



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



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## Shauna McKeown

Shauna McKeown has been a registered childminder and NICMA member for the last fifteen years. Shauna lives in Carrickfergus and is one of the founding members of the Carrickfergus buddy group. NICMA would like to thank Shauna, her son Evan and her minded children whose photographs are featured in this report.



As always, an organisation relies on a **committed, enthusiastic staff team** to deliver on its objectives and NICMA are fortunate that we have people in post who believe in the value of home-based childcare and work tirelessly to develop the sector. Thank you to all of the staff, members and funders who continue to support our aims as the sole organisation working on behalf of the childminding sector.

## Director's Report

This year, with the continuing implementation of the **Minimum Standards for Childminding and Daycare**, NICMA's focus has been very much on supporting childminders through that process. Undoubtedly, this has led to **childminders leaving the profession** as we can see in a 6% decrease in the number of childminders at March 2014 and a further 10% [unconfirmed] at March 2015. This is a worrying trend, not only because it reduces the availability of childminding places but potentially, it increases those operating as 'unregistered childminders', with all the subsequent dangers that this entails. Supporting childminders throughout the implementation of the Minimum Standards is therefore a vital role of all of our staff teams – Childminding Development, Childminding Network Co-ordinators, the Training team and indeed the Childminding Information and Advice service. Without NICMA's input to the sector, with all of our 30 years experience of working with both prospective and existing childminders, it is easy to see how self-employed childminders, working as sole traders, would struggle to manage a high quality service for children and families.

The need to ensure that childminders have **professional development opportunities** can be seen in our delivery of qualifications. The Level 3 Diploma in Children's Care, Learning and Development, which is a major commitment for any individual to take on, has been successful, but we have also identified a need for a qualification that could be rolled out to a wider group of childminders. The Level 2 Certificate in Childminding Practice [NI] has been designed as a new course specifically for the sector using the Minimum Standards at its core. The initial pilot will complete in the year to come but NICMA would like to see this rolled out to all childminders to give knowledge and recognition for them as childcare professionals.

A handwritten signature in black ink that reads "Bridget Nodder". The script is cursive and fluid.

**Bridget Nodder**  
Director

# Childminding Development

NICMA's **Childminding Development Officers** are based in the five Health and Social Care Trust areas to support registered childminders in providing a quality childminding service. The Development Officers ensure that needs are met at a local level. Throughout the year, they have been involved in **providing training linked to Minimum Standards and this has been crucial in providing support to new and existing childminders going through the registration and inspection process.**



Pre-Registration Briefing sessions	
48 sessions delivered	715 attended

All prospective childminders must attend a **Pre-registration Briefing session**, delivered in partnership with the Early Years teams, which provides information as to what is involved in **Childminding as a Career**. Attendance at these sessions ensures that individuals filter themselves out at an early stage as they have made an informed choice.

Throughout the year, Childminding Development Officers organised 65 Information stands, offering advice to parents on choosing a childminder and promoting childminding as a career. In order to enhance the quality of care for children and offer professional development opportunities, more than 30 workshops for childminders were delivered in:

- Promoting Positive Behaviour
- Core Training
- Early Movers
- Messy Play
- Cluster Support – rhythm and rhyme sessions, art and craft sessions



## Peer Support Groups

Childminding Development Officers have continued to support and facilitate **30 peer support groups and drop-ins** throughout the year. They provide training and information to the groups. Support groups organised a programme of activities for the year which included baby massage and guest speakers.

**'Getting off to a Good Start'** business training is most applicable to those in their first year as a registered childminder. This 3 hour workshop includes information on the legal requirements of a self-employed childminder including tax and national insurance, keeping records and negotiating contracts. Childminding Development Officers facilitated 9 workshops throughout the year with 88 childminders attending.



Every year NICMA celebrates the work of registered childminders in Northern Ireland.

During Childminding Week, the Childminding Development team and the Childminding Network Co-ordinators organise events and information stands in order to raise awareness of registered childminding in the local community and to profile the valuable service that registered childminders offer to families. Parents seeking childcare are reminded of the home-based provision which offers a unique and personal service valued by many families.

The theme of Childminding Week 2014 was **'Promoting the Childminding Experience'**. Over 20 events were held including information stands, arts and crafts session, Jo Jingles and a Teddy Bear Toddle.



# Supporting families through Sure Start Childminding Networks

There are currently **7 Childminding Networks** attached to Sure Start programmes in Northern Ireland which are jointly managed by NICMA and by each of the respective Sure Start 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'.

Childminding Networks are attached to Sure Start programmes in the following areas:

- Clogher Valley
- Newtownabbey [ABBEY]
- G-old, Cookstown area
- Shantallow, Derry
- Little Hands, Derry
- Splash, Brownlow/Lurgan
- Blossom, Portadown

Within these Networks, more than **100 childminding network members provided over 500 childminding places.**

These **sessions were used for a range of children's needs** - whilst their parent availed of training or employment opportunities, **community childminding in Clogher Valley Sure Start and childcare under the respite placement service.** NICMA also work in partnership with Arke Sure Start and Little Hands to support and develop registered Childminders and enhance the quality of provision.

## Key benefits of the networks for children:

- The enhancement of the quality of care provided by Childminders who are network members, in particular, through access to training
- The variety and quality of activities provided for children by network members
- The opportunity for children to mix with other children at the network drop-ins
- The opportunity to go on outings organised by the network which parents either could not easily afford or could not easily manage to organise themselves
- Improvements in all areas of children's development including social skills

Childminders who are Network members are encouraged to complete **professional development opportunities** in order to enhance their practice. Many childminders completed their Core Training with NICMA and proceeded to access further training including the Level 2 in Childminding Practice and the Level 3 Diploma for Children's Care, Learning and Development. Childminding Network Co-ordinators also provide Drop-in facilities for Childminders and their children. Attending the support groups and drop-in helps to lessen the isolation often associated with childminding and helps the children avail of large group play opportunities.

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



# Training And Quality Initiatives

## Minimum Standards in Childminding and Day Care Core Training

It is hard to believe that it has been nearly 3 years since the introduction of the Minimum Standards. Needless to say it has been another busy year with regard to the **delivery of Core Training for both prospective childminders and for the current workforce.**

NICMA were awarded further funding by the Health & Social Care Board (HSCB) to deliver and facilitate the three core elements – **Safeguarding Children, Health & Safety in a home-based setting and Introductory Paediatric First Aid for prospective childminders.** This has been a major piece of work for NICMA and is reflected in the outcome of **69** courses with **213** learners accessing this training.

NICMA have also delivered **24** (3 hour) Health & Safety courses and **27** (3 hour) Safeguarding Children courses to the current workforce which resulted in **747** childminders accessing NICMA training.

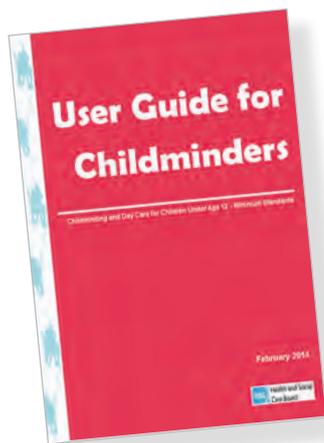


## User Guide Training for Childminders

NICMA were commissioned by the Health and Social Care Board (HSCB) to **deliver training to childminders on the Minimum Standards and self-evaluation process.**

The aim of this training was to ensure that all childminders developed a clear understanding of the Minimum Standards, Implementation Guidance, User Guide and Self-evaluation form. As part of this project the HSCB also funded the development and publication of the **User Guide for Childminders.**

This document helps childminders to understand the Standards and the implications of these on their childminding practice. Every learner who attended the training received a copy of the User Guide. The training was delivered in partnership with NICMA and the Health Social Care Trusts with **78** courses delivered and **2222** registered childminders in attendance. Some of the feedback from childminders included:



*"I found the training very informative and am very glad I came. I was nervous about new standards but was put at ease".*

*"Very informative training. Feeling well equipped to take part in my next inspection".*

## British Heart Foundation Early Movers Training



NICMA worked closely with the Health & Social Care Trusts to deliver the British Heart Foundations (BHF) Early Movers training. This training aims to promote a greater understanding of the important role physical activity plays in early years development.

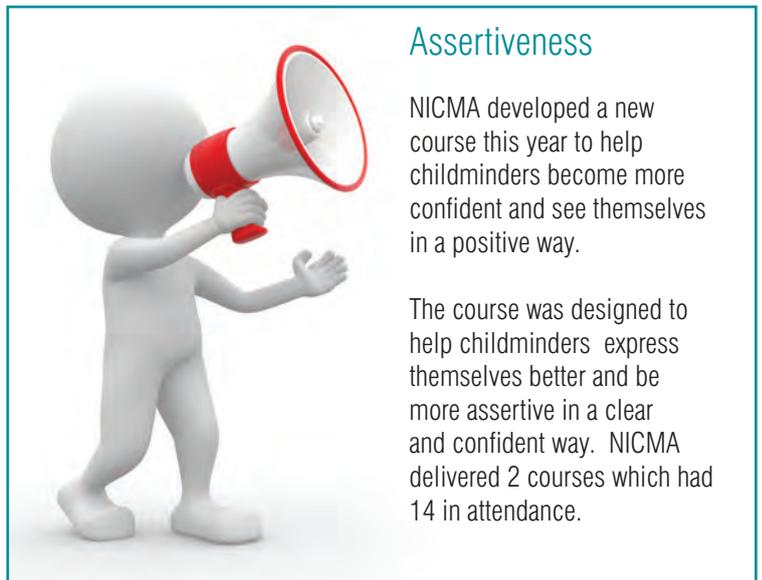
It is designed to increase knowledge of the physical activity guidelines for early years as well as provide practical ideas on how to increase physical activity within settings by supporting early years practitioners and settings in the planning and organisation of physically active play environments for children under five. All those who attended the training received a free BHF pack giving practical ideas on how to promote physical activity for children aged 0-5 years. 6 courses were delivered through Northern Ireland with a total of 87 childminders attending the training.



## Assertiveness

NICMA developed a new course this year to help childminders become more confident and see themselves in a positive way.

The course was designed to help childminders express themselves better and be more assertive in a clear and confident way. NICMA delivered 2 courses which had 14 in attendance.



## Level 2 Certificate in Childminding Practice (Northern Ireland)

NICMA have recently launched the new **Level 2 Certificate in Childminding Practice** which is a qualification specifically for Childminders in Northern Ireland. There are currently **45** Childminders from different Trusts areas throughout Northern Ireland undertaking the new qualification which has been funded by the Childcare Partnerships.

The Level 2 Certificate in Childminding Practice 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 in Children's Care Learning & Development and for others it will be an excellent opportunity to update their knowledge and skills in quality childminding practice.

NICMA's Training Manager, Susan Anderson, says:

*"Well trained and competent childminders understand the pattern of children's development and learning and are able to offer a full range of play and learning opportunities that will allow children to reach their full potential". she explains.*

*"By completing the new Level 2 qualification childminders will acquire new skills, enhancing their practice and building their confidence and self-esteem. They become upskilled on all aspects of childminding practice and learn how to introduce new activities and experiences for children".*

Ellie McKenna, a Registered Childminder from Armagh who is taking part in the pilot can already see the benefits of the training. She says: *"I feel the course has given me more confidence and my practice will seem more professional to parents".*

The new Level 2 qualification not only benefits the children and their parents.

*"Childminders can offer a higher quality service as they are up-to-date on current childcare practice"* says Susan

*"They are investing in their business by gaining a recognised qualification which may be their unique selling point and help parents make an informed choice on the type of quality childcare they choose for their child."*

NICMA will be delivering a self-funded project for registered Childminders who wish to undertake the new qualification commencing in September 2015.



*"I really enjoyed the course, it was very useful making me think about the importance of communicating exactly what I want/need to say"*

## Level 3 Diploma for Children's Care Learning & Development

For the last 15 months 34 childminders have been working extremely hard to complete a **Level 3 Diploma for Children's Care Learning and Development**. They have attended monthly full-day sessions when units from the Diploma have been delivered by NICMA tutors. They have worked hard at home completing assignments in order to generate the necessary evidence required. It has taken a lot of time and commitment but the childminders will complete their qualification in June 2015 and attend an awards ceremony at the NICMA Annual Conference to receive their well-earned certificate.



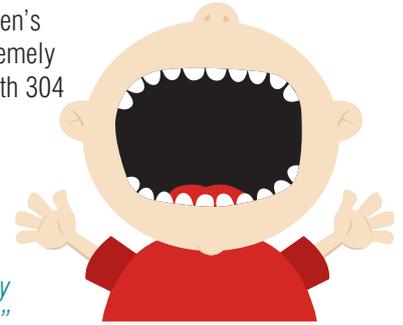
## Promoting Positive Behaviour in the Early Years

NICMA are aware of the difficulties that both childminders and parents have when managing children's behaviour. We therefore developed a new 3 hour course which provides support and guidance on the all aspects of children's behaviour and how to deal with this. The uptake of the training was extremely successful as 22 courses were delivered throughout Northern Ireland with 304 participants. Some of the comments from participants include:

*"Lots of new ideas for promoting positive behaviour."*

*"Practical advice on how to deal with situations and new ideas."*

*"I will be able to put advice into use and watch out for triggers that may cause unwanted behaviour. I will also promote children's self-esteem."*



### Round up of Training 2014 – 2015

Funder	Course Title	No. of courses	No. of learners
Health & Social Care Board	<b>Core Training [3 elements]</b> Prospective childminders: Health & Safety in home-based settings Safeguarding Children Introduction to Paediatric First Aid [facilitation only]	23 23 23	71 71 71
HSCB	User guide	78	2222
Self-funded Current childminders:	<b>Core Training</b> Health & Safety in home-based settings Safeguarding Children	24 28	346 410
SCP	Safeguarding Children	2	28
Childcare Partnerships Level 3 Diploma bursaries	Level 3 Diploma for Children's Care Learning & Development	14 sessions	34
HSCB	BHF Early Movers training	6	87
Blossom Sure Start	Developing an awareness of caring for children with additional needs	1	15
Self-funded	Promoting Positive Behaviour in the Early Years	22	304
HSCB	BHF Early Movers	6	87
HSCB	Health & Safety app workshops	2	16
Ballynaveigh Community Development Association	Pre-registration briefing session Health & Safety Safeguarding Promoting Positive Behaviour	2 1 1 1	21 16 13 11
ABBEY Sure Start	Promoting Children's Emotional Well-being	1	20
HSCB	Level 2 Certificate in Childminding Practice: Information sessions Induction session	5 4	74 46
Bryson Care Children's Services	Promoting Positive Behaviour in the Early Years	1	15
Self-funded	Assertiveness training	2	14
Self-funded	Getting off to a Good Start business training	9	80
<b>Total</b>		<b>279</b>	<b>4072</b>

# Kay McAuley

...from Fermanagh runs 'Country Kids', a great example of how Childminding works so well in rural areas. This is Kays story:



I began childminding 4 years ago. I was a busy working mum, working 40+ hours as a factory Manager in a large food business. I already had a child of 3 and another on the way! and decided after a serious health scare (upon doctors' orders) to cut down on work and de-stress my life. So, after I had my second child, I decided full time work was no longer for me. I happened to be browsing through the local paper one day and I saw an advert looking for people to sign up as **new Registered Childminders under a Rural Childminding Project** run by NICMA as part of DARD's Rural Childcare initiative.

I enquired about this and went ahead to the information evening and everything just took off from there. NICMA ran all the training courses and I also decided to complete the Invest NI "Go for It" starting your own business course. **I opened my business "Country Kids" in July 2011.**

Then, in March last year I decided that I wanted more from childminding. I felt that I needed to continue with my Professional Development and gain more experience to help me to develop more as a childminder. I signed up for the **QCF Level 3 Diploma for Children's Care Learning and Development** with NICMA. On the first day everyone was excited, and it was nice to be back in a training environment with adult conversation and an end goal to achieve.

When we were given the first unit I thought "*what have I done, I will never be able to do this*", but once I started and got into the swing of reading questions and researching answers I found it so interesting that I found myself writing more than I should have, and spending hours just reading up and googling new information!

The course did take up a lot of time which I wasn't fully prepared for to begin with, usually time spent in front of the computer when the children were in bed! But the months just flew by and at two topics a month it keeps you on your toes with new information on Legislation and Policies and ways to run your business and ideas to put into practice.

That's when I decided I wanted more than just to be known as "you're the childminder". I decided to ask the local school if I could do a voluntary placement to help me gain more knowledge of different age groups as I studied topics of child development – its stages at different ages. The Principle agreed and I went in once a week as a classroom assistant and gained so much information from this.

I also decided to join the local Sure Start and do relief childcare work with them to help gain more knowledge of different settings and how to work with additional needs children and disadvantaged families and also have the advantage of adult social interaction! I know this sounds like a big undertaking but the more knowledge I gained the more excited and confident I became, and this, I felt reflected in my coursework approach and how I completed it.

This in turn has overflowed into my own childminding business, the professional way I run it, how I arrange my setting, encourage partnership with parents and observe and assess the children in my care to ensure they achieve the best possible outcomes in my setting.

My NICMA tutor and mentor Maeve Milne has been a rock in helping me to achieve my goals of successfully completing the QCF level 3 Diploma. She has encouraged and made me realise that I am not destined to be only known as "the childminder" instead I can now say I am also a "Child care Worker" who has gained confidence, professionalism and a new lease of life!!

I now run my childminding business as an afterschool / school holiday facility and dedicate some morning hours to the Sure Start which gives me a good balance of work life, adult social interaction and home life. I feel that I have the confidence to keep learning and developing in my professional career and hope to do more in the future.

*Kay McAuley*



# Childminding Membership Services

NICMA's **Annual Membership package** offers a support service to registered childminders throughout Northern Ireland to help them develop and run a high quality, sustainable childcare business. Services include:

- **Access to training & quality initiatives**
- **Business pack** to help with the self –employment aspect; includes contracts, recording documentation, insurance protection etc
- **Childminding Vacancy service** – both on-line and office based; this benefits the childminder as it brings them business as well as helping the parent looking for childcare
- **Childminding Matters** magazine

- **'My Childminding Policies'** – 29 policies as required by the Minimum Standards plus risk assessment documentation
- **Publications and Resources** to enhance childcare practice

NICMA provided membership services to a total of **2718** childminding members [71% of total registered childminders] throughout the year, which is a small reduction of 24 on the previous year. The annual membership fee had to be increased for the first time in a number of years to allow us to meet rising costs and thus perhaps this contributed to this 1% drop in membership. However, the table below shows the spread of Membership across Northern Ireland and the areas affected by the reduction.

Health Trust Area	14/15	13/14	Variance
Belfast	373	360	+13
South Eastern	599	620	-21
Northern	644	641	+3
Southern	565	574	-9
Western	537	547	-10
TOTAL	2718	2742	-24

*"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." Childminding member*



NICMA also welcomed **353 new members** to the association during the year. Again this indicates a drop on the previous year but was not a surprise as the new requirements for registration is reducing the number of registrations going through.

NICMA has endeavoured to tailor our membership package to allow us to provide members with all the support services and essential documentation required to help them run a successful and efficient childminding business. Each member is also fully protected by both Public and Legal Liability insurances.

During the year NICMA's **membership discount options** included a £10 loyalty discount for each member who had at least 7 years continuous membership. This threshold was reduced as it had previously been available only to those with 10 years membership. A further £5 discount was also available to those who regularly attended Childminding Support Groups or Buddy Groups.

NICMA would like to acknowledge the WHSCT who continued to support childminding by awarding funding which NICMA then passed 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.

#### **NICMA's Childminding Information and Advice service**

offers assistance for Childminders (members and non-members) and parents who require a wide range of advice, including Childminding Vacancy information. We have a dedicated team of staff who are office based, ready to respond by phone, email, face-to-face and via social networking (Facebook and Twitter). We also have a team of 5 Childminding Development Officers who are non-office based and spread across each of the 5 trust areas, for those who prefer a local contact.

Further information, latest news and member web services are available 24/7 via the website [www.nicma.org](http://www.nicma.org). Members can download additional resources and update their own web Vacancy profiles which helps to advertise their childminding business. Parents can search for childcare in their preferred area and get contact details of those who look like they might suit their needs.

In July 2014, we piloted our online Membership application service which has proved to be a resounding success. Childminders can now apply/ renew online for membership in a simple process also allowing for online payments if preferred. The on-line service has now been extended to include booking and paying for Training and publications.



*"I have been a registered childminder for 13 years and can honestly say don't think I could do it without NICMA, their web page and the information from booklets they send out from time to time keeps you updated. My advice to any one starting out as a registered childminder is to get involved in a support group or buddy group, join NICMA and use their web page." Childminding member*

# Childminding from a male perspective...

Paul Fraser explains...



I originally came from an engineering background for 8 years and changed career due to the shift work not suiting my family lifestyle. I then spent 3 years in the catering industry due to my love of cooking. My hours in my catering job were cut down to part-time which gave me a chance to register as a Childminder's Assistant and work with my wife part time. After a while my wife decided to change career and go into full time employment meaning I was working on my own, allowing me to do it full-time and be my only job.

The feedback has always been really positive and many families have said they would like to see more males in caring roles.

I have never struggled to get work. I think that this is due to some of our families being with us from when my wife started out right through to the present day. They have helped keep me busy through recommending me by word of mouth. Other families have come on board and found the thought of a male childminder quite novel.

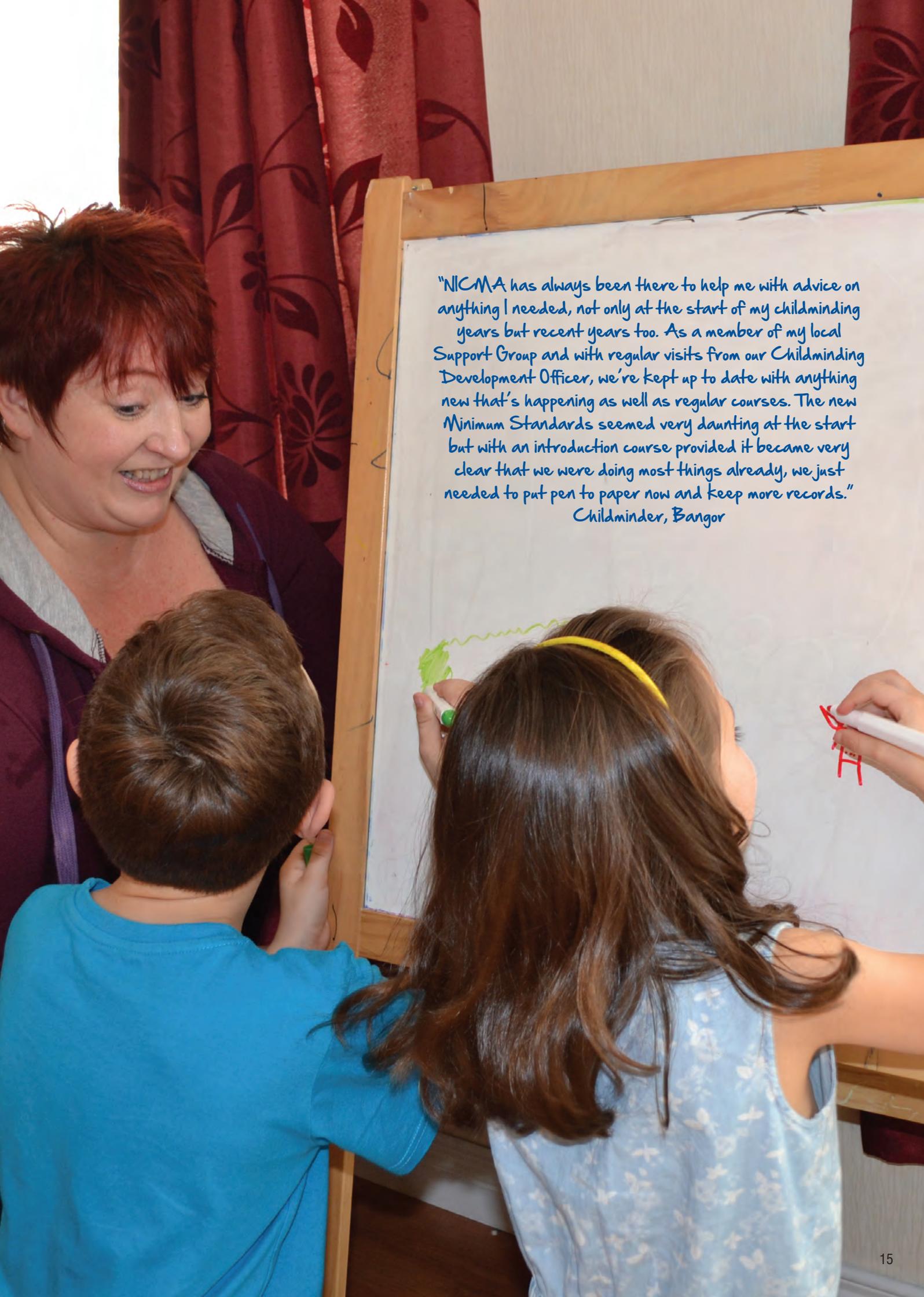
I enjoy playing with the children and sparking their imagination.

I also enjoy the relationships that I build with the families, especially those that have had several children over time. I have one family that has had 2 children with me and has registered their youngest with me to start in August.

*'The main benefit to my family, in having a male childminder, is as a single parent, my sons have a stable male influence in their life'* (quote from a parent).

Other men should definitely consider a childminder as a job. Society is definitely changing and many families would be glad to see an increase in males in the childcare sector. I love my job and it helps me to balance work and family life a lot easier.

**Paul Fraser,  
Childminder, Belfast**



"NICMA has always been there to help me with advice on anything I needed, not only at the start of my childminding years but recent years too. As a member of my local Support Group and with regular visits from our Childminding Development Officer, we're kept up to date with anything new that's happening as well as regular courses. The new Minimum Standards seemed very daunting at the start but with an introduction course provided it became very clear that we were doing most things already, we just needed to put pen to paper now and keep more records."  
Childminder, Bangor

# Summary of Annual Accounts and Report 31 March 2015

NICMA's financial position for the year ending 31 March 2015 is reported in the statement of financial activities indicated as follows:

During 2014/15 NICMA's grant income awards were sourced from:

- The Department of Health, Social Services & Public Safety towards our core services
- The 5 Health Trusts continued with their support towards Childminding Development
- The Health and Social Care Board provided funds to enable us to deliver core training for prospective childminders
- The Department of Education, through the Childcare Partnerships, supported our Childminding Networks in selected Sure Start areas

This grant income represented 53% of the total income in the year.

Other income generated from members in the form of membership fees and publication sales represented 40% of the annual total.

A further 6% of our income was generated from within the Training Department in the form of fees from both training candidates attending core training courses and from those childminders who embarked upon personal development with qualificatory training.

The charities reserves policy, which is based on the equivalent of six months running costs to support the organisation, is now reporting that we have reached the required minimum level and was recorded to be £366,887 at 31st March 2015. However, this excess in our recommended reserves has been earmarked to enable us to redesign and develop NICMA's (somewhat dated) website in the coming year by the provision of a designated fund of £20,000.

Ultimately, despite the total income in the year having dropped by just less than £30,000 and the expenditure increased by just over £20,000, NICMA has ended the year with a small excess of funds which has been reinvested into the current year. Thus, in conclusion, I am pleased to be able to report positively, yet again, in terms of NICMA's financial position at 31st March 2015 and would hope to continue with this for our coming year.

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**

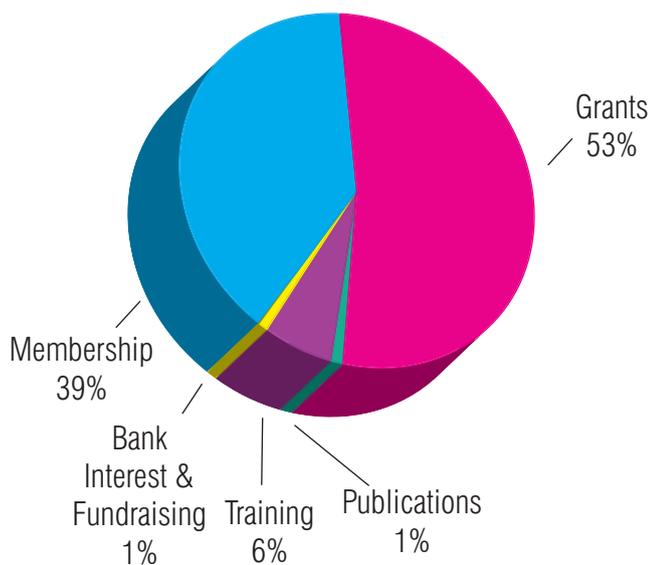


Statement of Financial Activities	Unrestricted Funds	Restricted Funds	Total 2015	Total 2014
<b>Incoming Resources</b>				
Voluntary Income	258,171	405,309	663,480	675,073
Activities for generating funds	11,200	41,891	53,091	71,460
Investment income	371	-	371	256
<b>TOTAL INCOME</b>	<b>269,742</b>	<b>447,200</b>	<b>716,942</b>	<b>746,789</b>
<b>Outgoing Resources</b>				
Charitable Activities	213,040	425,730	638,770	617,198
Governance	7,332	51,587	58,919	62,978
<b>TOTAL EXPENDITURE</b>	<b>220,372</b>	<b>477,317</b>	<b>697,689</b>	<b>680,176</b>
Net Incoming/Outgoing Resources for Year	21,781	(2,528)	19,253	66,613
Fund Balances Brought Forward	345,106	18,309	363,415	296,802
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>366,887</b>	<b>15,781</b>	<b>382,668</b>	<b>363,415</b>

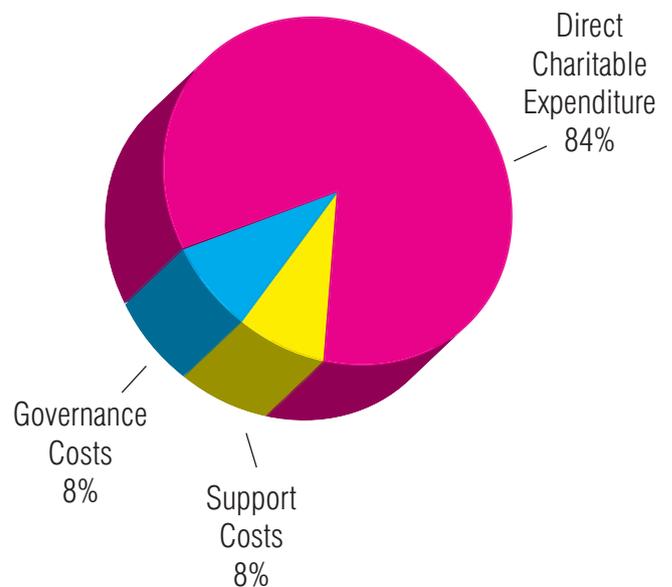
**Norma Shearer**  
**Honorary Treasurer/NICMA Chair**

\*A full and detailed copy of the accounts is available on request.

14/15 Income



14/15 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 2014/15 our stakeholders included:**

Abbey Sure Start  
Arke Sure Start  
Blossom Sure Start  
Childminding Members  
Clogher Valley Sure Start  
Department of Education  
Department of Health, Social Services & Public Safety  
Department for Employment and Learning  
Early Years  
Eastern Childcare Partnership  
Emergency Care Ni  
G-Old Sure Start  
Little Hands Sure Start  
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 Sure Start  
South Eastern Health & Social Care Trust  
Southern Childcare Partnership  
Southern Health & Social Care Trust  
Splash Sure Start  
Western Childcare Partnership  
Western Health & Social Care Trust



Thank You!

# NICMA Staff Team

## **Bridget Nodder**

**Liz Fleming**

Valerie Earney

## **Director**

**Assistant Director/Regional Development Manager**

Director's Secretary

## **CHILDMINDING DEVELOPMENT TEAM**

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

## **TRAINING & QUALITY TEAM**

Susan Anderson	Training Manager
Maeve Milne	Training Officer
Gail Trainor	Trainer/Assessor
Claire Vitti	Training Administrator

## **CHILDMINDING NETWORKS**

Liz Flanagan	Childminding Network Co-ordinator, ABBEY Sure Start
Una Leonard	Childminding Network Co-ordinator, Clogher Valley Sure Start
Joanna Legg	Childminding Network Co-ordinator, Shantallow Sure Start
Michelle Grant	Childminding Network Co-ordinator, Keady Callanbridge
Tina McKeown	Childminding Network Co-ordinator, G-old Sure Start
Roisin Rogers	Childminding Network Co-ordinator, Splash Sure Start
Katie Turkington	Childminding Network Co-ordinator, Blossom Sure Start

## **FINANCE & ADMINISTRATIVE TEAM**

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

## **BOARD OF TRUSTEES**

Norma Shearer	Chair
Barbara Wilson	
Teresa Geraghty	
Margaret Fletcher	Resigned Sept 14
Margaret Baumann	
Alison Blayney	
Suzi Gray	From Sept 14
Stephanie Mallon	Resigned Feb 15
Karen Hanna	
Barbara Stewart	Resigned Sept 14

*Nb. Some staff have taken on multiple roles during the year which is not necessarily reflected in the job title*





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