

Chef Academy Impact Report



Introduction

Introduced in 2019 by London Early Years
Foundation (LEYF), the Early Years Chef
Academy (EYCA) trains chefs from all Early Years
settings to be experts in child nutrition and
to help children, staff and parents build
healthy habits for life.

We want to learn more about how we grow the Early Years Chef Academy and be a catalyst for driving change in Early Years settings and beyond. This final impact report focuses on the six cohorts of chefs that have participated in the Early Years Chef Academy training up to April 2023.

The evaluation was designed and conducted by an independent research organisation – O'Donnell Research & Evaluation. The researchers¹ used a mixed-method approach, comprising six complementary strands of qualitative and quantitative research methods, designed to capture the views and experiences of each of the programme stakeholders, the chefs, nursery staff, children and parents/families.

Strand 1: Surveys of chefs and nursery staff

Strand 2: In-depth case study visits to nurseries

Strand 3: Follow-up telephone interviews with Year 1 chefs and nursery managers

Strand 4: Telephone interviews with parents

Strand 5: Analysis of monitoring data

Strand 6: Programme-level interviews with LEYF staff

We want to learn more about how we grow the Early Years **Chef Academy and be** a catalyst for driving change in Early Years settings and beyond.

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About Chef Academy

Why was the Early Years Chef Academy set up?

All children deserve the healthy food they need to grow, learn and thrive. However, despite the importance of good nutrition in early childhood, not all children in the UK have access to a healthy diet, particularly those living in deprived areas. Even before children start school, significant dietrelated health problems, such as obesity and tooth decay, are prevalent and the incidence is twice as common in the most deprived areas of England than in the least deprived².

More than 1.5 million children a year attend some kind of Early Years (EY) setting in the UK³, and many eat multiple meals a day there. Settings, therefore, have the potential to play a crucial role in providing and promoting a healthy, balanced diet for young children and families. However, previous research⁴ has found that nursery food is not always as healthy as it could be, serving insufficient vegetables, pulses and oily fish, and too many processed foods high in fat and sugar. There are currently no mandatory food guidelines for nurseries and although young children have very specific dietary requirements, until recently there was no training for chefs working in Early Years settings.

LEYF sought to address the gap in training provision by developing a bespoke

training programme for chefs – the **Early Years Chef Academy Programme**

 with financial support from Impact on Urban Health, part of Guy's & St Thomas' Foundation.

What does the Early Years Chef Academy offer?

The Early Years Chef Academy provides training in a CACHE-approved⁵ Level 3 Award in Professional Cooking for Early Years Chefs. The overall aim is to help children develop lifelong good health by ensuring the food served in settings is nutritious and delicious, and that children become part of a culture of appreciation that will help them make healthier choices for life.

The training intended to achieve the following outcomes:

- Chefs improve their knowledge and confidence in child nutrition, play a more significant role in the nursery and gain improved status.
- Settings serve more healthy and nutritious food and become hubs of good practice that promote healthy diets to children, parents and staff.
- Children become more engaged in mealtimes, develop healthier habits and eat healthier food.
- Parents and communities put a greater emphasis on children's diets and ideally cook and eat more healthily at home.
- 2. Baker, C. (2023). Obesity statistics. The House of Commons Library. https://researchbriefings.files.parliament.uk/documents/SN03336/SN03336.pdf
- 3. Survey of Childcare and Early Years Providers Survey (2022). https://explore-education-statistics.service.gov.uk/find-statistics/childcare-and-early-years-provider-survey/2022
- 4. Fookes, C. (2008) Georgie Porgie Pudding and Pie. Exposing the truth about nursery food. Bristol: Soil Association. https://www.foodforlife.org.uk/~/media/files/policyreports/policy_report_2008_georgie_porgie.pdf
- 5. CACHE qualifications are awarded by the Council for Awards in Care, Health and Education the UK's leading provider of vocational qualifications for those working in the care and education sectors.

Delivery

The course is delivered by our expert chef lecturer in weekly sessions over six months. The interactive training is delivered in a blended format with a combination of online and in-person sessions, or entirely online.

To try and address the health inequalities, the training is targeting settings in more disadvantaged areas, and discounts are available to charities, social enterprises and those settings that offer fully funded places to children. LEYF has adopted

a flexible and adaptive approach to the implementation of the Early Years Chef Academy Training and has made ongoing efforts to progressively review and improve the programme.

Feedback from chefs and nursery staff regarding the content and delivery of the training have enabled LEYF to refine their training offer, to make it not only high quality but as accessible as possible for chefs to complete.

Reasons for taking part in Early Years Chef Academy training

Both chefs and teaching staff recognised the importance of Chef Academy, in terms of the focus on Early Years nutrition and healthy eating, as well as the potential benefits of upskilling the chef. Both chefs and nursery staff highlighted the lack of training for Early Years chefs and welcomed the opportunity to take part in Chef Academy,

When asked their reasons for joining the Early Years Chef Academy training, chefs most commonly cited:

- wanting to gain more knowledge of Early Years nutrition
- wanting to gain knowledge of portion control and allergies/dietary requirements.

Other reasons for joining Chef Academy given by chefs were to:

- develop/refresh their cooking skills
- improve the food served in the nursery
- develop their skills in interacting with children
- gain a Level 3 qualification
- learn about the practices of chefs in other nurseries
- improve their confidence in their role.



"There's not much [training] for Early Years chefs ... there's not really anything to do with nutrition. As soon as we saw the course, we wanted to jump on it because there's not much out there that is tailored towards nursery chefs. It is more for the practitioners."

Manager, non-LEYF nursery

Prior to joining the Early Years Chef Academy training

The chefs who joined the Early Years Chef Academy were a varied group, with different starting points in terms of their skills and experience, their role and working conditions within the nursery, and their confidence in cooking for young children.

Chef role and skills

The majority of participants in Chef Academy were trained chefs with experience in professional cooking/food preparation. 62% held a qualification in professional cooking (39% at Level 3, and 23% at Level 2), 35% reported that they had no qualifications in cooking.

Overall, few of the chefs had previously received training in Early Years nutrition and the nutritional needs of children, highlighting the need for the Early Years Chef Academy training.



Chefs less commonly reported interacting or communicating with children and their parents prior to the Early Years Chef Academy training. 65% of chefs indicated that they had no involvement in accompanying children on foodrelated trips or outings, and 39% had no involvement in suggesting food-related activities and tips to parents/carers.

This suggests that there was scope for developing and extending the chef role within nurseries and involving them further in wider food-related activities.

Chef confidence

The majority of chefs reported high levels of confidence in their cooking and food preparation skills prior to joining the Early Years Chef Academy training, including food health and safety, adapting meals for children's dietary requirements, presenting food that is appealing to children, knowing what makes a good mealtime and talking with teaching staff about children's individual needs.

Chefs appeared to be least confident in the following areas:

- interacting and communicating with children and parents
- suggesting food-related activities and tips to parents
- talking with parents about children's nutritional needs
- talking to children and doing foodrelated activities with them.

The high levels of confidence among some of the chefs were perhaps misplaced, particularly given that some chefs had quite limited experience of cooking for children, and little formal training in Early Years nutrition. This was summed up by one chef, who felt that Early Years chefs would be surprised at how much the quality of their menus and food could be improved because they 'don't know what they don't know'.

The majority of chefs reported that they took the lead in activities relating to:



adapting food for children's dietary requirements



ordering and/or purchasing food



involvement in setting portion sizes for food



encouraging children to try new food



talking to staff about children's dietary requirements



Key findings

Chef views of the Early Years Chef Academy training



said they would recommend the training to other nursery chefs.



Net Promoter Score (NPS) for chefs was 66*.

"All EY chefs should do this course; I feel it should be compulsory along with a food hygiene certificate for all nurseries."

Chef, non-LEYF nursery

"I recommend Chef Academy highly because of the knowledge, skills and understanding you get ... which gives you more confidence in your role as an Early Years chef."

Chef, LEYF nursery

*(NPS is a measure used to gauge customer loyalty, satisfaction and enthusiasm with a company or service. An NPS ranges from -100 to +100. A score of above 20 is considered good, above 50 excellent, and above 75 world-class.)



Teacher views of the Early Years Chef Academy training



said they would recommend the training to other nursery chefs.



Net Promoter Score (NPS) for chefs was 74*.

"The fact that [chefs] have got some training that specialises in under-fives will massively impact the way chefs are seen in the sector... I think [Chef Academy] is brilliant and I do think it will definitely improve the sector and improve the lives of many children."

Manager, LEYF nursery

"This should be a national requirement for chefs to have within the Early Years because if we don't get it right now, it's probably too late by the time they go to primary school ... it is very important to get it right in the Early Years."

Manager, LEYF nursery

The outcomes observed varied among chefs and depended, to some extent, on the starting points of chefs and nurseries and the personality, motivation and confidence of the chef.

The extent of support and encouragement from the nursery manager and teaching staff was also an important facilitator of chefs' application of learning from the Early Years Chef Academy training. In nurseries where chefs were supported to apply what they had learned and were given opportunities to do so, this led to sustained changes being made.





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Improved knowledge and skills

The Early Years Chef Academy training has been successful in achieving its aim of improving chefs' knowledge and skills, with significant improvements evident by the end of the training:



of chefs reported an improved understanding of the impact of food on children's health and development



of chefs reported an improved understanding of age-appropriate portion sizes



of chefs reported an improved understanding of the nutritional requirements for young children



the proportion of chefs in the longitudinal survey data who reported that their confidence relating to the age-specific nutritional needs of children aged 0–5 was 'excellent' had increased from 17% at baseline to 50% at the end of the training.



A further 46% of chefs stated that their confidence in this area was good.

Chefs' knowledge of age-appropriate portion sizes was also significantly improved through the Early Years Chef Academy training, resulting in changes to their practice. This has important implications for healthy weight development and has the potential to have a longer-term positive impact on the health of children.

"The course has helped me to have a greater understanding of the importance of food preparation, cooking and serving healthy nutritional food, which will have a great impact of the health of the child and understanding the reasoning behind a well-balanced meal to enable growth and maintain a healthy start to young children before going on to school."

Chef, LEYF nursery

2 Improved confidence and motivation

Significant improvements to chefs' motivation and confidence were evident:



of chefs reported that they were more motivated to serve healthy food as a result of the Early Years Chef Academy training



of chefs strongly agreed that the training had improved their confidence as an Early Years chef



of other staff reported that their chefs' confidence and motivation had improved as a result of training



the longitudinal survey analysis revealed that the proportion of chefs who reported that their confidence in talking with parents about children's nutritional needs was 'excellent' or 'good' had increased from 58% in the baseline survey to 75% at the end of the training.

Participating in the Early Years Chef Academy training had significantly improved chefs' confidence in discussing child diet issues, sharing information and offering their support to nursery staff and parents. This was because they had gained knowledge which underpinned their practice. "[Chef] appears energised, motivated and excited, particularly after attending training when he shared what was discussed."

Member of staff, LEYF nursery

3

Increased knowledge sharing with staff

The Early Years Chef Academy training helped to give chefs the confidence to share their knowledge and expertise about a range of topics including age-appropriate portion sizes and healthy eating with teaching staff in the nursery.

There was evidence of increased collaboration and sharing of ideas between chefs and teaching staff as a result of Early Years Chef Academy training, and chefs were more regularly attending staff meetings following their participation in the training programme.



of chefs reported that they had shared what they learned on Early Years Chef Academy training with teachers in their nursery.



of teaching staff reported that the chef had shared what they had learned on the training with them or other staff.

"About a month after
I started the training,
I weighed out a portion
and showed it to the staff,
using a cup. I spoke to
them particularly about
the breakfast portions."

Chef, non-LEYF nursery

"Sometimes children don't eat their lunch, so I asked the staff how much they were giving the children for breakfast and found that they were sometimes giving too much. I told them to reduce the portion size, and since then, the children have been eating much better at lunchtime."

Chef, non-LEYF nursery

Teacher, LEYF nursery

Information about age-appropriate portion sizes was the area of knowledge most commonly shared. This was done through discussions between the chefs and nursery staff about portion sizes for children at different ages and also through practical demonstrations.

Other topics reportedly shared with the nursery staff included:

- food preparation
- the importance of healthy eating and the different food groups
- breastfeeding and the storage of breast milk
- weaning
- how to adapt recipes to make them healthier for whole-nursery events
- how to encourage children who are reluctant to eat, including those with special educational needs and disabilities (SEND)
- catering for children with allergies
- advice on food products that are suitable for children with specific dietary requirements (e.g., alternatives to jelly for vegetarian children)
- ideas for activities with the children.



4

Increased interaction between chef and children

One of the most common benefits of the Early Years Chef Academy training identified was greater interaction between the chef and the children in the nursery. Most of the chefs felt more confident in interacting with children and they had gained new ideas on the types of activities they could do, which had been well received by children.

A few chefs needed further support and encouragement to find the opportunity and confidence to interact with children.



"The more [the chef] goes out and plays with [the children] and creates food with the children, not only do they understand the process, the children will feel more positive about it... the role modelling goes so much further than just putting the food on the table."

Manager, LEYF nursery

"It is about seeing how the children react to food and then tailoring your approach, and I have had chefs say to me that by going in the rooms and being part of the lunchtime experience, they then reconsider how to present the food, how to tweak or amend the recipes slightly so that it is more palatable for the children."

LEYF Area Operations Manager

Improvements to chef status

The Early Years Chef Academy training helped the chefs to understand the importance of their role in the nursery. There were early indications that the training was starting to help raise the status of chefs in nurseries.

"Conversations with chefs and managers are taking place more frequently, so they don't feel like an add-on to the nursery, but integral to the success of children's learning and development. And so, therefore, they are more passionate, in tune with the children they are catering for, and a real sense of pride, I would say."

LEYF Area Operations Manager



Key outcomes for nurseries

Improved food and mealtimes and reducing food waste

There were positive changes in nurseries' practice around food and mealtimes, with children more involved in food service and increased conversations at mealtimes, following chefs' participation in the Early Years Chef Academy training. This had helped to improve children's enjoyment and engagement in mealtimes.

During the Early Years Chef Academy evaluation, the cost of food has steadily increased due to the cost-of-living crisis in the UK. Despite this, around half of the nurseries involved in the training reported that the affordability of their menus had improved, perhaps due to changes to portion sizes and menus, which had reduced food waste.

"Just in this last month they are starting to provide a few more things that are a little healthier. As a result of being on this course [name of chef] is adapting a few of the meals."

Parent, non-LEYF nursery

The knowledge that chefs gained enabled them to improve the quality and healthiness of the food served in their nurseries.



The proportion of chefs who reported that their nursery menus were 'very healthy' had increased from 38% at the start of the Early Years Chef Academy training to 63% at the end of the course.

Improvements included:

- making portion sizes age-appropriate
- increasing the amount/variety of fruit and vegetables
- reducing the amount of starchy foods
- increasing the amount of protein, particularly in snacks and vegetarian dishes
- reducing the amount of processed food
- improving the presentation of the food.



of chefs reported that there had been at least some improvement to the serving of ageappropriate portions in the nursery.



Teaching staff also observed this change in practice, with 72% agreeing that their chef had changed the portion sizes given to the children as a result of the Early Years Chef Academy training.

"The portion sizes are probably smaller, which are more appropriate. The children are not going hungry but they [portion sizes] are probably more in line with what they should be."

Manager, LEYF nursery

The Early Years Chef Academy training had also encouraged some of the chefs to improve the presentation of the food served to the children in the nurseries, and these improvements were observed by nursery staff.

Examples included presenting the food in fun and interesting ways that would appeal to the children, such as in the shape of an animal or smiley face, and separating ingredients on children's plates, rather than mixing them together, as some children were said to prefer this.

"The meals are presented in a more appealing/ interesting way."

Teacher, non-LEYF nursery

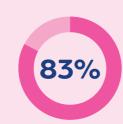
"There is a lot less waste with the new menu as children are eating a lot more than they did before."

Manager, non-LEYF nursery

2

Improvements to staff knowledge of healthy eating

Improved communication and sharing of information between the chefs and nursery staff had helped teachers to gain knowledge about healthy diets for children, and they were starting to feed this knowledge into their practice.



of the chefs reported some improvement in staff knowledge of child nutrition and healthy eating.

Analysis of the longitudinal survey data revealed that the proportion of teachers who rated their confidence as 'good' had increased in the following areas between baseline and the end of the training:

• age-specific nutritional needs of children 0-5 years - increased from 60% at baseline to **81%** at the end of the training

- age-appropriate portion sizes increased from 70% at baseline to 91% at the end of the training
- recipe/meal planning increased from 35% at baseline to 67% at the end of the training.

Teachers reported that they had gained knowledge in the following areas:

- Early Years nutrition, including food groups
- ways to improve the food service for the children
- age-appropriate portion sizes
- presentation of the food to make it appealing to the children
- effective ways of involving children in food preparation
- ideas of healthy, low-sugar recipes to make with the children.



Improvements to promotion of healthy eating to children and their parents/carers

There was evidence from the surveys and the case study visits that, where information and guidance about healthy eating had been cascaded by chefs to teaching staff, it was beginning to support nurseries to promote a healthy diet to children and parents.







of the staff strongly agreed or agreed that their nursery encourages healthy eating for children and families.



increase in the proportion of chefs who strongly agreed that their nursery encourages healthy eating (from baseline of 45% to 64% at the end of the training).

Examples:

- More discussions between staff and the children about food, including talking to the children about the food served and the importance of eating fruit and vegetables.
- Having displays in the nurseries for parents/carers showing easily accessible information about healthy eating and the amount of sugar in high-sugar foods.
- Sending newsletters to the parents/ carers with tips and information about healthy eating.
- Providing healthy recipes to parents.

Key outcomes children

Although the outcomes of the Early Years Chef Academy training are more apparent for the chefs who participated in the training, and to some extent the nursery staff, there was some evidence of a positive impact on children's engagement at mealtimes and on their eating habits.



Improvements to children's eating habits – at nursery and at home

The Early Years Chef Academy training programme appears to have contributed to improvements in children's eating and diets and their enjoyment of mealtimes, with children reportedly eating a greater variety of food groups.

While some nurseries still had scope to improve the quality of their mealtimes, the evidence from this evaluation indicates that making mealtimes more



positive, relaxed and enjoyable for the children, and giving them opportunities for independence, led to improvements in their engagement at mealtimes and their attitudes towards healthy eating and trying new foods.

This greater engagement among the children, in turn, appears to have increased the range of food that children are eating at nursery.



of chefs said there had been at least some improvement in the variety of food as a result of Early Years Chef Academy training.



of teaching staff said there had been at least some improvement in the variety of food as a result of Early Years Chef Academy training.



of the chefs had observed at least some improvement to children's enjoyment of the food at snack and mealtimes.



of the teaching staff had observed at least some improvement to children's enjoyment of the food at snack and mealtimes.

Most of the remaining respondents did not think that improvements were required to the children's enjoyment of the food.

"I remember a child saying, "Oh this orange has vitamin C" and I thought how do you know that? And they mentioned that [name of chef] had told them."

Manager, LEYF nursery

"I think it's made a huge positive impact on the children and the mealtimes, even from a practitioner point of view, our mealtimes are so much more fluent, because we are all sitting with [the children], all chatting about what we are eating and why we are eating. It sparks conversations with them."

Teacher, non-LEYF nursery



Key outcomes parents/families



All of the parents/carers interviewed said that the Chef Academy training was a good idea as they considered it to be important for the chefs in the nurseries to have up-todate knowledge of nutrition and healthy eating for children in the Early Years.

"It empowers the chef to make more informed choices about what is on the menu, and also communicate to parents about the food she is preparing and how she is preparing it and why. I think it benefits everyone."

Parent, LEYF nursery

"Training and keeping up-to-date with the latest science or medical knowledge around nutrition, or any subject for that matter, is important."

Parent, LEYF nursery

"You want someone who understands what the nutritional value of different foods are to help [the children's] development, to help [the children] grow, not just physically, but mentally and emotionally as well because food has such an impact on all aspects of your health as a person. I think it is really important."

Parent, LEYF nursery



of the parents interviewed said having a chef trained in Early Years nutrition and healthy eating would influence their choice of nurserv.

"I really liked the fact that they had an onsite chef. That is something that I was happy with. Everything is cooked fresh on the day at the nursery."

Parent, LEYF nursery

"It is knowing that nutrition and food and its importance in a child's development is recognised as being something that parents do care about. If we were selecting a new nursery, understanding what training the chef has had and looking at what type of meals they do would factor into our decision-making."

Parent, non-LEYF nursery

At this stage there was little evidence that Early Years Chef Academy training had contributed to parents placing a greater importance on healthy food for their children.

"Parents are taking more interest in the mealtimes, and they ask for recipes as well as they have noticed how much their child is eating at the nursery."

Manager, LEYF nursery

Increased support for parents

A longer-term outcome of the Early Years Chef Academy is for parents to be more knowledgeable about healthy diets. The Early Years Chef Academy had given the nurseries more ideas for promoting a healthy diet to parents/carers, which had led to some changes in practice. The parents valued being supported to provide healthy food for their children by receiving tips and guidance on healthy eating.

The parents also valued receiving ideas for healthy recipes they could make at home, including healthy versions of traditional meals and recipe cards of popular nursery dishes. Healthy eating information had also been disseminated through displays showing products that have a high amount of sugar and the 'Eat a Rainbow' poster.

"The nursery will have a newsletter every month with some information about what the children have been eating, what kind of food-based activities they have had, and some tips for eating at home."

Parent, non-LEYF nursery

"Sometimes, perhaps, we get stuck in a rut of thinking they wouldn't like that, but when we can see the variety of food, you think, wow, well if they eat at nursery maybe I can cook that myself here and it gives us more ideas."

Parent, non-LEYF nursery



Conclusion

The Early Years Chef Academy training has been successful in developing chefs' knowledge of nutrition and their understanding of the impact of food on children's health and development, as well as giving chefs renewed motivation and confidence.

The experience affirmed their role in the nursery and enabled them to make changes to the food, as well as become more confident in discussing children's diet issues.

It was evident in some of the nurseries that the improved dialogue between the chef, teaching staff and parents about the

importance of Early Years' nutrition led to the Early Years Chef Academy having a positive impact on the culture and attitude towards mealtimes.

For children, the positive approach to food and involvement in serving means that mealtimes are more enjoyable, and children may be more inclined to eat the food served. The Early Years Chef Academy has been a catalyst for nurseries to make improvements to the food, particularly with regard to age-appropriate portion sizes, which has important implications for children's health, as well as serving to reduce food waste.

From April 2024, working parents of twoyear-olds will be able to access 15 hours of free childcare, which will lead to an increased number of young children in regular childcare. It is therefore even more important to ensure that when children eat in these settings, their meals are nutritionally balanced and their mealtimes are a positive experience. The evaluation shows that the Early Years Chef Academy training effectively responds to this need and serves this purpose.

 Parents understand healthy eating Sharing How the Early Years Chef Academy training has helped messages information nurseries to create a positive culture towards food. • Parents receive with resources on healthy parents eating **Outcomes** Chef is supported by manager o Early years nutrition **Facilitators** Inputs seen as more important Chef has a positive Mealtimes are more **Delivery of** experience resulting of role and Greater enjoyable and training to from training being: improved status interaction Mealtimes become staff to improve **Improved** with a learning High quality chef's confidence & opportunity children Engaging knowledge enining Higgo, knowledge Children gain Relevant knowledge of healthy eating Mealtimes are improved overall The diagram above illustrates the key factors Improved meals (menus Sharing • Staff understand that appear to be helping nurseries achieve and portions) and approach knowledge positive outcomes through Early Years Chef importance of to serving food with staff Academy training programmes. portions and variety

Overall, chefs, teachers and parents appeared to have high expectations for the Early Years Chef Academy programme and generally recognised that it is much more than simply learning to 'cook' better food for the children. The learning goes way beyond this and has the potential to broaden chefs' skills and confidence to make changes, share their knowledge and create better mealtime experiences for children.

Given the outcomes achieved by the Early Years **Chef Academy training to** date, particularly around improved mealtimes, if expanded to a larger number of nurseries, the Early Years Chef Academy has the potential to lead to significant improvements in children's diets at a population level.





LEYF is impelled by the need to provide the best quality education and care every day in our nurseries - and health and nutrition is a big part of this - as we know this will make the biggest difference to children's futures.

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