



**GRANT PROGRESS REPORT:  
CHILDREN AND FAMILIES DELIVERY GRANT**



Llywodraeth Cymru  
Welsh Government

## PROJECT DETAILS:

|   |   |
|---|---|
| <b>Name of Lead organisation:</b>         | Mudiad Meithrin (MM)  |
| <b>Lead Organisation Contact Details:</b> | Dr Gwenllian Lansdown Davies, Chief Executive, Mudiad Meithrin, Y Ganolfan Integredig, Boulevard de Saint Brieuc, Aberystwyth, Ceredigion, SY23 1PD |
| <b>Partners' Names:</b>                   |   |
|   | Clybiau Plant Cymru Kids' Clubs (CPCKC)   |
|   | Mudiad Meithrin   |
|   | National Day Nurseries Association (NDNA Cymru)   |
|   | Professional Association for Childcare and Early Years Cymru (PACEY Cymru)  |
|   | Wales Pre-School Providers Association (Wales PPA)  |
| <b>Project Title: Cwlwm</b>               | Childcare in <b>W</b> ales <b>L</b> earning and <b>W</b> orking <b>M</b> utually  |
| <b>Project Duration:</b>                  | Four years: 1.10.2014 – 31.3.2018   |
| <b>Grant Amount:</b>                      | £4,324,396 up until the 30.9.17<br>£722,205 additional amount for the extension period 1.10.17 – 31.3.18  |
| <b>Reporting Period:</b>                  | 01.4.2017 – 31.3.2018   |
| <b>Grant amount:</b>                      | £1,444,410 for 12 months  |



## • 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 (MM) 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 Wales Pre-School Providers Association (Wales PPA), brings together an ability, based on a wealth of experience, to tackle issues within the Childcare and Play 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 Play settings, with the aim of sustaining provision.
- examines the **development** needs of the Childcare and Play **workforce** and works collaboratively to provide opportunities to fulfil their training needs.
- **identifies gaps** in Childcare and Play 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 Play 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.

## • Objectives, Outcomes, Achievements

### Objective 1: Families in Wales benefit from being able to access affordable, sustainable and high quality childcare and play opportunities

| Output   | Outcome   | Achievement   | Results for the period 1.4.17 – 31.3.18   |      |
|--|---|---|---|------|
| Provide support and guidance to childcare/play providers             | Parents/carers able to work or train; children cared for in a safe, happy environment | Cwlwm partners have worked together to offer a vast amount of support, guidance and advice, through a dedicated team of staff to over 2,682 childcare and play providers throughout Wales. The support and guidance provided have allowed many provisions to overcome problems such as sustainability, marketing, recruitment, regulatory requirements, financial commitments and compliance, health and safety issues etc.   | Cylchoedd Meithrin (including full day care and sessional day care)   | 472  |
|  |   |   | Gofal Cofleidiol (Welsh-medium wrap around care)  | 259  |
|  |   |   | Cylchoedd Ti a Fi   | 303  |
|  |   |   | Playgroups  | 440  |
|  |   |   | Parent/Carer and Toddler Groups   | 192  |
|  |   |   | Day Nurseries (including full day care)   | 561  |
|  |   |   | Breakfast Club  | 283  |
|  |   |   | After School Clubs  | 858  |
|  |   |   | Out of School   | 28   |
|  |   |   | Holiday Clubs   | 469  |
|  |   |   | Weekend Clubs   | 10   |
|  |   |   | Childminders  | 2074 |
|  |   |   | Nannies   | 131  |
|  |   |   | Number of the above providers delivering Flying Start services  | 461  |
| <b>Total no. of provisions receiving support and guidance</b>        |   |   | <b>2682</b>   |      |
| Deliver a business support programme to childcare and play providers | Childcare and play providers become more sustainable providers                        | <p>Cwlwm partners review and discuss the action plan within Cwlwm meetings to ensure that childcare and play providers continue to receive dedicated support and guidance.</p> <p>Following the CWLWM meeting on 14.2.18 with Welsh Government, forward planning for further work with Business Wales following Business Support events is planned for 2018 – 19.</p> <p>Business support has been provided e.g. via email/phone support, face to face visits and advice surgeries,</p> | <p>Cwlwm partners have led or supported a wide variety of business support training/network events which include: numerous SASS 2 workshops, governance, advice surgeries, digital inclusion workshop and developing infection control and food allergen resources, Ready Steady Go workshop, Fit for Offer sessions, policy, 30 hour childcare events, promotion of Level 3 &amp; 5 childminder training, quality &amp; standards; management &amp; leadership; training &amp; development meetings, professional learning for Welsh language /Welsh medium practitioners etc.</p> <p>Cwlwm partners prepared a leaflet entitled 'Radon Gas: Information for Childcare Settings' which was published on the Cwlwm website.</p> |      |

| Output | Outcome | Achievement   | Results for the period 1.4.17 – 31.3.18  |
|--------|---------|---|--|
|        |         | <p>networking events, online news stories, newsletter and social media. Examples include sustainability issues, employment/HR advice, CIW issues, legislative changes, funding/grant opportunities, SASS 2, leadership and management, advertising, quality issues, staffing issues, foundation phase 'Hwb' training and piloting of childcare offer.</p> <p>NDNA Cymru and CPCKC on behalf of Cwlwm have also met with WG and Business Wales to discuss Business Support events which are to be held in November. The purpose of the events, is to map out the current range of business support activity provided by partner organisations and agencies, identify gaps in support and areas of potential duplication and explore future ways of collaborative working to support childcare providers.</p> <p>Following attendance at the Wales Member Event Wrexham, Business Wales held a tendering workshop in Wrexham for NDNA members to provide them with tendering processes to support them with the Foundation Phase tender from Wrexham Local Authority.</p> <p>A wide range of queries and support was provided to both registered, pre-registered childminders and nannies. 67 % of support was to pre-registration childminders and nannies, 33% to registered childminders. Of the registered enquiries 95% were related to specific childcare/regulatory issues that required detailed guidance and support rather than generic business advice around financial planning and marketing. Of the pre-reg, 99.5% related to specific childcare/regulatory guidance and support.</p> <p>Other support has been provided on: Employment issues, Marketing, Leadership and Management, Finance, Staffing / Interviews / Induction, Education/Estyn, Sustainability, CIW, P1 data, Quality standards, Tenders, DBS, Welsh Language and Health &amp; Safety.</p> | <p>210% of the target for business support contacts or visits was achieved</p> <p>189% of the target was achieved for business support mentoring sessions.</p> <p>456% of the target was achieved for attending business support training or network events.</p> |

| Output                           | Outcome   | Achievement  | Results for the period 1.4.17 – 31.3.18   |
|----------------------------------|---|--|---|
|                                  |   | Types of support included various committee skills using Ready, Steady Go. Business Health Checks, using Ready, Steady Go, support with funding applications, recruitment, Welsh language resources, meeting CIW requirements. Support with monitoring grants, discussing the EDI Project, training, qualification needs, Induction, Finance, Staffing, Interviews, Management and Leadership, Sustainability, CIO, Quality standards and Estyn. |   |
| Seek joint funding opportunities | Childcare and play providers and children and families benefit from enhanced support by CWLWM | Cwlwm partners are committed to seeking joint funding opportunities where possible and continue to lever in additional funding as and when possible to further support the childcare and play sector. Cwlwm partners regularly share information and knowledge about possible funding opportunities within regular meetings.   | <p>The following joint funding applications have been discussed or submitted at Cwlwm meetings:</p> <ol style="list-style-type: none"> <li>1. Application submitted to Big Lottery Third Sector grant scheme which includes CPCKC, Mudiad Meithrin and Wales PPA. The grant is for a CIO Support Officer for each organisation to support members through the process. Unfortunately, this bid was unsuccessful.</li> <li>2. Cwlwm partners have been working closely with the National Centre for Learning Welsh and have been awarded funding of £42,500 in order to coordinate a diagnostic tool project in order to set a baseline for Welsh language skills across the sector.</li> <li>3. Cwlwm partners held discussions with Coalfields Regeneration Trust with regards to the possibility of co-working and making a collaborative bid for Cwlwm training.</li> <li>4. Continuation of Welsh language services in Torfaen</li> <li>5. Cwlwm partners have been in discussions with Canolfan Peniarth (University of Wales Trinity Saint David) to submit a joint tender to create a learning Welsh programme that responds specifically to the training needs of early years and play practitioners.</li> <li>6. City and Guilds/WJEC potential to support with development of new units following news on qualification tender.</li> </ol> <p>The Welsh language support to providers has now been completed by all partners.</p> |

| Output   | Outcome   | Achievement   | Results for the period 1.4.17 – 31.3.18   |
|--|---|---|---|
| Work collaboratively to establish new childcare and play services                                    | All children and families benefit from more integrated services, reducing inequality and helping to eliminate poverty | Cwlwm is committed to establishing new services every year. Utilising each partner's specialist expertise, Cwlwm has worked collaboratively to establish new integrated childcare and play services.  | 188 new childcare and play services were established. These provided 1613 additional Childcare places. Cwlwm remain committed to supporting new settings.   |
| Assist childcare and play providers to register with CIW, improve quality and become quality assured | Children and families benefit from the highest possible standards of service delivered                                | <p>Cwlwm partners provide ongoing support to providers on registering with CIW and are committed to facilitate training events / meetings on registration issues.</p> <p>Cwlwm partners have developed a quality assurance programme which includes information on 5 quality assurance schemes available to all types of childcare and play providers. Cwlwm partners place an emphasis on the importance of quality improvement ensuring consistency in the standard and quality of childcare in Wales. All schemes meet the Welsh Government's proposed framework. The programme is available on the Cwlwm website.</p> | <p>138 existing settings were supported to register with CIW.</p> <p>31 existing settings achieved registration with CIW.</p> <p>359 new settings were supported to register with CIW. Surpassing the target by 259.</p> <p>178 new settings achieved registration with CIW.</p> <p>68 providers achieved quality assurance.</p> <p>19 providers are working towards quality assurance schemes.</p>       |
| Work collaboratively to enhance childcare and play opportunities for children with additional needs  | The needs of all children and their families, including disabled children are met                                     | Cwlwm partners directly manage local referral schemes to allow children to access additional support through assisted places and one to one support. However, the decrease in Local Authority funding is having a detrimental effect on the ability of Cwlwm partners to work collaboratively to enhance childcare and play opportunities for children with additional needs in particular. Local referral schemes are diminishing which is having an impact on the support that Cwlwm is able to provide to families with disabled children.   | Due to the loss of funding from several local authorities there has been a decrease in the number of Locally Managed Schemes and therefore due to circumstances beyond our control this target was not achievable. The following Referral Schemes are currently locally managed: Conwy, Merthyr, Ceredigion, Flintshire (2), Gwynedd, Newport (2). Targets have been met where funding has been retained. |

**Objective 2: The Childcare and play workforce achieves the appropriate skills, knowledge and qualifications to offer a high quality services to all families**

| Output   | Outcome   | Achievement  | Results for the period 1.4.17 – 31.3.18   |
|--|---|--|---|
| Sustain and up skill appropriately qualified workforce                 | Children and families benefit from services delivered by highly skilled and motivated workforce | Cwlwm have continued to work to ensure an appropriately qualified workforce which is shown by the high achievements against the targets.   | 303 practitioners achieved childcare or playwork qualifications at level 2 or above. More than double the target.<br>197 potential childminders or nannies achieved CYPOP5 accreditation. Almost 4 times the target.<br>This has been enabled by other funding sources. |
| Work in partnership with key agencies to promote a career in childcare | Parents are supported to return to work and are supported out of poverty                        | <p>Cwlwm continually work in partnership with key agencies to promote childcare as a career.</p> <p>A variety of information sessions for potential workforce were held in order to promote childcare as a career. Such sessions included: Face to Face briefing sessions, telephone briefing sessions, childcare choices sessions and webinar briefings for pre-registered childminders. Mudiad Meithrin have been in discussions with the following schools within Cardiff, Ysgol Gyfun Glantaf, Plasmawr and Bro Ederm and all 3 schools have agreed to offer various childcare courses for their students. Mudiad Meithrin attended an Open Day event at Cross Keys College where a career childcare was promoted during this event Mudiad Meithrin held a workshop on the Foundation Phase 'Y Dosbarth Tu Allan'. During Mudiad Meithrin's 'Dewin and Doti Gŵyl Feithrin Taith', employment opportunities and a career in childcare has been widely promoted.</p> <p>Promotional stands have also been held in various events such as Flintshire FIS, jobs fair in Connah's Quay, and parent and toddler group in Powys.</p> <p>All Cwlwm partners continue to promote childcare and playwork opportunities through social media and various newsletters.</p> | <p>69 information sessions have been held for potential workforce against a target of 27.</p> <p>47 awareness sessions to promote quality childcare and opportunities have been held with staff from key agencies against a target of 7.</p>                            |

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|  |   | Awareness sessions to promote quality childcare and opportunities have been held within: digital inclusion awareness session to LA childcare teams; a meeting held with Conwy early years team, a meeting held with Torfaen LA, an event held at Bridgend college.   |  |
| Work closely with the Sector Skills Councils such as Social Care Wales and Skills Active               | Standards, qualifications and learning underpin professional practice                       | All Cwlwm Partners attend the Childcare and play workforce network with Social Care Wales and have had continued input into the new qualifications modules. Cwlwm partners have represented the sector at all meetings ensuring that the needs of the Childcare and Play sector are met.<br><br>Cwlwm partners are also represented on other groups including Social Care Wales' Qualifications and Standards Advisory Group (QSAG) and various sub groups (see further information in aim 6 below)  | The Play Education and Training Council meeting was attended by CPCKC quarterly.<br>The Childcare workforce network meet on a quarterly basis.<br>7 QSAG meetings were held during 17-18 and attended by Cwlwm partner representation.   |
| Develop and deliver a co-ordinated programme of Continuous Professional Development (CPD) training     | Childcare and play workforce can access a flexible and full range of CPD opportunities      | An extensive variety of CPD training events have been offered to providers, they include events such as: All Wales Basic Safeguarding Awareness, First Aid, Culture Zone Workshops, Den Building Workshops, Games Galore, Just Add Water workshops, Nature Zone, Prevent Duty , Pulleys and Whatnot Workshops, SASS part 2 Workshop, Standardisation Training, Storytelling Workshop, 30 Hours Childcare Offer, Safonnau Serennog - the secret to success, Fun in the sun (course presenting the Foundation Phase), Foundation Phase Awareness webinar, Play to Learn workshop, Planning for Learning workshops, Attachment and Key Learning, Leadership and Management. | 233 CPD training events delivered.<br><br>2394 of practitioners attended CPD sessions.<br><br>1111 practitioners undertook CPD on line.<br><br>Although not all of these were delivered through Cwlwm funding it is an example of the added value the Cwlwm partnership can deliver. |
| Develop and deliver Welsh-language training courses and workshops for the childcare and play workforce | Children benefit from increased Welsh language opportunities within their childcare setting | A variety of workshops on Welsh-language activities for children have been developed and delivered which include: Ben a Betsan story and rhyme time, egg hunt story, 'Y Lindysyn Llwglyd' story and rhyme, story and rhyme 'Malwodan Araf' which includes flashcard and movement sessions, Fun with Welsh Workshops, Fun in the Sun workshop which includes examples of fun activities that staff can present to children - these activities promote children's linguistic skills when engaging in outdoor activities.   | 127 workshops on Welsh language activities were delivered for children. The target was to deliver 13.<br>Although not all of these were delivered through Cwlwm funding it is an example of the added value the Cwlwm partnership can deliver.                                       |



**Objective 3: To develop innovative and practical solutions to enhance childcare and play opportunities in Wales**

| Output  | Outcome  | Achievement  | Results for the period 1.4.17 – 31.3.18  |
|---|--|--|--|
| Work collaboratively to establish innovative models of childcare and play provision | Families in Wales benefit from being able to access innovative and practical models that respond to childcare/play needs | <p>Cwlwm partners have supported providers to extend their provision to offer wraparound care, after school holiday and out of hours care e.g. on Saturdays, where there is a need.</p> <p>Providers have extended services to include services such as wrap-around care, lunch clubs, breakfast clubs, extended opening hours, childminders and after school or holiday clubs. Including in areas of deprivation.</p> | <p>A total of 37 providers were supported to extend services to include wrap-around care</p> <p>A total of 13 providers were supported to extend provision in rural areas</p> <p>21 providers were supported to extend provisions in areas of deprivation</p> <p>22 new Welsh-medium provisions were established</p> <p>Each target was surpassed.</p> |

**Objective 4: To develop innovative and practical solutions to enhance childcare and play opportunities in Wales**

| Output   | Outcome   | Achievement  | Results for the period 1.4.17 – 31.3.18   |
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| Represent the childcare and play sector at Welsh Government and local levels | The childcare/play sector has a voice on all relevant matters | <p>Cwlwm partners have provided detailed feedback to LAs CSA report that have been published for consultation: Wrexham (x2), Neath Port Talbot, Gwynedd, Flintshire, Denbighshire, Conwy, Bridgend, Anglesey, Torfaen, Blaenau Gwent, Caerphilly, Cardiff, Carmarthenshire, Ceredigion, Pembrokeshire, RCT, Newport, Monmouthshire.</p> <p>Examples of reports prepared by Cwlwm partners include:</p> <ul style="list-style-type: none"> <li>- Collecting information for WG regarding PfS numbers.</li> <li>- Preparing a paper on the Impact of Business Rates on Day Nurseries in Wales which was submitted to the Welsh Government.</li> <li>- Providing detailed feedback to Gwynedd and Môn regarding the Childcare Offer, and to Neath Port Talbot LA on their CSA Action Plan. Providing sector intelligence to Ceredigion on trade waste issues for</li> </ul> | 43 intelligence data reports were compiled on the sector against a target of 6. |

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|  |  | <p>childminders and to Carmarthenshire for Food Hygiene Rating Schemes for childminders.</p> <ul style="list-style-type: none"> <li>- Annual satisfaction questionnaire sent to all members.</li> <li>- Mapping exercise to measure the capacity of settings to deliver the Childcare Offer, Food Hygiene Rating Schemes for Cylchoedd Meithrin, provided detailed feedback on CSA and WESP action plans.</li> <li>- Report on decline of childminders</li> </ul>  |   |
| Contribute to childcare and play sector consultations at local level and at Welsh and UK Government levels | Childcare providers and families, especially those living in poverty, benefit from a robust and innovative childcare and play strategy | <p>Cwlwm partners have contributed to the following joint responses:</p> <ul style="list-style-type: none"> <li>- 30 Hour Childcare Offer</li> <li>- Food for Fun Programme (SHEP)</li> <li>- CSA – Denbighshire –</li> <li>- L2 qualification Diploma in Children's Learning and Development.</li> </ul> <p>Individual responses by Cwlwm partners include contributions to the following consultations:</p> <ul style="list-style-type: none"> <li>- Guidance on handling individual cases to protect children and adults at risk.</li> <li>- Reforming Local Government: Resilient and Renewed</li> <li>- Response to Cabinet Secretary regarding Food Hygiene</li> <li>- Review of S4C - Dept of Digital Culture, Media and Sport</li> <li>- ALN Bill consultation events and TSANA response to Stage 2 ALN Bill</li> <li>- DBS feedback on proposals for change to CIW</li> <li>- Business rates relief</li> <li>- Welsh language white paper</li> <li>- Proposal to remove defence of reasonable punishment</li> </ul> | <p>In total, Cwlwm partners have contributed 5 joint responses to consultations.</p> <p>Cwlwm partners have submitted 30 individual responses and shared with partners.</p> |

***Aim 1: To be a key partner for Welsh Government during the first pilot period of the Childcare offer by being an information source, a critical friend, a bridge for provisions and locations in the sector and an important agent for Local Authorities and 'Aware', through meeting, discussing and representing the sector.***

| Output  | Achievement  |
|---|--|
| Hold 5 information surgeries with participation from all providers across the childcare sector (total of 125 participants) and in conjunction with AWARE.   | The planned events were postponed.<br>This is one of CWLWM's priorities to take forward to 2018 – 19 in conjunction with Welsh Government and AWARE.   |
| Work with Welsh Government and AWARE to develop a suite of guidance materials regarding the Childcare offer.  | <p>Following Welsh Government's meeting with CWLWM partners on 14/2/18 and as the Childcare offer is a priority for 2018 – 19, CWLWM partners will develop and promote a suite of guidance in partnership with WG on the childcare offer. CWLWM partners have provided various blogs on the Childcare offer and shared via social media.</p> <p>A stakeholder meeting and 'hot spot' session on the Childcare Offer bill was held on the 14/3/18 and attended by all Cwlwm partners. PACEY Cymru also gave evidence at the Gateway Review for the Childcare Offer to Welsh Government on the 27/2/18. PACEY Cymru sought guidance on, and have lobbied for a change to, the current position that would allow registered childminders to access childcare offer funding for related children not resident with them have and shared information on this on our website. A meeting was held on the 7/2/18 with Owain Lloyd and his team to discuss this issue following a letter sent to the Minister by PACEY Cymru. Welsh Government has since confirmed that childminders will be able to participate when caring for related children.</p> <p>This work is ongoing.</p> |
| <i>In conjunction with Welsh Government and LAs prepare for the second wave of areas that will be a part of the Childcare offer and:</i>  | Cwlwm partners attended a Welsh Government meeting of the Childcare Offer Bill and Childcare offer Stakeholder Group in March. Discussions took place on the processes of the Childcare offer Bill, Childcare Offer monies, and sharing of lessons learnt on the early implementers' local authority.  |
| Create and share an information newsletter via Cwlwm FB and Twitter (in addition to organisations' own social media), email (AWARE/FIS), websites in addition to actively engaging with the wider WG #TalkChildcare campaign.         | All blogs compiled have been shared on social media across all organisations, including information to the sector on the talk childcare offer campaign and the childcare offer in Wales.   |
| Create and share a monthly blog on childcare offer via Cwlwm FB and Twitter (in addition to organisations' own social media), email (AWARE/FIS), websites in addition to actively engaging with the wider WG #TalkChildcare campaign. | CWLWM blogs regarding the Childcare Offer were shared via social media, e bulletins and on the CWLWM website.  |

***Aim 2: Seek to gain a better understanding of the business support landscape as a means of identifying gaps and areas of duplication and exploring future ways of collaborative working and cross referral mechanisms to ensure childcare providers across Wales are able to benefit and have access to a seamless business support service which meets their needs and expectations.***

| Output   | Achievement  |
|--|--|
| Support Welsh Government, in collaboration with Business Wales and Aware to gain a better understanding of the business support landscape. Work to include business events and ongoing feedback around identification of gaps, and duplication and consideration of improvements which could be made to deliver a collaborative support service to the sector. | This work is ongoing and forms part of CWLWM's 2018 -19 targets. Cwlwm partners took part in networking events with Business Wales and AWARE. Business Wales attended a Cwlwm meeting. |

***Aim 3: Contribute to the #Cymraeg2050 Strategy in order to up-skill the workforce across the sector to be able to improve Welsh provisions and move staff along the language continuum (regardless of the provision's language)***

| Output   | Achievement  |
|--|--|
| Recommend appropriate training and delivery methods for Welsh language and Welsh-medium training for practitioners.  | Cwlwm partners continued to promote and support the EDI Project. Information was shared about the EDI project with members via social media, newsletters and inviting the project team to network meetings and member events. The EDI Project has continued to contact practitioners across the sector to encourage them to participate in the diagnostic tool. All partners have met with Cefin Cambell to discuss what Welsh language courses and support is needed and this work will continue into phase 2 once the suite of training courses are available. |
| Map existing Welsh Language resources available through Cwlwm partners and others and signpost/link to these on Cwlwm website, including LAs and FIS.  | Mudiad Meithrin has mapped existing Welsh language resources, and these are promoted via a link to Mudiad Meithrin on the Cwlwm website. Members have access to Mudiad Meithrin's Welsh language resources through the intranet. NDNA's Welsh Language factsheets are free to access via the NDNA website, a link to the website is available via the Cwlwm website.   |
| Publish blog on Cwlwm's website, which introduces Welsh as good practice within four provisions where English is the main medium, including links to Cwlwm partners, LAs and FIS.  | A Cwlwm blog was published in March and shared to members via an e-bulletin. Cwlwm partners drew attention to this via their various social media accounts.  |
| Consider how all Cwlwm members can contribute to Cymraeg 2050's aims to develop both Welsh-medium early years provisions as well as ensuring children across the sector can further develop their Welsh language skills. | Each Cwlwm partner prepared a short response on how they can contribute to the aims of Cymraeg 2050.   |

***Aim 4: To seek and secure other sources of funding, which add value, strengthen and extend the work of the CWLWM partnership.***

| Output   | Achievement  |
|--|--|
| <p>Support the National Centre For Learning Welsh's (NCFLW's) 'Cymraeg Cynnar' work to develop a dependable picture of the sector's Welsh language skills and ability to work through the medium of Welsh, according to the discussion paper, and make recommendations for how these findings could be used.</p> | <p>The work of the EDI project has helped shape the 'Cymraeg Cynnar' work. Following this the following recommendations were proposed:</p> <ol style="list-style-type: none"> <li>1: Taking into account the wide range of existing care, early years and play workforce Welsh-language skills, to develop a range of bespoke courses to move individuals along the language continuum.</li> <li>2: To develop a register of qualifications mapped to ALTE Welsh for Adults levels to enable individuals to identify their current level of qualification.</li> <li>3: To ensure that the Work Welsh courses developed for the care, early years and play sector includes elements to develop and increase the confidence of individuals to use their Welsh.</li> <li>4: As well as developing Welsh-language skills for activities and situations where regular patterns and expressions are used, to give consideration to the need to develop the language that coincides with open-ended activities that are a regular part of the sector's work.</li> <li>5: To build on workforce confidence to sing in Welsh by introducing a wide range of songs that could be used on a regular basis at work as part of the Work Welsh courses for the sector.</li> <li>6: To include elements that develop individuals' confidence in using Welsh with adults as part of the Work Welsh courses for the sector.</li> <li>7: To introduce the Work Welsh courses to the sector in settings that reflect the nature of the sector's work settings.</li> <li>8: To collaborate with the umbrella organisations and others to promote and encourage the workforce to undertake Work Welsh courses.</li> </ol> |
| <p>Extend use of Digital Communities Wales digital kit and provide case study on use to support securing of further loan period.</p>   | <p>All Cwlwm members have access to the Digital Communities Wales digital kit. The kit is used for various events and activities by partners when required. Use of the kit continues and is an example of the added value Cwlwm can offer. Work with the kit is also related to other funding streams. Two case studies have been produced by PACEY Cymru as well as one by NDNA Cymru.</p>  |

***Aim 5: Ensure expert input into Early Years, Childcare and Playwork field, as the Additional Learning Needs and Education Tribunal (Wales) Bill works its way through the Welsh Assembly's democratic processes.***

| Output  | Achievement   |
|---|---|
| <p>Co-ordinate and represent the sector in relevant national, regional and county forums to develop practice related to the ALNET Bill.</p> | <p>Charlie Thomas, Head of Additional Learning Needs (ALN) Transformation and Tim Snell, ALN Legislative Programme Manager for WG, attended the Cwlwm meeting giving an update of the ALN Act and planned</p> |

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|  | process for the future. The ALN Act is a priority for Cwlwm Partners in 2018-19 and CWLWM will continue to work with the WG representatives.  |
| Work with the Welsh Government to provide advice and input into the development of awareness-raising materials and resources on the ALNET Bill and its implications for the non-maintained sector.         | Information on the ALNET Bill was shared via e-bulletin to members.<br>Charlie Thomas, Head of Additional Learning Needs (ALN) Transformation attended a Cwlwm meeting on the 23.1.18 to move forward all targets in relation to this aim.<br><br>Cwlwm Partners has mapped existing ALN support across Wales and available resources. We will be working closely with Charlie Thomas to raise awareness of the Bill and its implications over the coming months. A representative from Wales PPA and Mudiad Meithrin will attend the ALN meetings on behalf of CWLWM |
| Undertake mapping work surrounding ALN provision across the sector, to include an analysis of issues, and barriers facing childcare providers, including an analysis of support tools currently available. | Cwlwm partners have forwarded an ALN mapping exercise mapping existing support and referral schemes for Early Years across Wales to WG on this matter. This document will be reviewed annually.   |

***Aim 6: Support the development of work related to the Early Years, Childcare and Play workforce in Wales***

| <b>Output</b>  | <b>Achievement</b>   |
|--|--|
| Represent the sector to support the development and delivery of a suite of new qualifications for early years and childcare workforce.                 | Cwlwm partners have had extensive involvement regarding the new suite of qualifications. There has been continued feedback on content developed and suggestions for improvements at L2, L3, L4 and L5 CCLDP and comments on core and optional unit content. This was given through working with Social Care Wales through the QSAG (Quality and Standards Advisory Group) meetings and by email to the Early Years Network.<br>PACEY Cymru represented childminders at a meeting with SCW and Welsh Government looking at childminder pathways for the new qualifications and this work is ongoing. Work has been undertaken with SCW to develop workbooks for the new CC and EY's Induction Framework, which will link closely to the new qualifications. The expertise of Cwlwm partners has been invaluable across this area and been commented on by SCW staff. The strength of Cwlwm partners is also being used to share our views on the need for the inclusion of 'play' in the new qualifications and work is ongoing in this area with a joint response letter being produced. |
| Develop training section on Cwlwm website on changes to qualifications   | Qualifications are still in the process of being reviewed.   |
| Develop training section on Cwlwm website to link to information on the changes to qualifications and link to Cwlwm partners and LAs and FIS websites. | Qualifications are still in the process of being reviewed.<br>NDNA Cymru's training planner is linked into CWLWM website.  |

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| <p>Promote and stimulate demand in the take up of the Apprenticeship Programme amongst the childcare sector.</p> | <p>Practitioners have followed Level 3 Diploma in CCLD qualification, Level 3 Diploma in Play. The Apprenticeship Programme is promoted on a daily basis by the CBDO's and TO's working with the settings.</p> <p>Cwlwm partners advertised the Apprenticeship Programme through membership mailings, social media and their websites.</p> <p>An ongoing partnership between with Educ8 supports access to qualifications through the apprenticeship programme. Both to 28 – 24 year olds and with regards to apprenticeships for the over 50s.</p> |
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***Aim 7: Contribute to CIW work streams to ensure sharing of expertise to enable representation and involvement***

| <b>Output</b>  | <b>Achievement</b>   |
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| <p>Provide collated feedback and support further testing of CIW online services including the move to online registration for new childcare and play settings.</p> | <p>Cwlwm continue to represent the sector in discussions with CIW. Issues have been discussed with CIW regarding ongoing issues that require clarity and consistency, online registration and services. A further meetings are schedules for 2018-19.</p>  |
| <p>Work with CIW to develop a FAQ document to support changes to DBS in 2018, should the need be identified.</p>   | <p>Planned engagement has been pushed pack due to CIW's internal changes. Cwlwm representatives met with Kevin Barker, CIW Head of Childcare and Play Inspection, on the 26/3/18 to discuss inconsistencies and inaccuracies of information provided by CIW on changes to DBS that affect childminders and providers across Wales.</p> |

***Aim 8: Support the Welsh Government review of the National Minimum Standards (NMS)***

| <b>Output</b>   | <b>Achievement</b>   |
|---|--|
| <p>In collaboration with Welsh Government, engage with childcare and play providers to help inform review of NMS.</p> | <p>Review of the National Minimum Standards (NMS) is a priority for the CWLWM partners in 2018 – 19. Awaiting information from Welsh Government on how this will be taken forward.</p> |

## • Project highlights

The first six months of the year were the culmination of the first three years of the CFDG grant, with the following six months up to 31.3.18 making up the six month extension period which had a new business plan and targets. The annual report is based on these periods, which accounts for this change in focus half way through the year. In order to aid Welsh Government to meet their priorities in terms of provision within the Early Years Childcare and Playwork sector for 2017/2018, Cwlwm partners ensured that these new targets reflect and focus on the following:

- 30 Hours Childcare Offer
- Cymraeg #2050
- Workforce Development and Training
- Business Support

The collaborative working structure which was developed between all partners remains strong, and the monthly meetings continue to nurture the trustful working relationship between partners. All Cwlwm partners respect each other's knowledge and expertise and this has enabled them to tackle issues within the childcare and play sector professionally, efficiently and effectively. Working together has led to Cwlwm having a 'stronger voice' within the childcare sector.

Cwlwm partners attended an AWARE meeting on the 28.9.17 where a positive response was received to Cwlwm's presentation on 'Forward Planning'. The presentation gave an insight on Cwlwm's plans for the 6 months which followed, in addition to explaining the individual aims and activities of all organisations for the same period. The meeting also allowed Cwlwm partners to explain the funding structure of the CFDG grant and how this is distributed amongst the Cwlwm partners.

Cwlwm partners have worked closely with the National Centre for Learning Welsh and the work of developing an on-line objective tool to provide a baseline for the Welsh language skills of the early years and play workforce, or the EDI project, has been a success. Cwlwm partners helped to collect their sample workforce so that the initial simple introductory questionnaire could take place. A delay in the development of the online diagnostic tool has meant that the second part of the project did not begin until April 2018, which will allow contributors to complete quizzes which will test their Reading, Listening, Speaking and Writing abilities. The work Cwlwm partners have contributed to this project has meant that the data gathered so far has helped shape a new suite of language courses to be developed which will address the specific needs of the workforce in delivering the Foundation Phase and the 'active offer' within the childcare and playwork sector and Welsh Government's vision for 2050.

Over the previous year, Cwlwm partners have been proactive and once again this has become evident with Cwlwm successfully achieving most and surpassing some of its given targets. Cwlwm partners remain committed and dedicated in their approach to support providers in their aim to develop, improve and expand the choice of provision available in order to provide the best possible outcomes for children and families across Wales.

Collaborating with the Welsh Government to provide advice and input into the development of awareness-raising materials and resources on the Additional Learning Needs Bill, and its implications for the non-maintained sector has been of particular importance.



## • Challenges and Concerns

Referral Scheme funding has been withdrawn by a number of Local Authorities; the opportunity to tender for work has not been available with more and more referral schemes being taken in-house. This is of great concern to Cwlwm partners as it means that children with additional needs will potentially not have access to the same deserved childcare and play opportunities. These concerns have been raised with Welsh Government and on their request, Cwlwm partners have undertaken a mapping exercise so that key information regarding LA funding can be further highlighted, shared and discussed with them.

Cwlwm partners have identified that there is still progress to be made in ensuring that Local Authorities understand Cwlwm's role in relation to the allocation of funding and how Cwlwm money is spent. Cwlwm partners are committed to fostering a closer working relationship with Local Authorities and will ensure that they meet with representatives of AWARE on a regular basis in addition to ensuring that they continue to share relevant survey results / action plans and moving forward, producing a quarterly newsletter detailing Cwlwm's work to date and achievements.

The effort to find additional funding sources is an ongoing process for Cwlwm partners and each organisation regularly shares information and knowledge about possible funding opportunities. Generally, Cwlwm partners are concerned that the level of Local Authority funding is decreasing/ceasing and this will obviously have an effect on the additional funding levered to support the childcare and play sector.

## • Case Studies / Blogs

The following case studies provided by Cwlwm:

- **NDNA Cymru digital communities Wales case study**
- **PACEY Cymru case study on Digital Inclusion**
- **PACEY Cymru case study providing digital literacy support**

The following blogs have been prepared by Cwlwm and shared to members:

- **Ready for 30 hours of childcare? #TalkChildcare**
- **Childcare offer for Wales**
- **Supporting Transitions**
- **Childcare Offer funding**
- **Childcare Offer update on pilot areas**

- **Next period (1.4.2018 - 31.3.2019)**

Cwlwm partners look forward over the next term to learn lessons from the independent review by Arad and are committed to co-working with Business Wales and AWARE.

Therefore Cwlwm's new aims will concentrate on:

- Promoting the Childcare Offer
- Workforce Development and Training
- Delivering Business Support
- Contributing to work related to Care Inspectorate Wales (CIW)
- Supporting the Additional Learning Needs and Education (Wales) Tribunal Act
- Reviewing the National Minimum Standards
- Contributing to realising 'Cymraeg 2050' targets

The following will be newly created:

- Terms of Reference for the 'Cwlwm' approach
- Memorandum of understanding between 'Cwlwm' and All Wales Association of Representatives EYDCP (AWARE)
- Communications Strategy