

CWLWM NEWSLETTER – JANUARY 2019



**Welcome to the Cwlwm January Newsletter
where you will find the latest useful
information for the early years, childcare
and play sector**

CONTENTS:

- 1. Care Inspectorate Wales (CIW)**
.....
- 2. National Minimum Standards**
.....
- 3. Food and Nutrition for Childcare Settings**
.....
- 4. All Wales Induction Framework
for Early Years and Childcare**
.....
- 5. New national campaign to recruit more early
years and childcare workers**
.....
- 6. Developing Good Employment Relations**
.....
- 7. Pension Update**
.....
- 8. One year on..... Childcare Offer for Wales**
.....
- 9. Welsh Language Level Checker**
.....
- 10. Additional Learning Needs and Education
Tribunal (Wales) Act 2018**

1 Care Inspectorate Wales (CIW)

CIW has published the [annual report for 2017-2018](#). The report highlights the increase in the number of childcare and play inspections over the twelve months, up by nearly a third from the previous year, to 1492. However, the number of childcare and play services regulated has fallen from 4321 to 4137 and the decline is seen across all services. This is concerning for the sector. Cwlwm partners will continue to have discussions with Welsh Government around this to ensure that childcare sustainability and growth is of high priority.



The report notes the ongoing work to develop and improve digital services including moving towards online registration for all registered services. Cwlwm partners are working closely with CIW to support the development and will share future updates.

Thank you to all of you who responded to our Cwlwm survey on CIW silent ratings. The survey had the following key findings:

- 108 responses across the childcare and play sector in Wales.
- 89% stated that the reasons for the silent ratings were clearly explained to them.
- 76% stated they agreed with the silent ratings given.

All findings have been collated and shared with CIW to support the further development of the use of published ratings from April 2019.

2 National Minimum Standards (NMS) for Regulated Childcare for Children up to the age of 12 years

The Welsh Government and Cwlwm wish to gather the views of childcare and play providers on the National Minimum Standards.

By completing a short online questionnaire you can help to improve the support we provide to the sector and inform future policy decisions. The survey asks for provider's views on how the NMS support them to provide quality childcare alongside potential challenges and improvements that could be made.



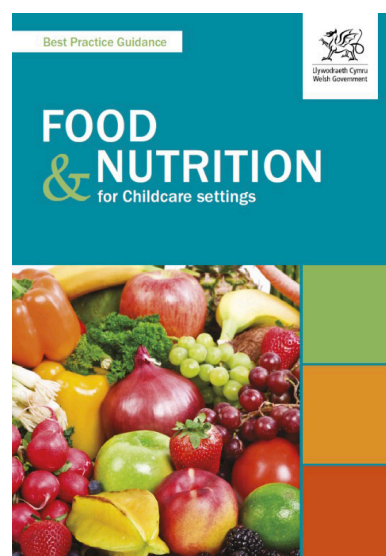
The online questionnaire is available on the Cwlwm website

<https://www.cwlwm.org.uk/safonau-gofynol-cenedlaethol-national-minimum-standards/>

and closes on the 22nd February 2019.

3 The Welsh Government launches the Food and Nutrition for Childcare Settings, Best Practice Guidance

New healthy menus and recipes for breakfasts, meals, snacks and drinks for children in your care can be downloaded here: <https://gov.wales/childcarefood> Click on the 'Learn more' to access the comprehensive guidance which forms part of a range of Welsh Government initiatives that will contribute to supporting positive dietary change through the early years and ensuring children reach and maintain a healthy weight as they grow and develop. This includes setting out the up to date, evidenced based food standards and how to implement them in practice, including to:

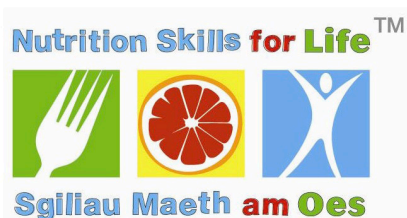


- **serve snacks that are nutritious, with little or no sugar and salt;**
- **provide only healthy and safe drinks that are protective to teeth, milk and water;**
- **serve a range of tasty, nutritious meals to help develop good eating habits; and**
- **ensure portion sizes are appropriate for the age of children.**

There are also lots of tools and resources to help settings develop their food and drink provision, help children to eat well and monitor their progress.

Local training for settings staff is offered through the 'Nutrition skills for life' programme delivered by dietitians in each health board. For more information see:

<https://www.publichealthnetwork.cymru/en/topics/nutrition/nutrition-skills/>



We will also be working closely with Care Inspectorate Wales to ensure that all Inspectors have knowledge and awareness of the guidance.

4 All Wales Induction Framework for Early Years and Childcare

A new induction tool to boost the confidence and skills of early years and childcare workers has been introduced by Social Care Wales.

The framework aims to make sure that workers in the sector gain the skills, knowledge and confidence they need to carry out their role competently within the first 6 months of employment.

The induction framework will help practitioners:

- to understand their role – what is required of them and what support they can expect
- get to know their work environment and the information they need to do their job well
- get to know their colleagues and develop good working relationships
- understand how they can best support those they will be working with.

The Framework is one of the actions being taken forward under the implementation of the 10-year childcare, play and early years workforce plan. The induction framework will help to support the Welsh Government's ambition to professionalise the early years and childcare sector. The framework will support the introduction of the new childcare qualifications as they begin their introduction from September 2019 and will form part of a longer term approach to developing a national training framework in partnership with Social Care Wales.

Download the All Wales Induction Framework for Early Years and Childcare:

socialcare.wales/learning-and-development/all-wales-induction-framework-for-early-years-and-childcare



If you have any queries about the framework you can contact Social Care Wales on **0300 30 33 444**

5 New national campaign to recruit more early years and childcare workers

In 2019 Social Care Wales will be launching a national campaign to attract and recruit more workers to the early years and childcare sector.

Developed in partnership with a number of organisations, the campaign aims to raise awareness of the benefits and rewards of a career in early years and childcare, and provide information and support for those with the right personal attributes and interested in pursuing a career in the sector.

If you're interested in finding out more, please email the programme manager Andrew Bell at andrew.bell@socialcare.wales



6 Developing Good Employment Relations

Quality staff and good employment relations are fundamental to the sector. To get things right, ACAS (Advisory, Conciliation and Arbitration Service) provides free, impartial information and advice to employers and employees on all aspects of workplace relations and employment law including:

- **statutory Codes of Practice and advice and guidance** to help employers e.g. on how to write an employment contract or handle discipline and grievance;
- **tailored training** including online training;
- free impartial expert advice through the **Helpline** (0300 123 1100) and **Helpline Online** services for employers and employees.



www.acas.org.uk

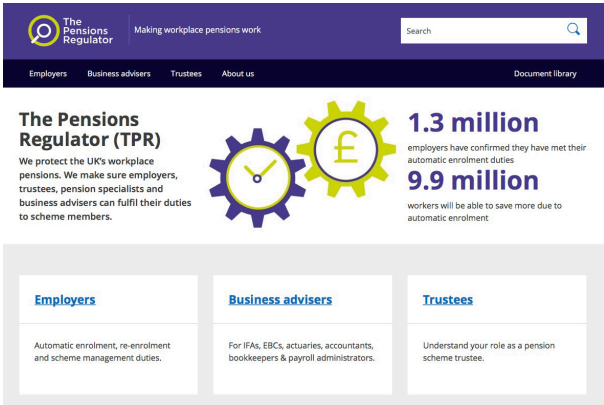
Helpline 0300 123 1100, Monday to Friday 8am-6pm



7 Pension Update

Automatic enrolment is a Government initiative that makes it compulsory for employers to automatically enrol their eligible workers into a pension scheme. The employer must also pay money into the scheme. By April 2019 total minimum contributions will rise to 8%: the employer paying 3% and the employee 5%.

www.thepensionsregulator.gov.uk



The Pensions Regulator (TPR) website header includes the logo, the tagline "Making workplace pensions work", a search bar, and navigation links for Employers, Business advisers, Trustees, and About us. A "Document library" link is also present.

The main content area features the TPR logo and a brief description: "We protect the UK's workplace pensions. We make sure employers, trustees, pension specialists and business advisers can fulfil their duties to scheme members." To the right, there are two statistics: "1.3 million employers have confirmed they have met their automatic enrolment duties" and "9.9 million workers will be able to save more due to automatic enrolment".

Below the statistics are three columns of links: "Employers" (Automatic enrolment, re-enrolment and scheme management duties), "Business advisers" (For IFAs, EBCs, actuaries, accountants, bookkeepers & payroll administrators), and "Trustees" (Understand your role as a pension scheme trustee).



One year on..... Childcare Offer for Wales results of the Arad and NatCen research

Cwlwm partners attended the Welsh Government's Childcare Offer stakeholder group at the end of November, 2018. At the event, the results of the Evaluation of the Early Implementation of the Childcare Offer for Wales research were presented. Cwlwm partners were interviewed and contributed to the findings. The evaluators have recommended that Welsh Government give further consideration to:

- Making the application process / proof of eligibility easier and consistent for all working parents
- Improving, and possibly, centralising the approach to communications
- Providing more and clearer information to help parents work out childcare costs, taking into account child tax credit
- Alignment between the provision of childcare and the delivery of Foundation Phase Nursery (FPN) in relation to access for parents and funding arrangements
- Working relationships between schools delivering FPN and childcare providers
- Elements of delivery including charging for additional hours by providers and the use of the SEN budget by Early Implementer local authorities and providers delivering the offer
- Further research to provide conclusive evidence on the impact of the Childcare Offer for Wales.



[Read full report here](#)

9 Welsh Language Level Checker

We're sure you will have heard of the Welsh Language Level Checker by now. This is a diagnostic tool which uses 4 online activities to identify the Welsh language skill level of the childcare and play workforce.

Apply to take part today, e-mail edi@meithrin.cymru

The project's success depends on your contribution

Why should I take part?


- To be part of the 'Active Offer for Wales – providing a service in Welsh without someone having to ask for it.
- CIW will also consider and report on the Welsh language 'Active offer' when inspecting care services.
- To identify opportunities to further your professional development. A number of courses are available to refine your Welsh language and develop new skills. The Checker will help you to decide on the most suitable support for you.
- Contribute towards the development of bespoke Welsh language courses for the Early Years, Childcare and Play sector throughout Wales.

How do I find my level?

- You will receive an estimation of your Welsh language **Listening** and **Reading** skills straight away.
- Your answers to the **Speaking** and **Writing** elements are assessed in person, so your results will usually appear on your account within 14 days of completion.

10 Additional Learning Needs and Education Tribunal (Wales) Act 2018

Additional Learning Needs and Education Tribunal (Wales) Act Factsheet 4



A unified plan
Individual development plans (IDPs) will replace statements of special educational needs (SEN) and individual education plans (IEPs) for learners currently supported through Early Years Action or Early Years Action Plus.
If the provider suspects that a child may have additional learning needs (ALN), it could refer that child to the local authority. The local authority will decide whether the child has ALN and, if so, put an IDP in place.

A mandatory ALN Code
Non-maintained early years education providers in receipt of local authority funding must have regard to the guidance set out in the ALN Code.


A 0–25 age range
Improved transition between early years education providers and schools.
A new local authority Early Years Additional Learning Needs Lead Officer role is intended to contribute to the wider objective of improving early identification and intervention in relation to ALN and ensuring better planning for future provision. The lead officers will have an important part to play in improving the early identification of lower level needs, which may not be identified under the existing system, and in preventing the development of ALN; establishing referral routes and raising awareness among multi-agency partners; and helping ensure the early years workforce has the appropriate skills, mechanisms and tools for preventing the development of ALN and supporting young children with ALN.

Welsh language
If a child or young person needs additional learning provision in Welsh, this must be documented in the IDP and 'all reasonable steps' must be taken to secure the provision in Welsh.

Clear and consistent rights of appeal
Children and their parents/carers will have the right to appeal to the Education Tribunal against decisions made by a local authority in relation to their ALN or their IDP.

Increased collaboration
Where necessary, IDPs will include additional learning provision (ALP) agreed by health services, social services and other services, as well as education. IDPs will contain an action plan that is clear about which agency is responsible for delivering the individual elements.

How will the Act affect non-maintained early years education providers in receipt of local authority funding?



The Welsh Government provides guidance and details of services relating to additional learning needs (ALN) on their website. Please see [here](#) for details.

Consultation on the draft ALN Code for Wales

The Welsh Government has recently launched a public consultation on the draft ALN Code and the policy intent for a number of other proposed related regulations. The consultation will run until 22 March 2019. The consultation document and response form, as well as an easy read version and a children and young people's version of the consultation is available online at:

<https://beta.gov.wales/draft-additional-learning-needs-code>



Responses can be e-mailed/posted to the address below to arrive by 22 March 2019 at the latest:

E-mail: SENreforms@gov.wales

Address: Additional Learning Needs Transformation Team, Support for Learners Division, Education Directorate, Welsh Government, Cathays Park, Cardiff CF10 3NQ

The Welsh Government will be hosting a series of consultation events across Wales in February and each event will include a workshop relating to early years. Registration for the events is now open - you can register to attend an event here:

<https://aln-regional-event-2019.eventbrite.co.uk>



www.cwlwm.org.uk

The Cwlwm partnership consists of the following organisations:



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