

ECEY5006 - Leadership and Teamwork in the Early Years speech – ID 2308630

I acknowledge the use of AI Tool Microsoft Editor on 25th November 2024 to proofread my ECEY5004/C assignment. 1. Spelling and Grammar. I confirm that I have not presented any AI generated text as my own work. I confirm I have copies of my drafts, notes, and other resources I used before, and after the use of AI tools which I may be asked to provide in evidence.

Good afternoon, I am Shelly the leader from the wrap around care facility to the nursery within the school. My role within the setting is the leader of the early years team, I promote the inclusion and acceptance of all children within the setting. Fostering independence and encouraging children to interact with others. I contribute to team planning and evaluation of learning outcomes following the curriculum for funded non maintained nursery settings (Welsh Government, 2022c).

I also ensure that the team provides feedback to parents, the school and other multi-agencies in relation to progress and achievement. I have a lead role in safeguarding as the (DSO) as well as following setting safeguarding policies and procedures, we follow the All Wales Child Protection Procedures (2008), legal framework legislation such as the Social Services and Well-being (Wales) Act (2014), the Children Act (1989), the Children Act (2004), the Health and Safety at Work Act (1974). We assist and develop staff through continuous professional development, supporting practitioners, and conducting supervisions, reviews, meetings, and appraisals. I also promote and contribute to the overall ethos and aims of the service. According to Moyles (2006) to become an effective leader, one must be democratic, insightful, apply the vision for change, show understanding and communicate effectively with colleagues and other professionals. However, Fiedler (1967) evaluated leadership effectiveness based on situations, analysing two types of leaders. A leader who made good connections and relationships with the team to complete the task at hand, (relationship orientated). Then a leader who focused solely on the task, (task orientated). He concluded there was no supreme leader, depending on the situation, both could work effectively (Lindon, 2012). Furthermore, The Blake Mouton Grid (1960) has similar qualities, although a managerial theory grid, this is centred around two main factors. Concern for people and the concern for results. This theory allows leaders to comprehend the importance of balance between concern for individuals and the task in hand, which can lead to the most effective leadership, Mindtools (2023).

As you are aware, numbers will be increasing for the wrap around service from next term. Therefore, I have started the recruitment process to employ a new member of staff. I have in place a safer recruitment strategy to ensure that applicants employed will be suitable to work with children. NSPCC (2024) believes that safer recruitment procedures should be implemented to help ensure staff are suitable to work with children. This is a crucial stage that builds a positive and safe environment that keeps

children safe from harm. Furthermore, the UN convention of the rights of the child (UNCRC) article 3, states that the best interests of the child should be paramount in all actions and decisions that affect children (UNICEF, no date). Two relevant references, including any previous childcare positions, will be obtained prior to employment. An enhanced DBS will be applied for and assessed for suitability before the candidate's start date (HM Disclosure and Barring Services, 2024). This links

to the Bichard Report (2004), the official inquiry into the murder of two 10-year-old girls, Jessica Chapman, and Holly Wells, who were murdered by Ian Huntley, a school caretaker at Soham Village College in 2001. Huntley had previous convictions that were not detected due to failings by Humberside and Cambridgeshire police constabularies, and Soham Village College's shortfalls in checks prior to employment. The inquiry made a significant difference and changed the system to register people working with children and vulnerable adults with the DBS (Disclosure and Barring Services). An update service is also available, allowing applicants to keep their details up to date and enabling employers to complete regular checks on DBS certificates. Becky, I am aware that the school uses this service already is that correct? Please can we ensure that the new member of staff is added to this and that all current staff have been registered for the update service please. This will prevent short failings going forward and promotes good practice measures. According to Rodd (2013) teamwork is a continuous action that can be built upon and enriched through the contribution of others via communication. It is not a single event. The new member of staff will require the qualification City and Guilds Level 3 Children's Care, Play, Learning and Development Practice or WJEC Level 3 Children's Care, Play, Learning and Development: Practice and Theory, or equivalent. This level of qualification is stipulated through Social Care Wales (2024).

They will also require mandatory training in paediatric first aid and Safeguarding level 2. Becky please can this be actioned as soon as I confirm a start date? Staff training was highlighted by the Nutbrown Review, (2012) recommending improvements to the training and qualifications of early years practitioners, which in turn would improve and facilitate practitioners to provide high quality education and care. However, according to McDonald, Thorpe, and Irvine (2018) the retention of early years staff is very difficult due to low levels of pay and high staff turnover. Recruiting and retaining staff is a challenge and is an ongoing concern within the sector.

Prior to employment, the candidate will make a medical disclosure to confirm they are mentally and physically capable of caring for children, looking after children of the age they are registered to care for, or likely to have unsupervised contact with. Standard 13.1 dc Suitable Person (Welsh Government, National Minimum Standards, 2023, p. 38). During the induction process a buddy system will be in place and as a part of this I

would like to include a school tour and introduction to the teaching staff, including the nursery class. Can we set an additional date to hold this induction process please as soon as a suitable candidate has been selected Becky?

According to Jones (2008) new staff will need some support, reassurance, and supervision. However, once they have been supported and supervised there will come a time where you can allow them more freedom and scope to make decisions. At this point, the new member of staff should be clear about their role and responsibilities and the standards that need to be met.