Appendix 1

What do you think?

Name: Early Years – the organisation for young children

Address: 6c Wildflower Way, Apollo Rd, Belfast, BT12 6TA

1. Do you agree with our Vision and Core Purpose?

Yes ☑️  No ☐

Comment

Early Years agrees with the general principles of the vision and core purpose as laid out in the draft document. We strongly encourage the Trust to achieve the vision of being a lead provider of health and social care services for all patients, clients and carers in partnership with all relevant sectors and individuals, including parents and families and also children themselves as our youngest citizens. This will help the Trust to continually strive towards services provided being customer focused, effective, value for money and responsive to the changing needs of citizens in the Trust area.

2. Do you agree with our Core Values?

Yes ☑️  No ☐

Comment

We encourage the value led approach proposed by the draft document. Early Years – the organisation for young children has always worked within a strong set of values that place children and their parents and carers at the core of what we do. Being values-led means we look at how we work together and our attitude to work. These values serve not only to define what it looks like to work in Early Years but also to demonstrate a high respect culture for all those in this community – children and their parents and carers, our colleagues, members, partners and other users of our services. Any vision and values adopted by the Trust should be communicated clearly, internally and externally, through all available formats and mediums and in any publications produced. It is also important to ascertain key behaviours which support and contribute to the defined values. Applying these values and their underpinning behaviours will give clear and positive guidance about what the values look like in practice and what can be done to make the most of the values. More information on our vision and values can be found at http://www.early-years.org/about_us/vision.php.
3. Do you agree with our analysis of the Planning Context?

Yes ☑ No ☐

Comment

The general headings, designed to set the societal planning context in which the Trust operates, are deemed to be appropriate. Within 'Political and Financial' it is vitally important that the document acknowledges the need to work with other Trusts and also Health and Social Care related organisations across the sectors, especially in the present economic climate, to ensure locally focused outcomes. Equally, it is essential that the Trust seek to influence other Departments than just the DHSSPS in order to aid cross departmental working and thinking at Executive level on health and well-being issues and improving outcomes for all children and young people. Within 'Demand and Population' and 'Public Engagement' more reference should be included to addressing the needs and voices of all children, from the earliest stages, and those who care for them in these respects.

4. Do you agree with our six Key Themes?

Yes ☑ No ☐

Comment

Acknowledgment, within the 'Efficiency and Service Reform' theme, that the present economic climate will bring opportunities in addition to challenges is important. Early Years is a strong advocate of evidence based excellence and innovation and would like to see a greater commitment within this theme to robust internal and external data collection and data management measures than exists in the present draft. More reference to improving outcomes for all children and those who care for them would also be beneficial within the present themes.

5. Do you agree with our Objectives?

Yes ☑ No ☐

Comment – are there objectives that you would add/delete? Continue on separate page if required

See attached additional sheet.
6. Do you agree with our Proposed Actions?

Yes [ ] No [ ]

Comment – are there Proposed Actions that you would add/delete? Continue on separate page if required

See attached additional sheet.

7. Do you have any other comments?

Yes [ ] No [ ]

Early Years – the organisation for young children is the largest organisation in Northern Ireland for young children. The voluntary and independent members of Early Years support the needs of almost 28,000 children, an estimated 11,000 families and over 5,200 staff. In working within a strong set of values we place listening to children and those who care for them; ensuring a strong voice for children; participation; inclusion and diversity; community and partnership amongst the values at the very forefront of what we do. We welcome the opportunity to work closer with the Trust in the further development of the initiatives associated with the Corporate Plan.

THANK YOU FOR YOUR CONTRIBUTION

Please return your completed response by **5pm Friday 5 August 2011** to:

Tania Gibson  
SEHSCT  
Kelly House at Trust Headquarters  
Ulster Hospital  
Dundonald  
BT16 1RH  
E Mail: tania.gibson@setrust.hscni.net
Appendix 1 (additional sheets– Questions 5 and 6)

What do you think?

Name: Early Years – the organisation for young children

Address: 6c Wildflower Way, Apollo Rd, Belfast, BT12 6TA

5. Do you agree with our Objectives?

Yes [ ] No [ ]

Comment – are there objectives that you would add/delete?

Safety, Quality and Experience - It is important that the draft Corporate Plan document expressly incorporates the Trusts commitment to safe services, improved outcomes and performance monitoring. Included amongst the objectives within this theme is that feedback from service users and carers will form part of the performance monitoring process. More information on how the Trust would actively seek this feedback from all, including the youngest citizens, in the trust area should be included within this or the Stakeholder Engagement theme objectives.

Access - The objectives within the Access theme relate primarily to ensuring services received by patients and clients are timely and accessible. Here there is scope to also include reference to objectives related to ensuring information provided by the Trust is made available in all formats and styles, both hard copy and electronically, so as to be easily accessed and understood by customers and stakeholders. Early Years encourages the inclusion of the objective within this theme to promoting equality of opportunity and good relations.

Health and Wellbeing – Early Years supports the ambition in the draft document towards cross-sectoral responses to delivering improved health and social care outcomes and the objectives to develop partnerships addressing societal health and wellbeing issues with active participation of local communities and the public.

Stakeholder Engagement – The inclusion of objectives in the present draft document to ensure personal and public involvement is fundamental to all the Trust does and to demonstrate the benefits of engagement to individuals, interested parties and communities is commendable. Additionally there would also be merit in inclusion of a commitment to measures to raise the capacity of residents of all ages in the Trust area to be better able to actually engage with the Trust in service planning and delivery. Again, this should be taken forward in partnership.
6. Do you agree with our Proposed Actions?

Yes [ ] No [ ]

Comment – are there Proposed Actions that you would add/delete?

Safety, Quality and Experience – As noted above, inclusion of more detailed priorities / actions as to how the Trust would actively seek and respond to feedback from service users, carers and other stakeholders as part of the performance monitoring process would be appropriate either within this theme or the Stakeholder Engagement theme.

Access – Within this theme additional reference to priorities related to ensuring information provided by the Trust is made available in all formats and styles, both hard copy and electronically, so as to be easily accessed and understood by customers and stakeholders for the Trust area would be preferred. Equally, whereas there is a specific objective within the 'Access' theme to promoting equality of opportunity and good relations there are no corresponding actions within the 'Proposed Priorities' sub-section as to how achieving this objective would be accomplished. Early Years supports the inclusion of the priority to enhance choice and services for mothers through the expansion of services for newborn infants and mothers.

Health and Wellbeing – Early Years encourages the inclusion of commitment to developing early intervention and prevention approaches (this should include early identification of illnesses, disability or environmental factors affecting health and well-being). It is important here to include measures relating to both physical and emotional health in childhood and into adulthood. Equally positive is the commitment to developing early years services with a view to helping breaking the cycle of disadvantage within specific communities. Early Years is a strong proponent of evidence based excellence and innovation and rate these highly amongst our organisational values and behaviours. Research clearly shows that the gap between social and economically disadvantaged children and their peers, including language and neurological development, opens up at age 18 months. Research (such as the work of Nobel Laureate and Economist, James J Heckman) has also shown that investment in programmes targeted at children aged 0-3 and their families is much more likely to deliver desired outcomes. Such work must be carried out in partnership with parents, carers and families as primary providers and influencers in the area of health, care, education and well-being with additional targeted support meeting the needs of the whole family.

Our Staff – Commitment in the document to staff development towards continuous improvement is important. Good quality, accessible and challenging training opportunities are pivotal to the success of this theme. More detail would be recommended in this section on specific staff training / awareness measures in particular relating to management development, legislative and regulatory changes, research and evidence gathering good practice and understanding and implementing collaborative approaches to training.
6. Do you agree with our Proposed Actions? (Continued)

Comment – are there Proposed Actions that you would add/delete?

**Stakeholder Engagement**—Parents, carers, families and children having clear, comprehensive information available in a format which meets their social, cultural or education needs here is vitally important. More has to be done than to merely engage with stakeholders. Within this theme it would also be beneficial for the Trust to incorporate actions relating to raising the capacity of residents, including our youngest citizens, in the Trust area to be better able to meaningfully interact with the Trust in service planning and delivery. This includes actions to ensure engagement with children and that the voice of children is adequately reflected in consultation responses and stakeholder events and activities. Such actions could be effectively taken forward in partnership. Organisations and groups in the voluntary and community sector also implement a variety of evidenced based programmes and projects designed to provide children, young people and families with services to tackle barriers to learning, health, wellbeing and employment and providing capacity building and support to those from disadvantaged backgrounds, the Traveller Community, ethnic minorities or those who do not otherwise have the language skills to participate more.