



Celebrating 20 years of supporting equality,  
social mobility and best practice in children's services

### **Menu of services: November 2019**

For 20 years we have been supporting providers, organisations, local authorities and central governments to achieve high quality, sustainable early years and childcare services for the benefit of children, parents and families. We specialise in creating and delivering tailor-made training workshops and courses; delivering research that achieves relevant and useful results and reaches and informs everyone in the process; and providing consultancy and/or development work that project manages in the short term or even as long as 10 years.

[Download our 20 years leaflet here](#)

### **Consultancy**

Our consultancy offers the additional capacity or skills our clients need or provides an independent and objective approach. Whether it be a problem that needs solving, or new ideas developing or implementing, we are pleased to help. Our consultants work in partnership with you, your partners and service users, right from the start, and throughout our delivery – which could be as short as one day, or for as much as 10 years.

We manage a wide range of projects including: central government national programmes (A2YO and Childcare Works), local business support development work, children's centre parent volunteer and employment coordination, support to voluntary managed organisations, safeguarding apprentices, large conferences and active workshops, DVD production, and programmes like Early Support.

Since we were established in 1999, we've developed thousands of childcare places, supported and challenged the implementation of the Childcare Act (2006) childcare sufficiency duty, shaped the delivery of Sure Start local programmes and children's centres, and supported the implementation of early learning for two-year-olds and childcare for 30 hours.

[Click here to see more](#)

## **Childcare sufficiency assessment (CSA)**

We are market leaders in advising on or delivering full childcare sufficiency assessments (CSA). We can deliver specific elements of a CSA, annual update reports, and/or manage the whole project on a variety of scales. Over the years, we have worked on small and large assessments.

When Childcare Act (2006) duties were introduced, we worked on behalf of DfE and Regional Government Offices and reviewed 100's of reports. Feeding back to support legal compliance, effectiveness, gap analysis, and continuous improvement. Recently we have been providing training sessions on undertaking CSAs.

With a highly dynamic childcare supply and demand market, many local authorities recognise the strategic and operational importance of consulting with providers and parents to inform, target and deliver their early years strategy and funding allocations. We can help by supporting: planning; project management; research instrument design and development; paper and online surveys; on-site interviewing; focus groups; provider audits; computer assisted telephone interviews; data entry and analysis, reporting, and presentation to all stakeholder groups.

Initial support can help by:

- Holding an initial meeting and creating a short-term action plan
- Providing telephone support
- Offering team briefings for those collecting data
- Giving a final presentation with a long-term action plan and recommendations to senior leaders to outline the duties, tasks, risks of non-compliance etc.

[Click here to see more](#)

## **Training**

We specialise in developing and the delivery of bespoke and up-to-date training for all types of early years, childcare, out of school, and children's centre providers, and for practitioners of all levels, experiences and roles, including childminders. We have been delivering such training since 1999.

We have lots of popular and proven packages and programmes and what's more, we are happy to discuss the development of any further sessions and are able to create or adapt training sessions tailored to meet your specific requirements. We deliver training in full or half days, in the evening, during school holidays, on teacher training days, Saturdays and even Sundays and bank holidays.

If you are looking for training that is developed for you, meets your individual training objectives, and delivers learners that enjoy and achieve, then please get in touch at [info@hempalls.com](mailto:info@hempalls.com) or [click here](#) for more information.

## **Safeguarding and child protection**

When it comes to safeguarding children, vulnerable adults and apprentices, our team is highly experienced, committed and helpful. We deliver a huge amount of specialist support that aims to help everyone working or volunteering with children, vulnerable adults and apprentices, and the general welfare of staff, and those who come into contact with them on a day-to-day basis.

This includes early years and childcare providers, schools, children's centres, charity workers, trustees and management committees, international tour-operators, and major high street retail brands – in short, any organisation or business in the public, private, voluntary and independent sectors. We deliver hundreds of certificated safeguarding or child protection sessions each year:

- Introductory or refresher sessions for new and experienced learners (4-6 hours)
- Designated lead (or internal champions/ambassadors) training (6 hours)
- Bespoke sessions to tackle specific issues for example, apprentices in the workplace, implications of recent cases, event management, British Values and the PREVENT duty (hours vary)

We offer:

- Our own open courses for individuals or groups to book onto.
- And we deliver on behalf of many Local Authority Local Safeguarding Children Boards (LSCBs), and organisations or businesses across the UK.
- On-site, whole-team training for teams that want everyone trained at the same time for teams as small as 5 to ones as large as 500.

If you need your policies and procedures reviewing or think you would benefit from an external and objective challenge, our consultants are here to help. We can review your starting position, look at what has changed in practice and the law, and offer useful and practical ideas for your continuous improvement.

[Click here to see more](#)

## **Changing Lives Through Childcare (CLTC)**

The Changing Lives Through Childcare (CLTC) programme was funded by DfE and developed by the Childcare Works programme to support local areas to increase early years and childcare take-up across the country. Since 2018, over 30 CLTC sessions have been delivered all over England in areas where take-up might be lower, or where there is potential to make a difference. And they have been making a big difference.

If you would like us to help you get a Changing Lives Through Childcare off the ground and making an impact in your area, please get in touch. We can prepare and deliver a half or full

day session for you and your colleagues, wider partners, early years and childcare providers, health visitors and/or Jobcentre Plus. We can even manage the event logistics, recruitment of delegates and bookings as well. Prices depend upon the size of each event and the tasks involved, guide: £450-£1,500+VAT.

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