



**Isle of Man  
Government**

*Reiltys Ellan Vannin*



Childminding  
Minimum Standards  
Response to Consultation

October 2014

Department of Health and Social Care  
*Rheynn Slaynt as Kiarail y Theay*

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## Introduction

The Department of Health and Social Care (DHSC) is committed to promoting the welfare and development of all young children on the Isle of Man. Good quality care and education in the early years raise educational standards and opportunities, and enhance children's social development. The DHSC is determined that all child day care services provide a secure and safe environment for children, not least so that parents can have confidence that their children are well looked after.

Day care for children under eight years of age has been subject to regulation since the inception of the Children and Young Persons Act (CYPA) 2001, and minimum standards have been in place for over 10 years. The Regulation of Care Act 2013 has now replaced those sections of the CYPA and brought in additional responsibilities and duties. It is therefore considered necessary to review and update the standards for all services, including those providing day care to children under the age of eight years; these services include nurseries, play groups, holiday schemes and other out of school provision, crèches and childminding.

Although childminding offers a more personal service to parents in a home environment it should not be considered as an extension of the child's parenting in that there are some things that may happen in a child's own home that cannot happen when the child is being looked after by a registered childminder. For example smacking a child or leaving a child in a vehicle unattended. It is important to distinguish this from the continuity of care issues that are important. For example: - feeding routines, diet, acceptable forms of sanctions when a child displays unacceptable behaviour.

Childminding, as other day care services for children under eight years of age, should offer opportunities for children to broaden their experience and to enhance their learning and development. The standards represent a baseline of quality below which no provider may fall but are also able to take account of individual circumstances that will allow for the criterion that supports each standard to be applied flexibly. Because standards represent a base line of quality they are also intended to underpin continuous improvements in quality.

These standards will be reviewed on a regular basis by the Department. Reviews will take account of practice issues that have been identified either within the inspection process or from matters of serious concern that have arisen from complaints and other information provided to the DHSC. Reviews also take account of child care developments and professional research.

## Background

This consultation was internal to registered childminders only. It was considered that a full public consultation was not necessary as the suggested changes to the standards only affected the childminding business.

## Overview of Responses

The consultation received responses from 13 childminders out of a possible 121. There was also a meeting convened between several of the respondents to explore further the issues arising from the changes.

Names of respondents

Georgie Birchenough
Claire Butler
Jo Gelder
Debbie Woolams
Catherine Earl
Helen Kaighin
Dawn Margrave
Bev Cegg
Helen Shaw
Charlotte Kelly
Gail O'Neil
Kim Mallon
Kate Caine

## Comments on standards and the Department's response

STANDARD	COMMENTS	ACTION TAKEN
2.1	<p>In response to your email on changing the ruling on only minding one child under the age of 12 months, I cannot understand the logic in this as I have been a childminder for many years and have minded children of all ages and have never had any problems. Where will children less than 12 months go when their mother has to return to work??? will nurseries have to abide by this rule too????? Since this department has undergone yet another over haul it seems that childminders have been in the firing line. Is it the department's intention to force childminders out of business??? Because it certainly seems that way. I thought the Isle of Man had its own government so we could have our own laws but since a none manx person has taken over we seem to be abiding by UK laws. So what is the point of paying our own government when we are just going to bow down and do what the UK says. ( just my opinion )I for one feel that this department in making these laws make us as childminders feel inadequate and are not up to the job of minding children, when in fact most of us are mothers and have raised our own children very well.</p> <p>I feel more than able to look after at least two babies under 12 months old and have done so for the past 20 years. I only look after babies up to 24 months, they then go on to nursery school so financially I would not be able to carry on childminding. I would appreciate it if you would reconsider this change</p>	<p>The comments in regard to Standard 2.1, although were received from 12 of the 13 respondents, all contain the same arguments and therefore the response to the comments is given as a composite response to all of the comments received. For ease of reference the points are answered, in no particular order within the following bulleted list:</p> <ul style="list-style-type: none"> <li>• The decision to reduce the numbers of children under 12 months that a childminder can look after is not specifically a safety issue. It is also about providing a quality of care that will help a baby to thrive, to form a secondary attachment bond and to feel safe &amp; secure. Parents send their child to a childminder because they want to recreate as close as possible the individual attention and attention to regular routines that help the process of nurturing and bonding in the first 9 months of a child's life; these</li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
	<p>wanted to let you know my opinion on the draft of the new regulation: "No more than 1 child under the age of 1 years unless they are siblings"</p> <p>I think that it is ridiculous and is going to put a lot of people off being childminders which will leave many parents struggling for childcare. Most women only get 6 months or 9 months for their maternity leave so they're going to be stuck. Most of the children that childminders look after are under 12 months as parents tend to send them to nursery aged 2. If these women can't find childcare then they're more likely to not return to work and just claim benefits!</p> <p>I also think that it's not fair on the minded children as this means that they won't be able to socialise with babies their own age.</p> <p>I'm sure you have received quite a few replies regarding the proposed change in ratios regarding under 12 month babies for childminders. I have many serious concerns for this and feel it will majorly disadvantage childminders like myself and parents seeking care for their children when they return to work after maternity leave.</p> <p>I am aware this has been standard in the UK for quite some time in the UK but as it has worked with no problems here up to now I would like to know why this has suddenly be considered? The term if it isn't broke why fix it is something that is used a lot regarding government decisions on the island. It will have a huge impact on childcare and not for the right reasons. Also is this affecting the nurseries, as it looks like they will be set to benefit from this. As far as I was aware the UK were also looking into increasing the numbers themselves as it is having a negative effect on childcare.</p> <p>I myself have been a minder of over 4 years now and do my job very</p>	<p>months being crucial in how a child develops and matures in later life.</p> <ul style="list-style-type: none"> <li>• The comments refer to the IOM following either UK law or the law in England. In regard to this comment Current Manx legislation is generally based on UK law; for example The Police Act, The Mental Health Act, Employment Legislation, No Smoking, and The Disability Discrimination Act.; this is not compulsory for the IOM and would be the choice of the respective body at the time each piece of legislation is drafted. People living on the Isle of Man have the right to the same protection of the law as any other jurisdiction and this is the principle that would guide the drafting process.</li> <li>• With regard to child care the IOM are committed to following the best professional practice. This practice is developed as a result of research by both academics and professionals in the field. It includes organisations such as the pre-school learning alliance and the childminding associations. It includes learning from experience and takes account of the views of parents.</li> <li>• Good quality child care is concerned</li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
	<p>well. I have at times had more than one child in my care under 12 months old. My own 3 children were born very close together and take it personally, like other minders, when it is insinuated that we cannot adequately care for more than one under 12 months in our care at any time. The majority of parents seeking minders are people returning to work and the children are aged between 6mths (or even younger) up to approx. 2years. After this parents tend to look for nurseries. This will make looking for work considerably harder than it is now and believe me it isn't easy as it is. You will find many minders giving up as it won't be worth the already low wage we receive. Along with the new £50 yearly fee it looks to be a sign of things to come and it isn't positive.</p> <p>Parents who already find it hard to pay for care fees will have trouble finding a minder for their babies as this cuts the spaces down by 1/3. If they are forced to go to nurseries, they will be charged much more as their fees are, most of the time, higher than minders. You will find a lot of mothers either struggling to pay fees or just deciding not to return to work at all. You may see a rise in benefits being claimed by this.</p> <p>Has anyone thought to ask the parents what they think about this too? Every time we have an inspection we give out our surveys for the parents to fill in. Maybe do something similar and get an opinion from the people who use the services instead of just following the UK? There are a lot of changes being focused towards registered childminders although I was made aware last year that there are a large number of unregistered minders on the island. Maybe some of the focus should be directed at this problem as I think this change of ratio will help increase this further.</p> <p>As an experienced minder, I have to oppose this amendment. Babies</p>	<p>with providing a service that is safe and one that gives each child the best opportunities within their formative years. Childminding is not an extension of parenting and should not be viewed as being the same as looking after the childminders own children. Childminders have a legal obligation to ensure that whilst caring for children under their childminding status they provide a service that meets the Regulation of Care Act, The Regulations applicable to childminding and the standards currently in place for their service. They also have a professional duty of care to look after children in a way which provides the very best start in life for them. Any variation from meeting specific criterion under each standard outcome must be discussed with the Registration and Inspection Team.</p> <ul style="list-style-type: none"> <li>• There are other ways in which babies can meet and socialize with other children under 1 year such as mum and toddler groups; being taken to the park and play grounds etc. and they have the added advantage within the childminders home of mixing with a range of age</li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
	<p>under 12mths old are often easier to care for than toddlers and unless there is hard evidence to suggest that this is a risk to the child's care, I think it's inappropriate to follow 'best practice' in the UK. Good quality childcare remains very difficult for parents on the IOM to procure - many are already talking on social forums about ceasing their registration due to more red tape and bureaucracy - whilst it's important to have firm regulations, please use common sense and if there's no evidence of risk, then do not introduce it.</p> <p>In February 2015 I have reserved a place to child mind for a baby whose Mother will be returning to work 5 months after giving birth. The child is planned to come into my care from February 2015. This place was booked by the Mother as soon as she discovered she was expecting her second child (when she was 7 weeks pregnant). Naturally I was delighted to confirm my services, as I already look after her firstborn child, and he is currently in my care today. The older sibling will appropriately move on to nursery when his younger Brother or Sister takes his place with me.</p> <p>In addition I have a place reserved for a second child, who will be under 12 months of age, when coming into my care in May 2015. This baby will be the second sibling I have cared for, and the parents were anxious to reserve a space with me as soon as they had discovered they were expecting their second child. When this child starts with me it will be aged approx. 9 months.</p> <p>I now have a situation where your changes in regulation will prohibit me to care for these children simultaneously. At the moment the parents of these children have peace of mind, they know where they want their young children to be cared for. Can you imagine how distressed they will be if they have to look for childcare in an alternative setting. It is simply unfair and totally unnecessary.</p>	<p>groups which in many respects is more reflective of their family situation.</p> <ul style="list-style-type: none"> <li>• Children on the IOM are the same as children the world over; there are no special circumstances that gives them any better protection or any less rights to a high quality service.</li> <li>• With regard to staff/child ratios the following is how it currently stands within the other UK jurisdiction: <ul style="list-style-type: none"> <li>- <b><i>England:</i></b> "a maximum of one child is under the age of one year". This is further expanded by " <b>If a childminder can demonstrate to parents, carers and inspectors, that the individual needs of all the children are being met, then in addition to that ratio the child minder may also care for babies who are siblings of children being looked after or the child minders own baby</b></li> <li>- <b><i>Scotland:</i></b> "no more than one is under 1". Again this is further expanded "The Care Commission will also have discretion to vary the ratios to take account of special circumstances, such as</li> </ul> </li> </ul>



STANDARD	COMMENTS	ACTION TAKEN
	<p>Additionally in order to create these spaces, I have had to give notice and planned with other parents who have children in my care, to source alternative childcare, in their chosen nursery. As I mentioned in my previous email, children tend to start with me at 6-9 months of age, then move on to nursery at 2-3 years of age.</p> <p>The proposed changes, if they come into force, will have a direct impact on my business much earlier than I had first anticipated</p> <p>What is the difference in a childminder being able to look after 2 siblings under the age of 1 yr. and not being allowed to look after 2 children under 1 yr. from different families? They both require the same amount of care and just doesn't make sense. If they are capable of looking after twins under a yr. old then surely they are capable of looking after 2 children under 1 yr. of age from different families. Personally I wouldn't want to look after more than 2 children under 1 year of age and this seems a fairer ratio than only being allowed 1 child under 1. What is the difference of looking after a 11 month old child and a child who is 1yr and 1 day old? The child who is 1yr and 1day old could more than likely be at the same stage of development as the 11mth old so therefore no less demanding than the younger child.</p> <p>This would then have a effect on a childminder financially as many mothers return back to work once their Government maternity pay ends if not before and in past experience all my enquiries with regards to childcare places have been for children under a year old. I currently can only take 2 other children other than my own 2 children one of which is school age so if I already have a child under 1yr. I can't then offer a place to another baby therefore there will be a shortage of childminders as others will be in the same position. Many parents only use a childminder until their child turns 2 as they can't afford nursery</p>	<p><b>siblings under 1, special needs, awkward premises etc."</b> This reflects that not only can the regulatory authority increase the number but also not allow any children under 1 year of age</p> <ul style="list-style-type: none"> <li>- <b><u>Wales:</u> " No more than two may be under 18 months of age although exceptions can be made for siblings"</b> You will note that although in this jurisdiction 2 children under 1 year have been allowed the age range is higher and therefore is restrictive, in a different way.</li> <li>- <b><u>Northern Ireland:</u> "For childminders working alone normally registration permits no more than one child under a year old. There may be a relaxation of this by trusts in exceptional circumstances to provide for siblings or for continuity".</b></li> </ul> <ul style="list-style-type: none"> <li>• There are comments about the proposed relaxation of ratios in England. To clarify this point, when this relaxation was envisaged it was on the understanding that those looking after children would attain a qualification as this is how many</li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
	<p>prices and want their child to socialise on a bigger scale which means you can only have a second child for a yr. It just gets to the point that childminders will have to cease minding in order to find work that is financially better for them.</p> <p>How can the ratio in a private baby nursery be 1 to 3 then? If a baby nursery has 15 babies then they will have 5 staff. If 5 of those babies require immediate attention at the same time then the other 10 aren't getting 100% care. Is this not the same?</p> <p>I am sure you have received some responses regarding the proposed changes in ratios regarding under 12 month babies for childminders. I have serious concerns with this and feel it will detrimental to childminders like myself and also parents.</p> <p>It will have a huge impact on childcare and not for the right reasons. In my experience most parents start to look for nurseries once their child has turned 2, will these ratios be changed for the nurseries also, as it seems they will be the only people to benefit from such a change.</p> <p>I myself have been a minder for nearly 4 years now, and do my job very well. I have, at times, had more than one child in my care under 12 months old with no concerns from parents or Inspections.</p> <p>I think you might find minders giving up, or worse, continuing to work but without declaring to registrations, as the financial impact it may have, along with the new £50 yearly fee many may find it's not worth it!.</p> <p>Parents may be forced to send children to nurseries as I believe this cuts the places available considerably, where they will, in most cases pay more in fees, this may have a knock on effect where mothers either struggle to pay fees or just do not to return to work at all, either way, you may see a rise in benefits being claimed by this.</p> <p>Also will this not restrict minders returning to work for maternity leave too?</p>	<p>other countries in Europe deal with the issue. In other words the inference is that people who are better qualified provide a safer and a higher quality service and will manage the risks better than a child care worker who is not qualified.</p> <p>There were petitions to government from a wide sector of professionals and parents which successfully made the case for no change to the status quo.</p> <ul style="list-style-type: none"> <li>• It is important to re-iterate that the criterion under each standard can be flexibly applied according to circumstances and in this regard there is no intention to rigidly apply the ratios. Where there is a definite continuity of care issue and there has been a satisfactory risk assessment done to demonstrate that the continuity of care for the child/ren takes priority there may be concessions made within the ages ranges cared for. Also note that the requirements of the upper age for registering a childminding service is very different in Scotland and Northern Ireland; this being 11 years of age in both jurisdiction. In addition, in Scotland, regard is given to children aged between 12 – 16</li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
	<p>I wonder if any one considered asking parents what they think about this?</p> <p>I understand there are plans to introduce a restriction of one child under the age of 1 for childminders. As a Government registered childminder I wish to express that this regulation will not only affect my business, but also affect parents returning to work/study. A large part of childminders' business is with babies under 12 months old, because so few nurseries take children of that age. If this regulation is introduced, it will seriously reduce the number of options available to parents who wish to return to work or study before their child reaches their first birthday.</p> <p>I've been speaking to a possible new client about caring for her baby from September when she starts her college course. (As I live near the college this will be convenient for her). If this regulation is introduced I wouldn't be able to do that, because I already care for a 7 month old. However this child will have his first birthday in November so there would only be a 3 month period that I have 2 babies under 12 months.</p> <p>From speaking to my clients, I know that a lot of parents prefer to send younger babies to childminders instead of a nursery, because it's a more homely environment. Therefore I'm struggling to understand why this regulation is being proposed.</p> <p>In my experience a childminder's main role is looking after children up to two years. There is consequently always a likelihood of having two aged under one year. Whilst these younger children make special demands on a carer, they do spend longer periods during the day asleep than older children which makes minding them more manageable.</p>	<p>years and in Northern Ireland children aged between 12 -14. There is therefore less restriction both in England and on the Isle of Man</p> <ul style="list-style-type: none"> <li>• The comment about there being no difference between a child aged 11 months old and a child aged 1 year and 1 day old is not a valid argument for the purpose of the standards. If it was, the same argument would apply to the other age bands – i.e. under 3 years of age and under 8 years of age. The bar has to be set at a certain point, but as already stated these age bands are not, and never have been rigidly applied. Account has always taken of exceptional circumstances, which relate to 'continuity of care' as long as the maximum number of 6 is not breached. In all circumstances the childminder should be able to demonstrate: <ul style="list-style-type: none"> <li>- How they will meet the individual needs of children</li> <li>- The length of time they are providing care</li> <li>- Whether furniture and equipment is sufficient</li> <li>- How they organise their day so that all children get enough of their time</li> </ul> </li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
	<p>Having children who are at a similar age can help greatly with developing important social skills.</p> <p>I am not aware of any evidence that a childminder caring for two children under the age of twelve months has raised concerns or issues on the Isle of Man, which would suggest that this change is in response to a 'problem' that has not been established. If there are safety concerns it is unclear how either what they are or, if they are deemed to exist, why they cease to be a problem if the children are siblings.</p> <p>I think the local context is important. Childminders fulfil an important social need. They represent excellent value for hard-pressed parents in times of financial hardship. The proposed changes would place an unnecessary hurdle in the way of arrangements that currently work successfully for no obvious benefit.</p> <p>The proposals would also impact negatively on me and my business. It should be borne in mind that childminders on the Isle of Man typically charge an hourly rate well below the minimum wage. They are already burdened with registration fees, insurance costs and a tax system which is far less accommodating than in nearby jurisdictions. To place further, unnecessary restrictions on childminders would be unfair and may lead to some deciding that continuing to offer the service is no longer worth the trouble. It is unclear how the consequent shortfall in care could be met.</p> <p>The suggestion that the changes in regulations would ensure consistency with other jurisdictions is highly selective: the regulations in Ireland, for example, are rather more flexible – and sensible – whilst answering concerns about safety. The idea that English regulations amount to best practice is an assertion which does not stand up to international comparison, though the administrative convenience of doing so is undeniable. The only discernable benefit is to those drafting the changes. In summary, I consider that copying regulations designed for another, very different jurisdiction is</p>	<ul style="list-style-type: none"> <li>- Whether they have assessed and mitigated any risks in relation to taking on any additional children in the younger age bands such as re-arranging play space or managing outings.</li> <li>- Adapting the daily routine so that most outings take place when there are fewer children or on days/times when there is no overlap of numbers within the agreed parameters.</li> <li>• There are no proposed changes to the ratios in nurseries. Parents generally choose a child minder to care for their baby as opposed to a nursery because they want more individual attention to be provided. Nurseries are required to have a percentage ratio of qualified staff on duty in addition to a higher qualified manager who must also be supernumerary when there are over 20 children. If there are unusual circumstances that require additional staff within a baby unit then the provider is expected to provide that. As with childminders there are the additional requirements made upon nurseries that care for children under 2 years of age to help them provide continuity of care and form</li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
	<p>unnecessary and wrong and I hope that on this specific point of children under two years of age common sense and the local context will be taken into serious consideration.</p>	<p>sustainable attachments and the expectation is that their overall staffing numbers allows them flexibility so that the individual routines of children can be accommodated. Childminders work alone and frequently are in the position of having to give all their children attention at the same time. Because of the points stated above comparing with a nursery provision is not a useful comparison to make.</p> <ul style="list-style-type: none"> <li>• The standards are 'minimum standards' and therefore as well as taking account of specific exemptions there are often circumstances which require that minimum to be exceeded. This applies to both child day care centres and childminders. For example a child minder may take a child with special needs who may require a 1-1 for the majority of the day. The expectation would be that if other children are looked after the childminder will take on an assistant.</li> <li>• Changes to standards may be prompted by incidents and omissions that have been identified through routine inspections. However, changes are also influenced by academic and professional research</li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
		<p>and what is considered professionally to be best practice. Because of this standards should be reviewed regularly and when a review takes place any known irregularities would be put right. The restriction on children less than 12 months was considered to be an irregularity and was out of step with accepted best practice; child minders on the IOM have had the benefit of this irregularity for over 10 years.</p> <ul style="list-style-type: none"> <li>• Consideration was given to this being a public consultation but it was decided that as the only major policy change contained in the revision only affected the child minder that it was unnecessary; therefore parents have not specifically been consulted. However neither have we been contacted by any parent since the draft standards were released to childminders even though we are aware that parents have been given the information by their child minder and there has been media interest.</li> <li>• Where there have been contractual arrangements made with a parent before the final standards are published, to take another child</li> </ul>

STANDARD	COMMENTS	ACTION TAKEN
		<p>under 12 months, the Department will give consideration to all requests for those agreements to remain if it is considered there are exceptional circumstances. It should however be recognised that there are currently 122 registered childminders on the Isle of Man. This number fluctuates as childminders cease and new ones become registered but it has remained fairly static since 2003; there were 121 registered in the year 2004 – 2005. All of the 122 are registered to take children under 12 months. Within the child day care centre sector there are 4 nursery providers registered to care for the 0-2 year old age range and these nurseries have vacancies. Although it is recognised that some outlying areas may have a problem with available child care, in general this data does not indicate a lack of provision on the Island for children generally, or for babies. As previously stated the criterion is able to be applied flexibly to individual circumstances that warrant a variation to the default position.</p> <p>Standard has been amended to make it clear that the issue to be considered is</p>

STANDARD	COMMENTS	ACTION TAKEN
		<p>either a continuity of care/best interest of the child or a transfer from old to new standards issue; and unless there is evidence provided that fulfils this criteria the default position will remain at 'no more than 1 child under the age of 1 year'</p>
6.10	<p>Further to the draft minimum standards sent out last week, please could I have clarification regarding what would be required by standard 6.10 re Annual Portable Appliance Testing.</p> <p>I understand that it is good practice in a workplace situation however as minded children do not use electrical equipment without supervision I am unsure for whose benefit this is necessary unless we are required to have tested every electrical appliance in the home. I would class oven, fridge, washing machine, dryer, toaster, kettle, hoover , landline phone, mobile cable , laptop, printer , tv, dvd player, freesat box ,steriliser, microwave as instantly identifiable appliances used in direct relation to childminding although I am sure there are others However there are many other appliances that could be used by other members of the family whilst minded children are present. eg. hairdryers , ipad charging cables, other mobile phone cables , scalextric , desktop computer, tv's in other rooms etc. which would not be required to be tested. Portable appliance testing comes at a cost and I would like to understand the reasons for its introduction in my home.</p> <p>Why does PAT testing of appliances used for childminding have to be carried out in a home environment? This doesn't get carried out in a child's home? Just another additional cost out of what we earn!</p>	<p>The childminder has both a legal and a professional duty to ensure that child minding services are safe during the hours that child minding is carried out. As stated above childminding is not merely an extension of parenting; it is a professional service provided to parents who should be assured that the service is safe; looking after the children of others for a profit is a business and cannot be placed on an equal footing with parenting as one parent's idea of quality care for their child can be very different to another parent. Therefore what happens in a child's own home does not necessarily transfer to the childminding situation, for example smacking or smoking in front of a child; childminding is a service which is subject to regulation and therefore a child minder has a legal duty of care whilst looking after those children. Also bear in mind that other children in the household form part of the child/carer ratios and those older children must not impinge upon the childminding so if there are older children in the house using other portable devices</p>



STANDARD	COMMENTS	ACTION TAKEN
		<p>during childminding hours then it would be expected that these appliances are also tested.</p> <p>Portable Appliance Testing has been a requirement in care services for many years and under the existing standards for child minding has been recommended. Therefore these revised standards now formalise what has been a recommendation for several years.</p> <p>It is considered a reasonable approach to require only those portable appliances that are in use during childminding hours to be tested; this will include general household appliances such as the TV and the fridge. It is not a requirement to have an external contractor to carry out the tests. An individual within the household can become a competent person. There is information on the Internet as to what determines a competent person.</p> <p><b>Standard has been slightly amended to clarify the points highlighted above.</b></p>
General	<p>Concerned about the amount of written paperwork that is required in the Standards. Things like risk assessments, written observations and planning takes a lot of time and time from the minded children. This type of paperwork shouldn't be expected to be carried out, out of working hours. A lot of parents don't want this type of structure in a</p>	<p>As stated above childminding should be viewed as a professional service and parents have the right to expect a safe and secure service for their child. Becoming a child minder a person accepts the nature of that service in that it is subject to regulation</p>

STANDARD	COMMENTS	ACTION TAKEN
	<p>home environment. Private nursery workers are set time aside away from the children to carry out this type of paperwork. Not all minded children have daily rests/naps where this could be done. Things like risk assessments are common sense and done every day throughout the working day in your head. If you come across a danger you give it your immediate attention, if you go on a outing you plan how to do it safely in your head before you leave. Why does it have to be written?</p>	<p>and that quality standards are in place to assure parents that their child is being cared for by a competent person within a safe environment. The purpose of regulation is to ensure that what people are required to do by law is being complied with. Administration and record keeping is a key part of demonstrating compliance with the law and with the standards. In respect of childminding this will require systems and processes to be developed outside of the actual caring hours. As a parallel it would be normal for all businesses to work outside of operating hours in order to develop a service which meets customer needs and parents using a childminding service are customers.</p>

## Conclusion

It is concluded that the majority of childminders were happy with the revisions made to the standards. Inspectors have been in discussion with childminders during their inspection visits and this has supported this view. There are a number of childminders who will only look after one child under 12 months as they feel that children of this age do require their individual attention.

## Next Steps

The revised standards will be published on the website and available for download by mid October 2014. All registered providers will be provided with a personal copy. They will be subject to review following a 12 months implementation period. This review will include consultation with providers of childminding.



**This document can be provided in large print or audio tape on request**

**Department of Health and Social Care  
4th Floor Markwell House  
Market Street  
Douglas  
Isle of Man IM1 2RZ**

