



# ADRODDIAD PROSIECT GRANT 2020-2021



**MANYLION Y PROSIECT:**

**Enw'r Sefydliad Arweiniol:**

Mudiad Meithrin (MM)

**Manylion Cyswllt y Sefydliad Arweiniol:**

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**Enwau'r Partneriaid:**

Clybiau Plant Cymru Kids' Clubs (CPCCKC)

Blynyddoedd Cynnar Cymru

Mudiad Meithrin (MM)

Cymdeithas Genedlaethol Meithrinfeydd Dydd (NDNA Cymru)

Cymdeithas Broffesiynol Gofal Plant a'r Blynyddoedd Cynnar Cymru (PACEY Cymru)

**Teitl y Prosiect:**

CWLWM: Childcare in Wales Learning and Working Mutually

**Cyfnod Adrodd:**

1.4.2020 – 31.3.2021

**Swm y Grant a Dderbyniwyd ar gyfer y cyfnod 1.4.2020 - 31.3.2021:**

£1,634,410 - am 12 mis

£800, 000 + £439,838 = £1,239,838 – cyllid ychwanegol

## **CYNNWYS:**

<b>1.</b>	<b>Cefndir</b>	<b>4</b>
<b>2.</b>	<b>Cyflwyniad</b>	<b>5</b>
<b>3.</b>	<b>Amcanion, Targedau a Chyflawniadau Cwllwm</b>	<b>7</b>

## 1. CEFNDIR

Mae Cwlwm yn tynnu ynghyd y pum prif sefydliad gofal plant yng Nghymru i ddarparu gwasanaeth dwyieithog integredig sy'n sicrhau'r canlyniadau gorau posibl i blant a theuluoedd ar draws Cymru yn unol â dull 'system-gyfan' Llywodraeth Cymru.

Mae Cwlwm - prosiect a arweinir gan Mudiad Meithrin mewn partneriaeth â Clybiau Plant Cymru Kids' Clubs, NDNA Cymru, PACEY Cymru a Blynyddoedd Cynnar Cymru (Wales PPA yn flaenorol) - yn tynnu ynghyd y gallu, ar sail cyfoeth o brofiad, i fynd i'r afael â materion yn y sector Gofal Plant a Gwaith Chwarae. Mae'r materion hyn yn cynnwys, ymhlith pethau eraill, cynaliadwyedd, datblygu'r gweithlu a bylchau yn y ddarpariaeth gofal plant, yn enwedig yng nghyswllt gofal plant/chwarae trwy gyfrwng y Gymraeg a darpariaeth mewn ardaloedd gwledig. Trwy gydweithio mae'r prosiect yn llwyddo i ganfod atebion arloesol i gyfleoedd chwarae a gofal plant hyblyg a gofal cofleidiol, er mwyn diwallu anghenion rhieni a theuluoedd ym mhob rhan o Gymru.

Mae Cwlwm yn cynnig dull amlasiantaeth integredig a dwyieithog o ddatblygu, cefnogi, cynghori a hyfforddi. Mae'r dull cydlynus a strategol hwn o weithredu yn sicrhau y ceir cysondeb o ran ansawdd ac arbedion effeithlonrwydd o ran darparu cymorth ac arweiniad ac mae'n cyflwyno atebion arloesol i ddiwallu anghenion lleol.

### Mae Cwlwm:

- yn gweithio ar **lefel Cymru gyfan** i gynnig cymorth (gan gynnwys cymorth busnes), arweiniad a chyngor i leoliadau gofal plant a gwaith chwarae, gyda'r nod o gynnal darpariaeth.
- yn archwilio anghenion **datblygu'r gweithlu** gofal plant a gwaith chwarae ac yn gweithio ar y cyd i ddarparu cyfleoedd i ddiwallu anghenion y gweithlu hwnnw o ran hyfforddiant.
- yn **adnabod bylchau** yn y ddarpariaeth gofal plant a gwaith chwarae ar draws Cymru ac yn dod i hyd i atebion i'r bylchau hynny, gan gynnwys atebion arloesol yng nghyswllt y ddarpariaeth mewn **ardaloedd gwledig, tldi a'r Gymraeg**.
- yn cydweithio i ddod o hyd i'r atebion gorau posibl ar gyfer **gofal plant hyblyg** mewn ardal benodol.
- yn adolygu heriau ac yn dod i hyd i **atebion** i'r heriau hynny drwy gydweithio.
- yn **cynrychioli'r** sector gofal plant ar bwyllgorau lleol, rhanbarthol a chenedlaethol sy'n ymwneud â gofal plant a chwarae.
- yn sicrhau **ansawdd cyson ac arbedion effeithlonrwydd** yng nghyswllt cymorth, arweiniad ac atebion i heriau trwy gyfarfodydd partneriaeth reolaidd.
- yn cydweithio i **chwilio am gyllid** i wella'r cymorth a'r adnoddau sydd ar gael i'r sector gofal plant a gwaith
- chwarae.
- yn **cydweithio** ag awdurdodau lleol a gwasanaethau gwybodaeth i deuluoedd i sicrhau bod teuluoedd yng Nghymru yn elwa o'r ffaith bod modd iddynt gael gofal plant a chyfleoedd chwarae sy'n fforddiadwy, yn gynaliadwy ac o ansawdd da.

## 2. CYFLWYNIAD

Ers sefydlu'r bartneriaeth yn 2014 mae Cwlwm wedi creu a datblygu perthynas gweithiol er mwyn cyflawni amcanion dros blant a theuluoedd yng Nghymru. Profodd 2020-21 yn gyfnod anodd a heriol i'r sector blynyddoedd cynnar, gofal plant a gwaith chwarae oherwydd Covid-19. Yn ystod y pandemig, bu'n rhaid i bob partner addasu ei ddulliau gweithio a gweithredu yn sylweddol gan atgyfnerthu partneriaeth waith rhagorol Cwlwm. Yn ystod y flwyddyn ymgysylltodd partneriaid Cwlwm yn sylweddol â Llywodraeth Cymru, gan weithio yn ddiflino gyda nhw i adfer y sector o effaith Covid-19. Arweiniodd hyn at osod targedau Covid-19 ychwanegol ond unwaith yn rhagor dangosodd hyn gallu Cwlwm i weithio'n effeithlon, yn effeithiol ac yn ddi-baid i sicrhau bod digonedd o gymorth ar gael i'r sector yn ystod cyfnod anrhagweladwy iawn a llawn straen.

Cafodd Covid-19 rywfaint o effaith ar ffocws y targedau gwreiddiol ar gyfer 2020-21 yn enwedig o ran methodoleg. Fodd bynnag, llwyddodd Cwlwm i ganolbwyntio a chyflawni'r ddau amcan cyffredinol canlynol (er mwyn cefnogi aelodau a rhai nad ydynt yn aelodau o sefydliadau partneriaeth Cwlwm), tra hefyd yn defnyddio ymagwedd 'sector gyfan' i gefnogi'r sector Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae yng Nghymru:

### **Amcan 1: Cefnogi a datblygu Gwasanaethau Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae o Ansawdd Da.**

Cyflawnir hyn drwy weithio yn y meysydd allweddol hyn:

- Cefnogi Busnesau yn gyffredinol ac yn arbennig o ran adferiad o effaith Covid-19 a chynaliadwyedd parhaus
- Canolbwyntio ar waith deddfwriaethol sy'n ymwneud â Gofal Plant a Chwarae, gan gynnwys datblygu'r Cynllun Nani newydd ac ymlacio dros dro i'r Safonau Gofynnol Cenedlaethol (SGC)
- Cynorthwyo Datblygu a Hyfforddi'r Gweithlu
- Cefnogi Gofal Cymdeithasol Cymru (GCC) gyda'r ymgyrch Gofalwn
- Lledaenu gwybodaeth i'r sector Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae
- Hyrwyddo 'Y Cynnig Gofal Plant'
- Safonau Gofynnol Cenedlaethol
- Cyfrannu at waith sy'n ymwneud ag Arolygaeth Gofal Cymru (AGC)
- Cefnogi'r sector chwarae i ariannu mentrau llwygu yn ystod y gwyliau drwy roi cyngor ac arweiniad a hwyluso rhannu gwybodaeth

### **Amcan 2: Cefnogi gweithrediad polisïau allweddol a mentrau o fewn y sector Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae.**

Cyflawnir hyn drwy gyflawni gwaith yn y meysydd allweddol hyn:

- Y Ddeddf Anghenion Dysgu Ychwanegol a'r Tribiwnlys Addysg (Cymru)
- Rhaglen 'Iaith Gwaith' y Ganolfan Dysgu Cymraeg Genedlaethol
- Addysg a Gofal Plentyndod Cynnar (ECEC)
- Cwricwlwm i Gymru
- Ddeddf Plant (Diddymu Amddiffyniad Cosb Resymol) (Cymru)

Fel nodwyd yn flaenorol, defnyddiwyd ‘dull sector-gyfan’ er mwyn cyrraedd y gynulleidfa darged o weithwyr Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae, a oedd yn cynnwys gweithio mewn partneriaeth gyda:

- Llywodraeth Cymru
- Awdurdodau Lleol
- AWARE
- Gofal Cymdeithasol Cymru
- Arolygiaeth Gofal Cymru
- Busnes Cymru
- Darparwyr a rhanddeiliaid o fudiadau unigol
- Partneriaid eraill

Fel tystiolaeth i gefnogi'r dyfarniad cyllid mewn perthynas â Chonsortium Gofal Plant Cwlwm, darparodd bartneriaid adroddiadau monitro naratif chwarterol i Lywodraeth Cymru. Roedd yr adroddiadau hyn yn cynnwys tystiolaeth ansoddol a meintiol i gefnogi'r meysydd gwaith a gyflawnwyd gan Cwlwm. Roedd yr Adroddiad Monitro yn cynnwys pedair rhan:

1. Gwybodaeth fonitro ar gyflawniad gwaith **unigol** y 5 mudiad yn ymwneud â thargedau a gwaith Cwlwm yn unig.
2. Gwybodaeth fonitro ar waith strategol partneriaid Cwlwm **ar y cyd** e.e. gwaith yn ymwneud â pholisi Llywodraeth Cymru.
3. Gwybodaeth am waith dyddiol partneriaid Cwlwm.
4. Gwybodaeth ar waith a gyflawnir gan bartneriaid Cwlwm, sy'n cael ei gyllido gan ffynonellau eraill e.e. grantiau sirol, cyllid ychwanegol gan Lywodraeth Cymru, h.y. Swyddog Datblygu'r Cyfnod Sylfaen. Roedd yr wybodaeth yma yn dangos y gwaith ychwanegol a gyflawnwyd tu hwnt i gyllid Cwlwm gan esbonio'n glir i gyllidwyr eraill sut roedd eu cyfraniadau ariannol nhw yn cyfrannu at a chyfoethogi gwaith y sector.

### 3. AMCANION, TARGEDAU A CHYFLAWNIADAU CWLWM

At ddibenion yr adroddiad hwn, mae'r wybodaeth a ddarperir o ran amcanion a chyflawniadau Cwlwm yn canolbwyntio ar waith strategol **ar y cyd** y partneriaid.

Amcan 1: Cefnogi a datblygu Gwasanaethau Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae o Ansawdd Da.	
Allbwn	Cyflawniad
<p>Cydweithio â Llywodraeth Cymru, Awdurdodau Lleol, Busnes Cymru a rhanddeiliaid allweddol eraill fel rhan o Grŵp Tasg a Gorffen i ddatblygu dogfen sy'n mapio darpariaeth cymorth busnes i'r sector gofal plant a gwaith chwarae. Bydd hyn yn caniatáu i'r holl rhanddeiliaid allweddol gyfeirio darparwyr gofal plant a gwaith chwarae at y gefnogaeth berthnasol, er mwyn sicrhau bod y gefnogaeth mewn lle i'w busnesau sefydlu, datblygu a thyfu'n gynaliadwy.</p>	<p>Mynychodd bartneriaid Cwlwm sawl cyfarfod o'r Grŵp Tasg a Gorffen Cefnogaeth Busnes. Yn ystod y cyfarfodydd casglwyd gwybodaeth o'r sector am faint o gefnogaeth busnes oedd ar gael, ac ar ba lefel. Roedd y wybodaeth a gasglwyd yn caniatáu i'r grŵp gorffen dogfen mapio a rhoddodd trosolwg o'r ddarpariaeth cefnogaeth busnes oedd ar gael.</p> <p>Arweiniodd y gwaith hwn at ddatblygiad tudalen we 'Busnes Cymru', bydd yn cael ei lansio yn haf 2021. Bydd y safle we yn rhoi mynediad cyflym ac effeithiol i'r sector at gefnogaeth, gan eu galluogi hwy i ddatblygu a thyfu eu busnesau'n gynaliadwy.</p>
<p>Cefnogi Llywodraeth Cymru i ddatblygu'r argymhellion yn unol â'r adolygiad SGC, gan ddarparu arweiniad a chefnogaeth i ddarparwyr i fodloni gofynion yr SGC.</p>	<p>O ganlyniad i'r pandemig bu oediad yn y gwaith o ddatblygu argymhellion Llywodraeth Cymru yn unol â'r adolygiad SGC. Fodd bynnag, wnaeth partneriaid Cwlwm:</p> <ul style="list-style-type: none"> <li>• gweithio ar ddogfen ddrafft yn ymwneud â 'Covid-19 a'r Safonau Gofynnol Cenedlaethol i Ofal Plant Rheoledig i blant hyd at 12 oed: Mehefin 30 - Medi 2020'. Darparodd Cwlwm adborth ar y cynnwys, gan amlygu pryderon/materion yn ymwneud â llacio elfennau'r SGC dros dro,</li> <li>• cefnogi Llywodraeth Cymru i ymestyn cyfnod gafodd y safonau SGC eu llacio hyd Fehefin 30 2022, a rhannu'r wybodaeth hon gyda'r sector, i helpu darparwyr rheoli'r gweithlu a heriau cymhwysedd, a darparu rhywfaint o sefydlogrwydd yn nhermau cynllunio trefniadau dros y misoedd dilynol.</li> </ul>
<p>Cefnogi Llywodraeth Cymru mewn gwaith deddfwriaethol sy'n ymwneud â'r meysydd gwaith Gofal Plant a Gwaith Chwarae, gan gynnwys datblygu'r cynllun Nanis newydd ar gyfer Cymru a'r ymgynghoriadau arfaethedig ar y Gorchymyn Eithriadau Gwarchod Plant a Gofal Dydd (Cymru) 2010 ynghyd â diweddarau'r Rheoliadau Gwarchod Plant a Gofal Dydd (Anghymhwys) (Cymru) 2010.</p>	<p>Ar ran Cwlwm, daliodd PACEY Cymru i weithio gyda Llywodraeth Cymru i gefnogi datblygiad y Cynllun Cymeradwyaeth Gwirfoddol (VAS) diwygiedig (a elwir weithiau'r cynllun Nanis). Datblygwyd a hyrwyddwyd digwyddiadau ymgynghori a threfnwyd arolwg i gywain barn y sawl ag effeithiwyd gan newidiadau i'r cynllun Nanis. Yn dilyn cysylltiad â'r sector, cyflwynodd PACEY Cymru ymateb i'r ymgynghoriad ar y cynllun nanis newydd ym mis Tachwedd 2020.</p> <p>Ers rhoi'r cynllun nanis newydd ar waith mae PACEY Cymru wedi gweithio ar gynllun o ddiweddiadau i'w rhannu â'r sector fydd yn adlewyrchu'r newidiadau o 1.4.2021 ymlaen.</p> <p>Yn sgil Covid-19 ni fuodd yna ddatblygiad ymhellach mewn perthynas â'r ymgynghoriadau a chynllunnir, fodd bynnag, gwnaeth partneriaid Cwlwm gefnogi Llywodraeth Cymru yn y meysydd deddfwriaethol canlynol:</p> <ul style="list-style-type: none"> <li>• datblygu cynnwys a phroses ar lacio'r SGC mewn cysylltiad â Covid-19,</li> </ul>

	<ul style="list-style-type: none"> <li>• canllawiau C-CAS i Lywodraeth Cymru ar ariannu plant bregus/plant gweithwyr allweddol yn ystod Covid-19,</li> <li>• datblygu Mesurau Diogelu o fewn lleoliadau gofal plant,</li> <li>• arweiniad ar brofi ac olrhain cysylltiadau,</li> <li>• ailagor y Cynnig Gofal Plant yng Nghymru,</li> <li>• Cynllun Rheoli Addysg a Gofal Plant.</li> </ul>
<p>Cefnogi AGC gyda datblygiad pellach o'r systemau ar-lein a gweithio gydag AGC i gefnogi cysondeb yn nhermau rheoleiddiad, cofrestriad ac arolygiad.</p>	<p>Trwy gydol y flwyddyn, parhaodd partneriaid Cwlwm i gefnogi datblygiad a hyrwyddo defnydd gwasanaethau ar-lein, ynghyd â gwaith ehangach AGC. Roedd hyn yn allweddol yn ystod yr argyfwng Covid-19. Dyma rai enghreifftiau o'r gwaith a wneir ganddynt:</p> <ul style="list-style-type: none"> <li>• gofyn i AGC ddiweddarau gwybodaeth ar ei wefan yn ymwneud â'r Cynllun Cymeradwyaeth Gwirfoddol (VAS),</li> <li>• sicrhau bod darparwyr yn glir ar y broses ymgeisio ar gyfer datgymhwysiad y SGC, cau dros dro a hysbysiadau ailagor,</li> <li>• holi sut fyddai ymweliadau arolygu rhithwir yn cael eu cynnal,</li> <li>• rhannu cyfathrebiadau AGC, diweddariadau ac arweiniad i ymgeiswyr a darparwyr mewn ymateb i Covid-19,</li> <li>• cyfathrebu ac adrodd llwyddiannau a heriau AGC Ar-lein ac RRI i AGC,</li> <li>• datblygu <i>'Top Tips to Remember for your CIW Registered Childcare Setting'</i> p'un ai bod ar agor neu ar gau yn ystod yr argyfwng Covid-19,</li> <li>• codi pryderon ynghylch chwilio'r cyfeirlyfr gofal plant a chwarae AGC,</li> <li>• trafod effeithiau Clybiau Gweithgareddau Gwyliau (a rhedir o dan y gorchymyn eithriadau) ar y sector gofal plant,</li> <li>• awgrymu newidiadau i gwestiynau SASS ar ddarpariaeth gwyliau, at y dyfodol,</li> <li>• datblygu canllawiau i Glybiau ar gofrestru ar-lein, rhannu adnoddau 'Addressing the Barrier', adnabod canfyddiadau cyffredin yn nhermau galw annigonol,</li> <li>• ceisio eglurhad ar ymagwedd AGC mewn perthnasedd â phrofi llif unffordd (LFD) a'r effaith ar raddau/allbynnau arolygiadau lleoliadau,</li> <li>• atgoffa lleoliadau o'r angen i gwblhau'r Adolygiad Ansawdd y Gofal</li> <li>• cefnogodd a darparodd PACEY Cymru adborth ar yr Arweiniad Diogelu Tân i ofalwyr plant, er mwyn cefnogi cysondeb yn nhermau RRI.</li> </ul> <p>Dros y misoedd diwethaf mae partneriaid Cwlwm wedi mynychu amryw o gyfarfodydd efo AGC i herio a chynnig materion a datrysiadau.</p>
<p>Hybu a chodi ymwybyddiaeth o gymwysterau GPCDD, gan gynnwys cymwysterau cyfrwng Cymraeg, y rhaglen prentisiaeth a CaLI o fewn y darpar weithlu, ac annog datblygiad sgiliau iaith Gymraeg ar draws y sector (mewn partneriaeth â'r Ganolfan Dysgu Cymraeg Genedlaethol (CDCG)).</p>	<p>Trwy gydol y flwyddyn mae partneriaid Cwlwm wedi mynychu cyfarfodydd QSAG AGC a chyfarfodydd y Rhwydwaith Blynyddoedd Cynnar, a chyfrannu fel y ganlyn:</p> <ul style="list-style-type: none"> <li>• trafod dulliau asesu amgen arfaethedig,</li> <li>• at ddatblygiad adnodd Cymwysterau ar Dudalen,</li> <li>• at ddatblygiad Fframwaith Hyfforddiant Gorfodol,</li> <li>• at hyrwyddo a recriwtio dysgwyr CaLI a phrentisiaid safonol, gan gynnwys y Rhaglen Cymhelliad i Gyflogwyr Prentisiaid</li> <li>• At ddatblygiad 'Covid-19 Student Placement Guide' gydag AGC.</li> </ul>



	<p>Mae'r holl bartneriaid yn parhau i weithio gyda'r CDGC i wella sgiliau iaith Gymraeg ar draws y sector. Dyma rai enghreifftiau o'r gwaith a gwnaed:</p> <ul style="list-style-type: none"> <li>• creu llyfrgell, gan ddod â'r holl adnoddau Cymraeg sy'n bodoli eisoes at ei gilydd mewn un porth,</li> <li>• rhannu adnoddau perthnasol, thematig, pwrpasol,</li> <li>• hybu bodolaeth Camau drwy ymgysylltu â'r sector ac annog cyflogwyr (gan gynnwys gofalwyr plant) i fanteisio ar yr hyfforddiant, e.e. paratoi astudiaethau achos yn rhannu profiadau dysgwyr sydd wedi elwa o'r hyfforddiant.</li> </ul>
<p>Cefnogi Gofal Cymdeithasol Cymru gyda'r ymgyrch 'Gofalwn/We Care', i gynnwys cynlluniau, gwaith effaith ac ymgysylltu amlasiantaethol.</p>	<p>Mynychodd partneriaid Cwllwm cyfarfodydd gydag AGC i ddatblygu a hyrwyddo ymgyrch 'Gofalwn/We Care'. Pwrpas yr ymgyrch oedd dangos bod gwaith gofal plant a chwarae yn yrfa fuddiol, ac i ddweud 'Diolch' i'r holl bobl sy'n gweithio yn y sector. Cyfrannodd partneriaid Cwllwm i'r ymgyrch drwy:</p> <ul style="list-style-type: none"> <li>• darparu fideos o blant a rhieni yn diolch i staff am eu gwaith,</li> <li>• rhannu'r ymgyrch drwy'r holl sianeli'r cyfryngau cymdeithasol</li> </ul> <p>Drwy gydol y flwyddyn mae partneriaid Cwllwm wedi parhau i fynychu'r cyfarfodydd 'Gofalwn/WeCare', lle maen nhw wedi cyfrannu at syniadau ar gyfer ymgyrchoedd recriwtio newydd. Rhennir manylion yr ymgyrchoedd hyn yn rheolaidd ar y cyfryngau cymdeithasol, yn ogystal ag yn ein newyddlenni tymhorol.</p> <p>Cefnogodd Clybiau Plant Kids' Clubs ymgyrch 'Gofalwn/WeCare' i sicrhau bod rolau gwaith chwarae yn gynwysedig yn rhan o'r pecynnau 'Cardiau Gyrfa'.</p>
<p>Gweithio gyda SkillsActive a phartneriaid eraill i gefnogi'r sector Gwaith Chwarae.</p>	<p>Am i Skills Active (SA) parhau yn anweithredol, daliodd PETC Cymru i barhau i gynrychioli'r sector ac i gytuno ar ofynion y cymwysterau gwaith chwarae. Yn ystod y flwyddyn wnaeth Clybiau Plant Cymru Kids' Clubs gwrdd â Llywodraeth Cymru a Chwarae Cymru i drafod rôl SA yn y dyfodol, ac i archwilio'r posibiliad o Gyngor Sgiliau amgen.</p> <p>Gwnaeth Clybiau Plant Cymru Kids' Clubs:</p> <ul style="list-style-type: none"> <li>• gweithio gydag Agored Cymru i ddatblygu dulliau asesu dysgwyr o bell ar gyfer Sgiliau Hanfodol o fewn y cymwysterau Gwaith Chwarae,</li> <li>• gweithio gyda darparwyr hyfforddiant allanol i asesu'r risg i ddysgwyr er mwyn penderfynu pwy allai dderbyn cefnogaeth wyneb-yn-wyneb,</li> <li>• pwysleisio'r angen i adolygu negeseuon cymysg am chwarae a dewisir yn rhydd o fewn y fframwaith anwytho sy'n gysylltiedig â chraidd y CCPLD,</li> <li>• cyfaddawdu ar orhirio dyddiad targed I gyflawni cymhwysterau gwaith chwarae tan fis Medi 2022.</li> </ul>
<p>Gweithio gyda'r cyrff dyfarnu a Chwarae Cymru i sicrhau caiff y cymwysterau Gwaith Chwarae presennol eu diweddarau, a bod y Wobr 'Trawsnewid o'r Blynyddoedd Cynnar i Waith Chwarae' yn cael ei hail-fframio yn erbyn GPCDD.</p>	<p>Ar ran Cwllwm, gwnaeth Clybiau Plant Cymru Kids' Clubs:</p> <ul style="list-style-type: none"> <li>• ysgrifennu at GPCDD yn amlinellu'r angen i'r holl gymwysterau gwaith chwarae cael eu diweddarau yn unol â'r Safonau Galwedigaethol Cenedlaethol,</li> <li>• mynychu cyfarfodydd QSAG, ac awgrymu na ddylai cynnwys llythrennedd digidol yn rhan o gyflawniad Prentisiaeth Gwaith Chwarae,</li> <li>• mynychu pump cyfarfod i adolygu'r Wobr 'Trawsnewid i Waith Chwarae (o'r Blynyddoedd Cynnar)' yn erbyn cymwysterau gofal plant, addysg a gwaith chwarae Lefel 3,</li> </ul>

	<p>gan weithio gyda GPCDD, AGC, Bwrdd Chwarae Agored Gogledd Iwerddon a Meynell Walters (Cyfarwyddwr Playwork Development and Training CIC). Mae'r gwaith yn parhau, a gobeithiem lansio ym mis Medi.</p>
<p>Cefnogi adolygiad y dirwedd chwarae yng Nghymru.</p>	<p>Mae Clybiau Plant Cymru Kids' Clubs a phartneriaid Cwlwm wedi datblygu adnoddau i hyrwyddo chwarae yn ystod y cyfnod clo (yn cynnwys newyddlen a chynnwys a rhennir ar y cyfryngau cymdeithasol, megis 'Clwb Cylch' Mudiad Meithrin). Yn ogystal, gwnaeth Clybiau Plant Cymru Kids' Clubs:</p> <ul style="list-style-type: none"> <li>• llwyddo i godi ymwybyddiaeth o chwarae gyda bocs gweithgareddau 'helfa drysor' yn rhan o'r ymgyrch rhyngweithiol Diwrnod Chwarae Cenedlaethol,</li> <li>• parhau i ddefnyddio #showusyourplay ar y cyfryngau cymdeithasol er mwyn amlygu pwysigrwydd chwarae, a thrwy lythyrau/astudiaethau achos i Gyfarwyddwyr Addysg ac eraill,</li> <li>• arwain cyflwyniad ar effaith Covid-19 ar chwarae a Gwaith Chwarae o fewn Clybiau Gofal Plant Ôl Ysgol, yn rhan o'r Adolygiad Chwarae,</li> <li>• ymateb i argymhellion Adolygiad y Gweinidog o Dirwedd Chwarae, yn unigol ac ar ran Clybiau a Cwlwm,</li> <li>• mynychu 5 gweithdy thematig a chyfarfodydd llawn y grwpiau llywio i gefnogi 'ailgychwyn' Adolygiad y Gweinidog o'r Dirwedd Chwarae.</li> </ul>
<p>Hyrwyddo a lledaenu gwybodaeth i ddarparwyr trwy ein e-newyddlen/cyfryngau cymdeithasol/gwefan i sicrhau bod y sector yn cael gwybodaeth lawn am ddatblygiadau i gynnwys:</p> <ul style="list-style-type: none"> <li>• Strategaethau Cenedlaethol</li> <li>• Cynnig Gofal Plant Llywodraeth Cymru (mewn perthynas â grantiau cyfalaf y dyfodol a'r holl ardaloedd polisi perthnasol)</li> <li>• Yr holl wybodaeth arall sy'n berthnasol i'r Sector Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae er enghraifft</li> </ul>	<p>Profodd Covid-19 yn gyfnod anodd a brawychus i'r sector, fodd bynnag wnaeth partneriaid Cwlwm ymateb i'r heriau a gweithio'n effeithiol, yn effeithlon ac yn rhagweithiol i sicrhau y diweddarwyd y sector gofal plant a gwaith chwarae yn llawn, gyda'r holl wybodaeth gyfredol ynglŷn â'r gefnogaeth gyllidol, busnes a gweithredol oedd ar gael iddyn nhw.</p> <p>Dyma rai enghreifftiau o'n gwaith:</p> <ul style="list-style-type: none"> <li>• cynnal cyfarfodydd strategol, lefel uchel, yn ddyddiol, drwy fideo cynadledda, cyfathrebu drwy e-brifio, negeseuon WhatsApp, e-bost a galwadau ffôn i drafod sefyllfa oedd yn newid yn gyflym,</li> <li>• darparu ystod eang o gefnogaeth, arweiniad a chynghor i'r sector, ar y cyd ac yn unigol, drwy sianeli'r cyfryngau cymdeithasol, safleoedd we, cyfeirio, e-bost a ffôn. Cynhyrchodd a darparodd Cwlwm wybodaeth oedd yn glir, yn gryno ac yn dryloyw,</li> <li>• brifio'r cyfryngau a phartneriaid yn y FSB a CBI Cymru ar faterion yn ymwneud â materion gofal plant,</li> <li>• darparu templedi polisi, enghreifftiau arfer gorau, canllawiau, ymateb i gwestiynau cyffredin, llythyrau draft, dogfennau ar argaeledd grantiau a <a href="#">newyddlenni</a> oedd yn cefnogi'r sector gyda phenderfyniadau gweithredol, busnes a chyllidol allweddol,</li> <li>• gweithio'n agos â Llywodraeth Cymru a rhandeiliad eraill i sicrhau y clywir ac ymatebir i lais y sector. Trwy lythyrau a chyfarfodydd, cododd Cwlwm bryderon yn ffurfiol gyda Gweinidogion.</li> </ul>
<p>Codi ymwybyddiaeth / dealltwriaeth o bwysigrwydd rôl gofal plant a chwarae wrth wireddu gweledigaeth Cymraeg 2050 ar draws holl allbynnau Cwlwm, fel ein bod yn gweithio tuag at brif-ffrydio darpariaeth</p>	<p>Trwy gydol y flwyddyn wnaed y gwaith canlynol:</p> <ul style="list-style-type: none"> <li>• trafodaethau strategol a gweithredol gyda phartneriaid Blynyddoedd Cynnar Cymru a Clybiau Plant Cymru Kids' Clubs, ac i ddatblygu darpariaethau newydd o dan faner</li> </ul>

<p>cyfrwng Cymraeg a darpariaeth ddwyieithog ar draws y sector gyfan.</p>	<p><i>'Sefydlu a Symud'</i> Mudiad Meithrin (SaS), fydd yn cynnig gofal dydd llawn gydag un pwyllgor,</p> <ul style="list-style-type: none"> <li>• gwnaed nifer o gyflwyniadau yn hyrwyddo gwaith 'SaS' i Gomisiynydd yr Iaith Gymraeg, Grŵp Hyrwyddo'r Gymraeg, a Chynhadledd Ymchwil Prifysgol Abertawe,</li> <li>• meithrin gan holl bartneriaid Cwllwm fel ffordd ychwanegol o greu'r galw am addysg a gofal cyfrwng Cymraeg,</li> <li>• cafwyd trafodaethau gyda'r Coleg Cymraeg Cenedlaethol a Cholegau Addysg Bellach i godi ymwybyddiaeth ac i bwysleisio'r pwysigrwydd o ennill cymwysterau a derbyn hyfforddiant drwy gyfrwng y Gymraeg,</li> <li>• cyhoeddodd Mudiad Meithrin ei fanifesto sy'n cyfeirio at weledigaeth Cymraeg 2050 a'r pwysigrwydd o sicrhau bod yr iaith Gymraeg yn rhan allweddol o'r sector Blynnyddoedd Cynnar, Gofal Plant a Gwaith Chwarae.</li> </ul>
<p><b>Cyllid Ychwanegol (£800,000): Cefnogi'r Sector Blynnyddoedd Cynnar, Gofal Plant a Gwaith Chwarae, o ran adferiad o effaith Covid-19 a chynaliadwyedd parhaus</b></p>	
<p>Cefnogi datblygiad arweiniad, adnoddau, hyfforddiant a deunyddiau codi ymwybyddiaeth ar gyfer y sector Blynnyddoedd Cynnar sy'n ymwneud â'r Ddeddf ADY, a'r Cod a rheoliadau a wneir o dan y ddeddf.</p>	<p>Wrth ddatblygu'r Ddeddf a Chod ADY mynychodd cynrychiolwyr Cwllwm cyfarfodydd a arweinir gan yr Arweiniadau Trawsffurfio. Cafodd gweithredoedd unai eu delio â nhw, neu eu bwydo'n ôl i Cwllwm gael eu hystyried. Cynhaliwyd cyfarfodydd ychwanegol gydag Arweinydd ADY Llywodraeth Cymru dros yr haf. Rhennir diweddariadau ffurfiol gan Lywodraeth Cymru gyda Cwllwm ac Aelodau Sefydliadol.</p>
<p>Cefnogi'r Arweiniadau Trawsffurfio ADY gyda gweithrediad yr elfen Blynnyddoedd Cynnar o'r 'Cynlluniau Gweithredu Rhanbarthol' yr ADY.</p>	<p>Lle'n bosib, mynychodd cynrychiolwyr Cwllwm cyfarfodydd rheolaidd gyda'r Arweiniadau Trawsffurfio. Defnyddiwyd y mewnwelediad hwn i rannu gwybodaeth dros ffiniau Consortia am yr ymagweddau a phrosesau hyfforddi a gweithredu cynlluniau ADY. Cyflwynwyd diweddariadau i Cwllwm gan yr Arweiniadau Trawsffurfio. Y llynedd, perodd newidiadau staffio o fewn y pedwar grŵp consortia heriau yn nhermau cysondeb.</p> <p>Yn dilyn cyfarfod gyda'r Arweinydd Trawsffurfiol ADY, cytunodd partneriaid Cwllwm i gynorthwyo adran ADY mewn unrhyw ffordd y gallent, ac i rannu gwybodaeth berthnasol gyda'r sector ar ran yr adran.</p>
<p>Gweithio gyda'r GDCG i hwyluso cyrsiau 'Iaith Gwaith' ar draws y sector Blynnyddoedd Cynnar, Gofal Plant a Gwaith Chwarae (ariannir y gwaith gan £190,000 ychwanegol o nawdd).</p>	<p>Gweithiodd partneriaid Cwllwm gyda'r GDCG, a mapiwyd adnoddau Cwllwm yn erbyn unedau iaith a datblygwyd gan y Ganolfan. Mae'r Ganolfan yn datblygu platfform digidol fydd yn gartref i'r cwrs, adnoddau ac unrhyw wybodaeth berthnasol i'r dysgwyr. Hyrwyddwyd y cwrs astudio-unigol ar-lein gan bartneriaid Cwllwm; mae dyddiad cychwyn eto i'w gadarnhau. Cafwyd ymateb da i'r ymgyrch recriwtio, ac mae yna gryn gefnogaeth i'r Ganolfan ac i'r dysgwyr. Mae partneriaid Cwllwm yn parhau'n ymroddedig i hyrwyddo datblygiad yr iaith Gymraeg o fewn y sector.</p>
<p>Gweithio gyda Llywodraeth Cymru i gynrychioli'r sector mewn perthynas â GAPC, Cwricwllwm i Gymru a'r Ddeddf Plant (Diddymu Amddiffyniad Cosb Resymol) (Cymru).</p>	<p>Mynychodd a chyfranodd partneriaid Cwllwm y Grŵp Tasg a Gorffen GAPC er mwyn cynhyrchu fframwaith cendlaethol o safon i Gymru. Darparodd partneriaid unigol cynnwys ysgrifenedig i'r fframwaith GAPC arfaethedig, yn ogystal â darparu adborth ar ddraftiau blaenorol.</p> <p>Ymatebodd partneriaid Cwllwm i'r ymgyngoriad ar Fil Cwricwllwm i Gymru a chyflwynwyd tystiolaeth i'r Pwyllgor Plant a Phobl Ifanc ym mis Medi 2020. Ymatebodd partneriaid Cwllwm perthnasol yn strategol i'r gwaith ar y Bil Cwricwllwm I Gymru trwy ymateb i holiadur LIC; dosbarthwyd holiaduron i aelodau a</p>

	<p>rhandeiliaid a mynychodd partneriaid cyfarfodydd gyda swyddogion LIC i hysbysebu eu safbwyntiau sefydliadol.</p> <p>Ar ran Cwlwm, ysgrifennodd Maggie Kelly o Blynnyddoedd Cynnar Cymru erthygl i <a href="#">'Nursery World'</a> ar rôl sefydliadau gofal plant Cymreig wrth gefnogi rhieni cyn i'r newidiadau i'r Ddeddf Plant (Diddymu Amddiffyniad Cosb Resymol) (Cymru) ddod i rym. Yn ogystal â hyn, darparwyd adborth i LIC gan bartneriaid Cwlwm ar y 'llwybrau' arfaethedig i adrodd pryderon am niwed i blentyn.</p>
<p><b>Refeniw Ychwanegol (£439,838): Cefnogi'r Sector Blynnyddoedd Cynnar, Gofal Plant a Gwaith Chwarae, o ran adferiad o effaith Covid-19 a chynaliadwyedd parhaus.</b></p>	
<p>Hwyluso'r gwaith o gynhyrchu adnoddau i helpu i oresgyn heriau'r sector sydd wedi dod i'r amlwg drwy Covid-19.</p>	<p>Gweithiodd partneriaid Cwlwm ar y cyd i gynhyrchu adnoddau rhithwir, digidol a phapur pwrpasol a diwygiwyd adnoddau presennol i gwmpasu lluo o bynciau'n ymwneud â Covid-19, e.e.:</p> <ul style="list-style-type: none"> <li>• cymorth adfer a chynaliadwyedd mewn perthynas â Covid-19,</li> <li>• chwarae yn yr awyr agored a'i bwysigrwydd mewn perthynas â Covid-19,</li> <li>• GDPR a Covid-19,</li> <li>• Adnoddau Dynol, Cyfraith Cyflogaeth, a heriau sy'n ymwneud â Covid-19',</li> <li>• rheoliadau cyllid a Covid-19,</li> <li>• diweddarwyd polisiau a gweithdrefnau.</li> </ul> <p>Estynnodd partneriaid Cwlwm allan at aelodau a rhai nad oeddent yn aelodau ac mewn sgwrs â 'Chwarae Cymru' drwy'r cyfryngau cymdeithasol a thrwy'r holl sianeli arferol.</p>
<p>Datblygu'r gweithle a darparu hyfforddiant ar heriau presennol a newydd Covid-19.</p>	<p>Gweithiodd partneriaid Cwlwm ar y cyd i gynnig ystod ehangach o gymorth ar-lein drwy rannu mynediad i weminarau. Roedd enghreifftiau o hyfforddiant yn cynnwys:</p> <ul style="list-style-type: none"> <li>• goresgyn heriau Covid-19,</li> <li>• mynd i'r afael â lles meddyliol ac emosiynol (gydag ymarferwyr a chwyselwyr cymwysedig) mewn perthynas â Covid-19,</li> <li>• gweithredu materion Iechyd a Diogelwch h.y. asesiadau risg, gweithdrefnau hylendid mewn ymateb i Covid-19, darparu cymorth busnes o ganlyniad i Covid-19 a datblygu gallu'r sector o ran capasiti TG/digidol, yn enwedig yng nghydestun AGC ar-lein gan sicrhau fod y sector yn fwy abl i addasu'n gyflym i newidiadau a achoswyd gan Covid-19.</li> </ul>
<p>Hyrwyddo a lledaenu gwybodaeth i ddarparwyr er mwyn sicrhau bod y sector yn cael ei hysbysu'n llawn am ddatblygiadau a chynlluniau sy'n ymwneud â Covid-19, gan gynnwys trefniadau cloi cenedlaethol a lleol a goblygiadau i ddarparwyr gofal plant a'r cymorth ariannol sydd ar gael.</p>	<p>Trwy amrywiaeth o wasanaethau a phrosesau, a oedd yn cynnwys negeseuon e-bost, negeseuon cyfryngau cymdeithasol, holiaduron ac ati, gwnaeth Cwlwm:</p> <ul style="list-style-type: none"> <li>• sicrhau bod gwybodaeth / canllawiau amserol, cywir a diweddaraf yn cael eu cyfleu i'r sector yn ymwneud â Covid-19, a oedd yn cynnwys canllawiau ar Fesurau Diogelu Llywodraeth Cymru, profion llif unffordd ac ati,</li> <li>• weithio gydag Awdurdodau Lleol i ledaenu gwybodaeth a chefnogi'r sector am y cyllid oedd ar gael, parhau i ymgysylltu'n rhagweithiol ac ymgynghori â'r sector i bennu eu hanghenion a'u dyheadau ac i gael darlun cyflawn o'r camau sydd eu hangen i gefnogi adferiad a chynaliadwyedd parhaus ar ôl Covid-19.</li> </ul>
<p>Codi ymwybyddiaeth / dealltwriaeth o bwysigrwydd y sector blynnyddoedd cynnar, gofal plant a gwaith chwarae gyda'r nod o</p>	<p>Gweithiodd partneriaid Cwlwm yn rhagweithiol i sicrhau bod amrywiaeth o ymgyrchoedd a negeseuon cysylltiadau cyhoeddus yn cael eu datblygu i:</p>

gryfhau'r sector yn ystod y cyfnod adfer a'i wneud yn fwy gwydn ar gyfer y dyfodol.	<ul style="list-style-type: none"> <li>• hyrwyddo gofal plant a chwarae fel cyfle gyrfa gwerth chweil drwy gydweithio â Cyngor Gofal Cymru ar heriau sy'n gysylltiedig â Covid-19,</li> <li>• hyrwyddo manteision gofal plant a chwarae o safbwynt datblygiadol, ieithyddol ac addysgeg,</li> <li>• wella'r ddealltwriaeth o bwysigrwydd sector gofal plant a chwarae'r blynyddoedd cynnar i les plant ac i adfywiad economaidd cymunedau ledled Cymru.</li> </ul>
Sicrhau bod llais y sector gofal plant a gwaith chwarae yn cael ei gynrychioli mewn trafodaethau lleol, rhanbarthol a cenedlaethol sy'n gysylltiedig â Covid-19.	Mynychodd partneriaid Cwllwm gyfarfodydd gyda Llywodraeth Cymru, awdurdodau lleol a rhanddeiliaid eraill i sicrhau bod materion sy'n wynebu'r sector yn cael sylw, i lywio ymateb Llywodraeth Cymru ac i sicrhau bod camau priodol yn cael eu cymryd drwy weithio mewn partneriaeth i helpu i adfer y sector.
Hwyluso'r gallu i staff weithio gartref wedi'i waethygu gan Covid-19.	Darparodd partneriaid Cwllwm, fel sefydliadau unigol, yr offer TG angenrheidiol i sicrhau y gallai staff barhau i weithio'n effeithlon ac yn effeithiol o gartref, cefnogi parhad busnes parhaus ac ymateb i her ddigidol a achosir gan Covid-19.
Darparu cymorth ariannol drwy ychwanegu at gynlluniau grant hanesyddol, presennol sy'n cael eu defnyddio'n dda ac sy'n cefnogi'r sector.	Sicrhaodd partneriaid Cwllwm bod yr holl wybodaeth gyffredinol am grantiau a ffynonellau cyllid eraill sydd ar gael i'r cyhoedd yn cael ei rhannu'n gyflym ac yn effeithlon â'r sector. Yn ogystal, sicrhaodd partneriaid Cwllwm bod cymorth ariannol arall yn cael ei ddarparu drwy ymgyrchoedd codi arian, grantiau ariannu unigol, cronfeydd brys, aelodaeth am ddim ac ati.
<b>Refeniw Ychwanegol (£439,838): Cefnogi'r Sector Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae, o ran adferiad o effaith Covid-19 a chynaliadwyedd parhaus.</b>	
Galluogodd yr arian refeniw ychwanegol a dderbyniwyd, i bartneriaid Cwllwm unigol:	
Mudiad Meithrin	<ul style="list-style-type: none"> <li>• cefnogi lleoliadau drwy aelodaeth am ddim i gael cyngor a chymorth o ansawdd uchel gyda phecyn perthnasol o bolisiâu ac adnoddau (sydd hefyd ar gael i'r sector ehangach drwy rannu gydag 'Aware'),</li> <li>• cefnogi gofal plant cynaliadwy o ansawdd uchel drwy benodi Swyddog Cyllid newydd i gynghori lleoliadau,</li> <li>• penodi dau swyddog prosiect llawrydd newydd i gynorthwyo gyda phrosiectau llywodraethu'r SCE,</li> <li>• penodi swyddog llawrydd i oruchwylio prosiect cynaliadwyedd model gofal plant newydd,</li> <li>• cyfrannu tuag at wefan gyfeirio bwrpasol newydd Cwllwm,</li> <li>• cynhyrchu adnodd IaD newydd ar gyfer lleoliadau trwy benodi swyddog IaD rhan-amser newydd,</li> <li>• penodi swyddog TG newydd i roi cyngor ar seilwaith, seiberddiogelwch a chymhwysedd digidol a sesiynau rhithwir mewn Cylchoedd,</li> <li>• codi proffil y sector gofal plant i'r gweithlu cyfrwng Cymraeg posibl drwy gyfrannu at swyddog cymwysterau newydd.</li> </ul>
Early Years Wales	<ul style="list-style-type: none"> <li>• cefnogi gofal plant o ansawdd uchel, gyda Swyddogion Cymorth a Chyngor Gwasanaeth pwrpasol yn gweithio'n rhanbarthol ledled Cymru, gan weithredu polisi newydd a dod o hyd i gyllid cynaliadwyedd,</li> <li>• cefnogi prosiectau llywodraethu da a SCE gyda chyngor, hyfforddiant, cymorth 1:1 pwrpasol yn ogystal â darparu cymorth i ddeall y fframwaith cyfreithiol a chydymffurfiaeth gan y Comisiwn Elusennau,</li> <li>• darparu hyfforddiant a datblygiad ar gyfer gofal plant, gan ganolbwyntio ar ddefnyddio ardaloedd awyr agored; chwarae; dysgu creadigol a thechnolegau,</li> <li>• codi proffil y Gymraeg, datblygu adnoddau Cymraeg ychwanegol fel darpariaeth annibynnol wedi'i hanelu at rieni;</li> </ul>

	<p>adnoddau defnyddiol diweddaraf a oedd wedi dyddio, a digideiddio adnoddau,</p> <ul style="list-style-type: none"> <li>• cefnogi'r gwaith o weithredu polisiau newydd a phecynnau cymorth newydd i rieni yn y cartref ar gyfer rhieni a lleoliadau.</li> </ul>
NDNA Cymru	<ul style="list-style-type: none"> <li>• cefnogi cynaliadwyedd y sector, gan roi cyngor ac arweiniad ar grantiau, cyfleoedd ariannu, gweithio gydag Awdurdodau Lleol – penodi swydd Rheolwr Datblygu Rhanbarthol,</li> <li>• datblygu pecyn darparu hyfforddiant Ystafell Ddosbarth Rhithwir Byw (<i>Live Virtual Classroom</i>) ar-lein i gefnogi'r gweithlu i fanteisio ar gyfleoedd hyfforddi DPP oherwydd nad oes hyfforddiant wyneb yn wyneb ar gael,</li> <li>• datblygu a chyflwyno ystod o gyrsiau hyfforddi a gweminarau ar-lein i sicrhau bod y gweithlu'n gallu manteisio ar gyfleoedd DPP drwy gydol y pandemig (rheoli heintiau, adfer covid, ail-agor gweminarau), hyfforddiant ystafell ddosbarth rhithwir byw (arweinyddiaeth a rheolaeth, dysgu yn yr awyr agored, a gweithgarwch corfforol),</li> <li>• datblygu adnoddau i sicrhau y gallai staff barhau i weithio o adref er mwyn darparu cymorth yn ystod y pandemig ac addasu swyddfa NDNA Cymru i ddarparu amgylchedd diogel i COVID, gan alluogi'r tîm i barhau i gefnogi'r sector,</li> <li>• gwella seilwaith TG i gefnogi llwyfannau hyfforddi ar-lein, rhannu gwybodaeth gyda'r sector a gwella'r gallu i barhau i weithio gartref trwy gyfyngiadau Covid-19, sy'n diwallu anghenion y sector,</li> <li>• cefnogi costau cyfieithu i sicrhau bod gwybodaeth a rennir gyda'r sector yn ddwyieithog,</li> <li>• gweithio gyda'r Sefydliad Polisi Addysg i nodi'r effaith y mae Covid-19 wedi ei gael ar y sector,</li> <li>• caniatáu ymrwymadau gwariant craidd sy'n gysylltiedig â chyllid, Adnoddau Dynol, TG.</li> </ul>
Clybiau Plant Cymru Kids' Clubs	<ul style="list-style-type: none"> <li>• gwella'r seilwaith TG i ganiatáu mudo data, gwella'r gallu i barhau i weithio gartref drwy gyfyngiadau Covid-19 a gweithredu polisi gweithlu ystwyth yn ddiogel, gan ddiwallu anghenion y sector a chyllidwyr mewn modd effeithlon, ecogyfeillgar,</li> <li>• bodloni ymrwymadau gwariant craidd ychwanegol sy'n caniatáu i anghenion y sector Gofal Plant y Tu Allan i Oriau Ysgol gael eu trin ac yn effeithlon,</li> <li>• cynyddu'r capasiti staffio i ddiwallu anghenion y sector Gofal Plant Allysgol mewn ymateb i heriau sy'n ymwneud â Covid-19 a chyfyngiadau/canllawiau cysylltiedig, ac i sicrhau bod y sector yn cael ei gynrychioli o fewn polisiau a mentrau cenedlaethol,</li> <li>• bodloni'r galw cynyddol am wasanaethau cyfieithu ar adnoddau a chyfathrebu i'r Sector Gofal Allysgol er mwyn bodloni gofynion o dan Safonau'r Gymraeg a sicrhau mynediad teg at adnoddau a chymorth i siaradwyr Cymraeg a Saesneg.</li> </ul>
Pacey Cymru	<ul style="list-style-type: none"> <li>• cwrdd â'r costau ar gyfer darparu hyfforddiant a chymorth cyn cofrestru a gwarchodwyr plant cofrestredig,</li> <li>• cwrdd â'r costau argraffu a chyhoeddi ychwanegol,</li> <li>• bodloni costau ymgynghori cynyddol ar gyfer gwaith sy'n gysylltiedig â datblygu ein gwaith Amgylcheddau Dysgu Gofal Plant yn y Cartref o Ansawdd,</li> <li>• cynyddu'r capasiti staffio i ddiwallu anghenion y sector gofal plant mewn ymateb i heriau sy'n ymwneud â Covid-19 a</li> </ul>

	<p>chyfyngiadau/canllawiau cysylltiedig, a sicrhau bod y sector yn cael ei gynrychioli o fewn polisïau a mentrau cenedlaethol,</p> <ul style="list-style-type: none"> <li>• prynu trwyddedau i gefnogi gyda golygu/cynhyrchu fideos ac adnoddau o safon yng Nghymru,</li> <li>• bodloni ymrwymïadau gwariant craidd sy'n gysylltiedig â chyllid, Adnoddau Dynol, TG,</li> <li>• bodloni'r galw cynyddol am wasanaethau cyfieithu ar adnoddau a chyfathrebu i'r sector gofal plant er mwyn bodloni gofynion o dan Safonau'r Gymraeg a sicrhau mynediad teg at adnoddau a chymorth i siaradwyr Cymraeg a Saesneg.</li> </ul>
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Hoffai partnerïaid 'Cwlwm' ddiolch i swyddogion Llywodraeth Cymru am eu cefnogaeth, eu cydweithrediad a'u cyngor yn ystod blwyddyn hynod o anodd gan nodi mai gweithio mewn partnerïaeth sy'n arwain at y canlyniadau gorau posibl i blant a'u teuluoedd (drwy'r sector).

 <p>Clybiau Plant Cymru KIDS' CLUBS</p> <p><a href="http://www.clybiauplantcymru.org">www.clybiauplantcymru.org</a></p>	 <p>mudiad meithrin arbenigwyr y blynyddoedd cynnar Welsh early years specialists</p> <p><a href="https://www.meithrin.cymru/">https://www.meithrin.cymru/</a></p>	 <p>NDNA National Day Nurseries Association *Brighter thinking for early years</p> <p><a href="https://www.ndna.org.uk/">https://www.ndna.org.uk/</a></p>
 <p>pacey   CYMRU</p> <p><a href="https://www.pacey.org.uk/">https://www.pacey.org.uk/</a></p>	 <p>cwlwm</p> <p><a href="https://www.cwlwm.org.uk/">https://www.cwlwm.org.uk/</a></p>	 <p>Early Years Wales Blynyddoedd Cynnar Cymru</p> <p><a href="https://earlyyears.wales/">https://earlyyears.wales/</a></p>



# GRANT PROJECT REPORT 2020-2021





## **PROJECT DETAILS:**

### **Name of Lead Organisation:**

Mudiad Meithrin (MM)

### **Lead Organisation Contact Details:**

Dr Gwenllian Lansdown Davies, Chief Executive, Y Ganolfan Integredig, Boulevard de Saint Brieuc, Aberystwyth, Ceredigion, SY23 1PD

### **Partners' Names:**

Clybiau Plant Cymru Kids' Clubs (CPCKC)

Early Years Wales

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:**

1.4.2020 – 31.3.2021

### **Grant Amount Received for the period 1.4.2020 – 31.3.2021**

£1,634,410 - for 12 months

£800,000 + £439,838 = £1,239,838 – additional funding

## **CONTENTS:**

<b>1.</b>	<b>Background</b>	<b>4</b>
<b>2.</b>	<b>Introduction</b>	<b>5</b>
<b>3.</b>	<b>Cwlwm's Objectives, Targets and Achievements</b>	<b>7</b>

## 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 (CPCKC), 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, 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 is achieved.

**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 in order to achieve objectives for children and families in Wales. 2020-21 proved to be a difficult and challenging time for the early years, childcare and playwork sector due to Covid-19. During the pandemic, all partners had to drastically modify their working and operating methods reinforcing Cwlwm's excellent working partnership. During the year Cwlwm partners engaged significantly with Welsh Government and worked tirelessly with them to aid recovery of the sector from the impact of Covid-19. This resulted in additional Covid-19 targets being set, however this once again showcased Cwlwm's ability to work efficiently, effectively, and relentlessly to ensure that there was an abundance of support available to the sector during a very unpredictable and stressful period.

Covid-19 had some impact on the focus of the original targets for 2020-21 particularly with regard to methodology. However, Cwlwm were still able to focus and deliver on the two following broad objectives (in order 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 generally and in particular in terms of recovery from the impact of Covid-19 and ongoing sustainability
- Focusing on legislative work relating to Childcare and Play, including development of the new Nanny Scheme and temporary relaxations to the National Minimum Standards (NMS)
- Contributing to work related to Care Inspectorate Wales (CIW)
- Assisting Workforce Development and Training
- Supporting Social Care Wales (SCW) with the Gofalwn / WeCare campaign
- Communicating information to the Early Years, Childcare and Playwork sector
- Promoting 'The Childcare Offer'
- Supporting the play sector in funding playworks holiday hunger initiatives by providing advice and guidance and facilitate sharing of information

### **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 in order 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

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;
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 as part of a Task and Finish Group to develop a document that maps out business support provision to the childcare and playwork sector. This will allow all key stakeholders to signpost childcare and play providers to the relevant support, enabling them to access the support they need to establish, develop, and grow their business sustainably.	<p>Cwlwm partners attended several Business Support Task and Finish Group meetings. During these meetings information was gathered from the sector regarding the amount and level of business support available. Information gathered allowed the group to finalise a mapping document, which gave an accurate picture of the available business support provision.</p> <p>This work led to the development of a '<i>Business Wales</i>' support web page, which will go live during the summer of 2021. This web page, will allow the sector to access support and information quickly and efficiently allowing them to develop and grow their business sustainably.</p>
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.	<p>The work on taking forward the Welsh Government's recommendations from the NMS review was largely put on hold due to the pandemic. However, Cwlwm partners:</p> <ul style="list-style-type: none"> <li>worked on a draft document relating to '<i>Covid-19 and the National Minimum Standards for Managed Childcare for children up to the age of 12: June 30 - September 2020</i>'. Cwlwm provided feedback on the content, highlighting concerns/issues with regards to the temporary relaxation of certain elements of the NMS,</li> <li>supported Welsh Government's decision to extend the temporary relaxation for specific NMS standards to 30<sup>th</sup> June 2022 and shared this information with the sector, to help providers manage their workforce and capacity challenges and provide some stability in planning arrangements over the coming months.</li> </ul>
Support the Welsh Government in legislative work relating to the Childcare and Playwork areas, including the development of a new Nanny scheme for Wales 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.	<p>PACEY Cymru, on behalf of Cwlwm, continued to engage with Welsh Government to support the development of the revised Voluntary Approval Scheme (VAS) (commonly referred to as the nanny scheme). They developed and promoted consultation events and arranged a survey to hear the views of those impacted by the changes to the nanny scheme. Following engagement with the sector, PACEY Cymru submitted a response to the consultation on the new nanny scheme in November 2020.</p> <p>Since the implementation of the new nanny scheme, PACEY Cymru have worked on a plan of updates to be shared with the sector to reflect the changes as from the 1.4.2021.</p> <p>Due to Covid-19, there was no further development in relation to the other planned consultations, however Cwlwm partners did support Welsh Government on the following legislative areas:</p> <ul style="list-style-type: none"> <li>development of content and process on the relaxation of the NMS linked to Covid-19,</li> </ul>

	<ul style="list-style-type: none"> <li>• C-CAS guidelines for Welsh Government to fund vulnerable children/children of critical workers through Covid-19,</li> <li>• development of Protective Measures in childcare settings,</li> <li>• guidance on testing and contact tracing,</li> <li>• reopening of the Childcare Offer in Wales,</li> <li>• the Education &amp; Childcare Control Plan.</li> </ul>
<p>Support CIW with further development to online systems and work with CIW to support consistency of regulation, registration, and inspection (RRI).</p>	<p>Throughout the year, Cwlwm partners continued to support the development and promote the use of on-line services and wider CIW related work. This was critical during the Covid-19 crisis. Examples of work undertaken include:</p> <ul style="list-style-type: none"> <li>• requesting CIW update website information related to charges for the Voluntary Approval Scheme (VAS),</li> <li>• ensuring providers were clear on the process to apply for disapplication of the NMS, temporary closures, and reopening notifications,</li> <li>• requesting information on how virtual inspection visits would be conducted,</li> <li>• sharing CIW communications, updates and guidance for applicants and providers in response to Covid-19,</li> <li>• communicating and reporting to CIW on successes and challenges of CIW online and RRI,</li> <li>• developing <i>'Top Tips to Remember for your CIW Registered Childcare Setting'</i> whether open or closed during Covid-19 crisis,</li> <li>• raising CIW childcare and play directory search issues,</li> <li>• discussing effects on the childcare sector of Holiday Activity Clubs, running under the exceptions order</li> <li>• suggesting amendments to future questions for SASS regarding holiday provision,</li> <li>• the development of online registration guidance for Clubs - disseminating <a href="#">'Addressing the Barrier'</a> resources, identifying common perceptions in terms of insufficient demand,</li> <li>• gaining clarification on CIW's approach in relation to LFD testing and impacts on settings ratings/inspection outcomes.</li> <li>• reminding Settings of the need to complete their Quality of Care Review</li> <li>• PACEY Cymru supported and provided feedback on the Fire Safety Guidance for childminders to support consistency of RRI.</li> </ul> <p>Cwlwm partners have attended various meetings alongside CIW in recent months to raise challenges, issues and solutions.</p>
<p>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)).</p>	<p>During the year, Cwlwm partners attended SCW's QSAG and Early Years Network meetings and contributed as follows:</p> <ul style="list-style-type: none"> <li>• to discussions on potential alternative assessment methods,</li> <li>• to the development of Qualifications on a Page resource,</li> <li>• to the development of Mandatory Training Framework</li> <li>• to the promotion to recruit PFS learners and standard apprentices, including the Employers Incentive Programme for Apprentices,</li> <li>• to the development of a <a href="#">'Covid-19 Student Placement Guide'</a> with SCW.</li> </ul> <p>All partners continued to work with the NCfLW to improve Welsh language skills across the sector. Work undertaken included for example:</p>

	<ul style="list-style-type: none"> <li>• creating a library, bringing all existing Welsh resources together under a single portal,</li> <li>• sharing relevant thematic resources, bespoke resources,</li> <li>• promoting the existence of 'Cymau' by engaging with the sector and encouraging employers (including childminders) to take advantage of the training, e.g. preparation of case studies which shared the experience of learners who had already benefitted from training.</li> </ul>
<p>Support Social Care Wales with the 'Gofalwn / WeCare' campaign, to include plans, impact work and multi-agency engagement.</p>	<p>Cwlwm partners attended meetings with SCW to develop and promote a new 'Gofalwn/WeCare' campaign. The aim of the campaign was to showcase childcare and playwork as a rewarding career and to say a 'Thank You' to all the people that work in the sector. Cwlwm partners contributed to the campaign by:</p> <ul style="list-style-type: none"> <li>• providing videos of children and their parents thanking staff for their work,</li> <li>• sharing the campaign output through all social media channels.</li> </ul> <p>Throughout the year, Cwlwm partners continued to attend 'Gofalwn/WeCare' meetings where they have contributed ideas to all new recruitment campaigns. Details of these campaigns are regularly shared on social media as well as in termly newsletters.</p> <p>Clybiau Plant Cymru Kids' Clubs also supported the 'Gofalwn/WeCare' campaign to ensure that Playwork roles were included within the Career Card packs.</p>
<p>Work with SkillsActive and other partners to support the Playwork sector.</p>	<p>As Skills Active (SA) remained inactive, PETC Wales continued to represent the sector and agree Playwork qualifications requirements. During the year, Clybiau Plant Cymru Kids' Clubs met with Welsh Government and Play Wales to discuss SA's future role to explore the possibility of an alternative Skills Council.</p> <p>Clybiau Plant Cymru Kids' Clubs:</p> <ul style="list-style-type: none"> <li>• worked with Agored Cymru to develop remote learner assessment methods for Essential Skills within Playwork qualifications,</li> <li>• worked with external training providers to risk assess learner to determine who could be supported face-to-face,</li> <li>• emphasised the need to review mixed messages about freely-chosen play within induction framework linking to the core of the CCPLD,</li> <li>• compromised on postponing the target date for achieving Playwork qualifications to September 2022.</li> </ul>
<p>Work with awarding bodies and Play Wales to ensure existing Playwork qualifications are updated and the Award in 'Transition to Playwork' (from Early Years) is reframed against the CCPLD.</p>	<p>Clybiau Plant Cymru Kids' Clubs on behalf of Cwlwm:</p> <ul style="list-style-type: none"> <li>• wrote to CACHE outlining the need for all Playwork qualifications to be updated in line with the National Occupational Standards,</li> <li>• attended QSAG meetings and recommended digital literacy not be included in Playwork Apprenticeships achievement,</li> <li>• attended 5 meetings to revise the Award in Transition to Playwork (from Early Years) against relevant L3 childcare, education and playwork qualifications, working with CACHE, SCW, PW, C&amp;G, Agored Northern Ireland Play Board and Meynell Walters (Director at Playwork Development and</li> </ul>



	Training CIC). This work continues with an envisaged September launch.
Support the review of the play landscape in Wales	<p>Clybiau Plant Cymru Kids' Clubs and Cwlwm partners developed <a href="#">resources</a> to promote play during lockdown (including a newsletter and content shared on social media such as 'Clwb Cylch' by Mudiad Meithrin). In addition, Clybiau Plant Cymru Kids' Clubs:</p> <ul style="list-style-type: none"> <li>• successfully raised the importance of play with an interactive National Playday campaign through a Wales wide activity box 'treasure hunt',</li> <li>• continued #showusyourplay on social media to highlight importance of play and through letter/case studies to Directors of Education and others</li> <li>• presented on Covid-19's impact on play and Playwork in Out of School Childcare Clubs at Play Review,</li> <li>• individually on behalf of Clubs and Cwlwm, responded to the Ministerial Play Review recommendations.</li> <li>• attended 5 thematic workshops and full steering group meetings to support the 'restart' of the Ministerial Play Review.</li> </ul>
<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"> <li>• National Strategies</li> <li>• Welsh Governments' Childcare Offer (in respect of future capital grants and all related policy areas)</li> <li>• All other information relevant to the Early Years, Childcare and Playwork Sector for instance</li> </ul>	<p>The Covid-19 pandemic proved to be a difficult and frightening time for the sector, however Cwlwm partners rose to the challenge and worked efficiently, effectively, and proactively to ensure that the childcare and playwork sector were fully informed with the most up to date information, regarding financial, business, and operational support available to them. Examples of work included:</p> <ul style="list-style-type: none"> <li>• holding high-level strategic daily meetings via conference calls, communicating via e-briefings, WhatsApp messages, email and telephone calls etc to discuss the ever-changing situation,</li> <li>• providing a vast of amount of support, guidance, and advice for the sector both jointly and individually via its social media communication channels, websites, signposting, email and telephone. Cwlwm produced and shared information, which was clear, concise, and transparent,</li> <li>• briefing the media and partners in the FSB and CBI Cymru on childcare-related issues,</li> <li>• producing policy templates, best practice examples, guidance notes, FAQ, draft letters, grant availability document, <a href="#">newsletters</a>, all of which supported the sector with key operational, business, and financial decisions,</li> <li>• working closely with Welsh Government and other stakeholders to ensure that the voice of the sector was heard and addressed; Cwlwm formally raised concerns from the sector to relevant Ministers during the pandemic for consideration through letters and meetings.</li> </ul>
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.	<p>During the year, the following work was undertaken:</p> <ul style="list-style-type: none"> <li>• strategic and operational planning discussions with partners within Early Years Wales and Clybiau Plant Cymru Kids' Clubs to develop new provisions under Mudiad Meithrin's banner of 'Sefydlu a Symud – (SaS)' which will offer full day care with one committee,</li> <li>• numerous presentations were made promoting the work of 'SaS' to the Welsh Language Commissioner, Welsh Language Promotion Group, Swansea University's Research Conference,</li> </ul>

	<ul style="list-style-type: none"> <li>• all Cwlwm partners promoted and advertised Mudiad Meithrin's '<i>Clwb Cwtsh</i>' scheme, as an additional way to create the demand for Welsh language education and care,</li> <li>• discussions took place with '<i>Coleg Cymraeg Cenedlaethol</i>' and Further Education Colleges to raise awareness and to stress the importance of gaining childcare qualifications and training through the medium of Welsh,</li> <li>• Mudiad Meithrin published its manifesto which referred to Cymraeg 2050's vision and the importance of ensuring that the Welsh language played an integral part within the Early Years, Childcare and Playwork sector.</li> </ul>
<b>Objective 2: Supporting the implementation of key policies and initiatives within the Early Years, Childcare and Playwork Sector.</b>	
<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>Representatives of Cwlwm attended various meetings hosted by Transformation Lead officers whilst the ALN Act and Code were developed. Relevant actions were addressed or fed back through Cwlwm for consideration. Additional meetings with Welsh Government's ALN Lead took place during the summer. Formal updates from Welsh Government have been shared within Cwlwm and member organisations.</p>
<p>Support the regional ALN Transformation leads with implementation of the Early Years element of the ALN 'Regional Implementation Plans'.</p>	<p>Cwlwm representative attended regular meetings with Transformation Lead Officers where possible. Using this insight, information was shared across Consortia boundaries about the approaches and processes for training and implementation of the ALN plans. Transformation Lead Officers presented updates to Cwlwm. During 2020, significant changes in personnel within the four consortia groups made consistency a challenge.</p> <p>Further to a meeting with an ALN Transformation Lead, Cwlwm partners agreed to assist Welsh Government's ALN department in any way they could and to share relevant information on behalf of the department with the sector.</p>
<p>Work with the NCfLW to facilitate 'Work Welsh' courses across the Early Years, Childcare and Playwork sector (work funded by an additional £190,000).</p>	<p>Cwlwm partners worked closely with the NCfLW and all of Cwlwm's resources were mapped against the language units created by the Centre. A digital platform is being developed by the Centre, where the course, resources and other relevant information for the learner will be housed. Cwlwm partners promoted the online self-study course at entry level, a start date is yet to be confirmed. Recruitment to the online course proved positive and the appetite to support the Centre and learners is high. Cwlwm partners remain committed to the promotion of Welsh language development within the sector.</p>
<p>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.</p>	<p>Cwlwm partners attended and contributed to the ECEC Task and Finish Group with a view to producing a national quality framework for Wales. Individual partners provided written content for the proposed ECEC quality framework in addition to providing feedback on previous drafts.</p> <p>Cwlwm partners responded to the consultation on the Curriculum for Wales Bill and evidence was presented to the Children and Young People Committee in September 2020. Relevant Cwlwm partners responded strategically to work on the Curriculum for Wales Bill by responding to WG's questionnaire; questionnaires were distributed to members and stakeholders and partners attended meetings with WG officials to publicise their position as organisations.</p>

	<p>On behalf of Cwlwm, Maggie Kelly, Early Years Wales wrote an article for <i>'Nursery World'</i> on the role that Welsh Childcare organisations have in supporting parents ahead of the changes to the 'Children (Abolition of Defence of Reasonable Punishment) (Wales) Act'. In addition, feedback was provided by Cwlwm partners, to Welsh Government on the proposed future 'route-maps' for raising concerns on child harm.</p>
<p><b>Additional Funding (£800,000): Supporting the Early Years, Childcare and Playwork Sector, both in terms of recovery from the impact of Covid-19 and ongoing sustainability.</b></p>	
<p>Facilitate the production and sharing of resources to help overcome sector challenges which have become apparent through Covid-19.</p>	<p>Cwlwm partners worked collaboratively to produce virtual, digital, and paper bespoke resources and revised existing resources to cover a multitude of topics related to Covid-19, e.g:</p> <ul style="list-style-type: none"> <li>• recovery and sustainability support in relation to Covid-19,</li> <li>• outdoor play and its importance in relation to Covid-19,</li> <li>• GDPR and Covid-19,</li> <li>• HR, Employment Law, and challenges relating to Covid-19,</li> <li>• finance regulations and Covid-19,</li> <li>• policies and procedures were updated.</li> </ul> <p>Cwlwm partners reached out to members and non-members and in conversation with 'Play Wales' via social media and through all usual channels.</p>
<p>Provide workforce development and training on existing and new Covid-19 challenges.</p>	<p>Cwlwm partners worked collaboratively to offer a wider range of online support through sharing access to webinars. Examples of training included:</p> <ul style="list-style-type: none"> <li>• overcoming Covid-19 challenges,</li> <li>• addressing mental and emotional wellbeing (with qualified practitioners and counsellors) in relation to Covid-19,</li> <li>• implementing Health &amp; Safety matters i.e. risk assessments, hygiene procedures in response to Covid-19,</li> <li>• providing business support as a result of Covid-19 and developing the sector's IT/digital capacity particularly in the context of CIW online and wanting to make the sector more able to adapt quickly to changes brought about by Covid-19.</li> </ul>
<p>Promote and disseminate information to providers to ensure the sector is fully informed of developments and plans relating to Covid-19, including national and local lockdown arrangements and implications for Childcare providers and funding support available.</p>	<p>Through a range of services and processes, which included emails, social media posts, questionnaires etc, Cwlwm partners:</p> <ul style="list-style-type: none"> <li>• ensured timely, accurate and up to date information / guidance was communicated to the sector relating to Covid-19, which included guidance on Welsh Government's Protective Measures, lateral flow testing etc,</li> <li>• worked with Local Authorities to disseminate information and support the sector with available funding,</li> <li>• continued to proactively engage and consult with the sector to determine their needs and aspirations and to gain a complete picture of the actions required to support recovery and ongoing sustainability post Covid-19.</li> </ul>
<p>Raise awareness / understanding of the importance of the early years, childcare and playwork sector with a view to strengthening the sector during the recovery phase and make it more resilient for the future.</p>	<p>Cwlwm partners worked proactively and ensured that a range of PR campaigns and messages were developed to:</p> <ul style="list-style-type: none"> <li>• promote childcare and playwork as a rewarding career opportunity by working in collaboration with SCW on Covid-19 related challenges,</li> <li>• promote the benefits of childcare and playwork from a developmental, linguistic, and pedagogical perspective,</li> <li>• improve the understanding of the importance of the early years childcare and playwork sector to the wellbeing of children and to the economic regeneration of communities across Wales.</li> </ul>

<p>Ensure that the voice of the childcare and playwork sector is represented in Covid-19 related local, regional, and national discussions.</p>	<p>Cwlwm partners attended meetings with Welsh Government, local authorities, and other stakeholders to ensure that issues facing the sector were addressed, to inform Welsh Government's response and ensure that by working in partnership, appropriate actions were taken to aid with the recovery of the sector.</p>
<p>Facilitate the ability for staff to work from home which has been exacerbated by Covid-19.</p>	<p>Cwlwm partners, as individual organisations, provided the necessary IT equipment to ensure that staff could continue to work efficiently and effectively from home, support ongoing business continuity and respond to digital challenge posed by Covid-19.</p>
<p>Provide financial support by topping up historical, existing, well used grant schemes that support the sector.</p>	<p>Cwlwm partners ensured that all general information on grants and other sources of funding available in the public domain was shared quickly and efficiently with the sector. In addition, Cwlwm partners ensured that other financial assistance was provided by means of fundraising campaigns, individual top up grants, emergency funds, free membership etc.</p>
<p><b>Additional Revenue Funding (£439,838): Supporting the Early Years, Childcare and Playwork Sector, both in terms of recovery from the impact of Covid-19 and ongoing sustainability.</b></p>	
<p>The additional revenue funding received, allowed individual Cwlwm partners to:</p>	
<p>Mudiad Meithrin</p>	<ul style="list-style-type: none"> <li>• support settings through free membership to attain high-quality advice and support with relevant package of policies and resources in place (which are also available to the wider sector via sharing with 'Aware'),</li> <li>• support high-quality, sustainable childcare with the appointment of a new Finance Officer to advise settings,</li> <li>• appoint two new freelance project officers to aid with CIO governance projects,</li> <li>• appoint a freelance officer to oversee a new childcare model sustainability project,</li> <li>• contribute towards new Cwlwm bespoke signposting website,</li> <li>• produce a new H&amp;S resource for settings with the appointment of a new H&amp;S part-time officer,</li> <li>• appoint a new IT officer to advise on infrastructure, cyber security and digital competence and virtual sessions in Cylchoedd,</li> <li>• raise the profile of the childcare sector to the potential Welsh-medium workforce by contributing towards a new qualifications officer.</li> </ul>
<p>Early Years Wales</p>	<ul style="list-style-type: none"> <li>• support high-quality childcare, with bespoke Service Support and Advice Officers working regionally throughout Wales, implementing new policy and sourcing sustainability funding</li> <li>• support good governance and CIO projects with bespoke advice, training, 1:1 support in addition to providing support to understand the legal and compliance framework from the Charity Commission,</li> <li>• provide training and development for childcare, focusing on the use of outdoor areas; play; creative learning and technologies,</li> <li>• raise the profile of Welsh language, development of additional Welsh language resources as a stand-alone provision aimed at parents; up- date useful resources that had become dated, and digitising resources,</li> <li>• support the implementation of new policies and new at home parent activity support packs for parents and settings.</li> </ul>

<p>NDNA Cymru</p>	<ul style="list-style-type: none"> <li>• support the sustainability of the sector, providing advice and guidance on grants, funding opportunities, working with LAs – appointment of Regional Development Manager post,</li> <li>• develop an online Live Virtual Classroom (LVC) training delivery package to support the workforce in accessing CPD training opportunities due to the unavailability of face-to-face training,</li> <li>• develop and deliver a range of online training courses and webinars to ensure the workforce were able to access CPD opportunities throughout the pandemic (infection control, covid recovery, re-opening webinars), live virtual classroom training (leadership &amp; management, outdoor learning, and physical activity),</li> <li>• develop resources to ensure staff could continue to provide support homeworking during the pandemic and adapt the NDNA Cymru office to provide a COVID secure environment, enabling the team to continue to support the sector,</li> <li>• improve IT infrastructure to support online training platforms, information sharing with the sector and improve the ability to continue working from home through Covid-19 restrictions meeting the needs of the sector,</li> <li>• support translation costs to ensure that information shared with the sector was bilingual,</li> <li>• work with the Education Policy Institute to identify the impact that Covid-19 has had on the sector,</li> <li>• allow core expenditure commitments linked to finance, HR, IT.</li> </ul>
<p>Clybiau Plant Cymru Kids' Clubs</p>	<ul style="list-style-type: none"> <li>• improve IT infrastructure to allow the migration of data, improving the ability to continue working from home through Covid-19 restrictions and to securely implement an agile workforce policy, meeting the needs of the sector and funders in an efficient, environmentally friendly manner,</li> <li>• meet additional core expenditure commitments allowing the needs of the Out of School Childcare sector to be dealt with and efficiently,</li> <li>• increase staffing capacity to meet the needs of the Out of School Childcare sector in response to challenges relating to Covid-19 and accompanying restrictions/guidance, and to ensure the sector was represented within National policies and initiatives,</li> <li>• meet the increased demands for translation services on resources and communications to the Out of School Childcare Sector to meet requirements under the Welsh Language Standards and to ensure equitable access to resources and support for both Welsh and English language speakers.</li> </ul>
<p>Pacey Cymru</p>	<ul style="list-style-type: none"> <li>• meet the costs for delivering pre-registration and registered childminder training and support,</li> <li>• meet additional printing and publication costs,</li> <li>• meet increased consultancy costs for work linked to the development of our Quality Home-based Childcare Learning Environments work,</li> <li>• increase staffing capacity to meet the needs of the childcare sector in response to challenges relating to Covid-19 and accompanying restrictions/guidance, and to ensure the sector is represented within national policies and initiatives,</li> </ul>

	<ul style="list-style-type: none"> <li>• purchase licenses to support with editing/production of quality videos and resources in Wales,</li> <li>• meet core expenditure commitments linked to finance, HR, IT,</li> <li>• meet increased demands for translation services on resources and communications to the childcare sector to meet requirements under the Welsh Language Standards and to ensure equitable access to resources and support for both Welsh and English language speakers.</li> </ul>
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'Cwlwm' partners would like to thank Welsh Government officers for their support, co-operation and advice during an immensely difficult year noting that working in partnership yields the best possible outcomes for children and their families (via the sector).

 <p>Clybiau Plant Cymru</p> <p>KIDS' CLUBS</p> <p><a href="http://www.clybiauplantcymru.org">www.clybiauplantcymru.org</a></p>	 <p>mudiad meithrin</p> <p>arbenigwyr y blynyddoedd cynnar Welsh early years specialists</p> <p><a href="https://www.meithrin.cymru/">https://www.meithrin.cymru/</a></p>	 <p>NDNA*</p> <p>National Day Nurseries Association</p> <p>*Brighter thinking for early years</p> <p><a href="https://www.ndna.org.uk/">https://www.ndna.org.uk/</a></p>
 <p>pacey   CYMRU</p> <p><a href="https://www.pacey.org.uk/">https://www.pacey.org.uk/</a></p>	 <p>cwlwm</p> <p><a href="https://www.cwlwm.org.uk/">https://www.cwlwm.org.uk/</a></p>	 <p>Early Years Wales Blynyddoedd Cynnar Cymru</p> <p><a href="https://earlyyears.wales/">https://earlyyears.wales/</a></p>