

Newsletter



Happy Easter

As spring starts to show up around us, it feels like a great time to take a moment and appreciate the progress we're making together. There's a real sense of energy and growth at the moment, and it's been brilliant to see that reflected across our apprenticeship programmes.

We recently hosted our very first employer forum, bringing partners together to share ideas, experiences, and shape what comes next. It was a really positive session, with open conversations and great engagement—thank you to everyone who took part.

We're also incredibly proud of our apprentices, with 55% achieving a distinction so far this year. That's a fantastic reflection of the effort they're putting in, as well as the support from employers and teams around them. It's been a strong start to the year, and we're excited to keep building on it.



Current Apprenticeships, Diplomas & Courses

Apprenticeships:

- Early Years Practitioner Level 2
- Early Years Educator Level 3
- Early Years Lead Practitioner Level 5
- Adult Care Worker Level 2
- Lead Adult Care Worker Level 3
- Lead Practitioner in Adult Care Level 4
- Leader in Adult Care Level 5
- Level 3 Business Administrator
- Level 3 Team Leader



Diplomas:

- Level 2 - Diploma for the Early Years Practitioner
- Level 3 - Diploma for the Early Years Educator
- Level 5 - Diploma for the Early Years Senior Practitioner
- Level 2 - Diploma in Care
- Level 3 - Diploma in Adult Care
- Level 4 - Diploma in Adult Care
- Level 5 - Diploma in Adult Care

All Adult Care Diplomas offer pathway options.

Courses:

- CAVA
- Level 3 Award for Special Educational Needs Coordinator in Early Years
- Adult Social Care Certificate
- Ofsted Preparation
- Level 3 Mental Health First Aider
- General CPD



Forum Update – Join the Conversation



Our re-launch in February went off with a bang bringing with it newly formed partnerships and ideas for future Forums and projects.

The next Forum will be held online on 20th May 2026. Further information will be sent out closer to the time, but if you would like to reserve your space now, please send your interest to: info@brighterhorizonstraining.co.uk

Who should attend: Employers, compliance leads, and sector stakeholders

Safeguarding in Early Years & Adult Health & Social Care

In today's digital age, safeguarding goes beyond physical safety. Early Years and Adult Health & Social Care settings must protect children, adults, and staff from online risks, cyber threats, and mental health challenges.

- **AI & Cybersecurity:** Use secure platforms, strong passwords, and careful data handling to prevent breaches and protect sensitive information.
- **Mental Health Awareness:** Early intervention, staff training, and access to support services help identify and address wellbeing concerns early.
- **Safe Digital Practice:** Regularly review apps, online tools, and AI systems to ensure they promote learning and care without exposing users to harm.

Protecting those in our care means combining technology awareness with compassionate, proactive safeguarding.

News, Updates & Useful Information

Podcast - SEND in the Spotlight:

- <https://www.bbc.co.uk/programmes/p0mksq4x/episodes/player>

Employment Law Updates:

- <https://www.acas.org.uk/employment-rights-act-2025>

Scam text messages claiming to be from Ofsted:

- <https://earlyyears.blog.gov.uk/2026/03/18/scam-text-messages-claiming-to-be-from-ofsted/>

Reflecting on Baroness Casey's recommendations for government:

<https://www.researchinpractice.org.uk/adults/news-views/2026/march/reflecting-on-baroness-louise-casey-s-recommendations-for-government/>

Labour Market Update – Early Years & Adult Social Care

Early Years Workforce

- Around 354,000 staff in England, mostly women (~97–98%).
- Growing demand due to expanded government-funded childcare, needing an estimated 35,000–40,000 more staff.
- Challenges: recruitment, retention, low pay, and fewer childminders.

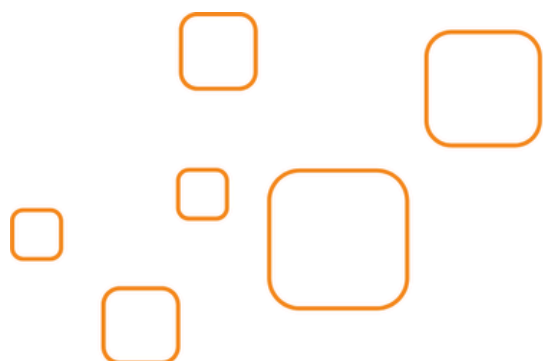
Adult Health & Social Care Workforce

- Over 1.6 million staff, with 111,000 vacancies (vacancy rate ~7%).
- Workforce mainly female (~78%), with high turnover (~25%).
- Demand rising due to ageing population; forecasts predict 470,000 extra jobs needed by 2040.
- Challenges: retention, pay disparities, reliance on international recruitment.

Bottom Line

Both sectors face labour shortages and rising demand, highlighting the need for better recruitment, training, and pay strategies to secure the workforce of the future.

Here at Brighter Horizons training we can help you with both recruitment and training - talk to us about how we can help!



Why choose Brighter Horizons Training & Development?

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- 100% pass rate
 - High level of distinctions
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 - Assessor consistency
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 - Health & well-being guidance
 - Holistic learning
 - Workforce recruitment support
 - Government funding & finance options



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