



Volume:	Autumn 2025	Week No:		Date:	Thursday 11 December 2025
---------	-------------	----------	--	-------	---------------------------

Contents

1.	Welcome to Oldham.....	2
2.	Safeguarding.....	2
3.	Early Years.....	3
4.	Partnerships.....	6
5.	Health and Wellbeing.....	6
6.	Sufficiency.....	6
7.	CPD and Training.....	7
8.	SEND and Inclusion.....	8
9.	Recruitment and Retention.....	9
10.	Reminders	9

Welcome to Oldham

Director of Education, Skills and Early Years

Paul Tinsley has joined Council as Interim Director of Education, Skills and Early Years. Paul has previously worked as Assistant Director / Director of Education in North Lincolnshire, Calderdale and Leicester and is looking forward to engaging with Oldham setting and school leaders, so please extend an invitation to him to visit.



Thanks to Matt Bulmer for his service as Director of Education, Skills and Early Years. Matt has moved into a new role within the Council as Project Director for SportsTown and Northern Roots.

Point of Contact: Tony.Shepherd@Oldham.gov.uk

Safeguarding



Oldham Safeguarding Partnership Newsletter

Remember to sign up to Oldham Safeguarding Partnership newsletter to keep up to date on developments.

[OSCP | Welcome](#)

You can also access the catalogue of 7-minute briefings.

The briefings provide a mixture of new information such as learning from Serious Case Reviews or a reminder of basic information with challenge questions for teams to think about the application to practice within their teams.

[7 Minute Briefings | Oldham Safeguarding Children Partnership](#)

You will also find a range of safeguarding topics including safeguarding babies; safe sleep, neglect and more.

[Safeguarding topics | Oldham Safeguarding Children Partnership](#)

Safer Internet Day

To help you deliver sessions for Safer Internet Day (which will take place on 10th February 2026), the UK Safer Internet Centre have created a range of [free, engaging and interactive resources](#) on this year's official theme: 'smart tech, safe choices – exploring the safe and responsible use of AI'.

These educational resources have been specifically designed to support educators in delivering messages about AI that are suitable for all ages.

These free resources are designed for use with 3-7-, 7-11-, 11-14- and 14-18-year-olds, with each resource pack containing presentation slides and activities.

Refreshed protocol for harmful sexual behaviour

What is harmful sexual behaviour (HSB)?

Sexual behaviours by children that are developmentally inappropriate, harmful to self or others, or abusive.

What's new?

A refreshed protocol is now in place for any suspicion, allegation, or observation of a child or young person displaying HSB or being at risk. It promotes responses at all levels: prevention, early intervention, and specialist support.

How does the protocol work?

It focuses on the child causing harm, addressing their needs holistically and early through a trauma-informed, multi-agency approach. Victim safeguarding is managed separately under usual procedures. Specialist assessment is carried out by trained children's social care and youth justice staff.

View and download the HSB protocol from [the OSCP website](#)

Free training to strengthen child sexual abuse awareness and response

OSCP has partnered with the centre of expertise on child sexual abuse (CSA) to offer **free training** for professionals working with children, young people, and families.

These sessions aim to improve identification and response to child sexual abuse through evidence-informed resources, training, and guidance. You can book a range of courses via the training area within the [OSCP website](#)

Sadly, child sexual abuse is one of the most common forms of harm. Research shows that 1 in 10 children are sexually abused by the age of 16 in England and Wales. It is vital that professionals maintain a strong understanding of the essential facts about CSA so we can collectively identify, respond to, and prevent abuse. The centre of expertise on CSA provides comprehensive advice, guidance, and support on [their website](#) to help you in this work.

Safer sleep in winter

As the colder months approach, OSCP would like to remind everyone about the importance of safe sleeping arrangements for babies and young children. While sudden infant death syndrome (SIDS) is rare, many cases can be prevented by following simple guidance. SIDS has also sadly been a feature of recent case reviews in Oldham, highlighting the importance of sharing this advice.



The Lullaby trust provides excellent advice on reducing the risk of SIDS and also offers practical tips for winter safety for both planned and unexpected sleeping situations away from home. For more guidance you can visit the [Lullaby Trust website](#). Please take a moment to review their guidance and share it with the parents and carers you work with.

Point of contact: info@lullabytrust.org.uk

Early Years

Changes to Ofsted



Thank you to those who attended the Ofsted workshops, we hope you found the initial discussions helpful.

Please find the links to the Ofsted toolkit and operating guide for inspectors

[Early years inspection: toolkit, operating guide and information - GOV.UK](#)

Below are further links from Ofsted

- [Principles for carrying out early years inspection and regulatory work without notice](#) - Published guidance for inspectors on how to decide when to inspect or visit without notice.
- [Principles for deciding when more than one inspector is needed for early years inspection and regulatory activity](#) - Published guidance for inspectors on how to make this decision and the process to follow.
- [Early years and childcare: Ofsted's enforcement policy](#) - See '[Summary of changes](#)'.
- Updated the following pages to reflect inspection processes under the renewed inspection framework:
 - [Publication of outcome summaries](#)
 - [Inspecting registered childcare providers: information for parents](#)
 - [Carrying out Childcare Register compliance inspections](#)

- [Regulating and inspecting association independent schools with an early years registration](#)

[Childcare providers and inspections as at 31 August 2025](#) - Included registered childcare providers and places, inspection outcomes, and joiners and leavers as at 31 August 2025.

Point of contact: early.years@oldham.gov.uk

Early Education and Childcare Statutory Guidance



Changes to Provider Invoices



Provider Website Guide

The [Early Education & Childcare Statutory Guidance](#) was updated in April 2025 and changes were made regarding how providers should issue their invoices/receipts in connection to the funded hours (section A1.36) . The guidance also states that any charges in relation to the funded hours should be published on provider websites (section A1.35). We recommend that all providers in receipt of the Early Years funding make themselves aware of these changes which must be in place by January 2026.

Changes to Provider Invoices

The guidance states that invoices and receipts should be itemised, and local authorities should work with providers to ensure their invoices break down separately into:

- the free entitlement hours (these should be shown in hours without a cost next to them)
- additional private paid hours
- food charges
- non-food consumables charges
- activities charges

Invoices and receipts should also include the provider's full details.

Itemised invoices will allow parents to see that they have received their child's funded entitlement hours free of charge and that any costs are for additional hours and optional services.

To ensure that all providers are prepared for the changes, we have worked together with colleagues from the sector to create an invoice example guide (see attached). This guide includes an invoice checklist and examples of compliant and non-compliant invoices. Please note that these invoices are examples and are not prescribed.

The Local Authority has a duty to ensure that itemised invoices are in place by January 2026. We would, therefore, kindly request that all providers in receipt of the Early Years funding, send an example copy of their invoice to Free.Entitlement@oldham.gov.uk by 31 December 2025.

Provider Website Guide

The cost of chargeable extras should be published on provider websites, or where they do not have a website, through the Local Authority Family Information Service. These should be clear, up-to-date, and easily accessible to parents. Providers should also include the pattern of hours that parents can take the entitlements

NB: Childminders and providers with 10 or fewer children at any one time are exempt from publishing their chargeable extras on their website.

To help providers with their websites, we have created the attached 'Provider Website Guide' which includes a checklist and an example of how to set out costs.

Providers who do not have a website, should complete the following survey so that the information can be published through our Family Information Service – [Click here](#) to access the survey

Websites should be updated by 1 January 2026.

Point of contact: Stephanie.Pritchard@oldham.gov.uk

The Potty Training Guide

Across the country, 1 in 4 children are not toilet trained when they start Reception. This means children begin their education without the independence they need and places extra pressures on schools.

Following requests from schools, nurseries and local authorities across the country, we're delighted to launch the brand-new [Potty Training Guide](#).

The free Potty Training Guide has been developed by the early years sector and offers clear, research-based guidance around when and how to potty train. Evidence shows that the best time to stop using nappies for bowel and bladder health is between 18-30 months, and the Guide will support schools and early years settings in working with parents to help children achieve this.



The Education Secretary Bridget Phillipson and Health Secretary Wes Streeting both welcomed the new advice. Government guidance on potty training for settings is also being updated today to align to the [Potty Training Guide](#), ensuring one clear set of messages for parents, schools, nurseries and childminders. This follows the Government's backing of a new agreed definition of school readiness with the launch of the [Starting Reception website](#) earlier this year, linked to their [Best Start in Life strategy](#).

Point of contact: laura.williams@oldham.gov.uk

BBC CBeebies Parenting - Festive Fun for Families

[CBeebies Parenting](#) has lots of free festive inspiration for everyone - check out and share the new [Festive Collection](#) with families you work with.

Discover [15 fun ways](#) to turn boxes and wrapping paper into decorations, pretend cars and imaginative games (plus a FREE gift box template!), and find support and advice on managing [sensory overload](#) and [financial costs](#), to navigating the "[Chrimbo limbo](#)" [days](#) between Christmas and New Year, there's something for everyone.



Parents, caregivers can also listen to the [CBeebies Parenting Helpline](#) to hear more about the festive juggle, with tips on navigating family dynamics and a special episode focusing on festive activities that won't break the bank.

Festive Fun on CBeebies iPlayer!

Get into the holiday spirit with loads of festive [CBeebies content on iPlayer!](#) Great for co-viewing, there are plenty of shows that are both fun and educational:

- I Spy, You Spy Christmas episode
- Alphablocks – exploring letters and words in a playful way.
- Dodge's Pup School Christmas episode

And for a bit of magical festive fun for the whole family check out:

- **CBeebies Panto: Cinderella** – the classic panto experience brought to life with CBeebies presenter Evie Pickering!

Partnerships

50 Things to Do

Behind each door is a festive-themed **50 Things** activity designed to bring extra play ideas in the lead-up to Christmas. This is a great resource to share with the families you work with, offering them quick, easy, and meaningful free ideas to get playful this Christmas.



From weekend walks and simple jokes to cosy moments reading together, the calendar provides daily inspiration to support family learning and connection throughout the season.

[Click here](#) to access the Advent Calendar

Point of contact: info@50thingstodo.org

Free Webinars for Christmas from Tales Toolkit

This month, Tales Toolkit is offering something amazing for every practitioner working in early years - **all our webinars are available to watch completely free until January 6th!**



If you're not already subscribed, all you need to do is [Create a Free Account](#). And after January, you'll continue to have access to a selection of webinars that update monthly.

Past guests have included Alistair Bryce-Clegg, Greg Bottrill, Julian Grenier, Jenny Mosley, Suzanne Zeedyk ... the list goes on!

<https://www.talestoolkit.com/webinars-with-experts-for-christmas>

Point of contact: laura.williams@oldham.gov.uk

Health and Wellbeing

Play England – annual general meeting takes place on 19 December



Play England will hold its 2025 Annual General Meeting (AGM) on Friday 19 December at 1pm – 2pm. This will be of interest to those working in out of school clubs, wraparound and HAF provision.

This is an opportunity for you to hear about the work [Play England](#) have been delivering over the last year. Play England's vision is for England to be a country where everybody can fully enjoy their right to play throughout their childhood and teenage years, as set out in the UN Convention on the Rights of the Child Article 31 and the [Charter for Children's Play](#).

If you work in an out of school club, wraparound or HAF provision or are just interested in the benefits of children's play, please join Play England's AGM on Friday 19th December – [Click here](#) to book.

Play England will hold its 2025 Annual General Meeting (AGM) on Friday 19 December at 1pm – 2pm. The meeting will be held online. You book a place and read the full AGM notice on the [Play England website](#).

Point of contact: info@playengland.org.uk

Sufficiency

Sufficiency Questionnaire Results Summary



Autumn 2025 Sufficiency Questionnaire Results Summary

We have included the current sufficiency data from the survey we sent out for the Autumn 2025 Sufficiency questionnaire. We would like to thank you for your co-operation and contribution; by completing this it helps us ensure there is sufficient childcare within the borough and highlight any potential sufficiency issues that may arise in the future.

Point of contact: cherice.fynan@oldham.gov.uk

CPD and Training

Apply to Become an Early Years Stronger Practice Hub



Department
for Education

Overview

Early years stronger practice hubs:

- provide advice
- share good practice
- promote evidence-based professional development for early years practitioners
- work closely with local authorities, early years settings and other partners, playing a crucial role in delivery of the government's early years strategy [Giving every child the best start in life](#)
- There are currently 18 early years stronger practice hubs – 2 in each region in England. We plan to recruit an additional [18 hubs across England to make a total of 36 hubs](#).

Who can apply

To be eligible to lead an early years stronger practice hub, your setting must be:

- a group-based early years setting, including:
 - school-based
 - private, voluntary or independent (PVI)
- rated good or outstanding by Ofsted
- providing pre-reception early education

The application window for Early Years Stronger Practice Hubs has gone live with a deadline for submissions by Friday 16 January 2026.

[Click here](#) to apply

Point of contact: Jamie.Fallon@greatermanchester-ca.gov.uk

Leuven Scales of Well-being & Involvement in the EYFS

Join us for this reflective and insightful CPD opportunity for your early years staff.

For practitioners committed to putting the child at the centre of all they do, this programme will support you to gain an understanding of how we can measure and support children's well-being as they develop emotionally, using the internationally recognised Leuven Scales of Well-being as a framework.

During the sessions, led by an Early Excellence Curriculum Consultant, we will focus on:

The Signs, Signals and Levels of Well-being and Involvement

An overview of the work carried out at the Centre for Experiential Education at Leuven University, Belgium the Process Oriented Monitoring System (POMS), and descriptions of the signs, signals and levels of well-being and involvement.

Moderation of Levels of Involvement

Moderation of levels of involvement and introduction to the screening process by studying film clips to ensure a shared understanding.

Ten Action Points: An Audit Tool

An introduction to the 10 Action Points, an audit tool developed by the Leuven team, to support and guide adjustments to practice and provision, in order to raise levels of well-being and involvement.

Benefits:

- Explore the critical roles well-being and involvement play in high quality learning
- Consider how to maximise the potential of your learning environment and interactions to support this
- Gain an overview of the Leuven Scales of Well-being and Involvement

Please note that this is a **three-part training - all sessions** must be attended:

- Monday 26 January 2026
- Tuesday 10 March 2026
- Monday 11 May 2026

[Click here](#) to book the afternoon session from 1.30pm – 3.00pm

[Click here](#) to book the twilight session from 6.30pm – 8.00pm

Point of contact: early.years@oldham.gov.uk

Better Communication Team

Season's Greetings! Please see attached some winter ideas for families from the National Literacy Trust. These could be shared with families to provide some ideas for fun and communication focussed activities over the Christmas break [Dive into Winter Fun](#) ❄️

If you would like some support from the Better Communication Team in the New Year, please get in touch with Liz or Jane. Remember we can provide support to develop your communication friendly environment, deliver training to your teams during staff meeting times and chat about any children with identified SLCN in your cohort.

Point of contact: Liz.Metcalf@oldham.gov.uk or Jane.Winterbottom@oldham.gov.uk

SEND and Inclusion

SENDCo Network

Please can we invite your setting SENDCo's to book their place(s) on the **Spring Term SENDCO Network** training led by SEND practitioners.

SENDCo Network Meeting – Please just attend one session.

Termly SENDCo network meeting delivered by SEND Practitioners.

These termly network meetings aim to provide an opportunity for SENDCos from PVI settings to update their knowledge and share best practice.

Target audience – setting SENDCos.

Please use the link below to reserve a place on your preferred session

Thursday 26 February 2026: 10:00am – 11:30am [Click Here to Book SENDCO Network Session 1](#)

Thursday 26 February 2026: 2:00pm – 3:30pm [Click Here to Book SENDCO Network Session 2](#)

Point of contact: early.years@oldham.gov.uk

Drop-in Sessions delivered by POINT in partnership with Oldham Family Hubs

Do you have a child or young person who has or may have additional needs and/or disabilities, aged 0-25 with or without a diagnosis? Want to find out more?

For information, advice and support or just to connect, come down and see us. We offer peer to peer support, signposting, events, referrals into other POINT Services, and much more.


Please promote the following sessions with your parents/carers:

Date	Time	Location
Wednesday 17 December 2025	5pm – 7pm	Medlock Family Hub
Wednesday 7 January 2026	9am – 11am	Beever Family Hub
Wednesday 14 January 2026	5pm - 7pm	Oldham Library
Thursday 22 January 2026	9am - 11am	Shaw Family Hub
Wednesday 28 January 2026	5pm - 7pm	Medlock Family Hub
Wednesday 4 February 2026	9am – 11am	Spring Meadows Family Hub

Point of Contact: jayne@point-send.co.uk

Recruitment and Retention

Do Something Big Campaign

 DWP Find a Job instructions

The [Do Something Big campaign](#) continues to encourage more people to explore a fulfilling career in early years and childcare.

Adverts include 15-second social videos that challenge common barriers to joining the sector, alongside content specifically designed to encourage more men to consider working in early years roles. The campaign has been running on TV, radio, digital, social media, billboards, and the rail network. We will be launching a localised campaign in the new year so keep an eye out for familiar faces!



We'd love your support in amplifying the campaign – please use the [available resources](#) in your own recruitment activity.

The [campaign website](#) also directs thousands of potential applicants to [Find A Job](#) every week and providers can advertise roles on there for free, which will ensure they are seen by a large pool of candidates.

Please share the attached 'DWP Find a Job instructions' to help you create an account and post any current or upcoming jobs in their setting.

Providers should use the term 'early years' in the title of the job adverts and select 'Education and childcare jobs' for the job category.

Reminders ...

A tale as old as time is coming to Oldham

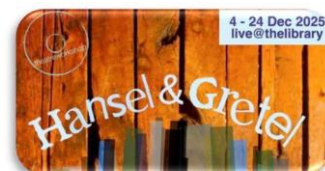
This year's Christmas panto at the Queen Elizabeth Hall is Beauty and the Beast. Running from **Thursday 11 December 2025** to **Sunday 4 January 2026**, it's the perfect festive treat for the whole family

Tickets are on sale now [here](#)



Step into the world of Hansel and Gretel this Christmas

Oldham Theatre Workshop's professional company presents a magical take on the classic fairytale. Expect inventive storytelling, song & lots of laughs. The show runs until **Wednesday 24 December 2025** at **Oldham Library**. Grab your tickets now by clicking [here](#)



Celebrate Christmas with the Oldham Gift Card

As the festive season is here, there's no better way to spread joy and support our hard-working local businesses than with the Oldham Gift Card. This gift card is the perfect present for friends, family, and colleagues, offering them the freedom to choose from a wide range of local shops, restaurants, and services. Those who have a card can use it at more than 70 participating locations, ensuring they find something they love.

To buy the card...

1. You can purchase the card online, by visiting townandcitygiftcards.com
2. Or pick up a physical card from Spindles reception, then go to loadthiscard.com and follow on the on-screen instructions to load up your card with your desired amount.

The card works just like a normal gift card but can be used at multiple retailers. It's a perfect way celebrate and support our local business community, keeping spend locked in the town.

High Cost of Living - We Can Help

Please signpost families worried about the high cost of energy bills, food, and transport to the 'We Can Help' team.

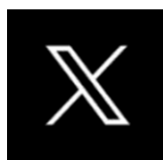
The team can help with issues like debt, finding a job, heating your home, feeding your family and more.

Helpline: 0161 770 7007 or visit <https://www.oldham.gov.uk/wecanhelp> for more advice.



Thank you to colleagues who have contributed to this briefing.

Have a wonderful Christmas time and a Happy New Year!



Submissions and House Style

This document has been produced using a standard house style.

If you are emailing in any articles you want including in the weekly briefing, then please use the [Standardisation & Top Tips document](#) for guidance prior to submitting.