

Early Years Professional Development Programme (EYDPD)

The Early Years Professional Development Programme was launched in September 2019 and training for Champions began in December 2019.

The 2-year programme was originally set to start in December 2019 and finish in July 2021 to provide high quality, evidence-based and fully funded CPD (continuing professional development) for pre-reception practitioners from schools and private, voluntary and independent (PVI) settings, who met the qualifying criteria.

The programme was funded by the Department for Education and delivered by Education Development Trust in partnership with Elklan. Between September 2019 and March 2022, Hull City Council received a total grant sum of £140,820; of which 60% was distributed to Providers to pay backfill to release staff for training and cascading to staff in their settings.

In Hull, we received over 30 Expressions of Interest; 22 individuals met the qualifying criteria and at the start of the programme there were 2 Tutor Champions, 6 Mentor Champions and 14 EYP's (Early Years Practitioners), representing 24 settings from both the maintained and PVI sector. Two partnerships were formed.

Following an eventful but short lived 'face to face' training programme in late 2019 and early 2020, the programme halted when the Pandemic lockdown happened in March 2020. Tutor and Mentor Champions embraced the challenges and successfully accessed their training online when it resumed in June 2020, achieving level 3 certification.

They continued to successfully cascaded the Language, Literacy & Mathematics Modules (LLM2-4) to the EYP's when they commenced their training in April 2021. The Communication Friendly Settings training (CFS), followed when an extended period of delivery was agreed; this was finally completed in March 2022.

All Practitioners worked tirelessly to access their online sessions and cascade training to their own settings as well as undertaking peer audits. Against the backdrop of high levels of Covid cases, staff shortages, personal illness, lockdowns and transferring to online training, Hull's success in maintaining engagement and completing all strands by the deadline in March 2022 has been recognised Nationally.

OUT OF THE 22 ELIGIBLE PRACTITIONERS WHO WERE ACCEPTED ON TO THE TRAINING:

- * **10 EYP's completed Level 4 and achieved CFS accreditation in their setting**
- * **6 Mentor Champions completed Level 4 and achieved CFS accreditation in their setting**
- * **2 Tutor Champions completed Level 4 and achieved CFS accreditation in their setting**
- * **18 settings achieved CFS accreditation which is now embedded in 20 settings across the city**
- * **The cascade of the CFS reached approximately 100 Practitioners in the participating settings**

2 EYP's completed Strand 2 and left to work for another employer and 2 EYP's completed Strand 2 then commenced their maternity leave.

Early intervention to make the biggest difference to disadvantaged children

The Programme supports the government's aim to help improve social mobility through education and is specifically targeting those practitioners who work with the most disadvantaged children between the ages of 2 and 4 years. Investing in professional development in the existing Early Years workforce can lead to rapid improvements in quality and children's attainment. Evidence also shows that staff training is a more promising way to raise quality than increasing the number of hours children attend formal childcare or improving the physical environment.

The EYPDP Programme content:

Education Development Trust, in partnership with Elklan, developed a comprehensive, sustained CPD programme, organised into a single course, with three distinct strands:

Strand 1 – Making Change Stick

Working with the Chartered College of Teaching, Education Development Trust will deliver face-to-face and online training to support Early Years Champions to lead and deliver a cascade model that ensures a setting-led system change in practice.

Strand 2 – Language, Literacy and Mathematics for 2–4s (LLM2–4)

This element of the CPD Programme uses Elklan's suite of materials, enhanced with additional material from the National Centre for Excellence in the Teaching of Mathematics (NCETM) and input from Early Years literacy and mathematics experts.

Strand 3 – Communication Friendly Settings

Communication Friendly Setting (CFS) accreditation is awarded to Early Years settings (including nursery classes in mainstream schools) that have trained and supported all their staff in communication and language development.

The objectives of the Programme

By the end of the programme Early Years Practitioners (EYPs) will have:

- ◆ a sound grounding of current early years child development research and theory to improve practice
- ◆ the skills and knowledge to enhance the quality of adult-child interactions through Sustained Shared Thinking – encouraging 'back and forth' discussions to build vocabulary
- ◆ improved subject knowledge and confidence to implement evidence-based approaches across early language, literacy, and numeracy, including through activities like shared reading, reading to children on at least a daily basis, dance and rhymes
- ◆ the knowledge and confidence to engage with parents around their children's learning – to support the home learning environment
- ◆ confidence in and know how to identify children at risk of Speech, Language and Communication Needs – and can put into place suitable and appropriate support strategies that do not add to any over-identification pressures on local speech therapy services.

HUGE CONGRATULATIONS TO THE CHAMPIONS AND EYP'S IN HULL

ADELE MABLEY-MCMILLAN NURSERY SCHOOL, ALICE JOHNSON-THANET PRIMARY SCHOOL,
JESSICA WILSON-TALLULAH BEAU 1, KAREN GARNHAM-LEMON TREE, LAUREN DUNN-BRIGHTSTART,
KELLY FIRTH-TALLULAH BEAU 2, LEANNE CATCHPOLE-BRIGHTSTART THORPES,
LUCIE BUCKLEY-WESTSIDE GRANGE, NICOLA TAYLOR-WHEELER PRIMARY SCHOOL,
REBECCA BROADBELT-CHILD DYNAMIX BOULEVARD, VICTORIA HOUBE-CHILD DYNAMIX SAVOY ROAD,
FRAN ROWBOTTOM-BRIGHTSTART COMPASS, KIRSTY LINFORD-BRIGHTSTART DORCHESTER



(Not photographed) – SARAH DALE-WESTSIDE MARFLEET, NATALIE THOMPSON-WESTSIDE ACORNS, KIRSTY PENNINGTON-BRIGHTSTART PARKS, JADE ALDOUS-BRIGHTSTART BRANSHOLME, STEPHANIE NORMAN-CHILD DYNAMIX PRESTON ROAD, HELEN LEADLEY-WESTSIDE STALYBRIDGE