and supportive service.

Sincerely,

Ed Drew

Chairperson KCCC

## Message from our CEO



Welcome to the Kildare County Childcare Committees 2022 Annual Report. The Childcare and Education Sector including the Childminding Sector have experienced many successes and challenges over the course of this year. I am proud to say our growing team have worked alongside everyone in our sector with compassion, dedication and determination aiming to meet the childcare and education needs of children in Kildare.

While reflecting on the past two years, although Covid 19 brought many challenges it also offered opportunities to strive for excellence and we developed new ways of working.

Post Covid we faced new challenges due to the Humanitarian Crisis in March 2022. KCCC warmly welcomed families affected by the Ukraine Crisis, supporting families to access childcare places, childcare subsidies information, summer camps, play and stay using a multi-agency approach throughout the county.

In 2022, Core Funding was introduced as a new strand of funding to ELC, SAC and Tusla Registered Childminding services which forms part of the new funding model as recommended by an Expert Group and approved by Government in December 2021. There was a national investment of €259 million per year available through Core Funding Programme Year 1 (September 2022 – August 2023). This is a huge milestone for our sector as services received a supply-side funding designed to improve affordability, quality, inclusion and sustainability. KCCC provided additional support to services to access this new funding stream. In September 2022, we also welcomed another milestone for our sector with the two new Employment Regulation Orders (EROs) commencing which provided a minimum hourly rate of pay and other conditions of employment for various roles in the Early Years Services Sector.

However, our sector remains under pressure to recruit qualified, passionate, staff ensuring children are receiving a high quality ECCE experience. KCCC advertised 68 vacancies on our website in 2022 and attended a recruitment event. Further ongoing sector challenges included the lack of premises suitable for Childcare and Education services in Kildare. This issue has forced the closure of several services and is putting pressure on others to close.

KCCC is working with CYPSC (Children and Young People's Services Committee), the County Council and Tusla on addressing these issues in the county. We supported many childcare services to register with Tusla and identified 17 potential childminders and supported them to set up childminding businesses. This was welcomed by parents, as there was limited creche spaces available for children particularly aged 0-3 years. In 2022, there are 3,604 children under the age of 15 years cared for by Childminders and 6,757 children under the age of 15 years in Centre Based Childcare Services in Kildare (Census, 2022 report). There are currently over 180 childcare services, 89 childminders and 22 parent and toddler groups with approximately 10,000 children registered in the national childcare funding schemes in Kildare. In May 2022 KCCC recruited a Regional Childminding Development Officer (RCMDO) to support childminders in three counties including Kildare. Throughout 2022, our RCMDO worked on a national team to develop national childminding resources and carried out international childminding research. We are delighted that our RCMDO is moving to a local level solely supporting childminders in Kildare in 2023. We also recruited a new Development Officer in October 2022.

We are happy to say our face-to-face support for services recommenced this year. KCCC team supported 13 services with CAPA responses to Tusla Inspections and collaborated with Better Start Quality Development Programme. Always Children First Training took place in person too.

Our Communications strategy involves using online and electronic media to communicate with our target groups, including Childcare Services managers and educators, parents, and childminders. KCCC promoted Childminding Development Grant, Building Blocks Grant, Fire Safety and Sustainability Grant, Parent and Toddler Grant and Learner Bursaries through our strong social media presence including our website, Facebook, Twitter, Linked In and Instagram.

The above summary demonstrates the high levels of diverse work undertaken. Although we completed 69 actions as contained in our Statement of Work. KCCC delivered an additional 29 actions including Ukraine supports and our Strategic Plan. We also had an extraordinary number of interactions with services supporting the implementation of the Core Funding. This was due to the passion and commitment of our team who worked tirelessly to meet the needs of our stakeholders and children this year.

KCCC's key strength is our experienced inclusive staff team. I would like to take the time to thank previous team members for their input and passion while working with KCCC and well wishes to our DO who went on maternity leave in December 2022. Our team are lifelong learners valuing Continuous Professional Development (CPD) for us to thrive and reach our full potential. Our sector is fast paced and ever changing and CPD increases our capacity to meet the diverse needs of our stakeholders. This year, three of our team trained as Always Children First Facilitators, our whole team were trained in Restorative Practices, two were trained as First Aid Responders and one started a master's in training and leadership. As the CEO, the well-being of our staff is a key priority, a hybrid work model was introduced to support work/life balance.

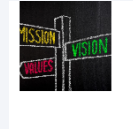
Our team would like to thank everyone involved in the childcare sector in Kildare who, every year go above and beyond in supporting all children and families to access childcare particularly this year during the Ukraine and Housing Crisis. Your passion, endless commitment and positivity always shines through when we engage with you all.

In 2022, we engaged with many stakeholders to develop the Kildare County Childcare Committee new 3-year Strategic Plan for 2023-2026. We look forward working with you all and launching and implementing this Strategic Plan in 2023.

***Julie McNamara***

***CEO***

## About Kildare County Childcare Committee



### Our Vision

Through the leadership of Kildare County Childcare Committee, early childhood is understood as a significant and distinct time in life that must be valued, nurtured and respected, where every child in Kildare has equal access to the highest quality education and childcare experiences within their local communities.

### Our Mission

KCCC strives to ensure that early childhood is understood as a significant and distinct time in life that must be valued, nurtured and respected, and that every child in Kildare has equal access to the highest quality education and childcare experiences within their local communities.

### Our Values

Kildare County Childcare Committee (KCCC) have agreed the following Organisational Values

As a member of KCCC, directors promise to abide by the fundamental values that underpin all the activities of this organisation.

**Child Centred:** Everything we do is driven by the welfare of children.

**Inclusive:** We value the diversity within our local communities in County Kildare and promote opportunities for participation and equal access for all.

**Respectful:** We listen and treat everyone fairly keeping an open mind.

**Collaborative:** Together we are better and create a greater impact.

**Accountable:** We are responsible for our decisions and contributions.

**Supportive:** We are encouraging, helpful and seek to bring value to all we engage with

### Our Structure

We are operated as a not-for-profit organisation, governed by a Board of Directors.

## Our Board of Directors

Our Board is made up of stakeholders with appropriate skills sets in governance such as HR, Finance, Organisational Development with representation from the community and voluntary sectors, parents and childcare providers, who sit in a voluntary capacity.

See [Board report 2022](#) and Appendix 1 – [KCCC Organisational Chart 2022](#)

## Our Funding



We are funded directly by Pobal, a government agency ([www.pobal.ie](http://www.pobal.ie)), with close operational links with the Department of Children, Equality, Disability, Integration and Youth (DCEDIY). <http://www.gov.ie/en/organisation/department-of-children-equality-disability-integration-and-youth>

## Our Staff

We employ five full-time and two part-time staff members. Full information about our staff is available at: <https://www.kccc.ie/Our-Members> See Appendix 2 – [KCCC Salary Scales](#)

## Our Governance

Kildare County Childcare Committee has adopted the Charities Governance Code.

See <https://www.charitiesregulator.ie/en>

We seek to offer transparency on all aspects of our organisation. Full information on all of the following areas is available on our website (click to follow links):

**Our Board & Staff:** <https://www.kccc.ie/Our-Members>

**Our Financial Records and Annual Reports:** <https://www.kccc.ie/Governance/>

**Our Complaints Procedure:** <https://www.kccc.ie/Governance/Complaints>

**Our Privacy Policy:** <https://www.kccc.ie/Privacy-Policy>

## Our Programme of Work

Our programme of work is set out in our Statement of Work, provided by Pobal/ DCEDIY. KCCC work to complete this programme in line with our own principles and those of First 5, the government strategy to improve the lives of babies, young children and their families. We also have scope to perform additional actions as the need arises.

In 2021 KCCC supported 191 ELC, SAC, and 89 Childminder 2 of whom are Tusla registered childminders in Co. Kildare. Many other parents, childminders, parent & toddler groups and childcare practitioners were also supported.

### **Our work includes:**

- Administration of Government Childcare Schemes
- Quality, Child Protection & Equality and Diversity Training for the childcare sector in the county
- Grant administration
- Networking and development locally and nationally
- Parent Supports in relation to Government Childcare Schemes and Access and Inclusion Model, Parent and Toddler groups.

### **2022 – the year that was...**

Our work for 2022 can be divided into the following categories:

- ◆ Covid-19
- ◆ Administration of Government Childcare Schemes
- ◆ Quality, Child Protection & Training
- ◆ Grants
- ◆ Childminder Supports
- ◆ Communications
- ◆ Local and National Networks
- ◆ Finance
- ◆ Board of Directors report

## Covid-19

The pandemic enabled KCCC to further develop collaborative community relationships and opportunities to work using multi- interagency approaches. In 2022, we worked closely with our colleagues in Childcare Committee's Ireland, Kildare Young Peoples Children's Services Committee, Local Enterprise Office, Pobal, Better Start, DCYA and the National Childcare Voluntary Organisations, particularly Early Childhood Ireland & Childminding Ireland. KCCC are represented on CCI, Kildare Roma/Traveller Interagency forum, Kildare/West Wicklow Parenting Forum and Tusla Child and Family networks to carry out our Statement of Work.

At the beginning of 2022, we supported services through answering phone queries when services were affected by positive Covid cases. As we moved through 2022 post pandemic needs emerged. Our communities and especially children are still affected by the trauma of lockdowns. KCCC are responsive to these needs facilitating information sessions for parents/educators on childhood developmental delays and supporting children with additional needs to thrive at home and in ECCE. We supported 16 children with additional needs and/or developmental delays to access AIM supports in their ECCE's enabling children to have a positive, meaningful ECCE experience. As a result of working through the pandemic we amplified our team's sense of innovation and creativity as we found new and diverse methods to engage with services and families to meet their needs.

## Administration of Government Childcare Schemes

### National Programmes

KCCC continues to administer the National Childcare Funding programmes on behalf of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY). KCCC supports all existing services through the process on the early years hive, particularly during the summer months with for the programme readiness requirements. KCCC will also offer support to all start up services on the steps they must take before onboarding on to the Early Years Hive, further support is then offered to obtain the service reference number.





### National Childcare Scheme (NCS)

There was a welcome change to the NCS programme and in 29 August 2022, the upper age eligibility for the National Childcare Scheme (NCS) Universal Award increased from 3 years of age to 15 years of age. The minimum rate for the Universal Assessed Award was raised from 50 cents to €1.40 per child per hour for all ages. Additionally, all Income Assessed awards were recalculated with this new rate and awards updated accordingly. The budget advised that the subsidy rate would be increased again at the start of the 2023.

Further welcome changes to the scheme in 2022 were to hours as previously where parents were not engaged in work or study, the Scheme provided an entitlement of up to 20 hours of subsidised early learning and childcare per week (standard hours). Where parents are engaged in work or study, the Scheme provides an entitlement of up to 45 hours of subsidised early learning and childcare per week (enhanced hours) leading to the hours spent in pre-school or school being deducted from a family's entitlement to subsidised hours. Therefore, in cases where the parents were not engaged in work or study, access to subsidised early learning and childcare for children of pre-school and school age is generally only available during pre-school and school holiday periods. With the changes to age ranges and subsidies there has been an increase in the numbers of children availing of the NCS. KCCC continue to promote the programme at all events attended.

In 2022 KCCC supported 8 families to access the sponsored NCS scheme. Unfortunately, due to the lack of availability of childcare, there have been cases where KCCC have not been able to place children including the most vulnerable children affected by homelessness, humanitarian crisis and families engaging with Tusla family supports

### Community Childcare Subvention Plus Programme (CCSP)

The CCSP Saver Programme is only available to children who were registered for this prior to November 2019 and still retain their status with the Department of Social Protection. The numbers of children on the CCSP programme have decreased this year as children grow out of the programme or move to NCS.

### The Early Childhood Care and Education Programme (ECCE)

This programme is a universal two-year pre-school programme available to all children within the eligible age range 2.8 years- school age or 5.6 years.

It provides children with their first formal experience of early years education prior to commencing primary school. The programme is provided for three hours per day, five days per week over 38 weeks per year and the programme year runs from September to June each year.

There is one point of entry at the beginning of the programme year in August/September annually. The programme will be available to all children who have turned 2 years and 8 months of age before August 31st as long they won't turn 5 years and 6 months of age on or before June 30th of the programme year.

Childcare services taking part in the ECCE programme must provide an appropriate pre-school educational programme which adheres to the principles of Síolta, The National Quality Framework for Early years Care and Education sector and implement; Aistear, the National Curriculum Framework for Early Childhood Care and Education Sector. There is a high level of children in Kildare partaking in this programme.

### Access and Inclusion Model Programme (AIM)

The ECCE programme offers the Access and Inclusion Model (AIM) is a model of supports designed to ensure that children with disabilities can access the ECCE Programme. AIM is a child-centred model, involving 7 levels of support, moving from the universal to the targeted, based on the needs of the child and the preschool service. KCCC offers support to services and parents to ensure the best use of this programme, there is currently a high uptake of places for this programme.

### Core Funding

This new funding model was introduced in 2022 it supports delivery of ELC and SAC for the public good, for quality and affordability for children, parents and families. To achieve this, there is a need for greater State investment and greater public management of provision. Core Funding is the new funding stream to start this partnership for the public good between the State and providers.

Core Funding is funding directly to providers (supply-side funding) and is designed improve affordability, quality, inclusion and sustainability. Core Funding operates alongside the NCS and ECCE and constitutes additional income for providers on top of funding for these schemes, as well as income from parental fees. KCCC offered 4 workshops one to one and 500 telephone support calls to services to support them in contracting for this funding programme. The majority of childcare services in Kildare have contracted for the Core Funding Partner Service Funding Agreement.

#### Pobal Compliance

Pobal is contracted by the DCEDIY to conduct compliance visits with participating childcare Service Providers who operate one or more of the national childcare programmes. These national childcare programmes are: • Early Childhood Care and Education (ECCE) • National Childcare Scheme (NCS) • Community Childcare Subvention Plus (CCSP) Saver Programme All programmes are administered on the Hive (Early Years Platform). It is the responsibility of the Service Provider to ensure compliance with their contractual requirements KCCC supports childcare services in the county to be aware of their contractual requirements by updates, compliance support to individual services before and after a visit. KCCC delivered 2 Pobal Compliance workshops in 2022 to support services identify, prepare and familiarise themselves to what was required to ensure their service had a positive compliance outcome. These workshops were attended by managers and staff of 64 childcare services in Kildare.

#### National Aistear Síolta Initiative



**Aistear 0-3's** – In 2021, The National Council

for Curriculum and Assessment (NCCA) began a process to update Aistear, the Early Childhood Curriculum Framework (NCCA, 2009) and that consultation is currently underway. Phase 1 of the consultation was completed in December 2022, with Phase 2 beginning in 2023. See <https://ncca.ie/en/early-childhood/early-childhood-education-developments/updating-aistear/> for more information.

A special focus group for those working with younger children (birth to 3 years) was held, so that views on what is working well with Aistear and what needs to be updated in the Framework is heard by all relevant and interested parties.

In December 2022, KCCC had two Development Officers attend the training of trainers for the National Aistear Siolta Initiative. Training for services will commence in 2023.

#### Quality Support

KCCC continued to support childcare services in Kildare during 2022. Visits to services commenced again in 2022 after suspension due to Covid-19.

KCCC worked to support 13 services with their CAPA response to Tusla Inspections and also collaborated with Better Start Quality Development Programme to support 1 service. KCCC also supported all services in the county by providing information on Tusla Re-Registration and SAC Registration. We supported 23 services on a one to one basis supporting them with Tusla registration and 38 received one to one support in relation to Change In Circumstances.

#### Promoting Outdoor Play

KCCC had a great response to a community of practice / sharing practice event kindly hosted by Acres of Fun in Tagadoc in March 2022. There is a great appetite among providers to extend the delivery of outdoor based learning in the early years.

#### Children First Training

Kildare CCC is committed to the full delivery of the National Always Children First Plan as it is imperative to ensure better outcomes for children. It is Kildare CCC's aim to have all Early Years services trained in safeguarding, developing a safeguarding culture and developing robust policies and procedures.



Following the introduction of Mandatory reporting in 2018, KCCC continued to offer updated training to childcare services.

Services were continued to be advised, by way of our regular email bulletins, to refresh their knowledge through repeating the online e-learning programme.

In 2022 KCCC had 3 Development Officers trained to deliver the Always Children First Foundation Training and delivered 2 in-person Child Protection workshops that were held in

KCCCs Offices in Clane. Both training sessions were well attended by 26 childcare practitioners. In addition to this, 5 Child Safeguarding Statements were reviewed.

## AIM



The Access and Inclusion Model (AIM) is a model of supports designed to ensure that children with disabilities can access the ECCE Programme. Its goal is to empower pre-school providers to deliver an inclusive pre-school experience, ensuring that every eligible child can meaningfully participate in the ECCE Programme and reap the benefits of quality early years care and education. AIM is a child-centred model, involving seven levels of progressive support, moving from the universal to the targeted, based on the needs of the child and the pre-school service. KCCC have responsibility under their AIM budget to deliver actions under the Universal supports aspect of the model to include the following:

- the provision of information on AIM, including leaflet distribution, mailshot and the provision of information sessions to providers/parent's associations and other local networks where requested,
- the Provision of phone support for parents and providers and support with applying for supports through the PIP system,
- co-ordination and delivery of the Diversity, Equality and Inclusion Training,
- the provision of support to Pobal, as required, in relation to levels 5 and 7, and
- to engage with the level 3 training, as required, including the co-ordination of training and the delivery of some training.

In 2022, we hosted 6 information sessions in relation to AIM. We promoted AIM supports to all parents on our mailing list and we supported 16 parents who had difficulty in accessing AIM places.

We promoted AIM supports to all childcare providers in Kildare, assisting 7 services to engage with AIM for the first time and supporting 27 services to understand the AIM rules and 45 services receiving AIM information and supports.

## 2022 Grants

### The Childminding Development Grant

The grant is designed to assist Childminders, already providing a childminding service in their own homes, to enhance safety/quality in the service through the purchase of small capital items, equipment, toys or minor adaptation costs. In 2022, the CMDG application process was administered centrally by Cavan CCC. The grant was promoted locally by Kildare CCC on Facebook, Website. All childminders contacting Kildare CCC were supported with their application and 8 childminders received the grant.



### Building Blocks grant

**Building Blocks – Improvement Grant** The purpose of the Building Blocks – Improvement Grant is to improve the energy efficiency standards of facilities and to support the continuous improvement of the physical environment in services. The programme supports the Government’s ambitions as laid out in the National Development Plan. The Department of Children, Equality, Disability, Integration and Youth (DCEDIY) has allocated a budget of €10m for the Building Blocks – Improvement Grant, split between two strands. A minimum of €35,000 and a maximum of €75,000 will be awarded. Strand A – Green/Energy: For costs associated with improving the energy efficiency of a building. Strand B - Retrofit: For costs associated with retrofit and accessibility of an existing building - There was a high volume of applications nationally for this grant Kildare had 2 successful applicants.

### Fire Safety Sustainability Grant (FFSG)

The purpose of the 2022 Fire Safety Sustainability Grant is to support identified community not for profit Early Learning & Care (ELC) and School Age Childcare (SAC) services that have not yet completed the Tusla re-registration process due to being unable to meet the costs of required fire safety works. This was later opened to private services, KCCC worked with eligible services to encourage them to complete their registration.

The Parent & Toddler Grant

The Parent & Toddler was awarded to 13 Parent and Toddler groups in 2022 a total of €12,590.00 was paid to the groups.

Learner Fund Bursary

The learner fund bursary is a payment of €750 to reimburse recent graduates for an amount towards their 3rd level fees – 18 applicants were awarded the grant in 2022

## Childminder Supports

National Action Plan for Childminding

The National Action Plan for Childminders was launched in April 2021. In May 2022, KCCC recruited a Regional Childminding Development Officer (RCMDO) to support six CCC's including KCCC to support the development officers to engage with childminders in six



**National Action Plan  
for Childminding  
2021-2028**

counties and to work with a national team to develop tasks that arose as part of the

Our RCMDO and the national CMDO team developed a series of information sessions for childminders on

the topic of the Business Side of Childminding to encourage new and potential childminders to link in with their local CCC. We facilitated these sessions online and received positive feedback from the 6 childminders who attended from Kildare. The online information sessions were available to childminders and potential childminders from Kildare, Offaly, Westmeath, Longford, Meath and Louth. Approximately, 64 childminders registered for the information sessions and 40 attended. The evaluations from these sessions stated many positive reviews from childminders and new/ potential childminders joined KCCC database after attending the information sessions.

Leaflet for these online information sessions:



Throughout 2022, Childminders were invited to attend a host of different KCCC events, some were specifically for childminders and others were suitable for both childcare services and childminders. The events that were specifically for childminders included 2 in person childminding networking events, a childminder play and stay with a free book bag for childminders and a free childminders Paediatric First Aid course, all participants received a free first aid kit. We had 4 childminders engage with these in person events. We also contacted all our childminders to encourage them to collect their childminders book bags from the local libraries. We distributed 30+ book bags to childminders in 2022 and supported them to join their local libraries.

A monthly bulletin was sent to Childminders with information and resources that were relevant to childminding, including information on the National Action Plan, Covid-19 and local and national training and network opportunities. KCCC were available to Childminders for phone and email support as required. As well as supporting Childminders known to us, KCCC also supported new and potential childminders to join our KCCC childminding mailing list. KCCC childminders mailing list expanded to reaching 90 childminders in 2022.

KCCC supported Tusla Registered Childminders to register for the National Childcare Scheme and Core Funding for their Childminding Businesses.

In 2022 KCCC facilitated applications for the following for childminders:

The Childminding Development Grant is designed to assist childminders providing a childminding service in their own homes, to enhance safety/quality in the service through the purchase of small capital items, equipment, toys, or minor adaptation costs. In 2022, the CMDG application process was administered centrally by Cavan CCC. The grant was promoted locally by Kildare CCC on Facebook, Website. All childminders contacting Kildare CCC were supported with their application and 8 Childminders received the grant.

Childminder Learner Bursary is a separate Learner Fund Bursary for Childminders who are registered with Tusla and hold a Level 5 or Level 6 award on the National Framework of Qualifications (NFQ). KCCC advertised this bursary and shared it with 80 childminders on our database. However, no childminders applied for this in 2022.



## Communications

Our Communications strategy acknowledges the diverse communication needs of all our individual stakeholders. Therefore, we utilised many forms of communicating, including online and electronic media, phone calls, emails, and text messages with our target groups, including Childcare & Education Services, parents and childminders, community agencies. KCCC provided regular communication with services, regarding compliance, funding and support, grants were conducted through our usual email bulletins and Facebook posts.

- In 2022 we sent out 32 Childcare Bulletins to services in Kildare.
- We sent 10 bulletins to childminders in Kildare in 2022.
- We maintained a strong social media presence on our social media channels including our [website](#), [Facebook](#), and [Instagram](#).
- We shared 235 Facebook posts in 2022, with a reach of 17,182 on Facebook overall. We had 2784 people following our page.
- We had 68,284 visits to our website in 2022.

## Events

63 events were advertised and attended in 2022, the events included EDI, AIM, First Aid, Children First Training, and a number of essential information sessions to support the services.

## Recruitment Support

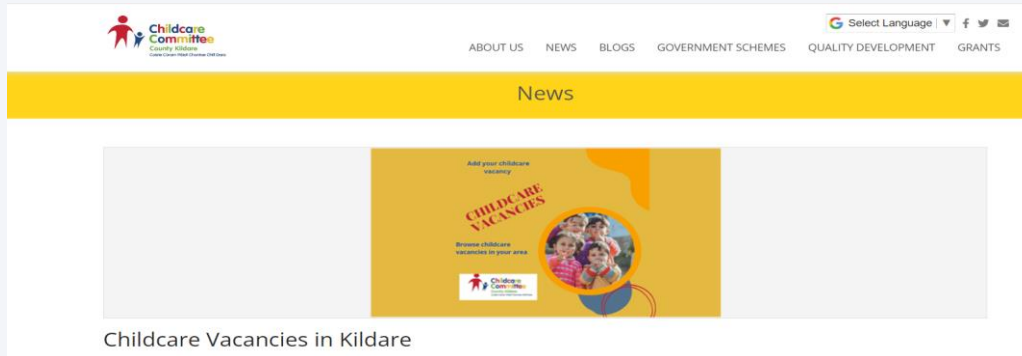
### Recruitment

KCCC continue to offer to all service the option to send job vacancies to be advertised on the KCCC website. Later in 2022 KCCC linked with the DEASP to attend a recruitment event in the DEASP centre, local childcare services were invited to attend and host a stand on the day. In follow on from the event KCCC linked with the Department of Employment Affairs and Social Protection (DEASP) regarding issues services have experience with recruitment.

The DEASP agreed that along with posting on the KCCC website services could complete the Jobs Ireland Vacancy Form that would be posted on the Jobs Ireland

website <https://jobsireland.ie/> the vacancies were then advertised to in all INTREO Centres, circulated to the DEASP Case Officers and partner organisations and matched to suitable job seekers they may have registered on their system.

A screenshot of our Jobs Board



## Planning / Premises Issues

The recruitment crisis is also paired with the lack of availability of premises for Childcare services in Kildare, an issue which has forced the closure of several services and is putting pressure on others to close. KCCC is now working with CYPSC (Children and Young People's Services Committee), the County Council and Tusla on addressing these issues in the county - see Childcare Infrastructure Group below. KCCC also contributed to the Draft County Development plan.

## Collaborations with Local and National Networks

In 2022 KCCC collaborated with the following local and national agencies.

- ◆ **Childcare Committees Ireland (CCI)**, the National representative group of the 30 County and City Childcare Committees
- ◆ **Parenting Forum & parentingsupport.ie**, providing information on parenting supports and services in Kildare and West Wicklow.
- ◆ **Social Inclusion and Community Activation Programme (SICAP)**, administered by Pobal SICAP provides funding to tackle poverty and social exclusion through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies.
- ◆ **Children and Young People's Services Committees Kildare (CYPSC)**, county level committees that are key structures identified by Government to plan and co-ordinate

services for children and young people in every county in Ireland. The overall purpose is to improve outcomes for children and young people through local and national interagency working. Includes CYPSC outcome groups and the direct provision working group.

- ◆ **National Traveller and Roma Inclusion Strategy, KCCC is a member of steering group.**
- ◆ **Department of Employment Affairs and Social Protection (DEASP)** and Intreo centres in Kildare.
- ◆ **Early Childhood Ireland (ECI)**, the largest organisation in the early years sector representing 3,800 childcare members, who support over 100,000 children and their families through preschool, afterschool, and full day-care provision nationwide. Their work includes quality enhancement, publications, advocacy, training, business support & information for the ELC and SAC sector.
- ◆ **Infant Mental Health Network (IMH)**, a network that provides a reflective practice space to support expertise and knowledge in the area of IMH to practitioners and managers working with infants, young children and their families.
- ◆ **Tusla**, the Child and Family Agency that is the dedicated State agency responsible for improving wellbeing and outcomes for children.
- ◆ **CFSN** – Tusla’s network of Child and Family support services
- ◆ **Barnardo’s**; Ireland’s children's charity.
- ◆ **Kildare and Wicklow Education and Training Board (KWETB)**, who provide a comprehensive range of education services throughout Kildare and Wicklow.
- ◆ **Childcare Infrastructure Group**, a collaboration with CYPSC, KCCC, Kildare County Council and Tusla addressing problems around lack of availability of childcare provision and premises in Kildare.
- ◆ **Local Enterprise Office** a collaboration with Childminding Development Officers in KCCC and Westmeath CCC to develop a registration with revenue information session for childminders over the region of 6 counties.

## **Additional Work of KCCC**

In 2022 Kildare County Childcare Committee completed a number of additional actions relating to the arrival of families from Ukraine to the county.

We worked with families who arrived on the campus of Maynooth University in July / August 2022. We organised Stay and Play sessions and worked with Kildare libraries and other agencies to try to assess the needs of the new arrivals and plan accordingly.

We also linked with Parent and Toddler groups in the county and completed outreach visits to support families. KCCC's priority was to ensure families could access ECCE and NCS places where this was needed, and to provide opportunities for play for the children.

Little Libraries – we collaborated with DCEDIY and the libraries to distribute invitations to childcare services to invite 2022 junior infants to collect their little library book back at their local library.

KCCC began to develop their Strategic Plan for 2023-2026. The Board and staff welcomed the opportunity to take stock of our organization. KCCC engaged with childcare services providers and staff, childminders, children, parents and toddler groups, and community organisations to develop strategic aims, our vision, values and mission statement. We look forward to implementing this in the new year with our stakeholders.

## Finance

KCCC's main funder is the Department of Children, Equality, Disability, Integration and Youth (DCEDIY): In 2022 KCCC received DCEDIY Core funding of **€447,312**. The total Salary costs for 2022 were **€348, 782**, our Administration Overheads amounted to **€89,736** and Core Work Programme Costs amounted to **€8,794**.

- The AIM budget for 2022 was **€24,300**. Which was spent on salaries and administration of AIM,
- The EDI budget was **€2,400** and **€0** was spent. There was an underspend of **€2,400\***.
- **€13,500** was received and awarded to successful applicants under the Learner Fund bursary.
- **€13,488** was received under the Parent and toddler grants. **€12,590** was allocated to successful applicants.
- **€2,000** was received under the National Childminding Action Plan.
- **€7,832** was received for Core Funding Supports.
- **€24,840** was received for Ukraine Response Supplementary funding.

\*It should be noted that the underspends in 2022 were directly related to the Covid-19 pandemic and EDI training cancelled as a result.

The various budgets were monitored monthly and were included in the financial report at each board meeting. The financial report for the board includes:

- Actual expenditure against planned budgets is compared on a monthly budget report
- Financial Impact report
- Master List of Grants received, spent and remaining.
- Bank reconciliation
- Credit Card spending report
- Direct Debit report

Compliance with all legal and funder reporting requirements are adhered to and form part of the CEO report to the Board.

An appraisal committee assessed applications for small grants before being brought to the board of directors for final approval.

Quarterly financial returns were submitted to Pobal within the designated time frame.

KCCC's full unabridged accounts for 2022 were given in draft form to the Finance, Audit and Risk Sub-Committee before being presented to the full Board of Directors at the AGM.

The audited financial statements are submitted to the Companies Registration Office alongside the annual return.

KCCC is registered with the Revenue Commissioners and operates PAYE/PRSI/USC in respect of all employees. Travel and Subsistence current rates are in line with Civil Service rates and included in our internal financial procedures.

Remuneration of all Staff is aligned to the Local Authority Grades 8 to 3. A defined pension scheme is provided by Zurich Life Assurance plc.

KCCC makes an employer's contribution of 10% to staff pensions.

An apportionment policy was adopted in 2019 and continues to be implemented in 2022.

A comprehensive analysis of KCCC's funding is available in the company's audited financial statements. These statements are available on our website [www.kccc.ie/Governance](http://www.kccc.ie/Governance).

## Board of Directors Report

The Board is the governing body of KCCC. It is required to satisfy that the appropriate systems, procedures and practices are in place and for the management of the performance of the CEO.

In 2022 an Independent Board evaluation was completed and a Governance Working group was established to implement its recommendations.

The Board is required to act on a fully informed and ethical basis, in good faith, with due diligence and care and in the best interest of KCCC, having due regard to its legal responsibilities and objectives. It is the responsibility of the CEO to ensure that the Board is provided with the necessary information to enable it to perform its functions.

In 2022, board members attended various training events; KCCC's Chair undertook Boardmatch Chair/CEO training. All Directors undertook Governance training.

### Board of Directors Attendance 2022

BOARD OF DIRECTORS 2022 - ATTENDANCE RECORD								
NAME	Jan	Feb	March	AGM	May	June	Oct	Dec
Kathleen Cash	0		0	1	1	1	R	R
Anthony Egan	1	1	1	1	1	1	R	R
Réiltín McCall	0	1	1	1	R	R	R	R
Kathryn Brennan	1	1	1	1	1	1	1	1
Edel Smyth	1	1	1	1	1	1	1	1
Patricia O'Connor	0			0	R	R	R	R
David McCarthy	1	0	1	1	1	0	1	0
Yvonne Darragh					1	1	1	1
Ed Drew							1	1
Nicola McDonnell							1	1
Aisling Mulligan							0	
Susan Webster							0	0
	4	4	5	6	6	5	6	5

1 = Attended

0= Apology non-attendance

Blank space = no apology rcd

**Resigned(R) - Date notified**

**Kildare County Childcare Committee held its most recent AGM on 19<sup>th</sup> May 2022.**



## KCCC Organisational Structure

Kildare County Childcare Committee CLG is a company limited by guarantee and not having a share capital. The company has charitable status for tax purposes and is registered as an employer.

<b>List of Directors and relevant experience</b>		
Ed Drew	Chairperson	Development Management
Edel Smyth	Company Secretary	PR & Quality Assurance
Réiltín McCall*	Director	HR & Governance
Anthony Egan*	Director	Community and Voluntary Forum
Patricia O'Connor*	Director	Community & Childcare
Kathryn Brennan	Director	Compliance
Kathleen Cash*	Director	Private Childcare
David McCarthy	Director	Finance
Nicola McDonnell	Director	HR
Susan Webster	Director	Legal
Yvonne Darragh	Director	Childcare

Reiltin McCall, Patricia O'Connor resigned 19.05.2022. Anthony Egan, Kathleen Cash resigned 30.06.2022.

In 2022 a Governance Working group was established to implement the recommendations of the independent board evaluation. The General-Purpose Sub-Committee was disbanded. Governance responsibility has been added to the remit of the Finance, Audit and Risk Sub-



Committee which is now the Finance, Audit, Risk and Governance Sub-Committee. An Employment and Remuneration Committee was established. A Strategy, Marketing and Communications Committee was also convened.

## KCCC Staff



## Health, Safety and Wellbeing

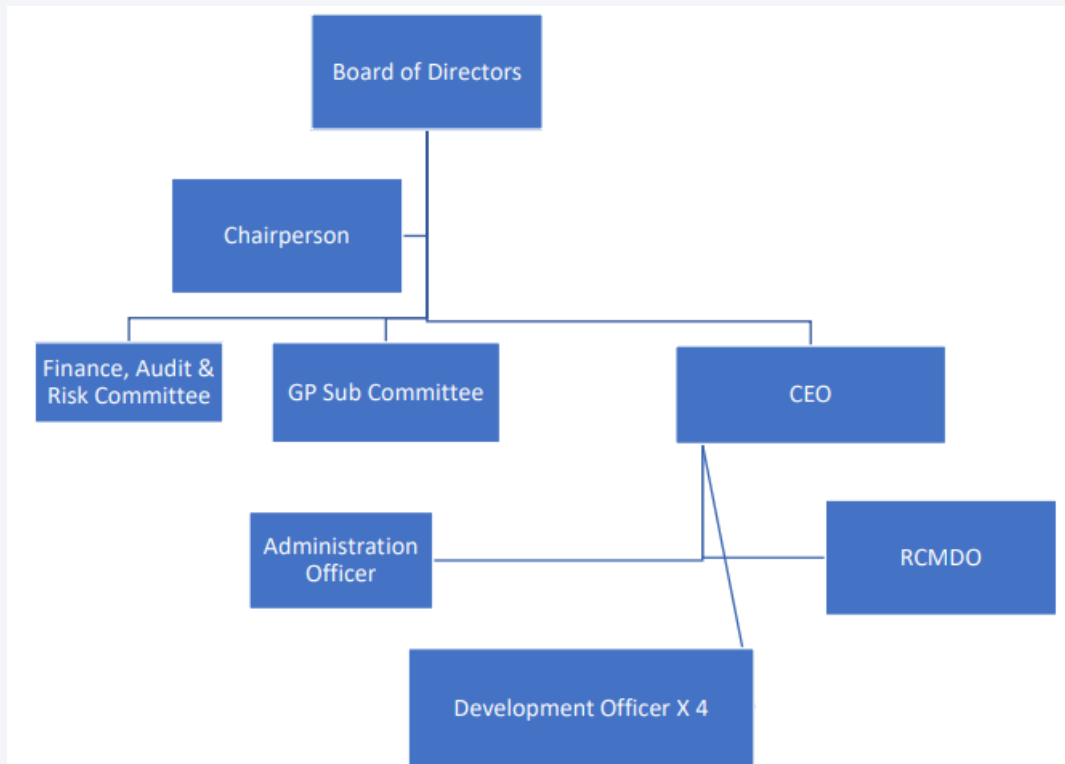
A Health, Safety and Wellbeing committee was established in 2022.

- Health, Safety and Wellbeing is an agenda item at meetings of the Board of Directors
- The Kildare County Childcare Committee Safety Statement is reviewed annually and updated to ensure it remains fit for purpose.
- A risk assessment is in place.

Staff training for 2022 included First Aid Responder training and refresher; Manual handling training. Ergonomics and DSE training. Fire Warden training.

## Appendices

### Appendix 1 – KCCC Organisational Chart 2022



## Appendix 2 – KCCC Salary Scales

Childcare Committee Salary Scales are aligned to local authority salary scales, which were as follows as at January 2022; source Forsa.ie.

Senior executive officer/county & city librarian/head of information systems/financial accountant/management accountant/financial & management accountant  
74,236 - 74,899 - 77,810 - 80,742 - 83,679 - 86,584 - 89,508 - LSI 1 92,825 - LSI 2 98,109

Grade 7 - Administrative officer/senior executive librarian  
55,022 - 56,368 - 57,941 - 59,517 - 61,095 - 62,503 - 63,947 - 65,344 - 66,738 - LSI 1 69,127 - LSI 2 71,529

Grade 6 - Senior staff officer/executive librarian/senior legal assistant/clerk of works/building inspector  
52,557 - 53,811 - 55,338 - 58,213 - 59,929 - LSI 1 62,063 - LSI 2 64,209

Grade 5 - Staff officer/librarian/legal assistant  
47,339 - 48,811 - 50,285 - 51,761 - 53,248 - LSI 1 54,981 - LSI 2 56,721

Grade 4 - Assistant staff officer/senior library assistant  
31,551 - 33,636 - 36,595 - 38,539 - 40,239 - 41,883 - 44,103 - 45,709 - 47,339 - LSI 1 48,839 - LSI 2 50,345

Grade 3 - Clerical officer/library assistant/branch librarian\*  
27,146 - 28,861 - 29,285 - 30,141 - 31,393 - 32,647 - 33,901 - 34,811 - 35,844 - 37,039 - 37,888 - 39,075 - 40,269 - 42,515 - LSI 1 44,110



### **Kildare County Childcare Committee**

**Address:** Unit 21, Thompson Enterprise Centre, Clane Business Park, College Road, Clane,  
Co. Kildare **Eircode:** W91 E6NY

**Tel:** 045 861307 **Email:** info@kccc.ie **Web:** [www.kccc.ie](http://www.kccc.ie)

RCN: 20054175 CRO: 35591 CHY: 15585

**Chairperson:** Ed Drew

**Directors:** Anthony Egan, Kathleen Cash, Réiltín McCall, Kathryn Brennan, Edel Smyth,  
Patricia O'Connor, David McCarthy, Nicola McDonnell, Susan Webster, Yvonne Darragh.

**Company Secretary** Edel Smyth



An Roinn Leanaí, Combhionannais,  
Míchumais, Lánpháirtíochta agus Óige  
Department of Children, Equality,  
Disability, Integration and Youth