



Grant Project Report 2021-2022



Project details:

Name of Lead Organisation:

Mudiad Meithrin (MM)

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Partners' Names:

- Clybiau Plant Cymru Kids' Clubs (CPCKC)
- Early Years Wales (EYW)
- Mudiad Meithrin (MM)
- National Day Nurseries Association (NDNA Cymru)
- Professional Association for Childcare and Early Years Cymru (PACEY Cymru)

Project Title:

CWLWM: Childcare in Wales Learning and Working Mutually

Reporting Period:

1.4.2021 – 31.3.2022

Grant Amount Received for the period 1.4.2021 – 31.3.2022

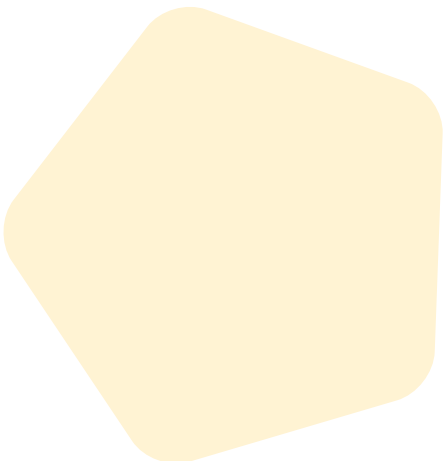
£1,634,410 - for 12 months

£1,000,000 – additional funding

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1. Background

Cwlwm brings together the five leading childcare organisations in Wales to deliver a bilingual, integrated service that ensures the best possible outcomes for children and families across Wales within the Welsh Government’s ‘whole-system’ approach.

Cwlwm, led by Mudiad Meithrin in partnership with Clybiau Plant Cymru Kids’ Clubs (CPCCK), National Day Nurseries Association (NDNA Cymru), Professional Association for Childcare and Early Years (PACEY Cymru) and Early Years Wales brings together the ability, based on a wealth of experience, to tackle issues within the Childcare and Playwork sector. These include but are not restricted to: sustainability, workforce development and gaps in childcare provision, especially as far as Welsh-medium childcare/play and provision in rural areas are concerned. By working together we achieve innovative solutions to flexible childcare and play opportunities, and wrap-around care to meet the needs of parents and families in all parts of Wales.

Cwlwm brings a multi-agency integrated and bilingual approach to development, support, advice, and training. This co-ordinated strategic approach ensures consistency in quality and efficiencies in support, guidance and delivers innovative solutions to local needs.



Cwlwm:

- Works on a **Wales wide basis**, to offer support, including business support, guidance and advice to Childcare and Playwork settings, with the aim of sustaining provision.

- Examines the **development** needs of the Childcare and Playwork **workforce** and works collaboratively to provide opportunities to fulfil their training needs.

- **Identifies gaps** in Childcare and Playwork provision across Wales and finds solutions to those gaps, including innovative solutions around **rurality, poverty, and the Welsh language**.

- Works together to establish the best possible solutions for **flexible childcare** in any one locality.

- Reviews challenges and discovers **solutions** to those challenges by working co-operatively.

- **Represents** the Childcare sector on local, regional, and national committees concerned with Childcare and Play.

- Through regular partnership meetings, ensures **consistency in quality and efficiencies** in support, guidance, and solutions to challenges.

- Works together to **seek funding** to enhance the support and resources available to the Childcare and Playwork sector.

- **Works collaboratively** with Local Authorities and Family Information Services to ensure families in Wales benefit from accessing affordable, sustainable and high-quality childcare and play opportunities.



2. Introduction

Since the formation of the partnership in 2014, Cwlwm has established and developed a strong and successful working relationship to achieve objectives for children and families in Wales.

2021-22 proved yet again to be a difficult and challenging time for the early years, Childcare and Playwork sector due to Covid-19. All partners continued to modify their working and operating methods, reinforcing Cwlwm's excellent working partnership. 2021-22 remained an extremely unpredictable period but additional Covid-19 targets, the uncertainty of BREXIT and the possible change in political priorities after Senedd elections showcased Cwlwm's ability to work efficiently, effectively, and relentlessly to ensure that there was an abundance of support to the ever-changing landscape of the Childcare and Playwork sector.

During 2021-22, Cwlwm focused and delivered on the two following broad objectives (to support both members and non-members affiliated with Cwlwm partnership organisations) whilst taking a 'whole sector approach' to support the Early Years, Childcare and Playwork sector in Wales:

Objective 1: Supporting and developing high-quality Early Years, Childcare and Playwork Services:

This was achieved by working in the following key areas:

- Supporting businesses
- Covid-19: aid with recovery and ongoing sustainability of businesses
- Legislative work relating to Childcare and Playwork, including the National Minimum Standards (NMS)
- Contributing to work related to Care Inspectorate Wales (CIW)
- Workforce Development and Training
- Early Years Transition Programme (Professional Registration of the Workforce)**
- Communicating information to the Early Years, Childcare and Playwork sector
- The Childcare Offer
- Supporting the sector to overcome any challenges in addition to responding to any opportunities arising from BREXIT

*** Although related work on the Early Years Transition programme (Professional Registration of the Workforce) was part of Cwlwm's work plan, this work was placed on hold by Welsh Government and did not progress during the year. Workshops to take forward this area of work are planned from April 2022. However, Cwlwm partners were involved in the independent review interviews into the Childcare, Play and Early Years (CPEY) workforce held during February 2022.*

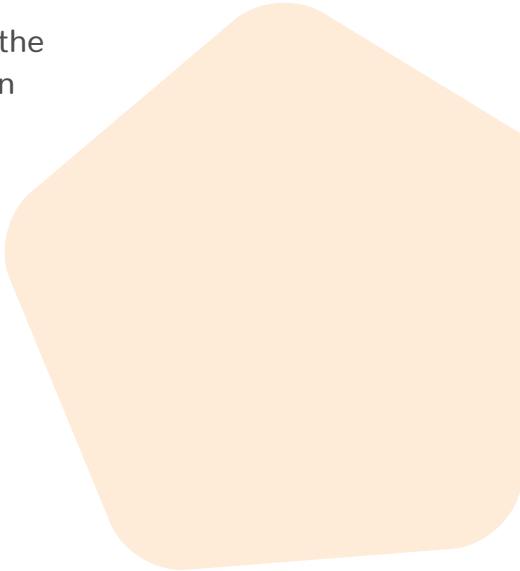


Objective 2: Supporting the implementation of key policies and initiatives within the Early Years, Childcare and Playwork sector:

This was achieved by fulfilling work in the following key areas:

- Additional Learning Needs and Education (Wales) Tribunal Act
- The National Centre for Learning Welsh's 'Work Welsh' programme
- Early Childhood Education and Care (ECEC)
- Curriculum for Wales
- Children (Abolition of Defence of Reasonable Punishment) (Wales) Act

As previously noted, a 'whole sector approach' was used to reach the target audience of the Early Years, Childcare and Playwork sector in Wales, which included working in partnership with:

- Welsh Government
 - Local Authorities
 - AWARE
 - Social Care Wales
 - Care Inspectorate Wales
 - Business Wales
 - Providers and stakeholders of individual organisations
 - Other partners
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As evidence to support the award of funding in relation to the Cwlwm Childcare Consortium, partners provided quarterly narrative monitoring reports to Welsh Government. These reports included qualitative and quantitative evidence to support the areas of work achieved by Cwlwm. The Monitoring Report consisted of four parts:

1. Monitoring information on work achieved **individually** by the 5 organisations relating solely to Cwlwm targets and work (including any additional funding);
2. Monitoring information on the **joint** strategic work of the Cwlwm partners, e.g., work relating to Welsh Government policy;
3. Information on the day-to-day work carried out by Cwlwm partners;
4. Information on the work carried out by Cwlwm partners, funded by other sources, e.g., county grants, additional Welsh Government funding i.e. Foundation Phase Development Officer. This information identified the extra work carried out in addition to Cwlwm funding and clearly illustrated to other funders how their financial contributions contributed to and enriched the work of the sector.

3. Cwlwm's objectives, targets and achievements

For the purpose of this report, the information provided with regards to Cwlwm's objectives and achievements, concentrates on the **joint** strategic work of the partners.

Objective 1: Supporting and developing high-quality Early Years, Childcare and Playwork Services.

Output	Achievement
Work collaboratively with Welsh Government, Local Authorities, Business Wales and other key stakeholders to promote business support mapping, allowing all stakeholders to signpost Childcare and Playwork providers to the relevant support, enabling them to access the support they need to establish, develop and grow their business sustainably. Ensure Cwlwm business support information is updated biannually. Continue to advise Welsh Government on business support needs of the sector-via the business support group.	<p>Business Support webpage: Cwlwm partners played a valuable role in the development of the webpage. This was achieved by attending T&F Group meetings. Partners contributed significantly to the webpage, making recommendations, sharing ideas and providing information, ensuring that providers gained easy access to relevant support. Case studies were provided, showcasing how providers across Wales benefited from business support. The new webpage was actively promoted through social media channels and within Cwlwm's newsletter.</p> <p>Other examples of business support: Cwlwm partners:</p> <ul style="list-style-type: none">• continued to share grant/funding opportunities with members• applied for additional funding to help support members, as and when opportunities arose• attended numerous meetings where they continued to advocate for the sector, encouraging financial support, retention/recruitment of staff, training/qualifications, regulatory requirements etc• continued to work closely with stakeholders to identify the needs of the sector, share good practice and identify opportunities for collaboration• responded to relevant business support consultations



Output

Work collaboratively with Welsh Government, Local Authorities, Business Wales and other key stakeholders to support the Childcare and Play sector, both in terms of recovery from the impact of Covid-19 and ongoing sustainability. This will ensure that families across Wales can access affordable, quality childcare and play provision and that families are supported with their childcare needs, enabling parents to work.

Achievement

Covid-19 had a huge impact on the sector. Cwlwm partners worked relentlessly, representing/supporting the sector by:

- providing expert advice to Welsh Government relating to Covid-19, including quality assure and review of Welsh Government Covid-19 guidance
- considering the effect of wider Covid-19 developments on childcare providers, such as workforce testing, core guidance
- sharing ongoing advice on sector issues to inform government policy development and decision-making post Covid-19
- National Schools and Childcare Meetings
- Reform and Renew Project Board meeting
- Regional Skills Partnership: Covid-19 impacts on workforce report
- Priorities for the Children, Young People and Education Committee' submission
- [State of the Sector survey](#)/'Recovery Calls' report personalised to each LA to support CSAs
- Consultations: Budget; Childcare and Parental Employment including presenting evidence at ESJC and engaging settings to attend Round Table event
- Business Wales's Childcare Expert Sessions: employment challenges/business development.
- School Year Reform Business Engagement Events.
- Discussing challenges facing the sector with the deputy minister
- Childcare Commissioner's Summer of Fun meeting
- [Top Tips for Successful Grant Applications](#) resource and Local Authority (LA) grant contacts
- Successfully addressing concerns nationally in relation to childminders and positive cases of Covid-19 in the household

Output

Achievement

Support settings to provide Local Authorities with appropriate information for 2022 Childcare Sufficiency Assessments (CSA).

Cwlwm partners played an essential and important part in the rollout of CSAs and included:

- supporting settings with SASS: webinars, telephone, emails, resources, helping inform CSAs
- worked with CIW to develop SASS content, promote and improve SASS completion
- with additional funding, provided individualised [State of the Sector survey](#) information from both parents/carers and settings to Local Authorities
- contributed to Welsh Government's (WG) parental survey for CSAs
- promoted CIW registered childcare with [Benefits of Registration](#) flyer ahead of LA parent surveys
- promoted CSAs surveys (parent/carer and provider/stakeholder surveys) and participated in all CSA consultations held by Local Authorities where input was requested. All Local Authorities were provided with county summaries of data State of the Sector Survey (2021)

Support Welsh Government in taking forward the recommendations from the NMS review, provide guidance and support to providers in meeting the requirements of the NMS.

Cwlwm partners worked closely with WG and led and attended regular meetings. Their expertise and knowledge were influential in driving forward WG's decision to consult on potential changes to the NMS for Regulated Childcare up to the age of 12. Cwlwm partners led two working groups and all partners represented the sector on various working groups and the overarching meetings, sharing valuable information, advice and feedback on proposed changes, ensuring that recommendations avoided any form of ambiguous interpretation, and that moving forward there will be clear guidance to the sector.



Output

Achievement

Support the Welsh Government in legislative work relating to the Childcare and Play work areas, including the transition to the new Nanny scheme for Wales and any associated changes in procedures for approval and renewal and the planned consultations on The Child Minding and Day Care Exceptions (Wales) Order 2010 and updating of The Child Minding and Day Care (Disqualification) (Wales) Regulations 2010.

During the year, PACEY Cymru promoted and continued to support the Approval of Home Childcare Providers Scheme 2021, ensuring that all information and membership packages were available to nannies to meet the new criteria. Unfortunately, the figures provided by CIW show a fall in the number on the scheme; this is being monitored.

The Childminder Food Hygiene Rating Scheme (FHRS) work was delayed but restarted in January 22. PACEY Cymru:

- worked with the Food Standard Agency (FSA) on questions for a survey, communications and promotion
- promoted the survey to the sector through their [news story](#) and associated communications

Cwlwm partners met with WG colleagues to discuss updating the 'The Child Minding and Day Care (Disqualification) (Wales) Regulations 2010' during December 21 in readiness for consultation. Partners voiced their views of the proposed amendments and gave advice on the types of issues that could possibly arise from the changes. WG were very grateful for Cwlwm's input and expertise on this matter. Cwlwm partners continued to support WG, by sharing information on the regulations with the sector, through social media channels and within Cwlwm's newsletter.





Output

With the wider move towards digitisation, support CIW with further development to online systems / SASS / changes to DBS arrangements and work with CIW to support consistency of regulation, registration and inspection.

Achievement

Cwlwm partners continued to work collaboratively with CIW:

- provided feedback/suggestions following the SASS demo in June
- promoted the new DBS process through the Post Office
- raised queries with CIW on the DBS process and SASS submission as they arose
- supported the sector in their SASS submission through social media, organisational communications (social media, newsletters, website content), email and telephone support and other means. This contributed to the high response rate of 90%
- continued to highlight issues to CIW through the update of Cwlwm's log

PACEY Cymru represented Cwlwm on the CIW National Advisory Board and supported discussion on matters such as:

- 'Voices from the sector'
- CIW's strategic plan
- post pandemic response
- CIW's ways of future working

Output

Achievement

Promote and raise awareness of CCPLD qualifications including Welsh-medium qualifications, the apprenticeship programme and PfS to the potential workforce and encourage development of Welsh language skills across the sector (also in partnership with the National Centre for Learning Welsh (NCfLW)).

Cwlwm representatives attended and played a crucial role in QSAG meetings with discussions taking place, for example around:

- a 'Best Practice' guide on delivering qualifications
- the need for a link to Apprenticeships from 'WeCare' website to raise profile/raise perceptions
- the need to support Welsh-medium learners who often choose formal assessments in English and lack confidence to understand the Welsh used in formal assessments
- the importance of encouraging use of everyday Welsh to increase numbers of practitioners who speak Welsh
- mapping L4 Leadership/Management to EY Practice degrees
- concerns from providers, employers and learners about qualifications, including size of qualifications, too much emphasis on academia, essential skills, and placement access (lots of positive feedback reported too including greater knowledge and increased confidence)
- Working with Qualification Wales to address qualification challenges due to Pandemic and placements

Cwlwm partners continued to:

- promote awareness of CCPLD and Welsh-medium qualifications
- support alternative CCPLD interim assessment methods and the plan to move away from remote invigilation
- support members on 'Camau' courses through contact with coordinators and 'Caffi Clebran' discussion sessions and bespoke support to learners from Cwlwm Camau Coordinators





Output	Achievement
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<p>Work with SCW, and other relevant organisations on activity to support and develop the Early Years, Childcare and Playwork workforce; for example WeCare Wales campaigns, production of guidance for settings etc.</p>	<p>During the year Cwlwm representatives:</p> <ul style="list-style-type: none"> gave a presentation to SCW EY network on the 'Camau' scheme provided feedback to WeCare Wales on campaigns whilst also sharing messages/communications widely with the sector e.g. Children Instagram competition, playwork career cards, apprenticeships campaign, the role descriptions of senior playworker and playworker, employer portal event provided constructive and extensive feedback on Infection, Prevention and Control training resources through working groups supported work and provided feedback in relation to safeguarding standards through the development group
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<p>Work with Welsh Government to take forward the agreed recommendations from the forthcoming Ministerial Review of Play regarding sector skills council representation for the Playwork sector and work with the relevant organisation(s) to support and develop the workforce.</p>	<p>Clybiau Plant Cymru Kids' Club with PETC continue to strive for a fully supported Playwork sector in Wales following the decline in Skills Active's participation as the Sector Skills Council. We continue to work with WeCare Wales and others to promote/develop/support the Playwork sector in Wales.</p> <p>Ministerial Review of Play Draft Review Report and Recommendations: Cwlwm representatives contributed extensively to the report and provided a comprehensive response on some concerns e.g., lack of support for play opportunities, insufficient promotion of the benefits of registration.</p> <p>Other related work: Clybiau Plant Cymru Kids' Clubs:</p> <ul style="list-style-type: none"> promoted the Playwork workforce questionnaire as part of the Independent Review of the workforce highlighted with NCFE CACHE and QSAG concerns about revisions to Level 2 and 3 Playwork qualifications and supported the rewriting of both qualifications (currently being finalised)
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Output

Achievement

Work with awarding bodies and national play representatives, including Play Wales to create a new Transition Award that meets the need of the sector that is mapped against a wider range of relevant qualifications.

The new qualification was delivered, endorsed by Awarding Bodies, added to PETC Wales's list of required qualifications to work within the Playwork sector in Wales and made accessible bilingually and to a wider audience (early years, support, teaching and learning in schools, forest school, youth work). Regular promotion to schools, ADEW, childcare settings and Local Authorities boosts interest.

Support Welsh Government in taking forward recommendations from the Ministerial Play Review.

Clybiau Plant Cymru Kids' Clubs:

- responded to the draft report and recommendations. Championed registered childcare and its essential role providing care and valuable child-led play opportunities for families
- continued to highlight importance of play through [letter/case studies to Directors of Education and others](#)
- met with Play Wales to convey Out of School sector perspective
- celebrated National Playday with clubs, communities and other partners ([#showusyourplay](#)), hiding QR codes around Wales with instructions on retro street games
- continued to highlight importance of play through ongoing 'Fun Friday' [#showusyourplay](#) and [#WelshWednesday](#) social media series giving Playworkers ideas, increasing the use of Welsh and encouraging engagement
- started planning for National Playday 2022





Output	Achievement
<p>Promote and disseminate information to providers via our e-newsletter/social media/website to ensure that the sector is fully informed of developments to include:</p> <ul style="list-style-type: none"> • National Strategies • Welsh Governments' Childcare Offer (in respect of capital grants, transitioning to the national digital system and all related policy areas) • Curriculum for Wales • All other information relevant to the Early Years, Childcare and Play Sector for instance. 	<p>Cwlwm partners produced a variety of interesting and informative newsletters during the year, and these were shared widely with its members and other stakeholders through social media channels and websites.</p> <p>Other relevant information to the sector was also shared in this way and included:</p> <ul style="list-style-type: none"> • repeated posts highlighting 'Curriculum for Wales 2022' developments including updated training resources, consultation links and a highly informative presentation • information concerning the Camau scheme • latest information on Covid-19 regulations • information on 'Why Choose Registered Childcare?' • Summer of Fun activities • Winter of Wellbeing activities • Playday 2021 • digital Childcare Offer • rate review • sector pay and recruitment survey • curriculum supporting module roll-out • WeCare Wales information • Grant funding (Covid related, LA administered, and Business Wales administered) • SCW Conference and Sector CPD events • Business Wales's Childcare Conference <p>Cwlwm's Talk Childcare log was updated on a regular basis. This highlights concerns on various issues, e.g. staff recruitment, unclear funding formulas and new provisions displacing existing settings.</p> <p>Cwlwm partners attended National Digital Offer meetings where they contributed to discussions on the approaches to the pilot, transitioning to the digital offer, communications, and provided support to providers as they transition to the new service.</p>

Output

Achievement

Raise awareness / understanding of the importance of the role of Childcare and Play in realising Cymraeg 2050's vision across all 'Cwlwm' outputs so that we work towards mainstreaming Welsh-medium provision and bilingual provision across the whole sector.

The excellent collaboration work between partners to develop Welsh-medium Childcare and Play opportunities gained momentum during the year, with numerous flexible childcare options being discussed/developed within Pen Llŷn, Caernarfon and Blaenau Ffestiniog.

During the year, other opportunities arose where Cwlwm representatives had the opportunity to discuss and raise the importance of the role of Childcare and Playwork in realising Cymraeg 2050's vision. Examples included:

- visiting CM Drenewydd to discuss the progression to Welsh-medium education with Russel George MS
- presenting evidence to a Senedd committee on women's employability
- presenting evidence to a Senedd committee on Welsh-language education
- supporting 'AwDUron' a fund event at the Senedd to support the translation of Black writers' children's literature into Welsh, leading to more suitable resources in Welsh
- attending and responding to all LA WESPs
- referring to several joint partnership schemes between different Cwlwm partners in the context of the Welsh language e.g., with the Welsh Language Commissioner's office, in the Senedd Equality Committee Childcare panel discussion with Jenny Rathbone MP, Sioned Williams MP and others from the sector.

Support the sector to overcome any challenges and respond to any opportunities arising from BREXIT by promoting Business Wales's EU Transition Portal which offers a comprehensive range of support mechanisms to businesses and includes the 'Business Online Support Service', a telephone business advice line, financial locators and a raft of sector specific online resources.

Information regarding the Business Wales's EU Transition Portal was promoted on Cwlwm's website.







Objective 2: Supporting the implementation of key policies and initiatives within the Early Years, Childcare and Playwork Sector.

Output	Achievement
<p>Support the development of guidance, resources, training, and awareness raising-materials for the Early Years sector relating to the ALN Act, Code and regulations to be made under the Act.</p>	<p>Cwlwm partners ensured that:</p> <ul style="list-style-type: none"> • all relevant information/training resources on the development of the ALN system were shared with its members via social media channels • they continued to contact WG for updates on the guidance materials for the non-maintained sector • they updated internal policies/resources in line with the Act • they fed into the ALN transformation programme: FAQs • they provided WG with potential barriers/challenges that its members were encountering regularly, nationally or in specific areas during the implementation • continued conversations with WG ALN Officers on sharing enhanced support materials to the sector • continued conversations with LAs to resolve challenges and share best practice
<p>Support the regional ALN Transformation leads with implementation of the Early Years element of the ALN 'Regional Implementation Plans'.</p>	<p>ALN Transformation lead attended Cwlwm's July meeting and shared relevant updates and were offered opportunities in Autumn and Winter 2021/22.</p> <p>Cwlwm representatives attended TSANA meetings and responded to issues relating to the implementation of the Code.</p>

Output

Work with the NCfLW to facilitate 'Work Welsh' courses across the Early Years, Childcare and Playwork sector (work funded by an additional £190,000).

Achievement

Cwlwm partners have worked extremely hard to ensure the success of the Camau scheme, they:

- reviewed Mynediad (Entry level) course books/ resources and carried out a mapping exercise to identify gaps in resources
- developed a schedule for sharing learners' positive messages on social media
- promoted the work/training held on social media
- produced case studies which highlighted the learners' journeys on the Mynediad courses and the benefit of accessing training
- produced 'How do I say' videos for specific Mynediad courses
- facilitated Caffi Clebran sessions to support learners accessing the online Camau courses
- attended meetings with the NCfLW to discuss overview, provide feedback, update on Camau courses in addition to having regular contact to ensure the progression of learners
- organised dashboard and portal training with the NCfLW for the Welsh language coordinators



Output

Work with Welsh Government to represent the sector with regards to ECEC, the Curriculum for Wales and the Children (Abolition of Defence of Reasonable Punishment) (Wales) Act.

Achievement

Cwlwm partners with their wealth of experience and knowledge contributed to the following policy areas:

ECEC:

- strategic input was given to various groups of officers in relation to ECEC and the Curriculum for Wales and the need to co-ordinate between different schemes and to deepen the elements relevant to the Cymraeg 2050 policy

Curriculum for Wales:

- attended numerous meetings to ensure the development of the curriculum
- responded to various consultations in relation to the new curriculum and promoted amongst members
- produced various resources/training resources for the curriculum
- contributed to editing the Welsh language version of the curriculum and framework for non-maintained settings to ensure consistency in terminology and clarity of meaning

Children (Abolition of Defence of Reasonable Punishment) (Wales) Act:

- attended TOG&D working groups, making valuable contributions to ensure that from the 21.3.2022, the physical punishment of children in Wales became illegal
- worked with WG and key stakeholders looking at processes, guidance, and training following the change in the law
- received a letter of thanks from Julie Morgan, MS noting her thanks to all those involved in the implementation and passing of the Act

Anti-racism work:

Cwlwm partners are fully committed to supporting WG's vision and goal of creating a 'More Equal Wales', and have therefore worked extremely hard to reflect, develop and grow in relation to anti-racist practice through exploring race, equality and diversity whilst also supporting its members to provide quality early years, Childcare and Playwork opportunities which embed core values in relation to race, equality and diversity and impacts positively on outcomes for children and their families.



Output

Achievement

Work with Welsh

Government to transition to the national digital service by:

- acting as a source of knowledge to the sector and providing valuable insight on transition issues and engagement channels
- acting as a conduit to childcare providers to support recruitment for user research.

Cwlwm partners:

- continued to promote updates to the timescales, and raise awareness of the transition plan
- published FAQs and encouraged engagement with consultation stages, in line with the scheduled activity for the project
- published resources to raise the profile of the Childcare Offer for Wales and the plans for a national digital service
- raised awareness of the availability of ICT grants through LAs to support settings to prepare for the new system
- continued to promote the training/resources available from Digital Communities Wales to increase the digital skills and confidence of childcare providers in preparation for the new digital system





Additional Revenue Funding (£1,000,000): Supporting the Early Years, Childcare and Playwork Sector, both in terms of recovery from the impact of Covid-19 and ongoing sustainability as part of Welsh Government's 'Programme for Government 2021 - 2026'.

The additional revenue funding received, allowed individual Cwlwm partners to:

Mudiad Meithrin



- provide free membership, insurance and business support for Cylchoedd Meithrin and nurseries
- offer 'Cylch i Bawb' (Academi) training, promoting inclusion and equality
- employ freelance staff to set up a new 'Meithrin Gyrfa' (Career Building) scheme
- work on a diverse job package in the Welsh Early Years workforce
- review content of the 'Llyfr Mawr Piws' (a core element of business support for settings)
- invest in regional business support by:
 - a. developing a business officer
 - b. research and a plan to digitise Cylchoedd Meithrin
 - c. promotion of Welsh-medium Childcare and Education
- develop Ti a Fi Groups to promote Welsh-medium childcare in ethnic minority communities
- attract more young people into the Welsh-medium childcare workforce by working with Further Education Colleges and Universities
- work on resources relating to diversity, equality and anti-racism principles to promote good practice in the Welsh-medium sector
- commission research to identify any specific challenges in relation to ALN needs in the Welsh-medium sector
- run a multi-platform campaign to promote a career within the Welsh-medium childcare sector





The additional revenue funding received, allowed individual Cwlwm partners to:

Early Years Wales



- provide free membership: enabling business, training and funding support
- develop a Learning Through Play project, targeted in areas of social deprivation to support parent and toddler groups and family interactions
- work in partnership with Berwyn prison to support children in early years having a positive experience of visiting parents in prison
- support quality development in Childcare: enhancing remote quality processes to support setting's development work
- provide leadership of settings, training and network: supporting leadership skills for the sector and working to enhance professional standards
- promote professional learning: supporting and extending the range of professional learning opportunities for member organisations
- support the sector with advice, guidance and grants/ start-up support: funding for internal posts for business support (November – March)
- allow registration and support good governance for voluntary managed settings: funding for internal post (November – March)
- extend Race Equality work: building on the existing programme of webinars with further training and support spreading understanding of anti-racist principles, and developing resources to support practitioners
- support Welsh language development through resources to help parents at home with links to work undertaken in settings – enabling Welsh developed in settings to be used at home with non-Welsh speaking parents.



The additional revenue funding received, allowed individual Cwlwm partners to:

NDNA Cymru



- support the sustainability of the sector, providing advice and guidance on grants, and funding opportunities, working with LAs – Regional Development Manager Post (From 1st April 2021 – 31st March 2022)
- improve IT infrastructure, to include new CRM (Customer Relationship Management) development and website to support information sharing with the sector and improving the ability to continue working from home whilst meeting the needs of the sector
- offer membership to support sustainability and ensure that the sector can receive ongoing communications
- provide training opportunities and updated policies and procedures for the sector to support the implementation and commitments made within the Welsh Government’s Race Equality Action Plan
- extend the Childcare Works project from 1 January 2022 to 31 March 2022 to support providers (including Welsh language providers) with recruitment issues whilst also bringing individuals with the right attributes into the sector, providing them with a pathway and support to gain recognised qualifications to continue a career within the Childcare and Early Years sector.



The additional revenue funding received, allowed individual Cwlwm partners to:

Clybiau Plant Cymru Kids' Clubs



- support the core budget salaries, costs of staff and for core operations which are currently paid from reserves
- provide membership for 846 Out of School Club Settings (£55) to support their revival, ensuring that they can access all membership resources and updates
- map and scope all Welsh-Medium Out of School Childcare provision against Welsh medium primary schools along with Cylchoedd Meithrin being developed through Mudiad Meithrin's Set Up and Succeed Scheme, to determine development and partnership working opportunities to meet the Programme for Government Cymraeg 2050 ambitions
- upgrade meeting areas in regional offices with digital capabilities, allowing staff the opportunity to meet the program for governments aim of 30% of the workforce's ability to continue to work effectively from home, allowing privacy of those within the office to meet online with others
- to upskill staff and Out of School practitioners around The Programme for Government including race equality, through ALN Learning and development opportunities
- support the CSA process: promote the CSA parents' survey and the benefits of CIW registration to settings, schools and parents/carers particularly during the parents' questionnaire circulation in October and ongoing
- support Local Authorities and settings with extra sustainability funding to support the sector: widely promote grants and support settings to apply where applicable. Support Local Authorities by reviewing any application paperwork and attending grant panel meetings where possible
- continue with training and resources to support settings to meet the expectations of the Race Equality Action Plan
- contribute towards stronger Welsh language provision - workforce, resources, etc: following mapping and scoping of all Welsh-Medium Out of School Childcare provision against Welsh-medium primary schools along with Cylchoedd Meithrin being developed through Mudiad Methrin's Set Up and Succeed Scheme, develop and support settings. Also work with additional partners e.g. the Mentrau Iaith, schools and others to support the development, CIW registration and quality of Welsh language settings to meet the Programme for Government Cymraeg 2050 ambitions





The additional revenue funding received, allowed individual Cwlwm partners to:

Clybiau Plant Cymru Kids' Clubs



- promote Playwork as a profession: work with Cwlwm Partners, Play Wales, Welsh Government and others to:
- develop marketing and communication e.g. videos, assets to promote the benefits of play, Out of School Clubs and Playwork as a profession to improve recruitment and retention.
- widely promote qualifications and continuing professional development opportunities to recruit, retain, celebrate and raise the profile of Playworkers.
- provide opportunities for staff to promote the work of the organisation, Playwork, the sector and improve own expertise and quality of training delivery and the quality of the Out of School sector
- support children through the Covid-19 recovery with personal and social development: support settings, parents and others to understand the benefits of play and children's right to play. Deliver continuing professional development opportunities and resources to support internal staff and Playworkers in their role of supporting children and quality play opportunities such as Playwork Principles, supporting older children and adolescents, promoting positive behaviours. This will support Playworkers to improve their practice, empowering them to fully deliver an environment where children have access to their right to play and learners grow in confidence in their practice, become advocates for play and as a result, offer children the opportunity to play, and have their voices heard.

The additional revenue funding received, allowed individual Cwlwm partners to:

PACEY Cymru



- support settings through membership and member resources to attain high-quality advice and support and support financial costs to providers and sustainability
- provide financial support for pre-registration training and support services for childminding settings between 1 October 2021-31 March 2022
- promote Childminder work including staffing, resources and publications not replicated by other funding
- deliver on core expenditure commitments for 21-22

All Cwlwm partners

In addition to the above individual objectives, Cwlwm partners also:

Choosing Childcare booklet:

Formed a Task & Finish group with various stakeholders attending meetings to discuss the rewrite of the booklet. Cwlwm coordinated all work and were influential in driving this work forward to ensure that the new booklet will be user friendly to its targeted audience.

National Digital Childcare Offer Service:

Cwlwm partners supported Welsh Government in relation to the development of the digital offer through attendance at working groups and providing feedback as needed on proposed systems and processes. Updates and information were also shared with the sector through a variety of means as these were published.

The timing of the rollout will take place from Autumn 2022 with the pilot taking place between June – September 2022.

'Cwlwm' partners would like to thank Welsh Government officers for their support, co-operation and advice during another immensely difficult and challenging year noting that working in partnership yields the best possible outcomes for children and their families (via the sector).



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