



NICMA provide high quality, childcare support for the Childminding Sector across Northern Ireland

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Jenny Crinion, Childminder,
Newry & Mourne



Director's Report

NICMA's Vision for the future is twofold:

- **where children are cared for and provided with the opportunity to learn and develop in a safe, enjoyable home environment and**
- **where childminders are recognised and valued as skilled professionals. This vision underpins everything that we do and we strive to achieve our goals in a number of ways:**

Promoting high quality childminding

The introduction of the Minimum Standards in Childminding and Daycare in 2012 continues to impact on the sector with childminders having to embrace all of the required changes. Core training in Health & Safety, Safeguarding and First Aid is only the starting point for quality but provides the basic information for those embarking on a career in childminding. The requirement for policies for all aspects of childminding plus a new Inspection process has meant a continued focus for NICMA in helping childminders to meet these Standards.

The negative impact of the Standards has been the huge reduction in Childminder numbers over the previous four years with a staggering loss of 649 providers [16% of the sector]. A lot of our Development time therefore is spent on promoting childminding as a career and then supporting those individuals throughout the process of registration which is a vital service in ensuring that sufficient numbers apply.

Professional growth for Childminders

Childminders caring for children in their own home across the full age span require multiple skills – not only offering care, learning and stimulation to children with a diverse range of needs but also managing a small business in order to ensure they can be viable in the long term. Throughout the year, NICMA have offered a range of training to support those individuals in their role, sometimes as formal training but often as cluster support. This not only gives childminders new skills and knowledge, but also makes them feel more confident in what is often an isolated profession.

Supporting Childminders

As a Membership organisation, NICMA offer a wealth of support and expertise to childminding members from all of the staff teams. The Childminding Information & Advice service, including the web site, is a major source of help for childminders working as self employed carers. We also ensure that members have a voice within the organisation through the Childminding Advisory Council which brings together representation from childminders across NI to address relevant issues.

As with any organisation, the strength lies with the commitment and expertise of staff and Board members and I would like to thank them for their continued efforts throughout the year to help support and develop high quality childminding services for children, families and communities.

Bridget Nodder
Director

Childminding Development

NICMA manages a team of **five Childminding Development Officers** in Northern Ireland. They are home-based and work within the five Health Trust areas, to ensure that there is a local person engaging with childminders in each community and addressing local issues. The overall aim of the team is: **“to promote quality home-based childcare for the benefit of children, families and communities”**



This is an overview of the work that was carried out in 2015-16.

At the end of March 2016, there were **3248 registered childminders in Northern Ireland, 303 of whom were new registrations**. An important part of the work is to support those wanting to register. **44 Pre-registration Briefing Sessions** were held for anyone considering childminding as a career, to ensure they have the right information about what is involved before proceeding.



We also **support currently registered childminders, immediately after registration, and throughout their career**. The team of five dealt with in excess of 4,000 queries by email, text, or phone last year, in addition to the support offered at meetings and events.



“Thank you for not only being there to support and help us with childminding issues and concerns but thank you for your encouraging words regarding support about my son”.
(Shauna McKeown, Childminder about Liz Brown)

Some childminders are members of one of the **29 peer support groups** that operate across Northern Ireland. **335 childminders attend a group**, and each group is very different. Some are constituted support groups, others meet less formally as buddy groups. Some are organised by the local Development Officer, others are completely independent. Some meet with their minded children during the day, while others are adult-only evening meetings. However, all who attend have the opportunity to avail of a small discount off their NICMA membership as recognition that it isn't always easy to give up precious free time to attend. They are all also part of group text and e-mail contact lists – so each Development Officer can contact relevant groups effectively with any updates or information. In the South Eastern Trust, a group in Lisburn has piloted using 'WhatsApp' as a means of communication between the group and Development Officer which has proved to be a successful communication tool.



*Sensory Play workshop:
“Very inspiring and encouraging
- lots of ideas to use with all ages.”*
*“Enjoyable and informative - I will look
forward to experimenting with new ideas.”*
*“Creative ideas that cover all ages and
can be adapted to suit.”*

However, we are aware that not every childminder has the time or inclination to attend a group, and we are constantly working to come up with ways to engage with these childminders. In addition to the option to **contact the Development Officer for support and advice**, we also organised **11 cluster events, 12 play sessions and 21 workshops**. These workshops covered topics such as **Partnership with Parents, Getting Children Active, Sensory Play, Resilience, and Creativity, amongst other topics**. To enable the Team to develop these workshops, each staff member completed a **Certificate in Professional Development qualification** in June 2015.

Development Officers also represent childminding in the community. **127 information and promotional stands** were held throughout the year, in shopping centres, libraries, parent and toddler groups, and at various events. We also work in partnership with statutory agencies and community groups, and liaise with Early Years teams. We provide information events to staff in Jobs and Benefits offices, Health Visitor Teams, SureStarts, etc. We have talked to new mums groups and students at local colleges and regularly send information or articles to local newspapers. A very successful partnership has been formed between the Development Team and LibrariesNI and we now have an arrangement whereby we can attend library Rhythm and Rhyme sessions with an information stand, and can access meeting rooms in local libraries. By **representing and publicising registered childminding in our own areas, we raise the profile of the sector and promote it as a viable childcare option for families**.



And finally, each year we facilitate a number of events during **Childminding Week**, again to promote and publicise registered childminding. **In 2015, 28 events were held**.

Supporting Families Through SureStart Childminding Networks



Shantallow Childminders receiving their Certificates

Jenny Crinion

Our featured Childminder Jenny Crinion tells her story...

"Hi I am Jenny Crinion, from the Newry & Mourne area. I have 3 children of my own and been a Registered Childminder for 7 years now."

"It is an absolute privilege and a joy to do this job. Every day brings something new and there is always happiness and laughter in my day. I adore the little people that I care for and along with their parents, it becomes like one big extended family. I, my minded children and my own children have so much fun together. I am so happy to be making fantastic memories with each and every one of them".



There are currently **five Childminding Networks** attached to SureStart programmes in Northern Ireland which are jointly managed by NICMA and by each of the respective SureStart programmes. A Childminding Network is defined as:

'...a formal group of registered Childminders who are recruited in a particular geographical area and assessed and monitored to quality standards by a Childminding Network Co-ordinator. The Network is a means of ensuring that Childminders provide high quality care and learning to children and families'.

Within the Networks there are **84 childminding network members who offer over 500 childminding places**. Over **250 respite sessions** were used by SureStart families under the respite placement scheme which is an invaluable service to both children and their parents.

Childminding Network Co-ordinators also provide Drop-in facilities for Childminders and their children. This year a total of **106 sessions** were held and **62 childminders attended**. **32 support group sessions** were held which helps to lessen the isolation often associated with childminding and helps the children avail of large group play opportunities.

This year, as well as attending Core Training in order to continue to be compliant with the Minimum Standards, a range of additional training took place including Assertiveness, Health & Happiness, Language & Play, Promoting Resilience and Food Hygiene.

Childminding Network Co-ordinators continue to offer advice, support and mentoring to all prospective and currently registered childminders who are resident within their areas.

Family's perspective:-

My second daughter had just turned 7 months and I had to plan my return to work. This brought much apprehension as I no longer had the option of family to care for my children. As a mother the childcare search was my responsibility and my new priority! This search brought added pressure to find a quality registered childminder that would provide a secure and loving environment while I returned to work. This difficulty is something I've always been aware of working within the childminding Sector, but the scale of it I hadn't appreciated, until that time! Luckily the search stopped at Jenny's door!



Leaving my children with Jenny gives us complete peace of mind. We trust her to provide a safe, caring and happy home-base for our children. Having three children of her own she is very in touch with their needs, interests and well-being. As a caring mother these qualities shine through in her childminding setting. Jenny is extremely flexible with us and this works both ways. I was able to pursue my desire to go back to work after my maternity leave. I have been able to do this because of the support I get from my childminder. We can go to work in the security of knowing that our children are in the best care.

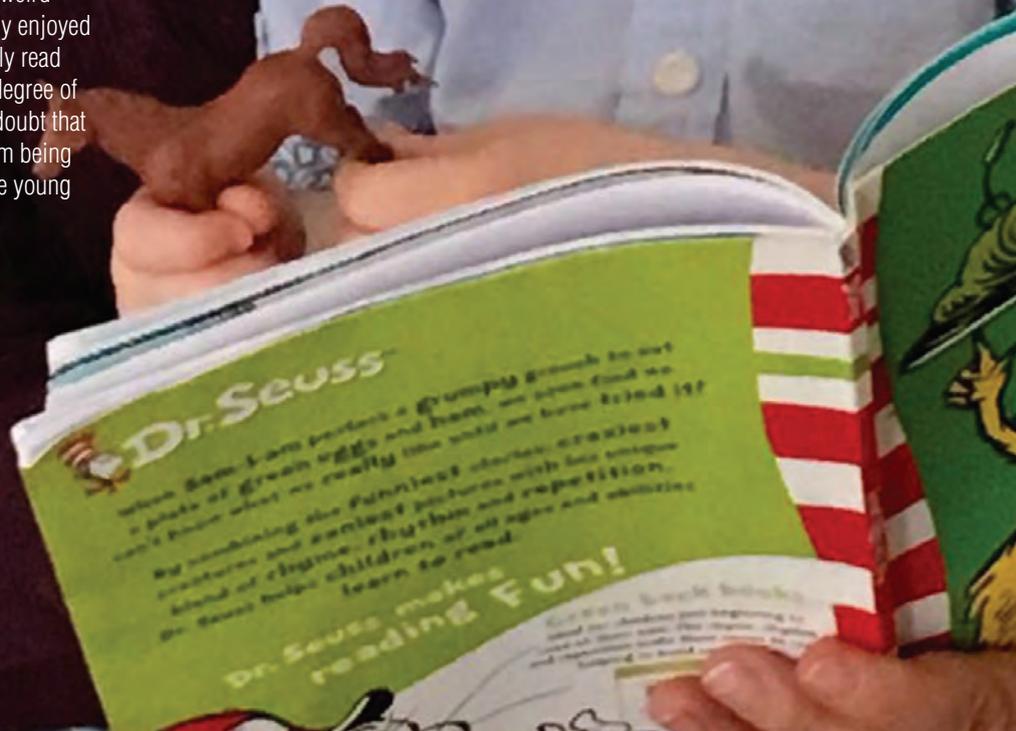


What's it like to be a Childminder?

Jan Power – Registered Childminder

I had considered childminding as a career at various times over the last ten years and finally took the plunge, becoming fully registered three years ago. I can honestly say it's one of the best decisions I've ever made. I have a mixture of full-time and part-time places, with the children I currently look after ranging in age from just turning two, up to ten years old. I have had four of the children since they were just babies and it has been wonderful to see them grow and develop into the boys and girls who are now heading confidently into their nursery schools. I'd like to think I played a small part in that!

During the week we keep busy with visits to toddler groups, indoor play areas and parks; and I also have a dedicated playroom in the house where we make all sorts of weird and wonderful arts and crafts creations (particularly enjoyed by the older children), as well as just play or quietly read books. I have a structure to each day, but keep a degree of flexibility so that no-one gets bored! There is no doubt that my days are very busy, but the enjoyment I get from being involved in the nurturing and development of these young lives makes it all worthwhile; a true privilege.



A Parent's view of their Childminder

Jan has been childminder to our two boys since I returned to work after maternity leave. When searching for a childminder there were so many things I was looking for that needed to be and feel right. Jan has all of this and more, we could not be happier. We now see Jan as part of the family and a huge part of the boys' life. They get so excited about going to hers on a Monday and Tuesday and these for me are without a doubt my two favourite days in the week because I know the boys are full of excitement. I know they are with Jan who is the most thoughtful, genuine and warming person. We feel incredibly lucky to have found our childminder and we have her to thank for her very positive influence on our boys.

Written by: Katie Hegney (Parent) about Jan Power (Childminder)

I had been extremely lucky with my first two children to be able to stay at home with them and therefore I required no assistance with childcare but after my third child was born the opportunity arose for me to undertake some part time work. I was faced then with the dilemma whether to send my son to either a crèche or find a registered childminder. After careful consideration I settled upon a childminder and I can honestly say it is one of the best decisions I have ever made. I was extremely lucky that someone recommended Jan Power and even more lucky that she had a space available. Myself and my son Max visited Jan one Friday morning and over a very relaxed cup of coffee and play we both immediately knew the relationship was going to work. Jan was very welcoming and caring towards Max and he instantly took to her. It also reassured me that I was making the right decision and this was the best place for Max to go when I returned to work.

There were a number of important policies and documents that I was required to sign when Max officially started with Jan and these were all explained to me. Once again this gave me the utmost confidence in Jan's professionalism. However the one thing that helped me the most was how happy Max seemed when he was with Jan and the other children. Naturally there was a slight settling in period but any issues that did arise were dealt with in such a professional manner. Jan worked with us to ensure that Max's routine did not suffer and had realistic expectations of what to expect from him. We were delighted the range of activities that Jan undertook with Max both inside and outside the house and I can most definitely say she knows him inside out and what exactly makes him tick!!

Max has now been with Jan for just over two years and in September he is due to start nursery. This naturally will have an effect on the routine and it is down to Jan's flexibility that Max can continue to stay with her.

As an example of a registered childminder Jan is most definitely exceptional. She is not only extremely professional which provides reassurance for the parents but provides a nurturing, caring and fun environment in which the children can thrive and develop. It really is like a home away from home and exactly what I feel children should have when experiencing childcare.

Written by: Orla Lonergan (Parent) about Jan Power (Childminder)

Some of the comments from the children in Jan's care include:
 "I like when she reads stories – she is really good at the voices"
 "She is funny"
 "Jan is always happy to help me"
 "Jan always takes us out somewhere exciting"
 "Jan always has lots of exciting arts and crafts for me to do"



The children from Jan's childminding setting made this picture

Training And Quality

Minimum Standards in Childminding and Day Care Core Training

It is great to see new childminders coming into the sector! NICMA were successful in obtaining further funding from the Health and Social Care Board (HSCB) to deliver and facilitate the three core elements which are a requirement of registration – Safeguarding Children, Health & Safety in the Childminding Setting and Introductory Paediatric First Aid for prospective childminders. Over the last year we have delivered **48** courses (16 of each course) to **266** prospective childminders.

NICMA have also delivered the original core training courses that were designed to meet Minimum Standard requirements for childminders from 2012 – 2015. From April 2015 – March 2016 we delivered **10** Health & Safety courses and **10** Safeguarding Children courses which resulted in **239** childminders accessing NICMA training.



NEW!!

Refresher Training in Health & Safety in the Childminding Setting and Safeguarding Children

As NICMA were aware that some childminders were due to update their core training in January 2016 we designed brand new refresher training in both Health & Safety in the Childminding Setting and Safeguarding Children which is specific to the childminding setting. This training has been a huge success. From January – March 2016 we have delivered **15** Health & Safety in the Childminding Setting Refresher to **194** childminders and **10** Safeguarding Children Refresher to **216** childminders.

Level 2 Certificate in Childminding Practice (Northern Ireland)

NICMA have worked with Ascentis Awarding Organisation to develop the Level 2 Certificate in Childminding Practice (NI) which is the only qualification available specifically for Childminders in Northern Ireland. The qualification is based on the Childminding and Day Care for Children under 12 years - Minimum Standards (DHSSPSNI, 2012) and forms part of NICMA's Training Framework. It is suitable for **ALL** Childminders regardless of whether or not they have any previous childcare qualifications. For some it can form a pathway of progression to the Level 3 Diploma for Children's Care Learning & Development and for others it will be an excellent opportunity to update their knowledge and skills in quality childminding practice.

In January 2015 NICMA received funding from the Health and Social Care Board to deliver a pilot Level 2 Certificate in Childminding Practice (NI) to registered childminders throughout NI. We are delighted that 38 childminders have completed the qualification.



"This has been a great experience. It has allowed me to learn more in depth about the different aspects involved in childminding which has in turn enabled me to provide a better service to those in my care. The overall experience has been hugely positive and I would highly recommend others to do this course."

Child Development 0 – 3 years and 3 – 5 years

Over this last year, NICMA have delivered Child Development training throughout Northern Ireland for the Childcare Partnerships. This training was a huge success as **9** Child Development (0 – 3 years) courses were delivered to **148** early years practitioners and **10** Child Development (0 – 5 years) courses were delivered with **140** in attendance. Everyone who attended this training received a **FREE** “Understanding Child Development 0 – 5 years” booklet. Some of the comments from learners include:

“This training gave me lots of ideas to use in my setting.”

“I’m more aware of development in detail and learned lots of new ideas to try out.”



New Training Courses!

Promoting Speech, Language and Communication in the Childminding Setting

NICMA have developed this new three hour training course which explores the definition of speech, language and communication and looks at how it impacts on children’s overall development. It is designed to support childminders in reviewing current practice and will explore practical ways in which they can support the communication skills of the children in their care.

Most of us view ourselves as effective communicators and assume that developing fluent speech, language and communication skills just happens naturally but babies and children need adult support to enable them to develop into confident and effective communicators.

NICMA delivered **2** “Promoting Speech, Language and Communication” courses to **28** childminders. By attending this workshop childminders will:

- understand the importance of speech, language and communication for children’s overall development;
- explore the barriers to effective communication and how to overcome them;
- gain a basic understanding of developmental milestones relating to speech and language development;
- appreciate the importance of working with parents to ensure an agreed and consistent approach; and
- develop an understanding of practical ways to support the speech and language development of children using a range of everyday and inexpensive activities.

“I have learned to listen more to the child and not to say a lot at one time. I have also learned that I need to interact with children more.”

“I have learned new games to use with children to encourage communication and am going to make a conscious effort to provide an activity which all the children (all ages) can do together e.g. baking, crafts.”



Promoting Resilience in the Childminding Setting

Children today grow up in a world very different from that of their parents, adults and childminders. Studies have indicated that the modern world puts increasingly psychological demands on children.

Children and young people vary widely in the way that they respond to circumstances, some children do well while others appear to have little capacity to cope with difficulties. This capacity to cope is at the heart of resilience. Resilience is not a trait that people either have or do not have, it involves behaviours, thoughts and actions that can be learned and developed.

This new 3 hour training course explores the importance of resilience, and how, with consistent adult support, children can learn to

cope with life's challenges. NICMA delivered **1** course to **10** childminding members of Shantallow SureStart Childminding network.

By attending this workshop childminders:

- understand the factors that influence the well-being of children and young people;
- appreciate the importance of resilience for children and young people ;
- recognise how to promote well-being and resilience in the childminding setting; and
- explore activities/ways of working as childminders to promote well-being and resilience in children and young people.

"Tutor excellent and explained everything well"

"Lots of information to help me as a parent as well as a childcare provider"

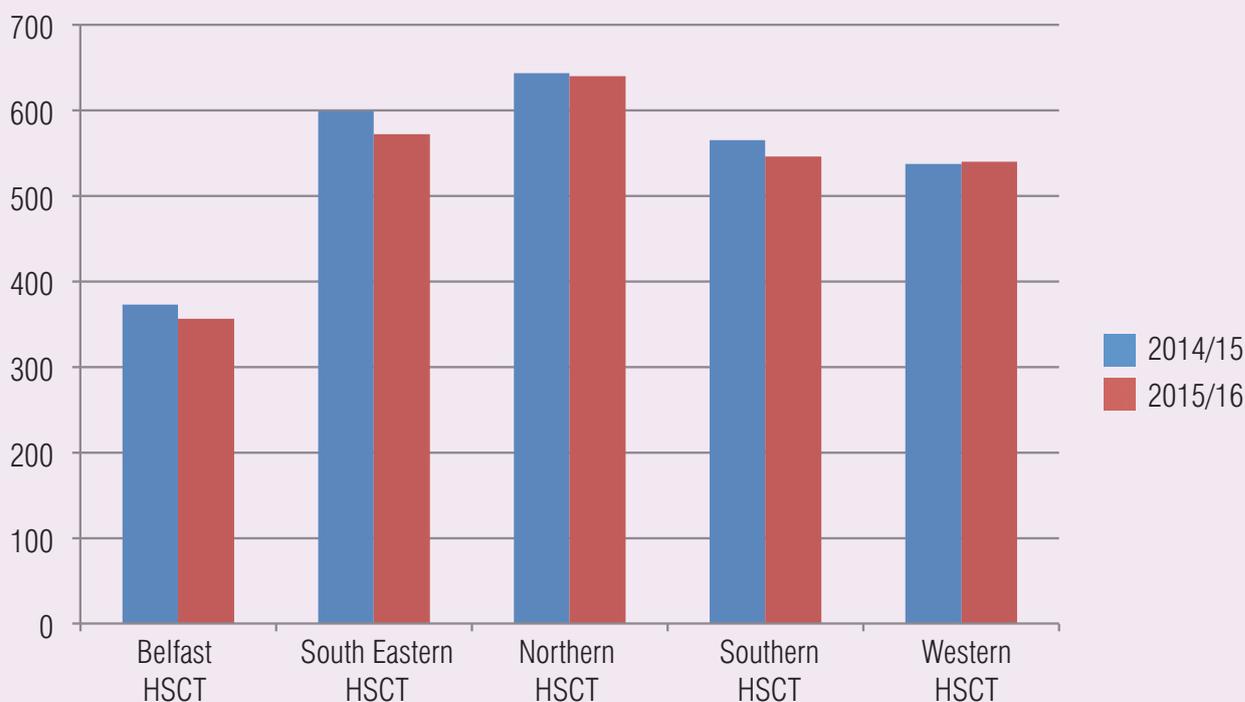
Round up of Training 2015 – 2016

Funder	Course Title	No. of courses	No. of learners
Health and Social Care Board (HSCB)	Core Training (3 elements)		
	Prospective childminders:		
	Health & Safety in the Childminding Setting	16	266
	Safeguarding Children	16	266
	Introduction to Paediatric First Aid (facilitation only)	16	266
Self-funded	Current childminders:		
	Health & Safety in the Childminding Setting	10	108
	Safeguarding Children	10	131
Self-funded	Current childminders:		
	Refresher Health & Safety in the Childminding Setting	15	194
	Safeguarding Children	10	216
Self-funded	New NICMA courses:		
	Assertiveness	1	12
	Working in Partnership with Parents	2	17
	Promoting Speech, Language and Communication in the Childminding Setting	2	28
	Promoting Creativity in the Childminding Setting	2	25
HSCB	Level 2 Certificate in Childminding Practice (NI) – cluster sessions	8	42
Northern Trust	British Heart Foundation Early Movers training	3	58
Childcare Partnerships	Child Development 0 – 3 years	9	148
	Child Development 3 – 5 years	10	140
Childcare Partnerships	Business Management training for Childminders	5	64
West Bann Development Agency	Pre-registration briefing session	1	6
	Getting off to a Good Start – Business Training	1	6
	Health & Safety in the Childminding Setting	1	7
	Safeguarding Children	1	9
Shantallow SureStart G-old SureStart	Promoting Resilience in the Childminding Setting	1	10
	Assertiveness	1	8
Total		141	2027

Childminding Membership Services

NICMA provided membership services to a total of **2654 childminding members** throughout 2015/16, which is 64 less than the previous year. This figure represents a drop of just over 2% in our membership. 135 of these members were marked as 'leavers' during the year. Some had retired from childminding, chose another profession, or chose to access services elsewhere. The table and chart below show the spread across Northern Ireland and the areas that were affected by the shift in our membership figures.

Health Trust Area	Members 14/15	Members 15/16	Variance
Belfast HSCT	373	356	-17
South Eastern HSCT	599	572	-27
Northern HSCT	644	640	-4
Southern HSCT	565	546	-19
Western HSCT	537	540	+3



On a positive note, NICMA welcomed **309 new members** to the association during the year. Although this indicates a drop on the previous year (353 in 14/15). Last year we attributed the reduction to the new requirements for registration reducing the number of successful applications going through. We know that this figure is still falling.

NICMA services are tailored to provide our members with a comprehensive package, allowing us to offer all the support services and essential documentation required to help run a successful and efficient childminding business. Public and Legal Liability insurances, which are a mandatory for registered childminders, are included in our membership package and we also offer a range of information services for both our clients and their service users. Core Training, which is also mandatory, is offered to childminders across the sector but NICMA members can access this at a subsidised rate.

During 2015/16 NICMA's membership discount options continued, including a £10 loyalty discount for each member who had at least seven years continuous membership. A further £5 discount was also available to those who regularly attended Childminding Support Groups or Buddy Groups or for those who were members of NICMA's Childminding Advisory Council.

- **805 returning members** were eligible for the £10 loyalty discount
- **386 childminders** were eligible to claim the £5 group discount
- **125 members** opted to spread the cost of the membership fee by paying instalments

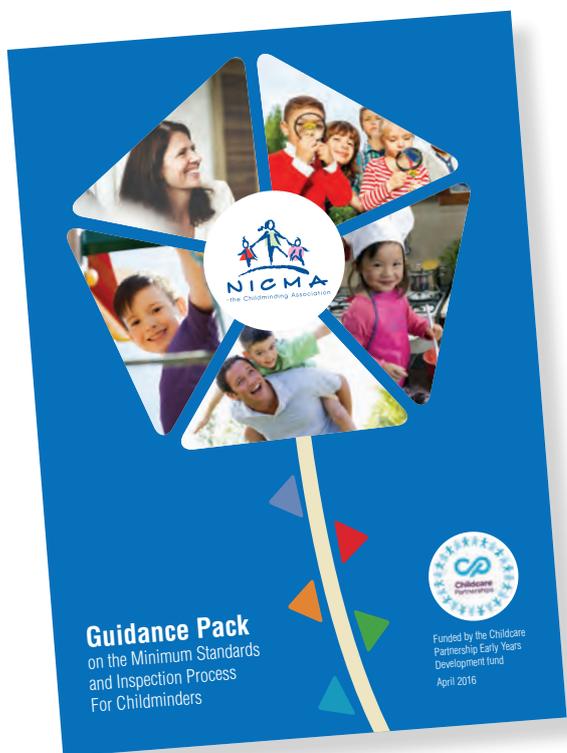
For many years now, NICMA has been loyally supported by the WHSCT who value childminding by awarding funding which NICMA then passes on to every childminding member in the form of a membership subsidy. Not only does this help the childminder with cost but offers an incentive to join NICMA, for which we are very grateful.

Childminders and parents contact NICMA daily. NICMA's Information Advice service offers assistance in many ways. We have a dedicated team of office based staff, ready to respond by phone, email, face-to-face and via social networking (Facebook and Twitter).

Our team of five Childminding Development Officers who are non-office based and spread across each of the five trust areas are also available for those who prefer a local contact. Our website is frequently updated to ensure that users have access to the most recent relevant information. Web services are available 24/7 via our website www.nicma.org. Members can download additional resources and update their own web adverts at a time that suits them. Parents can search for childcare in their preferred area and get contact details of Childminders who meet their families needs.

Keep an eye out for the launch of our new website in the coming months with new and improved features!

Online membership continues to thrive with more and more childminders opting to join/renew in this way. The simple process allows for the application to be submitted without payment for those who prefer to make payment by phone, however, online payments can also be made using our secure Paypal account option. Online booking is also available for training and our online shop is always open, enabling visitors to order and pay for publications securely and conveniently. Members can also log-in to the members only area where they can take advantage of the allowable discounts.



Guidance Pack on the Minimum Standards and Inspection Process for Childminders

NICMA were awarded funding in year from the Childcare Partnerships to develop a "Guidance Pack on the Minimum Standards and Inspection Process for Childminders."

What is it?

The **FREE** Guidance Pack provides step-by-step instructions as to what childminders need to do before and during each inspection visit and what NICMA believe to be good practice.

How will it help Childminders?

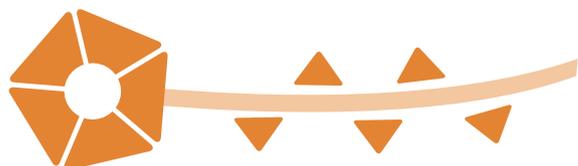
The Guidance Pack combines information from the Minimum Standards, Implementation Guidance, User Guide and Self-Evaluation forms into one document.

The pack is divided into five sections. Sections 2-4 are based on the four "Quality Areas" stated in the Minimum Standards.

A childminder is inspected against the four quality areas over a period of four years. Therefore when using this guidance pack they have the option to read the whole document or just read through the quality area they are going to be inspected on.

NICMA would recommend that childminders read the pack in its entirety to ensure they are meeting all Minimum Standard requirements. When inspection is due they can then refresh their knowledge by reading the relevant section they will be inspected on. This will help prepare for inspection and think about what answers they will give to the social worker when asked questions.

The pack also includes tips to help childminders improve the quality of their childminding service and hopefully receive an excellent inspection report from the Health & Social Care Trust!



"Should you ever have a query NICMA are always there. Easy to contact and are always helpful. Efficient and reliable and always keep you updated with news".

"Over the years I have relied on NICMA for advice regarding various issues which were perhaps of a confidential nature and I felt unable to discuss with other childminders. The advice and support I received was always professional and sound and I heavily depended on the knowledge of staff to help me resolve concerns".



Summary of Annual Accounts and Report 31 March 2016

NICMA's financial position for the year ending 31 March 2016 is reported in the statement of financial activities indicated as follows:

During 2015/16 NICMA's key grant income awards were sourced from:

- The Department of Health, Social Services & Public Safety offering support towards our core services
- The Health and Social Care Board, who continued with their support towards Childminding Development and supported the registration of new childminders into the sector by providing funds which enabled NICMA to deliver and facilitate core training in the 3 key areas. Thus enabling prospective childminders to meet the requirements of the Minimum Standards for registration.
- The Department of Education, who through the Childcare Partnerships, continued to support Childminding Networks in selected SureStart areas.

The grant income represented 53% of our total income in the year.

Other income generated from members in the form of membership fees and publication sales represented a further 42% of the annual total.

Most of the remaining 5% of NICMA's income was generated from within the Training Department in the form of fees from both training candidates attending core training courses and from self-funding childminders adding to their continuous professional development (CPD).

The charities reserves policy, which is based on the equivalent of six months running costs to support the organisation, has reached the required level which provides NICMA with a sound base for short term stability.

Ultimately, I must report that the total income in the year dropped by just over £50,000. However the expenditure also reduced accordingly by just over £57,000. NICMA also lost 2 childminding networks during this time and the post of Assistant Director was also vacant for most of the year. NICMA took this opportunity to make substantial savings which when added to some savings made on general overheads, resulted in a profitable year end. These funds have been reinvested into the current year and staffing levels have returned to normal. Thus, in conclusion, I am pleased to be able to report positively, and that in terms of NICMA's financial position at 31st March 2016 we would look forward to a number of new and exciting challenges in our future.

As always, on behalf of the Board of Trustees, I would like to conclude with my thanks to all stakeholders, members, staff, volunteers, and funders for all their support of NICMA and childminding in Northern Ireland.

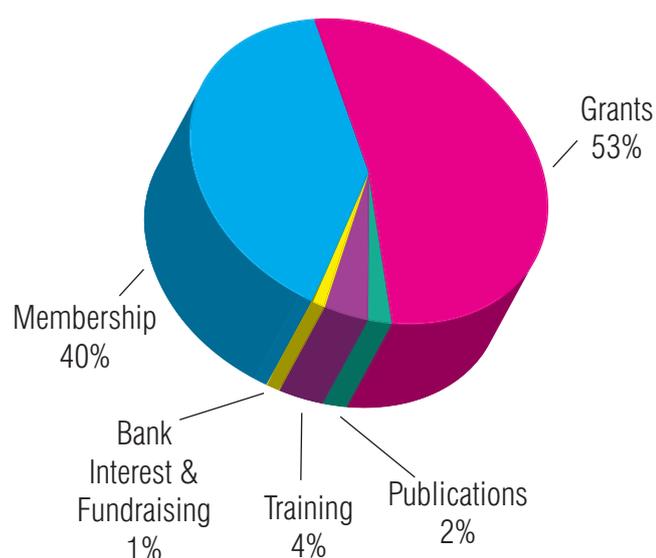


Norma Shearer
Honorary Treasurer/NICMA Chair

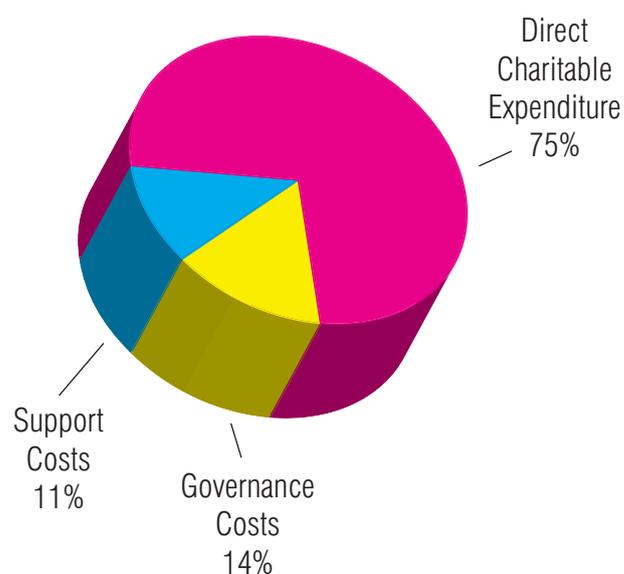


Statement of Financial Activities	Unrestricted Funds	Restricted Funds	Total 2016	Total 2015
Incoming Resources				
Donations	4,282	-	4,282	5,840
Income from Charitable Activities	250,247	412,277	662,524	710,731
Investment income	105	-	105	371
TOTAL INCOME	254,634	412,277	666,911	716,942
Outgoing Resources				
Charitable Activities	207,132	273,889	481,021	585,723
Support Costs	-	70,563	70,563	53,047
Governance	-	88,865	88,865	58,919
TOTAL EXPENDITURE	207,132	433,317	640,449	697,689
Net Incoming/Outgoing Resources for Year	19,286	7,176	26,462	19,253
Fund Balances Brought Forward	366,887	15,781	382,668	363,415
TOTAL FUNDS CARRIED FORWARD	386,173	22,957	409,130	382,668

2015/2016 Income



2015/2016 Expenditure



Acknowledgements

Our work would not be possible without the generous support of a large number of organisations who have funded staff posts and supported Childminding initiatives over the last year. We would like to extend our thanks to those organisations and to childminding members whose commitment and support is very much appreciated. In 2015/16 our stakeholders included:

- ABBEY SureStart
- Arke SureStart
- Blossom SureStart
- Childminding members
- Clogher Valley SureStart
- Department of Education
- Department of Health, Social Services & Public Safety
- Early Years
- South Eastern Childcare Partnership
- Emergency Care NI
- Paul Berry training
- G-old SureStart
- Little Hands SureStart
- Health & Social Care Board
- NICMA Board of Trustees
- NICMA Childminding Advisory Council
- NICMA Childminding Support Groups
- Northern Childcare Partnership
- Northern Health & Social Care Trust
- Belfast Childcare Partnership
- Shantallow SureStart
- South Eastern Health & Social Care Trust
- Southern Childcare Partnership
- Southern Health & Social Care Trust
- Splash SureStart
- Western Childcare Partnership
- Western Health & Social Care Trust



Thank You!

NICMA Staff Team



Bridget Nodder

Liz Fleming
Valerie Earney

Director

Assistant Director/Regional Development – resigned July 15
Director's Secretary

CHILDMINDING DEVELOPMENT TEAM

Liz Brown	Childminding Development Officer, ECCP & NCCP
Fiona Clendinning	Childminding Development Officer, SECCP
Michelle Grant	Childminding Development Officer, SCCP & Arke SureStart
Maria Magee	Childminding Development Officer, WCCP & Little Hands SureStart
Clare McKay	Childminding Development Officer, NCCP
Lyn Bradley	Secretary, Development Team

TRAINING & QUALITY TEAM

Susan Anderson	Training Manager
Maeve Milne	Training Officer – retired March 16
Gail Trainor	Trainer/Assessor
Claire Vitti	Training Administrator

CHILDMINDING NETWORKS

Liz Flanagan	Childminding Network Co-ordinator, ABBEY SureStart – Network closed April 15
Una Leonard	Childminding & Play Advisor, Clogher Valley SureStart
Joanna Legg	Childminding Network Co-ordinator, Shantallow SureStart
Tina McKeown	Childminding Network Co-ordinator, G-old SureStart
Roisin Rogers	Childminding Network Co-ordinator, Splash SureStart
Katie Turkington	Childminding Network Co-ordinator, Blossom SureStart

FINANCE & ADMINISTRATIVE TEAM

Joan Hewitt	Finance & Administration Manager
Catherine Rogers	Finance & Monitoring Officer
Briony Simpson	Finance & Monitoring Officer
Niky McGrattan	Membership Administrator

BOARD OF TRUSTEES

Norma Shearer	Chair
Barbara Wilson	Resigned Aug 15
Teresa Geraghty	Resigned Aug 15
Dr. Margaret Baumann	
Alison Blayney	
Suzi Gray	
Karen Hanna	





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