

# ECM Essentials

## Early Years

## Demonstrate compliance and develop excellence

After a year of development with local authorities and early years settings, INTEC is pleased to introduce an important new solution. **ECM Essentials: Early Years** is suitable for those working with children through private and public sector-funded provision, and who have a new set of obligatory expectations via the Sure Start initiative.

The early years sector is key in the delivery of the Every Child Matters (ECM) agenda. The recent introduction of a common inspection framework has meant that early years operations, no matter how large or small, need to meet a common set of outcomes in the care, support and development of children.

**ECM Essentials: Early Years** enables early years organisations to:

- » **demonstrate compliance** of all managers and workers with core principles of the ECM initiative
- » **review the development needs** of all workers within the context of the *Common Core of Skills and Knowledge for the Children's Workforce*
- » support managers and practitioners in **acquiring the skills** needed as a result of changes instigated through ECM reorganisation.

**ECM Essentials: Early Years** comprises two practical tools, **ECM Priority** and **ECM Profile**, and a supplementary CPD programme.

## Outcome 1 Collaborative working

All managers of early years settings or activities, however formal or informal in nature, are required to understand both their obligations for the care of children, and the expectation that they will share (through appropriate channels and using strict protocols) any concerns that they have. Many barriers, both real and perceived, have previously prevented such cooperative working.

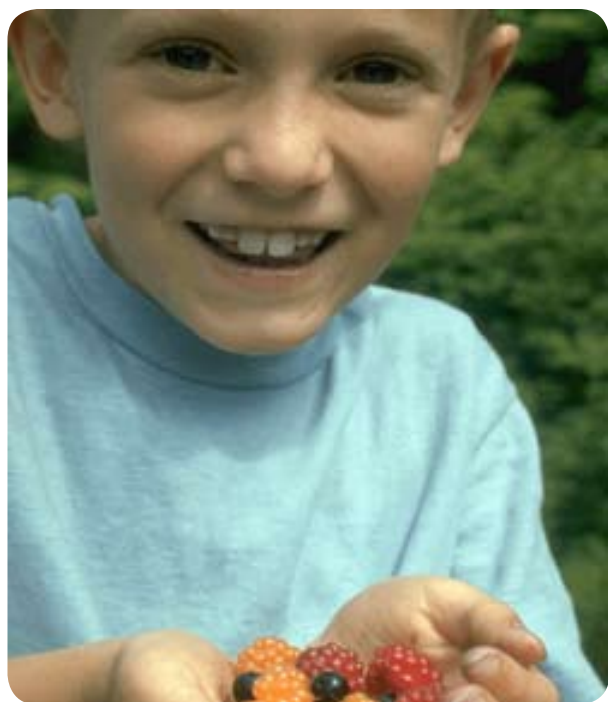
**ECM Priority** helps to ensure that collaborative working can flourish. It identifies potential barriers to integration, as seen through the eyes of those who manage child-orientated activities, and provides the strategic information needed to lead, manage and implement the ECM agenda.



## Outcome 2 Identifying development needs

**ECM Profile** is designed to help assess the core competences needed to cover Every Child Matters and fill in any gaps. It is a simple but sophisticated self-evaluation tool which helps to catalyse improved practice at both individual and organisational level. It provides analysis of each individual practitioner's activity and confidence with respect to the skills and knowledge contained in the *Common Core of Skills and Knowledge for the Children's Workforce* (Common Core prospectus).

**ECM Profile** offers a chance to celebrate good practice, and to find out where and how provision might be improved.



## Outcome 3 Addressing development needs

**ECM Essentials: Early Years** also includes a set of simple and effective resources which will enable managers of services or activities to address any development needs identified. This may particularly be in areas required for effective multi-agency collaboration, such as sharing information and ensuring that children stay safe from harm.

The materials enable any organisation or individual to ensure that they have the skills, knowledge and understanding required to meet the Common Core prospectus, and to improve the support that they give to children and young people.

### Case study

A West Midlands Early Years Development and Childcare Partnership used **ECM Essentials: Early Years** to examine the skills of all of its core staff. The project allowed the partnership to work with individual members of staff to address gaps in their skills and knowledge, as well as to examine the collective strengths of whole sections of their workforce. **ECM Essentials: Early Years** enabled the limited budget available for professional development to be targeted as effectively as possible.

*a set of simple and effective resources*