

SIDNEY

CHILD CARE INVENTORY & ACTION PLAN

APPENDICES

2020



Queenswood
Consulting Group

APPENDIX A: REFERENCE LIST

Alberni Clayoquot Regional District. *Collaborative Child Care Planning Across Alberni-Clayoquot: A Child Care Needs Assessment for the ACRD*, 2019.

BC Aboriginal Child Care Society. *Research Report: Licensing First Nations' Early Childhood Programs*, 2013.

BC Government. *Investing in our Early Childhood Educators: Early Care and Learning Recruitment and Retention Strategy*.

BC Ministry of Children and Family Development. *Child care BC Capital Funding Programs at a glance*.

BC Ministry of Children and Family Development. *Child care BC New Spaces Fund Application Form*.

BC Ministry of Children and Family Development. *Child care BC New Spaces Fund Application Resource*.

BC Ministry of Children and Family Development. *Child Care Fee Reduction Funding Guidelines*.

BC Ministry of Children and Family Development. *Early Childhood Educator Application*.

BC Ministry of Education. *Early Learning Framework, Draft 4*, 2018.

BC Ministry of Health. *A Guide to Community Care Facility Licensing in British Columbia*.

BC Provincial Office for the Early Years. *Local Government Requirements: A Handbook for Child Care Providers*.

Canadian Centre for Policy Alternatives. *Child Care Deserts in Canada*, 2018.

Canadian Centre for Policy Alternatives. *Solving BC's Affordability Crisis in Child Care: Financing the \$10 a day plan*, 2015.

Child Care Connection Nova Scotia. *Attracting and Keeping Qualified Staff in Canadian Child Care: The National Environmental Scan*, 2003.

Child Care Human Resources Sector Council. *Supporting Employers in Canada's ECEC Sector*, 2008.

City of Chilliwack. *Chilliwack Child Care: Needs Assessment & Strategy, 2019-2029*.

City of Kimberley. *Child Care Action Plan*, 2019.

City of Prince Rupert. *Child Care Assessment & Action Plan*, 2020.

City of Richmond Child. *Care Needs Assessment and Strategy, 2017-2022*.

City of Richmond Child. *Care Needs Assessment and Strategy*, 2018.

City of Vernon. *Child Care Space Action Plan*. 2020

Coalition of Child Care Advocates of BC. *Child Care Needs in Small, Rural and Remote Communities in BC*, 2018.

Coalition of Child Care Advocates of BC. *BC Child Care By the Numbers*.

Comox Valley Regional District. *Comox Valley Child Care Action Plan*, 2019.

District of Sechelt. *Sunshine Coast Child Care Action Plan*, 2020.

District of Sooke. *Child Care Needs Assessment + Action Plan*, 2019.

Early Childhood Educators of BC. *BC Child care Sector Labour Market Partnership: Phase 1 Final Engagement Report*.

Early Childhood Educators of BC. *ECE Education Support Fund Application Guide*.

Coalition of Child Care Advocates of BC. *Community Plan For A Public System Of Integrated Early Care Learning: \$10 a day*, 2019.

Early Childhood Educators of BC. *Professional Development Bursary Application*.

Island Health. *Child Care Inspection Checklist*.

New Westminster. *Opening a Child Care Facility*, 2019.

Peninsula Connections for Early Childhood. *State of the Child Report: Inspiring Action on the Saanich Peninsula*, 2017.

Statistics Canada. *General Social Survey*, 2011.

Statistics Canada. *Participation and Activity Limitation Survey 2006: Families of Children with Disabilities in Canada*.

Statistics Canada. *Survey on Early Learning and Child Care Arrangements*, 2019.

Statistics Canada. *Table 42-10-0005-01 Type of child care arrangement, household population aged 0 to 5 years*.

Surrey Community Child Care Task Force. *Surrey Child Care Report*, 2018.

Town of Sidney. (2007). *Bylaw 1920: Official Community Plan*.

Town of Sidney. (2008). *Downtown Sidney Local Area Plan*.

Town of Sidney. (2012). *Bylaw 2015: Zoning*.

Town of Sidney. (2016). *Bylaw 2119: Business License. A Bylaw Respecting Licenses and Regulations for Carrying on Businesses Within the Town of Sidney and for Fixing Fees for such Licenses*.

Town of Sidney. (2017) *Bonus Density & Community Amenity*.

Town of Sidney. (2018). *Parks Master Plan*.

Town of Sidney. (Consolidated 2017). *Town of Sidney West Side Local Area Plan*.

Union of BC Municipalities. *Two Programs More Spaces Infographic*.

Varmuza, Petr, Perlman, Michal, and White, Linda. *Understanding early childhood education and care utilization in Canada: implications for demand and oversight*. *International Journal of Child Care and Education Policy*. 2019, 13, 7.

Village of Queen Charlotte. *GidGalang Gan tllxanda: Taking Care of Children in Southern Haida Gwaii, A Child Care Needs & Demands Assessment for Southern Haida Gwaii*, 2020.

APPENDIX B: PARTICIPANT LIST

INTERVIEWS

- Beacon Community Services
- Camosun College
- Child Care Resource Referral Centre
- Cridge Centre for the Family
- First Nations Health Authority On Reserve Aboriginal Head Start Programs
- Greater Victoria Chamber of Commerce
- InterCultural Association of Greater Victoria
- Island Health Supported Child Development Program
- La Société francophone de Victoria
- Oak Bay Neighbourhood Learning Centre
- Pacific Rim Early Childhood Institute
- Saanich Neighbourhood Place
- School District 61
- School District 63
- South Island Wellness Society
- Surrounded by Cedar
- University of Victoria
- Victoria Immigrant Refugee Centre
- Victoria Single Parent Resource Centre

OPEN HOUSES

- Greenglade Community Centre, Sidney. Feb 22
- Commonwealth Place. Feb 22
- Central Saanich Cultural Centre, Feb 29
- Saanich Neighbourhood Place, Feb 29
- Panorama Rec Centre, Mar 3
- Oak Bay Neighbourhood Learning Centre, Mar 5
- Caleb Pike Heritage Park, Mar 7

PARTICIPATION IN DROP IN FAMILY PROGRAMS

- Beacon Community Services
- Oak Bay Neighbourhood Learning Centre
- Panorama Recreation Centre
- Saanich Commonwealth Place
- Saanich Family Arts Festival
- Saanich Neighbourhood Place

APPENDIX C: FAMILY SURVEY

USE OF CHILD CARE

Are your children regularly in paid child care for some days each week? (select all that apply)

Value	Percent
Yes, group care facility (up to 12 infants and toddlers and/or 25 children age 3-5)	36.2%
Yes, before and/or after school care	20.4%
Yes, family or multi-age home care (up to 8 children, in care provider's home)	12.7%
Yes, friend or relative we pay	8.0%
Yes, license-not-required care (up to 2 children, or a sibling group, in care provider's home)	4.2%
Yes, nanny in our home	5.7%
Other - please specify	9.5%
No	24.8%

How many different paid arrangements for child care do you have?

Value	Percent	Count
1	55.7%	235
2	35.1%	148
3 or more	9.2%	39
Totals		422

Where is your child care located? (select all that apply)

Value	Percent	Count
Central Saanich	14.0%	62
Colwood	0.9%	4
Esquimalt	1.8%	8
Highlands	0.2%	1
Langford	2.0%	9
Metchosin	0.2%	1
North Saanich	11.1%	49
Oak Bay	5.2%	23
Pauquachin First Nation	0.2%	1
Saanich	45.0%	199
Sidney	9.5%	42
Sooke	0.2%	1
Tsawout First Nations	0.2%	1
Victoria	14.5%	64
View Royal	1.4%	6
Different Capital Region Community	0.7%	3
Outside the Capital Region	0.2%	1
Not applicable	3.8%	17

Are you or your partner pregnant or planning to have children in the next two years?

Value	Percent	Count
Yes	30.3%	186
No	69.7%	427
Totals		613

After your child is born and parental leave completed, do you intend to put your child in paid child care?

Value	Percent	Count
Yes	91.9%	171
No	8.1%	15
Totals		186

Why are your child(ren) not in child care? (select all that apply)

Value	Percent
I need child care, but have not been able to find it yet	34.0%
A parent or guardian cares for my child(ren) at home	32.7%
I do not need child care yet, but am on the waitlist for child care	20.4%
My child(ren) are cared for by family or friends at no cost	17.0%
I cannot afford child care	16.3%
My child(ren) are old enough to be at home alone unsupervised	4.8%
Other - please specify	17.0%

What is your required child care schedule? (select all that apply)

Value	Percent	Count
Full-day (during business hours)	73.1%	307
Full-day (evenings and weekends)	2.9%	12
Before school care	32.9%	138
After school care	44.0%	185
Half-day (≤ 5 hours during business hours)	5.0%	21
Half-day (≤ 5 hours during evenings and/or weekends)	1.0%	4
Preschool schedule (short morning or afternoon during school hours)	10.0%	42
Pro-D days and school holidays	37.9%	159

Please indicate the number of days you need paid care for your children every week, and the number of days you currently have care for.

	Have care	Need care
1 day	1.2%	0.2%
2 days	6.7%	3.5%
3 days	12.7%	9.3%
4 days	8.8%	7.4%
5 days	62.0%	70.2%
6 days	0.2%	1.6%
7 days	0.0%	0.0%
Varies depending on schedule	4.2%	6.0%

Comments:

Would like more days of care, but cannot afford it

- *My child is in preschool 3 mornings a week. I cannot afford childcare full-time. I am on a waitlist for before/after school care starting in September 2020 but was told I probably won't get in for 1 or 2 years*
- *We have care for our 3 year old 4.5 days/week. My husband could work more if my 3 year old had care 5 days/week and if my 7 year old was in after school care, but we can't afford it.*
- *We cannot afford more days at current centre's rates.*
- *Would be 5, if we could afford it.*
- *Due to the cost of care we thought we could probably only afford 2-3 days per week. We are faced with having to drastically change our work schedules around to be able to make this work.*
- *My job doesn't pay enough to cover the cost of childcare without working one extra day per week, usually we trade childcare with other parents or work from home and try to manage everything at once*

Looking for occasional child care

- *I need drop-in care while I get exercise*
- *Lack of babysitting is also an issue. If there was a childcare center that you could drop your kids off to for 3 hours just to see a movie or have dinner with your partner would be a super service.*
- *Sometimes we need childcare on weekends for work events*
- *Currently looking for after school care and summer break care*

Care needs vary

- *Plus, extra for pro d days, early dismissal days, breaks (spring, Christmas, summer) and sometimes weekends*
- *In the summer, I need care 5/5 days per week, for about 8/10 weeks.*
- *Half days if/when on second mat leave.*
- *Three mornings of preschool and babysitters during the week for my one year old - varies depending on my self-employed work schedule.*
- *5 days plus some evenings.*
- *Shift worker 4 on 4 off schedule - pay for full time to reserve space*
- *Shift worker. Changes every week, so pay for FT*
- *School holidays can be difficult as can't always get a place*

Looking for care

- *My 3yo is enrolled in a full day preschool licensed facility run by Church close to home. I still need to find after school care for my 7 year old at the school. They allow to put names of unborn children from pregnant mothers or 1 yo on their waitlist. A practice we were not aware off and still waiting for our spot while attending this school for 3 years, because we put our name as soon as a child was registered in kindergarten. Worried to get a second child there as well.*
- *I do not have before school care for my oldest child-- we are relying on extended family for help.*
- *I cannot get a spot for after school care*
- *I'll be returning to work from maternity leave in April 2020 and despite being on waitlists since April 2019 I still do not have full time care for my daughter.*
- *I can't find a daycare for my son, meant to return to work in sept 2020. On 20 plus wait lists.*
- *I have three days now but would like 5.*
- *Our ten month old will need care in two months when my wife goes back to work but we don't have any space confirmed - anywhere - yet....*
- *Have not found before and after school care for September yet*
- *Afterschool care in our community was impossible so we've enlisted neighbours and grandparents. Would like at least part time afterschool and/or before school next year. Youngest is moving into the 3-5 preschool range so we are just now looking at Preschool and part time day care options.*
- *I have been without before after school care and just got a spot in January.*
- *We have our before and after school care at different places due to a three year wait list at Deep Cove Kids Club*
- *Extremely difficult to find licensed childcare for kids under 3 - had to drive each day to Esquimalt for youngest child and drop off older child in Oak Bay for two years -- then to work at two different locations in two different communities. At end of day - all over again...*
- *We are both shift workers so we work opposites and don't sleep after nights at times if we can only get into our one day a week.*
- *My children are moving to another school close by and currently do not have B/A school care as they are all full*
- *I need paid child care 5 days a week but I can't find it*
- *Trying to find care for my son when he turns one in November. Soonest is sept 2021, applied to over 35 facilities so far. Looking for Monday to Friday full time*
- *One child in before and after school care (10 yrs.), one child in need of childcare full time (16 months)*
- *We pay for 5 day week after school care but only need it for 3 days week.*
- *Now that we are in a daycare, we have the coverage that we want/need (we waited a year for a spot in the group daycare). Before, we had childcare arrangements for our 12-18 month old (3 days with another mom licensed not required care, 1 day every other week with family, 1-2 days with parents, depending on week).*
- *I have 5 days of before school care, but I was only able to get one day of after school care, so I had to change my work schedule to start at 5:45am to accommodate pick up after school.*

- *Not having solid, full-time care makes our employment situations feel precarious.*
- *My youngest does not yet have care but needs care.*
- *We are currently looking for 5 days/week care in our community, but nothing secured - on about 6 waitlists.*

Other

- *There is a severe worker shortage, and there is a severe lack of inclusive facilities that are properly equipped for special needs*
- *My daughter goes 5 days/week (half days) and family assist with afternoon childcare. My son attends full day, but part time Thu, Fri and every other Monday. Both parents work full time Monday-Friday.*
- *We have a mix of unpaid care by grandparents, plus paid care (pre-school)*
- *I am a stay at home parent who chooses to put my child in preschool to further his social-emotional development*
- *Currently looking for paid care.*
- *No care at present, but needed for youngest, 5 days before and after I have for oldest.*
- *As needed, when other care is not available, grandmother fills in the gaps.*
- *Ideally it would be more than two days a week, but it's too expensive so we make our schedules work.*
- *5 days each week for my 3 year old. My work schedule varies so I usually pick up my 6 year old from school 2-3 days per week*
- *This was not the case when we entered school. It was a very stressful, awful time for our family. We were so traumatized by the experience my husband now takes time off work to line up to secure out-of-school care in the middle of the night and he is not alone.*
- *Would like 3, currently have not secured any space*
- *He experienced trauma at the hands of a childcare provider. Trauma resulted in many challenges. At his next care facility, he was asked to leave care. I cannot work*
- *Grandparents help out 2 days a week*
- *Currently on mat leave and have 2.5 year old in part time daycare. I'm lucky to have care right now, but it's not convenient, well priced or even the best care*

ABOUT THEIR CURRENT CHILD CARE

How much do you currently spend on child care each month?

Value	Percent	Count
\$0 - \$200	4.8%	22
\$201 - \$400	11.3%	52
\$401 - \$600	16.1%	74
\$601 - \$800	11.5%	53
\$801 - \$1,000	17.4%	80
\$1,001 - \$1,200	7.0%	32
\$1,201 - \$1,500	9.6%	44
\$1,500 - \$2,000	9.1%	42
\$2,000 +	6.3%	29
Unsure	2.6%	12
N/A	4.3%	20
Totals		460

Comments:

Included in government pilot / fees subsidized

- *Low fees currently due to temporary provincial pilot project. Otherwise it is \$1200*
- *I am a single parent. I receive subsidies for my children's child care. Without the subsidy, I would be paying over \$2000 a month in child care.*
- *I get subsidy so only have to pay a portion. Otherwise it would be \$1800*
- *We are subsidized*
- *We qualify for childcare subsidy with hubby in school full time for RMT.*
- *We receive a subsidy through the Provincial government, otherwise it would be about \$600-\$800.*

Costs vary throughout the year

- *It fluctuates quite a bit currently, as we have one partner that works full time and the other is in school and working casually.*
- *Additionally, annually I spend about \$500 on ProD days, \$2500 for school vacations, and last year I spent \$1000 for childcare during the protests.*
- *More for school holidays as it's full days \$600-800 a month*
- *Just for after school, full days are more*
- *More in the summer as it is all day care.*
- *Spring Break and Summer this increases to \$250-\$350 a week.*
- *Summer \$ 1800 for 2 months*
- *It's more if there are school holidays, strikes etc.*
- *Months they are in school it is just under \$1,000 for my two kids. When including summer, winter, spring break camp the cost goes up, with summer care being the most expensive in the 1200-1500 range per month.*

Other

- *Because of my son's needs we pay 30-35 dollars an hour this is the going rate. For kids like him The 6000 dollar a year we get from the government is not enough Social services offer 150 a month for respite - sad It is like we never get a break from daycare costs that young families experience it goes on forever*
- *Paying a premium for care to get full-time spots for both children at same facility. Difficult to find care.*
- *\$565/month This will double when I return from Maternity leave in two months as both my children will be in care.*
- *When our boy was a baby this was \$920 per month. After he turned 3 it was \$740.*
- *I pay \$500 for the second child. Will be needing to pay more when third needs care.*
- *Before and after school care fees are more than half my wage.*
- *Only because we have family watching the youngest, and I've cut back my hours at work to be able to get the older kids from school*
- *Childcare costs should be more subsidized by the government.*
- *This has JUST gone down notably with our move to a new daycare, but for the two and a half years prior we were paying \$1100-\$1700 per month.*
- *Spend significantly more when baby needed care (less than 3 year old) and older sibling needed before and after school care. Total = \$2200/month for both*
- *If one works a night and the other a day, we pay a grandparent a small amount to watch our child*

Does your child care provide service in a language in addition to or other than English?

Value	Percent	Count
Yes	7.0%	29
No	75.8%	314
Unsure	11.4%	47
n/a	5.8%	24
Totals		414

Which language(s)?

- Chinese / Mandarin (7)
- French (5)
- Sign language (2)
- SENĆOŦEN (2)
- Korean (2)
- Farsi / Dari (2)
- Spanish (2)
- Tagalog (1)
- Tamil (1)
- Swahili (1)
- German (1)
- Russian (1)

Does your child care provide an Indigenous worldview, or Indigenous content in the care and education they provide?

Value	Percent	Count
Yes	12.3%	51
No	41.0%	170
Unsure	38.8%	161
n/a	8.0%	33
Totals		415

Does your child care provide any additional support or accommodation for children with extra support needs?

Value	Percent	Count
Yes	25.6%	106
No	22.0%	91
Unsure	44.4%	184
n/a	8.0%	33
Totals		414

What extra supports do they do they provide? (select all that apply)

Value	Percent	Count
Developmental	44.8%	47
Hearing	7.6%	8
Learning / Cognitive	36.2%	38
Behavioural / Emotional	52.4%	55
Mobility	15.2%	16
Pain	3.8%	4
Speech	17.1%	18
Seeing	7.6%	8
Unsure	35.2%	37
Other - please specify	9.5%	10

ACCESS TO CHILD CARE

How long after the date you needed child care were you able to find a space?

Value	Percent	Count
When I needed it	28.7%	114
Less than 1 month	5.0%	20
1 month	7.8%	31
2 months	7.3%	29
3 months	7.8%	31
4-6 months	10.8%	43
7-8 months	3.5%	14
9 months or more	16.1%	64
Have not found one yet	8.1%	32
Unsure	2.8%	11
n/a	2.0%	8
Totals		397

[For those who have not yet found care] How long have you been looking?

Value	Percent	Count
less than 6 months	6.3%	2
6 months to a year	37.5%	12
1-2 years	34.4%	11
2+ years	18.8%	6
Other - Write In	3.1%	1
Totals		32

[For those who have care] How long were you looking for child care before you found a space?

Value	Percent	Count
less than 6 months	25.4%	88
6 months to a year	32.1%	111
1-2 years	29.2%	101
2+ years	8.4%	29
Other - Write In	4.9%	17
Totals		346

What did you do when you needed a child care space but could not get one?

(Please select all that apply)

Value	Percent	Count
Delayed return to work	42.0%	95
Worked on adjusted schedule	33.6%	76
Relied on family and friends for unpaid care	61.5%	139
Hired a nanny	16.4%	37
Other, please specify	11.1%	25

CHILD CARE PREFERENCES

If given a choice, would you choose your child care to be close to:

Value	Percent	Count
Your home	61.5%	283
Your or your partner's place of employment	16.1%	74
Your or your partner's post-secondary school	0.4%	2
Your child's elementary school	17.6%	81
No preference	2.4%	11
Other - Write In	2.0%	9
Totals		460

Even though you have paid child care, are you looking for, or on the waitlist for other child care arrangements?

Value	Percent	Count
Yes	62.7%	288
No	37.3%	171
Totals		459

What is your preferred type of child care? (Please select all that apply)

Value	Percent
Group child care (up to 12 infants or toddlers or up to 25 children ages 3-5, with Early Childhood Educators)	57.1%
Multi-age child care (up to 8 children, in a community setting, with an Early Childhood Educator)	38.9%
Before or after school care	37.1%
Care during Pro-D days and other school holidays	31.6%
In-Home Multi-age child care (up to 8 children, in the care provider's home, with an Early Childhood Educator)	24.2%
Preschool (children 2.5 – 5 years old, 4 hours or less a day)	17.2%
Family child care (up to 7 children, in care provider's home)	16.2%
License not required child care (up 2 children or a sibling group, in care provider's home)	7.6%
Unsure	4.8%
Other - please specify	4.0%

What other features are you looking for in child care? (Please select all that apply)

Value	Percent
Child care with lower fees	70.4%
Child care with ECE providers	52.9%
Location closer to home	49.6%
Longer or flexible hours of care	49.4%
Structured early child care education and programming	46.1%
Location at or with transportation to school	29.4%
Part time care	28.9%
Child care eligible for higher subsidy rate	25.6%

Location closer to work	22.5%
Child care that includes Indigenous worldviews	11.6%
Other - please specify	10.4%
Child care able to provide support for children with extra support needs	9.9%
Weekend care	7.3%
Francophone child care	6.1%
Unsure	1.5%

To help us develop priority recommendations, please rank the top three types of child care you think the Child Care Action Plan should focus on, in order of importance.

Item	Overall Rank	Total Respondents
Child care for 0-3 year olds	1	499
Before and after school care	2	435
Child care for 3-5 year olds	3	332
Group child care facilities (up to 12 infants and toddlers or up to 25 children aged 3-5)	4	296
Preschools	5	205
Multi-age care (up to 8 children, in community setting with ECE care provider)	6	195
Licensed Family child care (up to 7 in care provider's home)	7	149
In-home multi-age care (up to 8 children, in ECE-certified care provider's home)	8	134
License-not-required child care (up to 2 children or a sibling group, in care provider's home)	9	108
Other (please specify in comments below)	10	40

To help us develop priority recommendations, please rank the top three types of child care you think the Child Care Action Plan should focus on, in order of importance. - comments

Item	Overall Rank	Total Respondents
Affordable child care	1	536
Child care with flexible hours	2	288
Structured early child care education and programming	3	279
Better quality child care services (please specify in comments below)	4	218
Child care in a specific location (please specify in comments below, e.g. in a particular community)	5	161
Increase capacity of existing child care providers to meet the needs of children with extra support needs	6	147
Support unlicensed child care providers to become licensed	7	151
Other (please specify in comments below)	8	65
Increase capacity of existing child care providers to teach using Indigenous worldviews	9	56
Indigenous led child care	10	48
Francophone child care	11	39
Overnight child care	12	37

COMMENTS:

Infant toddler care

- *Most people would like to go back to work after 12 month of mat leave but infant care is very, very hard to find.*
- *It is almost impossible for us to find childcare for our under 3 year old. We have been looking since I was 6 months pregnant.*
- *I recall the nightmare of trying to find care for the youngest demographic, but am not sure if that access has changed any since.*
- *There is a real shortage of spaces for under 3-year olds. It is basically impossible.*
- *0-3 year olds is almost impossible in a group licensed daycare facility. Care providers do not receive sufficient pay so there is a considerable shortage of ECE's, otherwise the cost to parents for care is totally unaffordable and it places pressure on the parent (usually the mother) to quit work to do stay home with the children or do LNR in-home care (of which there is a lot of unqualified moms now doing. We need ECEs to earn better wages to be able to afford to live in the region, which therefore requires subsidies. I believe the actual facility itself is a secondary issue to the major constraint which is higher pay and subsidized childcare. This is required to address equality.*
- *there is a huge shortage for child care for children under 3 years old and there is a huge shortage for after school care*
- *There are lots of available spots for 3-5 year old and nothing for infants.*
- *I have been rejected by over 60 Daycare's for full time infant care. We are on 23 waitlists for all types of child care. I know have had to take unpaid leave from work because I do not have childcare. The situation is desperate and affects our most vulnerable populations, poor, single moms, moms wanting to work and infants. This has affected my mental health and well-being as it is so high stress. We got rejected at a daycare that charges \$2250 full time because they are overenrolled! We have paid hundreds of dollars in registration fee and deposit with no hope of getting a spot in the next couple months. One daycare charged \$815 deposit and \$150 registration fee with no clear indication that any spot will open in the next two months. It's "unlikely". This is a crisis.*
- *Not only are there few options for us to access, it seems that finding one well suited is even less likely. We would like a licensed daycare that offers lots of outdoor play for little ones under 3 years old.*
- *More infant care spots*
- *Anything to increase the number of available slots, especially for children under 3.*
- *Making it easier to actually get into a licensed daycare facility. It's extremely difficult and means I have to keep my toddler in care while I'm on mat leave simply because I can't risk losing her spot. It's going to cost me thousands but I can't take the chance of not having a spot for 2 children. We still can't even get full time care and I've been on lists for 3 years.*
- *centres available for 1-3 year olds.*

- We just need MORE childcare spaces, especially for children under 3 years old. It's so difficult to find a spot.
- More group ECE run childcare facilities for 0-36 months especially.
- I am a mom who will need childcare later this year for a one year old and can't find a space. This seems like a very common problem so we really need more spaces for that age.
- We need more available childcare spaces! Especially for 0-3 age range.
- Infant childcare for whomever needs it.
- It is hard to find any childcare spots for infants, let alone quality, structured education based childcare
- For 0-3 the best setting is in home care with a consistent provider the child can bond with. It would be great if care providers had more support with administration to increase these types of spaces.

Three to five care

- We faced a gap in care because most spots open in the 3-5 programs when the children move into kindergarten, but with our child turning 3 this spring there was no room for him to move up until the coming September.

School Age care

- Better options for before/after-school care.
- It is challenging to find daycare for kids to under 5, but it is near impossible to find care for before/after school/holiday care. The before/after school program at our catchment school has a 2 year waitlist and unless we find another family to share pickup/drop off duties with, we will have to reduce our working hours to be able to pick our child up from school. The only other option is paying a stay at home parent to pick up your kid (definitely not ideal, no regulations or monitoring, likely all under the table etc.)
- Part time after school care is so important - not enough spots for all children, and if you are lucky enough to get one, you have to do mandatory full time care. We only need 2-3 days per week and it's a lot extra to pay for unneeded time
- Finding a place for a baby was really hard but it was nothing compared to the shock when we went to school and could not find before or after school care. The worst moment was when the principal at the time suggested that we MUST have family that could help out. It was totally unhelpful and made us feel even more alone in our struggle to find care. We felt like parents were pitted against other parents instead of being welcomed into a school community.
- We need IT spaces in the city and out of school care. There is also a huge gap for kids gr.6 to 8 now that flipside has adjusted their age away from the 10 to 12 group. We need spaces for middle school kids to go like out of school care. it us ridiculous that there is nowhere safe for them to be, particularly those who are receiving support now and are aging out but not using CLBC services

- *I need mostly after school care. However it needs to be a service that has the focus of building life style skills not just after school baby sitting service. For you get children this option is fine but as the kids grow they need to be engaged.*
- *Childcare for any child needing before or after school care should be provided onsite at the school they attend. School Buildings are designed Specifically to meet the needs of children; that space should and could be shared between education providers and daycare providers.*
- *5-7 yrs. Outdoor after school care with ECE trained professionals*
- *Before and after school care spaces are desperately needed!!!*
- *In school before and after school care*
- *More out of school options that run 7am - 5pm. Most pro-d day and summer camps run 9-4 it's impossible to work a full day.*
- *Our family would like to see more part-time after school spaces in our son's school (Braefoot elementary).*
- *More spots for before and after school care*
- *My 4 year old is heading to school in September 2020. We are having a very hard time finding before and after school care. His sister will go to his full time daycare otherwise we'd be in even more trouble. Finding quality childcare is so hard. This is his 3rd care provider after 2 others where shut down. It's scary that you have your child in a place that gets shut down. It's also scary thinking that I wouldn't be able to work as an RN if I can't find care.*
- *There needs to be an increase in childcare availability for before and after school starting in kindergarten.*
- *Increase the amount of before school, and after school childcare. Increase the amount of working hours for before and after. For most families having child care starting at 7:30 / 8 am ending at 5 / 5:30, is not enough time if you work a 8 - 4 or 9 - 5 job as most commutes are longer than 20 mins.*
- *Before and after school care at the children's school*
- *! After over a year I still don't have after school care and face loosing my job as a result. Child care is a crisis in greater Victoria. It was easier to find full time licensed group care for 2-5 than after school care. Is that hang up individual schools, school district regulation or licensing?? I have talked to the current onsite out of school provider and they want to open more spaces.*
- *Before and after school care on site at schools. With educated and fully licensed care providers. Able to connect appropriate to developmental stages of different ages.*

More spaces (general)

- *I think creating more spots in all age groups should be priority. I don't think it matters if it is group facilities or at home childcare. There just needs to be more spaces.*
- *We just need spots. Any spots*

- *Having the option to choose the location of child care is key. Right now there are not enough options to allow for this.*
- *More childcare spots*
- *All locations lack affordable, well structured and monitored care facilities.*
- *Please reduce waitlists*
- *More child care facilities*
- *These are all important but we also need more child care spaces.*
- *Most importantly provide access to childcare without years long wait lists*
- *Increase number of childcare centres. We cannot get into any centres for our daughter (1 year). Most wont even take us on the waitlist because it's too full.*
- *Quality: if there were more options for parents, the standards would go up. Right now parents are desperate for childcare and put up with substandard services because there are no other options.*
- *more overall availability*
- *More child care spots in general*
- *Need capacity. It's a struggle to find care and as noted we don't have spot for when my wife goes back to work in less than two months. It's stressful and we don't have family support in town. There's just not enough capacity. And cost in excess of \$1500 a month is a challenge....*
- *I emailed 25 places off my referral list and 3 got back to me saying they are full and no waitlist. The others didn't even bother. I currently have 3 types of care patch worked together For my kids, because I couldn't find anything else. Especially for my 20 month old.*
- *More quality daycare spaces are needed, regardless of child's ability*
- *Focus on increasing capacity. Better quality services can then be implemented after structure built out. Quality is the cherry on top, capacity is the actual sundae.*
- *more available spots*
- *Increased capacity of existing child care is number 1*
- *I hear too many horror stories about bad childcare places that are being forced to be used because there's no where else*
- *Again, this list is completely missing the point. As if I care about francophone, indigenous-led or overnight child care when i can't find a space for my child in any facility around the kelset area. We - need - more - providers.*
- *More daycares in the CRD in general.*
- *Need more childcare in all areas*
- *There just need to be more providers across all areas, period.*

- *Increased capacity in general*
- *the issue with quality is that parents generally have no choice because the quantity is so limited that you just take what you can get, even if it's not what you want.*
- *The number one priority should be making more child care spaces available.*
- *Lack of licensed group care spots for all ages*
- *The existing childcare spaces could be expanded to accommodate more children and staff. Related facilities could be created or expanded to accommodate younger children and better scheduling/ staffing in both to ensure easier registration process (no waiting in lines overnight to secure a space)*
- *Increase number of spaces available*

Preschools

- *Rec center based preschools*
- *Full day nature preschool*

Occasional / part-time care

- *Options for non school session days*
- *Coverage for Spring Break, Pro-D days, Winter Break and Summer Break.*
- *Part time and drop in daycare*
- *Holiday care / strike care*
- *I really wish there was drop in care. We have been unable to secure daycare, and don't have a large support network. It has been very difficult a few times, like when my husband had to turn down a job interview because we couldn't find anyone to watch our daughter, or when all of us had the stomach flu and had to keep caring for her. I am also considering quitting my job, which pays well and I enjoy, rather than returning to work after mat leave, because I am concerned (in addition to whether we can find two spaces, and afford them) about the quality of care my children would receive, based on anecdotes I hear from other moms.*
- *What about a government mandated option for parents with children under 3 to be able to take care of their own kids and work part time. My work told me no to part time and I cannot find care for my son see 3. I either need to find another job or take my child to another community for childcare i.e.. Westshore*
- *Spring break and summer daycare options are unreasonably expensive. Finding cheaper options would be beneficial to families.*
- *Childcare that can be used on a spontaneous basis, e.g., if I am a stay-at-home mother but wish to attend a 3-day intense course or professional conference, I need daycare for those few days but not on an ongoing basis.*

- *Our experience with a licensed in home daycare for our son in Vancouver for 2 years was fantastic and reliable. The ECE was very well educated and committed to ongoing upgrading which increased the safety, quality and sense of security for everyone that it was a great place. She also was one of the only places we could find that focussed on serving families with part-time spaces, as it was her preference. It is so challenging to find part-time here in Victoria and is a direct challenge to employment.*
- *Allow part time spaces to lower costs for members and create more spots for families on wait lists*
- *Drop in daycare*
- *At Gordon Head Rec Centre to allow working single parents to keep fit while child is well cared for*
- *We are now using out of school care which is amazing and is on school grounds, for which we feel very fortunate to have. I believe our out of school care only offers full time spots. It would be great to have a system developed For our of care groups that allowed them to enter who needs what and would easily shoe them specific days where some parents don't need care for their kids so other kids could get those available days. I think right now it is too difficult for them to manage this as they don't have tools to support them in assessing this.*
- *It is almost impossible to find part time/flexible care with LOW ratios for 1-3 year olds. This is heartbreaking to go to work being unsure if they are well cared for We purposefully juggle part time work so that we can spend as much time as possible with our kids during the infant and preschool years*

Extended hours

- *Weekend care*
- *Longer operating hours to accommodate those who live on the peninsula but commute to work in Victoria. Take a look at the daycare operating hours in Sidney for example where most open at 8:00 am and close at 4:30 pm. With a 30-minute commute each way, this doesn't work for most working parents. We have had to move our child to a care centre of much less quality in Victoria so we could return to work. Provide incentives to privately run centres and/or open government-run child care centres to expand operating hours.*
- *Flexible schedules and longer hours to accommodate shift workers*
- *I don't like the idea of child care In some stranger's home. I much prefer group care especially for infants/toddlers who cannot communicate yet. I wish we had group child care centres open from 7am to 6pm so one could work downtown and commute.*
- *Focus more on childcare that enables parents to drop kids, go to work and then pickup from day care.*
- *Longer operating hours to accommodate those who live on the peninsula but commute to work in Victoria. Take a look at the daycare operating hours in Sidney for example where most open at 8:00 am and close at 4:30 pm. With a 30-minute commute each way, this doesn't work for most working parents. We have had to move our child to a care centre of*

much less quality in Victoria so we could return to work. Provide incentives to privately run centres and/or open government-run child care centres to expand operating hours.

- More spaces that start earlier. The only daycare we could find a space in doesn't open until 9 AM so I had to quit my teaching job*
- flexible hours- need additional extended hours for shift workers*
- Child-care, particularly with flexible or slightly longer hours for the full year, on the peninsula seems very hard to find. I also have a strong preference for licensed care.*

Affordable care

- It is not difficult to find a childcare facility. We have been on multiple waitlists and found the level of care very different provider to provider. At the end of the day we felt that the current system does not support high quality childcare that is children-centric. All providers struggle to get by and their staff are disconnected due to burnout, poor compensation and subpar training. This is why we opted to pay a family member for childcare for our 2 year old and preschool/before and after-school care for our four year old. The waitlist for preschool was 3.5 years. The wait for before and after-school at our local school (Doncaster) is 5+ years. This means that if you do not get on the waitlist during pregnancy, there is little chance you get in. We pay over \$2000 a month to get care 9-3 at the moment. Even paying this much does not get us the ProD, afterschool, and holiday care, so all of this is extra.*
- I am paying full fee for LNR care where I would be eligible for significant fee reduction on licensed care. This is costing me hundreds each month because I cannot find licensed care u see 36 months. Either make subsidy available for LNR or we need more licensed care for under 3. It's not right!*
- More affordable childcare.*
- really affordable fees regardless of the income*
- Affordable care is hard to find. Our son was waitlisted to a new faculty recently, and their fees were more than our rent. That's not acceptable*
- we are border line income family. we never can take advantage of the child care subsidy yet we are not high income. both husband and wife needs to work to pay the bills yet our income is high when it comes to child care subsidy. we hardly have any \$ left over after paying for all child care needs!*
- Lower fees.*
- places like Kids and Co that have crazy fees should be discouraged*
- I want to pay our daycare providers more but care is already more than half my salary. I don't want subsidy, I want more wage increase programs. Better pay will lead to better quality. Spaces for sibling groups and age in place care (i.e. group care with multiple age groups)*
- Russian childcare for 0-4 year olds provides meals and hours 0700-1900, charges less than \$100 a month. Why can't a rich nation like Canada provide even better more affordable childcare than Russia?*

Outdoor child care

- *Outdoor education childcare.*
- *Nature-based care*
- *More outdoor ECO childcare options and availability*
- *I would be very interested in child care providers who specialize in learning about nature as well as culturally diverse providers and children who prioritized learning different language and traditions, particularly Indigenous worldviews taught by Indigenous care givers*
- *More nature school options.*

Child care in another language

- *Mandarin daycare. This would be my top choice if one was available.*
- *We need more focus on diverse languages - world and "heritage" languages - for both those who speak at home but need the support of community to become fluent, and for those Canadian families who want their children to learn a new language. Canada is officially (and de facto) multicultural and we are more than just English and French.*

Children with extra support needs

- *Child care MUST include support for children with extra needs - if you have CP or Down Syndrome you have every right to access the spots AND receive the support you need. We are currently expanding one without the other and it's a problem*
- *special needs care one to one*
- *Inclusive flexible community based small groups of 5 with special needs involved but not sole focus, activity focused*
- *Special needs care for before and after school - and care for those older than 12....their needs become greater as they age (disabilities don't disappear when they turn 12- in fact become more complex) so care is even more important over 12.*
- *Group/Family/multi-age Child care that is inclusive of children with special needs or requiring extra supports - that the onus does not fall in the parent to recruit/provide or pay additional fees out of pocket to provide this support so their kid can attend*
- *Care for those older than 12 (12-18) with special needs.*
- *There is currently no place for special needs child and ECE certification is not enough to help those kids. No day care in Victoria would take kids with special needs, so educators should have more training to incorporate those kids into regular setting child care wherever and as much as possible.*

Group / Multi-Age Care

- *Family based care and non licensed care is the worst model. Non reliable, dangerous and not transparent. Should not be allowed in a developed country. It is only associated with poverty. Child care facility should be only professional -based, and it is not a business model it is a cost to the responsible government, provincial or municipal. Start investing in children and childcare service providers. The standards should be universal and high. There are some good practices in Victoria like UVic daycare , Mary's place daycare. Those types should be available to everyone.*
- *Child Care needs to be under the supervision of fully educated, early childhood educators (not just ECEA's). Professional education is fundamental to the optimal development of young children.*
- *Children deserve quality care - unlicensed Care Needs regulation.*
- *My #1 option would be childcare for ages 0-3 IN a group child care facility.*
- *I do not want my child in someone's home. I want batteries in the smoke detector's and no dogs please. Some my prefer it, but I think the more trained eyes on the kids the better the care! There's a huge need for more centres with professional staff and rules that are there to help develop your child, not for a mom to get a paycheque to make ends meet while on maternity leave. Our kids deserve better.*
- *Right now we would take almost any care provider, so many wait lists and started applying under a week after my son was born mid November Better quality meaning all run by ECEs.*
- *I feel strongly as an ECE myself to have care provided by educated individuals with a desire to teach and be around children*
- *Group child care with drop-in availability before and after school.*
- *Quality (ECE) childcare should be available and accessible in my school catchment.*
- *Quality care comes with qualified educators, a purpose built centre that is reflective of the child, and respectful of the families as a whole.*
- *Have buildings/spaces better suited for a daycare. Not an old building that has been converted into an unwelcoming environment.*
- *We need more group childcare centres that are affordable and that offer care that is open enough hours per day that parents can work an 8 hour day still.*
- *Cooperate with BC government and federal government. They have buildings in downtown, some with green space, perfect for childcare facilities. They could also allocate funding to assist workforce. Stop relaying on the home based model of single moms desperate to get some income through a childcare service. This is a last century approach. Learn from China, Japan, Scandinavian countries. Rethink the use of school buildings and property.*
- *For families with multi-aged children having childcare centres on elementary school campuses makes a lot of logistical sense. Its very stressful for FT working parents to have to coordinate two drop offs at two locations with different hours of operations. I've had to turn down job offers with start times of 8am because my childcare centre doesn't open until 8am. Driving and parking downtown also compounds the cost of childcare*

- Licensed with ECE

Concern about license not required care

- Licenses should ALWAYS be required
- Licensed spaces in Sidney area, as far as quality just more licensed places we had a terrible experience with unlicensed provider with my first child and will not put our children in an unlicensed care ever again
- Incentives for LNR to get license.
- We have visited a number of home run daycares that I would not feel comfortable leaving my child at. It seems that there are large differences between the types of care and quality of facility
- The home daycare we used when we couldn't find other childcare did not following licensing rules (i.e. more children than allowed) and we were not informed until much later after the incident. Report online was so delayed that by then the problem had been fixed. Parents should be notified directly by licensing when a daycare violates the rules.
- Cant find childcare and when you can it is unlicensed homes that have zero structure or programming. I'm considering not returning to work if I cant find someplace I feel comfortable leaving my child.

Cannot work / limited work hours

- Prior to my first child I had been working at my job for 5years, due to not being able to find childcare I had to leave that position, now upon returning to work with both children needing care I have again been put in a situation where we were unable to find care and I can not return to job I had, there is a serious need for licensed care for children under three, thankfully I am a nurse and can work casual hours around my husbands work otherwise I don't know how we could live here
- By the time anything is done it will be too late to assist us, please focus on improving spaces for children under three years to help up and coming new parents, I was shocked that I had to give up my career due to not being able to find safe care for my children
- My partner and myself are both shift workers. There does not exist any child care arrangement that is open when we start work, open late enough to support our 12 hour shifts, nor anything for night shifts or weekends. We lose valuable shift workers to casual employment status, other lines of work, and job share arrangements when we don't provide any child care whose hours align with shift workers in our society. Our children are almost old enough not to need childcare but we have grappled with this problem for years. I see my coworkers grapple with it too. Most of the time, the women shift workers reduce their hours, status, change careers, or drop out of the work force altogether. None of this helps our GDP or to empower women to advance their careers or dedicate their significant talent to the work force.

Child care oversight

- *Have someone above licensing. Children have been kept in harm's way and no protection for children if daycares shut down. No resources for children who have been exposed to trauma in daycares. Causing no other daycare to "want" child because it is easier to take a child off waitlists. Daycares need to be under education not health in BC*
- *It was nearly impossible to find care for my 1 year old. I ended up going off work on stress leave. Now that he is older it is hard To find a place able to support him (he experienced trauma at the hands of a childcare provider)*
- *Supervision for childcare providers, including ad hoc inspections, training, education and support. Options for families wanting to switch providers and report providers without fear of repercussions.*
- *My child experienced trauma at the hands of a old care provider. She is protected by a union and is still working due to no "solid proof" (he was 3 at the time, and the only witness. Apparently our pediatrician and counselor saying that he is exhibiting all the signs of trauma is not enough). This is unacceptable. A complaint was also made to licensing. Now we are unable to find care that supports him after trauma (as he now has behavioral issues that he didn't have before the trauma). I have had to be off work.*
- *The Province needs to be urged to increase the number of inspectors, to not only ensure the quality and safety of the child care provided but also to speed up the process for new licensees.*
- *A lot of families have safety concerns for their children in local childcare.*
- *Criminal record checks need to be more thorough and parents need to be informed of complaints and investigations by licensing , my children were in a licensed facility for 8 months and we were not told there was a potential licensing issue until it was closed. It is unacceptable that they would allow a childcare to continue to operate when there are complaints being filed.*
- *A safe space for parents to raise concerns. Our child has been through far too many day homes and centres with poor quality in his short life. He's been hit at one location (owners finger prints left on his cheek), neglected at another (she would put them in front of the tv all day and not bother with them), bullied without repercussion at another (owners child was the bully, she laughed about it and our son cried daily not wanting to go back) and most recently the trusted authority figure turned out to be a pedophile. :(screen these caregivers! Pay them fair wage! Give parents a safe space to raise concerns! Open more spaces so we don't have to go unlicensed or a strangers home where there's only one adult!*

More Early Childhood Educators needed

- *I think the priority should be on training new staff to run the centres that are out there.*
- *More training for ECEs*
- *There needs to be more early childhood educators (fully trained, not ECEA)-- those who have been properly educated in a post secondary institution (not Spratt Shaw, Northern Lights, etc.). Educators working with children under 3 need to have the adequate education*

(infant/toddler specialization) Child Care centres need to utilize the Early Learning Framework.

- *Increase the quality of the child care providers so that there is a more consistent level of care between facilities and providers.*
- *There are so many worthy features on the list. One of the things that we experienced throughout the earliest part our daycare experience was a high turnover of staff. This was worrying - how do you build a relationship and trust with a caregiver who is only working at a site for a few months. When we selected our next childcare we looked for a place that did not have as much staff turnover. It was much better for us, the quality of the program, etc. We were grateful for the years we had at our last daycare and it made the transition to out-of-school care that much more baffling. How to address staff turnover? Better pay, benefits?*
- *There are far too many unqualified people working with young children. An ECEA certification is not enough. It does even scratch the surface of child development, family relationships and support. Most people working with young children have no education whatsoever. In addition, those who work with very young children (under 3) should have the proper education (infant/toddler specialization), as these first years are difficult and crucial. Since my oldest child has begun school, I have noticed a huge need for before/after school care, as well as care for school closures. There are not nearly enough spaces for school aged children-- and those who are running/working in these programs are horribly underqualified. These programs (especially school closure care) often do not qualify for subsidy, which leaves families in financial crisis. Early childhood education is fundamental to a thriving community and economy. The role of ECE is integral to the optimal health and development of future generations. ECEs deserve to be valued and paid accordingly. The fact that ECEs often don't make a living wage is appalling and shameful.*
- *Professionals with more training in attachment theory who stay at one facility for longer; snack and meal programs*
- *The care centers currently open do not have knowledgeable staff and have had unsafe adults.*
- *More skilled child care providers. Purpose built spaces - not grubby old houses turned daycare. Structured programming options.*
- *Less staff turn-over would be great. Children bond to the workers and they leave for whatever reason and centers close, leaving parents scrambling to find alternatives in an extremely limited market.*
- *Our daughter's daycare has been through so many new staff that only stay for a few months and then leave (partly because of the commute I believe, because the center is out in Deep Cove. If daycare centers were able to do something so that there was less staff turn over then I imagine that would result in better quality of care for the kids.*
- *More QUALIFIED ECE's*
- *Better quality care with educated ECE's who have a strong understanding of the important elements of the development of young children.*
- *Care providers need to meet such minimum standards as having ECE accreditation, and first aid.*

- *I feel like training for ECE's or people interested in becoming ECE's is important.*

Wages for Early Childhood Educators

- *It would be great if childcare providers were paid by the Province, unionized and advocated for. This is one of the many gaps in our society. This work is harder than most desk jobs.*
- *Pay more the ECEs before anything. ECES will leave if they are not paid enough More access to Queen Alexandra and their programs. More access to get children diagnosed with autism*
- *Incentive for ECEs to work. Example. I'm an ECE but my take home pay after putting 2 children in care would be minuscule therefore I just don't work.*
- *There is HIGH turnover for staffing of licensed childcare centers. I believe that licensed group centers are the best because they have a structured environment, more than one caregiver at a time (very important so that staff are able to take breaks and have ACCOUNTABILITY. No ECE should be left alone for an entire day. Not only is it stressful for a single care provider, but potential for safety issues with vulnerable children.) The high turnover rate for ECE's is in a large part due to wage and benefits. They do NOT make enough money and need to be compensated better. Perhaps grants would be best put toward daycares specifically to increase the wage.*
- *Better quality meaning: less staff turnover (likely correlated with pay - so increased pay for ECEs), #s for 3-5 should be 16 children in a room maximum so more focus and attention can be paid to these kids*
- *Better pay for workers so that more enter the field. They do not get paid enough. That being said parents can't afford chicks care prices now. It should be fully subsidized if you want people to continue working and contributing to society.*
- *Address the shortage of skilled trained ECE & IT workers. They are under appreciated and undervalued both in monetary and functional value. The workers deserve more pay, at bare minimum at least a living wage which most are not receiving. That being said in today's society we ourselves are not paid enough to be able to pay our care providers in turn.*
- *Staffing issues. Better pay and training opportunities for staff*
- *staff are well-paid and well-educated. The facility is well-staffed, so the care providers are happy and engaged.*
- *ECEs need to be paid better, offered more incentives to become an ECE (loan forgiveness, grants etc.) Offered support as early childhood education has an increasingly high rate of burn out. Parents, community leaders and government need to work together to address the child care shortage in every community. Affordability is not the only issue.*
- *Living wages for ECE trained child care providers to retain skilled staff and encourage more people to become trained. More affordable, quality care options needed.*
- *ECEs need to be paid \$30+/hr I order to attend and retain them to these positions!!*
- *More incentive for qualified workers to want to participate in this industry*

- *More qualified employees who are adequately paid. Improved programming, health and safety audits, programming audits*
- *Pay ECEs more. That's all you need to do. If there are more educators there will be more spaces. There are currently empty spaces in care Centers because they can't find educators. Government needs to pay them.*
- *Increase pay for daycare workers (ECEs, etc.)*
- *Be able to pay higher wages to care workers to retain staff and hire qualified ECE's.*
- *Another big consideration is the cost of living, in Central Saanich and the Peninsula is very high and higher wages, more job security and transportation are challenging for ECE's in general but especially on the peninsula. Unfortunately, if things do not change in these area's it will be challenging to find staff for the much needed childcare that is needed on the peninsula.*
- *Fully trained staff and fairly paid staff. More money for proper centres, not home daycares.*
- *subsidized childcare to increase ECE and employee wages to attract more ECEs to the region*
- *Better rates of pay for ECE's they are doing a very important job! It just feels like quality child care is not a priority for the government. If my current arrangement ceases to exist, I would be out of the workforce. I have been trying to find alternate arrangements for infant care for over two years and have not been successful.*
- *Better pay for teachers. Most of them choose the career because they love the kids but leave because they can't get paid enough to make ends meet. I'd also like to see a better screening and reporting of abuse and wrong doing. Too many moms of mom groups report wrong doing but have no where to turn to because there is no other choice for childcare.*
- *Support (much) better pay for child care workers, while also decreasing the financial burden on individual parents/families. Basically this all needs to be a far more government funded and guided operation, just as schools are. (And before/after school care needs to become that way too. That, or the generally accepted working hours of our society need to be cut way down so parents can actually work AND take care of their own kids, or at least reliably drop them off and pick them up for daycare and school.)*
- *Higher pay to retain quality, trained staff, and run as an extension of education rather than a for profit business*
- *Pay ECEs & ECEAs a living wage. It's disgusting how little they make. They deserve to be able to support themselves especially when the cost of living is so high in the CRD. No wonder staffing is such a tremendous issue.*
- *Caregiver with high levels of education and pay*

Ratio

- *smaller groups of all ages children in care (ratio of teacher to children 4-1 max, regardless of age of the children).*

- *Must have ECE certification and reduce maximum number of children per caregiver.*
- *Ratio of care giver to children needs to be smaller. Free play time but structured play and learning is also important. Perhaps using a co-op method may help keep costs down.*

Municipal zoning

- *Creating more childcare spaces - Reducing barriers to opening childcare facilities due to municipal regulations (zoning, etc.)*
- *Inclusive zoning to permit daycare/child care*
- *Force developers to incorporate a daycare business Space into the proposal*

Waitlist

- *Make wait lists for child care more streamlined and structured. As of right now wait lists are more of a figure head...not many day ages follow them fairly.*
- *The childcare waitlist/application process was very frustrating. Some places take an application fee but don't respond to communication and won't tell you where you are on the waitlist. No transparency and leaves parents with uncertainty. We felt taken advantage of while feeling desperate for care with few options. There should be some requirements if daycares are going to collect waitlist fees. We finally went with the only daycare that could offer a firm start date, even if 4 months later than we needed.*

Other

- *I feel like a multidimensional approach is necessary*
- *There are documented needs - please base priorities on those, not a survey like this.*
- *Thank you for making the effort to determine the needs of families and better meet them. We really appreciate it.*
- *Ensuring background checks etc.*
- *-Better after school snacks. Ours only provide small amount and kids are starving after. -hire more qualified leaders / ones who actually want to be there. Not just "Be around" and "babysit"*
- *non-profit creation and support*
- *Clean and creative spaces*
- *Childcare including meals and having normal beds to sleep in.*
- *we are fortunate to have quality care, but I hear horror stories of those who do not but they are stuck because they cannot find another spot.*
- *Better quality - look at the accreditation system in Alberta. Other - please focus on sheer number of spaces, space creation which is attached to ability to hire ECEs*

- Some compensation for grandparents who are providing care (e.g.: food, toys, books, time...)
- Well trained staff with a safe environment.
- Daycares should not be allowed to terminate child after 1 month because child is " too busy"
- Affordable, safe, fun and warm nurturing environments. Not just institutional feeling spaces.
- We use to drive our daughter when she was younger to a childcare facility over by VGH because that is where we could get a spot.
- I am thoroughly disappointed with the daycare standards in BC in terms of both quality of facilities available and the standard of teaching. I find the preschool model with before and after-school care is a better overall solution, but it is not available for kids under 3 (why?). I am tired of disconnected daycare providers who provide subpar care to the smallest kids who cannot even speak to object to the treatment they receive. Kids walking in the snow wearing sandals only. Kids falling off playground equipment because the provider is on the phone and couldn't care less. Kids sleeping on the floor in the rooms full of mold. Toddlers who get taken out on a "walk" not allowed to actually walk, because the provider just parks them in the stroller and goes on their phone for an hour... I have seen this even at facilities reasonably considered reputable around town. If these are the best ones, what does the lowest common denominator looks like?! If the parents do not like the care they receive, how do they find other care if all the waitlists are full? What we need is better care, more enforcement and more options so that parents could go to work knowing their children receive best quality care for a reasonable price. None of this exists at the moment.
- check out the 'childcare in greater Victoria' Facebook page. Following that for a few weeks will give you a great understanding of issues.
- We live in a smaller community and it is looking like we will have to drive across town as there is no priority placement for community families. This will lengthen the time for pick up and drop offs required in our daily schedule and thus possibly increase our costs due to extended care needs with this extra travel.
- Care centers that feed specific schools
- Better quality= regular communication with parents, less screen time, nature play
- Better hygiene practices . Better food preparation for snacks . Cleaner facilities that require inspection of property and building requirements. Bigger spaces
- lots of outdoor play. Include some educational play .
- food included with care
- Strong start is extremely important to us.
- Childcare often isn't provided In evidence based ways. Screen time below two and time outs still used.

Location (general)

- *More options for downtown daycares and near post secondary institutions for younger children.*
- *PLEASE put the centres on or very near school grounds. This should also help tie into helping traffic woes and lowering emissions! Let's make childcare, less stressful, not more.*
- *Ensure each neighbourhood/ school area has enough care programs to support families. Preferably at or near the school.*
- *Childcare should be readily available at the elementary schools. There are already spaces for the kids (classrooms, gym, library etc.) so finding space to watch the children isn't an issue, just need ECEs present to watch kids (very over simplified but basic idea is there). Saanich is too expensive of a city to not have both parents working fulltime. For ideas, look at what Brisbane in Australia is doing for school aged care. There are no issues for parents to find licence care, since it's done within the schools.*
- *Child care close to community centers/schools*
- *In school locations*
- *Locations - Childcare in centres and villages, close to transit and close to parks/nature.*
- *I wish there was more child care available near elementary schools*
- *At worksite*
- *Rec center located ---- Increase capacity of existing child care providers to accommodate more of any children*
- *Child care on transit routes!*

Location (specific)

- *Brentwood Bay (12)*
- *Saanich (12)*
- *Central Saanich (10)*
- *North Saanich (10)*
- *Sidney (10)*
- *Peninsula(9)*
- *Cordova Bay(9)*
- *Gordon Head (7)*
- *Kelset (4)*
- *Oak Bay (4)*
- *Saanichton (3)*

- *Tillicum (3)*
- *Uptown (3)*
- *Victoria (3)*
- *Deep Cove (2)*
- *Broadmead / Royal Oak*
- *Cadboro Bay*
- *Gorge*
- *Keating*
- *Lakehill*
- *Marigold*
- *Mt Tolmie*
- *Prospect Lake*
- *Royal Oak*
- *Shelbourne*
- *Strawberry Vale*
- *Westshore*
- *Willway Elementary*

Help families stay home

- *Further child care support is not needed. A parent should stay at home.*
- *I think the plan should be to help families be able to have a parent stay home*
- *i think childcare has always and continues to be the parents responsibility*
- *I think parents should care for their children*

DEMOGRAPHICS

Are any of your children Indigenous (First Nations / Métis / Inuit)?

Value	Percent	Count
Yes	3.9%	23
No	96.1%	574
Totals		597

Do any of your children have extra support needs?

Value	Percent	Count
Yes	9.3%	56
No	90.7%	543
Totals		599

What extra support needs do they have? (Please select all that apply)

Value	Percent	Count
Behavioural / Emotional	78.6%	44
Developmental	42.9%	24
Hearing	3.6%	2
Learning / Cognitive	35.7%	20
Mobility	10.7%	6
Pain	1.8%	1
Seeing	1.8%	1
Speech	23.2%	13
Other - please specify	14.3%	8

Do any of your children speak languages other than English as a first language?

Value	Percent	Count
Yes	10.4%	62
No	89.6%	537
Totals		599

What language or languages?

- Arabic (2)
- Bengali (1)
- Cantonese (4)
- Dari (1)
- Dutch (3)
- Farsi (1)
- French (20)
- German (2)
- Greek (1)
- Japanese (5)
- Korean (2)
- Mandarin (3)
- Polish (1)
- Portuguese (2)
- Punjabi (1)
- Russian (4)
- SENĀ†OĀĪ EN language (1)
(WĪ±SĀ□NEĀ†)
- Serbian (1)
- Spanish (8)
- Swiss German (2)
- Telugu (1)

How many children of each age live with you?

Item	Total Responses
less than 1 year old	133
1 year old	140
2 years old	106
3 years old	146
4 years old	134
5 years old	114
6 years old	85
7 years old	85
8 years old	63
9 years old	54
10 years old	40
11 years old	37
12 years old	35

Household composition

Value	Percent	Count
Married / common-law	93.2%	535
Single parent	6.4%	37
Other - please specify	0.3%	2
Totals		574

Respondent Employment status

Value	Percent	Count
Full time employed	68.1%	390
Part time employed	16.4%	94
Self employed	7.5%	43
Full time student	1.6%	9
Part time student	2.6%	15
Unemployed, looking for work	1.6%	9
Caring for family full time	9.6%	55
Other, please specify	5.6%	32
Rather not say	1.2%	7

Respondent partner /spouse Employment status

Value	Percent	Count
Full time employed	85.2%	456
Part time employed	4.1%	22
Self employed	7.7%	41
Full time student	1.5%	8
Part time student	0.7%	4
Unemployed, looking for work	0.6%	3
Caring for family full time	2.4%	13
Other, please specify	2.2%	12
Rather not say	0.2%	1

Respondent's location of work or school (Please choose all that apply)

Value	Percent	Count
Central Saanich	12.1%	61
Colwood	1.6%	8
Esquimalt	4.2%	21
Highlands	0.6%	3
Malahat First Nation	0.2%	1
Langford	2.2%	11
Metchosin	0.2%	1
North Saanich	7.3%	37
Oak Bay	3.6%	18
Saanich	32.8%	166
Sidney	9.9%	50
Songhees First Nation (New Songhees)	0.2%	1
Sooke	0.8%	4
Tsartlip First Nation	0.4%	2
Tsawout First Nations	0.2%	1
Victoria	38.1%	193
View Royal	2.6%	13
Different Capital Region Community	0.4%	2
Outside the Capital Region	0.6%	3

Respondent's partner / spouse work or school location (Please choose all that apply)

Value	Percent	Count
Central Saanich	16.6%	85
Colwood	4.9%	25
Esquimalt	9.6%	49
Highlands	3.9%	20
Esquimalt First Nation	1.6%	8
Langford	8.2%	42
Malahat First Nation	1.0%	5
Metchosin	3.5%	18
North Saanich	12.3%	63
Oak Bay	9.0%	46
Pauquachin First Nation	0.6%	3
Saanich	32.8%	168
Scia'new First Nation	0.6%	3
Sidney	16.6%	85
Songhees First Nation	1.0%	5
Sooke	4.1%	21
Tsartlip First Nation	1.0%	5
Tsawout First Nations	0.8%	4
Tseycum First Nation	0.8%	4
T'Sou-ke First Nation	0.6%	3
Victoria	41.6%	213
View Royal	5.5%	28
Different Capital Region Community	0.8%	4
Outside the Capital Region	3.3%	17

Respondent's shift work status

Value	Percent	Count
Yes	16.9%	89
No	83.1%	439
Totals		528

Respondent partner / spouse's shift work status

Value	Percent	Count
Yes	19.6%	106
No	80.4%	436
Totals		542

Your household income level is:

Value	Percent	Count
Less than \$20,000	1.3%	8
\$20,000-\$50,000	5.9%	36
\$50,000 - \$75,000	10.5%	64
\$75,000 - \$100,000	20.1%	123
\$100,000 - \$120,000	20.6%	126
More than \$120,000	34.2%	209
Prefer not to say	7.4%	45
Totals		611

Gender

Value	Percent	Count
Woman	88.2%	540
Man	9.0%	55
Non-Binary or Two-Spirited	0.2%	1
Prefer not to say	2.6%	16
Totals		612

Do you consider yourself to be part of the LGBTQ+ community?

Value	Percent	Count
Yes	4.4%	27
No	89.9%	549
Prefer not to say	5.7%	35
Totals		611

Age

Value	Percent	Count
20-24	0.3%	2
25-29	6.4%	39
30-34	27.8%	169
35-39	37.1%	226
40-44	20.4%	124
45-49	5.9%	36
50-54	1.1%	7
55-59	0.3%	2
60-64	0.2%	1
65-69	0.2%	1
Older than 69	0.3%	2
Totals		609

Are you Indigenous (First Nations, Métis, or Inuit)? (please choose all that apply)

Value	Percent	Count
Yes, First Nations	1.2%	7
Yes, Métis	2.5%	15
Yes, multiple or other Indigenous identities	0.3%	2
No, not Indigenous	96.2%	584

Race (please choose all that apply)

Value	Percent	Count
White	89.2%	522
South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)	1.0%	6
Chinese	3.1%	18
Black	0.2%	1
Filipino	0.5%	3
Latin American	0.5%	3
Southeast Asian (e.g. Vietnamese, Cambodian, Laotian, Thai, etc.)	0.5%	3
West Asian (e.g. Iranian, Afghan, etc.)	0.2%	1
Korean	0.3%	2
Japanese	0.9%	5
Prefer not to say	3.9%	23
Other - please specify	2.7%	16

Did you immigrate to Canada?

Value	Percent	Count
Yes	10.2%	62
No	89.8%	547
Totals		609

When did you immigrate?

Value	Percent	Count
Within the last 5 years	12.9%	8
5-10 years ago	14.5%	9
10-15 years ago	25.8%	16
15- 20 years ago	16.1%	10
20+ years ago	30.6%	19
		62

As a recognition of the time that families take to complete this survey, we will be donating \$250 to a community organisation. Please indicate which community group you would like to have entered into the donation draw on your behalf. You can choose one of those listed below or write your own choice in the text box.

Value	Percent	Count
Young Parents Support Network	20.3%	121
Artemis Place Society	4.5%	27
Surrounded by Cedar	5.4%	32
Beacon Community Services	28.1%	168
Saanich Neighbourhood Place	32.2%	192
Other - Write In	9.5%	57
		597

APPENDIX D: MUNICIPAL ZONES

Zone		Child Care Permitted
Detached Residential		
Single-Family Low Density Residential	R1	<ul style="list-style-type: none"> • Home Occupation Daycares (on lots 400 m² or more)
Single-Family Residential	R1.1	
Single-Family High Density Residential - Swiftsure Area	R1.2	
Single-Family High Density Residential - Orchard Area	R1.3	
Single- and Two-Family Residential	R2	
Single-Family and Couplet High Density Residential	R3	
Summergate Village Residential	R4	
Urban Single and Two-Family Residential	R5	
Multi-Family Residential		
Multi-Family Low Density Residential	RM5	<ul style="list-style-type: none"> • None
Multi-Family Medium Density Residential	RM6	
Multi-Family High Density Residential	RM7	
Care-Oriented Residential	RM-C	
Commercial		
Downtown Commercial	C1	<ul style="list-style-type: none"> • Child Care Facility
Neighbourhood Commercial	C2	
West Sidney Commercial	C5	
Neighbourhood Commercial - Level 1	C2.1	<ul style="list-style-type: none"> • None
Service Station	C3	
Neighbourhood Motel	C4	
Industrial		
Industrial	M1	<ul style="list-style-type: none"> • None
Marine		
Marine Industrial	W1	<ul style="list-style-type: none"> • None
Neighbourhood Marine Industrial	W1.2	
Marina	W2	
Open Water	W3	
Parks and Utility Zones		
Park and Open Space	P1	<ul style="list-style-type: none"> • None
Public Utility	U1	
Regional Transportation (Land)	U2	
Regional Transportation (Water)	U3	

Zone		Child Care Permitted
Institutional		
Public Facilities	I1	<ul style="list-style-type: none"> • <i>Child Care Facility</i> (Only in conjunction with another use)
Private Facilities	I2	<ul style="list-style-type: none"> • <i>Child Care Facility</i>
Comprehensive Development		
Comprehensive Development	CD1 – CD31, CD33 – CD42	<ul style="list-style-type: none"> • <i>None</i>
Comprehensive Development	CD32	<ul style="list-style-type: none"> • <i>Child Care Facility</i>

APPENDIX E: POPULATION TABLES

Estimated Sidney population				
	2006	2011	2016	2020 (Estimated*)
Population	11,315	11,178	11,672	11,882
Population change		-1.2%	+4.4%	+1.8%

* Estimate assumes 0.45% growth per year.

Licensed child care is designed for children from birth to 12 years of age, so it is important to look at the population of children in these age groups. Given the decrease in children under 12 in the last 10 years, we initially projected no increase in the population of children.

Sidney population of children 0 to 12 years old, 2006-2016			
	2006	2011	2016
Children 0 to 12	1,100	1,000	1,025
Population change		-10%	+0.025%

However, the projection that the population of children in Sidney has remained approximately stable in the last four years is contradicted by the growth in the numbers of elementary school age children attending schools within the municipality.

Sidney elementary school enrollment, 2015-2020						
	2015-16	2016-17	2017-18	2018-19	2019-20	Percent growth
Sidney Elementary	302	290	311	338	347	+15%

Therefore, we propose a small increase in the population of children, similar to the projected increase in the population overall.

For the purposes of this project, we will estimate the number of children 12 and under living in Sidney as 1,005. Different types of child care are needed for different ages of children, so we need to better understand how many children there are within set age groups.

Estimated Sidney population of children 0 to 12, by age group, 2020						
	Under 1	1-2	3-5	6-10	11-12	Total
2016 Population	70	150	235	405	165	1,025
Estimated growth (2%)	1	3	5	8	3	20
Estimated 2020	71	153	240	413	168	1,045

APPENDIX F: MUNICIPAL DOCUMENTS

This document discusses municipal bylaws, policies, and plans that were reviewed for their potential impact on the provision of child care within the Town of Sidney.

Bylaw 1920: Official Community Plan

Town of Sidney. (2007). *Bylaw 1920: Official Community Plan*.

<http://www.sidney.ca/Assets/Development+Services/Bylaws/1920+OCP+2017.pdf>

The Sidney Official Community Plan (OCP) is an overarching document that guides the development of the community. As with all OCPs, the main topic of discussion is land use. Up to now, it has not been common for child care to be mentioned prominently in OCPs.

Direct inclusion of child care in the Sidney OCP is limited to the discussion of institutional land use in section 12, where child care is listed as an institutional use of land. This section also identifies institutional land use as being limited to those areas already identified for that purpose, while committing that the town will explore opportunities for establishing new institutional facilities, including public-private partnerships.

While institutional child care is an important part of child care services that are available in our communities, the way it is presented in the OCP does not recognize the existence or importance of home-based child care to supporting families and community economic development.

Policies promoting community economic development are identified as one of the key issues concerning a municipality in section one of this plan, while a commitment to building a complete community is part of the regional context statement in section 4.

A lack of child care can severely restrain community economic development, and no community is complete without child care for that community's families. Directly discussing the importance of child care in the community within future versions of guiding documents such as the OCP would indicate municipality's recognition of the issue and support for the development of child care.

Bonus Density & Community Amenity

Town of Sidney. (2017) *Bonus Density & Community Amenity*.
<http://www.sidney.ca/Assets/Development+Services/Policies/DV-013+Bonus+Density+!26+Community+Amenity+Contribution.pdf>

This policy establishes a framework for the calculation of Community Amenity Contributions.

Section 5 (Council Discretion on Amenities) allows council to accept alternate contribution of tangible amenities in lieu of cash. While child care is not listed as an example of a tangible amenity, it is not excluded. However, amending the example list to include child care in the next update of this bylaw would indicate municipal support for child care as an amenity.

Parks Master Plan

Town of Sidney. (2018). Parks Master Plan.
<http://www.sidney.ca/Assets/Parks+and+Recreation/Parks/Parks+Master+Plan.pdf>

The Parks Master Plan (PMP) provides high level guidance for the future of the Sidney parks system, as well as identifying priority improvements and an implementation strategy for individual parks and the system as a whole. One of the key topics is described as:

Maximizing community benefit through the consideration and balance of social, physical, and ecological well-being;

The PMP identifies 28 parks in Sidney. Of these, 5 have playground equipment and an additional 4 have swing sets. Several parks have been identified as needing an upgrade to or new playground equipment in the plan, with improving playgrounds placed at high priority in the implementation plan.

There is no specific mention of Early Childhood Education or park use by those providing child care in the plan. Directly acknowledging the importance of parks (including playgrounds, green space, and natural areas) for childhood development in future versions of the plan would indicate the municipality's support and commitment to the community's children.

Bylaw 2015: Zoning

Town of Sidney. (2012). *Bylaw 2015: Zoning*.

<http://www.sidney.ca/Assets/Development+Services/Bylaws/2015+Zoning.pdf>

Sidney's zoning bylaws are well designed as they pertain to home and group daycare businesses. Definitions are included for both group and home child care facilities, and regulations for home occupation daycares operating in detached residential zones do not present obstacles to their appropriate functioning.

Definitions

The following relevant terms are defined in Bylaw 2015:

- **Child Care Facility:** A community care facility where eight or more children under the age of thirteen, including members of the household occupying the premises, are cared for.
- **Daycare:** The use of a building or part thereof for the care of eight or fewer children under the age of twelve, including children who are members of the household occupying the premises.
- **Home Occupation:** A business carried out by one or more persons residing in a dwelling unit in an office, studio or workroom contained in the dwelling unit or in an accessory building to the dwelling unit.

Child care in BC is regulated through the *Community Care and Assisted Living Act* (the Act), which requires daycares providing service to more than 2 children (or a sibling group) to be licensed. Daycares with a maximum of 2 children (or a sibling group), plus the carer's own children are known as License-Not-Required (LNR). The licensing scheme includes categories for daycare delivered at home or in the community, with the number of children allowed in care and the location of care as conditions of each license category. The Act also contains a clause (section 20) which limits the ability of municipalities to regulate licensed home daycares and invalidates any regulations that limit licensed home daycares to fewer than 8 children.

While the Sidney zoning bylaw definitions for *Child Care Facility* and *Daycare* reflect the current limits, they may come into conflict with the provincial legislation if the legislation were to be altered. The municipality may consider reviewing the bylaw definitions for *Child Care Facility* and *Daycare* with these issues in mind.

Regulations

Regulations for daycares or child care facilities are included within the requirements for each zone where they are permitted.

These regulations for *Daycares* in all detached residential zones are presented in the form of exemptions from general home occupation regulations, and include:

- The ability to use the back yard of the dwelling for daycare purposes
- An allowance for non-resident employees
- The removal of restrictions on the percentage of the dwelling being used for the business.

These exemptions are very important for home daycare providers, and legitimize the needs of home daycare operators in detached residential zones, which includes most of the land within the municipality.

Multi-family residential and Comprehensive Development zones do not provide the same exemptions for home daycares, but also do not attempt to prohibit home daycares in any case where a home occupation is permitted.

Child care facilities are permitted in commercial zones C1, C2, and C5, with some small restrictions on the frontage or location of the facility within the property in C1 and C5. No restrictions exist in zone C2.

Child care facilities are also permitted in institutional zones, but in I1 (public facilities), child care must be provided in conjunction with another permitted use. I1 zoning is quite limited and this restriction seems unlikely to create any problems for the provision of child care.

Bylaw 2119: Business License

Town of Sidney. (2016). *Bylaw 2119: Business License. A Bylaw Respecting Licenses and Regulations for Carrying on Businesses Within the Town of Sidney and for Fixing Fees for such Licenses.*

<http://www.sidney.ca/Assets/Development+Services/Bylaws/2119+Business+License.pdf>

This bylaw presents requirements for obtaining and maintaining a business license in Sidney.

Fees

Daycare and *Child Care Facility* (with the same definitions as the Zoning bylaw) are individually presented in the licensing fee schedule, with the same fee (\$100) for each type of business. This is the same fee that most businesses pay for licensing. Those businesses classed as a *Minor Home Occupation* (hobby shop, craft shop, instructor, or private teacher) are levied a fee of \$50.

Reducing or eliminating the licensing fee for home daycares, group care facilities, or both would indicate municipal support for these important community services. Home daycares have limited income possibilities, and it may be appropriate to reduce the fee for this category based on that, if the reduced fee for *Minor Home Occupations* is set at a reduced rate for this reason.

Regulations

The *Home Occupation* regulations presented in section 10.14 may be difficult for home daycares to comply with:

- 10.14.b prohibits the production of noise detectable from outside the parcel where the business is located. This could be difficult for a daycare, which is permitted to use the back yard as a play space.
- 10.14.c prohibits any materials associated with the business from being stored outdoors. Storing outdoor play equipment indoors is not practical or possible in many cases
- 10.14.d prohibits parking or stopping of vehicles on or about the premises, other than the occupant's vehicle and one other. This is impractical for any home daycare with more than one child attending.

Section 7.1 prohibits changing the number of children in a daycare without applying for an amended business license. It's unclear in the bylaw if this is only meant to include a change between a home occupation daycare and a group daycare, although the licensing categories are set up that way, based on the definitions in the Zoning bylaw.

Child care in BC is regulated through the *Community Care and Assisted Living Act* (the Act), which requires daycares providing service to more than 2 children (or a sibling group) to be licensed. The licensing scheme includes categories for daycare delivered at home or in the community, with the number of children allowed in care being one of the conditions of each license category. Caring for 2 children (or a sibling group) is allowed without licensing. The Act supersedes municipal regulation, and licensed child care facilities are actively monitored and inspected by licensing staff. The Act also contains a clause (Section 20 – Certain laws not to apply) which may invalidate the regulations in section 10.14 for licensed home daycares. Given these factors, it may be preferable to exempt home daycares from the regulations in section 10.14, remove the reference to the number of children in a daycare from section 7.1, and instead to refer to the appropriate licensing authority.

Downtown Sidney Local Area Plan

Town of Sidney. (2008). *Downtown Sidney Local Area Plan*.

http://www.sidney.ca/Town_Hall/Departments/Development_Services/Community_Planning/Downtown_Local_Area_Plan.htm

This Local Area Plan is specific to the downtown portion of Sidney, a small, mainly commercial area characterized by small businesses and low-rise mixed use buildings.

There is no specific mention of child care in the LAP, with the exception of the following policy on residential land use:

3.4.2 Promote the downtown as a place for families with children through the development of a children's park and support programs for families.

Considering child care in land use plans such as this one is not common. The inclusion of the policy above indicates Sidney's support for children and families in the downtown area, and a direct reference to the potential for child care in the downtown core or in the areas surrounding it would illustrate the town's understanding of the need for child care integrated with areas where citizens are at work.

Town of Sidney West Side Local Area Plan

Town of Sidney. (Consolidated 2017). *Town of Sidney West Side Local Area Plan*. <http://www.sidney.ca/Assets/Development+Services/Bylaws/1920+OCP+++Sch+B.pdf>

The Local Area Plan for the section of Sidney that is on the west side of Highway 17 and north of Beacon Avenue presents a comprehensive vision for the area's development over the next 2 decades. The unique characteristics of this area, which is adjacent to the north end of the Victoria International Airport, with a small block of older residential properties and most of the town's industrial land, present interesting redevelopment opportunities. The area is currently home to about 120 households and welcomes 1,500 workers each day from around the region.

The plan includes discussion of transportation development, land use, business vitality, and stormwater management. The section on land use outlines the proposed zoning for the residential area, with some mixed-use commercial and some residential land envisioned. Child care is specifically highlighted as a potential accessory use for the residentially-zoned land, as well as being identified as one of the social-infrastructure uses that the town will encourage in the mixed-use commercial area. The plan also calls for the development of multiple children's playscapes in the area. Child care in this neighbourhood could be very important for supporting the region's workforce and Sidney's economic development, and the municipality may want to consider actively taking a role in the development of this important infrastructure.

APPENDIX G: CHILD CARE SPACES

Following is the more detailed inventory of the Sidney child care facilities by age group and licensing type.

Sidney child care inventory of licensed Group Infant Toddler Centre spaces				
Infant Toddler Group Centre	Address	Area	Operator	Number of Spaces
Beelieve-In-Me Infant Toddler Centre	2056 Courser Dr	North-East	Individual	8
Lulu's	9824 Fourth Street	North-East	Lulu's Kids Corporation	24
Total				32

Sidney child care inventory of licensed Group 30 months to School Age Centre spaces				
30 months to School Age Group Centre	Address	Area	Operator	Number of Spaces
Lulu's	9824 Fourth Street	North-East	Lulu's Kids Corporation	50
Positive Path Early Learning	2269 Mills Rd	North-East	Positive Path Early Learning Inc.	25
Sidney Preschool	2410 Malaview Ave	North-East	Sidney Preschool	20
Total				95

Sidney child care inventory of licensed Group School Age Centre spaces				
Group School Age Centre	Address	Area	Operator	Number of Spaces
Percy's Clubhouse	2281 Henry Ave	North-East	Percy's Clubhouse Society	45
The Playhouse - OSC	202-9842 Resthaven Dr	North-East	Individual	50
Total				95

Sidney child care inventory of licensed Preschool spaces				
Preschool Centre	Address	Area	Operator	Number of Spaces
Acorn tree Preschool	2295 Weiler Ave	South-East	Individual	15
Storyoga Preschool	2151 Lannon Way	South-West	Individual	20
Total				35

Sidney child care inventory of licensed multi--age spaces			
Licensed Family Centre	Address	Neighbourhood	Number of Spaces
The Beehive Early Childhood Centre	2048 Melville Dr	North-East	8
Total			8

Sidney child care inventory of licensed Family Centre spaces			
Licensed Family Centre	Address	Neighbourhood	Number of Spaces
Bubblegum Tree Daycare	2260 Amherst Ave	North-East	7
Happy Trails Child Care	9604 Barnes Pl	South-West	7
Jolene's Daycare	2047 Melville Dr	North-East	7
Raggedy Andy's Playhouse	2012 White Birch Rd	North-East	7
Sidney Super Kids Family Child Care	2051 Odlum Pl	South-West	7
Total			35

APPENDIX H: COMMUNITY RESOURCES

Early Years Programs

The table below summarizes the programs available in North Saanich, and in the nearby peninsula municipalities, which are all advertised in the Panorama Recreation Guide.

	Mon	Tues	Wed	Thurs	Fri
Central Saanich	Craft N Play Cultural Centre 3 to 5 year olds Feb 3 to Mar 9 9:15 to 11:15 \$12 per day	Panorama Forest Explorers Centennial Park 3 to 5 year olds Jan 14 to Feb 27 9:00 to 12:00 \$25 per day		Panorama Forest Explorers Centennial Park 3 to 5 year olds Jan 14 to Feb 27 9:00 to 12:00 \$25 per day	
North Saanich			Creative Craft and Splash Panorama Rec 3 to 6 year olds Jan 15 to Mar 11 9:00 to 11:00 \$10 per day		Creative Craft and Splash Panorama Rec 3 to 6 year olds Jan 17 to Mar 13 9:00 to 11:00 \$10 per day
Sidney					Exploratorium Greenglade 3 to 5 year olds Feb 7 to Mar 17 9:15 to 11:15 \$12 per day
Total	1	1	1	1	2

School Age Programs – After School Care

In Sidney, there is one elementary school: Sidney Elementary. However, the community programming available after school for 10-12 year olds in Sidney is at the Greenglade Community Centre, which is a half hour walk from Sidney elementary. As a result, no community programming was identified which could be used by parents of 10-12 year olds as an alternate to a formal after school care program.

School Age Programs – Pro D Days

For the Pro-D days between January and March, the Central Saanich Cultural Centre, there was one camp available each Pro-D Day, for K to 12 year olds, also for \$40 per day. The camp ran from 9:00 to 4:00 and had pre camp care available at a cost of \$5 per hour from 8:00 to 9:00 am.

In Sidney, at the Greenglade Community Centre, there were two camps available each Pro-D Day, one for K to 7 year olds and a second for 8 to 12 year olds. Both camps were \$40 per day, and ran from 9:00 to 4:00, though pre and post care was available at a cost of \$5 per hour from 8:00 to 9:00 am and 4:00 to 5:00 pm.

Within North Saanich there were no municipally delivered Pro-D day camps.

School Age Programs – Spring Break Camps

Camp	Times	Ages	Cost per day	Pre / Post Camp Care	
Central Saanich (Centennial Park Fieldhouse)	Outdoor Explorers	9:00 to 4:00	6 to 10 years	\$36	No
North Saanich (Panorama Rec)	H2O Spring Adventure Camp	8:30 to 4:30	6 to 12 years	\$46	No
Sidney (Greenglade Community Centre)	Spring Seekers	9:00 to 4:00	K to 7 years	\$40	8:00 to 9:00 \$5 4:00 to 5:00 \$5
	Spring Seekers	9:00 to 4:00	8 to 12 years	\$40	
	Mad Science	9:00 to 4:00	6 to 10 years	\$54	
	Byte Camp	9:00 to 4:00	10 to 14 years	\$52	

A similar range of programming is available in the summer months, when parents and guardians are also often looking for care.