



**Co-operative
Childcare**
Working together to provide
quality childcare services



What is a childcare co-operative?

Members of a childcare co-operative can be parents or carers, employees, community representatives or a mixture of these. All members have a share in the business and decisions are made democratically. Profits are either shared amongst the members, reinvested in the business or put back into the community.

Why choose a co-operative approach?

Setting up a new childcare service You may be a parent or carer who is aware of a lack of suitable childcare in your area. Alternatively you might be a childcare worker who wants to work with other professionals you know and have a greater say in how the childcare facility is run. Whatever your motivation childcare co-operatives should only be established if you know that there is a need for the service locally.

Converting an existing childcare facility

A childcare co-operative can be set up to take over an existing business, perhaps one which is currently being run by a local authority or voluntary group which could be struggling or under threat. By converting to a childcare co-operative you can ensure that workers keep their jobs and that local children and parents can still use the service.

You may already be running your childcare group along co-operatives principals but don't have a legal structure and the protection that this provides. We can advise you on the most appropriate legal structure for your group.



How can a co-operative approach provide a solution to the problems facing the childcare sector?

THE PROBLEM	THE CO-OPERATIVE SOLUTION
<p>Availability In many areas there is a lack of suitable childcare, particularly Welsh language childcare.</p>	<p>The co-operative approach ensures that there is a close relationship between childcare worker and parent. A co-operative childcare facility is designed to meet the requirements of the parents and children who use the service and are established in response to an identified need, which could include Welsh language provision.</p>
<p>Staff Turnover Low pay and low morale can lead to high staff turnover in the childcare sector. This has a detrimental affect on children and parents and causes problems for staff and employees.</p>	<p>Co-operatives understand the importance of well trained, motivated staff. The co-operative model provides employees with good working conditions and an opportunity to share in the responsibility of running the business. This leads to greater job satisfaction and increased morale, which ensures that it is far easier to recruit and retain the best employees.</p>
<p>Quality Media coverage and user experience highlights great variations in the quality of care.</p>	<p>Committed and well trained staff provide the foundation for high quality care. Co-operatives also involve parents and carers in the care of their children, often the co-operative will have been set up by a group of parents, this ensures that the childcare facility really does address the needs of the family.</p>

What support can the Wales Co-operative Centre provide?

We have been developing and supporting co-operatives for over 20 years and have experience of setting up childcare co-operatives in Wales. Whether you're already running a childcare business or are thinking of starting one our development officers can provide help and advice on the following:

- + Business planning
- + Legal structures
- + Registration of your childcare group
- + Marketing

We also run training courses on a wide range of subjects and can, through a national project run by Co-operatives UK, provide you with access to case studies of childcare co-operatives so that you can learn from the experiences of others.

All of our services are available free of charge.

If you want to find out more about childcare co-operatives:

Call Freephone 0808 144 3224
Email walescoop@walescoop.com
Visit www.walescoop.com

Or fill in the attached freepost slip and return it to us.



Please contact me with further information on Childcare Co-operatives/Cysylltwch â mi gyda manylion ychwanegol ar Fentrau Gofal Plant Cydweithredol

Name/Enw _____
 Address/Cyfeiriad _____
 Postcode/Côd post _____
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 Email/E-bost _____

Please tick the appropriate box/Ticiwch y blwch priodol
I am happy to be contacted by/
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Anfonwch fanylion am eich gwasanaethau eraill

- Community Co-operatives/
Mentrau Cydweithredol Cymunedol
- Employee buy-outs/
Pryniant gan Weithwyr
- Enterprise Rehearsal Project/
Prosiect Ymarfer Menter
- Farming Co-operatives/
Cwmnïau Ffermio Cydweithredol
- Training/
Hyfforddiant
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Mentrau Gweithwyr Cydweithredol

Arrange for a local development officer to contact me/
Trefnwch i swyddog datblygu lleol gysylltu â mi

I got this leaflet from/Cefais y daflen hon o _____



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