

# THE EARLY YEARS MATURITY MATRIX

A self-assessment tool to measure progress in delivering integrated prevention and early intervention for younger children and their families

5 DIMENSIONS	16 KEY ELEMENTS of an integrated early years system	4 PROGRESS LEVELS each with examples to help you rate local progress			
<b>PLAN</b>	1 STRATEGY	<b>1</b>  <b>Basic level</b>  Principle accepted and commitment to action	<b>2</b>  <b>Early progress</b>  Initial development	<b>3</b>  <b>Substantial progress</b>  Initial results achieved and positive outcomes evident	<b>4</b>  <b>Mature</b>  Embedded good practice, others learning from achievements
	2 NEEDS ANALYSIS				
	3 EVIDENCE BASED PROGRAMMES				
	4 FUNDING				
	5 COMMISSIONING				
<b>LEAD</b>	6 PARTNERSHIP				
	7 CHAMPIONS				
<b>DELIVER</b>	8 INFORMATION SHARING				
	9 OPERATIONAL DATA				
	10 COORDINATED WORKING				
	11 WORKFORCE PLANNING				
<b>EVALUATE</b>	12 OUTCOMES FRAMEWORK				
	13 EVALUATION FRAMEWORK				
<b>FAMILY FOCUS</b>	14 ENGAGEMENT				
	15 FAMILY-CENTRED DELIVERY				
	16 COMMUNITY CAPACITY				

	Evidence of current progress	Gaps and areas for development
<b>PLAN</b> Score 0 1 2 3 4		
<b>LEAD</b> Score 0 1 2 3 4		
<b>DELIVER</b> Score 0 1 2 3 4		
<b>EVALUATE</b> Score 0 1 2 3 4		
<b>FAMILY FOCUS</b> Score 0 1 2 3 4		

## INTEGRATED PREVENTION AND EARLY INTERVENTION IN THE EARLY YEARS (IEY = INTEGRATED EARLY YEARS)

		① Basic level	② Early progress	③ Substantial progress	④ Mature
PLAN	1. STRATEGY	IEY seen as important, but little impact on planning.	A multi-agency IIEY Plan is developing.	Multi-agency strategy in place, based on robust data & progress on a delivery plan is monitored.	IEY Strategy has a strong logic model, gives a compelling narrative, and is having a measureable impact
	2. NEEDS ASSESSMENT	Some 0-5 analysis as per statutory requirements	Partners collaborate to analyse 0-5 data, and needs analysis identifies some early years target groups	Partners share data and identify 0-5 target cohorts. IIEY data is included in partnership needs assessments	Robust 0-5 population needs analysis, service demand & provision, is used to target services & forecast demand
	3. EVIDENCE BASED PROGRAMMES (EBP)	Unclear evidence base for local services.	Some EBP but no coherent approach	Money is spent mostly where there is evidence that it can be used effectively.	Coherent portfolio of EBP & quality assurance of fidelity
	4. FUNDING	Business as usual only investment in IIEY.	IEY is a priority for funding. Work underway to pool or align budgets.	Some IIEY pooled or aligned funding. Spending mapped & cost benefit analysis being used	Evidence of significant shift in pooled resources to pay for evidence-based IIEY services, and evidence of impact.
	5. COMMISSIONING	Separate IIEY commissioning with commissioner dialogue	Separate commissioning but aligned outcomes frameworks	Some joint commissioning in place.	Commissioning is formally integrated & single commissioner accountable for IIEY

		① Basic level	② Early progress	③ Substantial progress	④ Mature
LEAD	6. PARTNERSHIP	Some partnership dialogue on early years but limited engagement.	Identified partnership group responsible for IIEY, & developing local plan.	Broad & active IIEY partnership having positive impact and driving the local plan.	Influential and effective IIEY partnership, with clear relationships with wider partnership bodies, & strong performance management & constructive challenge
	7. CHAMPIONS	One or two local advocates for IIEYs	Some senior advocates for IIEY	Consistent personal commitment to IIEY by elected & senior officials	Senior leaders speak with one voice and actively promote IIEY

		① Basic level	② Early progress	③ Substantial progress	④ Mature
DELIVER	8. INFORMATION SHARING	Commitment to information sharing but gaps in current arrangements	Information sharing agreements being developed, live birth data shared, partners exploring use of integrated information systems	Information sharing about vulnerable families starts in pregnancy. Some common processes for sharing electronic data.	Information sharing is robust, routine & timely and individual children are targeted effectively. Integrated IT systems are in use.
	9. OPERATIONAL DATA	Recognition that IIEY operational data needs to be collated better to inform decision-making.	Some agency intelligence used for strategic analysis. Impact of targeting monitored separately by agencies.	Operational data is used in IIEY service design. Integrated monitoring systems are in place.	Intelligence from local delivery routinely feeds evaluation, commissioning, strategy, service design and workforce planning.
	10. CO-ORDINATED WORKING	Some use of common assessments. Joint work is dependent on goodwill.	'Team around the Family' is in place but patchy use. Some IIEY colocation & work on common processes such as the integrated 2 year check.	Virtual multi-agency IIEY teams in place, with consistent thresholds and integrated referral & assessment processes.	Co-located IIEY multi-disciplinary teams in single management structure, and strong system leadership for families.
	11. WORKFORCE PLANNING	Few examples of joint IIEY training	IIEY skills audits or training reviews are underway. Plans to increase joint training	Workforce needs analysed across maternity & early years. Staff access integrated training to develop common skills	Early years workforce training is integrated & high quality. The workforce is mapped & aligned to IIEY professional competencies. Parent train alongside professionals & co-facilitate training.

		① Basic level	② Early progress	③ Substantial progress	④ Mature
EVALUATE	12. OUTCOMES FRAMEWORK	No IIEY outcomes framework. Focus on process rather than outcomes.	IIEY outcomes framework in development.	IIEY outcomes framework in use with baselines, SMART measures, & initial evidence of improvement.	IIEY outcomes framework is embedded, gives clear view on what is working well, and is actively used by the partnership to plan & to manage performance. Outcomes show consistent improvement.
	13. EVALUATION FRAMEWORK	Evaluation recognised as important but no consistent approach. Evaluations not used to inform service change.	Some evaluations, but no consistency.	Consistent evaluation framework in place, and beginning to influence planning decisions.	High quality evaluations carried out according to local framework, building a robust local evidence base which informs planning.

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FAMILY FOCUS	14. ENGAGEMENT	Families are consulted	Families are involved in the development of integrated early years	Families co-design strategy, commissioning and delivery, and customer journey informs service and workforce development	Families are routinely involved in coproducing strategy, commissioning, and reviewing services. Engagement is business as usual. Families also challenge local arrangements and lead change.
	15. FAMILY-CENTRED DELIVERY	Co-ordinated work around families is limited	Some IIEY pathways in place. Starting to develop a 'single front door'. Some shared messages for families on early child development.	IIEY pathways and 'single front door' in place, families generally have a smooth journey through support services. Messages for families on early child development consistently shared.	Comprehensive IIEYs pathways in place, single front door is embedded, families only have to tell their story once and have a smooth journey through the system. Families report a positive experience of the system.
	16. COMMUNITY CAPACITY	Some community led projects, but not part of a coherent strategy	Peer support & community development are part of IIEY strategy. Work underway to map and develop community & voluntary sector capacity	Peer support & community development make a key and substantial contribution to local IIEY services.	Communities are actively providing IIEY services and are part of evaluation & monitoring. Further capacity building work is underway.