



Early Years Intervention Programme

Journey to Excellence

Early Years Team

Only the best is good enough for Gloucestershire's children and families.
We work in partnership with others to empower practitioners
to enable each child to be happy and fulfilled.

May 2017

The Early Years Intervention Programme

The Early Years Intervention Programme is an intensive intervention programme that was introduced by the Early Years Team in September 2012. It is targeted at early years settings who have been judged as 'requires improvement' or 'inadequate' by Ofsted for the first, second, third time or more. Settings on the programme receive varying levels of intervention dependent on whether the setting is categorised as stage 1, 2 or 3. The initial intensive stage of the programme is completed in 12 months and then settings continue to receive additional support until they are re-inspected.

The initial intensive intervention model ensures sustainability of improvement rather than being a 'quick fix'. The duration and content of the Early Years Intervention Programme is designed to have long lasting impact on practitioners' understanding of underpinning pedagogy, the quality of provision and the embedding of self reflection and capacity to improve.

The package of intervention is managed by the setting's linked Early Years Locality Adviser (EYLA). The timings of many aspects of support are not prescribed as the supporting Early Years Locality Adviser will use their professional judgement in organising visits and events to offer maximum benefit to the setting they are working with. The Early Years Locality Adviser may liaise with Lead Practitioners or other Early Years professionals if applicable to provide additional support.

If during the intensive support period a setting is unable to make the required progress due to mitigating circumstances the Early Years Locality Adviser may decide to extend the duration of the intensive support phase without consequence for the setting.

There may be a limited number of occasions when the Strategic Lead for Early Years in conjunction with the Early Years Locality Adviser decides that Early Years Intervention support for a setting should be offered by an alternative Early Years Locality Adviser.

At the conclusion of the intensive support period the setting will receive a 6 monthly or annual visit as deemed appropriate by the Early Years Locality Adviser until re-inspection. As part of the exit from intensive support settings will be encouraged to begin the Bristol Standard Quality Improvement process. Their supporting Early Years Locality Adviser will take on the Bristol Standard mentoring role.

Targeted Intervention - the way forward

More affordable childcare

In July 2013 *More affordable childcare* set out the government's plans to:

- help families to meet the costs of childcare
- increase the amount of affordable provision
- give parents the right information so they can make informed choices about childcare

This document set out how local authorities could complement Ofsted's role, as the sole arbiter of quality, by supporting the weakest providers to improve following inspection. This is what the Early Years Team currently does through the Early Years Intervention programme.

The document stated:

3.21 Local authorities play an important support role to schools as the 'champions' of children and parents, especially the most disadvantaged. They focus their resources on supporting and intervening in those schools which are struggling to improve quality. We want to free up local authorities so that they are able to undertake a similar role in the early years. In Gloucestershire the Early Years Intervention Programme mirrors the intervention role undertaken by primary colleagues in the Education, Performance and Inclusion team. We want local authorities to focus on challenging and securing support for early years providers who 'require improvement', to ensure that all children in their area are able to experience a high quality early education. This is exactly the underpinning rationale of the Early Years Intervention Programme; it has been operating in this way since September 2012.

3.26 Where a provider receives a 'requires improvement' rating from Ofsted, this will trigger further action by local authorities, based on the issues raised by Ofsted in their inspection. We want local authorities to work closely with Ofsted, using the information gathered in inspections to target the support and challenge they give to providers who 'require improvement'. Local authorities will therefore specify that these 'requires improvement' providers take up appropriate support as a condition of funding. This describes exactly the current state of play in Gloucestershire where settings receiving 'requires improvement' are encouraged to participate in the Early Years Team's Early Years Intervention Programme as a condition of funding – detailed in the Code of Practice. If they choose not to participate in this programme the Local Authority, in order to continue funding, will require alternative robust evidence of quality improvement activity to address concerns raised in the inspection report.

3.29.....Providers will be left in no doubt that if they fail to address the concerns identified by Ofsted, they risk losing their registration and, on the local authority side, their ability to offer government funded places as detailed already in the Code of Practice.

All text in italics taken from "More affordable Childcare" 16 July 2013

Early Years Intervention Programme (EYIP)

How the improvement journey will work in Early Years

Good and outstanding settings are not required to participate in the EYIP. They will be offered support in line with the Early Years Offer (see Appendix 1)

New early years settings will be visited within 6 weeks of opening, **new childminders** will be visited within 3 months of opening; no judgement will be made about participation in the EYIP until the outcome of their first inspection is published. Settings currently on the EYIP who transfer to a new URN and registration may if they choose continue on the programme until their next Ofsted inspection.

Inadequate early years settings will enter the EYIP at 'Inadequate' support stage. The level of support will follow the inadequate support pattern (see appendix 1). Participation in EYIP training will be at the Early Years Locality Adviser's discretion.

'Requires improvement' early years settings will be categorised into one of three stages based on current and previous Ofsted gradings.

The three stages will be determined as follows:

Stage 1

The current Ofsted grading is 'requires improvement' with the **previous two** or more Ofsted gradings being satisfactory, requires improvement, inadequate or non-compliant (ie 3 or 3 + Ofsted inspections)

Stage 2

The current Ofsted grading is 'requires improvement' with **the previous** Ofsted grading being satisfactory, requires improvement, inadequate or non-compliant (ie 2 Ofsted inspections)

Stage 3

The current Ofsted grading is 'requires improvement' (ie 1 Ofsted inspection)

Significant improvement or deterioration in quality during a setting's participation on the programme

- There may be circumstances where a participating setting has demonstrated significant progress towards meeting their Ofsted actions and the Early Years Locality Adviser (EYLA) has confidence in the sustainability of the improvement. In these cases the EYLA may decide, after discussion with the Strategic Lead for Early Years, to reduce the number of visits over the 12 month period or alternatively the duration of visits may be shortened. They will not move to another stage of the programme. Changes to visit pattern **must be noted by the EYLA in the comments section of the EYIP on the database.**

- There may be circumstances where a participating setting demonstrates deterioration in quality or a significant change in circumstances. As a result the EYLA may decide to increase the visits rate for the setting. They will not move to another stage of the programme. Changes to visit pattern **must be noted by the EYLA in the comments section of the EYIP on the database.**

Ofsted Inspection during the EYIP 12 month Intensive support phase

- If a setting is inspected at any point during the intensive support period and receives an inadequate grading the model of support will change to the level outlined in the Inadequate Protocol. This is the most intensive support package within the Early Years Intervention Programme.
- If the setting receives another 'requires improvement' Ofsted grading they will be required to move up to the next level of support. This must be noted by the EYLA in the comments section of the EYIP on the database. If the EYLA has confidence in the setting's ability to sustain improvement it may be decided, after discussion with the Strategic Lead for Early Years, to reduce the number of visits over the 12 month period or alternatively the duration of visits may be shortened.
- If a setting is inspected at any point during the intensive support period and receives a good or outstanding Ofsted grading the setting will not continue on the EYIP. However in agreement with the EYLA they may continue a more intensive visit pattern.

Ofsted Inspection following the EYIP 12 month Intensive support phase

- When a setting is next inspected and receives an inadequate they will re-enter the programme at the level outlined in the Inadequate Protocol. This is the most intensive support package within the Early Years Intervention Programme.
- When a setting is next inspected and receives a 2nd, 3rd or 4th 'requires improvement' Ofsted grading the setting will re-enter the intensive support programme in line with protocols.
- When a setting is next inspected and receives a good or outstanding Ofsted grading the setting will receive support in line with protocols for visiting settings not on the programme (see Appendix 1).
- Settings may only re-enter the programme once. If, following a second 12 month intensive period of support, the setting has made insufficient progress this may result in removal of funding (daycare). For childminders who are not in receipt of funding the setting will continue to be prioritised for support but will not continue on the Intervention Programme.

Exceptions leading to non participation in the Early Years Intervention Programme or alternative improvement activities

- **Where there are childminders who qualify to be on the programme but refuse support** and will not participate in the Early Years Intervention Programme or provide alternative robust evidence of quality improvement activity to address concerns raised in the Ofsted Inspection report, they will not be eligible for 2, 3 or 4 year old funding. Their reach area Children's Centre, the Family Information Service and Commissioning team will be notified;
- **Where there are childminders who qualify to be on the programme but they are inactive** they will not be required to participate in the Early Years Intervention Programme; Early Years Locality Advisers will make contact on an annual basis to check current childminding status;
- **Where there are childminders who are Ofsted non-compliant** they will not be asked to participate in the Early Years Intervention Programme. They are required to inform Early Years Locality Advisers when they are about to take a child on to roll and will be required to engage in an improvement activity to address Ofsted concerns
- **Where there are childminders who are Ofsted compliant** they will not be asked to participate in the Early Years Intervention Programme. They are required to inform Early Years Locality Advisers when they are about to take a child on to roll;
- **Where there are childminders who qualify to be on the programme (ie 1, 2 or 3 'requires improvement' but currently have no EYFS children** they will not be required to participate in the Early Years Intervention Programme. They are required to inform Early Years Locality Advisers when they are about to take a child on to roll and then engage in an improvement activity to address Ofsted concerns.

Insufficient progress on the Early Years Intervention Programme

Currently providers **must** be registered on Gloucestershire County Council's Directory of Providers in order to offer the funded early year's provision to 2, 3 & 4 year olds.

A provider can be excluded from the directory of providers if:

- they have engaged with an improvement activity and the local authority sees insufficient progress in meeting Ofsted actions

Local Code of Practice Early Years Funded Free Entitlement For 2, 3 & 4 Year-Olds
September 2017 – March 2018

Eligibility for the Early Years Funded Free Entitlement for 2, 3 and 4 year olds

Currently providers must be registered on Gloucestershire County Council's Directory of Providers in order to offer the funded early year's provision to 2, 3 & 4 year olds. The completion of an Annual Agreement confirms that a practitioner wishes to be on the Directory of Providers.

The following providers can be included in the local directory:

- *Providers registered with Ofsted as Daycare or Sessional providers (day nursery, playgroup, pre-school, childminder, childminder agencies, private nursery school, school managed provision) on the Early Years Register;*
- *Independent schools registered with the DfE delivering the EYFS;*
- *Non-maintained special schools delivering the EYFS;*
- *Providers who have been granted exemption from Department for Education*

Entry to the directory

If a provider wishes to be included in the Local Directory of Providers, they must comply with the following criteria and forward a copy of their current Ofsted Registration Certificate together with their signed Agreement. Gloucestershire County Council will confirm or reject the application and inclusion onto the Local Directory.

Criteria include:

Providers must

- *demonstrate a commitment to working with the Early Years Team when required to do so in order to raise quality of provision.*

A provider can be excluded from the directory of providers if:

- ***they receive an Inadequate or Requires Improvement Ofsted judgement and fail to participate in training or other quality improvement activity when required to do so;***
- *they have engaged with support procedures and the local authority sees insufficient progress in meeting Ofsted actions*

Funding exemptions for providers who currently receive 2, 3 & 4 year old funding

'Requires improvement' settings

- *Where a provider has an Ofsted 'requires improvement' outcome the Local Authority will not fund 2, 3 & 4 year olds at the provision unless the provider agrees to participate in training and quality improvement activity to address Ofsted actions.*

Please note that in line with "**Early education and childcare - Statutory guidance for local authorities March 2017**" the Local Authority will only fund two-year-old children in 'requires improvement' providers where there is not sufficient accessible 'good' or 'outstanding' provision.

Inadequate settings

*Where a provider or a childminder agency has an Ofsted Inadequate outcome, the Local Authority will **not** continue to fund 3 & 4 year olds at the provision **unless** the provider agrees to participate in training or other quality improvement activity to address Ofsted actions.*

Where a provider or a childminder agency has an Ofsted Inadequate outcome they must demonstrate improvement by being re-inspected at a Requires Improvement level or higher. Funding for 3 and 4 year olds currently attending the setting at the time of the Ofsted inadequate judgement will be reviewed when the Ofsted monitoring report is published approximately 3 months after the original inspection and may be withdrawn at this point as a result of the report. If the setting is re-inspected and has a second Inadequate outcome the provider will be the subject of a local authority review conversation between the Strategic Lead for Early Years and the Commissioner for Early Years.

- *If there are safeguarding concerns funding may be withdrawn immediately.*

For settings receiving two year old funding:

- *Where a provider or a childminder agency has an 'inadequate' Ofsted outcome they will **not** be eligible for any new 2 year old funding until they have been re-inspected at a requires improvement level or higher.*
- *Funding for two year olds currently attending the setting at the time of the Ofsted inadequate judgement will be reviewed when the Ofsted monitoring report is published approximately 3 months after the original inspection and may be withdrawn at this point as a result of the report. Where either the original inspection or the monitoring visit highlights safeguarding issues that will impact on the 2 year olds at the provision, or there is a parental request to move a child based on the inadequate judgement, funding will be withdrawn immediately.*

text in italics taken from the Local Code of Practice September 2017 – March 2018

EYFS in School Support

Support for EYFS children in schools is brokered through the Strategic Lead for Early Years on request from the Education, Performance and Inclusion teams and from Head Teachers. In addition, where a school has had an Ofsted inspection in which Early Years Foundation Stage provision has been highlighted as an area for development, the Strategic Lead for Early Years will contact the Locality Strategic Leads to offer support to the school.

Early Years Intervention Programme - Journey to Excellence

Daycare and Childminders

Intervention will be as follows:

For inadequate settings

12 month support programme: fortnightly contact for the first 2 months, moving to 1 support and challenge visit per month

For stage 1 daycare settings

12 month support programme: a minimum of 6 support and challenge visits per year

For stage 2 daycare settings

12 month support programme: a minimum of 5 support and challenge visits per year

For stage 3 daycare settings

12 month support programme: a minimum of 4 support and challenge visits per year

Possible intervention activities during the 12 month period (at discretion of EYLA)

- Joint observation (min 1), Early Years Locality Adviser with any practitioner in the setting;
- Completion of an audit of practice;
- Attendance on 'First Steps to Excellence' training;
- If appropriate for the setting, engagement with:
 - NDNA, Gloucestershire's business support provider (daycare)
 - or Early Years Team Business Support, Sarah Spencer (childminders)
- Visit to a Lead Practitioner working in a good/outstanding setting;
- Support from a Lead Practitioner/other Early Years professional;
- Staff professional development meetings (min 1);
- Opportunity for Early Years Locality Adviser to model good practice linked to identified aspects i.e. positive interactions, developing story making, and positive behaviour management.

For stage 1 and inadequate settings – recommended attendance on ECAT training with follow up ECAT visit from ECAT Lead Practitioner.

The 12 Month Programme

Within the first month

To be completed:

Activity	Completed by	When
Review visit - if not recently completed (within last 4 months)	Early Years Locality Adviser	Within first 4 weeks to suit setting and Early Years Locality Adviser
Review of current Ofsted actions	Early Years Locality Adviser	
Intervention agreement meeting Completion of Intervention agreement paperwork (see Appendix 2).	Early Years Locality Adviser and practitioners (In a day care setting this meeting will include managers, owners and committee members at EYLA's discretion)	

1 - 6 months - to be completed:

Activity	Completed by	When
Agreed number of visits	Early Years Locality Adviser	At a time to suit setting and Early Years Locality Adviser
Complete Programme Evaluation	Setting at Early Years Locality Adviser's discretion	6 month point

6 - 12 months – to be completed:

Activity	Completed by	When
Agreed number of visits	Early Years Locality Adviser	At a time to suit setting and Early Years Locality Adviser
Complete End of Programme Evaluation	Setting	After penultimate visit
Exit review visit	Early Years Locality Adviser (+ another Early Years Locality Adviser ideally)	At end of intervention period

Possible intervention activities during the 12 month period

Activity	Completed by	When
Attendance on 'First Steps to Excellence' training	Maximum of 2 practitioners per setting	At a time to suit setting
Audit of Practice	Setting practitioner	At some point during 12 month period at Early Years Locality Adviser's discretion
Progress review visit	Early Years Locality Adviser and senior practitioner	At end of 6 month period or at Early Years Locality Adviser's discretion
Joint observation (min 1)	Early Years Locality Adviser and any practitioner	At some point during 12 month period at Early Years Locality Adviser's discretion

Activity	Completed by	When
If appropriate: Engage with NDNA, Gloucestershire's business support provider (daycare) or Early Years Team Business Support Sarah Spencer (childminders)	Senior practitioner	At some point during the 12 month period at Early Years Locality Adviser's discretion
If appropriate: Visit to a Lead Practitioner working in a good/outstanding setting and/or support from a Lead Practitioner/other Early Years professional	Practitioner (If visiting can be accompanied by Early Years Locality Adviser)	At some point during the 12 month period brokered by the Early Years Locality Adviser
If appropriate: Staff professional development meeting (min 1 and max 3)	Early Years Locality Adviser and Practitioners	At some point during the 12 month period at Early Years Locality Adviser's discretion
If appropriate: Early Years Locality Adviser to model good practice linked to identified aspects ie positive interactions, developing story making, and positive behaviour management	Early Years Locality Adviser	At some point during the 12 month period at Early Years Locality Adviser's discretion
For stage 1 & inadequate settings only - attendance on ECAT training with follow up ECAT visit from ECAT Lead Practitioner	Practitioner	At a time to suit setting

Beyond 12 months

The initial intensive stage of the programme is usually completed in 12 months and then settings will receive a 6 monthly or annual visit as deemed appropriate by the Early Years Locality Adviser until re-inspection.

If during the intensive support period a setting is unable to make the required progress due to mitigating circumstances the Early Years Locality Adviser may decide to extend the duration of the intensive support phase without consequence for the setting. They will not move to another stage of the programme.

Insufficient Engagement with EYIP - Funded Settings

During, or at the end of, the 12 month period there may be circumstances where a participating setting has made limited progress that demonstrates a lack of engagement in the Early Years Intervention Programme. The supporting EYLA will discuss the setting with the Strategic Lead who will contact the setting personally.

If there is no improvement following this contact the setting will be the subject of a local authority review conversation between the Strategic Lead for Early Years and the Commissioner for Early Years. Funding for 2, 3 and 4 year olds currently attending the setting at the time may be removed

Insufficient Engagement with EYIP - Non Funded Settings

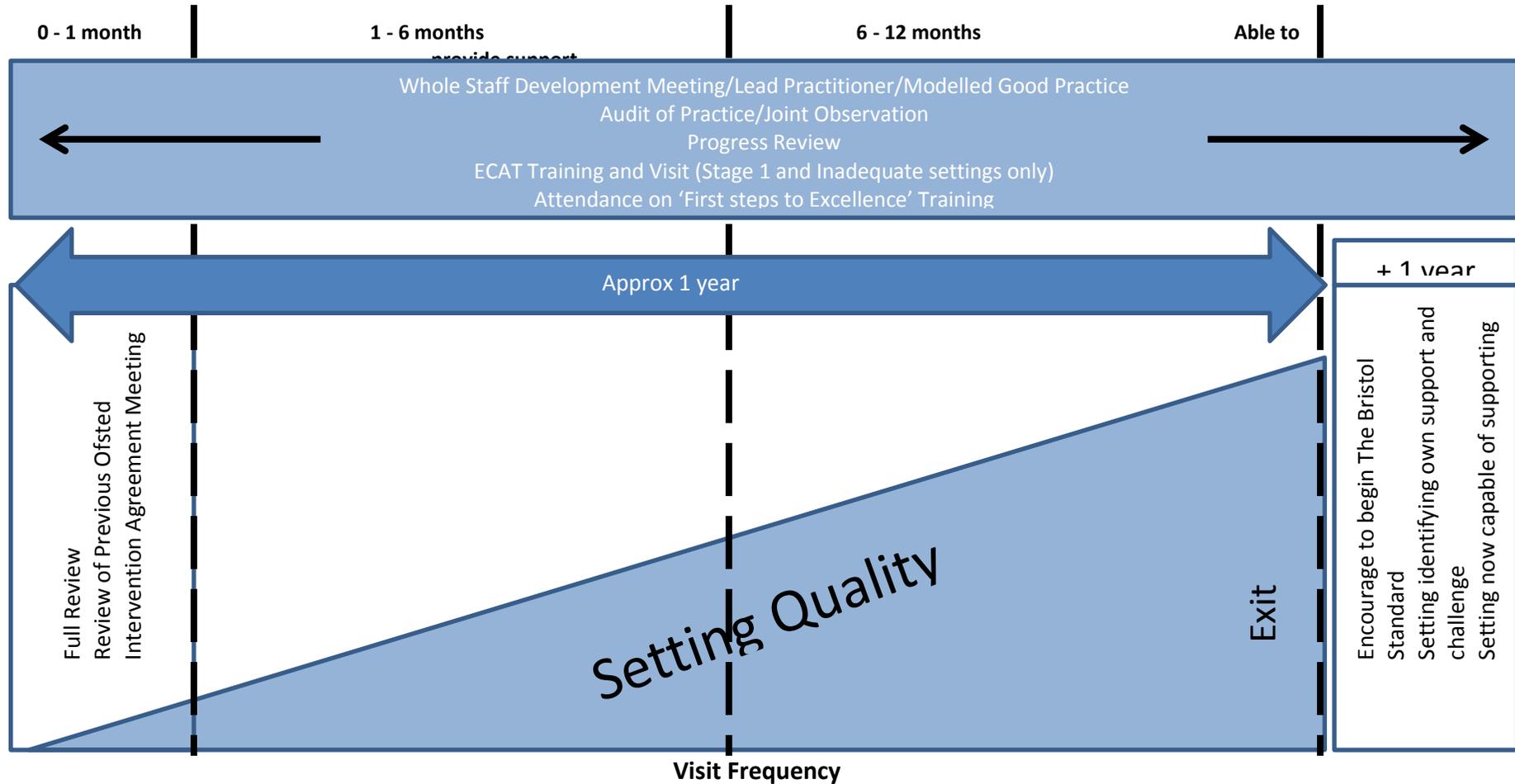
During, or at the end, of the 12 month period there may be circumstances where a participating setting has made limited progress that demonstrates a lack of engagement in the Early Years Intervention Programme. The supporting EYLA will discuss the setting with the Strategic Lead who will contact the setting personally.

If there is no improvement following this contact the Commissioner for Early Years and FIS will be informed.

Any changes to visit pattern **must be noted by the EYLA in the comments section of the EYIP on the database.**

As part of the exit from intensive support settings will be encouraged to begin the Bristol Standard Quality Improvement process. Their supporting Early Years Locality Adviser will take on the Bristol Standard mentoring role.

Journey to Excellence



Inadequate: 12 month support programme (fortnightly contact for the first 2 months, followed by 1 visit every month)

Stage 1: 12 month support programme (a minimum of 6 support and challenge visits per year)

Stage 2: 12 month support programme (a minimum of 5 support and challenge visits per year)

Stage 3: 12 month support programme (a minimum of 4 support and challenge visits per year)

Additional Information

Intervention Agreement Meeting

Within the first month all practitioners will be asked to attend an Intervention Agreement meeting. This may be combined with feedback from the Review meeting. The purpose of this meeting will be to:

- ensure that everyone is clear about how the Early Years Intervention Programme works (An Intervention briefing paper is available for use during the Intervention Agreement meeting see Appendix 2);
- ensure that all practitioners understand expectations;
- explain the purpose of the audit of practice;
- agree the initial actions based on current Ofsted actions;
- agree dates for the next intervention visit/ all visits if preferred.

At the end of the meeting all attendees will be asked to sign the Intervention Agreement (see Appendix 3)

Notes of Visits

- The initial note of visit for the setting's Review will be completed on the generic note of visit paperwork;
- Notes of visit for Intervention visits that follow will be completed on a simplified proforma (see Appendix 4).

Appendix 1 – The Early Years Offer

Early Years Childminding settings engaging with Gloucestershire Local Authority

Early Years Team support for vulnerable childminders

Childminding settings engaging with Gloucestershire Local Authority will be supported as follows:

Inadequate childminders	All 'requires improvement' (or 'satisfactory') childminders	Good and Outstanding childminders in receipt of funding	Non funded childminders
Fortnightly contact for first 2 months moving to one support and challenge visit per month (additional information can be found in the EYIP briefing paper)	<p>Stage 1 EYIP (3rd + 'requires improvement') 6 support and challenge visits per year</p> <p>Stage 2 EYIP (2nd 'requires improvement') 5 support and challenge visits per year</p> <p>Stage 3 EYIP (1st 'requires improvement' or satisfactory) 4 support and challenge visits per year</p>	<p>Settings that may be vulnerable to an RI or inadequate judgement will be offered short term support</p> <p>EYLA support by arrangement at EYLA discretion.</p> <p>Telephone and email support.</p> <p>Access to Early Years Locality Adviser (EYLA) at locality meetings</p> <p>Other Good and Outstanding childminders will be offered support as detailed in the Glos Early Years Team Offer</p>	<p>Settings that may be vulnerable to an RI or inadequate judgement will be offered short term support.</p> <p>In addition EYLAs will endeavour to visit all other Good and Outstanding childminders on a 2-yearly cycle dependent on EYLA capacity and locality priorities.</p> <p>Additional EYLA support by arrangement at EYLA discretion</p> <p>Telephone and email support.</p> <p>Access to Early Years Locality Adviser (EYLA) at locality network meetings</p>

The exact number, format and content of visits will be personalised according to each setting's individual needs and at the discretion of the EY Locality Adviser

Additional support:

- Named Early Years Locality Adviser linked to childminder
- Access to telephone and email contact with named EY Locality Adviser
- Opportunity for joint observation with named EY Locality Adviser + any member of staff
- Support where there are vulnerable children
- Eligibility for whole staff professional development meetings
- Opportunity to have named EY Locality Adviser model good practice linked to identified aspects of EYFS
- Eligibility for engagement with the Bristol Standard Improvement process which includes self evaluation folder and mentor support
- Access to Early Years admin team for queries, signposting
- Access to Business Support (Early Years Team Business Support, Sarah Spencer)
- Eligibility for Early Years Lead Practitioner visit
- Eligibility to apply to become an Early Years Lead Practitioner
- Eligibility to buy into Early Years Team training and one off events advertised in the Early Years training directory
- Eligibility to attend network meetings e.g. Inspiring Creative Play network
- Eligibility to buy into other training advertised through the Early Years Team training directory and delivered by other linked bodies
- Loan of resources
- Guidance from named EY Locality Adviser with regard to completing audit tools e.g. Transition, SEND, Safeguarding and summative assessments e.g. Transition record
- Eligibility for outstanding childminders to join the EXCELL directory
- Access to support from providers listed in the EXCELL directory

Childminders with an 'Inadequate' Ofsted outcome who wish to continue to take funding for **3 & 4** year olds at the provision are required as a condition of funding to take up support from the Local Authority. In Gloucestershire this means participating in the Early Years Intervention Programme. If they choose not to participate in this programme, the Local Authority, in order to continue funding, will require alternative robust evidence of quality improvement activity to address concerns raised in the Ofsted inspection report.

Childminders with an 'Inadequate' Ofsted outcome will not be eligible for **2 year old** funding until they have been re-inspected at a 'requires improvement' level or higher. We will continue to fund any childminders who have 2 year old children unless the parent decides to withdraw their child.

Childminders with a 'requires improvement' Ofsted outcome who wish to take up funding for 2, 3 and 4 year olds are required as a condition of funding to take up support from the Local Authority. In Gloucestershire this means participating in the Early Years Intervention Programme (EYIP). Challenge and support visits will be based on the actions and recommendations raised by Ofsted in their inspection. If they choose not to participate in this programme, the Local Authority, in order to continue funding, will require alternative robust evidence of quality improvement activity to address concerns raised in the Ofsted inspection report.

All childminders with a 'Good' or 'Outstanding' Ofsted outcome are considered to be 'opted in' to engaging with the Local Authority - unless they notify the EY Strategic Lead in writing that they wish to disengage with the Local Authority. Childminders who choose to opt out will have limited access to the benefits listed above.

Early Years settings engaging with Gloucestershire Local Authority

Early Years Team Support for vulnerable settings

Settings engaging with Gloucestershire Local Authority will be supported as follows:

Inadequate settings	All 'requires improvement' (or Satisfactory) settings	Good and Outstanding settings
Fortnightly contact for first 2 months moving to one support and challenge visit per month	<p>Stage 1 EYIP (3rd + 'requires improvement')</p> <p>6 support and challenge visits per year</p> <p>Stage 2 EYIP (2nd 'requires improvement')</p> <p>5 support and challenge visits per year</p> <p>Stage 3 EYIP (1st 'requires improvement')</p> <p>4 support and challenge visits per year</p>	<p>Settings that may be vulnerable to an RI or inadequate judgement will be offered short term support.</p> <p>In addition EYLAs will endeavour to visit all other Good and Outstanding settings on a 2-yearly cycle dependent on EYLA capacity and locality priorities.</p> <p>Additional EYLA support by arrangement at EYLA discretion.</p> <p>Telephone and email support.</p> <p>Access to Early Years Locality Adviser (EYLA) at locality network meetings</p>

The exact number, format and content of visits will be personalised according to each setting's individual needs and at the discretion of the EY Locality Adviser

Additional support:

- Named Early Years Locality Adviser linked to setting
- Access to telephone and email contact with named EY Locality Adviser
- Opportunity for joint observation with named EY Locality Adviser + any member of staff
- Support where there are vulnerable children
- Eligibility for whole staff professional development meetings
- Opportunity to have named EY Locality Adviser model good practice linked to identified aspects of EYFS
- Eligibility for engagement with the Bristol Standard Improvement process which includes self evaluation folder and mentor support

- Access to Early Years admin team for queries, signposting
- Access to Business Support (NDNA, Gloucestershire's business support provider)
- Eligibility for Early Years Lead Practitioner visit
- Eligibility to apply to become an Early Years Lead Practitioner
- Eligibility to buy into Early Years Team training and one off events as advertised in the Early Years training directory
- Eligibility to attend network meetings e.g. Inspiring Creative Play network
- Eligibility to buy into other training advertised through the Early Years Team training directory and delivered by other linked bodies
- Loan of resources
- Guidance from named EY Locality Adviser with regard to completing audit tools e.g. Transition, SEND, Safeguarding and summative assessments e.g. Transition record
- Eligibility for outstanding settings to join the EXCELL directory
- Access to support from providers listed in the EXCELL directory

Settings with an 'Inadequate' Ofsted outcome who wish to continue to take funding for **3 & 4** year olds at the provision are required as a condition of funding to take up support from the Local Authority. In Gloucestershire this means participating in the Early Years Intervention Programme. If they choose not to participate in this programme, the Local Authority, in order to continue funding, will require alternative robust evidence of quality improvement activity to address concerns raised in the Ofsted inspection report.

Settings with an 'Inadequate' Ofsted outcome will not be eligible for **2 year old** funding until they have been re-inspected at a 'requires improvement' level or higher. Any two year olds currently taking 2 year old funding will not be offered alternative provision unless there is a safeguarding issue or parental request.

Settings with a 'requires improvement' Ofsted outcome who wish to take up funding for 2, 3 and 4 year olds are required as a condition of funding to take up support from the Local Authority. In Gloucestershire this means participating in the Early Years Intervention Programme (EYIP). Challenge and support visits will be based on the actions and recommendations raised by Ofsted in their inspection. If they choose not to participate in this programme, the Local Authority, in order to continue funding, will require alternative robust evidence of quality improvement activity to address concerns raised in the Ofsted inspection report.

All settings with a 'Good' or 'Outstanding' Ofsted outcome are considered to be 'opted in' to engaging with the Local Authority - unless they notify the EY Strategic Lead in writing that they wish to disengage with the Local Authority. Settings who choose to opt out will have limited access to the benefits listed above.

Appendix 2

Early Years Intervention Briefing Paper for Settings

Background

This briefing paper sets out the rationale and process for the Early Years Intervention Programme that focuses on providing support and challenge to settings with a 'requires improvement' or 'inadequate' Ofsted outcome as they embark on a journey to excellence. It is a targeted intervention process that requires active participation from settings in order to be able to improve the quality of their provision.

All children should be able to take up their entitlement to free early education in a high quality setting. Evidence shows that higher quality provision has greater developmental benefits for children particularly for the youngest children.

The Early Years Intervention Programme begins with a 12 month intensive intervention programme with varying levels of intervention dependent on whether the setting is categorised as stage 1, 2 or 3.

The intensive intervention model ensures sustainability of improvement rather than being a 'quick fix'. The duration and content of the Early Years intervention will have long lasting impact on staff's understanding of underpinning pedagogy, the quality of provision and the embedding of self reflection and capacity to improve.

Where settings choose not to participate in this programme, the Local Authority, in order to continue funding, will require alternative robust evidence of quality improvement activity to address concerns raised in the Ofsted inspection report.

The Programme

How the improvement journey will work in Early Years

Good and outstanding settings are not required to participate in the EYIP. They will be offered support in line with the Early Years Team Offer (See Appendix 1 for details)

New early years settings will be visited within 6 weeks of opening, **new childminders** will be visited within 3 months of opening; no judgement will be made about participation in the EYIP until the outcome of their first inspection is published. Settings currently on the EYIP who transfer to a new URN and registration may continue on the programme until their next Ofsted inspection at the Early Years Locality Adviser's discretion.

Inadequate early years settings will enter the EYIP at 'Inadequate' support stage. The level of support will follow the inadequate visit pattern. Participation in EYIP training will be at the Early Years Locality Adviser's discretion.

Requires improvement early years settings are required by the DfE to work with the Local Authority and will be categorised into one of three stages based on current and previous Ofsted gradings.

The three stages will be determined as follows:

Stage 1

The current Ofsted grading is 'requires improvement' with the **previous two** or more Ofsted gradings being satisfactory, requires improvement, inadequate or non-compliant (i.e. 3 or 3 + Ofsted inspections)

Stage 2

The current Ofsted grading is 'requires improvement' with **the previous** Ofsted grading being satisfactory, requires improvement, inadequate or non-compliant (i.e. 2 Ofsted inspections)

Stage 3

The current Ofsted grading is 'requires improvement' (i.e. 1 Ofsted inspection)

Significant improvement or deterioration in quality during a setting's participation on the programme

- There may be circumstances where a participating setting has demonstrated significant progress towards meeting their Ofsted actions and the Early Years Locality Adviser (EYLA) has confidence in the sustainability of the improvement. In these cases the EYLA may decide, after discussion with the locality Strategic Lead for Early Years, to reduce the number of visits over the 12 month period or alternatively the duration of visits may be shortened. They will not move to another stage of the programme. Changes to visit pattern **must be noted by the EYLA in the comments section of the EYIP on the database.**
- There may be circumstances where a participating setting demonstrates deterioration in quality or a significant change in circumstances. As a result the EYLA may decide to increase the visits rate for the setting. They will not move to another stage of the programme. Changes to visit pattern **must be noted by the EYLA in the comments section of the EYIP on the database.**

Ofsted inspection during the EYIP 12 month Intensive support phase

- If a setting is inspected at any point during the intensive support period and receives an inadequate grading the model of support will change to the level outlined in the Inadequate Protocol. This is the most intensive support package within the Early Years Intervention Programme.
- If the setting receives another 'requires improvement' Ofsted grading they will be required to move up to the next level of support. This must be noted by the EYLA in the comments section of the EYIP on the database. If the EYLA has confidence in the setting's ability to sustain improvement it may be decided, after discussion with the Strategic Lead for Early Years, to reduce the number of visits over the 12 month period or alternatively the duration of visits may be shortened.
- If a setting is inspected at any point during the intensive support period and receives a good or outstanding Ofsted grading the setting will not continue on the EYIP. However in agreement with the EYLA they may continue a more intensive visit pattern.

Ofsted Inspection following the EYIP 12 month Intensive support phase

- When a setting is next inspected and receives an inadequate they will re-enter the programme at the level outlined in the Inadequate Protocol. This is the most intensive support package within the Early Years Intervention Programme.
- When a setting is next inspected and receives a 2nd, 3rd or 4th 'requires improvement' Ofsted grading the setting will re-enter the intensive support programme in line with protocols
- When a setting is next inspected and receives a good or outstanding Ofsted grading the setting will receive support in line with protocols for visiting settings not on the programme (see Appendix 1)
- Settings may only re-enter the programme once. If following a second 12 month intensive period of support the setting has made insufficient progress this may result in removal of funding (daycare). For childminders who are not in receipt of funding the setting will continue to be prioritised for support but will not continue on the Intervention Programme.

Exceptions leading to non participation in the Early Years Intervention Programme

- **Where there are childminders who qualify to be on the programme but refuse support** and will not participate in quality improvement activity they will not be eligible for 2, 3 or 4 year old funding. Their reach area Children's Centre, the Family Information Service and Commissioning team will be notified;
- **Where there are childminders who qualify to be on the programme but they are inactive** they will not be required to participate in a quality improvement activity; Early Years Locality Advisers will make contact on an annual basis to check current childminding status;
- **Where there are childminders who are Ofsted non-compliant** they will not be asked to participate in quality improvement activity. They are required to inform Early Years Locality Advisers when they are about to take a child on to roll and will be required to engage in the programme at Stage 1 or another quality improvement activity;
- **Where there are childminders who are Ofsted compliant** they will not be asked to participate in quality improvement activity. They are required to inform Early Years Locality Advisers when they are about to take a child on to roll;
- **Where there are childminders who qualify to be on the programme (ie 1, 2 or 3 'requires improvement' inspections) but currently have no EYFS children** they will not be required to participate in quality improvement activity. They are required to inform Early Years Locality Advisers when they are about to take a child on to roll and then engage in the programme at the relevant Stage or another quality improvement activity.

Insufficient progress on the Early Years Intervention Programme

Currently providers **must** be registered on Gloucestershire County Council's Directory of Providers in order to offer the funded early year's provision to 2, 3 & 4 year olds. A provider can be excluded from the directory of providers if:

- *they have engaged with improvement activity but the local authority sees insufficient progress in meeting Ofsted actions*

Local Code of Practice Early Years Funded Free Entitlement For 2, 3 & 4 Year Olds
September 2017 – March 2018

Eligibility for the Early Years Funded Free Entitlement for 2, 3 and 4 year olds

Currently providers must be registered on Gloucestershire County Council's Directory of Providers in order to offer the funded early year's provision to 2, 3 & 4 year olds. The completion of an Annual Agreement confirms that a practitioner wishes to be on the Directory of Providers.

The following providers can be included in the local directory:

- *Providers registered with Ofsted as Daycare or Sessional providers (day nursery, playgroup, pre-school, childminder, childminder agencies, private nursery school, school managed provision) on the Early Years Register;*
- *Independent schools registered with the DfE delivering the EYFS;*
- *Non-maintained special schools delivering the EYFS;*
- *Providers who have been granted exemption from Department for Education*

Entry to the directory

If a provider wishes to be included in the Local Directory of Providers, they must comply with the following criteria and forward a copy of their current Ofsted Registration Certificate together with their signed Agreement. Gloucestershire County Council will confirm or reject the application and inclusion onto the Local Directory.

Criteria include:

Providers must

- *demonstrate a commitment to working with the Early Years Team and Gloucestershire County Council's business support contractor when required to do so in order to improve the quality of their provision as identified in the provider's Ofsted inspection report.*

A provider can be excluded from the directory of providers if:

- **they receive an Inadequate or ‘requires improvement’ Ofsted judgement and fail to participate in training or other quality improvement activity as identified in the provider’s Ofsted inspection report;**
- *they have engaged with Gloucestershire County Council’s support procedures and the local authority sees insufficient progress in meeting Ofsted actions.*

Funding exemptions for providers who currently receive 2, 3 & 4 year old funding

‘Requires Improvement’ settings

- *Where a provider has an Ofsted ‘requires improvement’ outcome the Local Authority will not fund 2, 3 & 4 year olds at the provision unless the provider agrees to participate in training and quality improvement activity to address Ofsted actions.*

Please note that in line with “**Early education and childcare - Statutory guidance for local authorities March 2017**” the Local Authority will only fund two-year-old children in ‘requires improvement’ providers where there is not sufficient accessible ‘good’ or ‘outstanding’ provision.

Inadequate settings

For settings receiving three and four year old funding:

Where a provider has an inadequate Ofsted outcome the following will apply:

- *Where a provider or a childminder agency has an Ofsted Inadequate outcome, the Local Authority will **not** continue to fund 3 & 4 year olds at the provision **unless** the provider agrees to participate in training and quality improvement activity to address Ofsted actions.*
- *Where a provider or a childminder agency has an Ofsted Inadequate outcome they must demonstrate improvement by being re-inspected at a Requires Improvement level or higher. Funding for 3 and 4 year olds currently attending the setting at the time of the Ofsted inadequate judgement will be reviewed when the Ofsted monitoring report is published approximately 3 months after the original inspection and may be withdrawn at this point as a result of the report. If the setting is re-inspected and has a second Inadequate outcome the provider will be the subject of a local authority review and funding may be withdrawn at this point.*
- *If there are safeguarding concerns funding may be withdrawn immediately.*

For settings receiving two year old funding:

- *Where a provider has an 'inadequate' Ofsted outcome they will **not** be eligible for 2 year old funding until they have been reinspected at a 'requires improvement' level or higher.*
- *Funding for two year olds currently attending the setting at the time of the Ofsted inadequate judgement will be reviewed when the Ofsted monitoring report is published approximately 3 months after the original inspection and may be withdrawn at this point as a result of the report. Where either the original inspection or the monitoring visit highlights safeguarding issues that will impact on the 2 year olds at the provision, or there is a parental request to move a child based on the inadequate judgement, funding will be withdrawn immediately.*

text in italics taken from the Local Code of Practice September 2017 – March 2018

Early Years Intervention Programme intervention will be as follows:

For inadequate settings

12 month support programme: fortnightly contact for the first 2 months, followed by 1 visit every month

For stage 1 settings

12 month support programme: a minimum of 6 support and challenge visits per year

For stage 2 settings

12 month support programme: a minimum of 5 support and challenge visits per year

For stage 3 settings

12 month support programme: a minimum of 4 support and challenge visits per year

Possible intervention activities during the 12 month period (at discretion of EYLA)

- Joint observation (min 1), Early Years Locality Adviser with any practitioner in the setting;
- Completion of an audit of practice;
- Attendance on 'First Steps to Excellence' training;
- If appropriate for the setting, engagement with:
 - NDNA, Gloucestershire's business support provider (daycare)
 - or Early Years Team Business Support, Sarah Spencer (childminders)
- Visit to a Lead Practitioner working in a good/outstanding setting;
- Support from a Lead Practitioner/ Early Years professional;
- Staff professional development meetings (min 1);
- Opportunity for Early Years Locality Adviser to model good practice linked to identified aspects i.e. positive interactions, developing story making, and positive behaviour management.

For stage 1 and inadequate settings – recommended attendance on ECAT training with follow up ECAT visit from ECAT Lead Practitioner.

Beyond 12 months

The initial intensive stage of the programme is usually completed in 12 months and then settings will receive a 6 monthly or annual visit as deemed appropriate by the Early Years Locality Adviser until re-inspection.

If during the intensive support period a setting is unable to make the required progress due to mitigating circumstances the Early Years Locality Adviser may decide to extend the duration of the intensive support phase without consequence for the setting. They will not move to another stage of the programme.

Insufficient Engagement with EYIP - Funded Settings

During, or at the end of, the 12 month period there may be circumstances where a participating setting has made limited progress that demonstrates a lack of engagement in the Early Years Intervention Programme. The supporting EYLA will discuss the setting with the Strategic Lead who will contact the setting personally.

If there is no improvement following this contact the setting will be the subject of a local authority review conversation between the Strategic Lead for Early Years and the Commissioner for Early Years. Funding for 2, 3 and 4 year olds currently attending the setting at the time may be removed

Insufficient Engagement with EYIP - Non Funded Settings

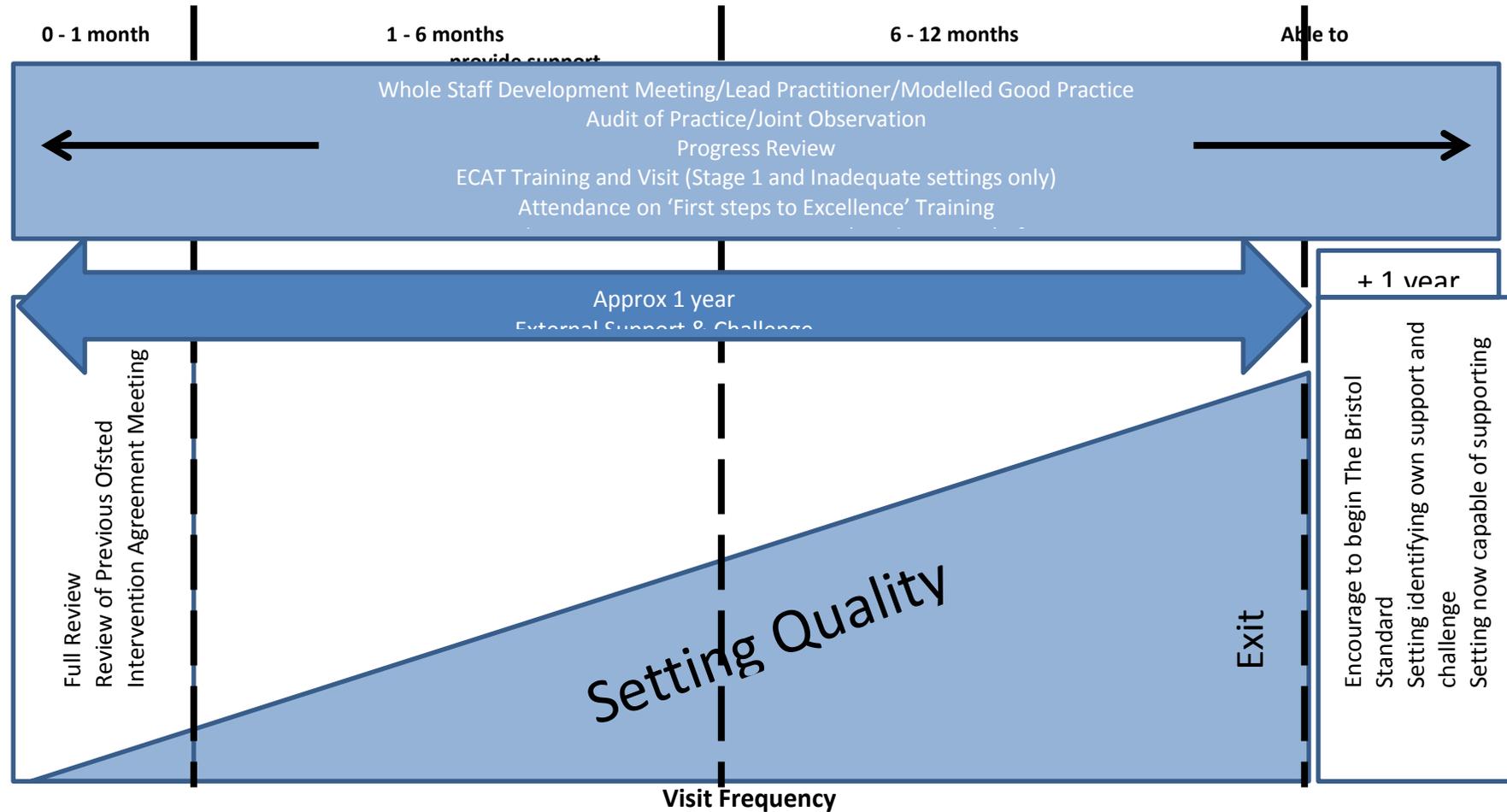
During, or at the end, of the 12 month period there may be circumstances where a participating setting has made limited progress that demonstrates a lack of engagement in the Early Years Intervention Programme. The supporting EYLA will discuss the setting with the Strategic Lead who will contact the setting personally.

If there is no improvement following this contact the Commissioner for Early Years and FIS will be informed.

Any changes to visit pattern **must be noted by the EYLA in the comments section of the EYIP on the database.**

As part of the exit from intensive support settings will be encouraged to begin the Bristol Standard Quality Improvement process. Their supporting Early Years Locality Adviser will take on the Bristol Standard mentoring role.

Journey to Excellence



Inadequate: 12 month support programme (fortnightly contact for the first 2 months, followed by 1 visit every month)

Stage 1: 12 month support programme (a minimum of 6 support and challenge visits per year)

Stage 2: 12 month support programme (a minimum of 5 support and challenge visits per year)

Stage 3: 12 month support programme (a minimum of 4 support and challenge visits per year)

Appendix 3 – Intervention Agreement

Gloucestershire Early Years Intervention Agreement					
Name of setting		URN			
Intervention Stage	Inadequate	1	2	3	(please delete as appropriate)
Number of planned visits					
Date of commencement on programme:					
Next visit date (all dates if agreed)					
•					
Possible intervention activities during the 12 month period (at discretion of EYLA)					
<ul style="list-style-type: none"> • A planned number of visits by Early Years Locality Adviser to address Ofsted actions • Joint observation (min 1 and max 3), Early Years Locality Adviser with any practitioner in setting • Use of participation in Bristol Standard • Completion of an audit of practice • Engage with NDNA, Gloucestershire’s business support provider or Early Years Team Business Support (Sarah Spencer), if appropriate for your setting • Visit to a Lead Practitioner working in a good/outstanding setting • Receive support from a Lead Practitioner/ other Early Years professional • Whole staff/ Committee professional development meetings (min 1 and max 3) • Opportunity for Early Years Locality Adviser to model good practice linked to identified aspects i.e. positive interactions, developing story making, and positive behaviour management. • Locality Early Years Intervention Programme training 					
We agree to actively participate in the Early Years Intervention Programme. This commitment has been fully explained by our Early Years Locality Adviser.					
Name	Signature			Role	
•					
•					
•					
Early Years Locality Adviser	Signature				
Failure to make the expected commitment to raising quality of provision may lead to a consideration of withdrawal of funding from the provider if applicable.					

Appendix 4 – Note of Visit, Intervention settings

Note of Visit Early Years Intervention Programme

Confidential to: Childminder, Setting, Chair of Committee, Local Authority Representative, Setting / File

Setting		Visitor	Early Years Locality Adviser	
Start Date		Appt Time (hrs:min)		Setting URN
End Date		Appt Time (hrs:min)		Time (hrs:min)
Support Type	SUPGUI		Preparation	
Focus	EYIMP		On-Site	
Target Group	SETS		Follow-up	

Early Years Intervention Programme Stage:

Period of intensive support complete:

Follow-up support visit number:

Training attended as part of EYIP programme, and impact on children:

Details of support/training accessed from other settings/agencies:

Context of setting:

Ofsted Actions/Recommendations:

Outcome:

-
-

Inspection Date:

Previous EYLA recommended actions

Outcome:

-
-

Date set:

Vulnerable children at the setting/Use of EYPP

Other comments

I met with the owner/manager who took notes during our discussion. The points below are intended to give an idea of the broad areas of discussion.

-
-

Following this wide ranging professional discussion actions emerging from this discussion are outlined below

Thank you for your welcome and I look forward to our next meeting.
Please contact me if there are any queries concerning these notes of visit on:

Setting's Priorities

-
-

Recommended actions**Date set:**

-
-
-

Date and time of next visit**Evaluation**

Please complete the evaluation form attached to this Note of visit. Your feedback is essential to the ongoing work of this team. Please email your completed form to earlyyearsteam@gloucestershire.gov.uk

Copy to:
Julia Hawkes Strategic Lead for Early Years

Appendix 5 - Feedback form

Feedback on the impact of the Early Years Intervention Programme

Setting: _____

EYIP stage: _____

Date Intervention Agreement Signed: _____

Early Years Locality Adviser: _____

1. Please rate the impact that participation in the Early Years Intervention Programme is having on your setting (please circle below)

Negative impact

Positive impact

1

2

3

4

5

2. What is working well? How are the children and /or staff benefitting?

3. Are there any aspects that are less helpful to you?

4. Based on your reflection of the Early Years Intervention Programme and the experience of your setting's involvement, do you have any suggestions that might improve the experience for other settings in the coming year?

Signed: _____

Date: _____

Please return to earlyyearsteam@gloucestershire.gov.uk

Appendix 6 - Ofsted Inadequate settings Protocol January 2014 (Updated May 2017)

NB This process applies to childminders and Out of School (OOS) settings as well as pre-school settings, but for OOS settings the sections relating to funding do not apply.

1. As soon as we are informed that a setting has an inadequate outcome, whoever is informed must inform their line manager, the Early Years Strategic Lead and EY Data Analyst. The EY Strategic Lead is responsible for ensuring that an EYLA visits / contacts the setting and explains the Local Authority's position in relation to 2, 3 & 4 funding. The expectation is that this will be done within 3 working days of hearing that there has been an inadequate outcome (even if the report has not yet been published).
2. Once the Ofsted inspection report has been published the inadequate setting will be required to participate in training and quality improvement to address the issues identified by Ofsted.
3. The EYIP NOV template will be used for all visits to an inadequate setting. Once the Ofsted inspection report is published, the exact Ofsted actions required will be quoted in any future NOV.
4. All contact will be noted on the database to provide an evidence trail of support.
5. The setting is expected to cooperate with the EYLA even if they are unhappy about the Ofsted judgement.
6. If the setting intends to contact Ofsted to complain about the outcome, the EYLA should not become involved UNLESS the LA has robust evidence that the Ofsted inspection did not follow due process (eg the inspector has made a non-valid judgement under the EYFS statutory requirements, leading to the inadequate outcome). If this is the case, advice must be sought by the EY Strategic Lead on whether the LA will assist the setting to provide evidence for Ofsted.
7. The expectation is for fortnightly EYLA contact with the setting in the two months following an inadequate outcome, to enable actions to be implemented, and to monitor progress in relation to Ofsted actions. This does not need to be a visit, but regular visits are advisable.
8. Following this two month period the setting will continue to have a monthly visit for a further 10 months. This level of support can be amended at the EYLA's discretion following a period of sustained improvement.
9. If, after three months from the Ofsted inspection date, there is no evidence of progress, this must be reported to the Early Years Strategic Lead.
10. If the setting does not cooperate with the EYLA at any point, this needs to be reported to the Early Years Strategic Lead, so that the process for withdrawal of Free for 3 and 4 funding can be initiated by the Early Years Strategic Lead contacting commissioners.

11. Early Years Team members must be aware that it is likely that news of such situations reach GCC Councillors, Directors and / or the press, and it is therefore necessary to keep documentation on the S drive and database up to date as it may need to be accessed out of hours when the EYLA is not available. This includes;

- The contact log
- Notes of Visit
- Key liaison with relevant partners e.g. contacts with NDNA

Funding

Gloucestershire County Council will make the following response to any setting who receives an inadequate OFSTED judgement.

For providers receiving 3 and 4 year old funding

*Where a provider has an Ofsted Inadequate outcome, the Local Authority will **not** continue to fund 3 & 4 year olds at the provision **unless** the provider has agreed to participate in training and quality improvement activity to address Ofsted actions.*

Where a provider has an Ofsted Inadequate outcome they must demonstrate improvement by being re-inspected at a Requires Improvement level or higher. Funding for 3 and 4 year olds currently attending the setting at the time of the Ofsted inadequate judgement will be reviewed when the Ofsted monitoring report is published approximately 3 months after the original inspection and may be withdrawn at this point as a result of the report. If the setting is re-inspected and has a second Inadequate outcome the provider will be the subject of a local authority review conversation between the Strategic Lead for Early Years and the Commissioner for Early Years.

If there are safeguarding concerns funding may be withdrawn immediately.

For receiving 2 year old funding

Where a provider has an Inadequate Ofsted outcome they will **not** be eligible for 2 year old funding until they have been re-inspected at a Requires Improvement level or higher.

Funding for two year olds currently attending the setting at the time of the Ofsted inadequate judgement will be reviewed when the Ofsted monitoring report is published approximately 3 months after the original inspection and maybe withdrawn at this point as a result of the report. Where either the original inspection or the monitoring visit highlights safeguarding issues that will impact on the 2 year olds at the provision, or there is a parental request to move a child based on the inadequate judgement, funding will be withdrawn immediately.

Appendix 7

Early Years Intervention Checklist – including possible intervention activities during the 12 month period (at discretion of EYLA)

Setting/Child minder Name	Stage	Start Date	No Visits Required & Dates	Intervention Agreement Meeting	Audit of Practice	Joint Observation	(Whole Staff) Professional Development Meeting	Attendance 'First Steps to Excellence Training'	EYLP Visit / Support (optional and if appropriate)	Progress Review Visit	ECAT Training (stage 1 & inadequate only)	ECAT Visit (stage 1 & inadequate only)	Exit Review Visit	Prog Exit Date