

hemp'sall's

Your partner to achieve change and opportunities for children and families



Change, sustain, grow

**Effective on site and online business support
for early years and childcare providers**

Updated for 2022-2023

Services from Hemsall's for:

- All types of early years and childcare provision
- Sharing of tools and resources
- Information sessions
- Training workshops
- One-to-one support on-site or online

Hemsall Consultancies Ltd.
Office 2, Phoenix Square,
15 Morledge Street,
Leicester LE1 1TA
0844 824 3083
james@hemsalls.com

Winners of the 2020 SME-News Best Preschool Education & Childcare Training Consultancy, UK Enterprise Awards. Corporate LiveWire Global Awards: Childcare Training Consultancy of the Year 2020.

Registered and accredited by ISO 9001:2015.

Foreword: James Hemsall OBE

Accessible and affordable childcare supports families to work or train, and good quality pre-school experiences support children's cognitive and emotional development, aiding transition between home and school, improving school readiness¹, and social mobility.

There is a large and growing body of evidence demonstrating the lasting impact of good quality early years childcare, and the savings in future expenditure that can be made by investing in children aged under five years old (e.g. Field 2010)². In 2008, a Joseph Rowntree Trust report concluded appropriate childcare could move between a sixth and a half of children out of poverty. A 2012 DfE research report³ evidenced learning or education starting at an early age had a direct impact on the attainment of children. Other studies have found a quality pre-school experience can boost children's all-round development and is particularly beneficial for least advantaged children, which has been the basis of funding least advantaged two-year-olds for 15 hours per week since 2013.

Good quality early years education is regarded as the corner stone of social mobility. The Government plan 'Unlocking Talent; Fulfilling Potential' (December 2017) aimed to recognise opportunity is not equally spread across the country and is based on equal opportunity starting with education⁴. The Plan outlined four key ambitions: close the word gap in early years; close the attainment gap in school while continuing to raise standards for all; high quality post-16 education chances for all young people; and everyone achieving their full potential in rewarding careers.

To achieve these ambitions, we all rely upon an early years and childcare sector, made up of all types of provider. All of whom need to be able to change in response to changing needs, demands and preferences, and to adapt to emerging and new government policy. The business of sustaining settings whilst balancing quality, the workforce and such change becomes more and more complex every year. **This is where we can help.**

¹ Effective Pre-school Education, Institute of Education (2004)

² Field (2010) 'The Foundation Years – preventing poor children becoming poor adults': <http://webarchive.nationalarchives.gov.uk/20110120090128/http://povertyreview.independent.gov.uk/media/20254/poverty-report.pdf> Accessed July 2018

³ DfE (2012) 'Achievement of Children in the Early Years Foundation Stage Profile': <https://www.gov.uk/government/publications/achievement-of-children-in-the-early-years-foundation-stage-profile> Accessed August 2018

⁴ Social Mobility Action Plan: Delivering Equality of Opportunity through Education <https://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2017-12-14/HCWS347/> Accessed July 2018

Onsite or online information sessions and training workshops

Our information sessions are provided for 20-200 at a time, and active training workshops for 15-20 providers so they are more interactive.

PROVIDER SUPPORT THAT REACHES AND ENGAGES

Confidential one-to-one support

Because group work isn't appropriate for all of the time, we work with providers to provide confidential whole setting business support with individuals or teams of leaders and managers.

This helps examine in detail issues affecting business delivery, financial models and sustainability and achieves change through mentoring and coaching. Including maintained nursery schools, pre-schools and nurseries.

Business health checks

We've been helping early years and childcare settings to audit their business health and use findings in business sustainability planning.

We have worked with settings including maintained, MNS, PVI and voluntary management committee settings to complete business health checks. We have effective management and governance whilst increasing quality and financial resilience.

Business support networks

We think now is the time for LAs to convene sector led business support networks. These should place the importance of business skills in the centre, alongside the traditional emphasis on quality development.

We can help with establishing, leading and facilitation of support networks for early years and childcare providers.

Whole setting reviews: MNS and all other types of provider

Sometimes a deep root-and-branch review is what a setting, organisation or leader/manager needs.

Our consultants can lead a thorough and collaborative review of current issues to pinpoint opportunities and necessary changes, with suggested routes to put them into practice.

Provider support that reaches and engages

Online information sessions and training workshops

Managing an early years or childcare setting has always been a complex task. No-one has ever managed early years and childcare businesses through a COVID-19 pandemic before. And so, Hemsall's designed two key programmes: Finding Your Way Through; and the Business Map to assist with finding routes through managing childcare businesses, working through change, tackling the effects of COVID-19 response and developing new business planning approaches.



Finding Your Way Through launched in June 2020. Very many sessions have been delivered so far and have helped early years and childcare providers and LA early years teams in equal measure. Large group online information sessions, linked with smaller workshop style training groups – again delivered online – have unpicked the content of the information sessions and sought to support the practical application of the tools and resources. Many aspects are as relevant today as they were then. With the impact of the pandemic being felt in all ways across businesses and communities.



The Business Map was developed by Hemsall's as part of a DfE commission in January 2021. It uses tried-and-tested steps through a journey to support businesses to review themselves. It sets out a process to identify opportunities and risks and turn them into planning. The Business Map has been developed through the delivery of many information sessions and training workshops over recent years, months and weeks. As well as business planning support with hundreds, if not thousands, of early years and childcare settings, including large and small, group and home-based settings. All Business Map resources are hosted on the Foundation Years website and freely available for all to use.

We have developed a new support offer so providers can be supported through one or both of these programmes. They are useful for the most experienced and effective business managers, those who want to check and benchmark themselves against others' thinking, as well as those new to the role.

Programme	Cost ex VAT
a) Online information sessions Typically 1.5 hours long for up to 100 providers/practitioners at a time. The emphasis is on information giving and working through suggested content and recommendations. They need two staff to prepare, deliver and facilitate. There's an opportunity for Q&A, and we provide follow-up and a feedback/evaluation report.	£1,035 per session (two staff)
b) Online training workshops Standalone or a natural follow on from an information session. Usually, we cater for 12-15 providers for up to 2 hours, or you could have your own session for only your setting. The advantage of these sessions is they can unpick in detail and in engaging ways the tasks and actions needed to put it all into practice. We need one staff member to prepare, deliver, follow-up, and feedback. Onsite sessions will need to also charge for travel.	£690 per session
c) Take 3: online action planning workshops for 12-15 providers, or a session just for you. Three two-hour workshops can be linked together to work through action planning, with inter-session tasks, and support with progress. One staff member to prepare, deliver, follow-up, feedback/evaluation report.	£900 per programme
d) Take 6: online action planning workshops for 12-15 providers, or a session just for you. Six workshops linked together to work through action planning, with inter-session tasks, and support with progress. One staff member to prepare, deliver, follow-up, feedback/evaluation report.	£1,800 per programme

Confidential one-to-one support

Information sessions meet a lot of needs, and with the extra support through training workshops or action planning sessions many providers will be supported. There is though, an important part of this jigsaw puzzle. And that is one-to-one confidential support. Not all business support needs are appropriate for addressing in large or even small groups. Therefore, the provision of individual private support is needed. We think this is best offered from the outset and linked to a whole programme containing other (group or training) sessions.

There is a variety of one-to-one support options these include:

1. Follow up and action planning review sessions. Revisiting the content of group settings and checking how things are going, identifying any blocks, questions or queries. Supporting through the findings and honing appropriate actions as a result.
2. One off bespoke 1.5 hour one-to-one online business support meetings. These sessions - when delivered in conjunction with the local authority team - can also provide mentoring and coaching opportunities for local authority officers by working through individual business dilemmas with providers.

3. Extended and intense support to intervene and work through significant issues, supporting the setting to work through step-by-step a bespoke action plan to tackle identified challenges.

Programme		Cost ex VAT
e)	One-to-one support Sessions usually last 1.5 hours each. There is often some need to read ahead and plan. They are charged at £300 each to include this preparation, delivery and follow-up. There is a discount for bundles five or more.	£300 each

Business health checks

For 10 years we worked with all the 140 voluntary, committee run early years settings across Northamptonshire. Our project 2000-2016 supported them to fulfil their governance and business responsibilities. A key strand of this work was the development and delivery of a comprehensive and regular business health check process. The tools we developed have been used in other areas too. Their benefit is the ability to promote business self-assessment and review, to inform business planning and leadership. Self-assessment is better when there is an opportunity for an independent and external view for support and challenge.

Business health checks should be an essential element of any business support strategy, and are a vital part of evidence gathering and research. We can help with tool development, direct delivery, and with incorporating business checks into sector research and in CSAs for example.

Programme		Cost ex VAT
f)	Business health checks Supply of a checking tool, guidance to complete, a review, support and challenge session usually lasting 1.5-2 hours. Agreeing actions, signposts and referrals. They are charged at £300 each to include this preparation, delivery and follow-up. There is a discount for bundles of five or more.	£300 each

Whole setting reviews: maintained nursery schools and others

We regularly work with individual settings that want to stop-the-clock and look at all aspects of their organisation's business. As independent and objective consultants we work with the manager or management team to explore the current position, and delivery arrangements, and costs and income. This will identify risks and things that could be done differently. We then develop an action plan and offer support to put it into practice. This

has included maintained nursery schools, LA nurseries, pre-schools, and nurseries or small chains.

	Programme	Cost ex VAT
g)	Whole setting reviews A team of two experienced consultant to prepare, research, report and support the setting to work through an action plan.	Can range from 5-15 days depending upon the size and complexity of the identified issue.
h)	Consultancy per 7 hour day	£700

We'd love to hear from you if you would like to discuss what you need.

James Hemsall OBE

james@hemsalls.com

w 0844 824 3083

m 07894 950 700

Celebrating 20 years of training, research and consultancy: www.hemsalls.com

Work and lifestyle blog:

www.workstylelifestyle.blog

Supporting 30 hours and all early years/childcare:

www.childcareworks.com

Twitter on all things early years and childcare:

[@hemsalls](https://twitter.com/hemsalls)