Our Mission, Vision and Values

**Our Mission:**

“To promote and develop high quality, evidence-informed early childhood services for young children, their families and communities”

**Our Vision:**

- Children are strong, competent and visible in their communities
- Children are physically and emotionally healthy
- Children are eager and able to learn
- Children are respectful of difference
- Children grow up in a peaceful, prosperous and shared region

**Our Values:**

- Childhood – in its own right
- Listening to children – and those who care for them
- A strong voice for children
- Play, fun and creativity
- Parents as first educators
- Participation of children and families
- Community involvement and development
- Partnership
- Inclusion and diversity
- Excellence and evidence-based innovation
- Effective stewardship and governance
- A professional, committed and recognised workforce
- Valuing staff, members and their commitment
Early Years Accreditation Award
Ballybeen Women’s Centre (Pre-School), Belfast

All Ireland Centre of Excellence Award
Giggles Early Years and After-School, Newry

Early Years Accreditation Award
Ardstraw Community Playgroup, Omagh

Early Years Accreditation Award
Greenfields Day Care, Randalstown

Early Years Accreditation Award
Roslea Cross Community Playgroup

All Ireland Centre of Excellence Award
Oaktree Private Day Nursery, Crumlin

Early Years Accreditation Award
Stepping Stones Pre-school, Belfast

Early Years Accreditation Award
Sugar and Spice Early Years Centre, Drumquin

Early Years Accreditation Award
Holy Trinity Pre-school, Enniskillen
Chairperson’s Foreword

Maria McDonagh

On behalf of the Board of Directors and the Senior Management Team of Early Years – the organisation for young children, I am pleased to present the annual report for 2018/2019 which, as you will see, demonstrates another year of achievement for the organisation.

I would like to welcome our new board members who, I have no doubt, will enjoy working with such a strong and professional organisation, and to thank our leaving board members for their support and dedication over the last number of years.

It is with a large degree of sadness and gratitude that we say a fond farewell to our retiring Chief Executive Officer, Dr Siobhán Fitzpatrick CBE. Siobhán has worked tirelessly over the past 30 years to create an organisation with an enviable reputation internationally, and we wish her well in her retirement. The Board of Directors has no doubt that our new Chief Executive Officer, Pauline Walmsley, will continue to build on past successes and will ensure that the organisation remains focused on its goals and objectives.

In a year which has seen continued political and economical uncertainty, Early Years – the organisation for young children has continued to thrive, develop and achieve. We have engaged with political parties to contribute to the future Childcare Strategy, established the Early Years Care, Education and Play Employers Forum, and played a leading role in the launch of the Childcare Academies.

The Board of Directors and Senior Management Team are justifiably proud of the numerous childcare initiatives and programmes which are consistently delivered and supported by a team of professional and dedicated staff, volunteers and members across all regions. We all look forward to another year of successes for the organisation and all our early years settings.
Chief Executive Officer’s Foreword

Dr Siobhán Fitzpatrick CBE

I am very proud to write my last report for the Annual Report of Early Years – the organisation for young children. Looking back over the past 30 years, I can reflect on an organisation which has grown from a small locally based charity to one which has now become recognised nationally and internationally with a presence in over 50 countries across the world. Our success is due to the commitment, spirit of innovation and strong value base of our volunteers, members and staff who over the years have shown willingness to embrace change and growth within a framework of values and principles established by our founders in 1965.

I am particularly honoured that we have played our part in advocating and influencing the implementation of many significant policy changes and developments for children, families and their communities. We were centrally involved in ensuring that the Pre-school Programme, Sure Start, the Children and Young People’s Strategy, the Shared Education Act were delivered and adequately funded. I am pleased that we played an important role in attracting significant investment from the European Union which supported us develop an early years infrastructure, play a significant role in embedding peace and reconciliation principles and practices within the early years sector and develop the confidence to look outwards across the world for inspiration and support, recognising that we in Northern Ireland can both learn from and contribute to the international stage.

The backdrop to the work over the past 30 years has been the UN Convention on the Rights of the Child. There is much to celebrate in terms of how far we have come with regard to recognising young children as holders of rights with strong voices, and as citizens in their own right. However it is with regret that we still have not adequately dealt with the issue of child poverty, made adequate investment and provision for the under threes and realised the rights and needs of children with a disability and special educational needs.

We faced many challenges over our 55 year history but despite the range and depth of the challenges, the organisation has always shown courage and determination to overcome whatever difficulties we encountered, confident that if we stayed close to the rights and needs of children, families and communities, we would survive and thrive.

Our success over the years would not have been possible without the support and dedication of our members, volunteers and staff, the commitment and financial support from a range of funders and a host of individuals and organisations which provided us with professional and moral support over the years. I would personally like to thank and acknowledge all of those who served as Board members over the years and those who provided mentoring support to me as a new and emerging leader. During good times and difficult times your support was invaluable.

Finally I am delighted that Pauline Walmsley has been appointed as the new Chief Executive Officer of Early Years. I wish her well in her new role and am confident that under Pauline’s stewardship the organisation will continue to grow, develop and innovate.
Deputy Chief Executive Officer’s Report

Pauline Walmsley

Early Years – the organisation for young children was pleased to deliver on the Pathway Fund which enabled an investment of £2.66 million by the Department of Education, awarded to 126 organisations, benefiting over 8,000 children and supporting the sustainability of the sector. Early Years ensured a focus on outcomes from fund support. We are especially delighted to report that 1,391 children received an evidence-based programme as a result of Pathway Fund support.

The 2018/19 year delivered excellent progress within Sharing from the Start, with the first and second cohort of partnerships actively participating in shared education activity leading to improved educational and reconciliation outcomes.

Over the 2018/19 year, Early Years has retained a focus on key evidence-informed, outcomes-focused programmes. During the year we have particularly focused on the areas of self-reflection supporting staff in the sector to develop language, skills and ability to reflect as teams on child interactions and child development outcomes and how they can improve practice. Early Years has invested considerably in the support of leadership and governance practice within the sector.

I am particularly delighted to note the growth in the uptake of HighScope, particularly within settings supporting children from birth to three years old and the increased usage of the Child Observation Record across a range of group-based (Sure Start, pre-school, day care) and home visiting (Toybox) settings to support the visibility of child development indicators within settings, with parents and to support positive transitions.

Early Years has had an active year in terms of advocacy. We are delighted to be providing leading inputs to key developments within the workforce including the Belfast Childcare Academies, the collaborative development of the new CCLD qualifications and the formation and support of the Early Years Care, Education and Play Employers Forum.

I am particularly proud of our re-accreditation with Investors in People at Gold standard.

I would like to thank our key partners for their financial, knowledge and advocacy support. Finally, I want to acknowledge the commitment of members and staff to our work.
Achievements

To promote and develop high quality, evidence-informed early childhood services for young children, their families and communities

- **9,000** children avail of high quality daycare services
- **82%** of PSEP groups received Level 1 and 2 grades in their ETI (Education and Training Inspectorate) inspections
- **8,203** children reached through the Pathway Fund. 57% of children who come from 25% most deprived areas
- **9,000** Over 9,000 children
How much did we do?

£2.6m
Of funding awarded by the Pathway Fund to 126 organisations

481
Of children who come from 25% most deprived areas staff members continued their professional learning enrolling in Level 2 to 5 and completing HighScope training

1,106
Children with SEN (Special Educational Needs) were supported by the Pathway Fund

101
Settings participated in community relations and multi-cultural programmes

165
Staff members trained on an evidence-based programme within the Pathway Fund

101
Staff members in the sector are trained in the Reggio approach

1,391
Reggio Emilia and Northern Ireland Creative Collaboration supporting the professional development of Early Years staff and members to actively participate in society and develop a sense of European citizenship and identity

304
Children received an evidence-based programme within the Pathway Fund

Groups received support and training in Governance and Management
Children are strong, competent and visible in their communities

Achievements

Young children’s rights promoted and evidence-based solutions offered

Leading local and international ECEC (Early Childhood Education and Care) evidence and practice translated into a format which is useful to policy makers, service developers, change agents, trainers and parents

689
Advocacy contacts to support partnerships working between parents within the Toybox Project
How much did we do?

Engagement with key departmental officials and elected officials on the development of a NI Executive Childcare Strategy and associated workforce initiatives

Establishment of Early Years Care, Education and Play Employers Forum

Engagement with key elected representatives on significant early childhood issues and the development of an All-Party Group on Early Years

Contributions to Early Childhood Development Programming to Sustainable Peace and Development, a paper produced by Early Childhood Peace Consortium

Impact of Brexit for children paper produced on a cross-border basis

Early Years awarded gold accreditation against the Investors in People Standard, demonstrating our commitment to high performance through good people management

Consultation responses provided to Post-2020 Multiannual Financial Framework (MFF) EU funds in the area of Cohesion; Proposed Framework of Future Provision for Children in the Early Years with Special Educational Needs; Northern Ireland Affairs Committee Education funding in Northern Ireland inquiry; and EU Home Affairs Sub-Committee – Erasmus and Horizon after Brexit in the absence of a functioning local Executive or Assembly
Achievements

*Children are physically and emotionally healthy*

**8,299**

Children registered in Early Years led Sure Start projects

Delivering evidence-based FHI (Family Health Initiative) aimed at preventing obesity in children aged between birth and five years, and managing obesity with children aged between eight and 11 years.
## How much did we do?

Early Years is lead body for Clogher Valley, South Armagh, Dungannon, Rainbow, Newry and Splash Sure Starts.

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,660</td>
<td>Number of mothers registered in Sure Start projects</td>
</tr>
<tr>
<td>2,482</td>
<td>Number of fathers registered in Sure Start projects</td>
</tr>
<tr>
<td>6,762</td>
<td>Number of families registered in Sure Start projects</td>
</tr>
<tr>
<td>5,648</td>
<td>Number of home visits</td>
</tr>
<tr>
<td>100%</td>
<td>Reported increase in moderate and/or vigorous activity, significant reduction in time spent being sedentary and a reduction in frequency of consumption of high fat/salt/sugar foods reported, eg biscuits/cakes, chocolates/biscuits and fast foods</td>
</tr>
<tr>
<td>28</td>
<td>FHI programmes and follow up sessions delivered to 72 families and children to support and help to sustain positive changes</td>
</tr>
<tr>
<td>80%</td>
<td>Of participants increased fruit and vegetable consumption and maintained moderate physical activity levels after the programme</td>
</tr>
<tr>
<td></td>
<td>Family Health Initiative participants reported positive changes in feelings of attachment to food, feelings of self-worth and knowledge of recommended physical activity for children</td>
</tr>
<tr>
<td></td>
<td>Incorporating a whole school-based approach, involving families and tying in other PHA (Public Health Agency) related initiatives such as Food in Schools and Choose to Live Better campaigns for adults</td>
</tr>
</tbody>
</table>
Achievements

Children are eager and able to learn

2,855 play sessions with children through the Toybox project, empowering Traveller parents to become involved in the education process for their children and themselves

2,632 programme sessions delivered with Sure Start Programme for Two Year Olds

122 families and 161 children avail of HighScope through Toybox
How much did we do?

- 29 home visits completed by Sure Start for Two Year Old Development Programmes
- 1,993 Stay and Play and 39 workshops delivered
- 259

- 323 Children were supported through the Toybox Project to enhance their social, emotional, physical, language and cognitive development
- 145 Families accessed the Toybox Project and 320 Traveller parents have attended training courses
- 94% Of parents viewed Toybox support with transitional issues as very important

- 92% Of parents saw an improvement in their child’s approaches to learning
- 21 Settings with 62 practitioners trained and implementing, to full fidelity, the evidence-based Eager and Able to Learn Programme aimed at improving young children’s eagerness and ability to learn
- 93% Of transitional settings in contact with Toybox regarding a child’s transition
Achievements

Children are respectful of difference

100% of parents, staff and governors had a positive response to the Media Initiative for Children Respecting Difference Programme and felt it was highly relevant in our society

Technical assistance to UNICEF Country Offices regarding the design, development and delivery of ECD (early childhood development) programmes
How much did we do?

62

- Schools, after-schools and daycares engaged in the Media Initiative for Children Respecting Difference Programme through the Good Relations and Peace IV Funding Programmes

One of nine partners amplifying youth voices on the EU Horizon 2020 WYRED (netWorked Youth Research for Empowerment in the Digital Society) Project

Supporting and developing evidence-based ECD programmes for peacebuilding in countries affected by conflict, through partnership with UNICEF and with the support of global research centres at Queen’s University Belfast, Yale and New York University

Erasmus+ Early Coding Project developing teaching materials on Computational Thinking and Introduction to Coding. The project aims to contribute to capacity building in the education sector to foster very basic computational thinking skills at pre-school level in the five partner countries through up-skilling and engaging games and fun activities

Erasmus+ WeNA (We Are Not Alone) Project supporting parents in four partner countries who have children with special needs, improve their subjective well-being with the help of creative drama and social support groups

20 staff and members participated on the Erasmus+ Northern Ireland and Reggio Emilia exchange and co-operation study trips
Achievements

Children grow up in a peaceful, prosperous and shared region

€4.2m of funding awarded to Early Years – the organisation for young children (lead partner), the Fermanagh Trust and the National Childhood Network for the delivery of Sharing from the Start, supported by the European Union’s Peace IV Programme, managed by the SEUPB (Special EU Programmes Body)

2,521 children participated in shared curricular activities in Sharing from the Start Programme
How much did we do?

- Pre-school settings engage in the Sharing from the Start Programme: 82
- Parents attended shared training events with partner settings in the Sharing from the Start Programme: 567
- Settings repeated that the Sharing from the Start Programme has a ‘very positive’ or ‘positive’ impact on children’s attitudes and behaviours to inclusion and exclusion: 77%

- Schools and daycares trained in Media Initiative for Children Respecting Difference Programme: 62
- Children participating in shared education: 2,521
- Parents volunteered at shared education settings: 1,412

- Members of management committee and boards of governors attended training: 43
- Of settings in the Sharing from the Start Programme report positive transitions to primary school: 85%
President Alma Loughry awarded OBE in the New Year’s Honours list 2019
Early Years Board of Directors 2018-2019

Alma Loughrey
Honorary President

Maria McDonagh
Chairperson

Diane Koplewsky
Resigned Feb 2019

Ethel McIvor

Agata Sobieraj
Treasurer

Nemonie Fulton
Joined Nov 2018

Jenni Barkley
Joined Nov 2018

Early Years Council 2017-2018

<table>
<thead>
<tr>
<th>Early Years Council:</th>
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<tbody>
<tr>
<td>Antrim/Ballymena Florence Walker</td>
<td>Foyle Carrie Mullen</td>
</tr>
<tr>
<td>Belfast Ashlea Berryman &amp; Aisling Pugsley</td>
<td>Larne/Carrickfergus/Newtownabbey Colleen Cartwright</td>
</tr>
<tr>
<td>Causeway Christina McFarland &amp; Michelle Spence</td>
<td>Lisburn Sarah McCambley</td>
</tr>
<tr>
<td>Cookstown &amp; Magherafelt Wendy Hayman</td>
<td>Newry and Mourne Majella Caherty</td>
</tr>
<tr>
<td>Craigavon/Banbridge Catherine McPolin &amp; Karen McGrath</td>
<td>North Down and Ards Laureen Moore</td>
</tr>
<tr>
<td>Down Sarah McCambley</td>
<td>Omagh and District Melanie O’Kane</td>
</tr>
<tr>
<td>Dublin Laura Fernandez</td>
<td>Sperrin Caroline McCormick</td>
</tr>
<tr>
<td>Dungannon Ethel Mclvor</td>
<td>Dublin Laura Fernandez &amp; Bernie Kelly</td>
</tr>
<tr>
<td>Fermanagh Katie Murray</td>
<td>Day Care Forum Diane Koplewsky</td>
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</tbody>
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Treasurer’s Report 2018 - 2019

Agata Sobieraj, Treasurer

The financial year 2018/2019 has seen the Peace IV Sharing from the Start project consolidate and Early Years assume the leadership of the Peace IV Rural Respecting Difference Project.

Despite the current political impasse, ongoing management and delivery commitments were renewed for the Pathway Fund, Sure Starts, Toybox, Family Health Initiative, DE and Health and Social Care Trusts contract arrangements. This brought in funding of £7 million.

Other projects yielded net new income of £0.75 million.

The core activities of Early Years encompassing membership support, training, publications, management fees generated income of £1.09 million.

In summary, restricted funding activities generated revenues of £8.36 million and unrestricted revenues of £1.33 million.

This has resulted in a slight shift in income split between restricted and unrestricted of 85%/15% to 86%/14%, and is explained in full by the commitments made under both Peace IV projects.

Financial planning for the year 2018/19 yielded improving returns on investment, with additional potential funding opportunities to further develop service offerings. In addition to this very local focus, the organisation continues to take forward new international opportunities in China and an international project with Queen’s University Belfast, which will both generate income and attract funding to support access to these markets.

The organisation’s key financial focus is an increasing focus on new opportunities to increase unrestricted income sources in order to move towards a more independent sustainability and a build up of reserves for reinvestment in future development to deliver a strong and stable organisation in support of its members.
Income and Expenditure 2018 - 2019

**Restricted and Unrestricted Income**

- **Restricted**: £8,363,715
- **Unrestricted**: £1,339,515
- **Total**: £9,703,230

**Analysis of Income**

- **Health and Social Care Trusts Income**: 33% (£3,201,016)
- **Health & Social Care Board**: 4% (£374,689)
- **The Pathway Fund**: 30% (£2,938,906)
- **Project Funding**: 8% (£784,778)
- **Peace IV Funding**: 11% (£1,060,129)
- **Sales of Resources, Day Care, Training and Membership Services**: 11% (£1,087,044)
- **DE Core Grant**: 3% (£253,992)
- **Other**: 0% (£2,676)

**Analysis of Expenditure**

- **Direct Charitable Activities**: £8,944,772
- **Support Costs**: £864,106
- **Cost of Generating Funds**: £30,637
- **Governance Costs**: £12,461
Staff in employment in 2019

**ArKe Sure Start**
Martina Maguire
Padrician O’Kane
Ievgeniia Nykyforova

**Blossom Sure Start**
Jacqueline Harper
Elaine McNally
Keith McAdam
Paula Doran
Debbie Johnson
Pauline Bell
Zoe Ruddell
Megan Simmons
Eleanor Duffy
Lindsey Davis

**Clogher Valley Sure Start**
Dolores Neeson
Yvonne Keenan
Carol Long
Anita Stansfield
Ita Quinn
Nuala Quinn
Julie McConville
Julie Thompson
Yvette Grimes
Mairead McMullen
Sheila Hall
Paula Darcy
Ciara Reilly
Patricia Shields
Kathryn Mavitty
Melissa Irwin
Shauneen McCusker

**Corporate Services - Admin**
Amanda Larmour- McQuaide
George Bryans

**Corporate Services - Finance**
Colm McCaughley
Anna McShane
Mary Jackson
Nuala Moynagh

**Corporate Services - HR**
Gillian Totten
Samina Waring
Lorna Houston
Victoria Rae

**Corporate Services - ICT**
Stephen Strain

**Dungannon Sure Start**
Margaret Quinn
Amanda Cavlin
Sarah Fairgrieve
Jurgita Macionyte
Dora Araujo
Catherine McCon
Angela McGrath
Joanne McKay
Maria Igielska-Michalek
Collette Campbell
Nijole Gil
Paula Graham
Collette Skeffington
Kerry Anne Johnston
Rhiannon McCann
Jillian Greer
Noeleen Mellon
Emma Faloon
Marialva Alves
Siobhan Wallace
Ciara Dinsmore
Aoife Doyle
Tilly Jane Porter
Sarah McCreery
Nina Chapman
Fermanagh Early Years
Joan Jackman

Kilkeel SureStart
Clare O'Hagan
Diane Maginn

Knowledge
Joanna Gray
Noel McAllister
Tonine Laing

Newry Centre
Sharon Crummy
Denise Maguire
Stephanie McCartan
Ana Correia
Sinead Wadforth
Arlene Morgan-Carroll
Marta Szwenik
Gareth Kelly
Megan Cregan
Emma Taylor
Shaunna Finnegan
Rachel O'Rourke
Diane Curran
Patricia McKevitt
Cheree Britton
Christine Parke
Tierna Boyle
Joanna Hollywood
Ciara Millar
Anne Rice
Marian Fegan
Mark Hughes

Newry SureStart
Adele Toal
Deirdre Carson
Roseanne Duffy
Anne Rice
Denice Nixon
Mary Rafferty
Claire McKee
Anna Rogers
Catherine McCann
Ciara Millar
Elaine Fearon
Maria Toal
Emma Doogan
Gareth Kelly
Joanne Magill
Katrina Monaghan
Lynda Keenan
Colleen Ward
Selina McGuinness
Kerrie Dawson
Frances McAteer
Sarah McAteer
Paula McLoughlin
Lisa Stewart
Sarah McAteer
Nichola Sloan

Operations - Northern & Belfas
Ena Shaw
Sharon Harvey
Elizabeth Graham
Sioban Houston

Operations - South Eastern
Shirley Hawkes
Diane Glasgow
Eileen McClean
Helen Doherty
Margaret Tighiouart
Megan McConaghy

Operations - Southern
Sharon Flanagan
Emma Magowan
Fionnuala Anderson
Orla Kilpatrick
Peter McKinney
Marianna Hetherington

Operations - Training
Debra Wilson
Samantha Logan
Zoe Kernohan-Neely

Operations - Western
Mary O’Reilly
Elaine Sterritt
Joan Bradley
Marie Wilson
Shirley Gillespie
Marian Baker
Donna Sweeney
**Rainbow Sure Start**
Yvonne Tracey
Linda Houston
Christine McMenamin
Sandra Warke
Lucinda Harron
Caoimhe McBride
LynnBaskin
Elaine Devine
Fiona Burt
Gemma Watson
Karla Crozier
Lorraine McCann

**Senior Management Team**
Siobhan Fitzpatrick
Pauline Walmsley

**Services**
Clionagh Boyle

**South Armagh Sure Start**
Kerry Stuart
Mary Hull
Conor McArdle
Susan Murphy
Joanne Leary
Helena Rogers
Roisin McArdle
Tracy Walker
Eileen McEvoy
Mona Lavery
Nicola McParland
Sinead Fegan
Sinead Rice
Ashling McGinn
Ursula Campbell
Hayley Knowles
Richella Cottrell

**Splash Sure Start**
Clare Fox
Keith Cullen
Roisin Weir
Agnieszka Judkiewicz-Kozak
Natalie Lynch
Patrice Breen
Catriona Maguire
Natasha Greer
Nicola Sharpe
Rachel Eileen Gregson
Margaret Ann Ogilby
Patricia Mulholland
Roisin Ann Rogers
Mary Boyce
Jenny Morrow
Kellie Trainor
Maureen McClean

**Star SureStart**
Dorota Bondarczyk
Sarah McNally

**Toybox - Northern & Belfast**
Bridgeen Irwin
Rita Simmonds
Hannah Chapman

**Toybox - Southern**
Karen McGuigan
Thelma Donnan
Madeline Mackin

**Toybox - Western**
Catherine McKnight
Martina Grainger
Sponsors and Acknowledgements

We would like to thank the following organisations and individuals who have financially supported our work over the past year:

Allianz
The Atlantic Philanthropies
Alzheimer’s Society NI
Ards and North Down Borough Council
Barnardo’s
Belfast Area Childcare Partnership
Belfast City Council Active Belfast
Belfast Health and Social Care Trust
Belfast Zoo
The Big Lottery
Blackburn Trust
Bright Start/Department of Education
Cavan County Childcare Committee
Children in Need
Clogher Valley Family Centre Ltd
Danske Bank
Department of Education
Eastern Area Childcare Partnership
Erasmus+
European Commission
Fermanagh and Omagh District Council
Health and Social Care Board
Hebei Early Education Institute, Shijiazhuang, China
Hope Early Years
Invest NI
Lockton Limited
Mencap
Newry, Mourne and Down District Council
Northern Health and Social Care Trust
NICVA
Northern Childcare Partnership
The Executive Office
Precede Balkan’s Network – European Union Instrument for Pre-accession A
Public Health Agency
Queen’s University Belfast
Special EU Programmes Body
Sisters of Mercy
South Eastern Health and Social Care Trust
South Eastern Childcare Partnership
Southern Area Childcare Partnership
Southern Health and Social Care Trust
Southern Regional College
Strategic Investment Fund - Ards and Down
Strategic Investment Fund - Downpatrick
Strategic Investment Fund – Western Zone
Sure Start:
Arke Sure Start
Blossom Sure Start
Clogher Valley Sure Start
Dungannon Sure Start
Kilkeel Sure Start
Newry City Sure Start
Rainbow Sure Start
South Armagh Sure Start
Splash/Brownlow Sure Start
Star (Banbridge) Sure Start
UNICEF
Verity Pensions
Western Childcare Partnership
Western Health and Social Care Trust
Wheelock College
6 Wildflower way
Apollo Road
Boucher Road
Belfast, BT12 6TA

T: +44 (0)28 9066 2825
F: +44 (0)28 9038 1270
E: info@early-years.org

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